



THE CHURCH  
OF ENGLAND  
Diocese of Manchester

CHURCH  
FOR A  
DIFFERENT  
WORLD

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# **Director of Mission and Ministry**

## **Information for applicants**

### **July 2024**

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## A message from Bishop David

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Welcome and thank you for your interest in the role of Director of Mission and Ministry.

Manchester Diocese has an inspiring vision for 2030 and we are making good progress towards achieving this with a wide range of programmes, all designed to release missional energy. The Director of Mission and Ministry has a key role to play in shaping and leading the delivery of this strategy, in particular our plans for church growth and revitalisation, and the development of our missional leaders – lay and ordained.

Our ten-year Transformation Programme, which aligns with the national Vision and Strategy, has recently achieved significant funding from the Church Commissioners. We are therefore well-resourced to take forward a wide range of initiatives to ensure the future missional health of parishes across our diocese. This recent support along with the rich history of and variety in our diocese, makes Manchester a wonderful place to engage in Gospel ministry.

It is important to us that the new Director of Mission and Ministry 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 the new Director of Mission and Ministry to the Bishop's Leadership Team and supporting them in their work.

Yours in Christ,



The Rt Revd Dr David Walker,  
Bishop of Manchester



# About us

## Manchester Diocese

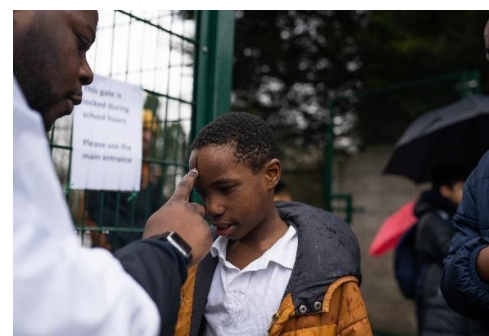
Manchester Diocese serves a vibrant, dynamic and creative community in the North West of England. It covers an area of 416 square miles and has a total population of 2.2 million. The diocese is divided into four archdeaconries, seven deaneries and 33 mission communities. There are more than 300 places 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 Manchester 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, 192 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

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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).

We have made good progress since getting underway with our Transformation Programme, for which we have been awarded significant funding by the Church Commissioners since 2017. Many of us have experienced first-hand how things are changing for the better across the diocese in our parishes, schools and chaplaincies. This is helping us achieve our vision - to be a growing, worshipping transforming Christian presence at the heart of every community - and our mission goals which are to grow our churches, nurture new and existing disciples and serve the vulnerable, deprived and excluded.

Our achievements include moving to our new deanery structures; the creation of our 33 mission communities; investing in our lay leaders; supporting children's ministry in each deanery; and increasing the practical support for parishes.

Most 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.

Learning from our recent experience with the new projects and programmes that are underway, we are well-placed to develop the overall strategy and plans for our diocese based on: *growing younger, church planting and revitalisation, developing missional leaders* – lay and ordained, and supporting our parishes with *mission renewal*.

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.

We have been doing great work in the area of *growing younger*, trialling new approaches with the Children Changing Places programme in Bolton, and Man Dio Growing Faith in the other deaneries. We are now bringing this experience and learning together to develop a comprehensive approach to engaging with children, young people and their families across our diocese. Our particular focus is on how best to strengthen the links between our

churches and our church schools. Our aim is to support every mission community and parish with this.

We have had similar successes with *church planting and revitalisation*. Over the last seven years, we have set up four new resource churches and a number of church plants. We now want to build on this learning, so that churches carrying a DNA of mission are established across our diocese particularly in communities where attendance is low.

*Developing missional leaders* is a key priority for us. We recognise the importance of investing in our clergy so they are equipped to grow our churches, especially given the number of newly ordained clergy who are being appointed to stipendiary roles. As a diocese we continue to focus on developing our lay people, particularly through our Authorised Lay Ministry programme. We have also been taking forward our proposals for focal ministry. These developments will inform our future plans for lay ministry to which we remain fully committed. Supporting clergy and lay vocations so we develop a new, diverse generation of church leaders with the calling and skills to grow new faith communities, continues to be important to us.

Providing direct support to our parishes to ensure *mission renewal* and their financial sustainability is central to our Transformation Programme. Our Area Deans and Lay Chairs are working closely with our parishes to understand the opportunities and challenges they face and make sure they have access to the support they need. Mission communities are key to this, enabling parishes to work together on mission and ministry. Clergy deployment, parochial reorganisation and engaging with our most fragile churches are important strands of this work. We are also strengthening the support we provide to church officers with training, resources and new technology.

