

# Navigating Change

“Navigating Change” is the initiative our church is undertaking to determine how we move forward together, serving God in Mickleover. This brochure will explain:

- What Navigating Change is
- Why we need to do it
- What has happened so far
- What we are doing now

## What is Navigating Change and why do we need it?

***The Mission of Mickleover Methodist Church is to develop a church family which is continually growing in Christian faith, worship and outreach so that all may know the love of God through Christ.***

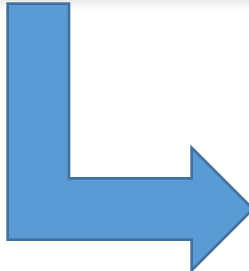
Our Mission statement talks about developing a church ‘family’ and ‘all’ knowing the love of God through Christ – this implies that our church should include people of all ages. It also commits us continually grow all within our church family in all aspects of the Christian faith.

Navigating Change is really just freshly re-focussing our Mission Statement.

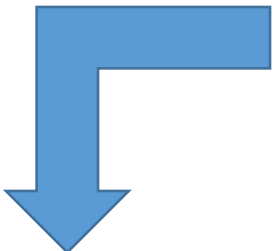
# What has happened so far?

Our Church makes a commitment to the “Missing Generations”

Several years ago our Church Council identified that the “Missing Generations” (15-60 year olds) should be a priority focus area.



Many people have felt a strong calling to address missing generations and it became a noticeable area in which people in our Church served God



This includes effort around such things as Spark to a Flame and Messy Church; and additionally the importance placed on having a Children **and Families** Worker.

Although some good work had been done those involved in this ministry knew that more needed to be done to take the next steps

With most of the things which are aimed at the “Missing Generations” happening only monthly, it was difficult to build a community of people. Additionally, we were not readily able to help those completely new to the Christian Faith. The group of people trying to develop this faced difficulties making progress.

Meanwhile the Methodist Church in the UK had similar concerns about its failure to reach the “Missing Generations” and felt compelled to try to help churches address this

Centrally in the Methodist Church in the UK an initiative called “Navigating Change” was formed (see [www.navigatingchange.org.uk](http://www.navigatingchange.org.uk) for more details). It now runs an annual conference to help Churches to learn from each other about ways of approach the change that they need. This is both in terms of “Missing Generations”, but also in regard to Churches struggling to be what they should be as numbers decline and there are fewer people to serve within the church. Our own District organised a conference looking to address the same issues.



## Conferences attended and learnings

Some members of our Church attended these conferences. We found that others were experiencing the same issues as we were and we were encouraged to hear what others had done and challenged by different perspectives. Ideas and insights were brought back.



Church Council set up a group of people to digest the findings from the Conferences, compare them, apply them to our situation and to return with some recommendations

All people were invited to be part of the group. Interest was shown by 14 people, with the group growing by 2 or 3 people since then. With no better name available, the activity being undertaken became known as Navigating Change.

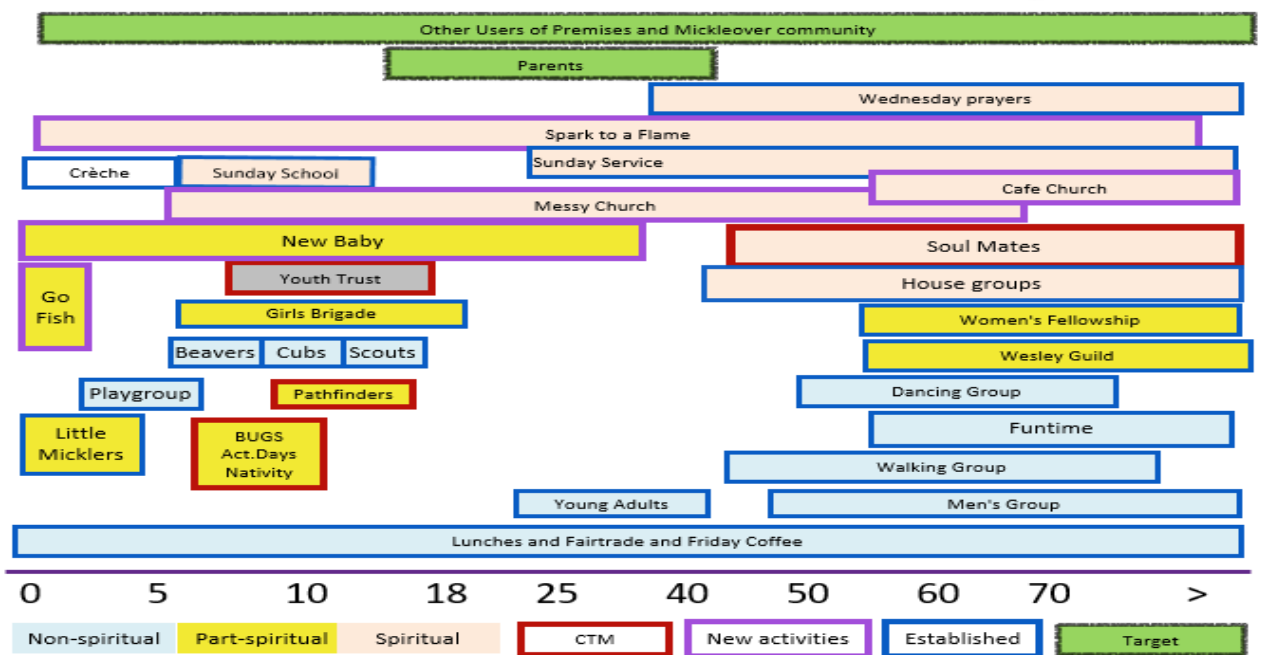
## Group engaged in material from the Conferences

