

Pruning for Growth – Methodology

Hazel Evans, Chair, Diocesan Board of Finance &

Tim Llewelyn, Vice-Chair, Diocesan Board of Finance

[Hazel Evans] Good morning, my name is Hazel Evans and I am the Chair of the Diocesan Board of Finance and I am joined by my Vice Chair Tim Llewelyn. Our aim this morning is to take you through the methodology sitting behind Pruning For Growth.

At the outset it is important that I stress that there is no hidden list, no preconceived ideas and nothing is set in stone.

Pruning for Growth is a process and today is the first step on an important journey. The first part of the process is to collect Quantitative data across a range of different areas.

As a Pruning for Growth group we have looked at what makes a good, healthy and growing Church. The Group is made up of a range of experts in their fields with representatives of both Clergy and Laity. We have debated long and hard as to what should be included and have tested the methodology out on a Local Ministry Area and differing types of Churches in differing settings. It was reassuring that the initial findings were as expected and in keeping with local

knowledge. I must stress though that this isn't a backroom exercise, we very much want to engage with all churches across the Diocese as you know your churches and congregations better than anyone else. Above all we want an honest and non-defensive conversation.

So far I have talked about how we have arrived at the decision and how we arrived at the methodology so I would now like to hand over to Tim Llewelyn to take us through what we have included in the matrix.

[Tim Llewelyn] The matrix covers a range of areas including: -

- Community Engagement which includes such things as engagement with community groups and how a church promotes itself to its community.
- Education including engagement with Church or other schools but don't worry if you don't have a local school as this doesn't count against you.
- Stewardship which looks at the Church's finances. It is important to note that this isn't the be all and end all measure and is treated equally with all other metrics.
- Children, Youth and Families which is an important area looking at a growing Church into the future.

- Governance which looks at how a Church operates along with the incredible contribution that all volunteers make.
- Buildings looking at the fabric, condition and facilities available.
- Attendance looking at the size of a typical congregation, whether this is growing or reducing.
- Ministry, this area looks at how a church's congregation is developing in their Christian faith assessing such things as Baptisms, Confirmations and candidates for the Ministry.
- Miscellaneous section which is a catch all section for elements that don't naturally fit elsewhere.

Each element is scored to allow for a final rating to be arrived at. So having heard what's in the matrix you'll want to know how we will get hold of this information.

We said earlier that you know your Churches better than anyone else so we are proposing an exercise where members of the Pruning for Growth group will visit each LMA to meet with 2 or 3 key people including the Clergy. It is hoped that this exercise will be completed before year end.

[Hazel Evans] Once this initial fact-finding exercise is complete, we will then want to understand what sits behind the figures. We will want to learn of the richness of what goes on in a Church and to better understand the background to the figures and why they maybe growing or declining.

We very much appreciate that you are hearing about this for the first time today and it may all seem alien. Don't worry, this is a journey that we are all on, we don't really know what the end will look like but what we do know is that we can stand still, we need to do something and today is the start.