



The Church of England in Essex and East London

# *Reimagining Ministry*

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# The Drivers of Change?

- Theological
- Practical



# William Temple

The evangelisation of England ... is a work that cannot be done by the clergy alone; it can only be done to a very small extent by the clergy at all. There can be no widespread evangelisation of England unless the work is undertaken by the lay people of the Church...the main duty of the clergy must be to train the lay members of their congregations in their work of witness.



# Three Reports

- *Towards the Conversion of England*, Church Assembly, 1945
- *The Mission and Ministry of the Whole Church*, The Faith and Order Advisory Group of the Church of England, 2007, GS Misc 854
- *Senior Church Leadership*, The Faith and Order Commission of the Church of England, 2015

# Essential elements for being church?

<b>Pews</b>	<b>Font/baptistery</b>	<b>Sunday worship</b>
<b>Ordained Ministers</b>	<b>Communion vessels</b>	<b>Committees</b>
<b>Hymn books</b>	<b>Photocopier</b>	<b>Small groups</b>
<b>People</b>	<b>Guitars</b>	<b>Coffee</b>
<b>Building</b>	<b>The risen Christ</b>	<b>The Scriptures</b>
<b>Pulpit</b>	<b>Sacraments</b>	<b>Food</b>
<b>Printed Bibles</b>	<b>Bishops</b>	<b>Choir</b>
<b>Organ</b>	<b>Connection and oversight</b>	<b>Robes</b>
<b>Data projector</b>	<b>Liturgy</b>	<b>Mission to God's world</b>
<b>Prayer meetings</b>	<b>Lay ministers</b>	

# Essential elements for being church?

<b>People</b>		
	<b>The risen Christ</b>	<b>The Scriptures</b>
	<b>Sacraments</b>	
	<b>Connection and oversight</b>	
		<b>Mission to God's world</b>



