

Next Steps workshop

The Next Steps workshop is a chance for people to really move on in their journey. It is a time for folks to meet others who are at a similar stage for their church or community.

Outcomes

- Create helpful connections all across the country – facilitate the emergence of networks where people can encourage and help each other directly
- Share what has worked well and lessons learnt
- Get ideas and strategies from each other
- Create new ideas together
- Get concrete ideas for next steps of action

In the previous workshop people should have identified which group best reflects where they are on this journey for their church or community of faith.

Stage clusters

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| 1. Reflecting | Why? What? Who? When? How would this change our church? |
| 2. Gathering | Information. Interested people. Ideas. Perspectives. |
| 3. Forming | Our approach. Team. Goals. Position, Vision. Strategy. Plan. |
| 4. Doing | Implementation. Events. Resources. Marketing. Evaluating |

40 mins (once allowed for moving about)

Remember to get contact details and ask if people are happy for them to be shared with the rest of the cluster.

Discussion groups will be located in each of the four workshop rooms. Discussions will be hosted by members of staff and the LDWG. Hosting entails leading the groups to the right room and giving them the questions sheet. We will need 4 location hosts.

Ideally they will not need much help but if the host could join in the discussion and help things along that would be helpful.

Reflecting

This is the Cluster for those who are really new to this area.

The purpose of this Cluster is to 'think out loud'. There are no wrong thoughts or bad questions. It is a time to throw ideas out there.

This is a confidential space. Please ensure that anything shared here is not repeated. This allows people to talk openly about their particular church. By being really honest with each other we can start to work through obstacles with the insight of the objective stranger.

A worksheet with the questions on will be given out for them to make notes on and take away with them.

Discussion questions

- Do you feel things need to change where you are?
- Why do you feel that?
- Do you have any thoughts / ideas about what you could change / develop / create?
- What would be the benefits and risks of instigating this change?
- Who do you think might be able to help you instigate change?
- Are these people new volunteers or is helping mandatory as part of their current role?
- What about outside organisations?
- When should things happen? What timeframe would be helpful?
- Are there any key dates, occasions that could be helpful benchmarks?
- Have a go at mocking up a timeline
- How would this change our church in the short term and the long term?

Reminder

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Gathering

This cluster is for people who have started on this journey but have not yet instigated large changes or created new services or groups.

The purpose of this Cluster is to 'think out loud'. There are no wrong thoughts or bad questions. It is a time to throw ideas out there and for others to comment and suggest things to you and you to them.

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Discussion questions

- What organisations have been helpful
- Have you found any interesting or instructive information
- Have you gathered any interested people? How did you do that? How did you find them? How did you reach out to them?
- Have you found using particular vocabulary helpful or hurtful?
- What has surprised you in your activity so far?
- What ideas have you come up with?
- Are you finding it easy to get your ideas off the ground?
- What perspectives have been helpful?
- What are the obstacles you have found? How have you got over them?
- Who has been your most supportive ally?
- Do you feel you need specific training and / or support?
- How are you communicating? Both in and outside of your team to the wide range of audiences you need to talk to. What procedures do you have in place for all the different types of communication?

Reminder

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Forming

This cluster is for those who have agreed an approach and have gathered a team (i.e. a group of interested people) but are yet to have events or instigate change.

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Discussion questions

- How did you gather your team?
- What similarities do members of your team have?
- How do you communicate with your team?
- Do you have team roles? Are you playing to people's strengths?
- How do you reward, praise and motivate your team?
- Have you approached key decision making groups in the church/community? How did you do that? Did it go well? Did you receive buy in?
- Have you encountered resistance – if so from whom? How did you overcome it?
- What concerns have been raised by people outside of your team? Are they valid? Did they prompt a response in your thinking?
- Have you had to seek any particular permissions? If so, from whom?
- Do you feel you need specific training and / or support?
- What is your vision i.e. what change are you trying to bring about?
- How will you know if you're successful? How are you going to evaluate?
- What are you planning on doing?

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Doing

This cluster is for those who are instigating change in their churches, putting on events, carrying out projects, meeting new needs or providing new expressions of church.

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Discussion questions

- What have you done in your church/community of faith?
- How has it impacted on the life of the church community and those you are seeking to serve? Talk through its strengths and weaknesses
- How many attend regularly?
- How do you plan on improving?
- Does your project have a natural end or will it continue?
- How do you ensure sustainability? What threats are there to continuation i.e. only elderly volunteers?
- How will you avoid burnout?
- What top tips would you give others?
- What resources would you recommend to others?
- How are you advertising your project?
- How can we share our learning? Is there any way to create helpful shortcuts for each other?
- What could you do next?

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