

Board for Mission and Ministry

Annual Report 2019

Mission Department

Flourishing Churches Team

- Reviewed all current MAPs and relaunched MAP form and process, to enhance ownership and missional focus.
- Team now complete and doing focused work with 50+ parishes / benefices.
- Training:
 - Impactful and enjoyable 'Leading Your Church into Growth' (LYCIG) conference held in March; 15 parish groups attended, comprising an ordained leader with other key people – a total of 50 people
 - Growing Generous Giving – 35 leaders trained in strengthening parish stewardship.
- Increased giving through the Parish Giving Scheme, now with 92 parishes
- Three Learning Communities held throughout the year, for incumbents leading change for growth.

Community & Justice Network (CJN)

- New Environment Officer (DEO) appointed & bid won for Regional Eco-Church Conference in 2020.
- New CJN Funding supported new projects – 'Beating Knives in Luton' and 'Mental Health Awareness Day'.
- 'Light Up Tanzania' the Bishop of St Albans' Harvest Appeal 2019 has received generous support over £64,000.
- 'Jesus and Justice' Advent Challenge run and received positive engagement.
- Over £10,000 paid out in grants, mostly individual, but one organizational grant of £4,990 made to Youthscape for their 'Shine' project which works with young girls, aged 13 - 16, in Luton, who are at risk of sexual exploitation and, through a positive mentoring relationship, teaches key issues such as staying safe, consent, decision-making and self-esteem.

YAC Team

Children's Mission:

- Increased engagement with training supporting the development of children's ministry.
- Developed a new Learning Community for Toddler Group Leaders – will start in January 2020.
- New resources developed, including 'creating a culture of welcome', and for families 'Advent faith at home'.
- Ran a residential on 'children and worship', bringing together diverse practitioners and children of all ages.

Youth Mission:

- Event held to explore 'intergenerational church', with renowned author, David Csinos.
- A new Youth Missioner was appointed, to start in January 2020.

Reaching New People (RNP)

- Training attended by 278 people:
 - Vision Days x 3
 - Prayer Events x 3
 - RNP Training x 4
- Laid groundwork for the St Albans Diocese Pioneer Hub, first cohort will start their training in September 2020,
- Increase in the number of parishes engaged with team, now 164 (2018 - 142)
- Released 'This is Church' film, viewed 45,000+ times on Facebook, proved to be great encouragement to churches of all shapes and sizes.

Ministry Department

Vocations Team

- Ordinations:
 - Deacons - 14, 11 of whom stipendiary
 - Priests - 17, 11 of whom stipendiary
- In autumn, 20 candidates started their ordination training, making total of 44 diocesan Ordinands,
- Staffing changes in this team include the loss of one Associate DDO early in the year, a replacement not yet in place, and the DDO is moving to another diocese early 2020,
- News received of a new discernment process to be introduced in 2020, based upon 'qualities', to replace the existing Bishops' Advisory Panels.
- Plans made to change the diocesan discernment process for Readers in 2020, introducing a new, year-long Foundations course.
- 31 candidates for ordination training have been in discussion with an Officer,
- A range of events were planned in 2019 to support candidates through the processes of discernment, selection and ordination.
- BAME Vocations were positively encouraged,
- 'Seeking the Way' course held, and attracted diverse participation.

Lay Training including Reader Training

- 7 new Readers licenced in July. At autumn 2019, there are 24 Readers-in Training, 7 of whom are due to be licenced in July 2020,
- Of the 20 recommendations made by the 2018 Periodic External Review of the diocesan Reader Training Programme, 18 were implemented,
- Reader Training Programme revised and enhanced,
- 14 people successfully completed the Lay Leaders of Worship training,
- Approval from Diocesan Synod gained for restructuring lay training, to offer two new one-year courses in partnership with the Church Mission Society and ERMC respectively.

Initial Ministerial Education (IME) Phase 2

- In 2019, there were an average of 50 Curates and 18 Readers in IME2,
- A more robust Curacy sign-on procedure was agreed and implemented,
- Training covered a wide range of topics, including: mission & evangelism, transforming communities, prayer & spirituality, parish management, baptism & Christian initiation,

ministries of healing & reconciliation, supporting people with mental ill-health, funerals & ministry to the dying, personal management in ministry. Very high evaluation scores showed that the training was well-received.

Continuing Ministerial Development (CMD)

- Wide variety of training covered, including the 2019 priority area of safeguarding,
- Unconscious Bias training introduced and well-received,
- Support given both in terms of finance and study leave.

Mission and Ministry Development Review (MMDR)

- 88 members of clergy went through MMDR, and received positive feedback, for example, “The MMDR process was a very positive one for me – everything was well explained and easy to follow It was a privilege to have N as my MMDR consultant – she was brilliant and very perceptive.”
- MMDR for Readers reviewed, again receiving positive feedback.

Support in your Ministry (SIM)

- SIM continues to provide confidential support to around 110 ministers across the diocese,
- Coinciding with the new ‘Covenant for Clergy Care and Wellbeing’, there was a presentation about SIM to the national conference on clergy wellbeing organised by the St Luke’s Charity.
- Ongoing discussions in the year, exploring benefits of establishing a well-being forum for support to clergy.