

Diocese Recruitment Pack

Diocesan Lead for School-based Worship
Communities



Bigger Church, Bigger Difference

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Welcome



Dear Applicant,

Thank you for your interest in a position with the Diocese of Liverpool, and for considering us as the next step in your career. We serve a vibrant and diverse diocese, working in partnership with a wide range of worshipping communities, churches, schools, charities and other organisations across the region.

This is an exciting time to join our team as we continue our transformational journey of change – aimed at enabling our churches to grow and become younger and more diverse. Our Fit for Mission programme is at the heart of this approach, helping churches to flourish, develop new leaders, and expand their work with children and young people, with social justice at the heart of our mission.

As an employer, we offer flexible and hybrid working, a strong sense of community, and opportunities to develop your skills in a collaborative environment where we hope you will feel valued, supported and empowered to grow.

We are looking for people whose values resonate with our ethos and who are excited to help shape the future of the Diocese of Liverpool.

If you want to be part of a team striving to make a lasting impact on the communities we serve, then we would love to hear from you.

Yours faithfully,

Diocesan Secretary
Diocese of Liverpool



Who we are

The Diocese of Liverpool is one of 42 dioceses that make up the Church of England, sitting within the Province of York under the guidance of the Archbishop of York.

Our diocese spans far beyond the heart of Liverpool, from the coastal town of Southport to the industrial heritage of Widnes, from the communities of North Warrington to the borough of Wigan, we serve a wide and dynamic region. Our operational base is St James' House, situated next to the breath-taking Liverpool Cathedral - the mother church of our diocese and an iconic landmark of faith and culture.



Our Diocese

Our diocese is led by the interim Bishop of Liverpool and the Bishop of Warrington, supported by three Archdeacons of Liverpool, Knowsley & Sefton, and St Helens & Warrington. These archdeaconries are made up of 14 deaneries, which include:

- 160 parishes, each with its own unique character and mission
- 275 dedicated members of clergy
- 275 licensed readers actively engaged in ministry
- 100 retired clergy still making a meaningful impact
- 50,000 committed church members
- 120 church schools educating and nurturing faith
- 30,000 children receiving their education in a church school setting

The Diocese of Liverpool's mother church is the Liverpool Cathedral which is the biggest cathedral in the UK and also one of the biggest in the world!

Our administrative centre is Saint James House where you would primarily be based in this role and where majority of our staff are based.

Our Vision

Our diocesan vision is simple. We are asking God for a bigger church which will allow us to make a bigger difference with more people knowing Jesus and more justice in the world.

Our first ever Bishop of Liverpool, J.C Ryle, wanted every person, lay or ordained to become 'active agents' of the church. That belief has shaped our mission since the 1800s and remains at the heart of what we do today. We are committed to ensuring that everyone in our diocese is equipped and empowered to live out their faith in meaningful ways.

We have developed a bold and ambitious plan to help every part of our diocese step forward in mission. We want to see parishes working together to build a church that is younger, more diverse, and deeply rooted in its communities - a confident Christian presence in every area we serve.

To help our parishes, schools and chaplaincies flourish and fully embrace this vision, we are prioritising:



This is an exciting time to be part of the Diocese of Liverpool as we continue on this transformative journey together.

Our Strategy - Fit for Mission

At the heart of our diocesan strategy is Fit for Mission, a transformative programme designed to remove barriers to growth and equip our churches to flourish. This initiative supports every deanery in the Diocese of Liverpool to shape its own future - strengthening mission, deepening discipleship, and ensuring sustainability.

Through Fit for Mission, we are investing in six key areas, providing expert support and specialist resources to empower our churches to:

- Deliver best-practice missional ministry through collaborative team working with a group of other churches
- Multiply the number and type of church communities, so that many more people can know Jesus
- Deliver sustainable buildings to meet and worship in
- Give good support and accountability to lay and clergy leaders
- Streamline parish bureaucracy through forming larger parishes
- Make admin and compliance easier through Resource Hubs in each larger parish

Fit for Mission is about renewal, opportunity, and a bold step into the future. Together, we are building a Church that is equipped, empowered, and ready to make a lasting impact.

For more information, visit www.liverpoolcofe.org/fitformission.

Our Strategy - Diocesan Investment Programme

Building on our Fit For Mission programme, we are working towards a new investment from the Church of England to enable us to expand delivery in:

- 1 Mission** – Expanding our work with children and young people, championing social and racial justice, revitalising churches, and establishing new worshipping communities.
- 2 People** – Deepening discipleship, creating clear vocational pathways through 'Lifecall', and offering accessible training and development for both lay and ordained ministry.
- 3 Financial Sustainability** – Encouraging generosity as a core part of discipleship, providing expert guidance on maximising church buildings and assets, and offering grants to support mission and long-term growth.

