



Growing Younger Enabler Recruitment Pack

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Introduction to the County of Cumbria

The Diocese of Carlisle

The Diocese of Carlisle covers (more or less) the County of Cumbria. We work as part of an ecumenical covenanted partnership with 3 other denominations- the United Reformed Church, the Methodist Church and The Salvation Army across Cumbria.

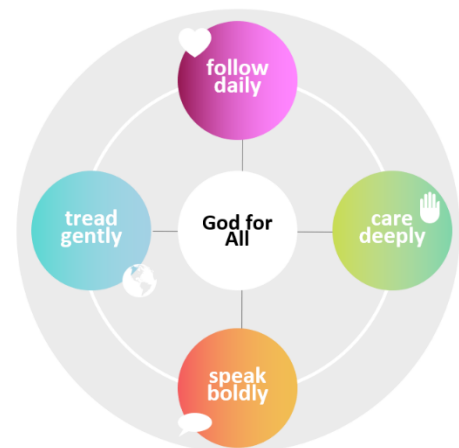
Largely rural in nature there are two major industries in Cumbria- farming and tourism, with more than 15 million tourists visiting the Lake District each year. We are also one of the most sparsely populated, with a population of about 500,000.

The county is divided into 35 Mission Communities; local ecumenical groupings of parishes and other churches. Mission Communities bring together churches in a geographical location to work together in mission and outreach.

Strategic Vision

This is a significant and hope-filled time in the Diocese of Carlisle and across Cumbria, as we seek to serve its people and support our churches and Mission Communities.

Over the last 18 months we have been working to refresh our vision, God for All, to see us into 2021 and beyond. Following a period of listening and waiting, we have discerned a vision “to release the whole people of God for the whole mission of God for the transformation of Cumbria in the name of Jesus”, distilled into four themes - Follow Daily, Speak Boldly, Care Deeply and Tread Gently.



The strategy to support this vision is currently being developed, working with our partner denominations across the county. It will build upon our previous strategic work, supporting the development of Mission Communities and seeking to release mission across the range of Christian worshipping communities, including pioneering and fresh expressions.

Job Description

Reports to: Director of Ministry Development

Department: Ministry Development

Purpose: To encourage and equip missional approaches to younger generations.

Key Responsibilities:

Contribute to the review and development of the Diocesan Strategy and its implementation and resourcing, adhering to Diocesan Programme Management Processes

To support the development of youth and young adult ministries within the county, in line with Diocesan strategy, including:

- To lead the Norwegian Mission Society (NMS) intern scheme as the NMS IX link
- To be responsible for the current Deanery Network Youth Church appointments and their support and development.
- To empower networks of local practitioners in Cumbria that support the implementation of the Diocesan Strategy, including mission among children and young people and their families
- Work with key colleagues to develop pathways for young adult leadership training and vocations.
- Keep up to date with national developments on youth, children and families ministry including promoting 'toolkits', collections of relevant resources and sign posting training offered by other relevant agencies and organisations.

Working with the Bishop of Penrith and the Programme and Strategy Manager, explore the possibilities of a young adult church planting strategy across the county.

To ensure safeguarding best practice procedures and diocesan policy maintained in all areas of responsibility.

To undertake other duties that, from time to time, may be required.

Key relationships

Internal: Director of Ministry Development, SDOs, DDO, Northern Mission Centre Director, Outdoor and Education Pioneer Enabler, Digital Support Enabler, Communications Manager,

NYC leaders, Programme Support administrators, Bishop of Penrith's office.

Work with relevant Diocesan colleagues.

External: Diocesan clergy and other local ministers involved vocations development work. National Church and other denominations' relevant officers

Terms and Conditions

Salary: £30,432.00 FTE

Pension: a non-contributory, defined contributions scheme (employer's contribution is 15% of salary)

Car: mileage paid at 45ppm

Office provision: office space in Church House, Penrith

Mobile phone: a smartphone with remote access to email

Working expenses: reasonable expenses fully funded

Other benefits: 34 days annual leave inc. bank holidays

Hours of work:

17.5 hrs a week flexi-time system in operation (there will be regular requirements to work outside normal office hours)

Person Specification

	Essential	Desirable
Technical Skills and Qualifications	<p>Demonstrable project management and personal time-management skills.</p> <p>Good team working skills and enthusiasm</p> <p>Good team leadership</p> <p>Creative, imaginative and innovative, and able to balance the tensions between creative innovation, Cumbria cultures, church life and cultures, a gospel that is timeless and a gospel that needs to be 'proclaimed afresh in each generation'.</p> <p>Able to imagine and deliver initiatives that:</p> <ul style="list-style-type: none">• will connect with the variety of people groups and ages in Cumbria,• will connect through story, information, landscape, emotion, various senses, opportunity and personal involvement.	<p>Degree-level qualification in relevant subject area (theology/youth and children's/mission) or equivalent experience</p>
Knowledge and Experience	<p>Evidence of working successfully with a wide range of church traditions and styles of ministry.</p> <p>Ability to prioritise competing demands and deliver to a high standard consistently</p> <p>Effective communication with a diverse range of individuals and groups:</p> <ul style="list-style-type: none">• Able to facilitate, listen and influence at different levels of meetings e.g. one to one, small groups and large gatherings• Able to speak and present articulately to large and small groups• Able to produce clear, informative written material. <p>Able to think and plan strategically</p> <p>Experience of working with families or young adults exploring different ways of discovering and expressing Christian faith.</p>	<p>Understanding of contemporary culture relating to children and young people.</p>

**Personal
Qualities**

An understanding of the Church of England, its structures, and ethos/values.

Committed to working collaboratively with others

Ability to manage a complex workload with competing demands

Good pastoral and interpersonal skills.

Self-motivated, with the ability to work well both independently and as part of a team and to be accountable

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 participant of good standing in the life of a church that is in communion with Churches Together in England, and wholehearted willingness to serve under the authority of churches in Cumbria.