

Faith in Research 2016

#FaithResearch2016

Wednesday 18th May 2016

09:30 - 17:30

Chaired by Bishop David Walker

Time	Session		
9:30	Registration & refreshments		
10:15	Bishop David Walker: Welcome, introductions and prayer		
10:30	Steve Aisthorpe: The Invisible Church: Learning from the experiences of churchless Christians		
11:15	Dr Bev Botting and Dr Ken Eames: Research highlights		
11:35	Refreshment break /changeover		
11:50	<table border="1"> <tr> <td> <p>Session 1a Experiencing Ministry</p> <p>Chair: Dr Ken Eames</p> <ul style="list-style-type: none"> • Dr Tim Ling: Experiencing ministry • Beth Keith: Pioneer curacy • Rev Dr Jill Hopkinson: Rural ministry – research into practice </td> <td> <p>Session 1b Millennials</p> <p>Chair: Dr Bev Botting</p> <ul style="list-style-type: none"> • Dr Rachel Jordan: The Missing Generation? • Lucy Olofinjana, Evangelical Alliance: Listening to millennials: the views and experiences of young adults in the UK Church • Ruth Perrin: How young Evangelicals read the Bible • David Foster: 'Millennials': understanding the vocational narratives of young Anglican ordinands in the light of generational cohort theory </td> </tr> </table>	<p>Session 1a Experiencing Ministry</p> <p>Chair: Dr Ken Eames</p> <ul style="list-style-type: none"> • Dr Tim Ling: Experiencing ministry • Beth Keith: Pioneer curacy • Rev Dr Jill Hopkinson: Rural ministry – research into practice 	<p>Session 1b Millennials</p> <p>Chair: Dr Bev Botting</p> <ul style="list-style-type: none"> • Dr Rachel Jordan: The Missing Generation? • Lucy Olofinjana, Evangelical Alliance: Listening to millennials: the views and experiences of young adults in the UK Church • Ruth Perrin: How young Evangelicals read the Bible • David Foster: 'Millennials': understanding the vocational narratives of young Anglican ordinands in the light of generational cohort theory
<p>Session 1a Experiencing Ministry</p> <p>Chair: Dr Ken Eames</p> <ul style="list-style-type: none"> • Dr Tim Ling: Experiencing ministry • Beth Keith: Pioneer curacy • Rev Dr Jill Hopkinson: Rural ministry – research into practice 	<p>Session 1b Millennials</p> <p>Chair: Dr Bev Botting</p> <ul style="list-style-type: none"> • Dr Rachel Jordan: The Missing Generation? • Lucy Olofinjana, Evangelical Alliance: Listening to millennials: the views and experiences of young adults in the UK Church • Ruth Perrin: How young Evangelicals read the Bible • David Foster: 'Millennials': understanding the vocational narratives of young Anglican ordinands in the light of generational cohort theory 		
13:05	Lunch including student posters		
14:05	<table border="1"> <tr> <td> <p>Session 2 Growing the Church</p> <p>Chair: Kevin Norris</p> <ul style="list-style-type: none"> • Rev George Fisher: Using Pastoral lists • Claire Dalpra from The Church Army: Fresh expressions of Church • Dr Liz Graveling: Leaders of larger churches: who are they and where are all the women? • Kevin Norris and Alan Cruickshank: Larger Churches </td> <td> <p>Session 2b Curates</p> <p>Chair: Dr Tim Ling</p> <ul style="list-style-type: none"> • Rev Trevor Gerhardt: Nationally competent and deployable? The nature of the relationship of training of curates on their future ministry • Ruth Perrin: Curacy - multiple perspectives • Greg Smith: How Curates learn from Training Ministers and how Training Ministers learn about themselves: appraisal and feedback in the training process </td> </tr> </table>	<p>Session 2 Growing the Church</p> <p>Chair: Kevin Norris</p> <ul style="list-style-type: none"> • Rev George Fisher: Using Pastoral lists • Claire Dalpra from The Church Army: Fresh expressions of Church • Dr Liz Graveling: Leaders of larger churches: who are they and where are all the women? • Kevin Norris and Alan Cruickshank: Larger Churches 	<p>Session 2b Curates</p> <p>Chair: Dr Tim Ling</p> <ul style="list-style-type: none"> • Rev Trevor Gerhardt: Nationally competent and deployable? The nature of the relationship of training of curates on their future ministry • Ruth Perrin: Curacy - multiple perspectives • Greg Smith: How Curates learn from Training Ministers and how Training Ministers learn about themselves: appraisal and feedback in the training process
<p>Session 2 Growing the Church</p> <p>Chair: Kevin Norris</p> <ul style="list-style-type: none"> • Rev George Fisher: Using Pastoral lists • Claire Dalpra from The Church Army: Fresh expressions of Church • Dr Liz Graveling: Leaders of larger churches: who are they and where are all the women? • Kevin Norris and Alan Cruickshank: Larger Churches 	<p>Session 2b Curates</p> <p>Chair: Dr Tim Ling</p> <ul style="list-style-type: none"> • Rev Trevor Gerhardt: Nationally competent and deployable? The nature of the relationship of training of curates on their future ministry • Ruth Perrin: Curacy - multiple perspectives • Greg Smith: How Curates learn from Training Ministers and how Training Ministers learn about themselves: appraisal and feedback in the training process 		
15:20	Refreshment break /changeover		
15:35	Mary Hawes and Dave Ruston: Rooted in the Church		
16:20	Rev. Canon Dr. Mark Pryce: Series of auto-ethnographic poems		
16:25	Bishop David Walker: Final remarks and prayer		
16:40	End & networking		
17:30	Depart		

