



THE CHURCH
OF ENGLAND
Diocese of Manchester

CHURCH
FOR A
DIFFERENT
WORLD

Head of Church Growth and Evangelism

Information for applicants

January 2026

A Message from Bishop David

Welcome and thank you for your interest in the role of Head of Church Growth and Evangelism.

Over the last few years, Manchester Diocese has led a number of ambitious projects to support church growth including our city centre resource churches, the Antioch Network and the Renewing Rochdale project. We are now looking for a creative and innovative person to take this work forward in their role as Head of Church Growth and Evangelism. The successful candidate will work alongside clergy and lay leaders to identify opportunities for growth, including Resource Churches, church plants and revitalisation projects, and parish renewal projects.

Manchester Diocese has an inspiring vision and we are making good progress towards achieving this with the development of a wide range of programmes, all designed to release missional energy. The Head of Church Growth and Evangelism has a key role to play in shaping and leading the delivery of this strategy.

Rooted in a clear, hopeful and outward-looking vision for the future and supported by substantial investment from the national church, our diocese's strategy is resourcing mission and ministry across our communities, strengthening the excellent work already taking place. With this support, we are well-equipped to develop a wide range of initiatives that will sustain and grow the missional health of our parishes for years to come. This support along with the rich history and variety in our diocese, makes it a wonderful place to engage in Gospel ministry.

It is important to us that the new Head of Church Growth and Evangelism is committed to diversity, inclusion and racial justice. We are also looking for someone who is generous in working with a breadth of traditions and spirituality in the Church of England. In particular, we welcome female candidates and candidates of global majority heritage to help ensure the diversity of our senior team.

We are very much looking forward to welcoming our new Head of Church Growth and Evangelism to the diocese and supporting them with their work.

Yours in Christ,



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 the 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 living out our values of **faith, hope and love.**

Built around 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.

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.



The funding will enable us to deepen 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, the investment will support **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.

We will build 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 with 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.



Church Growth and Evangelism

The Head of Church Growth and Evangelism is a key role as we seek to plant new churches and revitalise existing communities.

They will be a pivotal leader in our **Church Planting and Revitalisation strategy**. We aim to strengthen relationships with existing resource churches and invest in six new ones over the coming years. Work has already begun at William Temple, Wythenshawe, with a focus on children, young people and community development. Our wider planting programme includes 20 medium-sized revitalisations supported by a seed-bed grant.

The Antioch Network are vital partners in this vision. Based mainly in the most deprived 20% of parishes, they are committed to planting new expressions of church. They now include ten churches whose “small to small” model and REAP training significantly shape our approach.

The Head of Church Growth and Evangelism will also play a foundational role in our **Parish Renewal strategy**, overseeing three Mission Enablers who will help parishes develop bold missional plans, establish new worshipping communities, and take practical steps towards sustainable growth in discipleship, mission and leadership.

Developing Missional Leaders is essential. The Community of Evangelists Facilitator, alongside initiatives such as Sing My Soul, will help nurture missional confidence across traditions.

This work also links with our **Growing Younger** strategy, recognising the gift of our work with children and young people as core to our vision for church growth, and our ambition of doubling the number of active young disciples.

There is much that is good across our work, and much more to be done. As we take these next steps, we are looking for a leader who can help us embed best practice, try new things, and nurture renewal in every part of our work. This role is an opportunity to make a lasting contribution to the missional future of our diocese.



Role Description

Employer:	Manchester Diocesan Board of Finance (MDBF)
Salary:	£46,750 - £53,906 dependent on level of experience (Diocesan pay scale band 6.1 - 6.3)
Hours of work:	Full-time (35 hours per week)
Contract:	Permanent
Normal place of work:	St John's House, 155 – 163 The Rock, Bury BL9 0ND

Purpose

The Head of Church Growth and Evangelism will give strategic leadership to our commitment to growing churches, renewing parishes, and nurturing a culture of missional leadership. This role will turn diocesan vision into local reality, working collaboratively with Resource Churches, parish leaders, the Antioch Network and our Parish Renewal programme to equip sustainable growth across a wide range of contexts.

Accountability and Key Relationships

The Head of Church Growth and Evangelism is line managed by Revd Phil Cansdale, Acting Director of Mission, Ministry and Strategy.

The post-holder has a key relationship with the Bishop of Bolton, the Rt Revd Dr Matthew Porter, who is the Bishop with the portfolio for developing mission across the diocese. He is also Chair of the College of Archbishop's Evangelists.

They will line manage the three new Mission Enablers (full time, recruitment mid 2026) and the Community of Evangelists Facilitator (0.4 – recruitment spring 2026)

Strategic partners are the Bishop of Manchester and the Bishop of Middleton, and the wider Bishop's Leadership Team. The post-holder will also work in close co-operation with the Mission and Ministry team, and will attend the quarterly "Church Planting and Revitalisation" Board.

Other key relationships include Area Deans, the Mission Enablers, The Antioch Network, Resource Churches, and the newly forming cohort of missional thinking from more catholic/ liberal catholic/ broad church traditions.