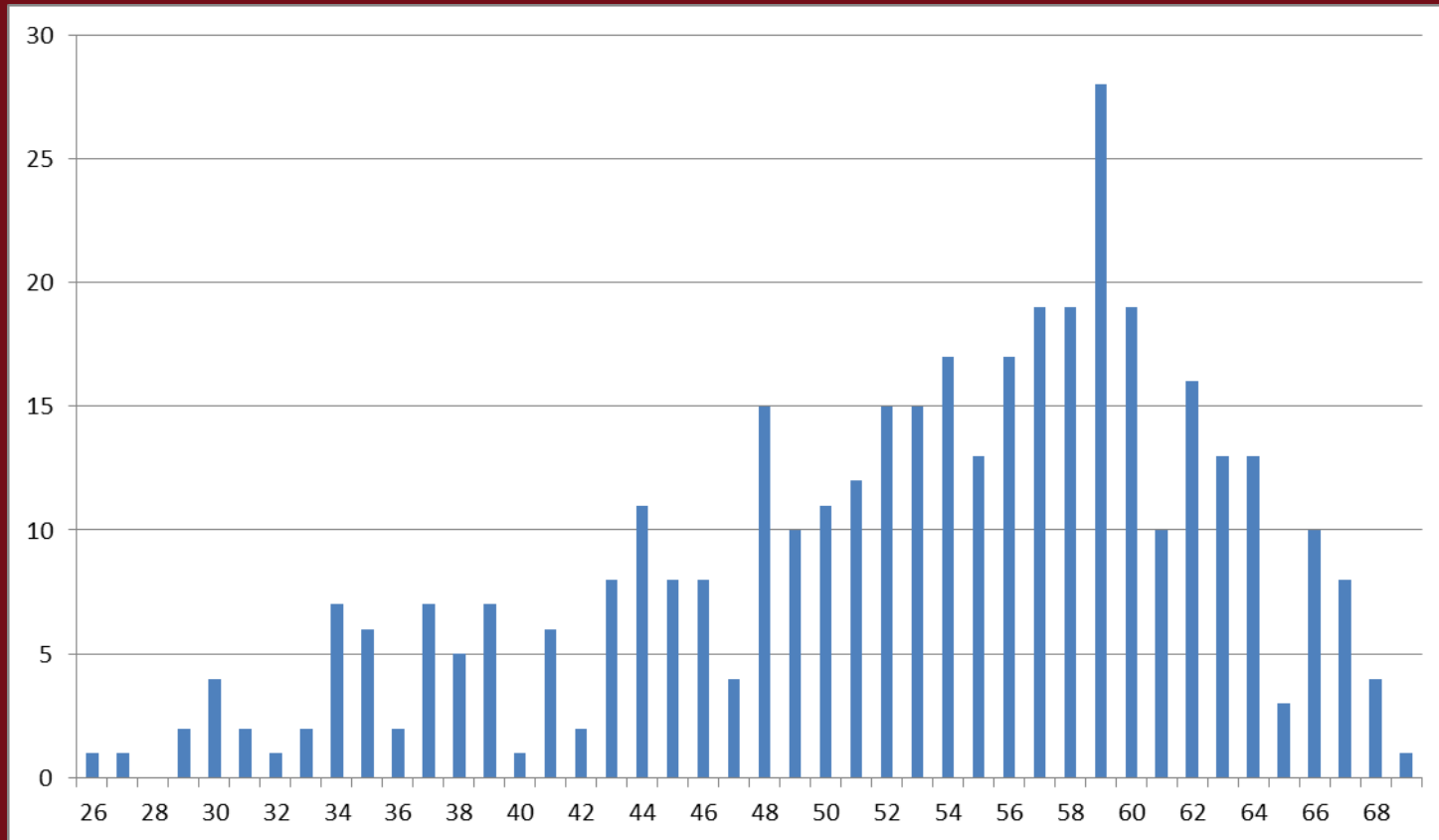
# Practical Drivers for Change

- Finance
- Clergy numbers:
  - 1901 23,000
  - 1999 9,762
  - 2015 8,000 Stipendiary Parish Clergy
  - Plus 3,300 SSM, 6,480 PTO & 2,670 others
- Population
- Clergy age



