



A Time to Change Together

Resourcing Sustainable Church

The vision of the Diocese of Lincoln is to serve all God's people, sharing with them the transforming love of God. We've committed to become a diocese that is healthy, vibrant and sustainable. This means that we will be faithful in our worship, confident in our discipleship and joyful in our service. It also means that we will have the courage to change when we believe that God is calling us to do so.

In chapter 3 of Ecclesiastes, the writer tells us: 'For everything there is a season, and a time for every matter under heaven... a time to tear and a time to sew; a time to keep silence, and a time to speak.'

Together, we need to discern what God is calling us to, both now and in the future. We need to renew, refocus, and reimagine, as we seek God's purpose for His people and His creation. We need to join in with God's work, and the missionary activity of the Holy Spirit.

Together, through consultation and agreement, we have discerned that now is the time to act; now is the **Time to Change Together**.

Find out more: www.lincoln.anglican.org/ttct

Contact the team: ttct@lincoln.anglican.org

Phone the Diocesan Parish Support Office: 01522 50 40 50



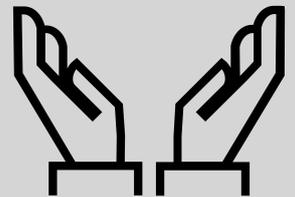
Growth

Matthew 28:19
'Therefore go and make disciples....'



Partnership

1 Corinthians 10:17
'Though we are many we are one body, because we all share in one bread.'



Generosity

Proverbs 3:9
'Honour the Lord with your possessions and with the first produce of your entire harvest.'

1

CHURCH TYPE
SELF-REFLECTION

2

BUILDING
PARTNERSHIPS

3

COVENANT
CONVERSATIONS

4

VOCATIONAL
CONVERSATIONS





1

CHURCH TYPE SELF-REFLECTION

The local church and its growth, in all its different forms and varieties, must be at the heart of everything we are. Not all churches have to be the same or try to do the same things, but we need to work together to serve our communities. Conversations of discernment will be led by the incumbent or by delegated officers such as churchwardens to reflect upon the unique role of each church.

2

IDENTIFYING AND BUILDING PARTNERSHIPS

Churches, benefices, deaneries and groupings of deaneries will discuss how to build patterns of working together in Local Mission Partnerships. This process will be supported by bishops, archdeacons, rural deans, lay chairs and the Parish Support Offices in Lincoln.

'In all my prayers for all of you, I always pray with joy, because of your partnership in the gospel from the first day until now, being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus.'

Philippians 1:4-6

3

COVENANT CONVERSATIONS

Parishes and benefices will meet with the newly trained Covenant Pastors, who will assist each parish to agree a financial pledge to the diocese for the support of ministry. These covenant conversations about parish share will be phased meetings in order to ensure that the whole diocese is covered during the course of the year. These meetings are part of our generous giving response to God's generosity to us.

4

VOCATIONAL CONVERSATIONS WITH MINISTERS

Every ordained and lay minister who holds the bishop's licence will be invited to a vocational conversation, which will be an opportunity to reflect on her/his ministry, and will parallel the reflective conversations that will be going on in church congregations. The intention of these conversations is to listen, to support and to discern ways forward, for individuals and for the diocesan family of ministers as a whole.

WHY NOW?



AFFORDABILITY

For generations, we have been subsidising the cost of our paid clergy from our historic resources. As a diocese we have an unsustainable annual £3M operating deficit.

APPOINTABILITY

Despite best efforts, we have found it difficult to recruit paid clergy to some posts, leaving parts of the diocese under-resourced.

AVAILABILITY

Changing and rising expectations on clergy, lay ministers and officers such as church wardens and treasurers, mean that many people are exhausted and struggling to go on.