Confident in Christ.

Anglican Diocese of Melbourne

For the harvest

Conference working draft
A vision and emerging strategy for a ten-year journey of renewal across Melbourne and Geelong

Matthew 9:37—38
"The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field."

The Anglican Diocese of Melbourne acknowledges the First Nations peoples of the lands and waterways where our Church serves. We pay our respects to First Nations Elders past, present and emerging, of these lands and waterways.

Called for the harvest.

ANGLICAN DIOCESE OF MELBOURNE

For the harvest at a glance

Working vision

We long to be a renewed church, called by our Father in heaven, living the good news of Jesus Christ, empowered by the Holy Spirit, bearing faithful witness in the communities we serve, and playing our part in the transformation of society.

Theological foundations

- Confident in Christ
- Prayer through everything
- Healthy churches bearing fruit
- Gathered and sent

Working ambitions for 2036

- Disciples maturing in Christ and sent
- Leaders multiplied
- Churches strengthened
- More people gathered

Engine of renewal

- Forming missional disciples
- Developing leaders
- Revitalisation and church planting

Signs of renewal

- Healthy and fruitful churches
- Younger people everywhere
- Trusted and safe
- Diverse and together

Practical commitments

- **Equip** — practical equipping
- **Raise** — apprenticeships and leadership pathways
- **Support** — mission and renewal support
- **Renew** — revitalisation and church planting pathways
- **Serve** — parish support and mission-enabling systems
- **Resource** — funding and sustainability

Local response

Every disciple, leader, church and ministry is invited to ask:
What is my part, and what is the next faithful step for my church or ministry?

Before conference

Read what you can, pray, and notice what gives you hope or what you want to test.

During conference

Pray, listen, discuss, work with others and share feedback through the QR code.

After conference

Your feedback will help refine the draft and shape the next stage.

This handout offers the emerging shape of For the harvest: a shared vision and direction for a ten-year journey of renewal across the Anglican Diocese of Melbourne, from 2027 to 2036.

How to use this working draft

In this draft, renewal means the life of Christ deepening in his Church and bearing fruit in disciples, leaders, churches and the communities we serve.

Some details of implementation, governance, costing and local practice still need to be developed. That is deliberate. This conference is part of how the draft will be tested and strengthened.

This handout is designed for conference engagement. A shorter public summary and a fuller implementation plan will follow.

The next two pages offer two ways of seeing the whole draft: first as a shared journey, then as a simple summary of the emerging shape.

As you read, hold your own church, ministry or context before God. Notice what resonates, what feels unclear, what may be missing, and what next faithful step might be emerging.

How this draft has been shaped

It gathers what has been heard and focuses it into a shared journey for prayer, testing and action.

This draft has grown out of prayer, Listening in Lent, diocesan data, theological reflection, the Archbishop's listening, previous diocesan work and many conversations across the diocese. Almost 3,000 people contributed, sharing more than a quarter of a million words.

The quotes throughout this handout are drawn from Listening in Lent, helping keep the draft grounded in what has been heard across the diocese.

This is an 80% working draft. Help us strengthen it by scanning the QR codes throughout the document to share your feedback.

Three questions to keep asking

1. What gives you hope?
2. What needs strengthening?
3. What is your part in this shared jouney?

This booklet moves from seeing the harvest and naming the step of faith, through the emerging vision and strategy, to local response, shared discernment and action.

The shared journey

The ten-year journey begins where Jesus begins: with compassion for the people and communities God loves. At its heart is an invitation to every disciple, leader, church and ministry to take a next faithful step towards renewal in their local context.

1.
See the harvest
Jesus sees the crowds with compassion.

2.
Name the step of faith
The harvest is plentiful, and the workers are few.

3.
Stand firmly on our foundations
Christ, prayer, health and sending.

4.
It starts with me
Christ calls me to follow him, and renewal begins to take root as I respond.

5.
Look towards 2036
A ten-year horizon for renewal.

6.
Build the engine of renewal
Disciples formed, leaders raised, churches renewed and planted.

7.
Watch for the signs of renewal
Healthy and fruitful churches, younger people everywhere, trusted and safe, diverse and together.

