

# CALLED TO GROW

Planning toolkit

## SIMPLE STEPS

of **intentional planning** and reviewing to **shape** our love for Christ and **focus** our energies so we are more **effective** in all we do as Church.

## THE STEPS

### Step 1: Who are you?

As a church within your community

### Step 2: What does this mean?

For you and your community

### Step 3: What now?

To become the church you need to be for those around you

### Step 4: Let's do this!

With your parish and your community

### Step 5: What has happened?

Within your church and wider community?

Learn more at:  
[www.rochester-anglican.org/resources/called-to-grow/](http://www.rochester-anglican.org/resources/called-to-grow/)

## INTRODUCTION

### Can you picture your church in 20 years' time?

Across the Diocese we long to see people to know and love God.

Whatever our context, whatever our tradition, we can always step back and review what we do already and where we might want to move forward.

This toolkit is designed to guide you and your church as you go on this journey of discovery and growth.

It is our prayer that we will encounter the Holy Spirit working in all sorts of unexpected ways as we pray and ponder, prioritise and plan.

*Bishop Simon Burton-Jones*

To find out more about Called to Grow visit:

[www.rochester.anglican.org/resources/called-to-grow/](http://www.rochester.anglican.org/resources/called-to-grow/)

# STEP 1

## Who are we?

As a church, within our community



WHEN HE DESCRIBES THE KINGDOM OF GOD, ONE OF THE COMPARISONS JESUS USES IS THAT OF A MUSTARD SEED; SO SMALL AS TO SEEM INSIGNIFICANT, YET WHICH GROWS INTO A TREE WHERE LIFE FLOURISHES.

# STEP 1

It is easy to make assumptions about your church and community which, if wrong, will lead you into missional activities which will not lead to growth.

The more information you have, the more successful any resulting plans will be.

In listening to God, our community, and our church, we are seeking to answer the following questions: Why does our church exist? What does our church do?

This is the step most often missed out by churches when planning for mission, however, is the most crucial.

## IN PRACTICE

There are many tools and ideas for how you can complete this step. Below are some examples:

- 1 Take a 'drone view' of the church and its local community. What are the barriers to people being part of the church? What are the ways that people have come to church? (See our 'How to' section for a full list of questions.)
- 2 Plot the history of the church and the local community on a path. What have been the major events affecting the people? What have been the highs and the lows?
- 3 Plot your strengths and weaknesses as well the opportunities and threats on a simple grid – also called a SWOT analysis. (see How to section)
- 4 Use data collected internally, such as Statistics for Mission, the Electoral Roll, the accounts, any surveys which have been carried out to give you a full picture of your church.
- 5 List Resources (personnel, financial, buildings and grounds, relational, networks, reputation...).
- 6 Draw up time usage sheets - how are time and resources being spent? Is it being used efficiently?
- 7 Conduct a 'Toblerone' matrix to list all the things you do as a church.

\* See Page 30 for more Step 1 'How to Guide'

## SCRIPTURE

*Nehemiah 2:12-17*

*Luke 2:46* (Jesus listening in temple)

*Numbers 13* (Moses and the spies)

*Proverbs 2:11* (Importance of planning and understanding)

*Mark 10:46-47, 51-52* (Jesus asks blind man what he wants, not making assumptions)

## FURTHER READING

These are not required reading, but you might be interested to take a look at the following:

- *How churches grow, decline and experience revitalisation* by Bill Henard. Chapter 12 of Reclaimed Church
- *Listening for Mission: mission audit for fresh expressions*
- Review section of *Mission Action Planning*
- *The Theory and Practice of Change Management* by John Hayes, Chapter 8

## PRAYER

Come, Holy Spirit, fill the hearts of your people and kindle in us the fire of your love.

All who are led by the Spirit of God are children of God and fellow-heirs with Christ.

Come, Holy Spirit, fill the hearts of your people.

Renew the face of your creation, Lord, pouring on us the gifts of your Spirit, and kindle in us the fire of your love.

For the creation waits with eager longing for the glorious liberty of the children of God.

Come, Holy Spirit, fill the hearts of your people and kindle in us the fire of your love.

cf Romans 8

# COMMUNICATION

This is a great opportunity to get the whole church and local community involved, as you explore who you are. There will also be a greater chance of everyone owning the Called to Grow Plan. Here are some ideas you might like to try:

- 1 Introduce Called Together in a format which church members will find accessible.
- 2 Set up prayer stations which ask people to engage with questions about where there is life in the Church, where there is darkness, what they are excited or hopeful about.
- 3 Allow for both open and confidential feedback through, for example, a prayer wall and prayer box.
- 4 Hold a prayer vigil, 'boiler room' or 24/7 prayer for a weekend or week. Why not choose a significant time in the Church year, such as Pentecost or your patronal festival?
- 5 Put up a large 'blob church' diagram in the church. Invite people to sticker, or colour a part of, the 'blob person' they most identify with. [www.blobtree.com](http://www.blobtree.com)
- 6 Meet with your community, the businesses, schools, groups and organisations, residents and civic offices, as well as the local churches. Let them know what you are doing.
- 7 Get involved in local Facebook groups and community apps. A great way to connect with your community in an informal way.
- 8 Send a questionnaire out to local people, asking how they view the church, what they need from you, and what they may wish to contribute. Be prepared for responses you don't like, but you do respond to them as it is you who asked the questions.
- 9 Hold Bible studies, parish weekends, or give sermons with a focus on bringing the church community together to discuss who they are as Church.

