



# REDLANDCHURCH

EMERGING GENERATIONS  
YOUTH LEAD  
APPLICATION PACK



# WELCOME TO REDLANDCHURCH

Over the last few years Redland has undergone significant change as we have come together under the banner of a refocused vision. We have seen Jesus at work in his church and are excited to see what he has in store for us in 2026.

We are a church that has a long-standing history of investing in and prioritising the faith of under 18s. This is still very much part of our DNA and shared passion across our leadership. As we begin 2026 we are looking to develop this key ministry through the appointment of an Emerging Generations Youth Lead.

There is much to celebrate about our existing work, as you'll see below, but there is also lots of scope for development and fresh vision to take us further into what God has planned for us.

If you think God might be calling you to this role we'd love to hear from you.

Blessings

A handwritten signature in black ink that reads "Will". The letters are cursive and slightly slanted to the right.

Will Fairbairn, Vicar

# OUR MISSION

As a church our mission is

INVITING ALL.  
APPRENTICING TO JESUS.  
CONTENDING FOR RENEWAL.

We are convinced that life is found when we follow Jesus and apprentice our lives to him. As we open ourselves up to him, he shapes us making us the people we were created to be, people who impact the places they live, work and serve.



# OUR VALUES

## BEING WITH JESUS

We long to be with and abide in Jesus in everything, and so we make time, in all we do, to become aware of his presence with us. Spending time with Jesus is our centre; it is in him alone we know the living God.

## DEEP FORMATION

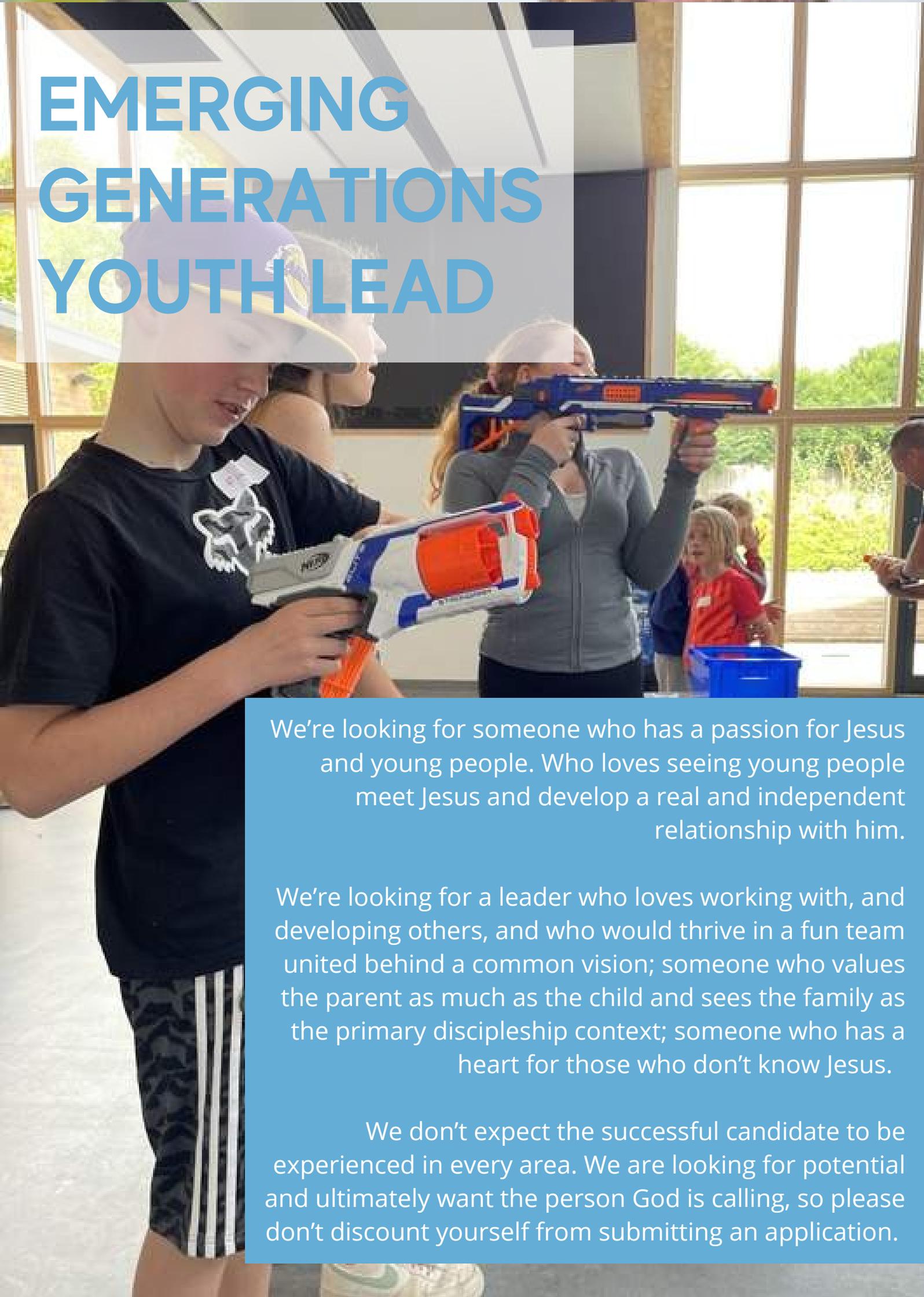
We want to allow Jesus to shape who we are becoming. We seek depth in our relationship with Him attending to the deeper slow work of spiritual formation such that we might grow into people who are an increasing blessing in Redland and beyond.

