



# GROWING

## GROWING YOUNGER LEAD JOB PACK



# YOUNGER

July 2025

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# A MESSAGE FROM BISHOP DAVID WILLIAMS

Welcome, dear friends in Christ, to a moment brimming with possibility for our diocese.

Cornwall is a place of remarkable beauty and deep Christian heritage, yet also a place where God is calling us to new horizons. This is expressed in Growing Younger, our ten year strategy for ministry with and for children, young people and families. At the heart of this calling is the invitation to journey together with children, young people, and families—to offer them the love of Christ, to listen deeply to their hopes and dreams, and to make space for their voices in the life of the church.

The Growing Younger strategy is about more than numbers or programmes; it is about cultivating communities where faith is lived out in joyful, intergenerational relationships. We are inspired by the stories already unfolding—parishes reimagining worship, schools becoming places of prayer, and young people discovering their calling to serve God and neighbour. These signs of life remind us that the Spirit is at work, and that we have the privilege of joining in what God is already doing.

This role is a unique opportunity for someone who longs to see the gospel take root among the young, who believes in the transformative power of Christian community, and who is eager to equip and encourage others for this adventure. I am convinced that this is a time for boldness and hope, for creativity and collaboration, and for trusting that God will guide us as we seek to grow younger together.

With every blessing for the journey,

*David Williams*

THE RT REVD DAVID WILLIAMS  
BISHOP OF TRURO

# ABOUT US

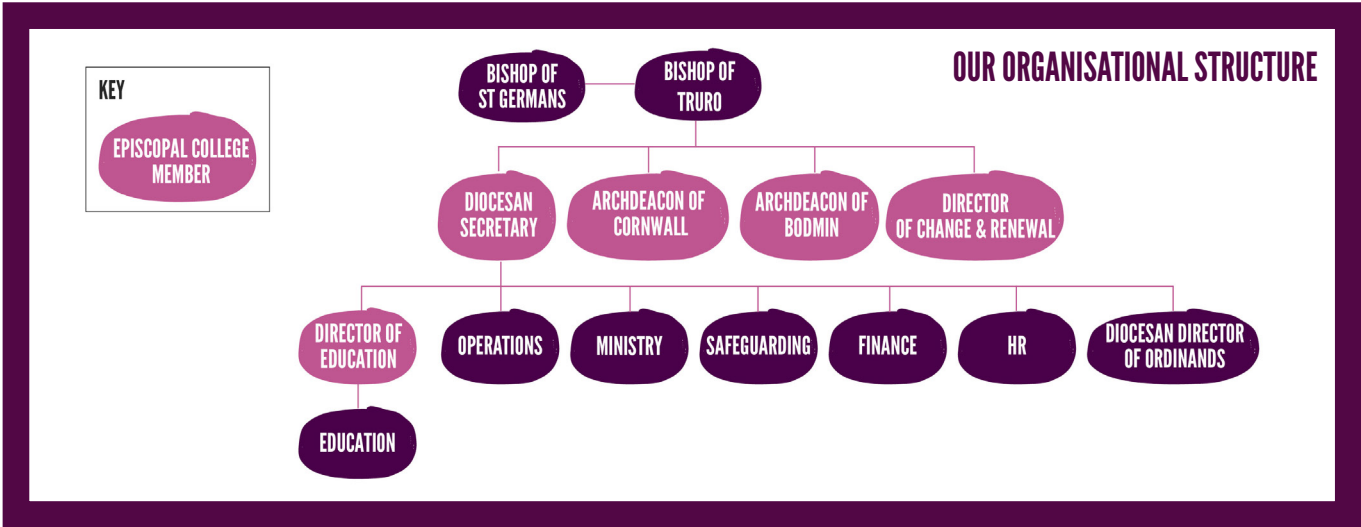
The Diocese of Truro encompasses the whole of Cornwall, the Isles of Scilly, and the western edge of Devon. The diocese is located on a peninsula and is flanked to the north and west by the Atlantic Ocean and to the south by the English Channel, so you are never far from the sea, a factor that influences so many of our lives here, and our faith. In total, the diocese spans a considerable area of 1,370 square miles but has one of the smallest populations, 573,000, of any diocese.