# STEP 2

## What does this mean?

For the church within its community



*"It is our prayer that we will encounter the Holy Spirit working in all sorts of unexpected ways as we pray and ponder, prioritise and plan."*

Bishop Simon Burton-Jones

## STEP 2

It is recommended that, after all the information has been gathered in Step 1, a small group is formed. The purpose of the small group is to sift through the information, interpret it and work out the key details and points for action.

During this stage, broad aims or perhaps a vision statement will emerge be decided upon.

### IN PRACTICE

**1** The group should be small enough to make decisions, but large enough to reflect the church members and include different personalities, gifts and styles.

**2** The group could include the incumbent and other clergy, Licensed Lay Ministers, as well as other lay members who will broaden the personality and skill set of the group.

**3** Don't forget to include voices who might be willing to challenge or take an alternative view!

**4** Choose a person who will coordinate (or chair) the group. This does not have to be the incumbent.

**5** Notes of each meeting should be taken so that views are heard and recorded, and action points are available for the next meeting.

**6** Decide upon three or four meeting dates, as well as the times and duration of meetings, so all group members can attend and understand their commitment.

\* See Page 31 for more Step 2 'How to Guide'

### SCRIPTURE

Theology of vision: *Nehemiah 2:17*

Common vision: *Acts 2:42*

*Exodus 24*

*Mark 6:7-31*

*Mark 3:13-18; Luke 6:12-16* (Diversity)

*1 Corinthians 12: 17-31*

The Trinity

*Proverbs 15:22*

### FURTHER READING

These are not required reading, but you might be interested to take a look at the following:

- *Reclaimed Church* by Bill Henard, Chapter 13
- *Growing Healthy Churches*. [www.growinghealthychurches.com](http://www.growinghealthychurches.com)
- *How to become a creative church leader* edited by John Nelson, Chapters 14 and 27
- Mart Tanner gives his tips for meetings and chairing them: [www.churchtimes.co.uk/articles/2017/3-march/features/features/how-to-run-a-perfect-pcc](http://www.churchtimes.co.uk/articles/2017/3-march/features/features/how-to-run-a-perfect-pcc)
- *Meetings, Meetings* by CPAS [www.cpas.org.uk/download/603/web\\_load%252FWILMeetings2-1266314282.pdf](http://www.cpas.org.uk/download/603/web_load%252FWILMeetings2-1266314282.pdf)

### PRAYER

Almighty God,  
you have given  
your Holy Spirit  
to the Church to  
lead us into all  
truth:

bles with the  
Spirit's grace  
and presence

the members of  
this (planning  
group?);

keep us/them  
steadfast in faith  
and united in  
love,

that we/they may  
manifest your  
glory

and prepare  
the way of your  
kingdom;

through Jesus  
Christ our Lord.

# COMMUNICATION

It is really important to take the opportunity to keep people informed about what you have learned and what you have achieved so far. Here are some ideas you might like to try:

- 1 Explain to the whole church that this group has been appointed to consider all the information gathered and to discern what God is saying to the church through this.
- 2 Commission the members within a service, including congregational prayers for them.
- 3 Tell the church what the timescale is so they know when they will hear the outcome of the discussions.
- 4 If it is the church's practice, you may want to have the photos or names of the members of the group on a notice board with an invitation to pray for the group.
- 5 Write a parish magazine article, place information on your website or social media channels to share what you are doing.
- 6 Share the resulting mission and vision statements with the church, doing so in a celebratory way.

# STEP 3

## What now?

To be the church we need to be within our community





## STEP 3

Now that you have worked out what your church is, what it is called to be, and what its broad aims are for the future, it is now time to turn the aims into priorities.

It is tempting to think that priorities must be new initiatives or projects, but this does not have to be the case. You may also come up with the priority of stopping something and closing it down well.

It is recommended the same small group carries out this task, building upon the knowledge they have gained as a group and the discussions they have already had.

## IN PRACTICE

- 1 Create priorities that are Specific Measurable Achievable Realistic Timed (SMART). You may want to take an 'away morning' to do this, but make sure food is available!
- 2 Develop between three and five priorities based upon the aims already developed; they should also relate to the Called Together core themes and have growth as their focus.
- 3 Use your SMART priorities to plan activities that will fulfil those priorities in more detail.
- 4 Consider the implications of each outcome for the established congregation. Something being difficult or unpopular should not necessarily put you off doing it, if it is the right thing to do.
- 5 Think about whether further teaching might be required for the congregation for the initiatives to be successful, and any further training for staff members, volunteers

\* See Page 33 for more Step 3 'How to Guide'

## SCRIPTURE

*Nehemiah 3*

*Esther* (planning and process, importance of prayer)

*2 Chronicles 17, 19* (Jehoshaphat, a careful strategic planner who identifies key priorities)

*Luke 13.6-9* (parable of the fig tree - if there is no fruit, cut it down)

## FURTHER READING

These are not required reading, but you might be interested to take a look at the following:

- *Grove Booklet R 39 Ending Well: How to Close Things Down* by John Leach. Advice on stopping, and how to stop.
- *Strategic Management in the Third Sector* by Roger Courtney, Chapter 13

## PRAYER

God the Creator of all, grow your church in faith;

God the Son who saves the world enrich us with your presence;

God the Spirit of wisdom and understanding, resource us for our mission and ministry;

that we may be a blessing throughout and beyond this Diocese, for we are called together

to proclaim the good news

of Jesus Christ our Lord.

