

Signed off by: Archdeacon of Liverpool
Date: 29/09/2025
Deanery: Liverpool South
Role title: Associate Priest (Assistant Curate), St Barnabas Penny Lane
(full time stipendiary role, with partnership funding for 5 years)

The Context:

We are seeking a full-time Associate Priest (for a 5 year interim post) who will lead on discipleship, groups, pastoral care, and community engagement at Penny Lane Church.

Penny Lane is the Diocese of Liverpool's first Resource Church, and has seen substantial growth, exceeding expectations, over the past 6 years. It has just planted the second Resource Church, and the Vicar, Alex, has been seconded for around half his time over the next 5 years to leading on the diocesan planting strategy. This is a significant and strategic leadership role within the team, which will allow the Vicar to create the necessary space for that new role whilst still maintaining health and growth at the core at Penny Lane Church.

We're dreaming big, and this role is a key part of that vision becoming a reality. You'll be stepping into an existing, dynamic staff team, but your role will carry clear leadership responsibility within that structure. We are looking for someone who can strengthen the spiritual depth and relational health of the church by building systems that support people to grow in faith, live in community, and step into mission.

The vision for growth at this stage in Penny Lane's life is to see every person at Penny Lane Grounded in the Scriptures; Growing in prayer and maturity; Known and supported in authentic community; and Released into everyday mission and service. One of the critical steps towards this is the development of robust, scalable, Spirit-filled discipleship and group structures. We're not looking for someone to simply maintain what's already here — we're praying for a leader who can reimagine what discipleship looks like in a post-Christian, fast-changing urban context.

We're looking for someone who is spiritually mature, pastorally wise, relationally strong, willing to be challenged and grow, and excited about building something that lasts.

The Priorities:

- Overseeing and developing the Groups strategy to create a strong, supportive discipleship pathway
- Leading a team of volunteers and staff in pastoral care and prayer ministry
- Strengthening community connections and missional engagement in the neighbourhood
- Collaborating with the Vicar and Senior Team on church-wide vision and teaching
- Helping shape a culture of multiplication – training leaders, coaching group leaders, and developing systems that release others into ministry

Penny Lane is part of Liverpool South Deanery and its new planting partnership at All Souls is part of the larger single parish of Christ Our Light. In Liverpool diocese we are committed to partnerships, collaborative working and mutual accountability in our clergy and lay leaders. It is therefore also important that you work well and collaboratively with the other churches and parishes of the Deanery and Diocese, putting a high priority on attendance at Chapter and at Deanery and Diocesan gatherings.

The Leadership Role in the Diocese of Liverpool:

For many years we have been working to achieve growth in our diocese. We have used different ways to express this but the aim and direction of travel has remained the same – consistent with the whole of the Church of England. We have articulated a vision for this growth by saying:

We are asking God for a bigger church so that we can make a bigger difference: more people knowing Jesus and more justice in the world.

In our diocesan vision we have identified four priority areas for our work in mission in this season:

- Introducing people to God through Jesus Christ
- Deepening discipleship, especially by means of our Rule of Life
- Developing Christian leaders in every place
- Working for justice

This includes a focus on seeking opportunities to become a younger and more diverse Church.

Like everyone entering a new role in the Diocese, you will accept the priority of these areas, and will measure your ministry by effectiveness in these areas. You will be supported and expected to be accountable (through regular one to one and group meetings with colleagues and through the Ministerial Development Review process) for how they are being implemented within your area of responsibility.

In common with all clergy in the diocese, you will work together with others to:-

1. Establish a culture of invitation in evangelism within the local church.
2. Start new worshipping communities and maintain existing healthy worshipping communities that are accessible to all.
3. Establish a culture in the local church of expecting a deepening of discipleship and putting into practice the 6 disciplines of the Rule of Life.
4. Develop prayerfully a strategy for mission and church growth and aligning it with the Diocesan strategy Fit for Mission.
5. Identify, train, release and support new Christian leaders and teams.
6. Encourage vocations by identifying the gifts of others and assisting people to seek God's calling for their lives.
7. Develop the distinctive ministry of the local Church within the wider context of the Diocese, Deanery and local ecumenical setting by establishing and maintaining good collaborative working relationships with clergy and lay colleagues.
8. Lead your congregations both to pray for justice in the Church and the world and to recognise how, working with others, your congregations can work for more justice in the Church, your local communities, and the world.
9. Be committed to promoting and upholding an exemplary safeguarding culture, and ensure that safeguarding, financial and other governance disciplines are followed.
10. Fulfil other requirements of clergy of the Church of England in the Ordinal, Canons and elsewhere, and any conditions of your license and offer letter.

Housing

There is no house currently available within the parish for this fixed term role, and so the expectation is that the appointee would instead be provided with a housing allowance (currently £9001pa).

This Role Description will be reviewed annually at the Ministerial Development Review (MDR) and may be updated subsequent to the MDR to reflect important changes in the ministry of the priest and the context of that ministry, including wider responsibilities in the diocese. Significant changes to this role description should be agreed with the church wardens in consultation with the PCC, in a team ministry with team clergy and with the area dean and signed off by the Archdeacon.