



**God for All Team, Carlisle Diocese:
Principal of Initial Ministerial
Education Phase 1
September 2019**

Diocese of Carlisle in Cumbria



The Diocese of Carlisle is roughly coterminous with the county of Cumbria. The county is in the far north west of England and is bounded to the west by the Irish Sea, to the south by Lancashire and to the east by County Durham and Northumberland. Scotland lies to the north. Cumbria's geographical centre is the Lake District National Park, internationally renowned as one of the most beautiful areas of the United Kingdom. The National Park has recently applied for World Heritage status.

Although visitors often imagine that Cumbria is 'The Lake District' in fact the county is very mixed. Cumbria is a third the size of Wales, and by area is a substantially rural diocese. But most of the resident population live either in industrial towns (Carlisle and towns along the coast) or in market towns.

The population of the county is about half a million people, although it is estimated that nearly 40 million people visit Cumbria each year for tourism and leisure. Tourism is a significant 'industry' in Cumbria although it does not define the place – hill-top sheep farming, building nuclear submarines, water biscuits, Mrs Tiggy Winkle and processing nuclear fuel are also significant in the diversity of the county.

The West Coast mainline runs through Cumbria with stations at Oxenholme (in the south), Penrith and Carlisle. The M6 follows a similar route.

The diocese is made up of around 350 church buildings in 11 deaneries. One in four churchgoers in Cumbria identify with a fresh expression of church. There are two bishops (the Bishop of Carlisle, James Newcombe and the Bishop of Penrith, Emma Ineson and three Archdeacons.

God for All in Cumbria



In 2011 the Methodist District, the United Reformed Church and the Diocese of Carlisle covenanted together:

We believe that we are being called by God to realise more deeply our common life and mission, to share and respect the distinctive contributions of our traditions, and to bring about closer collaboration in all areas of witness and service.

They were joined by five other denominations who affirmed their commitment to this intention. Cumbria is now the first 'ecumenical county' and is completing the process of becoming a 'Covenanted Partnership in an Extended Area' – basically a county-wide LEP. In 2016 the Salvation Army became the fourth Christian Body to join formally the covenanted partnership.

God for All

This ecumenical commitment is being worked out locally and county-wide. Perhaps the most significant county-wide ecumenical phenomenon is God for All in which the three denominations share in planning and doing core strategies for evangelism, ministry and buildings.

- **Evangelism.** We want everyone in Cumbria to know more of God and God's purpose for their lives, so that they will discover more of Jesus and the Good News and become followers of Jesus within a Christian community.
- **Ministry.** We want to do Church better and enable all Christians to discover their vocation and ministry as disciples of Jesus Christ. We want churches that are missional, sustainable and enable the ministry of many.
- **Buildings.** We want buildings which are fit for purpose and are good for the mission and worship of God's people.

Ministry and Mission



The Diocese currently has around 100 locally-deployed stipendiary clergy, plus around 40 self-supporting clergy. We are also blessed with a large number of retired clergy who continue to provide ministry to parishes across the Diocese.

