



## Faith in Research 2014: The role of the Church in Society

Our annual conference giving you the opportunity to hear and discuss current research

**Wednesday 4th June 2014**

**Novotel, 70 Broad Street, Birmingham, B1 2HT**

**10:30 - 16:30**

*Chaired by Bishop David Walker*

### Programme

The programme is set to run as below. Breakout sessions will be allocated once bookings have been received in order to ensure the most people possible are able to attend their preferred sessions (i.e. two attracting a similar audience are not parallel).

Time	Session
9:30	Registration & coffee & snack
10:30	Bishop David Walker: Welcome and Introductions
10:45	Dr Chris Baker: <b>Spiritual capital - the role of the church in a post secular city</b>
11:30	Dr Tim Ling & Dr Mike Clinton: <b>Leadership and Growth: new insights from the 2013 Experiences of Ministry Survey</b>
12:00	Coffee break/changeover & snack
12:15	<b>BREAKOUT</b>
13:15	Lunch
14:15	<b>BREAKOUT</b>
15:15	Coffee break/changeover & snack
15:30	Tom Sefton & Bethany Eckley: <b>Credit where credit's due: the Church of England's credit union initiative</b>
16:15	Bishop David Walker: Final remarks
16:30	End / Coffee & networking & snack
17:30	Depart

The breakout sessions include:

- a) **Equipping people for mission**
- b) **The Church serving society**
- c) **Growing the Church**
- d) **The Church reaching society**

## Keynote Speakers

### **Dr Chris Baker: Spiritual capital - the role of the church in a post secular city**

The presentation will give an insight into two related areas. First, the experience of conducting my research in inner-urban communities in Manchester undergoing regeneration, but also how the research was influenced but also fed into the wider political and public zeitgeist of the time - i.e. early New Labour, social capital and urban regeneration. Second, in tracing the many trajectories of that early and simple piece of research since its publication, I aim to show how the debates about the relationship of religion and the public sphere have moved on in the intervening 10 years. Thus I hope to give some theoretical overviews on the current relationship between religion and the public square that I hope will resonate with the experiences and perceptions of the audience.

*Dr Chris Baker is Director of Research for the William Temple Foundation and Senior Lecturer in Urban and Public Theology at the University of Chester. He is also Director of the Centre for Faiths and Public Policy at the University of Chester. He has researched and published widely on the role and contribution of religion to civil society, public policy, social welfare and urban regeneration. Recent publications include, Postsecular Cities - space, theory and practice (Continuum, 2011) and Christianity and the New Social Order (SPCK, 2012).*

### **Dr Tim Ling & Dr Mike Clinton: Leadership and Growth: new insights from the 2013 Experiences of Ministry Survey**

This presentation will briefly introduce participants to the research design and rationale for the Experiences of Ministry Survey. It will then describe analysis undertaken to further our understanding of the relationship between growth in numerical attendance with other forms of growth, and the degree to which the former may act as a proxy for the latter. Having set out this theoretical context it will report on findings about the effectiveness of leadership development programmes.

*Tim Ling is the Church of England's National Adviser for Continuing Ministerial Development. In this role he is actively involved in supporting the growth of a ministry research environment in the hope that we may become better at discerning development practices that enable a flourishing of ministry. He has previously worked as a police constable, company director, university lecturer and as Ministry Development Officer in the Canterbury diocese where he lives. He has worshipped with his wife and two children in the same parish for the last twenty years and served in a range of lay leadership roles over this time. He can be found on Twitter at [https://twitter.com/ling\\_tim](https://twitter.com/ling_tim) and the Ministry Development pages at <http://www.ministrydevelopment.org.uk/>. Recent publications include: Moving On in Ministry - Discernment for Times of Transition and Change, CHP, 2013 and Developing Faithful Ministers - A Theological and Practical Handbook, SCM Press, 2012.*

*Mike is a Lecturer in Work Psychology and Human Resource Management, within the Department of Management at King's College London. He received his PhD from King's College London, which followed an MSc in Occupational Psychology from Sheffield University and BSc in Psychology from Leeds University. Mike's research focuses on the employment relationship and the drivers of employee well-being and effectiveness, mostly amongst vocational workforces. He has researched a number of organisations including the NHS, the Armed Services, the Equality and Human Rights Commission, retail banks and the Church of England. He is the lead academic for the annual State of HR Survey ([www.thestateofhr.com](http://www.thestateofhr.com)). Mike also has expertise in advanced survey methodology and statistics. (email [michael.clinton@kcl.ac.uk](mailto:michael.clinton@kcl.ac.uk))*

## **Tom Sefton and Bethany Eckley: Credit where credit's due: the Church of England's credit union initiative**

Tom will say something about the work of the Archbishop's Task Group and Bethany will talk about CUF's research into churchgoers' attitudes to credit unions and ethical finance.

