

AMALGAMATIONS & TEAM MINISTRIES

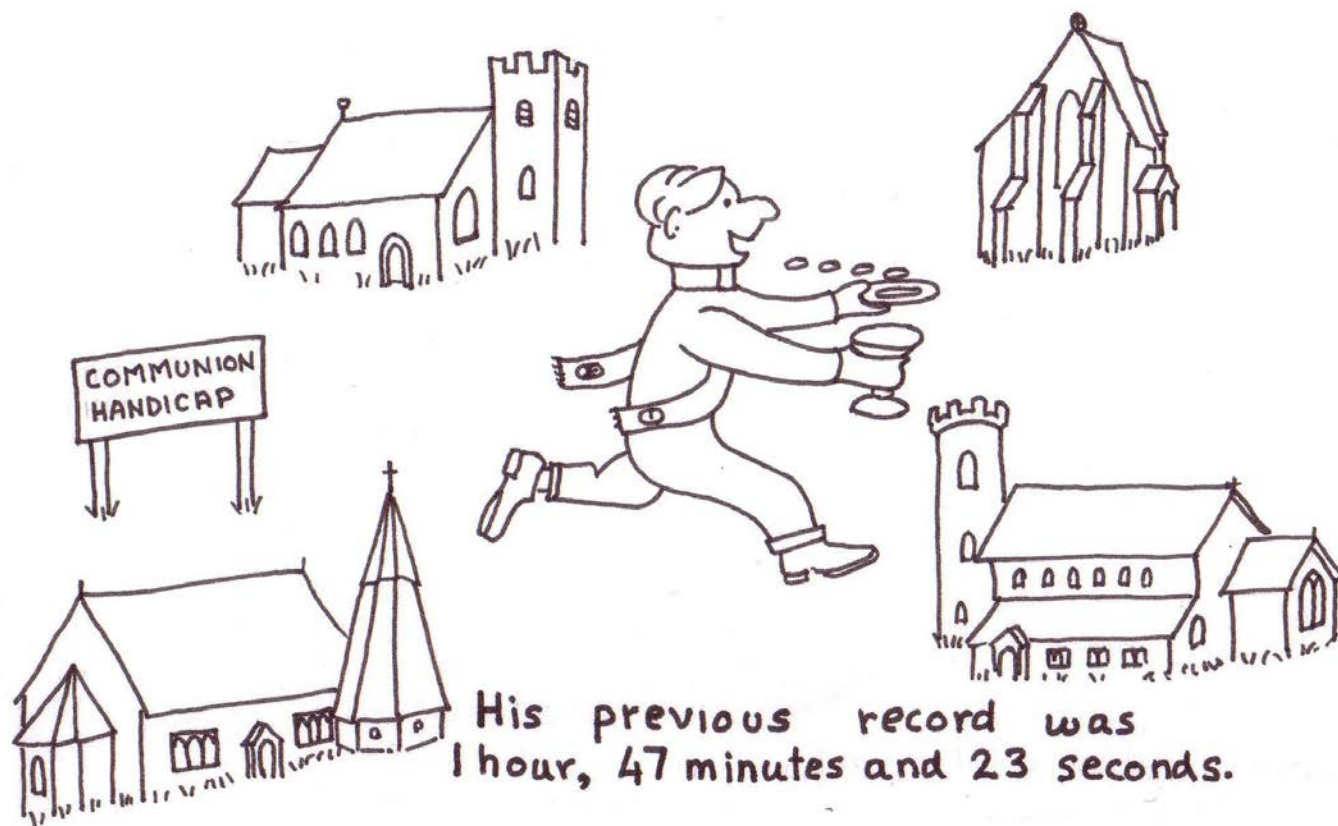
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Many thanks to...

- Ben Kautzer and Joe Moffatt who were researchers for this work
- Bob Jackson and Philip Richter, consultants
- and to Kevin Norris and the staff of the Research and Statistics department at Church House

Research Task



Research Task

What affect does amalgamating churches, in whatever kind of structure, have on their propensity to grow numerically ?

Main Conclusion

The fewer the number of churches that an incumbent oversees, the more they grow - and churches grow best with a single incumbent.

The structure of this presentation..

- (1) some general 'framing' questions, that need to be recognised
- (2) analysis of data regarding amalgamations of churches
- (3) analysis of data with specific reference to teams
- (4) a discussion of qualitative data
- (5) implications for practice

Section One:

Five framing questions

- first, what about theology
- second, what is the value of the numbers being used in this study
- third, what about the church outside of Anglicanism
- fourth, generation and church growth
- Fifth, ethnicity and church growth