Amen.

## COMMUNICATION

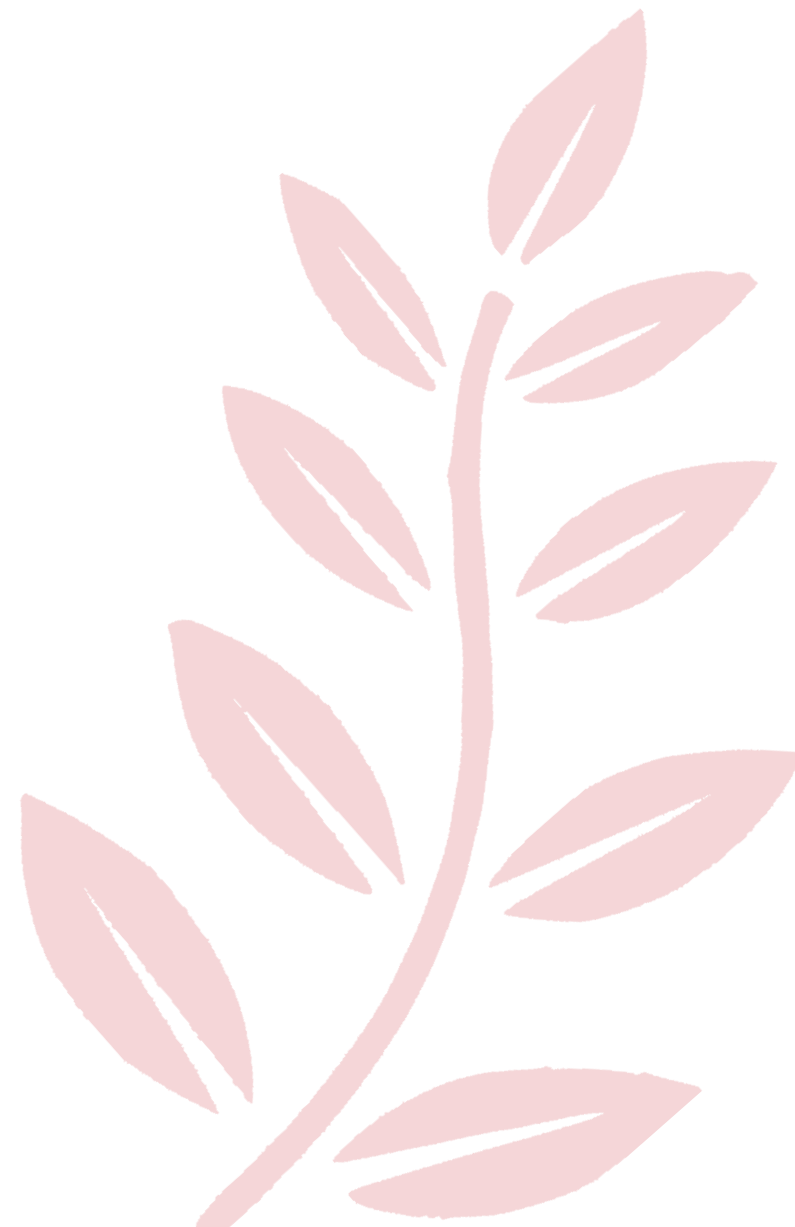
It's important to manage your own, as well as your congregation's expectations, about what will be achieved, so keep your messages simple and accessible to the whole congregation. Be aware that your priorities may disappoint some people who contributed in Step 1. Here are some ideas you might like to try:

- 1 Communicate with your community, thanking them for their involvement.
- 2 Dedicate a Sunday service to "Called to Grow", including suitable communication with the children and young people.
- 3 If you are ending an activity, communicate why and when, well.
- 4 Have a prayer station dedicated to each of the priorities.
- 5 Give a presentation about the priorities within a service, or after a service with food.
- 6 Hold a celebration service, lunch or party.
- 7 Have a parish retreat focussing on your priorities.
- 8 Hold a commissioning service for those who will be tasked with overseeing the implementation of the priorities.
- 9 Make a video demonstrating where the parish has been, where it is now, and where it may go in the future.
- 10 Utilise Social Media to communicate your priorities and get people involved.

## STEP 4

### Let's do it!

With the church and its community





## STEP 4

At this stage, it is important to focus on the church's core priorities which were agreed in Step 3. Keep going with the momentum that has been built up so far, not being side-tracked from the priorities you have agreed. Just do it!

### IN PRACTICE

- 1** Focus! Ensure that resources are allocated towards the priorities appropriately, and that each committee, and particularly the PCC, work to implement the priorities.
- 2** Remember, you are not on your own. The Growth Enablers, your Archdeaconry Steering Group, Diocesan Departments and Area Deans are all available for you.
- 3** There are funding opportunities available through the Diocese and external organisations. Useful Contacts are available towards the back of this workbook.
- 4** Have a simple plan which can be easily updated and added to. See pages 27-33 for some simple templates you can fill in and display.

### SCRIPTURE

*Luke 10: Calling of the 72*  
*Acts 13.1-5, followed by Acts 14.21-28*  
(Paul and Barnabas are sent out and return to report back)  
*Luke 14.25-35* (the challenge to commitment)

### PRAYER

God of Mission  
Who alone  
brings growth to  
your Church,

Send your Holy  
Spirit to give  
Vision to our  
planning,

Wisdom to our  
actions, And  
power to our  
witness.

