

Accompanied Ministry Development Programme Guide

(Version 4.2 –December 2015)



PREFACE

Across the Diocese of Truro we have committed ourselves to ‘Discovering God’s Kingdom and Growing the Church.’ The many and varied communities of Cornwall and the Isles of Scilly have never been more in need of the compassionate care and reconciling love of God and we, the church, are God’s chosen means of blessing others. God longs to see a flourishing Cornwall with a flourishing church at its heart.

For the whole church in Cornwall to flourish, there is a need to re-invigorate our faith and our discipleship, our worship and our mission. We need to reach out to our communities with the love of God and the Good News of Jesus Christ, but to do this effectively we need both to continue faithfully to serve communities in ways which have stood the test of time and to find new and relevant ways of ‘being church’ in today’s world.

Although we may not know exactly what these new ways will look like, we are undoubtedly being called to greater co-operation and collaboration – between churches and between clergy and lay people.

Accompanied Ministry Development has been developed specifically for Cornwall. It is a very significant initiative by the Diocese intended both to support and to challenge all of us engaged in the ministry of the church. By the end of 2018, all incumbent clergy and the parishes in which they minister will have taken part.

This Programme Guide explains the approach and programme for Accompanied Ministry Development. We are confident that this will have demonstrable, lasting and positive effects. We look forward to sharing the stories of what God is doing among us as we work together for his kingdom and the good of others.

+Tim Thornton, Bishop of Truro

+Chris Goldsmith, Bishop of St Germans

AIMS

The aim of Accompanied Ministry Development is to encourage Christian communities to flourish.

Just as people come in all shapes and sizes, so churches will flourish differently as they emphasise this or that aspect of 'being church.' For this reason, Accompanied Ministry Development will not seek to direct but, as its title indicates, *accompany* churches.

The objectives for Accompanied Ministry Development are the same as for our work to support discipleship and mission. We want to encourage:

- **Prayer**
- **Sharing our faith**
- **Being reconciled and reconciling communities**
- **Worship – especially among Young People**
- **Living our faith wherever we are**

The programme has been designed to help churches develop in all of these areas, as we explain in the rest of this Guide.

THEMES

Accompanied Ministry Development focuses upon five important themes:

- **God's People** Who are we? What has God called us to do?
- **God's Reconciliation** How do we live out this reconciliation with each other and demonstrate his love?
- **God's Good News** How is the gospel proclaimed in word and deed?
- **Living for God** How do we live for God every day, not just on Sundays?
- **Worshipping God** How is our worship a witness to the gospel?

There will be different experiences and expectations regarding each of these themes. That's fine. Accompanied Ministry Development will help us explore our different understandings in order for us all to find a way to talk about them rather than seek to impose a particular model of being church. Accompanied Ministry Development will also give us opportunities to learn from each other and value each other's gifts and ministries.



