



THE CHURCH
OF ENGLAND
Diocese of Manchester

CHURCH
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WORLD

Transforming Manchester Diocese Briefing Document on the Proposals for Mission Communities

October 2020

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How to use this document...

This briefing document has been produced to share our inspiring vision for the future of local ministry in the Diocese of Manchester. It focuses in particular on preliminary proposals for creating Mission Communities across the diocese – proposals that have been shaped by the Bishop’s Leadership Team over the summer of 2020.

The briefing document was presented at Bishop’s Council in September 2020 and is now being widely shared across the diocese as the basis for further discussion and review, to enable a broad range of views to be considered and fed back to Bishop’s Council in May 2021.

The aim is to have an agreed way forward by June 2021, when our new deanery arrangements will come into effect. From that point, the new full-time Area Deans and the Lay Chairs for our seven new deaneries will have a key role in leading the implementation of our vision for Mission Communities, consulting as appropriate on specific proposals at the most local level, and leading and co-ordinating the changes necessary to achieve that vision.

There are two aims for this briefing document:

- **to communicate our vision for Mission Communities** - for this to be widely discussed and debated over the next eight months, so that a wide range of people across the diocese can be involved in shaping this vision and enthusiastically engage with what this will mean for their church communities.
- **to agree on the key principles we should apply in creating our new Mission Communities** – as set out on pages 11-12 below.

A series of maps for each of the seven new deaneries are included at the end of this document, with provisional proposals for the organisation of the Mission Communities in each of the new deaneries. These are provided to illustrate how Mission Communities could work in practice and to help achieve the two aims for the briefing document set out above.

It is important to be clear that at this stage:

- **we are not formally consulting on the boundaries for the new Mission Communities.** The provisional proposals set out here will need to be further developed and refined, once we have agreed on the principles underpinning our new Mission Communities at Bishop’s Council in May 2021. These principles will inform further work on the shape of our Mission Communities as we move into the implementation phase, with formal consultation taking place on a case-by-case basis as appropriate in the second half of 2021 and beyond.
- **we are not consulting on the allocation of stipendiary posts to individual deaneries or Mission Communities.** The medium-term projection of 160 posts is illustrative and is used here to explore whether we have a workable model for local ministry for the diocese as a whole in the light of the likely affordable number of clergy posts by 2025.

The engagement exercise between October 2020 and May 2021 will include:

- Synod
- the current Area Deans and deanery Lay Chairs
- clergy
- church wardens and parishes
- lay readers
- ordinands and training curates
- the young people who are emerging as our next generation of leaders
- head-teachers, particularly of our Church of England schools
- our ecumenical partners
- the DBF and DBE staff team.

In this exercise we will be engaging people from across the diocese with the following questions:

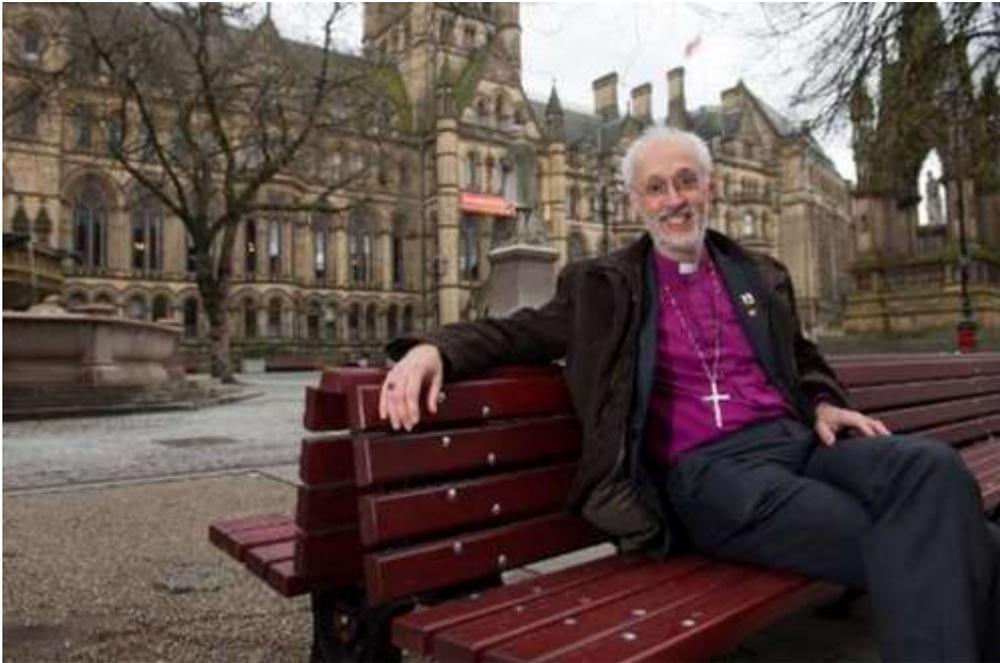
- **What inspires you about the proposed vision for Mission Communities set out in this document?**
- **Do you have any concerns about the key principles set out on pages 12-13 for Mission Communities, and if so, what are they?**
- **Thinking about what this would mean for your church community, what do you see as the opportunities and challenges of the proposed approach?**

In order for us to gather as much feedback as we can from parishioners, we will be working closely with Area Deans and Lay Chairs to develop an effective way for your voices to be heard. This discussion will begin with the Area Deans meeting on Monday 16 November and the Lay Chairs meeting on 19 November, and will be rolled out in the coming months.

In the meantime, we encourage you to read this document thoroughly and begin your own discussions about what this could mean for your church community. If you wish to respond more immediately, you are welcome to email us at differentworld@manchester.anglican.org.

Feedback from this engagement exercise will be collected, collated, and reflected on by Bishop's Leadership Team to enable them to present a final version of our vision for Mission Communities and the principles underpinning them to Bishop's Council in May 2021.

A message from Bishop David



Dear Friends

First, I want to thank you all for the part you have played in ensuring that the coronavirus has not closed our church – but rather opened it up in different ways. I continue to be impressed by the stories I am hearing about the pastoral work that is going on, the responses to the deep human need in our communities and the ways we continue to nurture one another in faith – all being delivered in new and imaginative ways.

I firmly believe that our response to the pandemic should give us tremendous confidence for the future. Over the last seven months, we have shown that we can respond positively, even in the most challenging of circumstances, when we have been tired and frustrated at the restrictions placed upon us and hurt by being deprived of our normal ways of gathering. We have learned we can do church differently in new and creative ways. We have understood better what it is to be church outside our existing walls and buildings, which has enabled us to release new missional energy. And we have found new ways of working together and supporting each other. All this is enabling us to move forward under God.

While the challenges we face are considerable, I am confident that the opportunities opening up to us are even greater. We have known for many years that we need to face up to and make major changes to ensure a healthy and vibrant future for our church here in Manchester. The proposals for Mission Communities set out in this document offer an exciting way forward so we can live out our vision for the Diocese of Manchester. Above all else, they demonstrate our clear commitment to supporting and strengthening the parish system, and also to ensure that our lay leaders are central to achieving that vision, working alongside our ordained leaders.

In Manchester Diocese, we had already identified the need to reorganise local ministry to achieve our vision for the future. The current crisis means that we will have to move more quickly than we had anticipated with these changes. I therefore recently asked Bishop's Leadership Team, to focus on developing a set of proposals on the future shape of the diocese – one that is missionally vibrant and financially sustainable.

My aim was for the proposals produced by Bishop's Leadership Team to be shared more widely across the diocese as the next step on this journey, and we have now reached the point of being able to do just that. Moving to the new deanery arrangements next June, means we can use the next eight months as a fruitful period of transition and discernment to agree the further changes we need to make to achieve our shared vision.

To achieve our goals, we will need to be intentional, focused and supportive of each other, and have an agreed programme of work and prayer for the year ahead. These are challenging times, but from what I know of all your work and commitment in the first part of this year, I am sure that we will be able to rise to those challenges and emerge stronger in our ability and commitment to do all that God is asking of us in our diocese.

With every blessing,

A handwritten signature in black ink that reads "+ David Manchester". The signature is written in a cursive, flowing style.

+David Manchester

Background

The vision and principles for Mission Communities presented in this briefing document have been developed by the Bishop's Leadership Team who were asked by Bishop David to carry out a strategic review of the diocese in May 2020. The focus of this review has been to look at how we best work together and allocate our resources at parish level to achieve our vision for the diocese.

