THE CHURCH OF ENGLAND
NATIONAL CHURCH INSTITUTIONS



Doubling the Number of Young Active Disciples by 2030

A Vision Rooted in Prayer, Faith, and Discipleship

VISION and STRATEGY

NEW CHILDREN AND YOUTH MINISTERS BY 2030 — 30K

Growing Faith Foundation
Church of England

Prayer for younger generations

This prayer is used every week in the weekly prayer meeting for doubling the number of children and young people in the Church of England by 2030.

Please join us in saying it regularly.

(For details of the prayer meeting see back cover.)

Loving God,

We bring to you the children, young people and families of our nations.

We pray for those who already know they are your children.

Please protect them, bless them and keep them firm in their faith.

We pray for those who would like to find out more about you.

Please provide ways for them to do that, and help us all to play our part.

We pray for those who know little or nothing about Christian faith.

Please stir up curiosity in them to find out more, and in your mercy give them encounters with you that transform their lives.

In the name of Jesus Christ,

Amen.

Introduction

In today's rapidly changing world, the urgency to **double the number of children and young people** engaged in the Christian faith and local church community life is more than a numerical goal—it's a transformative vision. This vision is rooted in a deep commitment to nurturing the faith of young people in ways which reflects the richness and diversity of our communities, the challenges they face and the creativity of this generation.

By investing in **Partnership funding**, we are partnering with experts and innovators in providing fuel for local churches to develop flourishing ministries with children, young people and families where young people feel seen, valued, and empowered.

Central to our work is the **30k Project**, a bold initiative aimed at raising up 30,000 leaders of mission with children and young people with transformative opportunities for discovering and enabling calling to this ministry.

Alongside this, the **Growing Faith** movement continues to inspire a holistic approach by connecting **church, school, and household**, ensuring that faith is nurtured in every aspect of a young person's life.

This vision is further supported by the **Incumbents' Leadership Programmes** and the **Camino Pipeline**, designed to equip clergy and church leaders to grow ministry with children, young people, and families through missionally effective, culturally responsive, and future-focused models of leadership.

By aligning resources and vision through collaborative partnerships and targeted funding, we are not only expanding our reach but also deepening our impact. Together, these efforts underscore a shared belief: that every child and young person deserves the chance to thrive, to be heard, and to know the love of Jesus that we ourselves have had the joy to know.

Debbie Clinton, **Director for Vision and Strategy**

Andy Wolfe, **Interim Chief Executive & Chief Education Officer**

Nick McKee, **Director, Ministry Development**

Contents

Partnerships Information	05
The 30k Project	35
Growing Faith	47
Incumbents' Leadership Programmes	65
Flow Chart	68

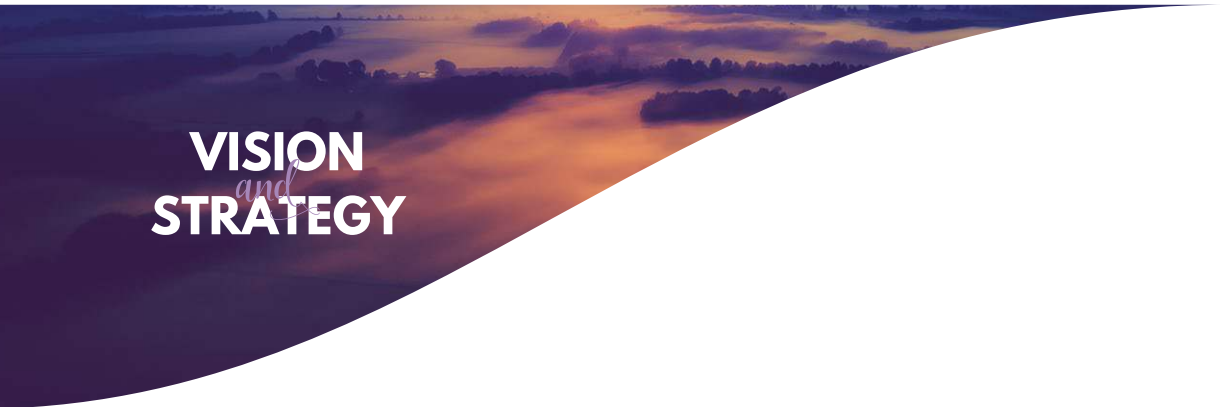
THE CHURCH OF ENGLAND
NATIONAL CHURCH INSTITUTIONS



Partnerships Information

Partnerships Funding (PF)

AWARDS 2023-2026 (to date)





Introduction



£14m has been awarded to date, with £14m allocated for award 2026-28. Partnerships Funding has the potential to be one of the Church of England's most cost-effective missional investment streams. It has already achieved remarkable national reach and is seeing the first signs of impact.

The following outcomes are possible if all projects achieve their targets:

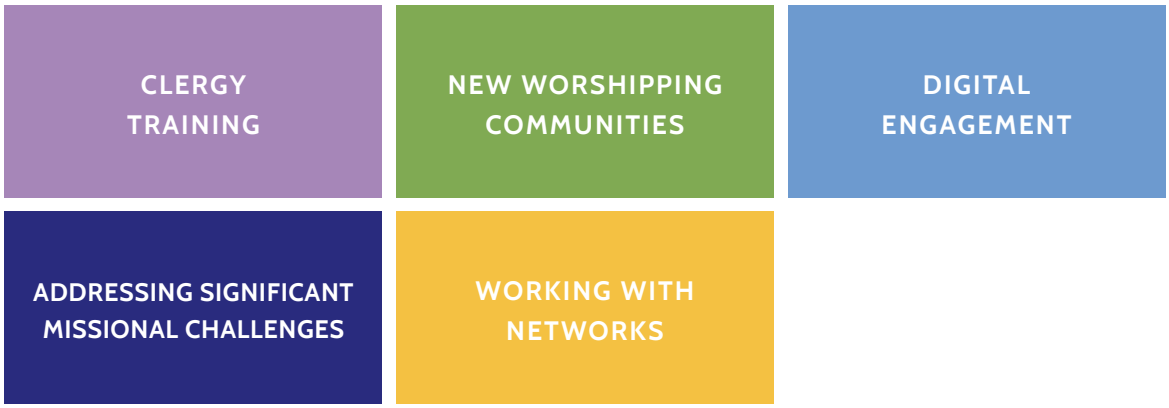
- 1,200 New Worshipping Communities (including 200+ in areas of deprivation)
- 5,000 clergy and 8,000 lay leaders trained in flourishing CYPF ministries
- From 3% to 10% of all 13–17-year-olds in England engaging with evangelism and discipleship content and actively following online
- 7,500 parishes supported with take up across all Dioceses
- 12,300 new CYPF volunteers
- 36,000 new children and young people and 23,000 new adult disciples becoming part of worshipping communities



5 Key Areas

The Partnerships Funding strategy is to collaborate with partners who are recognised leaders and experts in their fields, addressing mission-critical challenges informed by extensive research.

Our investment efforts to date have concentrated on five key areas:



5 Key Areas

CLERGY TRAINING

Research identified four key interventions to support clergy in having a thriving Children, Young People, and Families (CYPF) ministry: a digital resource hub, investment in IME2, a CYPF Development Programme for both clergy and lay ministers together, and a specialised training programme solely for clergy. We are advancing on the latter two points by implementing a strategic plan alongside Ministry Development aimed at commissioning effective training for 30% of clergy and/or laity by the end of 2025 and reaching a target of 70% by the end of 2027.

ESTABLISHING NEW WORSHIPPING COMMUNITIES

New Worshipping Communities (NWCs) are effectively engaging unchurched and de-churched youth and families across England by meeting their needs for experiential worship, community, and intellectually appropriate engagement, with tailored initiatives like Bubble Church designed for family involvement.
Additionally, the development of a scalable model adaptable across different church traditions is enabling rapid expansion of NWCs, revitalising outreach and participation in churches previously with few or no children and families. Analysis of attendance data from across the Church of England has shown churches that start a NWC have seen stronger attendance growth for both adults and children.

ENHANCING DIGITAL ENGAGEMENT

Young people are digital natives, and we are called to reach out and disciple people all of nations. Our investment will resource evangelism and discipleship for young people through social media and gaming platforms and we are exploring ways to link them to in-person worshipping communities.

ADDRESSING SIGNIFICANT MISSIONAL CHALLENGES

There are critical missional challenges that need to be specifically addressed and worked on. For instance, the fragility around NWCs which are aimed at a specific age group and the connected discipleship pathways has led to the partnership with BRF, Messy Church to focus on an effective answer to this so that we see lifelong disciples.

WORKING WITH NETWORKS

Working with networks to maximise their reach and work with them to see the V&S becoming a reality.

5 Key Areas

CLERGY TRAINING	ESTABLISHING NEW WORSHIPPING COMMUNITIES	ENHANCING DIGITAL ENGAGEMENT	ADDRESSING SIGNIFICANT MISSIONAL CHALLENGES	NETWORKS
Youthscape *11-18's new youthwork*	**MYCN** *Unchurched young people in areas of deprivation*	**The Way UK** *Growing following to 10% of teens in England and 1000 yp moving fromonline to in-person*	**Parenting for Faith** *Centralising faith at home as part of our core-mission*	**EETG** *Estates Evangelism Task Group*
LyCiG *Clergy and laity together, church growth*	**Bubble Church** *For families with children 3-7yrs, Sunday mornings, atchurch*	**Emmaus Gaming** *Digital mission through online gaming, in-person events*	**Growing Hope** *Training churches to be welcoming for CYPF with SEN*	**Revitalise Trust**
Centre for Theology & Community *Community organising for church growth*	**Messy Church** *For families with primary age children*		**Messy Church** *How to keep YP and families engaged from 11+ yrs*	**Catholic Mission Network**
CCX *Revitalisations and planting nwc clergy and laity*	**RSCM** *Starting new choirs*		**Worship for Everyone** *Training and resources for intergenerational worship*	
Revitalise Trust	**iSingPOP** *Pop up church - a NWC to churches with schools already using iSingPOP for worship*		**Envoy** *Small group evangelism coaching*	
The Kindling Network *'Taste and see' training for clergy*			**Ambassadors Football** *Football outreach activities that build faith*	


SIZE OF CHURCH AWA CYP
Do you have 0-10 AWA CYP?
Youthscape Launchpad
Leading Your Church Into Growth
CCX
Kindling Network
Bubble Church
MYCN Explore
Growing Hope
RSCM
Worship for Everyone
iSingPOP
Ambassadors Football
Do you have 11-24 AWA CYP?
Leading Your Church Into Growth
CCX
Bubble Church
MYCN Explore
Growing Hope
RSCM
Worship for Everyone
iSingPOP
Ambassadors Football
Do you have 25+ AWA CYP
MYCN Explore
Bubble Church
Growing Hope
Worship for Everyone
iSingPOP
RSCM
Ambassadors Football