Church Growth – it can happen

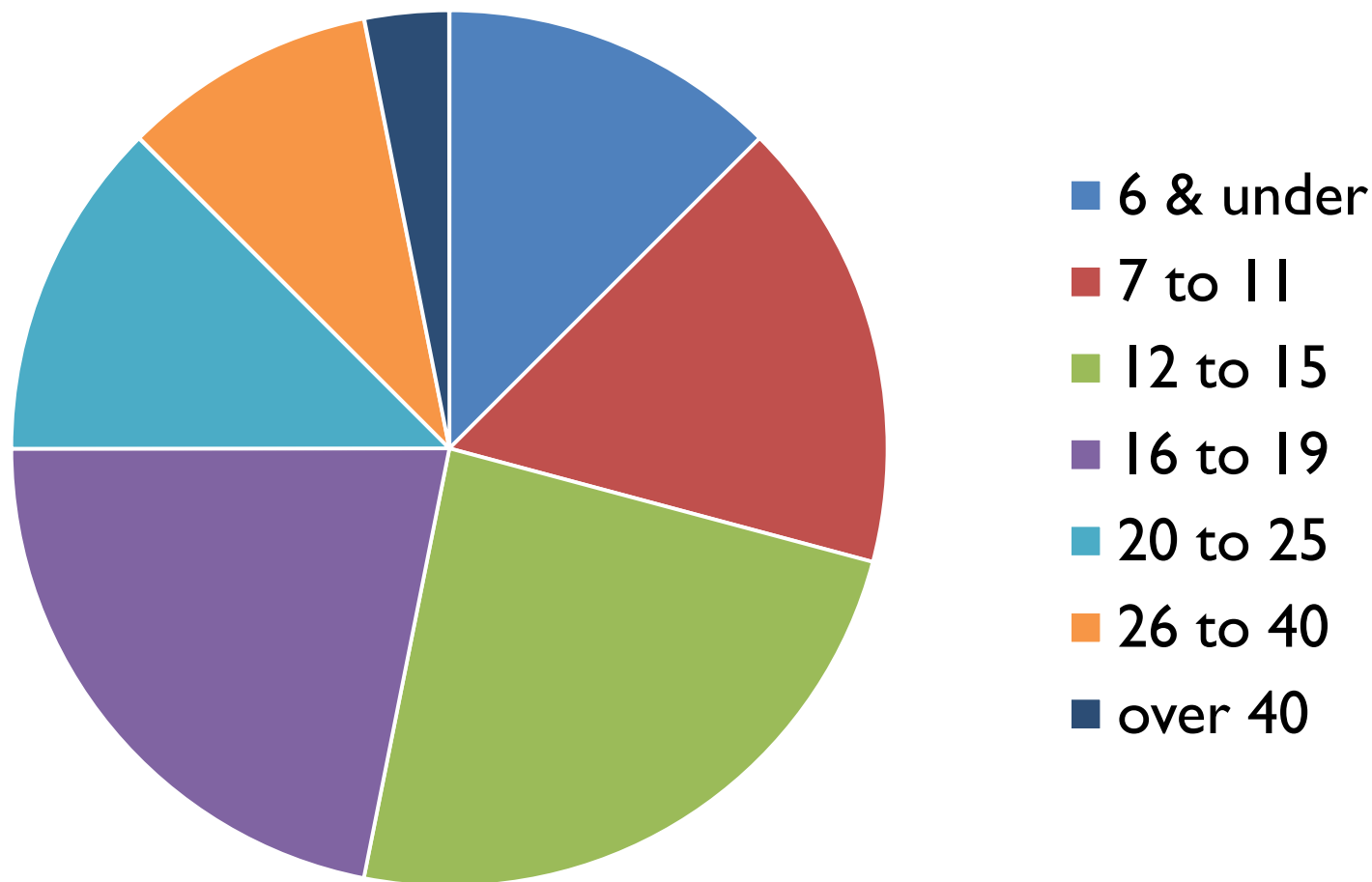
- Church attendance in Greater London grew by 16% between 2005 and 2012, from 620,000 to 720,000.
 - This represents 9% of the capital's population as of 2012.
 - The number of places of Christian worship in London has grown by 17% from 4,100 to 4,800 in the same period
- (figures from Peter Brierley's London Church Census, 2012)

Generation and Faith...

- 72% become Christians by the age of 19
- 12% between the ages of 20 and 25
- 9% between the age of 26 and 40
- 3% between the ages of 41 and 60
- 0.2% after the age of 60
- c. 4% said the age categories didn't fit

(Taken from: *Confidently Sharing the Gospel* (London 2012))

Age at which 1242 people became Christians (from 'Confidently sharing the faith')



Ethnicity of Greater London Population

White (British) 44.9%

White (other) 14.9%

Data re. London from 2011 Census

Section 2: Amalgamations

Three measures:

- usual Sunday attendance (uSa)
- average weekly attendance (aWa)
- electoral roll (ER)

