

Growing Faith Leader: Foleshill & Longford

Job Description and Person Specification for a Growing Faith Leader

Overview

Seeking to build on the previous success of Family Link workers across the Diocese, and with a desire to promote the Growing Faith agenda, funding has been secured for a Growing Faith leader who would work across the Parishes of St Laurence's, Foleshill, St Paul's, Foleshill and St Thomas' Longford.

St Laurence's

St Laurence's Church is in the parish of Foleshill: St Laurence in North Coventry. As a church they are passionate about Mission and the vicar and associate lead a local Mission Hub, one of six across the Diocese of Coventry. The church serves diverse communities in Bell Green, Alderman's Green, North Foleshill and the surrounding areas and runs a weekly Foodbank, alongside its many other activities. Funding has recently been secured to develop a local community centre and café in a local shopping precinct within walking distance of the church. The hope is that this would offer significant missional opportunities especially to families and young people.

They have strong links with St Laurence's Church of England School, two of the clergy and two members of the congregation are governors and the children come to weekly collective worship in the church. There is a coffee morning in the church which parents come along to and there is an aspiration to run alpha for some of the mums. The Family Link worker established an after-school club every week in term time which is well attended by families from the school. The Growing Faith Leader would build on these existing relationships and the good work established by the previous Family Link Worker, who also ran weekly groups at the school with children and parents. We hope to further extend the connections with families in the parish. and continue to build on our work with other local community primaries, which is currently mostly seasonal.

St Paul's

The Parish of Foleshill: St Paul within Coventry North Deanery is a vibrant and diverse urban community, stretching from close to the city centre towards the outer northern suburbs of the city. The worshipping community is representative of this diversity; a committed people who have responded to the love of Jesus Christ and are passionate about sharing the good news of the Gospel in their wider community. They are disciples who are open to God's leading into His future for them.

There are currently three community primary schools in the parish and the work with them has been limited, although the church's efforts since the arrival of the Priest-in-Charge in May 2023 are beginning to establish positive contact points for potential partnership working. These three schools would be the main focus for the Growing Faith Leader, working with the clergy team at St Paul's to pioneer relationship-building, worship and Christian education in each setting.

St Paul's has also begun to foster links with the Families for All Hub, to create opportunities to offer families and children access to activities based at church and at the Hub building itself. This could also be a place for the Growing Faith Leader to connect and work with.

St Thomas Longford

There may be opportunities in the second and third years of the role to expand the reach of the Growing Faith Leader into the schools in the neighbouring parish of Longford: St Thomas. This will be subject to further exploration in the first year of the project, as St Thomas works with the Bishop to appoint their next part-time ordained leader.

The Role

The overarching aim of this role is to encourage and enable the spiritual growth of Children, Young People and their families. In line with the Growing Faith ethos, this will be done by identifying support that can be offered in School, through Church, and within the Home. For this reason, the post holder will need to establish and maintain fruitful working relationships within the Church; with local schools; and with parents/carers within the community.

Hours and Remuneration

Start date: March or April 2025 (flexibility available if needed)

Contract: This is a fixed term appointment for 2 years and 10 months
It will have a probationary period of six months.

Hours: 35 hours per week, over five days

A suggested breakdown of the work in the first year might look as follows:

1.5 days a week at St Laurence's Primary in school term time (including prep/planning time)

1 day a week in St Paul's Parish schools (including prep/planning time)

1 day a week for planning/prep for New Worshipping Communities/Family activities

Up to 1 day a week study/training if required (e.g. training at St Mark's Academy, a Mission Hub Learning Network or the Growing Faith Strategic Leaders Programme)

0.5 day a week supervision, team meetings etc

Some weekend and evening work will be required, including one Sunday a month. You need to be willing to visit at least one of the churches involved per month for a Sunday service. Time off in lieu will be given.

Place of Work: Your regular place of work will be based at each of the locations on given days. Flexible working arrangements, including working at home or hot desking in each of the schools or parishes can be agreed with your line manager.

Employer: The Parochial Parish Council of Foleshill: St Laurence

Line Management & Supervision: The employee would be line managed by a member of clergy at St Laurence's, with day-to-day supervision by an appropriate named person in each of the local settings in the schools and parishes, and regular collaborative review and planning with the Mission Hub team.

Salary and Pension: We can offer a yearly salary of between £25,662-£26,754 based on a 35 Hour week (subject to experience) plus employer's pension contribution (of between 4-9%, depending on agreed salary)

Annual Leave: Six weeks holiday plus Bank Holidays.

