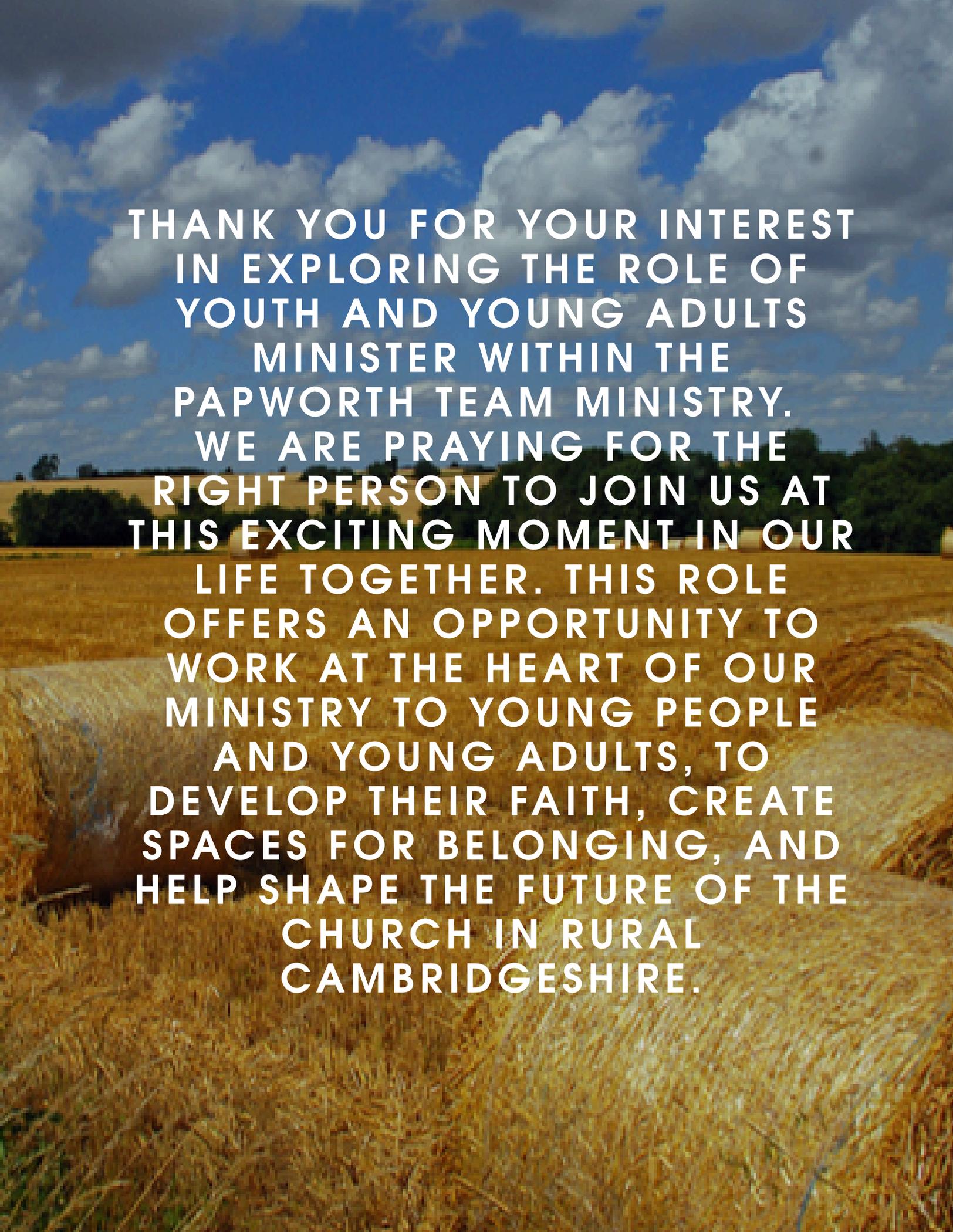




YOUTH AND YOUNG ADULTS MINISTER



THANK YOU FOR YOUR INTEREST
IN EXPLORING THE ROLE OF
YOUTH AND YOUNG ADULTS
MINISTER WITHIN THE
PAPWORTH TEAM MINISTRY.
WE ARE PRAYING FOR THE
RIGHT PERSON TO JOIN US AT
THIS EXCITING MOMENT IN OUR
LIFE TOGETHER. THIS ROLE
OFFERS AN OPPORTUNITY TO
WORK AT THE HEART OF OUR
MINISTRY TO YOUNG PEOPLE
AND YOUNG ADULTS, TO
DEVELOP THEIR FAITH, CREATE
SPACES FOR BELONGING, AND
HELP SHAPE THE FUTURE OF THE
CHURCH IN RURAL
CAMBRIDGESHIRE.