Estimated New Volunteers

YOUTHSCAPE	**3,650 new volunteers** *Youthscape's Launchpad course for clergy, Essentials course for volunteers and Resources aim to equip churches to start youth ministry*
LEADING YOUR CHURCH INTO GROWTH	**1,000 new volunteers** *LyCiG are aiming to support 1,000 parishes 20025-2028 to grow their churches, including children and youth ministry*
MESSY CHURCH	**950 new volunteers** *Messy Church will be supporting churches to start 300 new Messy Churches.*
BUBBLE CHURCH	**1,000 new volunteers** *Bubble Church aim to start 250 new Bubble Churches. On average each new Bubble Church involves 3-4 new volunteers.*
iSingPOP	**600 new volunteers** *iSingPOP are piloting PopUP Church, a NWC to churches with schools already using iSingPOP for collective worship.*
MYCN	**180 new volunteers** *Missional Youth Church Network work with churches to start new worshipping communities for young people, often in low-income areas.*
RSCM	**500 new volunteers** *The Choir Project will see 200 new or renewed children's choirs supported by 500 volunteers nurturing children and young people as active disciples.*
EMMAUS GAMING	**150 new volunteers** *Embedding evangelism and discipleship into the world of online gaming, Emmaus Gaming will raise up 150 young volunteers for digital youth ministry.*
CENTRE FOR THEOLOGY & COMMUNITY	**535 new volunteers** *CTC's practice is rooted in faith based community organising, training churches to use these principles to serve local communities, leading to church growth.*
REVITALISE TRUST	**3,725 new volunteers & 55 paid ministers** *Revitalise Trust's partnership will invest in kids and youth pastors within their network through training and local support hubs, while also recruiting 55 paid and 3,725 voluntary children and youth ministers.*

Partnerships Overview

Ambassadors Football	14
Bubble Church	15
Catholic Mission Network	16
CCX	17
EETG	18
Emmaus Gaming	19
Envoy	20
iSingPOP	21
Growing Hope	22
LyCiG	23
Messy Church	24
MYCN	25
Parenting for Faith	26
Revitalise Trust	27
RSCM	28
The Centre for Theology & Community	29
The Kindling Network	30
The Way UK	31
Worship for Everyone	32
Youthscape	33

- Clergy Training
- Establishing New Worshipping Communities
- Enhancing Digital Engagement
- Addressing Significant Missional Challenges
- Networks

Ambassadors Football

MISSIONAL CHALLENGE

How can churches connect with new children, young people and families, build relationships and share faith with them?

It goes without saying, football is a popular sport! How can churches use the gift of sport to share the gospel and make disciples?

MISSIONAL OPPORTUNITY

Ambassadors Football has worked with local churches to deliver football-based outreach projects for over 35 years. Their mission is to equip and serve the local Church in its disciple-making mission. Football provides a fun, familiar and accessible activity which acts as the starting point on a discipleship pathway.

A Community Football Outreach (CFO) is a regular football activity session, run by a church that creates a space for churches to connect with families outside of the church, build relationships, share the gospel and invite people to explore the Christian faith. Churches decide when and where the CFO takes place: at the church or a community facility, indoors or outdoors, at the weekend or after school.

www.ambassadorsfootball.org

RESOURCE

Ambassadors Football provide training and mentoring for churches to start CFOs. Ambassadors Football accompany churches for 12 months, from exploring if a CFO is the right fit for their church, through to volunteer training, in-person support for the first CFO sessions and mentoring as the CFO continues. Discounted training packages, including equipment and FA Coaching training for a volunteer from the church are available.

IMPACT

Community Football Outreach projects have seen on average 20+ children and young people attending, with 70% of participants not church goers. As a result of CFOs, churches have seen families come to church, youth groups grow, and young people baptised.

FIRST STEPS

Explore the Community Football Outreach model on the Ambassadors Football GB website, and register your interest in the project by visiting the CFO page on the AFGB website:

www.ambassadorsfootball.org

Bubble Church

MISSIONAL CHALLENGE

There is a lack of effective inter-generational worship opportunities, some Sunday services are difficult to access for families with young children and little church background.

MISSIONAL OPPORTUNITY

Creating accessible, age-appropriate spaces on Sundays to explore faith.

www.bubblechurch.org

RESOURCE

Bubble Church is a puppet-packed, Jesus-centred, coffee-and-food-fuelled, kids and families Sunday church service. The Bubble Church team provide training, resources and ongoing support to churches wanting to start a Bubble Church.

IMPACT

Average attendance after one year is 42, served by a team averaging 7 adults, including 3-4 volunteers new to children and youth ministry. 70% of the worshipping community are unchurched/dechurched.

FIRST STEPS

Churches interested in starting a Bubble Church can contact the Bubble Church Team to express their interest, find out more and explore if it is right for them:

www.bubblechurch.org/run

Catholic Mission Network

(The Society under the patronage of St Wilfrid and St Hilda)

MISSIONAL CHALLENGE

Although attendance in Society parishes has declined more sharply than in the wider Church of England, this highlights a significant opportunity for renewal and growth. By building confidence in mission and evangelism, fostering a shared vision, strengthening collaboration and leadership, and investing in children, youth, and family work, parishes can develop a vibrant and sustainable future.

MISSIONAL OPPORTUNITY

To rediscover joy and confidence in sharing the Gospel, nurturing new leaders, and inspiring young and old alike to encounter Christ in the Sacramental life of the Church.

RESOURCE

Building on a successful pilot, the Catholic Mission Network (CMN) programme will equip Anglo-Catholic parishes for mission and evangelism by developing and growing regional clergy and laity groups, delivering training through trusted partners, and providing dedicated advice and support from missioner priests, underpinned by proven resources, best practice sharing, and communications.

"This group has been incredibly valuable to me in my ministry…It has kept me focussed on the difficult tasks and helped me not become bogged down in the 'nitty gritty' of parish life, but rather to take a more strategic approach to leadership and ministry." Existing CMN member priest.

IMPACT

Parishes involved in the Catholic Mission Network have experienced growth in their worshipping communities, including growth in the attendance of under 16s of 18%.

FIRST STEPS

Membership of the Catholic Mission Network is open to all priests and deacons of the Society, and laity from traditional Anglo-Catholic parishes. If you are interested in participating in the programme, in the first instance contact your Society Bishop.

Centre for Church Multiplication

MISSIONAL CHALLENGE

There has been a general, long term decline in church attendance (both adult and child), there is a lack of leadership training and a poor pipeline of future church leaders.

MISSIONAL OPPORTUNITY

Training for 200 churches in how to plant/ revitalise churches and start new worshipping communities.

ccx.org.uk

RESOURCE

CCX have a range of courses:

Plant – Seven weeks of in-person sessions for planting teams ready to start NWCs.

Grow – Five learning communities over eight months for churches wanting to grow in health, depth and impact. Cohorts bring together teams from churches to learn together. Coaching is available for church leaders. Good for deaneries.

Other services - Pioneer and Estates ministry. More information on the website.

IMPACT

On average, between 2019-23, those who has attended a Plant Course increased AWA CYP by 10 and adult by 30 above London average, and Grow Course increased AWA CYP by 5 and adult by 9 above London average.

FIRST STEPS

CCX explore with a diocese how their training can support the diocese's strategy.
The CCX team can be contacted to start this conversation via the details on their website:

ccx.org.uk

EETG (Estates Evangelism Task Group)

MISSIONAL CHALLENGE

Ministry in estates and low-income communities takes place within contexts of sustained deprivation that create additional missional, structural and leadership challenges. Churches in these communities often operate with fewer financial resources, reduced volunteer capacity and increased pastoral and safeguarding complexity. Support is needed for clergy and lay-leaders working in these contexts.

MISSIONAL OPPORTUNITY

The Estates Evangelism Task Group was established to support the Church's commitment to see a loving, worshipping and serving Christian community on every significant social housing estate, grounded in the conviction that renewal will be shaped through faithful presence and mission in economically disadvantaged communities.

RESOURCE

EETG strengthens diocesan and national capacity, ensures that the voice and experience of estates communities are represented within the wider Church and supports the development of sustainable, contextual mission, particularly among children, young people and their families. It is committed to enabling the Church to serve and reflect the communities it is called to reach, especially those experiencing the greatest social and economic disadvantage.

FIRST STEPS

Through the Regional Delivery Programme, Regional Leads for EETG are in touch with diocesan Estates Focal Leads.

For more information on the EETG, contact Dr Aimi King, Project Lead:
aking@chelmsford.anglican.org

Emmaus Gaming

MISSIONAL CHALLENGE

Young people are digital natives and influenced by what they encounter in that space, there is a lack of Christian presence providing points of view shaped by faith.

MISSIONAL OPPORTUNITY

What does evangelism and discipleship look like in this space?

RESOURCE

IMPRINT CIO will start Emmaus Gaming, building a Christian presence on multiple social media platforms, engaging with young people via live streams, a Discord community and short-form content. They aim to train 150 people in digital mission, and link young people to in-person worshipping communities through Emmaus Gaming hubs (churches around the country who young people would connect to best if interested in moving to an in-person worship community).

IMPACT

Emmaus Gaming aims to connect with 100,000 young people through social media and see 150 connect to an in-person worshipping community.

FIRST STEPS

Find out more at **www.emmaus.gg** and follow Emmaus Gaming on Instagram: **@emmaus.gg**.

Envoy

MISSIONAL CHALLENGE

Many Christians long for their faith to be part of everyday life but are unsure what that looks like in practice. They often believe deeply in Jesus yet find it difficult to recognise how their ordinary conversations, relationships and daily routines can become places where faith is naturally expressed.

The opportunity is not simply to help people do more evangelism, but to help them discover that following Jesus in everyday life already gives rise to it.

MISSIONAL OPPORTUNITY

Evangelism does not need to be something Christians fear, but instead can become a natural part of daily life. Coaching in small groups can be an effective tool to grow habits that are formational for evangelism and applicable in everyday life.

ENVOY
MAKING EVANGELISM A WAY OF LIFE

www.envoy.website

RESOURCE

Envoy is a resource to use with small groups (a group size of 5 is ideal). Participants listen to a 30-minute podcast before their weekly session, then have a 90-minute group coaching session. Over 19 sessions together, the group forms a coaching community to grow habits that are formational for evangelism.

IMPACT

To date, over 750 individuals have participated in Envoy. 70% of participants have said their evangelism has increased as a result of participating in Envoy.

"It has helped me to see and hear people I meet, like God sees and hears them. I have become more confident in sharing my faith stories. I have worked at finding ways to add value to people I meet and it is becoming more natural."

FIRST STEPS

Envoy will be working with 10 dioceses as part of this funded project. Diocesan officers interested in hearing more should email: **neville.barnes@churcharmy.org**

Information for those interested in participating in the Envoy programme will be shared by the participating dioceses during the programme.

Those from other dioceses interested in Envoy can visit their website for more information: **www.envoy.website**

iSingPOP

MISSIONAL CHALLENGE

One million children are educated in Church schools, where worship and prayer remain part of daily life. How can churches build strong discipleship pathways between school and church that grow from this foundation?

MISSIONAL OPPORTUNITY

iSingPop is currently one of the most trusted Christian presences in schools, enabling more than 150,000 children each year to explore faith and worship in a fun and accessible way. This presents churches with a ready-made opportunity to build a pathway from school worship into a new worshipping community, using the songs and resources children already know and love.

www.isingpop.org

RESOURCE

PopUP Church is a monthly, one-hour service designed for primary school children and their families. It offers a joyful, engaging and reflective worship experience that is simple to run, requires minimal preparation, and can be delivered with a small team of volunteers.

Building on the successes of iSingPop, PopUP Church helps turn a moment that began in the classroom into an opportunity for churches to connect with families in their communities.

