

**Tenbury Team Ministry
Local Ministry Team**



Review Report

October 2009

Moving Forward

- * Audit community and Church communities to identify needs and priorities.
- * Draw up vision and mission statements.
- * Communication—what is the LMT?
- * Mission in schools.
- * Meeting the needs of the 18-40s using different forms of worship.
- * Providing training for new people who are encouraged to take part in leading worship.
- * Introduce a system of mentoring so that people can feel confident in the quality of what they do.
- * Set up a bereavement visiting scheme with training for those who wish to take part.
- * Set up a visiting scheme
- * Offer coffee and chat in Churches/homes for older people, mums and tots etc.
- * Regular meetings of Churchwardens and Ministry Team

Possibilities for the future include doing more with younger people, young families, non-Churchgoers and the immigrant population - taking the Church out - befriending training. There is an awareness that this needs to be done prayerfully, listening to what God wants and discerning where he is leading the parishes.

There is the need now for the Team to look at what they have done, are doing, and to be constructively critical about it and to assess its value within an overall vision for the parishes.

Suggestions made in congregational questionnaires suggest that different forms of worship to attract younger people would be acceptable and more imaginative use of Church space. Use of modern technology, such as overhead projectors, in worship might make it more attractive to a younger age group.

With new Team members joining, this is a good time to build on the sound foundation which has been laid and for clergy and people to draw up vision statements for the whole group and within that for individual parishes. In these statements targets and time frames could be laid out and this would be a powerful tool allowing for the growth people would like to see in their parishes.

Introduction

The Tenbury Group of parishes is in the Ludlow Archdeaconry and the parish of Clee Hill has recently become part of the Tenbury Team.

Context

Ministry Team

Peter Mason - All Age Worship.

Pat Deeley - Church Warden, residential home communions, healing service ministry, Bible study, worship leader.

Jane Britton - Sunday school, leading worship, children's ministry.

Beth Knight - leading worship, home communions.

Judith Smout - emergency ecumenical prayer chain, leading worship, intercessions, residential home communions, PCC secretary, Deanery Synod representative.

Kath Bills - Deanery Synod representative, PCC, leading worship, residential home communions, hospitality, organisation, magazine proof reader.

Gordon Bailey - preaching, children's outreach.

Claire Lording - priestly duties and oversight, shared ministry, hospital chaplaincy, overseas links.

Judith Dunkling - priestly duties, practical theology, adult education, agricultural chaplaincy.

Sue Foster - children's ministry, ministry to dying and bereaved.

Chris Moore - diaconal duties, emergency prayer chain, teaching adults, spirituality.

Hilary Morgan - emergency prayer chain, healing ministry, diaconal duties, community and spirituality.

There have been changes in the Team - Alan Jevons left in August 2007, Judith Dunkling joined the Team in June 2008 and Chris Moore and Hilary Morgan joined in July 2009. New members are needed because the whole Team area is not currently represented and there is now a heavy clergy emphasis. There has been a change in leadership following Alan Jevons resignation.

The Team meets twice a month and meetings follow a pattern - prayer, looking at readings for the following Sunday, then business and organisation including rotas and reviews of services. The meetings are chaired by Claire. The pattern of prayer and worship is to use the collect at the beginning and a prayer at the end. There is a healing service quarterly.

Churches

St. Mary, Burford

St. Peter, Clee Hill

St. Peter, Coreley with The Knowle

St. James, Greete

St. John the Baptist, Hope Bagot

St. Mary Magdalene, Little Hereford

St. John the Baptist, Nash & Boraston

St. Mary, Tenbury Wells

Conclusion

The members feel that more could be done to raise awareness of the Local Ministry Team through pew sheets, magazine and by word of mouth. They are planning to have a review slot on each PCC agenda and are considering an LMT Tour to speak to each congregation, to have an Annual LMT Sunday and to have photographs of Team members in each Church. They are aware that there is still a perception of the LMT being 'stand-in Vicars' but there is growing acceptance of their ministry in many places.

They are aware that the LMT could calcify if they are not careful and that there is much more to be done in drawing more people into various forms of ministry, especially in the areas of music, Listening Ear, family services and pastoral visiting. They have plans to discuss ministry in the work place.

The Team rates itself 75% doing and 25% strategical planning, 50% being questioning and thoughtful and 50% being prayerful and reflective and give themselves a score of 8 out of 10 for living out shared leadership.

The difficulties they see are the need for younger people on the Team, encouraging parishes to own the vision, integrating and enthusing new members, and the financial consequences of small(er) congregations which may swamp the vision. They see hope in the good basis they have for further progress as all parishes have a sense of shared ministry and feel they can translate the confidence they have gained into new initiatives.

tive way Claire, as Team Rector, and Sue Strutt, as facilitator, opened discussion and by the nature of the members of the Team. Sometimes a perceived lack of time can inhibit discussion and openness.

The Team have tried to encourage others in ministry - the Listening Ear is one example, and a growing number of people are encouraged to read and intercede. They are aware that there could be more sharing - for example with Wardens, and feel that this is the next stage to work at in order to find and enable other gifts.

The Team are aware of the need to listen to the needs of the community and have responded to needs. They now want to put this on a firmer footing by making an audit of needs. Some possibilities mentioned are more involvement in schools in the need for transport.

New forms of mission and ministry are seen in Listening Ear, the healing service, Charity Tea Room, Tanzanian Link, Ladies who knit, Samaritan's Purse, Pet Service, Hot Cross Bun Giveaway, communion being taken to residential homes by lay people, and Baptism follow up services.

Outreach and mission opportunities are seen in the Tanzania Link, CAB, presence at Tenbury Events, schools and community links, Sunday Schools, occasional offices - baptisms, weddings and funerals, the Holiday Club and the Great Hot Cross Bun Giveaway.

St. Michael and All Angels, Tenbury Wells
St. Mary, Whitton

Schools

Tenbury C.E. Primary - Clergy: Governors, assemblies, high day services, occasional lessons.

Burford C.E. Primary - Clergy: Governors, assemblies, high day services, occasional lessons - plans for lay involvement.

Clee Hill Primary - Clergy: occasional contact, future plans for 'Open the Book'.

Tenbury High - Clergy: Governors and future plans for assemblies.

St. Michael's College - Clergy: occasional contact through PCC.

Hospitals

Tenbury Community Hospital - the chaplaincy is shared.

Ecumenical Involvement

Prayer Chain, Valley Worship, Women's World Day of Prayer, C.A.M.E.O., Lent Course, Lent Lunches, Holiday Club, Good Friday Children's Workshop, Civic services including Remembrances Sunday in Tenbury and Bible Study/Cell Groups.

Organisations

There are links with CAB, Tenbury Agricultural Society, NFU, South Shropshire Furniture Scheme, Red Cross, Kemp Hospice, Drugs and Alcohol Forum, RNA, RBL (Tenbury and Clee Hill), Tenbury Events, Scouts, St. George's Day Celebration, Hospital League of Friends, Chamber of Trade, Freemasons, local politics and Mayor, flood relief.

Local Circumstances

Richard Lloyd and Teco closed down. Spencer's Cycle Factory has moved and some shops in Tenbury have closed leading to a drop in employment in the town. Four lots of flooding recently caused difficulties. The CAB support many with advice and Church members supply perishable foodstuffs for emergencies.

Population has increased with other nationalities arriving and the elderly population has increased, which means an increased number of housebound people. Future building plans in Tenbury and Clee Hill are likely to continue this trend.

There are concerns about jobs, public transport and fuel/heating costs; there is need for more social housing and starter homes and for flood defences. There is a limited choice of opportunities for young adults and limited choice of purchases due to the distances they have to travel and limited transport, and social opportunities. The future of farming in the area is a cause for concern, as is the future of the hospital.

meditation are prayer. The Celtic way of thinking of God everywhere is important and this leads to awareness of God in the workplace. Faith and the need for trust in God deepen with age and tragedy and members read more in order to find ways of putting their belief into words. Prayer for one another keeps them closely in touch, as with family.