Due to different availability of the group a number of sessions were held to go through the conference material which had been consolidated and arranged for debrief.



## Group reviewed what we do today and identified strengths and weaknesses

The group reviewed this picture of what spiritual, part-spiritual and non-spiritual activities our church organise.



The key findings were:

- We have an amazing number of activities (30ish) run by probably less than 30 people
- Lots of Non-spiritual, part-spiritual and spiritual activities for under 10s and over 60s
- Lack of Non-spiritual and part-spiritual activities for 15-60 year olds.
- Lack of modern / accessible Spiritual activities for 15-60 year olds.

## Group identified outcomes and grouped them into 7 themes

The group as individuals identified outcomes related to our areas of weakness and insights from the conference material. These were grouped into 7 themes. It is these themes which are being taken forward in Navigating Change. They are:

### One Church

being true to our Church Mission, people recognising that there are some things we do together and some things we do in smaller groups, people being supportive of different groups, an approach to be adaptable to navigate change on-going

### Spiritual Development

to help all people across our church to grow spiritually through both corporate and personal worship, prayer, bible study and fellowship; this involves being open to new and different ways to help those new to the church and those existing in the church to grow spiritually

### Organisation

establishing efficient and effective organisational structure with clarity of decision making responsibilities; use of our resources; improve how we communicate and publicise what we do

### Build Community

the main focus of this being how do we build community and a sense of belonging within the people we engage with in the “missing generations”; there is much opportunity here to establish community which grows in Christian fellowship

## Equip to Serve

we have so many people in our church volunteering in so many different ways, but we don't have anything in place to equip them with the things they need to serve; this includes teaching, training across a number of aspects

## Mission & Evangelism

we need to share the message of God's love in an effective way; we have so many people coming into our church building – how can we better tell and show the love of God to these people

## Attractive, Relevant, Engaging

what do we do and how do we do things so that we are not seen as outdated and old-fashioned to 'missing generations'; so we present a life of discipleship as being relevant to people today

Note: The content of these themes overlap in terms of actions that we could undertake.



Group identified barriers and constraints which may hamper progress

The main areas of barriers and constraints were:

Building, Finance, Limited Resource, Narrow Faith View, Not a Yes Culture, Unwillingness to Change.

Group worked on themes, identifying and sometimes implementing action and also identifying where there was more need for prayer and discussion

Specific actions were identified in such areas as:

Communications, Publicity, Prayer

Other areas were progressed, for example:

Identified pros and cons of different patterns of Worship Services which would balance existing traditional services with attracting “Missing Generations”.



Rev Greg's arrival and support

Following Greg's arrival, he has been supportive of the Navigating Change work and was pleased that the work had begun as he would have started a similar process himself.



Church Council agree to continue actions identified where possible and to engage whole church in themes

It was recognised that the thoughts of the Navigating Change group had progressed a long way and it would be difficult for the rest of the Church to immediately understand the themes within Navigating Change, and thus feel part of any changes, without engaging in the Navigating Change Themes. Thus, Church Council agreed that some identified actions would continue, but in parallel we would embark upon engaging the whole church in the themes of Navigating Change, taking one theme for a month.

## Want to know more?

### Family and outreach took ownership

The Family and Outreach team took ownership of this and a sub-group was formed, with invitation to all to join, to work on organising ways to engage the church on the themes.



### Theme engagement begins with “One Church” in June 2017

Worship services, bible study, prayer support, family day, a competition and other things have been prepared for this month.



### Church Mission, Prayer, God’s will for us

As we engage in the themes of Navigating Change and consider how we better achieve our Church’s mission we ask that you pray, pray and pray, so that we may know God’s will for us and that we may have the courage to do our part and the trust to allow God to do his part.

## Want to know more?

You don’t have to wait until the monthly themes come along. If you would like to find out more, please ask anyone who has been involved in the Navigating Change group and they will be able to share more thoughts with you.