

# Growing as Kingdom People in healthy & sustainable churches

## How a Mission Accompanier will work with you

### Background

Our diocesan vision is to grow as Kingdom People, sharing the good news of Jesus' love in Worcestershire and Dudley.

As the body of Christ, we join together to worship God, make disciples, share hope, and transform communities.

Following two rounds of Open Conversations about the future of our Church, we are now working with deaneries and parishes through a series of local discussions.

We want to enable church communities across the Diocese to grow in health and sustainability by:

- **Inspiring local** church communities to be ambitious in generating appropriately local responses that enable them to flourish and grow.
- **Equipping and strengthening** church communities by providing training, and by establishing new approaches and forms of support.
- Adopting **leadership** models that support and develop ordained and lay leaders in enabling local church communities to be adaptive, and to grow spiritually, numerically and in depth of discipleship.
- Promoting **wise stewardship** that ensures financial stability and provides the space to deliver a robust growth programme, that increases the number of healthy and sustainable churches.

In support of this aim, and to encourage and support healthy and sustainable churches, our Mission Accompaniers' programme will offer external support to all parishes within the diocese, so that together we can be thriving people in thriving churches for thriving communities.

Mission Accompaniers' key role will be to come alongside the parishes, churches, benefices or wider groups, to listen and to help with how that community might grow and develop to become healthier and more sustainable.

Mission Accompaniers will work with clergy & lay teams, helping the community establish priorities for the next few years & providing support & input to focus on these.

### Purpose

Mission Accompaniers will come alongside churches, with the first Accompaniers starting in April 2022.

Churches will work with their Mission Accompanier to:

- **Understand what it means to become** a healthy and sustainable church in their context
- **Participate** fully in becoming a healthy and sustainable church
- **Develop** a plan that is contextually relevant, specific, focussed and kept under continual review.
- **Evaluate** progress, amend course and develop a learning culture.
- **Collaborate** with others who are also seeking to become healthy and sustainable churches

It is anticipated that a Mission Accompanier will work with a parish, benefice or church for around 12 sessions over a couple of years. Through attentive listening and challenging questions, they will help to provide clarity, identify possible ways forward & to assist in planning to make things happen.

The Mission Accompanier will also be able to help parishes access support & resources, for example helping with Healthy & Sustainable Church grant applications.

### Key tasks

With God's help, a Mission Accompanier will work with you and your leadership team (Incumbent, PCC/DCC, Learning Community) to:

- get beneath the surface of church life to help describe where things are at the start of the process.
- identify well-defined parish goals for moving forward that will make a step change for growth using a mixture of coaching, consultancy and mentoring.
- keep on track with agreed plans.
- record the learning and progress seen over the two years and plan for the church's future growth.

### Key expectations

Connect with the Mission Accompanier monthly, including:

- A meeting of the Church team with the Mission Accompanier at least every other month
- A meeting of the Incumbent/Learning Community lead, with the Mission Accompanier at least every month
- Production of a Healthy and Sustainable Church Plan