Help our church  
to grow in  
numbers,

In spiritual  
commitment to  
you,

And in service  
to our local  
community,

Through Jesus  
Christ our Lord

Amen

(The Diocese of  
West Yorkshire &  
the Dales)



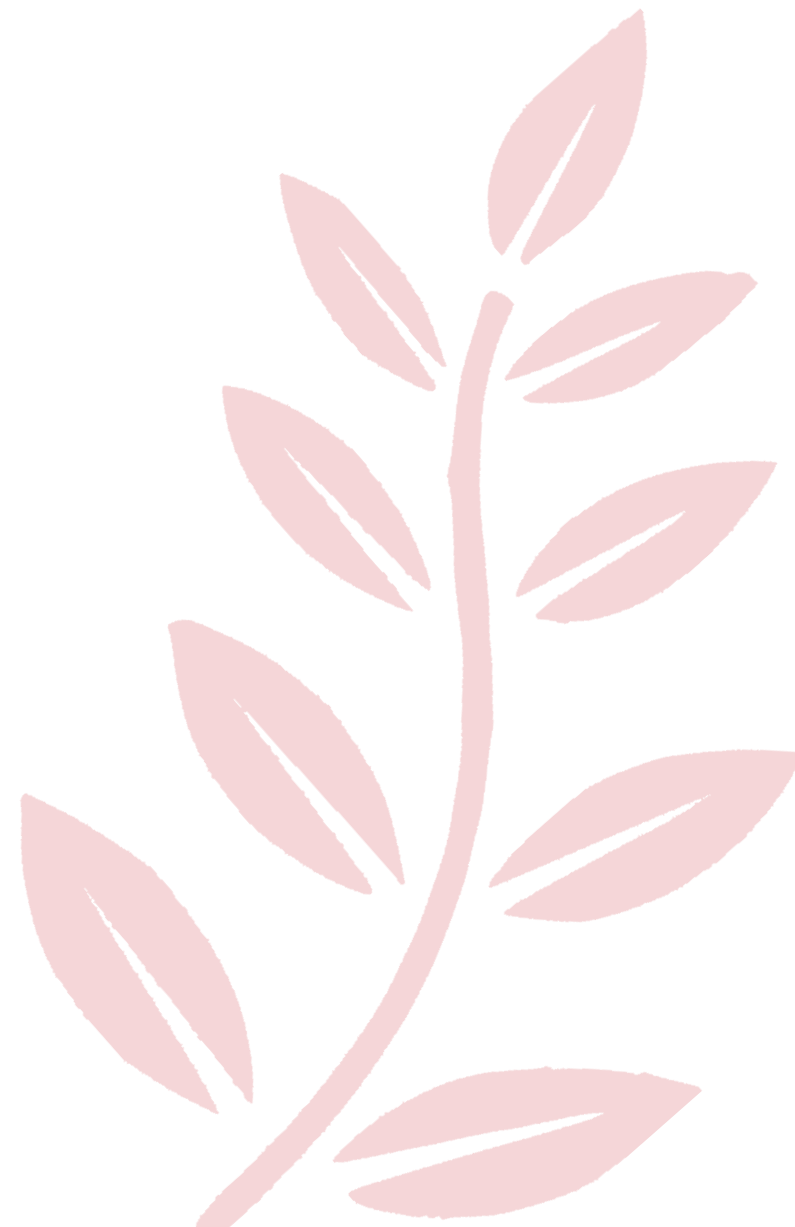
## COMMUNICATION

- 1 Use every PCC/Deanery and Archdeaconry meeting to discuss progress, and any issues arising.
- 2 Ensure ongoing communication of priorities by church leadership.
- 3 Review church structures to support priority leaders, pastorally and practically.
- 4 Report progress to the congregation and give regular reminders, encouragement to support the priorities.
- 5 Have mini celebrations and opportunities to publicly say, 'thank you'.
- 6 Share stories with the Diocese and local churches, not only of the big things, but the small, and of lessons learned.

## STEP 5

### What has happened?

Within our church and its community?



## STEP 5

This step is about acknowledging those things which have gone well and not so well - aiming for reconciliation and learning and celebrating those things which have been good.

### IN PRACTICE

- 1 Carry out an annual review, collecting stories and data, looking for signs of growth and potential for growth. See our 'How to' section' for an example review.
- 2 Invite stories, gather data, review stats for mission
- 3 Make no assumptions and proactively listen.
- 4 At the second annual review, consider whether any priorities need to be re-evaluated, or initiatives stopped. If an initiative is a weekly event, then at the first annual review it may be decided to stop.
- 5 Be honest. There is no dishonour in 'failing'. After a set period of time (we recommend no more than three years), return to Step 1.

