

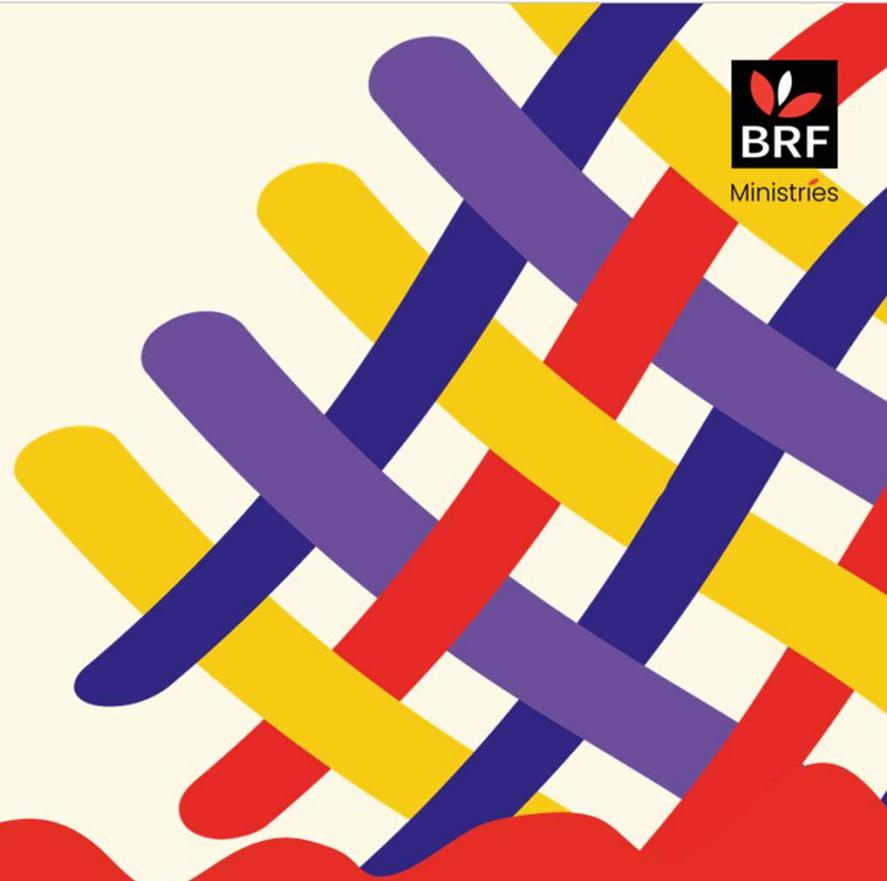


The Messy Church Conference

All Together

20-22 June 2025

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Lorraine Prince

**Head of Networks
National Society for Education**

lorraine.prince@churchofengland.org



Contracting

"We aim to establish a clear vision for what your schools represent, striving to drive meaningful change within our global community that will have a lasting, long-term impact."

For this to happen, we need to ensure:

There is a safe space.
No space for blame or
shame.
We are here to learn.

We are open to learning,
unlearning and
re-learning.

In learning, we are aware
of our feeling and
discomfort.
Sit with our feelings.
Be comfortable being
uncomfortable.

Conversational Norms

- Be curious rather than certain
- Value one another's interpretations
- Listen for what is new and different
- Be open to testing your own assumptions
- Be willing to be uncomfortable
- See confusion as an opportunity for creativity
- Make room for joy