8.
Honour what we have heard
Prayer, listening, data and discernment shaping the shared journey.

9.
Move from vision to action
Practical commitments that help renewal begin well.

10.
Bring the whole ecosystem together
Many parts,
one shared journey.

11.
Make it local
Add up, not add on.
Alignment, not uniformity.
Next faithful steps.

12.
Continue discerning together
Pray, test, strengthen and refine the draft.

13.
Pray and go
The harvest belongs to God.
The Church belongs to Christ.
The Spirit gives life. We are called to pray and to act.

What gives you hope in this shared journey? What needs strengthening?

Scan to share feedback

Why this, why now

Across Melbourne and Geelong, the Anglican Church carries a deep inheritance and distinctive vocation: parishes, ministries, schools, chaplaincies, agencies, clergy, authorised lay ministers, lay leaders, volunteers, property, prayer and generations of faithful Christian witness.

The Diocese of Melbourne ministers on the lands of the Eastern Kulin and Eastern Maar Nations, including the Wurundjeri/Woi Wurrung, Bunurong/Boonwurrung, Wadawurrung, Dja Dja Wurrung and Taungurung peoples.

From the beginning, Anglican life here has been shaped by both faithful witness and the realities of colonialism. We receive this inheritance with gratitude, grief and honesty, and with a continuing call to repentance, redress, reconciliation and renewal.

Our inheritance is also a living one, where peoples from all around the world have come to make their home in our diocese. We are grateful for the rich diversity and living faith that this brings.

All of this is visible in local parish presence, worship, Scripture, sacrament, pastoral care, hospitality, community service and the quiet faithfulness of disciples in ordinary places.

What part of our inheritance needs to be received with gratitude, honesty and renewed faithfulness?

Our changing context

> "I long to see many people - of all generations and cultural backgrounds - coming to faith in Christ and finding a home within our churches."
>
> Clergy or Authorised lay minister, Jumbunna

We serve a fast-changing city and region. Growth corridors are expanding. Established suburbs are changing around long-standing parish churches. Geelong brings its own civic, regional and coastal identity. Patterns of work, family and faith are shifting.

Melbourne is creative, educated, culturally and linguistically diverse, globally connected and often self-consciously secular. Many people are cautious about organised religion, yet public life remains deeply interested in moral questions: identity, climate, reconciliation, justice, inclusion and the kind of society we are becoming.

Across our city and region, many people - including those within our churches - are living with deep pressure: housing costs, family strain, loneliness, mental health concerns, and a quiet distrust of institutions.

Within and beneath many public issues are spiritual questions:

- Who am I?
- Where do I belong, and what communities and cultures shape me?
- Who can I trust?
- What hope is there for the future?

Within this changing context, we also want to notice where God is already at work: in longing, prayer, service, faithfulness, openness and unexpected signs of hope. New people are coming to our churches. This is a moment of genuine possibility and serious challenge. The central question is one of faithfulness to the harvest God has placed before us.

1. Where do you see signs of God already at work?

2. Where do you sense longing for renewal in your context?

Scan to share feedback

Jesus sees the crowds with compassion.

See the harvest

We begin with Jesus.

In Matthew 9, Jesus moves through the towns and villages, teaching, proclaiming the good news of the Kingdom and healing. He sees the crowds. He has compassion on them, because they are harassed and helpless, like sheep without a shepherd.

Then he says to his disciples:

> "The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field."

The harvest means the people and communities God loves: those around our parishes, churches, schools, chaplaincies and agencies, new estates and established suburbs, places of confidence and places of deep need.

Jesus responds to the crowds with compassion. We do not create this compassion by effort. We receive it from him first; then, as his compassion overflows in us, we are sent in love to the world he already sees and loves.

For the harvest is a call to prayerful love before it is a call to activity.

> "All of us need to be reminded that we are all on a mission from Christ in a great harvest field here in Melbourne and Geelong."
>
> Clergy or Authorised lay minister, Marmingatha

Who are the people and communities God may be asking your church or ministry to see again?

The harvest is plentiful, and the workers are few.

Name the step of faith

Jesus teaches us to hold two things together: the harvest is plentiful, and the workers are few. The step of faith before us is to see both honestly: the people and communities God loves, and the limits of our current capacity.

