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| **RECRUITMENT INFORMATION** |

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**Network Youth**

**Church Lead –**

**DERWENT Cumbria**

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| **Introduction to Network Youth Church** |
| We are seeking to appoint new leaders for Network Youth Church. Network Youth Church is a new way of doing and being church with young people across Cumbria. We create spaces which are safe and welcoming, but don’t shy away from the big questions of life, working to encourage confidence, participation, understanding and growth. It is a part of the county-wide God for All strategy, which recognises that we need to develop different and new ways of being church, alongside those that already exist. This means that our work is informed by the strengths of the local church, but everything we do is governed by what works best for our young people, and this may mean doing things differently.  We began in response to low numbers of young people engaging with church in Cumbria ten years ago and have since grown into one of the most creative faith-based youth projects in the UK. We take a pioneering and inclusive youth work approach to support the personal, social and spiritual development of young people across the county. NYC is open to all young people.  NYC runs everything from drop-in youth clubs to question spaces, cafe spaces to prayer spaces, schools work to street-based youth work, outdoor activities, days out, and indoor sports. There are activities happening in halls, churches, cafés, classrooms and bus stops. There are large scale events which happen once a year, gathering all the young people from across NYC Cumbria, and there are smaller, more local events where young people from different areas can meet. We also provide opportunities for young people to go on different residentials: both locally and nationally run.  When the NYC is at full strength there are 11 NYC leads each responsible for the development of ministry across a deanery. We employ different approaches in different areas depending on the context and geography and each NYC has a local steering group to help set strategy, develop local connections and support the worker.  Leaders are employed by the diocese and local work expenses are covered by the deanery. A local line manger helps oversee the work in partnership with the Growing Younger Enabler for Youth who oversees the whole of NYC. |

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| **About Growing Younger and the Diocese of Carlisle**   |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | This is a significant, hope-filled but challenging time for the Church of England in Cumbria.  Alongside our ecumenical partners we have recently renewed our vision and strategy, [**God for All**](https://godforall.org.uk/), as we look to the next decade.  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 Diocese of Carlisle covers(more or less) the County of Cumbria and is part of an ecumenical covenanted partnership with three otherdenominations - the United Reformed Church, the Methodist Church and The Salvation Army. The county is divided into 34 Mission Communities; local ecumenical groupings of parishes and other churches. Mission Communities bring together churches in a geographical location to share ministry and work together in mission and outreach.  We have recently been awarded funding from the national ‘People Capacity Funding’ enabling the recruitment of a Growing Younger Enabler for Youth to join us and help oversee Network Youth Church and the wider work with 10-25yrs.  One of our strategic areas is Growing Younger. As in so many places, our congregations are generally getting older and smaller. In the ten years from 2010 to 2019, numbers worshipping on Sunday in the diocese fell by 27% from 13,100 to 9,500. This decline has happened across all sizes of churches. Church attendance and membership in our less affluent urban areas is particularly low.  NYC has been a key element and over the last 10 years the diocese has invested in [Network Youth Church](https://www.networkyouthchurch.org.uk/) (NYC) as a response to the challenges we are facing. NYC is a way of doing and being church that helps young people discover life in all its fullness, explore the Christian faith, the skills they need to live, learn, work, and interact successfully with other people, and engage with the wider world. Between 2016 and 2022, NYC has grown in core attendance by 33%. There are almost 2000 young people who interact with NYC, and around 800 core (regular) members.  We also have a strategic objective of growing younger in our leadership. Currently just under half of our clergy could potentially retire in the next 10 years, and only 9.4% of our ordained leaders are aged under 40. In 2022, the diocese relaunched its Intern Scheme, the [Northern Young Leaders Project](https://nylp.co.uk/). This scheme is part of the [Ministry Experience Scheme](https://www.churchofengland.org/life-events/vocations/ministry-experience-scheme) for the Church of England. We also partner with the [Norwegian Mission Society](https://nms.no/english/) to accept interns from across the globe. Working in placement churches, this year long scheme offers opportunities for young people to grow in leadership and explore their calling to ministry. We are currently recruiting for the 2025 intake.  **About the local Area and Derwent role**  This is an exciting time for NYC in the area. There has been a long gap since the previous Deanery Network Youth Worker moved to pastures new. This in part has been an effect of COVID. The Mission Communities of the Deanery are excited about the possibilities a new worker will bring to support and develop our work amongst children and young people in our Deanery, connected to church but especially, not connected to church!  The deanery is made up of two towns (Cockermouth & Keswick) and numerous villages, in some areas there is significant youth ministry established, whilst other areas are yet to be developed.  **Grasmoor Mission Community**  Grasmoor Mission Community serves the gem town of Cockermouth and surrounding area. It consists of the Parish of the Cockermouth Area Team (All Saints Cockermouth, Christ Church Cockermouth, Great Broughton and Bridekirk) with the benefice of Brigham, Clifton, Dean and Mosser to the West and the benefice of Lorton, Loweswater and Buttermere to the East.  We work in partnership as three denominations (Church of England, Methodist and URC) across 86 square miles of iconic Lakeland. CTiCA also includes St Joseph’s Catholic Church, Kings Church, Cockermouth Christian Centre and the Society of Friends. Within the Mission Community we engage with nine primary schools, of which five are church schools, and with Cockermouth Secondary School.  We provide ministry to children through Sunday School, Children’s Church and Messy Church and to young people through JUMP (ages 11 – 18) and Lighthouse (ages 16 – 30) and we are keen to expand and develop this work.  Clergy of the Grasmoor Mission Community are: Rev Canon Jane Charman (Team Rector, CAT & Mission Community Leader); Rev Christina Brentnall, (Curate), Rev Gill Davidson (SSM Curate), Rev Deborah Hoddinott (SSM Curate), Rev Barbara Robinson (SSM Curate), Rev Nick Cole (SSM Curate), Rev Sue Cole (SSM Curate), Rev Andrea & Pete Ward (HfD Pioema Community, Loweswater).  For more information about Grasmoor Mission Community please visit our website: <https://grasmoormc.church> where you’ll also find links to our socials.  May be an image of text that says "and Come us for join Mess Church 2nd Sunday of every month Messy Church is for everyone Fun, crafts and activities Food, drinks and biscuits @ Christ Church Cockermouth 4pm til 6pm"    **Binsey Mission Community**  The Binsey Team Mission Community is made up of 12 Anglican Churches and a Methodist Chapel in the northern area of the Lake District. The parish of Binsey covers a total area of 250 square miles and is situated between the towns of Keswick, Cockermouth and Wigton, with over half of the parish being in the Lake District National Park. The Mission Community takes its name from Binsey, which sits in the centre of the parish and is the most northerly of the Wainwright fells. From the summit each part of the parish can be seen.  ​  We have many beautiful and historic buildings which we see as beacons in our communities; we don’t want them to be historic relics but places where the lively community of God meets and welcomes new people into the family of the church.  Currently, we have very few children attending church on a Sunday and at most services, there are no children present. However, we have very strong links with our six Primary schools, all of which have been rated as ‘Good’ by Ofsted and are looking for opportunities to further strengthen and develop these relationships. Currently, we lead collective worship in each of the schools (4 C of E Schools and 2 Community Schools) every week, and we are looking at ways in which we can build on these opportunities.  The Clergy of the Mission Community are Rev Stephen Banks (Team Rector), Rev John Freeman (Associate Priest & Church Leader for St Aidan’s Church Plant), Rev Charlie Day (Curate), and Steve Weston, St. Aidan’s Children and Families Pastor.  **Keswick Mission Community**  The Mission Community - (the Cumbrian form of ‘clustering’) - covers a huge area based on Keswick town, covering eight Anglican parishes and one Methodist Church. Churches Together in Keswick includes all these churches as well the local Catholic, Orthodox and Religious Society of Friends. There are also very strong connections with Keswick Ministries who run the Convention for three weeks a year. Messy Church, Summer Holiday Clubs and children’s Activity Mornings have been among the regular features of our work together. The clergy meet weekly for prayer. One particular ecumenical feature in the town has been the churches’ support for the establishment of Keswick Two’s Company, addressing loneliness in our town, and Keswick Area Food Share, addressing food poverty in our town.  The Churches and Parishes of our Mission Community are:  Braithwaite, Newlands and Thornthwaite: The parish of Thornthwaite cum Braithwaite with Newlands contains three churches. St Mary's, on the edge of Thornthwaite, and Newlands Church, in the serene Newlands valley, are older, traditional buildings. St Herbert's, in Braithwaite, dates from 1900, and has recently been refurbished to provide a modern worship space. They serve a total community of around 600 people.  Borrowdale: This is a twelve-mile-long parish with 240 residents living in five hamlets. There are 13 farms and 35 people involved in agriculture. Tourism is our main economic business. The Church in Borrowdale, with 21 Core Members, seeks to serve and facilitate this community. There is a small church school with about 30 children which the church actively supports. There is also a village hall available for all the community to use.  