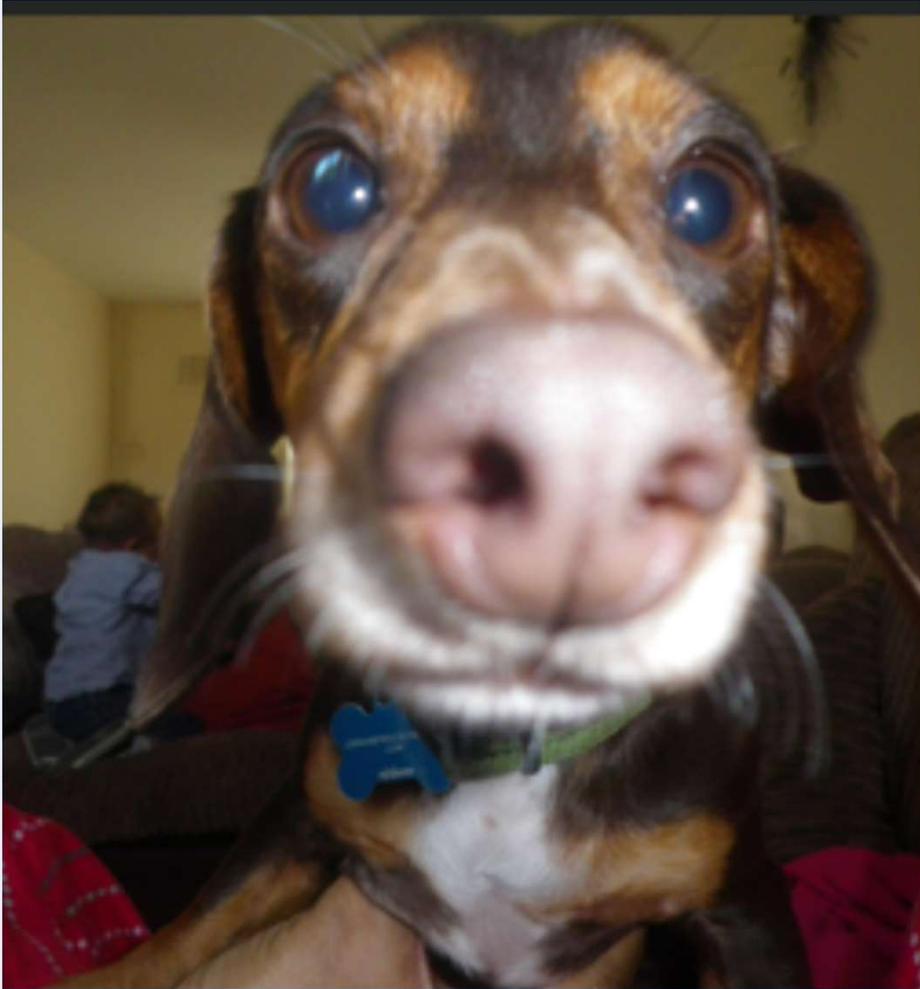














*Who knows whether you have
come to the kingdom
for such a time as this?*

ESTHER 4:14

Daily-Bible-Verse.net

Aim:
**To create Safe
Spaces where
we can see
ourselves in
the work**

Belonging

How do you
define
belonging?

How does your
organisation
define
belonging?

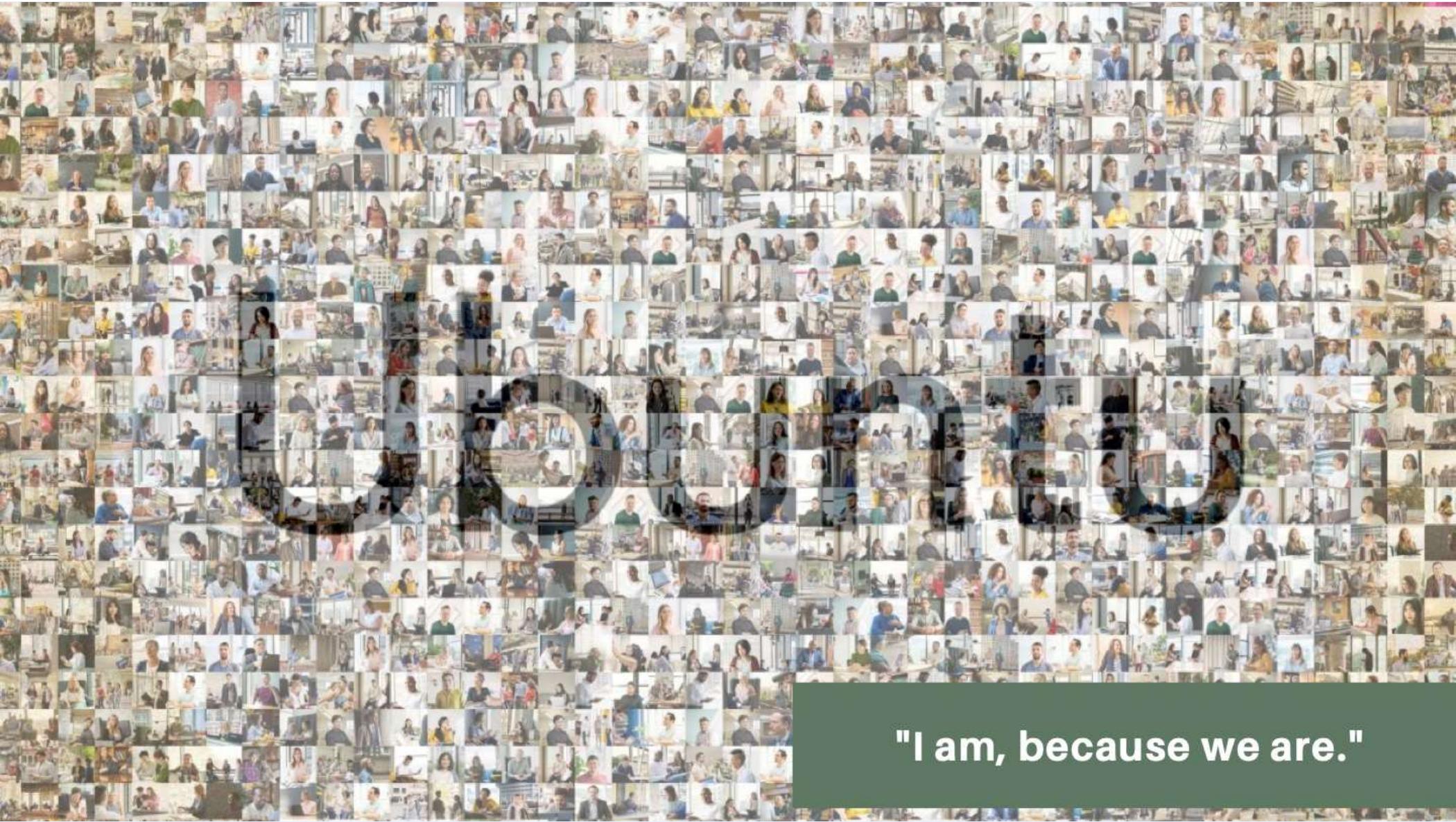
How do you
know everyone
feels like they
belong?



