

## A Strategy to Realise the Vision of the Diocese

God cares and God longs for us to have faith. God is interested in heart speaking to heart, in lives transformed in Christ, in courage and vision and confidence, in people set on fire with love by the Holy Spirit all across Norfolk and Waveney in every type of place and in every type of worshipping community.

Living things grow. And though we might be like the tiny Mustard Seed, that seed gives life to a tree in which all of the birds of the air can make a home. (Matt 13.31-32).

**Prayerful is not just a word, a platitude.** Prayer is the oxygen of the church. We will be transformed by Christ when we learn in prayer to see God's world and God's people as he did and does.

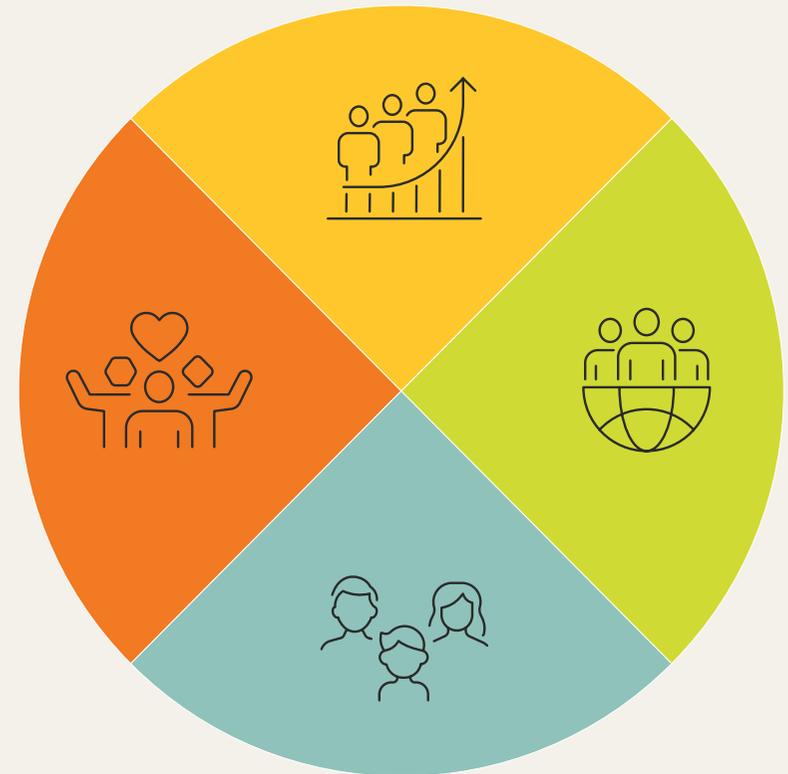
**Pastoral is not just a word, a platitude.** Pastoral is two sets of footprints on the beach at Cromer. Pastoral is how we build up the Body of Christ. Pastoral is how we show God's love for the world in the world. Pastoral is how we say to each individual that God is love and that God loves you. Pastoral is about being and building a community of safety and welcome and acceptance and grace.

**Prophetic is not just a word, a platitude.** Prophetic is being a midwife for the kingdom. Prophetic is looking at the world around with clear eyes and then speaking out about injustice and selfishness and cruelty and abuse with courage. Churches can be prophetic in the decisions they make and so can individuals, when they are inspired by the Holy Spirit to see the world as Jesus does and strengthened by the Holy Spirit to stand in the space between Now and Transformed Life as Jesus himself did.

*(extracted from the Vision Theology Paper)*

Short Summary of the Diocesan Strategy Headlines 2026-31

## Transformed by Christ



## An Introduction to the Strategy

We are on a journey together to create a long-term strategy that enables us to see our vision realised in Norfolk and Waveney.

This strategy proposal is rooted in the shared vision which has been so powerful over the last few years:

### **Transformed by Christ: Prayerful, Pastoral, Prophetic.**

Being transformed by Christ means allowing God to live in us, penetrating the depths of our being, and transforming us into his image; to live as images of Christ. This is done, individually and corporately, when we embrace the birth, life, death and resurrection of Christ, extend the love of God in Jesus to all whom we encounter, and allow the breath of the Holy Spirit to fill our sails each day.

The vision reflects our deep and heartfelt desire to draw individuals into a richer relationship with Jesus and to nurture Church communities into fullness of life. Through meeting Jesus and being transformed by him, we are called and invited to share the good news of Jesus Christ more widely and more generously in action and word.

This strategy is not a fixed plan but a living framework - one that invites every church community, every leader, and every disciple to participate in God's mission.

It is a call to hope, to action, and to transformation as we strive to become more like Jesus - Prayerful, Pastoral, Prophetic.

+ Graham Norvic:

*NB: Please look at the Diocesan website under Mission and Ministry, then Mission, then Mission Strategy to find more to find more information about the strategy- its theological underpinning, how Streams will work and the full version of the paper approved by Synod in November 2025.*



## Growing Congregations Younger and More Diverse

**A Diocese which is growing younger and more diverse, because we are not fully the Church until everyone is invited and finds a home.**

### **1. Children, Youth and Young Adults**

Expand Team Chaplaincy (St Benet's Academy Trust model) in alignment with the DBE strategy and develop of other chaplaincy areas to support younger generations.

