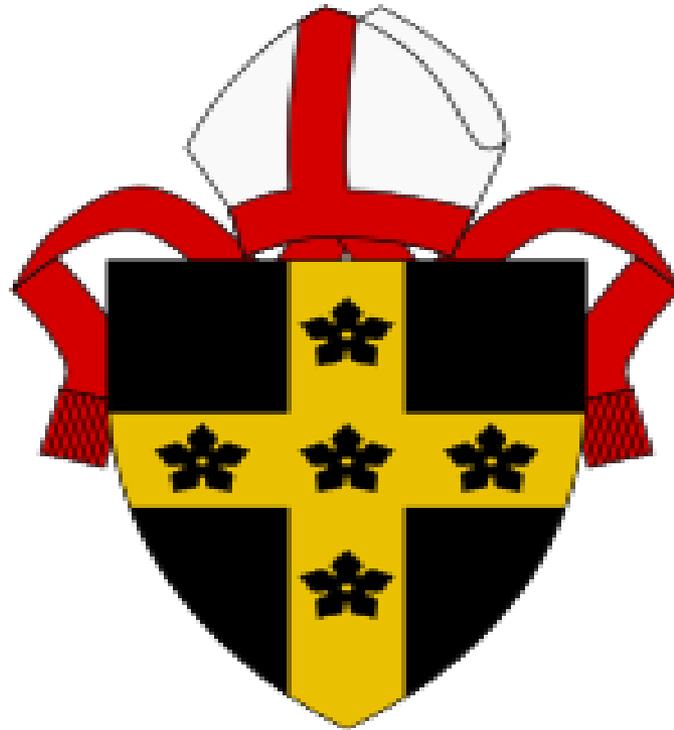


The diocese of St David's

Archidiaconal days – 10th – 12th July 2018



Results from the SWOT Analysis Clergy CMD Day - February 2018



Team Strengths

- ▶ Diversity
- ▶ Range of experience, expertise, interests, gifts, talents and skills
- ▶ Well established ecumenical links
- ▶ Close-knit communities
- ▶ Proactive and enthusiastic lay people
- ▶ Support for each other and mutual respect
- ▶ Energy and enthusiasm
- ▶ Willingness to empower laity
- ▶ Opportunities for different worship styles
- ▶ Positive links with schools and care homes

Remember - Rooted in the Gospel and our faith - God's resources are limitless

Team Opportunities

- ▶ Learn and grow together
- ▶ Be a presence to meet the needs of local communities
- ▶ Engage outside our buildings with fresh ideas, mission and outreach
- ▶ Greater breath of worship opportunities
- ▶ Sharing a vision with ecumenical partners
- ▶ Use the gifts, talents and experience within the team
- ▶ Share knowledge, join together/new ways of being the church
- ▶ Move away from seeing ministry as being entirely dependent on clergy
- ▶ Empower and encourage laity

Remember - Every *opportunity* that God gives you demands a steadfast, persevering spirit

Team Weaknesses

- ▶ Lack of support for moving into LMA's
- ▶ Reluctance to change
- ▶ Differences in Theology
- ▶ Too many buildings to manage
- ▶ Lack of confidence about moving forward
- ▶ Conflicting visions and beliefs leading to division
- ▶ Communication issues
- ▶ Need clarity of who will lead the LMA before able to move forward
- ▶ Reluctance to take on leadership roles
- ▶ Lack of finance/funding to enable outreach
- ▶ Clergy clinging to the past and unable to work collaboratively

I was with you in weakness and in fear and in much trembling, and my message and my preaching were not in persuasive words of wisdom, but in demonstration of the Spirit and of power, so that your faith would not rest on the wisdom of men, but on the power of God. [1 Corinthians 2:2-5](#)

Team Threats

- ▶ Refusal or reluctance to co-operate
- ▶ Inability or unwillingness to engage in the vision
- ▶ Internal conflict and theological differences
- ▶ Expectations exceed resources
- ▶ Procrastination
- ▶ Apathy
- ▶ Finance and difficulties in raising ministry share
- ▶ Clergy overload and geographical difficulties
- ▶ Burden of caring for old buildings
- ▶ Lack of relevance of the church and what it stands for in a modern society
- ▶ Loss of identity

“Have I not commanded you? Be strong and courageous. Do not be terrified; do not be discouraged, for the Lord your God will be with you wherever you go.” [Joshua 1:9](#)

What does the analysis tell us?



- ▶ How far we have come together with a real sense of purpose, energy and enthusiasm
- ▶ The richness of strengths within LMA teams
- ▶ How perceived weaknesses can be transformed into a vast array of opportunities to explore together in mutual support, rejoicing in and embracing differences
- ▶ To hold fast to God working in and through our lives at this time of challenge and change, knowing that if we ask he will give us the courage and strength we need.

