People, Places & Stories

Annual Review of the Children's & Family Ministry Adviser

August 2019

This review is an account of some of the activity of the Children's & Family Ministry Adviser for the period from the last review, 21st March 2018 to August 2019. It is written specifically for the Director of Education to give a deeper insight into the nature of the ministry of the Children's & Families Adviser. The review includes a copy of the Adviser's job description, takes into consideration some of the activity and highlights a selection of the stories, people and places related to the ministry. There are also some reflections on the ministry.

Recently, we have been encouraged to consider radical culture change. One of the ways we identified as assisting culture change is to tell a different story. So included in this report are people with different stories that are radical and life-changing in their own settings and may well become part of our wider narrative.

Photos throughout this report are of people and places visited this year. Each has a story of its own. Unfortunately, there is not enough space to record all these in this report but I have featured as many people and places and stories as possible. I make no apologies for this as the ministry I have is to support, to encourage, to inspire, to resource and to promote ministry on the ground. And so here is just a small selection of those heart-warming stories.

Steve Kersys, 21st August 2019



Youth Leaders' Retreat Day - Fisherman's Chapel, Leigh on Sea

Supporting Children's Ministers

Whilst there is much discussion about strategy and strategy alignment, it is important to recognise the roots of the role of the CFMA. When I was appointed, the Education Department vision included the role of the CFMA with the short phrase "...supporting parishes".

These three words have informed the direction of the ministry ever since. Each parish, each MMU and each deanery has a vision of its own and the role of the CFMA is to support and resource this vision. At times, it includes working alongside a parish, helping them to articulate and put into practice their vision. It takes time to develop relationships, gain trust and engage with this work. With the publishing of the Church of England national policy for children and young people, Going for Growth (2011), I have adopted the three recommendations, starting with the first, that, every child shall have a life-enhancing encounter with Jesus Christ. And so the strategic aspect of the CFMA role is to support, resource, inspire parishes, MMUs and deaneries to ensure that every child has a life enhancing encounter with Jesus Christ within the vision they hold.

And so this ministry has included visits with employed and volunteer ministers;

Helen Vass, Cara Parker, Teresa Bridgewater, Andy Butt, Revd Jane Richards, Ros Webb, Tim Daiper, Leigh Dowling, Steve Higgins, Will Abbott, Martyn Payne, Revd Hannah Cooper, Revd Dave Chesney, Jane Southward, Emma & Stu Alleway, Revd Christiana Asinugo, Rebecca Puvandendra, Revd Paul Watkin, Andrew Mugford, Marcus Giddy, Revd Kim Lepley, Revd Sharon Guest, Mia, Revd Adrian McGonnachie

.... And many more.



Helen - bringing enthusiasm, creativity, energy and a fresh approach to an already confident and growing ministry at All Saints Springfield. They hold two Sunday services at the same time, a traditional service and Sunday Special. Their Sunday Special service is consistently full with new families attending each week.



Teresa - a remarkable children's & families minister in Leigh on Sea, where there has been incredible growth of new families attending Sunday services



Mia - significant numbers attending St Thomas Brentwood, and huge scope for development



Marcus - developing chaplaincy, mentoring, governance, worship, homework clubs and curriculum support in Collier Row

Supporting Children's Ministers



Sharon & Kim - Great Wakering
Meeting with 3 PCCs to discuss children &
holy communion. A lively debate, full of
passion, good humour and acceptance of
differing viewpoints.



Steve Higgins - North Colchester
Steve works independently in North
Colchester. An ex-teacher, he is committed
to working with those on the margins
through a variety of creative opportunities



Nikki & Jane - Basildon
There are amazing things happening in and through St Andrew's Basildon. They have started from a strong base and have gone on to build relationships in their community. They have seen significant growth through projects such as Make Lunch, providing cooked food for families during school holidays.



Jane - researching for a Phd in children's conceptualizations of prayer
Very encouraging discussions with Jane, looking at the research framework and data gathered so far. This work is a valuable tool for our diocese.



Keith White - Mill Grove
Keith lives and works in this diocese and he is a giant of a figure in therapeutic care of the most vulnerable children. His multi generational work is outstanding iand leads the way for a clear understanding and framework for faith development for children of all ages. His ministry remains a persistent resource and encouragement in the work of the CFMA.