Here in Cornwall we have a remarkable and distinct Celtic heritage and Christian faith, stretching back many centuries from the days of Piran and Petroc through to John Wesley and Billy Bray, to name but a few. Today, we are the happy inheritors of that heritage, and in our ministry and life together we seek to continue to make Christ known in our specific Cornish context. In particular, we are committed to reaching out to the young, serving the poor and caring for the earth. Our ten-year **diocesan strategy** for Change and Renewal seeks to honour the legacy of the past and to build a fruitful and sustainable church for the future in which church communities of every size, tradition, character and style are confident in their calling to worship, witness and service. We are looking forward to the appointment of a new Bishop of Truro in early 2025 to lead us in embedding this vision.

A predominantly rural county, Cornwall has a rich industrial heritage (particularly in tin and clay mining). Whilst there has been a decline in both farming and fishing since the 1960s, these are still two significant industries in the county. More recently, there has been a thirst to engage in new technologies, including aviation, with a growing business park and enterprise zone, Aerohub, based at Newquay airport. However, with so much of our history and culture being dependent on the land and sea, there is an increasing awareness and concern for the preservation of the natural environment, which is deeply rooted in the heritage that surrounds us. Part of our vision is therefore

entitled ‘Creation Care’ and encourages individuals and communities to cherish creation, cut carbon emissions, and advocate for environmental concerns. As a diocese we are committed to the Church of England’s target of achieving Net Zero carbon emissions by 2030.

Our rich industrial, fishing, farming, and cultural heritage combined with Cornwall’s beautiful landscapes and coast make the county a uniquely inspiring place to live and work. Not surprisingly, Cornwall’s spectacular landscape and mild climate also make it a popular tourist destination. Today, tourism makes up around a quarter of the economy. However, despite the lure of the coastline and dramatic moorlands, there is great variation in poverty and prosperity in Cornwall, with some areas among the poorest in England in terms of per capita GDP and average household incomes, whilst others have seen a surge in house-prices due to an influx of second homeowners, retired people and the increased popularity of remote working. This has led to many young families finding home-ownership unaffordable in some localities. Our diocesan strategy therefore places a significant investment of time, money, prayer, gifts and love in missional service to communities and people experiencing deprivation, as well as to young people and families. This includes an increased awareness of the opportunities to work in partnership in order to grow fresh expressions of church, including supporting pioneering ministries and chaplaincies in harder to reach communities.





# GROWING YOUNGER

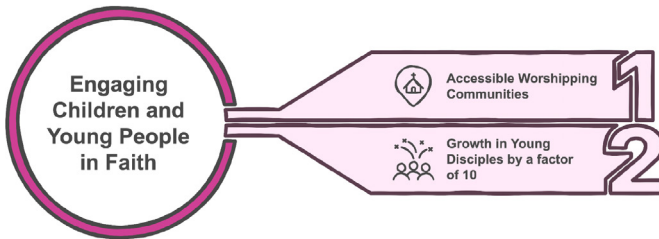
In 2020 the bishops invited every church to pray, dream and plan for a **fruitful** and **sustainable** future. This work has resulted in **12 Deanery Plans** and an overarching **Diocesan Plan for Change and Renewal**.

The Diocesan Plan describes our key outcomes of becoming **fruitful** and **sustainable**. More detail about what we mean by these words is available [here](#). There are almost 100,000 children and young people (age 19 and under) in the Diocese of Truro. All deanery plans include a commitment to engaging more fully with children and young people.

At the heart of this vision are two commitments:

1. that every child and young person in Cornwall will be in reach of a worshipping community in which to explore the possibility of God and be at home.
2. to increase the number of young disciples of Jesus by a factor of ten from a baseline of around 400 to 4,000. Realising this vision will require a significant investment of time, money, prayer, gifts and love in missional service to and with children, young people and families.

Growing Younger is our plan for reaching these two bold outcomes. This is a ten-year work of prayer, creativity and missional engagement which is energising everything we do.



## PURPOSE OF THE JOB

The Growing Younger Lead will lead, drive and support the implementation of the Children and Young People’s Strategy in the Diocese of Truro.



