

## Young & Emerging Adults Lead

### Introduction To Role:

The Young & Emerging Adults Lead plays a key role in leading, discipling, and reaching out to young and emerging adults (15–29s) within the church community and beyond, helping them grow in faith, build meaningful relationships, discover their calling, and become active participants in the life and mission of the church. The role focuses on creating a welcoming, Christ-centred culture for young and emerging adults, with a particular emphasis on discipleship, belonging, leadership development, and mission.

### Key Responsibilities:

#### 1. Spiritual Leadership & Discipleship

- Facilitate spiritual leadership for young and emerging adults across the church.
- Encourage growth in biblical understanding, prayer, worship, and Christian maturity.
- Develop discipleship pathways for different stages of life and faith.
- Support and mentor young people in their personal walk with Jesus.
- Identify and nurture future leaders.

#### 2. Community Building

- Create environments where young and emerging adults feel welcomed, known, and valued.
- Foster authentic relationships and intergenerational connection within the church family.
- Encourage inclusion and participation from those new to church or exploring faith.
- Build a healthy and vibrant culture that reflects the values and vision of the church.

#### 3. Ministry Development

- Oversee and develop ministries, gatherings, small groups, events, and teams relevant to 15–29s.
- Work collaboratively with existing ministry leaders, volunteers, and staff.
- Help shape age-appropriate teaching, worship, mission opportunities, and pastoral support.
- Ensure smooth organisation, communication, and safeguarding within the ministry area.

#### 4. Pastoral Care

- Offer appropriate pastoral support to young people and young adults.
- Walk alongside individuals through key life transitions, challenges, and decisions.
- Maintain healthy boundaries and safeguarding practices at all times.
- Signpost individuals to additional support where needed.

#### 5. Mission & Outreach

- Encourage young and emerging adults to live missionally in schools, colleges, universities, workplaces, and communities.
- Develop outreach opportunities that engage those outside the church.
- Build relationships with local schools, colleges, universities, and community networks where appropriate.
- Help young people explore vocation, calling, and servant-hearted leadership.

## 6. Team Leadership

- Recruit, train, encourage, and support volunteers and leaders.
- Build healthy teams marked by prayer, collaboration, humility, and accountability.
- Create opportunities for younger leaders to grow in responsibility and confidence.
- Meet regularly with church leadership for support, planning, and accountability.

### **Accountability:**

This role reports to the Minister (Team Leader) and works closely with other staff, Trustees and volunteers. The post-holder is expected to carry out any other reasonable tasks as requested by the line manager to support the smooth running of the church and its ministries.

### **Hours:**

37.5 hours per week. Flexibility is required for evening, weekend, and seasonal duties in line with the church calendar. We welcome discussion about work patterns that will be mutually beneficial.

### **Remuneration:**

£30,000–£34,000, dependent on experience. Housing may be included by mutual agreement, with the overall package structured to reflect its equivalent value. Where housing is provided by the church, it is understood that the property will occasionally be used for ministry purposes connected with the role, with due regard for the privacy and family life of the post-holder.

### **Additional Information:**

The role includes annual leave entitlement, public holidays, and access to the workplace pension scheme, in accordance with church policy and statutory provisions. Annual leave is 5.6 weeks per year, in addition to public holiday allowance. Annual leave should be taken in full calendar weeks, although requests for single-day leave may be considered at the church's discretion.

The first six months of employment will serve as a probationary period. This may be extended if the Church considers that further time is needed to assess work performance, conduct, or attendance. This post is offered on a fixed-term basis for an initial period of two years. It is fully expected that funding will continue beyond this initial term, and the church's intention is for the role to continue, subject to ongoing funding and review.

The role is subject to an Enhanced DBS check in line with the church's safeguarding policy.

### **Key Internal Contacts:**

- I. Minister (Team Leader)
- II. The Wider Staff Team
- III. Church Leadership Team/Trustees
- IV. Volunteers

### **Operating Framework:**

- I. [Church Policies](#)
- II. Legislation
- III. Agreed Budgets

**Person Specification:**

Personal Qualities	Essential	Desirable
Able to demonstrate agreement of CBC ethos and core values.	√	
Committed Christian with a desire to grow in discipleship and spiritual maturity.	√	
Clear passion for seeing young people and emerging adults come to faith, grow as disciples, and become active participants in the life and mission of the church.	√	
Excellent interpersonal and communication skills, with an ability to build strong relationships.	√	
Able to use own initiative, a self-starter and able to work unsupervised; an initiator, not just a responder.	√	
Ability to handle sensitive situations appropriately, maintain confidentiality, exercise good judgement, and relate to others with care, humility, and respect.	√	
Experience		
Experienced in discipling, mentoring, teaching, or leading young and/or emerging adults in a Christian ministry context, whether paid or voluntary.	√	
Previous experience working with teenagers, students, or young adults in a school, university, community, youth work, or similar setting, whether paid or voluntary.		√
Experience of planning, organising, and leading activities, groups, or ministry initiatives, including the ability to encourage and support volunteers or team members.		√
Skills		
Willing to undertake relevant training (e.g. first aid, health & safety).	√	
Good level of literacy and numeracy (Functional Skills Level 2 or equivalent to a GCSE Grade 4/C or above preferred), with strong administrative and organisational skills.	√	
Biblical or theological training, whether formal or informal, relevant to Christian ministry and discipleship.		√
A good level of general IT confidence and a willingness to learn how to use the ChurchSuite management system and social media platforms.	√	
Ability to identify, equip, and inspire volunteers to serve with confidence, commitment, and excellence.	√	
Ability to plan, lead, or support outreach activities, church events, or community engagement initiatives.		√