THE CHURCH OF ENGLAND
Diocese of Manchester

CHURCH FOR A DIFFERENT WORLD

Parish Mission Enabler

(3 posts)

Information for Applicants

October 2026

A Message from Bishop David

Welcome and thank you for your interest in the role of Parish Mission Enabler.

These appointments come at a significant moment in the life of the Diocese of Manchester. Our vision is for a worshipping, growing and transforming Christian presence at the heart of every community, and we are entering a new phase of our common life in which we are seeking to realise that vision with greater clarity, focus and depth. Building on recent work, and supported by new national church investment, we now have the opportunity to act with renewed confidence and ambition in the work of Parish Renewal.

At the heart of this next phase is a clear recognition of the context we are in. There is much good work ongoing, and signs of hope: faithful ministry, deep community presence, and a growing openness to new possibilities in mission and discipleship. And yet we are ever aware of the challenges around sustainability, leadership capacity and missional confidence. Our Parish Renewal strategy is about holding these realities together honestly, and responding with a focused, intentional and hope-filled approach to change.

The Parish Mission Enablers will play a key role in this work. They will come alongside clergy and lay leaders, offering sustained missional accompaniment as parishes discern their next steps, develop local vision, and take action towards growth in both discipleship and sustainability. We are seeking people with a passion for mission and a heart for the local church who are able to work relationally, think strategically, and sustain change over time.

It is important to us that those appointed are committed to diversity, inclusion and racial justice. We are also looking for people who are generous in working across the breadth of traditions within the Church of England. In particular, we welcome women candidates and candidates of global majority heritage to help ensure the diversity of our growing team.

We very much look forward to welcoming those whom God is calling to this role, and to supporting them in this important work of Parish Renewal.



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 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.







Parish Renewal across the Diocese



We are at a significant point in our Parish Renewal journey. The foundations have been laid, and the opportunity now is to bring these strands together with greater clarity and consistency. The Parish Mission Enablers will be central to this next phase — working relationally with parishes and helping to turn vision into lived reality across the Diocese.

1. Learning Communities and the LyCiG Journey



A key strand is the development of learning communities, bringing together cohorts of parishes around shared themes of renewal. We have begun partnering with Leading Your Church into Growth (LyCiG), a 15-month accompanied journey towards missional health and fruitfulness. We will build on this with other options to increase missional imagination and confidence. Parish Mission Enablers will play a key role in helping parishes engage with and apply this learning over time.

2. Releasing New Worshipping Communities



We are prioritising the development of New Worshipping Communities as a key pathway for growth. Across the diocese this includes targeted grants, encouragement of lay-led mission, and support to help parishes move from initial ideas to ongoing projects. Recognising the challenges of sustainability and ongoing discipleship, Parish Mission Enablers will support parishes not only to start well but to sustain and grow communities of belonging, discipleship and mission.

3. Strengthening Leadership and Missional Confidence



A central focus of this next phase is supporting parishes and Mission Communities to develop clear, locally owned vision and plans for mission — moving beyond aspiration to practical, regularly reviewed action. This includes working with clergy, PCCs and local leaders to clarify priorities, engage congregations in change, and align people, buildings and finances with mission, particularly at key moments of transition.

4. Learning, Accountability and Delivery



We are strengthening our approach to monitoring, evaluation and shared learning across Parish Renewal. This includes clearer use of data, regular reviews of progress, and alignment with Programme Office tools and expectations to ensure activity leads to measurable impact. This also enables insights from local practice to shape future decisions and supports parishes in sustaining change over time.

Role Purpose for Parish Mission Enablers

The Parish Mission Enablers will play a pivotal role in delivering the Diocese of Manchester's Parish Renewal strategy. They will focus on releasing local capacity for mission by helping parishes discern their context, identify potential and priorities, and deliver measurable progress towards both church health and church growth.

General Responsibilities

The three Parish Mission Enablers will share a common core of roles and responsibilities, working across the seven deaneries which make up the Diocese of Manchester.

1. **Missional Accompaniment and Leadership Development.** Provide sustained and ongoing missional accompaniment to parishes, enabling clergy and lay leaders to develop clear vision, take confident action, and grow in leadership capacity.
2. **Catalysing Mission and Sustainable Growth.** Work alongside local leaders to catalyse new and renewed expressions of church by enabling new worshipping communities and other sustainable missional practices.
3. **Strategic Delivery and System Alignment.** Deliver the Parish Renewal strategy through close partnership with Area Deans and diocesan teams, ensuring alignment, disciplined delivery, and effective engagement with programme processes, learning and accountability.

Specific Responsibilities

These responsibilities are expressed through three core areas of work:

Missional Accompaniment and Leadership Development

1. Work with Area Deans and parish leaders to support vision-setting, mission planning and strategic implementation at parish and deanery level.
2. Where invited to provide focussed support to clergy and lay leaders, particularly in seasons of transition or new opportunity.
3. Model and encourage a positive, creative and sustainable approach to parish renewal across the traditions and streams of church life.

Catalysing Mission and Sustainable Growth

1. Ensure effective parish engagement in learning communities, including preparation, follow-up and application of learning.