Our current capacity

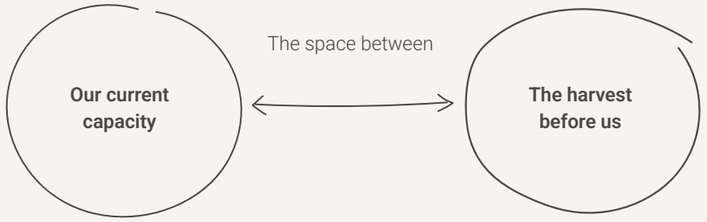
Stretched leaders. Weary churches. Too few people stepping into leadership. Fragile or uncertain parishes. Underused gifts and property. Volunteers carrying too much. Diocesan systems that do not yet make local ministry easier. Some communities growing faster than our current capacity to serve them.

The harvest before us

People and communities God loves. Changing suburbs and growth corridors. Geelong and coastal communities. Younger generations. Cultural and linguistic breadth. Schools, chaplaincies and agencies. Deep pressure and spiritual questions. Places where visible Anglican presence is limited.

The space between our current capacity and the harvest before us is real. It is also the place where Jesus teaches us to pray: "Ask the Lord of the harvest to send out workers into his harvest field."

Jesus shows his Church how to live in that space: we look up, and we ask the Lord of the harvest.



Where do you most feel the gap between current capacity and the harvest before us?

Scan to share feedback

Confident in Christ, we are called for the harvest.

Stand firmly on our foundations

This journey is built on the foundations God has already given his Church. Our confidence is in Jesus Christ: crucified, risen and Lord. He builds his Church, calls his people, sends us on mission, and is able to do immeasurably more than all we ask or imagine.

So we seek renewal as part of the one, holy, catholic and apostolic Church. This is centred on Jesus Christ, nourished by Scripture, prayer, worship and sacrament and sent by the Holy Spirit into the world. As Anglicans, we are episcopally led and synodically governed.

Because our confidence is in Christ, we can face change without fear. We can receive what we have inherited without nostalgia. And we can move into mission depending on him, not on our own strength.

Confident in Christ, we are called for the harvest.

> "Growth can be generated by strategy and branding and structures yet true fruit only comes from abiding in Christ."
>
> Lay leader, Marmingatha

Where do you sense our confidence in Christ needs to be renewed?

The harvest is plentiful, and the workers are few.

Confident in Christ

A Church confident in Christ is grounded in Scripture, sacrament, prayer, worship and theological depth. It listens to the voice of God in the Word and by the Spirit, receives grace afresh, and bears witness to Jesus Christ in word and deed.

Prayer through everything

The harvest belongs to God. Prayer is woven through the whole journey: listening, discerning, repenting, asking, receiving and obeying. We ask the Lord of the harvest to send workers, open hearts, renew churches, raise leaders, heal what is wounded and lead us in his mission.

Healthy churches bearing fruit

A healthy church is alive in Christ. It bears the fruit of the Spirit in Christlike character, mutual humility and practical love. It prays, worships faithfully, is formed by Scripture and sacrament, grows disciples, raises leaders, welcomes generously, serves neighbours, and witnesses to Jesus.

Gathered and sent

The Church is gathered in worship and sent by the Holy Spirit into daily life as a sign of God's kingdom for the sake of the world God loves. Homes, schools, workplaces, neighbourhoods, institutions and public life are places where disciples live with faith, courage and love, seeking the transformation of society with the fragrance of Christ.

> "Renew us so we can more closely follow Jesus and enable us to share His name with others."
>
> Congregation member, Oodthenong

Where do we need to grow more deeply?

Scan to share feedback

It starts with me

The call involves everyone, and the journey begins in Christ. Renewal is not something we initiate by our own effort. It begins with the grace, compassion and call of Jesus Christ. But renewal does not remain abstract or distant. It starts with me, as I continue to follow Christ where I am.

