



Thank you for your interest in this exciting position at Latchford Baptist Church.

We hope this pack will give you everything you need to inform you and help you make a decision whether this is the right role (and organisation) for you.

In this application pack, you will find more info on the:

- Our Church & Community Profile
- Job Description
- Person Specification
- Summary of the main terms & conditions for the role
- How to apply

Latchford Baptist Church is based in Warrington and alongside our regular Sunday services, Midweek group and Prayer services, we run several different community outreach activities: 'The Little Shop' (a community affordable food pantry), 'Renew with a Brew' (wellbeing café) and 'Table Talk' (an informal safe space for people to ask questions about God and what we believe).

We are excited to have secured funding for this brilliant new role and we hope this pack gives you what you need to decide on your next step, if however, you would like an informal discussion about any aspects of the role or if you have any questions about this pack, please contact Robin Urwin, Church Secretary on robinmurwin@btinternet.com.

We look forward to hearing from you!



Church & Community Profile

Introduction

Latchford Baptist Church is in an exciting season of its development. For the past 7 years, under the leadership of its current Minister, the church has taken significant steps in becoming more outwardly focused, developing several new ministries and investing in improvements to the community areas of the church building, in order that we connect more with local people. In 2026, our Minister will retire and, rather than seek to call a new Minister, the church has decided to further develop its community focus by appointing a Church and Community Engagement Leader (CCEL).

Latchford Baptist Church

Vision and Mission

Strapline:

‘Open Hearts, Open Minds, Open Doors’

Vision statement:

‘We want to be a community of vibrant and loving Christians who seek to share the good news of Jesus in order to bring new life and transformation into people’s lives’

Mission statement: (as displayed in ‘The Hub’ and the large hall)

‘At Latchford Baptist Church we believe that God loves everyone and that showing love makes a difference. It is our mission to add something good to people’s everyday lives. We do this by sharing our building, holding simple services, running cafes and helping provide affordable food – doing what we can to help our community thrive.’



At Latchford Baptist Church we believe that God loves everyone and that showing love makes a difference. It is our mission to add something good to people’s everyday lives. We do this by sharing our building, holding simple services, running cafes and helping provide affordable food - doing what we can to help our local community thrive.

Recent history

Revd Carolyn Urwin began her ministry as part-time Minister at LBC in August 2019. She was appointed with the remit to help the church know Jesus more and share his love with the local community. Since then, the church has embraced a greater outward focus. Specifically, the church has:

- Established ‘Renew with a Brew’ in 2022, a weekly wellbeing café for adults which is associated with the national initiative of Renew Wellbeing cafés (www.renewwellbeing.org.uk) and meets within the church’s community space (‘The Hub’). Renew with a Brew aims to offer a quiet, shared space where ‘it’s OK not to be OK’ and everyone is welcome. A dedicated quiet prayer space is

available. Around 15 to 20 local people attend each week, many of whom don't regularly attend the church on Sundays and two-thirds of these often choose to join in the optional short prayer time.

- Using its capital reserves, redeveloped The Hub to make it more welcoming and flexible for a variety of church and community uses.
- Working in partnership with Warrington Foodbank, set up 'The Little Shop at Latchford' in the church building. Open for 2 sessions each week, the shop can be used by anyone and offers fruit and veg, tinned, chilled and frozen foods, as well as cleaning and hygiene products. Customers can get these items cheaper than in the usual shops, and free drinks and biscuits are served in The Hub. The Little Shop, opened in 2024, attracts 30 to 40 people a week.
- Developed a varied pattern of Sunday services that relies less on the Minister and enables several church members to contribute to leading the worship. These include a regular café style service and Brunch Sunday aimed at people who aren't familiar with church.
- Started a monthly 'Table Talk' on Monday lunchtimes, offering local people, in particular those who regularly attend Renew with a Brew and who visit the Little Shop, an opportunity to have lunch together and discuss issues of life and faith.



As with many more traditional churches, membership and attendance at LBC has declined over recent years. The church currently has 18 members and sees up to 20 people attending worship on a typical Sunday. However, taking a wider perspective, the number of people regularly engaged across the church's ministries is approximately 70. The majority of formal church members are aged 60 plus. While some non-members do help, a committed core of members are responsible for leading the church's community-focused ministries.



