

## ***Reimagine UV*** **Frequently Asked Questions** **January 2021: Part 2**

**What are the specific areas of work under the *Reimagine UV* heading that we are addressing this year?**

- Our Purpose, Vision and Values
- Staff and Team Review
- Discipleship Culture
- The Wardrobe
- Good News Torquay
- A Phygital Future

### **1. The Purpose, Vision and Values of UV**

#### **What is this?**

This is about choosing a form of words which capture who we are and what we are about as a church. They are words that will reflect the command of Jesus to "go and make disciples", but also give some direction to how we plan to do that, the behaviours and attitudes that it will require, and a vision of what UV, under God's grace, can look like in the future.

#### **Why bother? Isn't this just words?**

1. *It's missional.* In today's world there is an increasing number of people who have never been to church or understand what we believe or what we do. We have to be able to communicate this succinctly, memorably and without jargon.
2. *It's practical.* God's love and wisdom covers every area of human existence. No one local church could possibly reflect it all. Many churches get pulled in all directions and end up doing few things well. We have to become clearer about what God is calling us specifically to do and what distinct contribution we bring to the wider body of Christ here in the Bay.
3. *It's foundational.* This piece of work helps establish the foundation for everything else in *Reimagine UV*.

#### **What happens next? What is the timing of the Purpose, Vision and Values work?**

The work on this began in September 2020 and the drafting group are ready now to bring a proposed Purpose Statement and Values to the church family for discussion and consideration. There'll be a series of videos released over this weekend to give more information and the consultation process will be explained at the Church Meeting. It cannot be stressed enough that a Purpose Statement is only as good as the process of genuine engagement with the Membership. We aim to ask the church family to vote on a proposed statement at the April Church Meeting.

## 2. The Staff and Team Review

One of the things that has slowed down the *Reimagine* process (other than the Covid restrictions) has been seven people unexpectedly stepping down from paid staff positions and key voluntary roles in the church over the last six months. None of these resignations were protests or as a result of falling out, but it has meant that we have fewer people resources than usual. Having listened to the individuals concerned, it is hard not to come to the conclusion that this is part of the bigger picture of what God is doing amongst us in this *Reimagine UV* season, and that the resignations are part of the new thing God is doing.

### **What happens next?**

We have already engaged with a respected church operations consultant and set up a working group to work through his report. We will be bringing a staffing proposal to the church family for approval within a month and more information will be given at the Church Meeting on 26 January.

### **Why don't we just get on and replace Paul, Ele and Joel? What is there to think about?!**

Because we have come to the view that these resignations are part of the bigger picture of what God is doing with UV at this time, we need to stop and listen to what God is saying. We need to talk with parents and volunteers and work out together how children, young people and families can remain at the heart of UV. We also need to be agile, so we will be arranging an extra Church Meeting in February to authorise the first phase of staff recruitment. We are not going to hang around! 😊

## 3. Discipleship Culture

At the heart of the *Reimagine UV* agenda is a new culture focussed on making disciples. This culture has six principles, which reflect our understanding of what it takes for discipleship to happen in a local church. (*We are currently preaching through these principles in our Sunday teaching series called 'Follow'*).

- One person hungry for wholeness.
- Two foundations: the cell and coracle, a life of prayer and adventure.
- Three critical relationships: with God, His Church, and friends who do not share our faith.
- Four corners of church aligned: Purpose, Programmes, Pastoral care and Processes.
- Five Ps - Practical Bible teaching, Providential relationships, Private disciplines, Personal ministry, and Pivotal moments.
- Six streams of the church enriching us (evangelical, charismatic, social justice, contemplative, holiness, incarnational).

### **What happens this term with our discipleship culture?**

Last term we trialled three evenings of content and gathered feedback. This term we are planning to identify and train coaches who will be ready to take anyone (who wants to) through a three-part journey looking at their spiritual gifts, spiritual temperament (the normal way we tend to connect with God) and our mission style. This three part-journey reflects what people were asking for in the survey we conducted last year.

## 4. The Wardrobe

### What is this?

When Anne Calver preached at UV over the summer she used an illustration of a wardrobe. She said that every couple of years she would take her clothes out of the wardrobe and decide what does not fit anymore, what items were no longer in fashion and what clothes she wanted to keep. Anne explained that this was a good metaphor for the church during the Covid restrictions. We have to decide what pre-lockdown programmes we want to keep and what activities need to stop in order for the new thing God wants to do to emerge.

This illustration struck a chord with many of us as this question of what do we stop doing had been a key part of our *Reimagine* thinking. We started to use the phrase 'The Wardrobe Project' to describe *the process of how we decide what the UV programme looks like when we 'go back' to gathered church.*

Having received feedback that the word 'project' made it sound like a management change exercise, we have dropped the word 'project' from the title. The Wardrobe is about prayerfully discerning together what God is saying to us about the future.

### Who decides what is in The Wardrobe at UV?

The whole spirit and ethos of *Reimagine* is that this is not something that is done to the church by leaders but that it is something we do together. This is about discernment and prayer and that is a journey we can all go on. Ultimately, at the end of a transparent and open consultation and discernment process, it will be a Church Members Meeting decision. The wording and process of that decision is currently being discussed by the Elders.

### When will decisions be made about The Wardrobe?

We want to focus on the Purpose, Vision and Values work and the Staff review and recruitment this term. For this reason The Wardrobe is paused until after Easter but we will make time for informal conversations with volunteers in pre-lockdown ministries between now and April.

### Is The Wardrobe process worth the possible hurt it might cause to some?

We will make every effort to make this a grace-filled, loving and pastoral discernment process. We will also ensure that it is transparent, fair and relational. Change is always costly but it can be a precious act of worship when we do it for Jesus' sake and not our own.

## 5. Good News Torquay

### What is Good News Torquay?

This is our research project as to how UV can practically be good news for our town. Following extensive conversations with many providers in our community last year, we are actively exploring how we can respond to the many and various needs that exist.

### What is happening at the moment?

One group is working with an organisation called Transforming Lives for Good (TLG) to grow the number of coaches we have working with pupils with challenges in local schools, and to explore the feasibility of opening a unit for excluded pupils at UV. We hope to have an initial report from the feasibility study by the end of February.

The other group is continuing to look at our research interviews and prayerfully explore other ways we can respond to the needs of our town. We hope that more opportunities to serve our town will begin to emerge this year.

## **Lots of people don't see how they can contribute to TLG but would like to be involved in serving the town – how will we do that?**

This is such an encouraging question and an important one. Our lives are not transformed just by giving money to the church for others to do things on our behalf! One of the filters we will have about possible future ministries will be: how does this create a platform in which we can personally serve? One of the big emphases going forward, will be working much more collaboratively with other churches. I am currently talking with other leaders in the Bay as we help each other identify our specific callings as churches to serve the town. Our vision is then to encourage each other's members to volunteer in projects they are passionate about, even if it is at a different church. This kingdom collaboration requires transparency and trust, and they take time to build, but this vision excites me.

## **6. Phygital Church**

### **What on earth is phygital church?!**

One of the ways church has changed is that we will never go back to just meeting in person. After the lockdown there will always need to be an opportunity for people to join us online as well. This mixture of the physical and the digital world some call phygital (!) a blending of the two. In practice, this is going to be difficult to deliver but we are determined to do it. The first challenge will be navigating our way back to meeting on a Sunday as the restrictions are eased and it is safe to do so. We do not know as yet when that will be.