Expand the bi-vocational youthwork model (youth workers who have other part-time work) and enhance support of existing youth and children's workers, including national training.

Support young adult initiatives to encourage a sense of discipleship, community and vocation, including networking and internships, and encouraging young vocations and pilgrimage..

### **2. Intergenerational and Diverse**

Support the development of New Worshipping Communities (NWCs) with intentional multi/intergenerational focus including NWCs in schools, regional youth NWCs, and new NWCs in market Towns.

Work closely with the Racial Justice Action Group, people with disabilities, and those from deprived backgrounds to identify opportunities to grow more diverse.

*If you have any questions, or would like to make any comments or suggestions, then please email [strategy@dioceseofnorwich.org](mailto:strategy@dioceseofnorwich.org). We would love to hear from you!*



## Communities of Disciples: Thriving Churches

**Communities of disciples who learn and grow together in generous, gracious common life - who are excited by the call to walk more closely with Jesus and do what he does.**

### 1. **Being Disciples: Prayerful, Pastoral, Prophetic**

Promote key tools and training on growing as a disciple, understanding one's gifts and calling. This will lead to conversations and action about what a healthy and welcoming Church is and does together.

### 2. **Buildings, Finance, Admin, Creation Care, Safeguarding**

Work with local congregations to explore the future of their building, and we will produce a successful bid with Norfolk Community Foundation to establish a Cultural and Heritage Partnership.

Support churches to increase the generosity of their church community

Reduce the burden of administration and increase support, working with Clergy, Church Wardens and PCCs.

Encourage mission through environmental initiatives and chaplaincies.

Offer safeguarding training, support and monitoring and build a positive safeguarding culture throughout the Diocese.

## An Extract from the Presentation to Diocesan Synod in November 2025

The Strategy is built on the things which are working already, which we have heard about in every conversation and every visit. As well as everything listed in the Paper in terms of consultation and active listening, I have been to 3/4s of our Deaneries, to Synod or Chapter, and had important and encouraging conversations in all of them.

This Strategy addresses something I was clearly told by Synods in Heacham and Rising, in Thetford, in Norwich, in Loddon, in Lothingland: **“Don’t tell us we have challenges. We know that. Tell us where to start. Give us ideas. Help us think through our next step.”**

Our four focus areas do respond to the real challenges we face- and they call us back to our rooted identity: to the why woven through everything we do and are, to the people God made us to be, Christ liberated us to be, and the Spirit longs for us to become. Transformed hearts transform hearts. Transformed communities transform communities. The four areas are really one call. Like a beautiful quartet, they belong together and strengthen each other.

The Strategy is not merely a response to challenges. It is an invitation into fullness of life, to remember our first love and not let go, to live as Christ's redeemed Easter people. Christ longs to transform us, our churches, and our communities. Our Strategy is focused on helping us to be transformed by Christ so that we might be a blessing and a gift to the world.

The Rev'd Canon Richard Lamey, Director of Mission and Ministry

*The vocation of the Diocese of Norwich is to build and be communities of disciples who are resourced and focused by hope-filled clergy and lay leaders to delight in being part of the rich environment of God's missional possibility, in part through the decision to deliberately connect with those under-represented in our common life.*

## Missional Vision And Culture



A culture of missional possibility - people of hope who know God will always turn up, who live as if they have already been rescued and restored, who rejoice in their call to join in with the work God is doing already.

### 1. Missional Communications

Define what we understand by being missional and create an inspiring mission communication strategy “Power of One” with resources on a new website, and mission on every agenda.

### 2. Missional Streams

Develop “Streams” as our missional operating system, both in terms of its theory and practical application (supported with local mission enablers, training, mission planning, and grants). [See the Diocesan website for details of this, which is essentially the operating system for the Strategy].

### 3. Missional Exemplars

Take the opportunity with new vacancies to be strategic in the way we appoint clergy to encourage healthy parishes, deepen relationships and partnerships.

Look to initiate church grafts/plants/initiatives in different contexts and locations across the Diocese.

Work to develop a mixed ecology of Church, building on Garden Church and other initiatives.

## Hope-Filled Clergy And Lay Leaders



Hope-filled leaders who are supported, encouraged and developed.

### 1. Pathways, Training and Support

Develop and guarantee our offer to our licensed clergy including leadership training, support, pastoral supervision, and peer communities, as part of Streams.

Value, train and deploy lay leaders to take on more responsibility in their church and community.

Refresh our support of SSM and PTO clergy in their ongoing ministry and service, recognising the range of ideas and input they want to have.

Create a new vocations strategy to encourage and broaden the number of people coming forward into enhanced pathways e.g. Ministers working with Children and Young People, the Elizabeth Ordination Pathway, Chaplaincies.

### 2. Structure and Reorganisation

Research ways that benefice sizes can become more manageable.

Review the optimal number of Deaneries along with creating initiatives to strengthen their role and impact.

Trial new ways of supporting rural Deaneries including administration to pilot solutions to the challenges facing the rural church.