

Flourishing



Follow Daily
Care Deeply
Speak Boldly
Tread Gently



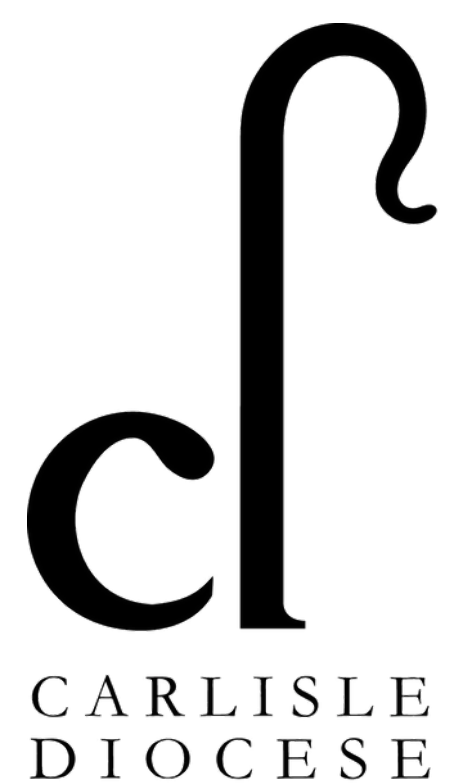
Hope



Realism



Bold



CARLISLE
DIOCESE

BISHOP OF CARLISLE

Statement of Needs



“Bishops are ordained to be shepherds of Christ’s flock and guardians of the faith of the apostles, proclaiming the gospel of God’s kingdom and leading his people in mission.”

The Ordinal



Carlisle Cathedral, Ordination of Deacons 2022

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Welcome to our Diocese

Hello...

Over the following pages we are thrilled to be able to tell you more about the exciting mission and ministry which is being faithfully played out across the Diocese of Carlisle.

At our beating heart is a love for Jesus and a passion to spread the Good News, as together we continue to grow God's kingdom across this unique region. To some we might be 'the ends of the earth', but for us this is home, whether we've been here all our lives, returned to our roots, or we came for a season and found more than we could have imagined. In any event, 'the ends of the earth' is precisely where the Gospel is to be taken.

From the hundreds of churches and congregations who serve their communities, through to the scores of Fresh Expressions of Church that have grown in recent years, we are constantly looking to faithfully improvise so that more and more people can come to know the transformative love of Jesus Christ.

This mission and ministry plays out in a county of contrasts: the celebrated beauty of the Lakes sits alongside more gritty urban wonders. This is a place where roots go deep and tradition is precious, but where we're willing to pioneer new pathways. And it is within this mixed landscape that we prayerfully commit to step out in faith.

Might God be calling you to join us in the adventure?

Diocese of Carlisle Vacancy in See Committee

Pushing Boundaries

An Introduction

Cumbria is a borderland. We have been pushing boundaries in many senses since our earliest days, but above all in the promotion of the Gospel. We are inheritors of an astonishing spiritual tradition stretching back to Patrick, Kentigern, Aiden, Cuthbert and Herbert, who pushed out the boundaries of Christ's kingdom with the light of the Gospel and the fire of God's redeeming love. We are still very much on the front line of mission today, carrying the same light and fire that can transform the world.

As the most north-westerly Diocese, Carlisle can be seen as being 'on the edge' geographically, historically, and metaphorically, something that has given us 'edge' - a deep seated resilience, character, and adaptability. Others may overlook us, but we know ourselves to be held in the constant loving gaze of God, who still has plans for us. Our 'edginess' means that we are committed to pushing boundaries here. Our character and resilience mean that we can respect and cherish our traditions whilst embracing pioneering approaches. Our adaptability means we look for new solutions, we can accept and respond to the need for change, we can look difficult situations in the eye and come together to plot a way through.

Our communities have overcome many significant challenges as old industries and employments have declined and new industries have arrived. In Cumbria, continual adaptation and 'faithful improvisation' can be seen everywhere. The way the land is farmed is significantly different from just a generation ago and the effects of market forces and climate change drive a pace of change that is unprecedented. Cumbria is a resilient and adaptive place that breeds resilient and adaptive people and communities. Our hope is to build similarly resilient and adaptive faith communities, founded on prayer and rooted in hope and realism.

Pushing Boundaries

Our Ecumenical Vision and Strategy

Our enduring God for All vision gathers churches from across the denominations into Mission Communities, collections of churches, congregations, and other groups working together in mission and ministry to make God known to all.

It is a vision that recognises the challenges and constraints facing us but aims to grow a sustainable Christian presence across the county, fuelled by prayer, hope and realism.

Four themes underpin the strategy: Follow Daily (discipleship), Speak Boldly (evangelism), Care Deeply (pastoral and social care), Tread Gently (environment).

HOW GOD IS MOVING IN CUMBRIA



EVE BRETT

UK INTERN
ST JAMES CARLISLE

“ I’ve really enjoyed my time here so far. I’ve been given the opportunity to run children and families’ work - or be heavily involved with it - so I now know that I could actually do that on my own. It’s been good to test my capabilities in different areas and I definitely feel I can already do more.

“ I’m looking to do a second year here in Cumbria – where exactly I’m not sure yet, it could still be here at St James. That will allow me to really see if going into ministry is the right path for me but at the moment, I think it probably is! ”

The Person We Are Seeking

A godly lover of Jesus and people

The pastoral epistles make it abundantly clear that the overriding characteristic for a church overseer is godliness. This must flow out of an absolutely reckless and compelling devotion to Jesus. It will be clearly evidenced in deep and radical love for all people.

The person we are seeking:

- will be willing to embrace the distinctiveness of Cumbria and put down roots in the place and the church, and among the people

Has experience:

- as an incumbent, of parish life – its joys and sadness, success and failures
- or understands deep rural and gritty urban life and ministry

Understands and values:

- the breadth of the CofE:
 - in its mixed ecology and pioneering ministries
 - the diversity of Christian spiritual traditions and theological approaches
 - the role of Church schools
 - commitment to and collaboration with our ecumenical partners
- the ethos of God for All, recognising that:
 - Jesus's redeeming love is for everyone
 - the Church is only complete when it includes peoples of all backgrounds, ages and abilities, particularly those who are currently under-represented
 - Jesus charges us with empowering all to grow in faith and use their gifts in his ministry and service
- life outside of the Church:
 - the breadth of issues in Cumbria
 - being a voice for Cumbria
 - working in partnership in the life of the county
 - serving the community
 - the ability to engage with (and equip the church to engage with) life outside the church

and has the ability to engage with and equip the church to engage in these areas.



“The saying is sure: whoever aspires to the office of bishop desires a noble task. Now a bishop must be above reproach, married only once, temperate, sensible, respectable, hospitable, an apt teacher, not a drunkard, not violent but gentle, not quarrelsome, and not a lover of money.”