An initial presentation on the review was made to Bishop's Council in July 2020, with this briefing document being considered by Bishop's Council in September 2020.

Oversight of the review has been carried out by a representative group from across the diocese comprising: Bishop Mark Middleton; the DBF Chair, Canon Phillip Blinkhorn; the Chair of the House of Clergy, The Revd Jo Farnworth; the Chair of the House of Laity, Canon Richard Lewis; an Area Dean, The Revd Canon Rachel Mann; a member of the Diocesan Board of Education, Canon Jill Pilling; and an ordinand, André Adefope. We are grateful for their advice and help. This group will continue to be involved over the coming months, helping review the feedback we are getting and providing constructive challenge and support as we shape the final proposals for May 2021.

The review was prompted by the immediate challenges presented by the coronavirus pandemic, as well as the challenges we were already facing – as individual congregations and parishes, and as a diocese. As with many sections of our community, the pandemic and the lockdown have created new pressures – not least financial pressures.

Our current challenges are the same as those we have faced for many years but on a larger scale. This means we have no option but to make radical attempts to solve them. If we continue to operate the same way we did before the crisis, it is likely that our decline will accelerate.

We cannot hide from the fact that the number of people attending our churches continues to fall dramatically. All-age average weekly attendance fell by 24% over the seven years from 2012 when it was 32,200, to 24,400 in 2019. In 2019, 96 of our parishes had a regular average adult weekly attendance of fewer than 35 people. Falling attendance has a direct impact on congregational giving which also continues to decline each year. In 2019, only 40% of our parishes were able to cover their clergy costs in 2019. The diocese incurred an operating deficit of over £1m in 2019, mainly because our churches were not able to meet their parish share commitments.

The aim of this review has been to build on the work that has been going on over recent years to build a more missionally and financially sustainable diocese. This includes Bishop David's recent decision to adopt new deanery arrangements with the move from 20 to 7 deaneries and the appointment of full-time Area Deans from June 2021.

Other elements of our strategy for achieving our vision are already in place or are being developed:

Growing

- Our growth strategy is centred on two words – **Fresh** and **Refresh** – by pioneering new faith communities and reinvigorating existing ones.
- With **Fresh**, we are setting up new resourcing churches across the diocese to attract new members, particularly young adults.
- Through **our planting strategy**, we are seeking to plant new congregations and fresh expressions of church, so that churches carrying a DNA of mission are established in communities where attendance is currently low.
- With **Refresh**, we are working with our existing churches, encouraging them to maintain a consistent outward focus to create pathways for newcomers to find faith.
- We are also providing our clergy, lay leaders and chaplains with relevant **development and training** so they have the skills to grow healthy and vibrant faith communities.
- Our focus on **children and their families** is borne out by the Children Changing Places project which we will be seeking to replicate across the diocese.

Nurturing

- Increasing **Vocations** – both clergy and lay – means we have a new, diverse generation of leaders with the instincts and skills to grow new faith communities.
- **Discipleship**, enabling all of us to deepen, share and live out our faith both in church and daily life. Through our participation in the national Discipleship Learning Community, we are developing experience, skills and resources that will be rolled out and shared across the diocese over the next three years.

Serving

- **Environment**, helping us to be an environmentally sustainable church in the global climate emergency, through participation in national programmes such as eco-church, eco-schools and the energy footprint tool.

Fit for Mission

- Our digital church presence and **online worship** has been serving our congregations in lockdown and will continue to reach out further into our communities. Training and support is available to every parish as well as peer to peer learning and encouragement.
- We are working to develop a **culture of Christ-like generosity** and to increase giving levels in our churches, to enable them to flourish, thrive and be sustainable.

The proposals in this document set out plans to enable us to bring all these approaches together at the local ministry level, in what we are proposing to call **Mission Communities** - more detail on this is set out below.

They arise out of the firm conviction that we need to organise ourselves differently on the ground so we can lead and deliver the radical changes that are required to grow the Church of the future. We believe the proposed changes to local ministry are the next step on the road to growth and transformation in our diocese. The creation of Mission Communities will enable us to work closely together at the local level, developing the skills and talents of our existing and new ordained and lay leaders so that our parish system is able to flourish as the basis for our future survival and growth.

Our 10-year vision for Manchester Diocese



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.

Over the last year we have been working on and communicating our 10-year vision, which is to be:

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

By 2030 we want to be a growing church, focused on discipleship and evangelism, serving individuals and communities across our diocese.

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' (Mathew 28:19-20).



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's 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 some of 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
- our contributions are valued – 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

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.

Our vision for Mission Communities – the key principles

We recognise that to achieve this exciting vision for the future, we need to make radical changes to our approach to local ministry.

Mission communities are at the heart of our vision for local ministry.

Our proposed approach is to bring together the skills and talents of ordained and lay leaders in a particular locality in newly created mission communities across our diocese.

Our vision is for each of our mission communities:

- to have a **missional leader**
- who is ministering and working with a **diverse team** with a range of skills
- made up of a number of **other stipendiary posts**
- and **other named focal leaders**, including **lay leaders, readers and self-supporting ordained ministers**
- who are all supporting **multiple congregations**
- and a **variety of expressions and traditions of church**
- taking place at **different times** and in **different venues** and also **virtually**
- which are attractive to a **wide range of people of all ages** – young children and their parents, and young adults, as well as older people
- all **accountable** to each other as well as their local congregations
- all **sharing resources**
- and all working to encourage and support **our church members in deepening and sharing their faith**
- as well as **engaging with key local partners** – interfaith, ecumenical, schools and social action.

This way of working will enable us to:

- **release energy**, by bringing clergy and laity together in teams to serve their communities
- **be dynamic, intentional and focused** on the goals we have always wanted to achieve - growing our church, helping people grow in their faith and serving our local communities
- support new ways of working, with a focus on developing **specific ministries and skills to meet the needs of local people**
- allow for a **variety of expressions of church** within a given locality
- ensure we have **greater diversity** in our mission teams
- **strengthen the support** we provide for ordinands and lay ministers.

This will require the following roles, behaviours and ministries of our clergy, lay leaders and church members in our mission communities:

- Our clergy will need to be **missional leaders** exercising an oversight ministry
- Priority will be given to **collaborative working...**
- ...and **multiple places, contexts, styles and traditions of worship**
- Between them, the lay and ordained, **paid and unpaid members of the team**, will cover **all the necessary roles and functions** – liturgy, mission, social action, administration, buildings, links with schools – working across the generations with children and adults of all ages
- Team members will be **trained, prepared and supported** in their roles and operate to the highest standards at every level
- The Mission Communities will be **collegial, gathered round the Bishop** and working with others across the deanery
- There will be a culture of **mutual accountability** and **shared values**
- Everybody and everything will be aligned towards **mission** and **enabling all church members to live out and share their faith.**

A series of maps for each of the seven new deaneries are included at the end of this document, with provisional proposals for the organisation of the Mission Communities along with indicative stipendiary numbers for each deanery. On average across our diocese, these initial proposals result in Mission Communities serving populations of around 60,000 people and an Average Weekly Attendance of around 400 people, typically with three stipendiary clergy at their heart, and in addition curates and pioneer posts.

To achieve our vision for Mission Communities, we will need to make radical changes in how we ask our ordained and lay leaders to lead and work, and also to how we - as a diocese - develop and support them. We are asking them to challenge the status quo and existing ways of working, to upskill and re-skill.

We recognise that the following will need to be developed, supported and put in place to ensure this new way of working is successful:

- Values and behaviours based on **trust and collaboration**
- **Effective leadership** at all levels in the diocese
- Investment in **development and training opportunities for all** our ordained and lay leaders
- **Fit-for-purpose governance structures** at the parochial level to support the new ways of working
- **A culture of prayer**, discernment, theological reflection and expectation.

Work is underway on these key building blocks for change, as part of a wider transformation programme for the diocese.

Further issues to be considered

The size and shape of our Mission Communities are just one issue we will need to address if we are to achieve our vision.

