



Youth and Families Minister

Role Summary

St Andrew's Chesterton in Cambridge is seeking to employ a **Youth and Families Minister** for between 21 and 28 hours per week to:

- lead, encourage and disciple our cohort of young people aged 10 to 18 years in their Christian faith and life, enabling them to flourish as valued members of our church body.
- coordinate support for all our volunteers who work with children and families, including providing leadership for safeguarding processes, rotas, resources and training.
- contribute to strategic leadership and development of our provision for all under 18s, including expanding and adapting our approaches, especially for families with children with additional needs.
- provide new capacity for encouragement and nurture for faith in families, offering supplementary pastoral support for families within and on the edge of our community, including those drawn to the church through baptism ministry.

Introducing the role

St Andrew's Chesterton is a lively, welcoming and growing Church of England parish church in Cambridge. We have a history of investment in creative, inclusive and relational youth work and children's ministry. We are responding to recent growth in our congregation across all ages and have a vision to grow and mature as 'A Church For All Generations'. One strand of this vision includes nurturing and cherishing faith in young people, children and families. Towards this vision, we are creating a new role dedicated both to leading ministry among our young people (10-18 years) and to coordinating our wider work with families. This is a strategically important post to support and resource our volunteers working across all ages, and to build capacity and skills in our staff team.

We welcome applications from lay or ordained candidates drawn to hold a co-ordinating role among adult volunteers alongside practising the vital and creative ministry of nurturing faith, confidence, friendships and self-worth in young people.

St Andrew's is a caring and supportive church that values depth and openness in our Christian faith, prayer and mission. Some might call us a 'both-and' kind of church – valuing both preaching and the Eucharist in worship, heart and head knowledge, tradition and imagination. We are Christians drawn to a generous orthodoxy, not driven to exclusive positions. Our church body includes people with diverse faith journeys representing much of the variety of belief and practice of the Church of England. In God's Son, Jesus Christ, we recognise our best example of open and generous welcome in God. He is the way, truth and fullness of life that God offers. We are looking for a creative and responsible team-player enthusiastic to join in what God is doing among us and with us in our corner of Cambridge.

Hours:

21 to 28 hours/week – subject to experience, skill set and negotiation. (We want to find the right candidate and we're open to finding an effective pattern for team-work across the week, school terms and school holidays.) Hours will include working Sundays and occasional midweek evenings.

Duration of post:

3 years fixed term.

Salary:

Up to £24,315 per annum for 28 hrs/week (£32,565 Full Time Equivalent) with the opportunity to join our employer pension scheme.

Line Manager: the Vicar

To learn more or to arrange an informal call to discuss the role email:

admin@standrews-chesterton.org

Click below to download Application Form

Application Deadline:

Tuesday 1 September 2026 (5pm)

Anticipated date for short-listed applicant visits and interviews:

Sunday 13 September 2026

This post is subject to an occupational requirement that the postholder be a practising Christian under part 1 of Schedule 9 of the Equality Act 2010.

The role is further subject to Church of England Safer Recruitment and People Management Guidance; and to acceptable pre-employment checks including satisfactory outcome of the appropriate enhanced DBS criminal records check with barring for child workforce; and to evidence of entitlement to work in the UK. Please note that we are unable to accept international applications requiring a visa.

St Andrew's Church is committed to the safeguarding, care, and nurture of children and people of all ages in our church community. For relevant policies visit: www.standrews-chesterton.org/church-life/safeguarding/

The Opportunity

This is an exciting opportunity to lead youth ministry centred on community, belonging and relationships, with an approach to faith formation in the Anglican tradition that fosters understanding, spiritual depth and personal integrity. We believe that young people's thoughts, opinions and creativity matter to the life of the church. This role will champion and encourage that space and opportunity for young people to contribute to our church life. It is primarily designed to offer flexible and adaptive leadership for young people within and on the edge of our church community.