Belonging

Belonging is anchored in safety. It centres around the experience of *feeling* accepted. Every member of the organisation should feel that their perspective is valued and adds something useful. Feeling a sense of belonging implies a sense of value—that someone is needed and wanted.





"I am, because we are."

GOD

SELF



OTHERS

CREATION



$$R = n \times (n-1) / 2$$

where n is the number of
people in a group



2 people = 1 relationship

3 people = 3 relationships

12 people = 66 relationships

30 people = 435
relationships

**57 people = 1596
relationships**

300 people = 44850
relationships

1500 people = **1.124**
MILLION relationships



1

Relate first,
produce second

2

Recognise
and
celebrate
difference

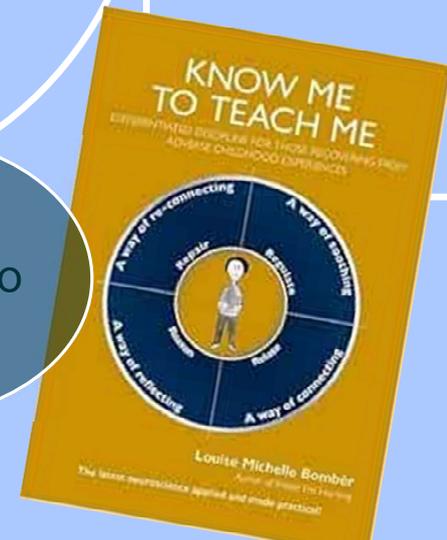
3

Feel part of
a bigger
story

4

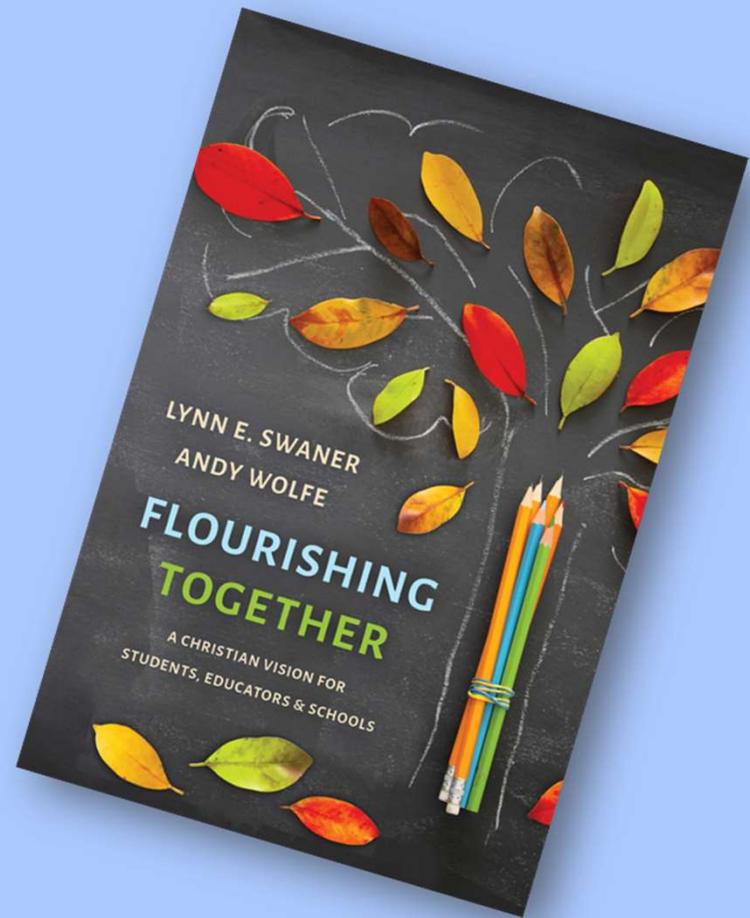
Pursue a
hope – filled
future

Louise
Bomber,
'Know me to
teach me'
(2020)



“Given the busyness of schools, [flourishing] becomes possible only if we deliberately spend time with one another relating – not just producing. If relationships are fundamental to flourishing, then each of us needs to take care to establish deliberate rhythms and routines with people we trust to guarantee we stay grounded.... These relationships can inspire us with fresh vision, reassure us we are asking good questions, give us patience for a season to pass, and correct us when we might have made better choices.”

