



THE CHURCH
OF ENGLAND
Diocese of Manchester

CHURCH
FOR A
DIFFERENT
WORLD

Achieving Our Vision 2020 - 2030

Our work together grows out of Jesus's **Great Commandment** which is to 'love the Lord your God with all your heart and with all your soul and with all your mind...and love your neighbour as yourself.' (Matthew 22:36-40)...

... and out of His **Great Commission**, 'to go and make disciples of all nations, baptising them in the name of the Father and the Son and of the Holy Spirit' (Matthew 28:19-20).



A MESSAGE FROM BISHOP DAVID

It is now over three years since we agreed our ten-year strategy. It has provided an important framework within which we have been able to develop more detailed plans – at parish, mission community, deanery and diocesan level – to inform our priorities and ensure we stay completely focused on mission, individually and locally and as part of the wider church.

We have taken the opportunity in recent months to review our progress and our priorities together – at Bishop’s Leadership Team, with our Area Deans and also at Bishop’s Council and Diocesan Synod. This time of reflection has enabled us to celebrate the very positive changes that are taking place across our diocese and to reflect joyfully on all that has been achieved over the last three years.

We have also been able to consider the serious challenges still facing us as a diocesan family. Whilst we rejoice at those who have come through Covid and are now back worshipping among us, we also recognise that congregation numbers are not back to where they were in 2019. We face financial challenges too and some are wearied by the demands of sustaining buildings that were built in a very different era. True joy however, is to be found, not in the absence of the 'tough stuff', but in the attitude with which we address it. We find joy in facing our challenges undeterred and with our praise of God undiminished.

Most of this refreshed strategy remains unchanged from the version we signed off at the beginning of 2020. Our vision for 2030 and our values are still the same. Our three mission goals of Growing, Nurturing and Serving still underpin all our work together in this diocese. We have taken the opportunity to update some of the approaches within these mission goals in the light of experience and all that we've learned as we've journeyed together. Most significantly, since 2020 we have been awarded substantial additional funding from the national church.

All this is reflected in the document before you, which sets out the ever greater opportunities for us to work together in the fulfilment of the Great Commandment and the Great Commission that have been handed down to us by Jesus himself.

With every blessing



July 2023



OUR VISION

To be a worshipping, growing and transforming Christian presence at the heart of every community.

OUR VALUES

Faith, Hope and Love.



OUR MISSION GOALS

Growing – new disciples in missionary church communities which are younger, more diverse, active and spiritually engaged.

Nurturing – new and existing disciples.

Serving – present for all, speaking and acting prophetically for justice, supporting pastorally especially the vulnerable, deprived and excluded.

OUR TRANSFORMATION PROGRAMME

What we need to develop to be the Church of the future, with our skills, resources, structures and processes.

OUR VISION

Manchester is a vibrant diocese of opportunity and creativity. Its rich mixture of church traditions makes it a wonderful place to engage in Gospel ministry.

We want to be a church for a different world.

All our energy, effort, and prayer is focused on transforming into the sort of church we believe God is calling us to be by 2030.

WE ARE GROWING

a church for everyone.

- ▶ We appeal to all sorts of people – we are vibrant, living, God-centred communities.
- ▶ People who weren't involved ten years ago, feel comfortable here now.
- ▶ There is a wide range of different traditions of prayer, praise and thanksgiving.
- ▶ People of all ages can be together – everyone can belong.
- ▶ We love inviting people along.
- ▶ People experience the joy – as well as a sense of awe and wonder.
- ▶ Our leaders and congregations reflect the diversity of our local communities.
- ▶ Children and families have lots of fun here, as well as being safe.
- ▶ We are good at reaching out to and inspiring young people.
- ▶ Children and young people are leading the way in changing the way we do things.



WE ARE NURTURING

a church where we are focused on discipleship and evangelism.

