

Time to Talk 2 – Mapping the Territory

Analysis of the Diocesan Consultation held at The Brentwood Centre on Saturday 25 April 2015

The consultation process had three main parts. First, we focussed on *Transforming Presence* and its four priorities. We reviewed progress, considered where our energy should be focussed and identified desirable next steps.

Second, we identified our most important current questions. Four key topics were identified for discussion at Time to Talk.

Third, deanery groups continued the earlier discussions to discern their progress, current reality and priorities for the future.

This document summarises the outcomes from the first two parts. The table templates from the third part have all been photographed and taken by the deaneries for further work locally.

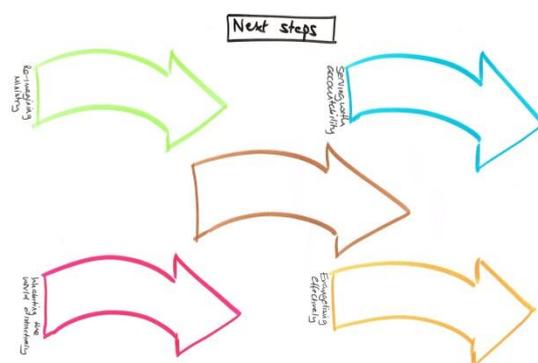
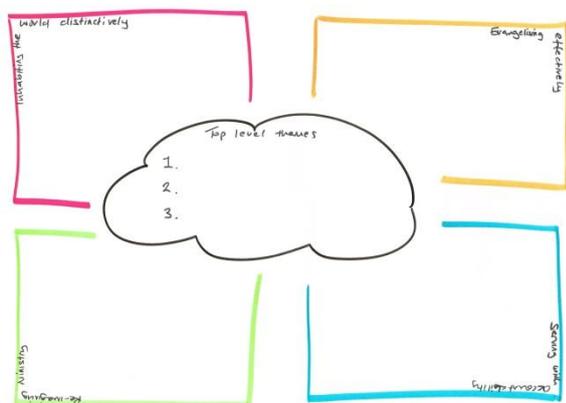
I am very grateful to Nicky McGinty for designing the process and facilitating the consultation and to Katie de Bourcier, Susan Iskander, Vernon Ross and Martin & Phyll Wood for the summaries which follow.

This information now requires careful discernment across the diocese as we move forward in the expectation that God's Holy Spirit will continue to transform his church in order that we will be a transforming presence in all the contexts of our diocese.

Roger Matthews
13 May 2015

I. Transforming Presence Progress and Priorities

Themes on what has been achieved so far



Delegates were asked to tell each other what they had noticed that has been achieved in the last three years in their church/deanery/diocese as a result of Transforming Presence; and then for tables to decide on three themes.

The big themes that emerged on the 81 tables were:

- Nearly half (39) talked about **mission, evangelism or outreach**, reflecting on the benefits and difficulties encountered as they got into their local communities. A further 14 tables spoke about engagement with their communities through some sort of service (e.g. street pastors and food banks), tying in with local needs and interests. 4 tables spoke specifically about the growth that had been seen. One table spoke about the interplay between mission and evangelism.
- A similar number talked about the **new thinking** that Transforming Presence and, especially, Reimagining Ministry has brought. 18 spoke about blue-sky thinking involving alternative liturgies, new activities, taking risks and growing confidence. 33 spoke about the excitement and fear that the change has engendered, with negatives around confusion and fear that change was being imposed, and positives around the courage that has been shown.
- Many tables spoke about **changes in ministry**: the encouragement of lay ministries (20), good leadership, lay and ordained (3) and a positive reimagining of ministry (3). 9 tables spoke about good discipleship nurture and training, and three about vocations (although it was not clear whether this meant the need for vocations or a good experience). There were also negatives around clergy failing to give good leadership and obstructing lay ministry (6) and worries about there being sufficient laity for what is being expected (2).
- **Collaboration** was talked about on 22 tables, with a further 14 reflecting on how barriers have been broken down between churches of different traditions and ecumenical partners; and another 16 talking about increased accessibility, welcome, good relationships, belonging, identity and empowerment.
- 15 tables spoke specifically about ministry among **children, youth and young families**, with one talking about Messy Church and another about all-age worship.
- 8 tables spoke about **prayer**, some putting it in the cloud, while others drew circles to encompass all the various elements of the worksheet.
- 8 spoke about the need for good communication; and 3 about the need for clarity and good time-scales.

There were also some themes that emerged on only a few tables:

- Specific mention of Mission and Ministry Units were mentioned on 7 tables, with strategic thinking on a further 3
- Two tables spoke about the need to maintain or regain momentum
- Two tables spoke about the need of resources for the mission and ministry of the Church
- One spoke about a lack of commitment to the process
- One spoke about the need to keep things under review

Inhabiting the World Distinctively

- What have you seen happening?
- What has been achieved?
- What was the biggest challenge?

Only a very few tables distinguished between what they had seen happening, and what was achieved. The challenges, however, were more clearly defined:

Things seen happening and being achieved

- The most prevalent priority identified was service. 25 tables spoke about providing some kind of care for people in need, of which food banks and street pastors were mentioned most frequently. A further 15 spoke more generally about serving in the community well, 7 about starting where people are and getting involved and 9 about going beyond the church building. This was summarised by a phrase from one table “not walking by”
- Spirituality also featured strongly, with 14 tables talking about being a people of prayer, 7 about adopting a rule of life or developing a spiritual life, and 6 about the diocesan holding crosses
- A third priority was about lifestyle. 10 tables spoke of being more like Jesus, and others spoke about standing up for justice (5), valuing all people (6), being joyful (2), living simply (2) and hopefully (3), showing generosity (6), behaving with integrity (2); giving encouragement (2); community/church school values (2), personal testimony, living a Christian family life, and, as one table quoted, ‘finding out what God is doing and joining in’
- Visibility was the only other major priority identified. 18 tables spoke about making more visible the things that we are already doing; and using them as a witness. 6 spoke about an open church policy, 9 about using Sunday worship, occasional offices and church festivals, 6 spoke about working together and every member ministry and 4 about every day ministry. 2 spoke about using the church buildings as a resource; and 2 about using one-off events
- Other priorities included stewardship of Creation (7); engagement with non-church institutions and events (6); discipleship (6); multi-faith and inter-denominational involvement (5); building community (4); being counter-cultural (3); and making a difference (2)
- Finally, it was difficult to group some priorities mentioned with any others: harnessing special talents (2); distinguishing between the Church as an institution and the Church as a community (2); being focussed (2); making a difference (2); keeping going; succession planning; use of modern technology; Fresh Expressions; being available; having a Christian perspective on world

“Getting the balance right between being fed and being active”

“Not walking by”

“Be more like Jesus”

“God works through our weakness”

This category got the second highest number of red dots with 5 tables giving more than five dots although four gave it none at all

conflicts; bell ringing; investing in vulnerable churches

What was the biggest challenge?

- Being distinctive in every-day life (12)
- Understanding what it means to be a Christian (10)
- Not conforming, overcoming fear, and feeling that we are making a difference (6)
- Working with mental health issues (1)
- A specific problem caused by involving someone from a different denomination in a church school

Possible Next Steps	
Greater emphasis on prayer (including training)	20
Better Biblical literacy/ Grounded in God's word	10
Make discipleship a priority	8
Engage with public life and local needs	5
Real salt and light	3
Use 'Pilgrim' course more	2
Carry out church audits	2
Learn from others	2
Rule of Life	2
Signs and wonders	2
Mentoring for lay ministers	2
Prophetic witness	1
Faith is 24/7 not just for Sundays	1
How do we do this in such a diverse Diocese	1
Better support	1
Use of good resources	1
Positive partnering with other organisations	1
Training for Alpha, etc	1
Confidence in Christ	1
Sustainable lifestyle and ecology	1
Led by example	1
What does this 'Living distinctively' mean?	1
More open decision making	1
Help people to express faith at work	1
Archdeacons released to lead on mission	1
Look for 'quick wins'	1

Evangelizing Effectively

Only a very few tables distinguished between what they had seen happening, and what was achieved. The challenges, however, were more clearly defined:

Things seen happening and being achieved

- 3 tables spoke about the growth they have seen through evangelism.
- Most often spoken about was engagement with communities and in community activities (27), including bridge-building between church and community, community and community and church and other faiths (7). 18 tables gave examples of mission events, mostly related to the centenary year, and 2 made specific mention of Bishop Stephen's training for them. Specific activities in schools (including 'Open the Book') were mentioned by 18 tables.
- Similarly, tables spoke about activities put on by the church away from its buildings (21). Fresh Expressions of Church (including Messy Church) were recorded in 11 responses; and evangelism through service, also in 11, of which food banks were mentioned most frequently.
- Personal testimony was a high priority on 21 tables, taking various forms, whether in a large group or in one-to-one conversations; 10 more tables spoke of the need for prayer, study and the guidance of the Holy Spirit.
- Then there was the use of what churches have already got – making sure that a good welcome is given and that our buildings are welcoming (10); using the church festivals and fasts, with particular mentions of Holy Week walks of witness, passion plays, etc. (11); occasional offices (4); modern translations of the Bible (1). Some said that different service times and accessibility can make a difference (4).
- 8 tables spoke about the use of social media; with a further 3 referring specifically to reaching out to children and young people.
- A number of tables spoke about what is necessary to enable effective evangelism, including ownership (1), being open to opportunity (3), using peoples gifts (2), trust (2), pastoral care (3), innovation (2), working together and looking outwards (3), people being willing to have a go (4), changing attitudes (3) and motivation (6).
- A range of evangelisation strategies were spoken about, including training and empowerment (4), shared meals (3), prayer walks (including door-knocking) (3), evangelism enablers (2) and one table mentioned General Election hustings.
- Finally, several tables recognised the importance of follow up, including 12 talking about nurture courses (Alpha and Pilgrim getting the most) and 4 about the need for review and to celebrate success.

“Growing awareness of our community/context”

“Being good at asking ‘who are we trying to be alongside?’”

“A process, not an event”

“A sense of humility – we are all on a journey”

“Have underestimated response to outreach events: far more came than we anticipated”

This category got more red-dot votes than any other, with 9 tables giving it 5 or more dots and only 3 not giving it any.

What was the biggest challenge?

- Most talked about was lack of confidence and fear of being on the spot and not knowing the answers (15), closely followed by the difficulty in getting volunteers with so many demands on them (9) and the specific challenge of finding people prepared to be evangelism enablers (3); worries also about not being well trained (3), and managing change and succession (2)
- Worries about lack of ideas (3), ownership (3), doing rather than talking (1), that traditional events don't work (1), having a poor take up (2), being invisible (1) and knowing what is success (2)

Possible Next Steps	
More local training which is contextually relevant and includes training on 'telling your story'	31
Engage with community and its needs	16
Support for Fresh Expressions	5
More confidence in evangelism	5
Demystifying evangelism so that all can share faith	4
Share good examples, and make resources better known	4
Continue the momentum for outreach events	3
Prayerful Evangelism course	2
More motivation from the Diocese and deaneries	2
Encourage uptake of existing training	1
Keep Jesus central	1
Nurture groups in each church	1
Working more collectively	1
Signs and wonders	1
Give it a new name as 'evangelism' is scary	1
Coaching for evangelists	1
Preach the word fully	1
Training to use 21 st Century media	1
Community audit	1
Funding for Youth and Schools workers	1

Serving with Accountability

This category got the widest interpretation of any, with 15 tables focussing on 'serving' and referring to some kind of social action (although very few spoke only of that). Only a very few tables distinguished between what they had seen happening, and what was achieved. The challenges, however, were more clearly defined:

Things seen happening and being achieved

- 23 tables spoke about being accountable to God, through prayer, Scripture and discipleship; 4 said it could be measured using knowledge of prayer and the Bible, decisions made 'in the Name of Christ', and the Five Marks of Mission.
- 24 tables spoke about individuals needing to take responsible for their own accountability, using words such as honesty and transparency.
- 20 tables spoke about mutual, shared accountability, citing house groups, teams and Mission and Ministry Units as places where this could happen. Deaneries were also talked about on 7 tables, referring to mission and statistics. The new visitation process was mentioned on 6 tables.
- Two specific ways mentioned were safeguarding (DBS) on 15 tables and financial accountability and giving on 6. 1 mentioned sacrifice and 2 talked about generosity.
- Using Common Tenure, MDR, mentoring and working agreements was talked about on 13 tables; and 2 said this should be across the age-groups. Linked to this came leadership with 5 saying this was about audit not control. 1 spoke about oversight, 1 about imagination and 4 about training (including, on 1 table, HTB's recovery course). Also mentioned were owning a vision and setting goals (3), succession planning (2) and 'grill-a-vicar' sessions (1). 2 tables talked about celebrating risk-taking and success.
- A number of tables spoke about the best ways to ensure accountability, including keeping it simple (2), encouraging (2), recognising diversity (2), nurture (2), commitment and following through (4), being open (3), measurability against expectations (2) and knowing boundaries (2).
- Some tables spoke about the nature of accountability: being positively aware of it (3), communicating change (1), available resources (1), Christian values (1); encouraging a culture of mutual accountability (1).
- Finally some were hard to group, including: deployment (1), stirring up (1), good lay ministry (1), working across different churchmanship (6), unity (1), willingness to serve (1), church closure (1), saying no (1), encouraging vocation (2), and more accessible archdeacons (1).