analysed for the years 2006 and 2011, for churches of different size bands

Size Bands

0-15 adult uSa

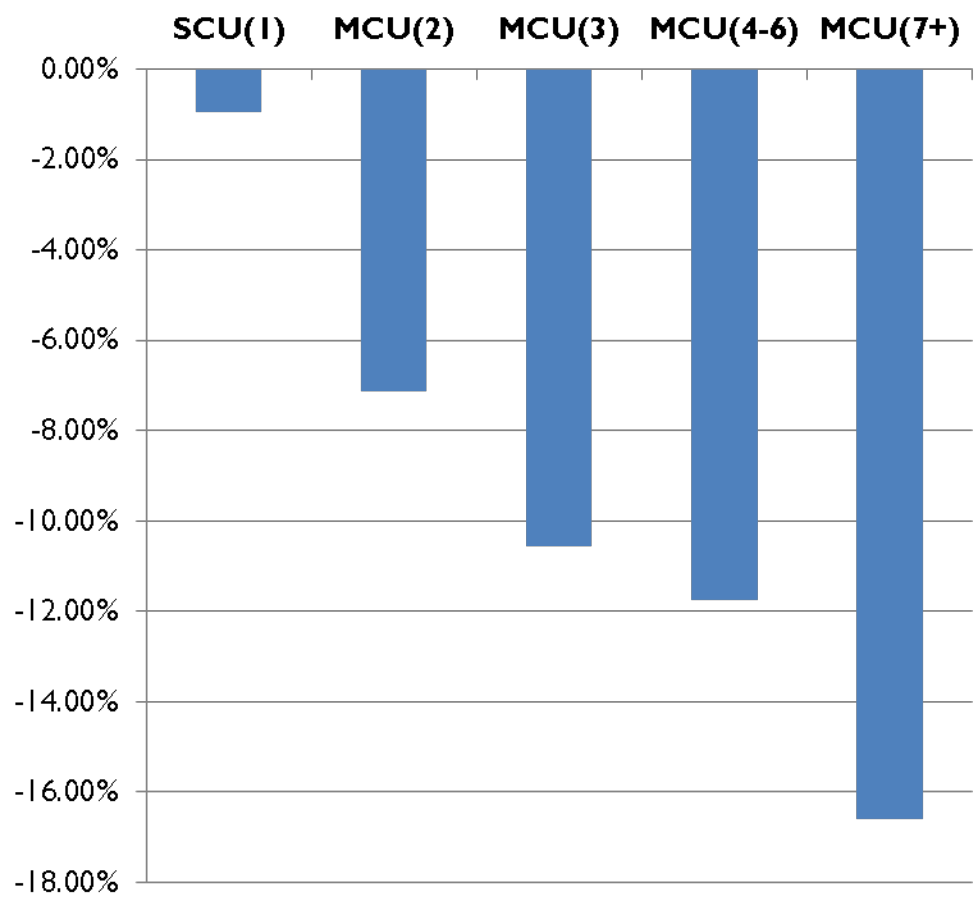
14-29 adult uSa

30-49 adult uSa

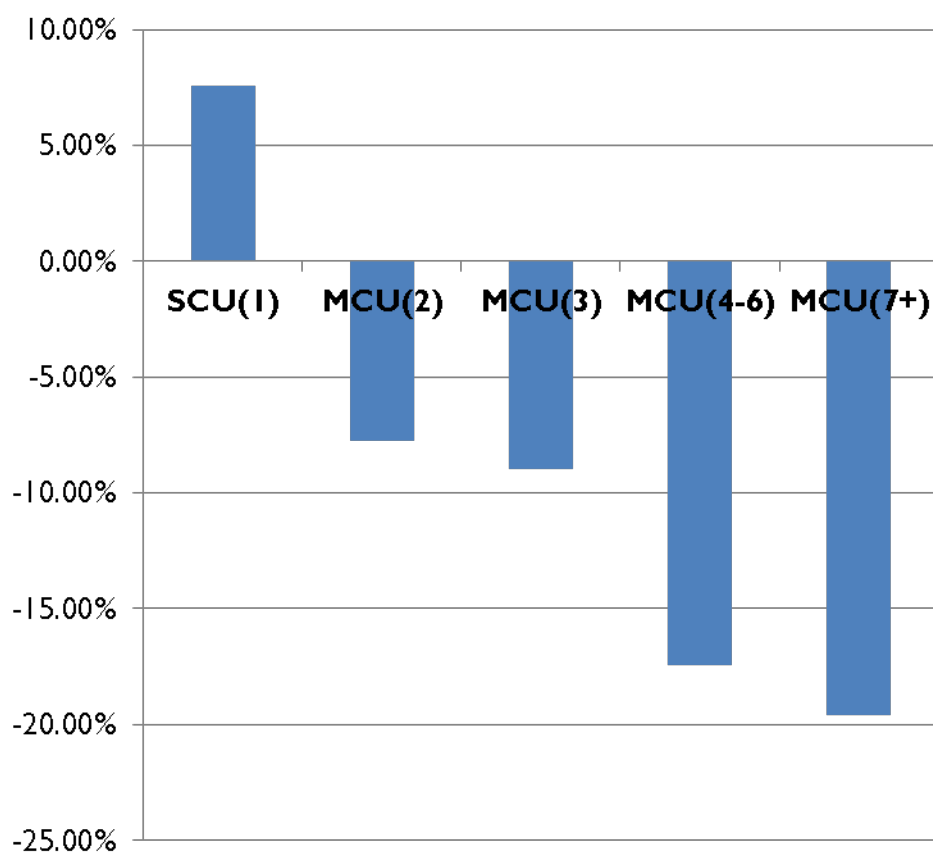
50-99 adult uSa

100+ adult uSa

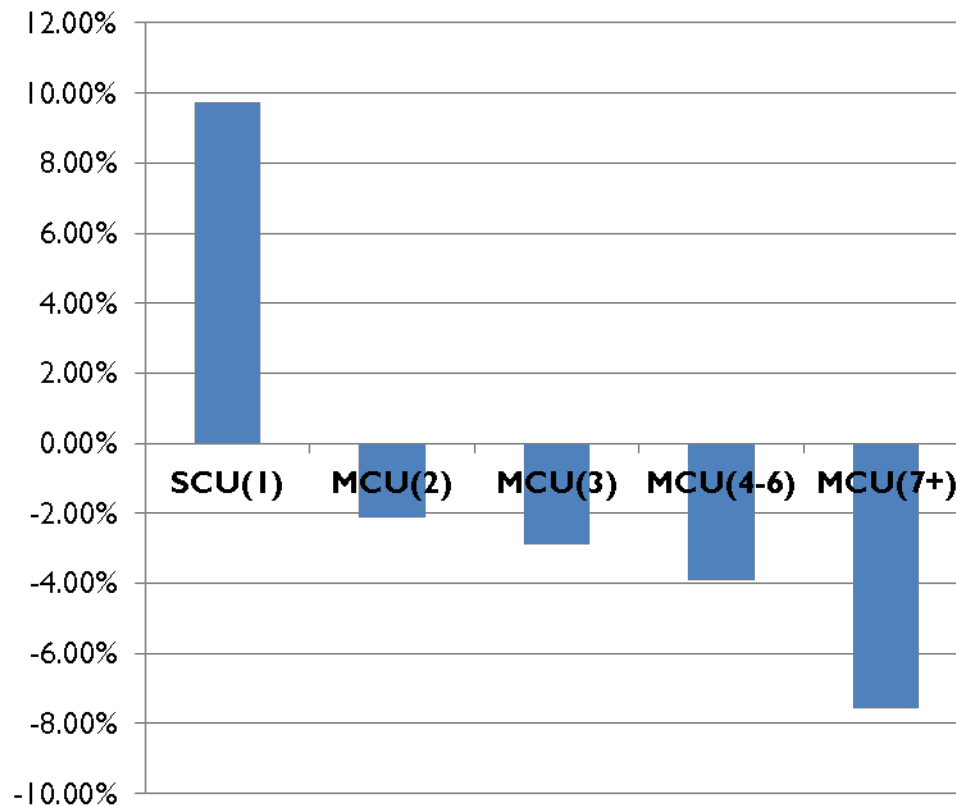
uSa for churches of 30-49, 2006 to 2011



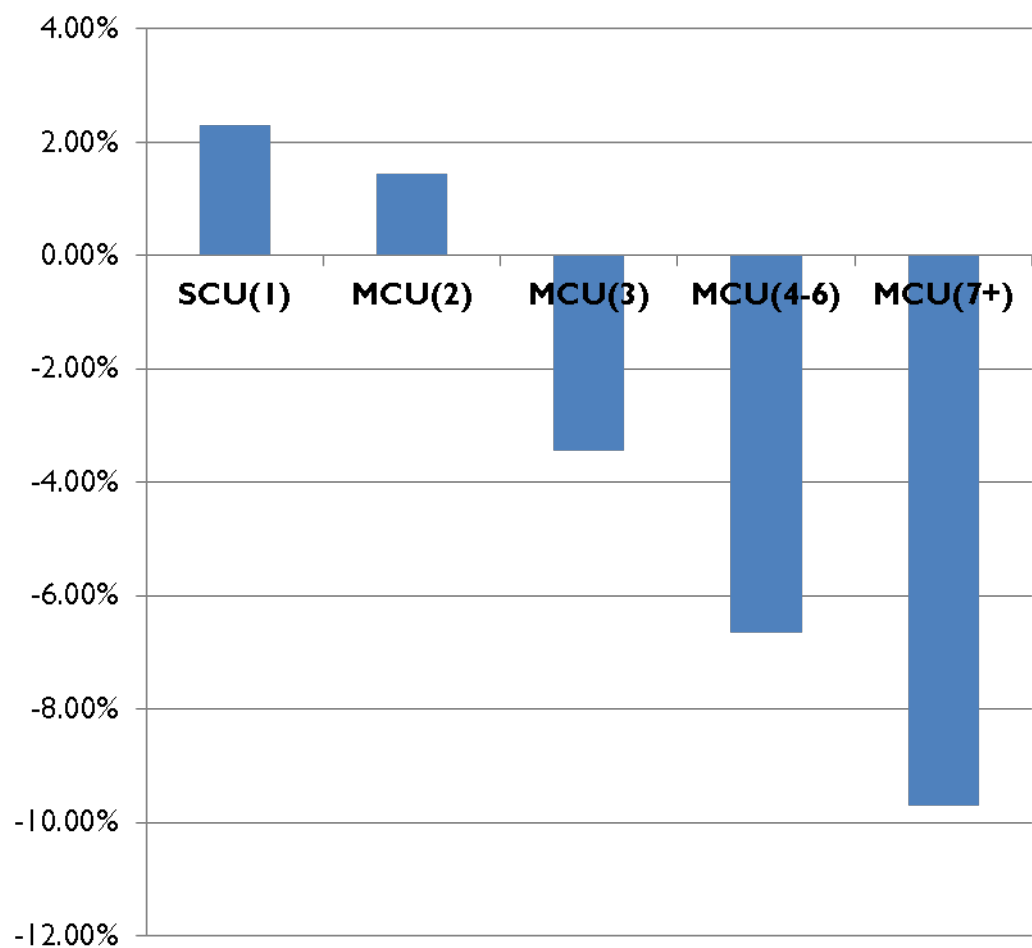
Adult aWa for 30-49 churches, 2006 to 2011



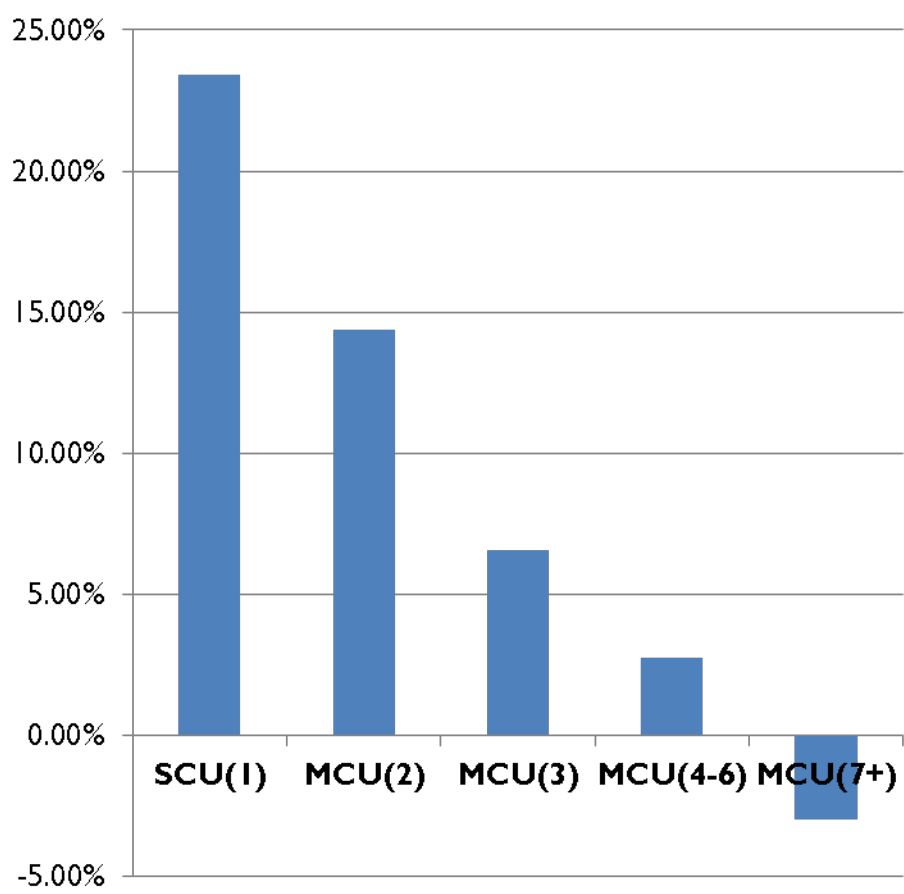
Electoral Roll for 30-49 churches, 2006 to 2011



