



MINUTES OF BISHOP MISSION ORDER MEETING (LIGHTWAVE COMMUNITY)

held on Monday 15th June 2020, 2.00pm to 4.00pm – online via Zoom

Present:

Bishop's Visitor: Right Rev'd Dr Mike Harrison, Bishop of Dunwich (MH)

Ex Officio Chair: The Ven Sally Gaze, Archdeacon for Rural Mission and Leader of the Lightwave Community (SG)

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 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)

Apologies:

Bishop's Appointment Rev'd Mark Cresswell (MC)

Bishop's Appointment Rev'd Tiffer Robinson, Lightwave Community team (TR)

ITEM NO.	SUBJECT DESCRIPTION AND PURPOSE
20.45	WELCOME AND APOLOGIES FOR ABSENCE MH opened the meeting and apologies were noted from Rev Mark Cresswell and Rev Tiffer Robinson.
20.46	MINUTES OF PREVIOUS MEETING The minutes of the previous meeting were agreed with no amendments.

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	<p>REVIEW OF OUTSTANDING ACTIONS The Action Points from the last BMO meeting on 13th of May were reviewed for updates and it was agreed Actions 20.40(a) and 20.42 be brought forward to the agenda for the July BMO meeting.</p>
20.47	<p>UPDATE ON 2020 PROJECT PROGRESS</p> <p>The project team and others across the Diocese are taking part in 3 coaching sessions (over 3 months May, June and July), with Tim Lea, National Fresh Expressions Consultant, and Coach.</p> <p>The area in which Rural Resourcing Church 3 is looking to be set up, the current Incumbent may not be able to retire when planned due to lack of available housing. SG is talking with the current Incumbent about the overall vision of the RRC and the Rural Dean. There is a vacant house in Rev Jane Held's area and also SG will be talking with Archdeacon David Jenkins about housing in his area.</p> <p>SG is working with senior members of staff to see how Lightwave can be self-sustaining at the end of the project.</p> <p>SG went to the recent Suffolk and Sudbury Archdeaconry Mission and Pastoral Committee meeting. Topics covered included questions about how benefices can engage with Lightwave. SG agreed to write up 4 or 5 examples as models of what a Lightwave group working with the local benefice might look like, with the name of an incumbent contact happy to talk to other benefices about how the group operates for them. SG emphasised to the Committee it was important to do something which feels right for their benefice.</p> <p>ACTION: SG to write up examples of Lightwave groups in existence and the local Incumbent's contact details and circulate to the Archdeaconry and Pastoral Committees.</p> <p>SG reflected that Lightwave is seen by some in the Diocese as competitive to the work of the parish. SG emphasised Lightwave needed to be seen as part of the Diocese and integrated into it. SG and MH agreed the communication needed to be clear about this.</p> <p>JH said the project is outside business as usual and needed to be integrated into daily business. The Lightwave community needs to be able to respond missionally and be held within the Diocese but also it needs to have the flexibility and adaptability to make it more relational, rather than organisational.</p>
20.48	<p>FEEDBACK FROM THY KINGDOM COME (TKC) AND CATCHING THE FIRE SERVICE 2020</p> <p>The Lightwave team has spent the last month preparing for the TKC global prayer initiative, where people have been praying across Suffolk with extensive website resources, and an active facebook group. The take up for the week of 24-7 prayer was positive and very encouraging.</p> <p>A follow-up meeting took place with other denominational leaders after the Thy Kingdom Come week. At this meeting, the next step was to arrange a prayerful response to Black Lives Matter, working with Ipswich International Church with a day of prayer called "Healing the Divide", planned for 25 June.</p> <p>SG thanked AG who worked hard to put together a great video with over 2,200 views via Facebook and YouTube for the Catching the Fire Pentecost service on 31st May 2020. The participants in the video were at the younger end of the age range, which was encouraging and there was a lot of positive feedback. The only criticism was that the video wasn't "seeker-friendly" and there was no gospel message for people to respond to.</p> <p>The video had forged stronger links and relationships both with Cantus Firmus Trust, who produced the music videos, and with Bury St Edmunds Cathedral.</p>

