



dioceseofyork.org.uk

Director of Mission and Ministry

Job pack - 2025

Foreword from The Rt Revd Dr Eleanor Sanderson, Bishop of Hull

Dear Applicant,

Thank you for being open to discerning God's call to serve and lead amongst us as our Director of Mission and Ministry in the Diocese of York. This is a crucial role, at a crucial time in the life of our diocese.

Together, we are fully committed to *Living Christ's Story*. This is our vision and passion for the revitalisation of God's church and partnering in Jesus' ongoing story of transformation in our world.

Living Christ's Story begins with our own personal commitment to Christ and our wholehearted devotion as a missional disciple of Jesus. We are praying for someone who will live out what they lead; taking particular initiative and responsibility in our journey to become more like Christ, to grow a church of missionary disciples, and to reach those we currently do not reach. In particular, this is a time when there has been much deep learning about raising up missional leaders from amongst our own communities and revitalising the life of our Church. Central to this journey is identifying and enabling local lay and ordained vocations and grassroots community ministers. We need to build on this learning and embed pathways of revitalised growth across our mission and ministry in the diocese.

Ours is a complex and large diocese that therefore requires someone with creativity and tenacity to lead diverse teams in a season of strategic alignment, project delivery, and bold forward planning; consolidating prior learning and practitioner experiences with faith-filled and Spirit-led forward-looking practical leadership.

As you read through the material in this booklet, you will see both greater details of the different key aspects of this role, along with the person specifications that we have discerned are most needed at this time. Above all, we ask you to pray if God is calling you to be part of a fully committed team of senior leaders and grassroots disciples living Christ's story together in our diverse communities. We want to learn together, lead together, grow together, and thrive together.

Know that we are praying for you as you pray and discern with us.



The Rt Revd Dr Eleanor Sanderson
Bishop of Hull

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Context

The Diocese of York stretches from the Humber to the Tees, and from near the A1 to the Yorkshire coast. It is the largest diocese in the Church of England by square miles (more than two hours' drive from north to south), and 14th in terms of population (1,442,000). The A1 and A19 run north to south, the M62 serves Hull, and we have the East Coast Main Line, Hull Trains, and Trans Pennine rail networks. For the most part, the diocese is rural and away from the main roads; transport links are poor and slow. Population diversity within the diocese also varies. In some places, like the rural centre of the diocese and the East Riding, over 96% of the population identify as White British, while in Middlesbrough, that number was 82% at the last census and is now likely closer to two-thirds.

The diocese is increasingly economically diverse, and the Hull and Middlesbrough areas are becoming noticeably poorer through redundancies and closures, and there are gaps between rural affluence and rural poverty. The main concentrated centres of population are Hull, Middlesbrough, and York.

There are 573 churches in the diocese, which is served by three archdeaconries:

- Cleveland (the Bishop of Whitby)
- East Riding (the Bishop of Hull)
- York (the Bishop of Selby)

There are 122 Church schools within the diocese, of which 51, including all 4 of the CofE secondary schools, are academies.

You can find further details about the diocese here: [Diocesan Information](#)

Our diocesan teams, based mostly at our main office in Clifton Moor, York, provide a wide range of support services. As well as colleagues in the mission and ministry teams, they include our Education Team, working closely with Church schools, and our support functions, such as Safeguarding, Property, Finance, Communications, and Human Resources. All are employed by the York Diocesan Board of Finance, a charitable company limited by guarantee with assets of over £100m and an annual turnover of around £15m, which manages the diocese's shared resources to deliver its mission.

Living Christ's Story

The vision for the Church of England in the 2020s is to be a Christ-centred church, growing *simpler, humbler, and bolder*, and shaped by the five marks of mission. In response to this call, in November 2022, the Diocesan Synod approved Living Christ's Story (LCS) (dioceseofyork.org.uk/our-diocese/living-christs-story) and the strategic plan that accompanies it. This plan continues to develop and evolve. LCS builds on an earlier expression of priorities that shaped successful bids for national funding to extend our reach and grow leaders in our lowest income communities and amongst those in their 20s-40s. LCS is intentionally aligned with the national Church of England: Vision and Strategy.

To live Christ's story is to be part of God's mission of love in and for the world today, and we need a flourishing and sustainable church to help make this happen. We are, therefore, called to live this story of Christ in the communities we serve. We are, as it were, invited to write the next chapter in the Acts of the Apostles: the life of God's Church here in the Diocese of York.

In particular, we are committed to these four priorities:

1. To become more like Christ
2. To reach out to people we currently don't
3. To grow churches of missionary disciples that are younger and more diverse
4. To transform our structures and finances

This will mean the revitalisation of our parishes, chaplaincies, and new worshipping communities so that there is a viable and flourishing presence in every community: Deaneries, with Deanery Plans and Deanery Leadership Teams, are essential partners in this revitalisation. We are working to live within our means and develop models of ministry that are affordable and sustainable with flourishing lay and ordained ministry. All this also calls us to a spiritual and theological renewal about what it means for each of us to be a follower of Christ; to be someone who lives Christ's story.