Developing our international congregations is a key plank of our approach to racial justice, alongside work we will be taking forward to ensure that our clergy and lay leaders represent the diversity of our diocese in their governance roles.

We will continue our work towards the 2030 Net Zero Carbon goal set by General Synod, by supporting our churches and schools with measuring their energy use and taking practical steps to reduce their carbon footprint.

We are working to ensure that we are financially sustainable over the medium- to long-term as we recover from the challenges of the pandemic and the cost-of-living crisis. This includes talking with parishes about mutual support and the need to pay Parish Share so that the current levels of stipendiary clergy – 175 - can be maintained. We are also paying close attention to the management of the diocese's assets to ensure optimal investment returns and capital growth.

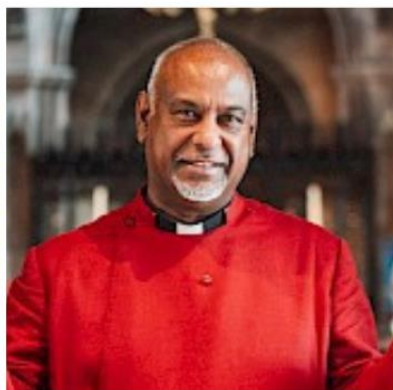
Across our diocese, people hold diverse views and express their faith through different traditions, yet we all share a passion for Jesus Christ and his Church. Our bishops honour these differences by inviting church communities from across our diocese to learn together, support one another, and listen to one another and to God.



## The Bishop's Leadership Team

The Director of Mission and Ministry is a member of the Bishop's Leadership Team alongside:

- The Rt Revd Dr David Walker, Bishop of Manchester
- The Rt Revd Mark Davies, Bishop of Middleton
- The Rt Revd Dr Matthew Porter, Bishop of Bolton
- The Ven Karen Best, Archdeacon of Manchester and Acting Archdeacon of Rochdale
- The Ven Dr Rachel Mann, Archdeacon of Bolton and Salford
- The Revd Canon Anne Edwards, Senior Bishop's Chaplain (starting in August 2024)
- The Very Revd Rogers Govender, Dean of Manchester Cathedral
- Director of Vocations (role is being advertised)
- Helen Platts, COO/Diocesan Secretary



## Role description

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### **Purpose**

The Director of Mission and Ministry is responsible for championing all aspects of mission across the ministry of the diocese, and for the development of our lay and ordained leaders to ensure that they are missionally focused.

### **Accountability and Key Relationships**

The Director of Mission and Ministry will work closely with the Bishop of Bolton. Other key partners are the Bishop of Manchester and the Bishop of Middleton.

The post-holder is a member of the Bishop's Leadership Team and will work closely with the Archdeacons and the Director of Vocations.

The post-holder will work in close co-operation with the Area Deans and the Transformation Team and attend key programme and project boards associated with the diocese's investment programme.

The post-holder will work closely with clergy and lay leaders of resource churches, church plants and fresh expressions across the diocese.

The post-holder has line management responsibility for the Head of Church Growth and Evangelism, the Head of Clergy Development and the Head of Lay Development.

The Director of Mission and Ministry is line managed by the Diocesan Secretary and is a member of the Senior Management Team of the Diocesan Board of Finance.

## **Key Tasks**

1. Working closely with the Bishop of Bolton, oversee the development of Manchester Diocese's missional culture that will produce ongoing revitalisation and church planting.
2. Ensure that a missional culture of social action, evangelism, discipleship, leadership development and church planting is supported and embedded across the diocese, particularly through the delivery of development and training to those in leadership positions and the provision of appropriate resources for congregations.
3. Ensure that ambitious and comprehensive development programmes are delivered for the diocese's clergy, with a particular focus on curates and first incumbents, to ensure that our parishes have strong missional leadership.
4. Oversee the development and delivery of the diocese's programmes of support for lay people, in particular the Authorised Lay Ministry programme, focal ministers and church officers, with a strong focus on missional leadership.
5. Ensure that support is provided to enable the diocese's international congregations to thrive and grow.
6. Ensure that rigorous monitoring and evaluation is carried out for all programmes and projects and that the learning is carried forward into future proposals.
7. Be a key player in developing bids to secure funding for the diocese's change programme.
8. Keep in close touch with national developments and emerging good practice in other dioceses, applying the learning to Manchester Diocese.
9. Undertake such other reasonable duties as may be required.



