



**Diocese of Canterbury**  
**CHANGED LIVES ⇒ CHANGING LIVES**

# STRATEGY OUTLINE



# OUR VISION

No one can encounter God and remain unchanged. From Moses at the burning bush to Jesus himself at his baptism; from fishermen leaving their nets, to the women who first witnessed the resurrection - the Christian story is a story of lives transformed. And the story goes on - we are called to partner with a generous God so that lives changed by an encounter with Christ overflow into families, homes and communities and will be changed for the better: *Changed Lives* → *Changing Lives*.

## OUR VALUES → HOW WE WILL GO ABOUT OUR WORK TOGETHER

- **Listening: to God and one another**  
Trusting that God guides us and that to do his work, we need each other.
- **Celebrating what is good**  
Sharing stories of how God has been at work, in big and small ways, and investing in 'cross pollinating' what we're learning across the Diocese.
- **Risk-taking**  
Valuing creativity and trying new approaches, even when we're not sure it will work. Encouraging supportive accountability with a focus on learning, rather than blame.
- **Every-member ministry**  
Encouraging and supporting each to discern their calling and play their part, sharing leadership and working together at all levels.
- **Letting the edge shape the centre**  
Being attentive to the voices of those on the edge of our communities, being ready to learn from them and letting their needs shape our mission.

## OUR OBJECTIVES → WHERE WE'RE HEADING

- Growing the Church, numerically and spiritually
- Re-imagining ministry for lay and ordained
- Building partnerships that enrich communities

## OUR GOALS, 2018-2022 → OUR SPECIFIC PRIORITIES

Over the next five years as a Diocesan family, we choose to:

- become more connected and mission-focused in prayer
- become more diverse: with more people from more communities in our congregations, especially young people and those from deprived areas
- offer more courageous leadership: calling, equipping and supporting lay and ordained people to lead the Church in mission in a rapidly changing culture

# PROJECTS: WHAT WE'RE DOING

## CHANGING LIVES PRAYER NETWORK

Our diocese is already full of people who are faithful in prayer. The Changing Lives Prayer Network will build on our rich heritage to deepen our shared life of prayer in a more intentional way, by:

1. helping us as a diocesan family to listen for God's direction
2. connecting people across the Diocese in creative prayer
3. equipping us to pray more and to pray more deeply

We will be celebrating a Diocesan Day of Prayer and Pilgrimage on 7 & 8 June 2019, as part of Thy Kingdom Come's global wave of prayer.

[www.canterburydiocese.org/prayer](http://www.canterburydiocese.org/prayer)

## IGNITE: CHURCH, BUT NOT AS YOU KNOW IT

*Ignite* is a worshipping community for those on the edges of our society, for whom 'traditional church' might not make much sense. There are already three *Ignite* congregations in the Diocese and, with support from the Church Commissioners, we are well underway with planting a further nine across the Diocese and the Channel Islands. Although these first plants are aimed at particular groups of people, there will be lessons and resources from this project that can benefit churches in all contexts.

[www.canterburydiocese.org/ignite](http://www.canterburydiocese.org/ignite)

## PRIORITISING YOUNG PEOPLE

Many of our communities are already engaged in flourishing ministry with teenagers. Building on this, we will establish new youth hubs which will aim to increase the number of teenagers in our churches and to encourage and nurture teenagers as disciples. The first hub will be established in Sittingbourne, with churches from across the deanery working together to help young people connect with faith and worship in new ways. This work will be overseen by Youth Hub Project Leader Louisa Ley. With the aim of supporting this ministry across our diocese, we will be looking out for what learning and resources might benefit churches that are seeking to work with teenagers in a variety of contexts, as part of the continued development of our commitment to 'Whole Church.'

Email Archdeacon Jo Kelly-Moore ([archdeacon@canterbury-cathedral.org](mailto:archdeacon@canterbury-cathedral.org)) for more information.

## CHANGING LIVES CONVERSATIONS

- How is knowing Christ changing your life now?
- How can we better support one another to be seven-days-a-week disciples?

These questions are designed to help us think about how confident we are in our faith, and in sharing that faith. Across our diocese, church and community groups will be meeting regularly to ask each other these questions, seeking to learn how we can better help one another to grow in confident faith.

[www.canterburydiocese.org/changing-lives-conversations](http://www.canterburydiocese.org/changing-lives-conversations)

## MISSIONAL LEARNING COMMUNITIES

Missional Learning Communities (MLCs) enable us to find God's way forward in mission in our changing contexts and changing world - transforming the culture of the church. The first MLC began in 2019, comprised of teams from Maidstone, Folkestone, Kingsdown and Creekside and the Len Valley.

MLCs have been designed with an eye to the issues facing the Diocese of Canterbury. Rooted in spiritual practices, the process will lead to longed for renewal in mission - with growth in numbers, depth and vitality in our churches. Local church teams cluster together to form each community with an initial commitment of three years.

## RESOURCES

### MINISTRY

Nearly 40% of all central and local finances across our diocese is spent on parish ministry and clergy training. Within the next 5-10 years 46% of our clergy within are due to retire. We're not alone in this - the situation is similar across the Church of England. Investment in ministry is therefore a critical requirement and - as ordained ministry becomes increasingly under pressure - the ability of dioceses to resource this through trained local people is also critical. We are therefore committed not only to investment in vocational discernment in our communities, but also to re-imagining the shape of lay and ordained ministries across our diocese.

### FINANCE

Our Archbishop's Council approved, in June 2016, a five year financial strategy through to 2021. This strategy foreshadows year on year increases of Parish Share of around 4% which is principally dominated by the need to increase vocations and training. The cost of ordinand training is in the region of £350k per person, spread over a maximum of 10 years, so the financial pressures this places upon our churches and diocese are considerable.

Against this backdrop therefore, our diocesan strategy imposes some considerable challenges. The Church Commissioners has pledged nearly £1m so far for the *Ignite* project but expects us to bear some financial responsibility for such new strategic developments. Recognising the pressure on local finances, we are striving for cost efficiencies in the services we provide and are looking to our financial reserves and associated trusts for further funding. It is therefore really encouraging that the Appleton Trust has pledged £300k to our strategic work over three years. The Allchurches Trust has also signified that its diocesan allocation over the next four years, amounting to around £480k, can only be used in support of our strategy of prioritising young people. The Marshalls Charity has already given £100k in support of the *Ignite* initiative.

### DIOCESAN HOUSE

Our Archbishop's Council has agreed to look at the facilities offered at Diocesan House to ensure that it is fit for purpose. Rather than relocating Diocesan House, our Council is considering how better use may be made of the space we have to provide better facilities for our staff and wider Diocese. This may take some time to come to fruition and we will be mindful of both our financial resources and the need to reduce our environmental impact.

[www.canterburydiocese.org/strategy](http://www.canterburydiocese.org/strategy)