*Tom Sefton works in the Church of England's Missions & Public Affairs team, providing advice on economics and social policy and supporting Bishops in the House of Lords. He is closely involved in the Archbishop's initiative to promote credit unions. Previously, Tom worked at Church Urban Fund as their Research Manager, helping to highlight the impact of poverty on deprived communities and effective church responses to it. Before that, he worked for ten years as a Research Fellow at the London School of Economics, where his research focused on UK poverty and inequality and public attitudes to the welfare state.*

*Bethany Eckley is Research Manager at Church Urban Fund. In this role she has written several reports that examine poverty-related issues in England, focusing in particular on how churches can best support those living in deprived communities. Previous to her current role, Bethany worked with Oxfam GB's campaign team, the International Centre for Social Franchising and the Equality and Human Rights Commission.*

### **a) Equipping people for mission**

#### **Debbie Hore, An overview of Church of England Clergy**

How has the shape of ministry changed and what are the challenges generated by a changing population?

*Debbie Hore is an assistant statistical researcher at the Archbishops' Council and an SSM in a busy community church. Her particular focus over the last year has been collating and analysing ministry statistics, processing and validating parish annual returns, and providing information on a variety of enquiries.*

#### **Liz Boughton, Lis Goddard, Young Vocations**

*Liz Boughton works at Ministry Division where she is a selection secretary overseeing Bishops' Advisory Panels and is also National Adviser for Young Vocations with a brief to enable more people under 30 to offer for ordained ministry.*

*Lis Goddard is Vicar of St James the Less Pimlico, Chair of AWESOME (Anglican Women Evangelicals Supporting our Ordained Ministry), a member of the Archbishop's Transformations Steering Group and also of the TRIG (Transformations Research Implementation Group) with key responsibility for young vocations. She has previously taught Ministerial Formation in Oxford and been a consultant in patterns of church leadership. She gets excited about seeing lives transformed and seeing people coming to faith.*

#### **Dr Mandy Robbins, Male and female parish priests: A different voice?**

Gilligan put forward the thesis that women speak with a 'different voice' to men. This has been explored within the context of clergywomen in the Anglican Church. This research has found that

women in ministry do not offer a different approach to ministry to that of clergymen in terms of the personality profile or in their perception of their ministry. In 2012 a survey was conducted among 31,521 church attenders in a diocese in Southwark of these 31,521 70 were supported by a clergywomen and 277 supported by a clergyman. This data provides the opportunity to explore church attenders perceptions of the 'different voice' hypothesis alongside previous research of the clergywomen's perception.

*Dr Mandy Robbins is a Senior Lecturer in Psychology at Glyndŵr University. She is co-editor of the Journal of Empirical Theology, managing editor of Rural Theology: International, ecumenical and interdisciplinary perspectives and also serves on the editorial boards of Welsh Journal of Psychology and Journal of Religious Education. Mandy Robbins gained her PhD in the Psychology of Religion at the University of Wales. Her research interests are within the field of individual differences and the psychology of religion and include the beliefs and values of young people in England, Wales and Northern Ireland, personality theory and clergywomen in the Church of England. Mandy's research employs mainly quantitative methods. She is the author of Clergywomen in the Church of England: a psychological study.*

### **Rev. Nigel Genders, An overview of the Church of England's engagement with education**

I intend to outline the extent of the Church of England's engagement with education (providing a brief overview of Church of England schools' as effective, distinctive and inclusive) and explain how this puts schools at the heart of the church's mission with children and young people.

*Rev. Nigel Genders is Head of School Policy for the Church of England's Education Division and Deputy General Secretary of the National Society.*

*His role involves engaging with dioceses around the country and with the Department for Education on all matters to do with Church of England schools in the changing education environment. He also works closely with the Church School of the Future Programme as it implements the recommendations of the Chadwick Report and has recently produced the report A Diocesan Board of Education for the Future.*

*Nigel was Director of Education for Canterbury Diocese from 2008-2012. He has been ordained for 21 years and has served in a variety of parishes in London, Southwark and Canterbury Dioceses as an Area Dean and as a chaplain to two large state secondary schools where he taught 'Beliefs and Values' and led on spiritual development.*

### **Professor Trevor Cooling, Investigating the creation of distinctively Christian learning experiences in Church secondary schools.**

The recently published Church School of the Future Review (Archbishops' Council Education Division, 2012) challenges Church of England schools to offer their students a distinctively Christian pedagogical experience. This paper describes a two-year qualitative research project in three church secondary schools where fourteen teachers experience of seeking to fulfil this aspiration using a tool popular with dioceses ([www.whatiflearning.co.uk](http://www.whatiflearning.co.uk)) is investigated using a case study approach. The presentation will outline the research approach and speculate on the wider significance of the initial findings. Participants in this session will experience how qualitative research can benefit

understanding of teacher professional development in church schools and support the achievement of the Church's aspiration for its schools.

