



THE CHURCH
OF ENGLAND
Diocese of Manchester

CHURCH
FOR A
DIFFERENT
WORLD

Director of Vocations

Information for applicants

July 2024

A message from Bishop David

Welcome and thank you for your interest in the role of Director of Vocations.

In recent years we have seen a great flourishing of vocations in our diocese, including many new ordinands from diverse backgrounds reflecting the priority we give to the sense of calling that many have. Building on this success, we are now looking for a committed and collaborative priest who can further build a culture of developing missional leaders by providing excellent support for those exploring vocation as well as those moving into formational training and curacy.

Manchester Diocese has an inspiring vision for 2030 and we are making good progress towards achieving this with a wide range of programmes, all designed to release missional energy. As a member of the senior clergy team, the Director of Vocations has a key role to play in shaping and leading the delivery of this strategy.

Our ten-year Transformation Programme, aligned with the National Vision and Strategy, has recently achieved significant funding from the Church Commissioners. We are therefore well-resourced to take forward a wide range of initiatives to ensure the future missional health of parishes across our diocese. This recent support along with the rich history of and variety in our diocese, makes it a wonderful place to engage in Gospel ministry.

It is important to us that the new Director of Vocations is committed to diversity, inclusion and racial justice. We are also looking for someone who is generous in working with a breadth of traditions and spirituality in the Church of England. In particular, we welcome female candidates and candidates of global majority heritage to help ensure the diversity of our senior team.

We are very much looking forward to welcoming the new Director of Vocations to the Bishop's Leadership Team and supporting them in their work.

Yours in Christ,



The Rt Revd Dr David Walker,
Bishop of Manchester



About us

Manchester Diocese

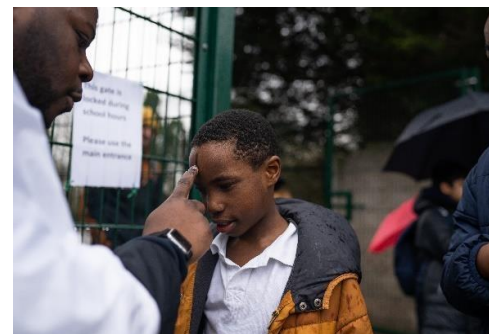
Manchester Diocese serves a vibrant, dynamic and creative community in the North West of England. It covers an area of 416 square miles and has a total population of 2.2 million. The diocese is divided into four archdeaconries, seven deaneries and 33 mission communities. There are more than 300 places of worship and chaplaincies, which are organised into 256 parishes and 175 benefices.

Geographically, the diocese takes in the two cities of Salford and Manchester and the metropolitan boroughs of Oldham, Rochdale, Bury and Bolton. Parts of the metropolitan boroughs of Wigan, Trafford, Stockport, Tameside and Blackburn with Darwen, and most of the borough of Rossendale in Lancashire, are also within the diocese. It has the fourth highest population density of any diocese in the Church of England.

While predominantly urban, a significant part of the diocese is rural, although less than 3% of the population of the diocese lives in these areas. 125 (48%) of our parishes fall within the 10% most deprived nationally.

Parishes and chaplaincies across our diocese are supported by Manchester Diocesan Board of Finance, based at St John's House in Bury town centre. This team works with churches and congregations across the diocese to achieve our strategy and our mission goals. It also provides support with clergy stipends and housing, finance, safeguarding and governance.

Across the diocese, 192 Church of England primary and secondary schools educate over 58,000 pupils every day. These schools are mostly funded by local authorities, with the diocese providing support with religious education and Christian ethos, governance, the recruitment of head teachers, admissions, and building projects. The team which supports these schools is also based at St John's House, as part of the Diocesan Board of Education.



Our Vision

Our work together grows out of Jesus's **Great Commandment** which is to 'love the Lord your God with all your heart and with all your soul and with all your mind...and love your neighbour as yourself'. (Matthew 22: 36-40)...

... and out of his **Great Commission**, 'to go and make disciples of all nations, baptising them in the name of the Father and the Son and of the Holy Spirit' (Matthew 28:19-20).

We have made good progress since getting underway with our Transformation Programme in 2021, for which we have received over £6m from the Church Commissioners. Many of us 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 - to be a growing, worshipping transforming Christian presence at the heart of every community - and our mission goals which are to grow our churches, nurture new and existing disciples and serve the vulnerable, deprived and excluded.

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.

Most of these changes have focused on new ways of working together which are becoming embedded in the life of our diocese. Building on these successes, we are shifting to the next level in setting our priorities and working out what we want to achieve next. Given the excellent start that has been made, we now have the opportunity to be even more creative and ambitious with our plans for the future.

Across our diocese, people hold diverse views and express their faith through different traditions, yet we all share 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 one another and to God.

Learning from our recent experience with the new projects and programmes that are underway, we are well-placed to develop the overall strategy and plans for our diocese based on: *growing younger, church planting and revitalisation, developing missional leaders – lay and ordained, and supporting our parishes with mission 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.

