



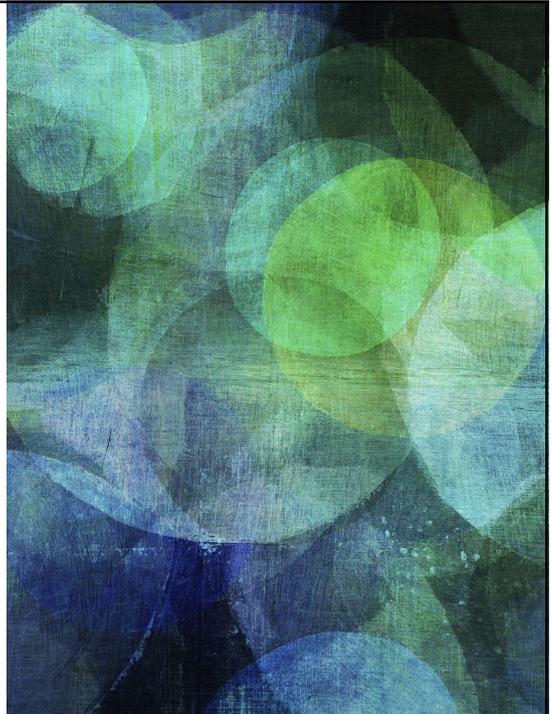
**growing
church
bringing
hope**

Next steps

Diocesan Synod

8th May 2021

.....
'I am about to do a new thing...'
Isaiah 43.19



Agenda

- 1) Reflections on deanery engagement
- 2) Self-evaluation questionnaire
- 3) Funding application timeline
- 4) Myths
- 5) Questions



Reflections on deanery engagement (1 of 4)

A summary of the key themes emerging from engagement with deanery synods, deanery development groups and other representatives of deaneries.

General

- We are at a Kairos point. As we come out of the pandemic, we have got used to change and need to capitalise on this;
- Deaneries are at different places, with their own challenges and opportunities and approaching in different ways;
- Many deaneries already have plans emerging to do a different thing.
- A willingness and appetite to change for many;
- Momentum in some places, inertia in others;
- The need for a process to help deaneries engage with parishes to move forward;
- Acknowledgment of the role the laity can play;
- How do we respond to parishes that don't catch the vision?
- How do we fill existing vacancies?
- A respect for local contexts;
- Get on with it, be bold.

Reflections on deanery engagement (2 of 4)

Where do you see signs of God working (emerging common themes)?

- Young adults joining in;
- Working with schools;
- Communities supporting each other through the pandemic;
- Digital (Streaming, Meeting, Social Media) enabling more collaborations.

Ministry Models

- A respect for context and individuality;
- May end up with hybrid models;
- Recognition of the leadership role of the Local Minister;
- Equipping clergy and laity with leadership skills.

Reflections on deanery engagement (3 of 4)

What would people like to see?

- More sharing of skills & roles (e.g. Treasurers...);
- More collaboration (Parishes, deaneries, partnerships...);
- Better communications (parishes & deanery);
- Looking outwards;
- More younger people – reduce average age;
- Entrepreneurship;
- Exploring more partnerships;
- More ecumenical working;
- Ministry for the poor and marginalised;
- More confidence in sharing faith;
- More care for the environment;
- More Lay Ministry;
- More small groups;
- More chaplaincy;
- Better use of our buildings to further mission;
- Digital – benefits of online services to continue;
- More learning from each other;



Reflections on deanery engagement (4 of 4)

Where are we not connecting and are we being called to do something new?

- Schools;
- Missing generations;
- Our local communities;
- Social action;
- Environment;
- Workplace.

What could/should be stopped?

- Working in silos;
- Acting in competition with neighbouring parishes;
- Focus on finances;
- Internal focus is unavoidable;
- Reliance on a clergy centric model of ministry;
- Being risk averse;
- Central decision making is risk averse;
- Fear of change.



