

## DIOCESAN STATEMENT OF NEEDS AND EXPECTATIONS

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** – centred on two words – **Fresh** and **Refresh** – by pioneering new faith communities and reinvigorating existing ones.
- **Nurturing** – focussing on increasing **Vocations** – both clergy and lay – and **Discipleship**, enabling all the baptised to deepen, share and live out our faith both in church and daily life.
- **Serving** – especially in relation to the **Environment**, helping us to be an environmentally sustainable church in the global climate emergency.

The Diocese is engaged in a strategic transformation programme to enable this vision and our goal to be, by 2030, a growing church, focused on discipleship and evangelism, serving individuals and communities across our diocese.

This programme involves the reconfiguration of the Diocese into 7 new Deaneries, each with a full time Area Dean, and the formation of vibrant Mission Communities typically served by three stipendiary posts and where each church community has a focal leader.

This will require all those serving in Manchester Diocese to commit to:

- Values and behaviours based on **trust and collaboration**
- **Effective leadership** across 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.

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 operate with a high level of adaptability and to embrace new ways of exercising their priestly calling.

Clergy are expected to 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 otherwise, 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 2018 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.

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.

*Revised October 2020*