

STATEMENT OF NEEDS FOR THE NEW BISHOP OF LONDON 2017

The new Bishop of London will need to have an unwavering focus on mission as the basis for handling and prioritising between the many competing demands within this vast role.

There is much to do, in order to bring more people to Christ, share Christ's love with London and beyond, and sustain the faith and life of our parishes and worshipping communities. The new Bishop of London will be inheriting a strong platform, established by Bishop Richard, together with the parishes, cathedral, clergy, senior staff and stakeholders across the Diocese. This platform is set out in:

1. The Values of the Diocese
2. Capital Vision 2020
3. The Area Scheme
4. The London Plan
5. The Diocese of London Policy Papers

We see this inheritance as a platform on which our new Bishop can build while bringing something new, the potential to surprise and the ability to grow into the role, as together we take forward the mission of our Diocese, in the strength of the Holy Spirit.

This Statement of Needs summarises what we see as the main diocesan priorities and the roles and personal qualities of the new Bishop of London in upholding and building on these to take forward our confident, compassionate and creative mission to London and beyond: a Bishop who will love London and love all who live, work and worship here, for the sake of Christ.

Words in italics are quotations from the Common Worship ordinal for bishops

This document is in two sections:

- Section A sets out nine priorities for our Diocese (numbered in blue text) and the roles we believe the Bishop will need to play (as bullet points in black text) within each priority
- Section B sets out seven personal qualities that we seek in our Bishop in order to fulfil the roles and work with us all to meet the priorities

A: The Priorities of our Diocese and roles our Bishop will need to undertake:

1. Evangelise: proclaim effectively the historic and eternal gospel in a changing world and society and live it out in mission, reaching out to a city that is both secular and full of faith:

- Personally teach, preach and share the faith, using a variety of media, bringing fresh confidence, courage and inspiration to clergy and laity alike to communicate the Gospel and make disciples of Jesus Christ;
- Lead people in boldly *proclaiming the glorious gospel of Christ, so that the good news of salvation may be heard in every place* in London;
- With humility and graciousness as a spiritual leader in London, seek and facilitate fruitful ecumenical partnerships, old and new, in London and beyond the Diocese, for the sake of our common Gospel mission, including international church links across and beyond the Anglican Communion.

2. Reach out to an ethnically diverse population, enabling our churches to be places of integration:

- Engage with communities to understand, expose and dismantle barriers that prevent BAME residents of London coming to Church of England churches;
- Actively try to reach people of every language, group and nation living in London *with the good news of salvation*;
- Ensure that Christians of all ethnicities know they are valued and welcomed within the churches of our Diocese;
- Grow and strengthen the BAME presence and voice in our synods, councils and decision-making structures.

3. Grow the church: building on the direction of Capital Vision 2020, pursue growth across the Diocese through mission and evangelism and build up the Church both numerically and in depth of discipleship:

- Lead creatively in revitalising churches and planting new ones, across the variety of church traditions, taking risks for the sake of the Gospel and valuing the contributions which London's larger churches can make, so that there is a vibrant church in every community confident to share the Gospel, compassionate to local needs and creatively reaching those around them, with the capacity to bring resurrection and transformation to every local community;
- Lead, inspire and encourage leaders so that all parish churches and missional communities, whether small or large, grow in being Christ-centred and outward looking, *that the good news of Christ may be proclaimed* as all the diverse people who live

and work in the Diocese see and hear Jesus Christ revealed in their midst, in worship and service, deed and word, and experience his love.

4. Nurture, diversify and grow ordained and lay vocations; support all those leading parishes and missional communities:

- *Discern and foster the gifts of the Spirit*, encourage diversity of ethnicity, gender and tradition in public ministry in the Diocese, both lay and ordained, and support the provision of theological education to equip all for their diverse ministries;
- Work towards increasing the numbers of women and BAME priests and incumbents in the Diocese and in senior leadership;
- Pastors the pastors, *with the Shepherd's love*, and ensure that they are well supported: *to be merciful, but with firmness; to minister discipline, but with compassion*;
- Nurture vocations in the widest sense, so that every church member is helped to discover the good things which God has created, called and equipped them to do, including equipping ambassadors for Christ in communities, schools and workplaces.

