

Guildford Diocesan Synod: 1 March 2014

Ideas for Church growth

The Revd Alan Hulme from the Guildford Diocese Parish Development and Evangelism Team gave a PowerPoint presentation on "Growing Younger".

I attach the presentation.

Report on women bishops debate

The official minutes of this discussion are less than a page long. I have provided a fuller unofficial note of 4 pages, which gives more detail on the points made.

I attach it.

Growing Younger

**Guildford Diocesan Synod
March 2014**



Why "Growing Younger"?



Why "Growing Younger"?

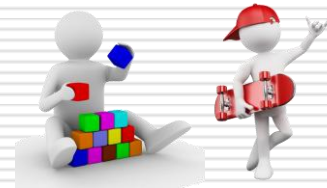


□ Synod 2012 survey

- Reversing declining numbers



- Reaching more children & young people



□ Church Growth Research Programme





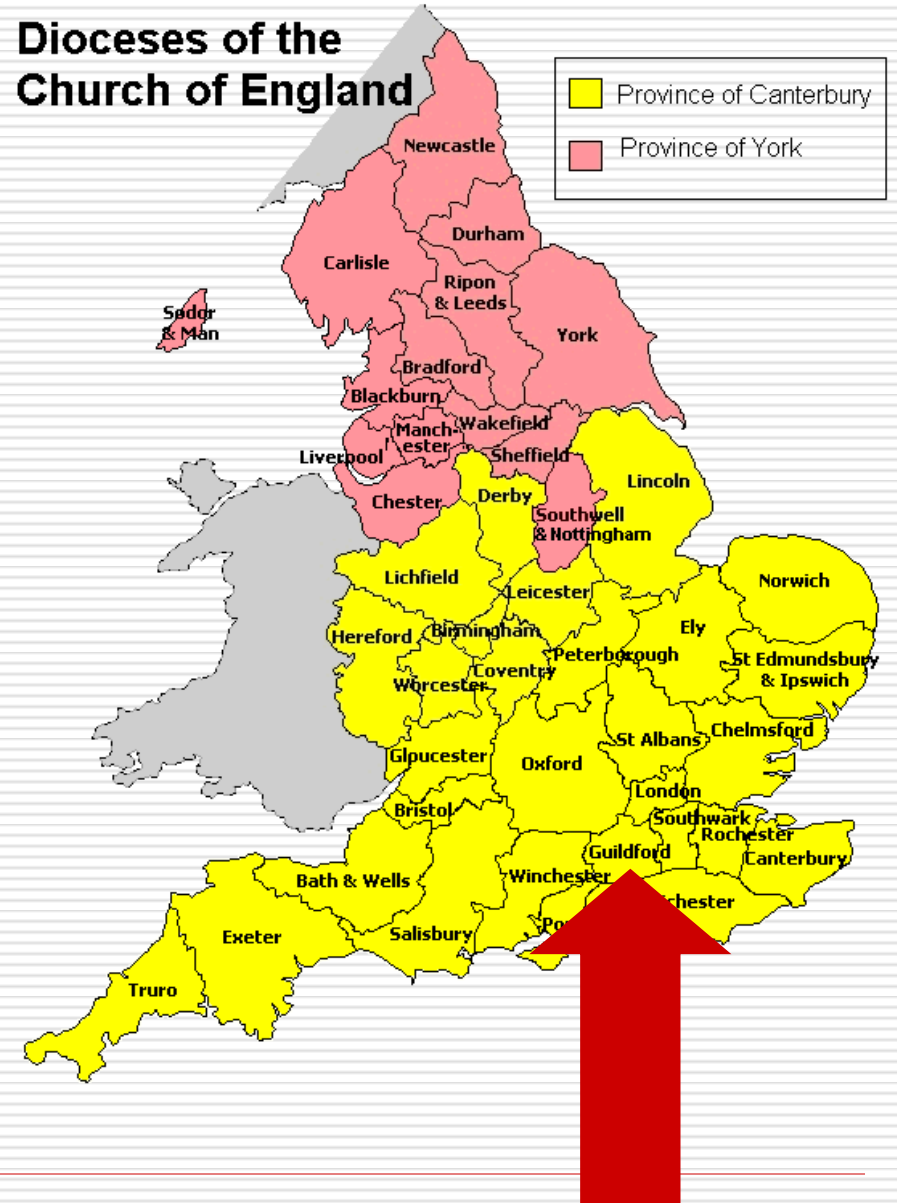
Agenda

- ❑ **Our Context**
- ❑ **Growth Research Findings**
- ❑ **Key Issues:**
 - Vision, Children & Families, Young People
Fresh Expressions, Church Planting, Others
- ❑ **Examples**
- ❑ **Two way:** Q&A, Buzz, Feedback: Tried Balance
- ❑ **Aim:** understand, better decisions



Our Context

National & Diocesan





Crisis

□ The Crisis is NOT

- Sunday Attendance shrinking
- Tearing ourselves apart over women bishops & same sex relationships