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	<p>AG talked about how the prayer and ecumenical engagement out of TKC could form the start of a prayer movement across rural Suffolk and drew parallels with the impact of Ipswich in Prayer led by Liz Beaton over the past 20 years.</p>
<p>20.49</p>	<p>LISTENING PRAYER</p> <p>NS read 2 Corinthians 1-11 (The Message version) and there was a time of silent prayer, followed by feedback from the passage:</p> <p>KG – Keeping it plain and simple – if we delve too deeply, sometimes we can over-complicate things. People want something they can understand.</p> <p>SG – I was unsure about how to go about this – “I was sacred (sic) to death”. In the place of inadequacy sometimes it’s the best place to be.</p> <hr/> <p>CW – Keep the message simple and keep re-learning.</p> <p>MH – It’s not the latest message – more like the oldest message – having a new love for God’s Word – we think we don’t need to learn anything new – but have lots to learn.</p> <p>AG – Not relying on human wisdom – planning and targets are necessary, but God does something to transcend human wisdom.</p> <p>JH – Used passage about what do next about moving forward out of the Coronavirus and the uncertain times – let us pray, think, talk, something mysterious can happen. Making time in prayer in discernment.</p> <p>NS – God knows what he is doing and thinking and cares about the deep things of our lives.</p> <p>JH closed this agenda item in prayer.</p>
<p>20.50</p>	<p>GOVERNANCE OF BMO</p> <p>SG took the Board through the papers on culture change and governance and asked for comments. Creating a safe context for an experiment and learn culture where failure is normal and ok is key. The paper showed how this could be reflected in the project Governance structures. The paper proposed two separate committee structures for the governance of Lightwave, noting this wouldn’t necessarily create twice as many meetings.</p> <p>Project Board – oversees Growing in God in the Countryside project as a whole, of which Lightwave is a key part, alongside Diocesan culture change (workstream 2). To include senior stakeholders and advocates.</p> <p>BMO Board – freed up to focus on Lightwave, planting small groups and making new disciples, growing as the project grows. Equivalent to PCC; lightweight, could be linked to a CIO (Charitable Incorporated Organisation) legal entity to enable local giving. The BMO Board would be constituted as per the Bishops Mission Order – a mix of elected and appointed members. Those who are DBF employees wouldn’t necessarily continue on this Board long term, allowing for more volunteer participation, enabling sustainability in the future. Ultimately SG wanted to see the Lightwave community being able to fund itself long-term for sustainability.</p> <p>SG is going to speak with Diocesan Registrar to ask more questions about options for the CIO.</p> <p>CW agreed this new structure would bring more focus on certain areas, so long as the number of meetings didn’t increase</p>

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	<p>Possible board membership was discussed. As examples: MH, SG and AG would need to be in both meetings; the BMO would need its own Secretary, NS would continue to attend the Project Board as Secretary but not the BMO Board; JH and CW would be part of the BMO; GP and KG would be part of the Project Board.</p> <p>The Project Board would end when the project ends with suitable accountability relationships between the BMO and the Diocese needed on an ongoing basis. MH emphasised the Lightwave community needs to be self-governing, self-supporting, self-propagating in the long term.</p> <p>GP agreed with CW about simplicity and making things simple but, as he had said at previous boards, was not sure the CIO structure was necessary.</p> <p>JH said there was a need to future proof and plan down the line, but there needs to be flexibility. JH asked who will be managing the bridging if tensions grow between the Project Board and BMO Board. SG confirmed it would be herself, MH and AG.</p>
	<p>SG said there isn't enough of the voice of pioneers within the governance of the project and suggested having a pioneer on the BMO Board so that wider issues on the ground could be exposed.</p> <p>MH agreed with the above comments and asked the BMO whether they were in agreement with this direction of travel; a move to a CIO and 2 separate Boards. The direction of travel was agreed with further more concrete proposals needed.</p> <p>It was concluded that AG and SG would produce an interim report with recommendations for July's BMO with the final recommendation to be presented to the BMO at September's meeting, so any structural changes were in place before the BMO elections in October 2020.</p> <p>ACTION: AG/SG to produce interim recommendations around governance/CIO for the July BMO.</p>
20.51	<p>FINANCE AND STEWARDSHIP</p> <p>RURAL OUTREACH WORKERS</p> <p>AG confirmed the project was continuing to underspend due to later than planned start for some posts, most costs coming in under budget, and lockdown/Covid-19 curtailing activities. Red Lodge and The Farm by the Water had both made grant applications recently. Giving to the project continued to be recorded (details were circulated to the board).</p> <p>The Rural Outreach Workers (ROW) in Red Lodge, Alison and Angela, are not happy being engaged under contracts for services, partly because they had not previously been self-employed and were not comfortable with the tax and administration overhead for them. AG had discussed with Lisa Lock and GP. The DBF didn't believe contracts of employment were appropriate. Both ROWs had been engaged on the understanding this would be under a Contract for Services, as they are part of the work of Red Lodge Lightwave Groups. The role they are playing had been assessed against legal advice and against HMRC guidance and contract for services was deemed appropriate.</p> <p>It was agreed to progress with issue with the team at Red Lodge and Lisa and Gary so the issues could be fully understood, with the aim of reaching a resolution. Diane Grano is also meeting with Alison and Angela, who are part of Diane's team, to discuss further. The team at Red Lodge was planning to draft a job description for how the role at Red Lodge might evolve and then a discussion could take place as to whether employment might then be more appropriate.</p> <p>COMMUNICATIONS STRATEGY AND PLANNING</p> <p>AG said the project was looking to advertise an additional role for a part-time communications strategy and planning person, with responsibilities including those descoped from the current Comms Missioner and Missional storyteller role. The Comms Missioner role is graded at a lower grade than the wider original role as budgeted and therefore the overall budget underspent by £50k across the life of</p>

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	the project. AG had spoken with Phil Gallagher from the National Church Strategic Development Unit who had agreed no change request was required. Next step was to draft a job description, gain necessary DBF and BMO approvals and go through the standard recruitment process.
20.52	<p>RRC REPORTS AND RECRUITMENT</p> <p>The RRC Otley Lead Role had been advertised. Interviews took place on Friday 26th June 2020.</p> <p>The working in Partnership document, produced by Diane Grano, would be used as part of the interview process, exploring how applicants might envisage working with other churches in the area. The document can be shared wider in the Red Lodge accountability Board by CW.</p> <p>RURAL OUTREACH WORKERS - Covered in the Finance and Stewardship agenda item 20.51.</p>
20.53	<p>SAFEGUARDING</p>
	<p>KG – the National church has re-designed the C2 leadership training and there are now two 90-minute modules, which are required to be completed within a week of each other. Taiwo Ajayi is furloughed but has attended training on the redesigning of the C2 training. Mid July is the possible roll out for the revised C2 training with Sally Fitch and Taiwo start working part-time from 1st of July. Each training session has a max of 12 people. There will be updated docs on the new Diocesan website at the end of June.</p>
20.54	<p>AOB AND DATE OF NEXT MEETING</p> <p>AOB</p> <p>(a) Suffolk Day Radio Suffolk has asked MH to talk on the radio about Suffolk day and he would like an email from Lightwave for points to mention on this project.</p> <p>ACTION: SG to provide MH with information on Lightwave project for MH's Suffolk day broadcast.</p> <p>(b) Social Engagement for the Rural Mission project The project is looking to pay Peter Plummer £150 a day for a 2-3 week project to conduct and report diocesan social engagement over the past few months. AG confirmed the project has funds to cover this from the £40k contained in the Community Engagement budget. The survey is aimed at helping find out what support those within the Diocese need with social engagement and helping people to share good practice and think about how they share faith as they engage in social activities.</p> <p>DATE OF NEXT MEETING The next meeting takes place on Monday 20th July 2020 – 7pm to 9pm via Zoom.</p>
	<p>CLOSING PRAYER AND END</p> <p>MH closed the meeting in prayer at 3.40pm.</p>

Signed:

Sally Gaze

Date:

10/8/20

Chair:

SALLY GAZE