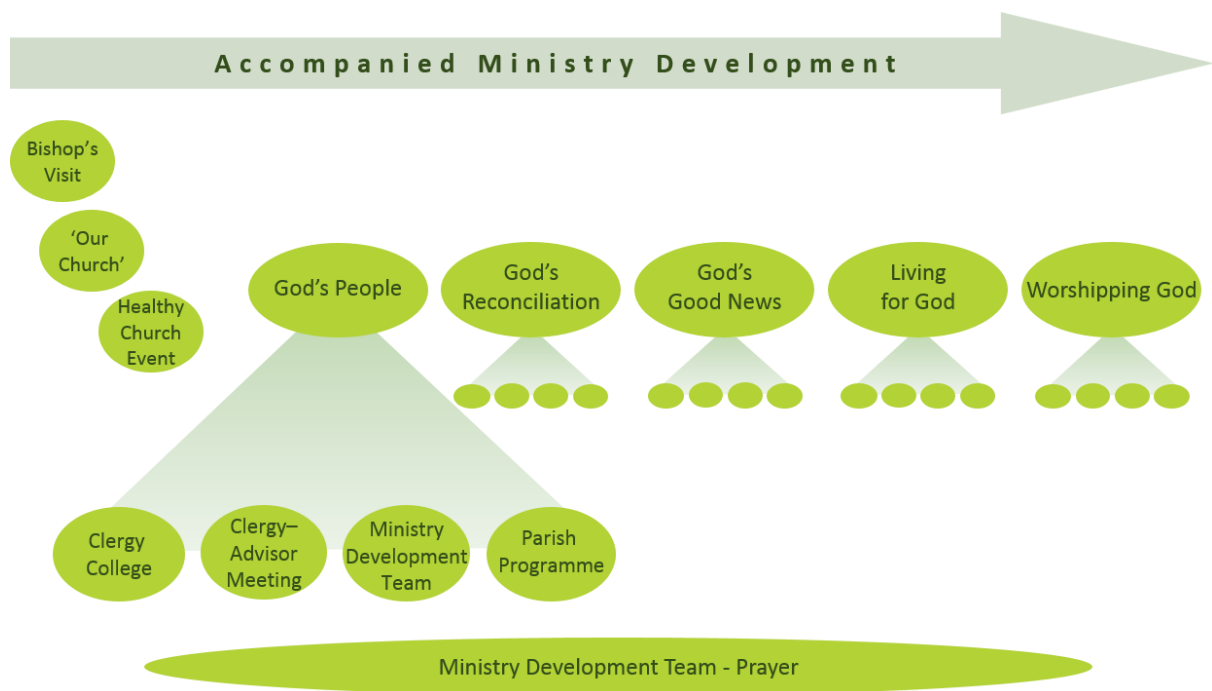
HOW IT WORKS

Accompanied Ministry Development focuses on discipleship, mission and church leadership.

Features of the first year of Accompanied Ministry Development include:

- A Bishop's Visit to the parish
- 'Our Church' helps you create a 'snapshot' of your church
- A parish-wide discussion of 'Healthy Churches'
- Clergy Colleges and support for clergy from AMD Advisers
- Conversations among a 'Ministry Development Team' within the parish
- A Parish Programme
- The development of a shared vision for the church's ministry and mission.

These elements are described in more detail on the following pages. The following diagram shows how they might be organised.



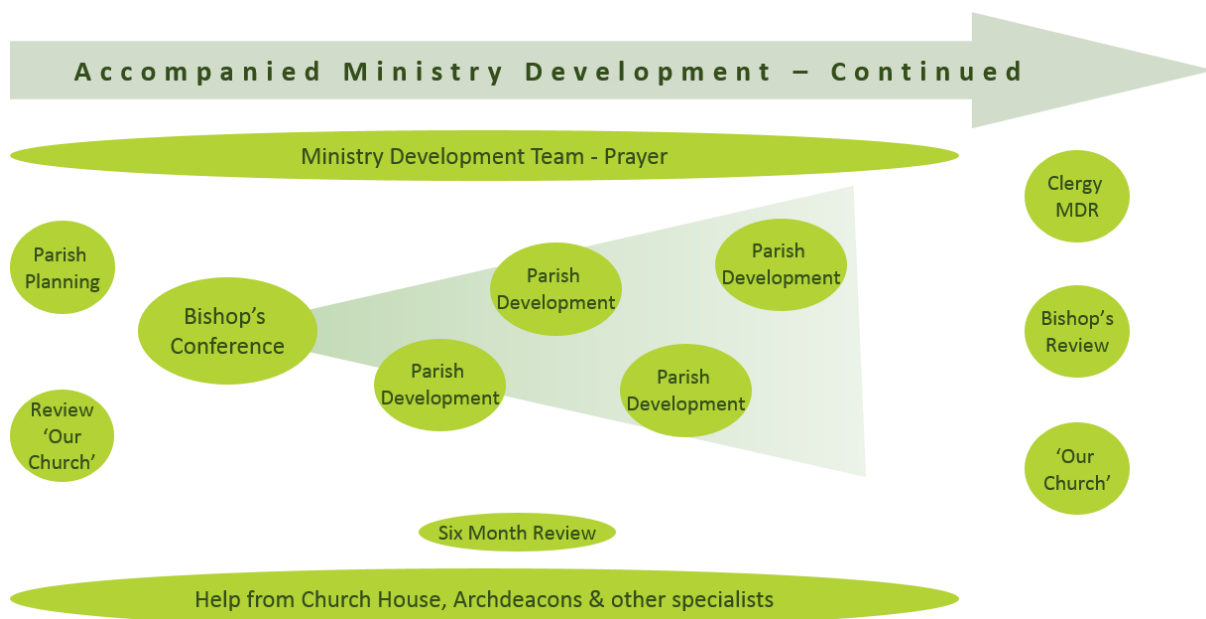
Although many parishes will follow the order of activities in this scheme, there is some flexibility around timings, however we do recommend that 'Our Church' and the Healthy Church Event are completed before attending the first Clergy College as they will inform the later stages of the programme.