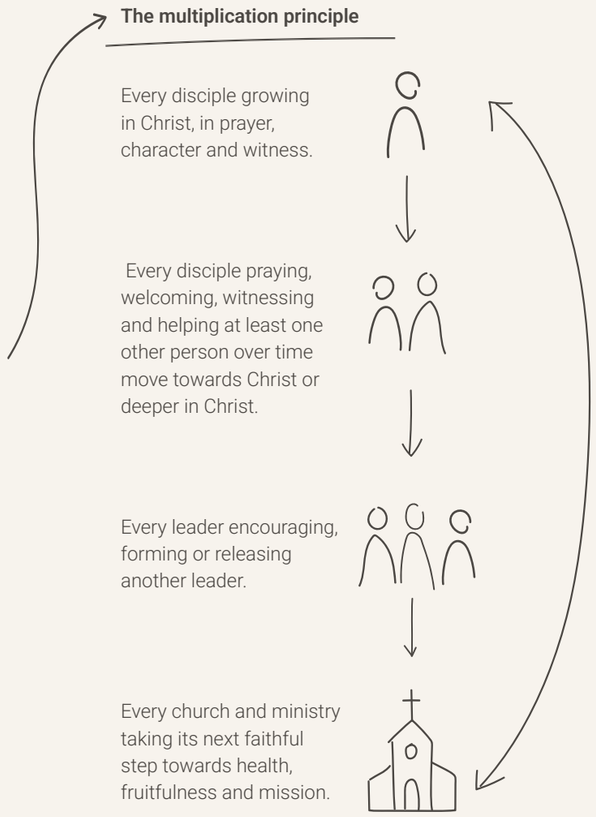
The next faithful step may mean returning to prayer after a dry season, inviting someone to church, opening Scripture with a friend, offering hospitality, serving vulnerable neighbours, noticing another person's gifts, or speaking of Jesus with greater confidence and gentleness.

This is the multiplication principle at the heart of the journey. Renewal is always the work of God's grace. As Christ renews ordinary disciples, they are drawn into prayer, godly character, welcome, witness, encouragement and invitation. Much of this will be small, patient and unseen.

Most people come to faith, grow in faith or return to faith through the care, witness and encouragement of many people over time. This is not another burden placed on individuals. It is the ordinary faithfulness of the whole Church adding up across the diocese.

Renewal takes root as the grace, compassion and call of Christ draw ordinary disciples and churches to say yes to God again.

The multiplication principle



What is your part, and what is the next faithful step for your church or ministry?

Look towards 2036

We long to be a renewed church, called by our Father in heaven, living the good news of Jesus Christ, empowered by the Holy Spirit, bearing faithful witness in the communities we serve, and playing our part in the transformation of society.

Disciples are renewed in Christ. Leaders are raised. Churches and ministries grow in health and fruitfulness. More people encounter Christ, find belonging, and are gathered into the worshipping life of the Church.

By 2036, we hope this renewal will be visible in healthier and more fruitful churches and ministries, with younger people more fully part of worship, discipleship, leadership and mission, and deeper trust, safety, diversity and shared life in Christ.

Four working ambitions

Disciples maturing in Christ and sent
Disciples maturing in Christ, formed by Scripture, prayer, worship and sacrament, and sent into daily life for the glory of God and the benefit of the communities we serve.

Leaders multiplied
More clergy and lay leadership at every level, shaped by our shared Anglican identity, with clearer formation, good supervision, care for those who lead, and shared responsibility.

Churches strengthened
Churches growing in health, fruitfulness and renewed local mission, with courage to strengthen what is bearing fruit, renew what has grown weary, and reshape what no longer serves the harvest.

More people gathered
A deeper and wider worshipping life across the diocese by 2036. This names our longing for more people to encounter Christ, find belonging, grow as disciples, and become part of worshipping communities.

What part of this 2036 picture gives you hope?

Scan to share feedback

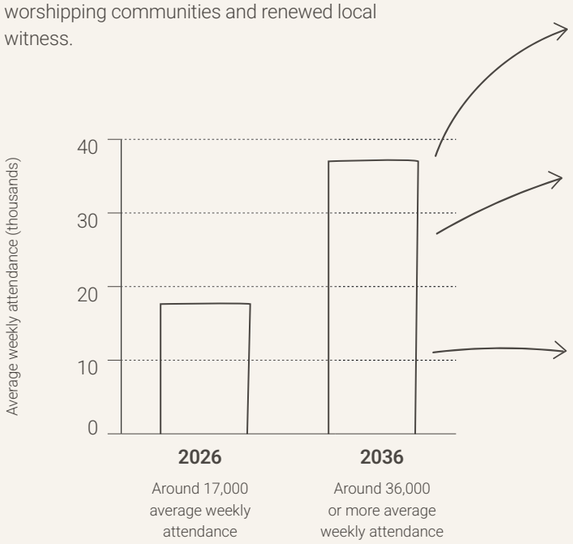
A simple picture, not a prediction

What might this look like over ten years?

We currently gather around **17,000** people each week across the diocese. One possible ten-year picture[1] is growth towards around **36,000** or more by 2036.

