The Church of England plays an active role in national life through its network of parishes, bringing an important Christian dimension to the nation and strengthening community life. The Church of England is arranged geographically into 41 dioceses, each under the care of a Bishop, and covers every part of England.

The Diocese of York takes in much of North and East Yorkshire, including the cities of York, Hull and Middlesbrough, and two National Parks. Extending from the River Tees to the River Humber, and from around the A1 road to the incomparable Yorkshire coast, the area is home to around 1.4 million people.

We are a family of 607 churches and 125 schools in 470 parishes, led and guided in their faith and work by the Archbishop of York, Dr John Sentamu. York Minster is our principal church. Our vision is to be a family of Generous Churches Making and Nurturing Disciples.

The Diocesan Goals and Strategy

The vision of the Diocese of York is to be ‘Generous Churches, Making and Nurturing Disciples’. In 2017, the Diocesan Synod unanimously endorsed the adoption of three new diocesan goals:

- To reach those we currently don't
- To move to growth
- To establish sustainable giving

This is summarised as ‘Reach’, ‘Grow’ and ‘Sustain’.

We are currently developing a detailed strategy for the delivery of these goals. The ‘Reach’ goal is focused in two areas:

- People in Poverty
- Those in their 20s – 40s

Existing Workstreams are developing action plans in both these areas and both are seeking significant contributions from the Church Commissioners' Strategic Development Fund. The Diocese has been invited to pursue its proposals for Reaching 20s – 40s to stage 2 of the application process with a view to securing £2.9m.
**Reaching and Discipling 20s–40s**

The Diocese of York has set the goal of ‘Reaching Those We Currently Don’t’ and one clearly identified group is those in their 20s–40s. The Diocesan strategy is to

1. Establish 14 new full time roles, placed strategically around the diocese.
2. Create a ‘Growth Fund’ to enable Lay Pioneers to be appointed
3. St Michael le Belfrey will become a Resource Church for the diocese
4. All of the above, plus a wider programme of events, will stimulate a ‘ripple effect’ which enables every benefice to reach 20s–40s.

We are currently calling the roles ‘20s–40s Ministers’ but will be happy for a discussion to occur with parishes if there is a desire locally for them to have a title which is more appropriate for their context. Currently five of the 14 posts have been identified from our own clergy; two will be attached to a proposed Church Army Centre for Mission in Middlesbrough and we are now recruiting for the remaining six, or seven.

For more information about how this relates to the wider diocesan strategy, see: www.dioceseofyork.org.uk/reach-grow-sustain

**Funding and Timescales**

We anticipate that funding for these new posts will come from the Archbishops’ Council’s Strategic Investment Board (SIB). This will be available from 1 January 2019 and it is our aspiration to have all of the posts in place by 1 September 2019. Whilst the SIB will fund each post for 5 years, the Diocese is seeking to ensure that where the role needs to continue beyond this, we will have the necessary funding available.

**Our Approach to Reaching 20s–40s**

Given every context is unique, we are not offering a template of ‘how to reach’ those in their 20s–40s. However, the following elements are likely to be seen in each place:

- **A Clear Purpose:** The clear intention to reach those aged 20s–40s with the view to them becoming disciples of Christ. Therefore the 20s–40s Minister is expected to make this their focus and resist being drawn into any wider responsibilities within the parish unless it meets the needs of reaching 20s–40s.

- **The Creation of a Plan:** A commitment from the 20s–40s Minister, and the parish community in which they are set, to commit to a period of discernment which involves a prayerful listening to the community to understand the context before any initiatives occur. This would be expected to take a minimum of 6 months during which time the Minister would be expected to network and engage with the community relationally and evangelistically and through this to discern where the focus of the ministry might lie and what particular opportunities should be explored.

By the end of the first 6 months it is envisaged that clear proposals will be offered for how 20s–40s will be reached and discipled, whilst recognising that the unexpected will occur and that God will work in surprising ways. An annual review will occur for honest reflection and the setting of new objectives.

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1 We have one outstanding interview at Thirsk which, if the applicant is successful, will mean this is unavailable to others to apply for. The website will be updated as soon as this outcome is known or clarification can be found from Ven Andy Broom: 01482 881659; ader@yorkdiocese.org
• **The Expectations around Growth:** The new disciples will be drawn into fellowship with others. It is most likely that this will be in the establishment of a New Worshiping Community, but it might include incorporation into an existing congregation or the establishment of more than one smaller gathering where discipleship and worship occur.

The Strategic Investment Board require a description of the likely size and shape of the outcomes that they are funding. Whilst this is, of course, dependent on the work of the Holy Spirit we have based our projections on the extensive research by the Church Army Research Unit which seeks to describe what God has done elsewhere. In doing so, for the sake of simplicity, we have worked on a model that assumes the 20s – 40s Minister’s ministry will lead to the creation of one New Worshiping Community (NWC) and that, over a period of 5 – 7 years, this will grow to between 80 and 100 people. This figure would include both adults and children, the initial team and the inevitable transference that nearly always occurs. Based on experience elsewhere, we would expect over half of them would not have been attending church prior to joining the NWC. It is recognised that in more deprived communities the timeline is likely to be nearer 7 years and the scale of growth nearer 80.

It is hoped that the all involved in the NWC would be encouraged to see generosity as an aspect of their discipleship and that the parish’s Freewill Offer would increase and move towards covering the ministry costs of the 20s – 40s Minister; again, it is recognised that in more deprived communities the capacity for this will be less.