Flourishing Together, p. 79

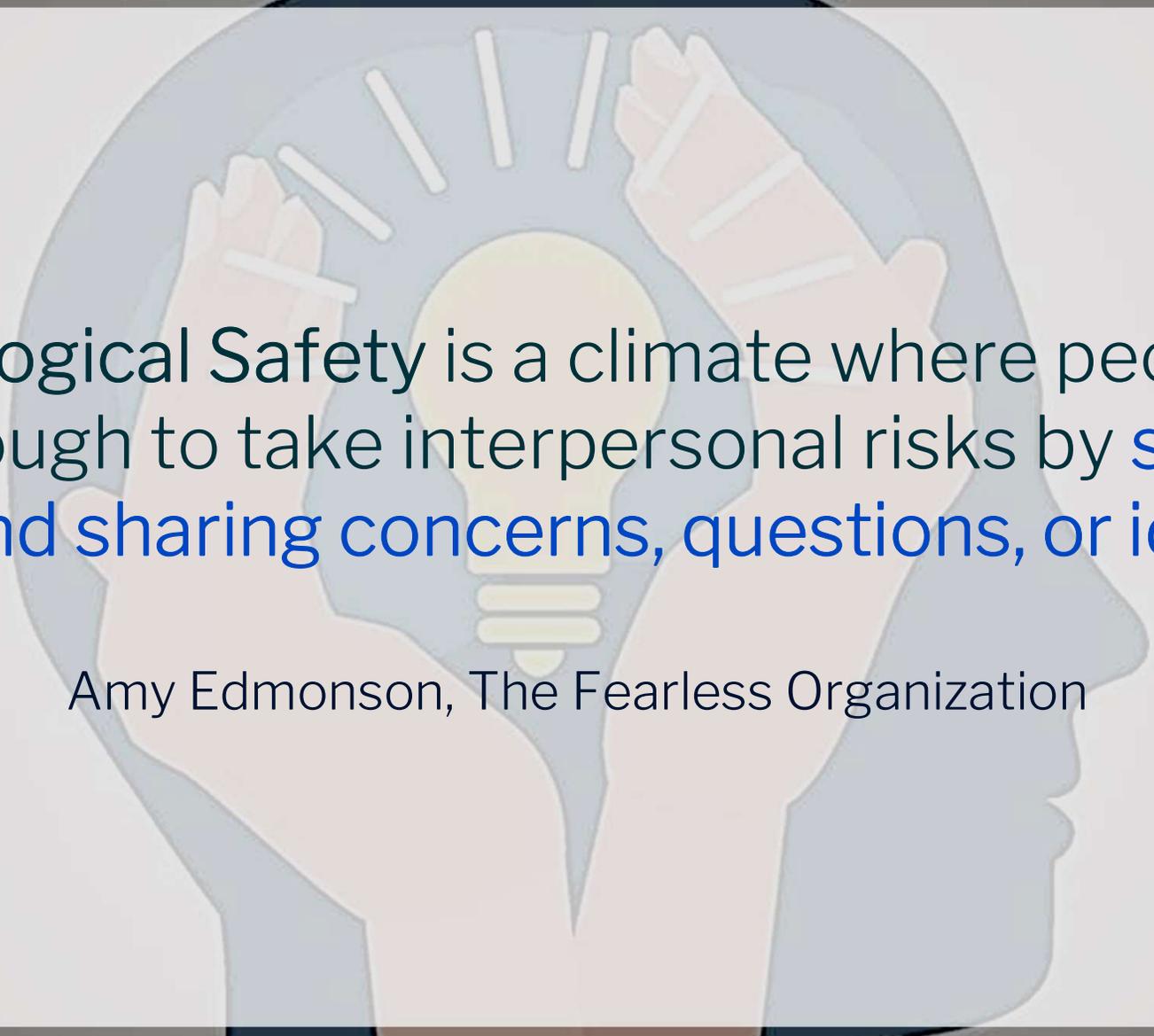


What is psychological safety and why is it important?



Psychological safety is not a personality difference but rather a feature of the workplace that leaders can and must help create.



A stylized illustration of a human head in profile, facing right. The head is light blue. Inside the head, two hands are shown holding a glowing yellow lightbulb. The hands are light orange with white lines on the fingers. Above the lightbulb, several white lines radiate outwards, suggesting light or ideas. The background is a light gray gradient.

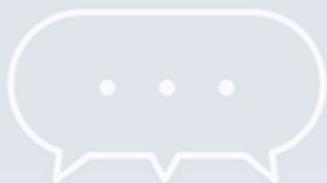
Psychological Safety is a climate where people feel safe enough to take interpersonal risks by **speaking up and sharing concerns, questions, or ideas.**