We have been doing great work in the area of *growing younger*, trialling new approaches with the Children Changing Places programme in Bolton, and Man Dio Growing Faith in the other deaneries. We are now bringing this experience and learning together to develop a comprehensive approach to engaging with children, young people and their families across our diocese. Our particular focus is on how best to strengthen the links between our churches and our church schools. Our aim is to support every mission community and parish with this.

We have had similar successes with *church planting and revitalisation*. Over the last seven years, we have set up four new resource churches and a number of church plants. We now want to build on this learning, so that churches carrying a DNA of mission are established across our diocese particularly in communities where attendance is low.

Developing missional leaders is a key priority for us. We recognise the importance of investing in our clergy so they are equipped to grow our churches, especially given the number of newly ordained clergy who are being appointed to stipendiary roles. As a diocese we continue to focus on developing our lay people, particularly through our Authorised Lay Ministry programme. We have also been taking forward our proposals for focal ministry. These developments will inform our future plans for lay ministry to which we remain fully committed. Supporting clergy and lay vocations so we develop a new, diverse generation of church leaders with the calling and skills to grow new faith communities, continues to be important to us.

Providing direct support to our parishes to ensure *mission renewal* and their financial sustainability is central to our Transformation Programme. Our Area Deans and Lay Chairs are working closely with our parishes to understand the opportunities and challenges they face and make sure they have access to the support they need. Mission communities are key to this, enabling parishes to work together on mission and ministry. Clergy deployment, parochial reorganisation and engaging with our most fragile churches are important strands of this work. We are also strengthening the support we provide to church officers with training, resources and new technology.

Developing our international congregations is a key plank of our approach to racial justice, alongside work we will be taking forward to ensure that our clergy and lay leaders represent the diversity of our diocese in their governance roles.

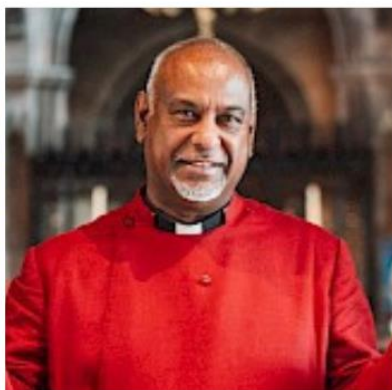
We will continue our work towards the 2030 Net Zero Carbon goal set by General Synod, by supporting our churches and schools with measuring their energy use and taking practical steps to reduce their carbon footprint.

We are working to ensure that we are financially sustainable over the medium- to long-term as we recover from the challenges of the pandemic and the cost-of-living crisis. This includes talking with parishes about mutual support and the need to pay Parish Share so that the current levels of stipendiary clergy – 175 - can be maintained. We are also paying close attention to the management of the diocese's assets to ensure optimal investment returns and capital growth.

The Bishop's Leadership Team

The Director of Vocations is a key member of the Bishop's Leadership Team alongside:

- The Rt Revd Dr David Walker, Bishop of Manchester
- The Rt Revd Mark Davies, Bishop of Middleton
- The Rt Revd Dr Matthew Porter, Bishop of Bolton
- The Ven Karen Best, Archdeacon of Manchester and Acting Archdeacon of Rochdale
- The Ven Dr Rachel Mann, Archdeacon of Bolton and Salford
- The Revd Canon Anne Edwards, Senior Bishop's Chaplain (starting in August 2024)
- The Very Revd Rogers Govender, Dean of Manchester Cathedral
- Helen Platts, COO/Diocesan Secretary



Role description

Purpose

The Director of Vocations plays a lead role in ensuring that vocations to ordained and lay licensed ministry are promoted throughout the diocese and that the discernment process aligns with ministry opportunities in the diocese and the national discernment framework. This includes giving particular attention to the Church of England's vision to become younger and more diverse.

In particular, the Director of Vocations will:

- set a culture of developing missional leaders in the diocese to motivate all God's people to discern and develop their gifts, whatever their age, ethnicity, gender or social background.
- ensure that vocations are developed from the most deprived communities in our diocese.
- continue to develop our vocations strategy in collaboration with key stakeholders, paying particular attention to developing the greater diversity of candidates.
- lead a Vocations team who will help create the culture and deliver the strategy.
- fulfil the statutory role of a Diocesan Director of Ordinands – DDO – for example in relating to the National Church.
- oversee the discernment and selection of people for Reader, Accredited Lay Ministers and other authorised ministries.

Accountability and Key Relationships

The Director of Vocations will be line managed by the Bishop of Bolton who is the Bishop with the portfolio for Mission and Ministry. Other key partners are the Bishop of Manchester and the Bishop of Middleton.

There is close working with the Archdeacons and the Area Deans and also the Director of Mission and Ministry (currently vacant) and the Head of Lay Development and Discipleship.