The Opportunity

This is a significant role at the heart of Living Christ's Story, a key focus of which is to help us to nurture vibrant and sustainable missional communities serving the length and breadth of the Diocese of York, and to grow lay and ordained ministers who are outward facing, confident in discipleship and mission, well-resourced and well-supported.

We are seeking an imaginative and confident senior colleague who will bring a creative and faith-filled approach to embracing both the opportunities and challenges of the future, contributing significantly to the ongoing change management that is taking place across the diocese. Reporting to the Diocesan Secretary (CEO), and working closely with the suffragan bishops, the post holder will be a member of the Diocesan Leadership team, leading a team of experienced colleagues as they provide specialist support to lay and ordained ministers and the parishes in which they serve, inspiring the missional renewal of the whole People of God.

The Opportunity, *contd.*

Our next DMM will bring a creative and faith-filled approach to embracing both the opportunities and challenges of the future, contributing significantly to the change management that is required across the diocese.

There is a genuine occupational requirement that the appointee must be a communicant member 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.

Background

As we seek to discern the new things that God is leading us to as a diocese, we do so alongside our commitment to the parish unit as the basis of our ministry and a bias to the poorest communities. We also recognise the need for revitalisation and sustainability.

The previous postholder brought together a number of specialists and teams under the 'Mission, Ministry & Discipleship' umbrella. Much has been achieved in terms of refreshing and integrating roles during their tenure, but there remains more to do. The vacancy comes at a time of transition for a number of the current, nationally funded, programmes (as their external funding comes to an end) and as we identify the priorities for the next phase of Living Christ's Story, in readiness for a further funding bid later in 2026.

A recent consultation with the team and a number of other stakeholders has led to recommendations around the shaping of this role, and the relationship with the sponsoring bishops, to reflect three broad strands of work:

- New Ministry – e.g. Lay & Ordained Vocations, Initial Ministerial Education, Support for posts of first responsibility.
- Developing & Supporting Ministry for Mission – e.g., Lay & Ordained CMD, Leadership Development, MDR, Ministerial Wellbeing, Diversity, and Wydale Hall
- Growing Missional Communities – e.g. Church Planting, Missional Discipleship, Mustard Seed, Revitalise, and Multiply

This appointment comes after a number of other significant senior appointments, all of which have re-energised the thinking around Living Christ's Story and the planning for a more substantive bid for national funding in support of our strategic goals.

The DMM will be the Workstream Lead for the LCS Mission & Discipleship Workstream (sponsored by the Bishop of Hull), and the Ministry Workstream (sponsored by the Bishop of Selby), within which a number of projects and programmes are held. The DMM also works in close partnership with the aspiration to grow younger and more diverse (sponsored by the Bishop of Whitby) and the Diocesan Board of Education. The Workstream Leads work closely with the Head of Programme Delivery, who supports bid management, project planning, accountability, and reporting across all workstreams.



Background, *contd.*

Our diocese is large and diverse, and this creates a multitude of needs and opportunities when it comes to developing vocations, delivering training, and encouraging mission. It is recognised that the teams must ensure that their support is appropriate for, and tailored to, a variety of contexts and is delivered locally where possible, though some may be offered more centrally. This may involve team members travelling to offer training or providing resources that can be delivered (digitally where appropriate) in and by deaneries or groups of deaneries, and reflects our understanding that the centre of the diocese is in the parishes and deaneries.

This role description should be read alongside the Diocese of York strategy document, which can be found here: [Living Christ's Story - Strategic Plan](#)

Job Description

Purpose

The Director of Mission and Ministry's post will enable:

- The delivery of ministry that is informed by our diocesan vision for confident missional leaders and supports its fulfilment
- The prioritisation of individual and corporate discipleship and the nurturing of vocations to a variety of lay and ordained ministries, both voluntary and paid.
- Ministerial formation that is appropriately structured in response to the needs of the diocese and the agenda and direction of the national Church
- The flourishing of sustainable and sustaining, missionally focussed worshipping communities that are impacting their local communities and reflect their parochial and deanery contexts and a breadth of theological and liturgical perspectives (within the teachings and doctrine of the Church of England).
- The flourishing of an MMD Team that has clarity of purpose and is focussed on diocesan priorities as expressed in local contexts.

