

13 Engage With Specific Charities

Every Christian should be aware of the needs of others, especially the sick and needy (Jesus said Love your neighbour as yourself, Mark 12:31). Supporting local, national and international charities that help others is part of our responsibility, both as an individual Christian and as Christ's body – the church.

Clearly we can't help everyone, but we need to be select some to support. The Biblical standard is to give to charity 10% of our resources, but 5% is an alternative standard today.

What's Available To Help

- Numerous Christian-based charities that teach self-help as well such as giving emergency relief – Christian Aid, Tear Fund, Oxfam, World Vision, Send a Cow or Goat, etc.
- Numerous local charities such as:
 - GARAS (Gloucester Action for Refugees and Asylum Seekers).
 - Gloucester Nightstop (For homeless teenagers), etc.

Contact: Revd Canon Andrew Braddock, abraddock@glosdioc.org.uk

14 Engage With Local & International Communities

This is an extension of supporting local charities. We might select a local project that needs support, a local Housing Association or Hospice for example, as well as engaging with Christians in the wider church such as through one of our diocese's Links.

What Available To Help

- Churches Together in Gloucestershire.
 - www.gloucestershirechurchestogether.org.uk/
- Local Ecumenical Groups
- Diocesan International Links:
 - Västerås, Sweden
Contact: Revd Rosie Woodall, at rosiewoodall@hotmail.co.uk
 - Durnakal and Karnataka Central, India
Contact: Revd Canon David Bowers dbowers@btinternet.com
 - El Camino Real, California
Contact: Mrs Julie Fay, at jk.fay@btinternet.com
 - Western Tanganyika, Africa
Contact: Revd Canon Dr Helen Sammon, at vicar@highnamchurch.org



Being Church



In Every Parish

Severn Vale Deanery

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11 Give Pastoral Care

This used to be seen as ‘the vicar’s job’ but today it’s recognised that whilst they have overall responsibility, it’s every member’s job to play a part. Tasks such as the ‘Pastoral Services’ (Baptism, Marriage and Funerals) are down to a minister, but preparation can be shared with lay church members, similarly follow-up visiting after the event, also other ‘pastoral’ visits such as to the elderly, homebound, hospital, etc.

What’s Available To Help

- ‘Accord’ courses provided through the dioceses including:
 - Visiting and Befriending
 - Supporting the Bereaved
 - Preparing for Marriage
 - Baptism Preparation & Follow-up

Contact: Victoria Braddock, accordcourses@gail.com

12 Engage With Local Families and Schools

This is similar to ‘Giving Pastoral Care’, it used to be seen as the vicar’s job, but today it’s very much part of the job of every baptised Christian, under the Incumbent’s guidance.

Lay members have long acted as Sunday School teachers and Youth Leaders and they’re still required, albeit sometimes under a different title, but a committed Christian can act as a study group leader, visitor to non-members – especially as a parent to support other parents, and leading Christian events in schools.

What available To Help

- ‘Open the Book’ material to introduce schools to the Bible.
- ‘Roots and Fruits’ material for leading school assemblies.
- Godly Play
- Going for Growth website: www.going4growth.org.uk
- Messy Church

Contact: Revd Canon Andrew Braddock, abraddock@glosdioc.org.uk

What's Available To Help

- Examples of some existing 'Fresh Expressions' are on the website <http://www.freshexpressions.org.uk/>
- A branch of the national course 'Mission-Shaped Church' is run by our diocese to help us learn how to plan and prepare.
- 'Pioneer Ministers' are being trained and licensed whose ministry focuses on this expertise, and who will be pleased to come and advise us.

Contact: Revd Canon Andrew Braddock, abraddock@glosdioc.org.uk

Mission and Ministry

10 Provide a Variety of Vibrant Worship

The Seed Change in society has revealed that not only newcomers but also existing churchgoers expect more variety, more choice to suit different tastes. As well as being prepared to add a Fresh Expression, we may also benefit from making small changes to our traditional worship to make it more attractive to a wider congregation (after consulting with present members and outsiders of course, see 7 above); eg: use an 'All-Age' child friendly format at one Service, or another type of Service altogether (eg: Communion v Matins v 'Family Service') or change one Service currently in traditional language to modern language or vice versa, etc.