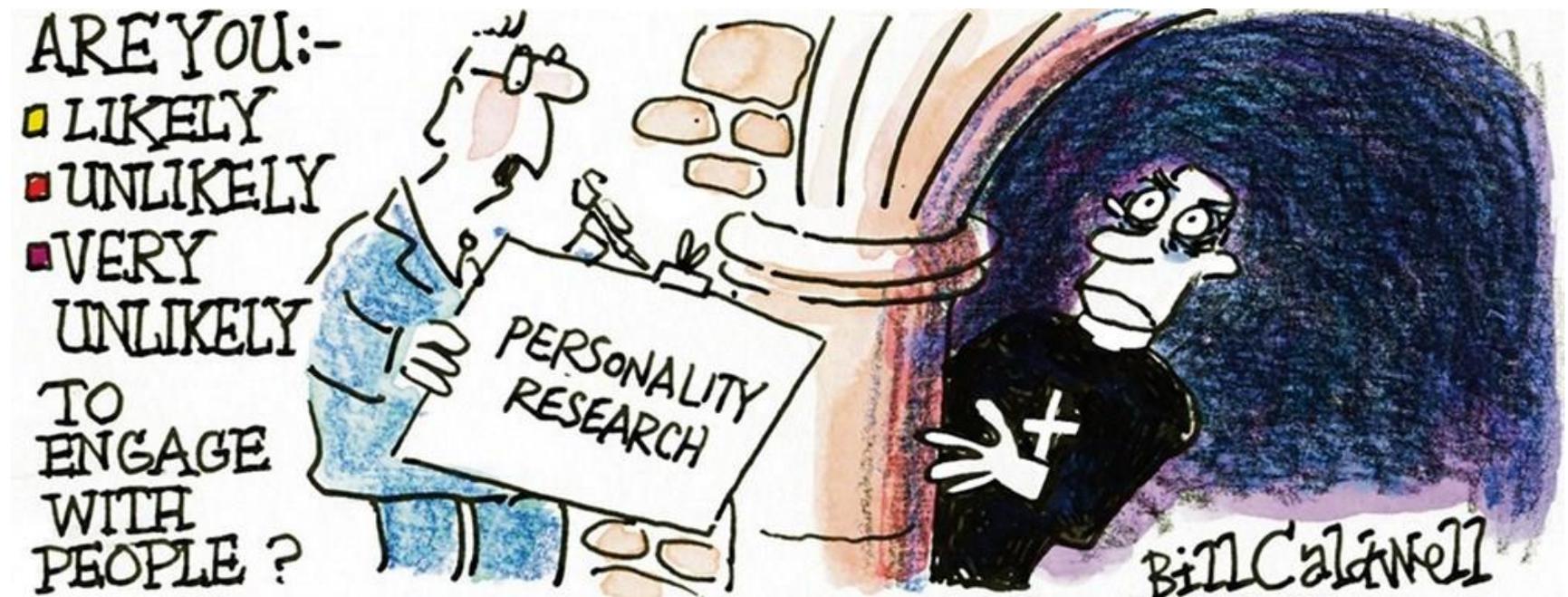
Did I mention.....

T E A M W O R K



The task to create the presentations shared over three days was an exercise in exploring individual talents, and experience, particularly in situations where newly formed larger LMA teams are emerging. This was an opportunity to work together and plan for the future. To create and shape a vision for what you would like to do together in your LMAs and how best to engage with and encourage involvement from the people and communities you serve.

What can we learn from recent research in the Church of England?



Survey of 100 Clergy- Assessing problem-solving and implementation skills – the results:

6

Strategists

27

Visionaries

33

Practitioners

33

Planners

Survey of 100 Clergy – Assessing feelings.

The results showed that:

