

Diocese Recruitment Pack

Cultivate Coach



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: Cultivate Coach

Reporting to: Cultivate Lead

Salary: £32,000

Hours: Full time (35 hours)

Location: St James' House, but with majority of time spent "in the field".

Travel within the diocese is necessary with some evening and weekend work required.

Role Summary:

The Cultivate Coach works with the rest of the Cultivate team to deliver the Cultivate programme across Liverpool Diocese within both Fit for Mission (FFM) and the Diocesan Investment Programme (DIP).

Each Cultivate Coach will primarily be assigned to two particular deaneries and will deliver all aspects of Cultivate, focussed on the "Fresh" and "Refresh" pathways. Ultimately, they will seek to deliver on key project goals by growing missional capacity through the Mission and Planning Review (MPR) framework, enabling the planting of many new worship communities, refreshing existing churches and worship communities, and developing lay missional leaders across the diocese.

Overview of Cultivate:

Cultivate began as a grass-roots initiative in Liverpool Diocese, seeking to grow missional capacity in the church and stimulate the planting of new worship communities.

It works with both Larger Single Parishes (LSPs) and Single Parishes (SPs), enabling them to become more missionally effective, and it attempts this in two ways. The first is supporting churches to "refresh" what already exists, enabling them to build missional capacity. The second is enabling a "fresh" wave of new worship communities and justice initiatives to spring up through envisioning, training and supporting lay leaders.

The Role

Vitally, all clergy (and churches) engage with both pathways concurrently and all aspects of Cultivate are done in partnership with local clergy. Through both the FFM and DIP projects, we have a remarkable opportunity to work with every church in the diocese, encouraging and growing missional capacity and encouraging the planting of new worship communities.

Key responsibilities

Cultivate will work, as we have said, across both FFM and DIP projects, and will therefore engage with both LSPs and SPs. In both contexts, Cultivate will be an integral part of the MPR framework, seeking to grow missional capacity alongside growth in giving and financial sustainability.

The key tool for this is Cultivate's "Refresh" pathway, using its Church 360 tool, alongside its "Fresh" (Planting) pathway, using the Cultivate course and other tools. Therefore the core tasks will be:

1) Deliver Cultivate through the Fresh and Refresh Pathways:

Refresh pathways:

- As part of the MPR, deliver the Church 360 to churches and existing worship communities, facilitating all aspects of the process and enabling the establishment and review of action plans

Fresh (Planting) Pathway:

- Deliver the 6-week Cultivate course, in-person and online, to groups of emerging lay leaders and clergy
- Deliver workshops to clergy (including Mission Plan workshops)
- Help to grow and develop emerging lay leaders, alongside clergy
- Coach clergy in their mentoring of emerging lay leaders, and mentor particular lay leaders, as appropriate
- Deliver additional training to emerging lay leaders
- Help to organise the annual retreat for emerging lay leaders across the diocese

The Role

2) Liaise with the deanery and diocese:

- Be the Cultivate contact for the deanery, develop good relationships with key personnel (including, in FFM, the local Cultivate Lead, the Change Facilitator, the Change Lead, and the Team Coach), engage effectively with all clergy, foster good relationships with emerging lay leaders
- Integrate work with the Vocations Team to ensure robust recruitment practices for Lay Leaders and support for vocational pathways for individuals including relevant learning and development opportunities
- Ensure excellent communication with key stakeholders and adhere to agreed procedures for the full delivery of Cultivate
- Measure and track delivery data
- Actively prepare the deanery for succession planning, enabling Cultivate to be delivered beyond the intervention period

3) Develop Cultivate:

- Together with the rest of the Cultivate Project Team, seek to develop Cultivate (including the key tools, processes and procedures that underpin both Pathways) through consistent participant feedback, effective review, and development meetings

Person Specification

Person specification - Essential requirements

Experience and qualifications:

- Experience of presentation, public speaking, and/or training with high impact delivery
- Experience and understanding of new missional contexts
- Evidence of collaboration in teams, an excellent team worker who builds networks

Desirable requirements:

- Coaching experience
- Experience of starting something new yourself in or outside of the church
- Qualifications in coaching, mentoring or training
- Theological study

Knowledge and skills:

- Understanding and ability to work with the whole breadth of traditions in the Church of England
- Demonstrably adept at facilitating groups
- Good mentoring skills (for both clergy and lay leaders)
- Requirement to travel within the diocese, including evening work, access to own car preferable
- Organised and able to deliver to deadlines

Desirable requirements:

- Ability to create or adapt training material for varied delivery

Person Specification

Personal Qualities:

- A person of deep Christian faith and committed to their own personal formation
- Self-motivated with the ability to motivate and inspire others
- Comfortable with delivering set material

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: 9th April 2025**
- **Applications Close: 27th April 2025**
- **Shortlisting Date: 28th April 2025**
- **Interview Date: 21th and 22nd 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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