
Diverse Stream Lead for the Antioch Network

Information for Applicants

August 2026

About The Diocese of Manchester

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 part of the diocese is rural, although less than 3% of the population of the diocese lives in these areas. 125 (48%) of our parishes fall within the 10% most deprived nationally.

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 every day. 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 vision is for Manchester Diocese to be a *worshipping, growing, transforming Christian presence at the heart of every community.*

Much of what we are doing in Manchester Diocese is already contributing to a culture of hope and an expectation of growth, working with our parishes, schools and chaplaincies. This includes many forms of inherited as well as fresh expressions of church. We serve in an area that has a rich history of culture and innovation, made up of diverse and vibrant communities, and a longstanding commitment to social justice. It is a wonderful place to engage in Gospel Ministry.

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).

Our strategy is based on positive, inspiring and relevant plans for the future. It is enabling us to bring together key areas of opportunity and challenge, building on our learning and experience from the significant changes and investments that are already underway. Many 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.

Based on four key themes – *Parish Renewal, Growing Younger, Church Planting and Revitalisation*, and *Developing Missional Leaders* – this strategy will guide our work over the coming years. We have recently been awarded significant additional funding from the national church as part of the Diocesan Investment Programme to support us with this mission and ministry.

At the heart of this support is our commitment to **Parish Renewal**, providing specialist, practical help to ensure the missional and financial sustainability of our parishes. This includes financial support for those wishing to establish New Worshipping Communities. Our aim is to ensure that every parish is equipped to thrive and serve its local community.



We are deepening our commitment to **Growing Younger**, nurturing children and young people on their discipleship journey. Building on the success of the Places Project in Bolton and the Man Dio Growing Faith programme across the rest of our diocese, the Encounter Project will provide additional children's and youth workers, while the Equip training initiative will support lay and ordained leaders so they grow in confidence and develop their skills in ministry with children and young people.

Alongside this, we are focused on **Church Planting and Revitalisation** through strengthened partnerships with our existing resource churches and the Antioch Network. Six new resource churches representing a range of traditions will also be established and supported in planting new churches over the next eight years.

We are also building on the work that is already taking place to bring forward and develop the next generations of **missional ordained and lay leaders** at every stage of their vocation, including a new, diverse generation of leaders equipped to grow faith communities.

In all of this, we are deeply committed to championing **racial justice** and ensuring that our clergy, lay leaders, and congregations represent the rich diversity of our diocese.

We are working towards the 2030 **net-zero carbon** goal set by General Synod, by supporting our churches and schools in measuring their energy use and taking simple, practical steps to reduce their carbon footprint.

We will 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.

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.



Role Description

Role: **Diverse Stream Lead for the Antioch Network**

Role Description signed off by: Bishop of Bolton

Date: July 2026

To be reviewed 6 months after commencement of the appointment, and after three years.

Details of Post

Role Title: Antioch Network: Diverse Stream Lead

Name of benefice: Antioch Network BMO

Deanery: -

Archdeaconry: -

Initial point of contact on terms of service: The Archdeacon of Manchester (Antioch Visitor)

Role Purpose

The Antioch Network was set up as a Bishop's Mission Order (BMO) in 2018. It is a growing church-planting network within the Diocese, committed to seeing new worshipping communities flourish through evangelism, discipleship, leadership development, and mission. Rooted in the life of the Church of England and shaped by a pioneering spirit, the network seeks to serve diverse communities across Greater Manchester and beyond.

The vision is to make disciples by planting churches.

As the Diocese of Manchester develops its strategy for church growth into the next decade, the Antioch Network will play a significant role in enabling:

- evangelism
- discipleship
- leadership development
- church planting
- social transformation and community engagement

The Diverse Stream Lead will provide strategic and spiritual leadership for the network's work among diverse communities, helping to develop healthy, growing, intercultural churches led by evangelists and church planters. This is an exciting opportunity for a gifted pioneering leader to shape mission in one of the UK's most culturally diverse urban contexts.

General Responsibilities

The Diverse Stream Lead will serve as part of the senior leadership team of the Antioch Network and will work closely with the Clergy Lead of the Network in developing and implementing the vision of the Antioch Network across the Diocese of Manchester.

The three primary dimensions of the role are:

1. Lead an Antioch Network Church

Providing Gospel centred, visionary, pastoral, evangelistic, and sacramental leadership to a congregation within the Antioch Network.

2. Raise Up and Invest in Diverse Church Leaders

Identifying, mentoring, training, and overseeing emerging and existing leaders from diverse backgrounds within the network.

3. Model and Support Mission and Evangelism Across the Stream and Network

Encouraging a culture of evangelism, discipleship, prayer, and church planting across the Antioch Network, reaching the unreached in intercultural and diverse communities.

Specific Responsibilities

1. Supporting the Vision of the Antioch Network

The Diverse Stream Lead will:

- Help develop and implement the vision of the Antioch Network as a growing church-planting network of small-to-small churches led by evangelists.
- Contribute strategically to the leadership and direction of the Antioch Network alongside the Clergy Lead and senior leadership team.
- Advise and support the network in engaging effectively with culturally diverse communities across Greater Manchester.
- Develop relationships with relevant mission agencies, intercultural networks, resource churches, and training organisations within the UK and beyond.
- Contribute to diocesan church growth initiatives and collaborate with diocesan leaders and departments where appropriate.

2. Church Leadership, Evangelism and Discipleship

The Diverse Stream Lead will:

- Lead and oversee a congregation within the Antioch Network, faithfully teaching the bible, growing a passion for God's word.

