
Head of Church Growth and Evangelism

Information for applicants

June 2025

A message from Bishop David

Welcome and thank you for your interest in the role of Head of Church Growth and Evangelism.

Over the last few years, Manchester Diocese has led a number of ambitious projects to support church growth including our city centre resource churches, the Antioch Network and the Renewing Rochdale project. We are now looking for a creative and innovative person to take this work forward in their role as Head of Church Growth and Evangelism. The successful candidate will work alongside clergy and lay leaders to identify opportunities for growth, including Resource Churches, church plants and revitalisation projects, and support them in engaging new disciples.

Manchester Diocese has an inspiring vision for 2030 and we are making good progress towards achieving this with a wide range of programmes, all designed to release missional energy. The Head of Church Growth and Evangelism has a key role to play in shaping and leading the delivery of this strategy.

Our ten-year Transformation Programme, supported by significant funding from the Church Commissioners, is aligned with the Church of England's national strategy. We are therefore well-resourced to take forward a wide range of initiatives to ensure the future missional health of parishes across our diocese. This support along with the rich history of and variety in our diocese, makes it a wonderful place to engage in Gospel ministry.

It is important to us that the new Head of Church Growth and Evangelism is committed to diversity, inclusion and racial justice. We are also looking for someone who is generous in working with a breadth of traditions and spirituality in the Church of England. In particular, we welcome female candidates and candidates of global majority heritage to help ensure the diversity of our senior team.

We are very much looking forward to welcoming the new Head of Church Growth and Evangelism to the diocese and supporting them in their work.

Yours in Christ,

A handwritten signature in black ink, appearing to read 'David Walker', with a small cross symbol to the left.

The Rt Revd Dr David Walker,
Bishop of Manchester



About us

Manchester Diocese serves a vibrant, dynamic and creative community in the North West of England. It covers an area of 416 square miles and has a total population of 2.2 million. The diocese is divided into four archdeaconries, seven deaneries and 33 mission communities. There are more than 300 places of worship and chaplaincies, which are organised into 256 parishes and 175 benefices.

Geographically, the diocese takes in the two cities of Salford and Manchester and the metropolitan boroughs of Oldham, Rochdale, Bury and Bolton. Parts of the metropolitan boroughs of Wigan, Trafford, Stockport, Tameside and Blackburn with Darwen, and most of the borough of Rossendale in Lancashire, are also within the diocese. It has the fourth highest population density of any diocese in the Church of England.

While predominantly urban, a significant portion of the diocese is rural, although less than 3% of the diocese's population resides in these areas. 125 (48%) of our parishes fall within the 10% most deprived areas nationally. Additionally, 25% of the population in the diocese identifies as having a Global Majority Heritage background.

Parishes and chaplaincies across our diocese are supported by the Diocesan Board of Finance, based at St John's House in Bury town centre. This team works with churches and congregations across the diocese to achieve our strategy and our mission goals. It also provides support with clergy stipends and housing, finance, safeguarding and governance.

Across the diocese, 193 Church of England primary and secondary schools educate over 58,000 pupils. These schools are mostly funded by local authorities, with the diocese providing support with religious education and Christian ethos, governance, the recruitment of head teachers, admissions, and building projects. The team which supports these schools is also based at St John's House, as part of the Diocesan Board of Education.



Our Vision

Our work together grows out of Jesus's **Great Commandment** which is to 'love the Lord your God with all your heart and with all your soul and with all your mind...and love your neighbour as yourself'. (Matthew 22: 36-40)...

... and out of his **Great Commission**, 'to go and make disciples of all nations, baptising them in the name of the Father and the Son and of the Holy Spirit' (Matthew 28:19-20).

Much of what we are doing in Manchester Diocese is already contributing to a culture of hope and an expectation of growth. This includes many forms of inherited as well as fresh expressions of church.

However, we face significant challenges:

- Only 1% of the population attends the Church of England in our diocese – we are in the lowest 25% of dioceses nationally for church attendance.
- Church attendance in our most deprived parishes averages 0.7% of the population.
- Over half of our churches have an average adult weekly attendance of fewer than 35 people.
- We have a large number of church buildings in poor condition and which serve small populations because of demographic changes.

As a diocese, we are completely focused on reversing this decline.

We have made good progress since getting underway with our Transformation Programme, for which we have been awarded over £20m by the Church Commissioners since 2017. Many of us have experienced first-hand how things are changing for the better across the diocese in our parishes, schools and chaplaincies. This is helping us achieve our vision - to be a growing, worshipping transforming Christian presence at the heart of every community - and our mission goals which are to grow our churches, nurture new and existing disciples, and serve the vulnerable, deprived and excluded.