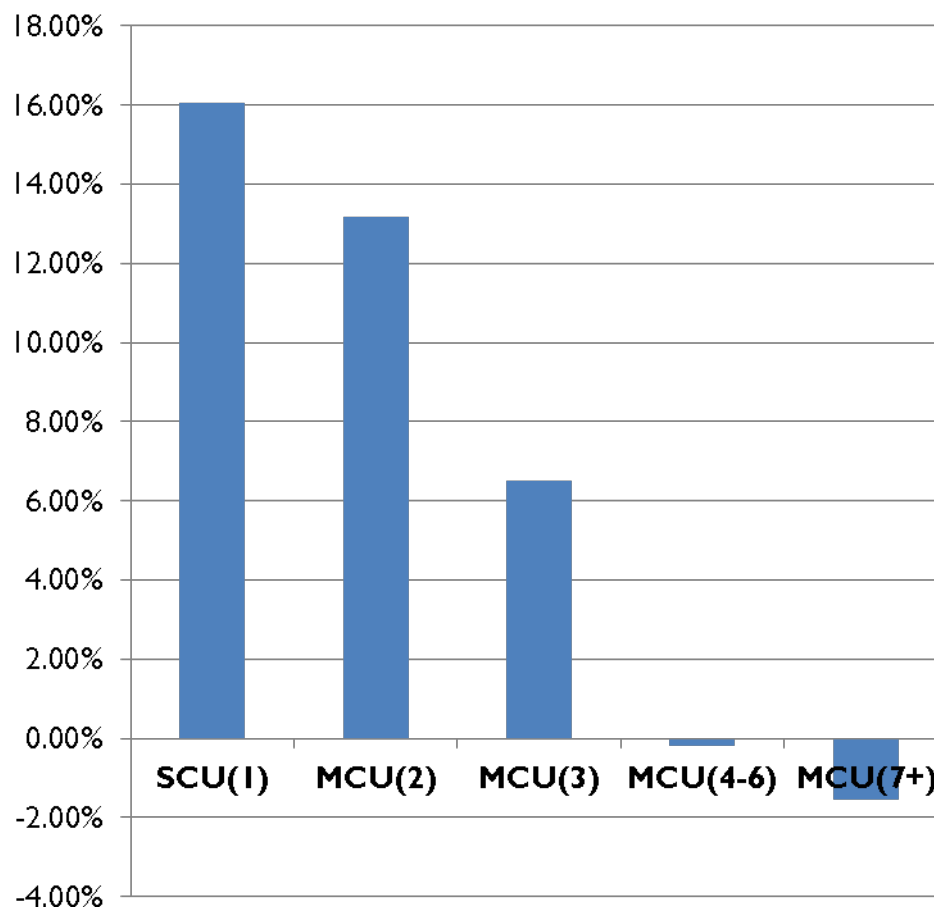
uSa for 15-29 churches, 2006 to 2011



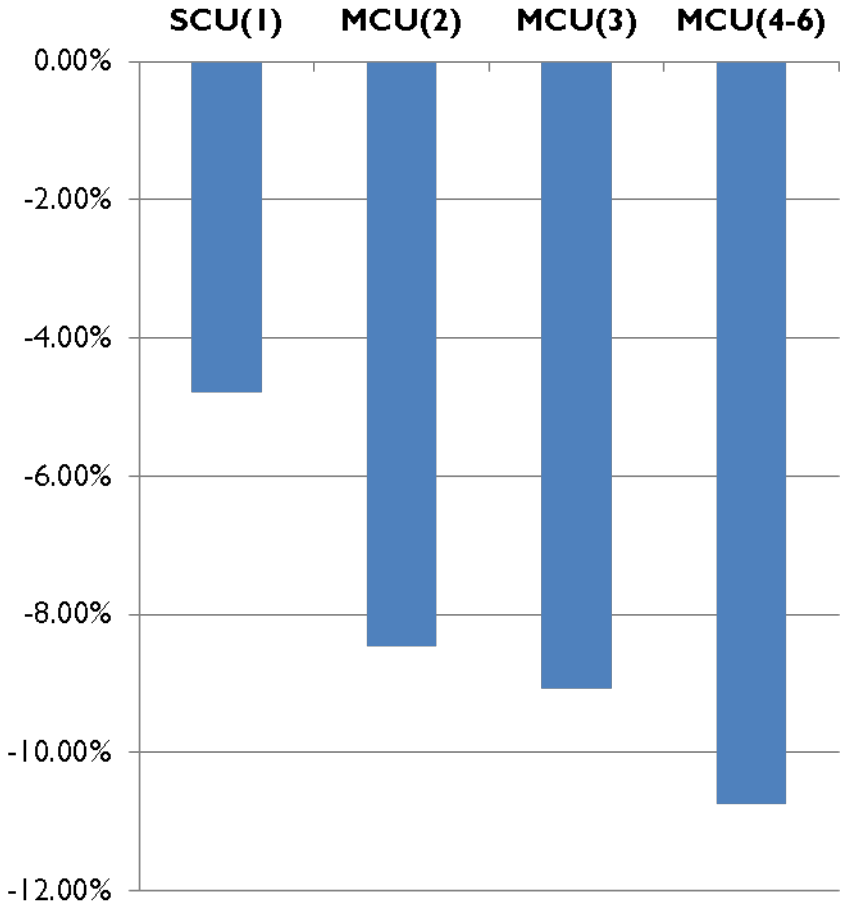
Adult aWa for 15-29 churches, 2006 to 2011



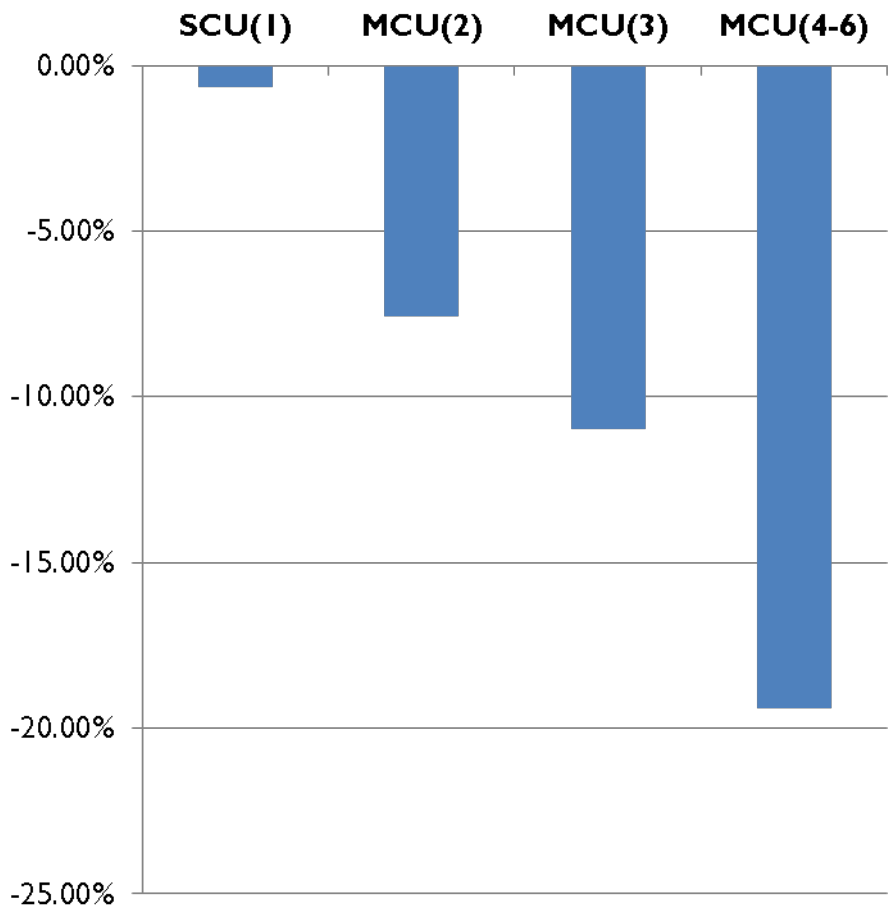
Electoral Roll for 15-29 churches, 2006 to 2011