1 Timothy 3.1-3

"Bishops are called to serve and care for the flock of Christ. Mindful of the Good Shepherd, who laid down his life for his sheep, they are to love and pray for those committed to their charge, knowing their people and being known by them."

The Ordinal

Leadership Qualities

A person of profound faith who is:

- "They are to discern and foster the gifts of the Spirit in all who follow Christ, commissioning them to minister in his name" (Ordinal)
- an outstanding teacher, preacher and evangelist
- a practical theologian
- an excellent communicator who speaks with conviction

A pastoral hearted Shepherd who is:

- "Knowing their people and being known by them." (Ordinal)
- an encourager of others with both the character and promises of God
- missional and outward looking
- a discerning listener to those who can speak prophetically
- someone who reflects the hope, joy and peace which comes from knowing God
- servant hearted

“Will you promote peace and reconciliation in the Church and in the world;
and will you strive for the visible unity of Christ’s Church?”

The Ordinal

Leadership Qualities

A person of unity who:

- leads by example
- helps people to learn how to cherish each other, living and working together
- makes space for people of different theological views to be heard, holding and supporting all
- uses patronage to honour diversity at every level
- looks for the common ground and loves an imperfect church with Christ like ambition

A consultative and collaborative leader who is:

- a person of integrity, honest
- someone who knows their own mind but is wise and willing to listen
- open, approachable, kind, loving and compassionate
- generous and open minded
- relational and relatable
- a good reconciler
- a realist but full of hope
- resilient
- a strategic thinker, prepared to be bold and courageous
- creative and resourceful

Our Diocese

A Picture of Cumbria

Cumbria covers half the land mass of the North West of England and is the second most sparsely populated county. All land over 3,000 feet in England is in Cumbria. The main centres of population are Barrow-in-Furness, Carlisle, Kendal, Penrith, Whitehaven and Workington and around half of Cumbria's 500,000 residents live in rural locations.

There is space and clean air to breathe, dark skies, a wealth of habitats and wildlife, mountains, coastline, wetlands, rivers, lakes and woodlands supporting outdoor adventure activities – hill walking, rock and ice climbing, water sports and mountain biking. Cumbria has the most extensive coverage of protected landscapes in England including the Lake District - a World Heritage Site - parts of the Yorkshire Dales National Park, Hadrian's Wall World Heritage Site and three Areas of Outstanding Natural Beauty. It is therefore no surprise that the county welcomes 37 million tourists each year.

Economically Cumbria is complex, served by over 27,000 businesses which provide 270,000 jobs and generate £11,715m. World-class engineering, manufacturing and energy companies give us the highest concentration of advanced manufacturing employment in England. A significant rural, land-based economy plays a crucial role in food supply. A declining working age population and fall in labour supply threatens to constrain economic growth. There are persistent local concentrations of unemployment and deprivation with associated health and social impacts and growing pressures on all local services. However there is a vision to have one of the fastest growing economies in an energised and healthy environment.

"As chief pastors, it is their duty to share with their fellow presbyters the oversight of the Church."

The Ordinal



Sellafield



Rannerdale Knott

Our Diocese

Our Roots

Cumbria is a place of rich and tangible history which still shapes everyday life and affects the way that we approach mission and ministry here. The Saints' legacies still live, for example in Aspatria (Ash of Patrick), revered from ancient times as Patrick's birthplace; Keswick where Kentigern (Mungo) first set up his cross in the woodland thwaite (clearing), with the parish still called Crosthwaite; or Herbert's Island on Derwent Water. Kentigern's holy wells are still in many churchyards in the north, Bridget (St Bee or St Bega) still lives in local place names and the Stanegate Way, the Roman road that ran just south of Hadrian's Wall, is still often referred to as the 'Saints' Way'.

The north and south were shaped by monasticism: Furness and Cartmel, and their estates in the south and the monasteries at Holme Cultram, Carlisle (now our Cathedral), Lanercost, and Wetheral in the north. It was the early monks who shaped the farming life that still exists in Cumbria – the hefting of sheep and the grazing of marsh land, a tradition later built upon by Beatrix Potter, who developed many of the most important blood lines of today's livestock and who worked closely with the newly-formed National Trust.

Old Norse was a living language here until the 12th century and still echoes in our dialect, not to mention the becks, ghylls, tarns and fells that describe the landscape. There are reminders in place names such as Penrith and Lyvennet (Llwyfenydd), that Cumbria was the original Cymru, home of the Welsh. In the north, the legacy of the Border Reivers lingers in pele towers and castles, familiar words drawn from Reiver dialect (such as 'gang', 'raid' and 'blackmail') and renowned family names who still inhabit the lands and shape social patterns.

The county is shaped by our industrial past – old mines, quarries and mills are dotted throughout the landscape and the post-industrial world of our west coast towns is evolving into the Energy Coast with nuclear and renewable energy. Our history is written in long-established communities, with strong bonds, ancient roots and distinct, deep-seated localised culture.



St Mungo's, Mungrisdale

HOW GOD IS MOVING IN CUMBRIA



REZA

**ASYLUM SEEKER
ST MARK'S BARROW**

“ This church is like a light in my life. I’ve made so many friends here. As soon as I walked in, I could feel the good energy and welcoming atmosphere. I’ve had to leave 24 years behind me and I’m starting from zero again.

It’s been really hard. I’ve struggled to sleep at night because of nightmares about the bad things that have happened to me. But I know there are people here who care about us. People in the church were so happy when we were baptised. They clapped and cheered. It felt like I’d been born again. ”

Our God for All Story

The Aim of the Vision and Strategy

The aim of the God for All vision and strategy is to provide a framework within which the Christian denominations may work together in mission and ministry, sharing gifts and resources, in a particular area, to grow God's Kingdom across Cumbria. The outcomes we desire include:

- a greater knowledge of and connection with God across Cumbria
- a growth in discipleship, both in numbers and depth
- a growing number of Christian communities within a 'mixed ecology'
- an increased connection with young people and young families
- a significantly greater involvement of the laity in mission, ministry and leadership
- a substantial growth of SSM ordained ministry
- an increase in social action and our involvement with the communities in which we are placed

This allows us all to Follow Daily, Speak Boldly, Care Deeply and Tread Gently.

To achieve these outcomes, our refreshed vision is accompanied by a refreshed strategic approach, based on the known principles of adaptive change. The detailed strategic thinking is to be worked out within Mission Communities by the whole people of God in each context, underpinned by a guiding principle with a limited number of strategic objectives.

"Bishops are to govern Christ's people in truth, lead them out to proclaim the good news of the kingdom, and prepare them to stand before him when at last he comes to glory."

The Ordinal





God for All Roadshow, Kendal



God for All Roadshow, Carlisle

The Ecumenical County

A decade ago the Diocese and the Methodist and United Reformed Churches were working separately on developing their strategic vision. The local leaders came together in prayer and, inspired, determined to work alongside each other. The separate strategic threads came together in the ecumenical God for All vision and strategy and the three denominations joined in a Covenanted Partnership in an Extended Area, working together at county level and within individual Mission Communities – making Cumbria the first ecumenical county.