Bringing our existing parishes together in this way will provide important opportunities to re-think and re-focus our efforts, enabling us to ask and answer the following questions:

- How do we best support our existing missionally strong and healthy churches?
- What are the strategic locations for mission and candidates for revitalisation in each deanery, given the changing demographics of our localities?
- How can the Church Commissioners' Lowest Income Communities (LINC) funding - amounting to £2m - best be targeted to support our poorest communities?
- Who are our key ordained and lay leaders, and how we can be proactive in supporting their development?
- What are the key opportunities for engaging with children and young people and their families, along with the schools in each locality?
- What does the future hold for each of our most fragile churches?
- Our financial context – what levels of stipendiary ministry can be afforded given current and future levels of parish income?

Conclusion

We live in a time of great opportunity for the Diocese of Manchester. We are aware too of the huge challenge to share the love of God in word and deed, not least in those parts of the diocese where we see fewer than one in a hundred of the local parishioners coming to church, or where the bulk of our regular churchgoers are of retirement age or older.

Our opportunities will only bear fruit if we face up to our challenges boldly, head-on, and with urgency.

The church of even ten years ahead will both resemble and differ significantly from the church of today. We will need to do less of some of the things we have put lots of energy into to date in order to free up our capacity to reach out into new, fruitful fields. The hardest part of the challenge is that such a change will require those of us who like things the way they are now, to take the decisions that will mean the future will be different for future generations.

This is a hard ask. But we believe that the ask is coming from God himself. He yearns for us to become the fullness of the church that will worship him and serve our communities most effectively, and be fit to do so into that time when many of those of us who are currently involved will no longer be around. He will bless us - our challenge is to allow him.

A prayer for our diocese

A Prayer of Longing and Hope in a Time of Discernment

Living and Loving God,
as your pilgrim people
in the Diocese of Manchester,
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.

As we prepare for all you call us towards
in the months and years to come,
grant us hopeful and honest discernment;
meet our anxieties, griefs and fears
with your tender and comforting Spirit;
and help us to greet the promise and challenge
of each new day with openness, grace, and trust.

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

Amen

Mission Community maps - Appendix

The maps below reflect the first phase of thinking about Mission Communities for each of the seven new deaneries. They have been prepared to help inform discussions over the next eight months about our vision for Mission Communities and the underlying principles to be adopted in setting them up.

These provisional proposals will need to be further refined and consulted on, once we have finalised our vision for Mission Communities and the principles underpinning their foundation, at Bishop's Council in May 2021 and as we move to implementation in the second half of 2021.

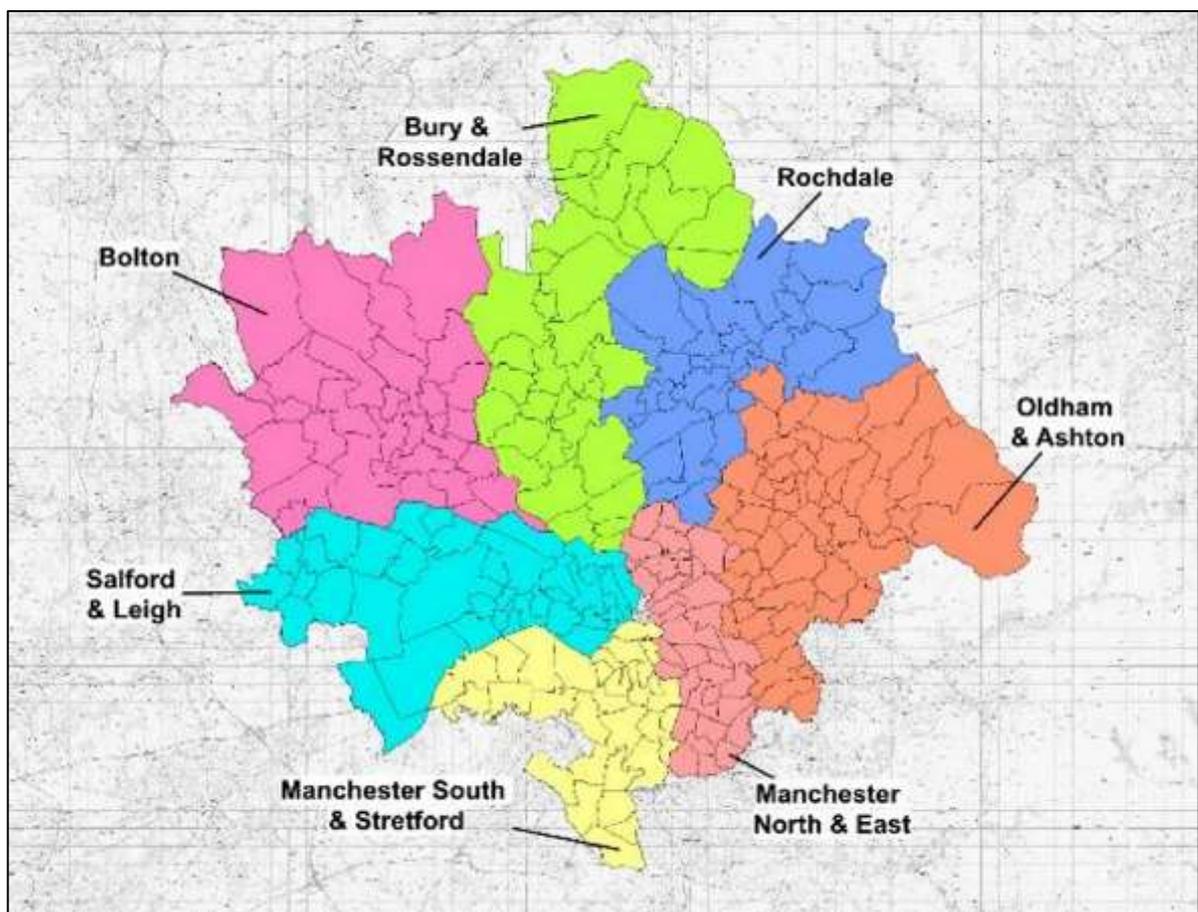
The medium-term projection of 160 stipendiary posts is also illustrative - it is being used to explore whether we have a workable model for local ministry for the diocese as a whole for the medium-term. The allocation of stipendiary posts to the new deaneries set out below, is based on the current formula for allocating posts, which weights population and attendance in the ratio 8:3. The number and allocation of stipendiary posts are not of themselves subjects of this engagement exercise.

[N.B. The projected number of 160 posts by 2025 covers all stipendiary posts including curates and pioneer posts. This is a more prudent projection than our current agreed budgetary target of 175 posts by 2022, in the light of the possible long-term impact of the current pandemic on church attendance, the finances of our parishes, and therefore the finances of the diocese as a whole].

Parishes are shown grouped by the proposed Mission Community. Some are proposed for transfer to other deaneries. A small number of parishes with more than one place of worship have been sub-divided.

Places of worship are indicated on the deanery maps and include established school and community-based congregations and new church plants, as well as individual churches.

