

# EastEnders



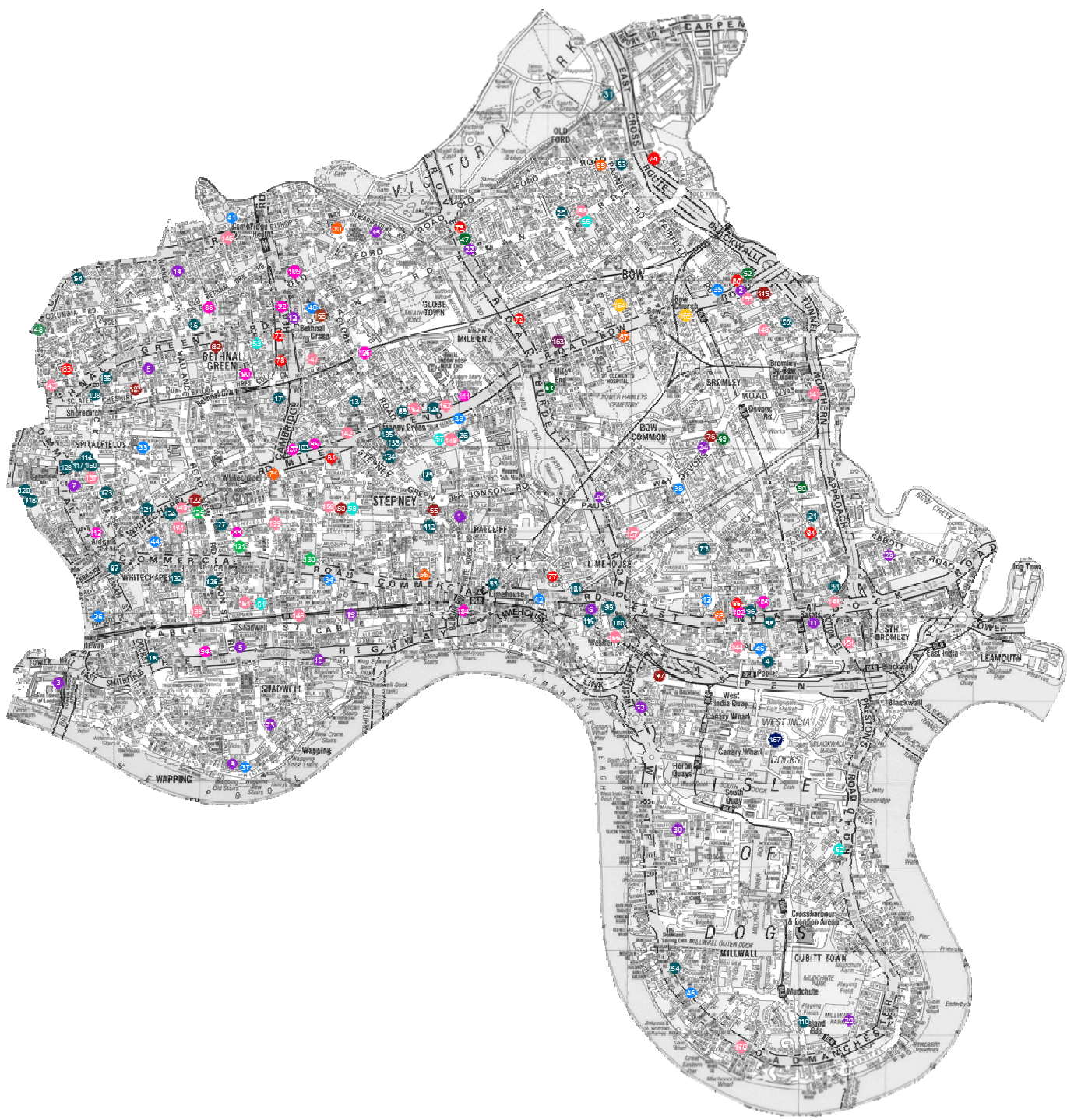
# ORGANISATIONAL ANXIETY

- **REACTIVE BEHAVIOUR**
- **CRISIS TO CRISIS**
- **SECRETIVE AND RIGID BUREAUCRACY**
- **MEMBERS CUT OFF**
- **NO (GENUINE) CONSULTATION**
- **POLARISED THINKING**
- **QUICK FIX**
- **ADAPT TO LOWEST COMMON DENOMINATOR/ LEAST MATURE**
- **REACTIVE LEADERSHIP**