Future plans

Revd Urwin will retire from her role as Minister in June 2026. Working in collaboration with regional Baptist colleagues, the church has engaged in a detailed planning process and has re-affirmed its desire to further develop its engagement with the local community. To that end, rather than seek someone to fulfil a traditional ministerial role, the church is looking to appoint a Church and Community Engagement Leader (who may or may not be an accredited minister).

The Church and Community Engagement Leader will play a pivotal role in leading Latchford Baptist Church and fostering connections within and outside the congregation. This individual will develop, coordinate, and support the church's community-focussed activities, work with the deacons to provide leadership and an evolving vision for the church, build meaningful relationships with church



and local community members, as well as being one of our Sunday worship leaders. Specifically, the person will lead and inspire the congregation with a vision for growth and outreach.

Finance

LBC is in a relatively healthy financial position. Annual income of approximately £60,000 comes from several sources (primarily regular giving and hiring out space in the church buildings), yielding a small year end surplus (once extraordinary elements have been taken out). Reserves stand at approximately £88,000.

While the current Minister's role is half time, the church has been successful in attracting several streams of external funding in order to make the CCEL post full time, thus making the goals more achievable and making it a more attractive proposition to candidates.

Grants have been received or pledged from The Lady Hewley Trust, Baptist Insurance Trust, Benefact Trust, and Home Mission (Baptist Union). These will secure the funding for the post for the first three years. Beyond that, while further funding is likely, we recognise the need not to remain dependent on grants. The post holder will therefore be expected to work with the church leadership to explore alternative means of sustaining the work for the long term. This may for example involve growing the number of individuals giving regularly to support the ministry, seeking to generate more income from lettings of the building, or exploring partnership with local businesses.

Church buildings

The church is blessed with an extensive building that is in good repair. This comprises: the main church where the more traditional Sunday services are held, a small meeting/prayer room, the Hub which is laid out in a café style, a well-equipped kitchen, a room fully dedicated to The Little Shop, and a large hall suitable for events such as classes, training days and children's parties. There are also two small garden areas and all rooms are accessible for wheelchair users.



Impact of the CCEL role

Details of the CCEL position are contained in the job description. The broad impact we hope to see through the work of the appointee is to:

- Increase the visibility of LBC in the local community, building on the impact of existing initiatives that have started developing positive relationships beyond the membership.

- Positively impact the lives of local people, many of whom struggle with issues associated with poverty and poor mental health, fostering hope in their lives through practical, long term, caring work.
- Grow the church numerically and in its missional impact
- Build community and connections through the church's programmes.
- Become a trusted and valued organisation for the local area.
- Make their role sustainable in the longer term without the need for grants.

Local Context

Latchford, in which LBC is located, is a suburb of Warrington, around one mile south-east of Warrington town centre and has a total resident population of 16,937 (as of 2020). Latchford is a predominantly residential area, lying between the River Mersey and the Manchester Ship Canal. Much of Latchford consists of 19th-century terraced housing and some open space. During the 1930's a council housing estate was developed in the immediate vicinity of the Church, and in the past 20 years some new housing has been built on previous industrial land at the east and west end of Latchford, and also nearer to the church.



Ward profile

Latchford Baptist Church almost straddles the border of Latchford West and Latchford East wards. In Latchford East there are two Local Super Output Areas (LSOAs) that fall within the 10% most deprived areas nationally (according to Warrington Borough Council). In contrast, less than a mile away to the west lies Stockton Heath, a thriving community popular for its plentiful bars and restaurants.

Wider connections

The church is in membership of the Baptist Union of Great Britain and the North Western Baptist Association. It supports both Home Mission and BMS World Mission financially and in prayer.

The church is part of Latchford Churches Together.



Job Description

Church and Community Engagement Leader

Location: Latchford Baptist Church, Warrington, WA4 2RP

Reports to: Designated representative of the Charity Trustees/Deacons

Position Type: Full time

Salary: £30,400 plus pension contribution

Job Overview:

The Church and Community Engagement Leader will play a pivotal role in leading Latchford Baptist Church and fostering connections within and outside the congregation. This individual will develop, coordinate, and support the church's community-focussed activities, work with the deacons to provide leadership and vision for the church, build meaningful relationships with church and local community members, as well as being one of our Sunday worship leaders.