Dave Chesney - Victoria Docks
This is a tough context and Dave has served selflessly to make positive impact that fits contextually. Links through local primary & secondary schools are especially positive.



Cara Parker - Holy Trinity Rayleigh Cara is the employed worker at Holy Trinity and is the key pastoral link for many new families connected to the church. Their Messy Church, festival and all-age ministries are thriving.



Tim Diaper - Rickstones Evangelical Church In his role as school governor, Tim accompanied a school group to the Cathedral for a Sacred Space day. We have met to discuss nurturing faith in church settings other than our more familiar CofE.



And Butt - Christ Church Billericay
Andy was on the first training course I ran in Chelmsford Diocese, 11 years ago. He has worked with children and young people for many years and currently works as a youth worker (part-time) and assists us with our thinking on data gathering and processing and also serving in the team for our Cathedral Days.

Delivering Training

This year I re-introduced Inspire sessions. Inspire is a more intensive training programme, over 6 sessions, leading to a Bishop's Certificate in Children's & Family Ministry. Courses ran in Rayleigh and Waltham Forest. In addition to this, other training included:

- St Andrew's Westcliff Nurturing Spirituality
- St Laurence All Saints Holiday Club training
- All Saints Southend Open the Book
- St Andrew's Westcliff Godly Play
- St Peter's Hutton Roof Nurturing Spirituality
- Harlow Deanery learning Hub two sessions, Nurturing Spirituality and Growing Faith at Home
- South Chelmsford Deanery Training Day Schools Ministry



St Andrew's Westcliff - Godly Play I've run a couple of training sessions here in St Andrew's, on one nurturing faith and the second on Godly Play



Andy & Lisa, Hutton

A very encouraging session with a large group from a number of churches, committed to more than just running events, but seeing children and families grow in their faith. At the beginning of the session we swapped our own faith stories. One person said they had ministered in church for 35 years and in all that time they had never had any opportunity to share their own story, and they were most encouraged in sharing their story and listening to the faith stories of others.



Exciting times at St Peter in the Forest I ran Inspire here for folks from this church and the surrounding area.



Andy Brown - Chelmsford Deanery & Schools Ministry

I was invited to close a day conference on working in schools in the Chelmsford Deanery. There was a remarkable variety of examples of what is happening though different churches, a very encouraging day.



Inspire - Rayleigh

There are 3 employed workers in this area, each of whom asked for some indepth training. We've held sessions covering faith development, ministry in church, school & community, Biblical perspectives, employment, supporting volunteers, programmes, all-age worship, inter-generational ministry and the character & competence of ministers.



David & Barbara

Barbara & David, husband & wife, vicar & Warden, attended sessions at the Harlow Learning Hub. They told remarkable stories of how their biggest problems are raising enough volunteers or finding enough space for the many new families wanting to attend their services. They had nothing but big smiles, warm hearts and good news.



All Saints Southend

A working group for Open the Book in Southend. This group were out of their comfort zone, happily so, in order to relate more appropriately with their local community.

Preaching at Church Services

Last year I spent a significant amount of time visiting each deanery synod to deliver the results of Have Your Say. This year I have received a number of invitations to speak at services. These have included;

Revive at 5

A children's, families and youth service in Dedham.

Langham Joint All-Age Celebration Service

There are 3 churches in this union, each distinct and respectful of each other's tradition.

Notley Commissioning Service

I was invited to speak at the commissioning service for young people. There are some remarkable and encouraging things happening here with young people taking the lead in ministry.

Rayne Family Service

Having been invited to speak at this family service I was surprised to find that the church was completely full, full to overflowing with families. What a great sight it was.

St Mary's Becontree

A lively, engaging and diverse church family who enthusiastically join in everything - very refreshing!

West Bergholt Joint Church Celebration Service

A church that truly enjoys worshipping and serving together

Dunmow & Stansted Deanery Service

This service was the final in a series of Deanery services, featuring nurturing children.

St Paul's Great Baddow

St Paul's is a welcoming church with a number of adults with additional needs who bring a refreshing level of joy and participation to services.

St Mary's Great Baddow

I was invited to lead prayers in a way that would include everyone present, and teach the Lord's Prayer with actions something we have done with every child visiting the Cathedral and every school I have visited. I've also uploaded a youtube video of actions.

