JOB DESCRIPTION
DISCIPLESHIP LEADER, YOUTH

Job Title:	Discipleship Leader, Youth
Location:	Ivy Church, Didsbury
Responsible to:	Senior Leader, Ivy Church
Working hours:	37.5 hours p/w
Salary Band:	Team Leader

Purpose of the Role
To lead and oversee the Youth Discipleship Ministry at Ivy Church. Modelling and championing the discipleship pathway by unifying youth and parents under a shared vision of discipleship. This role seeks to lead, disciple and nurture the spiritual development of young people. Equipping and empowering them to encounter God personally (Know), grow in love and faith (Grow), and serve Him in their everyday lives (Go), whilst strengthening and developing teams across the ministry.

The Discipleship Leader for Youth will be responsible to:

1. **Ministry to Youth (10-18)**

- Create and lead a Sunday and mid-week programme that inspires faith, fosters discipleship and builds a strong sense of community amongst young people.
- Be actively involved in teaching and serving on teams, ensuring Sundays combine Scripture, prayer, encountering God, fellowship, and commissioning young people into their week.
- Develop seasonal and special events for young people (residentials, festivals, outreach, etc.).
- Oversee and grow the SEND provision and inclusion within this age group.
- Champion young people within the church in various ways, including;
    - Helping foster a culture of intergenerational worship and connection.
    - Encouraging and facilitating opportunities for them to take on leadership and ministry responsibilities within our church and gatherings, developing leadership and deepening their own spiritual growth.
- Work closely with our Children & Families Discipleship Leader to ensure children transition well into the youth discipleship age bracket.

2. **Mission and Outreach**

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- Oversee and develop youth-focused mission initiatives which serve to help more young people find their way back to God.
- Create spaces for youth and families to experience God in practical and relational ways, both within Ivy and in the wider community.

3. Team Development and Pastoral Care

- Build and lead teams to share the vision for Spirit-led ministry, serving consistently and faithfully each week, and ensuring that they are trained, equipped and supported in delivering safe, Spirit-led ministry.
- Create and effectively maintain any rotas relating to youth ministry.
- Mentor, disciple, and pastor team members including youth helpers, modelling leadership that nurtures spiritual growth, unity, and shared purpose.

4. Ministry to Parents & Carers

- Communicate effectively and regularly with parents and carers.
- Encourage and resource Christian parents & carers in establishing regular spiritual rhythms – prayer, worship, Scripture engagement and family conversations so that they can confidently lead their young people in faith.
- Build connection and support networks among parents, including mentoring, shared fellowship, and practical encouragement.

5. Personal Leadership Responsibilities

- Responsible for upholding Biblical priorities and core values of Ivy, (Know, Grow, Go). You will demonstrate a growing personal relationship with Christ, model a strong relationship with your spouse (if married) and children (if applicable). You will strive to fulfil your purpose in life and ministry while demonstrating integrity in words, relationships and actions. These objectives are accomplished by:
    - Committing to a regular quiet time with God.
    - Attending an Ivy weekend service / small group gathering on a regular basis.
    - Setting appropriate boundaries with time and relationships to protect character and integrity.
    - Speaking well of the Church and honouring its leadership in word and deed.
    - Developing personal evangelism opportunities within and outside the church.
    - To lead in generosity for Ivy by faithfully tithing and giving.
    - Adhering to and encompassing the qualities and characteristics required of Ivy employees, as defined by the Staff Handbook.

6. General Leadership Responsibilities

- Together with others, be responsible for helping the church grow numerically, spiritually and financially.

- Ensure that vision, strategy, and resources (including budgets) for this ministry are aligned with the overall mission and strategic priorities of the church and are managed with good stewardship and accountability.
- Model Christ-centred, inclusive leadership in all areas of ministry, actively fostering a culture that values diversity, promotes belonging, and appropriately supports children and families with additional needs.
- Ensure full compliance with all safeguarding requirements, policies, and procedures relating to children and adults at risk. This includes:
    - Identifiable role within the safeguarding team.
    - Ensuring appropriate staffing ratios and supervision for all activities.
    - Maintaining up-to-date safeguarding training.
    - Ensuring all team members are safely recruited (including DBS checks where required).
    - Adhering to reporting procedures and promoting a strong safeguarding culture.
- Ensure compliance with relevant legal and governance requirements, including:
    - Data protection legislation (e.g. UK GDPR), ensuring personal data relating to children, families, and volunteers is handled securely, appropriately, and confidentially.
    - Health and safety regulations for all children's activities, both regular and one-off events.
    - Appropriate record-keeping, consent processes, and risk assessments.
- Contribute to the wider pastoral life of the church as appropriate (e.g. supporting families, participating in key services or events), while recognising that primary responsibility is within youth ministry.
- Participate fully as a member of the staff team, contributing to the shared life, prayer, and mission of the church, and demonstrating flexibility as the role develops in line with the church's vision, DNA values, and growth.

Further Details

- The post holder will be required to be accountable to the church leadership and targets will be subject to review and periodic assessment, as part of the church's employee appraisal and development process.
- This job description is not exhaustive, and you will be expected to comply with any reasonable request to help your line manager or team members when required.
- The jobholder may be required to perform duties, appropriate to the job, other than those given in the job profile. The duties and responsibilities attached to the job may vary from time to time without changing the overall purpose of the job and would not, therefore, justify reconsidering the grade of the job. Such variations would be reflected in an updated job profile/description.

Special Conditions/Requirements

- The job may require significant work in the evenings or weekends dependent upon the demands of the work required. Hours must include Sunday and Tuesday mornings.

- The role holder will need to be available to work key dates and events which could include Christmas services and Easter services.

Further Information & Expectations

- As a post requiring Christian leadership and teaching in the church, there is a genuine Occupational Requirement that the postholder have a professed, demonstrated and committed Christian faith under Schedule 9 of the Equality Act 2010.
- As a post working with young people, an enhanced DBS check is required for this role.
- The postholder must assent to the Church's Statement of Faith and embody Ivy's DNA.
- It is expected that staff members will be (or become) active members of Ivy Church, including involvement in Sunday services, prayer meetings and groups.

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