



**Update from the Director of Mission and Ministry (DMM)
to Diocesan Synod - 29th of November 2025**

Children and Young People

- Invitations sent to 1st cohort of Launchpad parishes (initiative to enable parishes to begin from where they are, at any scale). 12 parishes will join the program in April. 20 have been invited to launch in January 2026.
- Beyond Youth are exploring whether an apprenticeship scheme for Youth Workers might be part of future plans in SE Northumberland. This is a development from the Young Leaders programme in Duke's Academy.
- Children's Ministry Essentials – we are receiving 25 free spaces for volunteer development as part of the national 30k project.

Community Mission and Social Justice

- Review of diocesan social justice engagement in process, including JET/DBE dimension (identifying schools as venue for social justice work)
- Community mission roles (in place or in process):
 - West Denton and Sugley (Penultimate year, ends in 2026)
 - Benton and Longbenton (First year)
 - Jesmond and Sandyford (First year)
- The Centre for Theology and Community are piloting work with the following parishes in the “Organising for Growth” scheme (<https://www.ctcuk.org/events/summary/organising-for-growth/>):
 - St Oswald & St Martin's (Newcastle East)
 - Christ Church (Newcastle East)
 - St Hilda's & St Aidan's (Tynemouth)

Continuing Ministerial Formation

- Dr Rachel Holdforth and Revd David Atkinson has been offered a place on the national Enabling Leaders Program. This is part of a redevelopment of a network supporting colleagues with disabilities and neurodiversity across the diocese
- CMF grant to licensed colleagues to increase from £250 to £300 in 2026
- 2026 Sabbaticals: 4 (we only offered 2 in 2025); 2027 Sabbaticals: 3

- Clergy Conference: 2026 speaker - Kelly Brown Douglas; 2027 speaker - Selina Stone. There will be thematically-related study days beforehand.

Diocesan Synod Priorities

- Another part of the agenda of Diocesan Synod (November 2025) will facilitate conversation about national partnerships alongside Vision and Strategy, especially around capacity-building.
- Pastoral Supervision Scheme: New incumbents (since January 2024) and 3 diocesan officers have joined a pilot version of the scheme. This pilot would include offering feedback as part of sharing with the wider diocese. A small cohort of qualified colleagues have also joined the pilot scheme as supervisors. No incumbent is offered a supervision from within Newcastle Diocese
- The facilitators of the Bishop's Group on "Reimagining Ministry" will join the "Income Generation" stream in December 2025 before offering recommendations in February 2026 to Bishop's Council.

Lay Ministry Development and Vocations

- BRF / Anna chaplaincy conversation with DDMM, late November 2025. Model of licensing by BRF is being revised
- Regular online check-in with LMDO for ALMs continue. Feedback includes request for information on near-future training.
- A second iteration of a ALM scheme - using Seeking and Sharing emphases - is being planned for 6 sessions (1 onsite and 1 online) across February and March 2026

New Worshipping Communities (NWCs)

- NWCs = one of three streams for the second season of Deanery Development Groups in 2025-28
- Deaneries being encouraged to name and celebrate AND SHARE good practice around NWCs. A regional partnership finances a pilot of missional accompaniment - led by Alice Ward - helps focus conversations with parishes and deaneries on this alongside pastoral care.
- Beginning exploration of how we encourage new colleagues coming into the diocese to developing discernment of NWCs in their contexts and what - if any - formal structures might help this (in recruitment and MDR, for example)?