

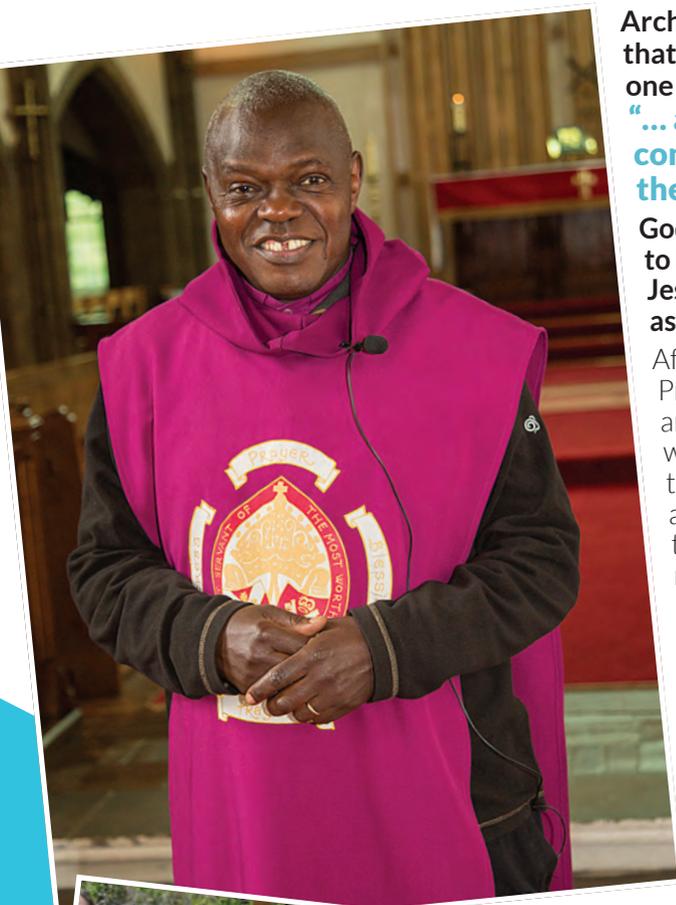


Transforming our Diocese

Generous Churches Making and Nurturing Disciples:
THE NEXT FIVE YEARS

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Archbishop Sentamu reminds us that to be the Church means just one thing – being ...

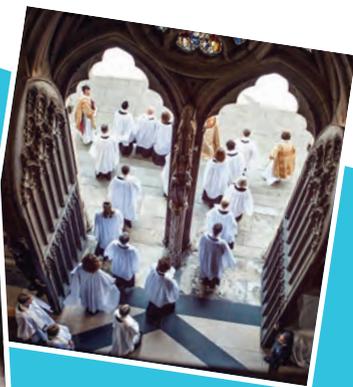
“... a people of prayer constantly being renewed by the power of the Holy Spirit.”

God calls us to worship him, and to live out the Good News of Jesus Christ in our communities as his ambassadors.

After completing his Pilgrimage of Prayer the Archbishop said “These are exciting times. I rejoice that we are experiencing afresh the transforming power of prayer and that so many are hungry to encounter Jesus Christ and respond to his call to become his friends.”

Together we have a key role in helping new people to have a relationship with God through Jesus.

Now is the time to shape the way we fulfil our shared Mission and Vision over the coming years.





***Our Vision as the Diocese of York is to be Generous Churches,
making and nurturing Disciples ...
mutually resourcing to fulfil our Mission ...
... to build up the Body of Christ to grow in Christ-likeness,
Commitment, Partnership, Influence and Numbers***

Introduction

Everyone across the diocese is invited to take part in a major consultation from now until the end of October. The results will shape our shared priorities over the next five years.

This booklet provides some background for the consultation, alongside a series of nine Roadshow meetings. It is also designed for PCCs and other groups and individuals to consider the consultation questions which are on page 12.



Building on the last five years

For the last five years we have been working with our Vision of being Generous Churches, Making and Nurturing Disciples.

We have been busy and achieved much –

- ◆ **strengthening** the effectiveness of clergy leadership, especially through the York Leadership Programme
 - ◆ **equipping** whole churches to grow, with many parishes following Leading your Church into Growth courses
 - ◆ **growing** the number of Ordinands and Curates and concentrating on younger vocations
 - ◆ **building** up lay ministry, especially through the introduction of Recognised Pastoral Assistants
- ◆ **encouraging** a culture of responsibility and generosity through our Freewill Offer contributions to the Common Fund that resources mission across the whole diocese



Timeline | 2010-2016 What's already been achieved

2010

Discipleship and Distribution

We explore the costs, our gifts, learning from others ahead of November Consultations



Mutual Support within God's Family



Generous Churches

Making and Nurturing Disciples

September 2011

Our diocesan vision emerges. We focus on deepening discipleship and nurturing vocations. Equipping and liberating leadership and commit to share in the cost and delivery of ministry

Time to look ahead

The consultation will help us to catch hold of the hopes and dreams we all have for our Church for the next five years, and make them a reality. There are goals that we can share as we do God's work.

