



STRATEGIC LEAD

Application Pack

Initial
Partners:



SUPPORTED BY:



ALLCHURCHES TRUST LIMITED
OWNERS OF ECCLESIASTICAL INSURANCE GROUP

WE ARE CHURCH ARMY

We are passionate about seeing communities transformed which is why Church Army is proud to work in some of the toughest communities across the UK and Ireland and make an impact that brings about real-life change. Our Centres of Mission, which are created in partnership with Diocese, are where we deploy evangelists into communities to share faith and empower and equip the local church in mission and evangelism. We are working hard in our aim to increase to 50 Centres of Mission by 2027. In Marylebone London, we run the biggest women's only hostel which empowers women to end their homelessness and live their lives to the full. We also run the Amber Project in Cardiff which helps over 100 young people each year who battle self-harm; as well as a hostel for young people.

We are proud of our committed and passionate staff team who all contribute to our vision of seeing communities transformed. In joining Church Army, you will belong to a community of gifted people who are proud to do what they do, and we work hard to make sure our team know that they are valued for their contributions and know that they are making a difference to the lives of hundreds of people.

Our vision

For everyone everywhere to encounter God's love and be empowered to transform their communities through faith shared in words and action.

Our values

Everything we do is underpinned by our GRACEUP values:

Generous - We want to model God's generosity to others.

Risk-taking - We have a long heritage as a pioneering movement, prepared to take risks and give colleagues permission to seek to do new things.

Accountable - We are accountable to God and others. We want to be reliable and live responsibly to high professional standards.

Collaborative - We are committed to partner with those who share our values; we believe it enhances our work.

Expectant - We are hopeful, expecting God to do new things amongst us.

Unconditional - God loves everyone and everyone is significant in his eyes; we will serve anyone regardless of their age, gender, race, sexuality, faith, ability, status or circumstances.

Prayerful - We listen for God's voice and want to be obedient to him. We want to be like Jesus in our actions and witness.

See our [We are Church Army](#) video here

ROLE OF MYCN STRATEGIC LEAD

This role is for a 25-hour Strategic Lead for the Missional Youth Church Network within the Office of the Archbishop of York. To work across the UK with a particular focus on the North of England.

The Missional Youth Church Network (MYCN) was established out of a desire to see churches grow their ministry to young people and equip, develop and encourage them to be leaders in mission. The bold and exciting vision of the Network is to pioneer and establish missional youth churches, enabling 11-18 year olds to build community and discover faith in Christ. In April 2019 the founding partners (the Office of the Archbishop of York, the Church Army and the Archbishop of York Youth Trust) appointed Captain Andy Milne (CA) as the pioneering Strategic Lead. He has now become the Director. In May 2021, MYCN appointed Angela Brymer and Rev Ruthi Gibbons to work as PT Strategic Leads to mentor youth leaders and assist in running Learning Communities for youth leaders and others.

We've involved in over 70 ongoing conversations with churches and/or dioceses who want to explore missional youth church network. We're working with more than 30 local schools, churches and community projects have already begun working together to reimagine church with young people. A Learning Community of 30 youth leaders has also been established. Youth leaders and volunteers come together for training, encouragement, prayer and support as they build for the future. The new Strategic Lead will work under the direction and guidance of the Director and the Strategic Vision and Management Group. The Strategic Lead will work with the Director and MYCN team to expand the Network, utilising the different specialist gifts and experience of each member. Using their experience of pioneering and evangelising young people, making disciples and growing churches, and considering the latest research, examples of best practice and the Fresh Expressions learning journey; the new Strategic Lead will: -

- Work with local schools, churches and especially youth leaders in order to build relationships with young leaders, discerning where the Spirit is nudging and where the culture is moving by listening to young leaders' voices. They will gather young leaders together to grow in the 5 marks of mission.
- Co-lead a new MYCN Learning Community for young leaders aged 15-20 approx.
- Co-ordinate the preparation of an online learning resource for young leaders.

