



Diocese of Southwell & Nottingham

## Background Information

(Further information on the diocese can be found at [www.southwell.anglican.org](http://www.southwell.anglican.org))

### **Context:**

*Nottinghamshire* : The population of Nottinghamshire is rising at slightly above the national rate, it stood in mid-2007 at 1,060,600. Growth has been particularly high in Nottingham (7.4%) bringing the city's total to 288,700. The figure in the rest of the county is 771,900, with the greatest level of growth in the District of Newark and Sherwood (5.8%). The combined population of the conurbation – the city and the three boroughs immediately surrounding it (Broxtowe, Gedling and Rushcliffe) – is 620,000. Substantial further growth is expected across Nottinghamshire, the latest projection being of an overall increase of nearly 80,000 (7%) by 2017.

The M1 and A1 both run through Nottinghamshire, the motorway on the western (industrial) side, the A1 on the eastern (predominantly rural) side. There are fast and reliable train services on the east coast line from Retford and Newark to King's Cross; and an hourly service on the slower line from Nottingham to St Pancras. The County Council is responsible for an increasingly well-used daily local service, the Robin Hood rail link, between Nottingham, Mansfield and Worksop. East Midlands and Robin Hood Airports, both within striking distance, serve a variety of business and holiday destinations.

Nottinghamshire enjoys easy relationships between its different cultures. It is less ethnically diverse than England as a whole – but with big variations between different areas. Taking the county as a whole, 89% of people are white British – but in Nottingham the figure is only 76% and in three Districts (Bassetlaw, Mansfield and Newark and Sherwood) it's over 95%. A wide variety of minority ethnic churches thrive in Nottinghamshire. They enjoy good relationships with us, as an illustration of which some have found a home in C of E premises and the Pastor of one of them is an Ecumenical Canon of the Cathedral.

*Social settings* : A mid-2007 Government report revealed Nottingham to be the 13<sup>th</sup> most deprived of 354 Districts in England. It positioned Mansfield in 34<sup>th</sup> place and Ashfield in 72<sup>nd</sup>. The rankings in the rest of the county ranged from 101<sup>st</sup> (Bassetlaw) to 330<sup>th</sup> (Rushcliffe). Nottingham has suffered from the serious decline of traditional industries such as lace, textiles, and cycle and tobacco manufacturing. The coalfield communities in Mansfield and Ashfield were particularly badly hit in the eighties by pits' closures, requiring thousands of men to be retrained with new skills. The local

authorities and Government agencies have driven ambitious regeneration programmes to attract inward investment, with a considerable measure of success. While there are pockets of serious deprivation, not to be under-estimated, the overall picture is of a reasonably stable and healthy economy. A recent report, however, pointed to some continuing social problems in the former coalfield communities and highlighted poor health and low aspirations.

Across England, life expectancy is 76.9 for men and 81.1 for women. In Nottinghamshire the averages from local authority areas show reasonably wide variations, and there are further variations within these boundaries.

	Men	Women
Ashfield	75.2	80.0
Bassetlaw	76.6	79.9
Broxtowe	78.1	81.9
Gedling	78.1	81.7
Mansfield	75.5	79.9
Newark & Sherwood	77.2	81.4
Nottingham	73.5	79.3
Rushcliffe	79.3	82.2

## Transforming Mission:

Bishop Paul was installed in February 2010 and after a year of visiting places, meeting people, listening to stories and sharing experiences across churches and communities, he explained: “I have been seeking to discern what God is already doing amongst us, recognising it and encouraging us all to join in. I believe this is our vision from God together, our God given strategy. It grows too from engaging with scripture, particularly passages from Isaiah (56-66). I hope this will provide a stimulus for planning and action to enable us to see God doing even greater things among us that will be transformational for us and those among whom we live and work.”

The full text of the explanatory leaflet *Joining Together in the Transforming Mission of God*, is available from the website: [www.southwell.anglican.org](http://www.southwell.anglican.org). This outlines how churches, communities and the world might begin to engage further and develop mission through three practical strands – under the headings of, **Living Worship, Growing Disciples & Seeking Justice**.

