

Your ministry with us



Diocese of
Liverpool





Welcome to the Diocese of Liverpool

Dear friends,

Thank you for considering whether God may be calling you to our Diocese. Part of your discernment involves having clear information and this brochure will provide you with a sense of what we are like and how you might enrich our ministry by joining us here.

We are clear about the future. We have an agenda for spiritual and numerical growth, firmly linked to an agenda for seeing God's justice and mercy manifest in our communities. In short we are committed to becoming a bigger church making a bigger difference.

We aim to be a creative, supportive, permission-giving diocese. Over the years our regular clergy surveys show that people here understand what they need to do, how their ministry can flourish within our vision for growth, and how our creative, pioneering risk-takers will be supported and affirmed in their work.

Increasingly we are becoming fit for mission. We are looking to find imaginative ways to lighten and sharpen our structures, aiming to become a liberating church with new models of accountability. We don't want to rely on old, energy-sapping ways of operating. We will focus our time, strength, gifts and talents on evangelism and kingdom building.

Our diocese has recognised that a changing culture reveals a need to find new ways to connect. That's why we innovate. That's why we have embraced mission-shaped fresh expressions alongside strong and mission-shaped traditional churches. That's why we are building up our growing team of local missional leaders. It's part of our desire to reflect, learn and adapt as we follow God on mission, seek to discern what God is doing, and join in.

As Bishop here I have no illusions as to the challenges we face. We need new models of giving so that we don't remain reliant on ageing money. We must, and are beginning to, tackle the issue of buildings that are broken, expensive and unsuited for 21st century ministry. We need new leaders; a fresh cohort of talent to inspire new growth, to disciple new Christians and build churches that are rooted in the communities they serve.

So there's a job to do, and a commitment to support and resource those who are doing it. That's Liverpool Diocese; a splendidly varied part of the North West. A place with challenging communities and rich opportunities. A great place to live, work and minister. Perhaps it's the place for you?

+ Paul Liverpool -

The Rt Revd Paul Bayes
Bishop of Liverpool



Living in the Diocese of Liverpool

In an area famed for friendly welcoming people there is something for everyone in the Diocese of Liverpool. We minister in a rich mix of bustling urban communities, tranquil rural areas and historic market towns. From the coastal resort of Southport; the rich industrial heritage of Wigan, Widnes and St Helens; to the city bustle of Liverpool itself there is a home for all.

Those who move to this region are delighted by what they find. We are a well connected area, with a public and private transport infrastructure that makes it easy to get around. We have excellent, welcoming, inclusive and high performing schools as well as some of the finest colleges and universities. The shopper will find excellent shopping centres including the award winning Liverpool One.

Whatever your interest you will be spoilt for choice during your time off. In a cultural area with world class tourist attractions there is a variety of museums, art galleries and theatres. Outdoor types will enjoy our splendid beaches and fine countryside. Top quality football and rugby league teams play in an area which also boasts some of the country's finest golf courses.

All this makes the region an excellent place to live, work and minister.



Liverpool One - Arthur John Picton

**“An excellent place to live,
work and minister.”**



Southport Lord Street - Julia Houghton

Beyond our Diocese

Living in our diocese means you're close to everything the North West has to offer. The Lake District, Snowdonia and the North Wales Coast are only a couple of hours away. Historic Chester or industrial Manchester are a mere day trip. The modern rail and road network means the Pennines and Peak District are easily reached with Scotland a simple drive up the motorway.

High speed rail links mean London is a two hour train ride, while the Liverpool John Lennon and Manchester airports bring the world to your door.



St Helens RLFC - Bernard Platt



Dream, St Helens - Stephen McNally www.stemcnally.co.uk

Working in the Diocese of Liverpool

Ministry in the Diocese of Liverpool is challenging, exhilarating, stimulating and ultimately rewarding. We are a diocese that prizes the creative, celebrates the diverse and welcomes all. We value the richness of our urban and outer estate communities and the mutually supportive relationships between our highly varied church and local communities. Working here means being given permission to take risks whilst being guided by a strong, clear leadership with a vision to have a "sustainable, led, transforming Christian presence in every community in the diocese to enable all to act justly, love mercy and walk humbly with our God".

These next pages give a flavour of our diocese, what we consider important and what you can expect.

“We are a diocese that prizes the creative, celebrates the diverse and welcomes all.”





Our challenge to grow

In November 2009 Bishop James told diocesan synod “the statistics, the graphs and trends tell us we are not moving forward with the dynamic of the New Testament Church”. Reflecting on Acts 2 v41 he challenged us to consider “how we can grow numerically”.

His address established the Bishop’s Growth Agenda with every PCC, Deanery and officer considering their response.

Our challenge is to grow. We aim to grow by being welcoming, by reaching out into society, by planting churches, by empowering churches to develop new ways of being church and above all by challenging ourselves to imagine a new future.

This is not easy. All our communities, whether urban, town, outer estate or rural face particular challenges. But whatever the context or churchmanship we encourage those who try. So we adopt those national initiatives that help our churches achieve this goal.

