POSITION DESCRIPTION

Healthy Churches

Perry Centre for Renewal

ANGLICAN DIOCESE OF MELBOURNE

Team: Healthy Churches
Reports to: Director of Revitalisation and Church Planting

About Perry

We believe God is opening a new chapter for his Church across Melbourne and Geelong. We long to see more people discovering life in Jesus, churches growing in health and confidence, and new generations finding their place in God's mission. The Perry Centre for Renewal is the Diocese of Melbourne's investment in that future.

Through our For the harvest vision, we are committed to forming missional disciples, raising and releasing leaders, and renewing and planting healthy churches. Perry brings together people, experience and practical support to help churches pursue that calling. We will walk alongside churches and leaders, strengthen what is already bearing fruit, and help new possibilities take root. Children and young people are central to this work, contributing to the life and renewal of the Church today and shaping its future.

We are building a team with the faith to expect God to work, the imagination to explore new possibilities and the humility to learn together. Working across our Anglican traditions, cultures and communities, we will pray, listen, share what we learn and support churches as they take their next faithful steps.

This is an opportunity to help shape Perry from its early stages and contribute to work with lasting significance. Whether your gifts are in ministry, communication, research or practical organisation, your work will help churches and leaders grow in their capacity to serve their communities and share the good news of Jesus.

Overview

The Healthy Churches role will advance the Anglican Diocese of Melbourne's For the harvest vision by supporting churches facing complex challenges or significant questions about their future. This includes one-to-one consultation with larger churches and those experiencing significant conflict or decline, alongside churches considering substantial revitalisation, closure or replanting.

Working with bishops, archdeacons, clergy and parish leaders, the person in this role will assess each situation, facilitate honest conversations and help discern viable pathways forward. The role will support churches to address underlying issues, strengthen leadership and pursue growth in numbers, spiritual depth and community impact, or navigate closure and replanting where appropriate.

The person in this role will bring excellent emotional intelligence, relational and negotiation skills, and the ability to navigate complexity with clarity and pastoral sensitivity. Working across Anglican traditions and culturally and linguistically diverse communities, the role will help build understanding, address conflict and coordinate agreed changes, respecting the authority of those responsible for decisions.

Essential qualities

- Demonstrated Christian maturity, and theological qualifications and ministry experience appropriate to the role.
- Experience in church revitalisation, replanting or significant organisational change, including consultation with larger churches and those experiencing conflict or decline.
- Excellent emotional intelligence and relational skills, with the ability to build trust, facilitate difficult conversations, and address conflict with pastoral sensitivity.

- Ability to assess complex church situations, identify underlying issues and develop practical pathways towards recovery, growth or transition.
- Ability to strengthen leadership teams and support the implementation of agreed changes.
- Understanding of Anglican governance and sensitivity to diverse Anglican traditions and culturally and linguistically diverse communities.
- Strong organisational and collaborative skills, with sound judgement, discretion and the ability to coordinate specialist support.

Key responsibilities

Assessment and discernment

- Assess church health, leadership capacity, financial sustainability and local mission opportunities in complex cases.
- Listen carefully to clergy, parish leaders, congregations and diocesan stakeholders to understand the history, relationships and challenges involved.
- Develop clear options for growth, revitalisation, closure or replanting, identifying implications, risks and practical requirements.
- Support prayerful discernment and provide recommendations to those responsible for decisions.

Facilitation and negotiation

- Facilitate difficult conversations with honesty, clarity and pastoral sensitivity.
- Help stakeholders understand different perspectives, address conflict and work towards agreed next steps.
- Negotiate and document practical agreements, including memoranda of understanding where needed, within the authority delegated to the role.
- Ensure communication is timely and clear, including where agreement cannot be reached.

Transition and implementation

- Develop and coordinate transition plans following authorised decisions, including significant revitalisation, closure or preparation for replanting.
- Work with bishops and parish leaders to ensure appropriate pastoral support for clergy, leaders and congregations.
- Coordinate specialist advice and practical support on governance, finance, property, staffing and other matters affecting a church's future.
- Clarify who is responsible for each action, when it needs to happen and what must be in place first, and help resolve barriers to progress.
- Work with the person responsible for Church Planting to prepare for and hand over agreed replanting opportunities.

Collaboration and accountability

- Work closely with bishops and archdeacons, respecting their responsibilities and the relevant parish and diocesan processes.
- Maintain clear records of assessments, recommendations, decisions and agreed actions.
- Provide regular updates to the Director of Revitalisation and Church Planting and relevant decision-makers.
- Review outcomes and share learning to strengthen future revitalisation and replanting work.

Church consultation and recovery

- Provide tailored, one-to-one consultation to larger churches and those experiencing significant conflict or decline.
- Work with clergy and leadership teams to identify underlying issues and agree priorities for renewed health and growth.
- Support leaders to rebuild trust, strengthen shared leadership and address practices inhibiting church health.

- Develop practical action plans and support teams as they implement agreed changes.
- Review progress towards growth in numbers, spiritual depth and community impact through follow-up consultation.
- Take part in relevant diocesan services, meetings, conferences and events.

Working location

This role is based in Melbourne, with time spent at the office at 209 Flinders Lane and working in parishes and other venues across Melbourne and Geelong.

Applying for this role

For more information or to apply, email positions@melbourneanglican.org.au. Please include your CV and a cover letter addressing the role requirements with your application. **Applications close: 22 November 2026**