After the clergy colleges have been completed, Accompanied Ministry Development continues to focus upon both parish and clergy. It includes:

- Support to encourage collaborative leadership within parish(es) and churches
- Review of 'Our Church' conclusions and discussion of priorities for the future.

- Parish level planning of initiatives to be pursued over the coming years, with input from the Church House team
- A Bishop's Conference to agree the plans, the timetable, milestones and expected outcomes
- Implementation of the plans
- Concentrated support from Church House, Archdeacons and other specialists
- Clergy Ministerial Development Review which will inform a tailored scheme of continuing professional development
- Ongoing review to learn lessons and adapt the church's vision for the future

The following diagram shows how these various elements interrelate.



The precise arrangements for Accompanied Ministry Development will vary according to the needs and aspirations of each parish. For this reason Bishop Chris and the Accompanied Ministry Development team are available to discuss how the programme might best work in your churches.

Throughout AMD there is a focus on encouraging parishes, and in particular the Ministry Development Team, to discern God's vision for their church. This may involve identifying the needs of the local community and the strengths of the congregation so the church can plan specific developments and obtain appropriate training. The diocese will seek to resource your plans, as well as help more generally.

The following pages describe in more detail 'Our Church', Clergy Colleges and the Parish Programme.

'OUR CHURCH'

'Our Church' helps you to understand your church as you commence Accompanied Ministry Development. The aim is to describe some important features of church life to help you discern changes during and after participation in the programme. The results of the 'Our Church' exercise will also provide valuable information that will help you plan for the future.

It will be best for each parish to nominate a leader to facilitate the 'Our Church' exercise; while this could be the priest, ideally it would be another member of the congregation.

The Ministry Development Team Workbook provides tools to assess seven areas of church life: prayer, our lives as Christians, worship, relationships and welcome, community, Christian thinking and sense of purpose.

For each of these areas there is a set of questions to consider. There are no 'right' and 'wrong' answers – the questions are a starting point to help the Ministry Development Team gain an insight into their parish or group of parishes. Some of the questions ask the church to describe how it sees itself in a specific area, for example, 'To what extent does your church feel like a place of prayer?' Other questions ask you to look at numbers, for example, 'How many people worship regularly in your church?' Yet others involve asking the whole church to answer using a survey. A survey form is available in paper format and online; the 'Our Church' Workbook has space to collate the answers.

This information will enable the Ministry Development Team to take stock, reflect on where you have got to and think about areas where your church can grow and develop. The information will not be able to be used to compare churches with each other. But you can revisit 'Our Church' later to see the changes that have occurred over time.

HEALTHY CHURCH EVENT

The Healthy Church Event is an opportunity for the parish to examine features of a healthy church and appreciate the good things that are already happening in the parish.

Who and where? The Healthy Church Event involves the whole parish in the parish.

When? If possible, the Healthy Church Event should take place before the first Clergy College.

What? The Healthy Church Event is led by a trained facilitator, who helps the church plot its life against the seven markers of a healthy church. The aim is to share some of the most positive stories of church life.

How? A facilitator leads the session, so allowing all participants to contribute, including clergy. Handouts are provided for use during the Healthy Church Event.

CLERGY COLLEGES

Clergy Colleges enable priests to resource the Parish Programme. They have been designed to nurture church ministers, offer intellectual stimulus, provide space for prayer and reflection, encourage collaborative working and allow time for refreshment.

Who? In the first instance, Clergy Colleges are for incumbent status clergy.

When? Clergy participate in five periods of residential study during a year. Each College runs from Monday to Thursday; priests are encouraged to take either Friday or Saturday as a day off. Residential events will not take place around Christmas, Easter or during the maintained sector's school holidays, including half terms.

Where? The Colleges currently take place at Epiphany House, Truro.

What? Clergy Colleges are times for regular worship, including Morning Prayer, Evening Prayer and Compline, all led by a chaplain.

Each period of residence will begin and end with an Action Learning Group, a facilitated discussion between about six clergy that will help link Clergy Colleges with parish life.

