

Growing Younger Enabler

[2 Posts: 1*Full time, 1*0.5FTE]

Overview

This is a great opportunity for an experienced children or youth minister and inspiring leader, with a heart for empowering the local church and those working with children, young people and their families to share mission and discipleship together. It is an exciting time to join the Diocese Growing Younger Team as the Diocese of Ely seeks to prioritise Children, Young People and their families.

The Growing Younger Enablers are part of the Growing Younger Team within the wider Mission and Ministry department of the Diocese of Ely. They will play a key role in the delivery of the Growing Younger and wider Mission and Ministry priorities through inspiring, enabling and supporting parishes, benefices and deaneries and to grow their mission and ministry and discipleships with those aged under 18 and their families, as well as supporting and training those who minister with them.

The role(s) will include raising local aspirations for ministry, mission and discipleship with children and young people, supporting the development of locally owned vision and strategy for growing younger; and equipping those who minister with children, young people and their families through training and local support.

Each member of the Growing Younger Team may have one or more specialisms in mission and ministry such as youth, children, intergenerational, sports and/ or schools but should be confident across all aspects of mission and ministry with children and young people with an ability to draw from the specialisms of other members of the team as required.

Job Description

JOB TITLE:	Growing Younger Enabler (2 Posts)
ACCOUNTABLE TO:	Growing Younger Development Officer (Team Lead) Director for Mission & Ministry
HOURS:	- Post 1: Full time, 35 hours per week. [Part-time working (28 hours plus per week) may be possible, to be negotiated]. - Post 2: Part time, 0.5 FTE, 17.5 hours per week. expected to cover the 'Key Duties' of this role, as agreed with their line manager, commensurate with a 0.5 post.
SALARY:	£29,000 (FTE) (for a 35 hour week)
PENSION:	Membership of The Church Workers Pension Fund (non-contributory)
SAFEGUARDING:	The Diocese of Ely is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All post holders and volunteers are expected to share this commitment. This post is subject to an Enhanced DBS with Barred List check (regulated activity with children and child workforce) disclosure and satisfactory references.
EMPLOYER:	The Employer is the Ely Diocese Board of Finance
LOCATION:	Etheldreda House, 206 Wellington Road, Lancaster Way Business Park, Witchford, Ely, CB6 3NX, with travel around the Diocese. A hybrid working policy is in place and a hybrid working arrangement, as agreed with line manager, is available if required. There is an expectation that all members of the Mission and Ministry Department are in the office on a Tuesday.
TEAM:	The Growing Younger Team sits within the Mission and Ministry Team. The Team consists of: - Growing Younger Development Officer (Team Leader) - Growing Younger Enabler - Schools Mission (0.5) - Growing Younger Enabler (FT) (new post - vacant) - Growing Younger Enabler (0.5) (new post – vacant)
TEAM ETHOS:	As a Growing Younger team we are passionate about growing the number of young active disciples in the Diocese of Ely. We are committed to collaboration and communication to enable a healthy culture of delivery, accountability and evaluation. We are passionate disciples, adaptable practitioners, reflective learners and self-aware team players.

Key Duties

As a member of the Mission, and Ministry team, everybody will:

1. Be an active and engaged member of the team, prioritising collaboration, good communication and prayer.
2. Work to achieve the team wide priorities to:
 - Nurture Confident Leaders [Grow]
 - Work with parishes to enable sustainable ministry [Deepen]
 - Strengthen support for parishes to enable them to engage in community mission [Engage]
3. Be willing to support and substitute for other members of the team as needed and contribute to the wider diocesan life as agreed with the Growing Younger Development Officer.

As a Growing Younger Enabler, you will:

1. Proactively develop and respond to opportunities to share the Growing Younger vision to double the number of children and active young disciples in the churches in the Diocese of Ely by 2030. Through supporting local parishes and benefices across the diocese, clergy, paid CYF ministers and volunteers, the Growing Younger Team, as part of the wider Mission and Ministry Department, seeks to facilitate development of vision and the prioritisation of mission and ministry with children and young people in the local context. This includes embedding and supporting good practice and sharing creative ideas and stories of impact to inspire a missional response, encourage growing discipleship journeys and raising aspirations and hope at all levels within the church.
2. Support, champion and help develop existing ministries with children and young people across the Diocese, encouraging leaders (clergy, paid ministers and volunteers) and helping to refine vision, focus and increase missional opportunities. Highlight and signpost appropriate resources for those working with children and young people.
3. Support the recruitment and formation of local leaders through raising awareness of the need, identifying and encouraging potential new leaders, and increasing understanding and delivery of good practice.
4. To provide or facilitate high quality training for clergy, curates, employed ministers, volunteers and others. This may include but is not limited to some or all of: Youthscape Essentials, Children's Ministry Essentials, Catalyst, Launchpad, and bespoke training.
5. Support and model a culture where children, young people and their families are integrated throughout the church where children and young people of all ages

are valued and given opportunities to share in mission and ministry and promote intergenerational values.

