

Summary of strategy consultation responses

Area Deans, Lay Chairs and Bishop’s Council – 26 January 2019

The following pages are edited highlights of the actionable comments received during small group, individual and plenary feedback during the consultation day on 26 January.

Planning Tool – background and principles

Affirm	Concern
<ul style="list-style-type: none"> - Seeks God’s will - Uses Appreciative Inquiry - Local application and bottom up approach - Starts where churches are at - Reflects diversity of diocese - Is counter-cultural, not ‘business planning’ - Prioritises discernment - Moves away from problem solving - Recognises value of partnership. 	<ul style="list-style-type: none"> - Is it sustainable, are there enough people? - Are the right people involved and do we collectively have the energy? - Are we failing to demonstrate leadership? - The long-cycle model could inhibit people - Will parishes buy-in if the process is too complex? - We need to show examples of churches in the discernment phase.
Suggestions for improvement	Outstanding questions
<ul style="list-style-type: none"> - Enable churches to share resources and people, across deaneries - Offer an expertise bank alongside the tool and development fund - Emphasise the quality of the journey, get started and learn along the way - Offer the deanery as mentor or critical friend 	<ul style="list-style-type: none"> - What are the distinctive benefits of this? - What’s the short-cycle option? - How does this relate to existing MAPs? - How do we train and equip people at the local level to deliver? - What will the tool look like? - What happens next and how do we communicate this to the grass roots?

Planning Tool – outline process

Affirm	Concern
<ul style="list-style-type: none"> - Aims high - Simplicity and flexibility of approach - Builds on existing strengths - Starts from a positive outlook - Culture change: shifts the conversation - A chance for laity to lead – needs ownership by them 	<ul style="list-style-type: none"> - Losing sight of God in the process - Is this another MAP? - Parishes are already busy and few people are engaged in mission - Building on strengths could miss gaps - Teaching grandma to suck eggs? - Laity need to be involved throughout - Will people accept this isn’t a quick fix?
Suggestions for improvement	Outstanding questions
<ul style="list-style-type: none"> - Have worked examples to communicate - Provide mentoring alongside - Don’t call it a tool - Develop something that will work with different personality types - Allow space to dream dreams - Make room for gathered communities 	<ul style="list-style-type: none"> - How will we resource this? - What training is available? - How local is local? Parish / Benefice / Deanery? - Role of deanery and diocese to resource and mentor - How will it be communicated and rolled out?

Development fund proposals

Affirm	Concern
<ul style="list-style-type: none"> - Positive message that funds are available - Trust in the local church - Trust in what God is doing - Timetable, funds and process in place - Encouraging message overall 	<ul style="list-style-type: none"> - Process unwieldy for deanery level grants to parishes - Will there be capacity to apply and meet funding expectations? Will those who shout loudest 'win'? - How to balance urban / rural and large / small parish differences - Potential for unconscious bias - Potential to be divisive and top down if not managed at deanery level - Is there a grass roots passion for mission? - Could encourage over-optimistic bids - Grants will skew towards what is measurable - The diocese will favour the 'large' at the cost of the 'small' - Parishes unable to pay full share will be penalised
Suggestions for improvement	Outstanding questions
<ul style="list-style-type: none"> - Provide support for those less likely to apply - Develop an expertise bank and a network approach to learning - Encourage parishes to engage with their communities about what they need. - Look for ways to share good ideas and practice (such as parish tried and tested) - Get different types of church to partner with one another. - The diocese needs to be more specific about the outcomes it expects to achieve. - Describe what success looks like - Make sure that there is plenty of information online 	<ul style="list-style-type: none"> - Is organisational capacity in place to cope with demand from parishes? - How can we help to sustain self-funders? - How will we support those who do not receive what they have bid for? - What are the outcome measures / recognisable outcomes? - What happens if deaneries and parishes both apply for funding? - Is funding spread too thinly to have an impact? - Be clear on the size and ceiling of grants available.