This is a simple way of showing how renewal might bear fruit if several forms of growth work together across the diocese.

It is not a plan simply to double churches or clergy. It is a picture of deeper discipleship, stronger leadership, healthier churches, new worshipping communities and renewed local witness.



One possible attendance picture

This picture also allows for reality over ten years: people move, participation patterns change, natural attrition occurs, and some churches may need to merge, restart, replant or close. Where a more significant change is being considered, it will require wise and careful pastoral, episcopal, parish and governance processes.

New churches in new places
New congregations and worshipping communities planted in growth corridors, areas of need and other local contexts.

Fresh starts in existing places
Existing churches or ministry places receiving more significant support where renewed leadership, reshaped ministry, partnership, replanting or another fresh beginning is needed.

Growth in existing parishes
Current churches growing in health, welcome, discipleship, local mission and fruitfulness.

[1] This indicative picture draws on diocesan attendance returns, relevant national data, anticipated attrition and population growth, and will be refined through further testing and governance.

People, churches and leaders

What the 2036 picture holds together

The 2036 picture is not only about attendance. It holds together people, churches and leaders, because renewal needs all three.

People

Thousands more people encountering Christ, finding belonging, growing as disciples, being sent into daily life and becoming part of worshipping communities — including more children, young people, young adults and people from across the cultural breadth of Melbourne and Geelong.

Churches and worshipping communities

Churches and worshipping communities renewed in varied local forms, strengthening faithful Anglican presence in existing churches, fresh starts and new congregations, in ways that are trusted, safe, hospitable and diverse.

Leaders and workers

A growing leadership ecology, moving from around 5,000 recognised leaders and key ministry volunteers towards 10,000 or more across ordained, authorised lay, staff, apprentice, children and young people, governance and local ministry roles.

This is not a target to double clergy numbers, but a wider picture of ordained, lay, staff, apprentice, volunteer, governance and local ministry leadership.

This picture helps us see the scale of the step of faith before us, and the discipleship, leadership and long-term support this will take if renewal is to be visible across the whole breadth of the diocese.

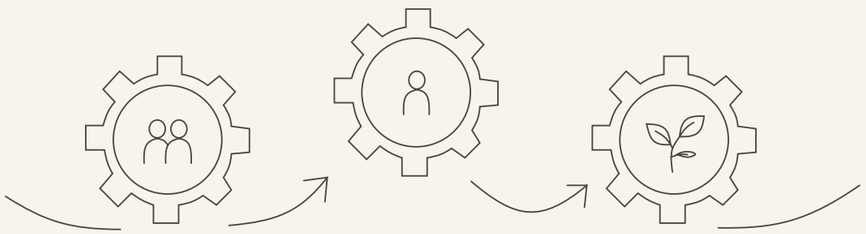
What would need strengthening among people, churches or leaders for this to become possible?

Scan to share feedback

Disciples formed, leaders raised, churches renewed and planted.

Build the engine of renewal

The 2036 picture will only become real if these priorities work together: disciples maturing in Christ, leaders being called and released, and churches finding fresh courage for the harvest before them.



Forming missional disciples
The core of all renewal.

Developing leaders
The catalyst for shared ministry and local change.

Revitalisation and church planting
Renewed and new Christian witness

Where does your church or ministry most need support?

For the world God loves

Forming missional disciples

Renewal takes shape as disciples are formed in Christ, gathered in worship, sent into daily life and equipped to bear faithful witness.

Churches grow, leaders are raised and new ministry begins as people are formed as disciples of Jesus: grounded in prayer, shaped by Scripture, faithful teaching and sacrament, sustained by grace, and able to live and speak the hope they have received.

Discipleship and mission belong together. The call is to follow Jesus in the whole of life and through every season of life: in homes, workplaces, schools, neighbourhoods, communities, institutions and public life.

Across the breadth of the diocese, this will look different. It may include evangelism and invitation, catechesis and spiritual formation, contemplative prayer, liturgical formation, pastoral accompaniment, household faith, intergenerational worship, mercy, justice, reconciliation, public advocacy, parish-school relationships and quiet daily faithfulness.

The shared aim is that more people are formed deeply in Christ and equipped to help others move towards Christ, or deeper in Christ, over time.

> “Here I am Lord, send me.”
> Congregation member, Jumbunna

How are people in your church or ministry being formed as disciples of Jesus for the whole of life?