MYCN is an ambitious initiative that we consider to be key to changing the culture within the church in how we engage young people. The Strategic Lead is integral in helping a new generation of young leaders emerge from Missional Youth Churches (MYCs) and other places so they may be formed as missionary disciples, with potential to become future leaders in mission.

The role is initially for a period of three years.

Andy Milne, Director of Missional Youth Church Network

JOB DESCRIPTION

Job Title:	Strategic Lead
Responsible To:	Director of MYCN Strategic Vision & Management Group
Relating To:	Other Strategic Leads
Purpose:	To represent the Office of the Archbishop of York & Church Army UK at a strategic level in growing and developing the Missional Youth Church Network

Working under the direction of the Director, the Strategic Lead will continue the development and expansion of the Network by:

- working with churches, schools, dioceses, mission organisations and other parties to build relationships with and listen to young leaders
- form, grow and develop a new learning community for young leaders aged 15-20 approx.
- helping in the development of Young Leaders Resources, social media and digital engagement

It is anticipated that the purpose and vision will be achieved through the fulfilment of the key responsibilities

RESPONSIBILITIES AND KEY TASKS:

1. Work with Youth Leaders to build relationships with young leaders aged 15 to 20 approx.
2. Work with Youth Leaders to form, grow and develop a new Learning Community with young leaders aged 15-20 approx. so that they may grow in the 5 marks of mission, become missionary disciples and potential future leaders in mission.
3. Ensure the Network and the leaders are adequately equipped with prayer, training, resources, digital engagement and support structures so that the work is sustainable. The Strategic Lead will build key relationships with youth leaders in the Learning Community and beyond via:
 - 3.1 Regular (E.g., bi-weekly or monthly) gatherings with several (E.g. 5 or 6) key young leaders via zoom to pray, support, encourage and build up one another as each person shares experiences and learning relating to their MYC and ministry.

- 3.2 Regular (E.g., monthly) 1 to 1 mentoring meetings with several key young leaders to support, encourage, explore opportunities and problem solve.
 - 3.3 Visit new MYCs periodically, help youth leaders discern what God is doing, distill new learning and record new stories of God at work in the young people and the MYC.
 - 3.4 Attend Local Partners Groups as a consultant to the group, offering examples and stories of learning about youth participation and young people in leadership from other contexts and suggesting ways forward as appropriate.
 - 3.5 Be available to be contacted by local partners via email or phone and to contact local partners if and when there is an opportunity or crisis as appropriate
4. To share learning from the developing of the new Learning Community for young leaders with the Strategic Vision and Management Group and key stakeholders.
 5. To prosper and profile the evangelistic and transforming work and witness of the Church Army Mission Community, the Archbishop of York Youth Trust, and the mission of the Archbishop of York.
 6. To communicate and share the learning of MYCN by, for example, attending events and conferences held by Church Army, Dioceses, fresh expressions of church, school and youth gatherings where appropriate, fundraising towards an agreed target, communicating news and stories to supporters and profiling the work and ministry.
 7. To be actively involved in a local MYC or equivalent.

General:

- To undertake any such duties as are commensurate with the post at the direction of the line manager;
- To be active as a member of the MYCN team, demonstrating and encouraging participation in team meetings and in the overall objectives and life of the team;
- To attend an annual appraisal and regular one to ones with your line manager.
- To undertake any training as required for the role as identified in an appraisal or supervision.
- To adhere to Church Army's contractual and non-contractual policies at all times. These are outline in the Staff Handbook and on Church Army's intranet document library.
- Act in the best interest of Church Army and other invested parties at all times

