



The Diocese of Southwark

A Vision for 2017-2025

Who we are

We are a diverse community of Anglican churches, schools and chaplaincies in the hugely varied area of South London and East Surrey, from our cathedral church at London Bridge to our retreat house in the Surrey countryside. We work hard to journey well together, united by our faith in Christ. We're discovering that God's love changes lives, transforms society and sets our hearts on fire with the love of Christ; and so we are working to enable others to experience that reality.

A new chapter

Since the Archbishop's Charge given to Bishop Christopher in 2011, the Diocese of Southwark has been on a journey of discernment towards a shared vision which is now brought together from the themes and agreed outcomes described in the Strategy for Ministry adopted by Synod in November 2015, and Hearts on Fire Vision for Mission, with its commitment to the five marks of mission and the strategic goals, adopted by Synod in March 2016.

This vision is founded on mutual commitment from all who make up the diocesan family to walk together in the pilgrimage of faith, supporting, encouraging and resourcing each other in our common task.

A fruitful future

We share a vision for the future in which we will see

- Growing churches, new worshipping communities and new Christians
- Deepening discipleship: engaged, prayerful and informed Christians
- Growth in vocations to existing and new ministries
- Generous giving and prayer supporting all we do
- A shared commitment to the common good and the integrity of creation
- A church for all which reflects our diverse community in membership and leadership

Resources for our journey

The two key documents which inform our work as a diocese are

- The *Hearts on Fire* Mission Strategy, March 2016
- The *Strategy for Ministry* Final Report, November 2015

These two documents together explain the detailed thinking behind the summary of our Diocesan Vision.

Hearts on Fire restates our commitment to mission, grounded in prayer that the growth of the kingdom of God may be at the heart of all we do. In particular we will

- Serve our Communities
- Share our faith with great joy and gladness
- Be the Church; a people with hearts on fire, loving God, walking with Jesus and led by the Spirit.

Strategy for Ministry sets out how we remain focused on that vision and mission, through ongoing cultural change as a diocese. We are committed to becoming a diocese which is

- Adaptive - seeing a culture of risk taking, permission giving and experimentation becoming embedded in the life of the Diocese
- Diverse - with visibly increased diversity in every part of diocesan life
- Accountable - with communication demonstrated through increased sense of engagement from parishes with Diocesan central structures
- Devolved - especially in building up deaneries and encouraging them to become viable centres for mission and ministry, but also in encouraging collaboration, team work, and leaders who can enable and form individuals and communities.
- Strategic - looking ahead, discerning new opportunities which align with our vision and mission
- Realistic - aligning resources to serve vision and mission

Supporting each other on the way

Our diocese is made up of the parishes and deaneries, chaplaincies and schools in which individual Anglicans work and worship. The diocesan vision will be realised primarily in the shared life, mission, ministry and service of all the baptised, clergy and lay together.

Diocesan structures and programmes seek to serve the whole people of God, in the following ways.

Lead, Enable, Serve

Those who work across the diocese as a whole are committed to working in accordance with the following aim: 'To serve, support, lead, and enable the mission of God as it is worked out in the parishes, deaneries, schools and communities of the Diocese of Southwark.' This keeps the focus of diocesan-wide bodies and officers clearly on the mission as it is worked out across the whole Diocese.

Mission Action Planning

The Mission Action Planning process is a key means for ensuring that the diocese as a whole is working towards our vision and mission. Parishes and other communities which

produce Mission Action Plans are asked to do so in the light of this, and specifically to reference how their MAP will reflect all of the five Marks of Mission. MAPs in turn resource those working across the diocese as a whole with a richer vision of the potential areas for support and outreach.

Parish Support Fund

The Parish Support Fund exemplifies our mutual support in the diocese most obviously through the sharing across the diocese of the financial responsibility for our life and mission. Through its principles of generosity and accountability it enables all members of the diocese to have confidence that resources are being generously given and effectively used.

Outcomes and Actions

The 2015 Strategy for Ministry Report identified a number of outcomes which we wish to see if the diocese is to deliver on its vision and mission; the Hearts on Fire document emphasised our commitment to the Five Marks of Mission. Our commitment to the environment is expressed through the policy adopted by Diocesan Synod in 2013. Some outcomes have already been achieved, and others will become the focus of later objectives: we note particularly our commitments to the common good through attention to the needs of refugees, and responding to London's housing crisis. In order to focus our energies on an achievable number of these outcomes, in 2015 we set ourselves the following objectives

- to grow our average weekly attendance by 5% by 2025 partly through having each church develop a high-quality Mission Action Plan (MAP) which includes a course for evangelism and discipleship;
- by 2025, to increase the number of worshipping communities with a primary focus on areas of population growth through investment in Fresh Expressions (fxC) in the areas where the data suggests the existing congregations are increasingly unrepresentative of the resident community and therefore unlikely to be successful in reaching them without intentional intervention;
- to grow a financial resource base that allows investment in growth for the future. Key measurable include: annual financial surplus, working financial reserves equivalent to 6 months operating costs by 2020, 1% of diocesan turnover annually dedicated to major diocesan ministry and mission projects beginning in 2016, rising to 2% by 2020;
- to grow the number of ordained and lay vocations by 50% by 2020 by enabling and discerning ordained ministers; by expanding opportunities for licensed and commissioned lay leadership; by affirming and growing other forms of lay ministry (e.g. worship leaders, family & youth leaders, spiritual directors); to offer relevant and enriching training, and create networks of support and celebration which reflect the diversity of the diocese, our commitment to evangelism and discipleship, and delivers fully integrated and pioneering church growth and fresh expressions;
- by 2025, to grow leadership and representation that reflects the rich diversity of our diocese and especially focusing where the data suggests groups are currently underrepresented: through ethnicity, age (especially 18-40), educational opportunities, material well being, tradition.