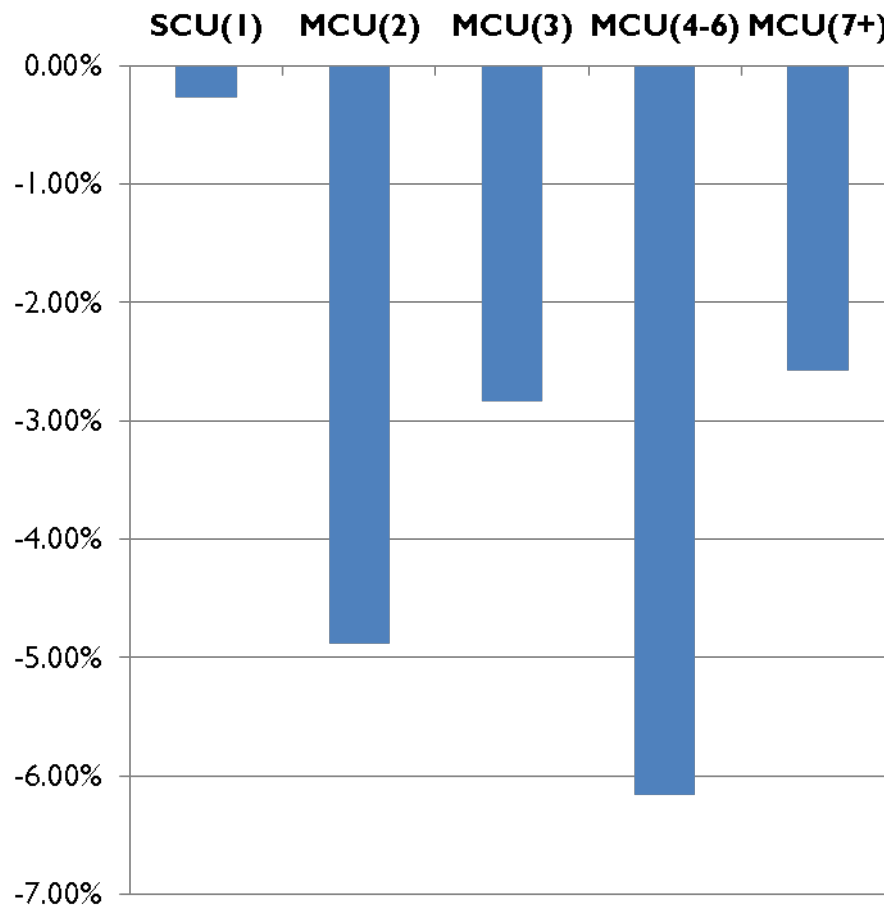
uSa for 50-99 churches, 2006 to 2011



Adult aWa for 50 to 99 churches, 2006 to 2011



Electoral Roll for 50 to 99 churches, 2006 to 2011



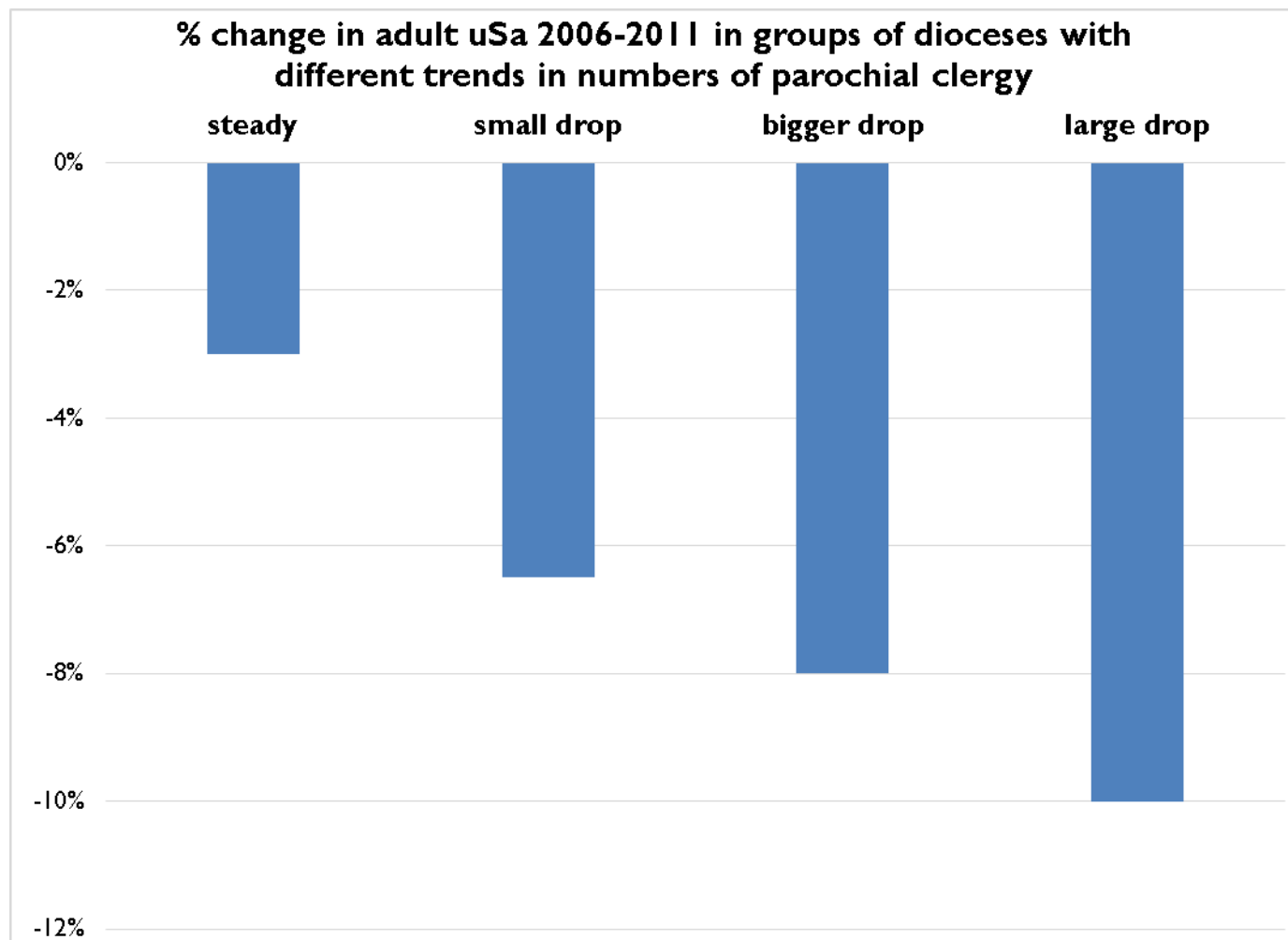
How Reliable are these Figures ?