□ The Crisis IS

- The age of our membership



The Crisis



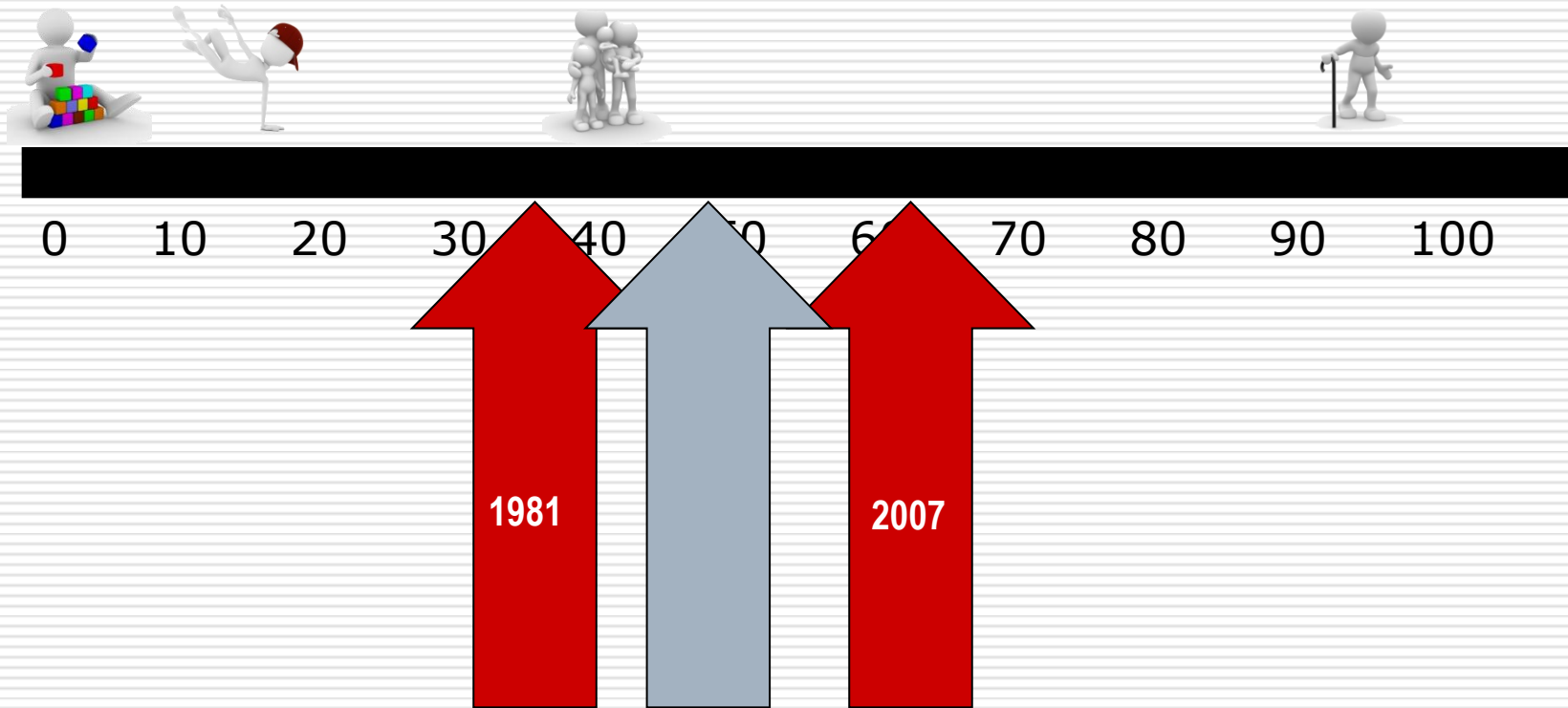
We have a

"DEMOGRAPHIC TIME BOMB"

in membership numbers



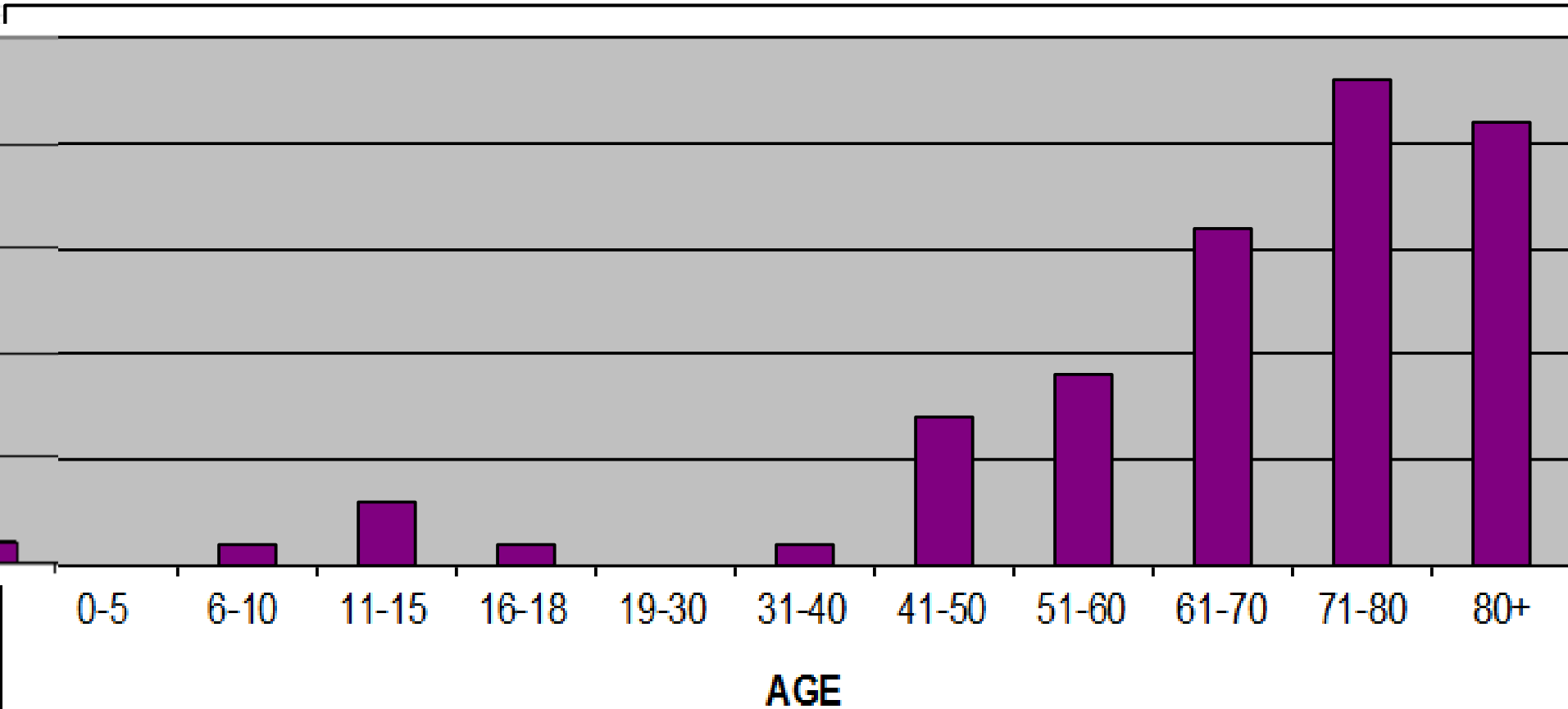
“Demographic Time Bomb”



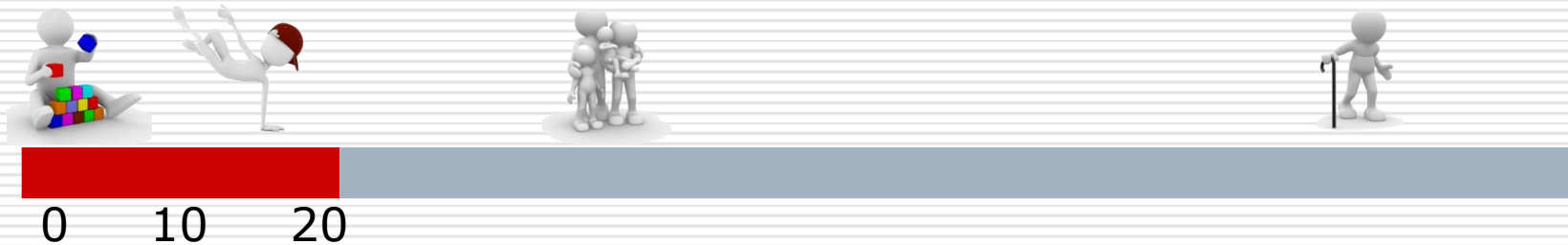
Average age of adults



Age Bar Chart



“They’ll come back later”....