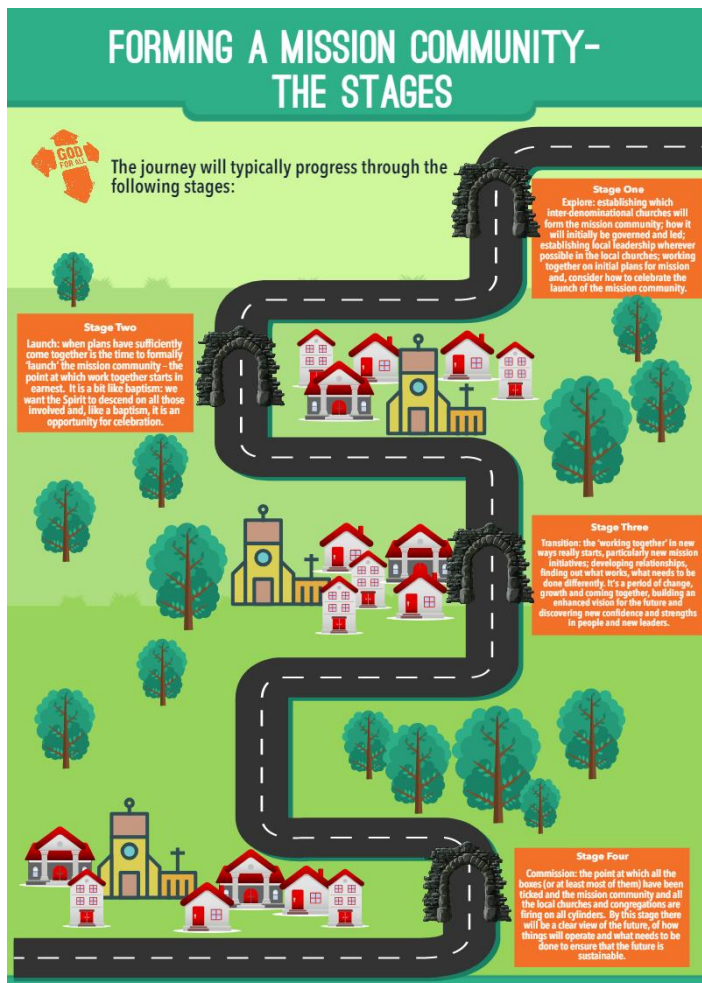
We have extensive authorised lay ministry with 134 active Readers and 85 Local Lay Ministers. There is strong participation in many ecumenical discipleship and ministry-training events.

Alongside our well-established Deanery Network Youth Church – youth-oriented fresh expressions of church served, there are many more fresh expressions of Church emerging across the county, accounting for more than 3000 regular attenders. The diocese recently signed an agreement with the Church Mission Society to create a Pioneer Centre in the County. This will promote new forms of ministry and training, principally in full and part-time Pioneer Ministry.

Ministry (and mission) challenges

By 2020 the number of diocesan stipendiary clergy is likely to reduce to 80 or less. This is mainly because of national trends in retirement and recruitment and partly because of affordability. This poses significant challenges to assumptions about patterns of parish ministry. It also presents real opportunities to develop new patterns that have a strong missional emphasis and that seek to enable and encourage the ministry, gifts (and leadership) of all within the Christian community. The diocese is committed to a significant expansion in the number of Self-Supporting ordained Ministers.

Mission communities – a context



Mission Communities

Ecumenical Mission Communities are a crucial part of the strategy of the diocese and ecumenical partners. Mission Communities are local groups of churches working together, seeking to be intentional in mission and evangelism, collaborative and supportive, sharing resources, include a variety of church by establishing new expressions of church alongside the traditional and ensuring a Christian presence in every place.

Part of the work of the **God for All Team** is to support the growth of God's Kingdom in Cumbria, enabling the mission of the Church by helping grow disciples and ministers of Christ.

Growing disciples for mission

The **God for All** resource team is not simply concerned with training for certain types of lay or ordained licensed or commissioned ministry. Rather its primary purpose is to help all Christians grow and go as disciples, with the intention that all people in Cumbria will "discover more of God and God's purpose for their lives and discover and respond to Jesus Christ within a Christian community". The **God for All Team** has a ministry and a missional purpose and seeks to support and send out all Christian people, not just those with a vocation to particular 'ministries'. It also works to support and enable the growth and development of Mission Communities.

The Principal of IME will need to be a person of faith, imagination and resilience with a vision for the future of the church and its ministry and mission in a time of change, and have the ability to work with people from different church traditions and denominations. S/he will need expertise in teaching and learning for ministerial formation, a passion for mission, an instinct for collaborative work and a desire to grow disciples for their life in Christ.

Initial Ministerial Education in Carlisle Diocese



Most of the Ordinands and trainee lay Readers studying in Carlisle Diocese undertake a range of Common Awards programmes validated by the University of Durham. Core staffing of the IME Team under the leadership of the Director of Ministry will consist of the Principal IME 1 (1fte), the Principal IME 2 (1fte), the Continuing Ministerial Development and Leadership Enabler (0.6fte), the Academic Administrator (1fte), and a part-time Placement Officer (SSM). Most programme delivery will be undertaken by a large team of Honorary Tutors.

Programmes taught currently include:

Certificate of Higher Education Theology, Ministry and Mission: (part- time) 120 & 180 credits

Diploma in Higher Education Theology, Ministry and Mission: (part- time)