All our work towards these outcomes is built on five foundations:

1. Intergenerational Community
2. Children and Young People’s Voice
3. Linking Church-Home-School
4. Intentional Faith Formation
5. Collaborative Leadership

These foundations provide both the foundation for, and also a test of what we intend to do. They are embedded into the plan for implementing this work with children, young people and families which has three workstreams focusing on:

**The Many** – a diocesan-wide training, development and networking offer for employed and voluntary leaders working with children, young people and families

**The Some** – training and support for volunteer leaders working in the nexus between church and school

**The Few** – significant interventions in up to six locations over eight years

# KEY RESPONSIBILITIES

## WORKING WITHIN THE MINISTRY TEAM

- Lead the implementation of the **Growing Younger** plan, overseeing the relevant workstreams
- Advocate for the needs and interests of children and young people within the diocese, ensuring their voices are heard and valued in the structure, culture and values of the Church.
- Champion the five foundations of the missional strategy, ensuring these foundations are deeply embedded in all initiatives, activities, and decision-making processes related to children and youth ministry.

## PROVIDE TRAINING & SUPPORT FOR ‘THE MANY’

- Support the implementation of the People Plan, specifically in facilitating the training and development of those who work with Children and Young People
- Develop, monitor and evaluate strategic partnerships with organisations which enable churches to develop their missional engagement with children and young people.
- Provide and/or facilitate training, development, and networking opportunities to support and expand existing work with children and young people.
- Work with parishes and benefices to provide training on working with children and young people as agreed with the Head of Ministry and according to the needs of the diocese.
- Be the main point of contact for parishes and deaneries in resourcing work with children, young people, and families.

## RECRUITMENT & TRAINING FOR ‘THE SOME’

- Work with clergy, and deanery leaders to embed the understanding of the ‘Flourish’ Model (worshipping communities in schools)
- Provide and/or facilitate training and support for volunteer leaders working in the nexus between church and school
- Empower volunteers to effectively support young people’s spiritual journeys, worship, and faith development.
- Work collaboratively with the Education Team to strengthen connections between churches and schools, supporting religious education and chaplaincy services.

## COLLABORATIVELY DESIGN MISSIONAL PLANS WITH ‘THE FEW’

- Lead the process of co-designing, with the Head of Ministry, Deanery Leaders, and the Change & Renewal team, significant intervention projects in selected locations (a total up to 6, one per project per year), focusing on the KS2/3 transition, across the Diocese of Truro.
- Improve data collection to accurately track engagement with children and young people at the parish level, identifying trends and areas for improvement

## HEALTH & SAFETY

- To adhere to the Diocese of Truro’s Health and Safety policy and procedure as well as any other related laws
- To do all that is reasonable to promote care and safety in the fulfilment of the role and in daily working life.

## GENERAL

- Advocate for and model best practice in safeguarding
- To undertake other duties, as may be required from time to time, to ensure the effective and efficient fulfilment of the role.
- To undertake relevant training required to best carry out the role, if required.
- The role will require the post-holder to travel extensively across the diocese to conduct meetings, and to deliver presentations, talks and training at times which fit in with the needs of parishes and deaneries.

**NB** This job description is a summary of the key areas of responsibility in the job. It is not intended as a definitive statement of job content and will be reviewed periodically and may be subject to amendment.

## KEY RELATIONSHIPS

The key relationships for the post holder are with:

- Head of Ministry
- Ministry, Education, and Change & Renewal teams
- Clergy, deanery and local leaders.

# PERSON SPECIFICATION

CRITERIA
ESSENTIAL
EXPERIENCE
Significant experience of involvement in the life, ministry and mission of the church
Experience of working with children and/or young people in co-creating projects
Experience in successfully engaging children and/or young people in discipleship and faith
Experience in setting and reviewing budgets and managing costs
KNOWLEDGE & SKILLS
Knowledge of different approaches to ministry with children and young people
An understanding of project management
Excellent organisational skills
Strong communication skills (written & verbal)
Strong analytical and problem-solving skills
Appreciation of, and appropriate level of competency in, new technology and IT, including an understanding of social media
Ability to work effectively with a team
Ability to build strong & effective working relationships
A clear and evidenced commitment to safeguarding
Ability to deal with many types of people at all levels in a direct, tactful and diplomatic way
PERSONAL QUALITIES
The ability to communicate own personal faith and spiritual life
Pro-active, self-motivated and able to work on own initiative as well as with multi-disciplinary teams
Understanding of, and commitment to, equality, diversity and inclusion
OTHER
Ability and willingness to travel around the diocese as required
Due to the nature of the role, there is an occupational requirement to be a practising Christian.
DESIRABLE
A degree or equivalent professional qualification (such as JNC in youth and community work)
A theological qualification to certificate level
Experience of a leadership role within a church (paid or voluntary)
People management experience
Project management experience
Full driving licence

# SAFEGUARDING

The Growing Younger Lead will actively promote a culture of safeguarding, ensuring it is embedded in all training, projects and approaches to ministry.

