

Head of Church Growth and Planting

JUBILEE HOUSE

Diocese of Southwell & Nottingham



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VISION

The Diocese has a vision of Living Hope for the city, towns and villages of Nottinghamshire and beyond and is committed to its mission of Growing Disciples of Christ with Compassion, Confidence of Courage. A key aspect of that vision is the articulation of 7 Areas of Focus which healthy churches attend to: Inspiring Worship, Reaching Younger, Enhancing Diversity, Growing Leaders, Enabling Commitment, Encouraging Generosity and Nurturing Prayer. [Watch our vision video here.](#)

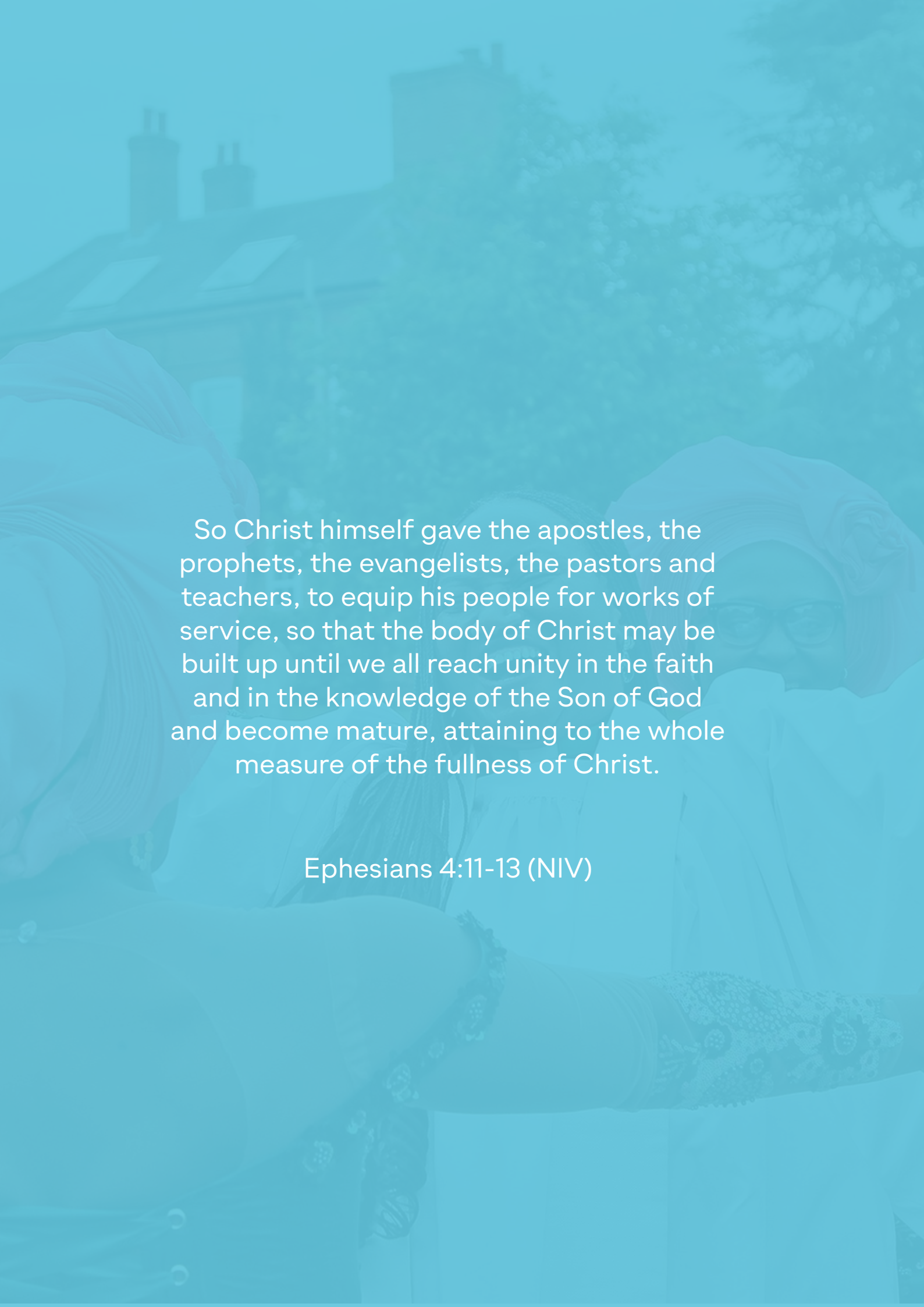
JOB PURPOSE

As part of the Discipleship & Ministry Team, this new role substantially undergirds the overall diocesan strategy by providing direct support to the leadership teams of Resource Churches and Church Revitalisations, as well as the wider diocese. Offering training, 'consultancy-style' input and long-term support, journeying with churches in significant phases of growth, challenge or transition, the successful applicant will be both a theological and practical resource helping to achieve step change in mission and ministry, in line with the priorities of the refreshed diocesan vision.

JOB PROFILE

Title	Head of Church Growth and Planting
Reports to	Director of Discipleship & Ministry (Discipleship & Ministry Team)
Management Responsibility for	Lead for DISCIPLE & Lay Ministry (School of Discipleship), Parish Discipleship Enabler (School of Discipleship), School of Contemporary Worship Lead
Location	Jubilee House, Southwell
Basis of employment	Full Time 35 Hours
DBS check required? (Yes/No)	Yes
Date written/updated	April 2025





So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.

