

YOUTH MINISTER JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title	Youth Minister
Reporting to	The Curate
Contract	Full time (38 hours per week)

Overall purpose of this permanent post

St Matthew's and The Minster is a growing Anglican evangelical church with two church buildings in the town centre of Cheltenham. Our vision is summarised as being **Passionate about Jesus**. We want that passion to be shared by every member of our church including our children and young people and we want to share that passion with Cheltenham and beyond. Our Ministry Commitments to achieve this are:

Discipleship and Community, Mission and Partnership

The Youth Minister will be employed by the PCC and will report to the Rector and the PCC, reporting to a designated line manager.

Main responsibilities:

- Lead and further develop the youth ministry of St Matthew's and The Minister.
- Oversee and develop the worship, discipleship and pastoral support of young people aged 11-18 alongside their families. Equip and release volunteer teams to plan and deliver Sunday and mid-week programs.
- Develop and implement clear evangelistic pathways that help young people outside the church community explore questions of faith and respond to the gospel.
- Work in collaboration with the wider staff team, particularly the Children's Minister, to shape, implement, and further develop a strategy for children, youth and families' ministry at St Matthew's and The Minster.

Discipleship

- To disciple Christian young people within the church, through Bible teaching, studies, prayer and sung worship.
- To support and grow existing church-based youth provision and initiatives and pioneer new opportunities.
- To envision new ways of engaging young people in worship and providing opportunities for them to express their worship authentically.
- Facilitate pastoral support to young people.
- Build positive relationships with parents and carers to support, encourage, and equip families to grow in faith in Jesus together.
- Help strengthen transitions between children's, youth ministry and students ministry.



- Work in collaboration with the Minster Missioner to support the discipleship of young people attending The Minster.
- Encourage and enable young people to engage with summer camps, residential, and wider Christian events.

Intergenerational Ministry/whole church involvement

- To encourage and strengthen the whole church's investment in young people as an integral part of the church family.
- Develop and support mentoring relationships between young people and trusted adults within the wider church family, encouraging intergenerational discipleship.
- Encourage and enable youth to use their God given gifts within the life of the church.
- To be involved with the Teams responsible for leading and planning Sunday worship at the 9.30am and 6pm services to enable youth engagement and integration within wider church life.

Mission and Evangelism

- To develop a culture of mission and evangelism within the youth ministry.
- Create accessible and invitational spaces where young people can bring friends.
- Strengthen relationships with local schools and community organisations where appropriate.
- Encourage and equip young people to share and live out their faith confidently.
- Work with the Minster Missioner to develop opportunities for outreach to young people that the Minster Quarter provides.

Leadership Development and Team Building

- Recruit, encourage, and support volunteer youth leaders from across the diversity of the congregations
- Provide opportunities for regular training, development, and encouragement for teams.
- Create opportunities for wider team ownership and involvement within the ministry
- Encourage leadership development among young people themselves.
- Take a lead on all aspects of safeguarding, in liaison with the administration team, ensuring the highest possible standards of awareness, training, DBS compliance, safer recruitment, and risk assessments are maintained.

Team Collaboration

- Work closely with the Children's Minister to shape, implement, and further develop a strategy for children, youth and families' ministry at St Matthew's and The Minster.



- To attend/take part in meetings, daily quiet times, regular study, conferences, training events. There are currently a weekly Staff Meeting, prayer meeting and occasional days together.
- Some attendance at additional midweek events (e.g. Love Cheltenham) may be required/desired occasionally.

Partnership

- Develop good relationships with the youth ministers in the other churches in Cheltenham town centre, co-operating in discipleship, mission and training where appropriate.
- Seek training opportunities for yourself and for the Youth Ministry Teams.

Person specification:

Essential

- A living and growing relationship with Jesus rooted in prayer, a life empowered by the Holy Spirit, a passion for the gospel, and a commitment to living and modelling the Christian faith.
- A commitment to the Bible as God's true, authoritative and living word with a deepening biblical knowledge and the ability to communicate this clearly, creatively, and engagingly.
- The ability to relate to young people, build encouraging and supportive relationships with parents, and connect and communicate with the wider church community.
- Experience of recruiting and leading teams to deliver outcomes. The ability to inspire, teach and train volunteers and encourage and equip them with ministry skills.
- Excellent organisational and IT skills.
- A secure understanding of Safeguarding processes, regulations and recommendations in relation to working with children including those with special needs.
- Confidence in leading, speaking and participating in services.
- Training and qualification in biblical studies and/or children's/youth/Christian ministry or proven experience of leadership in the delivery of a church's Youth Ministry.

Desirable

- Relevant qualifications in youth or children's work or education or other transferrable qualifications.
- Clean driving licence.
- Other abilities and interests relevant to the role such as music, drama, art, sport.

Please note: *It is a Genuine Occupational Requirement under the Equality Act 2010 that the successful candidate is a practising Christian, as this post carries with it the specific responsibility for promoting a Christian identity within our work with children and young people.*

This post is available from September 2026 or as soon as possible thereafter.

May 2026