Input relating to each of the five themes described above will be supplemented with a special focus upon Christian Ministry & Leadership. A typical schedule is the following:

Clergy College Schedule – God's People

Monday	Tuesday	Wednesday	Thursday
	Morning Worship	Morning Worship	Morning Eucharist
ARRIVAL	Breakfast	Breakfast	Breakfast
	Bible Reading	Bible Reading	Bible Reading
	CHRISTIAN SCRIPTURE Who are we? & What do we do?	MINISTRY & LEADERSHIP Leading the People of God	CHRISTIAN MINISTRY Project Management
Coffee	Coffee	Coffee	Coffee
Prayer Bishop Chris	CHRISTIAN THINKING Church Stories	MINISTRY & LEADERSHIP Leading the People of God	CHRISTIAN MINISTRY Next Steps
INTRODUCTION TO AMD Bishop Chris			
Lunch	Lunch	Lunch	Lunch
ACTION LEARNING GROUPS Introduction to ALGs	FREE TIME	FREE TIME	ACTION LEARNING GROUPS
INTRODUCING OUR PARISHES			
Tea	Tea	Tea	Tea
BEING A PRIEST TODAY The Vocation of a Priest	MINISTRY & LEADERSHIP 'Power and Authority'	REFLECTION TOGETHER	Evening Prayer
Evening Prayer			DEPARTURE
Dinner	FREE TIME		
Free Time	PERSONAL STUDY & REFLECTION	Dinner AFTER DINNER SPEAKER	
Compline	Compline		

How? Accompanied Ministry Development recognises that participants all have a wealth of experience of life, Christian discipleship and ministry. For this reason four ‘principles of learning’ inform Clergy Colleges.

1. Experience valued. Accompanied Ministry Development takes priests’ experiences of life and ministry, as the context for learning, seeking to encourage learning from each other by sharing good practice.
2. Engagement. Clergy Colleges have been designed to facilitate substantial peer reflection, support and learning. So Action Learning Groups, Bible Reading and Reflection, and informal conversation and hands-on workshops complement more formal sessions.
3. Excellence. The Bishops intend that Accompanied Ministry Development is excellent in all respects, comparable with best practice nationally with respect to its design and execution, thereby properly valuing participants.
4. Encouragement. Participants are drawn together as they consider each theme, providing mutual support that is encouraged and enabled by opportunities for structured reflection, provision of accessible pastoral care, and a special focus upon appreciating positive stories of ministry and parish life.

It is recognised that the Clergy College will be a major commitment for both parishes and individual priests. In some cases it will be a welcome spur to changed involvement within the parish, but in other cases this will not be possible or desirable and we will work with clergy to identify suitable cover, especially for the Sunday following each Clergy College. We know that Accompanied Ministry Development may raise personal issues for participants and there are arrangements to assist with these wherever possible.

Clergy – Advisor Meeting

In the week following each Clergy College priests will meet with their ‘AMD Advisor’ to reflect upon the College and identify implications for the parish. The role of Advisor is essentially one of ‘mentor and work consultant.’ In addition, many Advisors will help provide input to the ‘Ministry Development Team’ within the parish (see below).

The AMD Advisors have been trained in mentoring skills, and they all possess significant professional or ministry experience that will be invaluable to priests and parishes.

Ministry Development Team

Following the conversation between the priest and their AMD Advisor, the Ministry Development Team will meet. The ‘Ministry Development Team’ forms a bridge between the Clergy Colleges and Parish Programme and is essential to the success of Accompanied Ministry Development. Further details are provided below in the section outlining the Parish Programme.

PARISH PROGRAMME

The Parish Programme is at the heart of Accompanied Ministry Development because it involves the whole church – everyone can take part.

The Parish Programme consists of two elements for each theme:

- Ministry Development Team meetings
- Parish Programme activities

These are explained in more detail in the rest of this section.

Ministry Development Team

Following the conversation between the priest and their AMD Advisor, the Ministry Development Team will meet. The Ministry Development Team acts as a bridge between the Clergy College and the Parish Programme and is essential to the success of Accompanied Ministry Development. It will also help form a group within the parish that is positive about the relevance of the theme of the Parish Programme for the life of their Christian communities. The team will be encouraged to discern God's vision for their church, both as they think about each theme and as they think about the strengths of the congregation and the needs of the community.

Who? The incumbent priest plus leaders in the parish, for example, Readers, Local Worship Leaders, Local Pastoral Workers, churchwardens and other clergy or lay people identified by the priest. Usually led by the priest who has attended the Clergy College with extra facilitation by the AMD Advisor.