Self-evaluation questionnaire

- Help PCCs to understand both the strengths and the areas for development;
- A tool to help discern what the Next Steps may be for us in each of our contexts;
- Assist deaneries and the Next Steps core team in understanding what is needed in terms of supporting capabilities and capacity;
- Five subject areas
 - Leadership & Governance
 - Mission & Pastoral Care
 - Development of Lay Ministry
 - Buildings fit for purpose
 - Generous Giving

Self-evaluation questionnaire: Mission & Pastoral Care (1 of 3)

➤ What provision is there for people to explore Christian faith?

Tick all that apply

- | | |
|-------------------------------------|--------------------------------------|
| Sunday services | <input type="checkbox"/> |
| Mid-week services | <input type="checkbox"/> |
| Mid-week small groups | <input type="checkbox"/> |
| Nurture group (e.g. Pilgrim, Alpha) | <input type="checkbox"/> |
| Annual Courses | <input type="checkbox"/> |
| Seasonal (e.g. Lent) | <input type="checkbox"/> |
| Confirmation | <input type="checkbox"/> |
| Other | <input type="text" value="specify"/> |
| | <input type="text" value="specify"/> |
| | <input type="text" value="specify"/> |
| | <input type="text" value="specify"/> |

➤ What other ways are available to help people make connections between faith and everyday living?

➤ Which of these have led people to encounter faith?

Tick all that apply

- | | |
|---------------------|--------------------------------------|
| Funerals | <input type="checkbox"/> |
| Baptisms | <input type="checkbox"/> |
| School | <input type="checkbox"/> |
| Evangelistic events | <input type="checkbox"/> |
| Messy church | <input type="checkbox"/> |
| Other | <input type="text" value="specify"/> |
| | <input type="text" value="specify"/> |
| | <input type="text" value="specify"/> |
| | <input type="text" value="specify"/> |

Self-evaluation questionnaire: Mission & Pastoral Care (2 of 3)

➤ In what ways do you serve your local community?

		Delivered in partnership with			
		Ecumenically	Local Auth	Charity	Other
Anna chaplaincy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text" value="specify"/>
Foodbanks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text" value="specify"/>
Warm hub	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text" value="specify"/>
Debt advice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text" value="specify"/>
Other	<input type="text" value="specify"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text" value="specify"/>
	<input type="text" value="specify"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text" value="specify"/>
	<input type="text" value="specify"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text" value="specify"/>
	<input type="text" value="specify"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text" value="specify"/>
	<input type="text" value="specify"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="text" value="specify"/>

➤ Schools engagement

Type of school?	How do you engage?	Frequency?	Who leads?
e.g. Church Primary	e.g. Assembly	e.g. Weekly	specify
e.g. Church Secondary	specify	e.g. Monthly	specify
e.g. Other Primary	specify	e.g. Termly	specify
e.g. Other Secondary	specify	e.g. Annually	specify
specify	specify	e.g. Other	specify
specify	specify	specify	specify

➤ How often do you engage with families and young people?

Weekly	<input type="checkbox"/>
Monthly	<input type="checkbox"/>
Termly	<input type="checkbox"/>
Annually	<input type="checkbox"/>
Other	<input type="text" value="specify"/>

Self-evaluation questionnaire: Mission & Pastoral Care (3 of 3)

➤ What does this engagement look like?

Specify

➤ In what ways have you developed worship to welcome visitors, enquirers and those new to faith?

New services	<input type="checkbox"/>
Accessible resources	<input type="checkbox"/>
Online worship	<input type="checkbox"/>
All-age worship	<input type="checkbox"/>
Welcome/Hospitality	<input type="checkbox"/>
Other	<input type="text" value="specify"/>
	<input type="text" value="specify"/>
	<input type="text" value="specify"/>
	<input type="text" value="specify"/>

➤ Are there any areas of mission and pastoral care that you would like support in?

