LOCAL CONVERSATION FEEDBACK

HANDOUT FOR EXTENDED BISHOPS COUNCIL, 6-8 JULY 2021

FEEDBACK RECEIVED

357 feedback forms

= 1,071 model responses

= 4,284 answers to questions

= approximately 85,000 words

OUR METHODOLOGY

- Stratified using the scores
- Started by reading and picking out themes from top (6-7) and bottom (0-2) scoring responses (in the papers)
- Reading the central scoring (3-5) responses
- Picking out overarching observations
- Noting the themes we have observed
- Recorded the comments by theme
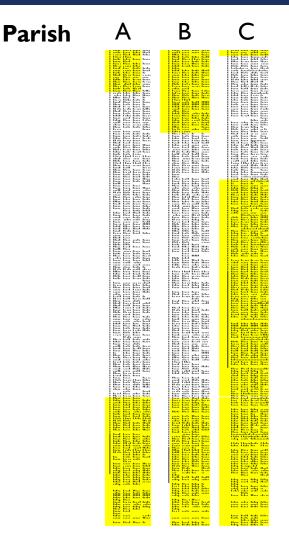- Identified most mentioned comments in the responses
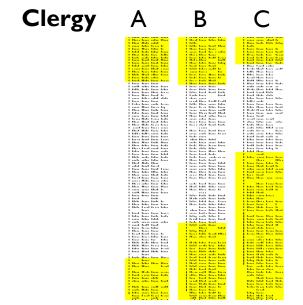
OVERARCHING OBSERVATIONS

- Lots of engagement, at depth
- Excitement about mission and desire to seek to do it better
- "this wouldn't work here/for us, but it would work for others/somewhere else"
- Geographical fears predominate in rural areas

OVERARCHING OBSERVATIONS

- The idea of sharing resources and working in partnership / teams is exciting
- Concerns about working together across theological / personal difference
- Concern about isolation and silo working
- Strong call for more clarity, details and examples to help confidence and understanding
- Significant number of responses say "nothing" would help confidence and understanding

Parish   A   B   C

Clergy   A   B   C

Lay Minster   A   B   C

MODEL A: MINSTER

	Parish		Clergy		Lay Ministers	
What excites you about this model?	**Sharing resource**	20%	**Sharing resource**	27%	**Sharing resource**	22%
	Similar to/builds on current reality	14%	Teamwork / partnership	20%	Enables lay ministry	19%
	Brings admin support	11%	Brings Support	13%	Similar to/builds on current reality	16%
What concerns you about this model?	Pastoral care not supported	15%	**Accountability & power**	19%	**Accountability & power**	31%
	Accountability & power	13%	Theology / personal differences	14%	Geography/loss of local/travel	13%
	Clergy & community connectivity	10%	Wouldn't work for small churches	12%	Leaders workload / wellbeing	9%
	Fairness in the split of resources	10%			Theology / personal differences	9%
	Where will lay ministry come from?	10%				
What would enable you to be more confident in this model?	Reassurance of priest to relate to	8%	More detail on clergy role	20%	More details of how geography works	9%
	More detail on clergy role	7%	Inclusion for all	7%	Inclusion for all	9%
	More detail on training/enabling of lay volunteers	6%				
	Process	6%				
What would help you better understand this model?	Finance detail	5%	Detail on clergy role & relationships	9%		
	Process	5%	Where does my context fit?	5%		

MODEL B: MISSION AREA

	Parish		**Clergy**		**Lay Ministers**	
What **excites** you about this model?	Missional opportunities	17%	**Local / geographical**	19%	**Local / geographical**	50%
	Similar to current reality	15%	Links with schools	14%	Teamwork / partnership	37%
	Local / geographical	14%	Mission opportunities	14%	Links with schools	23%
What **concerns** you about this model?	How do schools fit?	16%	Theological / personal differences	16%	Process	23%
	Theology / personal differences	10%	Leaders workload / wellbeing	12%	Is schools work missionally productive?	20%
	Where will lay ministry come from?	9%	Accountability & power	8%	Accountability & power	17%
			Loss of Local/geography	8%		
What would enable you to be more **confident** in this model?	More on shared ministry	9%	Process	11%	Process	20%
	Process	8%	More detail on clergy roles & relationships	8%	More detail on training / enabling lay	7%
					More detail on clergy roles	7%
What would help you **better understand** this model?	Process	8%	More detail re clergy role & relationships	5%	Process	7%