Implementation of the strategy commenced in 2015 with an initial five-year project plan. A project funded by the Strategic Development Fund (SDF) aided aspects of the implementation, including supporting the formation of Mission Communities, offering a development programme for local Mission Community leaders, encouraging a more outward-looking and missional culture, helping fund the development of new pioneering work with Fresh Expressions of Church (FX) and growing Network Youth Church (NYC). The latter work led to a growth in FX and NYC equivalent to a fourth archdeaconry. This has brought great joy, though it also has to be said that the depth of the ecumenical experience has varied across the county, in significant part due to disparities in size, differences in theology and ecclesiology with some ecumenical ministers, but we remain deeply committed to working together.

Progress has been subject to regular reviews, confirming the direction of travel. A vision refresh exercise broadened the focus, targeting growing younger, social justice and care for the environment, crystallised in four themes: **Follow Daily, Speak Boldly, Care Deeply, Tread Gently.**

We are on a journey and look to continue to discern where God is leading us. As we travel in prayer, hope and realism, we will continue to address the issues that face us through a process of **faithful improvisation**, engaging in **continual adaptation**.



"We pray that you may offer to him your best powers of mind and spirit, so that as you follow the rule and teaching of our Lord you may grow up into his likeness, and sanctify the lives of all with whom you have to do."

The Ordinal

Our God for All Story

The Challenges

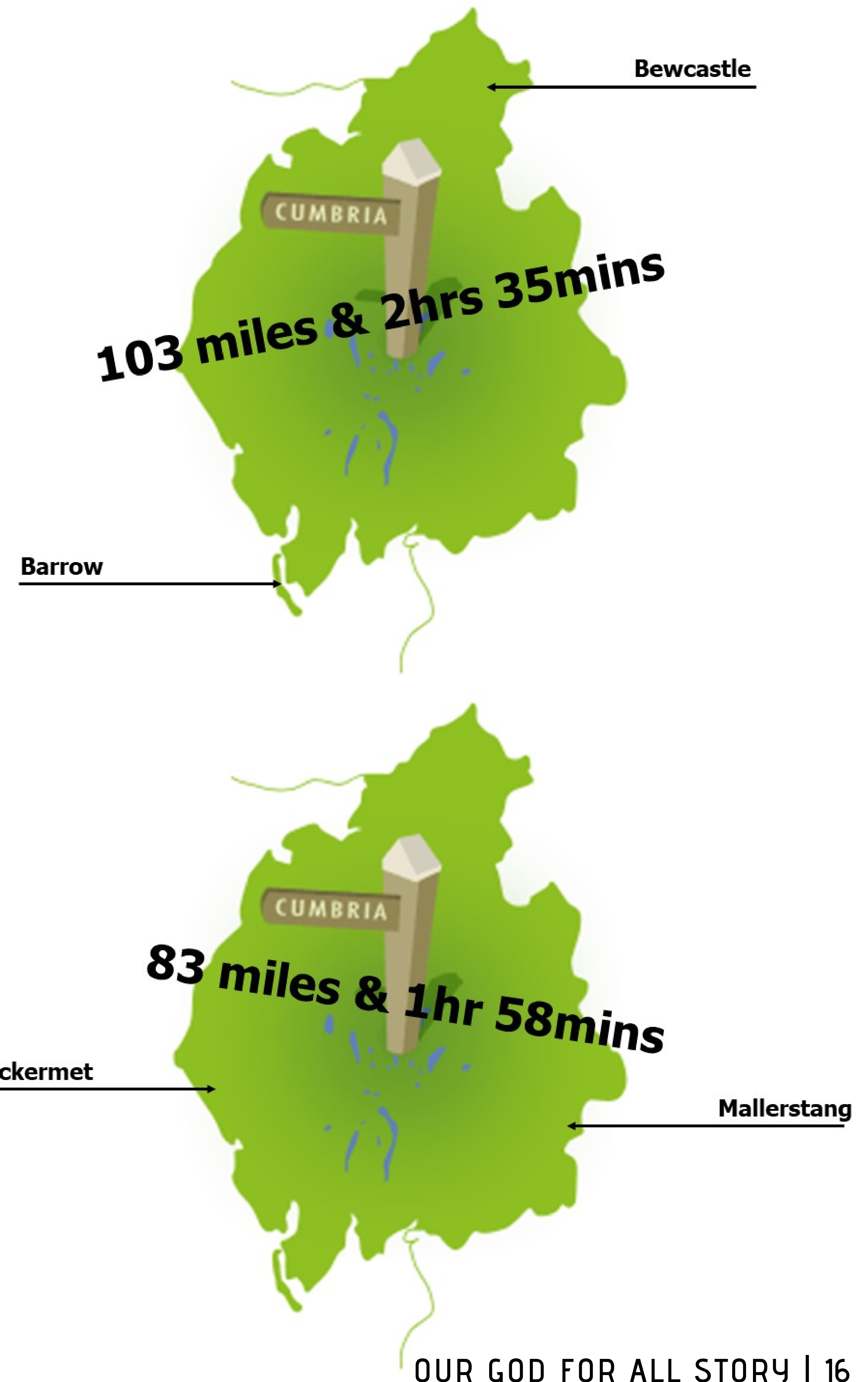
We are facing a number of challenges in growing disciples and achieving a sustainable long-term future.

As in so many places, our congregations are generally getting older and smaller, even as we manage to attract younger people into Network Youth Church and other pioneering initiatives. In the ten years from 2010 to 2019, numbers worshipping on Sunday in the Diocese fell by 27% from 13,100 to 9,500. This decline has happened across all sizes of churches and has disproportionately occurred most in churches with between 100 and 200 members.

The Diocese operates on a break-even budget and does not run down capital funds to meet operating costs; we plan and budget on a five-year cycle. The significant fall in the real term value of parish offer over the years (see Resourcing the Journey - page 18) means that the number of stipendiary ordained posts has also fallen very substantially over recent years, with an increased workload for clergy and lay leading to tiredness and burnout. We are also faced with the perennial problem of looking after a substantial number of churches, many of them listed, and requiring time and money to care for them.

It is a challenge to find the people with the qualities we need to lead and develop our Mission Communities and their work.

There is also a clear challenge in trying to implement a far-reaching vision and strategy with limited resources in a large and sparsely populated Diocese.





LIVING IN LOVE & FAITH



Our God for All Story

Living in Love and Faith

Anglicans in the Diocese of Carlisle do not have a single response to the important issues raised by LLF. We are open about the fact that Christians in the Diocese have a range of concerns. There are widely divergent views, which are held sincerely and in good faith.