Scan to share feedback

Leaders raised for the church and the world

Developing leaders

The hope is not simply to fill roles, but to see people grow in faith, courage, responsibility and joy for the sake of the Church and the world. A healthy diocese grows as leaders raise leaders. Renewal needs clergy and lay leaders who are prayed for, noticed, encouraged, formed, trusted, given responsibility and supported across the whole life of the Church and the wider community.

Christian leadership begins with vocation and character: the calling of God, discerned by the Church, and formed in humility, prayer and service. Leaders need skills and confidence, but they also need spiritual depth, healthy accountability, and the willingness to notice, encourage and release the gifts of others.

Many leaders are carrying sustained pressure. This journey must also help clergy and lay leaders recover hope, sustain their calling, work in healthier teams, and continue in ministry with joy.

For the church

Clergy and ordained ministry. Authorised lay ministers and lay leaders. Children, young people and disciples across every generation. Parish, chaplaincy, school, governance, planting, revitalisation, worship, pastoral and liturgical leaders.

For the world

Christians serving in homes, workplaces, schools, universities, agencies, community settings, civic life and public responsibility; practising mercy, justice, reconciliation and peace-making.

> "Leadership and wellbeing training for all leaders including lay leaders."
>
> Lay leader, Oodthenong

Who are the emerging disciples and leaders your church or ministry needs to notice, encourage and form?

Christian witness in existing and new places

Revitalisation and church planting

Revitalisation and church planting strengthen Christian witness in existing and new places. They carry hope for renewed life, fresh courage and new beginnings. This looks like local churches being renewed, existing ministry reshaped or replanted where a more significant new beginning is needed, and new congregations planted where Anglican presence needs to be strengthened.

Revitalisation renews the spiritual, relational and missional health of a church: its worship and sacramental life, prayer, discipleship, leadership, and engagement with its local community.

Planting extends Christian witness through new congregations, new worshipping communities and other forms of Anglican presence, especially where local communities are growing, changing or underserved.

Revitalisation and planting belong within one diocesan ecology, rather than two separate tracks. Inherited parishes, renewed churches, replants, new congregations and other worshipping communities need clear connection to episcopal and synodical life, with shared expectations, accountability and a common commitment to the mission of God.

The shared question is whether every church can become healthier, more prayerful, more outward-facing and more fruitful in the place God has given it.

> "Planting churches! New leadership pipelines, churches that respond to the needs of the communities they're in, churches that listen!"
>
> Young adult congregation member, Marmingatha

What renewed or new Christian witness may be needed in your place?

Scan to share feedback

Renewal will be visible

Watch for the signs of renewal

Renewal will be visible. These signs help us ask what kind of Church God is renewing among us. They keep the work from becoming only structural or numerical and help us prioritise.

Healthy and fruitful churches

Churches alive in Christ: prayerful, worshipping, bearing the fruit of the Spirit, forming disciples, raising leaders, serving neighbours, welcoming generously and taking their next faithful step towards health, fruitfulness and mission.

Younger people everywhere

Children, young people and young adults visible, known, trusted, formed and released. They are already disciples. Some are already leaders. They belong in the ordinary life and mission of the Church.

Trusted and safe

Communities where people are protected, respected, heard, accountable to one another and able to flourish. Trust and safety belong at the heart of mission.

Diverse and together

A Church practising hospitality, reconciliation and participation across real difference, grounded in Jesus Christ and marked by humility, honesty and practical love.

Which sign of renewal most needs strengthening in your context?

Christian witness in existing and new places

Healthy and fruitful churches

A renewed Church is marked by health and faithful fruit: Christlike character, deeper prayer, renewed worship, trustworthy relationships, generous service and witness.

Healthy churches will look different in different contexts. In every place, the shared question is whether a church is becoming more alive in Christ, more prayerful, more hospitable and accessible, more attentive to its neighbours, and more able to form disciples and raise leaders.

Fruitfulness may be visible in many ways: the fruit of the Spirit, mutual humility, deepened worship, renewed prayer, restored trust, sustained pastoral care, gifts released across generations, younger disciples formed, neighbours served, newcomers welcomed, and lives changed by Christ.

As renewal takes root, numbers are never the whole story, but they can help us notice whether people are being welcomed, formed and gathered into worshipping life. These measures should be read alongside local stories of transformed lives, healthier churches and communities served in love.