# ANXIOUS GROUPS

## *WAYS OF AVOIDING DIFFICULT CHALLENGES*

- **FOCUS ON FULFILLING MEMBERS NEEDS – LEADER CARES FOR YOU**
- **IDENTIFY AN ENEMY TO ATTACK OR FLEE – WORRY OR COMPLAIN**
- **FOCUS ON HAPPY FUTURE – WINNING THE LOTTERY – THE NEXT MEETING**









## Aims of the Strategy

**To generate a rolling five-year plan  
for sustainable development of the church in Tower Hamlets,  
based on:**

- **Optimum use of our financial, physical, and human resources**
  - **More effective and/or efficient ways of doing things where possible;**
  - **Utilising all avenues open or potentially open to us, especially in relation to community involvement;**
  - **Consultation within the local and the wider church;**
  - **Achievable objectives for the church's mission.**



# **Tower Hamlets Deanery Vitality and Viability Criteria**

**Open, inclusive and welcoming**

**Developing people's gifts and involvement**

**Actively engaged with the needs of the community,  
especially of the poor and marginalized**

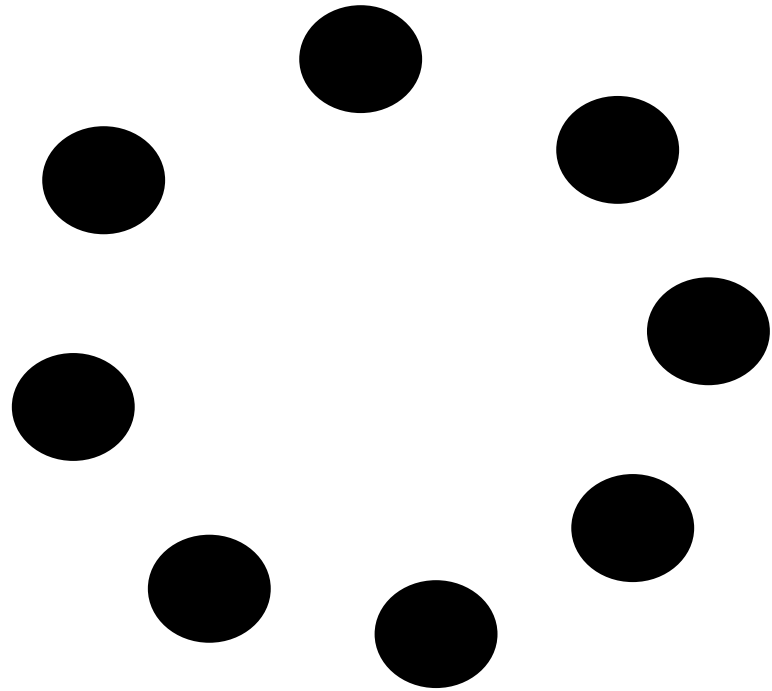
**Living creatively with change**

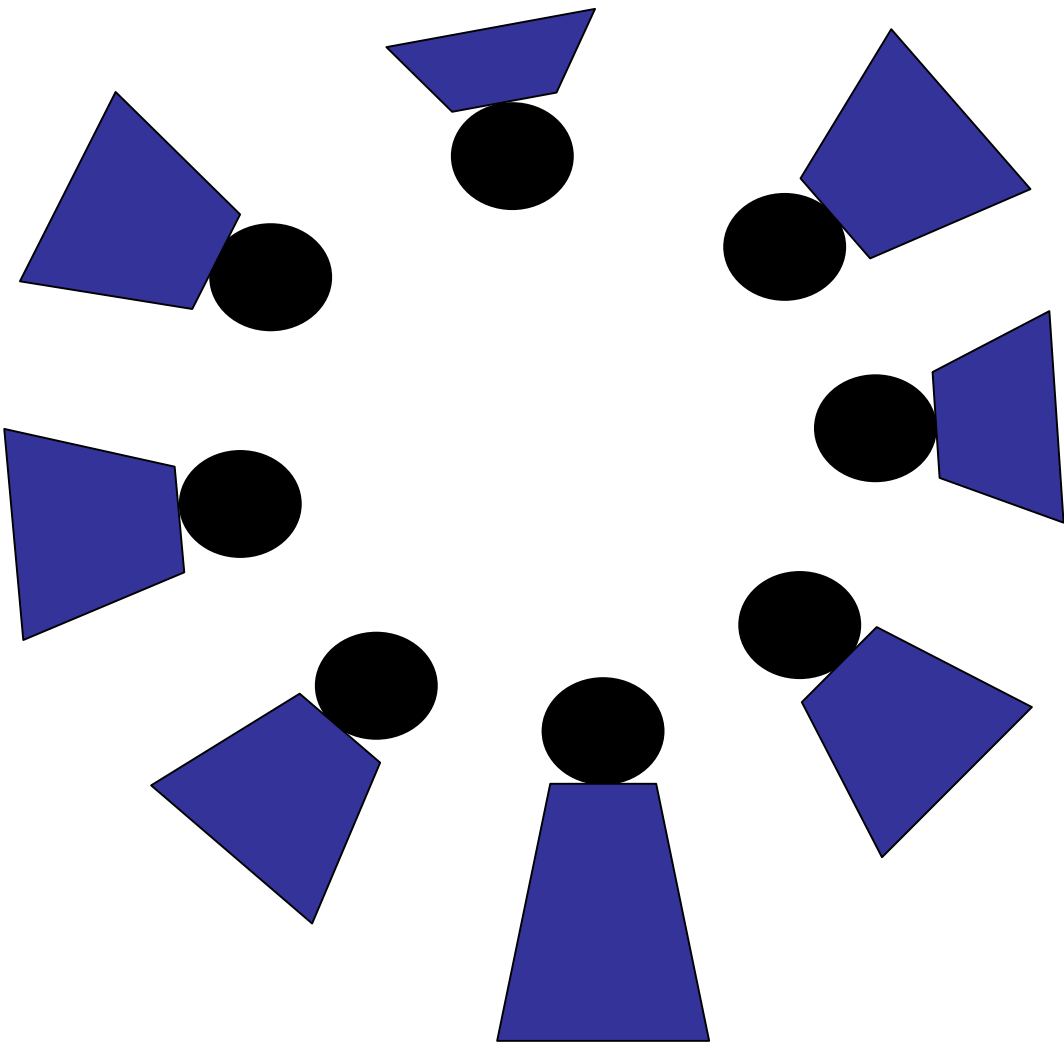
**Located in welcoming, cared for and well-used buildings  
that are seen as a community resource**

