



'You are the light of the world. A city built on a hill cannot be hidden. No one after lighting a lamp puts it under the bushel basket, but on the lampstand, and it gives light to all in the house. In the same way, let your light shine before others, so that they may see your good works and give glory to your Father in heaven.' (Matthew 5.14-16)

live | pray | serve

We will equip people to **live** as disciples of Christ, growing in faith, responding to God's call, bearing witness to the gospel, and connecting their faith with their local, national, and global context.

We will **pray**, individually and as members of vibrant, open, faithful and growing worshipping congregations, where gifts are recognised and shared in ministry; we will pay particular attention to drawing young people, and new Christians into communities of faith.

We will **serve** communities and society together, seeking the transformation of the world in justice and peace, speaking the gospel in the public sphere, and promoting the common good in this place.

Our new strategic purpose as a diocese will be **live | pray | serve**. It builds on the good work of Kairos and Ministry for Mission. It is also informed by the new emphasis in the wider Church of England.

reform & renewal

There has been an increasing emphasis on church growth, discipleship and outreach in the Church of England. Significant research has been conducted to investigate what initiatives the Church should be promoting to enlarge congregations and increase its impact on society. These new areas of work have informed our thinking. They are:

- Resourcing the Future (*changing how funds will be allocated from central resources to dioceses, with bids invited for projects promoting church growth*);
- Resourcing Ministerial Education (*changing patterns of and funding for ordination training*);
- The Discipleship Report (*training of clergy and laity to develop disciples*)
- The Green Report (*training of senior clergy and identifying leadership potential*)
- The Simplification Agenda (*allowing more flexible clergy appointments, parish boundary changes and other easings of red tape*)



There are four ways in which we hope to pick up the themes of living, praying and serving, which we hope will be lived out in every parish and community in the Diocese of Portsmouth:

1 | making disciples

● Engaging disciples in prayer, worship and study:

Encouraging individual and corporate prayer, in churches, in homes, schools and colleges, in the workplace, modelled by clergy and lay ministers, and resourced through training, mentoring, coaching, retreat and pilgrimage, spiritual direction. A spiritual rule of life for disciples of all ages and backgrounds.

Every parish making new Christian disciples, through offering appropriate worship and teaching for those new to the faith, and nurturing existing believers in their discipleship and learning, using accessible teaching from a range of discipleship tools, supported and equipped by diocesan staff. Actively developing the theological understanding and appreciation of the laity.



● Engaging disciples with the life of the church:

A proactive and systematic approach to vocations (lay, ordained, self-supporting, stipendiary) leading to growth in numbers and quality. Vocations explorers and ordinands prepared for the reality of reimagined church ministry, including contextual learning and placement in challenging and exciting parishes where

leadership, teaching, engagement skills are developed.

A lay ministry framework – locally selected, trained and commissioned lay roles, with core skills and accountabilities identified, functioning alongside those with lay ministers with diocesan licenses (i.e. Readers). A co-ordinated approach to selection, training and oversight. To include lay pioneers, pastoral assistants, lay worship leaders, Readers, and other local ministers.

- **Engaging disciples in the world:**

Developing discipleship that is engaged in the responsible stewardship of personal, church and societal resources. Encouraging a whole life view of faithful stewardship in which belief is acted out in daily life.

Support and encouragement for Christians acting in the public sphere: family, community, workplace, public life. Raising the profile of public theology through a diocesan School of Mission.

2 | growing churches

- **Churches supported for engagement with the community:**

Renewed visitation system, which includes parish mission survey, to provide support, challenge, encouragement, and be a basis for further training, and the oversight of the clergy and other ministers in ministry and mission. Systematic support for parishes in vacancy to undertake mission survey, but available to every parish.

A facilitated process (Mission Action Planning, Leading Your Church Into Growth, Rapid Development Programme and others) for developing a vision for reimagined mission and engagement in every place, with animating support for local and gathered communities, with or without church buildings. Follow up support for parishes developing mission plans, including bid writing and project management, allowing for proper consideration of church activity and the use of space to encourage engagement with the community.

Priority on growing children and youth work, and with increased generational awareness, providing accessible worship, teaching, and vocations development; sharing of good practice between benefices.

Our new team of pioneer ministers



One way in which we have already started to think differently about mission and ministry is the creation of a pioneer ministry team.

They aim to create brand new worshipping communities among those unlikely to engage with more traditional ways of being church.

The team is led by our Dean of Pioneer Ministry, Canon Peter Hall, and includes:

- four new pioneer ministers working in Gosport, Cosham, Leigh Park and Milton (including Nicky Pybus, Tim Watson, Barney & Sara Barron, pictured left);
- two parish priests with additional pioneer responsibilities for new developments in Whiteley (Philippa Mills) and Berewood (Connie Sherman);
- a pioneer curate (Andrew Goy) and pioneer ordinand (Susie Templeton).

Support for parishes to develop excellent in written and online communications, to help challenge misconceptions about the Church, to promote church activities and events, and to develop a wider understanding in local communities about what the Church stands for.

- **Ministers trained for engaging the wider community:**

Ordinands and trainee Readers trained through colleges and courses that encourage mission and Christian engagement in the wider community, and the development of Portsmouth Pathway as a contextual training route for ordinands and Readers, including pioneers.

Formal training supporting and enabling growing lay and ordained ministry. A focus on discipleship, preaching,

leadership/oversight of a changing church, practical church matters, ministry in schools and colleges, and social engagement. Increased support for teaching the faith – teaching ministers to teach effectively (including the facilitation of the learning of adults) in the context of a contemporary lack of understanding of the Christian story, and a cultural change in which many no longer wish to be passive recipients in church.

- **Churches structured and resourced for community engagement:**

Churches grouped and pastorally organised into sustainable mission units for mutual support (including the creation of ecumenical benefices where possible): these will have a shared vision, ministry and administration, but different mission approaches, and so allowing appropriate focus and specialisation.

Growing Fresh Expressions of church, both in the parochial system and alongside it, in order to engage sections of society that are presently under-represented in the church's life.

Resourcing pioneer ministry, from the diocesan mission fund, for hard to reach areas, new housing, and active and engaging ministry with young people and young families (*see above*).



Planting new congregations, especially in under-resourced (urban) areas, which in turn plant and resource other churches. Encouraging and resourcing the larger churches in the diocese to plant new church communities.

3 | learning for life

● Equipping people for lifelong learning as Christians:

Providing a living encounter with prayer and service (rather than just “learning about” faith) for all learners.



● Developing a Christian vision of education:

Articulating the call from God to engage with both church and community schools and colleges to bring about a Christian education and the formation of communities of faith and learning.

Developing schools and colleges as missional communities, places of encounter with God, vehicles for the

education of individuals and the transformation of society.

Enabling parishes to re-imagine the purpose of their engagement with schools in terms of ethos, relationships, life skills, as well as worship/assemblies and governance.

A proactive approach to the government’s academies programme.

● Christians contributing to local education:

Assisting in the clear articulation and living out of Christian narratives, ethos and values in schools and colleges and workplaces.

Supporting parishes in engaging with toddler groups and pre-schools. Being intentional about developing and encouraging a vocation to teaching across all ages.

Supporting schools and colleges to be community hubs, seeing school buildings as resources which, like churches, are at the heart of community life.

Supporting the ministry of lay and ordained people in schools, including as governors.

4 | transforming society

● Promoting the Common Good

Supporting the local church to promote the common good for everyone, drawing in others to this work through social engagement. Pioneering new church communities, including with social enterprise model and the rapid development programme.

Promoting community stability, investing in community life and human relationships, seeking out the lonely, marginalised to give them support and bring them into a supportive community.

Clearly and strongly articulating faith in the public sphere – influence and prophecy – enabling the asking and tackling of difficult questions, and challenging society. Churches as trusted partners for open and inclusive debate.



● Equipping people for the social transformation

Enabling people to witness and serve in family, work, community and social settings.

● Informing and transforming

Resourcing and facilitating active specialist advisers and effective networks for areas of public interest e.g. environmental concern, urban and rural issues, disability; raising awareness and developing interventions, and equipping senior staff, deaneries, and parishes for social engagement.

sustainability

The challenge facing our diocese is the need to reverse a trend of consistent long-term decline in church attendance - a loss of 11.5 per cent from 2001-11. It also involves rethinking our mission in areas where it is weakest: in densely-populated urban and remote areas, areas of high deprivation, new housing developments and where there are larger numbers of young people.

We know that we need to minister differently and change rapidly in order to reverse our historic decline and lack of engagement with younger people. Reallocation of existing resources and setting aside of £200,000 of reserves has allowed the creation of new styles of pioneering ministry, focussing on the hardest-to-reach areas, new housing and working better with young people.

Within the next five years, we expect to have developed at least six new expressions of church, each with between 50 and 100 worshippers, and to have moved the diocese from numerical decline towards numerical and spiritual growth.

Part of this work includes analysing our resources, in terms of finance, property and people, and how to deploy those resources effectively. It may involve looking at sustainability of parishes, prioritisation of areas for mission investment, structures for deanery review and funding of diocesan resources.

We will consider and act on our responsibility to demonstrate wise stewardship of the earth and the resources that we are given, including shrinking our carbon footprint, assessing the impact of our investment, and supporting green initiatives.

For more details, see: www.portsmouth.anglican.org/liveprayserve.