Amy Edmonson, The Fearless Organization

5 WAYS TO HELP CREATE PSYCHOLOGICAL SAFETY



1. MAKE
it an explicit
priority.



2. FACILITATE
everyone
speaking up.



3. ESTABLISH
norms for how
failure is handled.



4. CREATE
space for new ideas
(even wild ones).



5. EMBRACE
productive
conflict.



Center for Creative Leadership®

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Belonging

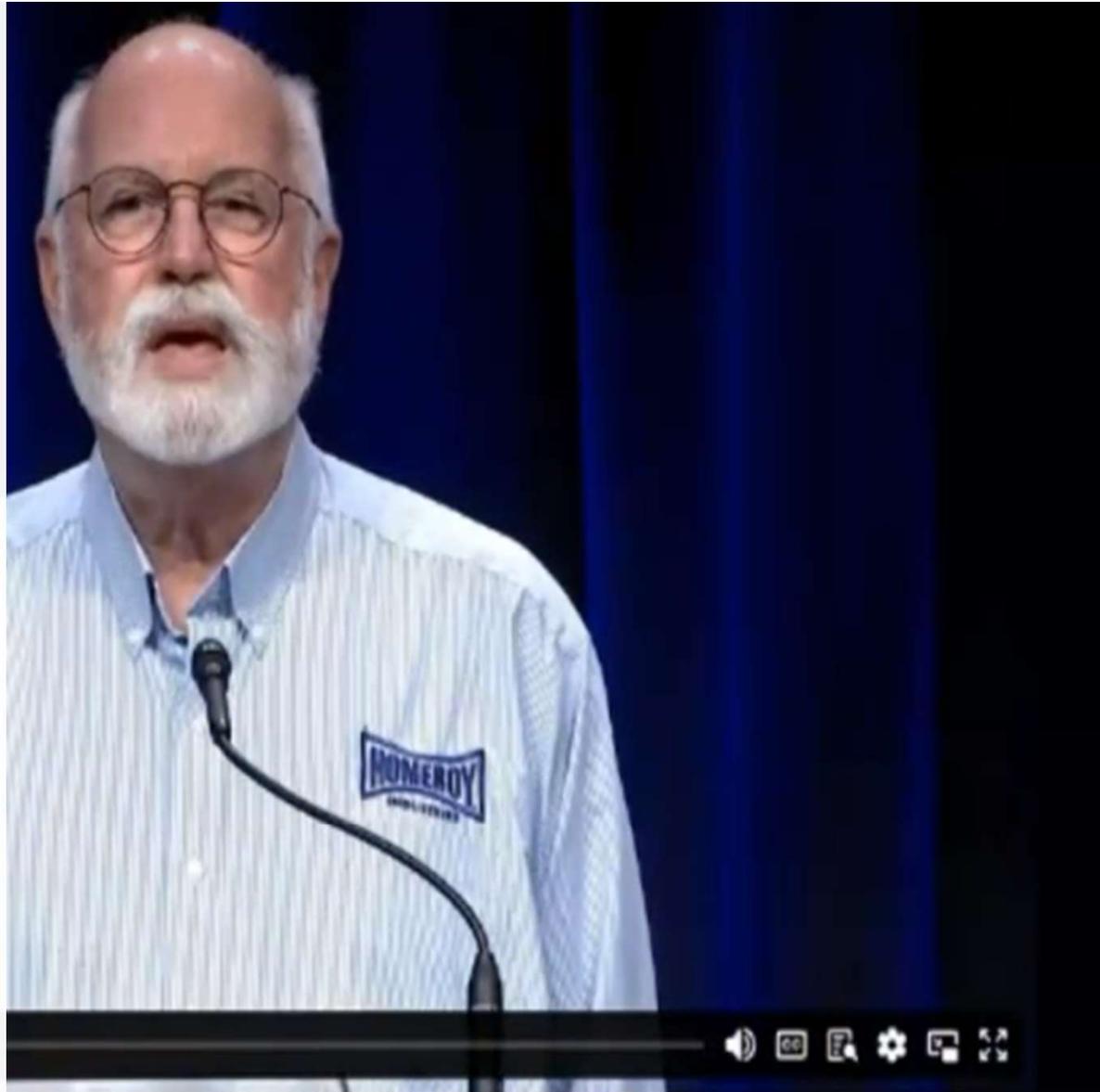
How do you
define
belonging?

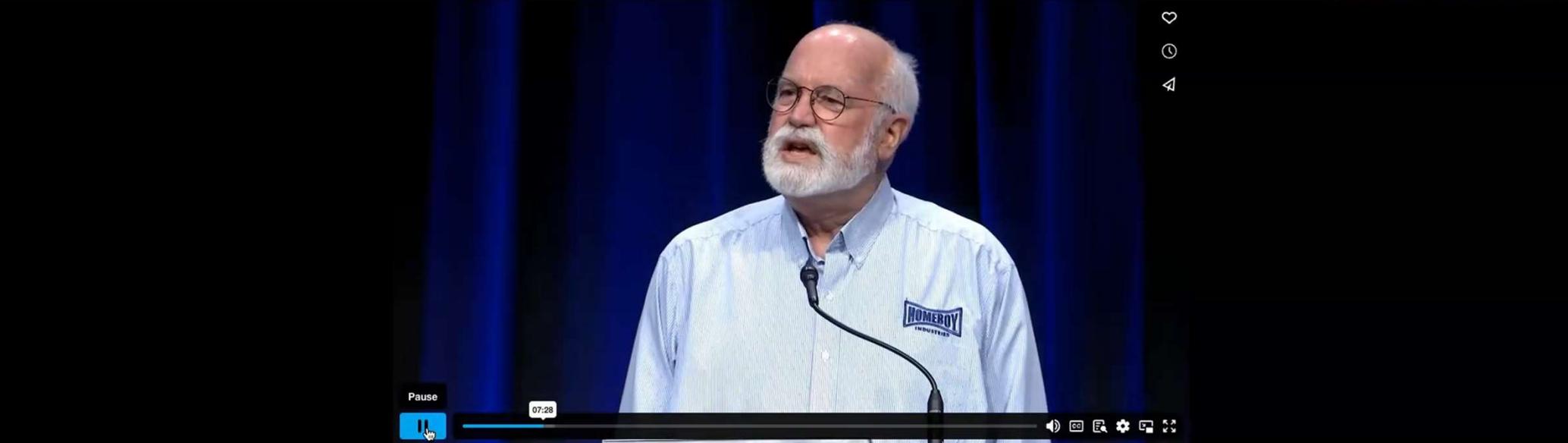
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How do you
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feels like they
belong?