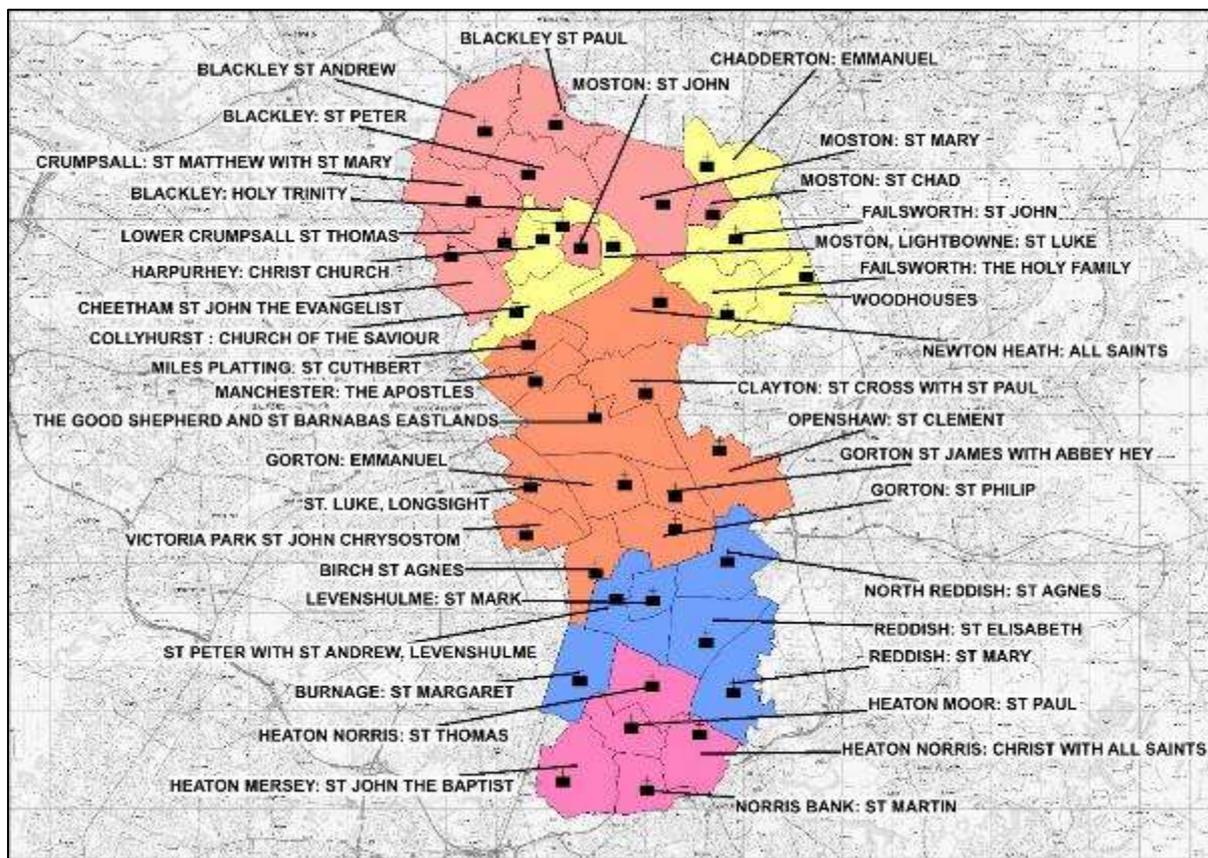
Deanery Overview



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Deanery	Mission Communities - Provisional	Population 2018		Average Weekly Attendance 2018		Projected Stipendiary Posts
		Total	Av per MC	Total	Av per MC	
Manchester North & East	5	341,806	68,361	1,410	282	21
Manchester South & Stretford	6	381,449	63,575	1,963	327	26
Oldham & Ashton	7	361,378	51,625	3,024	432	30
Rochdale	4	204,168	51,042	1,296	324	16
Bolton	6	288,916	48,153	2,910	485	24
Bury & Rossendale	4	237,925	59,481	1,946	486	17
Salford & Leigh	6	357,654	59,609	2,236	373	26
Total	38	2,173,296	57,192	14,784	389	160

Manchester North & East Deanery



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Mission Community - Provisional	Population 2018	Average Weekly Attendance 2018
Group 1	82,067	226
Group 2	45,852	386
Group 3	115,959	364
Group 4	63,618	228
Group 5	34,310	206
Total	341,806	1,410

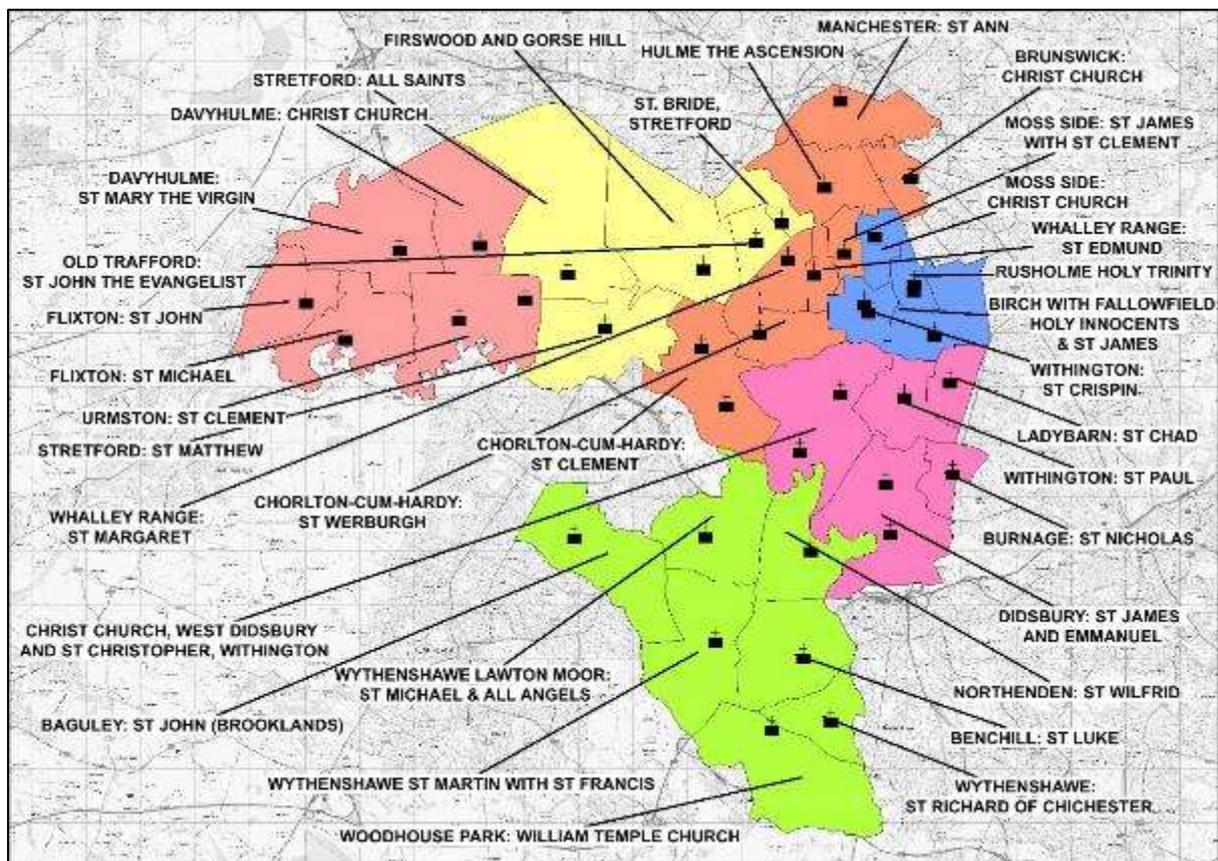
Total Projected Stipendiary Posts: 21

Mission Community - Provisional	Parishes
Group 1	BLACKLEY: ST PAUL
	BLACKLEY: ST PETER
	CHEETHAM: ST JOHN THE EVANGELIST
	CRUMPSALL: ST MATTHEW WITH ST MARY
	LOWER CRUMPSALL: ST THOMAS
	MOSTON: ST CHAD
	MOSTON: ST JOHN
	MOSTON: ST MARY
	BLACKLEY: ST ANDREW
Group 2	HARPURHEY: CHRIST CHURCH
	MOSTON, LIGHTBOWNE: ST LUKE
	COLLYHURST: CHURCH OF THE SAVIOUR
	FAILSWORTH: ST JOHN
	FAILSWORTH: THE HOLY FAMILY
	CHADDERTON: EMMANUEL
	(BARDSLEY) WOODHOUSES
	BLACKLEY: HOLY TRINITY
Group 3	CLAYTON: ST CROSS WITH ST PAUL
	GORTON: ST JAMES WITH ABBET HEY
	GORTON: EMMANUEL
	GORTON: ST PHILIP
	OPENSHAW: ST CLEMENT
	ST. LUKE, LONGSIGHT
	MANCHESTER: THE APOSTLES
	MILES PLATTING: ST CUTHBERT
	BIRCH: ST AGNES
	NEWTON HEATH: ALL SAINTS
	VICTORIA PARK: ST JOHN CHRYSOSTOM
	THE GOOD SHEPHERD AND ST BARNABAS EASTLANDS
Group 4	REDDISH: ST MARY
	LEVENSHULME: ST MARK
	ST PETER WITH ST ANDREW, LEVENSHULME
	NORTH REDDISH: ST AGNES
	REDDISH: ST ELISABETH
	BURNAGE: ST MARGARET
Group 5	HEATON MOOR: ST PAUL
	HEATON NORRIS: CHRIST WITH ALL SAINTS
	HEATON NORRIS: ST THOMAS
	NORRIS BANK: ST MARTIN
	HEATON MERSEY: ST JOHN THE BAPTIST

Notes:

- Group 2 includes the parishes of St John, Failsworth. The Holy Family, Failsworth, Emmanuel, Chadderton (St George), and Woodhouses (that part of Holy Trinity, Bardsley within M60).

