## Resourcing outreach

### Background and review

The Bishop’s Council has agreed:

* To combine the departments of Mission and Social Responsibility into one team that would work to the five marks of mission.
* To appoint a Director of Outreach to oversee delivery across all five marks of mission.
* To appoint two part-time officers to have responsibility for 1 and 2 of the five marks of mission, each to be not less than 3 days per week.
* To integrate other existing officers in Mission and Social Responsibility within the new departmental structure.

**The Five Marks of Mission**

The five marks of mission will sit at the heart of the new department:

1. To proclaim the Good News of the Kingdom
2. To teach, baptise and nurture new believers
3. To respond to human need by loving service
4. To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation
5. To strive to safeguard the integrity of creation, and sustain and renew the life of the earth.

The mission of the Church is the mission of Christ.

The first mark of mission will be the cornerstone of the new department’s work. As the Anglican Communion website puts it:

“The first Mark of Mission, identified with personal evangelism at the Anglican Consultative Council in 1984 (ACC-6) is a summary of what all mission is about, because it is based on Jesus’ own summary of his mission. This should be the key statement about everything we do in mission.”

It is therefore envisaged that the two part-time appointments are based on 1 and 2 of the five marks of mission and would have particular responsibility for these areas.

**Striking a balance**

The departments of Mission and Social Responsibility have traditionally brought different priorities and gifts to the table in pursuit of mission, in its widest terms.

However, the need for clarity in organisation and avoiding overlap was a clear message articulated in the submissions received in support of this proposal.

The shape of a new team must seek to maintain the balance of the five marks of mission so that evangelism is not lost in a focus on social responsibility, nor that social responsibility is lost in a focus on evangelism.

During the last two years of Bishop Peter’s episcopate there has been considerable discussion in the diocese about mission priorities and structure based in part on his own paper considered at the March Diocesan Synod 2019.

The following is a **summary** of some of the points included in the submissions and subsequent discussion outlined above.

* *The need for and shaping of diocesan strategy for mission;*
* *The need for clarity of organisation and avoidance of confusion or overlap (eg in urban ministry);*
* *The need for the whole diocese to recognise its calling to mission (this transcends any one “department”);*
* *The importance of accurate statistical information to help the diocese face the missional demographic challenges;*
* *The need to ensure that evangelism is not lost in a general commitment to mission;*
* *To recognise that the call to prayer (Thy Kingdom Come) relates to all areas of mission and every part of the diocese;*
* *To avoid too much structure and at same time ensure there are clear lines of accountability and reporting;*
* *The need to strengthen the need for greater parish development support (across all 5MM);*
* *To balance the strength of parishes as missional communities (and to celebrate what is being done at the present time), with the missional challenge, (especially around younger generations);*
* *To consider the adequacy of a “parish alone” approach with the celebration and exploration of schools as centres of mission, pioneer ministry, church planting and fresh expressions;*
* *The consideration of what is possible and desirable financially given the present structure of parish share and the absence of any other financial resource other than reserves;*
* *The need to avoid “silo” thinking in the delivery of objectives by each department.*

### The proposal in more detail

The roles outlined below begin to paint a picture of how the new department could function.

**Director of Outreach**

The new Department of Outreach would be led by a newly created director post: Director of Outreach

Their main responsibilities would include:

* To oversee delivery across all 5 Marks of Mission in parishes, deaneries and diocese and that the balance of evangelism and social responsibility is sustained.
* To promote community engagement and social action throughout the Diocese.
* To oversee and line manage the other stipendiary/salaried posts in the department and oversee the assessment and use of accurate statistical information in liaison with the national church.
* To have particular responsibility for overseeing and coordinating extra parochial resources for mission and liaison with existing partners and liaising with national resources and initiatives.
* To identify gaps in mission delivery across the diocese and advise as to possible responses.
* To play a key role in contributing to the shaping if diocesan missional approaches and advise on possible diocesan missional strategies.

**Mission Advisers**

The Director of Outreach would be assisted by two part-time Mission Advisers who would have particularly oversight and responsibility for points 1 and 2 of the five marks of mission:

1. To proclaim the Good News of the Kingdom
2. To teach, baptise and nurture new believers

Their main responsibilities would include:

* To assist in the development of missional conviction and culture across the diocese in teaching, inspiration and missional initiatives.
* To liaise with bishops, deaneries, cathedral, parishes and schools to review baptism and confirmation preparation and follow up and identify partners who will resource and support catechetical nurture.
* To work with parishes, deaneries, schools and pioneers on supporting existing evangelistic initiatives, and advising on possible resources where none are recognised in parish survey records. (KPI suggest a significant reduction in the numbers of those parishes during a vacancy that record there are no evangelistic initiatives taking place).
* To support training initiatives which will enable parish and deanery leadership to consider numerical and spiritual growth in discipleship.
* To liaise with national initiatives on church planting, fresh expressions and pioneer ministry and advise on how the diocese can best discern, access and resource.
* To liaise and advise on developing partnerships with other parishes and agencies in bringing the gospel to the whole population of a parish, deanery and diocese. (eg Everyday Faith and Growing Faith)
* To identify missional challenges for parishes, deaneries and diocese and advise on possible responses.
* To identify, recognise, train and inspire those with a gift and calling to be evangelists across the diocese.

### Current staffing

The current full-time and part-time posts within the department of Social Responsibility and Mission will continue under one Director and one Committee.

* Youth, Children and Families Missioner (f/t)
* Welcome and inclusion Adviser (p/t)
* Christian Giving and Pastoral Reorganisation Missioner (f/t)
* Church Buildings Development Officer (f/t)
* Diocesan Worship Advisor (p/t)
* Transforming Lives Together Community Builder (p/t)
* Head of Counselling Services (p/t)
* CSR Administrator (3 days)
* Mission Administrator (3 days)

The delivery of objectives in CSR are currently served through a number of existing forums: Environment, Prisons, Disability, Poverty, Neighbours, Rural and Urban.

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