72% come to faith before 20

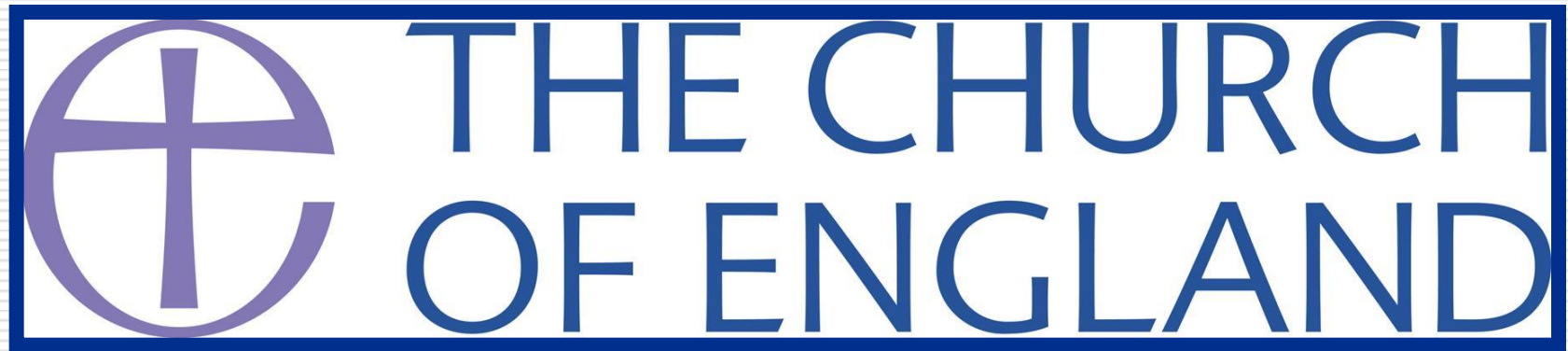
It is not that adults are leaving
But young adults are not joining



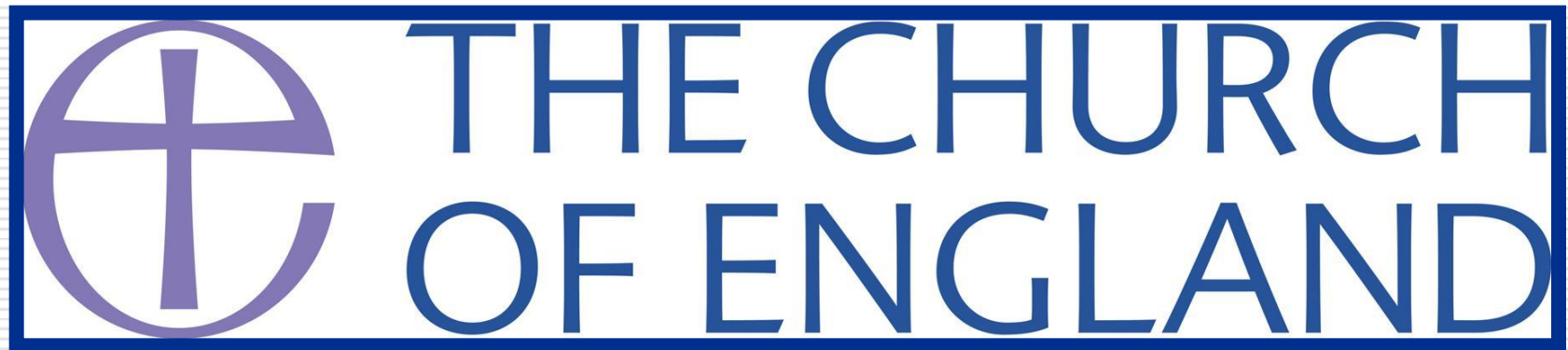
“Demographic Time Bomb”



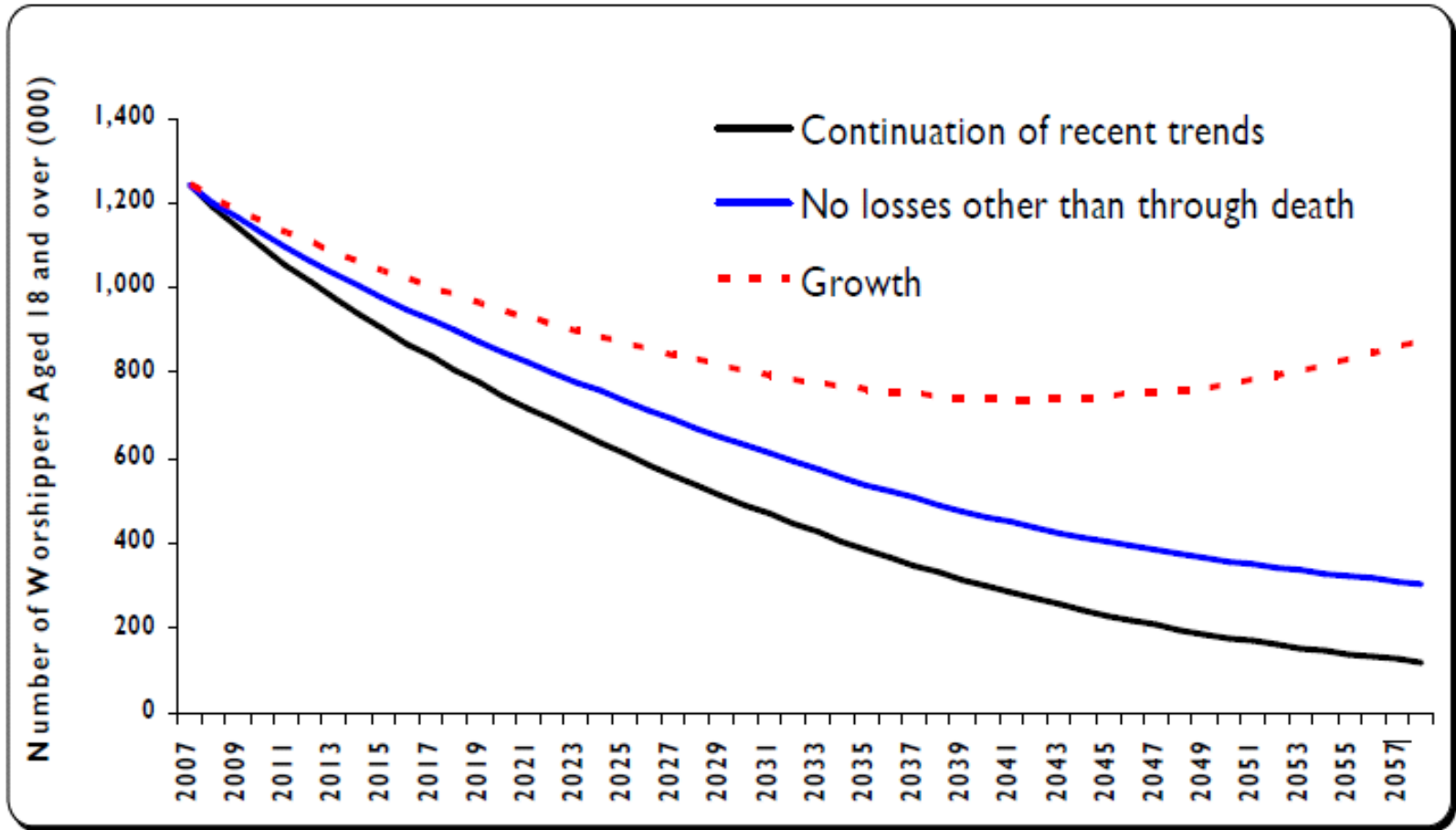
2007



2057



Church of England Attendance Projections

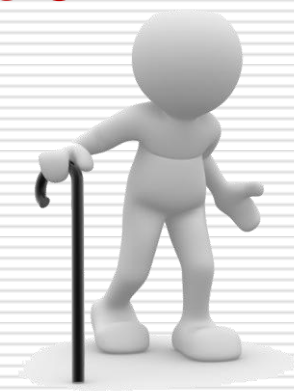


“Demographic Time Bomb”



How do we react to that information?