That said, the Vacancy in See Committee is of one mind about the common values we have when discussing these potentially divisive issues:

- honesty – we believe it is important to respect the authenticity of views contrary to our own, and to recognise that those positions are principled and held in good faith.
- openness – we are not willing to disguise or ignore the fact that we disagree with one another. We are unanimous on the importance of disagreeing well and respectfully.
- willingness to listen – we insist on the need to listen carefully to and to cherish one another.
- humility – we believe that none of us has a monopoly on all the right answers and that we can learn from those with whom we disagree.
- search for common ground – we believe we continue to be defined by what we have in common, and in the value of our shared faith.
- grace – we are determined to model a graceful approach to issues that could easily become toxic and divisive if these values are ignored.

We expect that the Bishop of Carlisle will be skilled and caring in their approach to these issues, prepared to love and nurture an imperfect church, and who can share and implement our values.

Our God for All Story

Resourcing the Journey

For the last 15 years the Diocese has relied on a parish offer system in place of the more common parish share system. Every year each parish determines the generous but realistic amount that they will contribute to the cost of local ministry. In 2023, parish offer and income from parochial fees are estimated to cover 82.5% of that cost with the Diocese investing £633K in local ministry. The parish offer system has, in many respects, served us well with the great majority of parishes meeting their offer in full. However, the offer has not been keeping up with the rising cost of stipendiary posts, falling by around 40% in real terms between 2009 and the start of the Covid pandemic. Overall, this has led to a reduction in the number of posts over time, with stipendiary clergy numbers falling from 115 to 75 between 2007 and 2021.

We have a Diocesan budget for the next five years that is focused on the delivery of our vision and strategy. There are some aspects of the work that we wish to pursue that will be dependent upon successful applications to the Strategic Mission and Ministry Investment Board.

Additional support from SDF was obtained in 2019 for a five-year Reaching Deeper project targeting pioneering approaches and the creation of a Northern Mission Centre (see NMC - page 34) in co-operation with Church Mission Society (CMS) to equip people from the north for pioneering mission and ministry.



Treasurers' Meeting, January 2023



Ordination of Deacons, 2022



Discipleship Project Lay Ministry Course

Our God for All Story

Shaping our Strategic Approach

We have realised that there is no silver bullet to address all our challenges. We are leading a journey of adaptive change and faithful improvisation. We listen to God to discern what he wants from his church. We engage with as many Christians as possible, from various denominations, to understand our challenges and find a way forward. We have been discerning our core values and are improvising based on those and our context. This shapes a very distinctive approach to strategy:

- ecumenical - the God for All journey is for all Christians, so with our covenanted partners, companion denominations and Churches Together groups, we seek to involve the whole body of Christ in mission and ministry.
- encouraging - every Christian is encouraged in their baptismal calling to shine as lights in the world. As they come together in Mission Communities, we seek to expand our ministry by significantly increasing the numbers of home-grown self-supporting lay and ordained ministers, chaplains and pioneers (see A Picture of Ministry in Cumbria - page 32) with equal value being attributed to every ministry.
- promoting a 'mixed ecology' - across our Mission Communities we are offering a broad range of expressions of church so that God is for All. We look for ways to grow younger. By fostering collaboration at every level we are enabling the sharing of skills and gifts to the greatest advantage and to become truly the body of Christ.
- local - it is a significant feature of our approach that strategic planning happens at the local level, done by those with the best knowledge of local needs and opportunities, but with appropriate episcopal challenge and critique. This maximises 'ownership' of the resultant plans.



Messy Rheged, 2019

“We must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knitted together by every ligament with which it is equipped, as each part is working properly, promotes the body’s growth in building itself up in love.”

Ephesians 4.15-16

Our God for All Story

Faithful Improvisation

Cumbria is diverse. Each community and place has its own history and context, and the church is called to seek the kingdom of God in each place. As we navigate into the future, we are looking for ways to do this which are both faithful to the past and which help us to proclaim the gospel in our own day. For us, it is like the improvisation a jazz band makes. Each member of the band brings their instrument, skill and creativity to improvise around a central melody.

We believe that God has given us what we need for what He is calling us to do in this place, with each church bringing its particular voice, gifts and creativity to the communities it is called to serve. Yet it is not a cacophony of individual sounds, but rather an improvisation around the beautiful, enduring melody of the gospel. We want to play faithfully the love song of God to the world which He loves, singing it with joy, confidence and creativity.

“O sing to the Lord a new song;
sing to the Lord, all the earth.
Sing to the Lord, bless his name;
tell of his salvation from day to day.
Declare his glory among the nations,
his marvellous works among all the peoples.”

Psalm 96.1-3



Remembrance Service, Kendal



Holiday at Home, St John's Houghton



Follow Daily



Speak Boldly



Care Deeply



Tread Gently

Our God for All Story

The Four Themes

Our listening to God and to each other distilled the values that underpin our ecumenical strategy, fundamentally the belief that God is for All. It enables all Christians to engage in the mission of God. It identifies four themes that reflect our core values and strategic priorities:

- **Follow Daily** – we will help each other to follow Jesus more closely, seeking to grow as his disciples in all aspects of life, both corporately and as individuals.
- **Speak Boldly** – we will share our faith in Jesus Christ in everyday ways, seeking to connect with everyone, especially those currently unrepresented in our churches. We'll do this in both time-honoured and pioneering ways.
- **Care Deeply**– we will listen to our local communities, and respond in loving service, seeking to transform injustice, challenge oppression and pursue peace and reconciliation.
- **Tread Gently** – we will strive to safeguard the integrity of God's creation, seeking to sustain and renew the life of the earth.

The primary vehicle for delivering these themes are our Mission Communities, ecumenical groupings of local Christians, engaging together in mission and ministry.

“Through Jesus, God was pleased to reconcile to himself all things, whether on earth or in heaven, by making peace through the blood of his cross.”

Colossians 1.20

Our God for All Story

Mission Communities

Led by a Mission Community leader, a Mission Community exists to provide Christian mission and ministry on an ecumenical basis across a particular area. Intentionally supporting and growing a 'mixed ecology', it operates in a way appropriate to the local context with an intent to 'grow younger'. It is the primary vehicle for fulfilling the aims of the God for All strategy and for delivering on the four strategic themes.

With clergy and laity operating in a true partnership, it carries responsibility for planning for a sustainable future in terms of deployment, finance, buildings, other resources, its mission and ministry, and the contributions from the individual denominations.

Within a Mission Community each church or congregation is expected to be led by a designated, dedicated church or congregation leader or leaders; this will frequently be a lay role. In addition to the Mission Community leader the Mission Community will also have a dedicated team of stipendiary and self-supporting ordained ministers, distinctive deacons, lay ministers, pioneer ministers, youth and family workers and chaplains. This resource is utilised both in a substantially increased level of mission and outreach and in helping support the existing churches and congregations.

We see a changed role for stipendiary clergy, becoming more about oversight, leading in mission, discerning vocations to all forms of ministry, building teams, and thinking strategically in the local context. This is particularly true for Mission Community leaders who can be thought of as exercising episkope. The aspiration is that each Mission Community should have dedicated administrative support, salaried or voluntary.

