

# Growing Younger Mission & Discipleship Enabler

St Paul's & St Aidan's Barrow



**rising faith**  
**BARROW**

Job pack & role description  
June 2026

# Growing Younger Mission & Discipleship Enabler

## St Paul's & St Aidan's Churches, Barrow

**Rising Faith Barrow is a new and exciting vision for support the churches of Barrow Deanery to grow missional, younger and more diverse Christian communities across the changing town of Barrow in Furness on the western edge of Cumbria.**

A key part of the Diocese of Carlisle's Cumbria Way project, our vision (with the support of the Church of England's Diocesan Investment Programme) is to release the energy of our churches to grow again through growing our reach, growing the number of missional disciples, growing leaders, growing new worshipping communities, growing generosity and growing collaboration.

The appointment of a Network Youth Church worker (to work across the town) and two **Growing Younger Mission & Discipleship Enablers** to support the growth of some of parishes (1 based at St Paul's and St Aidan's, and another based at St James' and St Mark's) is intended to grow and deepen our connect with and the discipleship of the young people of our town, through mobilising new programmes of church based mission.

Based at St Paul's, the Growing Younger Mission & Discipleship Enabler will become a key member of the team that works across both the parishes of St Paul's and St Aidan's.

At St Paul's they will be responsible for enabling our 'Growing Younger' vision amongst 0-18s, as we work with families to hear, enjoy & share the good news of Jesus. This will involve coordinating, developing, and training existing teams for discipleship and outreach amongst 3-11s, 11-14s, as well as helping us expand our mission to 14+. In 2025 we had an average weekly attendance of 22 under 16s per week. We offer a range of midweek ministries from *The Harbour baby & toddler group*, to our monthly *Who Let The Dads Out?* and our Monday night 11-14s *Youth night*.

At St Aidan's they will be a key part of the planting team that has been set apart to develop new mission on the Newbarns estate as we seek to plant a new congregation at St Aidan's. This includes oversight of our weekly after-school young people's drop-in, as well as our regular community family fun days, and helping us consider how the church plant reaches 0-18s.

As a church we are committed to investing in the discipleship and gifts of all our people and are committed to supporting, resourcing and working with you. As well as regular team meetings, opportunities for learning and discipleship, you will be part of an enthusiastic, growing and positive community, who together are called to enjoy, grow in and make know the good news of Jesus Christ.

### **Robin Ham**

Priest in Charge, Rural Dean and Rising Faith Project Lead



# Growing Younger Mission & Discipleship Enabler

## St Paul's & St Aidan's Church Barrow

### ROLE DESCRIPTION

#### 1, OVERVIEW

<b>Job Title</b>	Rising Faith Barrow <b>Growing Younger</b> Church based <b>Mission &amp; Discipleship Enabler (St Paul's &amp; St Aidan's)</b> .
<b>Reports to</b>	Vicar, St Paul's Barrow (Project lead) Pioneer Minister for Newbarns (for St Aidan's activities)
<b>Department</b>	Barrow Deanery, Rising Faith Barrow (DIP planting & revitalisation programme)

#### 2, ROLE PURPOSE

- To lead, support and develop the strategy of St Paul's church to grow younger through developing evangelism, discipleship and leadership to (and of) children, young people and families in the Parish of St Paul's Barrow
- To support the revitalisation of mission to the community of St Aidan's parish by working with the Clergy and other missional leaders to develop new and sustainable programmes of church based mission, discipleship and evangelism
- To lead and model evangelism, discipleship and prayer to, with and for children, young people and volunteers.
- To contribute to the worshipping life of both churches
- To plan and administrate programmes of children & youth outreach and discipleship
- To develop and contribute to a strategy for outreach work with ecumenical partners and schools, in line with the Rising Faith Barrow, Growing Younger and wider God for All strategies to reach 0-25s across the town of Barrow, developing church engagement, establishing new worshipping communities and enabling life long discipleship.
- To be an active member of the planting team, supporting the establishment of a sustainable new congregation to reach the Newbarns community (Parish of St Aidan's)
- To support and lead the development of 11-18s outreach, discipleship and engagement at St Paul's Church, building on existing engagement and contact and to ensure the continuity of discipleship progressing from primary years to secondary school through developing after schools, holiday and Sunday's programmes and resources.
- To support the development of St Paul's as a resourcing hub for the mission of churches across Barrow Deanery through contributing toward mission and training and developing shared resources and capacity
- To develop online, church based, in school and detached mission to reach, disciple and grow local leadership in the parishes of both St Paul's and St Aidan's.