Our achievements include moving to our new deanery structures, the creation of our 33 mission communities, investing in our lay leaders, supporting children's ministry in each deanery, and increasing the practical support for parishes. Most of these changes have focused on new ways of working together which are becoming embedded in the life of our diocese.



Building on these successes, we are shifting to the next level in setting our priorities and working out what we want to achieve next. Given the excellent start that has been made, we now have the opportunity to be even more creative and ambitious with our plans for the future.

Learning from our recent experience with the new projects and programmes that are underway, we are well-placed to develop the overall strategy and plans for our diocese based on the following distinct but interconnected themes:

- Growing younger
- Church planting and revitalisation
- Developing missional leaders – lay and ordained
- Supporting parish renewal.

These priorities align with the Church of England's overall vision which is to create a church of missionary disciples, where mixed ecology is the norm, and whose membership is becoming younger and more diverse.

We have been doing great work in the area of ***growing younger***, trialling new approaches with the Children Changing Places programme in Bolton, and Man Dio Growing Faith in the other deaneries. We are now bringing this experience and learning together to develop a comprehensive approach to engaging with children, young people, and their families across our diocese. Our particular focus is on how best to strengthen the links between our churches and our church schools.

We have had similar successes with ***church planting and revitalisation***. Over the last seven years, we have set up four new resource churches and over ten church plants. We now want to build on this learning, so that churches carrying a DNA of mission are established across our diocese particularly in communities where attendance is low.

Developing missional leaders is a key priority for us. We recognise the importance of investing in our clergy so they are equipped to grow our churches, especially given the number of newly ordained clergy who are being appointed to stipendiary roles. As a diocese we continue to focus on developing our lay people, particularly through our Authorised Lay Ministry, focal ministry and Reader programmes. These developments will inform our future plans for lay ministry to which we remain fully committed. Supporting clergy and lay vocations so we develop a new, diverse generation of church leaders with the calling and skills to grow new faith communities, continues to be important to us.



Providing direct support to ensure **parish renewal** is central to our Transformation Programme. Our Area Deans and Lay Chairs are working closely with our parishes to understand the opportunities and challenges they face and make sure they have access to the support they need. Mission communities are key to this, enabling parishes to work together on mission and ministry. Clergy deployment, parochial reorganisation and supporting our most fragile churches are important strands of this work. We are also strengthening the support we provide to church officers with training, resources and new technology.

Supporting our international congregations is key to achieving **racial justice**, as is ensuring that our clergy and lay leaders represent the diversity of our diocese in their governance roles.

We will continue our work towards the 2030 **net zero carbon** goal set by General Synod, by supporting our churches and schools with measuring their energy use and taking simple, practical steps to reduce their carbon footprint.

We continue to provide a safe environment for all by promoting effective **safeguarding**.

Across our diocese, people hold diverse views and express their faith through **different traditions**, united in a passion for Jesus Christ and his Church. Our bishops honour these differences by inviting church communities from across our diocese to learn together, support one another and listen to God.

We are working to ensure that we are **financially sustainable** over the medium- to long-term as we recover from the challenges of the pandemic and the cost-of-living crisis. This includes talking with parishes about mutual support and the need to pay Parish Share so that the current levels of stipendiary clergy – 175 – can be maintained. We are also paying close attention to the management of the diocese's assets to ensure optimal investment returns and capital growth.

Our emerging strategy is enabling us to bring together the key areas of opportunity and challenge in our diocese, so that we can support each other in a positive and co-ordinated way. We need to continue to work together to ensure that our Church thrives and grows, supporting even more people in their faith. Developing positive, inspiring and relevant plans for the future mean that we will be well placed to make a bid for significant further funding to the Church Commissioners for this vital work.



Church Growth and Evangelism

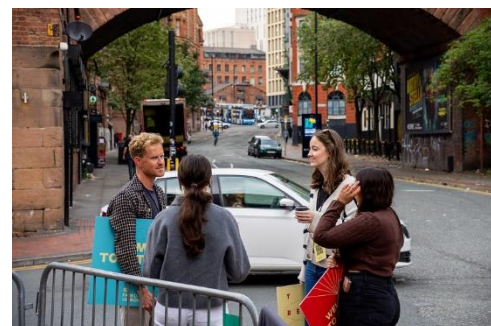
The Head of Church Growth and Evangelism is a key role within our diocese as we seek to plant churches and see church communities revitalised.