Crosthwaite Keswick: This is the ‘mother church’ (founded 553AD) of the bulk of Derwent Deanery from which other parishes have been carved out over the years. The Parish now serves approximately a quarter of the town of Keswick and the villages of Portinscale, Applethwaite and Under-Skiddaw. Crosthwaite Parish Room, in the centre of Keswick, is used by a variety of community groups as well as local churches. With Keswick St John’s, Crosthwaite shares the church school of St Herbert’s which serves the town and surrounding area. <https://www.crosthwaitechurchkeswick.co.uk/>  Keswick Methodist Church: Keswick Methodist Church is the only Methodist Church in Keswick. The church has 58 members. The church has redeveloped the nave etc. to a more flexible worship space and a multipurpose hall both of which will allow us to meet the needs of the community increasing our outreach and mission in the town. [www.kcmethodists.org.uk](http://www.kcmethodists.org.uk)  Keswick St John’s: The town of Keswick is divided 1/4:3/4 between Crosthwaite and St John’s. Relationships between the two churches are good with many personal connections between members of the congregations. St John’s is traditionally ‘higher’ than St Kentigern’s giving a breadth of Anglican worship to the town. Normal ‘resident’ Sunday attendance is about 65-70 adults and a few children. We need to grow younger and more local. [www.keswickstjohn.org.uk](http://www.keswickstjohn.org.uk)  Threlkeld: The parish of St. Mary's, Threlkeld is the eastern outpost of the Mission Community, part of a United Benefice with St. John's in the Vale and Wythburn. This is a rural village community employed in farming and tourism. Our Sunday congregations average 16 people, though for baptisms, weddings and funerals the church can be full to overflowing. When no minister can be present members of the congregation take the services and also take assembly at the village school. [www.threlkeldchurch.org.uk](http://www.threlkeldchurch.org.uk)  St John in the Vale: Nestled between High Rigg and Low Rigg in an idyllic location is St John in the Vale, adjacent to the Diocesan Youth Centre. We are a small family church with strong links to the community.  Wythburn: Sister church to St John in the Vale. The church was built in 1640 and retorted in 1872 on the slopes of Helvellyn. It lost its resident parishioners with the flooding of the valley by the Manchester Water Corporation in 1894. Worship is still held monthly in the summer.  The clergy of the Mission Community are:  Rev Canon Dr Susi Wood (Associate Minister of Threlkeld, St John in the Vale with Wythburn), Rev Charles Hope (Vicar Keswick St John with Borrowdale and PiC Threlkeld, St John in the Vale with Wythburn & Rural Dean) and Rev Andy Murphie (Vicar of Crosthwaite and PiC of Thornthwaite cum Braithwaite with Newlands).  Other churches in the Keswick district are  Kings Church, Keswick – [www.kingschurchkeswick.net](http://www.kingschurchkeswick.net)  Keswick Congregational Church – [www.keswickcongregational.org.uk](http://www.keswickcongregational.org.uk)  Keswick Roman Catholic Church  Religious Society of Friends  Orthodox Community of St Bega, St Mungo and St Herbert  (with the exception of the Congregational church) are all active members of Churches Together in Keswick.  **St Aidan’s**  St Aidan’s Cumbria is a new church plant that started in 2023, with the aim of reaching, in particular, children, young people and families within the Derwent Deanery and across the A66 corridor. It is led by Rev John Freeman and Steve Western, the children and families’ pastor.  A map of different colors of the country  **Job Description**   |  | | --- | | JOB TITLE: Derwent Network Youth Church Lead | | REPORTS TO: Local Line Manager and Growing Younger Enabler for Youth | | DEPARTMENT: Derwent Deanery (this includes communities of: Cockermouth, Keswick, and surrounding rural areas). | | PURPOSE OF ROLE:   * To grow, develop and lead a Network Youth Church in Derwent Deanery for young people aged 11-18. * To create opportunities for young people to explore and experience the Christian faith whilst growing and developing personally, socially, spiritually and emotionally. * To develop a strategy for missional outreach with ecumenical partners and schools, in line with the Growing Younger strategy and wider God for All strategy. * To establish new and exciting, relevant forms of church that are brave and creative whilst being sensitive to time honoured church and in-line with the wider God for All strategy. | | KEY ACCOUNTABILITIES:   1. To develop the growth of youth church across the Deanery using the NYC / New Worshipping Communities model as appropriate with particular attention to the key areas where secondary schools are located. 2. To develop a strategy for engagement with young people outside of church contexts which include a bespoke approach across the deanery. 3. To provide and develop an environment/context in which young people can explore Christianity and be nurtured in the Christian faith. 4. Work with the existing youth work and churches across the Mission Communities (e.g. in Cockermouth and Keswick) to creatively form youth cells and develop church as God leads. 5. To provide pastoral and safeguarding oversight of the young people including use of social media. 6. To pray for the young people of Cumbria, particularly Derwent deanery. 7. To develop the talents and spiritual gifts of young people and volunteers, supporting them to grow their leadership skills and service among the NYC as we partner with churches and charities to train and grow NYC and young leaders. 8. To identify, develop and equip volunteer leadership for roles within the Network Youth Church. 