DIOCESE OF EXETER

Grow in Prayer I Make New Disciples I Serve the People of Devon with Joy

ROLE DESCRIPTION

DETAILS	
Role Title	Exminster Parish Church Growing Faith Worker
Department	Five Red Churches Mission Community
Responsible to	Rev Vanessa Pestridge
Contract Type	Fixed-term for 3 years in first instance
Hours	Flexible, part-time 0.4-0.6
Normal Place of Work	Parish context
Responsible for	Youth and Children's Volunteer Team
Date of Issue	

NATURE OF WORK

Role Purpose:

The Growing Faith Worker will help develop a sustainable vision for children, young people and families within Exminster Parish including the new Matford Housing Estate, enabling them to encounter and explore Christian faith in the places where they live, learn and spend time.
This is a relational and outward-facing role. The successful candidate will build on the strong foundations already present in the parish, particularly our existing relationship with the local school and community organisations, while developing new opportunities to connect with children, young people and families beyond our existing church congregations.
A particular focus will be on developing sustainable teams of volunteers, supporting and equipping others rather than working alone, and helping the church to develop a shared, long-term vision for ministry among children, young people and families.
The role will include developing opportunities for after-school engagement, strengthening our work with local schools, supporting Faith at Home and encouraging children and young people themselves to participate in shaping and leading activities.
The Growing Faith Worker will work closely with the local clergy and volunteers as well as diocesan colleagues and our existing school partners.
Funded through the SMMIB programme, the role contributes directly to the Diocese of Exeter's strategic priorities, supporting long-term cultural change in how faith is nurtured, shared and sustained across Devon.

Flexible Hours:

The role is intentionally designed to be flexible. We are open to appointing the right person on a part-time basis that works best for them. The exact hours and pattern of work will be agreed with the successful candidate, taking account of the needs of the role and the opportunities within the local community.

Key Aspects of Role:

The Growing Faith Worker will:

- Be embedded in the local Diocese of Exeter initially within Exminster to be expanded to support the Five Red Churches as capacity builds. They work with permission, accountability and support from local leadership.
- Prioritise children, young people and families exploring and outside the church, going to where they already are rather than expecting them to fit with our models of church.
- Build on the existing relationships with our primary school and new all through school in line with the principles of the Growing Faith Foundation.
- Launch a new after-school provision and other activities that enable relationships to develop beyond the school day.
- Develop and resource Faith at Home, supporting households to explore faith in accessible, everyday ways.
- Build teams, by training and supporting volunteers, in all areas of the work. Never operate in isolation where others could be involved.
- Work closely with the younger families worker, creating opportunities for collaborative ministry and ensuring that the two roles complement one another.
- Enable and encourage young people to lead, shaping provision and participating in recognised leadership pathways.
- Contribute to the wider Growing Faith vision of the Diocese of Exeter while developing a distinctive approach appropriate to the communities across Exminster Parish.
- Participate fully in a Growing Faith Community of Practice, offering and receiving support, shared learning and reflective practice.
- Engage with required learning and formation, including Growing Faith Gatherings and relevant national or diocesan programmes.
- Contribute to monitoring, reporting and evaluation required by SMMIB funding.
- Play an active role in building financial sustainability for the work overtime.
- Ensure a culture of safeguarding excellence, working closely with the Parish Safeguarding Officer and adherence to safeguarding policy and procedures.

Contextual aspects of the role

Key Relationships:

The role holder will work closely with:

- Local clergy and church leadership
- Younger families worker, currently working with Sunday kids and Little Treasures
- Children, families and young people within the community
- Local schools and education partners
- Volunteers and lay leaders

- Growing Faith Coordinator
- Other Growing Faith Workers in their area
- Children and Families Mission Enabler and/or Diocesan Youth Advocate
- Diocesan teams responsible for mission, ministry, safeguarding and reporting

The successful candidate will be someone who enjoys bringing people together, spotting potential in others and enabling volunteers to flourish. They will be able to hold a long-term vision while also taking practical steps to turn that vision into sustainable local ministry.

Role Area	**Main Duties and Responsibilities**
Community and Outreach	• Build and sustain relationships with children, young people and families beyond church settings. • Engage sensitively with local contexts, recognising community strengths, challenges and diversity.
Schools and Partnerships	• Work proactively with the schools that are open to collaboration. • Develop partnerships that are relational, sustainable and appropriate to each setting.
Volunteers and Leadership	• Safely recruit, inspire, train and support volunteers. • Encourage shared leadership and develop others rather than carrying out work alone.
Formation and Learning	• Participate in and contribute to Growing Faith Communities of Practice. • Engage with agreed learning pathways (e.g. Children's Ministry Essentials, Catalyst, Youthscape Essentials, Growing Faith Foundation resources).
Reporting and Accountability	• Provide timely and accurate reporting in line with SMMIB requirements, including monthly updates. • Contribute to evaluation and learning that informs future practice.
Safeguarding and Professional Practice	• Uphold the highest standards of safeguarding and professional conduct. • Undertake required safeguarding and professional training.
Equality and Diversity	• Model inclusive behaviours in daily work practices. Ensure the diocese actively supports equality of opportunity principles and practices, in line with its strategies, policies, legal obligations and theological values.

PERSON SPECIFICATION The following areas outline the qualifications, training, experience, and technical abilities beneficial for this role.		
	Essential	**Desirable**
Personal Requirements	• A committed Christian, in sympathy with the aims and principles of the Church of England. • Relational, reflective, and able to learn from experience. • Resilient, adaptable and open to supervision and support.	• Pioneering motivation to meet children/young people outside of the church.
Qualifications and Training	• Undertaken safeguarding and required diocesan training. • Qualifications related to working with children/young people.	• Relevant Christian Children's or Youthwork Qualification or Education Qualification
Experience	• Experience of working with children, young people and/or families. • Experience of working collaboratively with volunteers or teams. • Experience of engaging with communities beyond church settings. • Experience of work in schools	• Experience of pioneering or developing new initiatives. • Experience of developing after-school or community-based provision.
Technical	• Ability to plan, organise and prioritise work independently. • Ability to communicate clearly with a wide range of people.	• Familiarity with social media, Canva and other digital communication tools.
General Requirements	• Willingness to work flexibly, including some after school clubs, evenings and weekends. • Ability to travel across the relevant area.	

Who we are looking for

Relational
Someone who enjoys meeting people, building trust and developing genuine relationships with children, young people, families, schools and volunteers.

Visionary
Someone who can see what might be possible for children and young people across Exminster and the surrounding area and help others catch that vision.

Collaborative
Someone who naturally works with others, particularly volunteers, clergy and school partners, rather than working alone.

Pioneering
Someone who is comfortable trying new things, learning from what works and what doesn't, and finding creative ways to engage people new to and beyond the church.

Equipping
Someone who enjoys spotting potential in other people and helping volunteers and young people develop confidence, skills and leadership.

Grounded and adaptable
Someone who can organise their own work, respond to changing opportunities and priorities, and balance vision with the practical realities of local ministry.

Flexible Hours Opportunity

We are particularly interested in hearing from people who feel called to this work but for whom a full-time post would not be possible. The role can be offered on a few part-time possibilities, and we are willing to explore different working patterns with the right candidate. What matters most to us is finding someone with the vision, relational gifts and commitment to help children, young people and families flourish across Haldon Mission Community.