At the centre of the programme is The Pop Box — a digital toolkit with more than 170 interactive and hands-on elements.

Funded training, network support and a complete Year One resource pack are included to equip and support church leaders and volunteers help move families from the school gate to the heart of a vibrant, child-led worshipping community.

FIRST STEPS

Churches interested in starting a PopUP Church can explore further information on iSingPOP's website (**www.isingpop.org**) and sign up for an online 'Find Out More' session.

Growing Hope (Accessibility & Inclusion)

MISSIONAL CHALLENGE

Many churches are not currently accessible to children and young people with additional needs, creating barriers to participation, belonging and discipleship.

Church environments and practices, often unintentionally, can exclude families through sensory overwhelm, lack of understanding, or inflexible structures. As a result, many families feel unwelcome or disengage from church life altogether.

With **1 in 6 children in England having additional needs**, this represents a significant missed opportunity for mission and growth.

growinghope.org.uk

MISSIONAL OPPORTUNITY

To equip churches, through diocesan partnerships, to become accessible, inclusive worshipping communities where children and families with additional needs can belong, grow in faith, and participate fully.

By embedding accessibility into church culture, leadership and practice, dioceses can:

- Enable churches to welcome new families currently excluded
- Support retention of families facing additional challenges
- Grow more diverse and representative worshipping communities
- Strengthen intergenerational discipleship

This work directly supports the vision of a younger and more diverse Church.

RESOURCE

Growing Hope partners with dioceses to deliver:

- Accessibility Training, delivered centrally and locally
- Accessibility Award, supporting long term culture change
- Practical tools addressing sensory, cultural and physical barriers
- Ongoing support, consultation and follow up

Through diocesan partnerships, Growing Hope enables multiple churches to be trained together, encouraging shared learning and increasing reach in a cost effective way.

IMPACT

Churches engaging with Growing Hope consistently report:

- 5 to 10 new families joining within two years
- Increased confidence among leaders and volunteers
- A shift in church culture towards welcome and inclusion
- Improved retention of families facing additional challenges

At scale, this work could support hundreds of churches and enable thousands of families to connect with worshipping communities

Leading Your Church into Growth

MISSIONAL CHALLENGE

There has been a general, long term decline in church attendance (both adult and child).

MISSIONAL OPPORTUNITY

How to support churches where there is a lack of belief that churches can actually grow? Training clergy and laity together provides an opportunity to create a culture of, and a plan for, growth.

leadingyourchurchintogrowth.org.uk

RESOURCE

Leading your Church into Growth course is aimed at clergy and lay leaders looking to grow their church. The course looks at growth in different contexts and churchmanships including Catholic evangelism, Multi parish benefices, rural and small churches, evangelism to specific people groups and Fresh Expressions. The course leads to churches beginning a planned journey of growth, with plans for sustained partnership and ongoing support after the conference as well as some pre-conference sessions.

IMPACT

Churches have seen their worshipping community grow 10% above national average, of this growth 18% is CYP.

FIRST STEPS

Clergy and lay leaders can attend a national residential course. There is a follow up course for clergy to run for their church (The Local Course). LyCiG also run courses in partnership with dioceses and these have worked successfully both as residential and non residential conferences.

Contact the LyCiG team to start a conversation:

sue@leadingyourchurchintogrowth.org.uk

BRF Ministries - Messy Church

MISSIONAL CHALLENGE

Children aged 9+ are disengaging from age-boundaried WCs, lack of effective missional strategies for rural churches.

MISSIONAL OPPORTUNITY

New models of Worshipping Communities / discipleship pathways / transitions that keep children/young people engaged through different ages.

BRF Ministries

www.messychurch.brf.org.uk

PLANNED ACTIVITIES

BRF will be piloting different ideas to keep children engaged after 11, consulting with a wide range of partners to identify good approaches to pilot. The answer may lie in adapting the current intergenerational approach within Messy Church; it may lie in partnering with a youth-specialist partner to create new worshipping communities; or it may lie in doing a good 'handover of the baton' to churches to take on the youth work – or it could be a mixture of all three. Also, BRF will be supporting 300 parishes to start a new Messy Church.

IMPACT

Whilst 56% of Messy Church attendees are under 12, only 4% are aged 12-16, demonstrating a significant drop off at 11 years of age. If we could retain 50% of children when they turn 12, and beyond, that would prevent the loss of 20,580 young disciples.

FIRST STEPS

Following a consultation period to identify different approaches to pilot, BRF Ministries will identify 25-30 Messy Churches from their network to trial the ideas, followed by an evaluation. Churches interested in Messy Church can explore the resources on the Messy Church website, including online master classes exploring how to start and contact the Messy Church team:

www.messychurch.brf.org.uk/contact-us/

Missional Youth Church Network

MISSIONAL CHALLENGE

The church lacks confidence in evangelising and discipling young people in low-income areas.

MISSIONAL OPPORTUNITY

MYCN model how to build church with un-churched young people in low-income areas.

www.mycn.org.uk

RESOURCE

MYCN equips local leaders to pioneer new worshipping communities with young people of high school age, in partnership with community secondary schools. Personalised support is provided to the diocese, church or school wanting to explore a Missional Youth Community.

MYCN Explore resource is a 10 session video based resource to equip leaders and teams to engage unchurched young people and grow new worshipping communities with them. Explore takes an 'in depth' look at key issues such as: - how to get alongside local young people, how to build relationships with young people, how to empower & build community with young people. Youth discipleship and worship are all explored within the framework of taking a step by step approach to pioneering a new worshipping community. This Resource will give a team a clear sense of direction, some key pieces of learning and the tools needed to develop church with young people in different contexts.

Young Leaders - a 10-session online resource to use with unchurched young people to develop character, calling and release gifting within the 5 marks of mission. ***Young Leaders to soft launch after Easter...***

IMPACT

MYCN have pioneered 25 NWCs for unchurched young people. The NWCs have on average 40 young people.

FIRST STEPS

Those interested can explore the steps for Getting Started and contact the MYCN team:

mycn@churcharmy.org

Getting Started:

www.mycn.org.uk/Group/Group.aspx?ID=368020

www.mycn.org.uk/Groups/403809/Explore_Resource.aspx

BRF Ministries – Parenting for Faith

MISSIONAL CHALLENGE

A high proportion of Anglicans don't believe that faith can be encouraged to be learned at home, many don't feel confident in how to disciple children in their lives.

MISSIONAL OPPORTUNITY

How can all parents/carers accessing a Church of England church become confident in their role of spiritual influencer?

BRF Ministries

www.brf.org.uk/what-we-do/parenting-for-faith/

PLANNED ACTIVITIES

BRF Ministries aim to increase awareness of, and take up, of their resources at national, diocesan, church and individual levels. Courses available include: Parenting as Church leader, the original Parenting for Faith course, courses focusing on babies and toddlers or teenagers. There are also videos for families bring children for baptism, dedication or thanksgiving...and many more resources to explore.

IMPACT

'Rachel and her tools have been foundational in our family. They are so do-able and effective. From baby to tween, the tools have held for us through the ages, and don't ask the ridiculous of overstretched parents.'

'Hands down the most interesting, insightful, inspirational, relevant, useful course I have ever done. I have already started to put some of what I have learnt into practice in my church role and can see it bearing fruit immediately. I am so grateful.'

FIRST STEPS

Church leaders can access information about courses and resources directly from the Parenting for Faith website. **www.parentingforfaith.brf.org.uk/courses/**

Dioceses can contact the Parenting for Faith team to discuss training and resource ideas at a diocesan level. **www.parentingforfaith.brf.org.uk/contact-us/**

Revitalise Trust

MISSIONAL CHALLENGE

A vibrant and flourishing Children's and Youth ministry, that actively recruits, engages and retains volunteers, is an essential part of a worshipping community. However, recent research has identified specific challenges that are preventing those leading children's and youth ministries from performing most effectively in their role.

MISSIONAL OPPORTUNITY

How can the church invest in those leading children and youth ministries so that they are supported, well resourced and thriving?

re·vitalise trust

revitalisetrust.org

RESOURCE

Revitalise Trust will pilot the role of regional hubs, alongside tailored versions of their Accelerate course, training in management best practice, online toolkits and volunteer recruitment support to explore how the church can best support those working with children and young people.

IMPACT

The activities aim to improve wellbeing, effectiveness and the support on offer. 3,725 new volunteers will be recruited and 100+ leaders will receive training.

RSCM

MISSIONAL CHALLENGE

Across the Church of England there has been a decline in the number of children and young people involved in church choirs and music ministry. In many places, churches lack the confidence, leadership capacity or practical structures needed to establish or sustain choirs for young people. As a result, opportunities for children and young people to participate meaningfully in worship and grow in discipleship through music are limited.

MISSIONAL OPPORTUNITY

Music ministry offers a powerful and accessible way for churches to engage children and young people in the worshipping life of the Church. The Choir Project, led by the Royal School of Church Music (RSCM) in partnership with the Church of England, aims to support the launch or reinvigoration of 200 choirs for young people in churches across the country.

These choirs will be supported by a network of Beacon Churches that already engage successfully in ministry with children and young people. Beacon Churches will share learning, stories and experience with other churches starting or renewing choirs, helping build confidence and sustainability across the network.

RESOURCE

The RSCM Choir Project will provide national coordination, training and support to help churches establish or strengthen choirs for children and young people.

Some churches will work directly with the RSCM coordinating project team. In these cases, dioceses will not have a formal role beyond their existing relationships with the churches involved.

Alongside this, the RSCM will partner with a number of dioceses to ensure the programme's impact is felt nationally. Partner dioceses will support the project by promoting music ministry as a means of discipling children and young people, incorporating relevant materials into local training, and ensuring churches are aware of opportunities to participate.

This diocesan involvement is expected to be relatively light-touch, typically requiring around one day per month of staff time. Each partner diocese will need a lead person to support the partnership, alongside engagement from relevant diocesan teams such as Mission and Ministry, Education, Children and Families, and clergy training, with the support of the Diocesan Bishop.

The Centre for Theology & Community

MISSIONAL CHALLENGE

There are large numbers of churches in urban, low-income areas with declining attendance.

MISSIONAL OPPORTUNITY

How to support inner city churches caught in a cycle of decline of engagement (especially with children, young people and families) and leadership, through community organising?

www.theology-centre.org

RESOURCE

Resources are available for lay and ordained leaders to apply community organising practices in their mission planning.

IMPACT

A pilot project with six parishes saw 211 new worshippers join churches. 40% of these were under 18. Average Weekly Attendance rose by 106, and parish share payments grew by £20,000 per year.

FIRST STEPS

Churches interested and can learning more can explore the Organising for Growth report and contact CTC via their website:

Organising Growth Report: www.ctcuk.org/events/summary/organising-for-growth/

CTC website: www.ctcuk.org/contact/

The Kindling Network

MISSIONAL CHALLENGE

Across the UK, many churches feel fragile: stretched leadership, low and declining attendance, and difficulty connecting with their communities. Yet there is also a readiness for something new. People are seeking churches that are authentic, open and spiritually alive.

MISSIONAL OPPORTUNITY

Can clergy be equipped to revitalise these parishes through a 'taste and see' model that catalyses sustainable growth through exploring cultural transformation, relational dynamics and missional practices.



kindlingnetwork.net

RESOURCE

Through this pilot project, clergy from selected dioceses will be invited to visit St Michael's Church in Eastbourne across 8 days, to experience the church community and explore the cultural and spiritual practices that contributed to their revitalisation.