St Peter in the Forest presentation service

After leading Inspire st St Peter's I was invited to speak at the service and present certificates to those attending the course. This church is currently undergoing a huge building project and they are as committed to renewing the ministry as they are the building.

Rivenhall Family Service

A church very keen to work more closely with their next-door school.



Fantastic team of enablers - Notley promoting the inclusive leadership and service of young people in their church ministry



Michael & Mandy - West Bergholt Celebration service with a happy, happy, happy congregation of 3 churches working very well together.



Connect120 visionaries

These folks were the driving force and visionaries for setting up Connect120, a wonderful example of what collaborative school ministry through church might look like. I preached at their deanery celebration service and will do so again, at the Connect120 anniversary service in September.



Rayne - over-run with families
The person pictured, now in ordination
training, is a key link for vibrant
connections between uniformed
groups and the local church.

Ministry in Schools

This has been a huge growth area over the past year, due to the increased exposure to school groups through Chelmsford Cathedral and also through a more integrated approach to ministry in the Education Department. Both of these are very welcome. I talk in more detail about the Cathedral work with schools later in this report. It should be noted according to published statistics;

National Stats

Joiners Nationally, the C of E had 83,000 joiners in 2017

31% were children

Leavers The C of E had 59,000 leavers,

19% were children

Chelmsford Diocese Stats

3,211,000 people 1530 square miles 579 C of E churches 139 Church schools 1200+ registered educational settings

Age of attenders

19% = 0-17

51% = 18-69

29% = 70+

Worshipping Community - 43,500

The "worshipping community" of a church is defined as anyone who attends that church (including fresh expressions of Church) regularly, for example at least once a month, or would do so if not prevented by illness, infirmity or temporary absence. It includes activities such as fellowship groups and other activities that have a distinct act of worship or prayer. It also includes acts of worship not on church premises (e.g. at a school or community centre).

Average Sunday attendance

24,100 adults 4,400 children

All age average weekly school church service attendance 7,200

Every school day, each of the 30,000 children in church schools attend a formal act of worship. If a child was to experience the same level of content in church, they would have to attend church, every Sunday, without missing, for 26 years. We have no records of the 750,000 children in other educational settings. This shows to huge potential for ministry in educational settings.

Sources

https://www.churchofengland.org/sites/default/files/2017-12/WorshippingCommunity.pdf https://www.churchofengland.org/sites/default/files/2019-01/2017StatisticsForMission_0.pdf https://www.churchofengland.org/researchandstats



It's not often I put out a picture of myself in but this one appeared on twitter - taken in Bowers Gifford



Andrea, Godly Play development worker for the SA, Reader in the CofE aspirational for so much more! She now works on the Listening Project in Saffron Walden, using Godly Play storytelling as an opportunity for hearing the voices of children



Tara, Connect 120 missioner, enabling local Christians to connect with their local schools



Y6 Transitions team at West Bergholt

Ministry in Schools

Schools visited include:

St Margarets Bowers Gifford, Horndon on the Hill, Orsett, Bulphan, All Saints Maldon, St Mary's Shenfield, West Bergholt, Heathlands, Great Horksley, St Luke's Canning Town, Brentwood School, George Carey, St Osyth, St James Harlow, Downham, Birch and St Mary's Kelvedon.

And what did visits look like? They included running Sacred Space Days, leading Collective Worship, Transitions Days, Working with Worship Groups, School Councils, Leading INSET sessions and responding to a request from one head teacher, "Please teach us to pray".

Ministry also included the Bradwell School Pilgrimage (2018). Having helped develop these over the past 4 years, this year I took a break, with others taking responsibility for developing the programme, now covering 4 days and with a larger cohort of schools.

One unusual session was with the worship group in St Osyth school. They have 25 Y6 children in the worship group with another 25 Y5 children waiting to join. So I had the afternoon with both Y5 & Y6 groups looking at "What is Worship?"



Diocesan School Day



Matt - headteacher at St Luke's Canning Town. I've led a number of sessions here and we also welcomed groups from St Luke's to the Cathedral. Worship at St Luke's is something everyone should experience. Joyful, incredibly loud, inclusive, natural Wonderful!