*Trevor Cooling is Professor of Christian Education at Canterbury Christ Church University where he directs the National Institute for Christian Education Research. During his career he has been a secondary school teacher, a diocesan schools adviser, a lecturer in theology and chief executive a Christian education charity. He is Treasurer of the Religious Education Council of England and Wales. He writes and speaks extensively on religion and education, particularly on topics relevant to church schools.*

## **b) The Church serving society**

### **Bethany Eckley and Paul Bickley, What a difference a church makes: examining the hows and whys of church-based social action**

In his 2014 New Year's message, Justin Welby described the church as "an organisation that is in many places all that's holding the whole of society together". This research builds on previous work that has asked what the church is doing in areas of acute deprivation, by asking how and why they are doing it. In this presentation we will share the results of our research, examining the core themes that emerge from our qualitative and quantitative research. We will discuss the wider implications of our findings for the Church of England and policy makers at a national and local level.

*Paul Bickley is the Senior Researcher and Director of Political Programme at Theos and is author of several Theos reports. With a background working in Parliament and public affairs, he holds an MLitt from the School of Divinity at the University of St Andrews, and has previously researched the relationship between statutory and faith based providers in the criminal justice system. Paul was lead researcher on the project.*

*Bethany Eckley is Research Manager at Church Urban Fund. In this role she has written several reports that examine poverty-related issues in England, focusing in particular on how churches can best support those living in deprived communities. Previous to her current role, Bethany worked with Oxfam GB's campaign team, the International Centre for Social Franchising and the Equality and Human Rights Commission.*

### **Revd. Dr Justin Tomkins, Fully alive or superhuman? The Church's opportunity to engage strategically with issues of Human Enhancement.**

Many issues of technological change demand the attention of the Church and the world. Human Enhancement, the desire not just for health, but for a superhuman life, is an important example.

This presentation offers an introduction to this incredible subject and calls the Church to engage with this and other aspects of our medical, technological and scientific context before we find that tomorrow has arrived. It will explore the visions of Aubrey de Grey, Lee Silver and Raymond Kurzweil to 'enhance' our humanity by seeking to radically extend our life spans, to gain greater control over the genetic identity of both ourselves and our children, and to achieve immortality through merging ourselves with machines. It proposes that whilst Christian theology contains a wealth of material with which to illuminate the subject and to make sense of what it means to be fully alive and fully human in our contemporary context, little theological engagement with the

subject has yet taken place and the Church has an opportunity to do far more to speak into this rapidly developing area of scientific ethics.

*Justin Tomkins is the curate at St Mary's Church, Longfleet, in Poole ([www.smlppole.org.uk](http://www.smlppole.org.uk)). He trained in theology at Trinity College, Bristol and has a doctorate in chemistry from the University of Cambridge. He is passionate about how the Church engages with our technological context and is the author of 'Better People or Enhanced Humans?'*

### **c) Growing the Church**

#### **Kevin Norris, An Update on Church Growth Research**

The Church Growth Research Programme was an 18 month research project (see <http://www.churchgrowthresearch.org.uk>) exploring some of the factors that might explain church growth in the Church of England. The aim of the research was to help equip and resource those in parish ministry and provide decision makers at every level of the Church with valuable evidence on how resources can be allocated to support growth. The session will give an overview of the research outcomes.

*Kevin Norris is the Senior Strategy Officer in the Strategy & Development Unit and Project Manager for the Research Programme.*

#### **Roger Preece, From Anecdote to Evidence - Reviewing a growing parish - based on the Church Growth Research Programme report**

Over the last six years, St Mary's Bowdon, a Central tradition parish on the edge of Greater Manchester, has been investing in growth based on a strategy that aims to move people along the axis of faith journey (believing) in parallel to a journey of church connection (belonging). Many of the factors associated with growth in the recent Church Growth Report can be found within the parish. This presentation will show how the evidence from this report will help shape the strategy going forward.

*Roger Preece - is Vicar of Bowdon and prior to ordination was a managing director of an international management consulting company. He was responsible for business development, research, knowledge management and training for 800 consultants round the world. He is on the editorial board of Grove books Leadership series and often speaks and advises on personal and church development.*

#### **Gerry Stacey, Amalgamations**

*Gerry has over 25 years research experience, having been a director of a specialist healthcare agency and working for clients ranging from the Department of Health, the DTI and the NHS to Pfizer, Glaxo and McLaren. Gerry was chairman of the Alliance of International Research Institutes for five years, helping it to grow into a research organisation with members in over 30 countries. Gerry has regularly spoken at conferences and on training courses for AIMRI, the market research society and the British Healthcare*

*Business Intelligence Association. Gerry is also an Anglican Lay Reader and regularly leads services, Bible study and preaches in his home parish near Winchester.*

### **Dr Bev Botting, Christenings Matter**

Every week the Church of England has contact with around two thousand families through baptism/christening. How are we making the most of this mission opportunity? The session will give an overview of research being led by Sandra Miller on behalf of the Archbishops' Council.