We remain fully committed to the key and enduring role of Mission Communities.



Our God for All Story

Mission Community Hallmarks

Six key hallmarks of Mission Communities in the promotion of mission have been identified:

- **praying** - they should pray together, regularly, and as a priority.
- **collaboration** - they encourage collaboration in mission between denominations, between communities, between clergy and laity, and between church and community.
- **ecumenical** - they seek to be Christian first and foremost and to present a united common purpose to our communities as we serve them in Christ's name.
- **resourceful** - together they can do more, both by sharing the gifts and calling of their people, and by pulling together to fund projects individual churches could not afford by themselves.
- **local** - they remain locally focused: planning based on local needs and opportunities, enabling mission to happen at a local level, not as a central imposition.
- **mutual accountability** - recognising the impact our actions and omissions have on one another and making ourselves accountable to each other, to God, and to the episcopal leadership of the church (however that might be expressed in our denominations).



Our God for All Story

The Garden

We see each Mission Community as a garden. There will be some plants which are well established, which simply 'fit' and which bring beauty and structure to the garden. We also want to plant something new or tend the green shoot which we did not plan for but which has just appeared! There may be other plants which we need to prune, or which are struggling to survive in this place and need to be dug out. Sometimes, we might need simply to let part of the garden rest and see what springs up without our intervention.

We find in this image a rich variety of ways to approach Mission Community life. Our task is to tend the garden, seeking both its health and growth. Sometimes we need to support and feed, sometimes to cut back, sometimes to introduce something new, sometimes to tend what has simply sprung up. We may need to introduce some 'companion planting' to ensure the health of the whole. There is a need for variety and complementarity and, most of all, to know the soil we are working with. There will be times when simply letting something rest is what is needed, and we need to discern the seasons and do the work for that season.

As we look to grow healthy Christian communities across Cumbria, we are seeking to cherish what we have inherited and also to grow new things. We want to allow ourselves to be surprised by what God will do and be prepared to bring some things to an end, not because they have failed but because their time has naturally finished. We want, prayerfully, to look for the signs of the season and to do the work that God is calling us to do in that time.

“For as the soil makes the sprout come up and a garden causes seeds to grow, so the Sovereign Lord will make righteousness and praise spring up before all nations.”

Isaiah 61:11

HOW GOD IS MOVING IN CUMBRIA



IAN HENDERSON
THE DISCIPLESHIP PROJECT
COURSE MEMBER

“ Initially I had a chat with a vocations advisor and decided to give the course a go after also completing a leaders worship course at church. I had realised that I wanted to go further and consider becoming a Licensed Lay Reader. The Discipleship Project has been a wonderful way in which I can explore that next step.

The Discipleship Project has been fascinating. It’s made me challenge myself more. It’s cemented everything together for me. ”



Messy Rydal



Asylum Seekers Bible Group, St Paul's Barrow

Our Mission and Outreach

An Overview

Our strategy for mission and outreach across our Mission Communities and the county, linked to our four strategic themes, is rooted in three main strands:

- developing a mixed ecology - where pioneering, FX and church planting come alongside more traditional forms, reaching out to grow new disciples in our Mission Communities.
- growing younger - growing Network Youth Church, working with our schools, forming new links with young people.
- reaching out - into our communities, engaging with them including growing social enterprises.

Our Mission and Outreach

Pioneering

Pioneering mission, as part of the Diocesan landscape, grew out of early initiatives such as OpShops (now Restore - page 30) and Network Youth Church, expanding as part of the God for All vision. Between 2015 and 2019 Cumbria saw the establishment of over 110 FX. It has been further developed through the SDF-funded Reaching Deeper project, with the appointment of Pioneer Enablers and the establishment of the Northern Mission Centre. Several local pioneer posts have been established, either as paid or self-supporting roles, some with external funding. Pioneer posts connected to the Restore shops in Carlisle and Penrith are proving to be especially useful examples to learn from and replicate.

The vision of each Mission Community as a garden is particularly fruitful, looking at pioneering and new plants alongside the established as part of a 'mixed ecology'. Pioneering and planting enables us to grow a richer harvest.

The strategy seeks to:

- enable people who are currently not part of traditional church find a way to connect with God, perhaps for the first time.
- reach new people in new ways, helping us grow younger and more diverse.
- help, inspire and support creative missional practice in all Mission Communities across Cumbria.
- discern, release and support new vocations to enable this.





Biker Church, Torver



Crowds watch the Carlisle City Centre Passion Play

Our Mission and Outreach

Fresh Expressions of Church

Mountain Pilgrims, Biker Church, Messy Church, Cafe Church, Network Youth Church and Maranatha Yoga are just some of the FX of church and innovative mission that have been a key part of the Diocese since the development of the God for All strategy. The work of FX grew quickly pre-Covid and represents over 25% of all those attending church in Cumbria. Although impacted by the pandemic, new Christian communities continue to emerge and our latest report shows around 2,600 people attend an FX across 120 groups. Many of the FXs are working with a younger demographic, through Messy Church, Toddlers' groups, Network Youth Church etc. However, all ages are represented and we have some excellent ministry with older people through Dementia Tea Services, Cafe Churches, and dedicated FXs for older people.

Planting

Phased plans are underway to plant an initial five new worshipping communities:

- estate church in Carlisle Raffles
- estate church in Carlisle Morton
- student-focused church in Carlisle City Centre
- rural church plant centred on the A66 corridor from Keswick to Cockermouth
- further location, yet to be finalised

The locations have been selected in places where the existing church is struggling to connect with new people and as places from which we can gain experience to help develop further plants in similar contexts across the county.

Our Mission and Outreach

Growing Younger

The strategy will enable culture change within the church in Cumbria to best support it to proclaim afresh the faith to young people and to support it to regain confidence that Jesus can (and does!) transform the lives of young people. This is a larger task than simply trying to get a few more young people in our churches, it is an approach that aims to see a lasting Kingdom change.

Network Youth Church

NYC is a network of around 1,300 young Christians and explorers across the county who meet regularly in local cells, come together occasionally in a wider congregation and meet at certain points of the year for a much larger celebration.

Providing opportunities for young people to explore their faith in ways that are culturally relevant is what NYC is all about. One young person in Solway NYC said recently: “My cell church is the highlight of my week. The rest of my world is crumbling around me but here I know I am loved and accepted as I am”.

Each area looks slightly different, but all have the same vision for making the space for young people to connect with Jesus, and then equipping them to grow as lifelong disciples. There are currently seven NYC ministers across Cumbria - with funding for a total of 11 - and one of the challenges is finding staff for the vacancies.



