



flourish

Lead Mentor

INFORMATION PACK

flourish

Hello!

We are Flourish! A Christian charity, founded in 2015 and based in Leamington Spa. We have a vision to see a generation of girls aged 11-18 set free from the issues and pressures holding them back and flourish to their full God-given potential.

Through our small staff team and 23 dedicated and passionate volunteers from our local churches, we deliver programmes to schools and in the community; helping girls explore key issues including self-esteem, identity, body image, friendships, managing emotions, aspirations and more. The theme of value and worth underpins all of our work.

Girls are often hitting press headlines with statistics reflecting the poor sense of wellbeing we were seeing. A quarter of girls aged 14 have self-harmed and 7 out of 10 girls do not feel good enough. The Covid-19 pandemic has exacerbated the problem further with more young people than ever struggling with their mental health; we have seen a sharp increase in referrals over the past year.

Our charity is growing and developing its delivery and reach. Our team of staff and volunteers have been working in 10 of our local schools and a number of churches through:

- **Flourish Course**

Course which runs over 8 sessions for small groups of 8, exploring issues and pressures girls face the most.

- **Rebuild**

A 6-session small group course, helping girls develop strategies for emotional resilience.

- **Flourish Mentoring**

Our one-to-one mentoring programme, usually providing 12, weekly sessions of support with a dedicated mentor.

- **Flourish Course+**

A faith-based version of our course to local church youth groups. Girls have the opportunity to explore self-worth, life and faith together through the lens of their identity in Christ.

- **Replication**

In 2019 we successfully won a place on the Cinnamon Network Project Lab. Through Cinnamon support we are seeking to replicate our resources; training churches across the UK to connect with their local schools and meet the needs of girls in their communities.

It is in the context of growth and increased demand for Flourish mentoring during the Covid 19 Pandemic that we now seek to employ a Lead Mentor. This role will lead and supervise our volunteer mentors, acting as a key point of contact with multi-agency colleagues and respond to safeguarding concerns. The role will also include mentoring a small caseload of girls.

We are looking for someone who is passionate about equipping and supporting volunteers to mentor young people. The person will have a natural ability to build rapport with both volunteers and young people. They will have experience of working alongside young people, communicating with other youth/ education providers and supervising others.

If this challenge appeals to you and you have the necessary skills and experience then we would be delighted to receive your application.

Jenny Dean

Director - Flourish

“I have learnt to see a new side to myself in a sense of self-worth and the positives of myself. Seeing it written down and on sheets makes you realise the focus is on you and you can't control what others think. When I look back at my journal, I can see a more positive side to myself and believe the qualities about myself.”

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Flourish Leadership Structure

The Flourish team is a mix of employed staff and dedicated volunteers.

Trustees - 4 trustees Chair – Kate Munday

Co-founder and Projects Director – Char Bevan (p/t)

Maternity cover – Jenny Dean (p/t)

Co-founder and Operations Director – Kerstin Friend (p/t)

Project Worker – Helen Laycock (f/t)

Service Administrator – Caroline Boyd (p/t)

Volunteer Team – Over 20 volunteers making up our frontline team providing one-to-one mentoring and group course sessions.

Summary of Key Responsibilities

- To provide support and supervision to 8-12 volunteer mentors. Supervision occurs at a minimum of once every 6 weeks.
- To provide written records of supervisions.
- To keep in regular contact with mentors to encourage and support in between supervisions.
- To work alongside the Flourish Projects Director to match young people with their mentor.
- To work alongside the Flourish Safeguarding Lead to respond to and act upon any safeguarding concerns that come up.
- Contribute to the recruiting and training of volunteer mentors.
- Be the key point of contact with relevant parents.
- Be the Key point of contact with Multi-agency colleagues with regards to particular mentees.
- Attend multi-agency meetings where appropriate.
- To mentor a small caseload of girls.
- To engage with the wider work of Flourish outlined above.
- To attend regular team meetings.
- To actively engage with personal supervision.
- Take an active role (with the rest of the staff team) in leading Flourish praise and prayer events for the wider team and supporters.
- Represent and contribute towards developing Flourish's Christian ethos and values.

Person Specification

Knowledge and Experience

- Experience of supervising others (either volunteers or paid members of staff).
- Experience of working one-to-one with young people.
- Knowledge of the issues young people face.
- Confident knowledge and experience of responding to safeguarding concerns.
- Experience of working alongside schools, churches and other youth agencies.

Skills and Abilities

- Able to build positive relationships with young people and excellent rapport with professionals and volunteers.
- Able to guide and respond to mentors to achieve the best outcome for their mentee.
- Excellent communication skills.
- Fully computer literate and comfortable with the main Microsoft Office tools, databases, internet and emails.
- Can use own initiative as well as work as part of a team.
- Able to meet deadlines on time.
- Able to uphold and contribute to the Flourish Christian ethos, values and Statement of Faith.

Qualities

- Female (GOR)
- Committed Christian (GOR)
- Friendly and approachable
- Trustworthy and reliable
- Willingness to learn
- Honouring of others
- Self-starter
- Organised
- Professional attitude
- Passionate about girls understanding their true worth and value

Conditions of Employment

Reports to: Flourish Directors

Hours: 20 hours per week (This can be worked flexibly.)

Salary: £24,000 pro-rata (based on a 37.5hr week) plus, a pension of 3% of qualifying earnings to the Government NEST pension scheme.

Length of post: 1 year fixed-term contract - extension possible with funding. There will be a 3-month probation period.