The three strands, working together with the four values of the diocese (**discerning God, valuing people, serving communities and enabling change**) continue to underpin all we do as we join together with God, one another, our fellow Christians and our fellow humans.

The Diocese is committed to releasing and empowering both clergy and laity for front line mission and ministry, drawing upon their experience and skills as required to maintain a relevant and equipping infrastructure.

*Shared Episcopate:* Bishop Paul is committed to sharing oversight with both lay and ordained colleagues, with its accompanying responsibilities and accountability. Bishop's Council, and Diocesan Synod are responsible for policy decisions with Deaneries and Directors fully engaged in their implementation, along with Bishops and Archdeacons. Consultation usually takes place through time-limited task groups rather than the traditional system of boards. At the last elections Diocesan Synod decided to reduce its number of delegates to the minimum to facilitate improved discussion and the engagement of delegates.

*Delegated Authority:* The Diocese made a significant change in its governance structures and modus operandi in 2003, putting it in the vanguard of dioceses seeking to modernise and improve efficiency. While Bishop's Council maintained its usual role its members became, in addition, the directors of the Board of Finance; the Mission and Pastoral Committee; and the Parsonages Board so that virtually all policy and resource decisions are taken by a single group as delegated by Synod.

The effectiveness of this arrangement is regularly monitored and it has been found to be working well. The Board of Education is responsible for those matters remitted to it by the DBE Measure.

There is delegated authority via the Chief Executive, to staff within Dunham House, especially to the heads of the various departments. The Archdeacons and Chief Executive regularly meet as a "Trio" to oversee the implementation of strategy across the diocese.

*Enhanced Deanery Leadership:* Following consultation in 2007 a reduction in deanery numbers from 14 to 9 took place. With this has come the enhanced role for leadership within each deanery, with Area Deans being allocated 30% of their time to deanery responsibilities. Financial resources are provided to the deaneries (up to £75k across the diocese in 2011) to help them provide administrative and other support, with all now employing a part-time deanery administrator. Some decisions will be increasingly devolved to deaneries with a clear understanding of subsidiarity. Decision making and oversight are being brought closer to the source of the delivery of mission and ministry into the local context. For example, the allocation of parish share to the individual parishes in the deanery is worked out at deanery level. It is also expected that the new Deaneries will enjoy closer working relationships with local authority and other statutory and voluntary agencies.

*Deployment of Clergy (and Laity):* The Diocese has been working to a plan of Key Leadership Posts which targeted a specific number for 2012. Consultations are currently under way to determine the number of paid posts (lay or ordained, parish/deanery/diocesan) up to 2020. We already have a number of lay pioneer ministers taking responsibility for churches and mission initiatives. Over 2000 laity are actively involved in ministry, and the *Working Well Together* programme seeks to integrate the work of clergy, readers and other laity in all areas of church life. In order to support the laity the average length of vacancy has reduced to c.6 months. This is the result of a policy to fill vacancies as soon as possible including, on occasion, commencing the process prior to the departure of the outgoing priest.

*Release, Renew, Restore:* This is a programme of enabling change in parish governance and buildings in order to release clergy and laity in mission. It has come out of the recognition that clergy and laity in multi-parish benefices become encumbered by the number of meetings required statutorily; the level of resources (human and financial) to maintain buildings; and the effect on morale of providing services for a congregation that in some instances averages 1.7 people.

## **Our Cathedral:**

Southwell Minster became the Cathedral Church of the Diocese in 1884, it is a much older church and the present Romanesque building celebrated its 900th anniversary in 2008. The Cathedral is also the parish church for part of the surrounding community of Southwell and has strong links with the adjacent Church of England secondary school – the Minster School.

The Dean, Canon Precentor, Canon Pastor and Canon For Education & Learning are the residential clergy. The Cathedral is renowned for *Time Travelling*, a programme of introducing children to the Christian faith through exploring the Minster building and there is an established education team working within The Minster, linking with local schools.

Collaboration is developing between Dunham House and the Cathedral with some diocesan staff providing direct support in communication, finance and property.