

## Message from the Bishop of Rochester

Welcome to the Diocese of Rochester and thank you for your interest in this exciting role. Our parishes and congregations are the beating heart of the Diocese and are central to our desire for churches to flourish and God's kingdom to grow across all our wonderfully diverse communities.

### Our vision

As a Diocese we share the vision that we are Called Together **to change, serve and grow** the church across the areas of Medway, north and west Kent and the London Boroughs of Bromley and Bexley.

Much work has taken place to understand what these three themes mean for the life of the Diocese and our priorities, and to define what and where resources will need to be allocated to deliver them.

Through prayerful engagement and discernment, what has begun to emerge is an understanding that we are a community:

**Seeking first the Kingdom of God, and called together by God to change, serve and grow with compassion, courage and creativity.**

- **Change** is about the need for us to adapt in a changing world, so that our churches can play their full part in serving God and drawing people once more to faith in Jesus Christ.
- **Serve** is about the attitude we need to adopt if we are to earn and gain that cherished place in people's hearts and at the heart of our communities.
- **Grow** is about what God wants to bring about in us and through us, as people growing into the likeness of Christ, and as churches where people are being drawn to follow Jesus through our words and through our deeds.

### Our objectives

Within this overall vision, our emerging key objectives are to grow *missional churches, with missional leaders and missional disciples*, that are:

- Growing younger and more diverse,
- Growing numerically, spiritually, financially and in impacting their communities, and in turn are
- Creating a safe and healthy culture for all

This is the latest phase in developing our strategic plans, which are vital to our seeking to grow the kingdom of God across the areas of Medway, north and west Kent, and the London Boroughs of Bromley and Bexley.

Central to these plans is sustaining and growing a flourishing and well-resourced parish structure, so as to enable our local churches to take their full and rightful place at the heart of their communities: serving God and serving the people, loving God and showing his love in and to our communities.

Inevitably there will be some parishes where it is simply not possible for ministry to continue in the same form as previously. In such cases, this may mean that we need to consider the possibility of pastoral reorganisation, but where that does happen it is against the background of our commitment to maintaining as far as possible the number of stipendiary clergy in the Diocese. At the same time, in each and every place we are committed to lay people and clergy ministering in partnership together, and this itself requires us to think creatively about our patterns of ministry. All this is part of seeking to fulfil our shared vision:

**Seeking first the Kingdom of God, we are called together by God to change, serve and grow with compassion, courage and creativity.**

If this vision excites you and you believe God may be calling you to this role, then we would love to hear from you.

With my prayers and best wishes,

*+Jonathan*

**The Rt Revd Dr Jonathan Gibbs  
Bishop of Rochester**