

JOB DESCRIPTION – Diocesan Children, Youth & Families Officer

Job profile	
Job title	Diocesan Children, Youth and Families Officer
Team	Ministry & Discipleship
Reports to	Lead for Revitalise
Principle Location	Peninsular House, Portsmouth
Travel required	Regular within the Diocese
Work pattern / hours	Full time 35 hours Mon- Fri Some weekend and evening work
DBS check required (Yes/No)	Yes
Special conditions of employment	This role is time-limited for 5 years in the first instance.
Date written/updated	November 2024
Start Date	Q1 2025

Role context

The Diocese of Portsmouth has been awarded £5.3m by the Church of England's Strategic Mission and Ministry (SMMI) board to support delivery of its £8.75m rejuvenate strategy (Rejuvenate).

Our diocesan-level vision and strategy provide a framework for the life and ministry of parishes, chaplaincies, and deaneries of the diocese. It speaks of a diocese longing to be "a rejuvenating community of Jesus-centred, Kingdom-seeking disciples".

As a diocese we have been inspired by a vision of Christ's Body, the Church. A prayerful community which seeks God's Kingdom in and for the world. A community where older people are treasured as the Church of *today* (rather than yesterday) and younger people find their place and voice as the Church of *today* (rather than of tomorrow).

Over the past 2 ½ years we have seen the extraordinary growth of Anna Chaplaincy within our diocese. By God's grace we trust this vital ministry will go from strength to strength in the years ahead. Rejuvenate, and the investment which has now been awarded to support it, applies our collective focus and energy to the challenge of connecting with younger generations *that they might discover Jesus Christ and the Kingdom for themselves.*

So, as a diocese we would like to double the number of children and young disciples in our churches and ensure there is a thriving ministry to children and young people within reach of every household across south-east Hampshire and the Isle of Wight. We want to reverse the decline in attendance and to equip and encourage clergy and lay leaders in prayer and discipleship.

Jesus-centred, Kingdom-seeking

Our strategy for delivering Rejuvenate includes three main elements:

- to **REVIVE** the well-being and spiritual leadership of our diocese by growing a host of little communities ('Cairns') which create space for God's Holy Spirit by prayerful reading of scripture, eating and studying together
- to **REVITALISE** and encourage our churches, to create pathways by which those currently unconnected to church can connect with the Christian message and make their journey towards becoming committed disciples.
- to **RENEW** the Church in areas where it currently has little presence, including the planting of new congregations and worshipping communities. Some of this work has already begun, with church planting over the past eight years creating new and growing churches in central Portsmouth, Southsea, Gosport, and Ryde. Hundreds of children, young people, students, and young families have joined thriving congregations at Harbour Church in Portsmouth, St Margaret's in Southsea, Haven Church in Gosport, St Mary's in Rowner, and All Saints in Ryde.

The new investment will allow us to expand this work, and to start new projects that aim to rejuvenate our diocese, including:

- **Cairns**, a network of sustaining and inspirational little communities meeting regularly to pray, break bread and to encourage one another in ministry.
- **Pathways to discipleship**, in which parishes will be given funding to create ways of engaging their communities and equipping new disciples for mission.
- **Choir Church**, a way that churches can use a love of singing to create new worshipping communities.
- **Flourish**, the creation of midweek, voluntary, worshipping communities for children and families, based in their schools.
- **Mission projects** in Paulsgrove and Leigh Park, to create new worshipping communities with young people and families as the heartbeat of each congregation.
- **Church plants**, both in urban Portsmouth and suburban Fareham, moving towards a worshipping community in the new major development of Welborne; and
- **Training in youthwork from Youthscape**, establishing expertise and new leaders to work with children, families, and young people.

Role purpose and objectives

Diocesan Children, Youth & Families Officer

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The **PURPOSE** of the role is to enable growth in disciples of Christ by number and depth through increased and more effective work with children, youth and families (CYF).

