

Diocesan Mission Action Plan – towards discussion and action at Synod 2020

Introduction from Bishop Peter

In recent discussions with SC and CPT, as we have engaged in some significant decision making, it is clear that a strategic document is desired to guide Diocesan bodies when making certain kinds of decisions. In the proposal I am making to our Synod I am recommending that we focus on agreeing to a “Diocesan Mission Action Plan (DMAP)” rather than to a document called a “Diocesan Strategic Plan.”

I believe a DMAP needs endorsement not only by myself in the role of Bishop but also by our Synod. and even then, for a DMAP to be effective in decision-making, it would need an overwhelming vote by Synod. A narrow vote for a DMAP would not be of much use in guiding SC and CPT when making decisions about property and monetary assets. Nor would it be much use to the Senior Leadership Team and Diocesan Mission Team when making decisions about matters of mission and ministry.

There is no point to a DMAP that fails at the first bit of resistance to it by one of the ministry units of our Diocese! A **Diocesan** MAP needs the authority of our Synod behind its forward momentum through the years ahead.

Last year my Presidential Address set out a mission action plan and a slight revision of that “MAP” is to be found at the end of this document. It may or may not be helpful for the process envisaged through 2020-2021. It should be read as pre-reading to the discussion document below.

Process towards Synod approving a DMAP in 2021 for the years 2021 to 2030

At Synod 2020

- I will speak to the “initial discussion document” in my Presidential Address.
- On Saturday morning (i.e. fresh energy levels) we will spend one hour in small groups discussing this document.
- Each group will have an appointed facilitator and a dedicated scribe.
- All notes will be collected for the working group to include in its deliberations. We may be able to use Collaborative Decision Making (CDM) software to enable a good process and so that quieter voices are heard. Further information on this is from https://en.wikipedia.org/wiki/Collaborative_decision-making_software.
- We will have opportunity to vote on a motion which if agreed would set up a process towards a DMAP being presented to Synod in 2021.

Between Synod 2020 and Synod 2021 (effectively, in terms of Synod papers and deadlines, this means: between Synod 2020 and early June 2021)

- A working group will work from the initial discussion document, the 2019-20 DMAP and the feedback from Synod, along with any other consultations and soundings it makes, to develop a draft DMAP with a view to that DMAP being adopted at Synod 2021.
- The working group will work without me being a member of the group (I might be a handbrake!) but will consult with me regularly.
- Such consultation would enable any differences between my own thinking and the working group’s to be worked through.
- **Critical to a successful outcome would not be my views or the working group’s views per se, but what would be received well and agreed to by our Synod through “an overwhelming vote of Synod.”**

A final note: I do not envisage decision making between now and Synod 2021 being put on hold – our Diocesan life goes on. But I envisage decision-making after Synod 2021 being guided by what Synod 2021 agrees will be our DMAP.

With thanks to you all,

Bishop Peter.

10 August 2020.

Discussion Document for Synod 2020

Imagine it is Synod in September, 2030 and we are given some data yielded by an excellent survey of the Diocese which tells us there are substantial signs of a Regenerated Diocese (relative to our situation in 2020) – parishes with more younger families, for instance, and the average age of clergy has lowered by 10 years.

Further, while some ministry units have merged together so that 60 current units have become 46 units, there is a new Parish of Rolleston becoming well established. Along with these changes, some properties have been sold, relieving some vestries of administrative burdens that the new generation of vestry members are unwilling to carry. Wonderfully, some realisation of funds from the property sales have been redistributed across the Diocese. Each of the 47 ministry units has at least one full time stipended clergy person and two-thirds of the ministry units have a 0.5 FTE youth worker or children's worker.

From a gospel perspective, the years 2021 to 2030 have felt a mixture of excitement and mild despair. The excitement has resulted from people coming to Christ, their lives transformed and baptisms and confirmations becoming frequent occurrences in many ministry units. The mild despair is that the success of the governments Prime Minister Jacinda Ardern has led, 2017-2026, has made many Kiwis feel that life is good and there is no need of God in their lives.

There are other stories to tell in 2030 – good stories – about chaplaincy services, Anglican Care, ministry in our Anglican Schools, healthy ecumenical partnerships and a humming, reinstated Cathedral in the Square. And giving to the Anglican Missions Board keeps increasing year on year.

What do we need to do to see this vision realised?

Specific questions for sharing or discussion:

1. If there was one thing in the ministry unit you represent that you would like to see change in the next two years, what is that?
2. Apart from adopting a Diocesan MAP, What decision does Synod most urgently need to make in 2021 to enable Regeneration across all the ministry units of the Diocese of Christchurch?
3. If a stranger on a bus asked you, "What is the good news of Jesus Christ?", what 30 second answer would you give?
4. Why are people in 2020 resisting the good news of Jesus Christ?
5. Bishop Peter has spoken of Regeneration in terms of
 - a. **Make Disciples**
 - b. **Support Families**
 - c. **Strengthen Communities.**

If you and your ministry unit could only focus on one of these tasks, what would it be?

Why?