> “Fruit is not measured by attendance graphs but by transformed lives and renewed hearts.”
>
> Lay leader, Marmingatha

What would help your church take a next faithful step towards health, fruitfulness and mission?

Scan to share feedback

Children and young people

Younger people everywhere

Children, young people and young adults are central to the renewal of the whole Church: belonging, growing, serving and shaping the life and mission of the Church.

A healthy Church is one where younger generations are visible, known, trusted and formed as disciples of Jesus. They belong in the ordinary prayer, worship, discipleship, leadership and mission of the Church.

This means churches where faith is formed across home, church, school and community; where households are supported; and where younger people are trusted with real responsibility now.

Students who contributed to Listening in Lent reinforced the same call: younger people are looking for authenticity, belonging, faith connected to real life, and the chance to be known and trusted with something real.

Younger people are already disciples. Some are already leaders. They need places where they can serve, pray, lead, discern vocation, grow in confidence, and be supported with appropriate supervision and formation.

From the beginning, every renewal, replant and new ministry presence should ask how younger people and households are being reached, formed, included and released.

> "More young people. Raising up new leaders for children and youth ministry."
>
> Group voice

What may need to change in your church or ministry for children, young people and young adults to belong more fully?

A renewed Church is marked by trust

Trusted and safe

A renewed Church is marked by trust, because trust is essential to the life and witness of the Church. Trust is formed through relationships between people and leaders, churches and diocesan structures, local communities and the wider Church.

A trusted and safe Church protects people, honours dignity, uses power well, listens carefully and honestly, acts with integrity, and takes responsibility when harm, failure or poor practice occurs.

Safety includes strong safe ministry practice, accountable leadership, transparent governance, healthy use of authority, clear reporting pathways, pastoral care, accessibility, professional standards and consistent support when concerns are raised.

It also includes ministry and workplace cultures where clergy, staff, lay leaders and volunteers are treated with dignity; where bullying, harassment, discrimination and misuse of power are addressed; and where concerns can be raised safely and handled with integrity.

For children, young people and people who are vulnerable, trusted and safe means protection, belonging and real participation: the conditions to serve, lead, try, fail, grow and discern their calling with appropriate supervision, formation and support.

> "Creating welcoming places and churches where everyone is safe."
>
> Clergy or Authorised lay minister, Marmingatha

What would help trust and safety become more visible, practical and consistent in your context?

Scan to share feedback

Shared life in Christ across difference

Diverse and together

A renewed Church is diverse and together, practising hospitality, reconciliation and participation across the breadth of the diocese.

In Christ, people who might otherwise remain separate are called into one body, reconciled to God and to one another, and given gifts for the building up of the Church and the service of the world.

Our unity is grounded in Jesus Christ: crucified, risen and Lord. Across difference, we will need humility before God, pastoral courage and practical love.

Some of our differences involve deep disagreement. Some have been painful and contentious, both within the Church and in wider society. Renewal will require us to learn to listen carefully, speak honestly and charitably, disagree well, and seek a loving pathway through, with Christ at the centre. This will take time.

Anglican breadth
We seek to honour the different traditions, practices and convictions held within our shared life in Christ.

Cultures and languages
We nurture churches and ministries where the cultural and linguistic diversity of our city and region is welcomed, visible and able to shape our common life.

First Nations relationships and reconciliation
In Australia, we are working for truth-telling, listening, respect for Aboriginal and Torres Strait Islander peoples, and practical steps towards reconciliation.

Women and men in vocation and leadership
We recognise, form and release the gifts and callings God gives across the whole Church.

Disability and accessibility
Our goal is to remove barriers to worship, participation, leadership and belonging, so that people with disability can share more fully in the life of the Church and be recognised as gifts to the body of Christ.

Generations and socio-economic difference
We work towards a shared life across age, wealth, housing, education and opportunity, so that the Church does not simply mirror the divisions of the wider society.

Gender, sexuality and belonging
Where questions are complex or contested, we still need careful listening, pastoral courage, theological seriousness, and a clear commitment to dignity, welcome, discipleship and care.

This page cannot resolve every question. It names the shared work renewal requires: becoming a Church where people are drawn more deeply into shared life in Christ, and where that life becomes visible in worship, leadership, governance, discipleship, pastoral care, mission and public witness.

Where do you see signs of shared life in Christ across difference, and where does this need strengthening in your context?

Many parts, one shared journey

Bring the whole ecosystem together

Renewal happens locally. Local ministry is strengthened when diocesan systems, relationships and resources are connected, trusted and working in service of mission. They should help churches and ministries participate more fully in mission. The shared structures of the diocese exist to serve local renewal.

Theological formation and thought leadership

Strengthening vocation, discipleship, leadership formation, applied equipping and public theology, so the Church can speak with confidence and humility.

Schools and educational mission

Deepening connections between schools, chaplaincy, parish life, young people, families and local communities.

Chaplaincy

Extending Anglican presence into places where people learn, work, suffer, recover, serve and search for meaning.

Justice, mercy and public witness

Connecting parishes, agencies, schools and chaplaincies around care, reconciliation, public witness and the common good.

Communication and public voice

Sharing stories of renewal, discipleship, leadership, service and public witness, so the life of the Church is seen and heard.

Diocesan systems, local support, governance, property and funding

Clearer communication, simpler processes, responsible stewardship, sustainable funding and trust.

The aim is a diocese whose shared life genuinely supports local renewal: deep in faith, grounded in place, and practically useful to local churches and ministries.

What connections would help local renewal thrive in your context?

Scan to share feedback

Six practical commitments that help renewal begin well

Move from vision to action

The proposed focus is to organise diocesan support around six connected commitments. These are not six separate projects, but practical supports to help local churches and ministries grow in health, strengthen local mission, and take their next faithful step.

In practice, this may include practical equipping, leadership pathways, mission enablers, local mission funding, parish support reform, and clearer systems for learning and accountability.

Equip —
practical equipping

Applied equipping for disciples, leaders, teams and churches across the breadth of Anglican life and local contexts.

Raise —
apprenticeships and leadership pathways

Clear pathways for new and emerging leaders to be called, formed and supported: ordained, lay, parish, chaplaincy, school, workplace and civic vocations.

Support —
mission and renewal support

Coaching, learning communities, mission enablers and deeper support where there is local readiness, need or opportunity.

Renew —
revitalisation and church planting pathways

Clear support for revitalisation, replanting, church planting and new worshipping communities.

Serve —
parish support and mission-enabling systems

Finance, property, payroll, IT, people and culture, Registry, governance and safe ministry working more clearly in service of local mission.

Resource —
funding and sustainability

Funding to help new work start well, and long-term income to sustain it.

Which practical support would most help your parish or ministry take its next faithful step?

What this should mean locally

Make it local

The six commitments should give local churches and ministries clearer support, stronger relationships and practical help.

Locally, this should mean

- clearer communication and knowing who to contact
- practical help for discipleship, leadership, church health and local mission
- stronger connections with schools, chaplaincies, agencies, local partners and communities
- targeted funding, learning and accountability where new work is beginning.

For some churches, this will mean encouragement to deepen what is already bearing fruit. For others, it will mean support for renewal, new partnerships, or more significant change.

Add up, not add on

Add up, not add on, means we are not asking parishes and ministries to carry another diocesan programme. We are asking how the faithful things already happening locally can be strengthened and connected for the sake of the harvest. As each church and ministry takes its next faithful step, local faithfulness begins to add up across the diocese.

Alignment, not uniformity

A shared journey gives common direction while allowing different churches, traditions, contexts and communities to respond in ways faithful to their local calling.

> "For so long we've seen little action / follow through / implementation of anything after exercises like these."
>
> Clergy or Authorised lay minister, Jumbunna

What would make local renewal more possible in your context?

Scan to share feedback

Pray and go

Discern together

This is an 80% working draft: formed enough to engage with, and unfinished enough to be tested, strengthened and refined.

What happens next

July 2026
Pray, listen, test and discern together at the Diocesan Ministry Conference.

After the conference
Feedback is reviewed, the draft is refined, and implementation is developed further.

Archbishop in Council
A complete draft is considered, with an accompanying budget.

Synod
The refined vision and next-stage plan are received.

Late 2026 and into 2027
Implementation begins.

A prayer

The harvest belongs to God.
The Church belongs to Christ.
The Spirit gives life.
We are called to pray and to act.

Confident in Christ,
we are called for the harvest:
to pray for workers,
to grow as disciples,
to raise up leaders,
to renew the Church,
so that every disciple, leader, church and ministry may take its next faithful step for the glory of God and the benefit of the communities we serve.

Amen.

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