When? The Ministry Development Team meeting will normally take place two weeks after the Clergy College. It will last about 90 minutes, plus a time for refreshments, and will take place at a time to suit the participants, for example, one evening or after church one Sunday.

Where? The Ministry Development Team meeting will take place locally, sometimes in church buildings, at other times elsewhere.

What? Following a time of prayer there will be input on the theme (God's People, God's Reconciliation, etc.) led by either the priest or the AMD Advisor. This will lead to a more wide ranging discussion about the implications of the theme for the local parish.

How? Clergy Colleges have been designed to prepare priests to lead Ministry Development Team meetings. In addition, the AMD Advisor will be available and resources for the Ministry Development Team meetings have been prepared for each of the programme's themes.

Parish Programme

The Parish Programme forms the core of Accompanied Ministry Development because it involves the whole church.

Who? Everyone in the parish is invited. We would hope that the members of the Ministry Development Team and the PCC would participate, since one of Accompanied Ministry Development's practical objectives is to nurture a group within the parish who encourage each other as they seek to follow Christ.



When? The Parish Programme can take place whenever convenient for example within a service or in existing house groups – it's not necessarily a matter of more meetings.

Where? The Parish Programme will take place locally, in the church or elsewhere.

What? The Parish Programme will look at each of Accompanied Ministry Development's five themes. For each theme resources are provided for small groups, young people and worship. In addition, parishes are encouraged to work on a local focus, for example, tourism or schools.

How? We have prepared materials to enable churches to look at each theme, and Clergy Colleges will also enable priests to lead and resource the Parish Programme. For the first theme, God's People, for example, churches explore who we are and what we do as God's People, and look at how God's Story connects with the church's story, now and in the past.

THE BISHOP'S CONFERENCE

The Bishop's Conference is an opportunity for the parish to present to one of the Bishops their vision and plans for the future.

Who? The priest and the Ministry Development Team

When? The Bishop's Conference will usually happen approximately three months after the final Clergy College.

Where? The Bishop's Conference will take place at Church House, Lis Escop or in the Parish.

What? The Parish will present the vision for their churches and explain their plans for the future, including timescales, milestones and expected outcomes.

How? The Bishop's Conferences have been designed to provide an opportunity for encouragement and challenge, and for agreeing anticipated outcomes and the support and training that will be needed to achieve them.

GROWING THE CHURCH

Accompanied Ministry Development is about re-invigorating the People of God. The first part involves Clergy Colleges, Ministry Development Team meetings and the Parish Programme, culminating in the Bishop's Conference. However, this is emphatically not the end of the process. We want to help parishes in their evolving mission and growth in discipleship: in other words 'growing the church.'

What this means in each Parish will take shape according to the aspirations of each local congregation and the needs of their communities. While some things will be common to all parishes, for example, Clergy Ministerial Development Review and a second look at 'Our Church', our aim is to help each church identify what God is calling them to do in their parish and community and assist as much as we can with the resources required to respond to that call.

We envisage several distinct activities in this process:

- A careful assessment of what God might be calling the church to do in faith, perhaps involving Mission Action Planning. We would expect the majority of plans to be intentional developments arising from current realities: it's not about building castles in the sky, but about seeking to respond to God's goodness to us in faith and faithfulness.
- The Bishop's Conference (described above) to agree the implementation plan and understand the support and training needed.
- Help from the team at Church House, other clergy both inside and outside the Diocese, and other specialists. The diocesan discipleship team can identify a wealth of resources to help us know God and live for him. And other people can help with stewardship, social media, technology, tourism, or other aspects of church life as well as developing church leadership teams.
- The start or continuation of several specific initiatives for church development.
- A review with a Bishop after 12 months to see how things are progressing and learn lessons for the future, along with a final look at 'Our Church'.

All through this process support for parishes will be available from the Accompanied Ministry Development Team as well as the archdeacons and bishops.

**Rekindle the gift of God that is within you
through the laying on of my hands;
for God did not give us a spirit of cowardice,
but rather a spirit of power
and of love and of self-discipline**

2 Timothy 1:6-7

**May the boldness of the Spirit transform you,
may the gentleness of the Spirit lead you,
may the gifts of the Spirit equip you
to serve and worship God**

*Embertide Blessing
Times and Seasons*

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