



Diocese of  
Liverpool



# **Pioneer Missional Leader**

## **Youth and Young Adults**

Generations Project  
Application Pack

## **EVERTON**

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People in Everton are deeply connected to the place they live, with their identities shaped by their community and family ties. Many spend their entire lives here, and those who move away often maintain strong links to the area. Everton remains one of the most disadvantaged wards in Liverpool. The effects of long-term poverty are clearly visible through high levels of poor physical and mental health. Over the decades, many significant decisions that adversely affected Everton were made without involving or understanding the local community. Our history and context are important, and strongly influence what we do.



As with many urban estates, church attendance is lower than the national average, but this is not due to an aversion to Christianity. In fact, many residents expect churches to be actively involved in the community and value strong connections. Everton has a long history as a white working-class community, which has become more diverse in recent years. It is a resilient community but also one under pressure. New outworking's of church need to be built on **trust, respect, genuine friendship, and collaboration**, all rooted in God's spirit of **love and justice**.

# **GENERATIONS PROJECT**

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The Generations Project in Everton aims to see a step change in the number of new disciples aged 11-25 and, in doing so, become a 'resource' (people, money, ideas, training, learning from mistakes, etc.) for the wider church. The project is funded over the next three years to help jump start this change.

The three churches in Everton (St Georges, St Peters with St John Chrysostom), working together, engaged in an extensive process of discernment. This revealed that new spaces are needed beyond the traditional 'spaces' of Sunday morning services that are diverse, flexible, and contextually appropriate. Instead of a new 'one size fits all' worshipping community, multiple smaller worshipping communities led by small teams of leaders supported, trained, and mentored are more suitable for this context. Full details are available in The Generations Project Proposition, which is available on request from: [clare.bedford@liverpool.anglican.org](mailto:clare.bedford@liverpool.anglican.org).

## JOB DESCRIPTION

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- Job Title:** Pioneer Missional Leader for Youth and Young Adults
- Location:** Everton, North Liverpool. The Parishes of St George and St Peter with St John Chrysostom.
- Accountable to:** Employed by the Parochial Church Council (PCC) of St George's, reporting to the Everton Generations Project Board and line-managed by a Board member.
- Relating to:** A staff team comprising potentially 3.5 FTEs (to be recruited), local volunteers, the two local church leaders, and the Shewsy Youth Club.
- Purpose:** To lead the Generations Project and drive the development of a significant ministry among the unchurched young people of Everton, based on lessons learned both locally and nationally and proven principles, through social action and evangelism, making disciples, and enabling appropriate new forms of church. To sustain the work by developing and maturing leadership teams, focused predominantly on raising up young leaders.
- Objectives:**
1. To reach local teenagers and young adults with the good news of the gospel, sharing faith in word, action and prayerful presence.
  2. To pioneer, innovate, and establish new worshipping youth communities appropriate to the context.
  3. To lead the project, staff team and volunteers, working with local clergy to share in the ministry as part of their wider commitments.
  4. To offer encouragement and support and collaboration with other churches in the parish, deanery and diocese.
  5. To fulfil all practical responsibilities commensurate with leading a project.

## **RESPONSIBILITIES AND TASKS:**

### **1. To reach local teenagers and young adults with the gospel**

- Build on the existing “listening and discernment” process to identify the most effective ways to reach local teenagers and young adults with the gospel message, and continue prayerfully developing strategies for the ongoing growth of the mission in Everton.
- Build life-enhancing relationships with young people by expressing the Gospel through actions and words, so that young people may explore becoming disciples of Christ
- Partner with churches, schools and other organisations where appropriate for the positive transformation of the local community.

### **2. To pioneer, innovate, and establish New Worshipping Youth Communities appropriate to the context**

- Empower young people to reimagine church, to explore together ways of gathering young people into new Christian communities that best suit their context and needs.
- Develop a ‘portfolio’ approach to growing church, exploring how church can best happen with different groups.
- Create and develop small discipleship groups to deepen the Christian understanding and life of new believers. Encourage a culture of personal discipleship.
- Develop a ‘DNA’ of multiplication, disciples making disciples and planting a new worship communities or smaller gatherings as appropriate.
- Seek to grow and develop the new Christian communities towards maturity.
- Develop a culture of serving (time, money or resources) working towards the sustainability of the ministry.

### **3. To lead the project, staff team and volunteers, and working with local clergy to share in the ministry as part of their wider commitments**

- Lead the Generations Project and the mission to youth and young adults in Everton and communicate a clear vision for the mission, underpinned by an intentional lived-out culture and shared values.
- Recruit, lead and motivate volunteers and staff with the proper support and accountability to share in the ministry to young people.

- Develop leadership teams for each community, with a special focus on identifying and investing in young leaders.
- Ensure volunteers and staff receive appropriate training.
- Encourage new Christians to join the mission, proactively sharing their faith with others
- Meet regularly with the clergy at St Peter's with St John Chrysostom and St Georges to pray and support each other collaboratively.
- With others, develop a life of prayer for the mission in Everton.

#### **4. To offer encouragement and support and collaboration with other churches in the parish, deanery and diocese**

- Work alongside other churches in the deanery to share insights and encouragement as they seek to reach teenagers and young adults.
- Establish healthy and collaborative relationships with colleagues in the local parish, the deanery and the wider diocese and networks of those reaching the younger generation.