In addition, this role is about enabling a growing children and families ministry to flourish through responsive co-ordination and support. As new families join us, we want to invest in our volunteer recruitment processes, training and supervision to ensure we not only meet all of our safeguarding responsibilities but retain, support and develop volunteers who can confidently adapt their approaches, especially for families with additional needs.



This role offers the further opportunity to contribute to devising new approaches to faith, prayer and inter-generational worship in church, cultivating a culture where parents, grandparents and carers are cared for and supported to share faith in the home and wider life.

The Youth and Families Minister will join a ministry and staff team led by our full-time Vicar, with two self-supporting associate clergy, a full-time Hall Manager and part-time Church and Music Administrators. This is a generous, reflective and supportive ministry context where we seek joy and encouragement in working with one another and an inspiring team of motivated and skilled volunteers coming from many walks of life.

Who we are

St Andrew's Chesterton is a Christian community that values openness in thought and faith – and we strive to value everyone of any age or stage of faith among us. We believe inter-generational worship is a gift to the church, so children and youth are seen, heard and included as fellow learners. We have seen notable growth in children and families attending our Sunday morning worship in the last couple of years through following a deliberate strategy of ensuring our fortnightly 'All-age' worship means all ages worshipping and learning together in fun and creative ways, while also offering space for age-appropriate learning and discipleship on other Sundays of the month.

On second Sundays we offer four age-specific groups in the modern St Andrew's Hall in parallel to a more formal 10am service in our medieval church building (3 "Junior Church" groups – two of which follow the 'Godly Play' curriculum – as well as "Why Group" for 10-16 year olds). On fourth Sundays, a monthly, informal Café Church meets in St Andrew's Hall – again in parallel to a 10am service. Across all our services, we believe worship can be fun and creative as well as beautiful and meaningful. We encourage gifts in leadership in women and men and recognise no limits on the roles either may be called to within the Church.

St Andrew's meets the Ely Diocese definition of a 'flourishing' worshipping community of all ages. On a typical Sunday, we currently expect 20-30 under 16-year-olds in church, from a wider worshipping community of just over 200, of whom about 40 are under 18. The growing numbers of families joining us are seen fairly evenly across the monthly pattern of Sunday worship.

In recent years, youth work (10-18 year olds) at St Andrew's has been led by a part-time Youth Worker and a small team of Youth Volunteers, with an additional, volunteer-led Youth Choir. Now that our current Youth Worker is leaving to train for ordained ministry in 2026, we are keen to sustain our existing weekly, fortnightly and monthly youth activities and initiatives with new leadership and coordination for volunteers. There is a current cohort of 10-12 young people connected to St Andrew's, with attendance at youth initiatives mostly varying between 4 and 10. Our distinctive relational and inclusive ministry among young people includes one-to-one café meet ups, socials, 'Games'n'Lunch', Youth Group with games and discipleship, and "Why Group" – monthly Sunday morning discipleship. We prepare children for receiving Communion aged 8-10 and for Confirmation typically aged 14-16.

St Andrew's has a small but growing range of initiatives beyond Sunday mornings which engage with families and young people. These include our popular midweek Church Mice Baby & Toddler Group on Thursday mornings, which attracts significant numbers of parents, carers and children from the surrounding area. Our small Youth Choir currently rehearses on Thursday evenings and sings in our monthly All-age Communion. Minims – our long-running under-8s music group – currently meets fortnightly on Sunday afternoons, and includes several families not otherwise connected to the church. All these latter initiatives are led by volunteers who look forward to working with our new Youth and Families Minister.

