

# Investing in Growing Younger



## Discernment Criteria

Benefices applying to join the programme will be assessed against clear, scored criteria (1-5 scale):

- Access to a building suitable for children/youth engagement.
- Evidence of benefice collaboration beyond the leader.
- Willingness to partner with others.
- Community engagement.
- Availability of volunteers and leadership capacity.
- Openness to adapt plans and take appropriate risks.
- Prior missional learning (e.g., LyCiG, Launchpad).
- Presence of a 'nearly flourishing' worshipping community.
- Good financial management for children/youth work.
- PCC engagement and support.



## Programme Goals

- Grow young disciples and nurture leadership.
- Establish **4 Flourishing Worshipping Communities (FWCs)** by Dec 2028.
- Build **at least 8 synergistic partnerships** by 2028.
- Embed **Participative Transformation** as a core value.
- Develop leadership pipelines through Hub Ministers and local teams.
- Ensure financial and operational sustainability.
- Monitor progress via KPIs (Discipleship, Worshipping Community Growth, Leadership, Community Engagement, Financial Sustainability).



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The Church of England  
Diocese of Ely

## Strategic Actions & Timeline

### Preparation Phase (Before Funding Release)



- Set up monitoring and oversight procedures.
- Establish clear application, selection, and discernment criteria.
- Recruit and prepare Phase A hubs (2 contexts identified).
- Form Steering Group and define terms of reference.

**Impact:** Builds trust, accountability, and readiness for rapid initiation.

### Year One



- Monthly monitoring and reporting for agile leadership.
- Recruit **2 Hub Ministers** via safer recruitment.
- Implement contextual plans to move 2 NFWCs → VNFWCs.
- Develop Phase A leadership teams and identify 3 satellite partners.
- Transition 2 VNFWCs → FWCs (25+ children/young people each).
- Strengthen local volunteer teams and engagement plans.

**Impact:** Two FWCs established, partnerships strengthened, sustainability embedded.

### Year Two



- Continue monitoring Phase 1 FWCs and support local teams.
- Satellites implement engagement plans; identify new FWC sites.
- Prepare Phase B contexts (2 NFWC contexts).
- Develop contextual plans to move 2 VNFWCs → FWCs.
- Grow Phase B leadership teams and satellite engagement.

**Impact:** Four FWCs established, expanded partnerships, strong local leadership pipeline.