'God is love' –
keep it simple

Discipleship is the
name of the game

Understanding we
are a work in
progress

Being willing to
step out and fail if
needed – it's OK

This category got
the fewest
number of red
dots, with 11
tables not giving
any, and only 1
giving five or
more.

What was the biggest challenge?

- 4 tables said people find it hard to see accountability as positive (although 3 more said they welcomed it); 4 that people struggle to understand the concept; and 2 that people are putting it off; while 3 said that some people do not want to be accountable. 1 table said it was all talking and no doing. 1 worried about isolation
- Getting the right priorities was seen as a challenge on 3 tables; 2 said it was too clergy-focused; 2 that it was hard to get people engaged. Tables also talked about difficulties in challenging each other (1); owning a shared vision (1); and organising accountability (2). Others included inflexible MMUs (4), difficulties with budgets (1), secrecy (1), how to include pioneer ministry (1), widening the net (1) and follow up (1)

Possible Next Steps	
Further communication to bring greater clarity about Serving with Accountability, its meaning, purpose and resources to support its development.	13
Better support and encouragement for clergy through MDR process	6
Good practical support systems	6
Support for local leadership	5
Peer group mentoring	3
More honed visitation	3
More clearly defined objectives	3
PCCs to take initiative for the vision	2
Fulfil our responsibility to God	2
Take action on declining parishes	2
Parish 'Ofsted'	2
Diocese more accountable to parish, and vice versa	2
Use of appreciative enquiry	2
Accountability to God	2
Set deadlines and targets	2
Clear policies and procedures	1
Affirm current ministry	1
PCCs to be more accountable	1
Better accountability within ministry teams	1
Financial transparency	1
Accountable to all ages	1
Accountable to the world	1
Platinum awards for mission	1
More local involvement in appointments	1

Re-imagining Ministry

In this quadrant, many challenges were just the opposite of the achievements (e.g. one table said an MMU had begun to be formed, but now faced challenges). So what is happening, has been achieved and challenges cannot successfully be separated:

- The greatest response by far was the need for lay ministry: to engage in ministry that is diverse with available training (30); for the laity to be empowered (30); and specific ministries such as worship leading (4) pastoral ministry (3) and leadership involving laity as well as clergy (5). There was a plea for more authorised ministries (5) and lay roles (6), but there was no indication as to what these might be.
- Challenges included the need for clergy to let go (3), the need for lay ministry to be accepted (7), and the dependence of some churches on their clergy (4). 6 tables spoke about the worry that lay people do not have the time to give, on top of family and work commitments. A further 4 tables worried that there are not enough accessible training packages; and 1 table just said that people were already doing too much!
- Mission and Ministry Units were mentioned specifically by 20 tables reflecting on their positive experiences of teams and clusters, and, on 1 table, a covenant between parishes. However, 8 tables reported on the difficulty of forming M&M Units and 4 that the whole Reimagining Ministry agenda had been rejected by some as requiring more work for the laity. 2 tables said there was a need for prayer and healing. 8 tables spoke, more generally, about the need to set priorities and embrace change.
- 21 tables talked about good collaboration, new relationships, of working ecumenically and every-member and all-age ministry; while 3 talked about the problems of working with people from a different tradition (although one also said this could be a blessing), 2 more spoke of more general problems around working together.
- 14 tables also spoke positively about vocations, with one specifically mentioning the SHAPE course. 2 tables spoke about the difficulty of fostering vocation, and 1 that too often people felt pressured. This topic was difficult to categorise as either challenging or positive; so if the table just wrote 'Vocation' we took that as positive. 8 tables spoke more specifically about discerning gifts, 3 about the need to empower young people and the problems in doing so (2) and 1 on focusing strengths, 2 on ownership, and 1 table on the need to maintain theological standards.
- 12 tables spoke about Fresh Expressions, including Messy Church; 10, more generally, about having services at different times and on different days; and 11 talked about their context and going out to where people are. Several of these said that church was people, not a building; and 9 spoke about social action.
- 8 spoke about good use of resources, 2 about less focus on buildings, and 3 about new technology.
- Several specific ministries were mentioned: pioneer ministry (1), house groups (1), interim ministry (1) and apprenticeships (1). 3 tables expressed a desire for lay presidency, and 3 of the need for succession planning. 1 spoke of a local

