

HEAD OF GROWTH & REVITALISATION



The Diocese of Lincoln

is seeking an inspiring and visionary Head of Growth and Revitalisation to play a pivotal role in our journey of renewal and mission.

This is an exciting opportunity for an ordained Anglican leader with a passion for evangelism, discipleship and church growth to help us realise our vision of becoming a flourishing community of missionary disciples. Working closely with bishops, clergy, lay leaders and diocesan teams, you will lead and develop a strategic approach to growth through church revitalisation, planting, leadership development and mission innovation.

As we continue our journey from "Time to Change Together" into "Time to Grow Together", we are looking for someone who can combine strategic thinking with practical delivery, enabling sustainable growth across churches and communities throughout Greater Lincolnshire.

This is a rare opportunity to influence mission and growth across one of the largest dioceses in the Church of England. You will work alongside committed colleagues and church leaders who are passionate about seeing churches flourish, communities transformed and people grow in faith.

If you are called by the challenge of helping churches thrive and bringing strategic vision together with practical action, we would be delighted to hear from you.

Find Out More About Us



[THE LINCOLN DIOCESE](#)



[DIGITAL LEARNING
PLATFORM](#)



[LORD SHOW US THE
WAY](#)



[TIME TO CHANGE
TOGETHER](#)

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The Diocese of Lincoln

oversees and supports hundreds of local churches, chaplaincies and projects across the historic county of Lincolnshire offering worship, growth in faith and discipleship and wide-ranging care and support to young and old in its communities.

It is probably the largest voluntary organisation in the county. Its front-line operations are supported by an expert team of specialists based in Lincoln.



The central team, employed by the Lincoln Diocesan Trust and Board of Finance (LDTBF) enjoy delightful, historic offices next to the cathedral, an energetic, friendly team, good levels of support in development, training and pastoral care, and generous, flexible working terms and conditions. Our staff know they are valued and able to flourish.



FLEXIBLE HYBRID WORKING



33 DAYS HOLIDAY INCL BANK HOLIDAYS



ON SITE PARKING & PUBLIC EV CHARGING



CONTRIBUTORY CHURCH OF ENGLAND PENSION



OCCUPATIONAL SICK PAY



EMPLOYEE ASSISTANCE PROGRAMME



SUPPORTED PROFESSIONAL DEVELOPMENT

CLOSING: MIDDAY, SEPTEMBER 4, 2026
INTERVIEW: SEPTEMBER 18, 2026

OUR VALUES

The Diocese of Lincoln is the Church of England in Lincolnshire, North Lincolnshire and North East Lincolnshire. The diocese covers 2,673 square miles and has a population of 1,100,000. There are around 17,500 people on the Church Electoral Rolls. There are more than 185 clergy, 300 Authorised Lay Ministers, and 70 readers and Focal ministers serving 181 benefices with 487 parishes and 615 church buildings.

Our aim is to grow the Church, in both numbers and depth, through attention to what we see as our core tasks of faithful worship, confident discipleship and joyful service, with the vision of being a healthy, vibrant, sustainable church which leads to transformed lives and communities across greater Lincolnshire making a difference in God's world. To that end as a diocese we shall support, encourage and enable local parishes, schools and mission partnerships to fulfil, within this framework, their own unique calling to serve in mission the community in which they are set.

ENVIRONMENTAL, SOCIAL & GOVERNANCE STRATEGIES

The diocese through its churches, chaplaincies and projects is deeply committed to the flourishing of the whole population and embedded in every community across Greater Lincolnshire. Through, for example, our church schools growing children, young people and households we are committed to healthy, inclusive structures in society. The diocesan environmental policy, including a commitment to carbon net zero by 2030, informs all our work from buildings and investments to ministerial and faith training. We have a carefully implemented ethical investment policy for our historic assets. The diocese invests heavily in continuously improving the quality of our safeguarding performance.

LEARNING & DEVELOPMENT OPPORTUNITIES

The LDTBF has a good record of supporting staff in their professional development. Equally, parish focused colleagues are encouraged through the College of St Hugh to develop their skills, including through degree or further degree level study, both to help their performance in role and to enhance their opportunities for career and ministry progression.

EQUALITY, DIVERSITY & INCLUSION STRATEGY

THE LDTBF CONTINUES TO WORK ON ITS PERFORMANCE IN TERMS OF EQUALITY, DIVERSITY AND INCLUSION, PARTICULARLY IN MONITORING, TRAINING AND REVIEW. THE MAJORITY OF OUR TEAM ARE WOMEN. WE ARE LOOKING TO IMPROVE THE BALANCE OF UNDERREPRESENTED GROUPS IN OUR WORKFORCE AND WELCOME APPLICATIONS FOR THE WIDEST POSSIBLE CONSTITUENCY.