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# Age of stipendiary clergy

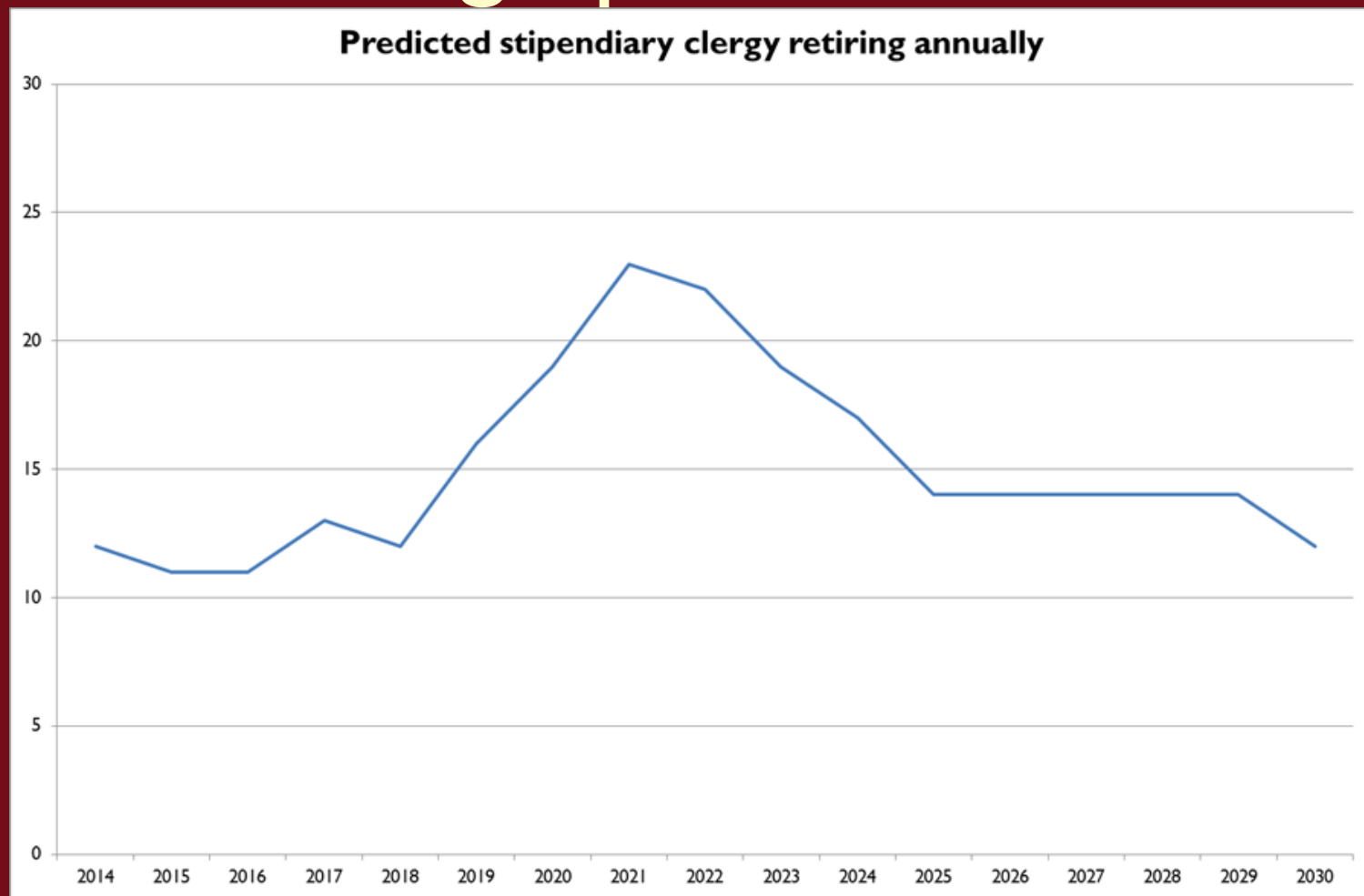


Average age late 50s; over 55s represent 50% of total



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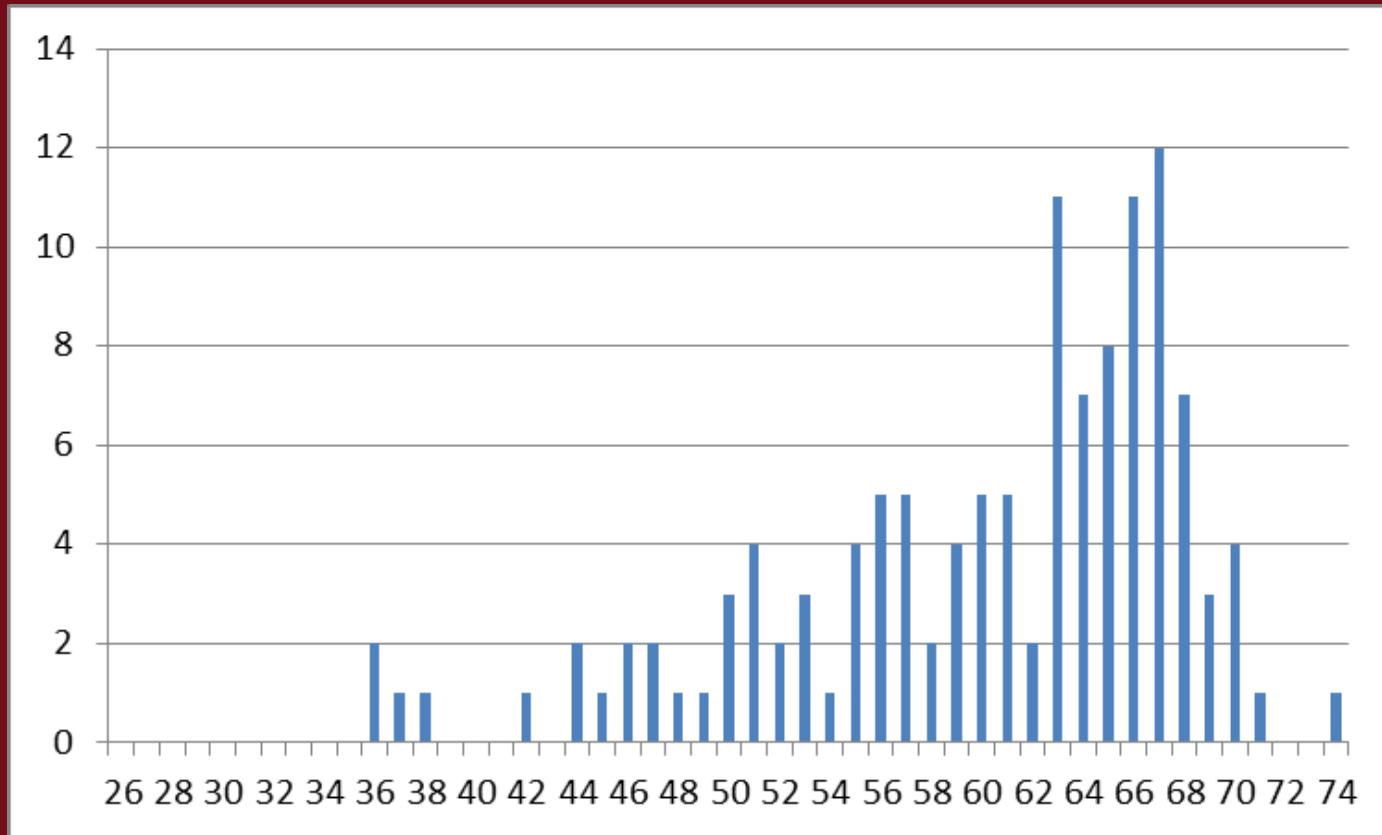
# The Demographic Tsunami