Key Responsibilities

Strategic and Missional Development

1. With the Bishop of Bolton, refine and develop the strategy for Church Growth, and design pathways for its implementation, working through the resource implications of the Church Growth strategy to enable forward planning of people and finance.
2. Hold the diocesan picture of Church Growth, and especially of Resource Churches, Church planting, and new worshipping communities, encouraging the development of all these forms of ministry and mission as appropriate.
3. Identify and work with key potential partners outside the diocese, keeping in touch with national vision and thinking on missional strategy.

Church Growth and Revitalisation

4. Envision, direct and facilitate our work with existing and new Resource Churches, developing them as strategic partners in our church planting programme. They will work with others in discerning leaders, locations, team, partnerships and the missional design of each project.
5. Champion the work of church planting, especially working alongside the Antioch Network as it grows its work on estates and across diverse communities.
6. Take an active role in the discernment of medium-sized revitalisations, developing strong partnerships and enabling them to more fully become a missional resource across the diocese.

Parish Renewal

7. Shape and lead the diocesan Parish Renewal programme, working with Parish Mission Enablers, Area Deans, and others in an accompanied learning journey of leadership, discipleship and mission.
8. Establish robust support, learning and evaluation, gathering insights across pilot parishes, identifying effective models for culture change and sustainability, and shaping future diocesan roll-out so more parishes can engage confidently in parish renewal.
9. Encourage and support the emergence of new worshipping communities, helping clergy and lay teams discern fresh expressions of church that are context-appropriate, sustainable, and integrated into the parish's wider mission strategy.

Developing Missional Leaders

10. Champion the work of the Community of Evangelists Facilitator, and all those with a passion to commend Christ to others and call others to respond.
11. Ensure missional thinking remains a golden thread through our training and development programmes for lay and ordained colleagues.
12. Talent-spot and support the development of a cohort of priests from the Catholic / Liberal Catholic / broad church tradition in evangelisation

13. Undertake such other reasonable duties as may be required.

Person Specification

	Requirements
Spirituality and Tradition	<ul style="list-style-type: none"> • Mature in faith and spirituality • A prayerful approach to life • Generous in working with a breadth of traditions and spirituality in the Church of England
Qualifications	<ul style="list-style-type: none"> • University degree or equivalent
Experience	<ul style="list-style-type: none"> • Experience of, and commitment to personal evangelism and church planting • Experience of being part of a leadership team that has led a church into growth through innovation, church planting and/ or fresh expressions in or with the Anglican Church • Experience of being part of a leadership team that has been effective in church growth and evangelism • Experience of delivering projects or programmes that have involved significant change management and dealing with a variety of stakeholders
Knowledge and Understanding	<ul style="list-style-type: none"> • Able to reflect theologically on mission and church growth, and especially evangelism and church planting, and demonstrating self-awareness • Able to engage positively with the breadth of traditions in the Church of England • Able to critically appraise initiatives • Knowledge of Church of England structures • Knowledge and experience of fruitful approaches to developing and growing the Church • Knowledge of safeguarding best practice and an advocate for developing a strong and embedded culture of safeguarding throughout the diocese

	Requirements
Skills and Competencies	<ul style="list-style-type: none"> • Attentive to detail, ensuring that deadlines are achieved and budgets managed effectively • Able to articulate vision and strategy and set clear objectives • Able to develop partnerships and networks with a wide range of people • Able to train and educate others • Able to contribute to ministry development through clergy and lay development programmes • Proven 'parish development' skills including consultation and facilitation
Personal Attributes	<ul style="list-style-type: none"> • Resilient - able to inspire, encourage and motivate others as well as being able to make difficult decisions • Commitment to Church Growth and particularly evangelism and church planting • Collegial and collaborative - a team player, ready to work with and support the bishops and other senior colleagues in their roles and committed to creating a culture of mutual accountability and unity • Fully committed to the development and training of self and others • Committed to the wellbeing of clergy and of lay leaders
Work-related circumstances	<ul style="list-style-type: none"> • Flexibility to work evenings and weekends • Willing to travel across the diocese and beyond • A practising Christian • An enhanced check with the Disclosure and Barring Service will be required

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
Probation	Appointments subject to a 6-month probationary period
Hours	Full- time (35 hours per week)
Salary	£46,750 - £53,906 per annum (Diocesan pay scale – Band 6.1 – 6.3)
Contract	Permanent
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 Monday, 23 February 2026 at midnight.

Shortlisted candidates will be informed by Wednesday, 4 March 2026.

The interviews are provisionally scheduled for Wednesday, 11 March 2026 but this is yet to be confirmed. The venue will be St John’s House, 155-163 The Rock, Bury BL9 0ND. Further details will be provided to shortlisted candidates.

Eligibility and pre-employment enquiries

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

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

The post is subject to an enhanced disclosure with the Disclosure and Barring Service along with checks of the adult’s and children’s barred lists.