IMPACT

St Michael's in Eastbourne has experienced significant growth, from around 30 regular attendees in 2020 to over 360 in 2024. It is hoped those participating in this training pilot will see their churches start on a journey of growth.

The Way UK

MISSIONAL CHALLENGE

Young people are digital natives and influenced by that space, there is a lack of Christian presence providing points of view shaped by faith.

MISSIONAL OPPORTUNITY

How can young people encounter the gospel via social media platforms, and how can they be supported to attend in-person worshipping communities?

linktr.ee/thewayuk

RESOURCE

The Way has proactively sought to captivate young people with faith content since 2021, they now have an online community of >500,000. Their Instagram and tiktok content focuses on evangelism. Podcasts explore books of the Bible, themes of Christian faith and are discipleship tool.

IMPACT

Most recent figures suggest that 3% of 13 to 17-year-olds in England follow The Way and on these platforms an average of 100,000 young people watch every single day. Whilst scrolling through TikTok or Instagram a teenager in the UK will at some point in their average 70 minutes a day come across a video from The Way that explores the Christian faith and creates an opportunity to find out more.

FIRST STEPS

Podcasts and other content is available via The Way's social media accounts:

linktr.ee/thewayuk

Worship for Everyone

MISSIONAL CHALLENGE

Intergenerational worship is an important element of church life, but often leaders lack appealing intergenerational resources or confidence in running high quality intergenerational worship. Intergenerational worship is neither 'children's work,' nor 'youth work' nor 'worship leading/musical' alone. It is its own category of bespoke training which combines insights from all these areas.

MISSIONAL OPPORTUNITY

Resourcing intergenerational worship that is accessible, interconnected and meaningful will provide opportunities to reach more children and families, ensuring the Church represents all ages of the communities we serve.

RESOURCE

A new course from Worship for Everyone covering theology and vision, sung worship, talks, planning a service, inclusion and accessibility. The course will be online and self-guided, so people can access the content whenever they want and at their own pace.

New resource packs, featuring songs and accompanying videos for different events in the church's year and intergenerational service plans, will also be available.

FIRST STEPS

Sign up to the Worship for Everyone newsletter to receive updates on future resources and training opportunities.

Youthscape

MISSIONAL CHALLENGE

Many churches have no or few young people, church attendance for this age group has seen long term decline.

MISSIONAL OPPORTUNITY

How can churches with no youth work and no paid worker connect with young people in their parish?

www.youthscape.co.uk

RESOURCE

Launchpad – A course for church leaders where there is no youthwork on Sundays or midweek, where there is no paid worker or volunteers in place and who are wondering how to take the first steps. Clergy attend 5 two-hour sessions, formulating a vision and plan for starting or growing youth work.

Essentials - All-round training for youth work volunteers. 10 sessions cover 30 topics. The course can be licensed for use in dioceses as a training tool.

Resources – A range of resources for use in youthwork, including Unfold a bible study designed for youth groups with range of ages and discipleship stages.

IMPACT

70% of churches participating in Launchpad have started some form of youth work where previously there has been none. 97% of clergy rate Launchpad as 8+ out of 10 and 100% would recommend to other clergy.
"It's the best training I've had since I've been ordained."

FIRST STEPS

Clergy are invited to take part in Launchpad, identified through conversation between the Diocese, the Youthscape National Church Training team and the Launchpad facilitator. Invitations to consider being part of Launchpad come directly from a Bishop and clergy may choose to opt in having attended a Briefing event with a presentation from a member of the Youthscape team.

For more information, contact
alice.smith@youthscape.co.uk
Director of Church Development

NOTES

THE CHURCH OF ENGLAND
NATIONAL CHURCH INSTITUTIONS

The 30k Project

A New Generation of Ministers for Children, Young People and their Families (CYPF)

VISION and STRATEGY

NEW CHILDREN AND YOUTH MINISTERS BY 2030
30K


NEW CHILDREN AND YOUTH MINISTERS
30K
BY 2030

The 30k Project

A New Generation of Ministers for Children, Young People and their Families (CYPF).

Doubling the number of children and young active disciples by 2030 is the priority of priorities for the Church of England.

To help realise this vision, a nationally funded initiative—The 30k Project—has been launched to bring about transformational change by raising up 30,000 new CYPF ministers by 2030.

We recognise that for many parishes, one of the biggest barriers is not a lack of vision, but a lack of people. Many have the heart to respond but not the capacity. The 30k Project is designed to help overcome this challenge—resourcing churches to grow confident teams and create the conditions where CYPF ministry can truly flourish across the Church.

This new generation of ministers isn't defined by age, but by a shared calling. It includes people of all ages, backgrounds, traditions, and roles across the Church who are stepping up to serve, support, and disciple children, young people and their families.

The 30k Project focuses on three strategic priorities:

27,000 NEW VOLUNTEERS

Supporting churches in identifying, equipping, and enabling volunteers to serve children, young people, and their families. 4,500 will be under 18s trained through the New Young Leaders Programme (below).

3,000 NEW PAID CYPF MINISTERS

Investing in the recruitment and initial formation of 3,000 new CYPF ministers to serve in paid roles.

NEW YOUNG LEADERS

Equipping dioceses and local churches to run effective young leaders programmes to enable 4,500 young people aged 14-18 to be leaders of mission with CYP.

STRENGTHEN SUPPORT FOR EXISTING CYPF MINISTERS

Enhancing the continuing ministerial development and well-being of employed CYPF ministers through improved resources, networks, and training.

4 Key Areas

1 27,000 NEW VOLUNTEERS

To double the number of children and young active disciples in Church of England churches, we need a significant increase in volunteers— who will lead activities, build relationships, and disciple the next generation. We estimate this will require around 27,000 new volunteers by 2030. But this is about more than numbers. It's about building vibrant, intergenerational communities, in all traditions, where children and young people thrive in faith, belonging, and purpose. It's not just a recruitment drive—it's a movement to grow younger and more diverse which will bring lasting change across the Church of England.

This will be achieved through the NEW approach:

- **N — Networks** *Identifying and accelerating* new volunteers through existing church, school, and community networks.
- **E — Empowering** *Inspiring, equipping, and enabling volunteers*—including young leaders (see below)—through sustainable expectations, high-quality training, and opportunities to grow.
- **W — Word of Mouth** *Inspiring others through stories and advocacy from current volunteers, amplified by the national JOIN campaign and resources.*

2 NEW YOUNG LEADERS

The Young Leaders Programme represents a strategic investment in a new national initiative to enable young people (aged 14-18yrs) to become confident, full participatory members of the Body of Christ. It seeks to empower young people to lead CYP ministry for their peers. The programme is designed to be flexible and accessible, suitable for delivery within dioceses, local churches, or educational settings. It is currently being piloted in a small number of dioceses, with the intention of informing a subsequent national rollout. Through this programme, the 30k Project aims to equip at least 4,500 young people with the skills, confidence, and formation needed for Christian leadership. The 4,500 will contribute to the 27,000 number of new volunteers.

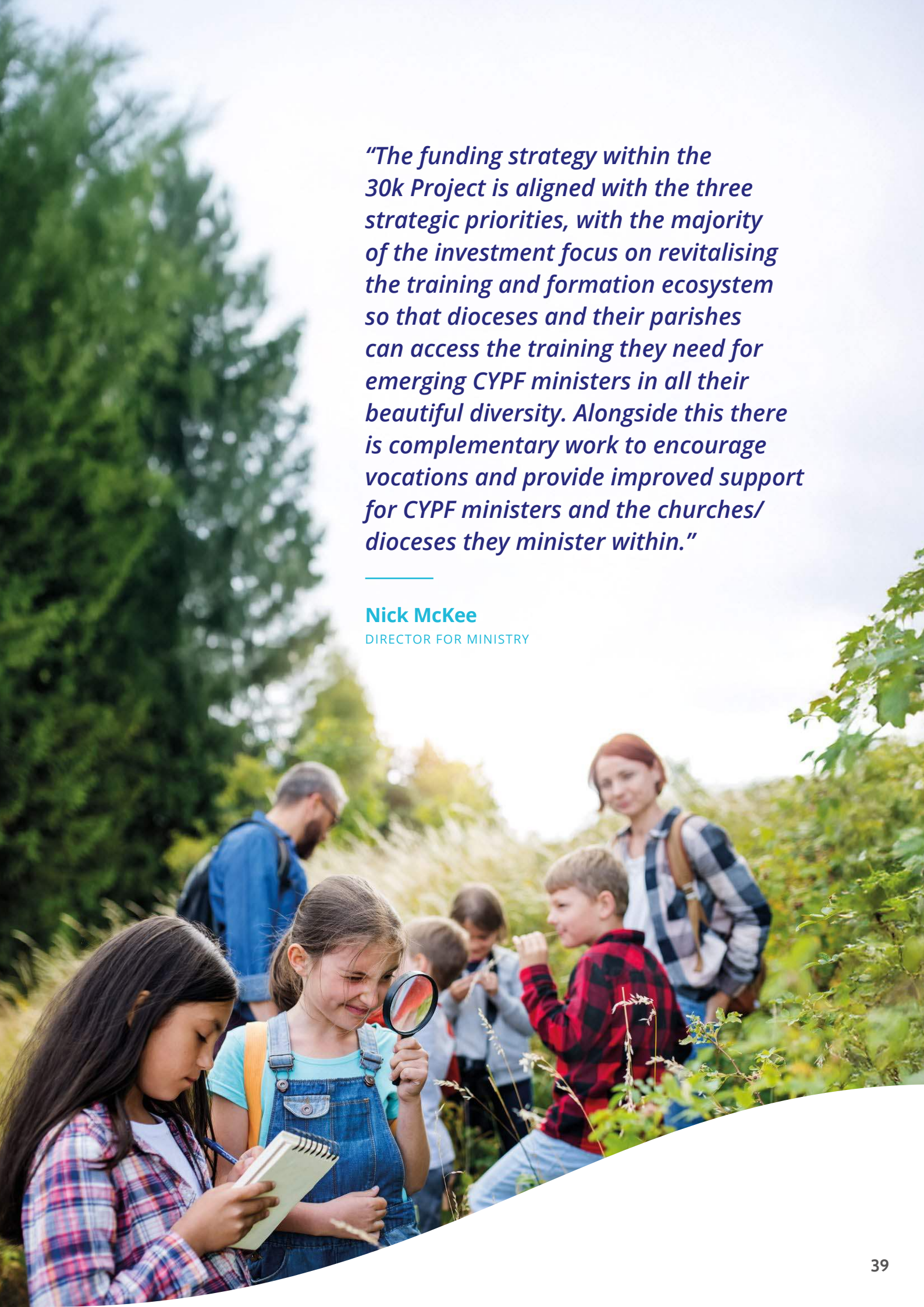
3 3,000 NEW PAID CYPF MINISTERS

Research consistently highlights the critical importance of well-trained, confident leaders who can offer safe, effective, and sustainable ministry with children, young people, and their families. To meet this need, we are working with parachurch organisations, Theological Education Institutions (TEIs), and dioceses to signpost, create and deliver a wide variety of CYPF ministerial formation pathways, enabling individuals to explore and pursue their vocation.