Manchester South & Stretford Deanery



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Mission Community - Provisional	Population 2018	Average Weekly Attendance 2018
Group 1	42,161	277
Group 2	49,665	208
Group 3	96,308	341
Group 4	44,246	483
Group 5	65,834	436
Group 6	83,235	219
Total	381,449	1,963

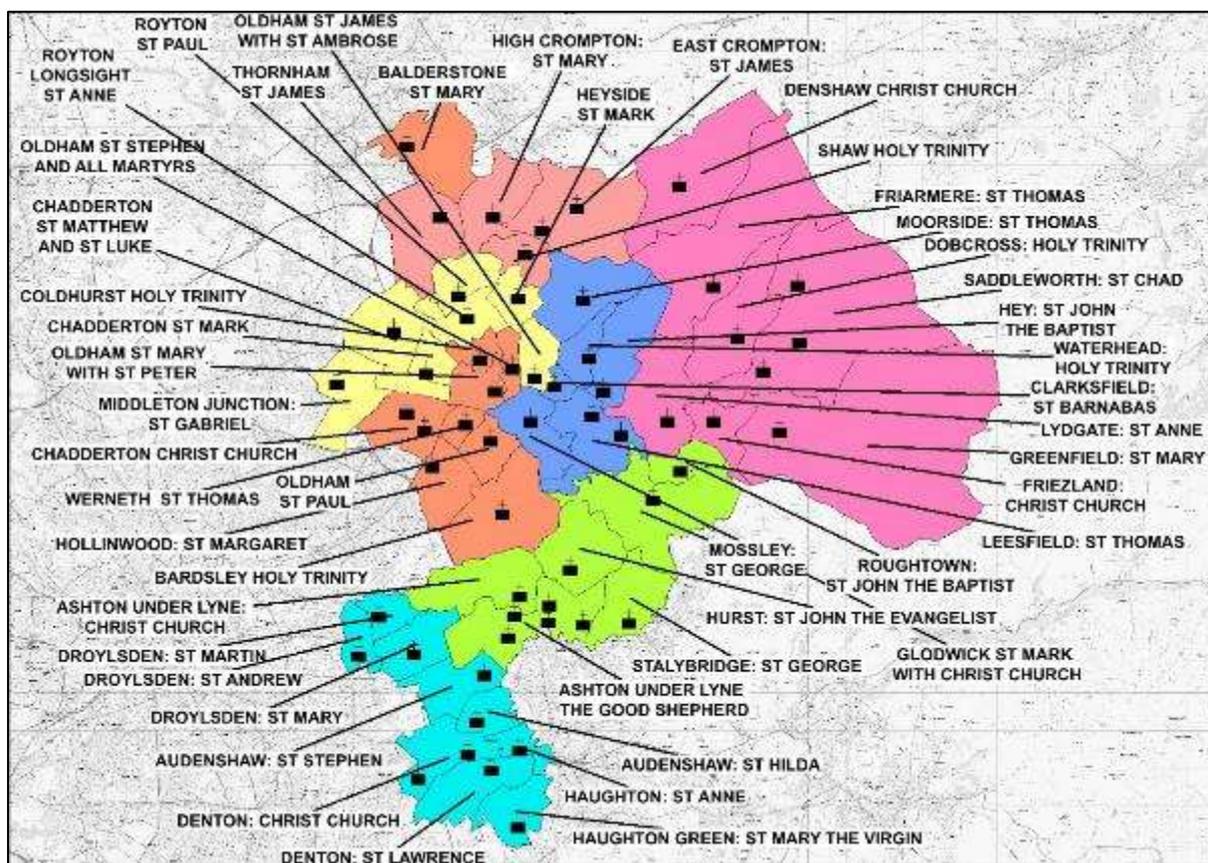
Total Projected Stipendiary Posts: 26

Mission Community - Provisional	Parishes
Group 1	DAVYHULME: ST MARY THE VIRGIN
	FLIXTON: ST JOHN
	FLIXTON: ST MICHAEL
	URMSTON: ST CLEMENT
	DAVYHULME: CHRIST CHURCH
Group 2	OLD TRAFFORD: ST JOHN THE EVANGELIST
	STRET福德: ALL SAINTS
	ST. BRIDE, STRET福德
	STRET福德: ST MATTHEW
	FIRSWOOD AND GORSE HILL
Group 3	CHORLTON-CUM-HARDY: ST WERBURGH
	MOSS SIDE: ST JAMES WITH ST CLEMENT
	WHALLEY RANGE: ST EDMUND
	WHALLEY RANGE: ST MARGARET
City Centre	BRUNSWICK: CHRIST CHURCH
City Centre	HULME THE ASCENSION
City Centre	MANCHESTER: ST ANN
	CHORLTON-CUM-HARDY: ST CLEMENT
Group 4	MOSS SIDE: CHRIST CHURCH
	RUSHOLME: HOLY TRINITY
	WITHINGTON: ST CRISPIN
	BIRCH WITH FALLOWFIELD: HOLY INNOCENTS & ST JAMES
Group 5	DIDSBURY: ST JAMES
	CHRIST CHURCH, WEST DIDSBURY AND ST CHRISTOPHER, WITHINGTON
	LADYBARN: ST CHAD
	WITHINGTON: ST PAUL
	BURNAGE: ST NICHOLAS
Group 6	BENCHILL: ST LUKE
	WYTHENSHAW LAWTON MOOR: ST MICHAEL & ALL ANGELS
	NORTHENDEN: ST WILFRID
	WOODHOUSE PARK: WILLIAM TEMPLE CHURCH
	WYTHENSHAW: ST MARTIN WITH ST FRANCIS
	WYTHENSHAW: ST RICHARD OF CHICHESTER
	BAGULEY: ST JOHN (BROOKLANDS)

Notes:

- The deaneries of Manchester South & Stretford and Salford & Leigh contain parishes which together with Manchester Cathedral relate to Manchester city centre.

Oldham & Ashton Deanery



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Mission Community - Provisional	Population 2018	Average Weekly Attendance 2018
Group 1	24,114	436
Group 2	49,088	489
Group 3	83,350	443
Group 4	49,657	443
Group 5	21,852	491
Group 6	65,217	342
Group 7	68,100	382
Total	361,378	3,024