### SCRIPTURE

*Nehemiah 6*

*Luke 12.54-56* (interpreting the signs of the times)

*Luke 10.17-24* (the return of the seventy two)

## PRAYER

O God our protector,  
By whose mercy the world turns safely into darkness  
And returns again to light:  
We give into your hand our unfinished tasks,  
Our unsolved problems,  
And our unfulfilled hopes;  
For you alone are our sure defence  
And bring us lasting peace  
In Jesus Christ our Lord.  
Amen

Collect for Evening Prayer,  
Saturdays in ordinary time:



# COMMUNICATION

- 1

Feedback to your Archdeaconry Steering Group.
- 2

Share a more in-depth review with your PCC.
- 3

Hold a service of reflection and celebration.
- 4

Collect stories and statistics and find a way to anonymously display them.
- 5

Allow people to contribute their own reflections on the past (three) years.
- 6

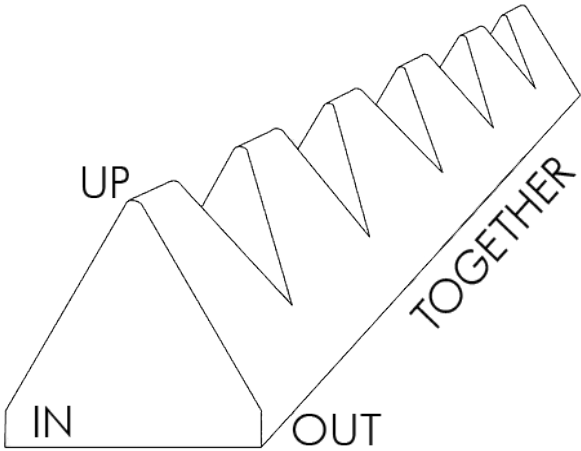
Find a time to reflect as a parish.

# How to Guide

## STEP 1

### QUESTIONS YOU SHOULD ASK:

- Why does our church exist?
- What have been the highs and lows over time in the life of our parish?
- What events have shaped our local community, the whole parish?
- Are there any 'hidden' areas or issues which may need to be named?
- What does our church do?:
  - o In service of the Church
  - o In service of our community
  - o In service of God?
- What are our parish resources (financial, buildings, people, goodwill...)?
- What networks does our parish have?
- What are other similar parishes doing which have been successful?
- What are neighbouring parishes doing which can be complemented or replicated?
- What are our (perceived) barriers to mission?



### 'Toblerone' matrix:

- List all the things you do as a church:
- Up (to worship God)
  - In (to serve the Church)
  - Out (to reach out to others)
  - Together (with other churches)

### A SWOT analysis grid

Internal Environment	Strengths	Weaknesses
External Environment	Opportunities	Threats

## STEP 2



### TOP TIPS FOR MEETINGS:

- Start and end on time
- Be clear about what is to be discussed and decided
- Ensure only those who are meant to be there attend
- Ensure everyone has an opportunity to speak and be listened to
- If possible, sit in a circle so no one hides in a corner, or takes over
- Eat together, even just cake and orange juice
- See the Resources section for other tips, many freely available online

### SUGGESTED OUTLINE FOR EACH MEETING

- ☞ Open in prayer
- ☞ Coordinator/chair explains the topics to be discussed and the expected outcomes.
- ☞ Information presented to the group.
- ☞ If only the raw data is available, the group should be split into smaller teams to each work on sifting through one aspect.
- ☞ If someone has worked with the raw data to make charts, collate all the similar comments and is able to present them, the group can stay as one group to discuss the topics.
- ☞ Summarise the discussions and note down any action points or outcomes.
- ☞ Close in prayer

### HERE'S A SUGGESTED PLAN FOR THE FOCUS OF EACH MEETING

Meeting number	Information needed for meeting	Topics to discuss (base on information collected, not on anecdotes or presuppositions)	Expected outcome
1 <sup>st</sup>	<ul style="list-style-type: none"> <li>Local demographics</li> <li>Information collected from the local community.</li> <li>Information about local church users/attenders who are not regular members.</li> </ul>	<ul style="list-style-type: none"> <li>How are our resources used?</li> <li>What is currently being provided for the community by others?</li> <li>What provision is missing?</li> <li>How do local people use the church currently? (Including worship services, occasional offices, room hire, attending groups...)</li> </ul>	<ul style="list-style-type: none"> <li>A better understanding of the needs of the local community.</li> <li>Notice the gaps in provision.</li> </ul>
2 <sup>nd</sup>	<ul style="list-style-type: none"> <li>List of everything the church currently does.</li> <li>SWOT analysis.</li> <li>Resource analysis.</li> <li>The 'story' of the church.</li> <li>Opinions of church members.</li> <li>Statistics for mission.</li> </ul>	<ul style="list-style-type: none"> <li>How are the time, human (paid and voluntary) and financial resources of the church currently being used?</li> <li>Are there any obvious inefficiencies?</li> <li>What are we <u>really good</u> at?</li> <li>What are we not so good at? Is that a problem?</li> <li>What are the 'elephants in the room'? What needs to be tackled?</li> <li>Have we experienced growth or decline in attendance/electoral roll/occasional offices? How fast is the growth or decline?</li> </ul>	<ul style="list-style-type: none"> <li>To be honest about the situation of the church.</li> <li>Have a realistic picture of how resources are being used.</li> <li>Note situations which need to be dealt with.</li> <li>Note everything that deserves celebration.</li> <li>Note anything that requires reconciliation</li> </ul>
3 <sup>rd</sup>	<ul style="list-style-type: none"> <li>Community and church demographics.</li> <li>Information about any future developments (housing) in the local area.</li> <li>The story of the church.</li> <li>The church's current mission and vision statements, if they exist.</li> </ul>	<ul style="list-style-type: none"> <li>Does the church membership reflect the local community?</li> <li>Are there any people groups 'unreached' by church?</li> <li>Is our current mission and/or vision statement known and used? Is it still relevant?</li> <li>What is going to have an impact upon the community in the next ten years?</li> <li>Therefore, what do we want the church to be in ten years time?</li> </ul>	<ul style="list-style-type: none"> <li>A one-line mission statement describing the identity of the church and/or what it is called to be.</li> <li>3-5 broad aims of what the church wants to be in a few years' time. (e.g. to be a church which fully includes people with disabilities)</li> </ul>