- ▶ We are able to develop our spiritual lives, teaching the Gospel and the faith.
- ▶ We are imaginative with worship and liturgy – it's not just about the written word.
- ▶ We worship at different times during the week – not just on Sundays.
- ▶ We are able to tackle the deep, difficult questions.
- ▶ We are able to develop our faith in a variety of ways – from small groups to social media.
- ▶ We meet together in different local places – cafes, libraries, schools, home.
- ▶ What we experience helps us live and share our faith in the rest of our lives.
- ▶ There are opportunities for development and sharing expertise - for clergy and laity.
- ▶ We are generous – with our time and talents and our financial support.
- ▶ We have great leaders – clergy and laity - who get the best out of everyone.

WE ARE SERVING

a church which leads the way in every local community.

- ▶ We are good at working with other organisations and building local confidence.
- ▶ People come to find out what we are doing and learn from us.
- ▶ We are at the leading edge with our environmental projects.
- ▶ We support and promote the creative arts.
- ▶ We have a high profile – we are active and visible in our local communities.
- ▶ We bring different communities and people of different faiths together.
- ▶ We are a base for lots of different activities.
- ▶ We work closely with our schools and our chaplains working out in the community.
- ▶ We are open and welcoming and our buildings are sustainable and accessible.
- ▶ We support those who are deprived and excluded, and speak out for justice and peace.

CHURCH FOR A DIFFERENT WORLD

We want to reach out to individuals and communities across our diocese so that our message of God's love is heard amidst the noise of the modern world.

This is where we believe God is calling us to be.

Join us in the journey.

OUR ACHIEVEMENTS 2020 - 2022

GROWING

- ▶ Children Changing Places in Bolton
- ▶ Two new resource churches - St Werburgh's and Nelson Street
- ▶ The Antioch church planting network
- ▶ Funding for a new resource church for Manchester City Centre
- ▶ 61 candidates for ordination training
- ▶ Stepping Stones for Growth training resources

NURTURING

- ▶ 140 Authorised Lay Ministers commissioned
- ▶ 19 Readers licensed
- ▶ #MoreThanSunday pilot
- ▶ New pathway from Authorised Lay Ministry to Reader Ministry
- ▶ Foundations for Ministry courses delivered locally
- ▶ Focal ministry proposals ready for roll-out from 2023

SERVING

- ▶ Our churches involved in 670 projects social action projects
- ▶ Fifty churches signed up as Places of Welcome
- ▶ Eco Church - 38 bronze awards and 19 silver awards
- ▶ Energy Footprint Tool completed by 50% of churches

OUR TRANSFORMATION PROGRAMME

- ▶ Additional funding of £5m from the Church Commissioners
- ▶ Deanery changes – reduced from twenty to seven
- ▶ Full-time Area Deans appointed along with deanery support officers
- ▶ Mission community boundaries agreed
- ▶ 25 out of 33 mission community leaders appointed

MISSION GOAL - GROWING

We want to be a growing Church, spiritually and numerically. We believe that a healthy Church is a growing Church.

To achieve this, over the next seven years we will:

- ▶ Set up new and release existing **resource churches** across the diocese to attract new members, particularly young adults.
- ▶ **Plant new congregations** and fresh expressions of church.
- ▶ Support and encourage **chaplains** across the diocese.
- ▶ Enable every parish across the diocese to run an **enquirers course** creating a culture of invitation.
- ▶ Equip our clergy, lay leaders and chaplains with relevant **development and training** opportunities.
- ▶ Reach out to **children, young people and their families** through #ManDio Growing Faith.
- ▶ Develop plans for **town centres and estates** as well as the city centre, to ensure there is a thriving Christian presence in each place.
- ▶ Work with our **international congregations** enabling them to be incorporated into our parish structures.
- ▶ Focus on **vocations** – both clergy and lay - so we nurture a new, diverse generation of leaders with the skills to grow our churches.

MISSION GOAL - NURTURING

We want to see all God's people - lay and ordained - deepening their personal faith, becoming confident in their calling as disciples of Jesus Christ and actively living out their faith in church and the world.