FOREWORD FROM THE TEAM RECTOR

***'The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.'* – Matthew 9:38**

These words feel especially resonant for us in the Papworth Team Ministry in this season of life and mission. We believe we are standing at an exciting and hope-filled moment in our story, a moment of opportunity, growth and God-given possibility, and we are praying sincerely for the right person to be called to join us to take a lead in our ministry to young people and young adults.

This job description offers a snapshot of who we are and what God is already doing across our fifteen rural parishes. However, our hope is that the person who steps into this role will prayerfully discern, under the guidance of the Team Rector, the future direction of our ministry to young people and adults between the age of 11 and 30. In what follows, we therefore offer potential applicants an insight into how we feel that this role could be inhabited but there is plenty of scope for the right person to shape and mould the job in a way is suited to their particular gifts, passions and experiences. Whoever you are, we are praying that God will bring the right person, someone called to share in the joyful, generous and hope-filled ministry unfolding here.

Our future holds rich promise:

- We have recently been selected as a national Growing Faith Hub, deepening our engagement with children, young people and households.
- We are developing a new ALM training pathway within the Diocese, nurturing vocation and releasing lay ministry across our parishes.
- We are strengthening partnerships with all our local schools and launching initiatives including Messy Church, a new worshipping community and a community centre in Papworth for gatherings, outreach and mission.
- We are blessed with dedicated lay leaders, excellent administrative support and a genuine culture of collaboration, trust and prayer.

If something within you stirs as you read this, if you feel drawn to help shape a ministry that is evolving, imaginative and open to the Spirit, we would be delighted to explore whether God may be calling you to join us.



Matt Phillips, Team Rector



OUR VISION

Over the past few months, we have been prayerfully discerning and shaping our shared vision for the Papworth Team. Through conversations, prayer, listening to the parishes, and reflecting together as a ministry team, we have sought to ask what God is calling us to prioritise in this next chapter of our life together. Again and again, the same theme has come through with clarity and conviction: we are called to be **Church for Everyone**.

CHURCH FOR EVERYONE

This simple phrase has become the heart of our vision. It expresses our desire to be a church where every person, in every village, of every age and background, is welcomed, valued and able to participate fully in the life of faith. To help us grow into this vision, we have identified three key areas of development, which will guide our planning and prayer in the months ahead:



We invite everyone to belong, build community, and experience God's love together, welcoming especially our children and young people.



We all have a part to play; every gift matters as we serve one another and our wider community with compassion and purpose.



Together we are inspired to grow deeper in faith, learning to follow Jesus and live out His hope in our daily lives.

ABOUT THE PAPWORTH TEAM MINISTRY

The Papworth Team Ministry consists of fifteen rural parishes in west Cambridgeshire. We are a collaborative benefice with strong local leadership, thriving village communities, and an increasing number of young families, particularly in Papworth Everard. Whilst we anticipate that the individual appointed to this post will therefore work across the whole team, connecting with young people and adults in Papworth Everard will be a key priority. As the biggest village in our team, we are increasingly developing Papworth as the 'hub' of Benefice life, which can resource and nurture other parishes. The expansion of our church offices in Pendrill court in Papworth, and the creation of a new multipurpose gathering space for church events in the heart of the village is also part of this vision.

From January 2026, the Papworth Team has been selected to become a national Growing Faith Hub in the Church of England, which recognises our commitment to integrating church, home and school in the discipleship of children, youth and young adults. This designation affirms our direction of growth and innovation as we seek to nurture faith across the generations.

As a team, we believe that we seek to develop excellent administrative systems, committed lay leadership, and a healthy financial structure. Central to our identity and vision is our desire to be Church for Everyone who lives in our Benefice. This includes creating spaces where everyone is invited, providing opportunities for everyone to be involved in serving and finally, helping create opportunities for everyone to be inspired to grow in their love and knowledge of Christ and the desire to build his kingdom here in rural Cambridgeshire.

