

Church in School Pioneer

A 'Flourish' Pilot Post

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Diocese of Southwell & Nottingham



CHURCH IN SCHOOL PIONEER

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JOB PROFILE	
Title:	Church in School Pioneer (a 'Flourish' pilot post)
Location:	Mansfield & Newark
Basis of employment:	Full Time 35 Hours
DBS check required?	Yes
Special conditions of employment	Fixed Term, 2 Year Contract
Date written/updated	July 2024
Salary	£32,000
Reporting to	Diocesan Flourish board with co-line management by member of Education team and Discipleship and Ministry

Purpose of the Role

Flourish is a national programme to create 40 worshipping communities in schools and colleges, fostering a younger, more diverse church. In Southwell & Nottingham, with 9 'church in school' initiatives already in place in primary schools across the diocese, this Flourish pilot is an opportunity to develop an approach around secondary schools, learning how to build a model which can be replicated and sustained further into the future.

The 'Church in School Pioneer' will champion and lead much of this work, liaising closely with participant schools and churches, and in a fresh partnership between the Diocesan Board of Education and Discipleship & Ministry team. Specifically, the aims for this role are to:

- Build team and meaningful engagement, fostering a culture of close partnership between churches and secondary schools
- Develop expressions of church / New Worshipping Communities (NWCs) within schools

- Create pathways between school and church for young people, laying the foundations for inviting young people into life-long discipleship in local churches.

As a pilot, our programme seeks to answer a number of specific questions as we develop ministry and models for the secondary context.

1. Working with Magnus Academy and St Mary Newark (specifically, the 'Hope' worshipping community already in place): how can we best engage families, as well as the young people themselves?
2. Working with Queen Elizabeth Academy and Samworth Church Academy and St John with St Mary Mansfield: how can we connect a variety of initiatives (including St John's current involvement and the ecumenical School Pastors resource) and add to them to build a sustainable NWC and pathway to discipleship?
3. Working with The Minster School and St Michael Farnsfield: how can we build on our Farnsfield Connect model and experience to build an after school church at secondary level, capitalising on the opportunity of the growing number of Farnsfield Connect pupils moving up to The Minster School?

The Church in School Pioneer will lead the first two of these activities, maintaining good relationship and communication with the third.

(Our programme intends no 'exclusivity' in terms of the churches engaged, but in each of the three areas the churches named above will provide the initial focus and impetus.)

Principal tasks

The Flourish Pilot Programme is based around 5 core principles:

Principle #1: Young people's voices are instinctively at the centre of all leadership decision-making and implementation

- Engage young people in vision setting, decision-making from the outset of the project.
- Provide supported opportunities for young people to engage directly in the development and leadership of worship and discipleship within their schools.
- Consult young people and respond to their recommendations, in ongoing evaluations of the pilot.
- Encourage Christian young people in schools to engage themselves, as well as to reach out and invite their peers to join in.

Principle #2: Clearly articulated and shared purpose to grow a younger and more diverse community of Christian disciples

- Embody and implement the vision, ensuring it is shared with all stakeholders, in both school and church contexts.
- Communicate in ways that are clear, invitational and inspirational.
- Develop the Flourish aims and fulfil them in ways that are respectful, inclusive and relational.

Principle #3: Strategic leadership partnership between school/college and at least one church community (with appropriate long-term governance and resource commitment)

- Build strong relationships with school staff teams, leaders and governance bodies, learning the culture of individual Academies/Trusts and identifying openings to create worship, discipleship and evangelism opportunities for secondary-aged young people.
- Connect well with churches, providing regular communications and updates, identifying and building team, integrating Church in School activities with the church's wider strategy for youth evangelism and discipleship.

Principle #4: Intergenerational faith development experiences involving children and their families of all ages

- Explore what it might look like to create long-term pathways for discipleship, which lead young people both to engage as worshipping disciples in school and to find their place in local churches – especially being ready to 'belong' in church once their school career is ended.
- Research and experiment with best practice and innovation in terms of engaging with the families (and local communities) of those who attend/engage with Church in School activities.

Principle #5: Worship that is fully integrated into the regular rhythms, practices, structures and resources of the school/college's vision for flourishing of children and adults

- Pilot, and subsequently establish, new worshipping opportunities in schools.
- Lead these initiatives both administratively and spiritually, including 'upfront' leading alongside school chaplains/staff and other church ministers, working collaboratively with school staff, Christian students and church representatives to ensure long-term sustainability.
- Support each school in ensuring that every young person has the opportunity to encounter Christ and be invited into a life of discipleship.

Additional Tasks

- Attend to all relevant safeguarding procedures, adopting the policy with the highest standards and requirements in any given context.
- Liaise well with the Flourish team around The Minster School and share learning.
- Track and monitor the pilot's progress, including preparing reports for local leadership as well as the national Flourish team in line with the grant agreement.
- Engage with the Flourish pilot programme nationally, including attending training/events and networking as required.
- Help shape a long-term, strategic model for Church in School ministries in secondary schools which can be proposed for beyond the pilot period.

Person specification

Personal Qualities:

- Integrity, right judgement, highly personable, adaptable and resilient
- Confidence, independence and flexibility
- Passionate commitment to the job and to the young people, families and the churches/schools you will serve
- A deep commitment to the Christian faith, practiced in your personal life and lived out in your interactions with others

Qualifications & Training

- A relevant education or youth work qualification, or similar ministerial experience in a youth/education setting

Experience

- Track record of working well within a diverse team, recognising organisational practices and adapting to achieve maximum engagement
- Demonstrable experience of building relationships with leaders (including senior leaders) in church and/or school contexts
- Prior experience of ministry leadership in at least church or school contexts, ideally both

Knowledge, Skills & Abilities

- Ability to build team, including across organisational boundaries (e.g. school/church)
- Ability to engage well with children and young people
- Outstanding interpersonal skills
- Ability to lead successful projects, planning well, leading change and measuring impact
- Knowledge of the education sector and/or Church of England, including familiarity with the structures and processes within which you will need to work
- Understanding of key Christian teachings, especially of the theology and practice of worship, with a visionary approach to engaging young people (and their communities) in discipleship

General

- Must satisfy relevant pre-employment checks (this post will involve contact with vulnerable groups (children, young people and/or adults) and is therefore exempt from the Rehabilitation of Offenders Act 1974, and subject to an Enhanced DBS check)
- Committed to the safeguarding of all, with full adherence to professional standards and school Codes of Conduct, as well as child protection and safeguarding policies in each context

There is a genuine occupational requirement for the post holder to be a communicant member of the Church of England or a member of a denomination within Churches Together in Britain & Ireland.