5. Achieve a step change in engaging children, young people, young adults and families with the Christian faith, including working with schools:

- Lead a vision and strategy for reaching younger generations with the Gospel message, the love of Christ and the offer of a vibrant and supportive Christian community where they can grow in faith and feel at home;
- Listen actively to young people to ensure that we understand their lives and culture, so we can support their growth to spiritual maturity and value their contribution to church life;
- Make strenuous efforts to reach the most marginalised children, young people, young adults and families;
- Lead the church in inspiring and supporting families to pray and grow in faith together;
- Provide strategic support for the London Diocesan Board for Schools to ensure synergy between churches and schools at a time of major changes in education.

6. Pursue Kingdom Justice: proclaim the Kingdom of God, in works of justice and mercy, healing and transforming communities with compassion in the name of Christ:

- Have a *special care for the poor, the outcast and those who are in need*;
- Understand the lives of the most vulnerable in our society, including those with mental health issues, and the work and potential of churches located in areas of high social need;
- Empower our churches to *confront injustice* with warm and generous practicality and the transformational hope of the Gospel.

7. Ensure that we live together in generous orthodoxy which is grounded in Scripture and enables mutual flourishing of the whole Christian Church within the Diocese:

- Hold together within the canons of the church a theologically diverse Diocese, enabling each tradition to flourish, *that the world may believe*;
- Operate the London Plan in a way which gives full effect to the House of Bishops' Declaration on the Ministry of Bishops and Priests and its five guiding principles and thus both affirms the priestly and episcopal ministry of women, and assures those who on the grounds of theological conviction are unable to receive it that they have an honoured place in the Diocese, so that all traditions can thrive;
- Lead the Diocese through what are likely to be very challenging times for the Church of England around the issues of sexuality and marriage, in the context of divergent theological convictions held in the Diocese, which range from those who wish the church to marry same-sex couples to those holding the traditional understanding who wish *discipline with compassion* to be exercised in respect of clergy who do not order their lives in accordance with that understanding.

8. Have a prophetic voice: speak truth to power in a city with extraordinary wealth and poverty:

- Speak distinctively Christian truth into the political discourse of our city and country *in the name of God*;
- Help to set the moral compass of our nation: *proclaim the gospel boldly, confront injustice, speak for those who have no other to speak for them*, particularly those who are persecuted as Christians worldwide;
- Partner with civic colleagues across our Diocese, particularly in City Hall, the City of London, the City of Westminster and amongst the Livery companies;
- Be the Bishop **for** London not just the Bishop **of** London;
- Engage positively with other faith leaders for the common good of the communities we serve.

9. Use diocesan resources strategically and sustainably for mission:

- *Govern Christ's people in truth*: keep a firm hand on the tiller of the central diocesan administration to ensure that the focus remains on mission;
- Serve and support the Bishop's Staff and Senior Management of the Diocese;
- Ensure the Diocese is financially stable and prioritises resources towards mission;
- Work within the Area Scheme with confidence, both building a team and in delegation to colleagues.

B: The qualities we seek in our new Bishop:

1. Christian maturity and prayerfulness (as the sources of resilience required to undertake a role of this scale)

- Someone who is *diligent ... in reading Holy Scripture and in all studies that will deepen his or her faith and fit him or her to bear witness to the truth of the gospel*;
- A person of prayer abiding in Christ's love who will *love and pray for those committed to his or her charge*, leading us in being a praying Diocese in the way of holiness;
- Someone who exhibits the characteristics of Christian maturity, in particular humility, graciousness, kindness, patience, resilience, joyfulness, faith and self-awareness as they are conformed more and more to the image of God's Son;
- A person with an evident and reverent fear of God who humbly offers a distinctive message as one of the most senior Christian leaders in the country.

2. A theologically orthodox and able *guardian* of word and sacrament (as the foundation for being the Bishop of our theologically diverse Diocese and the *principal* Christian minister of our capital city)

- A person deeply grounded in Scripture, convinced of the apostolic Gospel and committed to the historic understanding of the Christian faith with a generous and firm grasp of Christian orthodoxy, and so equipped to be a *faithful steward of the mysteries of God*;
- Someone committed to *teach the doctrine of Christ as the Church of England has received it who will refute error and hand on entire the faith entrusted to them*;
- A person who can command respect across the theological spectrum and so be able to *maintain and further the unity of the Church, uphold its discipline and guard its faith*;
- A person who is clear on the uniqueness and finality of Christ, while friendly to people of other faiths;
- An able and rigorous theologian with outstanding communication skills.