MODEL C: NETWORK

	Parish		Clergy		Lay Ministers	
What **excites** you about this model?	Brings support	16%	Missional opportunities	21%	**Teamwork / partnership**	23%
	Sharing resource	13%	**Teamwork / partnership**	15%	Independence / autonomy	16%
	Teamwork / partnership	7%	Sharing resource	14%	Shared learning	13%
What **concerns** you about this model?	**Travel / geography / loss of local**	26%	**Travel / geography / loss of local**	32%	**Travel / geography / loss of local**	26%
	Too complex / unsustainable	13%	Focus too narrow	27%	Clergy & community connectivity	23%
	Isolation / silos	13%	**Too complex / unsustainable**	15%	**Too complex / unsustainable**	19%
What would enable you to be more **confident** in this model?	Process	9%	Where does our context fit?	11%	Process	10%
	More detail on leadership workload	7%				
	More detail on admin support	6%				
What would help you **better understand** this model?	More detail on how buildings fit	7%	Where does our context fit?	7%	**Process**	10%
	Process	7%	**Process**	7%		

THE "KNOW-ABLES" – IF THEY'RE USEFUL

- There are lots of things that this feedback could tell us

- We can search and discover more insights and specific groupings of data…

- But we have to be realistic – we could search and discover new things forever, but they might not be useful!

- What could we discover from this feedback that would help us and make a difference in the next stages of this process?

THE "UNKNOW-ABLES" WE HAVE TO ACCEPT

- Every set of information has limits

- This feedback cannot answer all the questions we might possibly want to ask

- We need to ensure we don't read into it things that aren't there

- Some questions we might have will be unanswerable

THE DETAILED SUMMARY

- On the following pages you will find a summary for each Ministry Model of all the comments made in answer to each of the four questions.

- This will give you a sense of the breadth of comments and how often the themes occurred.

- Please remember that this is a summary of 85,000 words of feedback and it cannot ever give the nuance and detail of individual comments.

- A range of direct quotations (including many that were not within the papers) from the feedback is available on display boards in the Grand Hall.

What excites you about this model?	A Total	A %	B Total	B %	C Total	C %
Admin support	33	10%	5	2%	1	0%
Better use of budget	4	1%			1	0%
Brings support	25	7%	5	2%	38	10%
Clear responsibilities	6	2%	6	3%		
Ecumenical possibilities	3	1%	5	2%	3	1%
Enabled fresh expressions/pioneering	3	1%	4	2%	5	1%
Enables lay ministry	26	8%	6	3%	2	1%
Enables none stipendiary ministry	3	1%				
Enables youth and children's work	5	1%	29	13%	14	4%
Flexible	5	1%	2	1%	2	1%
Focused			8	4%	3	1%
Links with schools	5	1%	48	22%		
Local/geographical	32	9%	63	29%	1	0%
Mission opportunities	24	7%	53	24%	25	7%
Rural possibilities	17	5%	7	3%	6	2%
Shared learning	7	2%	3	1%	14	4%
Sharing resource	76	22%	23	10%	42	11%
Similar to what we have/builds on current structure	42	12%	41	19%	20	5%
Team work / partnership	45	13%	33	15%	36	10%
Urban possibilities	4	1%	2	1%	2	1%
Better than MP's			4	2%		
Discernment of missional calling	1	3%			16	4%
Each community equal important			7	3%		
Online potential					6	2%
Enables specialisms			1	0%	8	2%
Independance and autonomy	1	0%	5	2%	3	1%
Works well with RCs	2	1%			5	1%
Sacramental Mission					5	1%
Stronger link between local & central diocese	3	1%				
Enabled vocations	1	0%	3	1%		
Remapping current area for current reality			4	2%		
Collaboration across diocese					4	1%
Goes beond the local					2	1%
Nothing	59	19%	56	25%	44	12%