2. Work with parishes and leaders to develop and sustain new worshipping communities, ensuring support beyond initial launch.
3. Support parishes in strengthening financial sustainability and buildings support, working alongside other diocesan colleagues.

Strategic Delivery and System Alignment

1. Contribute to monitoring, evaluation and learning, ensuring insights are captured and shared across the system.
2. Engage effectively with programme structures and processes, contributing to planning, reporting and delivery disciplines that ensure timely and accountable implementation of Parish Renewal.
3. Work collaboratively with diocesan colleagues to mobilise appropriate expertise, resources and funding.

Team Specialism

As part of a collaborative Parish Renewal Team, each Mission Enabler will take responsibility for a defined area of focus, contributing to the overall effectiveness of the programme. These specialisms will be agreed and reviewed with the Director of Mission and Ministry, ensuring the team operates with both shared core responsibilities and clear areas of individual leadership.

(a) **Area Dean Development and Support.** Working closely with Area Deans to strengthen leadership, support deanery strategy, and enable effective delivery of Parish Renewal priorities.

(b) **Learning Communities Lead.** Providing administrative leadership for the design, coordination and effectiveness of learning communities (including LyCiG and other pathways), ensuring they contribute to sustained parish renewal and measurable missional impact.

(c) **Mission Community Development.** Supporting Mission Communities and their leaders to develop coherent patterns of collaboration, shared vision and local mission, aligned with diocesan strategy.

The allocation of specialisms will ensure coherent coverage across the programme while allowing each Mission Enabler to contribute their particular strengths and experience.

Success in this role will be seen in parishes developing greater missional confidence, clearer local vision and practical plans for growth. Parish Mission Enablers will help establish sustainable new worshipping communities, strengthen leadership capacity, and support measurable progress in discipleship, church health and financial sustainability across the Diocese.

Key Contacts

The Parish Mission Enablers will work collaboratively across the Diocese, building strong relationships to enable effective delivery of our Parish Renewal strategy.

Internal:

- Director of Mission and Ministry
- Area Deans
- Head of Church Growth
- The Programme Office
- The Mission and Ministry Team
- Diocesan officers including lay and clergy development, finance and stewardship, buildings support, comm and safeguarding
- Archdeacons and Bishops.

Parish Facing:

- Incumbents, clergy team and lay leaders
- Mission Community Leaders and teams
- PCCs and church leadership teams
- Churchwardens, Readers, ALMs and other lay leaders
- Deanery Lay Chairs and teams.

External:

- National Church bodies and networks (LyCiG, Faith in the North etc)
- Funding partners and grant-giving bodies where appropriate.

Person Specification

	Requirements
Spirituality and Tradition	• A practising Christian with a deepening understanding of mission, evangelism and discipleship • Able to work generously across the breadth of traditions within the Church of England • In sympathy with the aims and values of the Church of England
Qualifications	• Diploma / Level 4 certificate (or equivalent) or strong level of experience (see below) • Commitment to ongoing professional development
Experience	• Experience of leadership in a local church, chaplaincy or similar setting. • Experience of how to lead a project from initial idea through to delivery, and how to ensure effective project management • Experience of initiating change or encouraging new opportunities within a team, organisation or church • Experience of working collaboratively across different teams, contexts or traditions.
Knowledge and understanding	• Knowledge and practical experience of mission, discipleship and church growth • Knowledge of the Church of England, including the opportunities and challenges facing local parishes • Knowledge of safeguarding and commitment to best practice • Knowledge of other local and national networks which encourage church growth and parish renewal (desirable)

	Requirements
Skills and Competencies	• Able to help others develop vision, identify priorities and implement actions • Strong relationship-building and communication skills, with the ability to work effectively with clergy and lay leaders. • Good organisational skills, with the ability to manage workload, planning and reporting requirements. • Good IT skills, including working knowledge of MS Word, Powerpoint, Excel and Teams • Able to engage confidently with data, planning and reporting processes to support delivery
Personal Attributes	• Collaborative, adaptable and resilient • Encouraging, supportive and pastorally sensitive • Able to build trust and credibility with clergy and lay leaders. • Able to adhere to confidentiality and exercise discretion • Committed to diversity, inclusion and racial justice
Work-related circumstances	• Flexibility to work evenings and weekends • Willing to travel across the diocese and beyond

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

Additional Information

Summary of Terms and Conditions of Employment

Employer	Manchester Diocesan Board of Finance (MDBF)
Line Manager	Director of Mission and Ministry
Place of Work	St John's House, 155-163 The Rock, Bury BL9 0ND
Hours	Full- time (35 hours per week) Flexible working is required in terms of working pattern and location
Salary	£36,987 per annum (Diocesan pay scale – Band 4.2)
Contract	Fixed Term
Pension	MDBF offers membership of the Church Workers Pension Fund– Pension Builder Classic product
Annual Leave	22 days' entitlement for the first 12 months of employment, rising to 25 days annual leave thereafter, in addition to bank holidays and 3 church days

Application timetable

The closing date for applications is **Thursday 12th November 2026 at midnight.**

Shortlisted candidates will be informed by **Friday 13th November 2026.**

The interviews are scheduled for **Friday 20th November 2026** 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 post will be offered to the successful candidate subject to satisfactory references and proof of eligibility to work in the UK.