

A worshipping, growing and transforming Christian presence at the heart of every community

HEAD OF CHURCH GROWTH & EVANGELISM

Salary: £41,180 - £47,483 per annum FTE (Band 6.1 to 6.3)

Hours of work: Full Time – 35 hours per week

Contract term: 3 Years Fixed Term

Normal place of work: Church House, Manchester M3 2GH until January 2023, then St John's House, Bury BL9 0NE from January 2023 with some hybrid working

Purpose

The Diocese of Manchester has developed a church growth strategy that takes the Diocese into the next decade. Our current requirement is for capacity to see vision and strategy translated into local initiatives and growth. The post-holder works shape the strategy as it develops, and examines how that strategy can be put into effect, and oversee the implementation of the strategy in partnership with key players.

The post holder works ensures that appropriate training is resourced and delivered for evangelism and church growth.

The post-holder has particular responsibility within the strategy for enabling church planting and revitalisations, pioneering, and effective evangelism.

Accountability & Key Relationships

The Head of Church Growth & Evangelism is line managed by the Director of Vocations & Strategy, and is a key player in our "Growing-Nurturing-Serving" (GNS) Strategy Team.

The post-holder has a key relationship with the Bishop of Bolton who is the Bishop with the portfolio for Mission and Ministry.

The post-holder works in close co-operation with the Strategic Programme Director, and sits on the Diocese's Strategic Programme Board. Other key partners are the Bishop of Manchester and the Bishop of Middleton.

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

Key Tasks

- Refine and develop the strategy for church growth, and design pathways for its implementation. This includes promoting the Diocese's "*Stepping Stones for Growth*" course.
- Assess and work through the resource implications of the church growth strategy to enable forward planning of people and finance.
- Hold the diocesan picture of church growth, church planting, fresh expressions of church and pioneer ministry, and encourage the development of all these forms of ministry appropriate to context and challenge.
- Hold the diocesan picture of personal evangelism, to encourage faith-sharing and witness in churches of all traditions.
- Envision, direct and facilitate resource churches, church planting and revitalisation projects, including initial research and groundwork. This includes being a key player in bids to fund new resource/hub churches.
- Identify, develop and resource leadership in church planting and revitalisation.
- Signpost churches to appropriate resources in evangelism and church growth and facilitate trainings.
- Link with Continuing Ministerial Development and Lay Development programmes and ensures training and support for lay and ordained.
- Work with Archdeacons and Area Deans to encourage healthy churches to consider church planting and other forms of church growth as part of their mission strategy.
- Provide a rigorous monitoring and evaluation strategy for church plants, revitalisations and fresh expressions.
- 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 national vision and thinking on church growth and planting. This includes liaison with the Bishop of Islington, as well as participation in regional and national networks for missionaries and church planters.
- Facilitate conversations between the Bishop of Islington and Manchester leaders sending out church plants, those taking church plants, and potential planters.
- Keep in close touch with national vision and thinking on evangelism, especially through liaison with key national leaders.
- Identify and work with key potential partners outside the Diocese, including ecumenical partners.
- Speak with new incumbents about opportunities for outreach.
- Speak with incumbents of declining churches about opportunities for growth.
- Undertake such other reasonable duties as may be required.

Person Specification

Key: (AF) Application Form; (I) Interview; (T) Test or Task / Presentation

	Essential requirements	Desirable requirements	Method of assessment
Qualifications			
Educated to degree level or equivalent	E		AF / I
Theological qualification at a minimum of diploma level or equivalent	E		AF / I
Experience			
Evidenced experience of being part of a leadership team that has led a church into growth through innovation, church planting or fresh expressions in or with the Anglican Church	E		AF / I/ T
Evidenced experience of being part of a leadership team that has been effective in evangelism	E		AF / I
Experience of delivering projects or programmes that have involved significant change management and dealing with a variety of stakeholders	E		AF / I
Experience of leadership in the Anglican church		D	AF / I
Skills and Knowledge			
Able to engage positively with the breadth of traditions in the Church of England	E		AF / I/ T
Ability to reflect theologically on mission, church growth and evangelism, and demonstrate self-awareness	E		AF / I
Ability to work effectively, strategically and collaboratively with strong characters	E		AF / I
Attentive to detail, ensuring that deadlines are achieved and budgets managed effectively.	E		AF / I
Ability to critically appraise initiatives	E		AF / I
A confident communicator	E		AF / I/ T
Ability to motivate and lead a team	E		AF / I
Ability to train and educate others		D	AF / I

Ability to contribute to ministry development through CMD and Lay Training programmes		D	AF / I
Proven 'parish development' skills including consultation and facilitation	E		AF / I
Knowledge of Church of England structures	E		AF / I
Knowledge of safeguarding best practice	E		AF / I
Personal Attributes			
Commitment to church growth and evangelism	E		AF / I
Sympathy with the aims and values of the Church of England	E		AF / I
Practising Anglican		D	AF / I
Work-related Circumstances			
Willing to attend evening and weekend meetings and events – with notice	E		AF / I
Willing to work with a high degree of flexibly	E		AF / I
Have full driving licence and use of own car for work purposes * (see note below)	E		AF / I

*Where an applicant is unable to drive due to a disability we will work with the candidate to look at reasonable adjustment to the role.

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

The post is open to lay and ordained applicants; the post is only available on lay terms and conditions as stated above.

The post will be offered to the successful candidate subject to satisfactory references and proof of eligibility to work in the UK.

At the sole discretion of the Bishop of Manchester, the successful post holder may be given a general licence or permission to officiate within the Diocese of Manchester as a public preacher, licensed lay minister, or a commissioned lay role. A DBS check at enhanced level will be required.

Summary of Terms & Conditions of Employment

Employer:	Manchester Diocesan Board of Finance (MDBF)
Line Manager:	Director of Vocations & Strategy
Hours:	Full time 35 hours per week including evenings and weekends for which time off in lieu may be granted (flexi time policy in place)
Salary:	£41,180 - £47,483 per annum FTE (Band 6.1 to 6.3)
Probation:	Appointment is subject to a 6-month probationary period
Term:	3 Years Fixed Term
Location:	Based at Church House, until the move to St John's House, Bury in January 2023, with option to work from home for up to 3 days per week
Holiday:	22 days' annual leave per year rising to 25 days after 12 months' service, in addition to bank holidays and 3 church days
Pension:	The MDBF offers membership of the Church Workers Pension Fund- Pension Builder Classic product

Closing Date: Noon, Monday 5th September 2022

Interviews: Thursday 22nd September 2022 at Church House, 90 Deansgate, Manchester M3 2GH

For queries related to the role, please contact NickSmeeton@manchester.anglican.org