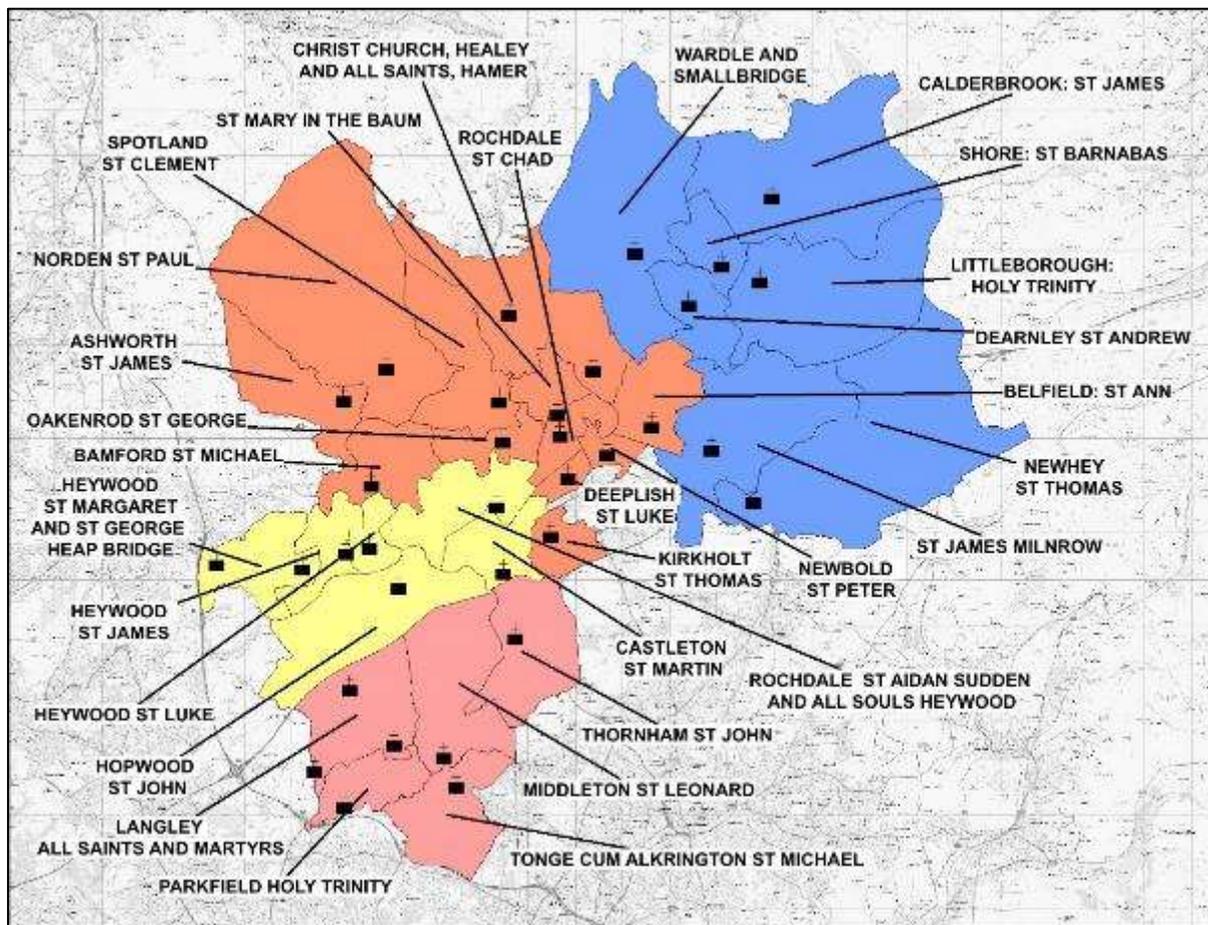
Total Projected Stipendiary Posts: 30

Mission Community - Provisional	Parishes
Group 1	HIGH CROMPTON: ST MARY
	SHAW: HOLY TRINITY
	THORNHAM: ST JAMES
	EAST CROMPTON: ST JAMES
Group 2	CHADDERTON ST MATTHEW AND ST LUKE
	HEYSIDE: ST MARK
	OLDHAM: ST JAMES WITH ST AMBROSE
	ROYTON: LONGSIGHT ST ANNE
	ROYTON: ST PAUL
	MIDDLETON JUNCTION: ST GABRIEL
	CHADDERTON: ST MARK
Group 3	CHADDERTON: CHRIST CHURCH
	HOLLINWOOD: ST MARGARET
	OLDHAM: ST MARY WITH ST PETER
	OLDHAM: ST PAUL
	OLDHAM: ST STEPHEN AND ALL MARTYRS
	WERNETH: ST THOMAS (PART WEST OF M60)
	COLDHURST: HOLY TRINITY
	BALDERSTONE: ST MARY
	BARDSLEY: HOLY TRINITY
Group 4	HEY: ST JOHN THE BAPTIST
	LEESFIELD: ST THOMAS
	CLARKSFIELD: ST BARNABAS
	MOORSIDE: ST THOMAS
	WATERHEAD: HOLY TRINITY
	GLODWICK: ST MARK WITH CHRIST CHURCH
Group 5	DOBCROSS: HOLY TRINITY
	FRIARMERE: ST THOMAS
	FRIEZLAND: CHRIST CHURCH
	GREENFIELD: ST MARY
	LYDGATE: ST ANNE
	SADDLEWORTH: ST CHAD
	DENSHAW: CHRIST CHURCH
Group 6	HURST: ST JOHN THE EVANGELIST
	MOSSLEY: ST GEORGE
	ROUGHTOWN: ST JOHN THE BAPTIST
	STALYBRIDGE: ST GEORGE
	ASHTON UNDER LYNE: THE GOOD SHEPHERD
	ASHTON UNDER LYNE: CHRIST CHURCH
Group 7	AUDENSHAW: ST STEPHEN
	DENTON: CHRIST CHURCH
	DENTON: ST LAWRENCE
	DROYLSDEN: ST ANDREW
	DROYLSDEN: ST MARY
	DROYLSDEN: ST MARTIN
	HAUGHTON: ST ANNE
	HAUGHTON GREEN: ST MARY THE VIRGIN
	AUDENSHAW: ST HILDA

Notes:

- Group 3 includes St Mary, Balderstone transferred from Rochdale (to link with Christ Church, Chadderton).

Rochdale Deanery



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Mission Community - Provisional	Population 2018	Average Weekly Attendance 2018
Group 1	45,376	405
Group 2	42,307	289
Group 3	80,798	359
Group 4	35,687	243
Total	204,168	1,296