## STEP 3

Called Together aims are:

**Grow:** To better live out the Great Commission, share the Good News, and see more people find faith

**Enrich:** Enrich every community through the activities of the local church

**Resource:** Enable parishes to run efficiently and sustainably, so that they can focus more on ministry and mission

### AN EXAMPLE OF A DETAILED PLAN WITH SMART PRIORITIES

Called Together core theme	Priority	Desired activity	Date to begin	Who is responsible	Resources required (human, capital...)	Desired outcome	What does success look like?
Grow	Start a discipleship group	Hold an annual discipleship course	Lent 2019	Lay Ministry team	Leaders Cook food Space...	Increase in no. with a thorough grounding in Christian faith	8 completing course, 5 becoming more involved
Grow	To be better able to share our faith	To run a dining club or clubs in people's homes where we invite those with faith and those without	September 2019	Those within the parish who are committed	Teaching on both conversational sharing of faith and on understanding the dynamics of community. Excellent food.	That those with faith gain confidence in their faith and those without faith are engaged and welcomed into the community of faith	Regular meals and the engagement of the non-Christian attendees in the life of the church in some way, not necessarily Sunday attendance.
Enrich	Offer chaplaincy support to school	To have a small team offering chaplaincy ½ day/week	Training: Jan 2020 School: Sep 2020	Ministry Team	Training Expenses People	Improved links with school, staff students and parents	Chaplaincy work happening, and being asked to continue
Enrich	Continue and develop toddler group	Buy better toys and equipment for children with SEN	Jan 2019 and Jan 2020	Mothers Union and Fundraising Committee	Finance Cupboard space	Improved provision for toddler group	Increased diversity of children and parents attending
Resource	Ensure we have good governance	Up to date policies on GDPR, Safeguarding...	October 2019, and every 6 months	PCC	Specialist support	To be following best practice for all policies and procedures	Positive results from subsequent audits

# Called to Grow Plan



PARISH:

DEANERY:

ARCHDEACONRY:

## DATES

WE ADOPTED OUR CALLED TO GROW PLAN ON:

WE WILL REVIEW OUR CALLED TO GROW PLAN ON:

## WHO ARE WE?

THREE THINGS WE HAVE NOTICED ABOUT OUR LOCAL COMMUNITY:

THREE THINGS WE HAVE NOTICED ABOUT OUR CHURCH:



## WHAT NOW?

OUR VISION FOR THE NEXT 3 YEARS:

OUR PRIORITIES FOR THE NEXT THREE YEARS:

OUR GOALS FOR THE NEXT THREE YEARS:

SIGNED

# Called to Grow Plan Annual Review



PARISH:

DEANERY:

ARCHDEACONRY:

## DATES

DATE OF ANNUAL REVIEW:

WE ADOPTED OUR CALLED TO GROW PLAN ON:

WE WILL REVIEW OUR CALLED TO GROW PLAN ON:

## WHAT HAS HAPPENED?

WHAT PROGRESS HAVE WE MADE WITH OUR CTG PLAN, AND WHAT WOULD WE LIKE TO CELEBRATE?

WHERE HAVE WE NOT MADE THE PROGRESS WE WOULD HAVE LIKED?

## WHO ARE WE?

IS THERE ANYTHING NEW WE HAVE FOUND OUT ABOUT OUR CHURCH OR OUR COMMUNITY?

## WHAT NOW?

WE REAFFIRM OUR VISION FOR THE NEXT \_\_\_\_ YEARS:

WE REAFFIRM/ADAPT OUR PRIORITIES FOR THE NEXT \_\_\_\_ YEARS:

WE REAFFIRM/ADAPT OUR GOALS FOR THE NEXT \_\_\_\_ YEARS:

SIGNED

# Called to Grow Plan Review Form



PARISH:

DEANERY:

ARCHDEACONRY:

## DATES

WE ADOPTED OUR CALLED TO GROW PLAN ON:

WE WILL REVIEW OUR CALLED TO GROW PLAN ON:

## WHAT HAS HAPPENED?

WHAT PROGRESS HAVE WE MADE WITH OUR CTG PLAN, AND WHAT WOULD WE LIKE TO CELEBRATE?

WHERE HAVE WE NOT MADE THE PROGRESS WE WOULD HAVE LIKED?

REVIEWING THE PROCESS

# Called to Grow Plan Example



PARISH: *St Lucy*

DEANERY: *TORCH TOWN*

ARCHDEACONRY: *CANDLESHIRE*

## DATES

WE ADOPTED OUR CALLED TO GROW PLAN ON: *31st March 2019*

WE WILL REVIEW OUR CALLED TO GROW PLAN ON: *31st March 2022*

## WHO ARE WE?

THREE THINGS WE HAVE SEEN ABOUT OUR LOCAL COMMUNITY:

- *The new housing development has residents who are younger commuters and ethnically diverse.*
- *There is no community space in the new development.*
- *There is nothing available for adult carers in our local area.*

THREE THINGS WE HAVE SEEN ABOUT OUR CHURCH:

- *Increasingly, our congregations do not reflect the local community.*
- *The midweek lunch is very popular, but could be developed.*
- *Our hall is tired, and we are losing bookings.*

## WHAT NOW?

OUR VISION FOR THE NEXT 3 YEARS:

*To be a transformative Christian presence within our community.*

OUR PRIORITIES FOR THE NEXT THREE YEARS:

- *Fundraise for and renovate the hall to be a welcoming, usable space.*
- *After the lunch, once a month, hold a dementia friendly service and provide space for a carers' group to meet.*
- *Encourage vocattons, ordained and lay ministry, among underrepresented groups.*

OUR GOALS FOR THE NEXT THREE YEARS:

- *Fully renovated hall with at least 50% bookings to community users.*
- *Establish dementia friendly worship reaching at least 30 people.*
- *At least 10 people from different backgrounds exploring their vocation.*

SIGNED

## FURTHER READING AND RESOURCES

### GRANTS

- **MISSIONAL PROPERTY FUND**

The Missional Property Fund has been established with a primary aim to support projects which allow parishes to open up church buildings for mission. The Fund has been made possible by generous support from Marshalls Charity, match funded by the Diocese of Rochester by funds from restricted funds.  
[www.rochester.anglican.org/resources/missional-property-fund/](http://www.rochester.anglican.org/resources/missional-property-fund/)

- **CHILDREN AND YOUNG PEOPLE FUND**

The CYP fund aims to support ideas that will give children and young people lifelong encounters with Jesus; grants can fund anything from resources and trips, to food and practical supplies. The fund has been made possible through the significant financial support of Colyer-Ferguson Charitable Trust.  
[www.rochester.anglican.org/under18s/children-and-young-people-cyp-fund/](http://www.rochester.anglican.org/under18s/children-and-young-people-cyp-fund/)

### COURSES

- **PILGRIM COURSE. WRITTEN BY STEPHEN COTTRELL, STEVEN CROFT, PAULA GOODER AND ROBERT ATWELL.**

This teaching and discipleship resource assumes little or no knowledge of the Christian faith. [www.chpublishing.co.uk/features/pilgrim](http://www.chpublishing.co.uk/features/pilgrim)

- **'THE BIG QUESTION'**

A 6 week course using Christianity Explored material.  
[www.ceministries.org](http://www.ceministries.org)

- London Institute of Contemporary Christianity offers a wide range of resources and courses ([www.licc.org.uk](http://www.licc.org.uk)) including one on **WHOLE LIFE PREACHING**.

- **TALKING JESUS**

A course of 6 video based sessions in Sharing your Faith.  
[www.talkingjesus.org/](http://www.talkingjesus.org/)

### ARTICLES

- **CHALLENGING CHURCH, GROWTH, CHANGE AND DIVERSITY (BIBLE SOCIETY)**

[www.biblesociety.org.uk/explore-the-bible/bible-in-transmission/the-bible-in-transmission-spring-2018/](http://www.biblesociety.org.uk/explore-the-bible/bible-in-transmission/the-bible-in-transmission-spring-2018/)

- **GROWTH IN RURAL COMMUNITIES (BIBLE SOCIETY)**

[www.biblesociety.org.uk/content/explore\\_the\\_bible/bible\\_in\\_transmission/files/2018\\_spring/Church\\_growth\\_in\\_rural\\_communities.pdf](http://www.biblesociety.org.uk/content/explore_the_bible/bible_in_transmission/files/2018_spring/Church_growth_in_rural_communities.pdf)

- **CHURCH GROWTH THE NUMBERS (BIBLE SOCIETY)**

[www.biblesociety.org.uk/content/explore\\_the\\_bible/bible\\_in\\_transmission/files/2018\\_spring/Church\\_growth\\_the\\_numbers.pdf](http://www.biblesociety.org.uk/content/explore_the_bible/bible_in_transmission/files/2018_spring/Church_growth_the_numbers.pdf)

### WRITTEN

- **'PARISH: AN ANGLICAN THEOLOGY OF PLACE' (ANDREW RUMSEY)**

This helpful book re-examines the myths, meaning, purpose and promise of the parish starting from the premise that the parish has always re-invented itself as it could not have been so influential for so long without doing so.

- **'TALKING JESUS' (BARNA GROUP ON BEHALF OF THE CHURCH OF ENGLAND ET AL)**

This research showed how little many people know about who Jesus is and it produced a number of recommendations for church leaders. Information available on [www.talkingjesus.org/talking-jesus-dig-deeper/](http://www.talkingjesus.org/talking-jesus-dig-deeper/)

- **'RESOURCING MISSION - PRACTICAL THEOLOGY FOR CHANGING CHURCHES' (HELEN CAMERON)**

Addresses issues such as implications for change on time, money and buildings.

- **'FOLLOW IN HIS STEPS' (REV CANON MARK BROWN)**

A guide to first steps in exploring the Christian faith.

- **‘EVANGELISM FOR THE LOCAL CHURCH’**

Booklet from the Archbishops’ Evangelism Task Group identifies a process (contact, nurture, commitment and growth) for evangelism building on the prayer ‘Thy Kingdom Come’.

[www.thykingdomcome.global/downloads/JN\\_11992\\_TKC\\_DIY%20Evangelism%20\(Booklet\)%20V3.pdf](http://www.thykingdomcome.global/downloads/JN_11992_TKC_DIY%20Evangelism%20(Booklet)%20V3.pdf)

- **‘A FUTURE THAT IS BIGGER THAN THE PAST’ (REVD SAM WELLS)**

A Reform and Renewal paper looking at who the church is, where it is going, the challenges, what it needs to do and what support it needs.

