




**MINUTES OF BISHOP MISSION ORDER MEETING (LIGHTWAVE COMMUNITY)**

held on Monday 20th April 2020, 2.30pm to 4.30pm – online via Zoom

**Present:**

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| Bishop's Visitor:                              | Right Rev'd Dr Mike Harrison, Bishop of Dunwich (MH)   |
| Ex Officio Chair:                              | <del>The Ven Sally Gaze, Archdeacon for Rural Mission and Leader of the Lightwave Community (SG)</del> |
| Secretary to the Bishop's Mission Order Board: | Nina Seaman, Growing in God in the Countryside, Administrator & Prayer Facilitator (NS)                |
| Treasurer & Stewardship Officer:               | Andrew Gosden, Growing in God in the Countryside, Project Manager (AG)                                 |
| Bishop's Appointment:                          | Rev'd Jane Held, Missional Small Group Leader (JH)   |
| Bishop's Appointment:                          | Rev'd Tiffer Robinson, Lightwave Community team (TR)   |
| Bishop's Finance Rep                           | Gary Peverley, Director of Finance (GP)  |
| Bishop's Ecumenical Appointment                | Rev'd Colin Watkins, Methodist Superintendent Minister for Ely and Newmarket circuit (CW)              |
| Bishop's Safeguarding Rep:                     | Karen Galloway, Diocesan Safeguarding Advisor (KG)   |
| <b>Apologies:</b>                              |  |
| Bishop's Appointment                           | Rev'd Mark Cresswell   |

| ITEM NO. | SUBJECT DESCRIPTION AND PURPOSE   |
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| 20.23    | <p><b>WELCOME AND APOLOGIES FOR ABSENCE</b></p> <p>Apologies were noted from Rev Mark Cresswell.</p> <p>SG opened the meeting in prayer.</p>  |
| 20.24    | <p><b>MINUTES OF PREVIOUS MEETING</b></p> <p>The minutes of the previous meeting on 30<sup>th</sup> March 2020 were approved with two amendments.</p> <p><b>REVIEW OF OUTSTANDING ACTIONS</b></p> <p>6.2 - Outline proposal for a coffee shop at Red Lodge. SG confirmed this is currently on hold. After a useful call with Simon Mattholie Diane Grano will be looking at pursuing a collaborative strategy with the local parish council.</p>  |
|          | <p>19.41 - Follow up with Stacey Smith by Rev Charlotte Cook. SG said Charlotte is making contacts with young adults and would flag this action onto Charlotte.</p> <p>19.31 – Risk assessments. AG confirmed he had written to all Lightwave groups re risk assessments. It was agreed AG would follow up ASAP.</p> <p>JH suggested that the Action Points document key be changed to use a 1-3 rating to distinguish between overdue items that are mission critical, important and less important.</p> <p><b>ACTION: NS agreed to update the Action Points document to reflect a 1-3 rating going forward.</b></p>   |
| 20.25    | <p><b>LIGHTWAVE COMMUNITY MEMBERSHIP</b></p> <p><b>(a) Impact on project of Coronavirus</b></p> <p>SG had circulated a paper showing how the project was pivoting for the Covid19 lockdown. In addition to the items in the paper SG mentioned that:</p> <ul style="list-style-type: none"> <li>• Kathy Wilson’s 100 days of activities was proving popular, including on a number of secular facebook groups.</li> <li>• Plans for Thy Kingdom Come and Pentecost event were being re-orientated, including working with different denominations and moving the Catching Fire service online.</li> <li>• Lightwave Zoom Family worship on Sundays was being trialled in Kesgrave/Playford/Bealings, as well as with Rattlesden. It was working well and it could be rolled out across the Diocese.</li> <li>• Some work is being carried out on the project around communications and social media and gathering stories from around the Lightwave community and sharing them.</li> </ul> <p><b>(b) Red Lodge update</b></p> <p>CW said a steering group has been set up to oversee the pioneering at St Christopher’s for Diane Grano’s replacement. A Job Description has been put together for the role, together with terms and conditions and how to hire within the current climate. How the role at St Christopher’s will relate to the Rural Resourcing Church is being discussed.</p> <p style="text-align: right;"></p> |

