

Incumbent of Holy Family Failsworth

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
 -

Guided by this vision, the Diocese is engaged on a process of strategic planning for the future, led by a 'Strategic Implementation Team' 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

There are eighteen parishes in the Deanery of Oldham West, forming thirteen benefices. Five come under the sacramental and pastoral care of the Bishop of Beverley; one of which stands in a conservative evangelical tradition. It is a deanery with an increasingly diverse demographic with a growing Muslim population and an increasing number of people from Eastern Europe and further afield, such as Iran.

Like the diocese as a whole, the deanery welcomes diversity and sees it as a gift to the church. The deanery chapter has held a residential with Bishop Glyn as the guest speaker and both clergy and people from parishes under his care feel very well supported at all levels of diocesan life.

In line with the Diocesan Vision, the Deanery Mission and Pastoral Committee has divided the deanery into Mission Units of parishes that will develop mission projects across their respective areas, and strengthen their joint working and their sharing of resources.