



## **Church Planting Lead (0.5) Associate Minister (Church Planting) (0.5)**

**£37,900 and Clergy Housing provided (details on request)  
Full-Time (35 hours per week)**

This role forms part of a joint initiative between the Diocese of York and St Michael-le-Belfrey to strengthen church planting capacity, leadership development and a culture of multiplication across the Diocese.

The postholder will serve as the Diocesan Church Planting Lead (0.5 FTE), working in close collaboration with diocesan colleagues and with St Michael-le-Belfrey, where the same individual will hold a complementary Associate Minister (Church Planting) role (0.5FTE).

### **The Diocese of York**

With its network of parishes covering the country, the Church of England plays an active role in national life, bringing an important Christian dimension to the nation, as well as strengthening community life. The Church of England is arranged geographically into 42 areas, each under the care of a Bishop, and covers every part of England.

The Diocese of York takes in much of North and East Yorkshire, an area which includes the cities of York and Hull; towns such as Middlesbrough and Selby; rural areas including the North Yorkshire Moors National Park; and the incomparable Yorkshire coast. We are a family of clergy, churches, parishes and schools, led and guided by the Archbishop of York, Stephen Cottrell.

Our mission and ministry relies on thousands of people - lay and ordained, volunteer and paid. Our diocesan teams provide a wide range of support services, including teams who support the development of our mission and ministry; our Education Team working closely with Church schools; and our support functions such as Safeguarding, Property, Finance, and Communications.

### **The Belfrey**

York St Michael-le-Belfrey, known as The Belfrey, is a large, vibrant and multi-generational church community located in the heart of the City of York with a deep desire for renewal, spiritual growth, and mission. Commissioned as a resource church in xxxx, it seeks to serve both locally and the wider church body and has since grown leaders to be sent out as church planters in other parts of the diocese and the north of England.

### **In Partnership**

Together, we strive to be a people who are “Living Christ’s Story”. We are developing and delivering strategic programmes focused on our goals: *Becoming* more like Christ; *Reaching* those we currently don’t; *Growing* churches of missionary disciples; and *Transforming* our finances and structures. We want to be a simpler, bolder, humbler church, which in its diversity reflects the communities it serves.

## The Context

The Diocese of York is entering a new phase in its approach to church planting, moving from opportunistic activity to a more intentional and strategic framework. This role is pivotal in enabling that transition by providing leadership, coordination and practical implementation of the strategy.

## The Opportunity

This is an exciting collaborative opportunity where you will lead the implementation of the Diocese of York’s Church Planting Strategy, moving the Diocese from an opportunistic approach to a more intentional and strategic framework for planting. This will be within the context of serving as Associate Minister with The Belfrey bringing its role as a resource church and key contributor to planting capacity within the Diocese to increased fruition.

You will establish systems, frameworks, partnerships and pipelines that enable the identification, development and support of sustainable church plants and New Worshipping Communities across a wide range of contexts.

You will serve as a key connector across the Diocese, enabling collaboration, shared learning, and alignment between parishes, deaneries, resource churches and diocesan teams in relation to church planting.

Within your Belfrey role you will support the development of sustainable and effective ministry, with particular responsibility for church planting, leadership formation and fostering a culture of multiplication. The role will help ensure that high standards of worship, preaching and pastoral ministry are maintained, while nurturing discipleship and enabling the ministry of all God’s people.

This will include identifying, equipping and releasing future leaders for mission, supporting both the diocesan and local church vision of growing missional disciples, reaching those not currently engaged with church, and developing sustainable structures for mission.

## Job Description

## **Key Responsibilities**

### **Strategic Leadership and Implementation - Diocesan**

- Lead the operationalisation of the Diocesan Church Planting Strategy and associated delivery plan.
- Lead and form a Church Planting Forum for strategic oversight.
- Develop clear priorities, timelines and measurable outcomes for church planting across the Diocese.
- Advise senior diocesan leadership on church planting opportunities, challenges and progress.
- Ensure that church planting contributes to the wider diocesan vision of growing missionary disciples.

### **Strategic Leadership and Implementation – the Belfrey**

- Serve as part of the Belfrey senior leadership team contributing to vision and strategy.
- Translate church planting vision into practical delivery and project development.
- Represent The Belfrey in diocesan and network conversations relating to church planting and resource church strategy.
- Hold primary responsibility within The Belfrey for church planting development

### **Opportunity Identification and Development**

- Establish frameworks to identify and assess church planting opportunities across urban, rural and market-town, low-income communities and other contexts.
- Encourage and develop a range of planting models, including:
  - Resource church plants
  - Revitalisations
  - New Worshipping Communities
  - Lay-led and contextual expressions of church
- Facilitate partnerships between sending churches, receiving contexts and diocesan structures.
- Support feasibility work, discernment processes and early-stage plant development.
- Explore and develop external partnerships such as Faith in the North, Myriad or CCX.

