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?
  - Sunday services
  - Mid-week services
  - Mid-week small groups
  - Nurture group (e.g. Pilgrim, Alpha)
  - Annual Courses
  - Seasonal (e.g. Lent)
  - Confirmation
  - Other

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

- Which of these have led people to encounter faith?
  - Funerals
  - Baptisms
  - School
  - Evangelistic events
  - Messy church
  - Other
Self-evaluation questionnaire: Mission & Pastoral Care (2 of 3)

- In what ways do you serve your local community?

- Delivered in partnership with:
  - Ecumenically
  - Local Authority
  - Charity
  - Other

- Schools engagement
  - Type of school
    - Local Authority
    - City
    - Other
  - How do you engage?
    - Weekly
    - Monthly
    - Termly
  - Frequency
  - Who leads?

- How often do you engage with families and young people?
  - Weekly
  - Monthly
  - Termly
  - Annually
  - Other

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

- What does this engagement look like?

- In what ways have you developed worship to welcome visitors, enquirers and those new to faith?
  - New services
  - Accessible resources
  - Online worship
  - All-age worship
  - Welcome/Hospitality
  - Other

- Are the 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