4 STRENGTHEN SUPPORT FOR EXISTING CYPF MINISTERS

CYPF ministers currently working in our churches across the country have articulated a number of issues that make it more difficult for churches to recruit and retain CYPF ministers. These include challenges such as limited career progression, funding cliff-edges, inconsistent access to continuing professional development (CPD), lack of professional recognition, poor line management, and the absence of appropriate benchmarks for pay and benefits.

The 30k Project is actively addressing these challenges by developing recruitment and line management guidance, along with a Wellbeing Workbook tailored specifically for those in CYPF ministry. RECOGNISE, the annual week dedicated to celebrating everyone involved in CYPF ministry, is also gaining momentum and has become an effective way to highlight and honour CYPF Ministers. Through investment in this vital work, the Church is strengthening the foundations for a healthier, more sustainable CYPF ministry and moving closer to its vision of a younger, more diverse, and thriving Church.



"The funding strategy within the 30k Project is aligned with the three strategic priorities, with the majority of the investment focus on revitalising the training and formation ecosystem so that dioceses and their parishes can access the training they need for emerging CYPF ministers in all their beautiful diversity. Alongside this there is complementary work to encourage vocations and provide improved support for CYPF ministers and the churches/ dioceses they minister within."

Nick McKee
DIRECTOR FOR MINISTRY

Resources & Training

27,000 NEW VOLUNTEERS

RESOURCES

JOIN Resources
A toolkit for churches to recruit volunteers.

'How to' films
Top tips from expert practitioners to equip volunteers.

Mobilising Existing Networks

TRAINING

Children's Ministry Essentials
Equipping volunteers for mission and ministry with children.

Youthscape Essentials
Equipping volunteers for mission and ministry with young people.

Catalyst
Lead volunteer training and for those exploring vocation in CYPF ministry.

Explore
A practical training journey to reach unchurched teens.

CMN Family and Intergen course
(Coming soon)

Discovering Chaplaincy
Exploring what school or college chaplaincy could look like in your context.

NEW YOUNG LEADERS

TRAINING

SWYM Pilot
SWYM's TAG programme partners with the national Young Leaders Programme to develop and grow young leaders in church contexts.

3,000 NEW PAID CYPF MINISTERS

RESOURCES

Find Your Joy
National campaign to promote CYPF ministry through social media and festivals.

TRAINING

Catalyst
Entry level training for employed ministers.

Future Youth
A year out for 18-30s to explore a calling to CYPF ministry.

New CYPF ministerial formation programmes
Academically accredited and non-accredited. Six programmes currently underway with more to come.

STRENGTHEN SUPPORT FOR EXISTING CYPF MINISTERS

RESOURCES

RECOGNISE
A yearly national week of recognition for CYPF ministers.

Recruitment and Line Management Guidance
Including a Good Practice Charter, these are designed to help churches recruit effectively and manage in ways that enable CYPF Ministers to thrive.

TRAINING

Mentoring and Professional Development

Growing Faith Strategic Leaders Programme
1 year programme for leaders & aspiring leaders.

SWYM Pilot
A development programme to encourage continuing formation of CYPF ministry.

Wellbeing Workbook
Tailored specifically for CYPF Ministers.

Resources

JOIN RESOURCES *to help churches recruit CYPF volunteers*

JOIN is here to make it easier for churches to invite and grow more people into serving children and young people. We know church leaders are already carrying a lot, so JOIN is designed to be accessible and genuinely useful. Rather than giving you another programme to run, it gives you a simple set of free resources and clear tools to help you make the ask well, plan ahead and build momentum locally.

See **churchofengland.org/JOIN**

'HOW TO' FILMS

3-minute videos full of top tips from experienced practitioners. The films are accessed via a youtube platform and free for anyone to watch or embed in training sessions or on their websites. Subjects include: how to pray with children and young people, ideas for games and activities, working well with parents and intergenerational ministry. See **www.howyc.co**

MOBILISING EXISTING NETWORKS

MOBILISING EXISTING NETWORKS

Identifying and accelerating new volunteers through existing church, school, and community networks. This is done through learning communities, innovation and people and partnership funding. Listening, learning and supporting growing networks of CYPF volunteers.

FIND YOUR JOY *resources to inspire people to enter CYPF ministry*

Films and postcards that promote the joy of CYPF ministry and encourage people to find out more. These are available for use by dioceses. See **churchofengland.org/FYJmediapack** for more details or email **katharine.otley@churchofengland.org**.

RECOGNISE *A national week of recognition for everyone involved in CYPF ministry*

This is an annual event where we encourage churches to recognise and celebrate everyone involved in CYPF ministry, both paid and volunteers. Visit **churchofengland.org/RECOGNISE** for more information or scan the QR code to see the media pack.

Resources

RECRUITMENT, LINE MANAGEMENT AND WELLBEING

Specifically tailored for churches with CYPF Ministry.

Designed to help churches recruit effectively and manage in ways that enable CYPF Ministers to thrive. Including:

- Recruiting Well Guidance
- Line Management Toolkit
- The Good Practice Charter
- The Curriculum
- The Wellbeing Workbook

Visit **churchofengland.org/hrguidance**

Training

CHILDREN'S MINISTRY ESSENTIALS TRAINING # ✶ • *4000 Places*

As part of Churches Together in Britain and Ireland (CTBI), the Children's Ministry Network (CMN) have collaborated to develop flexible training resources for children's ministry. This is similar to those already available for youth ministry through Youthscape Youth Ministry Essentials.

The CMN Children's Ministry Essentials Course is designed to be delivered in a variety of ways - both online and face to face. Every participant is registered and given access to all the online material (for two years from registration) whether there is face to face provision from the diocese or not. There are ten modules that fall into three categories: knowing the child; growing and developing children's ministry; and leader development.

The 30k Project is funding around 100 free spaces for every diocese (dependent on population) onthis or the Family and Intergen Ministry Course. Thereafter places are £45.
Email **carolyn.edwards@churchofengland.org** or email **churchofengland.org/cme** for more information.

YOUTHSCAPE ESSENTIALS # ✶ • *4000 Places*

Youthscape Essentials is all-round training for every youth leader, covering 30 topics to increase skills and understanding about working alongside young people today. Every session covers insights into young people, skills for youth work, and developing leadership characteristics. It includes input from young people and professionals as well as practical exercises and reflection. A 2 year licence costs £95 for individual churches or £1000 for a Diocese, or individuals can attend an online course for £50. Email: **yse@youthscape.co.uk** or visit **youthscape.co.uk/yse** for more information.

Training

CATALYST # * • *1000 Places*

Catalyst is designed for Lead Volunteers and those exploring vocation as a paid CYPF Minister. The learning communities facilitated by dioceses engage with the online material and enable CYPF practitioners to dive deeper into their understanding of God, the people they work with and themselves. Participants are encouraged to submit a presentation on a new mission and ministry activity for 20 credits which can be used towards undergraduate training. 10-15 places available per diocese. Email **carolyn.edwards@churchofengland.org** or visit **catalyst30k.org** for more information.

EXPLORE

Explore is a multi-session, video-based resource designed by Missional Youth Church Network (MYCN) to enable volunteers to connect with local teens, listen to their voices and begin a journey towards faith. Monthly zoom meetings usually run September to June. Contact **mycn@churcharmy.org** or visit **mycn.org.uk** for more information.

CMN FAMILY AND INTERGEN MINISTRY *(Coming soon)* # * •

A ten-session course created by CMN to enable volunteers to effectively engage with families. Complementary resource for Youthscape Essentials and Children's Ministry Essentials. Anticipated to be available in Spring 2027.

DISCOVERING CHAPLAINCY

A short online self-paced learning course offered by the Growing Faith team to encourage participants to explore what school or college chaplaincy could look like in their context. Available from September 2025.
Visit **nse.org.uk/growing-faith-foundation/chaplaincy**
or contact **joshua.hunt@churchofengland.org** for more information.

FUTURE YOUTH *(for 18-30 year olds)* # • *100 Places*

A year out for those aged 18-29 to explore a calling to CYPF ministry; and a way for dioceses to create a pipeline for future younger ministers. There is an annual application process, key to which is the diocese organising ministry placements. Placement churches get access to Youthscape Essentials and the Paraklesis Church Charter. Costs are dependent on the arrangements at local level (eg regarding accommodation). Dioceses can access national grants to contribute towards Future Youth or the Ministry Experience Scheme (MES). Future Youth is part of MES.
Visit **churchofengland.org/futureyouth** or email: **vic.wilson@churchofengland.org** for more info.

Training

CYPF MINISTERIAL FORMATION PROGRAMMES

Academically accredited and non-accredited *1000 Places*

For those pursuing their vocation in children's and youth. The following courses are designed to help participants fulfil the qualities required for a Lead Volunteer or employed CYPF Minister as expressed in the **CYPF Ministerial Formation Framework**.

1. Youth Ministry Apprenticeship including Youth Support Worker qualification

As an apprenticeship all the training and formation is funded but participants do need to be employed in work relating to children or young people for at least twenty hours a week.

Contact **simon.winchcombe@churcharmy.org** to find out more.

2. Foundation courses – Certificate in Higher Education

An introduction to studying theology with a focus on children's, youth and family ministry. Available full or part time, online or onsite for under £3k.

- Oakhill – fully online studying six modules over two to three years. For further information, see **here**.
- Ridley – specialisms in Children's, Youth or Sport Ministry contexts. Four onsite teaching weeks in one year, or online over three years. Contact Becca Dean – **rd622@cam.ac.uk**
- Ripon College Cuddesdon – Part-time learning takes place on Tuesday evenings (online), plus three weekends (at Cuddesdon) over three ten-week terms. Full-time learning is Mon-Weds in college and then developing practice in a local context. Please contact **pete.white@rcc.ac.uk**.

3. Diploma in Higher Education

Six TEIs (listed below with approximate costs ranging from £3.5k to £7.5k per student per annum) are offering CYPF pathways through the Common Awards Programme. Bursaries are available please contact the College direct for more information. The 30k project also supports those who might be prevented from engaging with this kind of training through a Hardship Fund.

- Church Mission Society, Oxford: **james.butler@churchmissionsociety.org**
- Cranmer College, Durham: **Jonny.h.price@durham.ac.uk**
- Emmanuel Theological College, Lancashire: **Gareth.crispin@emmanueltheologicalcollege.org.uk**
- Ridley Hall, Cambridge: **rd622@cam.ac.uk**
- Ripon Hall Cuddesdon, Oxfordshire: **pete.white@rcc.ac.uk**
- St Mellitus College, London: **mark.scanlan@stmellitus.ac.uk**

Please contact the Institutions directly to find out what bursaries they are offering students.

4. Non-accredited pathway *(Coming soon)* *

We are working with TEIs, dioceses and parachurch partners to create an accessible non-accredited pathway to ensure we are able to offer CYPF ministers a variety of options for robust ministerial formation, particularly those who might struggle with formal education.

Training

GROWING FAITH STRATEGIC LEADERS PROGRAMME # ⁎

Growing Faith Foundation
Church of England

A 1-year programme for leaders & aspiring leaders focussed on strategic development & managing change. There are unlimited places. There are limited funded places available for Hub Leaders and for those on the participant-consultant scheme, which enables individuals from minoritised backgrounds to fully engage in the Growing Faith Strategic Leaders' Programme while providing valued insights to shape its diversity, inclusion, and impact for children and young people.

