

## **DIOCESAN STATEMENT OF NEEDS AND EXPECTATIONS**

The Diocese of Manchester extends over most of Greater Manchester and Rossendale and is characterised by the 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 Fit for Mission Strategic Programme Board that includes the three bishops and others with specific gifts in this area.

The Bishop has to resolve to appoint in the 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. Clergy and parishes are expected to undertake a process of "Mission Action Planning".

Clergy are expected to encourage and enable the gifts and ministries of all God's people and especially to help individuals explore and 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 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 take 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 Immigration, Asylum and Nationality Act 2006 to request documentation which will satisfy its requirements of proof of eligibility to work in the UK.