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JOB DESCRIPTION

JOB TITLE:

HEAD OF GROWTH AND REVITALISATION

ACCOUNTABLE TO:

DIOCESAN SECRETARY

SALARY:

**£55,000 PLUS CONTRIBUTORY CHURCH OF ENGLAND PENSION SCHEME
OR £37,733 (COMPARABLE TO RESIDENTIARY CANON RATE) PLUS A
HOUSE FOR DUTY ARRANGEMENT**

**CONTRACTUAL
STATUS:**

FULL-TIME PERMANANT

KEY RELATIONSHPS:

- Employees and managers of the LDTBF
- Bishop's Office
- Archdeacons Office
- Strategic Programme Management Office
- Patrons
- PCC'S and Church wardens
- Clergy
- Rural Deans

MAIN LOCATION:

EDWARD KING HOUSE, MINSTER YARD, LINCOLN LN2 1PU

HOURS OF WORK:

35 HOURS PER WEEK, MONDAY TO FRIDAY, 08:30 TO 17:00

Some evening and weekend work may be required

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INTERVIEW: SEPTEMBER 18, 2026

JOB SUMMARY:

The Head of Growth and Revitalisation will play a key strategic leadership role in enabling the Diocese of Lincoln to grow as a community of missionary disciples. The post-holder will lead, shape and deliver a diocesan approach to church growth through revitalisation, planting, evangelism, and leadership development, with a particular focus on:

- The supported development of Key Mission Churches
- The strengthening and multiplication of Resource Churches
- The revitalisation and renewal of parish churches across diverse contexts

The role combines strategic oversight, practical delivery, and relational leadership, working alongside clergy, lay leaders and diocesan teams to bring about sustainable and measurable growth in discipleship, attendance, and community impact.

This builds on the insight that growth requires both local implementation and strategic coordination, translating vision into action across the diocese. This is in line with the culture of the Diocese of Lincoln's 'Time to Change Together' approach and will look to have a strong place within our continued journey, 'Time to Grow Together.'

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KEY DUTIES AND RESPONSIBILITIES:

Strategic Leadership for Growth and Revitalisation

- Shape and implement a diocesan strategy for **growth, revitalisation and mission**, aligned with the wider diocesan vision.
- Hold the “big picture” of church growth, including planting, revitalisation, fresh expressions, and key mission churches.
- Work with bishops, archdeacons and senior leaders to prioritise areas for investment and intervention.
- Develop clear pathways from initial engagement to mature discipleship, ensuring growth is both numerical and spiritual.

Development of Resource Churches and Key Mission Churches

- Oversee and support the **development of Resource Churches** as hubs for mission, leadership development and church planting.
- Enable Resource Churches to:
 - Build capacity for planting and revitalisation
 - Support surrounding parishes and mission initiatives
 - Model sustainable growth and generous discipleship
- Work with leaders of **key mission churches** to:
 - Strengthen their missional effectiveness
 - Grow sustainable congregations
 - Act as catalysts for wider renewal
- Facilitate collaboration between Resource Churches, **key mission churches** and local parish networks.
- This reflects the importance of resource churches as “hubs... which can play their part... in the revitalisation of church life”.

KEY DUTIES AND RESPONSIBILITIES:

Church Revitalisation and Parish Renewal:

Managing the discernment processes by working within current legislation, Ministry Development Team guidelines and Diocesan policies, including:

- Lead and support programmes of **church revitalisation**, especially in areas of decline or opportunity.
- Work directly with clergy and leadership teams in an advisory (“consultancy-style”) capacity to:
 - Diagnose challenges
 - Develop strategic plans
 - Implement change leading to growth
- Encourage a diocesan culture that expects and pursues **renewal and revitalisation**.
- Support parishes in developing and delivering **local growth strategies**.

Church Planting and New Worshipping Communities

- Encourage and enable **church planting and new worshipping communities** (NWCs) across varying contexts.
- Identify opportunities for planting from healthy churches, especially Resource and mission churches.
- Support initiatives through their lifecycle and into sustainability.

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KEY DUTIES AND RESPONSIBILITIES:

Leadership Development and Capacity Building

- Identify, nurture and support **missional leaders** (lay and ordained).
- Ensure training and pathways are in place for:
 - Church planting
 - Evangelism
 - Revitalisation leadership
- Work with diocesan structures to develop a **pipeline of future leaders**, especially in pioneering contexts.
- Offer coaching, mentoring and training to individuals and teams.

Evangelism, Discipleship and Growth Culture

- Promote a diocesan culture of **confident evangelism and intentional discipleship**.
- Support churches in creating **clear faith pathways**, from first contact through to mature discipleship.
- Encourage best practice in:
 - Evangelism initiatives
 - Nurture and seeker courses
 - Integration into church community

Partnership and Collaboration

- Work closely with:
 - Bishops and senior diocesan leaders
 - Archdeacons, Area Deans and deanery structures
 - The Strategic Programme Manager and SPO
 - Resource Church leaders and mission church teams
- Engage with **national and regional networks**, ensuring the diocese benefits from and contributes to best practice.
- Build partnerships with external organisations, networks and church planting bodies where appropriate.