6. Facilitate networks and learning communities of leaders (paid and voluntary) to increase support and share learning and good practice, to encourage ways in which those across deaneries and the wider diocese support each other and work together fruitfully. This works builds on the establishment of and need for ongoing support for networks for, local areas, youth ministry, intergenerational ministry, Godly Play, and Under 5s.
7. Retain an up-to-date knowledge of relevant and innovative resources, programmes and good practice for mission and discipleship with children and young people; signpost and share with parishes where relevant. Retain an up-to-date knowledge of all relevant and related policies and procedures.
8. Hold relationships with relevant resourcing organisations and networks, as delegated by Growing Younger Development Officer (Team Lead).
9. Meet regularly for reflection, supervision and line management with the Growing Younger Development Officer.
10. Uphold the high safeguarding standards, supported by the Diocese OF Ely Safeguarding team

Person Specification

This section outlines the requirements and qualities the post-holder needs to fulfil the post. These are divided into 'essential' and 'desirable' criteria. The table below also identifies how the criteria will be assessed.

Ref:	Criteria	Essential / Desirable
	QUALIFICATIONS	
1.	Educated to 'A' level or equivalent or equivalent demonstrable experience.	Essential
2.	Theological or educational training.	Desirable
3.	Training in children/youth/intergenerational/sports ministry.	Desirable
	EXPERIENCE & KNOWLEDGE	
4.	Experience of coordinating and leading children's and/or youth ministry, in a paid or voluntary capacity including developing new missional initiatives and/or activities.	Essential
5.	Experience in leading intergenerational ministries or worship.	Desirable
6.	Experience of growing ministry with Under 18s (in number and depth) both with those already engaged with church communities and those currently outside the church	Essential
7.	Experience of leading and managing volunteers.	Essential
8.	Experience of developing and training volunteers.	Desirable
9.	Experience of recruiting new volunteers.	Essential
10.	Coaching/Mentoring experience to support leadership development.	Desirable
11.	Working knowledge of Safeguarding of Children, Young People & vulnerable people and Safer Recruitment within the Church of England.	Desirable
12.	Experience of working with others to bring about culture change.	Desirable
	SKILLS & APTITUDES	
13.	Self-motivated, organised self-starter, who can plan and manage diverse workloads, discern priorities and meet deadlines with great initiative and adaptability.	Essential
14.	A committed and enthusiastic team player with strong interpersonal skills with the ability to establish and maintain positive working relationships with a wide variety of people and stakeholders.	Essential
15.	Proactive in dealing with conflict and challenge in a healthy way.	Essential
16.	The ability to nurture skills and gifts in others.	Essential
17.	Good self-awareness with ability and enthusiasm to reflect critically and constructively with colleagues.	Essential
18.	The ability to connect with children and young people in an	Essential

	engaging way across a variety of settings and advocate on their behalf, having an awareness of contemporary culture and trends/challenges.	
19.	Committed to personal growth & professional development and willingness to undertake any necessary training to ensure continuing professional development.	Essential
20.	Effective and confident communicator both orally and in writing, with a wide range of stakeholders who may have differing expectations or priorities.	Essential
21.	Competent IT user comfortable in use of MS Office packages and digital communications.	Essential
PERSONAL ATTRIBUTES & COMPETENCIES		
22.	A deep commitment to a personal Christian faith with a motivation to see that grow in children, young people and their families. Open to God and the work of the Spirit and with a wholehearted commitment to share the expressed mission & values of the diocese	Essential
23.	Flexible and emotionally mature person with an ability to connect appropriately across a diverse spectrum of individuals, team members, groups and churches.	Essential
24.	Respectful and able to engage across a breadth of worship styles, contexts and church traditions across the Diocese.	Essential
25.	Supportive of the Church of England and a willingness to work within its frameworks	Essential
OTHER		
26.	There is an occupational requirement for the postholder to be a practicing Christian.	Essential
27.	Be able to work evenings and weekends as required	Essential
28.	Access to own transport – ability to travel widely across the geographical area of the Diocese.	Essential