

**Newcastle Diocesan Synod
Programme of Renewal & Reform**
Note by Canon Carol Wolstenholme

1 Renewal and Reform Programme

Introduced in 2015 and growing rapidly. The programme is the response to the three goals set by General Synod: (i) **to grow the Church**; (ii) **to re-imagine ministry**; and (iii) **Contribute to the Common Good**. By February 2016 there were nine work streams within the programme:

• Resourcing the Future	• Resourcing Ministerial Education	• Lay Leadership
• Growing Vocations	• Senior Leadership Development	• Optimising the roles of the NClS
• Simplification	• Developing Discipleship	• Evangelism

2 Lay Leadership Strand: National Task Group

Purpose: to review how the Church supports lay leaders in community and society as well as within church structures.

Objective: to make recommendations that will increase the effectiveness and confidence of lay people in leading where they are called to serve – in wider society, in local community and within the Church of England in ways that grow disciples, extend God’s Kingdom and transform society

And: Releasing Lay Christian Leaders in Church & Society.

3 Diocese of Newcastle Lay Voices

Lay Voices initiative has worked with lay people for the past two years. Key conclusions:

- **Evidence** that it is possible to motivate and energise people through interventions that encourage relationships, allow challenge and promote information and understanding.
- **Although we can develop** skills and help the laity to flourish there is a lack of culture, in part, for the potential gifts of lay leadership to be unlocked.
- **A need to ensure** processes are in place to enable lay development to become part of the fabric of the way we work.

4 Key question

What are we developing a confident leadership to do?



5 Extract from Bishop Christine's mandate

“Continue to develop laity and clergy in their shared ministry and Christian leadership with a particular focus on encouraging lay people to find their voice and to take up leadership roles at every level in the diocese, the national church and worldwide.”

6 Our approach

- To establish a vision of what collaborative shared ministry might look like in five years' time; the foundation blocks that need to be put in place to achieve the vision; and what needs to change and develop an implementation plan.
- To develop plans for a conference for lay leadership development and to organise the Conference.
- To work alongside other initiatives that are in development, particularly the Companions of St Aidan, Discipleship and programmes such as Leading Your Church into Growth.

7 Our plan

1 Vision

- What should Lay Leadership look like in five years' time?
- How will lay and clergy be working together?
- The theological foundation

2 Best practice

- What is working well in other places?
- What is working well in parishes and Deaneries?
- What do we want to celebrate and encourage?

3 What needs to change?

- What should we start/stop/continue doing?
- What are 3/4 key priorities to work on?
- Finance and resources strategy

4 How do we embed change?

- Implementation plan
- Culture change programme
- Structural and financial changes
- Monitoring and evaluation
- Measurable outcome

8 The process has begun

- Meeting with 14 lay leaders in the Diocese, including Bishop's Council members
- Need to consult many others – Clergy, Readers, Task Groups
- Over the summer the consultation will continue

Lay Voices: Diocesan Synod Survey Summary

1 Introduction

- 61 lay people were elected to Diocesan Synod in 2015.
- This represents 97% take up compared with 2012 when the take up was 76%
- Of those elected 25 (40%) are new to Diocesan Synod.
- As part of the Lay Voices initiative the lay people on Diocesan Synod were invited to complete a survey. New lay members also attended an Induction Event in November 2015.

Lay Members research

- 45 lay members of synod (74%) completed the survey

Why did you become a member of synod?

- 27% The Mission of the Church
- 24% Learning and Development
- 22% Requested by others or nobody else would undertake
- 20% For discussion and decision making
- 7%. Rural issues

Things that would help you at Synod

- 40% Good information
- 31% Process issues
- 13% Inclusion and confidence building
- 10% Venue
- 6%.Other

Things that are important to you

- 30% Process issues
- 27% Inclusion
- 18% Understanding and information
- 17% Impact
- 8% Other

Gifts and experiences identified by members

- 53% Leadership
- 47% People Skills
- 40% Education
- 35% Facilitation
- 25% Public speaking

Subjects of interest

Renewal & Reform (75%)	Deanery Development (44%)
Mission (41%)	Local Ministry (35%)
Discipleship (28%)	How the church works (25%)