Ablaze 2022



Ablaze 2022

Our Mission and Outreach

Our Schools

Over 13,000 pupils participate in acts of collective worship five times a week in our schools. The outreach is far greater when family members and/or the community are invited. The support of local church members, whether ordained or lay, is key in providing high quality worship. Encouragement to value these sessions and undertake training would be transformative. Our rural village schools are increasingly the hub of the community, both as a meeting place (where amenities have closed) and as the driver/host for community projects such as foodbanks, warm spaces and intergenerational activities. They would benefit from support and promotion. Our 104 church schools support pupils (who do not encounter much diversity) to engage in social action becoming effective global citizens.

Our Multi Academy Trust (MAT) has a 100% track record of school improvement, supporting schools to retain good, or improve less than good, Ofsted grades. Ofsted and SIAMS have praised the successful collaboration between schools, the Diocesan Education team and the MAT. One of the Diocesan Board of Education's priorities is developing a second MAT.

Social Enterprise

Our engagement with our communities can take many forms. **Restore**, for example, is a growing social enterprise that connects with people in some of our more deprived urban areas by running a number of shops and projects. Whilst it grows out of the desire to care deeply, it also connects with the other strategic themes.

"Will you be gentle and merciful for Christ's sake to those who are in need, and speak for those who have no other to speak for them?"

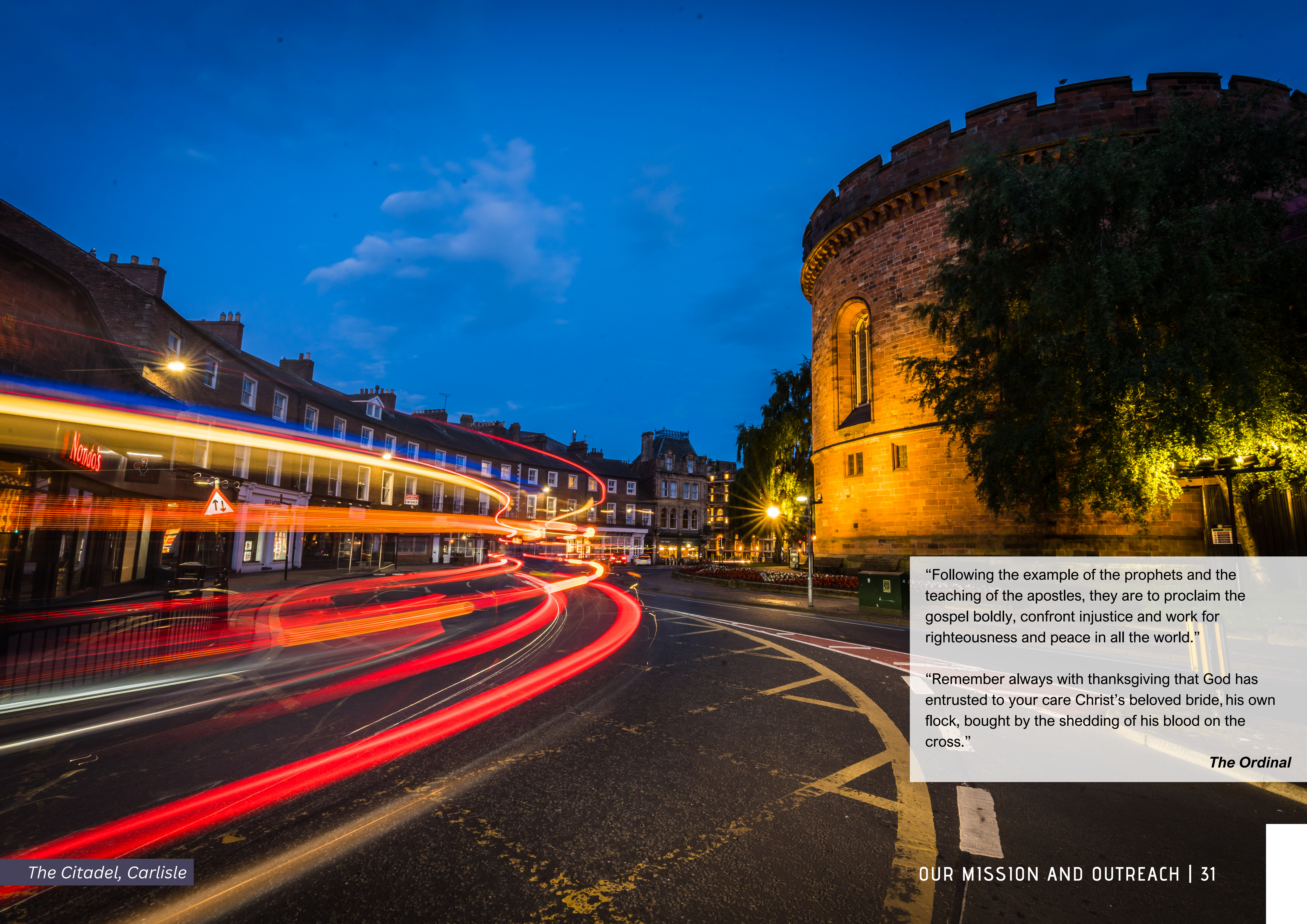
The Ordinal



Prayer Space - Maryport CE Primary



Community Shed Project



“Following the example of the prophets and the teaching of the apostles, they are to proclaim the gospel boldly, confront injustice and work for righteousness and peace in all the world.”

“Remember always with thanksgiving that God has entrusted to your care Christ’s beloved bride, his own flock, bought by the shedding of his blood on the cross.”

The Ordinal

Our Ministry

A Picture of Ministry in Cumbria: Encouraging a mixed ecology of church

235 parishes

34 ecumenical Mission Communities



75 Stipendiary Clergy



38 Self Supporting Ministers



63 Readers



4 Pioneer Enablers



11 Network Youth Church Leaders



20 Curates in Training



72 Chaplains



7 Distinctive Deacons



31 Pioneer Leaders (Lay & Ordained)



100s Local Lay Ministers

Supported by:

The Northern Mission Centre and Emmanuel Theological College

The Diocese has a firm commitment to ecumenical chaplaincy ministeries. A few are full-time, many serve alongside other roles. This figure includes **12** Anna chaplains, **33** healthcare chaplains, **one** prison chaplain, **five** working with the emergency services, **six** agricultural chaplains plus those working in education. All are supported by a 'Chaplain to chaplains'.



Our Ministry

The Discipleship Project

The Discipleship Project is a course to support and encourage the growth of a wide range of lay ministries across Mission Communities and in local churches. It is a partnership between the Diocese and key leaders across the county.

The Discipleship Project is scoping a new way of raising the whole people of God to lead in the mission of God. It seeks to offer an apprenticeship style support, building a permission-giving culture, to encourage vocational growth and personal development.

The course is for those wanting to explore their next steps in ministry, are interested in developing in areas of lay ministry, and up for a Jesus-shaped discipleship adventure. The course supports the more traditional models of lay ministry as well as new and innovative approaches. The training is built upon the assumption that all members of the church have gifts and skills to be used for the good of the kingdom.