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|                     | <p><b>(c) RRC recruitment</b></p> <p>SG presented a paper on changes to the deployment plan for Rural Resourcing Churches. Two pioneers (a married couple) had been in contact who were interested in a possible job share, for leading a Rural Resourcing Church and had had informal discussions with SG, MH and Diane Grano. SG proposed that (as had happened in Red Lodge) we seek the pioneers' input in creating the Job Description for post, which would then go out as an open recruitment application. The BMO would be asked to approve the Job Description in due course.</p> <p><b>ACTION: (i) SG to share Rev Julia Lall's paper on a RRC in North Hartismere with the BMO Board.</b></p> <p><b>ACTION: (ii) SG and GP to have an offline conversation about funding for curates</b></p> <p><del><b>(d) Update on Farm by the Water re: Canon Wilson</b></del></p>  |
|                     | <p>SG confirmed the last conversation she had with Canon Wilson was positive and this action has now been completed.</p>   |
| <p><b>20.26</b></p> | <p><b>TRAINING AND COACHING</b></p> <p>SG presented a paper on Revised Plan for Learning Communities. Learning Communities nationally are recognised as working for pioneers.</p> <p>Tim Lea who facilitates fresh expressions of church nationally had been approached to train facilitators through a Community of Practice.</p> <p>It was proposed to set up three Learning Communities in the East, North and West of Suffolk. The Learning Communities would meet three times a year and there would be support and accountability for existing Lightwave groups and those on the edge of becoming a Lightwave group. JH confirmed that this was a standard way of working in social work.</p> <p>AG confirmed that there was sufficient training budget to cover the costs involved.</p> <p><b>ACTION: (a) The Board Members were asked to provide input on those who would be good facilitators and feedback at the next BMO meeting.</b></p> <p>The Board approved the proposal.</p> <p>TR said Archdeacon Jeanette Gosney has a coaching group which may include people interested.</p> <p><b>ACTION: (b) SG to ask Archdeacon Jeanette and David Jenkins as to whether they would be interested in being Leaders in one of the Learning Communities.</b></p> |
| <p><b>20.27</b></p> | <p><b>SAFEGUARDING</b></p> <p>KW said that Taiwo Ajayi and Sally Fitch from the safeguarding team had been furloughed.</p> <p>The National Church are looking to create an online leadership module and further updates would be out in May 2020.</p> <p>DBS checks are ongoing and KG said NHS DBS checks are currently being prioritised. It has been agreed that record identification can now be done via video link, e.g. using WhatsApp.</p> <p>There has been a drop in the number of concerns the Diocesan safeguarding team are receiving because people are not meeting. Calls to social services via Customer First are also down.</p>  |

SG

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| 20.28    | <p><b>WHAT HAVE WE LEARNED?</b></p> <p>The board members were asked to feedback on recent learning.</p> <p>SG was learning about "mission with" rather than "mission to", and the importance of having a clear sense rhythm and retaining that when lockdown is over.</p> <p>JH was learning about the balance between quirkiness and individual creativity around pioneering and due diligence and governance; how to support and hold in way that is safe and best for everyone else.</p> <p>KG from a safeguarding perspective, is looking into what has been set up in the past and building on this to develop safe ways for people to operate.</p> <p>TR said Zoom family worship has increased the number of people engaging. Families who engaged in church once a month previously are now participating in the online service weekly. The hope is this will be habit forming!</p>   |
|          | <p>AG shared some feedback from Simon Mattholie at a recent Rural FX Guiding team. Church needed to pivot from being Sunday-oriented to more community during the week, along with a shift from "more effort", to "more of Jesus," from "more volunteers" to "more masterpieces," from "come and belong" to "go and be," from "we [the church] can build it, you can help" to "you can build it, we can help."</p> <p>GP said he was encouraged at how agile the church can be and how accessible things were online.</p> <p>NS said she is continuing to learn more about online platforms and social media and rhythms of working.</p> <p>CW said Red Lodge has switched online with a fast turnaround and has shown great flexibility.</p> <p>MH said wider ownership is being developed for Lightwave, amongst the ordinariness of mission.</p>   |
| 20.29    | <p><b>LISTENING PRAYER</b></p> <p>NS read Psalm 46 (NIV version) followed by a quiet time to reflect and consider what struck each person and then there was a time of sharing thoughts;</p> <p>SG – "We will not fear, though the earth may give way" – things are changing, but God doesn't. Be Still and know that I am God" – SG had a picture of a teacher walking into a classroom and the stillness that they bring into the classroom, which can feel harsh, but ultimately God is drawing our attention to the things that will help us as we grow.</p> <p>AG – "Be still" – stop panicking and stop running around in different directions, stand still and watch the Lord rescue and then get moving again. Abide and Go.</p> <p>MH and JH – "God will help her at break of day", even in the current situation, God's is providing assistance.</p> <p>KG – "God is our refuge and strength an ever-present help in trouble", it is God who is disciplining us so we can trust Him, to help us move forward.</p> <p>TR – "Earth giving way and mountains falling into the heart of the sea" – it feels more appropriate that this language is talking about the current situation – God is our refuge.</p> <p>CW – "Be still and know that I am God" is a command, not a as a comfort.</p> |
| 20.30    | <p><b>FINANCE AND STEWARDSHIP</b></p> <p><b>(a) CIO (CHARITABLE INCOPORATED ORGANISATION)</b></p> <p>AG presented a paper Lightwave as a CIO, including input from both James Hall, Diocesan Registrar and Anna Hughes, Diocesan Secretary. A timetable for moving forward was proposed which included</p>  |