Bishop David Walker

The Right Revd David Walker has held the position of Bishop of Manchester since 2013. Prior to that he was Bishop of Dudley from 2000, following 17 years in assorted parish ministries and industrial chaplaincy in the Diocese of Sheffield.

David is Chair of the Advisory Council on the Relations of Bishops and Religious Communities (ACRBRC) – the body which is currently working with new monastic communities as they emerge across the Country. He chairs the Remuneration and Conditions of Service Committee and is a member of the Ministry Council of the Church of England. He acts as International Visitor for the Society of Ordained Scientists. He has recently become an elected member of the Church Commissioners.

David's most recently published theological writings are grouped around the phenomenon of occasional church goers; he has recently undertaken a study of those who attend carol services at two English cathedrals. He also retains a longstanding involvement in Social Housing.

David is married to Sue and they have two adult children. He is a member of the Third Order of the Society of St Francis.

Keynote Speakers

Alan Cruickshank (will be co presenting with Kevin Norris)

Alan Cruickshank has recently joined the Church of England's Resource Strategy and Development Unit. His role is focused on capturing and disseminating learning in order to support change, initially through developing and then organising the delivery of a system of peer review between dioceses. Before joining the Church, Alan spent over twenty years in the private sector and then worked in strategy, planning and governance roles for two large charities.

Larger churches

This presentation will describe a research project which explored the patterns of growth and decline experienced by larger Church of England churches and sought to identify factors related to that growth and decline. The research involved some analysis of quantitative data, though was largely based on interviews with leaders from 40 larger churches. It will also show briefly how the conclusions are being used to help dioceses reflect and act on the steps they can take to encourage the growth of larger churches.

Beth Keith

Beth Keith is about to finish training at Cranmer Hall, and will be moving to Sheffield to take up a post at Sheffield Cathedral as pioneer curate. Before ordination training she worked as a researcher with Church Army and Fresh Expressions and has written about pioneer ministry and fresh expressions amongst young adults. She is close to completing doctoral research on the place of mission and evangelism within ordained vocation and is a member of the Archbishops' Evangelism Task Group.

Pioneer Curates: How should they be deployed and trained?

During 2012-14 training incumbents and their pioneer curates met together for a series of conferences to explore their experiences and evaluate which practices were proving helpful or unhelpful in developing good working and training patterns. The learning has been drawn together to develop good practice guidelines for deploying and working with pioneer curates. It covers the entire process of deployment, from planning for a pioneer curate, expectations of their stay, their eventual departure and the future of what has been pioneered in that time.

The conference planning group included **Ali Dorey, George Lings, Bob and Mary Hopkins, Gavin Wakefield and Liz Williams.**

[Dr Bev Botting \(Chair session 1b\)](#)

This talk gives an update on what has been happening within the Church of England [Research and Statistics team](#).

Dr Bev Botting is the Head of Research and Statistics in the [Church of England Shared Services](#) 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.