But we are working with a number of challenges, some of them new and urgent.

If they aren't to have a critical impact on our mission, we need to address them. We need to be imaginative and generous in order to avoid their damaging effects.

The challenge of demographics

The Archbishop's Pilgrimage has shown that there is a huge desire on the part of many people to learn more about God and to experience the joy of knowing Jesus Christ. But by no means everyone who is interested in faith finds their way into the life of the Church.

For the last 10 years the numbers of people going to church in the Diocese have been steadily declining. But during the same time the population of our area has risen by about 4%. Each Sunday only 1 person in every 50 living in the Diocese comes to church. And for people aged 18-24 it's only 1 in every 150.



The next phase with your input

**Summer/
Autumn 2016**

In years 1-5 together we have achieved much. We have deepened and nurtured lay and ordained discipleship and vocations and our leaders are more able to exercise their ministry.

*Our Freewill Offer in place. So the question is **what next?***



2017-2021
Three new goals

The challenge of church growth

Growing the number of disciples has been at the heart of our work over the last five years. The good news is just over half of us attend a church which is growing. But that means that almost half of us are going to churches where numbers are static at best and probably shrinking. Having a presence in every community is so important, but in many places it is a real challenge.

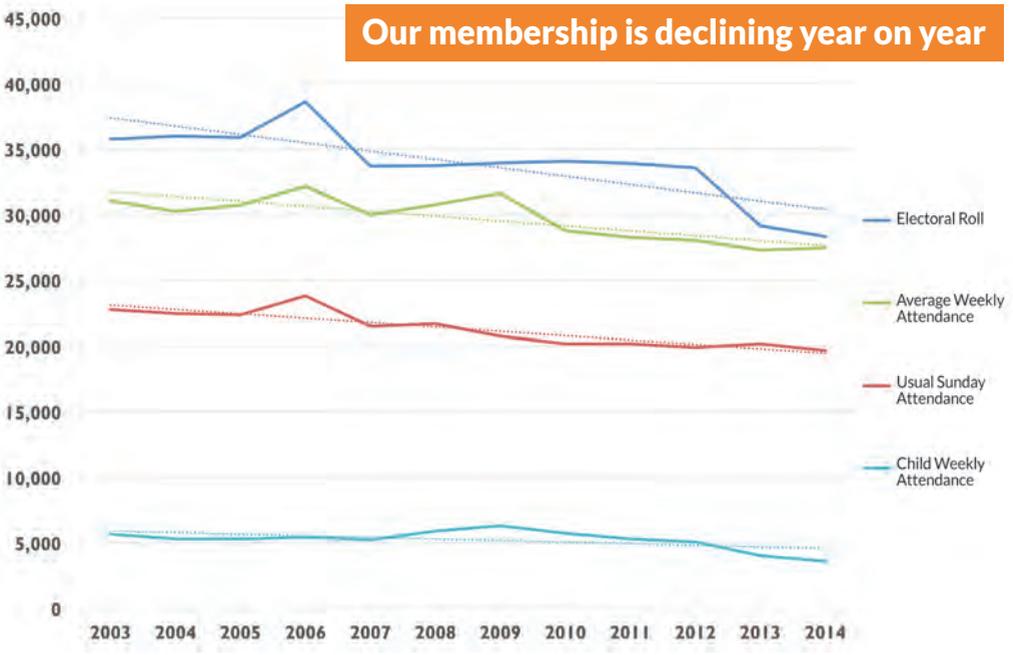
The statistics show that just over a quarter of our parishes aren't self-sufficient financially and are also reducing in congregation size. Some of these are among 20 "priority parishes" that may have attendance as low as 1 person in 1000. In York's case 16 of those 20 are also in areas of greatest deprivation in our region.



