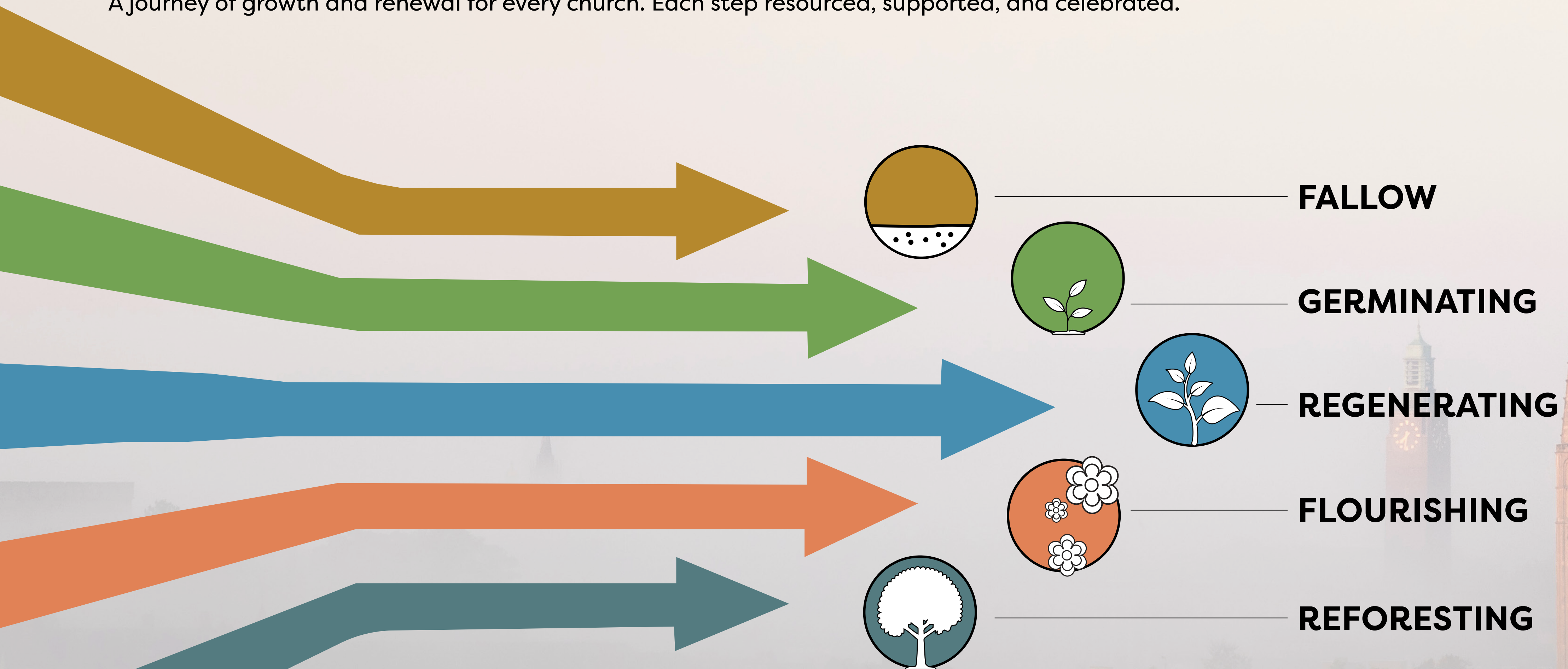


The Five Missional Streams

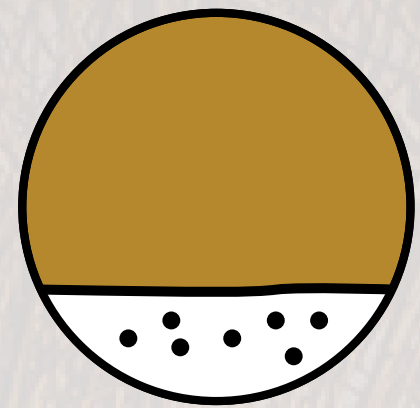
Prayerful, Pastoral, Prophetic

A journey of growth and renewal for every church. Each step resourced, supported, and celebrated.



STREAMS

Jesus used organic imagery on numerous occasions to illustrate the Kingdom of God (Mark 4, Matthew 6, John 15). Following his example, in a rural diocese, we are using ecological language to seek to listen for mission.



