

Archbishops' Council Objectives 2017-2020

1. Evangelism

Objective: to bring more of the people of England to the faith of Christ through the Church of England

2020 aim: to have halted the fall in numbers of Church of England worshippers in dioceses representing half the population of England, and to see growth in numbers in a quarter of dioceses

2019 aim: *to have started implementing the six operating priorities of the Evangelism and Discipleship team in order to 'motivate the million' and to have worked with 1/3 dioceses on these priorities. To support this aim by equipping 3/4 of dioceses to do evangelism through nationally supported programmes like Thy Kingdom Come 2019, Talking Jesus Course, and Mission Academy Live ; helping dioceses deliver mission and growth through Strategic Development Funding (more detail to come from SDF on this after Commissioners Board in November) and to develop and run evaluated five digital initiatives that help people on their faith journeys and encourage local church attendance.*

2018 aim: to publish strategy for NCIs' role in supporting Evangelism and Discipleship with a focus on youth including through Mission Academy Live etc.; to help 2/3 of dioceses through SDF or Capital Funding; to support ½ of dioceses and ½ of churches to do practical evangelism through nationally supported programmes like Thy Kingdom Come 2018, Hope 2018 etc.; to continue digital evangelism campaigns, developing targeted resources and tools.

2017 aims: to have helped at least half of dioceses to establish credible strategies for growth, and to have supported at least half of them through strategic funding, and beginning national programmes for targeted groups in higher education and estates

Note: "numbers of worshippers" should be based on the "worshipping community", which is broader than the older measures like "usual Sunday attendance" or the October count. This needs to be aligned sensibly with the measures of Renewal and Reform progress that the Council has already promised to share annually with the Commissioners and publish.

2. Discipleship

Objective: to strengthen the Christian faith and life of all who worship God in the Church of England

2020 aim: to have embedded the two key culture shifts of encouraging seven-day-a-week discipleship, and mutual respect of the vocations of laity and clergy based on baptism; and to have established a national portfolio of lay leadership / discipleship activities, involving the participation of 100,000 adults.

2019 aim: *to complete the first phase of Discipleship Learning Communities (with 25 Dioceses engaging with up to 300 churches) and report on the practical learning; to*

seek to engage 500 congregations or up to 10,000 people with SGPF change resources and 20,000 with the #everydayfaith digital campaigns, produce initial material outlining work on practical theological vision for the vocation and witness of lay Anglican Christians in the home, workplace and community.

2018 aim: to support 3 cohorts (25 dioceses in all) through the Discipleship Learning Communities; to publish a range of resources in support of Setting God's People Free, including films and the '7 Steps for Monday to Saturday Living'; to undertake research on how engagement in digital discipleship leads to change in people's faith and life.

2017 aim: to establish the new discipleship portal, and support 5 champion dioceses for lay leadership, with take-up of activities by 10,000 adults

3. Ministry

Objective: to ensure there are sufficient ordained and lay ministers of the required gifts and qualities who are effectively deployed to enable the Church of England to fulfil its mission, and to support those ministers in their calling, development, ministry and retirement

2020 aim: to achieve a 50% increase in vocations to ordained ministry, compared to 2015; and to have in place processes to call and train ministers who are missional, adaptable and collaborative, and able to lead the Church in the 2020s, 2030s and beyond; and to have in place a national framework for their deployment

2019 aim: *to achieve a further 10% increase in vocations to ministry, compared to 2018; to complete the discernment framework and changes in selection processes for ministry; to begin to map a pattern for lifelong learning among lay and ordained ministers through formational criteria, MDR and CMD in partnership with TEI's and dioceses.*

2018 aim: to achieve a further 5% year-on-year increase in numbers of ordinands; to implement the renewed selection process in support of the increase in quality and diversity of candidates; to develop in partnership with TEIs and dioceses the agenda for improving ministerial education, learning and teaching; to develop a national framework for licensed and authorised lay ministries.

2017 aims: to achieve a 10% increase in the number of ordinands, and to set a strategy for further increase, and from wider backgrounds; to implement the new funding arrangements for ministerial training; to complete a review of the selection of ministers, and to establish a national framework for lay ministries

4. Common Good

Objective: to contribute to transforming our society and communities more closely to reflect the Kingdom of God through loving acts of neighbourliness and service to all.

2020 aim: 75% of parishes to be serving the needs of their community through at least one focused activity; 80% of dioceses to be running at least two diocese-wide social action programmes; and the NCIs to be leading at least three social actions with a national focus.

2019 aim: *to complete the action programme of the Clewer Initiative on Modern Day Slavery with engagement with every diocese in place and 24 dioceses actively promoting ongoing work at local levels; to resettle at least 50 refugee families with local and national CofE input; to launch the Archbishop of Canterbury's Commission on Housing and Community; to establish effective measures of carbon consumption and continue to shrink the Church of England's carbon footprint.*

2018 aim: to increase support to dioceses to embed social action work into mission plans alongside church growth; to develop training and resources for churches to increase help for people affected by problems in implementing Universal Credit.

2017 aim: to support dioceses in building social action initiatives into mission plans; and more structured links with dioceses to give national support to local programmes in at least four areas (e.g. modern slavery, community finance, inter-faith cooperation etc)

5. Education

Objective: to promote high quality Christian education in Church of England schools and voluntary education settings, and through our Church contribution to other schools, colleges, further and higher education institutions.

2020 aim: to have agreement to establish at least 100 new Church schools, including 20 new secondary schools, which will ultimately educate 37,000 extra children; and to have established the C of E Foundation for Education Leadership as self-sustaining and recognised as excellent.