BELOVED BELONGING





2022 Summit Keynote with Father Gregory Boyle

NOT YET RATED

1 year ago | More

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2022 Summit Key...
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2022 Summit Fire...
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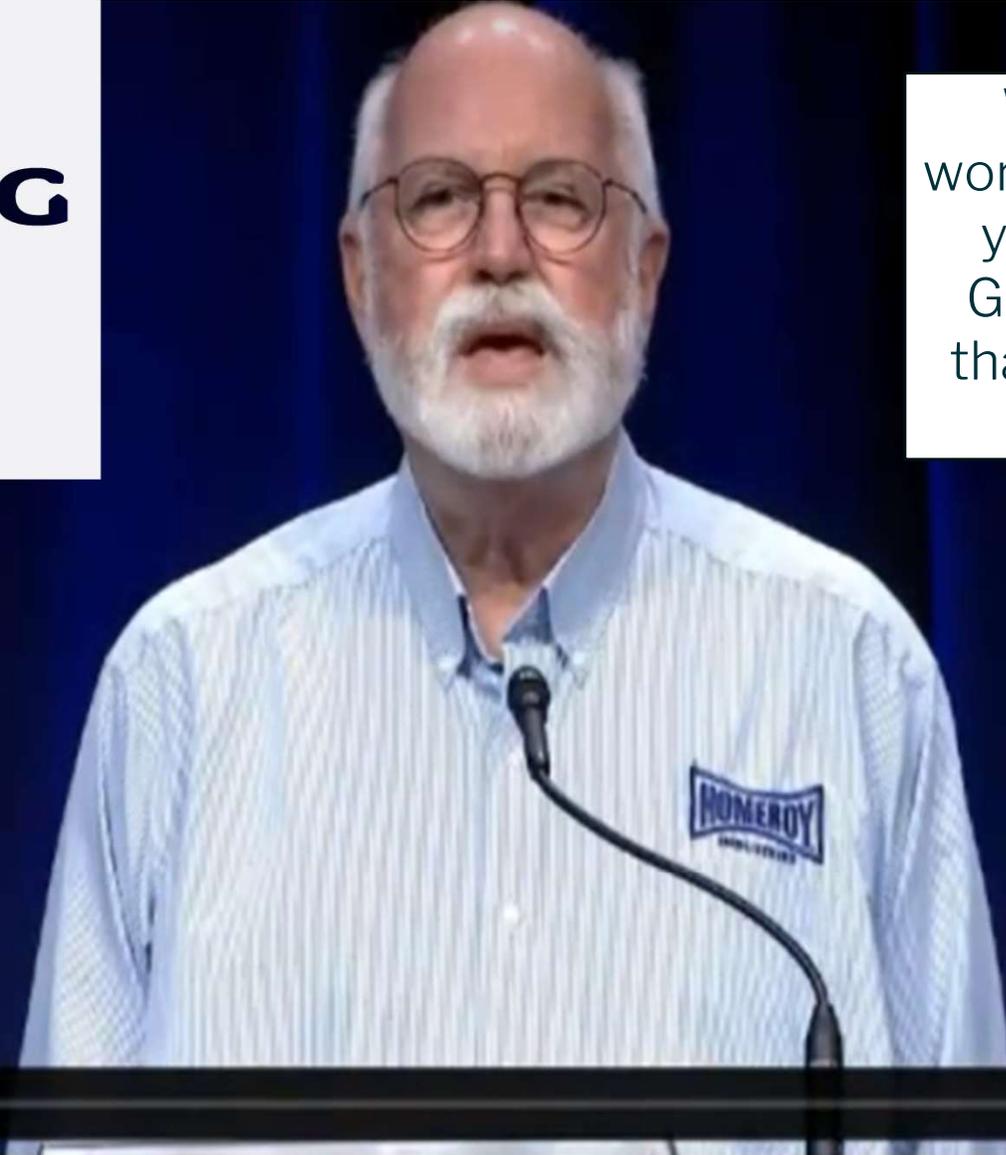
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BELOVED BELONGING

What are some words or phrases that you heard Father Gregory Boyle say that resonated with you?