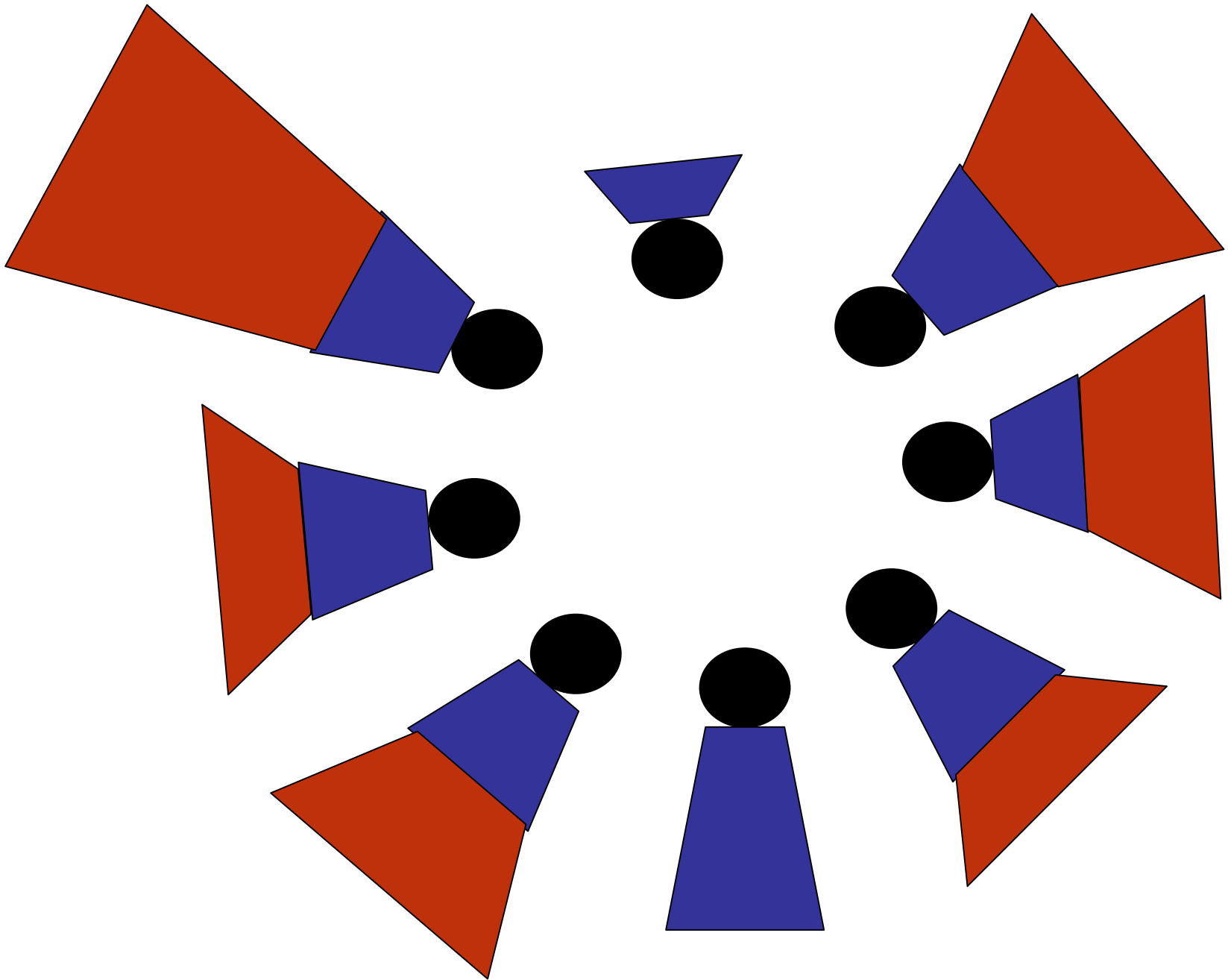
**Acting in partnership with neighbouring parishes  
and across the Deanery**

