

**Vicar of St George Stalybridge and
Team Vicar in the Good Shepherd Team**

DIOCESAN STATEMENT OF NEEDS AND EXPECTATIONS

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.

We have a specific missionary vision, values and goals:

- **Our Values**
Faith, Hope and Love
- **Our Inspiration**
We run with perseverance the race that is set before us... with our eyes fixed on Jesus
- **Our Mission Goals – to be a Church 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
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Guided by this vision, the Diocese is engaged on a process of strategic planning for the future, shaped by our vision to become Church for a Different World. The Fit for Mission programme is the tool by which we seek to make this vision a reality. It is led by a Steering Group 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. Clergy and parishes are strongly encouraged 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 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 192 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 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 2015 survey 91.6% 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 Priests (Ordination of Women) Measure 1993 or 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.

B. DEANERY

Ashton is a diverse deanery with a significant and growing Muslim community in the town of Ashton as well as an increasing number of people from Eastern Europe and other parts of the world. There is a wide range of church traditions within the deanery, with one, (St Hilda's Audenshaw) looking to the Bishop of Beverley for episcopal oversight. There are good relationships amongst the clergy and Chapter is generally well supported.

There are 15 parishes in the deanery, including the Good Shepherd Team which is a single parish of five churches. Together, they are served at present by 11.5 FTE stipendiary priests alongside other ordained and authorised lay ministers. The Deanery is one of the four pilot deaneries across the diocese that are seeking to implement the Fit for Mission programme. This involves parishes coming together in mission clusters or units, sharing resources (including lay and ordained ministries) and making better use of the church buildings that are fit for purpose.

An external evaluation of the Fit for Mission programme is underway at the moment with a report due early in the new year. This seeks to capture the learning from the pilot deaneries and offer some pointers and recommendations as we seek to make the vision of being Church for a Different World a reality across the diocese.