“As a young priest, will there be a stipendiary job in the future?”

“Clergy need to change, to empower lay ministry”

“Scrapping rotas – using alternative methods – pot-luck service opportunities for all”

This category was third in the red-dot count. However, seven tables gave five or more (one table gave all ten); and only three tables did not give any.

evangelism course, 1 of the homeless involved in a church, and 1 of an Asian language church.

- Only 2 spoke directly of mission, 1 of nurture, 1 of discipleship and 1 on the need to review. 1 spoke about knowing the limits of what is possible and 1 about the need to do things differently.
- Challenges included worries of top down or bottom up (2), lack of flexibility (4), admin and management (4), too many labels (1), communication (2), lack of imagination (1), too much formality (1), the need for quality control (2), ageism (1) and fear (6). But 3 tables spoke positively about the need to experiment and not fear failure.

Possible Next Steps	
Local training that is relevant, flexible, and contextual	22
Release all people to minister, including youth	20
Help clergy to embrace lay ministry	13
Encourage lay vocations	9
More lay involvement in decision making	6
More relevant liturgy	4
Sharing of good examples of re-imagining ministry	4
Explanation of Mission and Ministry units in local contexts	3
Clarify role of stipendiary clergy	2
Release clergy from administration	2
Well communicated deanery plans	2
Invest in stipendiary clergy mentoring	1
Change management training for clergy	1
Flexible boundaries and goalposts	1
Episcopal pressures on 'blockers'	1
Affirm a risk-taking culture	1
Reinvigorate deaneries	1
Prayer	1
Train clergy differently	1
Churches working together more	1
Working ecumenically	1
Training the trainers	1
Develop sustainable healthy churches	1
Better feedback and assessment	1
Diocesan conference on deployment	1

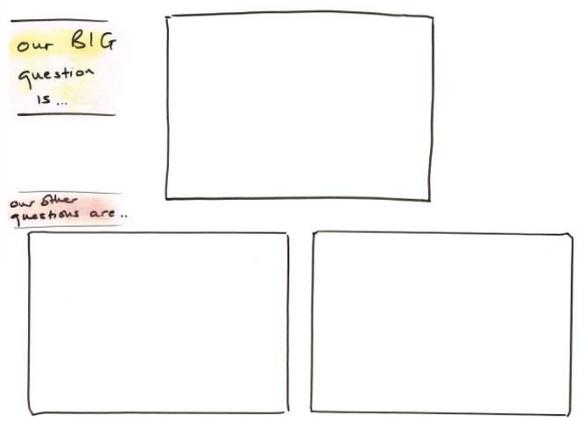
Other Next Steps, not directly related to the four priorities

Other Possible Next Steps	
Remove the burden of, reorder or rationalize the number of buildings	6
Outward focus for Mission and Ministry Units supported by good factual analysis	4
Enable ministry of all, including youth	4
Give permission to fail	4
More prayer	3
Overcome clunky church legislation and structures	3
Focus resources at Mission and Ministry unit level	2
Better stewardship	2
Encourage confidence	2
Need for total commitment	2
Listen to God more	2
Better leadership at all levels	2
Clearer Diocesan budget	1
Less but more relevant local training	1
Affirm family life	1
It's a big change and needs to be done gradually	1
Five year plan for parishes	1
Time management training for clergy	1
Change Anglican image of Church	1
Targeted investment of resources	1
Better use of advisors	1
Quicker formation of Mission and Ministry units	1

Red dot analysis

	Inhabiting the world distinctively	Evangelising effectively	Serving with accountability	Reimagining ministry
Total number of dots	218	246	131	193
Number of tables using five or more dots for one category	5	9	1	7
Number of tables not using any dots in a particular category	4	3	11	3

2. Key Questions



(The number of questions under each heading shown in brackets, to give a sense of which topics are of greatest importance)

Purpose and implementation of Transforming Presence

High level questions about purpose and outcomes of TP (11):

- What does God want of us?
- Are we getting our priorities right?
- Will TP help us grow, not decline?
- Can we keep our focus on the church's purpose, not just management of an organisation?