For more information email: **Tim.cadoux@churchofengland.org** or visit **nse.org.uk/growing-faith-foundation** for more information.

MENTORING AND PROFESSIONAL DEVELOPMENT

SWYM
south west youth ministries

CPD training partnering with SWYM: South West Youth Ministries (SWYM) are running a continuing professional development programme to support and encourage the continuing formation of CYPF ministry.
Contact **swym.org.uk/360-community** for more information.

KEY

# In person	# ⁎ Blended
⁎ Online	● Facilitated by dioceses

Numbers in yellow are the approximate numbers by 2030

If you have any questions or want to know more about the 30k Project, please get in touch with the team by emailing:

the30kproject@churchofengland.org

Website:
churchofengland.org/30kproject

NEW CHILDREN AND YOUTH MINISTERS
30K
BY 2030

THE CHURCH OF ENGLAND
NATIONAL CHURCH INSTITUTIONS

Growing Faith

Growing Faith Foundation
Church of England

Growing Faith

- What is Growing Faith? 48
- Networks 50
- Hubs & Research 52
- Chaplaincy 54
- Programmes 55
- FLOURISH 57
- Young Leaders and Young Voice 58
- Archbishops' Young Leaders Award (AYLA) 59
- Flourishing Young Leaders Award (FYLA) 60
- Young Voices at General Synod 61

For details of Growing Faith, please explore the website:

What is Growing Faith?

Growing Faith is about creating a significant culture change in churches, households and schools, placing children and young people at the heart of all we do.

It's not just another project—it's a way of seeing. Imagine wearing 'Growing Faith glasses,' which help you view every decision, activity, and outcome through the lens of prioritising younger generations. These glasses highlight when children are absent or on the sidelines, prompting actions to involve them more fully.

This approach encourages asking tough questions, challenging old practices, and exploring new, more effective ways to engage. Small steps, like thanking local school staff with cakes or encouraging children to share their insights with adults, can foster connection and growth. It's about creating intergenerational relationships where children, young people, and adults learn and grow together.

The Growing Faith journey is one of joy, learning, and holy discontent - a call to reimagine our work as the family of God, welcoming the next generation into God's expansive, loving family. By embracing this way of thinking, we can inspire change in our communities, bringing children and young people from the periphery to the centre of church life, listening to their contributions and voice as equal members of the wider church community, with a particular concern for those with traditionally little or no agency.

We want to surround the children and young people in our neighbourhoods with everything they need to grow into the best version of themselves. We want them to know how much they are loved, how significant they are, how much they belong. We long for them to have a hope within them that lights them up. We believe this love and hope come through a personal and communal faith in Jesus that connects a young person to someone far greater than themselves and yet who is with them in the very local, time-bound and specific everyday context of the society in which they find themselves.

Jesus himself, God and human, connecting heaven and earth, was both greater than time and space and fully immersed in the specific culture into which he was born. In Luke 2 we get a glimpse of what helped give him the best chance of forming the character he needed to achieve the work he needed to do.

His parents as role models, with their habits and values; the local community, prioritising and enjoying a pilgrimage together and looking after each generation on the way there and back; the city with faith in its very stones, its experts, its wider horizons, its history and future: all of these surrounded the young Jesus and helped him to understand who he was, where he belonged and what he needed to do.

The Growing Faith Foundation is based in the National Society for Education within the Church of England's national support teams,

Growing Faith is quite simply about churches, homes and schools putting children at the centre so they too have the chance to be the best they can be.

so the connection with over a million young people, their school staff members and organisational structures remains strong.

Growing Faith is quite simply about churches, homes and schools putting children at the centre so they too have the chance to be the best they can be. Not excluding everyone else, but so that the whole of our community becomes the best we can be together.

Safeguarding children and adults is central to every aspect of the Foundation's work, whether in-person or online. Robust, child-centred processes to ensure everyone's flourishing in this domain are continually under scrutiny to ensure the highest possible standards.

It's a real blessing to bring people together and feel a greater sense of unity with others across the country.

There is a lively weekly Growing Faith prayer community for anyone to join, as this is fundamentally God's work that we are joining in with. There's a monthly newsletter to stay in touch with the most recent developments and opportunities. The different workstreams within Growing Faith aim to help all sorts of people, younger and older, join in with what God is doing in different ways to put children and young people instinctively at the heart of things. Perhaps there's something here for your parish, school or church; perhaps there's something to help you put children and young people at the heart of all your mission and ministry.

Networks

I really feel God is working here to bring people together for an initiative which is very much "for such a time as this". That's encouraging when sometimes you feel like you are plugging away and wonder if it's worth it!

It's a real blessing to bring people together and feel a greater sense of unity with others across the country.

It is an utter joy to be 'on team' in a Growing Faith network!

By its very nature, culture change is a collaborative effort. Just as Paul writes about the unique value of each part of the body, we know that we need each other – in all our different roles and contexts, with all our different gifts, experiences and opportunities. There are people all over the country working for the culture change we long to see. We're passionate about connecting people to share and learn with and from each other, and for this reason we run peer support and learning networks for adults who work with or for children and young people across the intersections of home, church and school.

These networks are usually held online, are free to join and grow vibrant learning communities and support the Foundation's reach and impact at national, diocesan and grassroots levels. Growing Faith networks tend to fall into two categories:

1. PEOPLE FOCUSED

Chaplains in Education, Parachurch Organisations

2. ISSUE FOCUSED

Music for Growing Faith, Tackling Poverty and Disadvantage Together, Mental Health and Trauma Awareness

Smaller networks have also emerged in particular seasons around identified key issues *(e.g. Supporting Home Educators, Intergenerational Ministry, Supporting Parents, Carers and Grandparents, Supporting Families affected by Special Educational Needs and Disabilities, Supporting Looked After Children and Young People and those who care for them)*.





As we look ahead, Growing Faith networks are increasingly focussing on issues which can particularly marginalise some children (such as poverty, mental health, SEND, gender and sexuality, racial injustice) and those which we know can be a special door into an ongoing journey of faith (such as nature, music, arts).

Although each network is different, the following golden threads are recognisable throughout them all. Growing Faith networks:

- Prioritise the voices of children and young people, and look at all our work through the lens of Growing Faith.
- Have high quality resourcing and facilitation.
- Address issues of equality, diversity and inclusion at every stage of their work.
- Create safe spaces. They are highly relational and seek to learn and grow in wisdom, understanding and love.
- Have a shared ownership and focus.
- Promote long term commitment and creating a movement.
- Have clear logistics and a focus on specific context and grassroots experience.

Working together in networks has been so important, and it's brilliant that you have created a way for God-given wisdom and insights to be shared much more widely.

There were so many wonderful things that blessed me yesterday – including ideas for my work, my own church community – and some important connections!!!

This network is such a source of energy and joy.





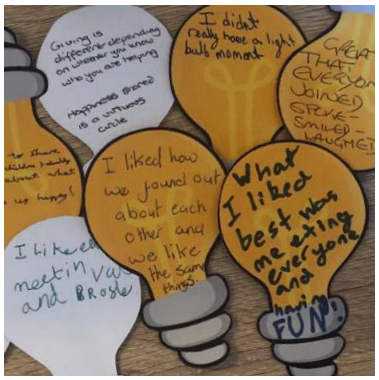
Hubs & Research

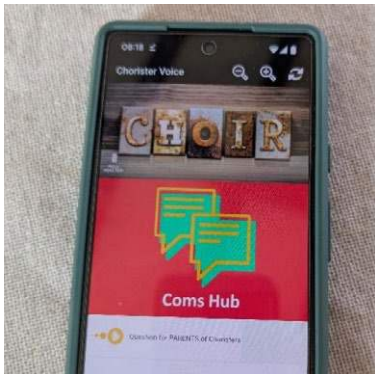
Hubs

Young people's voice is the catalytic and convening power of our Growing Faith work.

School leader







Culture change is often led on the boundaries of our work, in the places of holy discontent, where people in churches, schools and communities are courageous, creative leaders prepared to take wise risks and try something new. Growing Faith Learning Hubs provide support and a funding grant for two years to local leaders in churches and schools who are working together, to enable the start or growth of a project. We see the model for this work in the story of the road to Emmaus, where Jesus joins the disciples, walking, talking and discussing alongside them. It is this 'along-siding' that supports, enables and ultimately empowers the sharing of what has been learnt, that we hope to mirror.

The 25 Growing Faith Learning Hubs exist across the country, from Northumbria to Cornwall, from Chester to Chichester. They enable learning in urban, rural and coastal areas, in small villages and big cities. Some are led by a Diocese, some by a theological institution, most by local leaders in churches, schools and trusts. Many involve other key partners from parachurch organisations, ecumenical working and local community groups. Their work illustrates the breadth of the Growing Faith space, from utilising the digital world to enable Bible knowledge in small rural communities, to exploring story books as a focus for asking big questions; from building community relationships through pre-school, to Trust chaplaincy, or even empowering young people's voice in town youth councils. Each Hub is charged and supported to share its learning through videos and reports across the two-year period, to act as case study and advocate for the culture change they are leading. These are available on the Growing Faith website for everyone to learn from.

In the autumn, applications are invited for the next cohort of Learning Hubs to start in January. Groups applying may have a plan or a project with proven track record ready for its next significant step. They may have a piece of work that has started but has the potential to increase its pace. There will be a new opportunity to apply for smaller projects, as well as the current larger ones. Successful projects will have a shared

Like we don't just talk about the little things. We really dig deep into it. Just like...having the hard conversations. Its really been a pivotal part of my faith.

Young person speaking about their Hub

vision for work in the crossover between church, school and home with young people's voices and leadership front and centre. They will address an aspect of equity, diversity and inclusion and will be focused on changing the culture in a way appropriate to their context to prioritise young people.

Research

'My people are destroyed for lack of knowledge' (Hosea 4:6). Developing our reason and understanding is a vital part of what it means to be Anglican and learning from our successes and our failures, especially in the risky world of innovation, is simply common sense! The Growing Faith Foundation invites research partners to notice, measure, evaluate and reflect on innovative practice in the spheres of school, households and church. Podcasts and webinars feature the researchers involved in each project and help learners access the findings in a lively and engaging way. A Research Network amplifies the learning through community discussion, bringing a wider circle of lived experiences to sharpen the findings. An annual research conference in partnership with a theological college provides the chance to platform fresh insights and in-depth study: a space for academics and practitioners to shape each other's practice.

The completed research reports are shared on the website free of charge, so that they can be used for personal interest or academic study and to influence practice.

> ***The networking opportunities were excellent and really helpful and I have already used some of the ideas, words and phrases in talking to others in the last few days.***

> ***Really encouraging to hear about what is happening and to get ideas which may impact my future ministry. From a research angle, as someone who is just embarking on doctoral study it was helpful to hear about different methodologies used too.***





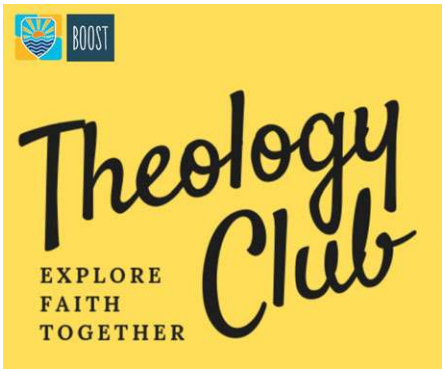
Chaplaincy

For those exploring the intersections of church, home and school, it won't take long before they come across the presence of a school or college chaplain. A chaplain is an incarnational presence in an educational community - they are present on the school gates, in corridors, in classrooms, in the dining hall and on the playground. If you know of a chaplain, they will likely have many stories to tell you - stories of encountering people at the 'thin times' of joy, grief, celebration and loss. It is a unique vocation which can interact with large numbers of children and young people in a significant way.