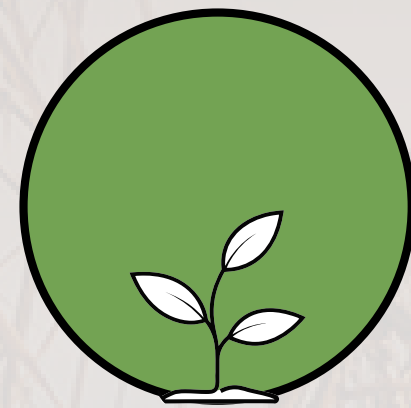
FALLOW

Fallow fields are ploughed and harrowed and then intentionally left for a period of time to restore the nutrients in the soil.

Do you have a church or ministry that is 'exhausted' and in need of restoration?

Laying a field fallow is an important step in the lifecycle of growth. It is a preparatory step before sowing and fresh cultivation

This is about identifying when and where to wait, pray and discern what next. Fallow churches can be left for a period of time to allow any organic new life to take seed.



GERMINATING

These are areas where growth is inevitable, so long as the right conditions are nurtured.

There is sufficient life in the locality to renew what exists, or seed something new. With prayer, partnership, clear vision and vocation fruit will come.

Perhaps these are new areas of housing or well-populated localities with schools and community?

There is a sense that seeds are germinating underground.

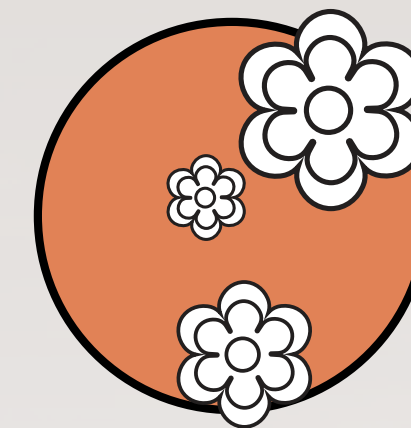


REGENERATING

These are communities that have attained a level of life-giving self-sustainable regenerative activity. They have embraced the vision of the mixed ecology and have a desire to reach multiple people groups from an established base.

They have the intention to:

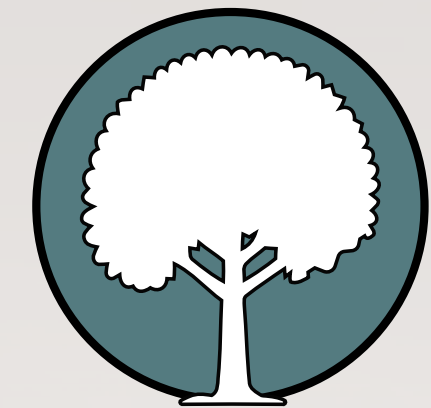
- Grow younger and more diverse as a church
- Become more fruitful, healthy and missional
- Seek biodiversity in their expressions of worship and engagement in community life.



FLOURISHING

These churches, perhaps like a Market Garden, aspire to provide ample seasonal offerings for their locality and other surrounding villages. They are a growing resource base.

Similar to the Sustainable church but with greater maturity and abundance of resources and vision to match they may be in a position to help those that are fallow to become germinating, or germinating to become sustainable.



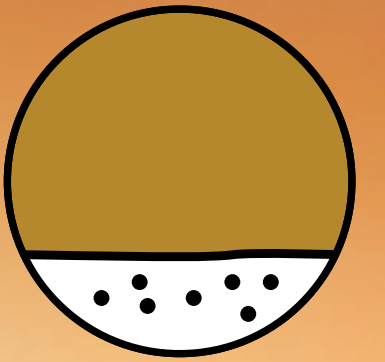
REFORESTING

Like historic Market Town Churches, The Cathedral, Civic Churches and Resource Churches they provide a stimulus for growth not only in practical ways through the training, recruiting and sending of leaders, lay and ordained, but also through altering the spiritual climate of the County.

Their use of media, communications, creativity and imagination travel far and wide to raise the spiritual profile of the church in Norfolk.

FALLOW

Resting, Listening, and Rediscovering Calling – Looking For New Shoots Of Growth



When a church or community needs space to listen, heal, and discern God's next step.

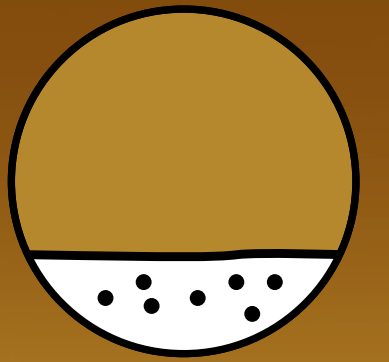
Purpose: Rekindle hope and vision; discern seeds of new life. Move towards becoming a Germinating church.

