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Growing Younger Enabler for Children & Families

**RECRUITMENT INFORMATION**

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| **In this pack you will find:**   * **God for All: Our Strategic Vision** * **About the role** * **Growing Younger in the Diocese of Carlisle** * **Job Description and Person Specification** * **Staff benefits**   **God for All:  our strategic vision** |
| This is a significant, hope-filled but challenging time for the Church of England in Cumbria. Alongside our ecumenical partners the Diocese of Carlisle is working towards our vision and strategy, **God for All**, throughout the 2020s.    The vision centres around four key values which frame our priorities:  **1. Follow Daily:**  We will help each other to follow Jesus more closely, seeking to grow as his disciples in all aspects of life, both corporately and as individuals  **2. Care Deeply:**  We will listen to our local communities, and respond in loving service, seeking to transform injustice, challenge oppression and pursue peace & reconciliation  **3. Speak Boldly:**  We will share our faith in Jesus Christ in everyday ways, seeking to connect with everyone, especially those currently unrepresented in our churches. We’ll do this in both time-honoured & pioneering ways.  **4. Tread Gently:**  We will strive to safeguard the integrity of God’s creation, seeking to sustain and renew the life of the earth    These are the building blocks that help us define our core purpose as Church and our main tasks: the values and priorities on which the strategy is built.    At the heart of the God for All strategy are our ecumenical Mission Communities, which have formed across Cumbria since 2014. They help to keep the Church missional, local and sustainable.  The central tenet of Mission Communities is for local Christians to come together under the guidance and inspiration of the Holy Spirit to:   * discern what God is calling the Church to be and do in our various contexts, developing   appropriate local strategies, priorities and plans   * serve our communities together in Christ’s name * reach out to our communities as one * be a local presence of worship and prayer for our communities * improvise faithfully as we proclaim the Gospel afresh in this generation * resource the body of Christ so that He might be at work in us     At a County level our focus is on six components, specific spheres of action with individual aims that will equip Mission Communities to: |

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| **Ministry**: discern and release the ministry it needs, both in terms of people and gifts.  **Buildings**: plan the future of our physical presence in local communities and think through how buildings can be sustainable servants of our communities.  **Growing Younger**: supporting local churches in nurturing Christian faith and spiritual flourishing of young people from birth to 25 years of age, in a contextually appropriate way  **Church Planting and Pioneering**: extend our reach to those who do not currently engage with Church.  **Eco**: achieve our environmental commitments including the CofE becoming Net Carbon Zero by 2030.  **Digital**: engage more effectively in the digital environment.    We are not trying to pre-determine the Church of the future.  Rather, we are journeying into the unknown. This is not a strategy that outlines a utopian vision of the future that we assume can be brought to fruition simply by working harder and smarter.  Rather, it is a process that helps us navigate the future together with **hope and realism**.    Nonetheless, any strategy has to start with the end in view and that requires some vision of what the Church of the future might look like.  We illustrate a flourishing church in Cumbria through ‘a parable of the garden’. A healthy garden does not need to be large to flourish as a place of beauty, growth and abundance.    A healthy garden is a structured, productive space, constructed around the well-established plants, those with deep roots and a visible presence, and which also represent the memory of the garden in this place.  However, it is also a place of new varieties, some cross-fertilised and some imported.  Sometimes you have to let things grow to see if they will work.  There is an element of trial and error in the development of a mature garden.    A healthy garden contains the past, present, and future within it. This what we hope and plan for within the Church in Cumbria.  **About the role**  Carlisle Diocese has recently been awarded funding from the **Church of England’s Strategic Mission and Ministry Investment Board for The Cumbrian Way,** a 5-year programme of work to set the Diocese on course for embedding lasting missional impact and cultural change to enable local churches to flourish across Cumbria. The programme is in its infancy, with funding awarded in March 2025. The initial programme of work (phase 1) is designed to be over a five-year period. It is based on two key objectives:  **Growing in Mission:** to establish a church planting movement and revitalise a creative missional culture across the diocese.  **Growing Younger:** to resource a transitional pathway for young people from birth to 25 years old, supporting their spiritual flourishing and discipleship journey to thrive.  The Cumbrian Way aims to see significant cultural shifts in, and missional impact for, our churches across the diocese and county. We are now looking to recruit a Growing Younger Enabler for Children and Families to join us in that work. This new and exciting role is one of two Growing Younger Enabler posts funded by this programme.  This role will work with 0-10 year olds and the current postholder of the Growing Younger Enabler for Youth will work with 11-25 year olds, this includes the work of Network Youth Church.  The role is part of the Mission and Ministry, Support and Innovation team based at Church House serving the ecumenical county and will be line managed by the Director of Mission and Ministry, Support and Innovation.  **For more background or an informal conversation, please contact Rachel Head, Director of Mission, Ministry Support and Innovation: rachel.head@carlislediocese.org.uk**  **Growing Younger in the Diocese of Carlisle:**  In 2024, we revised the Growing Younger Strategy bringing the work with children, young people and families across churches and schools into one integrated strategic approach which has invitational spiritual development, lifelong Christan discipleship, the voices of young people, effective partnerships and integrated working as central tenets on which this strategy is built. Of course, these sit alongside the wider God for All principles of the mixed ecology and faithful improvisation.  Our Growing Younger vision and strategy for Cumbriais to support local churches in nurturing Christian faith and spiritual flourishing of young people from birth to 25 years of age, in a contextually appropriate way. By providing effective ministry and support throughout each stage of their childhood and young adulthood, we will invite our young people into a living relationship with God. We will nurture and support these relationships which have at their heart, Jesus’ promise of ‘life in all its fullness’.  Working together, we will support our churches to reach and serve everyone in their community. This will include creating new Christian communities across the four areas of home, work/education, social and digital.  The realisation of this vision is underpinned by a commitment from the senior leadership team across the County to support and encourage local ministry. Like the national church, we recognise its delivery requires a deep and enduring strategic dedication of resources, capacity and skill.  The intended outcomes of this strategy seek to prioritise ministry and worship which is ambitious, inclusive and diverse to see the church flourish in a new generation. Specifically, churches will be encouraged and supported to prioritise high quality children’s, youth and family worship, including generational specific and intergenerational worship. Equally, schools will be valued as key partners in providing invitational children’s youth and families ministry. In support of this, there will be suitably skilled children’s and youth ministers available with joined up thinking in a range of contexts enabling our worshipping communities to be diverse, inclusive and youth led.  **Job Description** | |
| JOB TITLE: Growing Younger Enabler for Children and Families | |
| REPORTS TO: Director of Mission and Ministry, Support and Innovation | |
| DEPARTMENT: Mission and Ministry, Support and Innovation | |
| **PURPOSE OF ROLE:**  To enable and equip local churches, primary schools and mission communities to implement the new God for All Growing Younger Strategy and the national Church of England’s Vision 2030 for Growing Younger. At the heart of the vision is a younger and more diverse Diocesan-wide worshipping community which supports the spiritual flourishing of 0 - 25 years old. This role will support local leaders and teams by boosting their knowledge, skills and confidence, to enable them to provide quality, accessible and contextually appropriate children and families ministry, which will effectively nurture discipleship in children aged 0 -10 years old. | |