3. A communicator with an outstanding ability to connect with the ethnic, cultural, social and economic diversity of London and to seize the myriad of opportunities to communicate in this role

- An inspiring and creative preacher and teacher, who is media-savvy and able to build a media profile, who draws convincingly on the intellectual and spiritual depth of the Christian tradition in order to communicate the Gospel effectively to a wide range of people — everyone from the prime minister to the primary school child, from royalty to refugee, combining moral courage and boldness with diplomacy and grace;

- Someone able to relate to different cultures who loves London, who is determined to strengthen the BAME voice in our Diocese - experience of working in London or other cultures would be an advantage;
- *As principal minister of word and sacrament*, someone of presence, with charisma and rapport with people, friendly and approachable, with the ability to preside and preach at large services and at events of national and international significance;
- A person able to inspire young people to be more visible and involved in diocesan structures and life.

4. A highly empathic and compassionate person

- *A shepherd of Christ's flock* who is a pastor equally for clergy and laity, for young and old;
- Someone who can relate with compassion across the wide spectrum of people in London and beyond, with a heart in Jesus Christ which encompasses the poor, the outcast and the privileged, charities and businesses, the suburbs and the City;
- An empowering servant leader, with deep roots in the faith of the Church which enable creative handling of the challenge of supporting others to lead (including empowering support for other members of senior staff and the clergy and lay leaders of the Diocese);
- Someone with a personal desire to lead a church which shows Christ is all and in all, through united, ethnically diverse congregations;
- An empathic pastor for younger generations, with outstanding listening skills to understand their lives, especially connecting with the most vulnerable young Londoners facing challenges such as poverty, knife crime, gang culture and mental health problems;
- Someone with warmth who is able to build rapport with and engage all levels of society from the Queen and Parliament to the most vulnerable.

5. A missionary who will lead us in our bold desire for growth

- A leader in mission whose whole life is centred on Jesus Christ and nurtured, sustained and energised by the Word and the Spirit of God;
- A person committed to growth as 'part of their DNA' with a proven track record of bringing people to faith, growing a substantial congregation and inspiring and training others to lead congregations in growth;
- An encourager of mission initiatives: someone with proven experience of engaging in mission who both proactively nurtures and leads in mission and allows things to happen, who can take risks in partnership with others and deal positively and creatively with the consequences of failure.

6. Someone committed to mutual flourishing (to hold together our diverse Diocese)

- A person committed to upholding a generous orthodoxy which inhabits and lives the story of God in the scriptures, the creeds and the tradition, making room for the whole spectrum of the Christian Church who wholeheartedly affirm that story;
- A bishop who is committed to affirming women in their ordained roles as priests and bishops in the church by appointing, supporting, pastoring and enabling their ministry and fostering their vocations (irrespective of the bishop's own theological position on Holy Orders);
- Someone with a demonstrable track record of words, actions and decisions that contribute to the mutual flourishing of all traditions and *promote peace and reconciliation in the church*, not controversy or suspicion;
- Someone who is sensitive to points of tension and adept at relating across the traditions of the Diocese whilst uniting it in mission; and is diplomatic but courageous and encourages all to do what they do best.

7. A person with strategic leadership skills

- A person able to hold a broad strategic view, setting a culture for the Diocese, whilst having a sufficient grasp of the detail and governance of the Diocesan infrastructure as required and who is able to ensure a highly disciplined focus on priorities, avoiding being sidetracked;
- A person with the experience and skills to lead on key appointments to the senior management of the Diocese, and the confidence and wisdom to delegate appropriately;
- Someone able to think through and reflect on the implications of our national discourse at a parochial level;
- A person with the strategic leadership required to ensure that the Diocese upholds the highest standards of safeguarding;
- Someone who can deal creatively with conflict and uphold pastoral processes with firmness and compassion, while open to reducing bureaucracy;
- Someone with experience of the realities of parish and diocesan finance, alongside the strategic vision required to maintain the financial viability of our Diocese while pursuing our bold agenda for growth and mission.

We hope that our next Bishop of London will be willing to commit to serve our Diocese for a significant length of time; we pray that God will provide us with a bishop who will both love the Lord our God with heart, soul, strength and might and also love London with all who live, work and worship in this world city, for the sake of Christ.