

Strategic Programme Highlight Report

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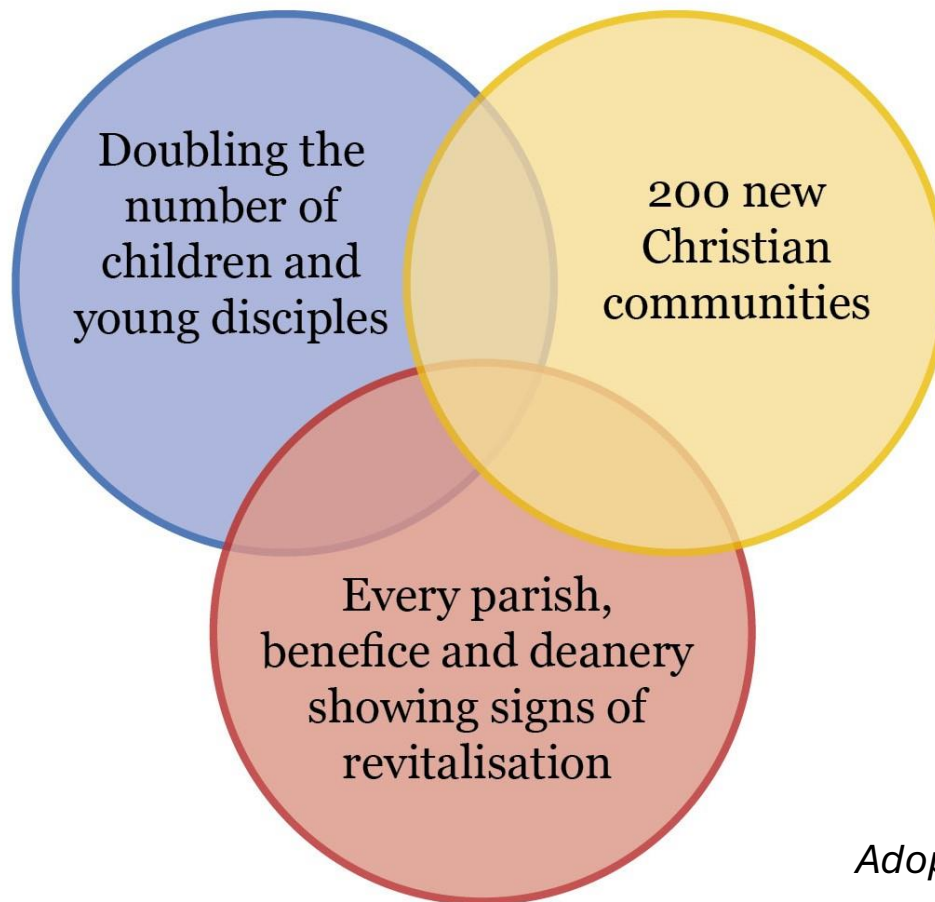


Diocese of Canterbury
CHANGED LIVES ⇨ CHANGING LIVES

Introduction

This highlight report is designed to provide a summary of the status of our strategic programmes for Archbishop’s Council and Diocesan Synod.

Our three bold outcomes for 2030:



Adopted by Diocesan Synod Jul-23



Resourcing Churches

No significant concerns

A long-term plan to see resourcing churches established in all major urban areas of the diocese focussing on rapid growth, young people and families and making new disciples. Resourcing churches supporting revitalisation in neighbouring parishes and potential new church plants e.g. estates.

Highlights

- Successful SMMIB funding request for £3.2m for our first two resourcing churches with very positive feedback.
- Holy Trinity Margate will resource the neighbouring parishes of St. Paul’s Cliftonville, St. John’s and All Saints Westbrook. Funding included for repairs/refurb of St. Paul’s etc..
- St. Luke’s will help to resource St. Faith’s initially. Funding included towards extensive refurbishment of St. Luke’s.
- A new church planting officer will support the programme.

Concerns

- Finding a suitable new clergy house for St. Faith’s.
- Ramping up capacity to support the projects.
- Recruiting the right personnel.

Next Steps

- Develop further details for how St. Luke’s can support other parishes in Maidstone. [In progress]
- Establish project boards for both projects. [In place]
- Recruit minister for St. Faith’s. [In progress]
- Initiate building works at St. Luke’s. [In progress]
- Develop plans for the next resourcing church in Ashford with SMMIB funding request anticipated in 2025. [Started]

Future

- Dover and Canterbury indicatively might be the next locations.
- Further work required to determine where the next most appropriate location might be.
- Develop an appropriate strategy to support growth in rural and semi-rural parts of the diocese. Topic for residential meeting with Area Deans & Lay Chairs in June.



Youth Ministry

Some concerns

An initial tranche of seven youth ministers to be located in churches with the largest number of young people to support the growth and development of youth ministry. Part of the role is also to encourage nearby parishes with their youth work. Grants are provided towards cost on a reducing basis over five years to encourage sustainability. Also running Youthscape LaunchPad & Ministry Experience Scheme.