## STEPPING OUT

True relational depth always involves risk. We want to be a community that is real with Jesus and one another; honest about our weakness and our need for God. We seek to build a culture of love and safety where we can step out with courageous vulnerability. As we do, we make space for Jesus to transform us, for us to strengthen one another, and for our love to overflow into the world.

## GROWING FAMILY

We strive to be a church of all ages, for all ages- a family that creates relational space for others to belong. We need to continually engage with emerging generations, shaping our community so all ages can belong, especially those on the margins. This will mean creating space at the leadership table for a wide range of voices while ensuring that younger people continue to have a place.

A group of people, including a young boy in the foreground, holding Nerf guns in a brightly lit room with large windows. The boy is wearing a black t-shirt and a purple and white baseball cap. He is holding a white and orange Nerf gun. In the background, a woman in a grey zip-up jacket is also holding a blue and orange Nerf gun. Other people, including a child in a red shirt, are visible in the background. The room has large windows that let in a lot of natural light.

# EMERGING GENERATIONS YOUTH LEAD

We're looking for someone who has a passion for Jesus and young people. Who loves seeing young people meet Jesus and develop a real and independent relationship with him.

We're looking for a leader who loves working with, and developing others, and who would thrive in a fun team united behind a common vision; someone who values the parent as much as the child and sees the family as the primary discipleship context; someone who has a heart for those who don't know Jesus.

We don't expect the successful candidate to be experienced in every area. We are looking for potential and ultimately want the person God is calling, so please don't discount yourself from submitting an application.

# THE CONTEXT

Redland has a long tradition of being known as a church that values the family and young people of all ages. That remains the case today.

On Sunday our youth provision is focused on our 10:30am gathering and we typically see 10 young people at this group. We also run a youth group the Zone on alternate Wednesdays and have a 6 weekly small group for going deeper. Recently we have begun to engage young people as they walk home from Redland Green School by playing games and giving out free hot chocolates. This has been paused after our previous youth lead moved away from Bristol but there is clear potential to develop youth work with this community.

We work closely with Encounter Christianity (EC) who are an independent charity, initially founded by us, who work in schools to deliver high quality RE. We have a secondary school, Redland Green in the parish where we have done occasionally assemblies and also go with EC to deliver sessions on Christianity.





We also run a number of one off events; notably our summer holiday club which has seen around 40 children and 10 of our youth as leaders. We also involve our youth in helping out at our half termly community outreach events.

We have tried to develop a mentoring scheme and have a few young people in such relationships but there is lots of scope to build and develop this.

You will see there is much scope to develop the ministry, build on existing missional opportunities and pioneer new ones.

# WORKING WITH US

At Redland you will become part of a fun and driven staff team who all love Jesus. The whole team are passionate about children and young people and will work with you to see the ministry thrive. We love to get stuck in and work collaboratively and creatively together. We have recently refurbished and reordered our offices to create a creative co-working environment for all ministry staff where you'll be based.

You will work as part of the wider Emerging Generations team alongside our kids lead. We hugely value a team approach where we support one another and consider all ministry challenges to be our problem. Our operations manager has time in her job description to support youth work and we ensure a generous annual budget to fund the work.



# WHAT YOU'LL DO

## **PURSUE JESUS**

- Visibly invest in your own apprenticeship to Jesus.
- Take a periodic retreat day to pray and spend time with God.
- Join and participate regularly in a Redland Church 'Grow Group'.