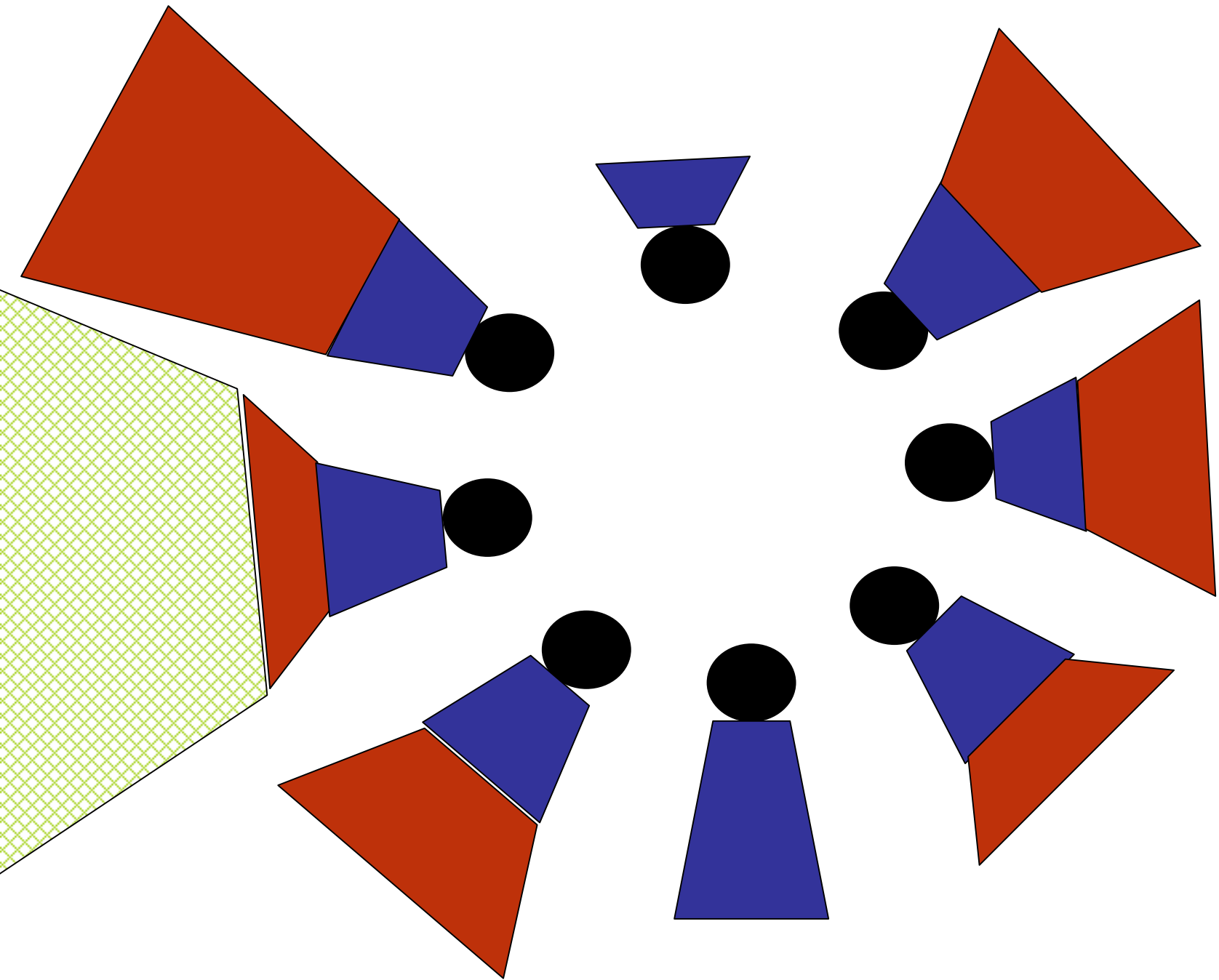
# **Strategy and planning**

- 1 Our aim should be to sustain a vital and viable church with an active presence in the community.**
- 2 We should be open and responsive to the way people live today and engage with them, if necessary outside the traditional ways of being the church.**
- 3 We need to work as a Deanery rather than wholly parochially to optimise resources and allow greater flexibility.**
- 4 The Deanery-wide strategy should form the basis of a Deanery plan and budget designed to support our mission strategy.**









# Learning to Work Together

- **FAITH AND TRUST**

*conversation and celebration*

- **LEADERSHIP**

*clarity and continuity*

- **VISION and TASK**

*contagion*