• **Future Planting and the ’Multiplication of the Small’:** It is anticipated that the NWC will reach a point where it is able to plant out a new missional initiative, led either by the 20s – 40s Minister or under lay leadership. It is also hoped that throughout the creation of the NWC, the 20s – 40s Minister will be looking to share insights and learning with others and, in time, that the NWC might share resources also; all of which we refer to as ‘Multiplication of the Small’. To encourage this, it is expected that each Minister will contribute a ‘tithe’ of their time to others in the deanery and beyond; including contributions to the new diocesan ‘Toolbox’ of resources.

**Collegiality, Support & Wider Networks**

The 20s – 40s Minister will be part of the wider parish team but with a clear brief to focus on reaching and discipling 20s – 40s, which the Incumbent and PCC will honour and protect. They will work under the oversight of the Incumbent and can expect support and the necessary freedom to fulfil their role. It is an essential quality of the Minister and Incumbent that they can work collaboratively and that they will be committed to a relationship which will involve a regular pattern of meetings and prayer together.

Revd John Lee has been appointed as the 20s – 40s Team Leader and he will support the network of 20s – 40s Ministers across the diocese. It is envisaged that all Ministers will be committed to this network, attending monthly gatherings and offering mutual support and encouragement to colleagues. The 20s – 40s Team Leader will share with the Incumbent in offering oversight and support. Six months after each annual review, the Incumbent and the 20s – 40s Leader will meet with the Minister to reflect on the direction of the work.

Each 20s – 40s Minister will also be offered a mentor/companion who has some experience of similar ministry and will be available to offer their insights and encouragement.
Job Description

Purpose

- To reach those in their 20s – 40s, encouraging them in their journey of discipleship as followers of Christ
- To enable those who are reached to join in community with others sharing this journey of discipleship. This may take the form of a new worshipping community, Fresh expression(s) of Church, the establishment of a new congregation or the joining of an existing congregation
- To offer encouragement to other churches especially, but not exclusively, in the deanery as they seek to reach 20s – 40s
- To enable this new community to be able to plant out a new congregation and share resources with others to stimulate fresh growth elsewhere

Main Responsibilities

- Engage in a “listening and discernment” process to identify the most effective way to begin reaching those in their 20s – 40s
- Identify how to approach gathering those who are reached into a Christian Community, providing an outline of the proposed approach after 6 months
- Build a team who will share in the task and calling to reach 20s – 40s
- Build life-enhancing relationships with people
- Express the Gospel through actions and words, so allowing people to discover an experience of belonging, to consider the call of Christ upon their lives and to learn to become disciples of Christ
- To gather those being reached into a new worshipping community / congregation or integrate into an existing one congregation
- Ensure that those being reached and gathered have a ‘DNA’ for reaching others so that planting a new congregation / sharing significant resources within 5 years is a natural outcome
- Establish financial generosity as a mark of discipleship
- Establish healthy and collaborative relationships with colleagues in the local parish, the Deanery and the wider diocese and network of those reaching 20s – 40s
- Work alongside other churches, to share insights and encouragement as they seek to reach 20s – 40s
- Contribute towards the diocesan ‘Toolbox of Resources’ to equip other churches

Key Relationships

- Those in their 20s – 40s living locally
- The Incumbent & PCC
- The diocesan ‘20s – 40s Team’ and its Leader
- The deanery and local Suffragan Bishop and Archdeacon
- Mentor / Companion
- Diocesan Officers and especially those working with Children & Young People
- Ecumenical Partners
The job description provides an outline of the key responsibilities of the post and is not intended to be an exhaustive list. The post-holder may be asked to undertake any other relevant duties appropriate to the post. The job description may be amended over time, in consultation with the post-holder in order to meet the needs of the Diocese.

**Person Specification**

This post is subject to an occupational requirement that the holder be a practicing Christian under Part 1 of schedule 9 to the Equality Act 2010 because of its representational role within the Diocese.

To be successful, you will be a lay or ordained person with the following gifts and skills:

1. **Strong desire to reach those in their 20s – 40s, and where appropriate their children, and see them become disciples of Christ**
2. **A demonstrable track record of innovation in their life and a commitment to pioneer**
3. **A proven ability in:**
   - relating to 20s – 40s outside of the church, taking initiative, having imagination and being prepared to work ‘outside the box’
   - growing and developing a sense of community and belonging
   - making and nurturing disciples
4. **A demonstrable ability to evangelise and communicate the faith effectively to those outside the church**
5. **Commitment to a process of ‘listening and discerning’ and the valuing of context**
6. **Evidence of an intentional approach to turning reflection into action**
7. **Collaborative approach to relationships and ministry, both within the parish and across the deanery and wider diocese**
8. **Well-developed abilities to handle complexity and initiate change**
9. **A person of prayer, robust spirituality and self-discipline with the personal resources to sustain a pioneering ministry**
10. **Commitment to a ‘mixed economy’ approach to mission and a deep respect for the parish ministry within the Church of England**

**Licensing & Remuneration**

All posts are open to clergy or licensed lay workers (including Church Army Officers) and they will be licensed by the Archbishop under Common Tenure.

**Remuneration:** The 20s – 40s Ministers will receive the same remuneration as an Incumbent within York Diocese including stipend, housing provision and pension. A salaried alternative can be discussed with anyone wishing to provide their own housing.

**Length of Appointment:** Given the dependency on the Church Commissioners funding, the posts will be time limited to five years. It is hoped that where it is agreed posts need to be extended beyond this that additional funding will be found by the Diocese.

**DBS:** The posts are subject to an enhanced disclosure from the Disclosure and Barring Service.