The role-holder will animate CYF work across the Diocese through:

- Strategic planning and oversight of children, families & youth work across the Diocese implementing a diocesan strategy for parishes which is committed to outreach and mission among and by children and young people, and which supports children and young people as they share their faith and grow in discipleship and vocation.
- The training, capacity building, and support those undertaking work with children and young people both in their churches and in their CofE and Community schools. To be the Diocesan Growing Faith Champion and the Diocesan Launchpad (Youthscapes) facilitator.
- The promotion of the highest standards of care in meeting spiritual, educational and pastoral needs of children and young people and those working with them, and to support Senior Staff in enabling churches and schools to do this with the help of colleagues.
- Responding to the needs expressed by parishes and schools for support in welcoming and developing children and young people as disciples of Christ.

The key **OBJECTIVES** of this role are:

In conjunction with the Diocesan Ministry & Discipleship Team, Diocesan Education Team and members of the Diocesan Safeguarding Team:

- To support the CofE's and Vision & Strategy for the 2020s and beyond
- To affirm the CofE vocation to proclaim the Good News of Jesus Christ afresh to each generation
- To enable the CofE's priority to be a Church that is younger and more diverse
- To advance the CofE's bold outcome to double the number of Children and Young people in active discipleship by 2030
- To assist parishes to put CYF at the heart of their life and mission
- To support churches to develop deeper missional relationships with schools
- To develop links between schools, families and parish churches
- To establish a network to resource and support children & families lay ministers
- To work with senior colleagues regarding the establishment and development of New Worshipping Communities

Key responsibilities

To work in collaboration with the Diocesan Ministry & Discipleship Team, Diocesan Education Team and members of the Diocesan Safeguarding Team.

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1. Co-ordinating Role

- a. Take lead responsibility for developing the strategic direction of youth and children's work in the diocese and the development of community related work in CofE and Community schools.
- b. Act as the public voice for the diocese on children's and youth work issues where appropriate, and to stimulate in the diocese an understanding of the needs of children and young people in church and society and of the church's role in serving them.
- c. Work with Safeguarding and other agencies to develop the diocese's response to governmental and national church policy.
- d. Audit and then develop current children and families' provision in churches across the Diocese
- e. Start and oversee a Network supporting children and families' volunteers and paid staff disseminating and sharing best practice
- f. Oversee strategic projects secured in our 2024 SMMI bid for development of CYF mission eg Choir Church
- g. Oversee and help shape the Growing Faith programme in partnership with our Education Team

2. Training Role

- a. Arrange, design, and deliver church-appropriate training for clergy and laity to engage and support with the discipleship needs of Children, Young People and Families
- b. Put in place an approach to build up more volunteers for CFY work developing a pipeline of leaders for CYF work
- c. Deliver Youthscape Essentials and LaunchPad courses - anticipated as 2 cohorts a year
- d. Work with other training agencies and networks
- e. To ensure the provision of learning opportunities for children and young people to challenge and stimulate their spiritual development in churches and schools. In particular, to support and aid the delivery of Flourish, Prayer Spaces in Schools, Godly Play, Open the Book, Intergenerational projects, The Annual Education Project and other developing initiatives.
- f. To raise awareness in churches of the 'Understanding Christianity' resources.
- g. To attend termly regional Area Briefings for Headteachers, ex-officio clergy and Foundation Governors where key Education and related training and policy is disseminated

3. Consultancy Role

- a. Provide advice and guidance to those who work with children (0-11), young people (11-18), and to the wider church on how to create and improve work with Children, Young People and Families (e.g. at PCC and deanery level).

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b. Provide advice and be involved in the appointment process for paid and volunteer youth/children's workers, and to coordinate the ongoing training and support for paid and volunteer workers and their employers.

4. Resources Provision Role

- a. Inform those engaged in voluntary children's and young people's work about practical materials and resources suitability and availability.
- b. Contribute to the Diocesan and Education publications, social media and web site, and to develop new materials and resources where appropriate.