### **Church Planting Pipeline and Capacity Building - Diocesan**

- Develop and oversee a diocesan pipeline for church planting, including discernment, training, deployment and support.
- Work with partners (especially St Michael-le-Belfrey) to ensure alignment between leadership formation and planting opportunities.

- Encourage a culture of calling, sending and multiplication across the Diocese.
- Identify and support emerging leaders for church planting, including lay and ordained.
- Run or facilitate courses.

### **Church Planting Pipeline and Capacity Building – the Belfrey**

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  - Resource church plants
  - Revitalisations
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### **Leadership Formation and Training – the Belfrey**

- Line manage the Formation Programmes Leader.
- Oversee development and delivery of:
  - Discipleship Year (New Wine Internship)
  - Leadership Year (New Wine Internship)
  - Belfrey Church Planting Course
- Work with internship schemes to identify and develop potential future leaders.

### **New Worshipping Communities and Lay-led Planting**

- Promote and support the development of New Worshipping Communities (NWCs), particularly in overlooked, under-served or pioneer contexts.
- Enable and resource lay-led planting initiatives as a key part of diocesan mission strategy.
- Ensure appropriate frameworks for oversight, accountability and sustainability of new communities.

### **Network and Resource Church Responsibilities – the Belfrey**

- Support The Belfrey Family Network and Northern Church Planting Fund (NCPF).

- Participate in NCPF governance as required.
- Arrange training and network Equip Days.
- Support the maintenance of strategic relationships across planting and mission partners.

### **Coordination and Collaboration**

- Convene and coordinate the Church Planting Forum as a key point for:
  - Peer learning
  - Sharing best practice
  - Collaboration across networks
- Strengthen relationships between deaneries, parishes and resource churches to support planting activity.
- Enable effective communication and alignment across diocesan initiatives related to mission and growth.

### **Engagement with Diocesan Teams**

- Work closely with the Mission and Ministry Team, particularly the Growing Missionary Communities Lead.
- Collaborate with the Diocesan Director of Education and team to explore and support planting initiatives within schools and educational settings.
- Contribute to wider diocesan strategy discussions where church planting intersects with mission, discipleship and growth.

### **Governance, Reporting and Funding**

- Contribute to reporting on church planting activity, outcomes and impact.
- Support the development of funding bids and stewardship of resources for church planting initiatives.
- Ensure good governance and alignment with diocesan policies, including safeguarding and clergy deployment.

### **General Ministerial Responsibilities**

- Participate in Sunday worship, preaching and teaching at the Belfrey.
- Undertake occasional offices as agreed.
- Contribute to pastoral leadership within the Belfrey community.
- Share in clergy team life and ministry.

### **Measures of Fruitfulness**

Fruitfulness in this role will be demonstrated through:

- A clear and functioning diocesan church planting framework
- Increased number and diversity of church plants and New Worshipping Communities
- A developing pipeline of leaders and teams for planting
- Strong collaboration across diocesan and parish structures
- Evidence of sustainable and contextually appropriate mission growth

### **Reporting To**

Growing Missional Communities Lead

### **Key Working Relationships**

- Director of Mission and Ministry
- Priest in Charge of the Belfrey and Senior Leadership Team
- Churchwardens and Belfrey PCC
- Church Planting Forum
- Growing Missionary Communities Lead
- Diocesan Mission and Ministry Team
- Diocesan Director of Education and education team
- Mission, Ministry and Discipleship Steering Group
- Deanery and parish leadership
- Resource churches and planting networks (including St Michael-le-Belfrey and Faith in the North)
- Programme Delivery Team

The job description provides an outline of the key responsibilities of the post and is not intended to be an exhaustive list. The post-holder may be asked to undertake any other relevant duties appropriate to the post and / or drawing on the skills and gifts of the post-holder. The job description may be amended over time, in consultation with the post-holder, in order to meet the needs of the Diocese.

This role will be reviewed jointly by the Director of Mission and Ministry and relevant diocesan leadership after six months, and thereafter through the Employee Development Review process in conjunction with the Incumbent of St-Michael-le-Belfrey.

## Person Specification

This post is subject to an occupational requirement that the holder be a practicing Christian under Part 1 of schedule 9 to the Equality Act 2010. Candidates must be communicant members of the Church of England, or of a church in full communion with it, and eligible to hold the Archbishop's authorisation to preach and to lead public worship.