Interventions & Resources:

- Facilitated Conversations / Phone Support for those unable to complete the online tool.
- Mission Enabler (Stream Leader) – offering accompaniment and coaching.
- Mission Action Planning (MAP) simplified for smaller/rural contexts.
- Access to PST Buildings Team (from a stewardship or release perspective).
- Small Mission or Listening Grants – to fund first steps in community connection.
- Encouragement to join Action Learning Sets focused on reimagining local mission.
- Examples/Testimonies: e.g. Stratton Strawless story, “build the centre first.”
- Safeguarding

Goal: Restore confidence and rediscover purpose for future germination.





“O still small voice of calm”

Case Study: A Season of Rest, Renewal and New Possibilities - Revd Claire, All Hallows in The Hollow

In All Hallows in The Hollow, nine churches stretch across the benefice. Two remain steady, but the others have weathered seasons of decline. Programmes had been tried, volunteers had burned out, and energy had ebbed to a fragile thread.

At first, entering the Fallow Stream, felt like just ‘another thing’ that was being asked of Claire. However, she discovered that the mission enabler for her stream invited everyone into a sacred pause: stillness before solutions, listening before labour. Claire gathered a small group of lay volunteers and leaders who had a deep care for their village and church and together they stepped into a cohort that felt like sheltered ground.

The year offered resources tailored for their needs:

- **refreshing** practices of examen and listening prayer
- **inspiring** vocational reflection
- **adaptive** leadership and encouraging stories from further afield
- **early consultation** sessions around buildings challenges and mission priorities, helped them to discern what truly matters in hard-to-manage context
- **a first conversation** with the Children, Youth and Families team to think about what engagement might look like in the future, gave them plenty to pray about.

As stories unfolded across the cohort, prayer abounded and community formed, Claire’s group realised they weren’t alone. Others were holding similar burdens. And slowly, hope lifted their heads.

With their mission enabler’s support, they began drafting a simple mission action plan. In Claire’s case the plan gave shape to:

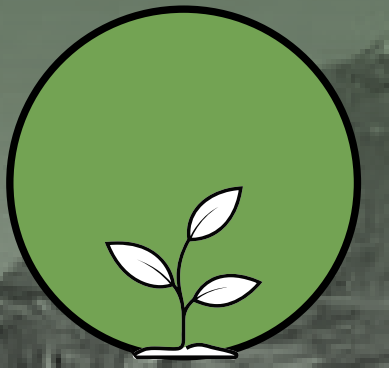
- **reconnecting with those who had quietly drifted**
- **rebuilding a prayer rhythm**
- **exploring sustainable patterns of lay leadership and learning to utilise AI for administrative support and publicity**
- **and discerning which buildings should be lovingly maintained and adapted and what to do in what order**

“We talked about soil lying fallow,” Claire says. “And I realised our parish - and I - needed that rest before anything new could grow.”

Small surprises followed: returning volunteers, newcomers testing the waters, and a flicker of expectation where resignation once sat. A fresh sense of the possible and an appreciation of the blank canvas before them. A desire to collaborate and be creative into the future and the whole village behind them.

GERMINATING

Trying, Experimenting, and Beginning to Grow



Where imagination and faith are taking root.

Purpose: Encourage local ownership, nurture emerging shoots of life.

Interventions & Resources:

- Stream-based online community with targeted films and talks (intro from Bishop).
- Mission Enabler contact one day/week to accompany leaders.
- Short practical courses like Cornerstone (for stewardship) and PGS setup.
- Training on sharing faith and running missional activities.
- Small or medium innovation grants — to pilot new approaches.
- Action Learning Sets — connecting churches experimenting with fresh mission.
- Connection to “Thrive” or “Grow” courses (intro-level leadership and mission).
- Safeguarding

Goal: Build confidence, clarify identity, and develop sustainable habits of mission.



GERMINATING

Trying, Experimenting, and Beginning to Grow



“Vital Signs of New Life”

Case Study: Revd James and the Lay Leadership Team at St. Matthew’s

St. Matthew’s had spent years launching programmes that sank slowly into silence. The Germinating Stream, invited them to shift posture from advertising to listening, from events to relationships.

The cohort provided practical, hopeful tools:

- neighbourhood **listening** exercise
- training in **micro-mission** experiments
- a **taster module** on children, youth and families strategy
- simple **eco practices** for early-stage congregations
- and **peer learning** from churches beginning to see signs of new life

“It felt freeing to admit, ‘We don’t know where to start and what to do, but we see lots of potential’” James notes.