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|          | <p>ultimately approval from the Governance Committee and Bishop's Council.</p> <p>AG asked the BMO Board for;</p> <ol style="list-style-type: none"> <li>1. Their comments on the CIO paper;</li> <li>2. Other considerations,</li> <li>3. Decision points and next steps.</li> </ol> <p>GP said it was a good starting point and would like to see a business case, including costs, e.g. a CIO would have to have its own insurance.</p> <p>MH asked are there simpler ways of flexibility rather than going down the route of a CIO? Can the project get what it needs without creating a CIO?</p> <p>JH asked why the project needed a potentially large infrastructure and had reservations.</p>   |
|          | <p>SG asked why we weren't proposing an association model that fitted better with the membership structure of the BMO rules. AG had raised this with James Hall and James had recommended that since the BMO itself had a membership, there was no need for a parallel membership to this within the CIO. The CIO constitution would include the provision that the trustees of CIO will be the same as the BMO.</p> <p>MH asked whether the BMO could grant executive power to GP, AG, SG to take the CIO proposal forward.</p> <p><b>ACTION: AG, SG, GP to meet to explore the way forward, including the possibility of alternative proposals to setting up a CIO and report back at next BMO meeting.</b></p> <p><b>(b) DRAFT MEMORANDUM OF UNDERSTANDING FOR FARM BY THE WATER</b></p> <p>This has been circulated after input from JH and some additional comments had been received from GP.</p> <p><b>ACTION: AG to update MoU in the light of comments. The Board agreed that after revision the MoU could be issued subject to review and approval from JH, GP and KG (for safeguarding).</b></p> <p><b>(c) UPDATE ON FINANCIAL PROCESSES</b></p> <p>A discussion had taken place between SG, GP and AG around finance processes for Red Lodge leading to greater understanding on both sides. Sally thanked GP and the DBF finance department for their support and flexibility.</p> |
| 20.31    | <p><b>RECENT AND FORTHCOMING EVENTS</b></p> <p>NS spoke about Thy Kingdom Come 2020 and there is a Diocesan online meeting taking place on 23<sup>rd</sup> of April about this.</p> <p>AG has drafted a proposal for an online Catching the Fire Pentecost service. Flexibility would need to be built in to catch the mood at the time. MH was very supportive of a Diocesan worship gathering for Pentecost.</p> <p><b>ACTION: AG and SG to pursue plans with the Cathedral for an online Pentecost service this year.</b></p>  |
| 20.32    | <p><b>AOB AND FUTURE MEETING DATES</b></p> <p>GP is raising furloughing at the Strategic Programme Board meeting tomorrow.</p> <p style="text-align: right;">SG</p>   |

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|          | <p>It was agreed to delay the Annual Meeting and BMO Board elections to Autumn 2020.</p> <p><b>THE NEXT BMO MEETING WILL TAKE PLACE ON WEDNESDAY 13<sup>TH</sup> MAY 2020, VIA ZOOM FROM 7.00PM TO 9.00PM.</b></p> |
| 20.33    | <p><b>CLOSING PRAYER AND END</b></p> <p>NS closed in prayer and the meeting finished at 4.25pm.</p>  |

Signed: Sally Gaze

Date: 10/8/20

Chair: