Your ministry with us



Vicar
Walton Breck Christ Church and Holy Trinity

THE CHURCH OF ENGLAND

Diocese *of* Liverpool

www.liverpool.anglican.org

Dear applicant,

We warmly welcome your interest in this exciting post and commend our diocese and the parish of Walton Breck Christ Church and Holy Trinity to your prayerful consideration and discernment. The Diocese of Liverpool is a creative place to minister as we work together to be a bigger church making a bigger difference. You can get a flavour of our diocese here

The north west of England is a marvellous place to live and work and you will find much of interest on our website at www.cofenw.org.uk. Your ministry with us will be stimulating, challenging and fulfilling with high expectations, a strong commitment to supporting and empowering your ministry.

But your ministry with us will come with high expectations. As your bishops we both expect, and will hold you accountable for, a high degree of personal responsibility with regard to how you conduct your ministry. We want to be clear with you about that from the start before you go any further in your discernment.

This document sets out our expectations.

We expect you to read it carefully as should you be offered and accept a post in our diocese then we will judge you according to this set of standards. We believe they are what makes for the good functioning of both parish and diocesan ministry.

It is a rich and rewarding privilege to lead the people of God in the offering of praise, the proclamation of the word and the celebration of the sacraments. As you reflect on the next phase of your ministry and your consideration of this post may you know the peace of God and the guidance of his Holy Spirit.

With every blessing





The Rt Revd Paul Bayes
Bishop of Liverpool

The Rt Revd Richard Blackburn
Bishop of Warrington



Our commitment to growth

Our diocese is a growing diocese. Growing because we are intentional about growth and creating a bigger church to make a bigger difference. We are becoming fit for mission in all we do

We are committed to the Quinquennial goals of the Church of England:

- to take forward the spiritual and numerical growth of the Church of England including the growth of its capacity to serve the whole community of this country
- to re-shape or reimagine the Church's ministry for the century coming, so as to make sure that there is a growing and sustainable Christian witness in every local community
- to focus our resources where there is both greatest need and greatest opportunity.

Within this wider vision, Bishop Richard, the Bishop of Warrington, and I are committed to the Growth Agenda that has been affirmed by our diocesan synod and is taking root in our parishes. We strongly affirm that numerical growth is a good and appropriate aim for every church, provided it embraces both a developing spiritual maturity and a transformative engagement with the local community. We want clergy who are confident in their Christian tradition and we rejoice in the diversity of our diocese as reflected across our parishes, fresh expressions, schools and chaplaincies.

We have identified three challenges - "ageing money, retiring clergy and broken buildings". We expect all clergy to engage with these and with the consequent need to promote realistic giving, foster vocations and develop buildings fit for purpose.

Clergy in the Diocese of Liverpool are expected to be leaders in mission and agents of change in the congregations and communities entrusted to their care. They will come to a new post with the intention of nurturing growth and with a readiness to work with their people in planting or preparing to plant a new service, congregation or fresh expression of the church.

The staff and officers of our diocese are committed to resource and support every parish in this task. We expect that any priest appointed to this post will engage seriously with the tools offered by the Diocese, such as our Growth Planning Framework, Parish Dashboards and our Church Building Assessment Framework.

We welcome the research insights of the national report *From Anecdote to Evidence* and we are confident that the leadership of each church will make use of this research in praying and planning for the future. There is a clear correlation between spiritual and numerical growth and the quality of a community's welcome and Christian nurture. We also know that a commitment to work amongst children and young people is almost always a key element of the sustainable growth of each church in these days. Any priest taking up a post in our diocese will pay attention to facts like these as they pray and discern the future together with their people.


Lord Jesus

We support collaborative ministry and nurture vocations

Parish leadership requires a servant heart and a collaborative approach. As a diocese we are committed to developing the ministry of all God's people. We are also in transition to a smaller number of significantly larger parishes within which different expressions of church will complement and resource each other. Any priest wishing to come and serve here will therefore relish working collaboratively with ordained and lay colleagues and will be committed to identifying and nurturing the gifts of every baptised Christian. Within this ministry of all the baptised, Bishop Richard and I expect all our colleagues to work with us in promoting and nurturing vocations to the ordained ministry and to Reader and other lay ministries. We see this as essential.

Our diocese places a strong emphasis on devolved Deanery mission planning. This will only be effective if all our local leaders involve themselves actively in the Deanery's life and structures. Anyone appointed to this post will therefore be committed to regular attendance at Deanery Chapter and Synod, robustly offering his or her own wisdom and insight and listening carefully to the wisdom and insight of others.

Our approach to parish ministry

Our diocese takes seriously the call on the Church of England to serve all people and be there for any who may need us at significant moments of transition in their lives. For this reason we expect our clergy to wholeheartedly exercise of the "cure of souls" to all within their benefice, and take full responsibility for the provision of the pastoral offices to any who request them.

Your commitment to Stewardship and the Parish Share

The generosity and commitment of our parishes means that our diocese is blessed by an offering of Parish Share at c. 99%. We do not have significant levels of reserves or historic endowments. It is the commitment of our churches to one another that underwrites Parish Share and makes possible ministry and mission in some of the most deprived parishes in the UK. Thus the offering of Parish Share in full is fundamental to sustainable stipendiary ministry in our diocese. I look to all incumbents to exercise leadership in Christian stewardship: to be an advocate of the Parish Share system, to actively sustain and encourage the generous giving of our congregations by teaching on the principles and practice of Christian Stewardship and to model in his or her own life the generosity we seek from our people.

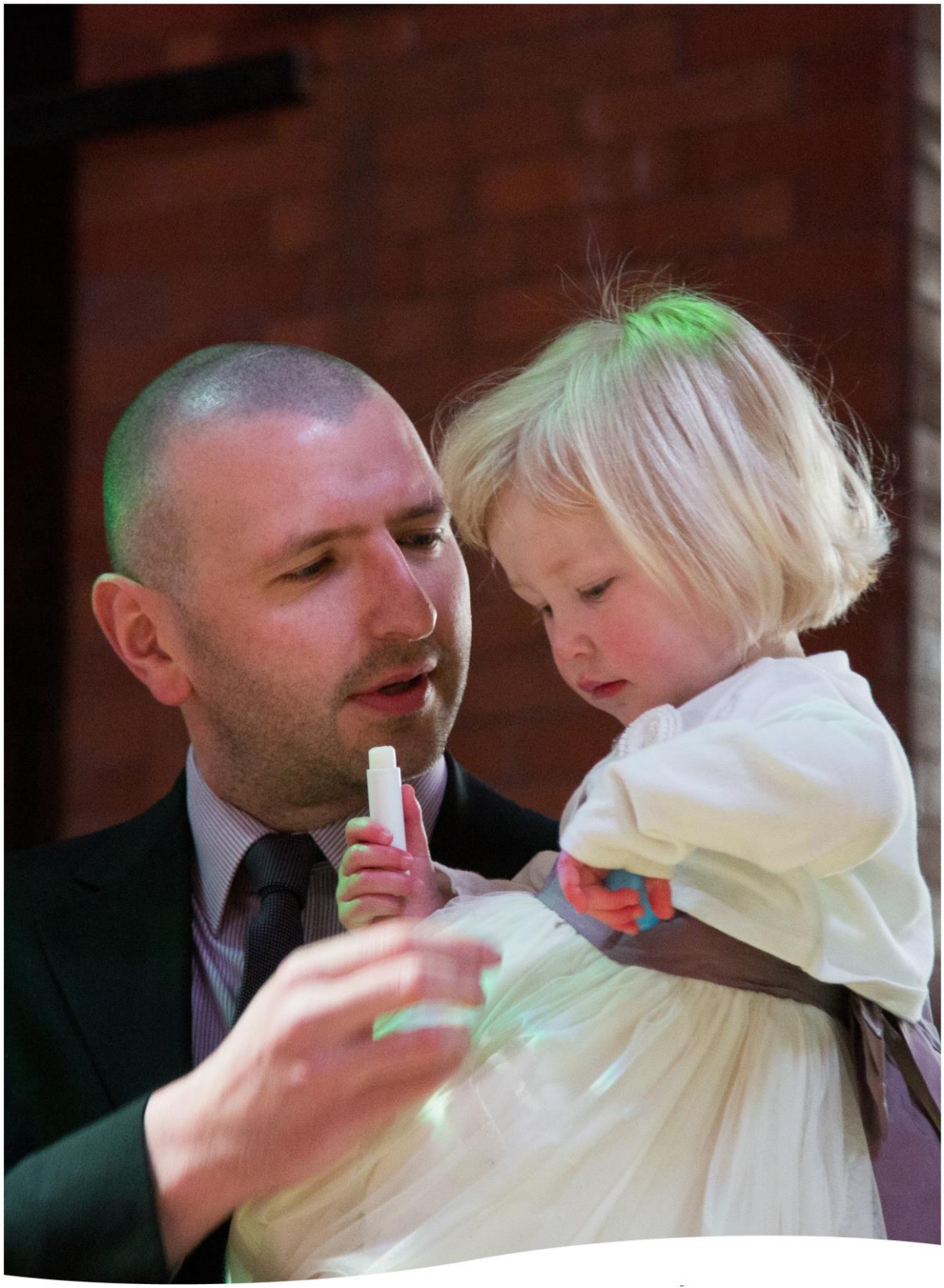
We take this mutual responsibility very seriously here. In a minority of cases, parishes fall into Parish Share arrears. Where this happens, unless there is an agreed Parish Share Payment Plan, the parish will not be able to apply for a curate, the incumbent will not be able to go on study leave, the parish will not be able to apply for any diocesan loan. Local arrears will also have an adverse effect on the Mission and Growth Fund available to the deanery as a whole.

Your Professional development

As clergy in our diocese I will expect you to be diligent in attending to your professional development and the nurture of tour spiritual life. I expect clergy to allocate some five days a year to professional development and training alongside a commitment to an annual retreat. If you take a post in our diocese you must attend our Fresh Start programme and I strongly encourage established clergy to access our nationally recognised and well-regarded School of Leadership.