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CONTINUED PROFESSIONAL DEVELOPMENT:

The Lincoln Diocese recognises that investing in our employees' skills and knowledge is essential for our long-term success. We provide resources and support for CPD activities, and we encourage our employees to actively participate in CPD activities to enhance their skills, expand their knowledge, and contribute more effectively to the organisation's goals.

GENERAL RESPONSIBILITIES:

This job description details responsibilities but is not necessarily a comprehensive definition of the post, nor is it prescriptive and does not direct any particular priorities or amount of time to be spent carrying out the duties.

The post holder will be aware of and comply with all standards, policies and procedures set by the diocese including, but not limited to, those governing child protection, health and safety, GDPR, confidentiality and equal opportunities and diocesan financial procedures.

The post holder may be required to:

- Undertake other duties and responsibilities commensurate with the level and scope of the post.
- Work outside normal office hours including occasional weekend working, subject to time off in lieu.

The post holder is required to:

- Support the ethos, aims and objectives of Christianity, the Church of England and the diocese.
- Keep up to date with developments in their area of work.
- Participate in performance management and appraisal.
- Engage in training and continuous professional development activities.
- To work in a confidential and sensitive manner at all times.
- To maintain good relationships with immediate colleagues, other staff, volunteers and external contacts.
- To fully participate in the appraisal process.
- This job description may be subject to amendment, to meet the changing needs of the diocese, following appropriate consultation.

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PERSON SPECIFICATION

QUALIFICATIONS:

- Degree-level education or equivalent relevant theological, ministerial or professional experience. (e)
- Evidence of relevant formation or training in mission, leadership, church growth, church planting, revitalisation or a related field. (e)
- Postgraduate study or additional specialist training in theology, mission, leadership or organisational change. (d)

FAITH & VALUES:

- An Ordained minister with substantial experience of senior leadership within an Anglican context. (e)
- A mature and prayerful Christian faith, with a strong commitment to the mission of the Church of England. (e)
- Able to work generously and confidently across the breadth of traditions within the Church of England. (e)
- A clear personal commitment to evangelism, discipleship and the growth of the Church. (e)
- Able to model spiritual maturity, integrity and collaborative ministry. (e)

KNOWLEDGE:

- A strong theological and practical understanding of church growth, evangelism, discipleship, planting and revitalisation. (e)
- Understanding of the opportunities and challenges facing parish churches in rural, urban and market town contexts. (e)
- Knowledge of how leadership development, culture change and local mission planning contribute to sustainable growth. (e)
- An understanding of Church of England structures, governance and ways of working. (e)

CLOSING: MIDDAY, SEPTEMBER 4, 2026

INTERVIEW: SEPTEMBER 18, 2026

PERSON SPECIFICATION

EXPERIENCE:

- Knowledge of safeguarding best practice and a commitment to embedding a safe culture. (e)
- Significant experience of helping churches grow through one or more of revitalisation, planting, fresh expressions, evangelism or parish renewal. (e)
- Experience of turning strategy into delivery, with evidence of leading projects, programmes or change initiatives involving multiple stakeholders. (e)
- Experience of supporting, coaching or developing clergy and lay leaders. (e)
- Experience of working collaboratively across organisational boundaries and building trust with a wide range of partners. (e)
- Experience of resource churches, key mission churches or other strategic mission contexts. (e)
- Experience of working within diocesan structures or the wider national Church. (d)
- Experience of helping develop financially sustainable models of mission and ministry. (d)

SKILLS:

- Able to articulate a compelling vision and translate it into clear priorities, plans and outcomes. (e)
- Strong relational and influencing skills, with the ability to build credibility across a wide range of contexts and traditions. (e)
- Able to coach, mentor, facilitate and train individuals and groups effectively. (e)

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PERSON SPECIFICATION

SKILLS:

- Strategic thinker with the ability to identify opportunities, diagnose barriers and support implementation. (e)
- Strong communication skills, including writing, speaking and presenting. (e)
- Able to manage workload effectively, work independently where needed, and maintain attention to detail. (e)

ABILITIES:

- Prayerful, resilient and hopeful, with the energy to sustain long-term change. (e)
- Collaborative, approachable and emotionally intelligent. (e)
- Self-aware and reflective, with a willingness to learn and adapt. (e)
- Imaginative, enterprising and able to encourage confidence in others. (e)
- Committed to diversity, inclusion and working well with people from different backgrounds. (e)
- Willing and able to travel across the Diocese of Lincoln and beyond as required. (e)
- Able to work flexibly, including occasional evenings and weekends. (e)
- Able to fulfil the requirements of the role in relation to safeguarding and safer recruitment. (e)

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