With support, they drafted a Germinating Mission Action Plan focused on:

- simple community presence
- rebuilding lay confidence
- deepening relationships in the new housing area and listening for mission
- planting seeds of CYF work instead of overreaching
- new worshipping communities and discerning how their building could enable hospitality rather than strain capacity

Lucy, the LLM, adapted learning from another cohort parish that had pioneered gentle relational outreach in new estates. She built local partnerships, opened doors for service, and laid foundations for a future midweek presence.

By year’s end, outcomes included:

- **two new families joining**
- **a monthly meal becoming a community anchor**
- **lay leaders gaining confidence through training sessions**
- **a growing relational web in the new housing area**
- **and a MAP that felt achievable, prayerful, and alive**

“The green shoots are delicate,” James says, *“but now we know how to tend them and above all, we feel hopeful.”*

REGENERATING

Deepening Roots and Building Health



A stable and engaged church developing rhythm, leadership, and discipleship.

Purpose: Strengthen culture, leadership, and discipleship foundations.

Interventions & Resources:

- LYCIG (Leading Your Church Into Growth) — core discipleship and mission tool.
- Leadership support and peer learning sets for clergy settled in post.
- Lay Leadership Pathways — working agreements, training, and commissioning for AWAs, Youth and Children's Workers.
- MAP for focus and direction with access to small grants.
- Stewardship Campaigns and Generosity Tools — e.g. PGS, Cornerstone.
- Action Learning Sets for leadership and culture change.
- Goal: Embed a culture of participation and shared leadership
- Safeguarding

Embed a culture of participation and shared leadership



REGENERATING

Deepening Roots and Buiding Health



“A Hopeful Future”

Case Study: The Ministry Team at St. Mark’s

St. Mark’s was rich in relationships but struggled to hold onto young families. Entering the Regenerating Stream offered theological grounding, peer honesty, and the strategic clarity they had been missing.

Their mission enabler walked with them through:

- updated **LYCIG** principles
- **family ministry** consultation with diocesan CYF specialists
- eco church coaching to align their values with **visible action**
- **buildings advice** to help them feel less overwhelmed with maintenance issues.
- intergenerational **worship training**
- and storytelling practices that **knit newcomers** into belonging

“Hearing others speak of their breakthroughs and heartbreaks helped us name our own,” Lisa shares.

With this support, they shaped a Regenerating Mission Action Plan, focused on:

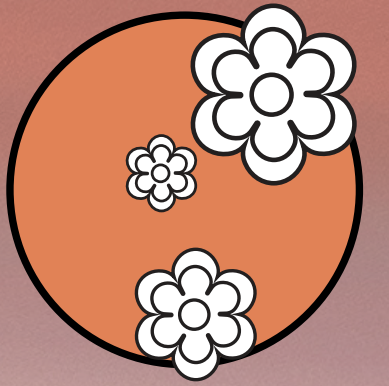
- **widening the circle of lay leadership**
- **creating a sustainable rhythm of ministry**
- **strengthening school partnerships**
- **offering hospitality pathways that didn’t rely on a few exhausted volunteers**
- **and nurturing a spiritual culture where newcomers felt at home**

A year later, “Together” evenings became the heart of their renewal story. Families returned. New volunteers emerged. Lay leaders discovered fresh vocation through training across the cohort.

“It felt like resurrection unfolding slowly,” Lisa says. *“And the cohort held us steady as it came to life.”*

FLOURISHING

Multiplying Life and Maturity



A vibrant, Spirit-filled church bearing fruit in community and partnership.

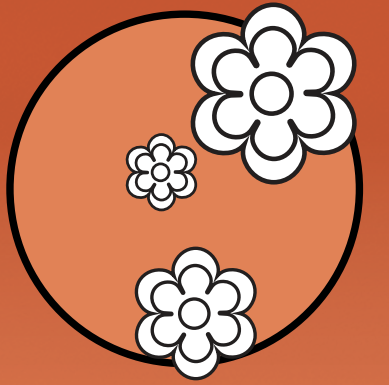
Purpose: Multiply impact, share learning, and extend generosity.

Interventions & Resources:

- Mission Communication Campaigns (“Power of One”) to inspire and celebrate.
- Diocesan Mission Events and Festivals in partnership with local churches.
- Thrive or Advanced LYCIG courses for sustainable growth.
- Support for vocational pathways — including CYF Ministers, Elizabeth Pathway.
- Church Grants or Plants — supporting others in earlier stages.
- Action Learning Cohorts for Flourishing Leaders — mentoring across the Diocese.
- Safeguarding

Goal: Equip leaders and communities to multiply health and generosity.