- “It’s not as bad as you say”
- “It will see me out”
- “So it’s hopeless”



- Face the Issues & ask:
“What is The Lord calling us to
co-operate with?”**



“Demographic Time Bomb”



Growing His Church

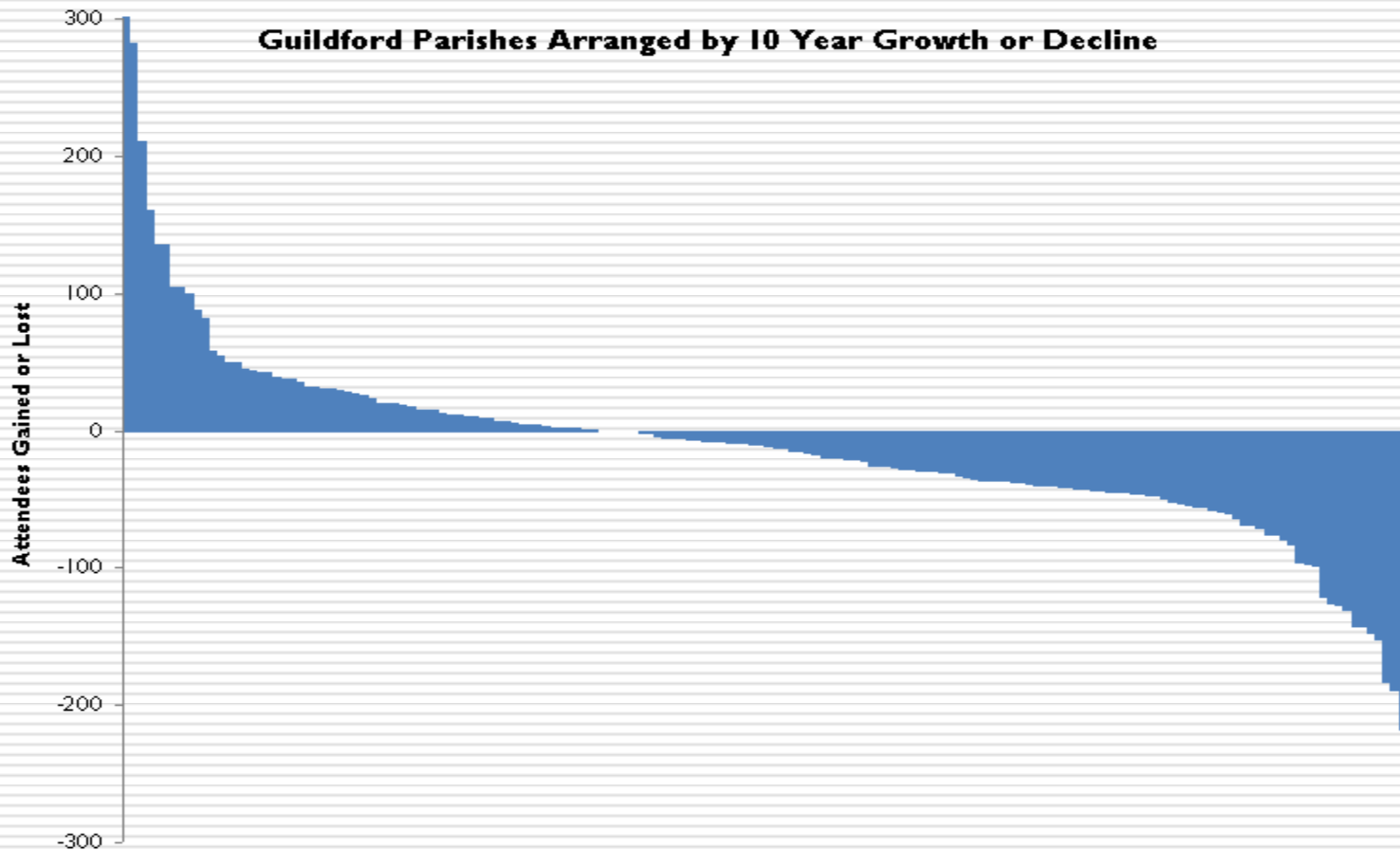


- SPIRITUAL MATURITY - Deeper
- NUMBERS – Balanced Age Distribution – Growing Younger
- COMMUNITY ENGAGEMENT – Transforming Society





Mixed Picture



“Demographic Time Bomb”



Confident Urgency

Complacency

Stretch the model

Anxiety



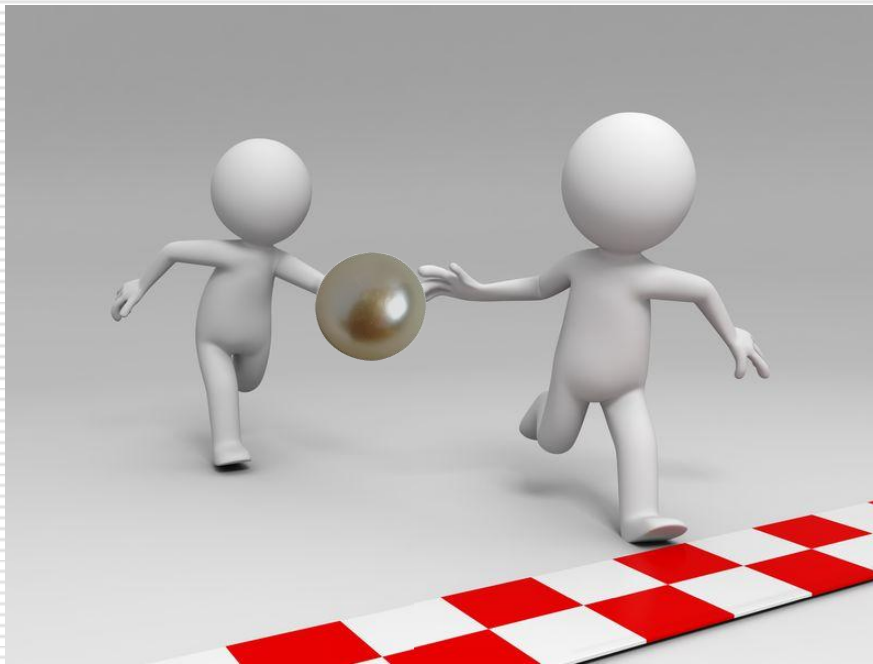
Diocese of Guildford

PDE Team

Focus on under 25s? What about the rest of us?



