

Component Strategy	This strategy aims to...	Because...	Therefore we will...
<b>Church Planting &amp; Pioneering</b>	<ul style="list-style-type: none"> <li>inspire, enable and support all Mission Communities to reach new people in new ways, helping us grow younger and more diverse</li> <li>plant and pioneer new worshipping communities across the county in specific locations and contexts, and to build from these to further church plants and revitalisation initiatives.</li> <li>have systems and structures of discernment, training, support and permissions in pioneer ministry and church planting across the ecumenical county.</li> </ul>	<p>We want to see the church flourish amongst those with whom other forms of church are struggling to engage, demonstrating our call to proclaim the gospel afresh in this generation and in the varied places God has called us.</p>	<ul style="list-style-type: none"> <li>Do specific research into previous Church Planting projects in the county to inform our planning.</li> <li>Work with partner organisations, including Norwegian Mission Society (NMS), Church Mission Society (CMS), Emmanuel Theological College (ETC) and Restore.</li> <li>Plant and support new worshipping communities in specific locations, both through a new initiative and through revitalisation from a neighbouring church.</li> <li>Inspire and support imaginative missional thinking and practice across all Mission Communities through sharing stories, lessons and good practice.</li> <li>Further develop our discernment, training and support for those called to Pioneer and Planting ministry.</li> <li>Support a growing network of pioneers and church planters as they emerge in Mission Communities.</li> <li>Review our recruitment, shaping of roles, permissions and central authorisations to support this strategy.</li> </ul>
<b>Growing Younger</b>	<ul style="list-style-type: none"> <li>Set out the practical actions we can take to seek to see the church grow amongst young adults, youth and children.</li> </ul>	<p>We want to enable culture change within the church in Cumbria to best support it to proclaim afresh the faith to young people and, to support it to regain confidence that Jesus can (and does) transform the lives of young people.</p>	<ul style="list-style-type: none"> <li><b>Start new worshipping communities</b> that culturally are able to welcome young people.</li> <li>Continue (and increase where possible) investment in <b>Network Youth Church (NYC)</b> as a tool for church engagement with youth.</li> <li><b>Support and invest where it is already working</b> - Using all the tools we have available to resource the contexts that are working well with young adults, youth and children. This will include: expansion of the Anglican Growth Fund for Growing Younger work (or drawing on relevant denominational funding sources); investment in interns; creativity in using these contexts to train the next generation of leaders (incl. in ordination training); continue to listen to the evolving needs in these contexts and to take seriously what is needed.</li> <li>Invest in church <b>leaders who are adept at leading among younger people</b>. This includes the development of the selection, training and future deployment. In addition, creative and purposeful recruitment of such leaders to the county is required, especially in strategic locations.</li> <li>Use all means possible to <b>encourage the culture</b> in the church in Cumbria to develop the needs of young people into focus and support them</li> </ul>
<b>Schools</b>	<ul style="list-style-type: none"> <li><b>Grow together:</b> support mission community leaders, church leaders, PCCs and congregations in understanding the value and importance of working with church schools will result in a culture shift. Work with schools will be prioritised, which will in turn result in more effective church schools,.</li> <li><b>Mixed ecology:</b> individualised offerings relevant to each school's context and needs</li> <li><b>Growing disciples:</b> an improved offering for pupils nearing the end of the time at primary school who are actively exploring their beliefs</li> </ul>	<p>We want to:</p> <ul style="list-style-type: none"> <li>increase the prioritisation of work in schools to improve outreach in schools and community relations.</li> <li>Have a greater number of people having the opportunity to develop spiritually and/or encounter Jesus' teachings in a way that is appropriate and helpful to them</li> <li>Have more young disciples leaving primary school with deeply rooted convictions which stick with them when they move onto secondary school.</li> </ul>	<ul style="list-style-type: none"> <li>Review selection criteria for ministers to include a commitment to 'valuing' work with schools</li> <li>Ensure that the importance of the <i>ex officio</i> governor role is understood as a privilege and not as an additional burden</li> <li>Ensure that the importance of working with schools is included in training for mission community leaders</li> <li>Ensure that working with schools, and relevant developments in national educational reform and best practice, are included as part of the continuing professional development programme for ministers and mission community Leaders</li> <li>Support Mission Communities in understanding the powerful spiritual, missional and outreach work taking place in our church schools</li> <li>schools are extremely well-placed to ensure that outreach programmes are reaching the right people: people who may not yet be known to the church. Collaborative Work collaboratively between school and church or school and mission community to ensure the right people are being reached in the right places and increase opportunities for outreach.</li> <li>Connect and signpost enquirers across the county (either within the local mission community or to another Diocesan/County department) on schools outreach to ensure that opportunities are not missed and help identify/enable opportunities as the need arises.</li> </ul>
<b>Ministry</b>	<ul style="list-style-type: none"> <li>Provide a framework within which the Christian denominations in a geographical area may work together in mission and ministry, sharing gifts and resources to grow God's Kingdom across Cumbria.</li> </ul>	<p>We desire:</p> <ul style="list-style-type: none"> <li>A greater knowledge of and connection with God across Cumbria.</li> <li>A growth in discipleship, both in numbers and depth.</li> </ul>	<ul style="list-style-type: none"> <li>Identify where responsibility for the Mission Community leadership development programme needs to lie and put it in place.</li> </ul>

		<ul style="list-style-type: none"> <li>• A growing number of Christian communities within a 'mixed ecology'.</li> <li>• An increased connection with young people and young families.</li> <li>• A significantly greater involvement of the laity in mission, ministry and leadership.</li> <li>• An increase in social action and our involvement with the communities in which we are placed.</li> <li>• That we all may follow daily, speak boldly, tread gently and care deeply.</li> </ul>	<ul style="list-style-type: none"> <li>• Determine the arrangements for oversight of the mission communities (currently handled by the Anglican archdeacons in their role as strategy development officers).</li> <li>• Agree a set of models which mission communities might follow.</li> <li>• Produce additional materials covering the mission community leader role description, the criteria for developing a mission community, and the basis for strategic planning.</li> <li>• Produce and publish an ecumenical strategy for ministry development to identify and disseminate available pathways for people to fulfil their full potential for mission and ministry to further God's Kingdom, creating new pathways as necessary.</li> <li>• Agree clear definitions of the roles that we wish ordained ministers to play, particularly in the case of ministers in receipt of salaries, stipends or other form of recompense.</li> <li>• Define denominational governance and polity, and how it can work well.</li> <li>• Review the numbers and shape of our mission communities, including the creation of additional mission areas.</li> <li>• Consider the funding, role and oversight of Network Youth Church and its interface with mission communities.</li> <li>• The relationship between externally funded projects (such as the Anglican SDF-funded <i>Reaching Deeper</i> project) needs to be further considered, particularly in terms of the relationship with individual mission communities, their plans and their ongoing work.</li> </ul> <p>A <i>Mission Community Development Group</i> (MCDG) has been established whose task is 'to troubleshoot a number of outstanding issues relating to how to progress Mission Community development that have been identified as part of the strategy development process'. MCDG will play a central role in progressing the actions that have been identified above. Membership of this group includes:</p> <ol style="list-style-type: none"> <li>1. Two Strategy Development Officers – The Ven Revd Stewart Fyfe (Group convenor) and The Ven Revd Richard Pratt.</li> <li>2. The Revd Nicky Smith, Director of Ministry Development, Diocese of Carlisle</li> <li>3. The Revd David Newlove, Deputy District Chair for the Cumbria Methodist District.</li> <li>4. Chris Angus, Diocesan Lay Chair, Ministry Strategy lead author and a lay member of a Mission Community.</li> <li>5. Kerry Roughton, Head of Programme Management and Strategy Support, Diocese of Carlisle.</li> </ol>
<p><b>Digital</b></p>	<ul style="list-style-type: none"> <li>• Enable Mission Communities to make the most of digital opportunities for discipleship, pastoral care, evangelism and environmentalism.</li> <li>• Equip Mission Communities and the churches within them to select appropriate digital approaches and tools, according to their specific contexts</li> </ul>	<p>We want to see:</p> <ul style="list-style-type: none"> <li>• Digital mainstreamed, and included at every level of strategy, both centrally in Mission Communities</li> <li>• More people are equipped and empowered to take on digital roles</li> <li>• Mission Communities and all expressions of church are able to produce engaging and relevant social media content</li> <li>• Clergy and other leaders are able to access recommendations and guidance to make the most of digital tools as part of pastoral care, evangelism and discipleship. They are clear on the regulations around online safeguarding and data protection.</li> <li>• Young people are represented by and involved in the digital activity of their expression of church.</li> <li>• A culture of digital innovation is created in Cumbria</li> </ul>	<ul style="list-style-type: none"> <li>• Support Mission Communities to include digital as an integrated part of their overall strategies by 2024.</li> <li>• Include Digital as a core part of central strategic planning and funding bids</li> <li>• Include Digital skills as a core module for those completing accredited lay training.</li> <li>• Teach Digital skills as part of Anglican curate tuition from 2023</li> <li>• Enable Curates and Ordinands to receive focused digital support as a priority group from September 2022</li> <li>• Create a new 'Digital Champions Network' chaired by the God for All Digital Support Enabler</li> <li>• Produce a sermon series outline and supporting materials on digital by September 2023.</li> <li>• Deliver training sessions from September 2022, covering social media for beginners, social media for improvers, and finding your voice online, and provide guidance to clergy to help them maintain oversight of digital output.</li> <li>• Launch a content library, with contributions from across the county. It should serve as a useful supplement to church and Mission Communities' own content.</li> <li>• Produce a 'content camp' resource, guiding social media managers through creating and scheduling a month's worth of social media posts.</li> <li>• Produce guidance and recommendations to help clergy and other leaders make the most of digital tools as part of pastoral care and discipleship.</li> <li>• Where possible, the recommendation to churches and Mission Communities, as well as for central Mission Community Support Team, is to 'aim younger' when posting online. This means ensuring that</li> </ul>

			<p>websites and social media content show young people where possible, that social media content is created with young people in-mind, and that we include young people in social media and digital roles as a priority. A piece of work will be undertaken by The God for All Digital Support Enabler, with input from the Growing Younger Enabler looking at ways to ensure that this can happen across Mission Communities.</p> <ul style="list-style-type: none"> <li>• Create a digital innovation fund for Mission Communities and the expressions of church to apply for funding for new digital projects.</li> </ul>
<b>Eco</b>	<ul style="list-style-type: none"> <li>• Give ways we can work as an ecumenical county together on environmental action, whilst also giving more specific actions for individual denominations.</li> </ul>	<ul style="list-style-type: none"> <li>• We have a shared vision in Cumbria to safeguard the integrity of God's creation, seeking to sustain and renew the life of the earth.</li> <li>• As Christians we are called to be stewards of creation (Genesis 1:28, 2:15). This is not only a matter of protecting biodiversity or reducing carbon emissions, but an act of care for our neighbours, as the impacts of climate change start to be felt globally.</li> </ul>	<p>Each partner denomination has its own policies and timescales for environmental action, and reaching net zero specifically, but ecumenically we will:</p> <ul style="list-style-type: none"> <li>• Support engagement with the Eco Church award scheme</li> <li>• Work towards the relevant denominational Eco award (Eco Circuit, Eco Diocese, Eco District and Eco Synod)</li> <li>• Work through Churches Together in Cumbria to encourage environmental action across the county</li> <li>• Identify, communicate and share, through an annual conference or similar event, emerging good practice between denominations</li> </ul>
<b>Buildings</b>	<ul style="list-style-type: none"> <li>• Have <i>the right number of fit-for-purpose church buildings in the right locations.</i></li> </ul>	<ul style="list-style-type: none"> <li>• We are privileged to have a huge, varied and wonderful resource that can be used for God's work,</li> <li>• As custodians of church buildings, we must walk the line between providing God's people with the right number of fit-for-purpose church buildings and working out what to do with buildings that no longer meet our needs.</li> </ul>	<ul style="list-style-type: none"> <li>• Enable each Mission Community to create an actionable Local Buildings Plan.</li> <li>• Support Mission Communities to create efficiencies as they work together to maintain church buildings, thus freeing up people for other aspects of God's work.</li> <li>• Consider whether adjustments are needed, within the parameters of church legislation, in the work of the denominational buildings bodies (e.g. Anglican: Diocesan Advisory Committee for the Care of Churches) and have conversations with the Churches Trust for Cumbria</li> </ul>