The training structure is one core compulsory module with an additional range of accessory modules. The core module focuses on the essential aspects of discipleship, vocation and calling. The accessory modules offer a bespoke pathway to support the individual's unique calling.



The Discipleship Project

Our Ministry

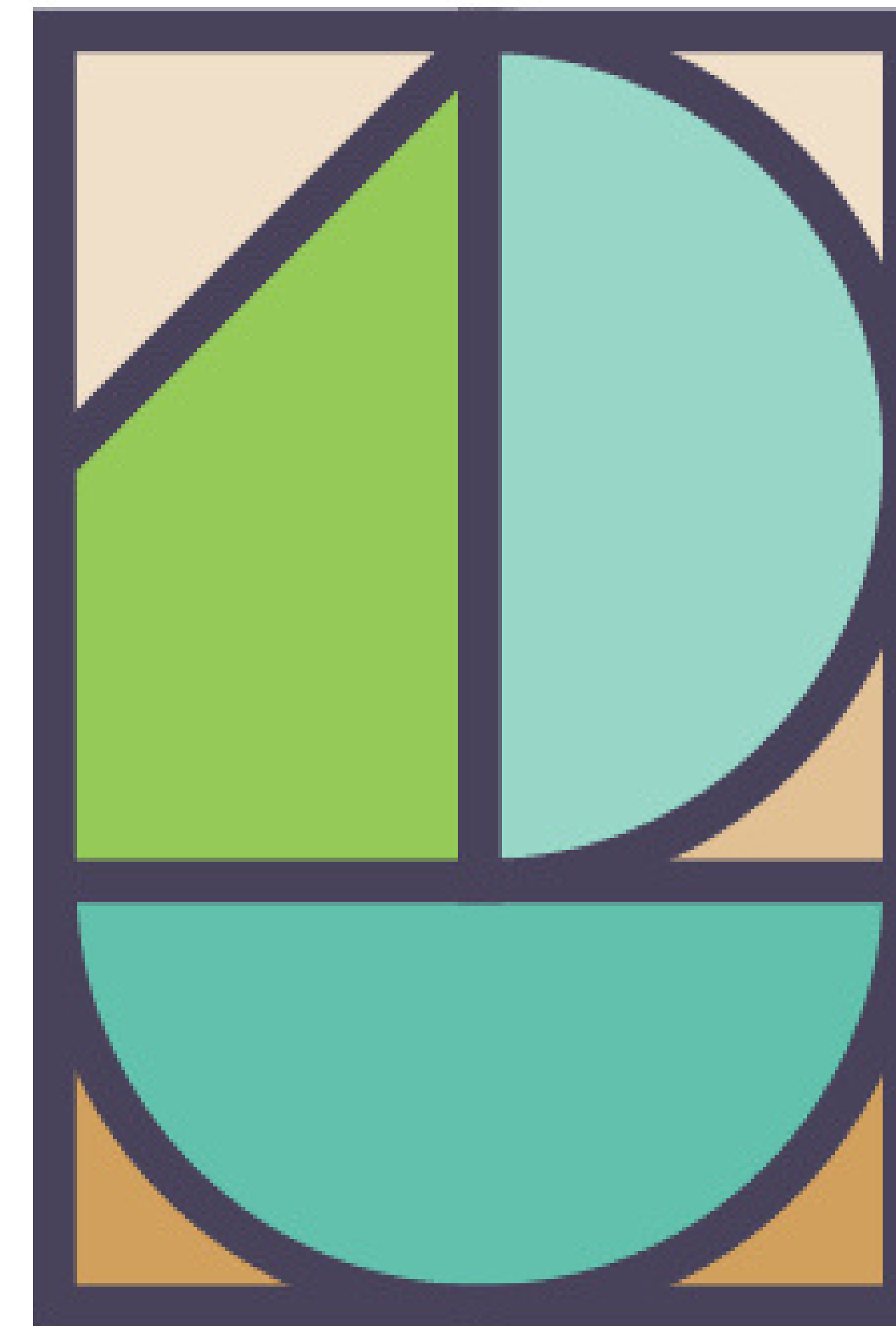
Northern Mission Centre

The NMC is a collaboration between God for All and CMS to support creative and innovative mission. We are pioneering at heart, supporting both time honoured and FX of church across all denominations to reach deeper into the communities they serve.

At our core we are building a missional ecosystem and growing new Christian communities. Whilst we have a range of creative resources and training opportunities, the community that emerges from this is critical. Amongst other things, we facilitate the Certificate in Pioneer Ministry, which is an authorised lay training course; Creative Thinking and Mission sessions as part of the Discipleship Project; #FXCUMBRIA for those exploring FX, and much more.

As FX and a mixed ecology of church have become more established, we work increasingly alongside time honoured churches to help them explore different types of ministry. This includes the Pioneering Parishes and Circuits programme, working with clergy to make space for creative mission, and exploring with archdeacons where the deployment of Pioneer ministers may be helpful.

We also host a number of network spaces for those who have been through the programmes or have the gift of not fitting, to encourage, support and build community.



NORTHERN MISSION CENTRE





Our Ministry

Emmanuel Theological College

Emmanuel Theological College was set up by the Dioceses of the North-West in 2021, absorbing the work of three previous institutions, including Cumbria Christian Learning. Actually owned by the Dioceses, including Carlisle, it is a theological resource for the whole region, looking to equip the whole people of God for the whole mission of God with an ethos that is 'Christ-centred, hope-filled and mission-orientated'.

Led by the Rev Canon Dr Michael Leyden as Dean, Emmanuel's 'core business' is to provide full-time and part-time training for ordinands and Readers. Full-time ordinands are trained contextually with others from the region in Liverpool, while part-time ordinands and Readers study at Emmanuel's Centre in Penrith, based in the Diocesan Office. All students are brought together at regular residential weekends or Saturday events. Emmanuel is well-connected with the Diocese, and the Penrith Centre Lead Tutor (part of Emmanuel's Leadership Team) lives in the town.

Alongside licensed ministry training, Emmanuel offers a growing range of linked provision such as Pop-Up Theology for interested laity, courses for independent students and input into both IME 2 and CMD in different ways across the region.

"Bishops are to feed God's pilgrim people, and so build up the Body of Christ."
The Ordinal



HOW GOD IS MOVING IN CUMBRIA



PAUL ROSE

**OUTDOORS AND EDUCATION
PIONEER ENABLER**

“ The outdoors is already a source of spiritual encounter for lots of people; I feel most alive in the mountains. They are places where I encounter something of the God which invites us into a fulness of life. So, part of my role is to help encourage people to step more fully into these outdoor experiences and so to realise the impact they are having at a deeper level. For a few years now I’ve played with the idea that nature is in fact a minister.

I’ve seen people coming away from the fells with a fresh perspective of who they are and with a sense of liberation.”



Safeguarding

The Diocese of Carlisle is deeply committed to taking its Safeguarding responsibilities seriously.