[Claire Dalpra](#)

Claire Dalpra has worked for Church Army since 1999 as a fresh expressions researcher, writer and editor. Her areas of research include fresh expressions for under 5s and their families, fresh expressions for adults with learning disabilities and the sustainability of spare-time led fresh expressions.

Her role now includes training and review work at the same time as collecting data on fresh expressions of church for the national research project undertaken by Church Army's Research Unit in partnership with the Church Commissioners.

Claire lives in Sheffield with her husband and eleven year old daughter.

Fresh Expressions.

For the last four years, Church Army's Research Unit has been concentrating its research on gathering statistical data on Anglican fresh expressions of Church. They now have data from half the dioceses in the Church of England but what does it actually tell us? Has it changed what we think? And how are dioceses responding to it?

Furthermore, are fresh expressions of Church as missiologically effective as the 2004 *Mission-shaped Church* report hoped they would be? Or are they merely recycling existing Christians? The team have collected data from attenders in six dioceses to determine how many were from de-churched and non-churched backgrounds. Lastly, many of these new churches are being started but how can we ensure they produce lasting fruit? The team have included qualitative research on the sustainability of these new churches.

David Foster

David Foster is Director of Ordinands and Curate Training in the Diocese of Norwich.

‘Millennials’: understanding the vocational narratives of young Anglican ordinands in the light of generational cohort theory

Recent years have seen a significant upturn in numbers of ordinands in their twenties and early thirties. According to sociologists and cultural observers, these young ordinands belong to the ‘Millennial Generation’ or ‘Gen Y’, a cohort which it is suggested is markedly and unexpectedly different in worldview to their predecessors in ‘Gen X’. In this research, I examined the vocational narratives of a sample of young ordinands in the manner of ‘living human documents’, and mapped them for correlation against widely reported markers of ‘Millennial’ culture. The research is potentially significant for vocational strategy amongst young adults, and for how Millennial ordinands are trained and deployed in curacies; and if the sociological understanding of generation cohorts is valid, the ‘Millennial’ culture of these young ordinands will leave its mark on the future ethos of the Church.

This research was originally submitted for an MA in Consultancy for Mission and Ministry at York St John University, and was awarded a Distinction.

Rev’d George Fisher

Revd George Fisher is married to Joan, who is also ordained, and they have one daughter, Ruth. He has been the Director of Mission for Lichfield Diocese since 2007 and prior to this was in parish ministry for 23 years. As a Curate in Conisbrough, South Yorkshire, and as a Vicar in Blackpool he has been involved in two churches going through the process of growth into larger churches. He has a passion for church growth and unity. He is co-author of ‘Everybody Welcome’, a member of the College of Evangelists and Fellowship for Parish Evangelism.

Using Pastoral lists

When I took over the stats for Mission for Lichfield diocese in 2012 clergy and church officers complained that the current stats for mission did not really measure what is happening in church life. In conjunction with Ven Bob Jackson and Leicester diocese what is now known as ‘Worshipping Community’ with Joiners and Leavers was developed. It gives a much better picture of the church family if done accurately. However, we found many churches struggled not only to understand it but how to do it. Seven dioceses have been looking at this issue along with the national church officers. In Lichfield, working with my assistant Richard Barrett, we have recommended to the diocese a ‘Church Family List’ and encouraged churches to use this as a pastoral tool as well as for keeping accurate statistics, and many have adopted this. We are beginning to see a marked improvement in the accuracy of the statistics.

Greg Smith

Greg Smith is a vicar and training incumbent, working in the diocese of Coventry. He has just completed a doctoral research project into training incumbency at the University of Warwick, under the supervision of Professor Leslie Francis. His published work explores how an understanding of psychological type informs ministerial practice and approaches to scripture.

How Curates learn from Training Ministers and how Training Ministers learn about themselves: appraisal and feedback in the training process.

A six-year research project involving over a thousand training incumbents and curates in the Church of England and the Church in Wales was completed in 2016. This project revealed that it is possible to identify what successful training incumbents do and why some curacies fail or are problematic. Three factors, in particular, stand out: the provision of regular supervision; the ability of the training incumbent to make connections for the curate (often as evidenced by a psychological type preference for intuition over sensing); and a willingness to equip the curate to cope with the stresses of ordained ministry. The research also reveals how few training incumbents receive appraisal and feedback from their diocese and how this actually *does* make a difference.