2019 aim: *to encourage the prioritisation of the Church's mission with children and young people through Growing Faith; to scale up the Foundation's facilitated leadership networks to enrol 500 schools, including a specific focus on developing rural and secondary school leadership; to continue to encourage and support dioceses bidding for new Free schools and other new provision; to launch our vision for education in HE and FE alongside the development of a specific proposal about increasing the Church's engagement in further education.*

2018 aim: to enroll 80 people on the Church of England Professional Qualification for Headship; and 20 people for the first cohort of the diocesan education leadership programme; to establish an active network/leadership programme for 75 MAT; to work with the government and dioceses on applications for Church of England Free Schools; to have successfully piloted, trained inspectors and introduced the new SIAMS framework.

2017 aim: agreement for a total of 50 new schools with plan to achieve the target by 2020; To have developed programmes and trained 75 MAT CEOs and 150 aspiring head teachers and established 100 schools within the peer to peer support network

6. Resources for the Church

Objective: to help dioceses and cathedrals to be most effective in their mission, by providing cost-effective national and specialist services and advice

2020 aim: to have an effective suite of shared services for dioceses and cathedrals, building on established services and having introduced new ones in response to demand; and to support dioceses in securing continuing growth in giving.

2019 aim: *to ensure that the wider church has access to Pathways to speed up their ability to bring new entrants into their offices; to widen access to and review the impact of Pathways; to encourage the growth in voluntary income through the increased adoption of good practice, leading to a higher proportion of parishes using Parish Giving Scheme, card readers, having legacy policies in place and being able to process donations online; to support dioceses in developing more diverse and increased streams of revenue, especially through wider use of church buildings; to equip dioceses and cathedrals with the ability to build cost effective websites, teach and train them with digital skills to aid mission and support them with our communications strategy; to work with the Church Commissioners to develop and implement our vision of buildings actively serving mission.*

2018 aim: to complete Pathways implementation across the Church; to develop Do Something You Believe In for the whole faith sector; to continue with support to help cathedrals with regards to finance, dioceses with regards to buildings; to support dioceses in the work around GDPR; to continue the revitalization of A Church Near You.

2017 aims: to introduce a cost-effective new national recruitment service for dioceses and all parts of the Church to use; and to provide valued consultancy support to cathedrals facing financial difficulties.

7. Safeguarding

Objective: to ensure all children and vulnerable adults are safe in the Church

2020 aim: to have embedded safeguarding as everybody's business and integral to the culture, mission and structures of the Church, and to have established the Church of England as a beacon of good practice.

2019 aim: *to continue to build and implement a national safeguarding framework, learning from audit, case reviews and the experiences of victims and survivors of abuse to achieve greater consistency in the quality and outcomes of safeguarding practice across the whole church; to engage openly, well and effectively in the Independent Inquiry into Child Sexual Abuse (IICSA), identifying and implementing improvements.*

2018 aim: to continue embedding new processes and policies, learning and improving from audits and case reviews; to continue transparent and constructive engagement with IICSA.

2017 aim: to continue with the building of the infrastructure and processes for a National Safeguarding Function to promote a Safer Church at all levels, to include including the development of policies and practice guidance, long-term audit processes, training, high-level casework handling, survivor engagement and responding to the Independent Inquiry into Child Sexual Abuse (IICSA)

8. Governance

Objective: to operate the national governance arrangements of the Church of England as cost-effectively as possible in pursuit of the Church's mission

2020 aim: to have refined institutional governance structures and processes for the national Church to deliver high-quality, cost-effective policy-making for the Church's needs and mission in the 21st century

2019 aim: *to improve the working relationships across all governance bodies in preparation for the elections to those bodies in 2020; to continue the work on improvements to episcopal meetings, the Archbishops' Council Board Effectiveness initiative and the Synod modernization workstream; to provide policy support and coordination for the Simplification workstream under Renewal and Reform.*

2018 aim: to further strategic communications and coordination, especially with regards to bishops meetings; to give support to the Pastoral Advisory Group and Episcopal Teaching Document groups; to publish and implement the recommendations from the Cathedrals Working Group.

2017 aims: to devise and implement a new approach to organising and supporting meetings of Bishops; to devise and implement a better approach to coordinating engagement with the Church's core internal stakeholders; and to assist the Church's governing bodies to decide a way ahead on issues of human sexuality.

9. A Church for all people

Objective: to be a Church that can provide a home for all people in England

2020 aim: to have made material progress in extending our reach and engagement with all people.

2019 aim: *to extend work on inclusion to gypsy, Roma and traveler communities; to work with CMDDP to improve the effectiveness of the church's ministry and mission among disabled people, including guidance and standards on accessibility of church buildings; to continue to promote mission and evangelism on estates through the Estates Evangelism Strategy; to continue to explore LGBTI+ inclusion through the work of the Pastoral Advisory Group and Living in Love and Faith.*

2018 aim: to ensure that race and class and disability are embedded in strategic approaches to Evangelism and Discipleship; to ensure that 25% of dioceses have addressed estates through strategic plans and/or SDF bids; to deliver sustained effect on BAME issues following up the 2017 College of Bishops engagement with BAME clergy.

2017 aims: to develop a strategy for evangelism and discipleship for those less well served by reason of race or class – including a stocktake of the impact of Renewal and Reform on BAME communities, and developing the R&R work on evangelism in outer estates; to draw together and strengthen work on support for disabled people; to

support continuing work in the House of Bishops and General Synod on marriage and same-sex relationships.