Our policies and procedures are fully compliant with national guidance. We have ensured that all training is up to date following Covid and have recently completed a 'train the trainer' programme to deliver necessary training locally in every Deanery.

We have increased our investment in Safeguarding in recent years and ensured that it is central to the Diocesan agenda.

In October 2022, the Diocese of Carlisle's Past Cases Review 2 was completed, following a detailed independent examination of hundreds of its files as part of a national Church of England review into safeguarding.

As part of the review, 1,028 Diocese of Carlisle files were examined by independent reviewers including Clergy Blue Files (personnel files for individual ordained clergy), Cathedral records, HR files, parish returns and Reader files.

The independent review identified one new safeguarding case which was actioned accordingly and did not need reference to any other statutory authority. Meanwhile 20 recommendations were tabled to help improve safeguarding practice.



Joanna Van Lachterop - Diocesan Safeguarding Adviser

Carlisle Cathedral

The Community of Carlisle Cathedral exists to be the seat of the Bishop of Carlisle and a centre of mission for the Diocese.

Through praying, cherishing and transforming, (the Cathedral's expression of the Diocesan vision 'God for All') the Cathedral seeks to serve by holding the Bishop and Diocese in prayer, being a visible symbol of unity and hospitality and a resource for theological, strategic, missional and ministerial development for all.

Having become a Charity under the Cathedral Measure, the Board of Trustees (formerly Chapter), and especially its executive members (the Dean and Canons) seek to offer counsel to the Bishop, whenever desired, and to fulfil our outward-facing vision by taking the Cathedral out across the county to support parishes, Mission Communities and various partners through visits from the choir, resourcing schools and mission with 'God's Tent' and leading or speaking at mission or quiet days.

The Cathedral values its close relationship with the Diocesan Bishop and seeks to deepen that partnership.

The Cathedral seeks to welcome all, whether of Christian faith, other faiths or no faith at all.

Ecology and the Environment

In the mid 2010s the Diocese co-developed two hydro-electric schemes in the central Lake District. The schemes are located on neighbouring watercourses, one of those in the grounds of the Diocesan Retreat Centre, Rydal Hall. Annually, the schemes generate around 3,800 megawatt hours of electricity, the equivalent of the total energy use of over 200 homes, saving over 1,600 tonnes of carbon and earning over £300,000 for the Diocese. The Diocese invested £2m of the £4.5m total cost of the schemes, 95% of which was spent in the local economy.

The Diocese of Carlisle has endorsed the national goal to reach Net Zero by 2030. While work is underway to develop a decarbonisation plan, we have launched the LED 2023 Challenge - encouraging the quick win of switching to LED bulbs across all building types. In vicarages alone, this has already led to an estimated saving of over a tonne of CO₂.

There are several churches with air source heat pumps or solar pv installed across the Diocese, including St Anne's Ings, one of the national case studies on reaching Net Zero. Leven Valley Primary School has been working since 2008 to reduce its carbon footprint, installing a ground source heat pump in 2020.

The Eco Church award scheme, as a framework for local churches, forms a key part of the Tread Gently theme. In 2022, working with Churches Together in Cumbria (CTiC) and A Rocha UK, workshops were held to encourage churches to join the scheme. The number of churches registered more than doubled from 2021, from 19 to 48.



Partnership in World Mission

The Partnership in World Mission Committee co-ordinates the annual Bishop's Harvest Appeal, links with partner Dioceses, manages a small Disaster Emergency Fund, and liaises with Christian Aid, USPG, CMS, Mothers' Union and local developmental charities.

The link with Stavanger dates from 1977, and has included numerous cross-cultural visits and conferences. The Norwegian Mission Society has supported young people's work in Barrow, Penrith and Carlisle over a number of years.

The link with Northern Argentina, established in 1995, has supported a number of projects and a number of exchange visits by clergy and lay people have taken place.

The link with Zululand has seen a number of visits, including a Carlisle priest serving there for three years and young people from Zululand joining the then Rydal Hall community.



A trip to the Diocese of Zululand

Cumbria Ecumenical Spirituality

Cumbria Ecumenical Spirituality Group (CESG) exists to nourish expressions of Christian spirituality in the county. We mine the riches of our Christian heritage and encourage contemporary expressions. We are drawn from any and all Christian traditions recognising there are profitable practices within each. CESG co-ordinates a network of Spiritual Directors (soul friends/companions), is active in matching directors with directees, and in resourcing the network through retreat days. We also run a Nourishing the Soul course which seeks to widen and deepen participants' experience of Christian prayer practices, and a Training in Spiritual Direction course. Where possible, we seek to offer ourselves within the county in support of other groups and congregations who wish to explore Christian spirituality in its many forms.



Cumbria Ecumenical Spirituality Group



Rydal Hall

Rydal Hall is the wonderful Diocesan Retreat and Conference Centre. It is a complex business with the Hall (39 beds), a tea shop, bunk house, campsite, self-catering cottages, extensive gardens and estate – all Grade 2 Listed. It is set up as an independent charity, with its own Board and the Diocesan Board of Finance as the sole shareholder. The Board has members from the hospitality world, business, finance, and the church.

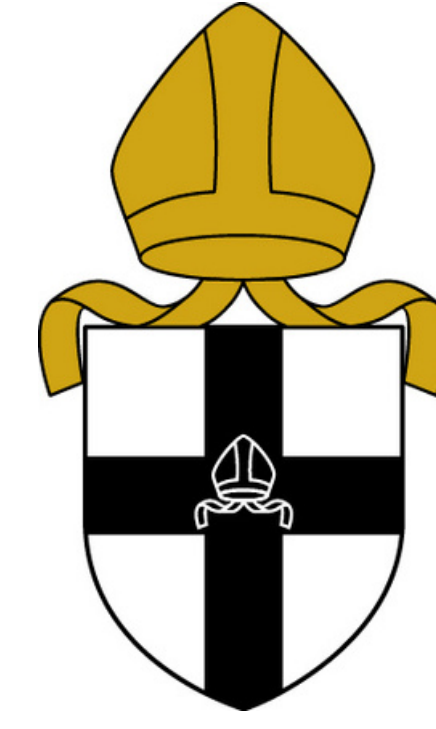
HOW GOD IS MOVING IN CUMBRIA



KIRSTY COOPER
HEAD TEACHER
GRAYRIGG CE PRIMARY

“ Working in a church school in such a beautiful location is a privilege. We enable children to flourish uniquely, and help them to develop the courage, humility, compassion and justice to create spaces of belonging where all are truly valued.

In teaching, you’ve always got to hold on to the hope and faith that the future generations are going to be the change we all want to see in our world. ”



DIOCESE OF CARLISLE

Acknowledgements

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“You cannot bear the weight of this calling in your own strength, but only by the grace and power of God. Pray therefore that you may be conformed more and more to the image of God’s Son, so that through the outpouring of the Holy Spirit your life and ministry may be made holy and acceptable to God.”

The Ordinal