Therapeutic art work. Children talking about their experiences whilst creating clay models. The girl who made this character had the saddest of stories with an incredibly tough home life. Sacred Space was a time and a place of safety, a time and a place for creativity, for worship, inclusivity and fun. It is a privilege to host so many children.

Diocesan Schools Cathedral Days

Diocesan Schools Days have grown in number and numbers attending. Initially, we hosted two days each year and numbers were about 300 for each day. Cathedral staff asked us to reduce numbers so we have settled on 240 maximum for each day, but increased the number of days to 4. We have also hosted Vine Academy Days, with Vine schools sending school councils for a day in the Cathedral.

Schools attending this year include:

Margaretting, Epping Upland, Dr Walkers, West Ham, St James Harlow, St Peter's South Weald, St Andrews Gt Yeldham, Horndon-on-the-Hill, Terling, St Thomas Brentwood, St Luke's Canning Town, Heathlands, St Peter's Coggeshall, Feering, St George Great Bromley, Ingatestone & Fryerning, The Cathedral School, St James, Colchester, Orsett, St Cedd's Bradwell, All Saints Hutton Great Tey, St Nicholas, Tolleshunt D'Arcy, Great Waltham, Trinity South Woodham Ferrers, The Bishops' Springfield, St Peter's West Hanningfield, Coopersale & Theydon Garnon, White Notley, Latchingdon, Southminster, St Osyth, Howbridge, St Margaret's, Rolph, St Andrew's Great Clacton, Bulphan, Mistley Norman, Belchamp St Paul, Ridgewell, Downham,







This year we decided that each child would receive a gift from the Cathedral, things that relate to their day and helping each child to have a life-enhancing encounter with Jesus. We estimate we have given out about 4,500 crosses, Lord's prayer cards and candles.



One of our programme developments was to develop some of the work seen in St Paul's Cathedral, and produce large, whole-group artwork. And so pictured is a huge depiction of Jesus at the centre of creation.

Chelmsford Cathedral & Schools

Work with the Cathedral has grown significantly over the past year. We developed an agreed vision for the work, setting out an ambitious plan for the future. Currently, there are significantly more children visiting the Cathedral with their school and we are working at full capacity. The generosity in service of the team is most heartening and the team has grown in confidence and number. This year work has included;

- Christingle 50th Anniversary Service
- The Great Big Sing
- Christmas Experience Workshops
- Easter Experience Workshops
- Sacred Space Days
- Curriculum Days



After much work with the Children's Society, the Cathedral hosted the 50th Anniversary Christingle Celebration Service . It was a joyful service and memorable seeing hundreds of children surround the Cathedral with candles Let the light shine!. Pictured are representatives from Birch School.



We re-invented The Great Big Sing, with James Davy leading the music. We included some artwork with decorated footsteps trailing throughout the Cathedral.



One exciting opportunity for the development of the Schools Team at the Cathedral was to take a trip to St Paul's Cathedral for a bespoke guided tour, with the team members taking on the role of a visiting school group. The sessions helped us see just how we might develop our own programme and also served as a reminder that we are doing some things really well.

Chelmsford Cathedral & Schools

Schools attending sessions over the past year include;

Buttsbury, Wickford, Finchingfield, Westlands, Mountnessing, Cathedral School, Barnes Farm, Tollesbury, Maldon Court, St James Harlow, Merrylands, Tolleshunt Knights, Castleton College, Birch, Great Clacton, Heathlands, Bishops School, St Luke's Canning Town, West Ham, Orsett Primary, Rivenhall, All Saints Maldon, St Cedd's, Southminster, St Anne's



Children's voices - Easter

When school groups visit the Cathedral we include a time for reflection, regardless of the number of children attending. Group sizes could be as small as 25 or as large as 350. At our Easter workshops we asked children to reflect on ... "The cross is empty, Jesus isn't on the cross anymore. The tomb where Jesus was buried is empty. Jesus isn't there anymore. Where is Jesus now?" Check out this link for the most amazing response from a 7 year old girl. https://www.saltshaker.org.uk/post/so-where-is-he-now



Children's Voices - Christmas

Experience Christmas are very popular sessions. In our reflections we consider the message of the angel to Mary, the message of the angel to Joseph, the message of the angels to the shepherds, the message of the star to the wise men and ask children what they think might be a message from heaven for us today. Check out this link for the remarkable insights of a 7 year old boy. https://www.saltshaker.org.uk/post/god-is-old-now



Students from Castleton College have become regular visitors to the Cathedral. The team took the opportunity to visit students in their work placement at Poppies, the church cafe in St Andrew's, Widford.