56%
going to churches experiencing growth

44%
going to churches not growing

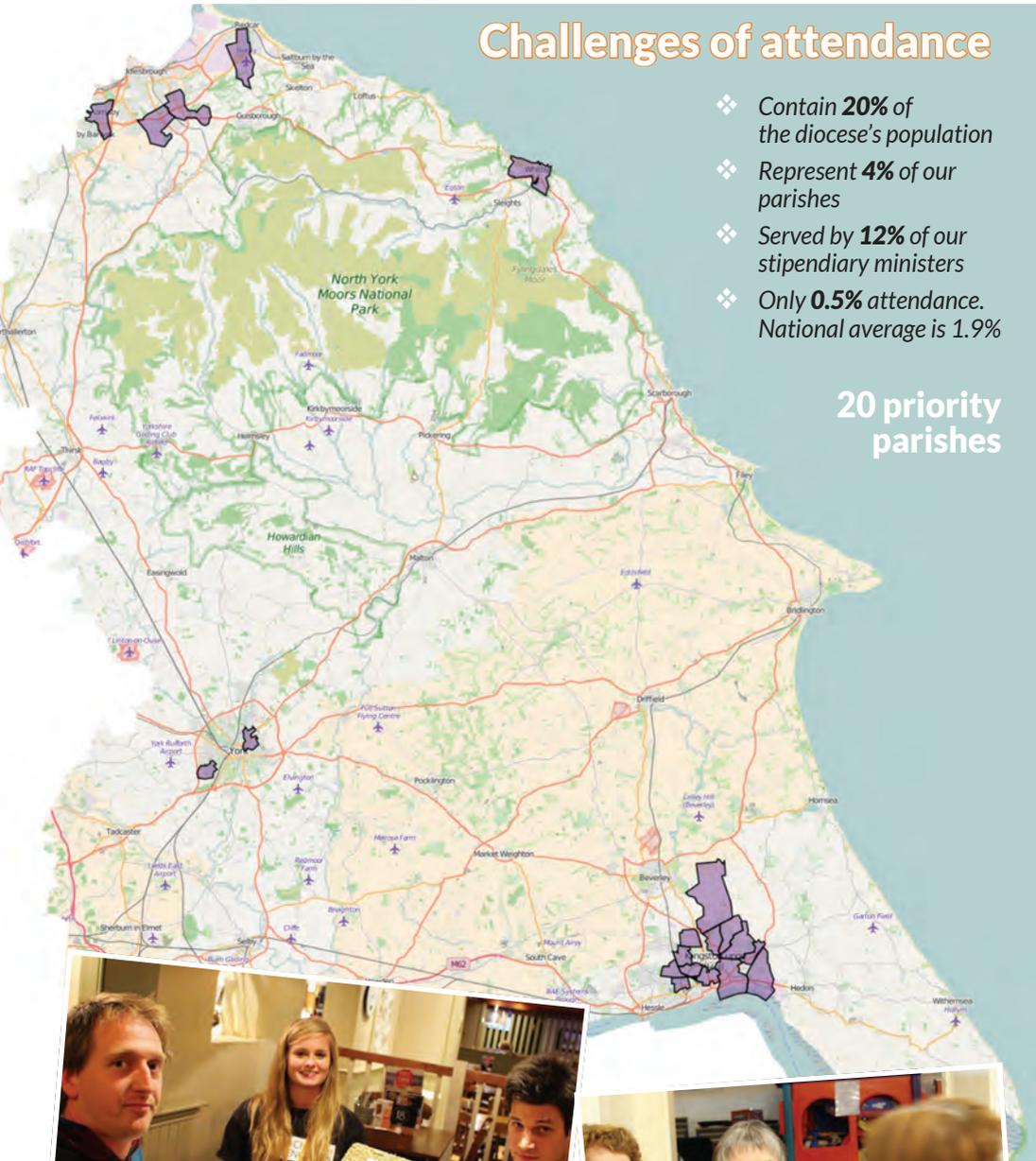
Our membership is declining year on year



Challenges of attendance

- ❖ Contain **20%** of the diocese's population
- ❖ Represent **4%** of our parishes
- ❖ Served by **12%** of our stipendiary ministers
- ❖ Only **0.5%** attendance. National average is 1.9%

20 priority parishes



The challenge of generosity

The mutual support we give one another is vital. Many of our communities are among the most deprived in England. But we also have many of the most affluent. One of the unusual features of our Diocese is the contrast between richer and poorer areas, sometimes very close by one another. Three out of every five parishes in our Diocese are in the more affluent half according to national rankings. But many of our parishes are at the severest end of the 'most deprived' category nationally, and it's those where the Church Commissioners are expecting us to re-focus resources for mission.