37

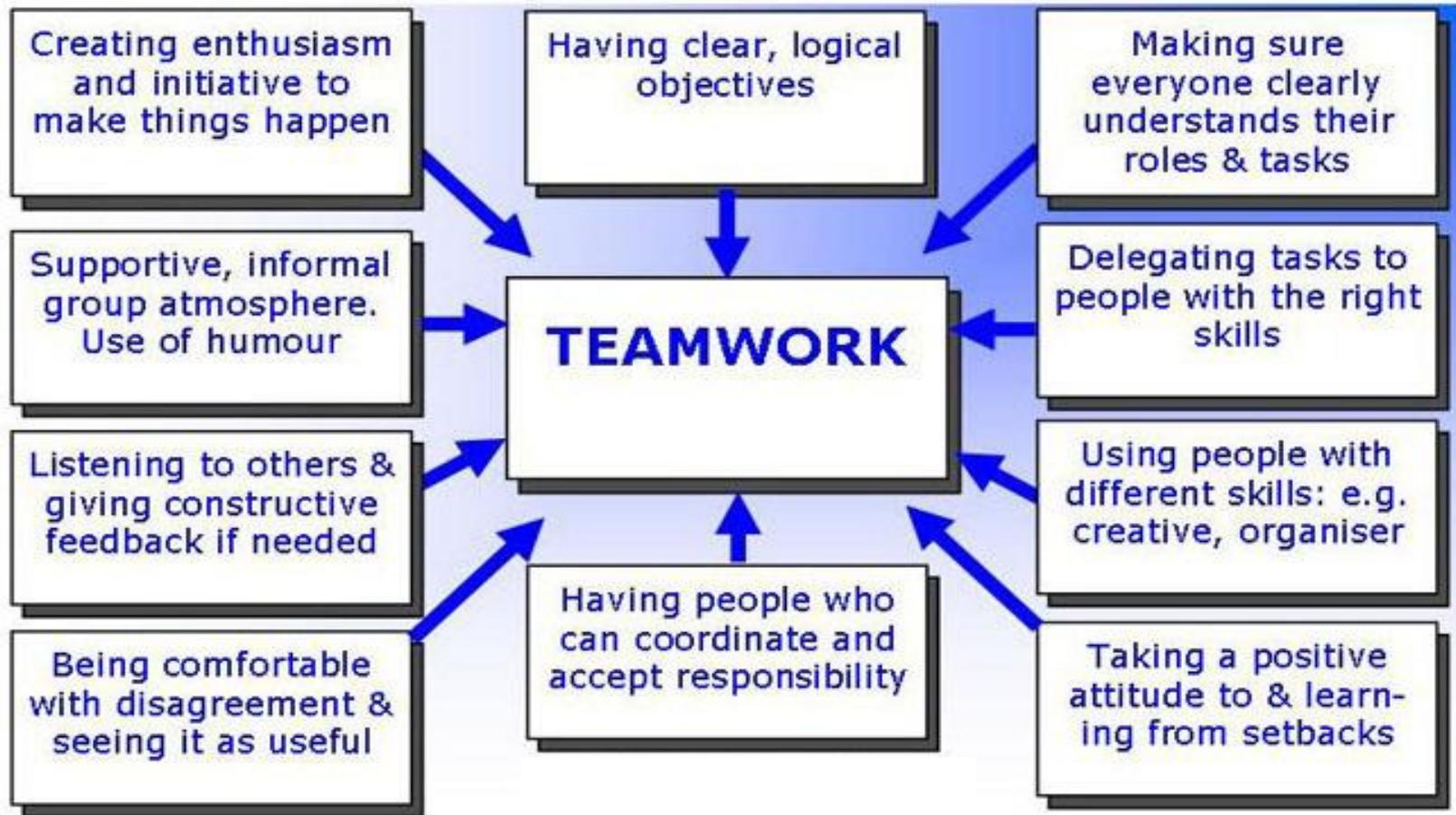
Were self-contained and ill-at-ease, with both themselves and with their situations. This group of clergy find it harder than others to express their feelings and emotions openly, keeping a lid on things, which can lead to stress. Team working allows for care of one another using the strengths, experience and skills within the team to spread the load and reduce stress levels.

4 personality characteristics displayed by clergy in growing churches



The ability to empower others and to work collaboratively is more likely to create the conditions that will support growth. This is exactly what we are working towards in our Strategy in this diocese when we use the terms: ‘Servant Leadership’ and ‘Gentle Oversight’.

What makes an effective team?



What makes an ineffective team?

“After all is said and done, more is said than done.”

Aesop



A team model to consider:

- ▶ The ‘**person-centred model**’ offers valuable principles for those wanting to explore the nuts and bolts of how people can work together in a collaborative and relational way.
- ▶ It endeavours to create an environment that emphasises ‘**togetherness**’ while optimising the contribution of individual team members.
- ▶ By identifying team roles based on an appreciation of an individual’s abilities and motivations, incorporating these in a shared team vision, and collective values and purpose, establishes the basis for development of both the individual and the team.



The person-centred team model:

- ▶ Is a team with a shared sense of purpose who know what is important to and for team members.
- ▶ In this team roles and tasks are allocated based on team member's strengths and interests, and the team regularly reflects on, and shares, what they are learning.
- ▶ All of this learning, action and reflection is recorded and updated in an agreed team plan.
- ▶ Implementing this plan means moving from planning to action, to reflection and back to action.



Lindy Wainwright

Working together to achieve our goals:

- ▶ Relationships within teams needs to be based on a **‘power with’** approach which arises from mutual respect and a willingness to listen and learn from each other.
- ▶ It is about co-operation and sharing, questioning and negotiating. In the diocese this is captured in the term **‘gentle oversight’**.



With 6 questions you have a framework which results in an agreed plan and process to help you move forward:

1

- **Why are we here?** – what is our purpose, vision and aims.

2

- **How can we work together?** – how will we communicate and make and implement decisions.

3

- **What are we here to do?** – what are our core responsibilities, what new ways of working can we explore together, how can we create a plan to implement our vision and aims.

4

- **Who is going to do what, when and where?** – how can we match people, skills and expertise to the tasks and how do we ensure that the plan is put into action.

5

- **How will we know how well we are doing?** – what processes will we put in place to ensure that we meet and communicate regularly to review, celebrate success and re-plan when things don't go quite as expected.

6

- **What else can we try?** – how do we look for new opportunities, get more people involved, try out new ideas.



By working as a:



T **TOGETHER**
E **EVERYONE**
A **ACHIEVES**
M **MORE**