# Centenary Project Criteria

## Introduction

Recent statistics indicate that church attendance for under 16s is at an all-time low and that this is one of the most significant factors in current church decline. In contrast, projects involving work with children and families are at the forefront of growth.

In light of this, the Centenary Project has been established to serve the common good, nurture faith and grow disciples among children, young people and families.

The Project helps parishes/mission areas to employ Children & Family Workers or Youth Workers, referred collectively as Centenary Project Workers (CPWs) - they will be accountable to the Centenary Project manager, but rooted in the local parish church and managed locally with central support.

It will be primarily, but not exclusively, aimed at the most deprived parishes within the diocese and those parishes who would be unable to employ a worker without help.

The following criteria will need to be carefully thought through:-

## Discernment of God’s Call

Applications for Centenary Project Workers should come from prayerful discernment and observation that this is an area where God is moving most strongly in your parish, mission partnership or deanery.

## Making a Difference

The nature of these posts is that they are projects for mission and not for maintenance. It is essential, therefore, that the aims of each project are to make a difference to the lives of children and young people in your parish/mission partnership. This might include:-

- An increase in numbers of children / young people attending church services / groups / fresh expressions.

- An increase in the depth of discipleship of children / young people.

- An increase in service to the local community.

## Vision for the role

There must be a carefully thought through vision for the role. This should have been identified as a priority within your completed Mission Action Plan.

You should consider whether or not this fits with the needs of your community.

## The Role of the Centenary Project Worker

In line with the above, you will need to clearly define what you expect the CPW to be doing and how many hours you think this will take. Posts will mainly be part-time, but full-time posts may be considered where the role extends across a mission partnership and/or includes the development of a “Youth Hub”.

The CPW will need to be able to build a team of volunteers.

They will need to be released to be part of a Centenary Project Network.

## Measurement of Outcomes

It will be essential to have thought through how you will measure the success of your project.

You will be asked to record growth linked to the project in terms of:

1. Numbers.
2. Depth of discipleship.
3. Service to the community.

Outcomes will need to be reported and reviewed at 3 monthly intervals.

## Supported by the Whole Church

This project must have support from the wider church congregation, in particular those individuals who are potential volunteers and supporters of this post.

The PCC will need to approve the project and its place in the Mission Action Plan.

There will need to be a Safeguarding Policy in place.

There should be evidence that the PCC is making every effort to make its Common Fund contribution and that these contributions will not be reduced as a result of the appointment of a CPW

The church must be prepared to support the project financially.

## Support for the Role

The Parish must be able to demonstrate its commitment to supporting the CPW. That will be:-

1. **Financial** – Covering expenses, costs of resources and training where appropriate.
2. **Practical** – Providing suitable venues, equipment and support for the task.
3. **Personnel** – There will be a named individual who will be responsible for line-managing the CPW at Parish level, in conjunction with the Centenary Project Manager. In addition, the CPW will need to identify and encourage volunteers to assist them in their role.
4. **Training and networking** – Each CPW will need to be released to attend training, mentoring and networking once a month.
5. **Action Learning Network** – Ongoing learning and sharing with other projects will be built in to the project and this will require a small team of people to commit to meeting once a year to carry the vision for the project. (To include CPW, line manager and additional volunteers).

## On-going Sustainability

The Centenary Project will require parishes to make some contribution towards the funding of each role and this contribution will need to increase over the three years.

The role can be funded by the Centenary Project in the first year. In the second year it is hoped that the parish will contribute 10-30% towards the funding, increasing to 30-70% in the third year. (To be reviewed on a case by case basis.)

The funding will initially only be for a period of three years, it is hoped that this will not mean an end to the project, but that the parish / mission partnership will be able to fund the project in its entirety by the end of year 3.

In addition to financial support, the Parish must consider how it will support and communicate with the project and CPW on a long term basis.

The support network, training and mentoring for the CPW will continue after the funding has ended.

## Process

1. Parishes to complete application form and budget form with help of Centenary Project Manager.
2. Assessed against criteria by Parish Support Team and decision made.
3. If project approved, Centenary Project Leader to work with parish to agree job description and begin recruitment process.
4. Appointments made.

Please contact Dave Ludbrook (Centenary Project Pastoral Manager) dave.ludbrook@centenaryproject.org.uk before completing your application form.

# Application Form - Centenary Project Worker

|  |  |
| --- | --- |
| Name of Parish / Parishes |  |
| Contact Person |  |
| Contact Details |  |
| Job title for proposed role |  |

## Discernment of God’s Call

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| --- | --- |
| Indicate how you know God is calling you to work in this area |  |

## Vision for the Role

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| How does this role fit with your MAP? |   |
| Briefly outline the tasks you hope that your CPW will be doing in this role. |  |
| How many hours do you anticipate this role will need (including planning, preparation and training)? |  |
| What impact do you hope this will have on your parish/parishes? |  |
| Have you looked at the needs of your community and talked to the children/young people? (Please give details)And have you spoken to any agencies that the CPW could be involved with (e.g. schools)?What was their response? |  |
| What sort of person do you hope to attract to this role?Do you expect them to have qualifications, experience, particular gifts and skills? |  |
| Are there other funds available to support this project? e.g. Church Burgesses Trust or other Trust Funds. |  |

## Measurement of Outcomes

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| What is the main outcome you hope to see in terms of numerical growth and how will it be measured? |  |
| How many children/young people/families, are you working with at the beginning of this project? |  |
| What is the main outcome you hope to see in the area of growth in discipleship and how will it be measured? |  |
| What does discipleship currently look like in this context? |  |
| What is the main outcome you hope to see in serving and seeing transformation in your community and how will it be measured? |  |
| How are you currently serving your community in this area?. What are the current issues for the community? |  |

## Supported by the Whole Church

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| --- | --- |
| Date that the PCC gave its minuted approval to this project. |  |
| How have you sought the opinions of the wider church congregation?(Please give details) |  |
| Do you have an up to date safeguarding policy in place? (Please attach to application) |  |
| Are you up to date with your common fund contribution? |  |

## Support for the Role

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| How might you raise funds to support this role? |  |
| Will resources, suitable venues etc. be available? |  |
| Who will line-manage the CPW? |  |
| Where would you be able to advertise a post if your application is approved? |  |
| Please indicate who will be part of the Support Team for the worker. This team needs to support the worker on a regular basis and will be required to attend the Action Learning Network.(An ideal support team would include line manager, someone who can help with financial sustainability, someone who will look out for the spiritual growth of the worker and other volunteers a total of 4-6 people) |  |
| When and how will the CPW be able to worship for their own spiritual development? |  |

## On-going Sustainability

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| --- | --- |
| Will you be able to make a 10-30% contribution in year 2?How? |  |
| Will you be able to make a 30-70% contribution in year 3?How? |  |
| How will this role be funded beyond the 3 years? |  |
| Attach a budget outline of anticipated costs, including salaries, expenses, equipment, hire of facilities, using budget form on website. |  |