To be successful, you will be an ordained person with the following gifts and skills:

### Personal Qualities

#### *Essential*

- Proven ability as an effective leader and member of teams.
- Instinctively collaborative, bringing both their own creative thinking and the ability to inspire and nurture creativity in others.
- Well-resourced and robust spirituality.
- High levels of emotional intelligence.
- Commitment to the development and formation of ministers, both lay and ordained.
- Able to form effective working relationships with a range of people, comfortable in offering both challenge and support.
- Able to travel flexibly around the diocese without reliance on public transport.

#### *Desirable:*

- Experience of working and / or worshipping across a range of church traditions.
- Able to teach and facilitate learning with a range of learning styles and across differing theological understandings.

### Theological and Professional

#### *Essential:*

- A personal commitment to the ministry and mission of the whole Church.
- A developed theology and personal commitment to sharing in God's mission.
- A reflective practitioner of Christian mission and ministry; comfortable working across Church traditions.
- Understanding of missional practice in reaching those beyond the Church.
- Parochial experience in an environment of growth and developing discipleship.
- Demonstrable experience of oversight and accountability for the delivery of relevant change programmes at parish and/or diocesan level.
- Experience of leading church revitalisation.

#### *Desirable:*

- Degree in theology or a related discipline.

- Awareness of the background to training and development within the Church of England.
- Experience of leading mission to those the Church doesn't currently reach.
- Experience of ministry in places of deprivation and/or with a non-book culture and including an appreciation of the challenges and opportunities of rural parishes.
- Experience of Church Planting.
- An understanding of the principles of adult education, and the ability to deliver adult learning and development.

## **Working Style**

### *Essential:*

- Proven ability to work on own initiative.
- Able to develop and deliver strategy and report at Board level.
- Able to demonstrate rigour in overseeing systems and processes including meaningful monitoring and evaluation for the purposes of learning and of reporting.
- Commitment to working collaboratively, with a proven ability to contribute effectively as part of a team.
- Experience of managing people with different work and learning styles, and enabling and developing managers.
- Excellent written and verbal communication and presentation skills.
- A good working knowledge of IT and Microsoft 365.
- Financially competent with the capability to prepare, monitor and managing budgets.
- Willingness to work flexible hours, including weekends and evenings, whilst maintaining a healthy work / life balance.

## **Recruitment Process**

Application is online via the Church of England's Pathways recruitment portal.

[Church Of England Vacancies - Church Planting Lead and Associate Minister \(Church Planting\)](#)

To arrange an informal discussion about the role, please contact Kirsty McCullough, Head of HR and Governance, in the first instance. Call 01904 699 502 or email [hr@yorkdiocese.org](mailto:hr@yorkdiocese.org)

**Closing date: 13 August 2026 (midnight)**

**Shortlisting: 19 August 2026**

**Interviews: 2 September 2026 in York**

## Summary of Terms and Conditions

|                     |                                                                                                                                                                                                                                                                                                                                                                    |
|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employer            | The York Diocesan Board of Finance (YDBF)                                                                                                                                                                                                                                                                                                                          |
| Line Manager        | Growing Churches of Missional Disciples Lead                                                                                                                                                                                                                                                                                                                       |
| DBS Disclosure      | A DBS check is required for this post                                                                                                                                                                                                                                                                                                                              |
| Probationary Period | Appointments are subject to a 4-month probationary period                                                                                                                                                                                                                                                                                                          |
| Location            | Diocesan Office, Clifton Moor, York<br>York, St Michael-le-Belfrey                                                                                                                                                                                                                                                                                                 |
| Hours               | The post is full-time, 35 hours per week.<br><br>The post holder will be required on a regular basis to attend meetings outside normal working hours, subject to time in lieu.                                                                                                                                                                                     |
| Salary              | The post is offered                                                                                                                                                                                                                                                                                                                                                |
| Pension             | The YDBF offers a contributory pension scheme ("the Scheme") organised by the Church of England (the "Church") Pensions Board. For each 1% of contribution paid by the employee, up to a maximum of 7%, the employer will pay a contribution equivalent to double the amount (which includes a small payment to provide the life assurance element of the scheme). |
| Holidays            | In addition to the eight Bank and Public Holidays, DBF employees are entitled to 5 weeks annual leave in any year                                                                                                                                                                                                                                                  |
| Mileage             | A mileage allowance will be paid in respect of journeys undertaken in connection with the duties of the post. This is remunerated as the <i>lesser</i> of the two distances to the destination as measured from the postholder's home and from the Diocesan Office (currently 55p per mile for the first 10,000 miles). The full policy is available on request.   |

### *Non-contractual Benefits*

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|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employee Benefits | Non-contractual benefits currently offered include eye care vouchers and a cycle to work scheme.                                                                                                                                                                      |
| Pastoral Care     | We provide a comprehensive Employee Assistance Scheme. Our Diocesan Adviser in Pastoral Care offers a confidential space to talk through pastoral, professional or personal matters and can provide or arrange supervision, counselling and/or mediation if required. |