| **KEY ACCOUNTABILITIES:**  Work in partnership with the leaders and teams of local churches (or the whole mission community) to equip and support the implementation of their local plans. These plans may include the development of paid or volunteer children and families ministry resource, supporting existing provision or developing new worshipping communities for children and families which are contextually appropriate.  Work in partnership with the Diocesan Education Team to identify local primary schools who will benefit from focused, time limited support in designing, developing and delivering invitational Christian children’s ministry in their school community.  Promote and advocate for the missional opportunities working with school(s) provides to local churches through awareness raising sessions; provision of a breadth of training and resources; promotional campaigns and by networking & connecting people across the diocese.  Provide and/or direct local churches and primary schools to accessible training courses and workshops which enable and equip leaders to provide ambitious, inclusive and diverse children and families provision underpinned by effective missional and pioneering Christian youth ministry.  Promote Safeguarding and Health and Safety best practice across the mixed ecology of children and families ministry ensuring compliance with procedures and diocesan policy is followed in all areas of individual responsibility.  Promote and lead the existing children and families network ensuring the provision of a valuing network which supports the flourishing, faithfulness and best practice of the diocese’s children and families ministers and leaders.  Work with local churches and communities to ensure nursery and primary aged members of their church congregations are supported to make the transition into their local church school in ways which enable their growing faith to be seamlessly encouraged and nurtured.  Work with the Growing Younger Enabler for Youth and Network Youth Church Ministers to ensure all primary school children in Year 5 and 6 (particularly within our family of Church schools) are invited to engage with an NYC worshipping community within their new secondary school and/or local community enabling children’s faith to be seamlessly encouraged and nurtured at this significant transition point.  Contribute to the implementation of the diocesan ‘Growing Younger’ strategic aims and effectively engage with the diocesan programme management processes.  Work with the Mission and Ministry team to advocate for the voice and involvement of younger people at the heart of decision making, ensuring they are actively heard at every level across the Diocese, including in our senior leadership.  Keep up to date with national developments on children and families work and ministry, including promoting ‘toolkits’, collections of relevant resources and sign posting training offered by other relevant agencies and organisations.  To undertake other duties that, from time to time, may be required. | |
| **PERSON SPECIFICATION** | |
| **ESSENTIAL CRITERIA** | **DESIRABLE CRITERIA** |
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| *TECHNICAL COMPETENCE* | |
| **Technical Skills and Qualifications** | |
| * professional qualification in relevant subject area (this may include; theology/youth and children’s mission; education, youth & community or social work) or equivalent experience * Demonstrable leadership skills and experience of over two years. * Adept at using Microsoft Office 365 suite of applications to collaborate and work remotely |  |
| **Knowledge and Experience** | |
| * Over two years’ experience of working directly with children, young people and their families. * A broad practice-based knowledge and current understanding of the issues and needs impacting the daily lives of children, young people and their families. * Significant knowledge and experience in managing safeguarding concerns, including working in a multi-agency context at early intervention level or above. * Experience of effectively working with a range of diverse individual stakeholders and teams to deliver safe and quality provision. * Experience of leading church with children and/or families with a sound knowledge of best practice. * Evidence of working respectfully and effectively with a wide range of church traditions and styles of ministry. * Experience of working in an education setting delivering children and/or youth ministry on a one to one, small and large group settings. * An understanding of the Church of England, its structures, and ethos/values. * Familiar with, and excited about the whole range of expressions of church, mission and faith to be found in the Church of England. * An understanding and respect for other Christian denominations. * Able to communicate effectively in a range of contexts, including one-to-one, small and large groups. * Able to produce clear, informative written reports and material. * Able to engage and contribute to strategic thinking and planning. | * Experience of working effectively to deliver externally funded projects and foster good working relationships with key stakeholders to deliver positive outcomes. |
| *BEHAVIOURAL COMPETENCE* | |
| **Personal Qualities** | |
| * A value-based commitment to collaborative working with the ability to effectively work in partnership with others. * A creative, imaginative and innovative approach which respectfully engages people and places in ways which honors and encourages established culture and church life. * Self-motivated with an ability to time manage and effectively balance competing demands. * A resilient and solution focused approach to managing challenges which may occur. * A respectful, compassionate and inclusive approach to building relationships underpinned by a diverse and effective range of interpersonal skills. * Able to work autonomously and as part of a team to deliver the God for All strategic aims. * Able to work flexible hours, including regular evening and weekend commitments. * Willingness to travel around the Diocese, with access to a vehicle for work purposes. * Current active member in the life of a church that is in communion with Churches Together in England, with wholehearted willingness to serve under the authority of the Church of England. * A commitment to continuing professional and personal development. |  |
| **BUDGET**  Children and Families Projects budget  Work-related expenses | |
| **NETWORKS**  INTERNAL:  Director of Mission, Ministry Support and Innovation, Growing Younger Enabler for Youth, Network Youth Church, MMSI team, Director of Education, Assistant Director of Education, Education Team, Diocesan Programme Management Office.  EXTERNAL: Diocesan clergy and other local ministers and leaders working with children and families, Primary schools, National Church and other denominations’ relevant officers  NO. OF DIRECT REPORTS: 0 | |
| **STAFF BENEFITS**   |  |  | | --- | --- | | **Benefits** | | | **Salary** | £ 40,462 | | **Pension** | A non-contributory, deﬁned contributions scheme (employer’s contribution is 15% of salary). An ordained candidate could choose to remain in the Church of England Clergy Pension Scheme. | | **Car** | mileage paid at 45ppm | | **Office provision** | Office space in Church House, Penrith | | **Working expenses** | Funded as appropriate.  Mileage (to places other than your Place of Work) paid at 45ppm. | | **Other benefits** | * 34 days annual leave incl bank holidays * 35 hrs a week flexi-time system in operation * Time off in lieu of hours worked at evenings and weekends (there will be regular requirements to work outside normal office hours) * A smartphone with remote access to email | |  | Any offer of employment is subject to:   * Two references (one must be current employer) * Health Check * Right to work check * Enhanced DBS check and Church of England Declaration form if applicable (if the DBS or declaration form are not completed the offer of employment will be rescinded) |      |  | | --- | | **NOTE** - This post is subject to an **occupational requirement** that the postholder be a **practicing Christian** under Part 1 of Schedule 9 of the Equality Act 2010. |   **This post is subject to funding through the Church of England’s Strategic Ministry and Mission Investment fund, initially for 5 years.** | |

**Useful Links and Further Information:**

Diocese of Carlisle: <https://www.carlislediocese.org.uk/> God for All General: [www.godforall.org.uk](http://www.godforall.org.uk)