What's available To Help

- Book: '*Common Worship*'
- Book: '*New Patterns of Worship*' with worked examples.
- Diocesan course 'Leading Family Worship'.
- Diocesan ideas for public and group worship on the website: www.gloucester.anglican.org/church-outreach/worship-events-and-resources/
- Wide experience around our deanery by various people willing to come and share their experience.

Introduction



In 2012, the Diocese of Gloucester issued its Mission and Purpose Objectives for the next five years as a programme called 'Journeying Together'.

Journeying Together has four main goals:

- Worshipping Together
- A Visible Presence in Every Community & Parish
- Sharing Our Christian Faith and Values
- Serving the Wider World

In response, the Severn Vale Deanery issued a booklet with the title 'Implementation' that gives details of the many programmes and services available to help us put those objectives into practice.

One of the principal objectives of Journeying Together is 'Effective Ministry in Every Parish' (EMEP). This booklet is an updated summary of that earlier deanery document with an emphasis on EMEP.

It's easy to get side-tracked into focusing on our own building and congregation, especially if we're having trouble raising members or finance, and forget that Jesus told us we have a duty to each other. Journeying Together includes a reminder to consider our full obligation as part of the world-wide 'Body of Christ' – local, national and international.

Being Church In Every Parish

A Firm Foundation

1 A Leader In Every Parish

Any endeavour is more likely to succeed if it has an effective leader to guide and encourage it. In a multi-parish benefice therefore it's good to identify and appoint a 'lead' person in each parish who can work under the Incumbent; ideally someone living in the parish and already recognised as a leader – but who?

(The Incumbent, together with the PCC, retains ultimately responsibility).

- A Priest (full or part-time)
- A Reader
- A member of an existing Local Ministry Team
- A lay person 'Called Out' by the congregation

What's Available To Help

- The diocese provides bespoke training to suit such leaders that's not too demanding on their time or academic ability.

2 Balanced Budget

People are our first priority, but it's important that we have enough money to pay the bills and fund our ministry. It's essential therefore to produce realistic plans to focus our work each year, by defining a budget and sourcing the income to support it.

This is the responsibility of the PCC but there will inevitably be much detailed work which can be delegated to a Treasurer or sub-committee. One of the biggest costs is likely to be the Parish Share to pay our ministers' stipend (salary), but there's other big costs including building maintenance, insurance, heating, outreach, etc. You may find it helpful therefore to have a PCC sub-committee for 'Finance and Fabric'.

What's Available To Help

- Diocesan 'Parish Giving Scheme' for regular donations and...
- 'Cash Book' to record transactions & automatically produce the year-end reports needed by the diocese to fulfil its legal duties.
- Diocesan Treasurer's workshops and Deanery presentations.
- Your social and fundraising events to build fellowship and raise money from outsiders as well as from regular church members.

8 Nurture and Discipleship Training

If we're going to grow we need to be fed. 'Nurture Training' is aimed at newcomers, who today have little or no knowledge of Christianity and church affairs, whilst 'Discipleship Training' is similar but aimed at helping regular churchgoers grow their faith.

What's Available To Help

- Traditional courses such as Alpha, Emmaus, Credo, etc
 - however, many of our parishes report they can't get people to come to courses or house groups, so we need to take on-board the 'Seed Change' in society and provide training in a less formal way that takes advantage of the current popularity of hospitality – ie: food and drink. Alternatives....
- Puzzling Questions, Table Talk, Modulo, etc
 - are ways of inviting people to a small gathering in a home, café, pub, (or even in a church) based around a meal or refreshments with informal discussion using the material provided to start the conversation.
 - Our deanery has a copy of 'Puzzling Questions' for loan and our diocese gave a copy of 'Table Talk' to every benefice. 'Modulo' can be downloaded from www.dymockchurch.net

9 Plan a Fresh Expression?

The wider church has recognised the Seed Change in society and is providing new ways of 'being church'. These include maintaining our traditional Services and activities for those of us who like them but adding new alternatives to suit others.

It recognises that in both urban and rural areas there's no longer a single community but several communities in parallel – the group of mums at the school gate, the members of golf and sports clubs, people in the same school or office etc, so it recommends going out to where people are and joining in, rather than trying to get them to come to our existing Services and activities.