Specify

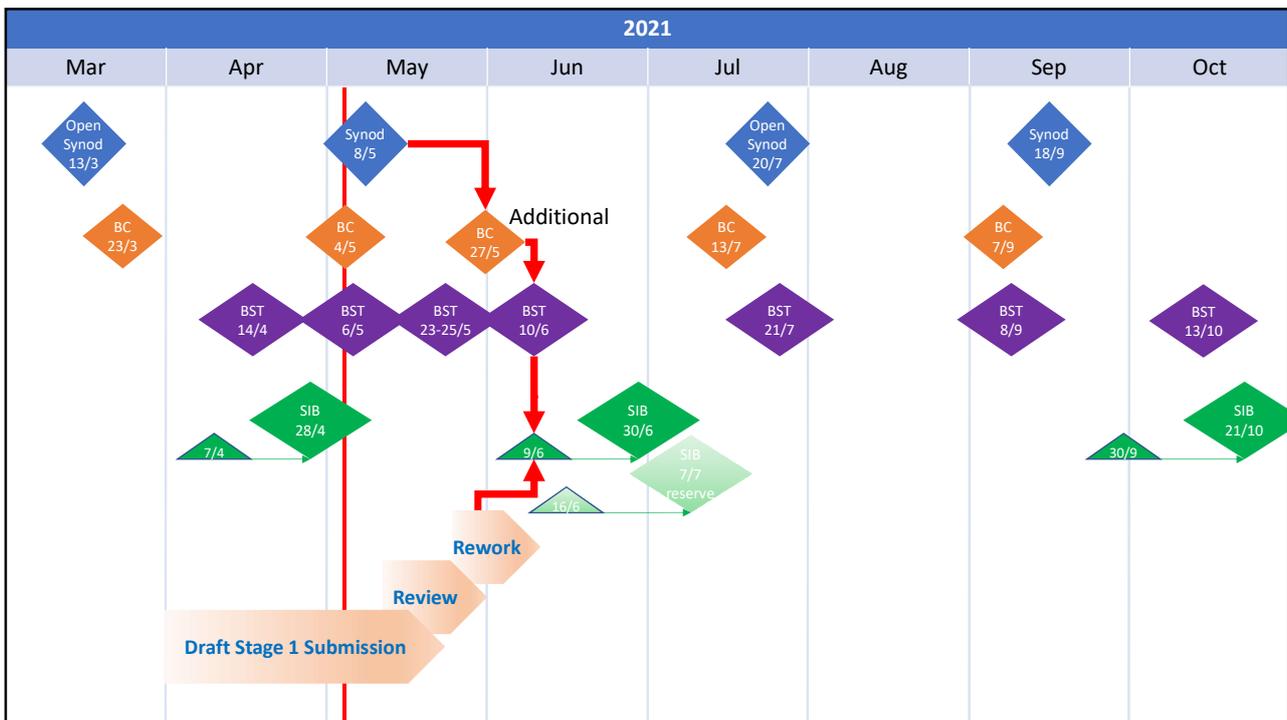
Application timeline – 2 stage process

Stage 1: Focus is on the change theory

- A hope filled, growth-led vision embracing all contexts & traditions.
- Case for change flowing from analysis of the root causes of the diocese’s missional and financial challenges.
- Vision defined to a level of detail such that “how it will work in practice” across all contexts.
- How the proposed changes will lead to growth (numbers, depth of discipleship, social impact).
- A projection to confirm sustainability.
- An overall implementation plan, identifying key activities and milestones.

Stage 2: Focus is on the change implementation

- Detailed plans mapping the option(s) for growth onto specific locations, contexts and demographics across the diocese.
- Ordained, lay and support roles defined.
- Detailed people (deployment) plan developed which describes the transition to the future roles.
- Engagement and communications plan in place, based on consultation with all key stakeholders.



Next Steps

Questions

