



CALLED TOGETHER

The shared diocesan vision
and what it means for your
parish.

A vision so all can flourish

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

The shared Called Together vision for the Diocese of Rochester.



Dear sisters and brothers,

In March 2025, I was delighted to announce that the Diocese of Rochester had been awarded **nearly £11 million** by the National Church's Diocesan Investment Programme (DIP) in support of our Called Together vision and strategy.

This is the largest externally funded investment this Diocese has received for mission and growth.

The vision itself represents an ambitious and hope-filled, **nine-year plan of work** to bring about a Church across Medway, north and west Kent, and the London Boroughs of Bromley and Bexley, where all can flourish and 'have life in all its fullness' (John 10:10) as God intends.

This leaflet will guide you through how work around the vision will be focused, what it hopes to achieve, and some of the ways parishes will see and experience the benefit.

There is so much to be positive and hopeful about here in this Diocese, and I pray for God's blessing on you, on the work that is to be undertaken, and the lives that are to be changed and enriched through relationship with Jesus and the ministry of our churches.

*Bishop Jonathan Gibbs
The Bishop of Rochester*

Three guiding objectives

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

- Growing a safe and healthy culture for all
- Growing younger and more diverse
- Growing spiritually and numerically
- Enriching their communities
- Releasing financial resources for mission
- Planting and growing new missional churches

These key objectives nurture, support and depend on the other.

If we are truly seeking God's kingdom, then we must also reflect its values of righteousness, peace, wholeness, and fullness of life for all. This means seeing all we do through the lens of growing **safe and healthy cultures** with core commitments to:

- **Diversity and inclusion:**
Serving and equipping people across all ages, ethnicities, backgrounds and contexts, including urban, suburban, estates, rural, and new housing
- **Safe and healthy cultures:**
Ensuring all work projects model safeguarding, wellbeing, accountability, and good governance
- **Net Zero:**
Ensuring net zero and environmental stewardship is an integral part of mission and ministry and embedded within capital projects and parish support

Expected outcomes

Through an ambitious programme of work by 2034, we expect to see:



A 15% overall increase in church attendance (over 3,700 new worshippers)

A 50% increase in lay missional leaders, and stronger pathways for ordained vocations

Embedding safe and healthy cultures, inclusion, and environmental sustainability across all parishes

At least 25% more people making a commitment to faith

A 50% increase in children and young people engaged with church, and 25% more churches with substantive CYPF ministry

Churches revitalised, financially resilient parishes, and growing mission in new housing areas

Four streams of work

To help focus work, four workstreams have been developed. Each involves a fully costed plan of action, designed to bring **long-term benefit across the whole Diocese**, not just those that may receive direct funding.

Let's have a closer look at each one.



Missional Leadership Development (MLD)

Purpose: To grow and sustain confident, mission-focused leaders - lay and ordained - ensuring wellbeing, succession planning, and collaborative leadership across the Diocese.



Missional Development Places (MDP)

Purpose: To grow and multiply new worshipping communities, and through targeted investment in 15 priority places (across parishes, a school, and new housing areas), catalyse growth and resource other parishes through learning, outreach and models of sustainable mission.



Children, Young People and Families (CYPF)

Purpose: To counter the decline in children and youth attendance by resourcing leaders, apprenticeships, resource hubs and school engagement, nurturing faith in the next generation.



Revitalise

Purpose: To strengthen those parishes who are facing financial and missional challenge, to improve both spiritual life and financial sustainability through targeted support.

What does this mean for your parish or setting?

The vision is designed to build capacity and strengthen mission and ministry across the whole Diocese over time through:



- **New diocesan-wide support roles** that will assist parishes with children and young people ministry, community outreach, care and development of church buildings, and financial health and sustainability.
- **Investment in the wellbeing and training of church role holders** - lay and ordained - to grow and maintain a healthy flow of leaders who are well-equipped, motivated, and ready to support mission in their setting.
- **Sharing learning and best practices** from 15 projects receiving targeted funding, and three Children and Young People Resource Hubs, spread across each archdeaconry. This is so all parishes can benefit from the experiences and ideas that are shown can help growth and flourishing.

Let's pray

Please pray for the outworking of the vision in your parish and in all settings across the Diocese.

Dear God,

Fill us with courage and vision to carry your light into our communities, meeting people where they are, and sharing the life-changing truth of your gospel.

Bless the places of this Diocese with Spirit-filled leaders, faithful disciples, and hearts ablaze with love for you.

May our churches, chaplaincies, and communities be vibrant and healthy expressions of your Kingdom - places where your Word is proclaimed, lives are transformed, and communities are renewed.

Guide us, Lord, and remind us always that You are with us, empowering our every step, even to the end of the world. In Jesus' name, we pray.

Amen.



Stay up to date

For more information, updates, and ways to engage and share the vision in your community visit:

www.rochester.anglican.org/about-us/ourvision/ or SCAN the QR code: