



**Network Youth  
Church Lead –  
Furness Cumbria**

**RECRUITMENT  
INFORMATION**

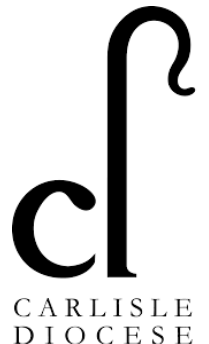


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**NETWORK  
YOUTH CHURCH**

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## Introduction to 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 that means 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're one of the largest providers of youth services in Cumbria, welcoming all young people. 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, regardless of who they are or what they believe.

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 residential: 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.

Staff are employed by the diocese and local work expenses are covered by the deanery. A local line manager helps oversee the work in partnership with Growing Younger Enabler for Youth who oversees the whole of NYC.





## 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, 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 other denominations - 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](#) (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](#). This scheme is part of the [Ministry Experience Scheme](#) for the Church of England. We also partner with the [Norwegian Mission Society](#) 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. In 2023, we had 8 interns on the scheme, some of whom work in NYC and are currently recruiting for the 2024 intake.

## About the local Area and Furness role

This is an exciting time for NYC in the area. Previously the worker has been employed in a shared capacity with Ulverston Parish Church (UPC) but due to the growing work and opportunities the NYC role will become full-time alongside a new half-time role at UPC.

The deanery is made up of a number of key towns and villages, some of which have significant youth ministry established, whilst other areas are yet to be developed.

Ulverston is the largest town with about 12,000 residents and with the youngest demographic in the county. It has Ulverston Victoria High School, which in the past has been a key area of work for NYC who ran lunch clubs, led prayer spaces and assemblies. UPC is a vibrant church and has the 3<sup>rd</sup> largest congregation (Anglican wise) in the county.

Dalton has around 8,000 people, which is the historic capital of Furness, with Askam. There is an active local church that includes some pioneering work with Furness Footsteps, a Fresh Expression based around walking. Dowdales secondary school is based in the town and previously NYC led Prayer Spaces annually at the school and regularly helped with RE lessons.

Millom is an ex-iron town and has a population of approximately 6000 people. There is one secondary school in Millom and previously NYC led lunch clubs and helped deliver PSHE lessons.



The village of Coniston has a CofE primary school and a state secondary school – John Ruskin School. These two schools are federated which means they share a governing board. There are a significant number of Christian governors, with Joyce Hallam as the Chair and Brian Streeter (rural dean) as the Vice-Chair.

In previous years, the Coniston Christian Fellowship has run a children-focussed church, which has now transformed into the full-time role of the Coniston Children, Youth and Community Worker (CCYC). The CCYC is managed by the South Lakeland Christian Trust (SLCT) whose trustees mainly consist of members of the various churches in Coniston, so very much an ecumenical affair. The CCYC worker (currently Chris Clark) with volunteers, organises and runs after-school clubs, peer-to-peer mentoring, Big Questions, a youth outreach pop-up, helps with the youth group at the Coniston Sports & Social Club, and has been behind the ventures associated with Love Coniston and the Coniston Parish Council. The work is centred on Coniston and the surrounding area, but SLCT encourages networking with other youth workers/groups in the diocese/county and has worked closely with NYC in the past.

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Broughton-in-Furness is a rural village with a population of around 550 and very much a small community feel. A feature of the village is the regular livestock auction market and the CGP logo. The village is well furnished with local businesses including a petrol station, a post office, a butchers, a bakery, pubs, cafes and even a Candlestick makers. There are good links with the CofE Primary School in the village. When the young people reach year 7 they travel out of Broughton to attend Secondary School in either Ulverston, Coniston or Millom. The local churches work together to host a weekly termtime youth group for children over the age of 11. This is led by NYC but supported by Church of England, Methodist and URC clergy and lay volunteers. This group aims to give the young people of the village and the surrounding area a relaxed and safe space to explore who they are and anything that concerns them, and to encourage them to explore conversations around faith and God. This group is currently growing and developing with a new group of young people and hence it's an exciting time for a new person to join to lead the team.



# NYC Cumbria Area Map

Hover over the map areas to find out more.







## Job Description

JOB TITLE: Furness Network Youth Church Lead

REPORTS TO: Local Line Manger and Growing Younger Enabler for Youth

DEPARTMENT : Furness Deanery/Mission Community (this includes communities of: Ulverston, Broughton, Millom, Coniston and surrounding areas)

### PURPOSE OF ROLE :

- To enhance and grow the personal, social, spiritual and emotional development of young people in Furness through Network Youth Church, focused on young people aged 11- 18 who are in school years 6-13.
- To develop youth Fresh Expressions that model “faithful improvisation” drawing on the best of tradition, culture and the bible, so that the work developed is sympathetic and informed about the strengths of time honoured church and connects across new and time honoured expressions of church.

### KEY ACCOUNTABILITIES :

1. To develop the growth of youth church across the area using the NYC / Fresh Expressions 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 may include a phased approach across the area.
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. Broughton-in-Furness, Ulverston and Coniston) 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 Furness deanery



7. To develop the talents and 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 be an advocate and educator about youth culture, youth church and youth mission with local clergy, church members, church leaders and the wider community.
9. To meet at regular intervals (once a term) with the area NYC steering group and the wider NYC team
10. To work collaboratively with NYC, clergy, ecumenical partners, others involved in youth ministry (including Youth Matters Partnership)
11. To work with the steering group in the development and delivery of 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
12. 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.
13. Facilitate opportunities for young people to go on both local and national events and residential (e.g. Ablaze and 3Generate)

NETWORK (Key people with whom the role liaises)

INTERNAL : UPC Youth, Children's and Families Workers and 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 practicing 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, Christian Youth ministry or mission
- 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-to-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**

- As this post is about growing a Fresh Expression of Church, we would hope the candidate would be willing to make NYC their main church and attend other churches in the Deanery as appropriate for the work.
- 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 Furness Deanery area.

### **Desirable Criteria**

#### **Experience**

- Experience of involvement with secondary schools



- Experience of detached youth work

## Terms and Conditions

Salary: £29,826

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 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.carlisle-diocese.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/>



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