Specific support is offered for clergy serving in teams and those in multi parish benefices. I encourage clergy at the appropriate point in their ministry to avail themselves of the mid-ministry opportunities offered to clergy in the NW dioceses and to diocesan pre-retirement 'encore ministry' conferences. We are committed to enabling study leave for eligible clergy.

We conduct annual Ministerial Development Reviews as a framework for personal reflection, support, accountability and goal-setting.



We support the Five Guiding principles

The Five Guiding Principles which have been affirmed by the House of Bishops establish a settlement within the life of the Church that fully supports women as Bishops while providing for the flourishing of those opposed on the grounds of theological conviction. The House of Bishops is clear that the Five Guiding Principles 'need to be read one with the other and held in tension, rather than being applied selectively'.

The Five Principles are:

- Now that legislation has been passed to enable women to become bishops the Church of England is fully and unequivocally committed to all orders of ministry being open equally to all, without reference to gender, and holds that those whom it has duly ordained and appointed to office are true and lawful holders of the office which they occupy and thus deserve due respect and canonical obedience;

- Anyone who ministers within the Church of England must be prepared to acknowledge that the Church of England has reached a clear decision on the matter;

- Since it continues to share the historic episcopate with other Churches, including the Roman Catholic Church, the Orthodox Church and those provinces of the Anglican Communion which continue to ordain only men as priests or bishops, the Church of England acknowledges that its own clear decision on ministry and gender is set within a broader process of discernment within the Anglican Communion and the whole Church of God;

- Since those within the Church of England who, on grounds of theological conviction, are unable to receive the ministry of women bishops or priests continue to be within the spectrum of teaching and tradition of the Anglican Communion, the Church of England remains committed to enabling them to flourish within its life and structures; and

- Pastoral and sacramental provision for the minority within the Church of England will be made without specifying a limit of time and in a way that maintains the highest possible degree of communion and contributes to mutual flourishing across the whole Church of England.

The Bishop of Warrington and I support these guiding principles and will work clearly and conscientiously to ensure a fulfilling and flourishing ministry for all.

We take Safeguarding extremely seriously

Safeguarding children and vulnerable adults is a priority of our diocese. Any new post holder will therefore be fully supportive of the safeguarding policies and procedures of the Diocese of Liverpool and of the Church of England.. The clergy of our diocese receive regular safeguarding training and anyone coming into our diocese will commit themselves to taking part in diocesan training in their first year in post.

Deanery Statement
on the appointment of a new Vicar of
Walton Breck Holy Trinity and Christ Church

North Liverpool Deanery is a brilliant, fun and demanding place to serve God. It comprises of 12 Sunday congregations as well as a growing number of Fresh Expressions of Church and Missional Communities across 9 parishes. There are high levels of social deprivation in North Liverpool. 1:2 children and 1:3 pensioners live in poverty and 1:2 homes have single parents. This is true across the whole Deanery, with the exception of Liverpool Parish Church which serves the City Centre and Business Community.

We are an 'outward' looking Deanery with Mission at the heart of all we do. There are lots of informal and lay ministries across the deanery that respond to the need in our community as well as sustain Parishes and seeking mutual flourishing. Following pastoral re-organisation there are now 8 incumbents posts; (two of which are currently vacant) 2 Curates; supported by 5 SSM's; 1 retired clergy; two ordinands in training locally, another about to start in September; 2 ordinands at Bristol and 3-4 people going through the discernment process. We have 21 Lay readers, 3 Readers Emeritus, 3 Readers in training and 8 employed staff.

The Deanery has affirmed and has been blessed by the contribution of ordained women in public ministry and we look for this approach to continue.

The Diocesan Building Assessment Framework undertaken 18 months ago, show our buildings are viable and we have historically paid our parish share in full.

The Deanery Mission & Growth Fund is creatively used by most parishes to support mission and growth across the Deanery.

NLD has offered a pioneering approach to working together creatively with the formation of All Saints Liverpool in 2011. Walton Breck Holy Trinity & Christ Church are now working in partnership and we have had on-going conversations about even more collaborative working within the Deanery. We have seen significant numerical growth in some parishes but seek to have that reflected across the Deanery by being prayerful, creative and courageous.

Clergy and laity across the Deanery get on well. It's a strength that we have a diversity of Church Traditions and theology as well as people with vast and varied experience. In addition to the two Parishes in interregnum we have an unresolved pastoral situation with St Athanasius, Kirkdale and continue to pray for a creative solution that will sustain this worshipping community and continue to serve the people of Kirkdale. Until this is resolved we have committed as a Deanery priority, that clergy and parishes from the Deanery will continue to support this Parish. A second priority is to work together to provide a bottom up response to the National Paper 'Setting God's People Free.'

North Liverpool Deanery would welcome a Priest who has a heart for mission, working collaboratively with other parishes across the Deanery and sharing the love of Christ with all people.

Rev Canon Phil Saltmarsh
Area Dean – Liverpool North