The clergy and some laity meet daily for prayer and worship, but some members would like to see more prayer and worship within Team meetings.

Shared Leadership

The Team is non-hierarchical; everyone's opinion is sought and valued. Members are allowed to make mistakes and to learn from them.. Leadership of services is often shared and this allows space for personal prayer and worship, as does the leading of intercessions by members of the congregation. Responsibility for residential homes is shared, as is making up of rotas.

Some members would like time and space within Team meetings, time set aside from business to dream dreams and work on a vision statement.

There is a climate of openness within the Team, due partly to the characters involved and the trust which has grown up between them. Members are honestly able to say when they don't understand, give an opinion without feeling they will be judged, laugh together and are willing to show vulnerability. This was helped by training and talking together, by the open, warm and support-

and for members to take the opportunities provided by CME to learn and to have the opportunity to talk to others in similar situations.

Growth

Team members feel they have grown in confidence and ability and in belief in themselves and others as they see one another becoming the people they are meant to be. Working together has given them a knowledge of their own strengths and those of others and of managing different kinds of relationships. They have become more self-aware, of how they project themselves, live their lives, and of how others see them. There is a feeling of amazement at what people have to offer, the risk of vulnerability they are willing to take and the care that needs to be taken in speaking and listening to ensure understanding of what is meant. This with comradeship and joint purpose has enabled a deep bonding and they cherish their relationships with each other.

Ministering across the whole group has brought members closer to other congregations and helped them to grow in understanding of others. Members have noted the different characters of the Churches, the congregations and the feeling of place. They have seen people's faith manifested in different ways, have learned from Churchwardens with a deep faith and a love of their place and have special moments with different congregations which they treasure.

Team members have found that prayer becomes deeper and more important, and they are aware that silence and

Needs are monitored by the Team members keeping their ears to the ground and by word of mouth. Members attend community meetings and are on committees, panels and groups. The Team have plans for audit and review of needs which will lead to appropriate strategies. The Team are also concerned to provide Church services which will provide for all ages.

Views of Church Members

A total of 54 congregational questionnaires were received, 23 from PCC members and 31 from others. Some were just marked Tenbury or Tenbury Group and these appear under that heading alongside those marked St. Mary's and St. Michael's. The figures are as follows:

	Responses	Church ER	Civic ER
Burford	2	59	1050
Clee Hill	3		800
Coreley & The Knowle	4	31	50
Greete	4	65	150
Hope Bagot	3	31	50
Little Hereford	0	58	400
Nash & Boraston	4	45	500
St. Michael's, Tenbury	11	53	400
St. Mary's, Tenbury	6	75	2000
Tenbury	12		
Whitton	5	69	50
Totals	54	0	5450

Understanding of ministry

Over the whole group of parishes the majority felt that ministry was something done by everyone, including members of the community, and not only by the clergy and Ministry Team. Ministry involves working together and sharing responsibilities and 32 people felt this happened in their Church while 16 felt it partly happened. This gives a good basis to build on for the future. People feel encouraged to take part in the ministry of the Church as the following tables indicate:

	Burford	Clee	Coreley	Greete
Lead Worship	0	1	0	1
Lead Prayers	0	2	0	0
Read	2	3	4	4
Visit those who are ill	0	1	1	1
Lead house groups	1	0	0	0
Clean & beautify Church	1	0	4	4

	Hope Bagot	Nash & Boraston	Whitton
Lead Worship	0	2	2
Lead Prayers	0	3	5
Read	3	4	5
Visit those who are ill	2	2	3
Lead house groups	1	2	0
Clean & beautify Church	2	4	5
Fund raising	1		

Views of LMT Members

Team members have shown a wide variety of giftedness and all have a consciousness of being Team members as they have bonded together. They aim to encourage and support one another in using their gifts and to help one another grow and discover new areas of giftedness.

Training

All Team members have completed three units of initial training - sharing the good news, ethics and spirituality. CME courses which they have attended include leadership, liturgy, Biblical courses and dementia care. This training, which took place in their various homes, demanded commitment, helped them to grow together as a group, to get to know one another at a deeper level and to explore their faith through role plays and sharing. This learning was found to be interesting and fun as different people took responsibility for sessions and the material provided the possibility of wide ranging discussions.