Highlights

- Four of the seven youth ministers now in place:
 - St. Alphege Seasalter, St. Luke’s Maidstone, St. John’s Folkestone, St. Mary Goudhurst
- Jen Tobin, Lead Officer for Children and Young People Ministry, meeting regularly (every 6 weeks) with youth ministers
- First cohort of Youthscape Launchpad completed
- Key Youth events organised for the coming year, including Fuse and workshop/worship event for our secondary schools
- “Future Youth” ministry experience scheme offer for 2024/5

Next Steps

- Discuss with parishes on the reserve list for youth ministers.
- Ensure regular reviews with host incumbents take place.
- Launch “Canterbury Diet” for youth ministers.
- “Flourish” (new worshipping communities in schools) national funding application unsuccessful. ABC has approved local funding to enable 3 pilot schemes to proceed: Woolmer, New Romney, Grove Green & Boxley
- Further work on proposal from St. John’s Swalecliffe to support children, families and youth work.

Concerns

- Youth Ministers
 - Two of the original seven churches have withdrawn
 - A third has not formally signed up
 - Reserve list parishes concern over financial commitment
- Ospringe Youth Missioner will need revised proposal to ABC

Future

- Potential to request further youth minister funding. However, we are noting concerns from parishes about meeting the costs as the grants phase down in later years.
- Develop models that might work in other contexts, especially rural e.g. Ospringe model, Bapchild and Tonge model, Flourish



Ignite



No significant concerns

A model initially developed at St. Paul’s Cliftonville to help reach disadvantaged communities now replicated in 7 other locations. “It’s church but not as we know it” creating new Christian communities in places that are normally hard to reach. The model has also been successfully used with families and youth.

Highlights

- External independent project review completed as phase 1 draws to a close. Broadly positive.
- Our newest family Ignite at Aylesham is attracting 25+ regularly after only 4 months! They have also started using Ignite material for their youth group.
- Ignite booklet to be published by the Bible Reading Fellowship early 2025.
- Several parishes are showing interest in hosting an Ignite as part of a Phase 2.

Concerns

- One enabler left at Sittingbourne as end of contract was July. The other enabler’s contract has been extended by 4 months to offset.
- Uncertain whether the Sittingbourne plant will be sustainable when the remaining enabler’s contract ends in November. However, no further investment recommended.

Next Steps

- Manage the end of enabler contracts in Maidstone, Sittingbourne and Herne Bay.
- Work with interested parishes to build proposals for inclusion in a Phase 2.
- Review the base model, probably reducing to a single part-time enabler, employed by the parish rather than the diocese.
- This will help to ensure a strong buy-in from the parish which has been shown to be a critical success factor in Phase 1.

Future

- Need to consider the shape and size of a potential phase 2, how it might be funded and supported. Proposals to be considered at a future ABC.
- Initial thoughts are to phase the launches.



Deanery Planning

Some concerns

All deaneries to develop a plan for growth with their benefices and parishes that will help them to work towards achieving the Three Bold Outcomes. A focus on what might be the game changers and what support will be needed.

Highlights

- Regular meetings involving Archdeacon, PMO, Area Deans and Lay Chairs.
- Facilitated Action Learning Sets in place for Area Deans & Lay Chairs to provide mutual support for this challenging work.
- Deanery Plan Guide published
- Area Deans & Lay Chairs with SPB on-line discussion forum successfully trialled. Rollout in June.
- LYCiG conference for July fully booked and planning 2025.

Concerns

- Progress is slower than hoped for.
- Capacity seems to be the biggest challenge.
- Many parishes appear to have lost the habit of Mission Action Planning. (See LyCiG under “Other Updates”)

Next Steps

- Residential with Area Deans & Lay Chairs in June.
- Encourage “out of the box” thinking.
- Ensuring thematic initiatives such as resourcing churches, Ignite etc are linked into deanery plans.
- Recruit to DIP-funded Strategic Data & Measurement PMO post. This will help to provide and maintain deanery base data and project tracking. [Out to advert]
- Consider feasibility of local mission enablers to provide capacity “on the ground”

Future



Key Risks

| Risk | Current Risk | Actions | Residual Risk |
|--|--------------|--|---------------|
| Lack of capacity within deanery leadership to develop plans for growth | High | Regular meetings with Archdeacon & PMO Offers of further support Possible funding request for more local resource | Medium |
| Insufficient scale and pace to make a significant difference | High | Emphasise the importance of every parish and benefice being engaged Encourage parish Mission Action Plans Leading your Church into Growth course Engagement through media channels (Comms) | Medium |
| Insufficient investment available | High | Plan for future DIP (SMMIB) requests Explore other funding opportunities Raise profile of Canterbury with national church | Medium |
| Lack of capacity within diocesan support to add sufficient momentum | Medium | Programme Management Office funded through DIP (SMMIB) Recruit Data & Measurement post (was held in a recruitment queue) Recruit Church Planting Officer Possible funding request for more (local) resource | Low |

Extract from the Strategy Risk Register maintained by the Programme Office



Funding Applications Summary

| Application | Date | Amount | Status | Notes |
|---------------|--------|--------|--------------|----------------------|
| DIP (SMMIB) 1 | May-23 | £1m | Awarded | Conditions met |
| DIP (SMMIB) 2 | Feb-24 | £3.2m | Awarded | Conditions to be met |
| Flourish | Apr-24 | £92k | Unsuccessful | Feedback awaited |
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