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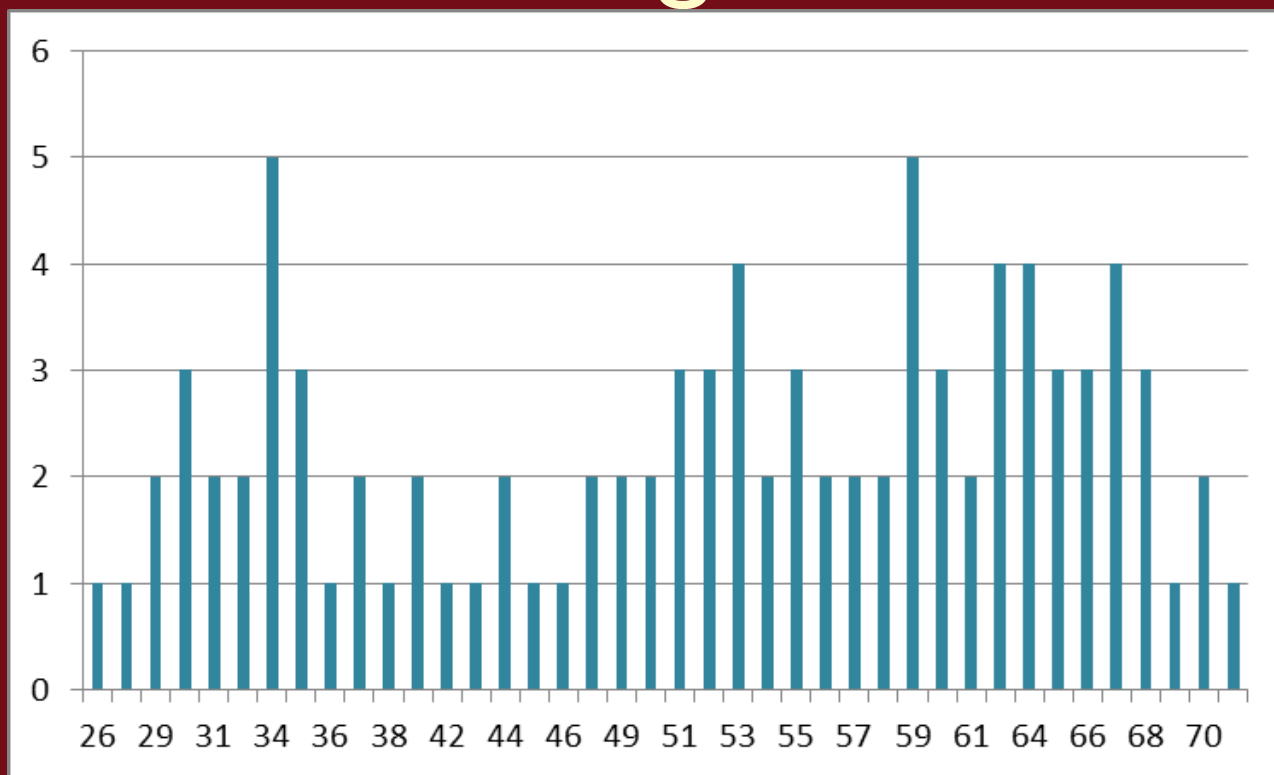
# Age of self-supporting clergy