Role Description

Specific to role

In collaboration with the Clergy and staff teams at St Laurence's and St Paul's, to:

- identify, develop, implement and reflect on projects and initiatives that enable parents, children and young people to have a life-enhancing encounter with the Christian faith and the person of Jesus Christ.
- sustain and grow the established relationships of families at St Laurence's Primary School and the new worshipping community based at St Laurence's Foleshill (Connect)
- develop towards the establishment and sustainability of at least one New Worshipping Community, which it is anticipated would be based in the parish of St Paul's Foleshill.
- develop and maintain a culture that recognises and welcomes the capacity of children and young people to transform the Church and the World; listening to and prioritising their voices, and their needs.
- develop and maintain fruitful relationships with local schools.
- develop fruitful relationships with local families; providing practical missional support in relation to challenging aspects of family life, and encouraging spiritual development and discipleship within the home.
- provide support and development for all those within the church who are working with families, children and young people – advocating for the needs of Children and Young People within this space.
- be willing to share learning outside of the Church and be open to learning new skills and developing understanding of children, young people and families ministry.

General

- Ensure that all relevant regulations and safeguarding policies for working with children and young people are understood in each setting, adhered to and complied with.
- Undertaking training for yourself and providing guidance to volunteers as required.
- Develop and manage budgets and expenditure in conjunction with line manager.
- Assist with identification and applications to grants to support the *Growing Faith* project.
- Be aware of issues around mental and physical health in children, young people and parents.
- Any additional responsibilities as identified within the twice-yearly review in conjunction with your line manager and the Mission Hub team

Person Specification

The person specification provides a list of essential and desirable criteria (skills and competencies) that a candidate should have to perform the job. Each of the criteria listed below will be measured through; the application form (A), a task/ exercise (T), an interview (I), or references (R).

Essential Criteria	Assessed by
Skills and knowledge	
<ul style="list-style-type: none"> You will have a proven ability to lead, inspire and organise others, coupled with the ability to work constructively as a member of a team. 	A, I, R
<ul style="list-style-type: none"> You will have the demonstrated ability to communicate the Christian gospel effectively to families, children and young people and to equip them to grow in their faith. 	A, I, T, R
<ul style="list-style-type: none"> Have a good track record of working within a church and/or school context on a variety of community activities. 	A, I, R
<ul style="list-style-type: none"> You will be a creative person who identifies opportunities and inspires others to try new things. 	A, I, R
<ul style="list-style-type: none"> You will have excellent interpersonal skills and be able to relate well to a wide range of people, both from within and outside the church – building rapport quickly and developing open and trusting relationships. 	A, I, T, R
<ul style="list-style-type: none"> You will have demonstrated a commitment to safeguarding both children and adults, through training, experience and understanding of working in a safer culture environment in a church, school or community setting. 	A, I, R
Personal Qualities	
<ul style="list-style-type: none"> You will be a mature Christian with a firm faith, sympathetic to, and able to work within the Charismatic Evangelical and Central church traditions, as represented in the parishes concerned. 	A, I, R
<ul style="list-style-type: none"> You will be committed to growing in your faith, for example through personal prayer and bible study. 	A, I, R

<ul style="list-style-type: none"> You will be professional, friendly and approachable, including when under pressure. 	I, R
<ul style="list-style-type: none"> You will be culturally sensitive, and able to work with people from different backgrounds. You will be able to demonstrate an understanding of and commitment to valuing and promoting racial diversity and inclusion in all aspects of the role. 	A, I, R
<ul style="list-style-type: none"> You will be discreet and trustworthy, able to sensitively manage private or confidential information appropriately. 	A, I, R
Qualifications	
<ul style="list-style-type: none"> A standard of education commensurate to this role – i.e. A good level of reading, writing and IT skills. 	A, T
<ul style="list-style-type: none"> A training qualification to work with children, young people and families, or equivalent practical experience. 	A, I
Additional Requirements	
<ul style="list-style-type: none"> You need to be willing to travel around the parishes and the Coventry 	I

Desirable Criteria	Assessed by
Skills and knowledge	
<ul style="list-style-type: none"> Experience of working in schools, and/or building relationships with schools 	A, I, R
Qualification	
<ul style="list-style-type: none"> Some formal theological study is desirable, or a willingness to apply yourself to further training and study appropriate to the role. 	I
<ul style="list-style-type: none"> Full driving licence is desirable 	A

The post holder will have a vibrant and active Christian faith and a secure understanding of the Christian faith and ability to engage with families, children and young people in faith issues. It is therefore an Occupational Requirement (Schedule 9 part 1 of the Equality Act 2010) of this post to have a committed Christian faith and be actively involved in worshipping in a church community.

This post is subject to an enhanced DBS check with barred list information.

Information for Applicants

Close of applications: 12pm Monday 27th January 2025

Please submit your completed application form to Stevey Cubitt:
stevey.cubitt@coventry.anglican.org

Interviews to take place across 11th and 12th February 2025.

For informal conversations about the role, please contact Rev Kate Pellereau:
kate@stlaurences.org 07498 212269

If you'd like conversations about Growing Faith and how the Diocese of Coventry is supporting roles like this one, please contact James Henney: Growing Faith Enabler:
James.Henney@coventry.anglican.org 07494758880