- Develop the vision, mission, and culture of the church to encourage growth, discipleship, and multiplication.
- Model confident, prayerful, and culturally aware evangelism.
- Teach and preach faithfully and creatively within the Anglican tradition.
- Pastor and nurture the congregation, encouraging spiritual maturity and participation in mission.
- Oversee the worshipping life of the church, including prayer, sacramental ministry, and leadership development.
- Encourage missional innovation and pioneer new approaches to reaching unreached communities with the gospel.

3. Leadership Development and Oversight

The Diverse Stream Lead will:

- Identify, encourage, and develop emerging leaders within the Antioch Network.
- Provide oversight, mentoring, coaching, and pastoral support for church leaders, focused particularly on diverse contexts.
- Model disciple making leadership for one of the church plants within the Diverse Stream.
- Develop training pathways and learning opportunities for leaders and congregations.
- Encourage collaborative learning and mutual support among leaders across the network.
- Support diverse congregations in areas of sacramental ministry, including baptism and Holy Communion, in collaboration with diocesan and network structures.

4. Prayer, Spiritual Leadership and Formation

The Diverse Stream Lead will:

- Pray regularly and strategically for the flourishing of churches within the Antioch Network and across the Diocese of Manchester.
- Model a life of spiritual maturity, humility, and dependence upon God.
- Encourage rhythms of prayer, discipleship, and spiritual formation across the network.
- Support and contribute to the sacramental and spiritual life of the Antioch Network.

Key contacts

The Diverse Stream Lead will:

- Report directly to the Clergy Lead of the Antioch Network.
- Work collaboratively with the Antioch Network leadership team.
- Liaise regularly with diocesan leaders and officers, including:
 - Head of Church Growth
 - Intercultural Mission Lead
 - Safeguarding teams
- Liaise with Grant and funding oversight bodies
- Build relationships with mission partners, training organisations, and wider church-planting networks nationally and internationally.

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, and the *Director of Mission and Ministry*. Other key partners are the *Bishop of Manchester* and the *Bishop of Middleton*, and the *Visitor* of the Antioch Network.

The post-holder is advised by the Trustees of the Antioch Network CIO, who provide wise and strong governance to the Antioch Network.

Person Specification

	Requirements
Spirituality and Tradition	• Pioneering and passionate about evangelism and church planting • Mature in faith and spirituality • A leader in prayer • Committed to the authority of Scripture and to proclaiming Christ crucified and risen as the heart of the gospel • Practises and encourages ministry in the power of the Holy Spirit, including the appropriate exercise of spiritual gifts • Someone who is generous in working with a breadth of traditions and spirituality in the Church of England
Qualifications	• Theologically educated, preferably with a university degree
Experience	• 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, evangelism and church planting within the Anglican Church • Experience of mentoring, training, developing and deploying other leaders • Experience of working effectively across cultures and within diverse communities • Experience of leading healthy teams • Experience of developing leaders • Experience of leadership in the Anglican church
Knowledge and Understanding	• Able to share faith and help others follow Jesus • Able to reflect theologically on mission and church growth, and especially evangelism and church planting, and demonstrating self-awareness • Able to critically appraise initiatives • Able to engage positively with the breadth of traditions in the Church of England

	Requirements
	• Understanding of intercultural mission and multicultural church ministry • Understanding of how the gospel engages across cultures • Understanding of linguistic and cultural diversity (desirable) • Knowledge of Church of England structures • Knowledge of safeguarding best practice and an advocate for developing a strong and embedded culture of safeguarding throughout the diocese
Skills and Competencies	• Visionary pioneering leader • Able to strategise and set clear objectives • Effective evangelist and church planter • Able to develop partnerships and networks with a wide range of people • Able to mentor, train, develop and deploy other leaders
Personal Attributes	• Resilient - able to inspire, encourage and motivate others as well as being able to make difficult decisions • Pioneering - commitment to church growth and particularly evangelism and church planting • Collaborative - a team player, ready to work with and support the Antioch leadership team, the bishops and other senior colleagues in their roles and committed to creating a culture of mutual accountability and unity • Learning - fully committed to the development and training of self and others • Wellbeing - committed to the flourishing of others, especially the lay and ordained Antioch leaders • Passionate about planting smaller churches in diverse communities • Committed to contextual mission, with a desire to understand the unique opportunities and challenges of different cultural settings
Work-related circumstances	• Committed to live and minister within a diverse and economically varied area of Greater Manchester • Flexibility - to work evenings and weekends • Transport - able to travel across the diocese and beyond

Additional Information

Application timetable

The closing date is **Thursday, 22 October 2026**.

The interviews are scheduled for **Tuesday, 10 November 2026** at St John's House, 155-163 The Rock, Bury BL9 0ND. Further details will be provided to shortlisted candidates.

Eligibility and pre-employment enquiries

The nominated candidate will need to have the right to live and work in the United Kingdom. They will need to complete an application with the Disclosure and Barring Service at enhanced level including barred list and home background checks. They will also require pre-appointment occupational health clearance.

Safeguarding

Experience of your competence in managing safeguarding forms a key part of the discernment process, as well as enquiries to reassure the appointing panel that you are not a safeguarding risk.

You will be asked to complete a confidential declaration and your bishop will provide a Clergy Current Status Letter (CCSL), prior to interview, having examined your blue file.

Your referees are also asked to comment on your approach to managing safeguarding.

Stipend, housing and office space

The stipend is set at £34,950 per annum and, in accordance with the usual provisions, a parsonage will be provided at St Johns Rectory, Longsight, Manchester.

Holidays and expenses are paid according to the diocese's guidelines for office holders.

The post-holder will be appointed on Common Tenure and is expected to comply with its associated terms of service. This role description is to be read in full conjunction with the Antioch Network BMO document (renewed in May 2026, available on request).