Ministry in the Education Department

Before Jeff's departure we spent a significant amount of time planning a collective worship resource for church schools. It comprises of 3 large posters and a series of collective worship outlines covering major festivals throughout the year. We recognised this would be a positive resource for schools following on from our centenary resources. However, after the appointment of new team members to head up collective worship, I was asked to put on hold the project. One year on I think we are approaching the time to resurrect the project and distribute it in the 2019-2020 academic year. I think this is a very positive opportunity.

One of the aims coming from the last review was for the role of the CFMA Adviser to be more integrated in the overall work of the department. I'm pleased to say this has happened and now complements the existing communications work. I now attend and contribute to monthly advisers' meetings.

The link between the CFMA and schools is vital, particularly in light of the statistics illuminating the huge range of ministries in schools and the potential for far more in the future. It would be a huge loss to future ministry if this link was weakened.

In assisting with communications within the department, I have written and prepared a range of documents, printed and online, including the Partnership Agreement, the Learning and Development Programme, Church School Leadership Brochure, Education Team Brochure, and the Schools/Church Partnerships leaflet. I have also set up pages on the CDBE website to host a range of publications, written both internally and externally, and formatted these into a recognised house style and uploaded them online.



Getting ready to hear all about the UP Project, a superb example of schools ministering to their local community.



Jeff - much planning and work on a diocesan-wide collective worship



Ed Team Advisers - planning big things!



Staff planning



School Leaders Conference - Stock Brook Manor

Ministry through Communications & Resources

Communications remains a strong feature of the work and I have also been able to support others in this area.

CFMA - I have set up a new Saltshaker website with links from both the CDBE and the Diocesan websites. This has been well-received. It features basic information on children's and family ministry, and a blog, which links to social media. It has taken a considerable effort to re-launch saltshaker mailings. There are problems, internally, in the approach to bulk mailings and this has made progress very difficult. Thankfully, I hope I am now in a position to send monthly mailings. The first of the new mailings went out recently to 175 people, with a 76% open rate and a click rate of 26%. This is a long way short of the 1500 previously on the list, hopefully it'll build over the next year.

I continue to use Blipfoto to post a photo and blogpost each day. These often feature people and places around the diocese. I am fast approaching 2000 daily photographs and each year I compile a poster of people I have met and worked with for the Education Department and for Bishopscourt.

Twitter, Facebook, Instagram and Blipfoto are the social media platforms I currently use.

I have also produced printed and online content for the DDO, Communications Department, Bishopscourt and Mission & Ministry. These include leaflets, booklets and research papers.

I was invited to record a Diocesan podcast, the first lay person to do so and I have been invited to do more in the future.

Printed resources include;

- Lord's Prayer,
- Who is Jesus?
- ABC of distraction,
- Saltshaker website content
- 50 ideas school church partnerships
- Photo Poster

There have been very helpful discussions with the Diocesan printroom and costings and range of productions mean that I can get much more work done through our print-room.

Video recording and editing are skills I hope to develop over the coming year.



I've ordered a range of printed resources from the Print-room colleagues, who are always happy to help.



Children's Voices - results from Have Your Say continue to inform meetings and resources.



Who is Jesus leaflet has had a second print run and is currently being translated into Japanese.



I have not been able to keep accurate records of how many Lords Prayer cards we have sent out but I think it is in the range of 22,500-25,000 sent to more than 130 different settings.

And

In addition to the ministry outlined earlier I have also;

- Led a Youth Workers' Advent retreat
- Presented to Bishops' Council
- Developed the Listening Project. Much more to be done on this in giving it shape, but good people are in place doing good things.
- Led a workshop at the Summer School of Preachers
- Met with colleagues in other diocese to advise on working in schools
- Met with reps from CPAS to discus holidays for children
- Helped review resources for schools on homelessness
- Advised on inter-church matters relating to children's ministry
- Developed some work for the Growing Faith initiative, including a Provocative Proposal



Martyn Payne, speaking at the Summer School of Preachers.