Jill Hopkinson

Jill Hopkinson is National Rural Officer for the Church of England, a staff member of Mission and Public Affairs Archbishops' Council and based at the Arthur Rank Centre, the churches rural resources unit, in Warwickshire. She provides training, research and consultancy for rural dioceses, clergy and congregations as well as policy advice on agriculture, rural communities, housing and planning. She wrote *Released for Mission: growing the rural church* (2015) and is currently working on implementing its recommendation. Jill regularly leads worship in the six parish benefice where she lives and co-leads Messy Church. She has a PhD in agricultural science and is an Honorary Lay Canon of Worcester Cathedral.

Rural Ministry – Research into practice

This short session will explore the key findings of recent research into growth in rural multi-church groups, drawing together the different strands of research to explore the implications for diocesan strategies and individual multi-church groups.

Dr Ken Eames (Chair Session 1a)

My professional background is in mathematical epidemiology – making models of epidemic transmission to guide public health interventions. Before joining R&S, I worked for 10 years as a research fellow and lecturer at the University of Cambridge and the London School of Hygiene and Tropical Medicine. I have authored over 40 peer-reviewed research papers, and 4 book chapters.

In my spare time I sing boisterously, run enthusiastically, and visit pubs competitively. I also occasionally sweep the leaves off the church roof.

Kevin Norris (will be co-presenting with Alan Cruickshank)

Kevin Norris currently works in the Church of England's Resource Strategy and Development Unit. He previously project managed the Church Growth Research Programme which reported in January 2014 and has since commissioned and managed a range of research projects.

[Liz Graveling](#)

Dr Liz Graveling is a researcher for the Church of England, based in Ministry Division. Her current research interests are in the areas of ministerial vocations and education, and gender in ministry, with a focus on the experiences of ordained women. Alongside this she trains postgraduates and researchers in software for qualitative data analysis and co-owns a family guest house and restaurant in Cromer, Norfolk.

Leaders of larger churches: where are all the women?

One of the largest gender gaps within the Church of England is in the area of larger churches, where only 2% of churches with a usual Sunday attendance of over 350 are led by a female Incumbent. This paper draws on qualitative research with a range of church leaders to understand the reasons for this by identifying commonalities between leaders of larger churches and exploring how male and female clergy move through ministry to take up different roles. A framework drawn from gender and management literature is used to identify barriers faced particularly by the female participants, including time-lag, discrimination, stable gender differences, social processes, incompatible social roles and working conditions, and organisational structures and dynamics.

[Lucy Olofinjana](#)

Lucy is unity programmes manager at the Evangelical Alliance, managing a range of projects focusing on church unity and evangelism. She is especially passionate about seeing unity amid ethnic diversity and enjoys being involved in the Alliance's One People Commission, an exciting initiative bringing together key leaders from a wide range of church and ethnic backgrounds. She's actively involved in the life of Woolwich Central Baptist, a multicultural intergenerational church in south-east London, led by her husband Israel.

Listening to millennials

In listening to the voices of the young adults within our churches, this research has found that there are many millennials who are still actively involved in church life and passionate about being part of their church family – growing, serving, giving generously and building relationships. But there's also plenty to challenge us as a Church, as we hear many young adults say that older people in their churches struggle to relate with them, and that their churches are not equipping them to live out their faith. Come along to hear more about the views and experiences of young adults in the UK Church, and how they live out their faith in everyday life.

[The Rev'd Canon Dr Mark Pryce](#)

Bishop's Adviser for Clergy CME, Birmingham.

Poetry as Reflexive Method in Qualitative Research: *On Data Analysis I, II, III.*

Mark Pryce shares insights into researcher reflexivity and artfulness in a series of three brief poems from his recent doctoral thesis on the generative capacity of poetry in reflective practice in clergy CMD.

Mary Hawes

Mary Hawes is the National Children and Youth Adviser for the Church of England, having trained as a teacher and previously worked with Scripture Union, Rochester Cathedral and the Diocese of London. She serves as an Assistant Priest in the parish of St Mary with St Alban, Teddington.

Rooted in Church

Rooted in the Church will highlight some of its emerging headlines which offer insights into what experiences help root young people in their Christian faith within the Church of England. Interviews with church-going 16 – 30 year olds, and with church going parents of children in that age range forms the background to the research. Our hope is that these insights will help to form and re-form church practice to help disciple this generation of young people.

