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| Job profile |  |
| Job title | **Pioneer Minister (lay or ordained)**  **(Youth, Young Adults and Creatives)** |
| Team/Department | The Parish of Haven Church |
| Reports to | Priest in Charge |
| Principle Location | St John’s Church |
| Travel required | Minimal, within local area, occasional trips outside of the local area |
| Work pattern / hours | Full-Time |
| DBS check required (Yes/No) | Yes (Enhanced Child and Adult) |
| Salary / Stipend | FTE + 3 Bedroom House (equivalent stipendiary rate for clergy + 3 Bedroom House) |
| Special conditions of employment | No |
| Date written/updated | September 2024 |

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| Role context |
| The vision of the Parish of Haven Church Gosport is to play our part in the evangelisation of the nation, the revitalisation of the Church and the transformation of society. Each member of staff plays a key role in contributing to our vision. Our mission is bigger than any individual task but together our work contributes to the bigger picture and as a Christian organisation our faith is an integral part of our working culture.  We are a parish with three churches: Christ Church, Holy Trinity and Saint John's. Haven Church Gosport is a mixed ecology parish:  **Christ Church** is a multi-generational church with a particular focus on ministry to families, with around 200 attending services on a Sunday. The church is also home to a thriving toddler group, a busy food project, a termly Alpha, several connect groups and acts as the focal point to ministry in three local primary schools.  **Holy Trinity** is an Anglo-Catholic centre of excellence with a strong civic ministry, with a committed congregation of approximately 50. The church has a strong musical tradition, hosting classical concerts and choral performances on a Sunday afternoon. The church is immersed in a neighbourhood of tower blocks and social housing and is working with the local residents’ association to identify strategic opportunities for mission and ministry. The church is a focal point for ministry to the sailing community within the marina and beyond.  **Saint John’s** is our church for ministry to young people and young adults. This beautiful building is home to Quay West Studios and their purpose-built recording studio in the main church. We host a broad programme of arts activities, from collaborations with local schools and colleges, to live performances from touring musicians. Saint John’s is the base of the “College Pastors”, our chaplaincy project in the nearby further education provider and has strong links with the neighbouring Church of England school that we are keen to build upon. |

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| Role purpose |
| The Pioneer Minister will work in partnership with the Priest in Charge, Team Vicar and staff team to support and deliver ministry across the parish, with particular responsibility for ministry to young people, young adults and creatives. We aim to reach the 99% of Gosport have no meaningful contact with the local church of England churches and our work with young people, young adults and creatives is an essential part of our strategy.  The Pioneer Minister will assist with the development and implementation of the strategy for work youth and young adults, building on a good foundation of ministry and collaboration with schools and colleges and entrepreneurs. Working with the staff team, they will help develop and implement our strategy to reach, serve and disciple those aged 16-25 in Gosport, primarily through our work at Saint John’s Church. They will also support in creative ministry across the parish, including the development of Fresh Expressions of Church, social media and leading worship.  We believe there is an exciting profile of work to build upon at Saint John’s. The monthly open mic night attracts over 100 creatives to the church. Our partnership with the two local secondary schools has resulted in several arts projects taking place, drawing young people from across Gosport. Our relationship with St. Vincent College, opposite the church and home to over 1200 students, has resulted in several collaborations such as live music events and a weekly “College Pastors” chaplaincy. Recently, we launched a creative drop in and open mic night, both aimed at young people. We are excited to see this grow.  We are delighted that Quay West Recording Studios are residents at Saint John’s, drawing bands and musicians from all over the UK for recording and filming in the purpose-built studio housed in the amazing space. The studio hosts a steady stream of local and national musicians and bands including the Nova Twins and Acres. The venue has also hosted other forms of performance art such as dance and drama and we recently started a samba workshop for young people!  We are excited to recruit a dynamic, creative, collaborative leader to develop our relationships with existing partners and the youth and young adults that they serve, creating opportunities for them to explore faith, encounter Jesus and change perceptions of church. As a community of young disciples is grown, we anticipate an expression of church that is relevant and engaging to this generation to grow with it.  The role will work closely with and report to the Priest in Charge. Evening and weekend work is expected as part of the role. Usual office hours are 9.15am-5.15pm.  In addition to normal working hours, the role may include some local travel and attendance at key events in the church calendar such as Christmas services, Easter Services, and the church week away at Focus.  Lay and ordained candidates will be considered for this role. |
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| Key responsibilities |
| **Church Life**   * Take part in the range of services and events that contribute to the worship and ministry across the parish. * Working alongside our youth worker, build upon and implement a vision for our ministry to youth, young adults and creatives, operating as the lead minister for Saint John’s Church. * Continue to develop our relationship with Quay West Studio, supporting their events and initiatives and connecting those who attend with the wider parish ministry. * Lead on our work with the learning community at St. Vincent’s College through the College Pastor initiative, collaboration with the music department, and explore opportunities for outreach to the young people and staff. * Work in partnership with the Kings Group Academies to provide ways for young people, young adults and creatives to engage with the arts at Saint John’s Church. * Assisting with the development of our strategy for Alpha, linking people into the courses and contributing to the organisation, delivery and ongoing discipleship.   **General**   * Support the Priest in Charge and Team Vicar in upholding our culture and values within the staff team and wider parish. * Be on hand to support and advise operations related tasks across the life of the church. * Work to build community within the church congregations. * Work to build a culture of volunteering, recruiting and overseeing teams and supporting the recruitment of volunteers for other teams across the parish. * Collaborate with our Operations Team to support parish wide events. |
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| Person Specification |
| * A calling to young people, young adults, or those in the creative industries. * Ability to work well with others and communicate effectively. * Strong organisational skills and an attention to detail. * Strong written and verbal communication skills. * Ability to use Canva, Squarespace and social media platforms. * Time and project management skills, including the ability to work on multiple projects at the same time. * Ability to plan ahead and think strategically about processes and creative development. * Experience in a similar role would be beneficial. * A desire to learn and develop personal skills and leadership. * A desire to serve the wider vision of Haven Church Parish. * The ability to lead sung worship is desirable but not essential. |

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| Working environment |
| **You will be joining a dynamic, supportive and fun staff team. Our values are:**  Authenticity. We want to create open and welcoming church communities that enable people to “come as you are”. We want to be a place where every generation can find a home, regardless of background, history or story.  Unity: We are diverse church with many unique and distinctive expressions of worship, all valuable and all significant. This diversity enables us to be a church that can create a space for belonging for all.  Creativity: We want to do things others aren’t doing to reach people others aren’t reaching. We want to be creatively and courageously innovative.  Humility: We are all out for Jesus, and we want everyone in Gosport to be invited to be in relationship with him.  Generosity: We seek to be generous in all that we do, going above and beyond to serve our town. We want to be and see “Good things for Gosport”. We want to call out the best in our town and work to see the flourishing of every person and every neighbourhood. |

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| Work expectations |
| * The role is a full-time post with the equivalent hours for breaks and annual leave with working days to be agreed as the role develops. * The usual holidays per annum, pro rata, or the clergy equivalent, taking no more than six Sunday’s for annual leave. * The role holder must be available to work at a selection of key events including Christmas services, Easter services and Annual Parochial Church meetings when required. * Available to work at Focus (the church holiday in the summer, one weekend in duration) * Attend staff meetings and retreats. * It is expected that staff members will be active members of Haven Church Gosport parish including Sunday services. * The role requires an enhanced DBS check and references. |