This is a moment of opportunity - a time to step forward with faith, ambition, and commitment. Together, we are shaping a thriving future for the Church in Liverpool and beyond.



How we value you

The Diocese of Liverpool is a special place to work, and we're committed to valuing our people to ensure that you are supported to develop and succeed.

What it's like to work here:

- We have a positive working environment with a family friendly approach, offering flexi time and hybrid working for all roles.
- We are actively seeking to be a more diverse and fully inclusive workplace, focussing on developing community through informal groups and activities. We have staff resource groups for people identifying as LGBTQIA+ and from UKME.
- Working in a smaller organisation like ours gives you many opportunities to develop through gaining wider experience working with multiple small teams. We actively encourage early career employees to expand their range of experience and skills and we look forward to helping you to develop.
- With open plan working and shared activities you will quickly get to know everybody here whilst forming key, strong relationships in a small team.



Our benefits

We want you to feel valued and appreciated for the contribution you will make to ensuring our churches, schools and chaplaincies can make a significant difference for good in the lives and communities of our region. That is why we offer you the following benefits:

- Non-contributory pension scheme, worth up to 14.5%. There is the opportunity for employees to make additional voluntary contributions, where the first 3% will be matched by the employer
- 25 days leave per year (excluding bank holidays) with up to 3 days additional leave per year over the Christmas period
- Employee Assistance Programme (free 24 hour confidential helpline to support staff wellbeing (including counselling))
- Hybrid/flexible working
- Generous sick pay scheme
- Free city centre parking available 7 days per week
- Free tea and coffee provided
- Staff discount - Welsford Bistro
- Staff discount - Cathedral shop
- Exclusive invitations and previews to Cathedral events and exhibitions
- Staff discount on Liverpool City Council Lifestyles gym membership

The Role

Role Title: Diocesan Lead for School-based Worship Communities

Reporting to: 0-18+ Youth and Children's Strategy Lead

Salary: £35,000

Hours: 35 hours per week

Location: St James' House office based. Hybrid working is available with a normal balance of 3 days in the office. Travel within the diocese, and at times further, is required with some evening and weekend work required.

Role Summary:

Liverpool diocese shares the Church of England's ambition to grow a church that is younger and more diverse. A recent first release of investment we are working towards by the National Church now enables Liverpool diocese to form a new team focused on developing and implementing a new and comprehensive 0-18+ discipleship and vocations strategy that will be ambitious yet achievable. It is a very exciting opportunity. From a low base, our objective is to see significant growth in the number of children and young people encountering Jesus, becoming embedded in a discipleship journey in church communities, and going on to explore their vocation, including ministry leadership in some capacity.

This new role will work closely with three key stakeholders:

- The 'Cultivate' team - whose programme provides training for new Lay Ministry Leaders ('LMLs') to explore a calling to start a new worshipping community
- The Vocations and Training Teams who will nurture and support the leaders as LMLs beyond the set up and early delivery stage of the new worshipping community

The Role

- The Education Department who has strong working relationships with schools in the diocese and who can help make introductions and support some of the work of this role.

This role will be the central diocesan coordinator for starting worshipping communities in a school. They will be responsible, in collaboration with their colleagues in the Education Department and Cultivate team, for brokering connections and opportunities with schools, and maintaining effective working relationships. They will act as a central liaison between schools and the Cultivate Team/LMLs and the Vocations and Learning teams. They will produce and update resources that will support setting up a new worshipping community in a school; champion the highest professional standards of ministry leadership and safeguarding; convening a supportive learning community for LMLs.

This role sits within a new team of specialist diocesan leads in the following areas:

- Diocesan Children Lead
- Diocesan Youth Lead
- Diocesan Young Adult Lead

As part of this team, this role is responsible for producing and sign-posting support and resources, acting as a coordinating point; convening learning across the diocese and leading learning reviews; working closely with colleagues in the Learning & Development team to help shape a relevant lay and ordained learning curriculum; acting as an advocate in relation to developing vocations in others; mentoring and supporting volunteers; and operating to the highest professional standards in children and youth work.

Position in organisation

This position sits within the 0-18+ Youth and Children's Strategy Team and reports to the Strategy Lead for Youth and Children.

