



Diocese Of Worcester Programme Lead for New Worshipping Communities

Job Role & Responsibilities

Role Purpose

To lead the strategic development, oversight, and delivery of the New Worshipping Communities (NWC) priority within the diocesan transformation programme, ensuring a robust, innovative, and sustainable approach that fosters a genuinely mixed ecology of church life across the Diocese of Worcester.

Background

The Diocese of Worcester has embarked on a major transformation programme which will impact church organisation, mission and ministry across Worcestershire and Dudley.

Under God's grace, we want to see a church that is numerically larger in 2030 compared with 2019, with an increase in the number of healthy and sustainable churches, double the number of children and young people worshipping in our churches compared with 2019, and to see 100 new worshipping communities, offering accessible and contextual expressions of church.

You will be the key person in enabling and equipping every benefice to begin at least one NWC, to reach new people in new places. As a NWC practitioner, you will offer experience, creativity, expertise, inspiration and support, enabling a missional culture, encouraging NWC leaders and their teams through the provision of training (including a lay learning pathway), networking and mentoring.

You will be joining a team of highly committed people, who are passionate about change and the love of God, and will work closely with the Diocesan Leader for Transformation and Change who holds the overall brief within the senior clergy team for this priority.



Key Responsibilities

Strategic Leadership

You will:

- Lead and oversee the strategy for the NWC priority, ensuring alignment with diocesan vision, mission objectives, and transformation programme goals
- Develop and manage a dynamic project plan for NWC growth, with the support of the Transformation Project Manager, ensuring clear objectives, timescales, and measurable outcomes
- Chair and coordinate the NWC Project Board, ensuring rigorous oversight of progress, strategic alignment, and accountability across the programme
- Integrate and align NWC strategy with diocesan workstreams on new housing developments, working collaboratively with the Archdeacon of Worcester and stakeholders to anticipate and shape missional opportunities in areas of population growth
- Collaborate strategically with the Programme Lead for Children, Young People and Families to develop joint initiatives (e.g. iSingPop-linked NWCs) that respond holistically to community contexts.

Learning Communities and Training

You will:

- Oversee and evolve learning communities for NWC leaders and teams, using models such as Greenhouse
- Work with members of the Mission and Ministry Team to design innovative approaches to formation and leadership development for NWCs, supporting lay and ordained leaders across diverse traditions, contexts, and models of church.

Culture Change

You will:

- Champion the vision for NWCs across the diocese, promoting culture change so that NWCs are recognised as authentic, equal expressions of Christian community alongside inherited models
- Engage proactively with deaneries, clergy gatherings, and wider diocesan structures to encourage a broad and deep ownership of the NWC vision.

Team Building and Leadership Development

You will:

- Build and lead a dispersed team of expert practitioners from across the diocese who assist with delivering the NWC strategy, mentoring leaders, and facilitating learning communities
- Identify, empower, and mentor emerging leaders, with a particular focus on recognising gifting in diverse contexts and traditions
- Maintain a visible, hands-on presence across the diocese, regularly visiting NWCs to support, challenge, and encourage leaders in context.

Self-Development and Wider Engagement

You will:

- Connect with national developments in Mixed Ecology, Fresh Expressions and New Worshipping Communities, ensuring the diocese is at the forefront of innovation and learning
- Critically evaluate emerging models and initiatives outside the diocese, discerning their applicability to the diocesan context.

Monitoring, Data, and Impact Measurement

You will:

- Oversee ongoing data collection for NWCs, ensuring that growth, impact, and learning are effectively captured and evaluated
- Ensure the use of data and insights to inform strategic decision-making, promote learning, and adapt the NWC approach as necessary
- Maintain a comprehensive and current database of all NWCs.



Person Specification

Knowledge, Skills and Experience:

Essential

- Demonstrable experience of starting, leading, or supporting New Worshipping Communities, Fresh Expressions, or pioneering projects
- Strategic leadership skills, with experience of project planning, delivery, and evaluation at scale
- Ability to build, inspire, and develop high-performing teams
- Strong relational skills and cultural intelligence, able to work across diverse traditions and contexts
- Understanding of the challenges and opportunities presented by new housing developments and church planting in these contexts
- Experience of designing or delivering training and leadership development programmes
- Proven ability to foster culture change in complex church environments

Desirable

- Experience working in partnership with schools, particularly around missional engagement
- Familiarity with NWC learning community models
- Knowledge of diocesan structures and processes within the Church of England

Structure and Accountability

- Reports to the Transformation Programme Director
- The Diocesan Lead for Transformation and Change acts as the Priority Sponsor for the NWC strategic priority, providing senior oversight and advocacy
- Close working relationship with the Transformation Project Manager, the Programme Lead for Children, Young People and Families, Renewals Programme Manager and the Archdeacon of Worcester, as the lead on New Housing.

This post is subject to an occupational requirement under Part 1 of Schedule 9 to the Equality Act 2010 due to the representational aspects of the role within the Diocese of Worcester that the post-holder be a committed Christian, lay or ordained, and an active communicant member in good standing within the Church of England or of a Church which is in Communion with the Church of England, or a Church that is a member of the Churches Together in Britain and Ireland, Churches Together in England or the Evangelical Alliance.

Benefits and How to Apply

Salary:	£43,260 per annum
Contract:	Fixed term until 31 December 2029
Pension:	Church Workers Pension Scheme (15% employer contribution, non-contributory for employees)
Hours:	Full-time (35 hours per week). There may be some flexibility for the role to be done in slightly fewer hours – do talk to us about what would fit into your life. Occasional evening/weekend work will be required.
Annual Leave:	25 days + 13 fixed days including 8 bank holidays.
Location:	This post will be based out of the Diocesan Office in central Worcester, with some home working possible, and will require travel around the diocese. A current driving licence and access to own vehicle is essential unless suitable alternative arrangements can be made.
Reports to:	Transformation Programme Director.
Closing date:	9am, 25 August 2025
Interviews:	To be held in Worcester on 10 September 2025

The Church of England is committed to the safeguarding, care and nurture of everyone within our church community. In the Diocese of Worcester we follow and are committed to the Church of England's House of Bishops' Safeguarding Policies and the relevant statutory legislation and guidance "Working together" to ensure the welfare of children and young people is paramount.

The Church of England is for everyone, and it is a priority for us to reflect the diversity of the community the Church serves across the whole diocese. We welcome all applications from interested and suitably qualified people, and particularly welcome applications from those of global majority heritage and people with disabilities.