Average age mid-60s; over 55s represent 78% of total



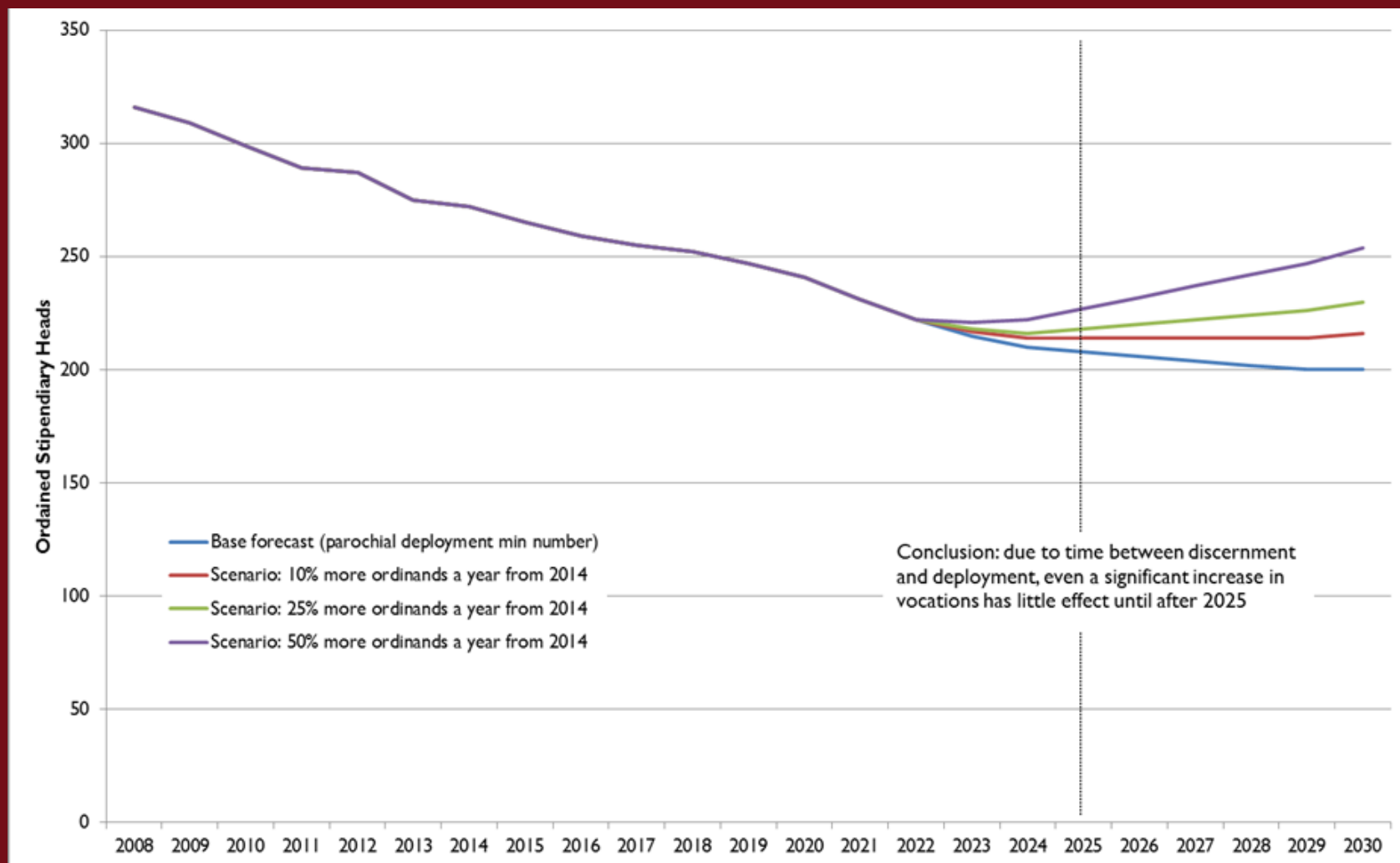
# Twin Peaks: age of curates

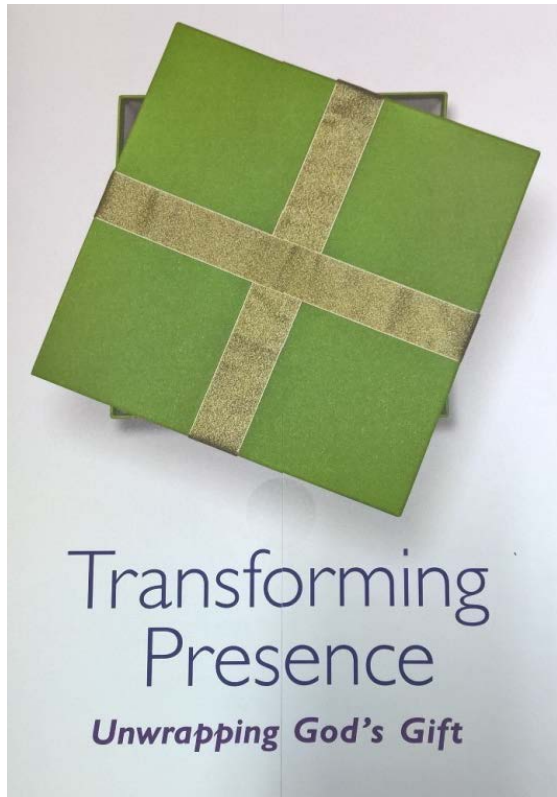


Young peak c early 30s; older peak late 50s  
47% of curates over 55



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# Transforming Presence

Strategic priorities for the  
Diocese of Chelmsford to 2025:

- Inhabiting the world distinctively
- Evangelising effectively
- Serving with accountability
- Re-imagining ministry

Inhabiting  
the world  
distinctively



- *12,000 Chelmsford Holding Crosses*
- *'Holding On' Course*
- *'School for Disciples' in 2017*
- *Evelyn Underhill @ Pleshey 2016*





## *Evangelising effectively*

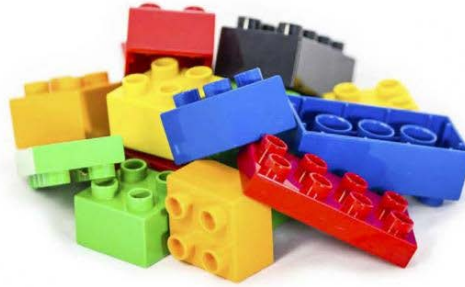
- *5,000 volunteers for evangelism training in 2013*
- *320 evangelistic events in 2014*
- *Encouraging evangelism as business as usual*
- *Being good news in schools*
- *Strategic Mission Priority Areas*
- *Strategic development funding bid for resource churches and church planting*

*Serving with  
accountability*



- *Development of 9 criteria*
- *Self-assessment through the 2015 Visitation Process*
- *Turnaround project: targeting structural barriers to mission*

# Re-imagining ministry



- *Transforming Leadership – 2012*
- *Growth in Vocations*
  - *Record ordination numbers*
  - *Potentially net exporter of curates by 2018*
  - *Young vocations scheme*
- *Lay ministries*