As we make contact we can introduce people to Christianity and find out what would be meaningful for them, which potentially will be significantly different from our traditional offering – a 'Fresh Expression' of church – often at a different time, on a different day, and in many different styles.

Equipping Ourselves and Others

6 Social & Fundraising Events

Socials grow us into the 'Body of Christ' as well as attracting newcomers, so they're a good way of making contact with 'outsiders' as well as raising funds from non-members.

What's Available To Help

- Food and drink are popular – it needn't be complicated, eg: nightlights in jam jars for subdued lighting.
 - Old-fashioned afternoon tea with sandwiches & cake.
 - Quiz evening (Questions available from quiz books or online).
 - Pancake event (readymade pancakes bought from a supermarket).
 - Harvest lunch/dinner, etc, etc.
 - Raffle at each event (5-6 donated prizes max, a long draw is boring).

7 Research and Monitor the Local Community

Like any organisation, if the church wants to continue then it needs to attract new members and clearly much of the church hasn't been doing that lately, as witnessed by the general decline in membership (albeit with a few notable exceptions).

People in this country are still very spiritual – think of the quantity of flowers left at the scene of an accident, or interest in the occult, but the traditional church isn't attracting them.

We need to become aware of the 'Seed Change' in society and provide for that as far as we can. We may think we know what those around us are like and want, but the result of recent research has surprised many benefices, so it's good to find out some facts rather than plan on our own assumptions.

What's Available To Help

- Demographic Survey of your Benefice/Parishes.
(Experian Information Services Inc)
- 'Reviewing the Mission of the Local Church' Survey.
Contact: Revd Canon Andrew Braddock, abraddock@glosdioc.org.uk
- Mission Action Plan (MAP).
Book *'How to do Mission Action Planning: a vision-centred approach'* by Mike Chew and Mark Ireland. (The Diocese of London has a good guide on their website: www.london.anglican.org/kb/mission-action-planning).

3 Effective Communications

Good communications aren't an add-on but are essential to keep both church members and others involved. Research has shown that older people like notices and newsletters, middle-ages email and websites, and young people social media (Facebook and Twitter).

What's Available To Help

Diocesan booklet called 'Messages', that provides advice on how to create an effective: parish magazine, website/social media, press release and poster.

Contact: Lucy Taylor, ltaylor@glosdioc.org.uk

4 Building Maintenance

Again, buildings shouldn't be our first priority, but they do tend to eat-up large amounts of cash so become a big focus at PCC meetings. It's a good idea to keep the fabric and churchyard in good order; otherwise bills can become huge and unmanageable.

What's Available To Help

- The Diocesan Advisory Committee (DAC) acts as the 'Planning Authority' for our buildings and churchyards, but it also gives free advice including a list of reliable contractors.
- Numerous grants are available from many organisations to assist with both general and focused tasks, eg: wall and roof repairs, bells, organ, etc.

Contact: Natalie Fenner, nfenner@glosdioc.org.uk

5 Reordering

Requirements change over time and many of our buildings aren't best suited to today's needs and would benefit from an upgrade.

What's Available To Help

- DAC advice and assistance for re-ordering internal or external layout, provision of toilet and kitchen or refreshments area, efficient heating and lighting, sound and vision systems, etc.
- Diocesan loans and grants from many other organisations.
- Advice from other benefices in our deanery that have already done it to help those of us thinking of doing it, including information and experience on potential sources of grants, the advantages and the pitfalls.

Implementation Plan

Goal	Worshipping Together	Visible Presence	Shared Faith & Values	Serving The World	
Mission & Ministry	10 Provide Variety of Lively Worship (Including Specials – Harvest, Carols, All-Age, Healing, etc)	11 Give Pastoral Care (Including Services and Visiting)	12 Engage with Local Families & Schools	13 Engage With Specific Charities	14 Engage with Local & International Communities
Equipping Ourselves & Others	6 Provide Social Fellowship & Fundraising Events	7 Research & Monitor Local Community	8 Nurture and Discipleship Training	9 Plan a Fresh Expression?	
A Firm Foundation	1 A Leader in Every Parish	2 Balanced Budget	3 Effective Communications	4 Maintain Buildings in Good Order	5 Consider Re-ordering for 21 st Century Needs