The Role

Duties and key responsibilities

- Develop resources and communications for schools and churches to understand what a worshipping community is, and how it starts and develops.
- Work with the Diocesan Education team to broker connections with schools and Multi-academy Trusts. This includes building excellent relationships with the Education Team, communicating needs clearly, meeting contacts in different schools and academies, and integrating approaches with other key strategies in education and churches.
- Broker relationships with non-Church of England schools to identify potential schools in which to plant a new worshipping community.
- Produce and update resources to support new lay leaders ('LMLs') starting a new worshipping community in a school. For example, develop a resource pack for an LML - a "worshipping community in a box" resource to make startups possible at pace without duplicating burden on ministry leaders. Understand the needs of those starting new worshipping communities to understand what resources and support are helpful.
- Work with the Cultivate Team to identify and train potential new LMLs who are interested in starting a new worship community in a school.
- Convene a learning community of those leading worshipping communities in schools. The learning community will provide opportunities to share ideas, provide mutual support to the LMLs, give feedback, identify opportunities to strengthen existing resources or develop new ones. It also includes conducting learning reviews.
- Champion best practice and the highest professional standards of working with children and young people in a school's worshipping community context. This includes:
 - Close teamwork with the Safeguarding Team and Education Team
 - Working with the Vocations and Training team to understand the learning and development needs of an LML leading a worshipping community in a school

The Role

- Being an active member of relevant networks drawing on learning, best practice and future funding opportunities
- Personal professional development
- Managing a budget. This involves setting a budget within the context of the wider team budget and being accountable for spend vs budget.
- Develop in their own spiritual discipleship journey. This includes appropriate attention to their own spiritual formation, as well as emotional, physical and mental health.

Person Specification

Essential requirements:

Experience and qualifications

- Experience of children, youth and family's Christian ministry.
- Experience of the regulatory and compliance environment for working in / with schools.
- Experience of developing practical resources to help people acquire knowledge and gain skill in a practical and multifaceted context (such as starting a worshipping community in a school).
- Influencing and 'managing' a range of stakeholders to achieve an outcome.
- Planning and delivering Safeguarding best practice.

Knowledge and skills

- Excellent oral communication skills with a wide range of stakeholders: on a one-to-one basis, and with groups, and in presentations.
- Excellent written communications – clear, concise, easy to understand content for a range of stakeholders who need to understand and follow an approach or process.
- IT/Microsoft knowledge and skill to create resources and product for people to follow / use.
- Excellent inter-personal skills including listening and discernment skills.
- Strong administrative and organisational skills.

Personal qualities

- A person of prayer and deep Christian faith.
- Highly collaborative, approachable, team player, builds networks, well organised.

Person Specification

Personal qualities

- Self-motivated with the ability to motivate and inspire others.
- Adaptable and resilient with an ability to work independently at times, ensuring tasks promised are fulfilled.
- A person of integrity, able to manage confidential information securely.

Person Specification

Desirable requirements:

Experience and qualifications

- Ideally across a diocese or denomination in a multi-social/ethnic context recognised Children and Youth ministry qualification.
- Knowledge of setting up a worshipping community or starting a new venture in a voluntary setting.

Knowledge and skills

- Mentoring and coaching skills.
- Project management skills.

Personal qualities

- Travel in the diocese is required including evenings and weekends – ability to drive and access to own car is preferable.

The post holder must be in sympathy with the aims and ethos of the Church of England. The post holder must also fully support the Values of the Diocese of Liverpool/Liverpool Cathedral.

References are taken and all roles are subject to a 6-month probation period.

How to apply

- ✓ Read through the helpful information on our website regarding the position and follow the link to Church Pathways to proceed with your application.
- ✓ For further support and/or questions, email **HR@liverpool.anglican.org**
- ✓ Applications are assessed based on the Person Specification - use concrete examples to help give yourself the best possible chance.

Recruitment Timeline:

- **Applications Open: 14th April 2025**
- **Applications Close: 5th May 2025**
- **Shortlisting Date: 6th May 2025**
- **Interview Date: From 12th May 2025**

If you would like an informal chat about the role or have any questions, please don't hesitate to get in touch via **HR@liverpool.anglican.org**.

The Diocese of Liverpool are committed to safeguarding and promoting equality, we are committed to equality of opportunity, to be fair and inclusive, and to being a place where all belong. We encourage applications from candidates who are likely to be unrepresented in our workforce. These include people from Black, Asian and ethnic minority backgrounds, disabled people and LGBTQI+ backgrounds.

Get in touch

The Diocese of Liverpool is here to help with any questions or enquiries you may have about the role

Contact: HR@liverpool.anglican.org

Website: liverpoolcofe.org

Address: **St James House, 20 St James Road, Liverpool, L1 7BY**



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