Over the last seven years we have set up four new **Resource Churches**. Based in strategic locations and led by experienced teams, we rejoice to see these resource churches becoming hubs across our diocese which can play their part alongside others in the revitalisation of church life. We want to build on this learning, and have an ambitious vision to see six new Resource Churches started over these next years.

The **Antioch Network** aims to make disciples of Christ by multiplying churches across the Diocese of Manchester. Usually based within the most deprived 20% of parishes in the country, they are committed to a bold vision of planting new expressions of church life across the diocese. Launched in 2018 under a Bishop's Mission Order, there are currently ten churches part of the network. Their "small to small" model of church growth, and REAP training course, is an important part of our vision.

Sing my Soul is a newer church growth initiative, with a focus on seeing church growth through the power of music. Working in partnership with St-Martin-in-the-Fields it seeks to see new community choirs and children's choirs set up, giving everyone with a passion for music the chance to take part. Crucial to this development, and all of our work, is how we help people of all ages and backgrounds take steps on the journey towards faith, and into a maturing discipleship.

The **Community of Evangelists** is an important part of our ongoing vision, bringing together those who have both a gift for drawing others into faith and a proven ability to encourage and equip others to exercise their evangelistic giftings. They would provide coaching, mentoring, gathering opportunities and support to those from across cultures and backgrounds, organising missions and events, and helping communicate best practice in evangelism across the diocese.



Role description

Purpose

The Diocese of Manchester is developing a Church Growth strategy to take the diocese into the next decade. In particular this involves:

- social action
- evangelism
- discipleship
- leadership development
- church planting

Our current requirement is for capacity to translate vision and strategy into local initiatives and growth. The post-holder will help shape the strategy as it develops, and play an important role in ensuring it is implemented in partnership with key players.

The post-holder has particular responsibility within the strategy for encouraging church growth and pioneering, especially through effective evangelism and church planting.

The post holder will work to ensure that appropriate training is resourced and delivered for church growth and especially through evangelism and church planting.

Accountability

The Head of Church Growth and Evangelism is line managed by the Director of Mission and Ministry.

Key Relationships

The post-holder has a key relationship with the Bishop of Bolton who is the bishop with the portfolio for developing mission across the diocese.

Other key partners are the Bishop of Manchester and the Bishop of Middleton, and the wider Bishop's Leadership Team.

The post-holder works in close co-operation with the Transformation Team, and attends the Church Planting and Revitalisation Programme Board.

There is close working with Area Deans, as well as leaders of resource churches, church plants and fresh expressions.

Key Responsibilities

1. Strategic and Missional Development

- With the Bishop of Bolton, refine and develop the strategy for Church Growth, and design pathways for its implementation, working through the resource implications of the Church Growth strategy to enable forward planning of people and finance.
- Hold the diocesan picture of Church Growth, and especially of church planting, fresh expressions of church and pioneer ministry, and encourage the development of all these forms of ministry appropriate to context and challenge.
- Work with the Archdeacons and Area Deans to encourage healthy churches to consider church planting and other forms of Church Growth as part of their mission strategy. Engage with new incumbents about opportunities for outreach and growth as well as incumbents of declining churches.

2. Church Growth

- Envision, direct and facilitate Resource Churches, church planting and revitalisation projects, including initial research, groundwork and initiating negotiations where appropriate.
- Identify, develop and resource leadership in church planting and revitalisation.
- Signpost churches to appropriate resources in Church Growth and evangelism and facilitate training.
- Promote good practice on fresh expressions, church planting and pioneer ministry, including through social media and e-bulletins.
- Help fresh expressions, church plants and revitalisations through their life cycle including initiation, flourishing as sustainable congregations in mission and financial terms, and, where appropriate, bring fresh expressions to an end.
- Keep in close touch with the national vision and thinking on Church Growth and planting and participate in regional and national networks for missional leaders and church planters.
- Identify and work with key potential partners outside the diocese, including specialist church planting bodies as well as ecumenical partners.

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3. Developing Missional Leaders

- Hold the diocesan picture of evangelism, encouraging faith-sharing and witness in churches of all traditions. Keep in close touch with the national vision and thinking on evangelism, especially through liaison with key national leaders.
- Link with Continuing Ministerial Development and Lay Development programmes to ensure training and support for lay and ordained leaders.
- Undertake such other reasonable duties as may be required.

There is an Occupational Requirement for the post holder to be a practising Christian, in accordance with Schedule 9 of the Equality Act 2010.