Jackie & Andy - Summer School





Ronni Lamont - colleague from Canterbury Diocese



Rob - homeless working



Big Art at the Vine School Day



The Conversation - Chelmsford Cricket Club

What Next?

I believe it's definitely more of the same. It is important that we serve the best interests of parishes by supporting their vision for their context with children and families. Recent discussions on the national Growing Faith have produced some good ideas and hopeful opportunities but these can only work if complementing existing ministries which are strategic and far-reaching.

The vision for this work is as sharp and as relevant as ever. The 2011 Going for Growth Call for Action recommended:

- Every child should have a life-enhancing encounter with Jesus Christ
- There needs to be transformation in the church and the world and children should be at the heart of this transformation
- We should provide professional support to all who work amongst children

And so the strategic aims are that we should support parishes and schools in achieving this call to action. Whilst there are some shining examples of parish ministry amongst children, schools have much to offer in their organisation, clarity, attitude and professionalism. Examples such as the Up Project and outcomes from the Young Leaders Awards Scheme point a helpful way forward for us all.

And as the vast majority of children attend schools, these offer the best opportunity of ensuring every child ha a life enhancing encounter with Jesus.

This report has highlighted many people who are already doing strategic and visionary work in their contexts. Those highlighted are only a tiny proportion of the estimated 4,500 children's & family ministers in our Diocese. The ministry of the CFMA over the last year has given many opportunities for working alongside these folks, sharing good practice, and then sharing their good practice around the Diocese.

And as there's still some more room, here are a few more good people doing good things with children and families.

Steve Kersys 21st August 2019



























Additional Information

A copy of the statement I prepared and Bishop Stephen read out at Diocesan Synod, Spring 2017

The launch of the newly formed strategic priorities for youth ministry runs parallel to the refreshing of the vision and strategic development of the work of the Education Department and of the Children's and Family Advisers. The Youth Advisers and the Children's, Families and Early Years Advisers meet regularly and have held wide-ranging discussions on the formation of these strategies.

The vision for children and families ministry is based on the Church of England's national strategy for children and young people, outlined in Going for Growth. It offers three priorities; encounter, transformation and growth. More specifically;

- 1. Every child should have a life-enhancing encounter with Jesus Christ
- 2. There needs to be transformation in the world and in the church. We recognise the capacity for children to be agents of change for themselves and for others
- 3. We will provide professional support for all those working with children and families

These simple priorities form the basis of the work of the Children's and Family Adviser and have informed the content for Deanery Synod presentations, Chapter meetings, children's training sessions and input into Bishop Stephen's School for Disciples sessions over the past year.

The newly launched strategic priorities for youth complement and build upon these priorities. They add flesh to the bones and give a more defined landscape in which we minister.

If you would like to hear more about the vision and development of ministry amongst children and families across the Diocese please invite Steve Kersys to come to Diocesan Synod, or to your Deanery, MMU or parish. He would be delighted to work alongside you as you seek to identify and realise your vision for children and families in your context.

Steve Kersys Children's & Families Adviser, Diocese of Chelmsford

10th March 2017

Job Description

Children's & Family Ministry Adviser

In General

- Being an Advocate for children & raising awareness of value of children
- Offering relevant training for those involved with children & families
- Making resources available to support children's & family ministry
- Providing Support for those involved in children's & family ministry
- Model good practice and act as a role model in all areas of ministry



Working with Parishes

- Providing pastoral support, leadership, training and resources for those involved in and those responsible for children's & family ministry
- Providing guidance to parish priests, church members and management committees in the care of and ministry to children and their families, both inside the church and in the wider community
- Recording, sharing and promoting examples of good practice from other parishes
- Assisting in resolving issues and offering mediation as necessary

Working in the Diocese

- Building a network of children's & family workers who support and encourage each other in their respective ministries
- Working together with Youth Advisers, Advisers to Diocesan Schools, RE and Worship Adviser, Early Years Adviser, Parish Education Links Adviser, Mission & Ministry and CME in facilitating links between communities and parishes and providing training and resources to support links.
- Maintaining a database of current legislation and good practice in relevant areas of work amongst children & families



Working Nationally

Working with the National CWA and other CWAs & agencies in developing strategies,
 resources and training for use in children's & family ministry

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Job Description Summer 2019