- Similar behaviour of three very different measures – which do not necessarily behave the same way
- Two different years used as a check (2005 and 2010)
- A variant of Strand One's model
- Child uSa attendance
- Qualitative data
- sense-checking with two dioceses
- Comparison of dioceses which do/do not cut posts

Smaller churches have a smaller proportion of children

Church Size	Child uSa	Adult uSa
0 to 14	3%	6%
15 to 29	7%	11%
30 to 49	11%	13%
50 to 99	33%	32%
100 to 199	30%	26%
200 to 299	7%	5%
300+	8%	6%

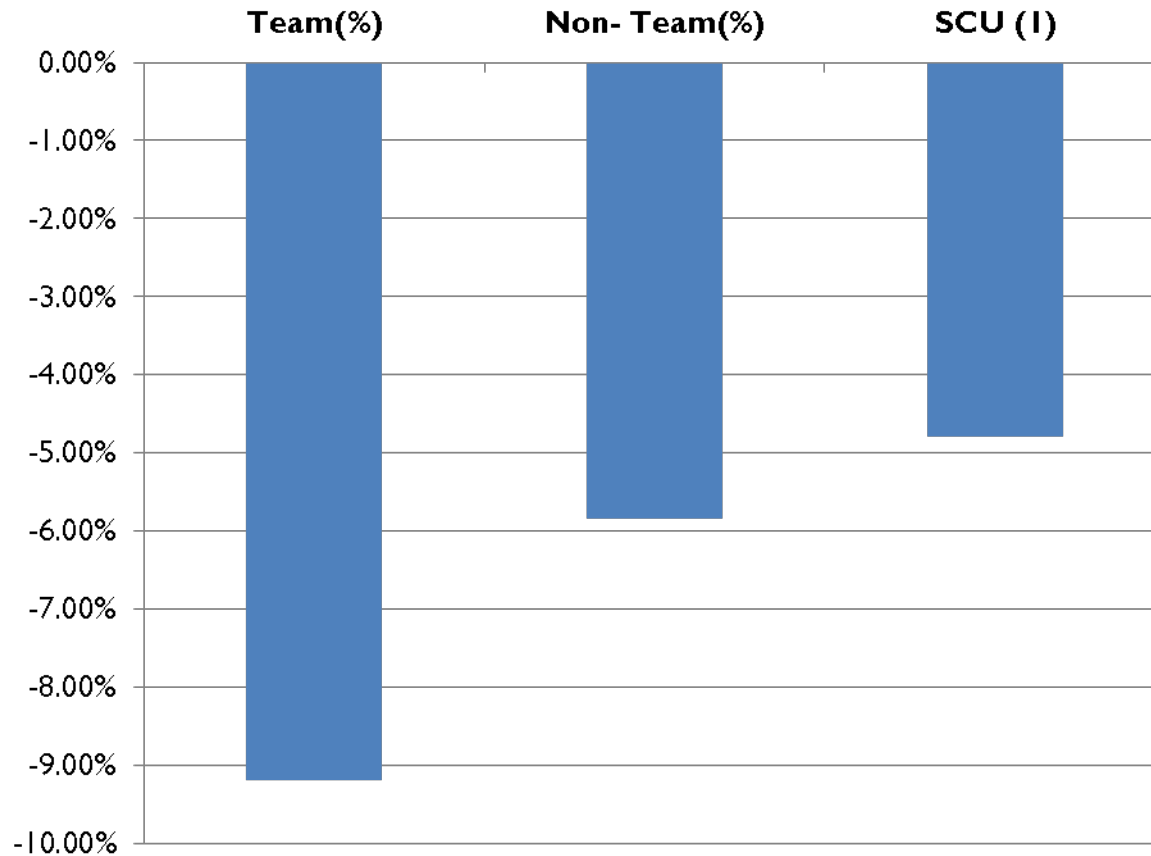
Correlation of Clergy Cutbacks and Decline