6. Anything else you want to say for the benefit of the scribe in your group?

A MISSION ACTION PLAN for the guidance of SC, ADMSC Board when making decisions

For at least the years 2019-2020

Date: 29 November 2019

Author: Bishop Peter

Influencers: Senior Leadership Team

DECISION MAKING: Strategic directions and values to guide decision-making in the Diocese and within its ministry units:

Background and Context is set out below this section which is placed first for handy reference when we are making decisions in the light of this Mission Action Plan.

As a Diocese, when making decisions, we will:

THEOLOGY

1. Be a prayerful, worshipping, Scripture studying, sacramental church which listens to God: Hear what the Spirit is saying to the church!
2. Acknowledge that the local is connected to the universal and the universal is made up of the local: we walk and work together, ministry units and Diocese, towards regeneration of the ministry units of the Diocese.
3. Entrust decision-making, within constraints of civil and canonical law, to local faith communities.

STRATEGY

4. **Ask ourselves (Vestry, Standing Committee, ADMSC Board, CPT Board, Anglican Care, Diocesan ministry Team, other Diocesan bodies), what will:**
 - a. ***Make Disciples***
 - b. ***Support Families***
 - c. ***Strengthen Communities.***
5. **Repeat (4) as we make decisions about personnel, property and planning!!**
6. Bless thriving, effective local churches and flourishing mission initiatives with practical support, thoughtful encouragement and public acknowledgment.
 - a. Strengthen weak local churches but always be willing to make change when, after a reasonable time period, strengthening has not offered signs of making headway towards effective, thriving ministry and mission.
 - b. Acknowledge differences between rural and urban parishes (e.g. in respect of differing abilities to maintain property).
 - c. Acknowledge special situations in the Diocese, notably, the Chatham Islands, the West Coast parishes, Lyttelton and the Mission to Seafarers, the Transitional Cathedral, Rolleston, Hornby, Templeton and West Melton in relation to Wigram.
 - d. Offer, for a reasonable period, intense "life support" for the parishes most affected by disaffiliations in 2018-19.
 - e. With reference to (a) to (d) above refer to the section headed "Intervention" below.
7. Take account of short term needs (1-2 years), medium term considerations (5-6 years), and long-term strategic value (e.g. through to 2030 and beyond).
 - a. Be open to new arrangements for parishes and archdeaconries so that we support ministry to local communities across the rural districts and urban areas of our Diocese.

- b. Invite generosity from ministry units as they support other ministry units.
 - c. Nevertheless be open to synodically and consensually determining aspects of resource sharing.
 - d. Encourage new initiatives in mission and ministry and acknowledge the possibility of risk to current ventures when new things happen.
8. Continue support for and engagement with ministry units which have chaplains: schools, hospitals, residential care facilities, universities, armed forces, emergency responders, police.
 9. Favour co-operation where this is either locally desired or become necessary, especially with Presbyterian and Roman Catholic churches, while always supporting identity and strengthening accountability.
 10. Continue support and promotion of overseas mission as a Diocese which has always looked beyond itself to a wider world belonging to God.

PROPERTY

11. Acknowledge that a regenerating Diocese is unlikely to increase numbers of administratively minded Anglicans and consequentially ...
12. Welcome opportunities to wisely lessen the total property portfolio (i.e. churches, halls, houses) of the Diocese (as held in trust by the Church Property Trustees).
13. Nevertheless, acknowledge that new missions may require property (e.g. when planting a new church in a housing development) and
14. Have a preference for the use of houses for an initial period in the life of a new missional venture.

CLIMATE CHANGE

15. Acknowledge the reality of Climate Change and make decisions which demonstrate commitment to reducing our footprint on the planet, with special reference to travel.

INTERVENTION

16. Be honest and realistic when any parish is in such difficulty that within itself and outside of itself there is a crisis – a turning point where we recognize that assistance towards a better future has not achieved what we have hoped, within a reasonable time frame.
17. Develop an agreed set of measurable trigger points for assessing when a parish is in crisis (e.g. when a parish cannot afford FTE ministry higher than 0.4).
18. Develop a statute-governed process for intervention including bringing in a “commissioner” to run a parish in crisis for a period in lieu of wardens and vestry.
19. Develop a suite of options which can be considered when intervention takes place.

Background and Context for what is above in the 2019-200 DMAP

The following material is drawn from the Presidential Address to Synod 2019

STRATEGY, GOAL AND VISION: a vision and key themes to guide us towards regeneration

Strategic vision: What is my vision for the Diocese of Christchurch in 2030?

Here is a snapshot:

- a diocese in which God is glorified and the Gospel is proclaimed vibrantly in word and in deed, with its churches –all the churches – likely fewer in number than we have today - full on Sundays, with every generation represented in the congregations,
- and our multi-purpose buildings are busy Tuesdays to Saturdays with community serving activities and spiritual growth Bible study and fellowship groups;
- our cathedral in the Square is barely big enough for regular Diocesan youth services;
- Theology House has a staff of two full-time theologians, one of whom is a leading advocate for social, political and community issues of the day;
- there are several Anglican congregations in Christchurch city which no one is sure about where they meet because they keep moving but Facebook 3.0 keeps the networks informed.