“Rooted and Reaching”

Case Study: The Crossways Church Team

Crossways was thriving, but stretched. The Flourishing Stream invited them to steward their strength wisely. Their mission enabler provided curated support around:

- sustainable leadership rhythms
- sabbath-centred ministry design
- formal lay leadership pathways
- mentoring structures
- and shared learning from Reforesting participants who were discerning multiplication

They also received:

- **buildings optimisation** consultation for a growing ministry
- **eco church coaching** to align flourishing with creation care
- **CYF guidance** to strengthen safeguarding and long-term sustainability

Crossways developed a Flourishing Mission Action Plan that included:

- **a structured lay leadership pipeline**
- **a mentoring network for emerging ministers**
- **a rebalanced calendar centred on prayer**
- **and early exploration of how their ministry could bless a nearby parish through shared ministry or a gentle graft**

By the end of the cohort, they weren’t just busy—they were stable, spacious, and prepared for long-term fruitfulness. They had a leadership pipeline for lay leaders and were seeing creative new worshipping communities being added to the landscape.

REFORESTING

Releasing, Planting, and Multiplying



A church that gives itself away – resourcing others and shaping a mixed ecology.

Purpose: Resource and renew the wider landscape.

Interventions & Resources:

- PLANT / Camino / Accelerate Programmes – focused on multiplication.
- Myriad and AWA – for lay pioneer and multiplication training.
- Garden Church development – growing New Worshipping Communities (NWCs).
- Partnership with St Benet's Chaplaincy Model – for younger generations.
- Church Grafts and New Initiatives – in rural and urban contexts.
- Participation in Cultural and Heritage Partnerships (reimagining buildings for mission).
- Mentoring and storytelling roles – becoming exemplars for others
- Safeguarding

Goal: Restore confidence and rediscover purpose for future germination.



REFORESTING

Releasing, Planting, and Multiplying



“Multiplying Life”

Case Study: Revd Naomi and the Leadership Team at St. Aidan’s

St. Aidan’s was one of the diocese’s large gathered churches: a bustling hub drawing people from several towns, with vibrant worship, strong giving, and a wide ministry menu. Yet the leadership sensed a holy restlessness. Growth had gathered inward. The question now was how to share that strength with the wider landscape.

Entering the Reforesting Stream lifted their eyes from their own canopy to the horizon. The mission enabler guiding this stream specialised in multiplication and renewal. A Bishop accompanied the cohort too, and precious discussions about planting and deployment were held over a cup of tea and around the table. Under their guidance, the cohort explored church planting, grafting, shared ministry models, and the spiritual formation needed to sustain multiplication rather than merely manage activity.

The cohort enjoyed tailored courses such as Camino, Accelerate or Plant:

- They contributed to the diocesan **planting and grafting** strategy
- They heard case studies from **large churches** that had seeded missional communities, new grafts and revitalised inherited churches.
- They formed a **CYF strategy** that would resource a region
- eco mission that **stretched across clusters** rather than single sites
- buildings audits for churches preparing to **host new congregations**
- and stories from rural parishes, urban teams, and new estates learning to **work as an ecology**, not isolated units

“It felt like learning to breathe a different atmosphere,” Naomi reflects. “We weren’t just one strong tree. We were part of a forest.”

With their enabler’s help, St. Aidan’s shaped an ambitious yet grounded Reforesting Mission Action Plan that included:

- launching a graft into a nearby church with dwindling numbers but a prime location
- training a cohort of lay pioneers, including two people discerning ordained ministry
- forming a multi-site preaching and worship team to support smaller congregations
- shared CYF leadership, allowing a cluster of churches to benefit from St. Aidan’s experience
- eco initiatives scaled across a deanery, rather than one church ticking boxes alone
- and early-stage exploration of a new congregation in a rapidly expanding housing development on the edge of town

Throughout the year, the cohort learned from one another: smaller churches discovering courage to attempt micro-planting, larger churches learning humility and partnership, all discovering that multiplication works best when no one works alone.

By the end of the stream, St. Aidan’s had:

- **commissioned a grafting team of 12 adults and 4 teenagers**
- **launched a year-long lay pioneer track with diocesan oversight**
- **established a shared CYF network across three parishes**
- **reconfigured their Sunday pattern to free leaders for new missional ventures**
- **and become the backbone of an emerging “forest cluster” of churches, each growing in their own soil yet drawing strength from shared roots**

“Reforesting isn’t about size,” Naomi says. “It’s about generosity. It’s the joy of seeing life spread further than your own branches could reach.”