To adhere to the Diocese of Truro’s Safeguarding policy and procedure as well as any other related laws and to do all that is reasonable to promote care and safety in the fulfilment of the role and in daily working life for all who may be vulnerable. This includes a responsibility to remain up to date with your own safeguarding training at the level appropriate to the role.

The diocese recognises that the care and protection of children, young people and vulnerable adults involved in Church activities is the responsibility of the whole Church.

Everyone who participates in the life of the Church has a role to play in promoting a Safer Church for all.

Our approach ensures that we promote **The Church of England Safeguarding Policy** (churchofengland.org) statement based on five foundations and offers six overarching policy commitments:

- Promoting a Safer environment and culture.
- Safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the Church.
- Responding promptly to every safeguarding concern or allegation.
- Caring pastorally for victims/survivors of abuse and other affected persons.
- Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons.
- Responding to those that may pose a present risk to others.

Our policies, procedures, and approach meet those requirements and guidance as issued by the **Diocesan Safeguarding Team**.

## SAFER RECRUITMENT

The Church of England is committed to the safeguarding and protection of all children, young people and adults, and the care and nurture of them within our church communities.

We will carefully select, train and support all those with any responsibility within the church in line with safer recruitment principles.



## DIVERSITY

We understand the benefits of employing individuals from a range of backgrounds, with diverse cultures and talents. We aim to create a workforce that:

- values difference in others and respects the dignity and worth of each individual
- reflects the diversity of the nation that the Church of England exists to serve
- fosters a climate of creativity and diversity that will help all staff to develop to their full potential.

We are committed to being an equal opportunities employer and ensuring that all employees, job applicants, stakeholders and other persons with whom we deal are treated fairly and are not subjected to discrimination. We want to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity. We expect all of our employees to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

## SAFEGUARDING - EVERYONE MATTERS - EVERYONE’S RESPONSIBILITY

The Diocese of Truro strives to be trauma informed, and is committed to developing safer policies, cultures, and practices.





# WHAT WE OFFER

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## SALARY

The salary for this role is £40-£43000 per annum full time (starting salary depending on skills and experience).

## HOURS

This role is 35 hours per week (full-time) but we are open to part-time applications (a minimum of 28 hours per week) or flexible working.

## MANAGEMENT

Your employer will be the Truro Diocesan Board of Finance Ltd and you will report to the Head of Ministry.

## PENSION

We offer membership of the Church Workers' Pension Fund (CWPF) **Pension Builder Classic scheme**. Our employer contribution is 9% (if you make no contribution) and up to 15% depending on the level of your contribution.

## LEAVE

Our annual leave entitlement is 25 days plus 8 days Bank Holiday for full-time staff, rising to 26 days after 2 years' service. We also close our offices between Boxing Day and New Year's Day and give staff an extra day off at Easter on Maundy Thursday (the day before Good Friday).

## STAFF HEALTH & WELLBEING

We regard the wellbeing of our employees as a priority. This ranges from small things like free tea and coffee, and free eye tests, to an employee counselling service and assistance programme, and a wider focus on health and wellbeing through our staff wellbeing group.

This role includes some working at evenings and weekends. However, we do not expect or encourage staff to work excessive hours and look to our senior managers to model a sustainable workload as an example to their teams and other professional leaders.

## WORKING IN CORNWALL

You will be based at our offices in the heart of Truro, Cornwall's bustling capital city, in the Old Cathedral School, next to the Truro Cathedral (with homeworking where agreed).

We have light and airy open plan offices and offer free car parking on a bookable basis.

For more information on these and other benefits see the **Working with Us** page on our website.

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**Our prayer is simply this:  
that we become an ever more hopeful,  
confident church that seeks the mind,  
heart and will of God in Cornwall,  
for the communities he calls us to serve,  
and for the wider world beyond these shores.**

**Will you join us in our mission?.....**

## GET IN CONTACT

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