**Diocese of Durham – Growing Mission Strategic Lead**

**Background Information**

The new position of Growing Mission Strategic Lead will be joining the Diocese of Durham at an exciting and pivotal time and play a key role in enabling the Diocesan Transformation Programme. This document provides further context to some of the programmes and responsibilities outlined in the job description and interested candidates are welcome to request an informal conversation with the Head of Transformation Delivery, Amy Burns, at [amy.burns@durham.anglican.org](mailto:amy.burns@durham.anglican.org)

The mission of Durham Diocese is to *‘Bless our communities in Jesus’ name for the transformation of us all.’* The Diocese identified **four missional priorities** for the five years commencing 2021:

* Energising growth
* Engaging with children, youth and young adults
* Challenging poverty
* Caring for God’s creation

These four missional priorities are at the heart of our **Diocesan** **Transformation Programme**, a 10-year programme of strategic change to transform mission and ministry throughout the Diocese. The Transformation Programme is focused on establishing new missional initiatives, enabling local vision for transformation and church growth, particularly in some of our most deprived communities. We have recently been successful in two applications to the Archbishops’ Council’s Diocesan Investment Programme to fund the programme over the initial and second phases, with various projects running for three or five years. More details of this can be found [here](https://www.durhamdiocese.org/diocesan-news/8million-funding-award-for-further-church-growth.php).

To enable the delivery of the Transformation Programme we are recruiting a team of **Strategic Leads**, who will each hold responsibility for their workstream and work collaboratively and prayerfully with the Head of Transformation Delivery to ensure integration and cohesion across the programme. The Growing Mission Strategic Lead will therefore work closely alongside the Growing Churches and Growing Younger Strategic Leads.

A key area of work for the Growing Mission Strategic Lead will be to enable and facilitate **Local Transformation Planning** with our parishes and Deaneries. This is a new approach that aims to ensure that missional vision and strategy is locally developed and locally owned, and is integrated within Deaneries and across the Diocese. We know that it is only through enabling the vision of our local parishes to reach their communities that the Transformation Programme will be impactful.

Local Transformation Planning will be relational and iterative in nature, coming alongside lay leaders and clergy to establish plans and then journey with them on an ongoing basis. This planning will also work in alignment with financial and structural planning, connecting with the Generous Giving team, Buildings for Mission team, and other Diocesan teams and committess to ensure integration across all areas.

The Growing Mission Strategic Lead will also provide support and line management to the Vacancy Audit Programme and Interim Change Ministry Enabler, who coordinates these two programmes. The **Vacancy Audit Programme (VAP)** was recently developed by Durham Diocese and has now been fully rolled out to facilitate parishes to self-reflect during periods of clergy vacancy, enabling PCCs to recognise areas of strength and weakness. VAP facilitators work with PCCs over two to three months, with a focus on missional potential, financial health, buildings fit for mission, leadership and governance. Following this, the facilitator provides a report for the Archdeacon, Bishop’s Leadership Team and PCC, recommending appropriate next steps.

In some parishes there may be a recommendation for a period of **Interim Change Ministry** **(ICM)** to provide focused leadership to address specific challenges. Interim Change Ministers are deployed from the Diocese for a fixed term period with strategic objectives to equip and enable PCCs and congregations to address barriers to growth. The Growing Mission Strategic Lead will work with the VAP and ICM Enabler to ensure Local Transformation Planning is integrated with both these programmes

Local Transformation Planning and the VAP will also support identifying strategic locations for **Parish Revitalisations**, working closely with the Growing Churches Strategic Lead. Revitalisations are an opportunity to reinvigorate the life and renew the mission of a parish, through focused support and resources to enable a church to be revitalised for long term missional growth and sustainability, with a view to this catalysing renewal of mission in other churches in that area or Deanery.

Alongside the development of the Diocesan Transformation programme we are implementing a new structure for project governance, which will result in the establishing of five **Programme Boards** that will monitor and evaluate Diocesan projects. Each board will be chaired by the Programme Sponsor, a member of the Bishop’s Leadership Team, with a Programme Board designated to each Diocesan missional priority. The fifth board, ‘Mission and Ministry Development’, will monitor development and change projects that enable our mission. The Growing Mission Strategic Lead will hold the position of ‘Programme Manager’ to this Board, as outlined in the job description.