Evaluation (7):

- How can we tell if TP is working the way we want it to, locally and at diocesan level?

Change management (51):

- How do we communicate TP so that all in our congregations are engaged?
- How do we overcome negative perceptions of TP?
- How do we deal with those (lay or ordained) who are resistant to change?
- How can we manage change sensitively and help people deal with fear of change?
- How can we share examples of good/outstanding practice relating to TP across churches?
- How can we sustain the momentum of change for the long term?

Changing structures

MMUs (14):

- Various questions regarding processes for establishing MMUs, and structures involved – largely answered by new booklet

Working with difference (15):

- How do we work effectively with those of different theological traditions, with respect, trust and generosity?
- How do we find unity, while valuing our diversity and maintaining our identities?

Accountability (5):

- How do we ensure appropriate accountability, including for laity?
- Do existing accountability structures need to change?

Existing structures and processes (7):

- Is the parish structure still fit for purpose?
- How can we simplify processes, and what do we stop doing?
- How can we focus on building the kingdom, rather than on regulations?

Changing forms of ministry

Lay and ordained ministry (33):

- How do we encourage people to recognise all ministries?
- How do we help people identify their gifts?
- How do we train, empower, and support people in using their gifts?
- How do we get the right balance between clergy and lay ministry?
- What is priesthood for?
- How meaningful is it to have communion taken once a month by a clergy person “flown in” and not well known?
- Do we need to think outside the box, eg on lay people and communion, baptisms, etc?
- Are we supporting clergy in make the transition involved in TP?
- How do we effectively support mission and ministry, given the many demands on lay people’s time?

Leadership (8):

- How do we identify and grow future leaders?
- How do we ensure leaders stay connected to their congregations and communities?
- Are the “hierarchy” connected to those at ground level?
- Should we re-think the roles of bishops and archdeacons?

Discipleship and church life

Discipleship (11):

- How can we become better disciples?
- How can we communicate the message of living distinctively and equip people to live it out?

Energy and enthusiasm (12):

- How do we keep our passion, energy, joy for mission and ministry?
- How do we stir up the unstirred, overcome complacency?
- How do we release the power of the Holy Spirit?

Church community (6):

- How do we connect across generation gap?
- How do we sustain smaller congregations?
- How do we adapt church life in the face of the demands of the modern world, and maintain a sense of community?

Mission and outreach

Evangelism/outreach (25):

- How do we communicate the gospel in a changing world?
- How do we equip individuals to share their faith with others?
- How do we overcome negative perceptions arising from the church's internal squabbles?
- How do we reach out to different age-groups, especially younger people?
- How do we do church differently, to reach out to our communities?

Community/world (8):

- How do we stay focussed on releasing people for mission in the world, not just maintaining the church?
- How do we understand the needs of our communities, and what is our vision for their transformation?

Resources

Buildings (7):

- Should we face the hard questions about resourcing or closing buildings, if not sustainable or not fit for purpose?

Finance/resources (16):

- Do we have the resources (money, people etc) we need to implement TP?
- What do we do about the challenge of finance and paying parish share?
- Is finance more of a driver for TP than has been stated?

Ecumenical/inter-faith dialogue

Ecumenical/inter-faith (2):

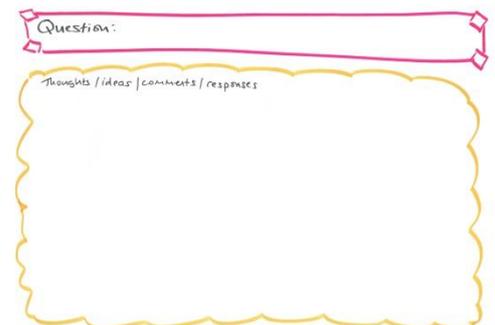
- How do we expand our dialogue with other denominations and faiths in the light of TP?

