

Head of Growth and Revitalisation

Overview

The Diocese of Lincoln is seeking a Head of Growth and Revitalisation to help shape the next stage of growth, renewal and mission across Greater Lincolnshire.

This is a significant strategic leadership role for an ordained Anglican minister with substantial experience of helping churches grow. Working with bishops, archdeacons, diocesan colleagues, clergy and lay leaders, the post-holder will lead a diocesan approach to church growth through revitalisation, planting, evangelism and leadership development.

The role will play a key part in enabling the Diocese to grow as a community of missionary disciples, supporting parishes, leaders and worshipping communities to flourish in rural, urban and market town contexts.

Introduction to the post

The Head of Growth and Revitalisation will provide strategic direction and practical leadership for growth across the Diocese of Lincoln, with a particular focus on Key Mission Churches, parish renewal, church planting, new worshipping communities, evangelism and discipleship.

This role supports the Diocese's continuing journey from *Time to Change Together* into *Time to Grow Together*, helping to turn shared vision into practical action. The post-holder will work relationally and collaboratively across the breadth of Anglican traditions, local mission partnerships, deanery partnerships and the varied communities of Greater Lincolnshire.

Central to the post will be the ability to build trust, encourage shared learning, develop leadership capacity and support sustainable, measurable growth in discipleship, attendance, community impact and local mission.

Role & Responsibility

The post-holder will lead the development and delivery of a diocesan approach to growth, revitalisation and mission, aligned with the Diocese's wider vision and ten-year strategy. They will work with senior leaders to identify priorities, focus investment and support strategic intervention where there is opportunity for renewal, growth or planting.

A major part of the role will be to develop and strengthen Key Mission Churches as hubs for mission, leadership development, planting and wider renewal. The post-holder will work with Key Mission Church leaders to build capacity, grow sustainable congregations, support surrounding parishes and act as catalysts for renewal across local networks.

The role will also involve leading programmes of church revitalisation and parish renewal, particularly in places of decline, transition or significant opportunity. This will include working directly with clergy and leadership teams to diagnose challenges, develop strategic plans, implement change and embed local growth strategies that are realistic, prayerful and measurable.

The post-holder will provide strategic leadership for church planting and new worshipping communities, identifying opportunities for planting from healthy churches and supporting initiatives from discernment through to long-term sustainability.

They will identify, nurture and support missional leaders, both lay and ordained, helping to create training, coaching and mentoring pathways for evangelism, church planting, revitalisation leadership and pioneering ministry. They will also work with diocesan teams, national and regional networks, and external partners to share learning and strengthen practice across the Church.

Details of the Ideal Candidate

We are looking for an ordained Anglican minister with a mature and prayerful Christian faith, a strong commitment to the mission of the Church of England, and substantial experience of senior leadership in an Anglican context.

The ideal candidate will have significant experience of helping churches grow through revitalisation, planting, fresh expressions, evangelism or parish renewal. They will be able to turn strategy into delivery, lead change involving multiple stakeholders, and demonstrate measurable impact.

They will bring a strong theological and practical understanding of church growth, discipleship, planting and revitalisation, together with a good understanding of Church of England structures, governance and ways of working. Experience of Key Mission Churches, diocesan structures or financially sustainable models of mission and ministry would be particularly welcome.

The successful candidate will be a confident communicator and relational leader, able to articulate a compelling vision, build trust across different traditions and contexts, and translate priorities into clear plans, outcomes and measures of success. They will be able to coach, mentor, facilitate and train individuals and groups effectively.

We are seeking someone who is prayerful, resilient, hopeful and emotionally intelligent; someone who can work generously across the breadth of the Church of England, encourage confidence and ownership in others, and model collaboration, inclusion, humility and shared purpose.

The role will require travel across the Diocese of Lincoln and beyond, as well as some flexibility for occasional evening and weekend work, with time off in lieu.