What would help us to know that the vision was becoming a reality through the 2020s?

We should set a strategic, measurable goal. This is my proposal for a MEASURABLE strategic goal.

Strategic Goal: Regeneration of the Diocese from 2019 -2030, measured by attendance numbers and by age profile of the Diocese, with reference to specific age surveys for the years, 2020, 2025 and 2030. (Note: this survey has not happened in 2020 due to the Pandemic and is now postponed until 2021 or 2022).

If our surveys measure failure then we at least have tried to achieve something. I would rather be a failure on this score than be the bishop who was scared to fail.

As we make our way through the next decade or so, what strategic emphases will be important?

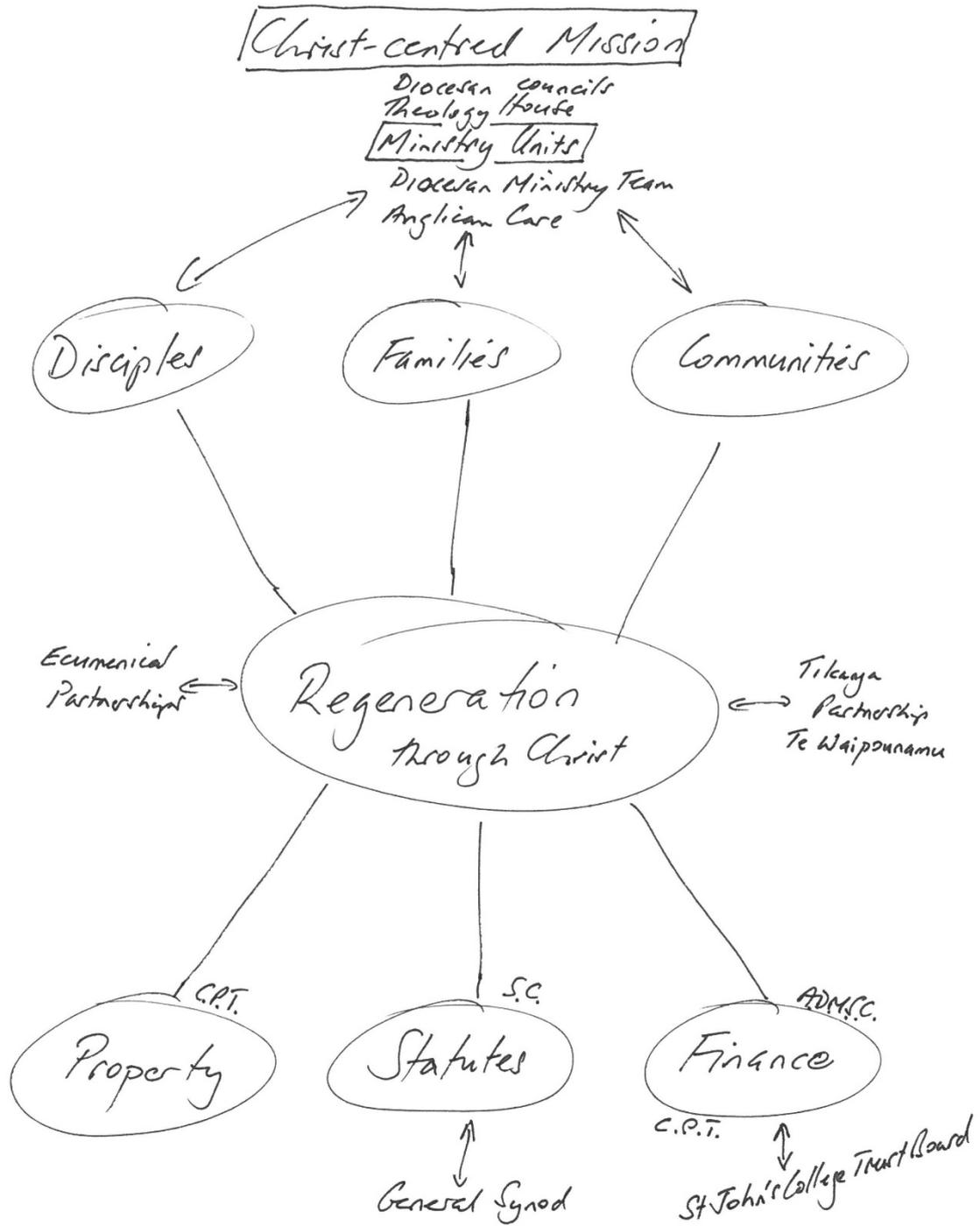
It is time to move on from talking about Christ-centred mission, raising up young leaders and faithful stewardship, though not because any of these three values are no longer important. They remain important but we need some refreshment and refocusing.

Three **Strategic Themes:** DISCIPLES, FAMILIES, COMMUNITIES

If you take eight words away from this presentation, please take:

“Regeneration through Making Disciples, Supporting Families, Strengthening Communities.”

Or, just four words: Regeneration: Disciples, Families, Communities.



Resourcing Christ-centred Mission