Location: Based at the Flourish office as and when Covid restrictions allow. (First Floor, Unit 4, Jephson's Court, Tancred Close, Leamington Spa, CV31 2HA.) Flexible home working is possible in agreement with your line manager.

Holiday: Holiday entitlement is 25 days (pro rata) paid leave each calendar year, plus bank holidays (pro rata).

Termination: 3 months by either party.

Safer Recruitment: Enhanced DBS check and 2 references are required to start this role.

Training: There will be initial training to support the role as well as other relevant training opportunities. You will receive regular updates on organisational activities and support, advice and guidance from your supervisor.

What's in it for you?

As the Flourish team grows, we aim to be a passionate bunch; able to support, encourage, honour and spur each other on as we serve Jesus and the girls we are working together to support. We will provide regular team time for all the team together to inspire, feedback, share and pray. We aim to ensure team members do not feel isolated but are part of a dynamic movement and exciting vision.

We will make sure you have the support, training, advice and resources you need to do your role safely, effectively and enjoyably.

How to Apply

To apply for this role, please email the following documents to jenny@youcanflourish.co.uk

- Flourish application form
- A covering letter, which tells us:
 - Why you are a good match for this role.
 - How you meet the expectations of the person specification.
 - 5 ways your friends might describe you.

The closing date for applications is Wednesday 12th May 12pm Midday.

Interviews will be held on **Tues/Wed 25th and 26th of May.**

Any questions, please don't hesitate to ask: call us on 07592 781 449

Or email hello@youcanflourish.co.uk



Our Values

At Flourish our values are really important to us, they are not just words, they thread their way through everything we do, shaping every encounter and experience from one-to-one sessions with our young women to trustee meetings. We strongly believe that when a healthy life-giving culture is developed in an organisation, everyone the organisation comes into contact with flourishes.

Jesus is at the centre of Flourish. At Flourish we are spurred on by his desire to see lives restored, rebuilt, set free and reunited with the God who so intentionally and thoughtfully created them. Flourish is underpinned by a foundation of prayer and worship. We believe that Jesus brings light and life to our community and Flourish strives to do the same. Our faith shapes our practice; we treat others with love, respect, kindness, care and dignity.

At Flourish we are **courageous**, Flourish was born from courage and is characterised by courage to step out, to make changes and to speak out in the face of our fears and challenges. At Flourish we encourage everyone to be bold, brave and strong. Through our actions we hope others will find permission to be courageous too.

At Flourish we have a culture of **honour**, where everyone, from our young women, to our volunteers, to our trustees are actively praised, respected and cheered on. We celebrate everyone's victories. We believe that everyone is a person of high value. In all we do we will seek to draw out, restore and hold highly the value of everyone we work with by honouring them.

Flourish is **generous** in spirit and action. We believe that generosity is a beautiful characteristic. At Flourish we are abundantly encouraging, giving of our skills and ability and unconditionally loving in order to empower others.

At Flourish **excellence** runs through all that we do. We pursue excellence in both our character and action. We believe that the young women we work with should have the best and so are committed to every aspect of our work being of the highest quality. Flourish encourages an environment of creativity and growth, setting the standard of quality and innovation. Flourish will be known for our reliability and trustworthiness.

Flourish is a **carrier of hope** for every young woman's circumstance and situation and we are confident that everyone has vast potential. In every opportunity we seek to be a voice of truth and hope, drawing out the character, strengths and skills that exist in everyone we work with. Flourish will be known for releasing young women into their world changing capabilities.

Statement of Faith

God and the Human Race

We believe our God is one; Father, Son and Holy Spirit.

We believe in God's sovereignty – in creation, revelation, redemption, judgment, and the coming of his kingdom.

We believe God calls out from the world a people united to Himself and to each other in love.

We acknowledge that God made us in His own likeness and image, gives us dignity and worth, and desires for us to have a relationship with Him. However, all people have sinned and come short of God's glory and are subject to God's judgment, punishment and separation from Him, but God has made salvation possible and shown us His love and grace through His death on the cross and resurrection of Jesus Christ. All who repent and trust in Jesus are reconciled with God and receive eternal life.

We believe in Jesus Christ as Lord and God; as truly human, born of the virgin Mary; as servant, sinless, full of grace and truth; as only mediator and saviour, dying on the cross in our place, representing us to God, redeeming us from the grip, guilt and punishment of sin; as Victor over Satan and all his forces, rising from death with a glorious body, being taken up to be with His Father, one day returning personally in glory and judgment to establish His kingdom.

We believe in the life-transforming ministry of God the Holy Spirit who convicts of sin and judgment, leads to faith and repentance, and unites believers to Christ, making real in them what Jesus has accomplished. Through Christ, God's Spirit is poured out on all believers enabling them to live in unity and to bear the fruit of holiness, Christ-likeness and practical obedience. The Spirit gives gifts and power to proclaim and demonstrate the gospel.

The Scriptures

We believe that the Old and New Testament scriptures are God-breathed, since their writers spoke from God as they were moved by the Holy Spirit; therefore, are fully trustworthy in all that they affirm; and are our highest authority for faith and life.

The Church and its Mission

We recognise the Church as the body of Christ held together and growing up in Him; both as a total fellowship throughout the world, and as the local congregation in which believers gather.

We acknowledge the Commission of Christ to proclaim the Good News to all people and to go and make disciples.

We acknowledge the command of Christ to love our neighbours, resulting in service to the church and society, in seeking reconciliation for all with God and one another, proclaiming freedom from every kind of oppression and injustice, until he comes again.