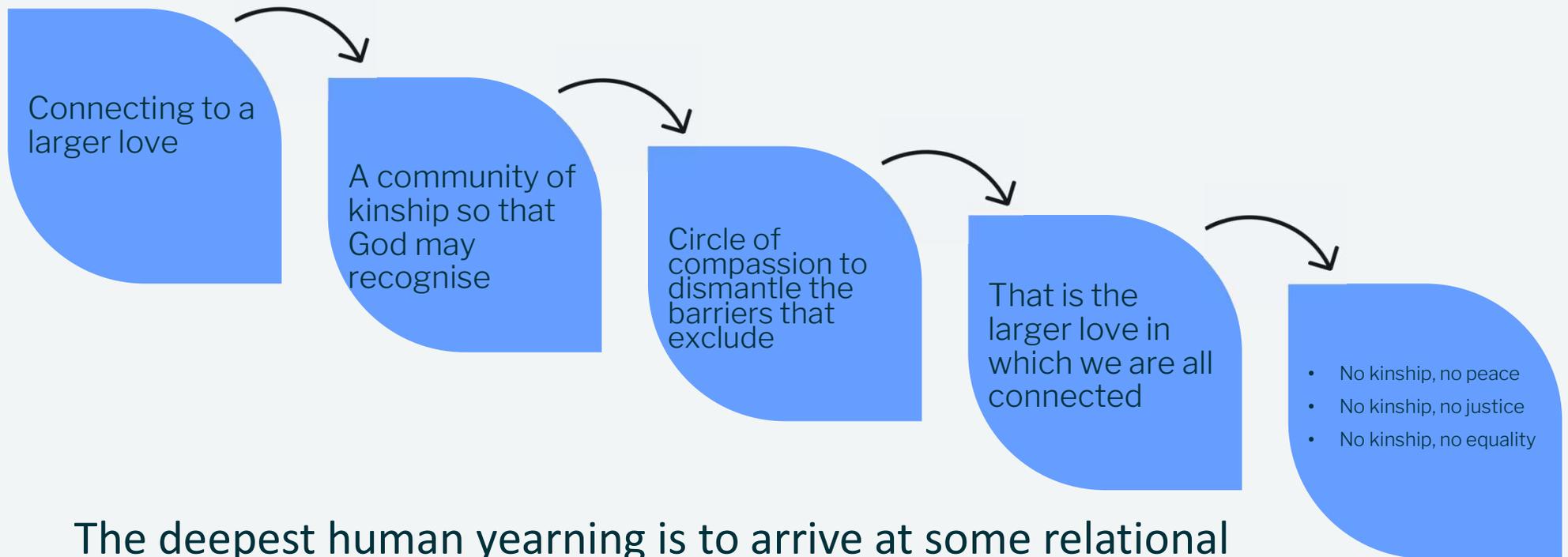
Pause



07:49



Beloved Belonging – *‘The underlining sense that we are connected’*



The deepest human yearning is to arrive at some relational wholeness with each other so that there is no us and them it is just us.



Belonging

Belonging is anchored in safety. It centres around the experience of *feeling* accepted. Every member of the organisation should feel that their perspective is valued and adds something useful. Feeling a sense of belonging implies a sense of value—that someone is needed and wanted.

What is your story and when did/do you feel a sense of blessed belonging?

10-minute conversation
5 mins each person

What does Psychological Safety look like for you?

Four Quadrants of Psychological Safety

Learner Safety

- It's safe to:
- Discover
 - Ask questions
 - Experiment
 - Learn from mistakes
 - Look for new opportunities

Challenger Safety

- It's safe to:
- Challenge the status quo
 - Speak up
 - Express ideas
 - Identify changes
 - Expose problems



Collaborator Safety

- It's safe to:
- Engage in an unconstrained way
 - Interact with colleagues
 - Have mutual access
 - Maintain open dialogue
 - Foster constructive debate

Inclusion Safety

- It's safe to:
- Know that you are valued
 - Treat all people fairly
 - Feel your experience, and ideas matter
 - Include others regardless of title/position
 - Openly contribute

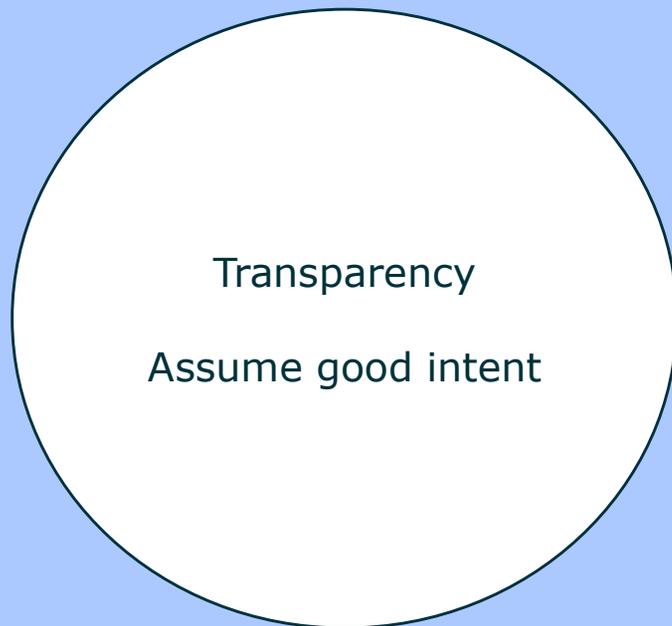
What does it look like when you feel cherished? (examples)

What does it look like when you feel scared? (How do you respond?)