5. Events & Worship Role

- a. Encourage and contribute to the organisation of youth and children's mission events around the diocese, especially in relation to 'Thy Kingdom Come'.
- b. Be available to speak and contribute to worship services to promote youth and children's work.
- c. Encourage parishes to develop appropriate worship that meets the needs of young people, including the offering of good inter-generational worship.
- d. Work with the Lead for Renew and Director of Education in developing the CofE's Flourish programme
- e. Nurture a Children's / Youth ministry that is theologically well-founded and focused on making missionary disciples
- f. Contribute to developing materials for School Worship in CofE schools, and School Assemblies in Community Schools

6. Finance Role

- a. Prepare costings and budgets for the development of the diocesan children's and youth ministry
- b. Prepare grant applications where appropriate and assist the Strategic Development Team in preparing bids for National CofE Funding as appropriate

7. Liaison and Networks Role

- a. To liaise and work with internal groups and networks including other central teams in the Diocese of Portsmouth, especially the Diocesan Ministry and Discipleship Team and Diocesan Board of Education.
- b. To be the Diocesan Growing Faith Champion, representing the Diocese at all national and regional Growing Faith meetings.
- c. To represent the diocese with National and Regional Diocesan Youth and Children Officers; and at statutory and voluntary agencies/organisations working with young people across Hampshire and the Isle of Wight.
- d. To develop effective working partnerships with other youth/children's service providers.
- e. To liaise with the Safeguarding Adviser as appropriate.

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8. Other

a. To undertake any other tasks and specific projects as may reasonably be required by the Ministry and Discipleship and Education Teams as agreed with by the Directors of these Teams.

Line Management:

- Potential for an expanding team as your work develops to employ up to two part time Growing Faith Enablers

Essential and desirable skills, knowledge and experience required for the job

Essential

- Practical experience of leading CYF work with a proven track record of making and growing disciples of Christ in the CYF demographic
- Committed to the relationship between churches, schools and families in developing disciples of Christ
- Experience of work with children and youth in churches and schools
- Experience in investing in and training other leaders across all age groups from children to the retired
- A dedicated disciple committed to their own personal renewal of relationship with Christ
- Committed to the revitalisation and renewal of God's church
- Strategic thinker coupled with faith filled vision

- Strong ability to communicate ideas effectively with a range of people across the traditions of the church, partner agencies and the wider community
- Relational, with an ability to win the trust and goodwill, of a wide range of people and stakeholders
- Secure enough to work with senior staff and humble enough to listen to less heard local voices and leadership
- Ability to work cheerfully, prayerfully and flexibly in a team
- Ability to influence and develop leaders and parishes through example, encouragement and winsomeness, rather than positional power
- Experience of delivering training

Desirable

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- Knowledge of CYF discipleship growth theory, practice and models across the C of E, other UK churches and the church worldwide
- Mentoring/Coaching experience or qualification
- Experience of meeting/workshop facilitation
- Project management
- Budget management
- Line management
- Bid writing