Ephesians 4:11-13 (NIV)

PRINCIPAL TASKS

- Contribute to and support diocesan vision to continue engaging hearts and minds
- Work closely with Archdeacons Team & Programme Management Office (PMO).
- Invest in parishes as they develop and implement their own **strategic plans** for Growing Disciples, liaising and collaborating effectively with the PMO team as appropriate.
- Develop an appetite throughout the diocese across all church traditions for **church renewal and revitalisation** including planting and grafting New Worshipping Communities (NWC's), planning and preparing the ground for NWCs, as well as inspiring, training and coaching individuals and teams as they establish and then grow such initiatives to maturity. Work with leaders of (potential) Resource Churches to increase capacity and re-growth after planting.
- Develop and deliver effective resources surrounding our '**Enabling Commitment**' area of focus: helping parishes to build faith pathways, and individuals to move from first contact through evangelism into ever-deeper discipleship. Encourage churches to offer appropriate seeker and nurture courses, providing advice and training as required.
- Create and articulate a compelling vision of **financially-generous discipleship**, rooted in the knowledge of a God who lacks nothing, gives superabundantly and loves his people extravagantly.
- Provide senior representation to/for our **School of Contemporary Worship**, whose brief is to provide a central focus to the training and resourcing of contemporary musical worship, building on existing provision in key churches and creating both short- and long-term capacity across the diocese.
- Oversee our **School of Discipleship**, whose focus is on triggering a revolution in lay ministry (including the oversight of our innovative in-house Licensed Lay Ministry scheme) and discipleship (through the creation of an engaging suite of resources founded on our new Disciple course).
- Work with an evolving 'case-load' of individual clergy/leadership teams to help them explore their own beliefs and practices in relation to any of the **7 Areas of Focus**, (perhaps especially focusing on generosity), developing the tools and teaching capability to help churches shape culture in these areas.
- Work in partnership with Discipleship & Ministry and wider Jubilee House teams, drawing in expert support as Churches require.
- Be visible within parishes, offering preaching and teaching where possible, and liaising with the diocesan Communications team to promote and raise awareness of growth, including in sharing good news stories.
- Contribute to (and realise the benefits of) national and regional networks.

ADDITIONAL TASKS

- Play a full role in the life of the Discipleship & Ministry team, including participation in shared development activities and a willingness to engage and offer leadership (as required) in the team's corporate life of prayer and worship.
- Coordinate with other diocesan teams as and where appropriate, and champion the diocesan Vision and Strategy in all contexts.
- Offer line management and personal development support to Discipleship & Ministry team members, as the emerging structures require.
- Strategically provide Sunday support to Churches as agreed.



PERSON SPECIFICATION

GENERAL

- Lay or ordained minister, with an understanding of and passion for shared ministry
- Gifted and experienced in a way that engenders very substantial respect among clergy and lay colleagues across the Diocese, able to work across the different traditions of the CofE
- Personal and spiritual maturity
- Full driving licence

QUALIFICATIONS/TRAINING

- Minimum undergraduate degree in theology (or similar); or equivalent level of ministerial theological education and experience, with particular interest in pioneering (postgraduate study in an appropriate discipline preferred)

EXPERIENCE

- Track record of leadership in planting and growing churches, with understanding of the dynamics of 'resource' churches and the means of achieving financial sustainability
- Demonstrable experience of building a culture of generosity in a church context
- Significant experience of (and passion for) pioneering mission and ministry in different contexts
- Success in building and leading teams, with a track record of working collaboratively and effective coaching / mentoring / supervising of others
- Budget planning and control

KNOWLEDGE, SKILLS & ABILITIES

- Highly strategic leader, with proven gifts of implementation
- Understanding of the issues involved in planting, grafting and revitalisation ministries
- Skilled at identifying and building pathways from evangelism to discipleship
- Able to glean and share best practice across different churches and contexts
- Experienced at identifying and mentoring key and emerging leaders (including in pioneering contexts)
- Ability to design and deliver high quality vocational, ministerial and/or theological training events and courses (especially in the areas of church growth, planting, generosity and building pathways to faith)
- Motivator of others and highly approachable with good interpersonal skills

PERSONAL QUALITIES

- High self-awareness and emotional intelligence
- Self-reflective
- Ability to work independently in handling a diverse workload and in keeping to deadlines
- Imagination and a flare for innovation
- Committed to his/her own professional development

TERMS OF EMPLOYMENT

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Work pattern	Standard working hours are 35 hours per week. Flexible working essential according to the needs of the role and responsibilities
Salary	£48,920 – 51,949
Holiday	25 days per annum plus 8 bank holidays and 5 discretionary days
Probation	6 months
Special Conditions	There is a genuine occupational requirement for the post holder to be a committed Christian in the Anglican tradition or another member denomination of Churches Together in England.

For an informal conversation, please contact Revd James Halstead, Director of Discipleship & Ministry, via james.halstead@southwell.anglican.org

The Diocesan Board of Finance intends to review job descriptions annually as part of the staff review process, to ensure that they relate to the role as then being performed or to incorporate whatever reasonable changes that have occurred over time or are being proposed. This review will be carried out by the line manager in consultation with the post-holder before any changes are implemented. The post-holder is expected to participate fully in such discussions and implementation.

April 2025



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