KEY RELATIONSHIPS

<p>Line Management:</p>	<p>Andy Milne (Director, MYCN)</p>
<p>Strategic Vision and Management Group</p>	<p>The management body for MYCN with employment governance. It holds and guards the vision of the Network, creating an environment in which it may flourish and develop. It meets approximately 4 times a year.</p> <p>Membership: John Day (ABY Office and Chair), Chief of Staff (ABY Office), Nick Watson (ABYYTO), Richard Cooke (Regional Development Officer, CA), Phil Potter (in his role as Fresh Expressions Partnership Adviser), Andy Milne (MYCN Director)</p> <p>Richard Cooke will report on progress to the Church Army Operations Meeting as required during the period of employment.</p>
<p>Important Relationships:</p>	<p>The Archbishop of York, Archbishop of York Youth Trust, Church Army</p>
<p>Other Important Relationships:</p>	<ul style="list-style-type: none"> • Bishops and Archdeacons • Diocesan Fresh Expressions Enablers, Youth Advisers and Education Teams • Fresh Expressions (fxC) • The Message Trust (TMT) • Other youth churches, youth organisations, youth charities • Church and Community schools and colleges • Local churches, youth workers, clergy and PCCs • Ecumenical partners



PERSON SPECIFICATION

The following sets out what we are looking for in the post holder. As you apply for the post and submit your application, please make sure you evidence with good clear examples how you meet the criteria below.

All aspects of the person specification will be assessed via the application form, interview and selection process, and within pre-employment check (e.g. references).

ESSENTIAL	DESIRABLE
Experience, knowledge, and understanding	
Significant and fruitful experience in pioneering and discipling unchurched young people	Experience of growing church amongst unchurched young people
A lifelong learner in theology and missiology	
Adept at understanding and integrating theological practice with current cultural trends	
Skills and abilities	
A strategic thinker; able to think outside the box	
A networker, with the ability to create intentional and sustainable partnerships with both youth leaders and young leaders	
An excellent communicator (both written and oral) to young people	
Able to journey with, enable and empower young people to flourish	
Able to cast vision and inspire others	
Able to turn ideas into action	

Ability to work collaboratively across the various traditions of the Church of England and with ecumenical partners	
Have good IT and media skills	
Attributes	
Professional and approachable, acknowledging the need to represent the Office of the Archbishop of York	
A passion to empower and disciple young people as they grow in faith	
A natural leader	
Trustworthy	
A good team player	Experience of building a team
Strong interpersonal skills	
Eager to learn and grow in character and understanding	
Other	
A willingness to travel within your region and further (with transport)	
An active faith in Jesus, demonstrated by an involvement in the local church in agreement with our vision and values	

OUTLINE TERMS AND CONDITIONS

Location	Home-based You will be a member of the team based at Bishopthorpe Palace and regular travel will be required.
Salary	£24,480 per annum (pro-rata)
Hours	25 hours per week, with evening and weekend work required in order to fulfil the responsibilities of the role
Pension	If a Church Army commissioned, evangelist or ordained, non-contributory, operated by the Church of England Pensions Board. If not Church Army commissioned, then the employee will be assessed under auto-enrolment pension legislation and if eligible, minimum contributions will be made.
Annual Leave	25 days, plus bank holidays, pro-rata
Probation Period	6 months (with a 3-month review)
Contract Type	Fixed-Term (initially funded for 3 years)
Notice Period	4 weeks (after probation period)
DBS Requirement	An enhanced DBS check is required for this role. All employees are expected to read and comply with Church Army's Safer Ministry Policy and safeguarding policies & practices at the direction of MYCN and the office of the Archbishop of York.
Occupational Requirement	This post is subject to an Occupational Requirement under the provision made in the Equality Act 2010 that the post holder has an active faith in Jesus. The successful candidate must be in agreement with the vision and values of Church Army and the office of the Archbishop of York.
Employer	Church Army The role is in partnership with Office of the Archbishop of York and the Archbishop of York's Youth Trust (ABYYT).

APPLICATION PROCESS

For more information on the role, please contact Andy Milne:
andy.milne@archbishopofyork.org

To apply, please submit a Church Army Faith-based Application Form which is available to download on the advert for the post on our website.

Applications should be sent to: recruitment@churcharmy.org

Deadline: 11th February 2022

Interview date: 9th March 2022

For more information about Church Army please visit: www.churcharmy.org

Offers of employment are made subject to:

- Evidence of your eligibility to work in the UK
- Successful completion of a probationary period
- Two satisfactory references, including one faith based & most recent employer

References are usually only requested once an offer has been made. We will ask for your permission before seeking any references.