



## Harrogate Deanery Synod

18<sup>th</sup> October 2022

St Wilfrid's Church, Duchy Road, Harrogate, HG1 2EY

**Guest Speaker: Dr Ben Walker, Strategic Programme Manager.**

**Barnabas – Encouraging Confidence. 'Confident Christians. Growing Churches. Transforming Communities.'**

Ben is the Strategic Programme Manager for the Diocese of Leeds, supporting the Bishop's Senior Staff with the delivery of the strategic programme.

### **Purpose of presentation:**

The purpose of the presentation was to inform Synod members about the Barnabas project; what it is, what it aims to achieve and what support it offers.

### **Barnabas:**

Ben began his presentation by quoting from Acts 11 v19 – 31. Ben highlighted some practical ways in which the action of the Holy Spirit was evident in Barnabas: He...

- Encouraged others to understand and embrace the Gospel
- Mentored and supported others in their spiritual journey and development
- Persevered in the face of opposition and actively sought out new ways to share good news
- Was generous with his time and money
- Used resources given by others wisely and in a way that would make the biggest difference

### **Leeds Diocese hope:**

It is this approach of seeking the Holy Spirit's help and guidance to enable our existing churches to move forward in mission, ministry and sustainability in a way that is intentional, prayerful and within the grace of God, which the Leeds Diocese wants every parish to embrace.

Ben pointed out that the Diocese of Leeds has run at a deficit for some time, so to thrive, churches need to become more sustainable. In other words, churches need to find ways support each other in the achievement of this strategic vision.

### **The Barnabas project – strategic vision:**

The Barnabas project has come about through listening to what parishes say they need. In response, the project offers a variety of resources and ways to encourage and support churches in their drive for mission, leadership, and witness, both now and in the future. The Barnabas project is therefore designed to support the local church in seven areas:

- 1) Buildings support
- 2) Governance support

- 3) Stewardship support
- 4) Leadership development for clergy
- 5) Strategic grafting of revitalisation
- 6) Missional leadership development
- 7) Planting a new congregation in the parish

### **Practical solutions:**

Practical ways in which Churches can respond to these seven areas to bring about sustainable change can be found below.

### **Three driving forces:**

Sitting behind these seven strategic areas are three driving forces:

- 1) **Significant:** *'this needs to happen'*. The requirement for this will largely come from a Bishop or Archdeacon. The areas most likely to be impacted are:
  - a. Leadership development for clergy
  - b. Strategic grafting of revitalisation
  - c. Missional leadership development
- 2) **Specific:** *'can we work together on...'* This is most likely to come from the Bishop or Archdeacon, but sometimes requested by a Parish asking to be involved. The areas most likely impacted are:
  - a. Governance support
  - b. Planting a new congregation in the parish
  - c. Leadership development for clergy
- 3) **Strengthening:** *'have you thought about...'* This approach will largely come from the Parish itself but could be suggested by a Bishop or Archdeacon. The areas most likely impacted will be:
  - a. Planting a new congregation in the parish
  - b. Stewardship support
  - c. Buildings support

### **Questions for small group discussion:**

Ben posed three questions and asked members to form small groups to discuss and share their responses:

- 1) What have we missed?
- 2) What in this offer can you help with?
- 3) What in this offer will help where you are?

# Barnabas: Encouraging Confidence

“Confident Christians, Growing Churches, Transforming Communities”

We can be confident in God’s faithfulness and unfailing love for us and the Church. Rooted in prayer and worship and growing as confident Christians we want to:

- Be confident in our mission - support for churches to become confident in their use of their building, financial and time resources; creating more opportunities to be good news in our communities.
- Be confident in our future - ensuring our levels of clergy deployment are fit for the future. The Project enables us to make deployment decisions in a mission led way that can give clergy and churches the confidence that the Diocese is committed to their thriving.
- Be confident in our leadership - giving significant and specific support around leadership and mentoring in the church, both for clergy in their roles, but also for church teams moving forward in mission.
- Be confident in our witness - encouraging support for all to be confident in living and telling the good news of Jesus in a rapidly changing world.

## **Buildings Support**

- Groups of churches are supported to set up a local collective for maintenance (reducing costs and sharing ideas/ best supply).
- Engagement with national schemes (e.g. church buildings management partnerships).
- A church joins a learning community of churches who are all working through a similar challenge (e.g. new boiler in the era of net zero).
- *Web based resource offering examples and good practice for particular projects.*

## **Governance Support**

- Church House support for the use of interim ministry.
- Support for the use of focal ministry.
- Support for pastoral re-organisation to simplify governance in a multi parish benefice.
- A church is invited into a learning community to explore together how they can work best as a multi-parish benefice.
- *A group of churches who have successfully transitioned to less complex governance work with another benefice to advise.*
- *Web based resource to give good examples and guidance on what is possible using existing governance structures.*

## **Stewardship/ Treasurer Support**

- Church receives dedicated support from the Stewardship team to develop and deliver a 3-year plan to materially increase income.
- Support is given to help a parish/ group of parishes to employ a bookkeeper.
- Targeted support and advice given to join the Parish Giving Scheme.
- Advice provided on running a planned giving campaign.
- Support and advice for grant funding applications.
- *Support in undertaking a Financial Review which will highlight a range of areas that a parish could pursue to increase financial stability.*
- *Churches ‘lending’ treasurers or finance folk to help set up new systems or mentor new treasurers.*

### **Leadership Support for Clergy**

- Talking with a PCC about how they work with a new model of ministry (eg an interim minister)
- Inviting an incumbent to join a bespoke leadership development course.
- Offering a mentor to work with a clergy colleague.
- *Engaging with (or leading) a learning community around a specific leadership challenge or opportunity.*
- *Undertaking a mid-ministry course.*

### **Missional Leadership Development**

- Arranging for a PCC and their vicar to work with a mission accompanier to discern the next steps for growth.
- Support for moving to a new model of ministry (when pastoral re-organisation is happening).
- Inviting a church to engage with partnership for missional development over three years.
- Inviting a group to join the personal growth and leadership journey.
- *A team from the church work with the children young people and families team on a new project.*
- *A group from the church is supported in revisiting its MAP or growth plan via a LYCiG Growth group.*
- *Support for a church wanting to make links with its local school.*

### **Planting a New Congregation in the Parish**

- A church grows a team from within to start a new congregation in another part of the parish.
- A team from a church engage in a church planting course offered through CCX and the local church planting school.
- The vicar of a church invited onto an oversight ministry course to develop skills for overseeing multiple plants.
- *A team member of a plant chooses to take a commissioned pathway within the Diocesan offer.*
- *Team join a Greenhouse learning community, to grow together over the course of a year.*

### **Strategic Grafting for Revitalisation**

- During a vacancy, a PCC is invited to consider receiving a graft from another church.
- Grafting team takes the Plant Course to develop their mission plans.
- A church that is thriving is invited to consider how it might share its resources with a local cluster/ deanery.
- *A church with strengths in particular areas offer 'consultancy' to others to strengthen them- loaning people for a period of time.*

Should you require further information about the Barnabas Project, Ben can be contacted directly on [ben.walker@leeds.anglican.org](mailto:ben.walker@leeds.anglican.org)