Questions addressed at Time to Talk

From the most important questions identified on the day, four questions were distilled. These were tackled by deanery table groups with the following outcomes:

How do we challenge the mind set of ministry by the vicar and encourage everyone to fulfil their calling to share responsibility for ministry?

- Clergy need to be open to challenge, lay people need to be willing to challenge clergy
- Clergy need to step back and delegate more to others
- Clergy need to be retrained in collaborative ministry
- Clergy need not to step in when they think they could do something better/quicker than someone else
- People need to discern/ recognise their gifts (including unconventional gifts) and take responsibility for using them for the mission
- Shifting the focus from clergy's ministry to Jesus' ministry
- Could focus on supervision, mentoring, coaching and encouraging/nurturing lay people's skills and abilities



- Role-model good practice and promote opportunities to 'have a go'
- Church warden training could be distance learning
- What happened to Ministry as Partnership? Could be rolled out across Diocese
- Might need to reconsider pattern of worship to allow lay people to lead.
- Use vacancy as opportunity for growth/train parishes to make their vicar redundant
- Trust God to equip our churches for his mission

What would be the signs that we are working well together across differences in theology and context?

- Communication, listening, grace
- Joined up mission activities eg confirmation classes
- Shared social action – eg homeless shelter, schools work (open the book), food bank, street pastors
- Honesty about differences – signpost enquirers to each other's churches
- Be sensitive to the elephants in the room
- Ensure we enable people to keep their local church identity
- Respecting our differences/tolerance and not taking disagreements personally
- Collective worship and praying openly together
- Overcoming pride and asking each other for help
- Generosity of Christians to accept one another's churchmanship eg joint CCS/ reader training
- Creedal focus on what we all believe
- Ministering/preaching in each other's churches
- Acknowledge that people don't like change and that all change includes some loss/fear of loss
- 'see how they love one another' – the love of God and sense of community are growing
- Pooling resources – sharing admin
- Deanery conferences/training days/well attended deanery synod

How do we maintain momentum and carry people with us?

- Accept that some people will not want to journey on
- Give people time/reassurance to adjust
- Acknowledge the challenges honestly
- Build on positives – appreciative enquiry
- Visionary and enabling leadership
- Sharing successes and failures
- Invest energy/attention where the momentum is felt to be
- Keep focused on the Gospel – discipleship/love of Jesus
- Share encouraging stories/testimonies
- Building positive relationship within church community and with community
- Nurturing every member ministry - release untapped resources.
- Look for areas of agreement
- Listen to the sceptics
- Mutual encouragement
- Identifying small next steps/manage expectations

- Find different places to engage with people
- Enthuse small groups – house groups/action groups
- Pray together

What should we be doing in order to remain focussed on the world and not just the church?

- What might need to be reimagined in church to enable 24/7 discipleship?
- Listening and being vulnerable enough to say we don't have all the answers
- Courage needed, don't be complacent, attend mind and spirit/well-being events
- Use social media more effectively so we can join in the conversations
- Social involvement, politically savvy, solar panels on church roof
- God accepts people as they are but works with them not to stay as they are
- Take church into world (shared social action) and invite world into church
- Keep it simple – ask people what they need, simplify Church to free people up to be in the world
- Reaching men
- Conflict in churches kills outward focus
- Supporting chaplaincies, support secular vocations, affirm Christians in the working world
- Voice Christian views into our workplaces – 'this time tomorrow' slot on Sunday
- Pray ask God to show us who to speak to
- Act with compassion – see Jesus in the face of every stranger
- Recognising we are all on a path, but at different points and requiring different nurture
- Close Church buildings for a season and see what church might be
- Resource/facilitate parishes to have difficult conversations/resourcing disciples – immigration, AIDS, affordable housing, benefits cuts and support them when they take action
- Don't go to Church, be church in the community
- Live our Christian values of forgiveness and reconciliation
- Be more direct /prophetic

3. Deanery Progress and Action Planning

Deanery:

1. What is different now?

What are the signs of hope?

Where do we see God at work?

2. Focus areas and key actions

3. What one thing would really make the difference? What is one courageous step we could take? What are our closing commitments to each other?

These deanery sheets are working documents for local use to encourage further reflection and action. They have not been analysed. Copies will be made available to Archdeacons and Mission and Ministry Advisers to enable any helpful learning to take place between deaneries.