Further information about each of the churches in our Team can be found on the [Papworth Team website](#).





THE ROLE: YOUTH AND YOUNG ADULTS MINISTER

The Youth and Young Adults Minister will lead our ministry among young people (11–18) and young adults (18–30). Your ministry will build relationships, nurture spiritual growth, and create meaningful opportunities for worship, community, service and leadership among younger generations.

KEY RESPONSIBILITIES

Ministry, Mission and Discipleship

- Build strong relationships with young people, youth networks and community groups.
- Develop understanding of the local context, identifying needs and opportunities
- Propose and implement effective ministry and discipleship strategies
- Support and facilitate groups and gatherings
- Encourage intergenerational worship and belonging
- Build confidence and ownership in volunteers

Communication

- Develop communication channels with youth, young adults and families.
- Promote events and opportunities.

Team Development

- Recruit, equip and support volunteers and emerging leaders.
- Encourage leadership gifts within young people.
- Work collaboratively with clergy and lay colleagues.

Safeguarding and Safety

- Ensure compliance with all safeguarding policies.
- Maintain a culture of safe practice and accountability.

ACCOUNTABILITY

Supervisor: The Incumbent.

Responsible for: Volunteers.

Working With: Papworth Team Council, Parochial Church Councils, Youth and Young People, The Ministry Team, Volunteers.

TRAINING AND DEVELOPMENT

The successful applicant will be expected to participate in all appropriate training and development opportunities as directed. As a Benefice in the Diocese of Ely, there is also an expectation that applicants should be willing to participate in relevant Deanery and Diocesan networks and complete the necessary safeguarding training.

SALARY AND TERMS

- This is a full time post for 35 hours per week on a permanent contract.
- Salary: £32,000 per annum. The post holder will be employed by the Papworth Team Council.
- Travel and ministry expenses will be reimbursed.
- The successful applicant will be expected to work five days a week, which will include most Sundays. Due to the nature of the work, a willingness to work evenings and some Saturdays is also essential.
- The successful post holder will receive a paid holiday allowance of 25 days.
- No accommodation is provided.

OTHER REQUIREMENTS

This role is subject to an enhanced disclosure from the Disclosure and Barring service. This is a full-time post with a 6-month probationary period.





PERSON SPECIFICATION

ESSENTIAL

- It is a requirement of the job that you be a baptised Christian, with a recent track-record of church membership and active Christian faith (an advantage is this was in a CofE parish).
- Experience working with young people or young adults
- Warm, relational and approachable personality
- Ability to lead and develop volunteer teams
- Confident communicator
- Ability to work independently and collaboratively
- Emotional maturity and self-awareness
- Good organisational ability
- Driving licence and access to transport

DESIRABLE

- Theological or ministry training
- Experience with schools-based ministry or parachurch organisations such as Youth for Christ or WCYYM.
- Experience developing worship or prayer with young people
- Understanding of safeguarding principles
- Ability to use social media effectively in ministry