Chaplains serve their schools to join in with the *mission of God* in those communities. They are primarily a ministry of presence, recognising people as made in the image of God, and pointing our school and college communities towards hope. Chaplaincy is a gift to our schools, colleges, children, young people and the staff who work in these communities.

From Matthew, Mark and Luke's gospels, we often use the story of Jesus in the busy crowd to describe the ministry of chaplaincy. Chaplains find themselves in busy, crowded places, but are called to stop, notice those who are hurting and bring them into a place of healing and wholeness.

Chaplains can sometimes fall between the gaps - not quite in the school, not quite in the parish. Sometimes they have a different job title, work different hours or are funded by different bodies. Yet educational chaplains are remarkable people doing wonderful work - a gift to their school and college communities and a gift to the church too. Often it is a quiet, sometimes hidden gift, but one which has so much from which we can learn.



At the Growing Faith Foundation, through our Growing Faith Chaplains' Network, we connect with over 140 school and college chaplains, meeting online for input, peer support and encouragement. We share and link chaplains with resources and training through our Resources Hub.

The *Discovering Chaplaincy* Course encourages people to discover chaplaincy as a vocation- combining foundational training in educational chaplaincy with a uniquely Growing Faith approach. Flourishing Chaplains is a new training course for educational chaplains who want to sustain their vocation, deepen their knowledge and explore innovation, for long term flourishing in their communities.



As you encounter educational chaplains in your context, please connect with them if you haven't already. Please also encourage them to connect with us, so we can continue to support them in their important work and ministry. If you'd like to find out more about what this valuable ministry of chaplaincy is all about, please be in touch with us through the website.

Programmes

For those catching the vision of placing children and young people at the heart of all they do, the Foundation has, since its inception, sought to ensure that people feel equipped, supported, and empowered to drive meaningful change for a better future. This is where our programmes come in.

It was said of Jesus, at the beginning of his so-called 'hidden years,' that he grew in wisdom, stature, and in favour with both God and people (Luke 2:52). Growth and learning within supportive, stretching communities were hallmarks of Jewish tradition, the disciples' journey, and the early Church. In that same spirit, we have worked to create spaces that foster the right conditions for flourishing.

Early in our journey, we co-designed—alongside key stakeholders and expert voices—what is now known as the *Growing Faith Strategic Leaders' Programme*. This initiative is a strategic investment in those best positioned to influence culture and catalyse change in their own communities and contexts. The programme brings together leaders and aspiring leaders from a wide range of sectors, geographies, and levels of seniority. The old adage "iron sharpens iron" rings true as church and school leaders, chaplains, youth and children's workers, senior diocesan advisors, and archdeacons learn alongside one another, united by a shared passion for the flourishing of younger generations.

Coaching spaces are a cornerstone of the programme, enabling participants to explore bold ideas and challenges in psychologically safe environments. Our trained coaches place no ceiling on where conversations may go. Notably, 100% of participants report being 'satisfied' or 'very satisfied' with the programme.

> ***A chance to be really reflective in the role that you have got that God has given you, and how to make that as effective and powerful for his kingdom as possible.***

> ***I guess the thing to say is that the independent learning and our first coaching huddle have given me confidence in the work that God is asking of me in this season.***

> ***Probably the most effective experience I have had in over 20 years in ministry!***





On another note, I cannot tell how the Programme has already helped in so many different ways.

It has been such a gift to be able to block out time to sit and learn. As I am sure you picked up from the accent, I am rather new to England, and one reason for attending was to learn as much as I could about the direction of travel for the ministry in the CofE.

It has challenged me to be more intentional in leading with purpose and to ensure that children and young people remain central—not as an afterthought, but as co-creators of the Church's present and future. It's prompted me to reflect on how I carry my own "intersectional self" into leadership and how I can make room for others to belong.



Since 2023, over 190 leaders have engaged with the programme. In 2025, we piloted a new, collaborative model: five dioceses in the South West partnered with the Foundation to deliver the programme regionally. A targeted recruitment drive ensured that those who would benefit most from Continuing Professional Development investment were invited—further empowering them to raise the profile of children and young people in their settings.

As a Foundation, we remain deeply committed to removing both perceived and real barriers to engagement. Our participant-consultant roles are reserved for those who racialise as UKME/GMH. These individuals are fully-funded participants who also contribute to shaping the programme's content—recognising that the programme is never 'finished.' We aim for one-third of each cohort to be represented by minority groups.

In June 2025, we launched the *What is Growing Faith?* online learning resource. This is a free resource for those wanting to start or take the next step in their learning around Growing Faith. Individuals or small groups can engage in the vibrant online tool, learning more about what Growing Faith is, what its principles are and how to apply them within their own contexts. Whether your parish wants to explore Growing Faith in a simple, free and accessible way or whether there are individuals who want to invest in developing their strategic leadership in this space, resources are available to help you.

Find out more about *'What is Growing Faith?'*

FLOURISH - Worshipping Communities in School

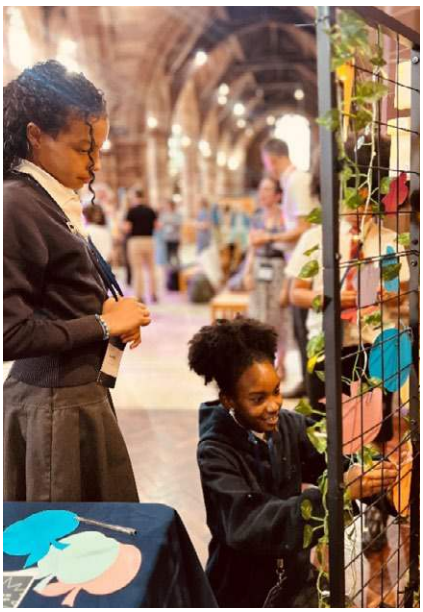
One of the Church of England's six bold outcomes is establishing new worshipping communities. **FLOURISH** is one expression of realising this vision by fostering connections between church and school in growing worshipping communities that are *for* young people and led *by* young people.

FLOURISH is rooted in **Five key principles**:

1. YOUNG VOICES	2. EXPLORE FAITH
young people's voices are instinctively at the centre of all leadership decision making and implementation	*clearly articulated and shared purpose to grow a younger and more diverse community of Christian disciples*
3. WORK TOGETHER	**4. WELCOME COMMUNITY**
strategic leadership partnership between school/college and at least one church community	*intergenerational faith development experiences involving children and their families of all ages*

5. INTEGRATED WORSHIP
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.

18 dioceses are currently involved representing 55 locations. Equipping and supporting both young and adult leaders of FLOURISH is crucial to the ongoing fruitfulness of these locations and is led by the Younger Leaders team of the NSE. ***Learn more here: www.nse.org.uk/flourish***







Young Leaders and Young Voice

> *Children are more likely to flourish if their voices are regularly heard, truly valued and acted upon, not as employees of the future but as leaders in the present.'*
> – ***Our Hope for a Flourishing Schools System***

Each of our programmes encourage children and young people to grow in their character, build their confidence and exercise their leadership potential. They discover that their voices matter and that they can bring meaningful, positive influence to their communities and the world around them.

This work is positioned within the wider work of Growing Faith - the culture changing movement that encourages everyone, irrespective of their role, to think more instinctively about children, young people and families in their mission and ministry, building and strengthening connections between church, household and school.

In this section, you will find details of the four leadership programmes or opportunities we currently run to support schools, churches and dioceses in developing Young Leaders within their contexts. You can find out more at our website here: ***www.nse.org.uk/young-leaders***

> ***I want to do something that inspires others to change"***
> AYLA young leader



Archbishops' Young Leaders Award (AYLA)

The **Archbishops' Young Leaders Award** is a fully resourced leadership and character education programme, delivered by teaching staff within the classroom.

Available from KS1 to Post 16, the Awards help young people to develop leadership skills such as teamwork, communication and creative thinking and character virtues such as resilience, compassion and patience.

As part of the Awards, our young people engage in social action projects, allowing them to actively put into practice what they have learnt about leadership and character, and to develop their skills through serving others and transforming their communities.

Since 2011, over 1550 schools and 200,000 pupils have completed the AYLA.

You can learn more here: www.nse.org.uk/ayla

> ***"Students came out of the sessions feeling motivated and commented on having a sense of social justice that they had never felt before .. The Award has enabled the students to develop a strong sense of empathy and compassion through the community projects and build lasting meaningful relationships."***
>
> KS3 teacher

> ***I loved doing this award because it gave me courage to speak up about things I want to change."***
>
> KS2 pupil









Flourishing Young Leaders Award (FYLA)

The **Flourishing Young Leaders Award (FYLA)** is a new programme for all schools who use the 'Flourishing Leaders' suite of programmes being offered for adults through the National Society for Education. The FYLA is flexible, engaging, and designed to empower every pupil to flourish and lead.

The programme is based on the five domains of flourishing: **Purpose, Relationships, Learning, Resources** and **Wellbeing** with additional resources focusing on a choice of 'areas of influence' or spaces where young people can apply their learning as leaders.

Rooted in the concept of flourishing, the programme nurtures young people's growth through purposeful learning, reflection and application. By combining personal development with practical opportunities for influence, young people learn what it means to flourish and how to lead with impact.

You can learn more here: http://nse.org.uk/young-leaders/fyla

> ***"It makes me feel welcomed. We can talk with God and about God. It helps you become closer with God and the people surrounding us."***
>
> FLOURISH Primary pupil

> ***"I felt God call me a leader and I believe it too"***
>
> FLOURISH Secondary Pupil

'Grow Yourself. Grow Others. Grow your World'

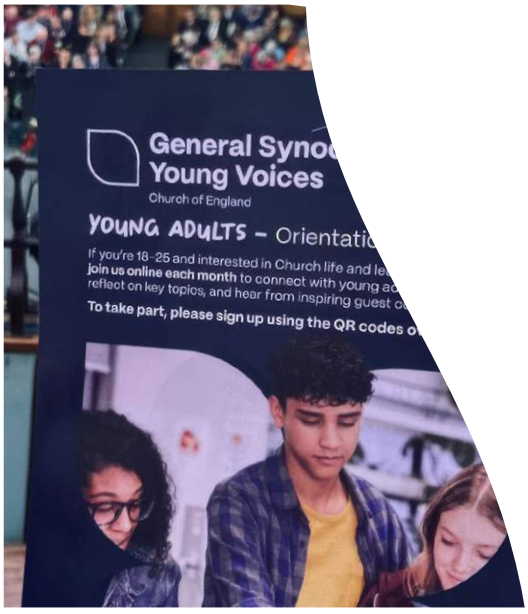
Young Voices at General Synod

In 2025, a motion was passed at General Synod committing to welcome the voice of children and young people as part of the church of today and commit to intentionally hearing and responding to their voice. In February 2026, five young adults were welcomed as co-opted members of General Synod with speaking rights.