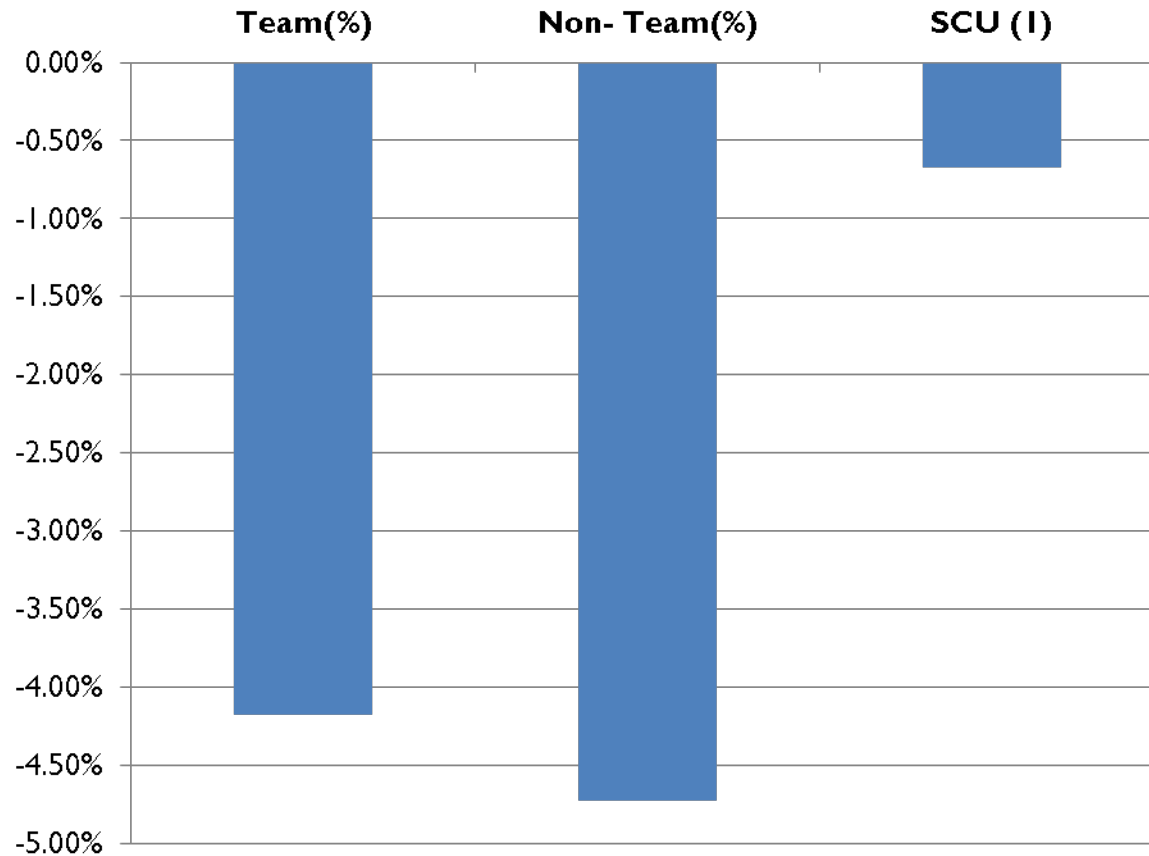
Section 3: Teams – by diocese

- Oxford (32)
- Salisbury (32)
- Exeter (27)
- Lichfield (22)
- Manchester (22)
- Southwark (21)

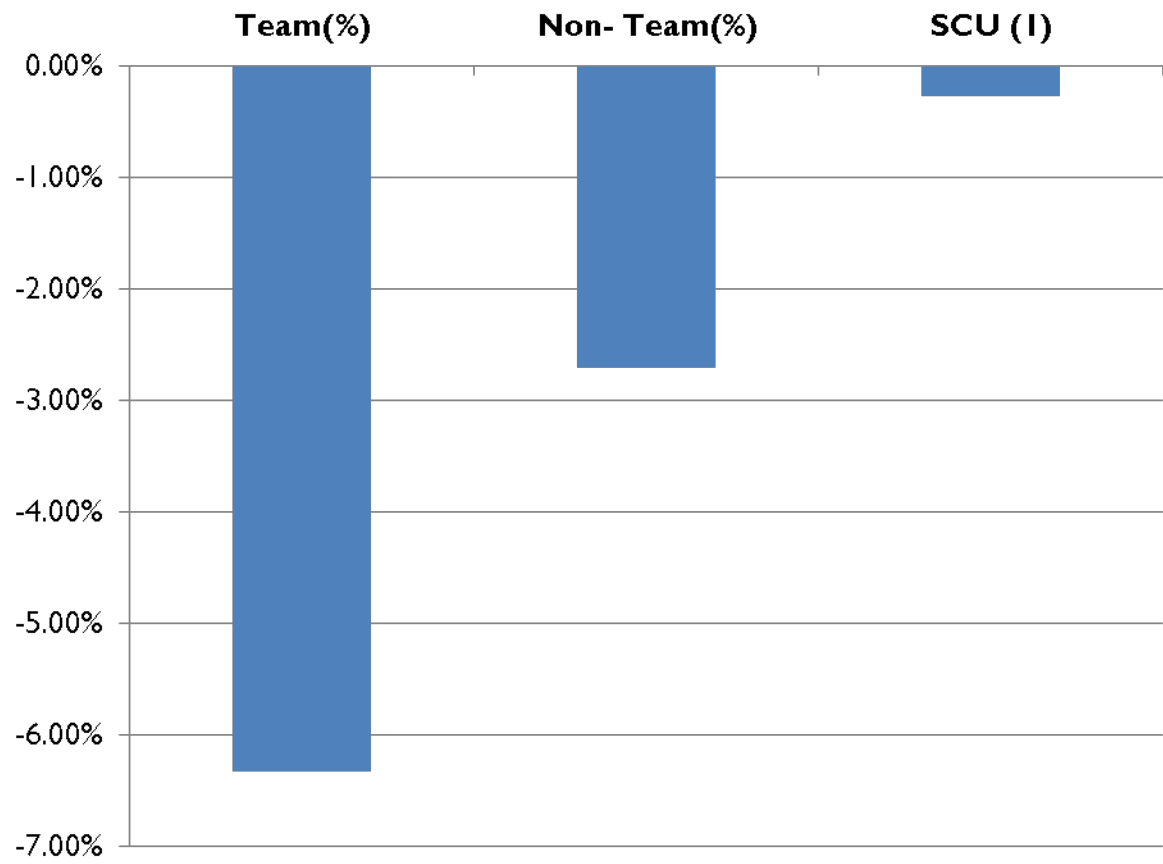
Data for teams/non teams/single church units, 2006 and 2011, for uSa for the 50 to 99 size group



Data for teams/non teams/single church units, 2006 and 2011, for aWVa for the 50 to 99 size group



Data for teams/non teams/single church units, 2006 and 2011, for ER for the 50 to 99 size group



Section Four: Qualitative Data

One northern vicar spoke of how she used to give much time to preparing people for baptism and confirmation, saying;

“...for me, one of the sadnesses is of going from having two parishes to having five and suddenly feeling ‘I can’t do any of this anymore.’”

Factors that lead to growth

- Factors that contribute to growth – see handout
- Correlation with other strands and with other literature

Section Five: Implications for Practice

A Crucial Digression: Vocations

20% of churches (30-40% of benefices) have acted as 'sending churches' for ordinands in the past decade.

A Crucial Digression.....

40% of fresh expressions surveyed across ten dioceses were led by a 'lay-lay' person – ie a lay leader who is not licensed in any shape or form.

Three Options

- First, close a lot of churches
- Second, gradually amalgamate more and more churches into larger and larger units, as the 'least worst' strategy
- Third, seriously increase the numbers of ministers, lay and ordained, paid and unpaid (a 'focal minister' for every church).

Seven Conclusions

- (1) the fewer the number of churches that an incumbent oversees, the more they grow and churches grow best with a single incumbent
- (2) team ministries are more likely to decline than churches not organised as team ministries
- (3) multiply the number of lay and ordained ministers, paid or unpaid, with the aim of having a 'focal minister' (whether lay or ordained, unpaid or paid) for every church

Seven Conclusions/cont.

(4) The concept of 'focal minister' should be based on a 'gift-orientated' approach.

(5) the age group from 0 to 25 is absolutely crucial for numerical church growth.

(6) develop good national training resources for multi church leaders and congregations in multi-church units, based on the primary premise of raising up focal ministries

(7) overcome the significant confusion and inaction in many local churches regarding Christian initiation and promotion of discipleship, so that all are active in disciple-making

An Afterward about Prayer...

‘Prayer changes things ! REALLY REALLY!!!’

(comment in qualitative research questionnaire,
emphasis in original)

Any comments, questions ?