The postholder will be a member of the Bishop's Leadership Team.

The post holder will engage with the diocese's governance structures and other programme and project boards as appropriate.

Key Tasks

1. Be the lead for setting the culture of vocation and nurturing vocations of missional leadership in the diocese.
2. Continue to develop the diocese's Vocations Strategy so as to encourage and nurture both ordained and lay ministerial vocations.
3. Develop, shape and lead the Vocations Team, including the team of Associate Directors of Ordinands.
4. Be responsible for overseeing the discernment of vocations to ordination and their training routes including the required budgetary work.
5. Work with colleagues to develop *fresh expression* and *pioneer* vocations and pathways for discernment.
6. Keep abreast of and contribute to the national discussions on vocation and be the main diocesan person who engages with the National Ministry Team, Theological Education Institutions and other relevant bodies.
7. Oversee the Reader Selection Process and work with the Warden of Readers to promote and develop Reader ministry.
8. Encourage the development of the gifts and passions of lay people across the diocese, encouraging parishes to promote vocation, exploring new lay ministry roles, signposting various resources available for discernment and training, and promoting the recruitment to and work of Authorised Lay Ministry.
9. Work with the Diocesan Board of Education, University Chaplains, school headteachers and chaplains, and others to encourage younger vocations.
10. Work with GMH communities and the Cultural Diversity Missioner to encourage GMH vocations and support them.
11. Work with groups and individuals to encourage people with disabilities to recognise and fulfil their vocation.
12. Develop strategies and effective plans to empower those from areas of high deprivation and those with little formal education to discern and fulfil their vocations whether lay or ordained.
13. Develop social media and other channels as tools for the development of vocations.
14. Work with the Head of Clergy Development to develop the delivery of Initial Ministerial Education so that it continues to fulfil national requirements and integrates with the diocese's vision and strategy.
15. Work with the Local Ministry Officer to develop imaginative approaches to lay training that will contribute to the effective resourcing of parishes and mission communities.

Person Specification

	Requirements
Spirituality and Tradition	<ul style="list-style-type: none"> • Mature in faith and spirituality. • A prayerful approach to life. • Someone who is generous in working with a breadth of traditions and spirituality in the Church of England.
Qualifications	<ul style="list-style-type: none"> • University degree. • Ordained Anglican Clergy.
Experience and Understanding	<ul style="list-style-type: none"> • A track record of fostering vocations of missional leadership. • Experience of supporting individuals through a decision-making process. • Experience of developing and managing new projects. • Experienced in ministerial life and aware of the challenges, joys and opportunities it can bring. • Committed to diversity, inclusion and racial justice.
Knowledge	<ul style="list-style-type: none"> • An understanding of the processes of discerning vocations in the Church of England. • Knowledge and experience of fruitful approaches to developing and growing the Church. • Knowledge of safeguarding best practice and an advocate for developing a strong and embedded culture of safeguarding throughout the diocese.
Skills and Competencies	<ul style="list-style-type: none"> • Able to articulate vision and strategy and set clear objectives. • Able to develop partnerships and networks with a wide range of people. • Competent IT skills.
Personal Attributes	<ul style="list-style-type: none"> • Resilient - able to inspire, encourage and motivate others as well as being able to make difficult decisions. • Collegial and collaborative - a team player, ready to work with and support the Diocesan Bishop and other senior colleagues in their roles and committed to creating a culture of mutual accountability and unity. • Fully committed to the development and training of self and others. • Committed to the wellbeing of clergy and of lay leaders, able to give proactive and sensitive support to clergy and their families.
Work-related circumstances	<ul style="list-style-type: none"> • Flexibility to work evenings and weekends. • Willing to travel across the diocese and beyond.

Summary of Terms and Conditions of Employment

Employer	Manchester Diocesan Board of Finance
Line Manager	Bishop of Bolton
Normal place of work	Bishopscourt, Bury New Road, Salford M7 4LE, with some time being spent at St John's House, Bury, and also in parishes.
Hours	The role is full-time (35 hours per week). Flexible working is required in terms of hours and location.
Salary	Diocesan Pay Scale – Band 7.3 - £63,962. This is a spot grade although an inflationary pay award is usually made each year on 1 st July.
Contract	Permanent, following the successful completion of a six-month probationary period. Terms and conditions are lay terms.
Pension	Auto-enrolment into the Church Workers Pension Fund – Pension Builder Classic Product
Annual Leave	22 days annual leave per year, rising to 25 days after 12 months' service, in addition to Bank Holidays and 3 church days
Closing date	Sunday, 28 th July 2024 (midnight)
Interviews	Friday, 9 th August 2024 at Bishopscourt. Further details will be provided to shortlisted candidates.

Eligibility and pre-employment enquiries

The nominated candidates will need to have the right to live and work in the United Kingdom.

There is an occupational requirement for the post holder to be a practising Christian and member of the Anglican Church, in accordance with Schedule 9 to the Equality Act 2010.