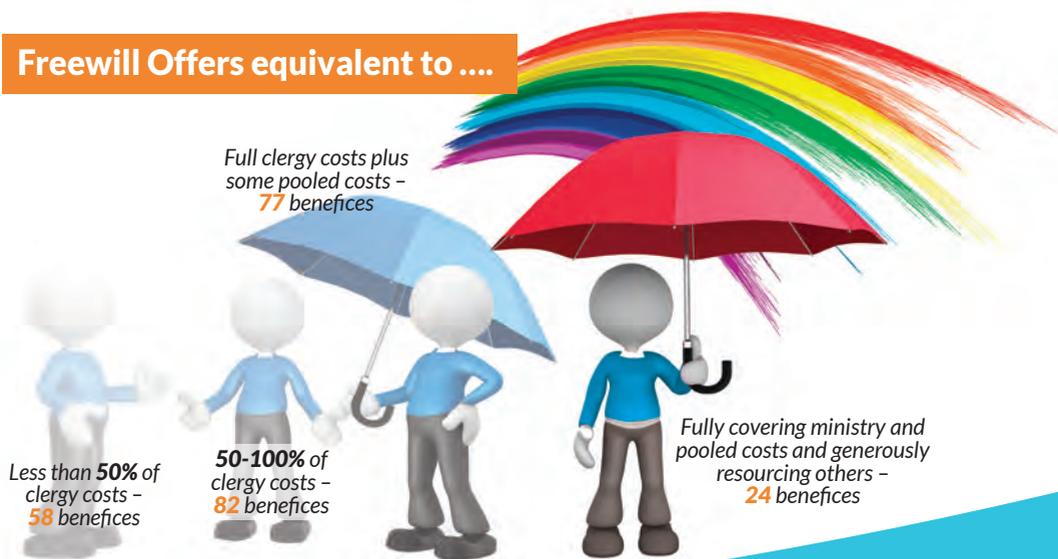
Together we need to work on what it means to be 'generous churches'. Many individuals are giving sacrificially. But on average, our churchgoers are in the bottom half nationally when it comes to giving a percentage of personal income to the Church's work.

That has an effect on Freewill Offers and it means that fewer than half of our parishes are able to cover the cost of the paid ministry they receive let alone a share of pooled costs. Financially, the Church Commissioners and a tiny fraction of our parishes are supporting the rest. That still leaves a shortfall that we are having to meet from the Diocese's central reserves – around half a million pounds in 2016, and probably about a million in 2017. That can't continue for long and we need to turn the situation round.

The harsh reality is;

- ◆ As a diocese our congregations are not generous givers, particularly in some of our more affluent areas
- ◆ We lie 30th out of 41 in a list of average personal giving
- ◆ Meeting the cost of maintaining historic buildings is a challenge to many PCCs, whilst we all still have to meet the pooled costs of providing ministry throughout the Diocese

Freewill Offers equivalent to



- ◆ The Diocese doesn't have huge central funds that it can spend freely: most of our assets are in a form where we can only use the interest and not the capital
- ◆ We can't continue in our current situation where more money is being spent from the Common Fund than is coming in.

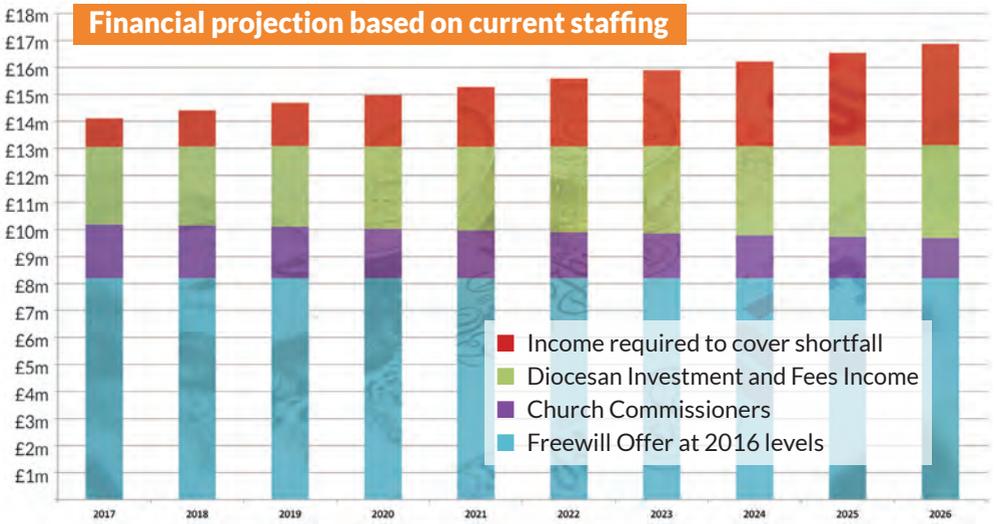
The challenge set by the Church Commissioners