#### 3, KEY ACCOUNTABILITIES

- Developing lay leadership to provide, grow and sustain ministry and mission to children and young people in the parish of St Paul's and the parish of St Aidan's.
- To initiate and work collaboratively to extend schools and other Christian youthwork across the wider town (working with NYC and other local church teams) under the direction of the RFB lead.
- To provide and develop contexts for the discipleship and church engagements of 11-18s.
- Together with the PCC and Incumbent, to provide pastoral and safeguarding oversight of the young people including use of social media.
- To pray for the young people of both parishes and the wider Deanery

- To engage in regular project church and (as appropriate) RFB meetings. To regularly meet with the Vicar of St Paul's and the Pioneer Minister to plan, co-work and pray.
- To develop their own discipleship, leadership and practice through engaging in opportunities for training, theological development and personal growth.
- To work collaboratively with NYC, clergy, ecumenical partners, others involved in youth ministry (including Youth Matters Partnership), across the deanery.
- 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.
- To develop age appropriate social media engagement to connect to and resource new young people as disciples
- To grow the number of youth and children reached, exploring, growing and being equipped to use their gifts in both churches
- Facilitate opportunities for young people to engage with wider opportunities for mission and discipleship
- To grow the capacity, training and number of youth & children's leaders

## **4, KEY RELATIONSHIPS**

### **Internal relationships -**

- Rising Faith Barrow (Planting & Revitalisation programme) Project Lead
- Rising Faith Barrow Operations Manager
- Clergy Lead, St Paul's Barrow; Revitalisation Clergy, St Aidan's.
- Rising Faith Barrow Church Planting & Evangelism Enabler
- PCC & Safeguarding
- Local volunteers and lay leaders

### **External relationships -**

- Growing Younger Mission & Discipleship Enabler (St Mark's & St James')
- Network Youth Church Lead, Barrow
- Local Clergy & Lay leaders
- Diocesan Safeguarding team
- Diocesan Ministry, Mission and Innovation team
- Local schools and other bodies as appropriate
- Mission Community partner churches

## 5, PERSON SPECIFICATION

	Essential	Desirable
<b>Experience</b>	<ul style="list-style-type: none"> <li>▪ Experience of youth mission and discipleship.</li> <li>▪ Experience in growing young leaders.</li> <li>▪ Experience of leadership in a church or other Christian context</li> <li>▪ Experience of developing programmes of mission &amp; discipleship</li> </ul>	<ul style="list-style-type: none"> <li>▪ A proven track record in work with young people (principally of secondary school age)</li> <li>▪ Experience in leading discipleship groups to nurture and disciple young people in the faith.</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>▪ Awareness of issues affecting young people in disadvantaged contexts</li> <li>▪ Knowledge of safeguarding/health &amp; safety requirements for work with children, youth &amp; young adults</li> </ul>	<ul style="list-style-type: none"> <li>▪ Hold a recognised qualification in youth work, or relevant experience working with young people, or be willing to undertake training</li> <li>▪ Theologically trained</li> </ul>
<b>Skills &amp; Aptitude</b>	<ul style="list-style-type: none"> <li>▪ Able to build and maintain respectful, child-centred relationships with children and young people.</li> <li>▪ Willingness and enthusiasm to work with families, volunteers and young people from all backgrounds</li> <li>▪ A collaborative &amp; positive team player</li> <li>▪ Communicates effectively with children, young people and families in ways which value them.</li> <li>▪ A love for God, the gospel and people</li> <li>▪ A clear commitment to evangelism</li> <li>▪ Resilient with effective spiritual and wellbeing practices.</li> <li>▪ Able to develop, lead and serve teams of volunteers.</li> <li>▪ Enthusiasm to work collaboratively with others involved in youth and church ministry. ecumenically, with the local missional community and other youth agencies.</li> <li>▪ Open to ongoing training, personal, professional and vocational growth</li> </ul>	<ul style="list-style-type: none"> <li>▪ Computer literate.</li> <li>▪ Confidence in public speaking</li> <li>▪ Social media skills</li> <li>▪ Able to contribute to reports to Deanery Synod, Rising Faith Barrow programme boards and local churches</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>▪ A Genuine Occupational Requirement exists for the post holder to be a practicing Christian (see Terms &amp; Conditions)</li> <li>▪ Willingness to work flexible hours to fulfil the requirements of the role, includes evenings &amp; weekends.</li> <li>▪ The post-holder will be required to complete enhanced DBS checks.</li> <li>▪ Awareness of Health and Safety and Safeguarding procedures and practice.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Experience of involvement with secondary schools.</li> <li>▪ Experience of detached youth work.</li> <li>▪ Holds full UK driving license and has access to own transport.</li> </ul>

