

COME JOIN OUR TEAM

YOUTH PASTOR



Help reach young people on our Estate, make young disciples and grow young leaders

Missional local east London estate church

22.5 hrs/week, £33-37 000 FTE Salary

Support with accessing theological support or training

HELP US GROW GOD'S KINGDOM WITH YOUNG PEOPLE IN OUR NEIGHBOURHOOD

Youth Pastor

We are a local, new, pioneering Church of England church in the East End of London, based on an estate just near Stratford, with a heart to see the Colours of Heaven bursting out of every corner of our community. Young people have been an integral part of our church, neighbourhood work and vision as we have grown the church over the last 5 years, and we are now looking for someone to help us take this work on, ensuring we continue to reach young people on our estate, grow young disciples in our neighbourhood and raise up young leaders in our church.

As a church we have a deep commitment to being present on our estate and with our neighbourhood, seeking to find God in the forgotten corners and with each person we meet. We are building an intergenerational church where everyone has a part to play and long to see young people becoming all God intended them to be. We also intentionally invest in one another, and would love to shape this role and opportunity around you - investing in your journey, growth and vocation as you invest in our church and young people. Whether this looks like access to theological or apprenticeship style training, mentoring, building partnerships with other churches or something else, this job can be a chance for your to grow as well as give.

We are looking for someone who has a heart for inner city neighbourhoods, is ready to think, create and grow new expressions of youth work, is willing to work with our small team and dream big dreams for local young people. We hope you would be as happy chatting to young people out in the park, as you would be in organised youth work sessions, and that you would be someone happy to make things happen, learning as we go to where the young people are, rather than waiting for them to come to us.

If this could be you, we would love you to read on, and get in touch or apply!



ROLE IN BRIEF

Job Title: Youth Pastor

Reports To: Lead Minister (Church Leader)

Hours/Days of work: 22.5 hours per week (0.6 FTE) with specific working hours agreed with the Lead Minister. There will be flexibility in hours worked depending on the successful applicant's circumstances and the plans around the youth work, though these will have to be agreed with the Lead Minister. You will be expected to work Sunday mornings, and there will be other expected hours, including some evenings and weekends, in accordance with church events and activities.

Salary: £33 000 – £37 000 FTE salary. At 0.6 FTE this works out as £19 800 to £22 200. This would be dependent on experience and qualifications

Other Benefits: A 3% contribution to a pension scheme of your choice

Work Macbook Computer and Mobile phone provided

Training and Development: We are committed to helping you grow in your faith, vocation and leadership. We will discuss with the successful candidate what form of training, development and support would most help them and offer where possible support to both access and finance this.

Start Date: October 2026 (negotiable depending on availability, and dependant on relevant checks).

Contract Term: This role is being offered up to the end of 2028 as it is externally funded. It is hoped that depending on church growth and fundraising the contract will be extended beyond this time

Probation Period: 6 months

Holiday Entitlement: 5 weeks (25 days) plus Bank Holidays FTE, given on a pro rata basis

Principal work location: We are based in the Three Mills Area of Stratford, E15. The church office is in the vicar's garden and much work happens here as well as in the neighbourhood.

DBS Check Required: Enhanced

Special Conditions of Employment: There is a genuine occupational requirement that the post-holder is a Christian, as permitted under the Equality Act 2010.

Post-holder needs to show proof they have the right to work in the UK

Other Expectations: It is expected that the post holder is or would become a full member of the Christchurch Three Mills worshipping community. We would prefer someone who lives locally to the area or is able to relocate, however we are happy to accept applications from further afield if you can demonstrate how you would commit to the local church and community

To Apply: Complete the application form, downloadable from www.christchurchthreemills.co.uk/vacancies, or request one by emailing dan@christchurchthreemills.co.uk. Return the application form to this email, or by post (details at end of this document)

Application Deadline: 5pm on Friday 2nd October 2026

Interview Dates: 6th/7th October 2026. However, we reserve the right to interview candidates when we receive their application, and end the application process early if we find the right candidate



JOB DESCRIPTION

Job role and purpose

The successful applicant will have primary responsibility, working alongside our Lead Minister (Vicar) for the growth and oversight of all our work, mission and discipleship with 11-18 year olds in the church and neighbourhood, and their leadership in our church.

We would expect our Youth Pastor to be flexible and entrepreneurial, creating new ways to reach young people and disciple them, with an emphasis on relationships over programmes. However, they would likely build on our current work of weekly detached after school youth work on our estate, a monthly youth group that we would love to see grow in number and regularity, and the full participation of young people in our intergenerational worship gatherings on Sundays, especially at our youth led services every couple of months.

We see the growth of our youth work in three main areas - reaching new young people and being present to the youth in our neighbourhood, discipling young people through relationship building and introducing them to Jesus, and growing young leaders - we are seeking to soon launch a young apprenticeship scheme for local young people to make a difference together in leadership within our church and neighbourhood.

We are not looking for someone to grow a successful Sunday School or church youth programme but to join us in an incarnational approach to mission as we live with and for our local community, and its significant number of young people. As a church, we are currently working with Citizens UK and the Centre for Theology and Community to embed community listening and organising at the heart of our work and approach to growth and mission, and we see young people and this role as absolutely key to this work.



