POSITION DESCRIPTION

Revitalisation

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 Revitalisation role will advance the Anglican Diocese of Melbourne's For the harvest vision by helping existing churches pursue renewed health, outward focus and growth.

The role will develop and lead revitalisation learning communities, bringing church teams together for training, shared learning and practical support. Each church will participate through a team that includes the vicar and key lay leaders. The person in this role will help churches assess their health and readiness for growth, identify barriers and access specialist advice on governance, finance, property or staffing. They will accompany church teams as they put their learning into practice, providing coaching, consultation and leadership development.

The person in this role will work sensitively across Anglican traditions and culturally and linguistically diverse communities, adapting support to each church's context. Working with a team of facilitators and coaches, in partnership with bishops and Anglican Centre teams, the person in this role will help churches address ongoing barriers and track progress before, during and after the learning community, supporting growth in numbers, spiritual depth and community impact.

Essential qualities

- Demonstrated Christian maturity, and experience in leading churches towards renewed health and growth.
- Demonstrated ability to assess churches' readiness for growth, identify barriers and help leadership teams develop practical next steps.
- Experience in coaching, consultation, training and facilitating shared learning among clergy, lay leaders and church teams.
- Ability to develop leaders and strengthen teams as part of supporting church growth.

- Strong relational and collaborative skills, with sensitivity to culturally and linguistically diverse communities and different Anglican traditions.
- Ability to work with bishops, diocesan teams and specialist services to help churches resolve issues inhibiting growth.
- Demonstrated organisational ability to develop and coordinate learning communities and a volunteer team of facilitators and coaches.
- Ability to track and evaluate growth in numbers, spiritual depth and community impact, supporting learning and accountability.
- Theological qualifications and ministry experience appropriate to the role.

Key responsibilities

Church assessment and preparation

- Develop a process for churches to join the learning community, including an assessment of church health, readiness for growth and leadership capacity.
- Ensure churches participate as teams, including the vicar and key lay leaders, with clear expectations for learning and implementation.
- Work with each church to identify opportunities, priorities and barriers to growth, taking account of its tradition, culture and local context.
- Connect churches with relevant Anglican Centre services, including Registry, Finance, Property and HR, to help resolve issues inhibiting growth.
- Establish baseline measures and agree goals for growth in numbers, spiritual depth and community impact.

Revitalisation learning communities

- Develop and deliver revitalisation learning communities that help participating churches pursue renewed health, outward focus and growth.
- Recruit, equip and coordinate a volunteer team of facilitators and coaches.
- Adapt content and delivery for different Anglican traditions and culturally and linguistically diverse churches.
- Help church teams translate learning into practical plans, with clear actions, responsibilities and review points.
- Facilitate shared learning, encouragement and accountability between participating churches.

Coaching and accompaniment

- Accompany participating churches as they implement their plans, maintaining regular contact with vicars and leadership teams.
- Provide coaching and consultation as needed, drawing on facilitators, coaches and specialist expertise.
- Support vicars and lay leaders to develop the leadership practices and team capacity needed for church growth.
- Help teams engage their congregations, respond to challenges and sustain momentum.
- Continue working with relevant diocesan teams to address barriers that emerge during the learning community.

Collaboration and practical support

- Work in partnership with bishops and archdeacons to support participating churches and coordinate assistance.
- Build effective working relationships with diocesan specialists so churches can access timely advice and practical support.
- Clarify who is responsible for each action, follow through on agreed commitments and refer unresolved issues to those with authority to address them.

- Connect churches with relevant expertise, resources and partnerships that support their growth, both within and outside of the Diocese.
- Provide regular updates on participating churches, progress and support needs to the Director of Revitalisation and Church Planting.
- Take part in relevant diocesan services, meetings, conferences and events.

Evaluation and ongoing growth

- Track agreed measures before, during and after the learning community to assess growth in numbers, spiritual depth and community impact.
- Use quantitative measures, stories and feedback to understand progress and identify further support needs.
- Review outcomes with church teams and coaches, recognising progress and addressing areas where change has stalled.
- Use learning from participating churches to improve future learning communities.
- Help churches establish ongoing plans, leadership ownership and review practices to sustain growth beyond the learning community.

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**