Tasks and Responsibilities

- Devise and lead delivery of our weekly Sunday provision for supporting faith and community among 10-18 year olds at St Andrew's, working with volunteer assistants.
- Co-ordinate volunteers to deliver fortnightly Sunday provision for supporting faith and community among 0-10 years old through Creche, Junior Church and Café Church; managing rotas and liaising with Junior Church Group Leaders on the materials needed and syllabus used.
- Lead Safeguarding Administration, including management of the DBS and training spreadsheet, being a point of contact and oversight for the Safer Recruitment process for all volunteers working with Children and Young People and supporting the Parish Safeguarding Officer and Vicar in the fulfilment of all safeguarding procedures and responsibilities.
- Contribute to inter-generational worship through some service leading and/or talks at monthly Family Services, Café Church, and other annual events such as Christingle.
- Oversee structures for mentoring and pastoral care of our young people - principally through occasional one-to-one café meet ups with each young person.
- Convene and Chair the Junior Church Committee, playing a lead role in nurturing a team culture among Junior Church, Church Mice Parent & Toddler Group, Minims and Youth Choir Group Leaders and Assistants to deliver all Children, Young People & Families (CYPF) work at St Andrew's.
- Handle all communications with youth, parents/carers, families and relevant volunteers.
- Oversee and develop the materials provided in the 'Children's Area' (where families with under 8s tend to sit) during inter-generational services.
- Provide leadership for preparing children to receive Communion and teenagers for Confirmation (or Baptism in some cases).
- Champion the participation of children and young people in all areas of St Andrew's church life, including helping lead an annual 'Youth takeover' service, contributing to St Andrew's Fayre or Chesterton Festival and organising fundraising events.
- Manage the CYPF budgets and other resources in close liaison with the Vicar, the Treasurer and St Andrew's Hall Manager to advance the wider good running of the church.
- Contribute strategic reflection, analysis and the capacity to implement development of our curriculums and approaches to ministry among Youth and Families in our church life, including responding to families with neuro-divergent children, and pioneering new initiatives to support parents with faith development in the home.
- Be a visible leader and trusted relational presence within all initiatives for CYPF at St Andrew's - for example, attending and supporting Church Mice on a Thursday, at Minims and Youth Choir (when they meet) and through developing other initiatives that lower the threshold between points of contact with families and their incorporation within the life of the church.
- Coordinate infant baptism ministry, including being the point of contact, visiting (often with clergy) and leading preparation, administration and support up to and beyond baptism, seeking to maintain and build relationships with families before and after baptism. (We currently average 6 baptisms a year.)
- Provide pastoral leadership for families at St Andrew's, coordinating welcome and being a point of pastoral coordination for the support and encouragement of any particular family in the church's orbit experiencing challenging circumstances. (Suitable training could be provided on an Ely Diocese lay pastoral training pathway.)

Person Specification – Skills, Qualities and Experience

Essential criteria

We are looking for someone who:

- is a committed, practising Christian, with a knowledge and love of the Bible & Christian Tradition, as well as a sympathy with the generous, creative ethos of St Andrew's.
- has a sense of calling to minister among youth and families and a passion to see them grow in faith.
- has training and experience in work with children & young people.
- has experience of nurturing and cherishing faith in young people, combined with gifts of empathy and pastoral care.
- has good interpersonal, verbal and written communication skills appropriate for work with young people, parents, carers and contacts in this community context.
- can manage well the dynamics of different groups of a range of ages and from diverse backgrounds, and likewise work with volunteers of different generations, ensuring that everyone enjoys a positive experience in which to learn and grow closer to God and each other.
- is comfortable using IT and can make smart and appropriate use of technology to develop the role;
- can plan ahead, think creatively and work well in teams as both a leader and co-worker.
- is committed to ensuring St Andrew's is a safe and nurturing environment for everyone, especially for children, young people and vulnerable adults.

Desirable criteria

We would love to find someone who also has:

- experience of managing volunteers in a context demanding that Safeguarding processes & principles are overseen and followed effectively.
- music and/or choral skills to offer which would supplement those in our existing volunteer teams and so help us develop our significant potential for mission with music among children, young people and families in the area.
- training or experience responding well to and including neuro-divergent children and young people.
- training or experience in leading Christian worship.