From 2017, the Church Commissioners will change the way they allocate funds to all dioceses. They will continue to use population and deprivation figures in working out the level of support. But they will no longer include factors such as geographical size and the number of church buildings, that had the effect of enlarging the amount they have been giving to our Diocese. Today's support of £2.2million will gradually reduce by half (in real terms). There will be a clear

expectation that the money we still get will be used to support ministry within the poorest communities. If we want to continue, or increase, the ministry across the Diocese that is financed through the Common Fund, we shall need to make up this significant shortfall.

In addition, we have to deal with the impact of inflation since total Freewill Offers have not increased over the last four years.

Half of the Commissioners' funding for dioceses will be re-allocated as a Strategic Development Fund. The Commissioners want to support projects and programmes which are likely to fund growth, encourage sustainability, and lead to a significant increase in the number of disciples. We would hope to bid for some of that money to support growth in this Diocese, but we will need to match the funding that we bid for, over and above meeting our ongoing expenditure. Just to be clear – we can't bid simply to replace the reduction in the Commissioners' present funding, in order to support our existing spending.



Challenges of age

Percentage of the attending church



Percentages in York Diocese by age group



Valuing the things we do

Across the communities of York Diocese, thousands of faithful people serve their Lord every day. Because of the make up of our area, many of us are of a mature age – and it’s important to honour the lifelong commitment of many Christians. We work and support our clergy and ministry teams and strive to bring the Kingdom of Christ closer to those in our towns and villages every day.

As Christ-like people we do much in addition to holding worship services, as we live the Gospel and serve society:

- ◆ **feeding** and supporting the poor
- ◆ **nourishing** young minds – including the work of our 127 church schools and academies
- ◆ **offering** chaplaincy in local universities
- ◆ **providing** for families
- ◆ **visiting** the old and sick in their homes
- ◆ **offering** venue spaces for community events and entertainment
- ◆ **helping** to build up communities in town and country.

You will be able to think of more wonderful examples! But we are not always effective in attracting new disciples and building them up as members of Christ’s Body. We need to see that more clearly as part of what we should do as God’s Church.





4.2%
66 to 75



4.9%
76 to 85



3.6%
85+

An 81 year old is eight times more likely to go to church than a 21 year old in York Diocese

Looking Ahead

So it is time to look ahead. It is time to set our strategic objectives for the next five years.

Over the last few months, the Archbishop and his Staff Team, the Archbishop's Council and Diocesan Synod have given much prayerful reflection about the issues which face us here in York Diocese.

Three goals have emerged

1. Reach the people we currently don't
2. Move to growth
3. Establish sustainable finance

The goals being proposed operate at two levels: They apply to every part of the diocese (individuals, PCCs, clergy, congregations, parishes, deaneries), whilst also relating to the whole of the common life of the diocese.

Strategy means deciding what is truly important and focusing resources and action on those objectives. Some hard decisions may have to be made: as a Diocese we can't do everything we would like to, and quite possibly we won't be

able to continue spending money on some things we do now.

Of course there can still be great local initiatives in Mission and Ministry. But the reason we are having this consultation now is to share thinking across the Diocese about how we can reach the goals that we have in common – and to think about initiatives that can only happen because they would need support at the scale that the whole Diocese can give.

Your help is needed to identify these areas of focus, to ensure a 'step change' in relation to the challenges we face and to think how we should focus our resources.



Have your say

We are embarking on a consultation process that will stretch into the autumn. Nine Roadshows are planned. There will be an opportunity to think in greater detail about new mission opportunities open to us, alongside the reality of the challenges we face. Everyone attending these Roadshows will be asked to offer answers to the three questions below.

We'd also like to hear from PCCs and from individuals across the diocese, whether you have attended one of the events or not. Please discuss the questions in your groups, with your friends and then respond online at www.dioceseofyork.org.uk. Or alternatively they are available on paper for you to complete and return to Diocesan House.

Questions



In what ways do your hopes and dreams for the church where you are (and across the Diocese) connect with the goals?



How will the goals directly influence ministry in your parish?



What are the three specific actions which will best help us to achieve our goals?



This is about the future of our Church in this Diocese. Please do take this opportunity to help shape our future.