



SALISBURY DIOCESAN BOARD OF FINANCE

Evaluation Consultant – Tender Brief

JOB TITLE:	Evaluation Consultant
TEAM:	Anglican Heritage Salisbury Project
DURATION:	Until end of 2027
POINT OF CONTACT:	Project Manager Anglican Heritage Salisbury (AHS)

ANGLICAN HERITAGE SALISBURY

Salisbury Diocese is responsible for over 400 historic church buildings of national significance – 60% of our churches are listed as Grade I or II*. A proportion of these churches are identified as fragile – in danger of closure – for reasons including the need for significant repairs to the historic fabric, with ageing and or dwindling congregations without the time, energy or skills needed to undertake fundraising to pay for building repairs.

Churches are often the oldest and most valued buildings in our communities, but many of them are increasingly fragile, socially and materially. An escalation in church closures and backlogs of extensive and urgent building work has increased the threat to our churches, which risk being lost to their communities unless a new approach to their care is found.

Anglican Heritage Salisbury (AHS) will establish new forms of support for at-risk churches by exploring the best model for a heritage trust. At-risk churches could then be taken into the care of the AHS, which will focus on returning them to good condition and working with the community to identify sustainable uses that meet their needs. This project will act as a pilot and develop replica models for use in other dioceses.

The evaluation will also inform diocesan decision-making about the future governance, scalability, and replicability of the Anglican Heritage Salisbury model.



EVALUATION CONSULTANT

Scope of Work

The overall purpose of this commission is to evaluate the Anglican Heritage Salisbury project, to enable us to measure the effectiveness of the project at its conclusion. The success of the project will be measured against the Approved Purposes of the NLHF grant, and the Evaluation Consultant will produce a final Evaluation Report, as per NLHF requirements.

Evaluation will consider heritage, people, organisational resilience, community engagement, and learning and replication outcomes, in line with NLHF guidance.

The Evaluation Consultant will also assist the project team with their collection of data on fragile churches, by occasionally offering advice on data collection and analysis, and by assisting with the creation of the Options Report.

The Evaluation Consultant's contribution to the Options Report will be advisory and analytical, supporting the Project Manager through evidence collation and framing, rather than recommending preferred governance outcomes.

Outputs

Responsible for:

- Evaluation Plan; outlining method, approach, and timeline for evaluation of project
- Evaluation Report; evaluating project according to NLHF requirements

Assist with:

- Options Report; assist Project Manager with the creation of an Options Report, which will collate data on fragile churches and present a number of governance and partnership options to the Church Buildings Committee
- Also advise Project Officer on data collection, collation, and analysis (occasional)

Key Stakeholders

- Project Manager
- Project Officer
- Church Buildings Committee, chaired by Rt Rev Dr Andrew Rumsey, Bishop of Ramsbury
- Congregations and communities related to fragile churches across the Diocese

Criteria

We are looking for an Evaluation Consultant with experience and expertise in:

- Evaluation of heritage projects
- Working on NLHF funded projects, and writing Evaluation Reports to NLHF guidelines



- Working with cultural/heritage organisations, ideally with particular experience of working with churches
- Analysis of data, outputs, and outcomes
- Gathering data from a wide range of sources, including community organisations, and other heritage bodies
- Engaging a wide range of stakeholders, from a variety of backgrounds, with different viewpoints
- Developing evaluation tools and methodologies specific to the needs of each project
- Knowledge of church governance structures, including understanding of bodies such as PCCs, Diocese, DAC, etc.

Programme

Element	Timing
Deadline	Monday 9 th March – 9am
Interview	Friday 13 th March 2026 (online)
Start of Contract	March 2026
Complete Evaluation Plan	April 2026
Advise Project Officer	May to September 2026
Assist with Options Report	September 2026 to January 2027
Optional: Attend Options Retreat, to assist with presentation of Options Report	February 2027
Complete final Evaluation Report	February onwards; deadline TBC*

*Current Grant Expiry is August 2027, but an extension is possible

Payment

Fixed fee budget of £7,000, including expenses.

The payment schedule can be agreed during the appointment process, but the proposed schedule is five payments, according to the milestones in programme: May 2026; December 2026; April 2027; July 2027; end of grant period (August/December 2027).

Key Diocesan Partners

- Church Buildings Team
- Church Buildings Working Group
- Archdeacons and Bishops



SUBMISSIONS

Applications

Interested parties should submit an application by 9am on Monday 9th March, via email: sarah.hollingdale@salisbury.anglican.org

We are happy to receive applications from individual consultants, consultancies, or collaborations. If you are a consultancy or collaboration, please provide details of who will be working on the project, what their individual roles will be, and a brief summary of their experience. If you are an individual consultant, please provide a CV.

Please also provide:

- Description of your approach to the project; outlining your proposed methodology, and your thoughts on the key risks and challenges for the project.
- Fee breakdown: including all fees and disbursements, and shows VAT separately.
- Examples of previous work; please provide up to 3 project examples that the applicant has successfully undertaken in the last 3 years that are of a similar type. This should comprise no more than 1 side of A4 per project.
- Two client references: the details for two previous clients who are happy to be contacted to provide a reference.

We also require that the appointed Evaluation Consultant has Professional Indemnity insurance cover, and we will request evidence of this if appointed.

Assessment

The Diocese of Salisbury undertakes selection procedures which are open, fair, efficient, economical to implement, and which achieve best value for both the consultants and the Client. All tenders received will be considered based on the information they have submitted in their tender.

Award Criteria	Weighting
Ability to meet the specified brief	45%
Reliability, previous experience and / or references	25%
Most economically advantageous – cost and benefit	15%
Availability and ability to adequately resource the work	15%

Deadline

9am on Monday 9th March