- **THE WORD ONE TO ONE (WILLIAM TAYLOR AND RICHARD BORGONON)**

Designed to show Jesus by opening up the Gospel of John. There is no need to be experienced in teaching or leading Bible study to use this. [www.thegoodbook.co.uk/the-word-one-to-one-volume-one](http://www.thegoodbook.co.uk/the-word-one-to-one-volume-one)

- **PIONEERING A NEW FUTURE - PHIL POTTER**

- **THE TANGIBLE KINGDOM - HALTER & SMAY**

New model of church

- **THE ART OF COMMUNITY - CHARLES VOGL**

- **REIMAGINING BRITAIN - JUSTIN WELBY**

- **BUILDING UTOPIA - GREEN AND BAKER**

Building church in new communities

- **MISSION SHAPED EVANGELISM - STEVE HOLLINGHURST**

The church and its engagement with culture

- **UNREACHED - TIM CHESTER**

Growing church in areas with high levels of deprivation

- **PUNK MONK - FREEMAN AND GREIG**

New monasticism

- **INTELLIGENT CHURCH - STEVE CHALKE**

Theology and cultural engagement

- **LIQUID CHURCH - PETE WARD**

New models of church

- **CHURCH NEXT - GIBBS & COFFEY**

Church and culture

- **EVALUATING FRESH EXPRESSIONS - NELSTROP & PERCY**

Looking at a number of new models of church

- **TACTICS - GREGORY KOUKL**

Practical advice on discussing our faith

- **CHURCH AND ITS VOCATION - MICHAEL GOHEEN**

The reflections of Leslie Newbiggin with contemporary application

- **DARING GREATLY - BRENE BROWN**

A call to vulnerability

- **FLIPPING CHURCH: HOW SUCCESSFUL CHURCH PLANTERS ARE TURNING CONVENTIONAL WISDOM UPSIDE-DOWN -MICHAEL BAUGHMAN**

- **REAL GOOD CHURCH: HOW OUR CHURCH CAME BACK FROM THE DEAD, AND YOURS CAN, TOO BY MOLLY PHINNEY BASKETTE**

## WHO TO CONTACT FOR SUPPORT IN THE DIOCESE

### **BISHOP OF TONBRIDGE**

The Rt Rev Simon Burton-Jones  
bishop.tonbridge@rochester.anglican.org

### **ARCHDEACONS:**

#### **Archdeacon of Rochester**

The Ven Andrew Wooding Jones  
andrew.wooding.jones@rochester.anglican.org

#### **Archdeacon of Bromley & Bexley**

Ven Paul Wright  
paul.wright@rochester.anglican.org

#### **Archdeacon of Tonbridge**

Ven Julie Conalty  
julie.conalty@rochester.anglican.org

### **DIOCESAN ADVISORY COMMITTEE**

The Diocesan Advisory Committee can help advise parishes on matters relating to the care and use of church buildings including their contents and churchyards.

Sarah Anderson  
Diocesan Advisory Committee (DAC) Secretary  
sarah.anderson@rochester.anglican.org

### **COMMUNITY ENGAGEMENT AND SOCIAL ACTION**

Supporting churches to reach out to their community through partnerships, training, volunteering opportunities and campaigning, and to encourage and resource them to confidently share the good news of Jesus through word in action.

Caroline Clarke  
Community Engagement and Social Responsibility Advisor  
caroline.clarke@rochester.anglican.org

### **FINANCE**

The Finance Team provides all the accounting services for the Diocese and supports parishes with stewardship, digital giving and helping them to talk about generosity with their congregations.

Rev Richard Williams BSc FCA  
Finance Director  
Email: richard.williams@rochester.anglican.org

### **CHILDREN AND YOUNG PEOPLE**

The Children and Young People Team is here to help with advice on appointing employed workers, advising volunteers and working alongside parishes so they can best welcome, nurture and include children and young people as equal partners in the life of the Church.

Cheryl Trice  
Children and Young People's Mission & Ministry Team  
cheryl.trice@rochester.anglican.org  
www.rochester.anglican.org/under18s/

### **MINISTRY AND VOCATIONS**

From ordained and lay ministry training, to nurturing vocations, personal spiritual development, Christian learning and support with one's prayer life, the Formation and Ministry has a wealth of expertise.

The Rev Canon Chris Dench  
Diocesan Director of Formation and Ministry  
Email: chris.dench@rochester.anglican.org  
www.rochester.anglican.org/ministry/

### **COMMUNICATIONS**

Whether you have news or an event to share, need help with handling a media enquiry, or would like advice and training on how to engage with your various audiences through a variety of channels, the Communications team is here to support you.

Jennifer Ross  
Communications Officer  
Jennifer.ross@rochester.anglican.org  
www.rochester.anglican.org/communications/

### **SAFEGUARDING**

Safeguarding is everyone's responsibility. The Safeguarding team offers parishes guidance and information on this vital area, as we seek to ensure that our churches and buildings are safe places for all.

Janice Keen  
Bishop's Adviser for Safeguarding Children and Vulnerable Adults  
janice.keen@rochester.anglican.org  
www.rochester.anglican.org/safeguarding/





THE DIOCESE OF ROCHESTER. REGISTERED OFFICE: ST NICHOLAS' CHURCH, BOLEY HILL, ROCHESTER, KENT, ME1 1SL. REGISTERED CHARITY No. 249339.  
THE ROCHESTER DIOCESAN SOCIETY AND BOARD OF FINANCE IS A COMPANY LIMITED BY GUARANTEE. REGISTERED IN ENGLAND No. 140656

June 2018