We have supported Back to Church Sunday since 2008, we piloted the Weddings Project and developed a standard to welcome young people – the Child Friendly Church Award – which has gained national and international recognition. All these provide a framework for growth.

We work in all sectors of society sponsoring Chaplains in education, health, prisons and the retail economy. We have worked creatively with Liverpool’s three Universities providing Chaplains to support staff and students. By having Chaplains in workplaces, shopping centres and even Liverpool John Lennon Airport we seek to establish a strong Christian presence in all aspects of people’s lives.

We support creative church planting initiatives, which come from and serve the local community, such as the Oaks in Skelmersdale and St James in the City, Liverpool. We work to turn around churches that have systemic problems with attendance; buildings that are manifestly unsuitable; or who are unable to reach their community.

Attendance Figures

We believe the fact that church attendance figures are bottoming out gives us a platform for growth. More and more parishes respond with fresh expressions of church with over 1,300 attending these each week. For many this is their only church.

Average adult Sunday attendances in our 230 churches work out roughly as follows:

- 17% attendance of 30 or under
- 27% attendance between 30 and 50
- 17% attendance between 50 and 70
- 29% attendance between 70 and 100
- 11% attendance between 100 and 150
- 6% attendance between 150 and 200
- 3% attendance over 200



If we are to be a sustainable church then we need to involve more people.

We have a national reputation for Pioneer Ministry, for trying new ideas and making new relationships as we aim to reach new networks of people. We support churches of all traditions as they consider their future. We empower and enthuse, find resources, train people and promote excellent practice. We do what it takes to reach people. This may mean closure and rebirth, relocation or starting again. We do not shirk those difficult decisions but support churches going through that process.

The challenge to grow is clear. The response is specific to individual people and places but our diocese has a strong unity of purpose around the Bishop's Growth Agenda.

Supporting vibrant, inclusive churches

The Diocese of Liverpool goes beyond the aims and aspirations of the ground breaking *Mission Shaped Church* report by evolving a strategy that sees the inherited and emerging church working closely together.

Developing networks and making connections between network and parish are a vital component of our growth strategy. We engage with workplace communities through initiatives such as Riverforce and the online world through www.dream.uk.net. River in the City, made possible through the creative use of a Bishop's Mission Order, establishes a church without walls for Liverpool One and surrounding city districts.

We encourage our churches to understand the particular needs of their community. So it may be supporting debt advice centres, working with those with addictions or providing much needed childcare. We want our church to be a vibrant part of the community they serve.

Lake and River

Our use of Lake and River imagery describes our approach to integrating traditions. The lake, a metaphor for the parish church, provides life for all around. The river is an image for the pioneer networks reaching into different communities. Just as lakes and rivers flow in and out of each other, we gain great strength from differently shaped churches emerging from, and reinforcing each other.



River of Life Memorial - Warrington

Liverpool Cathedral

One of the largest in the world, Liverpool Cathedral is home to the highest and heaviest peal of bells in Europe. It has the country's largest organ. It is a place of worship, cultural venue, centre for music, tourist destination, place of learning and the spiritual heartbeat of the city and wider community. Built by the community and inspiring the world, the Cathedral aims to be a safe place to do risky things in Christ's service.



Liverpool Cathedral - Chet DeFonso

The inherited and emerging church working closely together.

We recognise we are a broad church working together to respect different, honestly held convictions on the big issues the church faces. We aim to uphold each other in ministry. Our annual clergy survey showed that over 80% of clergy value the support given by Bishops, Archdeacons and the central administration; whilst the Clergy Conference in 2009 was regarded as an excellent opportunity to build strong supportive relationships across all traditions.

Our diocese benefits from a strong relationship with its iconic cathedral. Generous in its ministry, Liverpool Cathedral is seen as more than a venue for major services. Working closely with diocesan staff the cathedral helps reduce duplication of work, systems and resources. It hosts events that local parishes can't contain; is a model of good practice in worship, mission and evangelism, and is deeply committed to the growth agenda with its own mix of inherited and pioneer ministries.

Strong, encouraging, inspiring empowered leaders

Our future depends on excellent leadership. We are determined to encourage and equip the leaders of today while inspiring and developing those of tomorrow. We support those discerning their vocation, those embarking on initial training and those continuing with lifelong learning.

Tomorrow's leaders will come from those who are strong in faith and understanding. Our learning and discipleship programmes, like the Bishop's Certificate, help build the foundations from which people can grow.

Once in post many find that leading the modern parish demands many diverse skills and our forward thinking School of Leadership programme works with small clergy groups to expose them to modern methods, providing a basis for ongoing support and development.

Reader ministry in our diocese

Reader ministry is a major success story we have over 300 licensed Readers and consistently high numbers in training every year. Reader ministry is as varied as it can get. We encourage incumbents to develop our Readers' gifts as fully as possible and have Readers in charge of congregations, serving as Chaplains; and have two stipendiary Readers in post.



“Tomorrow’s leaders will come from those who are strong in faith and understanding.”

Effective leadership does not occur in isolation. We encourage participative ministry in formal teams and groups as well as through informal clusters. We aim to create supportive networks of people with similar interests facing similar challenges. We encourage collaborative ministry through shared ministry teams and we look to include everyone whatever their educational or professional background.

We extend the collaborative model through encouraging local decision making. We devolve mission planning and church development to deaneries with Deanery Synods and Area Deans leading and implementing local plans according to local priorities. With a national reduction in available clergy our deaneries are making creative appointments and imaginatively deploying resources to produce a compelling blend of clergy and lay ministries.

Our Bishops



In our diocese we have a strong model of shared leadership. Our Bishops share their episcopal leadership with our Archdeacons and Area Deans. They work in partnership with Synod and Bishop’s Council to help parishes and deaneries develop their plans for mission.

Both encourage a leadership model that enables decision making to be devolved and shared throughout our diocese.

Excellent Christian education

Around 30,000 pupils attend our 118 primary and secondary schools and we want them all to experience an excellent Christian education.

We want our church schools to remain distinctive through promoting their Christian values. We make careful decisions regarding senior appointments to ensure these values continue to be promoted. We also believe our incumbents play an important role in maintaining the Christian ethos. We work to strengthen links between parishes and their church schools. Our Church School Partnership Award sets a standard for that relationship.

Our strong presence in the education sector has arisen from our determination to maintain church schools. We see this as especially important with our schools that are at the heart of inner city and outer estate communities. We continue to consider this of vital importance working with 8 local education authorities, the Catholic Archdiocese and neighbouring dioceses to achieve this goal.

We have seen a significant increase in the proportion of the school age population attending church schools.



“We want church schools to remain distinctive through promoting Christian values.”



Supporting your work and ministry

Our clergy are called to minister not just administer and we try to make it as easy as possible for them to follow their central calling. By doing this we have created the conditions for clergy to enjoy ministry.

Clergy life is full of transitions. We seek to support our clergy at key points of challenge and change. So the newly ordained are given a full Post Initial Ministerial Education programme. We encourage the reflective theological minister and support those wishing to do further education and research. Study leave, after an appropriate time in ministry, is widely appreciated.

Experienced clergy moving within, or coming to, our diocese undertake the Fresh Start programme. This helps overcome the particular challenges of moving to a new parish.

We encourage people through example. We have developed a centre of excellence approach where churches which have proven themselves in a particular area offer their expertise to others. These resource churches support our diocese in liturgy, fresh expressions and children's work.

We have embraced Common Tenure as a means to support the individual. Our pilot use of the Ministerial Development Review has helped us better understand clergy's talents and help them develop their ministry.

“**96% state they enjoy ministry.**”

Clergy receive a strong level of pastoral care. We have good networks for serving and retired clergy. The Dean of Women's Ministry offers a high level of care for female clergy. Mutual support is strong, as evidenced through Clergy Chapters and our very successful Clergy Conference.

Central administrative staff offer specialist teams to help with a range of functions. All aspects of parish life can be supported and our work is highly valued by parishes. The diocesan office is clearly a very important asset for our diocese as we are committed to helping develop and maintain flourishing ministries.



Clergy questionnaire

Over the last three years we have asked our clergy what they think ministry in the Diocese of Liverpool is like. The fact that 96% state they enjoy ministry and 80% are happy with the support provided by the senior clergy is a strong encouragement. As are the high ratings of approval clergy give to their churchwardens, training incumbents and ministry teams.

But we are realistic about the pressures clergy face. Early surveys revealed many clergy were not taking their full holiday allocation with many saying they led unbalanced work and home lives. We continue to address these issues. This resulted in improvements in 2010 and 2011.

Being financially viable

Liverpool is not a cash or asset rich diocese, but we are determined to control central costs, provide supportive funding mechanisms and highlight good stewardship practice. Our rigorous budget planning and fund restructuring has put our diocese on a good financial footing. We are close to breakeven following savings of £300,000 at the diocesan office coupled with a robust approach to staffing appointments.

We want to be directed by our plans and ambitions not by financial limitations. Therefore we must make realistic decisions and broaden our income base to be less reliant on parishes.

Parish Share remains the largest source of income and collection rates are at present over 98%. Parishes' commitment to raising the £6.7m contribution is a tremendous achievement. It reflects the sacrificial giving heart of a generally low income area. We work hard to maintain levels of giving as well as confidence in the system. Within the mutual support system of Parish Share about two thirds of parishes are net receivers, so we continue to promote the understanding that giving is about supporting God's work in mission.

We take stewardship seriously. Giving in Grace, an online resource launched in 2005, has proved a vital tool to help parishes engage prayerfully, theologically, spiritually and practically with the topic.

These are demanding times and everyone within the Board of Finance remains determined to maintain the focus on raising money for mission.





Your ministry with us

This brochure is a start, a glimpse of the Diocese of Liverpool and a flavour of what you might encounter should you wish to develop your ministry with us. It shows how you will be encouraged, challenged, developed and enriched as part of a valued team of leaders that are united in their desire to share the Gospel in a fresh, relevant way in the communities we serve. We want you to be part of that exciting future.

Our website www.liverpool.anglican.org gives more information about our diocese and for particular vacancies you can look at:
www.liverpool.anglican.org/vacancies

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 THE CHURCH
OF ENGLAND