Principal Duties

The Director of Mission and Ministry should expect to divide their time between strategic leadership, project work, and providing management support and development for key departmental heads, who will in turn build and manage their own teams, focussing on the following areas of work:

- **New Ministry (Vocations & Initial Ministerial Training)** - encouraging and discerning lay and ordained vocations, ensuring adequate numbers of Vocations Advisors and enabling the support and development of all types of vocation at parish, deanery and diocesan levels. Shaping a diocesan approach to ordination and Licensed Lay Ministry (LLM) training, IME1, IME2 (and early years CMD) that is responsive to need, financially prudent, deliverable locally as well as centrally, and fit for the needs of the future.
- **Developing & Supporting Ministry for Mission** - this embraces the development of both lay and ordained ministries as they help parishes to grow creatively in mission and imaginatively in ministry. This will involve responding to fresh opportunities as they arise, but includes the continuing development of our ALM (Authorised Lay Ministry) and LLM schemes, embedding the updated MDR process, and ensuring that we have an effective approach to identifying and meeting learning and development needs. Within this area of work, a particular priority is to support the wellbeing of those in ministry and the oversight of our work in this area is held within this team.

Principal Duties, contd.

- **‘Growing Missional Communities’** - embedding intentional pathways of missional discipleship across the diocese, drawing on best practice wisdom and incorporating local learning from a range of missional community projects.
 - Over 25% of parishes have been part of ‘Revitalise’ over the last two years, a programme of support, encouragement and accompaniment to parishes with potential for growth, often with the appointment of interim ministers or new incumbents. Programmes that have been running in recent years include ‘Multiply’ which seeks to reach younger adults and encourages the creation of New Worshipping Communities; ‘Mustard Seed’ which, focussed on deprived parishes, seeks to build up lay leadership and create Community Hubs; and ‘GROW: Youth Discipleship Ambassadors’, which has encouraged and equipped young people aged 11-16 to be more actively involved in mission and ministry within their church. These have been primarily resourced by SDF funding, which will come to an end during 2026.

A particular priority for the DMM will be to work with the team and the bishops to shape the next phase of missional support, both for the revitalisation of existing expressions of church and also the planting of new worshipping communities.

Administrative and secretarial support is provided within the team.

The DMM will be expected to work collaboratively beyond the Mission and Ministry Team, including:

- **Safeguarding** - the DMM is a member of the Diocesan Safeguarding Operational Group, representing the Department of Mission and Ministry and ensuring that the National Safeguarding Learning and Development Framework is embedded in all ministerial training and development programmes.
- **Senior Colleagues** - working closely with the bishop and archdeacons in relation to the support of those in their respective archdeaconries, especially through termly meetings involving team members, bishops and archdeacons.
- **Nationally & Regionally** - keeping abreast of national developments in ministry and missional strategy, ensuring good working relationships with national and regional colleagues working in relevant areas, including the national Ministry and Diocesan Support teams, the regional TEIs, and provincial staff. Participation in national networks and project work, as appropriate.
- Offering their own particular gifts, skills and interests in the service of the diocese as a full member of the York Diocesan Leadership Team. As a member of YDLT, they will also usually be present at meetings of the Archbishop’s Council and Diocesan Synod and may be required to attend other diocesan committees when agenda items involve matters relevant to their areas of oversight.
- Contributing to the life and oversight of the Diocesan Office team by being a member of the Heads of Department team.

The DMM will be encouraged to be involved in the grassroots mission and ministry of the diocese, exercising a preaching & teaching ministry and to visit deaneries and benefices in order to build up networks based upon confidence and friendship with clergy and laity. If ordained, the DMM will be licenced to exercise a sacramental ministry across the diocese.



Other Duties

In common with all diocesan staff members, the post-holder will be expected to:

- Attend relevant meetings and be involved in other projects and diocesan initiatives, drawing on the skills and gifts of the post-holder.
- Participate in an annual review and appropriate continuing professional development, including participation in professional networks extending beyond the diocese.
- Model a collaborative and professional approach to their work.
- Encourage good relationships with immediate colleagues, other staff and external contacts.
- Undertake such other duties as reasonably requested.

The post will involve frequent travel within the diocese, and attendance at events that take place outside normal office hours (for which time off in lieu may be offered).

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. The job description may be amended over time, in consultation with the post holder, to meet the needs of the diocese.

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 a lay or 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.

Person Specification, *contd.*

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 hold senior management-level responsibility; able 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 in 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 manage 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.

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.

Closing date: 14th December 2025

Shortlisting: 22nd December 2025

Interviews: 12th January 2026 in York

Summary of Main Terms and Conditions of Employment

Employer	The York Diocesan Board of Finance (YDBF)
Line Manager	Diocesan Secretary & Chief Executive
DBS Disclosure	A DBS check is required for this post
Probationary Period	Appointments are subject to a 6-month probationary period
Location	The post is based at the Diocesan Office at Clifton Moor, York.
Hours	The post is full-time, 35 hours per week. 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 grade 1 with a salary of c.£65,000.
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 qualifying journeys undertaken in connection with the duties of the post (currently 45p per mile for the first 10,000 miles). A copy of the expenses policy is available on request.
Non-contractual Benefits	
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.