To achieve this, over the next seven years we will:

- ▶ Establish a **Diocesan Prayer Community**.
- ▶ Recruit, train and commission **focal leaders**, to support local mission, ministry and growth across our parishes.
- ▶ Encourage and resource all church members to regularly participate in **discipleship development**.
- ▶ Ensure the **#MoreThanSunday** programme is available for delivery in every mission community.
- ▶ Ensure the **#ManDio Growing Faith** programme is able to support children and young people in confidently exploring their faith.
- ▶ Continue to develop and grow our **lay training** courses.
- ▶ Promote the vocation and ministry of **lay church officers** in our parishes and our other lay governance leaders.
- ▶ Establish **leadership pathways for our lay leaders**, including PCC members and those supporting local and diocesan governance.

MISSION GOAL - SERVING

Serving means providing pastoral support, especially to the vulnerable, deprived and excluded. It means speaking and acting prophetically for climate, trade and other forms of justice. It means sharing and deepening our faith and commitment through loving service.

To achieve this, over the next seven years we will:

- ▶ Grow our network of **Places of Welcome** by encouraging parishes to expand their offer to include warm spaces.
- ▶ Continue to support our parishes in developing their work to combat **isolation, homelessness, food poverty and debt.**
- ▶ Expand and deepen local engagement with **the Eco Church programme** run by A Rocha UK.
- ▶ Work towards net zero carbon by supporting parishes and schools to **measure their energy use** through the Energy Footprint Tool.
- ▶ Develop a comprehensive **decarbonisation plan** for our diocese and secure implementation funding to achieve net zero carbon.



OUR TRANSFORMATION PROGRAMME

The core aim of our transformation programme is to reshape the diocese so we support our ministry at the most local level, to enable us to achieve mission and growth at scale and pace.

To achieve this, over the next seven years we will:

- ▶ Bring together the skills and talents of ordained and lay leaders in **mission communities** across our diocese.
- ▶ Put in place measures to ensure **clergy and laity wellbeing**.
- ▶ Ensure that **clergy deployment** aligns with the priorities of parishes and mission communities.
- ▶ Actively promote **racial justice, diversity, and inclusion**.
- ▶ Support our parishes with **generosity and thankfulness**.
- ▶ Work with parishes to restore the payment of **Parish Share** to pre-pandemic levels.
- ▶ Support our most **fragile churches** in planning for the future exploring options for revitalisation or closure.
- ▶ Actively manage our **investment and property assets** to secure income and capital growth.
- ▶ Promote **digital communications** and develop social media skills.
- ▶ Provide a **safe church environment for all** by promoting effective safeguarding



WHERE WE WANT TO BE BY 2030

Growing

- ▶ The total number people attending church (Average Weekly Attendance) to grow to 31,500 – 1.5% of the population
- ▶ The number of people in the 10% most deprived areas attending church to increase from 0.8% to 1.2% of the population
- ▶ The number of children and young people under the age of 18 to increase to from 26% to 32% of our congregations – to 10,500 children and young people

Nurturing

- ▶ The number of people attending discipleship courses each year to increase from 25% to 90% of our congregations
- ▶ The number of children and adults baptised increasing from around 2,800 to 4,000 each year and the number of confirmations increasing from 650 to 1,000 each year
- ▶ Our church leadership as well as our new ordinands to reflect the diversity of our congregations

Serving

- ▶ 30% of our parishes to be offering targeted support to counter loneliness and isolation
- ▶ Net zero carbon for our diocese



TRANSFORMING PRAYER COMMUNITY

DIOCESE OF MANCHESTER



Our Diocesan Prayer of Thanksgiving and Hope

Living and Loving God,
as your pilgrim people in Manchester Diocese
we thank you for the great commission
with which you have entrusted us:
to love and serve, and to bring
our parishes, schools, chaplaincies,
and all our communities
into new life in Jesus Christ.

Through your abundant love
lead us into your Kingdom
and grant us the trust to follow you;
meet our weariness, our griefs and fears
with your tender and comforting Spirit
that we may greet the promise
of each new day with joy and trust.

Teach us to pray in faith, hope and love,
that we may go out into your world
confident in your wondrous mission
and full of the Good News of Jesus Christ.

Amen.