Work expectations

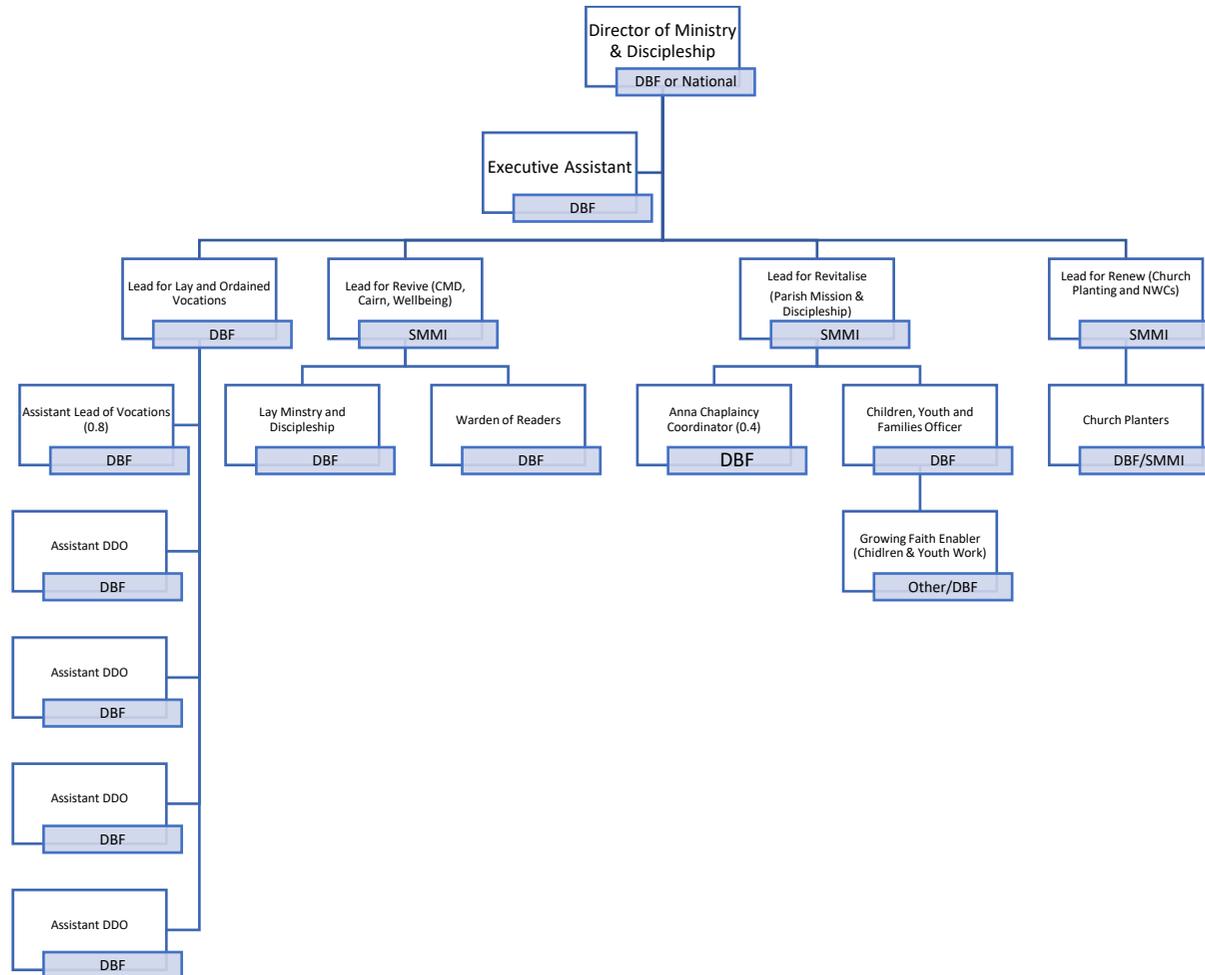
- Working hours are 35 hours a week usually anytime between 8am-6pm, Monday – Friday.
- There will be some evening and weekend working. TOIL can be taken for these.
- The Diocesan office will be the working base alongside colleagues in the Ministry & Discipleship Team with the expectation of travelling out to parishes to meet with people as required
- In negotiation with your line manager, we realise that sometimes it may be helpful to work from home depending on the tasks of the day
- Regular travel will be required across the Diocese, including areas which are not well-served by public transport. Therefore, a full driving license and access to a vehicle is required.
- There is a Genuine Occupational Requirement for the post holder to be a practising Christian of a denomination which is a member of Churches Together in Britain and Ireland in accordance with Schedule 9 to the Equality Act 2010.
- It is expected that the role-holder will already be or will become an active member of an Anglican church within the Diocese of Portsmouth.

Remuneration

The role is remunerated as a lay role at around £38,000 p.a.
25 days holiday plus bank holidays
Pension scheme

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Ministry & Discipleship Team Organisation Chart



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