  - *St Cedd Centre for Pioneer Mission*
  - *Licensed Lay Ministers*
  - *Authorised lay ministries*
- *Mission & Ministry Units*



# Some key phrases

- Luminous and transparent
- Formed in order to be sent
- More church for more impact
- A priest *for* every parish, and a ministry *in* every place



“Six hundred clergy cannot win for  
Christ and His Church the great  
County of Essex...”

Falkner Allison

Fourth Bishop of Chelmsford, 1951-1961



# Mission & Ministry Units

- Name
- Mission Focus
- Geographic
- Diverse
- Collaborative
- Administration
- Local Ministry not Focal Minister



# Mission & Ministry Units

- Role of Archdeacon and Deanery
- Leadership
- Viability & flourishing
- No isolated ministers or congregations
- Legal structures to follow relationships
- Future of the deanery?



# Some Issues

- Those who won't play ball
- Culture Change Takes Time!
- Differing roles for priests
- Working with difference – necessary for Mission
- Deanery = Unit?



# New Forms of Ministry

- Lay Ministers as congregational overseers
- Lay Lay leaders
- Interim/Transitional Ministry



# Some implications

- We will make mistakes – no experts
- Change/transition is business as usual
- Prior Training to Learning on-the-job
- Leadership abilities
- Learning Communities/Communities of Practice
- Coaching and Mentoring



- How does this relate to your context?
- How can we better learn together?
- What questions does this raise for you?