## Person Specification

|                                     | <b>Requirements</b>   |
|-------------------------------------|---|
| <b>Spirituality and Tradition</b>   | <ul style="list-style-type: none"> <li>• Mature in faith and spirituality.</li> <li>• A prayerful approach to life.</li> <li>• Someone who is generous in working with a breadth of traditions and spirituality in the Church of England.</li> </ul>  |
| <b>Qualifications</b>               | <ul style="list-style-type: none"> <li>• University degree.</li> </ul>  |
| <b>Experience and Understanding</b> | <ul style="list-style-type: none"> <li>• Good understanding of, and commitment to personal evangelism and church planting</li> <li>• Experience of being part of a leadership team that has been effective in seeing churches grow in numbers, impact and maturity</li> <li>• Experience of delivering projects or programmes that have involved significant change management and dealing with a variety of stakeholders.</li> <li>• Experience of leadership in the Anglican church.</li> </ul>   |
| <b>Knowledge</b>                    | <ul style="list-style-type: none"> <li>• Able to engage positively with the breadth of traditions in the Church of England.</li> <li>• Able to reflect theologically on the church's mission, valuing social action, evangelism, discipleship, leadership development and church planting, and demonstrating self-awareness.</li> <li>• Ability to critically appraise initiatives.</li> <li>• Knowledge of Church of England structures.</li> <li>• Knowledge and experience of fruitful approaches to developing and growing the Church.</li> <li>• Knowledge of safeguarding best practice and an advocate for developing a strong and embedded culture of safeguarding throughout the diocese.</li> </ul> |
| <b>Skills and Competencies</b>      | <ul style="list-style-type: none"> <li>• Attentive to detail, ensuring that deadlines are achieved and budgets managed effectively.</li> <li>• Able to articulate vision and strategy and set clear objectives.</li> <li>• Able to develop partnerships and networks with a wide range of people.</li> <li>• Able to develop and educate others.</li> <li>• Able to contribute to ministry development through CMD and Lay Training programmes.</li> <li>• Proven 'parish development' skills including consultation and facilitation.</li> </ul>   |

|                                   | <b>Requirements</b>   |
|-----------------------------------|---|
| <b>Personal Attributes</b>        | <ul style="list-style-type: none"> <li>• Resilient - able to inspire, encourage and motivate others as well as being able to make difficult decisions.</li> <li>• Commitment to Mission and Ministry in the Church of England</li> <li>• 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.</li> <li>• Fully committed to the development and training of self and others.</li> <li>• Committed to the wellbeing of clergy and of lay leaders.</li> </ul> |
| <b>Work-related circumstances</b> | <ul style="list-style-type: none"> <li>• Flexibility to work evenings and weekends.</li> <li>• Willing to travel across the diocese and beyond.</li> </ul>  |

# Summary of Terms and Conditions of Employment

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|-----------------------------|---|
| <b>Employer</b>             | Manchester Diocesan Board of Finance  |
| <b>Line Manager</b>         | Diocesan Secretary / COO  |
| <b>Normal place of work</b> | St John's House, Bury with some travel to Bishopscourt and parishes.  |
| <b>Hours</b>                | The role is full-time (35 hours per week). Flexible working is required in terms of hours and location.                       |
| <b>Salary</b>               | Diocesan Pay Scale – £55,780 to £63,962 (Band 7.1 to 7.3)   |
| <b>Contract</b>             | Permanent, following the successful completion of a six-month probationary period. Terms and conditions are lay terms.        |
| <b>Pension</b>              | Auto-enrolment into the Church Workers Pension Fund – Pension Builder Classic Product   |
| <b>Annual Leave</b>         | 22 days annual leave per year, rising to 25 days after 12 months' service, in addition to Bank Holidays and three church days |
| <b>Closing date</b>         | Sunday, 18 <sup>th</sup> August 2024 (midnight)   |
| <b>Interviews</b>           | Friday, 6 <sup>th</sup> September 2024 at St John's House. Further details will be provided to shortlisted candidates.        |

## Eligibility and pre-employment enquiries

The nominated candidates will need to have the right to live and work in the United Kingdom.

There is an occupational requirement for the post holder to be a practising Christian and member of the Anglican Church, in accordance with Schedule 9 to the Equality Act 2010.