Person Specification

| | Requirements |
|-------------------------------------|---|
| Spirituality and Tradition | <ul style="list-style-type: none"> ▪ Mature in faith and spirituality ▪ A prayerful approach to life ▪ Someone who is generous in working with a breadth of traditions and spirituality in the Church of England |
| Qualifications | <ul style="list-style-type: none"> ▪ University degree or equivalent |
| Experience and Understanding | <ul style="list-style-type: none"> ▪ Experience of, and commitment to personal evangelism and church planting ▪ Experience of being part of a leadership team that has led a church into growth through innovation, church planting and/or fresh expressions in or with the Anglican Church ▪ Experience of being part of a leadership team that has been effective in Church Growth and evangelism ▪ Experience of delivering projects or programmes that have involved significant change management and dealing with a variety of stakeholders ▪ Experience of leadership in the Anglican church |
| Knowledge | <ul style="list-style-type: none"> ▪ Able to engage positively with the breadth of traditions in the Church of England ▪ Able to reflect theologically on mission and church growth, and especially evangelism and church planting, and demonstrating self-awareness ▪ Able to critically appraise initiatives ▪ Knowledge of Church of England structures ▪ Knowledge and experience of fruitful approaches to developing and growing the Church ▪ Knowledge of safeguarding best practice and an advocate for developing a strong and embedded culture of safeguarding throughout the diocese |

| | Requirements |
|-----------------------------------|---|
| Skills and Competencies | <ul style="list-style-type: none"> ▪ Attentive to detail, ensuring that deadlines are achieved and budgets managed effectively ▪ Able to articulate vision and strategy and set clear objectives ▪ Able to develop partnerships and networks with a wide range of people ▪ Able to train and educate others ▪ Able to contribute to ministry development through clergy and lay development programmes ▪ Proven 'parish development' skills including consultation and facilitation |
| Personal Attributes | <ul style="list-style-type: none"> ▪ Resilient - able to inspire, encourage and motivate others as well as being able to make difficult decisions ▪ Commitment to Church Growth and particularly evangelism and church planting ▪ Collegial and collaborative - a team player, ready to work with and support the bishops and other senior colleagues in their roles and committed to creating a culture of mutual accountability and unity ▪ Fully committed to the development and training of self and others ▪ Committed to the wellbeing of clergy and of lay leaders |
| Work-related circumstances | <ul style="list-style-type: none"> ▪ Flexibility to work evenings and weekends ▪ Willing to travel across the diocese and beyond |

Summary of Terms and Conditions of Employment

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|-----------------------------|---|
| Employer | Manchester Diocesan Board of Finance |
| Line Manager | Director of Mission and Ministry |
| Normal place of work | St John's House, 155-163 The Rock, Bury |
| Hours | The role is full-time (35 hours per week). Flexible working is required in terms of hours and location. |
| Salary | Diocesan Pay Scale: £46,750 – 53,906 (Grade 6.1 to 6.3) |
| Contract | Permanent |
| Pension | Auto-enrolment into the Church Workers Pension Fund – Pension Builder Classic Product |
| Annual Leave | 22 days annual leave per year, rising to 25 days after 12 months' service, in addition to Bank Holidays and three church days |

Stipendiary Option for Clerical Candidates

For applicants ordained within Anglican orders (and ready for a position of first responsibility) there is a possibility that alternative terms and conditions be offered with employment on the basis of stipend rate for posts of incumbent status plus housing.

If appointed on the basis of stipend plus housing, it is anticipated that the role holder will be appointed as a part-time Associate Minister in a team/benefice where housing for the better performance of duties will be provided.

As Associate Minister the role holder will support local mission and ministry. If you would like to explore this possibility in advance of interview please contact Revd Phil Cansdale Director of Mission and Ministry: philcansdale@manchester.anglican.org.

Additional Information

Application timetable

The closing date for applications is **Monday, 7 July 2025 at 5:00pm.**

Shortlisted candidates will be informed by **Thursday, 10 July 2025.**

The interviews are scheduled for **Friday, 18 July 2025** at St John's House, 155-163 The Rock, Bury BL9 0ND. Further details will be provided to shortlisted candidates.

For an informal conversation about this post please contact the Revd Phil Cansdale, Director of Mission and Ministry: philcansdale@manchester.anglican.org

Queries can be directed to: jobs@manchester.anglican.org

Eligibility and pre-employment enquiries

The successful candidate will need to have the right to live and work in the United Kingdom. They will also be required to undertake an enhanced check with the Disclosure and Barring Service (DBS).