□ The Pearl of Great Price



- Our **Entrustment**, not our possession
- Pass from generation to generation





What can we do?

- See the next hour for some starters
- Age profile of the diocese Oct 2014



Church Growth Research Programme

□ “From Anecdote to Evidence”



What is it?

18 month Research Programme

- **Analysis of existing data**

- **Profiles of 1700 churches**

- **Structures:**

- Amalgamating Multiple Parishes

- Cathedrals

- Fresh Expressions

- Church Planting

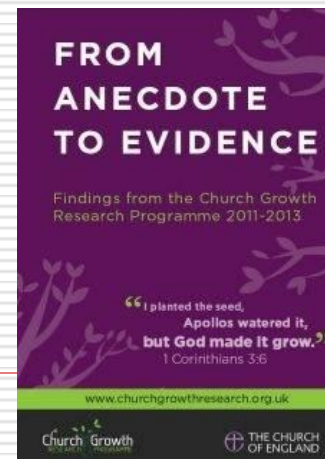
- **Best data ever on CofE**



What is it?

- ❑ **Definition of Growth compares with CP**

- ❑ **Ultimately 2000 pages...**
 - **Focus on** Children, Young People, Numerical Growth
 - **Areas other teams address later date**



Caveats....

God is God

*"I planted the seed, Apollos watered it,
but God ~~let it grow.~~" 1Cor 3:6*



Problem is Clear:

The Right Responses will be Varied



Caveats... **Prayer** & Action

Nehemiah: My Hero!

"They all plotted together to come and fight against Jerusalem and stir up trouble against it."



Neh 4:9

"But we **prayed** to our God and **posted a guard** day and night to meet this threat."



Caveats... **Prayer & Action**

Strategy

**Good
Practice**

Evidence

Prayer

Faithfulness

Holy Spirit

Scriptures



Prayer – Dependence upon God

Prayer as Priority number **1**



Growth Research – Key Points

- **“The increasingly urgent challenge to retain the younger generations within the church has been confirmed”**



Growth Research – Key Points

- **“If someone is in church at 25, they are likely to be there at 75. If they are not engaged at 25, it is much harder ”**

Dr David Voas



Growth Research – Key Points

- **“Style and Theological Tradition have little impact on growth ”**
 - **Provided:**
 - **“Intentional & Wholehearted”**
 - **There is Reflection & asking “why”**



Growth Research – Key Points

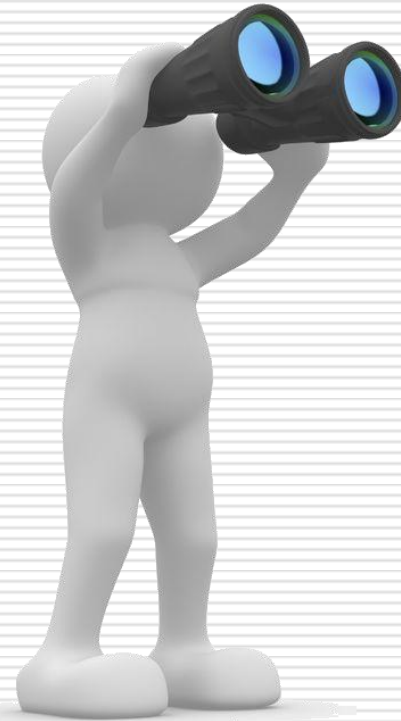
- **“There is no single recipe for growth but there are common ingredients strongly associated with growth in churches of any size, place or context.”**
 - Note before deciding
“It wouldn’t work here” or “It’s just a fad”



Key Issues for Reflection



Vision & Planning

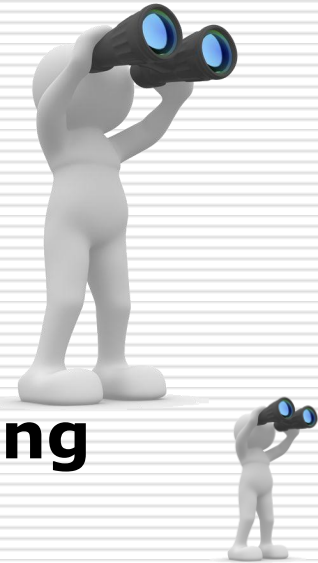


Vision & Planning

□ “Churches that say they have a clear mission & purpose are far more likely to report growth”

■ Clear Vision 64% growing

■ No Clear Vision 26% growing





Vision & Planning

□ **Associated with Growth**

- Self-Reflection & learning
- Willingness to experiment
- Permission giving culture

□ **Other Dioceses:**

- London M.A.P.
- Peterborough G.A.P.
- Coventry N.C.D.



Vision & Planning

Guildford...

- Variety tools..
- Same principles

□ **Aim =
Healthy
Churches**

PDE Team

CHURCH VISION – PLANNING CYCLE

outline view





Stories from around the Diocese

□ All Saints Weston Green



□ St Michael & the Ascension Aldershot



Vision & Planning

□ Where from Here?

- PDE recruiting a larger team of volunteer Facilitators to cope with increased demand

- Question for Synod:

“How can we encourage more churches to use a rhythm of vision setting and planning?”



Buzz Groups

Questions 1-2.

Prayer

Vision & Purpose

Written
comments on
sheets welcome



Engaging Children & Parents



Engaging Children & Parents

Research Findings



- ❑ **“There is an urgent need to focus on children, young people and their parents”**
- ❑ **Associated with Growth**
 - Employing Children & Families or Youth workers.
cause or effect? 53 Employed Children & Families Workers
 - Churches with a high ratio of children
cause or effect?
 - Programmes deliberately aimed at families made a difference.



Engaging Children & Parents

Research Findings



□ **Jaw Dropper**

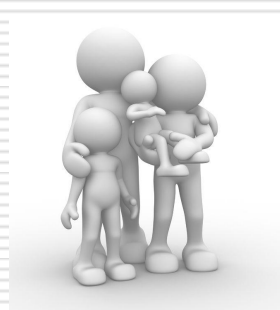
- Only 36% most committed Anglican Parents saw teaching faith as a priority in the home. Good Manners 94%.

□ **Focus on Faith in Families** *feeding parents*

□ **Family life is changing**

- Times when free
- Child Focussed

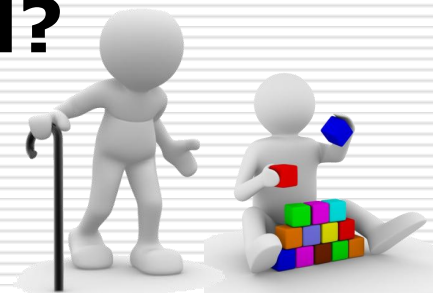




Engaging Children & Parents

□ How do we move forward?

- Linking older & younger
– Intergenerational



- Is your church joinable for young families?

Self audit

- Start from where they are. Noise etc.

- No Children? Are you ready? Wise virgins





Engaging Children & Parents

□ How do we move forward?

- Equipping parents to incorporate faith into family life **PDE Focus**
- Gaps emerge when no toddler provision **under 5s**
- Schools links, Open the Book etc.
- Fresh Expressions – eg. Messy Church - **Later**





Stories from around the Diocese

☐ Cranleigh Tea & Toast



☐ CC Woking: Who let the Dad's out?



☐ Open the Book





Engaging Children & Parents

□ The Message?

**“There is no single solution:
but intentionally engaging
with young families does
bring fruit”**



Engaging Young People



Engaging Young People

Research Findings



- ❑ Parishes that have a higher child and young person to adult ratio are twice as likely to be growing
- ❑ There is an urgent need to focus on Children, Young People and their parents



Engaging Young People

Research Findings



- ❑ Particularly strong association between growth and youth programmes
- ❑ Best youth programmes are likely to involve new ways of building community
- ❑ This requires considerable time and effort





Young People Today

- Drink less
 - Smoke less
 - Have less promiscuous sex
 - Take fewer drugs
 - Perform better at school
- Than any generation in recent history





Engaging 11+

□ Most Young People seek:

- Life
- Community
- Real people
- A place of belonging
- 'Something worth dying for'



And this should be found in every church





Yes, but how?

- Parents take their faith more seriously

- Talk to young people
 - In families
 - In church

- No sub-contracts, no shortcuts





Yes, but how?

- Starting with a few
 - An example

- Starting with Nothing
 - An example

- Time, energy, effort and expense





Children, Families & Young People

Fresh Expressions



Fresh Expressions

□ What is a Fresh Expression?

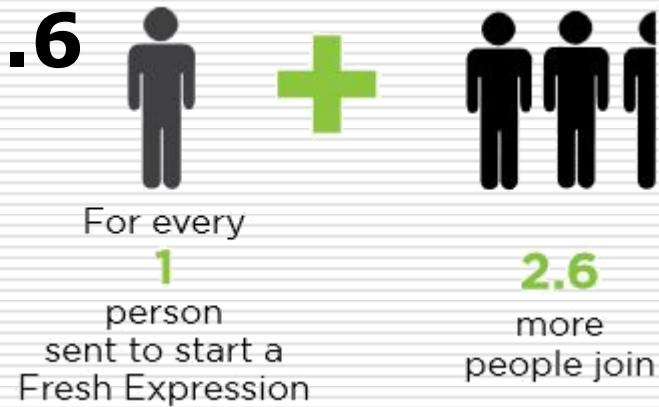
- Missional: *serve those outside*
- Contextual: *enter people's culture*
- Educational: *discipleship a priority*
- Ecclesial: *forming church*

□ Significant Piece of work across 10 Dioceses



FX – Key Findings

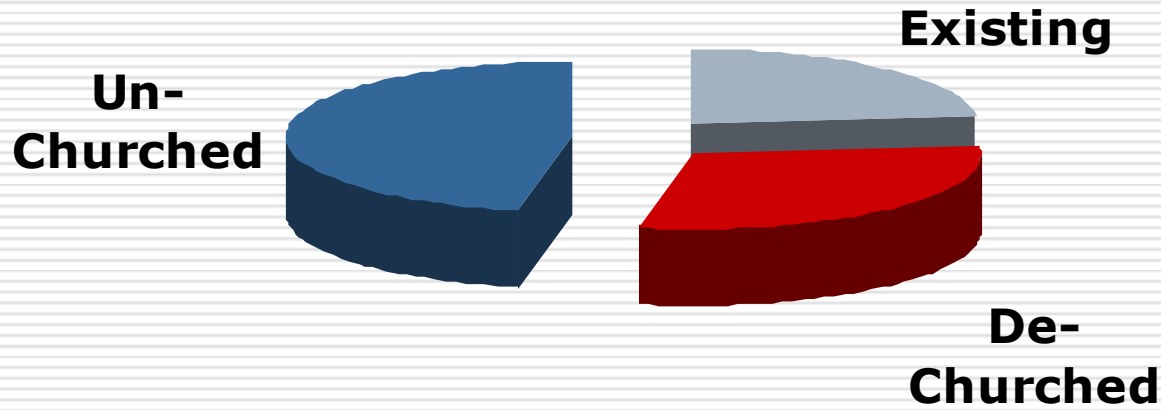
□ **Growth: 1 → 3.6**



□ **10 Dioceses: 21,000** ≡ Guildford Diocese

FX – Key Findings

□ Who:



□ Almost 1/2 are under 16

FX – Key Findings

- ❑ **66% still growing after 3 years**

- ❑ **52% Led by Lay People** most no formal training

- ❑ **74% are All-Age**

- ❑ **Over 60 Fresh Expressions in Diocese**
 - About 25 are Messy Church
 - New review started



FX – Stories from the Diocese

☐ St Paul's Dorking Café Church



☐ Messy Church

- About 25 in diocese
- Recent start ups

FX – Where from Here?

- Survey “What is happening”**

- Mission Shaped Ministry Course**
Mission Shaped Introduction

- Steve Cox’s Time**

- Be creative... take some risks!**

Church Planting





Church Planting

□ Types of Plants

- New Housing Developments (Goldsworth Park, Aldershot)
- Church Partnerships “Grafts” to Parishes needing new start
- ➔ ■ New Congregations within a Church eg. 4pm
- New Missional communities eg. Schools
- Network churches with target groups: eg. Green

□ Not ecclesiastical imperialism

- Generosity from the sending congregation



Church Planting **Key Findings**



□ **Key concepts:**

- “Risk Taking” “Freedom to fail”
- Low control, High Accountability
- Permission giving culture
- Diocesan Support
- Deanery Role Vital

□ **98% of people are not in our churches**
There is room for new things!





Church Planting

□ **eg. London 100 new plants by 2020**

□ **Where to go from here:**

- Diocesan Church Planting Policy
- Deanery Agendas
- Remove “fear” encourage good planting



Church Planting - Examples



- Great Bookham: **St Nicholas4All**
4.30 Congregation

- East Molesey, St Mary: **Church Partnership**
BMO, St Paul's

- Howell Hill: **1962**

- **You Worship in a Church Plant!**
- Let's get planting onto the agenda



Other Key Issues



Welcome

- ❑ Every Church thinks it is welcoming
- ❑ People don't just want friendly churches
They want churches they can make friends in
- ❑ **Conduct a Welcome Audit**
swap with a neighbouring parish



Evangelism

- Regular Nurture Courses
- Training people to talk about their faith
- Intentional Engagement with the Community
- Invitation



Sharing Good Practice

□ Resource Sharing

- Learning from each other
- Ridiculous generosity

□ “Tried & Tested”

new web based sharing



Other Research Issues

- ❑ Parish Amalgamations lead to decline
- ❑ Cathedrals 34% increase last decade
- ❑ Importance of Lay Ministry
- ❑ Effect of Clergy Leadership understanding Gen Y



Buzz Groups

Questions

Written
comments on
sheets welcome



What Next?

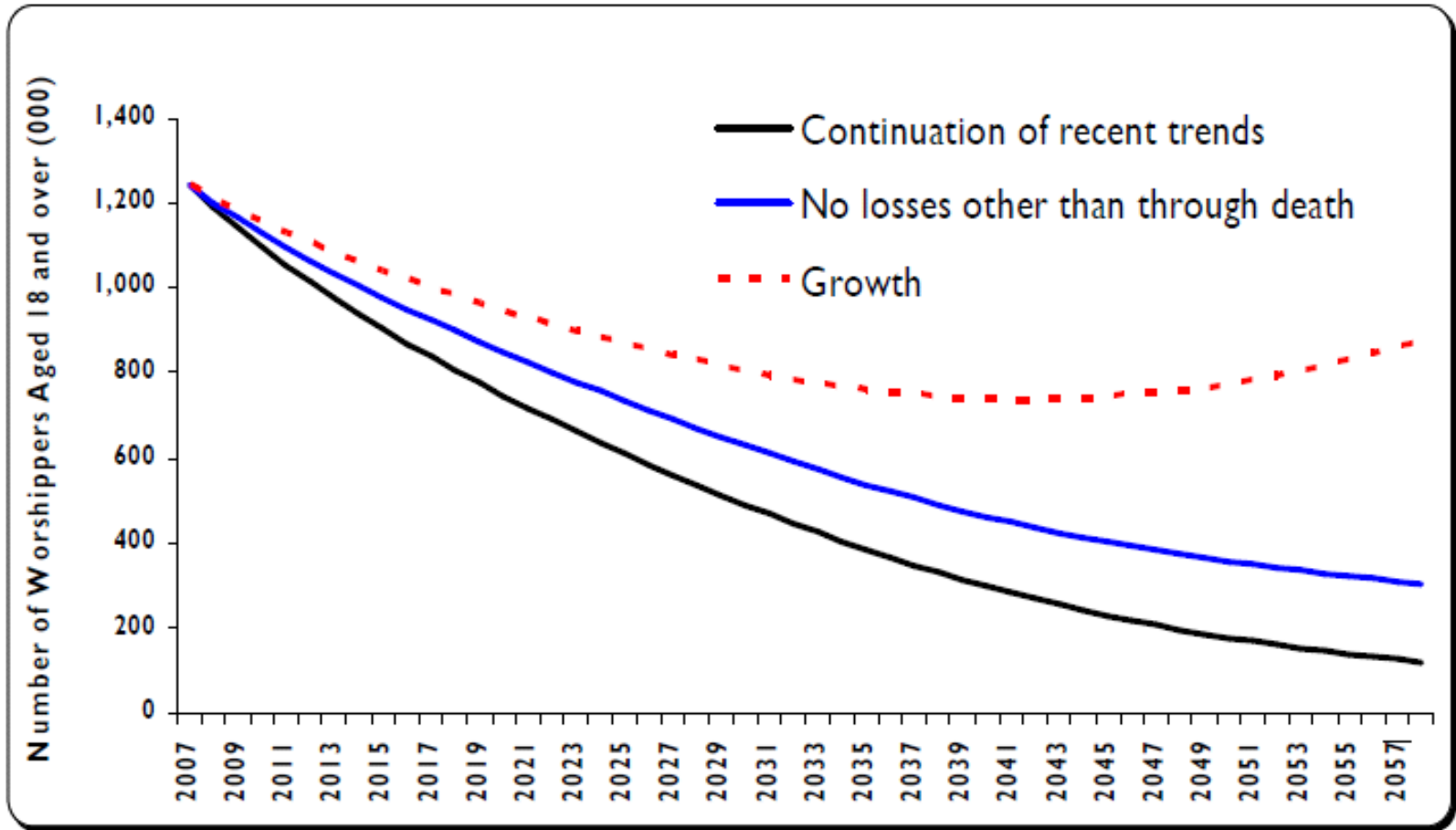


Motion “From Anecdote to Evidence”

Synod notes the valuable findings of the Church Growth Research Programme and commends its reports to PCCs and Deaneries for study, reflection and action.



Church of England Attendance Projections



“Demographic Time Bomb”



Confident Urgency

Complacency

Stretch the model

Anxiety



Diocese of Guildford

PDE Team

Send us out....

- Vision
- Children & Families
- Young People
- Fresh Expressions
- Church Planting

To Jesus' praise and glory. Amen.



**Notes of Guildford Diocesan Synod meeting debate on the women bishops legislation
1 March 2014**

(These are unofficial notes taken by Adrian Vincent.

The official minutes are on the Guildford Diocesan website:

<http://www.cofeguildford.org.uk/diocesan-life/diocesan-synod-march-1-2014/>)

Motion: *“That this Synod approve the proposals embodied in the draft Bishops and Priests (Consecration and Ordination of Women) Measure and draft Amending Canon No. 33.”*

The Revd Robert Cotton, a member of the General Synod Steering Committee for the draft legislation explained the legislative package.

The Revd Philip Plyming (General Synod member) reported on the Emly Deanery Synod meeting that had taken place on 27 February to discuss the legislation. The Deanery Synod had voted unanimously for the Measure, with no abstentions. This was in contrast to the much more mixed Deanery Synod vote there had been in respect of the 2012 draft legislation. He said that in 2012 as a General Synod member he had been unable to vote for that draft legislation, even though personally he was in favour of the ordination of women as bishops. This legislative package was better because: it was simpler; we have the whole package in front of us; and the five principles in the House of Bishops’ Declaration are very helpful, which sets out that the Church is for the ordination of women, but with proper provision, and it sets a climate of trust. The Archbishop of Canterbury’s process of facilitated discussions has built trust.

Keith Malcouronne (General Synod member) said that the Runnymede Deanery Synod had met on 26 February to discuss the legislation. They had also voted unanimously for the package. This was different from 2012 when the Deanery Synod had voted for a following motion calling for amendments to the package, and had been tied on the package itself. Since then, the needs expressed had been largely met. The facilitated conversations had helped. This package was better: there won’t be 18 months waiting for a code of practice; there won’t be 44 dioceses each drawing up different schemes. He had been unable to sleep the night before the November 2012 General Synod vote, because he had been wrestling with the issue. He had voted against last time - despite being in favour of the ordination of women – because the last package did not meet the needs of the whole Church.

Neil Ruby, Emly Deanery. Last time some of our General Synod members took a lot of flack for voting against. I want to thank them for doing it and standing up for principles because we have a better package this time.

Fr Martin Neale, Aldershot Deanery and clerical Chairman of Forward in Faith Guildford. We are in a different place. The background note says that last time 42 out of 44 dioceses voted in favour, but what it didn’t say was that a quarter of dioceses voted for a following motion that said, ‘must do better’. The General Synod has done better. It has recognised that justice must be done to the sizeable minority, though it has not done as much as some of us would like. The meat of the deal is in the whole package, which is more honest, generous and complete. It is more honest because it recognises at last that it is for theological conviction as loyal Anglicans, and not as some sexist whim, that we cannot accept the ordination of women. It is more generous as it says that we should flourish. It is more complete because the whole package is in the open. We have an independent reviewer, an honest broker for all, so we don’t have the expense of judicial review. This is our last chance in our generation to get

beyond what has been a contentious issue for too long. Not winning votes for Synod, but instead winning souls for Christ.

The package isn't perfect for anyone but it is the best we will get and we will all have to work with generosity to make it work. It will need the grace of God, but it always does. Whichever way we vote today, we need to be the Body of Christ. I may not be able to vote in favour by conscience, but we will all vote honestly. We are all loyal Anglicans and hope we will all work in love and trust to make it work.

The Revd Karen Hutchinson (member of General Synod). We've heard that the new package is much better for those opposed than last time. But it is also much better for women. Last time the legislation was structured on the view of two rival camps and each side was asked to give a bit more, but there remained a gap in the middle that couldn't be bridged. This time we've had facilitated conversations and a mixed Steering Group. The last legislation was 'women are the problem' and trying to find a solution to that problem. The new legislation is affirming to women. The legislation says that 'men and women can be bishops and priests' and *doesn't* then go on to say 'but if a woman is a bishop you have to do X, Y, Z.' The new package is about the need to have conversations. A woman bishop would want to have conversations with a parish who can't receive her ministry and she would want them to flourish – this is much better than 'she must do this, she must do that'.

The Revd Phil Parker. I have come late to this because until recently I was in schools ministry, so please excuse me if I am still catching up. The Anglican Communion has aimed to be a broad Church, flexible and effective in mission, though some can be uncomfortable in the differences. As an evangelical I am feeling a bit under threat. Things are framed such that my days in the Anglican Communion may be numbered. The protections of 20 years ago are being removed and what is being put in its place is weaker and relies more on the personalities involved.

Christina Ingate. People are saying we need to get on with it because we are missing out on the ministry of women as bishops. Like the previous speaker I am also an evangelical, but I am in favour of the ordination of women. I'm glad that we've come up with something simple, because it helps us focus on relationships. If we rely on something based on law, we can hide behind those walls. By contrast, the ombudsman will help to overcome barriers. Then we can go on to win souls.

The Revd Canon Dr Hazel Whitehead (Member of General Synod). Phil used the outdated word "protection". That language used to be the tone of the debate, 'I want to be protected from you'. That language has disappeared, as is evidenced by Christina Rees and David Houlding in General Synod, they no longer feel they need protecting from one another. Phil has also said that the legislation is "weaker". On paper, yes, but in reality it is stronger because there is less in it. A parish who says to a bishop, 'we need provision' if he doesn't provide it he would be named and shamed and the mediator would be robust with him.

Ann Martin (Member of General Synod). In the five principles in the House of Bishops' Declaration, the fifth one says, "Pastoral and sacramental provision for the minority within the Church of England will be made without specifying a limit of time and in a way that maintains the highest possible degree of communion and contributes to mutual flourishing across the whole Church of England." There had been a lot of shock when the November 2012 vote failed, including shock by some who had voted against. In July 2013 I had a

difficult time in the facilitated discussions, but people said to me, ‘we want a solution’. We need to be able to live together. People want this passed so we can move forward.

Revd Phil Parker. I acknowledged that I had come late to things, and I am grateful for Hazel pointing out that I am a dinosaur in using the word “protection”. But some do feel like that. And the wording of the provision *is* weaker for some, though I hope I will be proved wrong.

Peter Bruinvels (General Synod member). I found it difficult last time as I saw divisions rather than unification. This package is better. Justin Welby has called on all to work together. The ombudsman will be independent and will give the ‘protection’. I was sad that the Act of Synod will go. Whilst it has offended some, it has kept the Church of England together for the last twenty years. I remember the Archbishop of York putting it forward so as to get the legislation passed twenty years ago. But we would be mad to have it now in the new package. We need to support this package now.

As Chair of the General Synod Legislative Committee I met with the Chairman and Senior Clerk of the Ecclesiastical Committee of Parliament recently. The timetable is it will go to the House of Bishops in May, and then to the July General Synod. If passed, it will go to a special meeting of the Legislative Committee on the last day of Synod to draw up the information for the members of the Ecclesiastical Committee. They will have a special meeting at the end of July and it will then go to both Houses of Parliament, with Royal Assent by the end of November. The first woman bishop will be a suffragan bishop in December and then a diocesan bishop by the end of March.

The Revd Ann Fraser, Godalming Deanery. I recently had a traditionalist priest come to my church. At the 8am communion service I presided at the altar and he was with me. He didn’t receive the eucharist from me but received a blessing instead. Then at the 9.30am service he presided with me. That is the way it can work.

Richard Fraser, Godalming. I wish to thank our members of General Synod who had received such vitriolic abuse at a meeting at Holy Trinity Guildford after the November 2012 vote. I’m convinced that the Holy Spirit had guided that vote, and has guided us today.

David Shepherd, Aldershot. Remember Solomon’s wisdom when presented with two women each claiming a baby was theirs. One of the women said let the other woman have my baby, so that it can stay alive. In the same way we should maintain unity in the Church rather than cut our baby in half which results in no one winning. We should pray for our ecumenical relationships with the Orthodox and Roman Catholic Churches. It is unfortunate that we will be losing the Act of Synod, because there is a wording in there that the integrity of both views should be mutually respected and recognised. We need to hold on to that. We should not say that one side has lost, but rather remember St Paul that “we see through a mirror darkly.”

The Revd Nick Whitehead (Chairing). We have worked hard building relationships across the traditions, and that will stand us in good stead.

The Revd Robert Cotton. Mr Shepherd was concerned about losing wording of the Act of Synod. However, the fourth principle of the House of Bishops declaration includes the language that strongly affirms the value of the different traditions. The five principles will be key to how we live now, and how we address new issues coming forward. We need to find

new ways of relating to one another, and be sensitive about language. We no longer use the language of “protection”, “provision” and “two integrities”. Instead, we have the language of working together and recognition that ‘women are not the problem’. The Steering Group met on Thursday and we said that we need to find ways of seeing that the different traditions are not the problem, but rather are contributing to our mutual flourishing.

There was a vote by a show of hands on the motion.

House of Laity: 36 in favour; 1 against; 3 abstentions. [I voted in favour].

House of Clergy: 34 in favour; 3 against; 2 abstentions.

The Bishop of Dorking said that the House of Bishops does not vote on Article 8 business, but under the Church Representation Rules he can ask for his view to be recorded in the minutes. He recorded that he is for the motion.