Key Responsibilities

A local, pioneering estate church is a unique environment in which to work, where all of our small team need to be specialists in their areas, but also operate as generalists across the team to ensure the successful delivery of all aspects of the mission and ministry of the church. This means that, whilst the bulk of your role will be detailed below, there will be times where you will be needed elsewhere within the organisation

Reaching and Discipling Young People

- Lead and grow our detached youth work and the development of relationships with 8-18 year olds in the local area.
- Help to initiate and grow/multiply young people's discipleship communities to see young people growing in leadership, thriving in life and coming to faith.
- Take a lead in our community organising work and engage young people in this process; conducting 1-2-1s, listening to concerns and ideas and forming teams to enact change and grow intergenerational relationships and work.
- Develop a youth apprenticeship scheme to raise up the voices and leadership of young people in our church and neighbourhood
- Building connections and partnerships with local organisations also invested in youth work to grow God's kingdom for the common good.



Building Team and Managing Volunteers

- Champion and help development full inclusion within our Sunday gathering(s) – where all ages, all backgrounds, people with all kinds of needs are not only welcome but play their part in shaping worship, teaching, the celebration of the sacraments, welcome and community.
- Use 1-2-1s to foster and grow a heart for youth work in the church and wider neighbourhood, identifying and connecting with those who have a heart to help see young people thrive, find life to the full and encounter Jesus.
- Take responsibility, alongside the church's safeguarding lead/team

for safer recruitment and deployment of all staff members and volunteers, including but not limited to child protection training and DBS and other checks.

- Take a lead in enabling effective communication around the work of the church with young people, across a variety of media.
- Help identify, apply for and access any sources of funding (grants or otherwise) which may be relevant to, help grow or sustain work with young people in the local area.
- Undertake any administrative tasks associated with or generated by the role.

Wider Leadership

- Contributing as a staff member and key member of the church leadership team to the overall direction of vision and strategy for the church, its implementation as well as reviewing progress.
- As this is a ministerial role there is an expectation that you would play your part in the day-to-day leadership of the church; through contributions at team meetings, an active role in Sunday gatherings and community/church events.

Person Specification

Vocation

- We are looking for a candidate who has a passion for local church and wants to see the church in East London engage deeply with one another, its local community and particularly young people and their families.
- We are looking for someone who feels called to play a leadership role in growing local church and being here for young people, especially those not currently engaged in church life.
- The ideal candidate would have a clear passion and ability to engage with young people and families, would be self-motivated, able to come up with creative ideas and give new things a go.
- We need someone who is able to work flexibly, bring order from at times slightly chaotic circumstances and treasure the small as much as the big.



Skills and Experience

We recognise experience and leadership come in many forms, and so are not looking for a set idea of the 'finished' candidate, but rather someone who can demonstrate a heart for young people, some ability to work in our context, and a willingness to learn. You may like to think about how you can demonstrate as many of the following as possible;

- An ability to relate and work with young people from a wide range of backgrounds, experiences and needs.
- Experience of engaging with young people in community and/or church settings.
- Strong communication and interpersonal skills (written and verbal).
- Experience in leading and working within a team-based structure.
- Experience of starting and growing new initiatives, evaluating their effectiveness and an ability to end or reimagine initiatives that need it.
- Leadership skills; in particular an ability to enthuse and include others in missional work with young people.
- Experience of some form of church leadership is desirable but not essential.

Personal Qualities

- A committed Christian who loves and follows Jesus and believes that Jesus transforms lives.
- A leader with a passion to see young people encounter Jesus, and our community thrive.
- A self-starter who shows initiative, drive and entrepreneurial spirit.
- A heart for inner city, local church on estates, and an understanding of what it means to be church with and for a community.
- You will need to be patient and faithful, as we are working in a grassroots context, with many things having small beginnings that take some time to grow and thrive.
- Friendly and approachable with an ability to build relationships with a wide range of people.
- Strong sensitivity to others.
- Resilient with a high level of determination and persistence.
- Ability to build strong and effective relationships within a team.
- A person with the ability to manage sometimes competing priorities and to work flexibly within a small team and church always open to new ideas and change..



OTHER INFORMATION

- We are passionate about seeing young leaders developed and grown, particularly those local to east London and from underrepresented backgrounds. We would love to see this role as an opportunity to invest in the right person and grow them in leadership as they help grow the church.
- We believe in a collaborative, diverse leadership team and actively encourage applicants from underrepresented backgrounds, especially, but not limited to ethnic minority and working-class backgrounds. If you can see any potential barriers to you applying please do get in touch for an informal conversation around the role and its accessibility.
- Christchurch Three Mills is a pioneering community which offers an exciting opportunity to come and help shape traditional and innovative ways of being church for the good of our local community, which we express in our vision statement 'to see the colours of heaven bursting out of every corner in our community'.

NEXT STEPS

To discuss this role or the church further, or to arrange an informal visit, do get in touch with Dan, the Lead Minister: dan@christchurchthreemills.co.uk, 07859053993

You may also find information about the church via our Facebook/Instagram pages (@christchurchthreemills), our website (www.christchurchthreemills.co.uk) or feel free to visit any Sunday at 11:00 am (we currently gather at The House Mill, Three Mill Lane, London, E3 3DU)

To apply please download an application form at www.christchurchthreemills.co.uk/vacancies, or email office@christchurchthreemills.co.uk to request one.

Return the application form to office@christchurchthreemills.co.uk or by post to

Jenna Anderson
Christchurch Three Mills
3 Riverside Road
Newham
London
E15 2RG

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