## 6, TERMS & CONDITIONS

<b>Salary</b>	£29,260
<b>Employer</b>	The Diocese of Carlisle
<b>Pension</b>	Church of England Pensions Board Church Workers non-contributory, defined contributions scheme (employer's contribution is 15% of salary).
<b>Office base, team and resources</b>	The Growing Younger Mission & Discipleship Enabler is expected to be a full member of the St Paul's & St Aidan's staff & ministry team and will be based at St Paul's Church Barrow (Hawcoat Lane, Barrow-in-Furness, LA14 4HD) with desk space and provided with a work laptop, mobile phone and email. Mileage costs incurred through your work are reimbursed at 45p/mile.
<b>Annual Leave</b>	34 days annual leave including public holidays. (Annual leave cannot normally granted during major Christian festivals ie Easter or Christmas).
<b>Hours</b>	35 hours per week with a flexi-time and TOIL system in operation. Applicants are required to work Sundays and some evenings.
<b>Job Share</b>	The Diocese would be willing to consider a job share or similar arrangement for the right candidate and under the right conditions.
<b>A practicing, trinitarian Christian.</b>	A practicing Christian: 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 i.e. a Committed Christian, the candidate being expected to be a regular participant in the worshipping life of a trinitarian church, able to uphold the ethos of St Paul's church (able to understand and express sympathy with the Christian ethos, mission, and ministry of our church) with a vibrant and active faith of their own and commitment to grow this personally, and through fellowship with others.
<b>Church attendance</b>	The post-holder will be expected to attend weekly team meetings, morning prayer and Sunday worship (as per the pattern of the church and in agreement with the line manager).
<b>Car &amp; Travel</b>	The role is based in and around the town of Barrow in Furness. Use of a car would be helpful but is not essential. The successful candidate will be required to attend occasional meetings at Church House Penrith and engage in other events supported by the church including residentials and conferences (with costs reimbursed at 45p per mile).
<b>Review</b>	The post will be subject to a probationary period of 3 months
<b>Notice period</b>	3 months with notice given in writing
<b>Safeguarding</b>	The post-holder is expected to maintain high standards of personal and professional conduct and will need to promote and demonstrate current good practice related to safeguarding of children and vulnerable adults as well as the transparent handling of monies within the life of the church. Any offer will be subject to a successful enhanced Disclosure and Barring Service (DBS) check.

## 7, SAFEGUARDING

The Diocese of Carlisle is committed to safeguarding children, young people and adults and our aim is to create protective and supportive environments where all people, and especially those who may be vulnerable, are able to worship and pursue their faith journey in safety, to ensure that the parishes at all times are committed to safeguarding and promoting the welfare and safety of children and adults, especially those who are vulnerable, and expects all office holders and volunteers to share this commitment.

The PCCs have adopted the House of Bishops' 'Promoting a Safer Church; Safeguarding Policy Statement'.

Youth & Children's workers are expected to successfully pass enhanced Disclosure & Barring Service (DBS) checks and be committed to ongoing training, engaging with Diocesan and Deanery training, and working with their Parish Safeguarding Officer to ensure all activities are planned, led and undertaken in line with the best and most up to date safeguarding practices.

## 8, LEARNING MORE

For an informal conversation about the role or to arrange a visit to the parishes, please contact Revd Robin Ham by email to [Robin@stpaulsbarrow.org.uk](mailto:Robin@stpaulsbarrow.org.uk)

Further details about St Paul's and the vision of Rising Faith Barrow and our Diocese can be found here:

- [https://www.facebook.com/risingfaithbarrow/?\\_rdr](https://www.facebook.com/risingfaithbarrow/?_rdr)
- <https://stpaulsbarrow.org.uk>
- <https://www.carlisediocese.org.uk/>
- <https://www.networkyouthchurch.org.uk/>

## 9, OTHER

Candidates should note that, because of external funding, this is a **fixed term post**.

## 10, HOW TO APPLY

Application forms, submission deadline and details on how to submit an application are available from our Diocesan website: <https://www.carlisediocese.org.uk/vacancies/>