*Dr Bev Botting is the Head of Research and Statistics in the Archbishops' Council and is responsible for providing statistics on all aspects of the Church of England and wider ecumenical data and providing consultancy and commissioning research in the field of the Anglican church and faith more widely. She is a highly experienced and enthusiastic senior research manager and statistician and has published widely on aspects of child health, record linkage and use of large national databases. She holds a PhD in Epidemiology and has previously worked for the Office for National Statistics and NatCen Social Research.*

### **Anthony-Paul Cooper, Using social media research methods to identify hidden churches**

This session will discuss the use of Twitter data and user-generated map data to identify previously undocumented churches in London. These methodologies reflect recent developments in technology, and aim to apply social media data to the social research process.

By attending this session, you will:

1. Understand more about how emerging social media research methods might be used to help identify previously undocumented churches.
2. Learn more about the challenges of gathering and using social media data.
3. Learn more about how social media data can be used to build on social research work more generally.

*Anthony-Paul Cooper is a Junior Research Fellow at the Centre for Church Growth Research. Anthony-Paul has a background in social research, with previous research topics including the impact of negative organisational behaviour on businesses and new church use of 'secular' and 'sacred' space. Anthony-Paul is currently working on a study which investigates whether or not recent developments in social media research methodologies can be used to identify previously undocumented churches in London.*

### **d) The Church reaching society**

#### **Louise McFerran, Understanding your community: Tools from Research and Statistics**

I will briefly outline how we have brought together information about local communities and church congregations in tools for mission in local parishes, and dioceses. You will gain an understanding of the potential application of data for mission planning.

*Louise McFerran is a senior statistical researcher at the Archbishops' Council. Her particular focus over the last year has been utilising data from census 2011, quality assurance processes and GIS.*

### **Rev Dr Fiona Tweedie, Empowering local congregations – The Church of Scotland and Scotland's Census 2011**

Detailed univariate and bivariate tables concerning religion and other information from Scotland's Census 2011 are being made available for small areas by National Records of Scotland. These are being combined with internal data to empower all levels of the Church, but particularly local congregations to better reach out and serve their communities. This presentation will introduce the statistical and qualitative work being used in fields such as identifying areas for resource deployment, the most efficient use of grant funding and networking congregations with similar opportunities and challenges.

*A former Lecturer in Statistics, Rev Dr Fiona Tweedie serves as Mission Facilitator and Researcher in the Presbytery of Edinburgh, and with the wider Church of Scotland. She pioneered work within Edinburgh in the use of Census and other statistics to inform mission, coordinated work on digitising the parish boundaries of the Kirk, and developed profiles illustrating what Scotland's Census 2011 tells each congregation about their communities. Fiona continues to liaise with National Records of Scotland as further data about religion in Scotland is published.*

### **Dr Elizabeth Graveling, Listening church: using participatory research to discern vision**

How can churches understand themselves better in order to be collectively intentional and effective in their purpose? This presentation tells the story of a church that used participatory research methods to explore its identity and forge a vision owned by the whole congregation, and the impact of this approach three years on.

*Dr Elizabeth Graveling is a social anthropologist based in Bath, where she teaches qualitative research methods to postgraduate students and researchers. Her research background is in religion and international development with a focus on West Africa, and her current interests include the idea of 'belonging' in UK congregations as well as developing methods to help churches engage in effective self-reflection. She is also churchwarden of St Swithin's Church in Bath, and co-owns a family guest house and restaurant in Cromer, Norfolk.*

### **Stephen Srikantha, Establishment and myth making in secular society**

In the 21st century, the Church of England finds itself serving a seemingly secularising society. The media often draw attention to the decline in churchgoing and census data reveal that, whilst Christianity continues to be the faith of the majority of the people of the United Kingdom, nevertheless, the number of people professing no beliefs at all continues to rise. What role can, therefore, the Church of England seek to fulfil in its relationship with secular society?

The objective of this presentation is to suggest that the Church ought to consider highlighting the positive role of 'myth' in its engagement with secular society. I aim to suggest, using the philosophy of John Deely, that a 'semiotic' approach to the Christian faith will enable the Church to highlight to secular society the value of 'myth making' for human cognition and ethics. I hope that this presentation will show the value of developing a postmodern, 'realist' understanding of 'myth' and the consequent missional implications for the established Church in a secularising society.

*Stephen Srikantha is an ordinand of the Church of England and he is training at Westcott House, Cambridge. He is also reading for a PhD at King's College London.*