This is just the beginning! Through ongoing support, networks and facilitation, our hope is that young representatives from every diocese will be able to engage with the structures of the Church of England, having their voices heard as valued members of the Church of today.

Learn more here: nse.org.uk/young-leaders/general-synod-young-voices







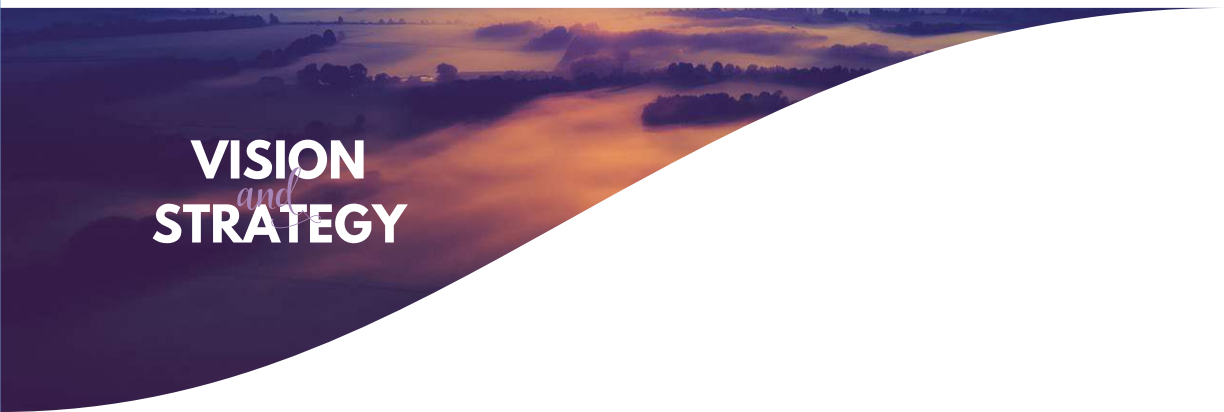


THE CHURCH OF ENGLAND
NATIONAL CHURCH INSTITUTIONS



Incumbents' Leadership Programmes

The development of Incumbents' Leadership Programmes and Camino, a Resource Church Leaders' Programme to enable ministry with Children, Young People and Families to grow.



Incumbents' Leadership Programmes

The **Ministry Development Team** leads this national investment in clergy leadership, supporting the Church of England's vision to see children, young people and families flourish in faith and discipleship. Through the Incumbents' Leadership Programmes (ILP), clergy are being equipped to grow in character, confidence and priestly leadership as they nurture thriving ministry with younger generations.

The programmes complement and strengthen existing diocesan support for clergy. Incumbents who would like to explore participation are encouraged to speak with their bishop or another appropriate diocesan leader.

1. THE INCUMBENTS' LEADERSHIP PROGRAMME (ILP)

The Incumbents' Leadership Programmes are a national, fully funded leadership development opportunity for incumbents. Intended to complement existing diocesan support and formation, they create dedicated space for clergy to strengthen their ministry with children, young people and families and to lead churches in which younger generations can flourish in faith and discipleship.

The programmes are built around three core outcomes:

- **Deepening Christ-like character**
- **Growing in confidence in priestly leadership**
- **Developing the confidence and capabilities needed to grow a younger church community**

Delivered over approximately a year, the programmes combine residential gatherings, peer learning communities, mentoring, worship, reflection and expert teaching. Participants are encouraged to apply learning within their own ministry context, enabling both personal formation and practical change.

Through teaching, discussion and reflection, participants explore themes including discipleship, culture change, intergenerational church and community engagement.



ILP FOR MID-SIZED CHURCHES

For churches with around 11-24 children and young people in average weekly attendance, this pathway provides incumbents with space for personal formation, leadership development and strategic reflection. Participants are supported to strengthen ministry with younger generations and build church cultures where children, young people and families are welcomed, prayed for and enabled to flourish.

Delivered through Theological Education Institutions across England, participants learn alongside peers, engage with experienced practitioners and develop practical responses to the opportunities and challenges within their local context.

ILP FOR LARGER CHURCHES

For churches with 25 or more children and young people in average weekly attendance, a team-based pathway enables incumbents to participate alongside members of their CYPF team. Learning together enables teams to reflect on their context, develop a common vision and strengthen their capacity to nurture thriving ministry with younger generations.

Together, teams deepen their sense of call, strengthen shared leadership and develop the skills, structures and culture needed to sustain flourishing ministry across generations. Delivery partners bring extensive experience in developing missional leadership teams and supporting churches to grow and thrive.

2. THE CAMINO PIPELINE: CULTIVATING RESOURCE CHURCH LEADERS

Running alongside the ILPs is the Camino Pipeline, a programme with a distinct but complementary focus. Developed by St Hild College, it aims to train 70 new leaders for Resource Churches over the next five years. These churches have demonstrated a unique ability to engage younger generations through innovative worship, community outreach, and digital engagement.

The Camino Pipeline is committed to fostering gender and ethnic diversity among its leaders, ensuring that the future of the Church reflects the richness of the communities it serves. For this programme, the measurable outcomes may take time—given the complexity of planting new churches. But the intention is clear: to equip clergy in the Northern Province and the wider Church of England to lead churches that play a significant and strategic role in resourcing church planting and parish revitalisation within their dioceses.

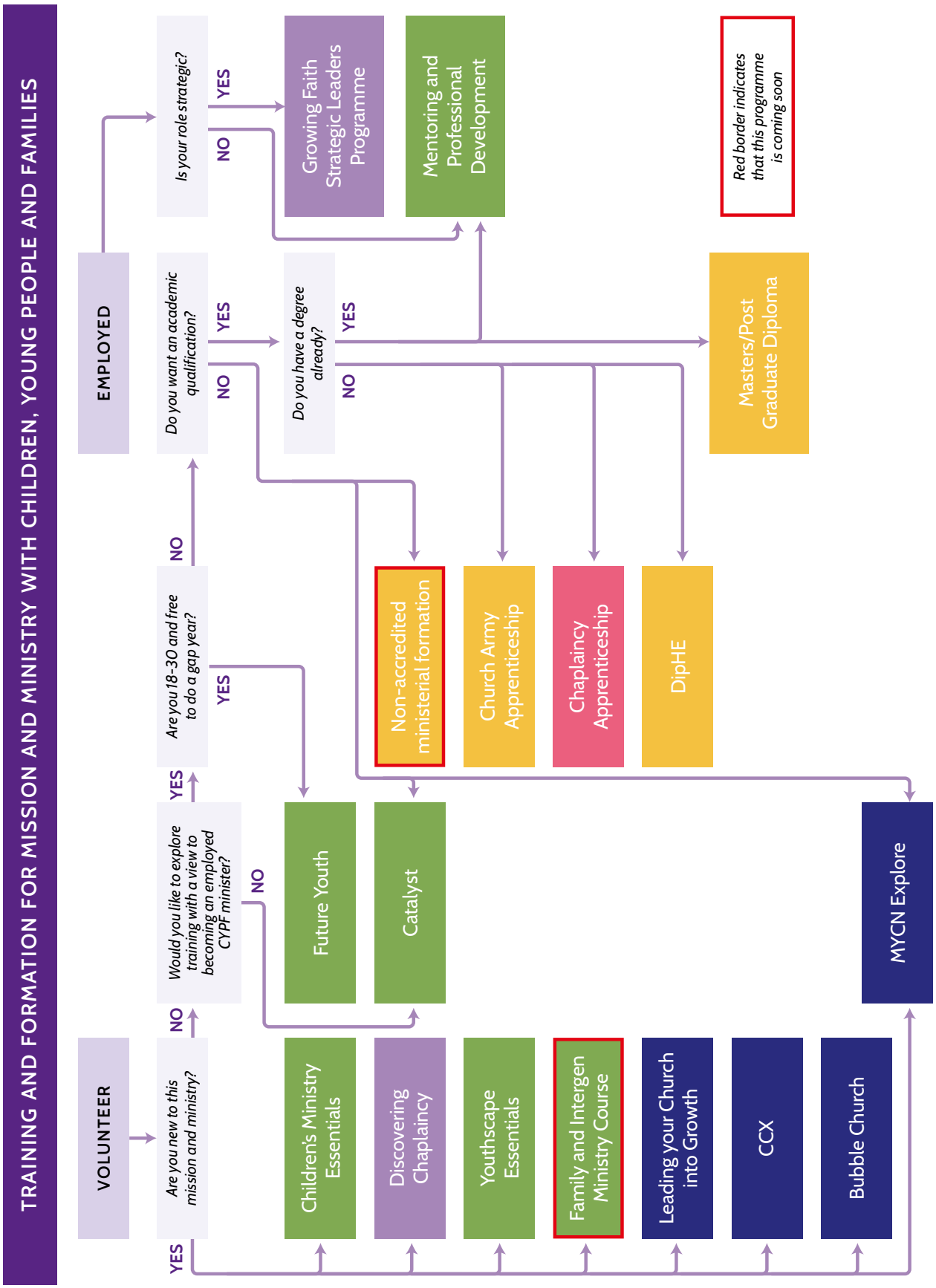


Conclusion: A Strategic Investment in the Future

Together, these three programmes represent a significant investment in the future. By equipping Incumbents and Resource Church leaders with the tools, learning, and encouragement they need, these programmes are laying the groundwork for a more resilient, more diverse, more missionally effective, and, crucially, *younger* Church of England.

As these initiatives unfold, their impact will be measured not just in numbers of CYPF, but in transformed communities, renewed congregations, and a new generation of leaders ready to meet the challenges of ministry in the 21st century.

Flow chart


TRAINING AND FORMATION FOR MISSION AND MINISTRY WITH CHILDREN, YOUNG PEOPLE AND FAMILIES
VOLUNTEER
Are you new to this mission and ministry?
YES
NO
Would you like to explore training with a view to becoming an employed CYPF minister?
YES
NO
Are you 18-30 and free to do a gap year?
YES
NO
EMPLOYED
Is your role strategic?
YES
NO
Do you want an academic qualification?
YES
NO
Do you have a degree already?
YES
NO
Children's Ministry Essentials
Discovering Chaplaincy
Youthscape Essentials
Family and Intergen Ministry Course
Leading your Church into Growth
CCX
Bubble Church
Future Youth
Catalyst
Non-accredited ministerial formation
Church Army Apprenticeship
Chaplaincy Apprenticeship
DipHE
MYCN Explore
Growing Faith Strategic Leaders Programme
Mentoring and Professional Development
Masters/Post Graduate Diploma
Red border indicates that this programme is coming soon

NOTES

NOTES



PRAY FOR YOUNG DISCIPLES

You are invited to pray online every Tuesday 13:00-13:20 for doubling the number of children and young active disciples in the Church of England by 2030.

This bold outcome is at the heart of the Church of England's Vision and Strategy, and prayer is the foundation. Please join us.

For further information, go to
cofe.io/PrayWithUs

THE CHURCH OF ENGLAND
NATIONAL CHURCH INSTITUTIONS

VISION and STRATEGY

30K NEW CHILDREN AND YOUTH MINISTERS BY 2030

Growing Faith Foundation
Church of England

National Society for Education
Church of England & Church in Wales