What does it look like when you feel you are being challenged? (How do you respond?)



How do we create safe spaces so that we can do the work?



Judgement

It is important to create conversational norms so that we can be in a safe space to do the work.

- On the paper write words inside the circle for norms that are **welcomed** at this meeting
- Outside type **behaviours that do not support** those norms.



Relate first,
produce second:

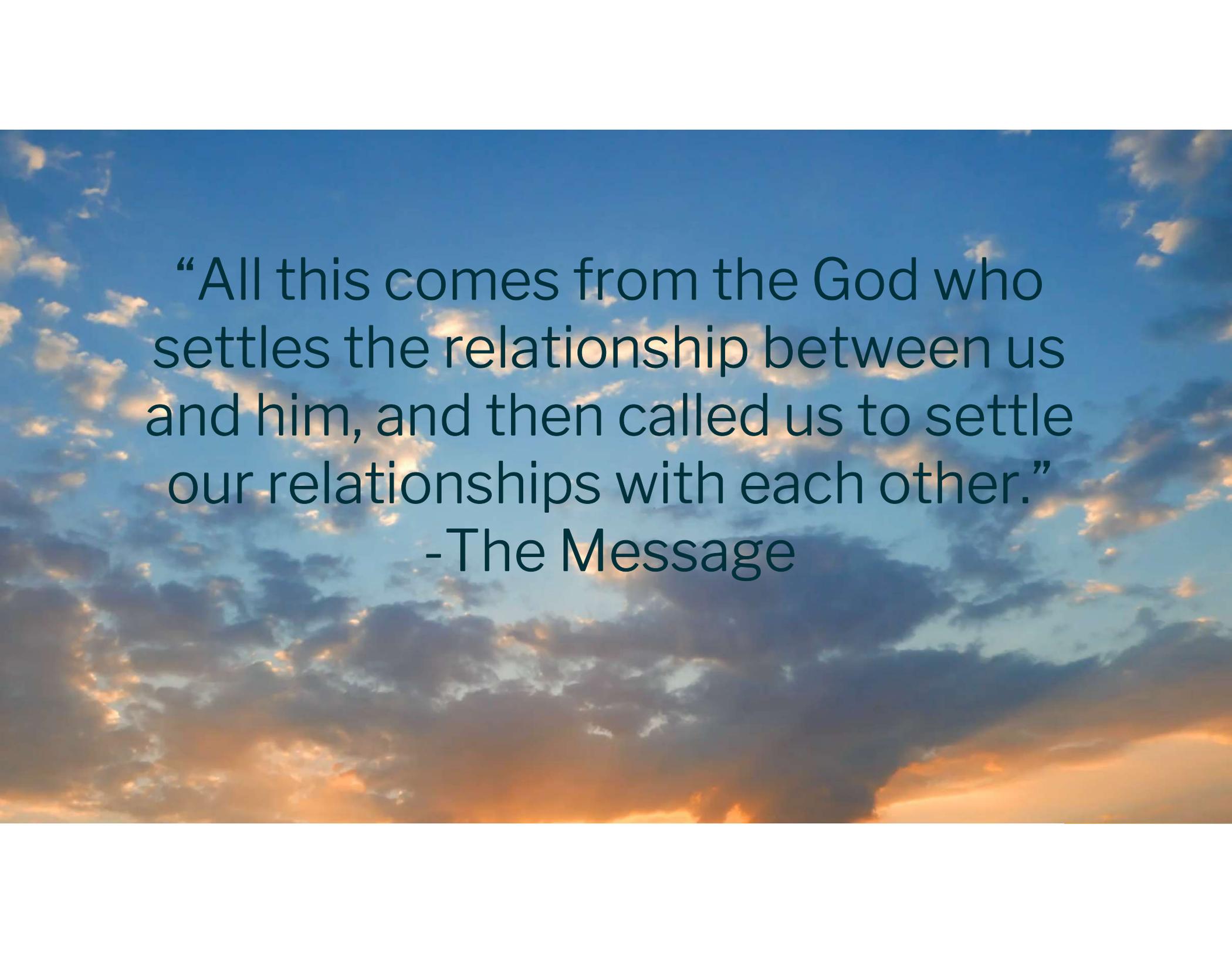
What are you
currently doing to
develop and
strengthen
relationships and
create a sense of
belonging for all?

What more could
you do?



“If relationships are fundamental to flourishing, then each of us needs to take care to establish **deliberate rhythms and routines** with people we trust to guarantee we stay grounded....These relationships can inspire us with **fresh vision**, reassure us we are asking **good questions**, give us **patience for a season to pass**, and **correct us** when we might have made better choices.”





“All this comes from the God who settles the relationship between us and him, and then called us to settle our relationships with each other.”

-The Message



To find out more, please visit
messychurch.org.uk