

DIOCESAN STATEMENT OF NEEDS AND EXPECTATIONS

Incumbent, The Radcliffe Team

A. DIOCESE

The Diocese of Manchester extends over most of Greater Manchester and Rossendale and is characterised by its extraordinary diversity of communities and cultures. The vibrancy that this gives to life makes it a joyful and hopeful place to pursue God's mission. The overall vision of the Diocese is to establish:

A worshipping, growing and transformative Christian presence at the heart of every community.

and we firmly believe there is an opportunity to do so at this point on our journey of faith.

Our Mission Goals are to be a "Church for a Different World" which is:

- **Growing** – growing new disciples in missionary church communities which are younger, more diverse, active and spiritually engaged.
- **Nurturing** – increasing vocations, nurturing new and existing disciples, increasing financial giving.
- **Serving** – present for all, speaking and acting prophetically for justice, supporting pastorally especially the vulnerable, deprived and excluded.

Guided by this vision, the Diocese is engaged on a process of strategic planning for the future, led by the Strategic Programme Board that includes the three bishops and others with specific gifts in this area.

The Bishop has the resolve to appoint in this Diocese only clergy who have a clear sense of calling to the particular post and are committed, under God, to the Diocesan vision, and its values, inspiration and goals. We believe that mission and ministry are properly undertaken collaboratively, working with neighbouring parishes, specialist and sector ministries, and ecumenical and wider community partners. Clergy will be expected to work collegially with other ordained ministers and lay people to encourage and sustain the wider mission and ministry of the church.

It has been long recognised that significant change both structurally and culturally has been needed to enable the local Church to be refreshed and revitalised; the pandemic has only added to the urgency.

As we emerge from the pandemic our vision and commitments remain the same – to be:

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

We want to be a **growing** church, focused on discipleship and evangelism, **nurturing** and developing the gifts and passions of all people, and **servicing** individuals and communities across our diocese, especially those in most need. Our parishes, through which so much of our mission and ministry take place, still lie at the very heart of our calling and gifting".



To achieve our vision, we need to see a growing number of healthy, sustainable multiplying churches that fulfil our missionary calling across all of the marks of mission of evangelism, nurturing, serving, prophetic action for justice, and care for the environment.

All of this means a reshaping of the Diocese and the way we do mission and ministry. It is an exciting but challenging journey that lies ahead, where every person in our churches, lay and ordained has a part to play.

In practice this will mean:

- Greater collaboration across parish boundaries that enable us to use the gifts of all with a blend of tradition and ethos of worship and mission; units we call Mission Communities.
- Ensuring that each worshipping community has a defined and named leader (lay or ordained)

Anyone appointed to this post will be expected to play a full part in the implementation of this vision. We are looking for leaders who will not just manage change but lead it, allowing both the old and the new to flourish and grow.

An important part of this will be the expectation that Clergy will encourage and enable the gifts and ministries of all God's people and especially to help individuals explore any possible call to ordination (including Ordained Local Ministry), Reader Ministry or Authorised Lay Ministry.

Education is a major factor in the life of the diocese and its mission to young people. There are almost 200 church schools and a growing number of academies. Unless there is very good reason, where there is a Church School in the parish the minister of that parish is expected to carry out conscientiously the role of *ex officio* Governor; as part of a wider ministry in the school, although the minister is encouraged not to act as Chair of Governors. In the case of benefices with several schools no member of the clergy should act as Governor of more than two schools.

We are committed to promoting the well-being of clergy, and in a 2021 survey 87% of all the clergy who responded either strongly agreed or agreed with the statement, 'I enjoy ministry in the Diocese of Manchester'.

It is normal for a priest to have a ministerial interest wider than the benefice itself that takes something in the region of 10% of their working time.

Except where required under the terms of the House of Bishops Declaration on the Ministry of Bishops and Priests 2014 we are committed to ensuring that the Diocese does not discriminate against applicants on the basis of criteria unrelated to their ability to function as a priest in the benefice.

Diocesan Synod passed a Motion on Racism on Saturday 10 October 2020, affirming "that every parish and Diocese in England is an appropriate place for global majority candidates to exercise their ministry and leadership."

All ministerial appointments in the Diocese are subject to enhanced DBS Disclosure and we are obliged under the requirements of the Immigration, Asylum and Nationality Act 2006 to request documentation which will satisfy its requirements of proof of eligibility to work in the UK.

B. DEANERY

From the 1st June 2021, following Diocese wide consultation in 2019 our 20 Deaneries became 7 Deaneries.

The following year, full time Area Deans were appointed to assist with our transformation's agenda across the Diocese. The key component of which was the formation of Mission Communities –

parishes working together across an area to further Mission and Ministry, sharing resources, releasing Missional energy, across the five marks of mission.

The Radcliffe Team is part of Radcliffe and Whitefield Mission Community and comprises two churches and a community centre. It is set in the heart of Radcliffe, an up-and-coming former mill town to the north of Manchester City Centre. It has ready access to the city centre via the Metrolink tram system and is fifteen minutes away from the Western Pennine hills. There is a four-bedroom parsonage available for use by the successful candidate.