The ideal candidate will be passionate about service, have excellent interpersonal skills, the ability to exercise spiritual leadership, and demonstrate a deep commitment to making a positive impact on the lives of others. This position is designed for someone who is both a compassionate listener and a proactive organiser, ensuring the church is a welcoming, supportive, and active presence in the community.

Key Responsibilities:

- **Leadership and vision:** Lead and inspire the congregation with a vision for growth and outreach. Collaborate with the deacons / trustees to set goals and plan church worship, discipleship programmes and other activities in line with the church's vision and biblical values.
- **Community Engagement:** Build and nurture relationships with church members, local residents, and community organisations to foster a spirit of connection, collaboration and shared purpose. Attend regularly Renew with a Brew, the Little Shop at Latchford and take part in Table Talk.
- **Programme Development:** Identify and implement new community-focused initiatives and events.
- **Volunteer Coordination:** Recruit, train, and oversee volunteers from within and beyond the church, for church activities and events, to ensure clear communication and effective teamwork.
- **Networking:** Represent the church at community events, meetings, and activities promoting church initiatives.
- **Communication:** Regularly update the congregation and the wider community about the church's community engagement and advertise the events and regular activities on offer.
- **Support and Care:** Mentor and support the deacons and contribute to the provision of pastoral care and support to church members and those who attend church activities.
- **Feedback and Improvement:** Collect feedback from participants in community programmes and church members to continuously improve engagement strategies and initiatives. Collect data and provide feedback to funding bodies.



- **Personal spiritual development:** Attend to personal spiritual growth through prayer, Bible study and wider reading.

Person Specification

- **Education:** A degree in social work, theology, community development, or a related field is preferred. Equivalent experience may be considered.
- **Experience:** Prior experience in community outreach, event coordination, or church ministry is highly preferred. Experience working with volunteers and team leadership is a plus.
- **Skills:**
 - Strong communication, organizational, and leadership skills
 - Ability to build relationships with diverse groups of people
 - Excellent problem-solving skills and adaptability
 - Capacity to perform administrative tasks and to understand finances
 - Proficiency with social media, Microsoft Office, and other basic office tools
 - Knowledge of the local community and its needs is beneficial
- **Personal Qualities:**
 - Compassionate and empathetic with a servant-leader mindset
 - Self-motivated, detail-oriented, and able to manage multiple projects at once
 - Strong commitment to the values and mission of the church
 - Ability to work both independently and as part of a team

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| Commitment to Vision, Values and Beliefs of Latchford Baptist Church | Due to the nature of this role and the level of regular interaction with and pastoral care of the congregation and the local community on behalf of Latchford Baptist Church, we believe that this post is subject to an occupational requirement that the holder be a practising Christian under Part 1 of schedule 9 to the Equality Act 2010. |
| The role holder will need to have an Enhanced-level DBS and provide two satisfactory references | |



Summary of the Main Terms and Conditions for the Role

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| Job title | Church & Community Engagement Leader |
| Duration of role | Permanent |
| Probationary Period | Six months |
| Ideal start date | July 2026 or soon after |
| Location | Latchford, Warrington |
| Hours & days of work (per week) | 37.5 hours, including Sundays – other days and times to be agreed. |
| Salary (per annum) | £30,400 per year |
| Annual leave entitlement | Holiday year: January to December 25 days per year (plus Bank Holidays) for full-time employees |
| Pension | LBC operates a contributory Workplace Pension Scheme into which employees are auto-enrolled (subject to the conditions and eligibility of the scheme). |
| Required checks (e.g. DBS, References, Right to Work) | 2 references Current right to work in the UK Enhanced DBS |

How to Apply

Please visit <https://careers.cornerstoneresources.co.uk/job/7b573621-19f4-480e-886c-c1308289015d> and complete the online application form.

Closing date for applications: 6 March 2026
Anticipated interview date(s): 19 and 26 March 2026