9. To be an advocate and educator about youth culture, youth church and youth mission with Deanery clergy, church members, church leaders and the wider community. 10. To meet at regular intervals (once a term) with the area NYC steering group and the wider NYC team 11. To work collaboratively with NYC, Deanery clergy, ecumenical partners, others involved in youth ministry, across the deanery. 12. To work with the steering group in the development and delivery of the growing younger strategy and work that connects across the generations, e.g. transitions work with Year 6s and the Children’s and Families workers or 18+ with church youth leaders 13. To develop age compliant and appropriate social media profiles with effective safeguarding ways of working at the centre to connect to new young people and develop online communities that link into onsite groups and churches and teach them how to use them safely. 14. Facilitate opportunities for young people to go on both local and national events and residentials (e.g. Ablaze and 3Generate). 15. To promote the work of the Network Youth Church to Christians in the Deanery, reporting on its work to each Deanery Synod. 16. To be part of the Deanery Chapter as a church leader in the Deanery. | | NETWORK (Key people with whom the role liaises)  INTERNAL: St. Aidan’s and other churches youth and children’s workers. Other Lay Leaders, local Clergy, NYC Leaders, Safeguarding Adviser, Archdeacons (local operational managers), Diocese Ministry, Mission and Innovation Department, Employees.  EXTERNAL: Links with all the key secondary schools in the area, various appropriate external organisations and statutory bodies, and where appropriate local councillors. |   **Person Specification**  **Experience**   * An occupational requirement exists for the post holder to be a practising Christian in accordance with the Equality Act 2010. * A proven track record in work with young people principally of secondary school age. * Experience of contextual youth mission and outreach. * Experience in leading cell groups to nurture and disciple young people in the faith. * Able to demonstrate experience in growing young leaders.   **Knowledge**   * Ability to demonstrate an understanding of the world of young people of secondary school age. * Hold a recognised qualification in youth work or have relevant experience with young people or be willing to undertake training. * Be aware of issues affecting young people living in rural communities & market towns * Have knowledge and experience of contextual youth ministry and outreach and pioneering youth ministry. * Able to demonstrate a knowledge of safeguarding/health & safety requirements when working with 11-18 year olds.   **Skills and Aptitude**   * Able to build and maintain respectful, child-centred relationships with children and young people. * Able to effectively communicate with children, young people and families in ways which value them. * Have a proactive commitment to mission embodied in a pioneering spirit. * Demonstrable resilience which is supported by effective spiritual and wellbeing practices. * Able to build and lead a team of volunteers. * Be willing to work collaboratively with others involved in youth ministry. * Be willing to work with the clergy of the Mission Communities and attend Chapter meetings. * Be willing to work ecumenically with fellow Christians and other youth agencies. * Computer literate. * Able to write and deliver reports to Deanery Synod, Circuit and Mission Communities on the work as appropriate. * Able to plan a course of action and develop a ministry with support from others. * Be open to ongoing training. * Be able to work with young people from a diverse range of backgrounds and identities across a diverse area.   **Other**   * Be committed to Network Youth Church and make it part of your worship practice. * A willingness to work flexible hours to fulfil the requirements of the role, includes evenings & weekends. * The post-holder will be required to complete enhanced DBS checks. * Awareness of Health and Safety and Safeguarding procedures and practice. * Holds full UK driving license and has access to own transport. * Due to the geography of the area and relational nature of the post ideally the candidate would be willing to live in the Derwent Deanery.   **Desirable Criteria**  **Experience**   * Experience of involvement with secondary schools. * Experience of detached youth work.   **Terms and Conditions**  Salary: £30,720 – for qualified Youth Leaders, please request the information pack about Trainee NYC Leaders if you are interested in a training role.  Pension: Church of England Pensions Board Church Workers non-contributory, defined contributions scheme (employer’s contribution is 15% of salary).  Car: mileage paid at 45ppm  Office provision: TBC  Equipment: A laptop and smartphone with remote access to email.  Working expenses: fully funded through the deanery.  Other benefits: 34 days annual leave including public holidays.  Hours: 35 hrs per week with a flexi-time and TOIL system in operation. There will be a requirement to work outside normal office hours for some of the time.  This post is subject to an occupational requirement that the post holder be a practicing Christian under Part 1 of Schedule 9 of the Equality Act 2010.  **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)  Network Youth Church: <https://www.networkyouthchurch.org.uk/>  Northern Young Leaders Project: <https://nylp.co.uk/> |   A colorful dots on a black background  Description automatically generated |