SAFEGUARDING AND ACCOUNTABILITY

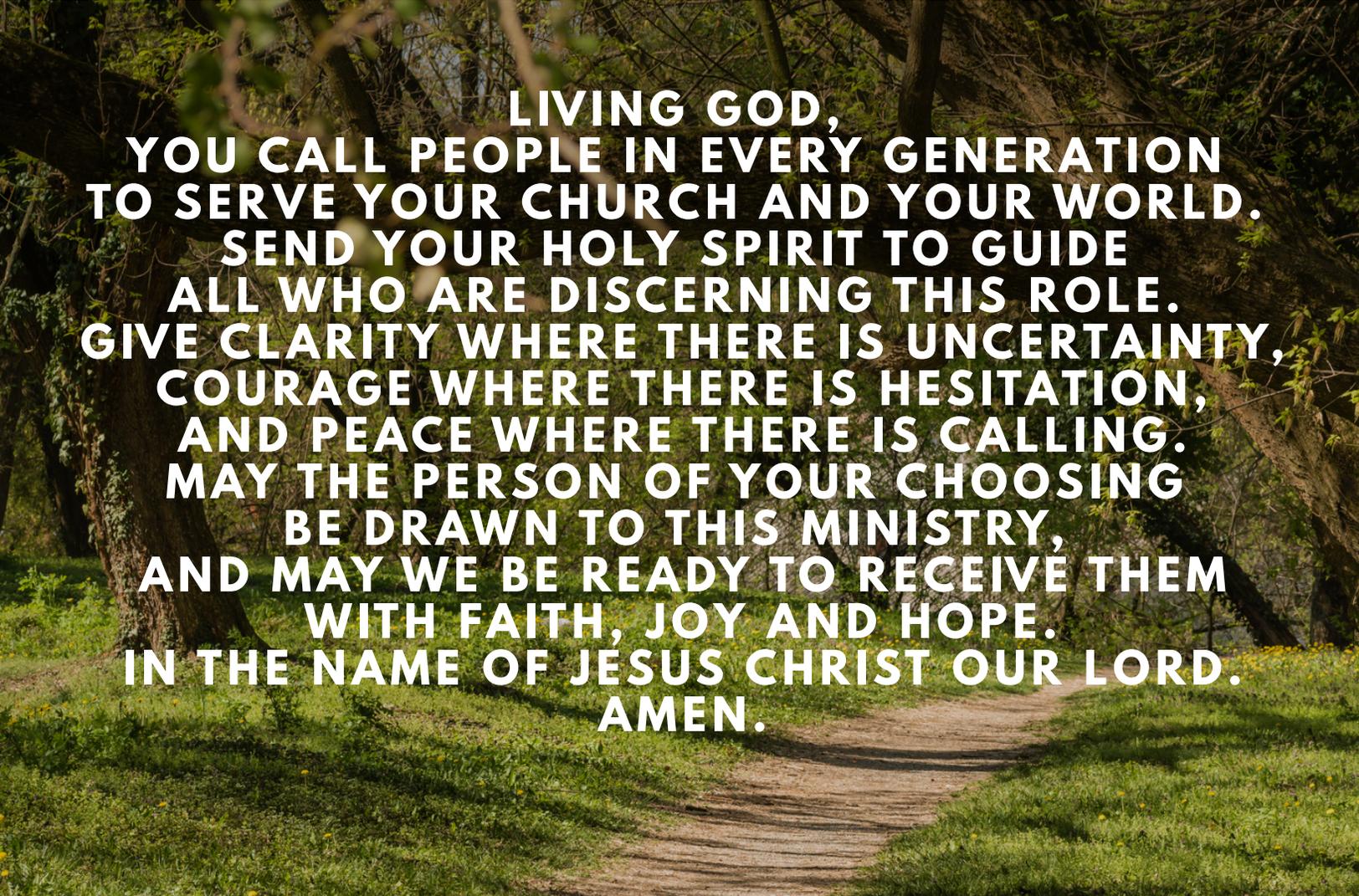
- This role requires an Enhanced DBS check
- Full safeguarding training must be completed
- Accountability to the Team Rector

NEXT STEPS

If you feel a stirring of interest or a sense of prompting as you read this pack, we would encourage you to take the next step and get in touch. You may wish to begin with an informal conversation with the Team Rector, Matt Phillips. Please email matt@papworth.team or call 01954 604889 to arrange an informal conversation. Matt would be delighted to hear from anyone who senses that God may be inviting them to explore this role further.

We are committed to a prayerful and relational approach to discernment and appointment. Throughout the process, we will seek to listen to God, to one another, and to your own sense of calling. We believe this ministry will be shaped as much by the person appointed as by the aspirations of the Team, and we look forward to discovering what God has in store.

To submit an application for the post, please complete an Application Form, which is available from our website and email it to recruitment@papworth.team. The closing date for applications is midnight on **Sunday January 18th 2026**. We anticipate that interviews will take place on Saturday January 24th 2026.



**LIVING GOD,
YOU CALL PEOPLE IN EVERY GENERATION
TO SERVE YOUR CHURCH AND YOUR WORLD.
SEND YOUR HOLY SPIRIT TO GUIDE
ALL WHO ARE DISCERNING THIS ROLE.
GIVE CLARITY WHERE THERE IS UNCERTAINTY,
COURAGE WHERE THERE IS HESITATION,
AND PEACE WHERE THERE IS CALLING.
MAY THE PERSON OF YOUR CHOOSING
BE DRAWN TO THIS MINISTRY,
AND MAY WE BE READY TO RECEIVE THEM
WITH FAITH, JOY AND HOPE.
IN THE NAME OF JESUS CHRIST OUR LORD.
AMEN.**