## **LEAD, INNOVATE & SET CULTURE**

- In line with the wider vision of Redland Church, develop a vision and strategy for the youth ministry as a whole.
- Encourage and enable the development of our young people as apprentices of Jesus; help them cultivate an active intimate relationship with God, making the connections from head to heart.
- Oversee and develop all areas of youth ministry from age 11-18. This will include regular leading and/or attending of groups held both during the week and on Sundays.
- Develop meaningful relationships with our young people (and their parents and carers) both personally and through empowering others. This will involve periodic one to one or small group meet ups with the youth.
- Explore, pioneer and build on missional opportunities locally (eg local secondary school Redland Green).

## **LEADERSHIP DEVELOPMENT AND TEAM MANAGEMENT**

- Identify, recruit, train and empower leaders and workers.
- Develop the ministry leadership team; release others to lead and share the work.

## **COLLABORATE**

- Join with the wider staff team to facilitate opportunities to support parents in discipling their young people. (This could be through courses like 'Parenting for Faith' or creating support networks etc.)
- Work with the Emerging Generations - Kids and Families Lead to form a joined up approach to under 18s ministry at Redland.
- To attend both regular and occasional staff meetings, retreats, conferences etc.
- Any other responsibilities as determined by your line manager

## **ADMINISTER**

- Foster a robust safeguarding culture, working together with our Parish Safeguarding Officer and others. Oversee all DBS checks & ensure Redland Church safeguarding policy regarding children is being met.
- Administer the running and delivery of Redland Youth, providing practical support for the volunteer team.
- Communicate effectively with both parents and young people

# THE KIND OF PERSON WE'RE LOOKING FOR

## YOU WILL NEED:

- A passionate personal relationship with Jesus.
- Experience in leading young people seeing them develop as disciples and build a relationship with Jesus in their own right.
- Proven potential in leadership of people.
- To be open to the work and voice of the Holy Spirit in your life and ministry, encouraging others, including young people, to do so too.

## YOU WILL HAVE

- An ability to create a dynamic and fun environment where biblical truths are communicated for children of different ages and backgrounds.
- The heart of an evangelist – desire to reach young people outside the Redland Church community.
- An ability to develop meaningful relationships with all ages.
- Confidence in interacting appropriately with parents.
- A self-starter; able to work on their own initiative, adapt to changes and manage their own workload well, while remaining a team player.
- An ability to delegate, recognising the limits of the role and the need to utilise the ministry of others. (You will not be expected to do it all)
- Willing to take risks and explore new opportunities, learning from failures.
- Good organisational skills, time management and comfortable within a team office environment.
- Computer literate; able to use basic word processing, email packages and social media.

## YOU WILL ALSO BE:

- A committed Christian with an active Christian faith. (This role has an Occupational Requirement to be a Christian, as permitted under Schedule 9, Part 1, of the Equality Act 2010.
- Passionate about Redland's mission of 'Inviting All; Apprenticing to Jesus; Contending for Renewal'
- Willing to become an active member of Redland Church (together with your family if applicable)

## IT WOULD HELP TO HAVE

- Training or qualification in children's or youth work, theology, another relevant qualification or significant relevant experience.

# THE DETAILS

## SALARY

The salary for the role is £19,600-£22,400 (FTE-£28,000-£32,000) depending on experience.

## WORKING HOURS

The role is part time, 28 hours a week; this includes Sundays. You are entitled to two days off per week. The primary place of work is at the Redland Church offices. The role does require you to work some evenings and weekends as well as at both Christmas and Easter and other one off events.

## ANNUAL LEAVE

202 hours holiday per year (FTE 28 days + 8 bank holiday days). This should not include any more than 7 Sundays in any calendar year and should be taken, largely in school holidays.

## MANAGEMENT

Your line manager will be the Vicar and you will have regular one to one meetings to support you in your role.

## DBS

Redland Church is committed to safeguarding every child & vulnerable adult who attends our activities. This post is exempt from the Section 4 (2) of the Rehabilitation of Offenders Act 1974 by virtue of the fact that the role is included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 and the Police Act 1997 (Criminal Records) Regulations. A satisfactory Disclosure and Barring Service (DBS) check will be a requirement once a conditional offer of employment is made to successful candidates.

# HOW TO APPLY?

If you feel God calling you to this role then we'd love to hear from you.

To apply for this role, please fill in an application form and return it to us via [will@redland.church](mailto:will@redland.church). Forms are available via the vacancies page on our website or by contacting us.

The application deadline is midnight on the 31st of March with shortlisting soon after.

The interview process will be run on the 19th of April and will take place at Redland Church, Bristol, BS6 7HE

For informal enquiries about the role, please contact our vicar, Will on [will@redland.church](mailto:will@redland.church) or 0117 946 4691