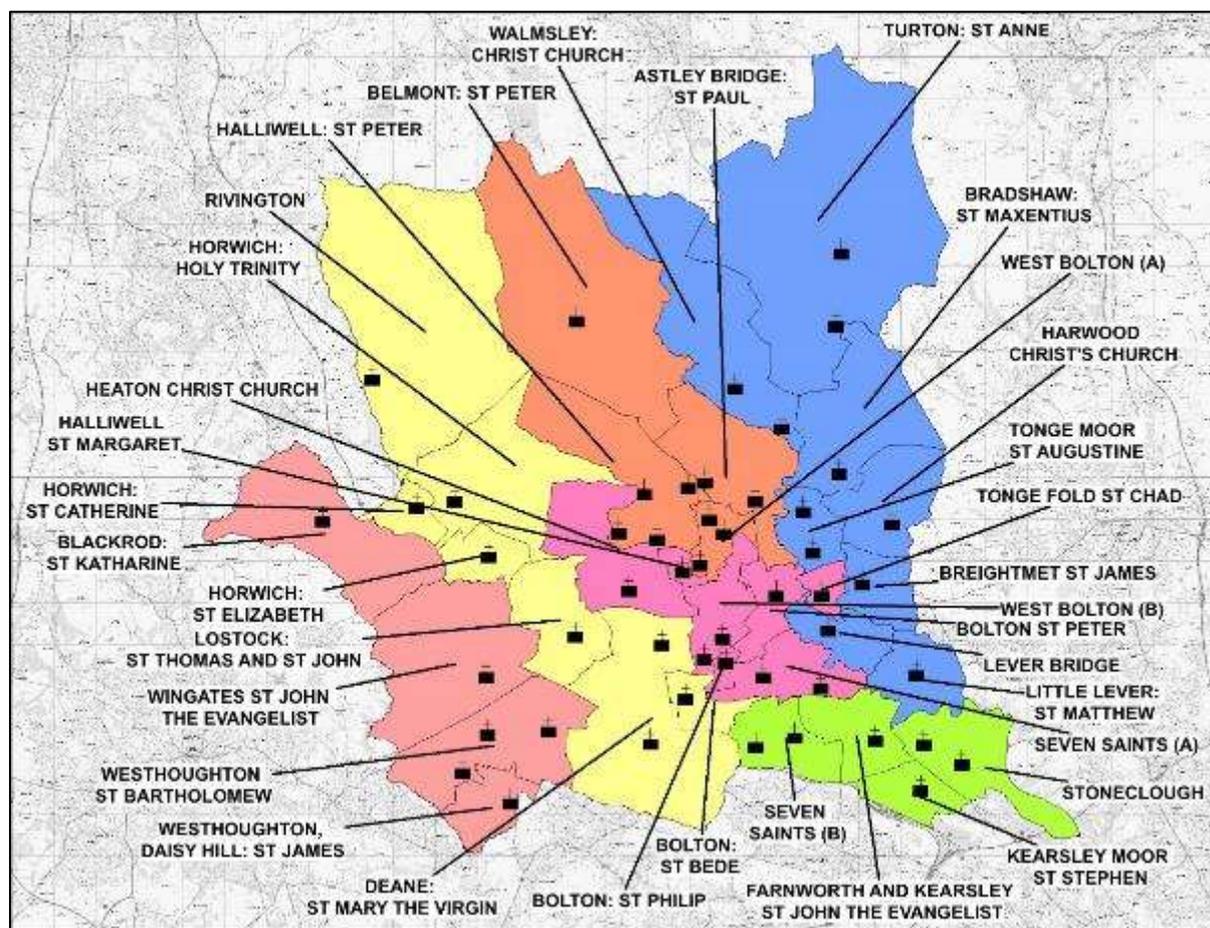
Total Projected Stipendiary Posts: 16

Mission Community - Provisional	Parishes
Group 1	MIDDLETON: ST LEONARD
	PARKFIELD: HOLY TRINITY
	THORNHAM: ST JOHN
	TONGE-CUM-ALKRINGTON: ST MICHAEL
	LANGLEY: ALL SAINTS AND MARTYRS
Group 2	HEYWOOD: ST JAMES
	ROCHDALE: ST AIDAN SUDDEN AND ALL SOULS HEYWOOD
	HEYWOOD: ST MARGARET AND ST GEORGE HEAP BRIDGE
	HOPWOOD: ST JOHN
	HEYWOOD: ST LUKE
	CASTLETON: ST MARTIN
Group 3	BAMFORD: ST MICHAEL
	BELFIELD: ST ANN
	KIRKHOLT: ST THOMAS
	NEWBOLD: ST PETER
	NORDEN: ST PAUL
	OAKENROD: ST GEORGE
	DEEPLISH: ST LUKE
	SPOTLAND: ST CLEMENT
	ST MARY IN THE BAUM
	ROCHDALE: ST CHAD
	CHRIST CHURCH, HEALEY AND ALL SAINTS, HAMER
	ASHWORTH: ST JAMES
Group 4	DEARNLEY: ST ANDREW
	LITTLEBOROUGH: HOLY TRINITY
	ST JAMES MILNROW
	NEWHEY: ST THOMAS
	SHORE: ST BARNABAS
	WARDLE AND SMALLBRIDGE
	CALDERBROOK: ST JAMES

Notes:

- St Mary, Balderstone is transferred to Group 3 in Oldham and Ashton (to link with Christ Church, Chadderton).

Bolton Deanery



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Mission Community - Provisional	Population 2018	Average Weekly Attendance 2018
Group 1	30,153	345
Group 2	47,639	551
Group 3	41,210	588
Group 4	67,348	720
Group 5	64,171	368
Group 6	38,395	339
Total	288,916	2,910

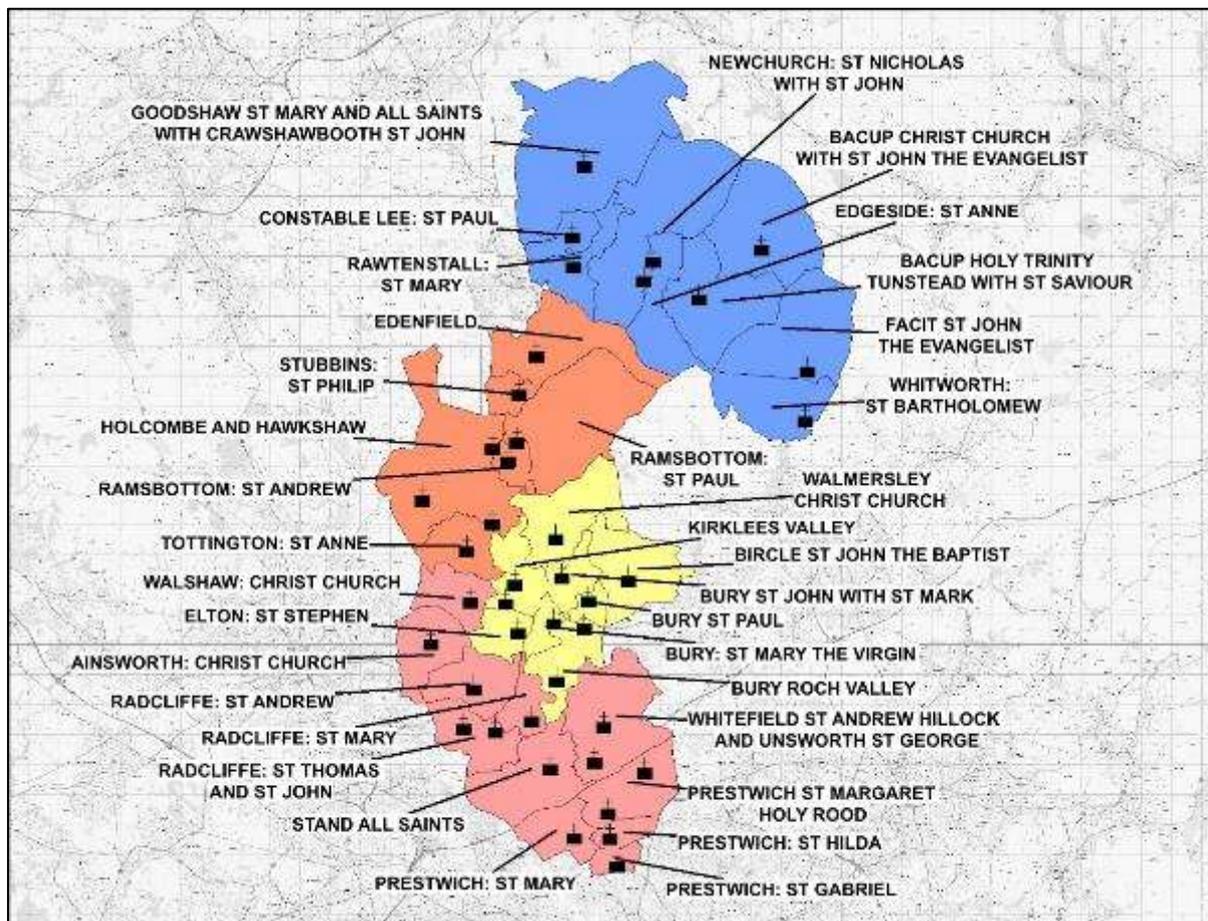
Total Projected Stipendiary Posts: **24**

Mission Community - Provisional	Parishes
Group 1	WESTHOUGHTON, DAISY HILL: ST JAMES
	WESTHOUGHTON: ST BARTHOLOMEW
	WINGATES: ST JOHN THE EVANGELIST
	BLACKROD: ST KATHARINE
Group 2	DEANE: ST MARY THE VIRGIN
	HORWICH: HOLY TRINITY
	HORWICH: ST ELIZABETH
	HORWICH: ST CATHERINE
	LOSTOCK: ST THOMAS AND ST JOHN
	RIVINGTON: PARISH CHURCH
	BOLTON: ST BEDE
Group 3	ASTLEY BRIDGE: ST PAUL
	BELMONT: ST PETER
	WEST BOLTON (A)
	HALLIWELL: ST PETER
Group 4	LITTLE LEVER: ST MATTHEW
	BRADSHAW: ST MAXENTIUS
	HARWOOD: CHRISTS CHURCH
	TONGE MOOR: ST AUGUSTINE
	BREIGHTMET: ST JAMES BOLTON
	TURTON: ST ANNE
	WALMSLEY: CHRIST CHURCH
	LEVER BRIDGE: ST STEPHEN AND ALL MARTYRS
Group 5	BOLTON: ST PHILIP
	HALLIWELL: ST MARGARET
	HEATON: CHRIST CHURCH
	TONGE FOLD: ST CHAD
	WEST BOLTON (B)
	SEVEN SAINTS (A)
	BOLTON: ST PETER
Group 6	KEARSLEY MOOR: ST STEPHEN
	STONECLOUGH
	SEVEN SAINTS (B)
	FARNWORTH AND KEARSLEY: ST JOHN THE EVANGELIST

Notes:

- Group 3 includes the population of the part of West Bolton covered by former parishes of St Thomas the Apostle, Bolton, St Luke, Halliwell and St Paul Halliwell.
- Group 5 includes the population of the part of West Bolton covered by the former parishes of St Matthew with St Barnabas, Bolton, St Paul with Emmanuel, Bolton and St George, Daubhill and the population of the part of Seven Saints covered by the former parishes of St Michael with St Bartholomew, Great Lever and St Simon and St Jude, Bolton.
- Group 6 includes the population of the part of Seven Saints covered by the former parish of New Bury.