Some members would appreciate more practical training for themselves and others in leading worship, interceding and reading, and to discover new resources to feed this. Specific training in how to use the sermon slot would also be appreciated, with feedback on how they have done and, perhaps, a mentor.

For continued growth there is a need for the Team to assess what they have done, to notice the gaps which need to be filled, to have something to work on together

	St Mary's	St. Michael's	Tenbury
Worship	8	6	8
Teaching	3	2	8
Visiting	4	2	6
Prayer	7	2	6
Youth work	0	1	4
Children's Work	8	4	11
Other Music	1		
Overseas link			1

Things which people would like to see in their Church are as follows:

Burford	Plans to encourage more people
Clee Hill	Getting St. Peter's re-opened
	Better use of Church e.g. space to meet for coffee in the week/tourist information.
Hope Bagot	New organ
	More home visits by clergy
Nash & Boraston	One service book instead of pamphlets
	More involvement of clergy
Whitton	Church to be a Community Centre
St. Mary's, Tenbury	Services to be more relaxed
	To attract younger people
	Basic teaching on what Christians believe
	Support for newly confirmed and baptised
	More support to elderly unable to attend
	More community use of Church
St. Michael's, Tenbury	More people regularly in Church
	Weekday communion services
Tenbury	Encourage youngsters to be involved
	More volunteers for cleaning Church

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	St Mary's	St. Michael's	Tenbury
Lead Worship	7	5	9
Lead Prayers	8	6	8
Read	11	6	10
Visit those who are ill	2	1	6
Lead house groups	6	0	8
Clean & beautify Church	8	6	11
Help with children's activities	1		
Fund raising			1
More outside helpers needed			1
More training for readers/intercessors			1

Perception of LMT

The Ministry Team has a fairly high profile in the parishes. The responses indicated that congregation members felt they knew the members of the Ministry Team, only two indicated they did not. 41 people said they were kept informed of what the Team were doing from a variety of sources, ten did not. The Team are considering ways of keeping people informed. One person felt that Local Ministry was an exciting concept, but that Team members needed a higher profile, and would be more accessible perhaps if they were robed whenever they attended Church.

29 felt they were supported in living out their Christian calling during the week, 8 did not, 20 felt they were challenged to be more loving to friend and neighbour 15 did not.

The following tables show the difference people consider the Ministry Team has made to the parishes:

	Burford	Clee	Coreley	Greete
Being more approachable	1	2	1	3
Getting more people involved	0	0	1	2
Visiting more people	0	0	1	0
Providing more services	0	0	2	0
Being involved in the community	0	1	1	1
Leading house groups	0	0	0	1
Leading prayer groups	0	0	0	1

	Hope Bagot	Nash & Boraston	Whitton
Being more approachable	2	2	4
Getting more people involved	0	1	1
Visiting more people	1	2	2
Providing more services	1	0	1
Being involved in the community	2	2	2
Leading house groups	0	0	0
Leading prayer groups	0	0	1

	St Mary's	St. Michael's	Tenbury
Being more approachable	4	3	8
Getting more people involved	5	5	5
Visiting more people	3	1	3
Providing more services	2	3	4
Being involved in the community	2	4	8
Leading house groups	4	1	3
Leading prayer groups	4	0	4

Ministry

The following tables indicate which things are considered to be going well:

	Burford	Clee	Coreley	Greete
Worship	1	3	2	2
Teaching	0	0	0	0
Visiting	0	0	1	0
Prayer	0	0	1	0
Youth work	0	0	0	0
Children's Work	0	2	0	0
<i>Other</i>				
Looking after Churchyard		1		

	Hope Bagot	Nash & Boraston	Whitton
Worship	3	2	5
Teaching	0	0	3
Visiting	2	2	3
Prayer	1	2	4
Youth work	0	0	0
Children's Work	0	0	0
<i>Other</i>			
Community	1		