#### **5. To fulfil all practical responsibilities commensurate with leading a project:**

- To develop and ensure the maintenance of project plans, performance metrics, and stakeholder management and communication plans.
- To undertake and regularly update assessments of the risks associated with the project, and to take steps to manage and reduce the risk.
- To report to and attend the termly Generation Board meetings.
- To have regular one-to-one line management meetings, complete annual appraisals with staff and your line manager and participate in diocesan/deanery meetings as appropriate
- To take advantage of training courses offered through partners and those identified by your line manager.
- Ensure all legal responsibilities are met and relevant procedures are followed, protecting all involved by being familiar with and operating within the procedures and practices of the parish churches and diocese.
- To comply with the Diocesan safeguarding policy and procedures
- To undertake other duties as outlined by the line manager which are commensurate with the post.

## PERSON SPECIFICATION

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The following outlines what we are seeking in the post holder. When applying for the position and submitting your application, please ensure you provide clear and good examples to demonstrate how you meet the criteria below.

ESSENTIAL	DESIRABLE
<b>Evangelistic enthusiasm and ability</b>	
A burning desire to see people come to a living faith in Jesus Christ	
Ability to speak naturally, confidently and from personal experience about the enrichment that Christian faith brings to everyday life (role model)	
A demonstrable ability to evangelise and communicate faith effectively to those outside the church	A proven ability in evangelising non-Christian teenagers and young adults
Proven experience of evangelistic outreach	Training in mission or Christian youth work to a nationally recognised standard or Ordained Pioneer Ministry
<b>Worship community building among young people in this context</b>	
Commitment to a process of 'listening and discerning' and the valuing of context	
Proven experience of starting something new collaboratively- a charity or community group.	Experience of having pioneered Christian community among unchurched people
A proven ability in growing and developing a sense of community and belonging & making and nurturing disciples	Demonstrates a young people-centred approach to ministry and enjoys working with the younger generations.

<b>Team Leadership</b>	
Ability to build, lead and motivate a community of Christians with a shared vision	A team player, who understands team dynamics and is able to role model working together towards a shared vision
Experience of line management of staff and volunteers and able to manage self and time	An enabling leader – demonstrating effective delegation and appropriate supervision
Experience of managing a budget and reporting on project progress and outcomes	
<b>Resilience</b>	
Demonstrates a high degree of resilience and capacity to take the initiative in developing own support structures.	Experience of working and / or living in inner city estates.
A person of prayer, robust spirituality and self-discipline with the personal resources to sustain a pioneering ministry	
Collaborative approach to relationships and ministry	
<b>Pioneering innovator</b>	
A demonstrable track record of innovation, having imagination and taking initiative and starting new things well	Well-developed abilities to handle complexity and initiate change
Applying lessons learned locally or elsewhere	Evidence of an intentional approach to turning reflection into action
<b>General</b>	
A commitment to living the mission of Jesus through a thoughtful and committed Christian faith	
Willingness to work flexible hours in order to fulfil the requirements of the role	
Good IT and media skills	

## OUTLINE TERMS & CONDITIONS

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<b>Location</b>	Everton, Liverpool
<b>Salary</b>	c. £35,000
<b>Hours</b>	35 hours per week (including evening and weekend work)
<b>Pension</b>	Contributory NEST Pension
<b>Annual Leave</b>	25 days, plus public bank holidays (33 days in total)
<b>Probation Period</b>	Six months
<b>Contract Type</b>	Fixed Term (3 years)
<b>DBS Requirement</b>	An enhanced DBS check required and compliance with the Diocese of Liverpool safeguarding policy.
<b>Occupational Requirement</b>	This post is subject to an Occupational Requirement under the provisions made in the Equality Act 2010 that the post holder has an active faith in Jesus. The successful candidate must be in agreement with the vision and values of the Church of England and the Diocese of Liverpool.
<b>Employer</b>	The Parochial Church Council of St George, Everton. The role is funded by the North Liverpool and Walton Deanery

## APPLICATION PROCESS

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To apply via Church of England Pathways: <https://www.cofepathways.org>

**Deadline: Wednesday 29<sup>th</sup> October 11:59pm**

Interview date: **Wednesday, 19th November**, including an introductory tour of the area and meetings with key stakeholders on that day.

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**Key members** of St George's and St Peter's with St John Chrysostom Churches who are happy to be contacted to discuss any aspect of our church communities.:

- Ann Evans – Reader/PCC Chair (St George) [annevans45@gmail.com](mailto:annevans45@gmail.com)
- Hilary Hutchinson - PCC Chair (St Peter with St John) [hilhutch@yahoo.co.uk](mailto:hilhutch@yahoo.co.uk)
- Mark Hedley - Reader (St Peter's) [mhedley@talktalk.net](mailto:mhedley@talktalk.net)
- Dave Lawton – Reader/Warden (St John Chrysostom) [davelawton75@yahoo.com](mailto:davelawton75@yahoo.com)
- Erica Hedley - Warden (St Peter)/Shewsy Youth Club [ericahedley@aol.com](mailto:ericahedley@aol.com)
- Jenny Rodriguez - Operations Manager [churchoperationsgp@gmail.com](mailto:churchoperationsgp@gmail.com)

For details about the Generations Project:

- Clare Bedford - Missing Generations Project [clare.bedford@liverpool.anglican.org](mailto:clare.bedford@liverpool.anglican.org)
  - Rev'd Mikey Ferguson (St Peter's with St John) [reverendmikeyferguson@gmail.com](mailto:reverendmikeyferguson@gmail.com)
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Offers of employment are made subject to:

- Evidence of your eligibility to work in the UK
- An enhanced DBS check
- Two satisfactory references, including one faith based and one employment
- Successful completion of a probationary period

References are usually only requested once an offer has been made. We will ask for your permission before seeking any references.