Bury & Rossendale Deanery



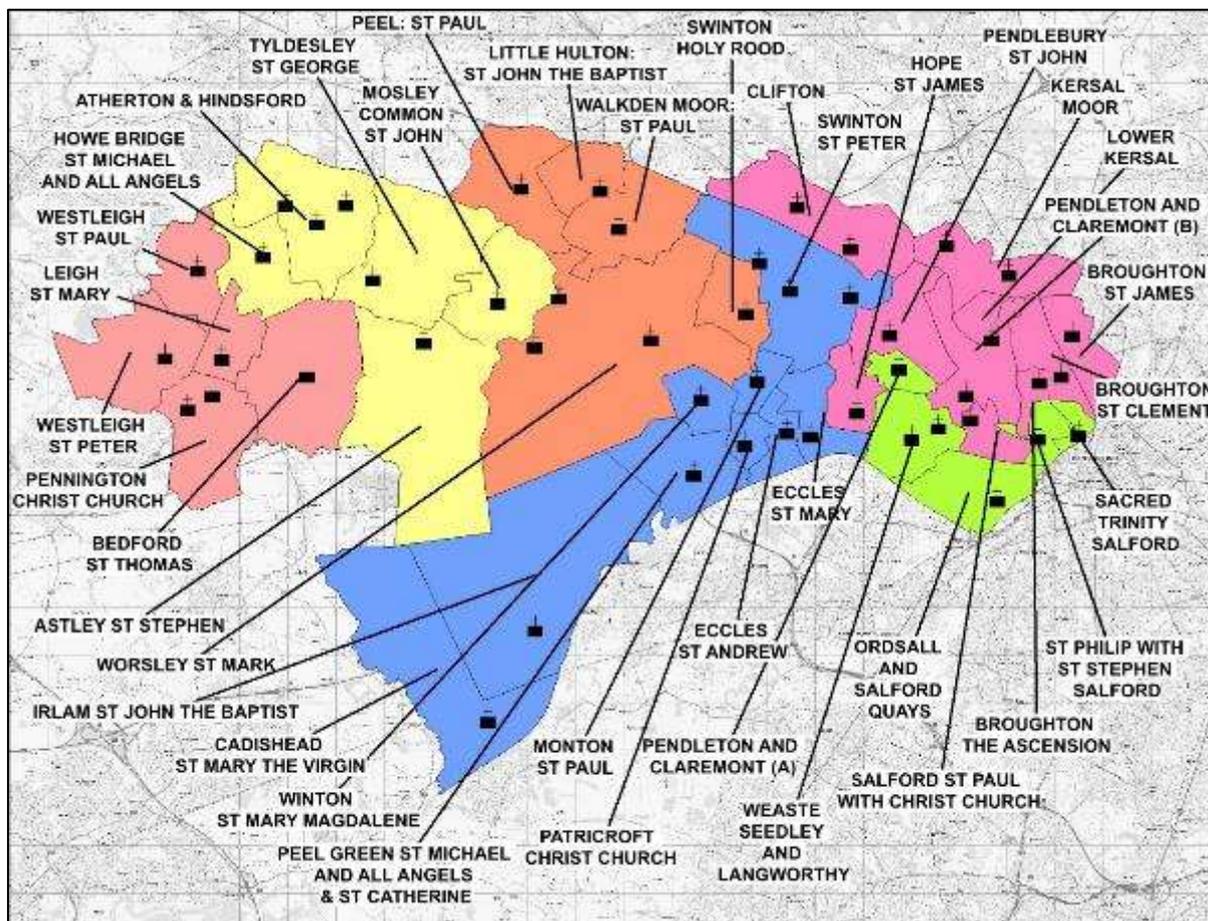
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Mission Community - Provisional	Population 2018	Average Weekly Attendance 2018
Group 1	99,397	754
Group 2	61,881	517
Group 3	28,369	357
Group 4	48,278	318
Total	237,925	1,946

Total Projected Stipendiary Posts: 17

Mission Community - Provisional	Parishes
Group 1	AINSWORTH: CHRIST CHURCH
	PRESTWICH: ST GABRIEL
	PRESTWICH: ST HILDA
	PRESTWICH: ST MARGARET HOLY ROOD
	PRESTWICH: ST MARY
	RADCLIFFE: ST ANDREW
	RADCLIFFE: ST MARY
	RADCLIFFE: ST THOMAS AND ST JOHN
	STAND: ALL SAINTS
	WHITEFIELD: ST ANDREW HILLOCK AND UNSWORTH ST GEORGE
	WALSHAW: CHRIST CHURCH
Group 2	BURY: ST JOHN WITH ST MARK
	BURY: ST MARY THE VIRGIN
	BURY: ST PAUL
	ELTON: ST STEPHEN
	WALMERSLEY: CHRIST CHURCH
	KIRKLEES VALLEY
	BURY: ROCH VALLEY
	BIRCLE: ST JOHN THE BAPTIST
Group 3	HOLCOMBE AND HAWKSHAW
	RAMSBOTTOM: ST ANDREW
	RAMSBOTTOM: ST PAUL
	STUBBINS: ST PHILIP
	TOTTINGTON: ST ANNE
	EDENFIELD: PARISH CHURCH
Group 4	WHITWORTH: ST BARTHOLOMEW
	BACUP: CHRIST CHURCH WITH ST JOHN THE EVANGELIST
	CONSTABLE LEE: ST PAUL
	EDGESIDE: ST ANNE
	GOODSHAW: ST MARY AND ALL SAINTS WITH CRAWSHAWBOOTH ST JOHN
	NEWCHURCH: ST NICHOLAS WITH ST JOHN
	RAWTENSTALL: ST MARY
	BACUP: HOLY TRINITY TUNSTEAD WITH ST SAVIOUR
	FACIT: ST JOHN THE EVANGELIST

Salford & Leigh Deanery



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Mission Community - Provisional	Population 2018	Average Weekly Attendance 2018
Group 1	47,732	314
Group 2	50,142	261
Group 3	56,423	354
Group 4	84,287	416
Group 5	75,380	402
Group 6	43,690	488
Total	357,654	2,236

Total Projected Stipendiary Posts: 26

Mission Community – Provisional	Parishes
Group 1	LEIGH: ST MARY THE VIRGIN
	PENNINGTON: CHRIST CHURCH
	WESTLEIGH: ST PAUL
	WESTLEIGH: ST PETER
	BEDFORD: ST THOMAS
Group 2	ATHERTON & HINDSFORD
	HOWE BRIDGE: ST MICHAEL AND ALL ANGELS
	MOSLEY COMMON: ST JOHN
	TYLDESLEY: ST GEORGE
	ASTLEY: ST STEPHEN
Group 3	WORSLEY: ST MARK
	LITTLE HULTON: ST JOHN THE BAPTIST
	PEEL: ST PAUL
	WALKDEN MOOR: ST PAUL
	SWINTON: HOLY ROOD
Group 4	ECCLES: ST ANDREW
	ECCLES: ST MARY THE VIRGIN
	IRLAM: ST JOHN THE BAPTIST
	MONTON: ST PAUL
	PATRICROFT: CHRIST CHURCH
	PEEL GREEN: ST MICHAEL AND ALL ANGELS & ST CATHERINE
	SWINTON: ST PETER
	WINTON: ST MARY MAGDALENE
	CADISHEAD: ST MARY THE VIRGIN
Group 5	BROUGHTON: ST JAMES
	HOPE: ST JAMES
	LOWER KERSAL: ST AIDAN
	KERSAL MOOR: ST PAUL
	BROUGHTON: THE ASCENSION
	BROUGHTON: ST CLEMENT WITH ST MATTHIAS
	PENDLEBURY: ST JOHN
	SALFORD: ST PAUL WITH CHRIST CHURCH
	PENDLETON AND CLAREMONT (B)
	CLIFTON
Group 6	PENDLETON AND CLAREMONT (A)
	WEASTE: SEEDLEY AND LANGWORTHY
City Centre	SACRED TRINITY SALFORD
City Centre	ORDSALL AND SALFORD QUAYS
City Centre	ST PHILIP WITH ST STEPHEN SALFORD

Notes:

- Group 5 includes the population of that part of the parish of Pendleton and Claremont covered by the former parishes of St Thomas, Pendleton and St George, Charlestown.
- Group 6 includes the population of that part of the parish of Pendleton and Claremont covered by the former parish of Holy Angels, Claremont.
- Group 6 includes the city centre parishes of Ordsall and Salford Quays, St Philip with St Stephen, Salford and The Sacred Trinity, Salford.
- The deaneries of Manchester South & Stretford and Salford & Leigh contain parishes which together with Manchester Cathedral relate to Manchester city centre.