Rachel Jordan

Rachel is the National Adviser for Mission and Evangelism for the Archbishops' Council of the Church of England. Since a young age she has always been passionate that others meet and experience Jesus. In her role she leads on evangelism projects, does research, consultancy and leads the Mission Network. This network includes Diocesan Missioners and many others with a calling for mission and evangelism in the Church. She has a PhD in church history and has worked amongst prostitutes and drug addicts in Amsterdam's red light district. Rachel is married to Darren, a church planter at Christ Church Spitalfields in the East End of London. She is also part of Matryoshka Haus a pioneering Mission community connected to CMS (Church Mission Society).

The Mission Generation?

Generation M, the conservative and moderate generation. How is a new generation interpreting and influencing the world around them? What are the forces and framework that they live in? How does this impact Church and evangelism?"

Ruth Perrin

Dr Ruth Perrin has recently completed a PhD at the University of Durham in the Department of Theology and Religion. Prior to that she has 15 years ministry experience with evangelical students and young adults in a variety of church and para church settings. Her particular research interests are in ordinary hermeneutics, Bible reading and Christian formation and leadership development. Most recently she has worked in the Ministry Development research team exploring experiences of curacy and IME phase 2 training. She is an associate staff member at King's Church Durham and research fellow at St John's College.

Curacy - Multiple perspectives:

A presentation of some of the findings from the recent IME Phase 2 research project. Curates, Training Incumbents, Diocesan officers and church wardens from a number of diocese were interviewed about factors that they believe

cause curates to thrive and some of the challenges around the processes and assessment of curacy within the current IME 2 structures.

How young evangelicals read the Bible:

These findings are the result of a doctoral research project into ordinary hermeneutics. Examining Bible group study of young adults aged 18-32 across a wide range of evangelical churches this paper will present some of the similarities and diversities in how young evangelicals make sense of Scripture and engage with it as meaningful to their faith.

Steve Aisthorpe

Steve Aisthorpe is the Church of Scotland's Mission Development Worker. His life has been spent, in fairly equal measure, in England, South Asia (especially Nepal, where he served as the Executive Director of the International Nepal Fellowship) and Scotland. In recent years he has researched 'churchless faith', conducting in-depth interviews with Christians who do not attend church as part of his doctoral studies - and then conducting two extensive surveys. He is a regular contributor to *New Daylight* Bible reading notes and is author of *The Invisible Church: Learning from the experiences of churchless Christians*.

The Invisible Church: Learning from the experiences of churchless Christians

Over the past four years the Church of Scotland has made a careful investigation into the world behind the statistics of dramatic decline in church attendance and membership. Through many hours of in-depth interviews and the data of two extensive surveys, a deeper understanding of the processes at work and the realities for the people involved have gradually come into sharper focus. This keynote address will explain how rigorous research is changing our understanding of the Christian community. In the stories of people who have shared their experiences of faith and church, a wealth of encouragement, wisdom and inspiration is unearthed; perspectives from beyond the congregational context offer valuable lessons for all concerned for the health and growth of the Church.

Tim Ling

Tim Ling is the Church of England's Head of Ministry 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 practices that help to 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 can be found on Twitter at 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.

Experiencing Ministry

This presentation will briefly introduce the Clergy Experiences of Ministry Project. It will highlight some of the findings from the most recent experiences of ministry survey and introduce the follow-up qualitative research with Incumbents which is currently in progress.

Trevor Gerhardt

Trevor was born in South Africa. He trained and worked as a Baptist Church minister and served as a staff member of Youth with a Mission. He has lived and worked in the UK since 2002. He is married and has two children. He is the Assistant Director of Formation and Ministry for the Diocese of Rochester (Church of England) with specific responsibility as the Programme Director for Curacy and advisor for Continuing Ministerial Development. In his spare time he enjoys surfing.

Nationally competent and deployable? The nature of the relationship of training curates and their future ministry

The thesis explores the link between the training of curates and their future ministry. The exploration is framed around aspects of role, knowing, being, doing and assessment. Using survey questionnaires and narrative interviews, one curacy shaped around a university validated award is compared with one curacy that is not. The resulting data raises questions regarding consistency, rigour and continuity. In order to explore clerical professionalism as a tool for mission, the work suggests changes in models and curriculum in order to create a more consistent process to meet the demanding complexity of ministry.