

Diocesan Statement of Needs

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.

Our diocese has an ambitious vision, and in recent years, we have made significant progress with our Transformation Programme. Our achievements include moving to our new deanery structures, the creation of our 33 mission communities, investing in our lay leaders, supporting children's ministry in each deanery, and increasing the practical support for parishes.

Many of our clergy, lay leaders and volunteers have experienced first-hand how things are changing for the better across the diocese in our parishes, schools and chaplaincies. This is helping us achieve our vision of being a worshipping, growing, transforming Christian presence at the heart of every community, and deliver our mission goals which are to grow our churches, nurture new and existing disciples, and serve the vulnerable, deprived and excluded. We now have the opportunity to be even more creative and ambitious with our plans for the future.

Learning from our recent experience, we are developing the plans for our diocese based on the following themes:

- Growing Younger
- Church Planting and Revitalisation
- Developing Missional Leaders
- Parish Renewal.

These priorities align with the Church of England's overall vision which is to create a church of missionary disciples, where mixed ecology is the norm, and whose membership is becoming younger and more diverse.

Supporting our international congregations is key to achieving racial justice, as is ensuring that those in governance, clergy and lay roles are representative of the diversity of our diocese. In 2020, Diocesan Synod passed a Motion on Racism, affirming "that every parish and diocese in England is an appropriate place for global majority candidates to exercise their ministry and leadership."

Together we are continuing our work towards achieving Net Zero Carbon. Our parishes and schools are measuring their energy use and taking simple, practical steps to reduce their carbon footprint. We continue to provide a safe environment for all by promoting effective safeguarding.

Across our diocese, people hold diverse views and express their faith through different traditions, united in a passion for Jesus Christ and his Church. Our bishops honour these differences by inviting church communities from across our diocese to learn together, support one another and listen to God.

Bishop David is looking to appoint clergy who have a clear sense of calling to a particular post and are committed, under God, to our vision and values, inspiration and goals. We believe that mission and ministry are properly undertaken collaboratively, working with neighbouring parishes in mission communities, 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.

All our clergy are required to work in line with the House of Bishops policy and guidance on Safeguarding, not only in holding the highest possible standards regarding safeguarding, but also to play a full part in setting and maintaining a positive safeguarding culture, one in which the voices of victims and survivors play a vital and central part.

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, and lay vocations such as Reader Ministry, Focal Ministry and Authorised Lay Ministry.

Across the diocese, 192 Church of England primary and secondary schools educate over 58,000 pupils every day. Where there is a church school in the parish, the minister is expected to carry out conscientiously the role of ex officio Governor; as part of a wider ministry in the school. 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 2025 survey 82% of the stipendiary 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.