What concerns you about this model?	A Total	A %	B Total	B %	C Total	C %
Accountability and power	56	18%	18	8%	12	3%
Building issues	6	2%	8	4%	3	1%
Canon Law/governance	2	1%	2	1%		
Clergy & community connectivity	31	10%	19	9%	18	5%
Clergy vocation/call	12	4%	4	2%	16	4%
Fairness in split of resources/finance	28	9%	15	7%	19	5%
History suggests failure	7	2%	12	5%	1	0%
How will schools fit?			37	17%	1	0%
Inward focus	3	1%	3	1%	4	1%
Isolation/silos	8	3%	5	2%	38	10%
Issues with team ministry	3	1%	14	6%		
Lack of Ecumenical possibilities	5	2%	4	2%	2	1%
Leaders workload/wellbeing	19	6%	29	13%	7	2%
Loss of identity	20	6%	16	7%	5	1%
Loss of things that are currently working well	8	3%	11	5%	8	2%
Not enough resource to do this	17	5%	13	6%	19	5%
Pastoral care not supported	38	12%	11	5%	6	2%
Process: How will this happen, who decides, timescales, size of groupings etc	17	5%	27	12%	24	7%
Sacraments?	9	3%			1	0%
Safeguarding	2	1%	2	1%		
Theology/personal differences	31	10%	37	17%	14	4%
Too complex/difficult to implement/ unsustainable	7	2%	14	6%	48	13%
Travel/Geography/loss of local	24	8%	21	10%	95	26%
What about multiple large churches?	3	1%				
Where will lay ministry come from?	25	8%	27	12%	7	2%
Wouldn't work for rural church	24	8%	21	10%	11	3%
Focus too narrow	1		8	4%	33	9%
Wouldn't work for small church	25	8%	9	4%	5	1%
Nothing	3	1%	3	1%	1	0%
Schools important but not the whole			9	4%		
Role and capability of Mission Area Leader vital			8	4%	1	0%
Administration availability	2	1%	4	2%		
Too similar to current reality			7	3%		
Is school's work missionally productive?			6	3%		
Prioritising finance	3	1%	1	0%		
Volunteer Competence	5	2%				
Tension between team management and mission	3	1%				
We need culture change	1	0%	3	1%	1	0%
We are forgetting the older congregation			7	3%	1	0%
What if not all churches buy in?	2	1%	4	2%		
Negative for fxC	3	1%				
Loss of relationship across diversity	2	1%			15	4%
Only the strong will survive					4	1%
Mutual learning diluted	1	0%			1	0%
Too much like Resourcing Churches	5	2%				

What would enable you to be more confident in this model?	A Total	A %	B Total	B %	C Total	C %
Address culture	5	2%	4	2%		
Clarity & detail	49	16%	83	38%	69	19%
Examples/stats/more information	73	23%	51	23%	31	8%
Explanation of why what we have is inadequate			1	0%		
Finance data/details	12	4%	11	5%	2	1%
Hybrid model			1	0%	14	4%
More about shared ministry	15	5%	22	10%	1	0%
More details: Admin support	3	1%	9	4%	13	4%
More details: clergy roles	34	11%	15	7%	3	1%
More details: leadership work load	6	2%	1	0%	18	5%
More detail: long term sutainabilty	6	2%	4	2%	9	2%
More details: how sacraments will work	4	1%			1	0%
More details: how schools fit			9	4%		
More details: training for clergy	5	2%	8	4%	4	1%
More details: training and enabling lay/volunteers	16	5%	12	5%	3	1%
More details: Travel/geography	9	3%	13	6%	17	5%
More time	1	0%	2	1%		
Place of current structures	3	1%	2	1%	3	1%
Process: How will this happen, who decides, timescales, size of groupings etc	20	6%	33	15%	26	7%
Reassurance that we will have a priest to relate to	19	6%	10	5%	5	1%
Remember the long term faithful	3	1%	1	0%	8	2%
Safeguarding is considered	2	1%	4	2%		
Theological integrity can be maintained	10	3%	3	1%	7	2%
Theological underpinning	0	0%	1	0%	2	1%
There will be inclusion for all	19	6%	1	0%	3	1%
Where do we fit?	8	3%	5	2%	12	3%
Where will lay ministers come from?	4	1%	2	1%	1	0%
More details: rural	7	2%	6	3%	12	3%
Consider buildings	1		3	1%	1	0%
Local mission is enabled/equipped	3	1%	2	1%		
Nothing	24	8%	22	10%	22	6%
Clarity on team developments	1	0%	6	3%		
Discernment of missional calling					8	2%
Diocesan support to deliver	1	0%	3	1%	8	2%

What would help you better understand this model?	A Total	A %	B Total	B %	C Total	C %
Examples	75	24%	64	29%	44	12%
Examples: Rural	9	3%	9	4%		
Finance data/details	13	4%	7	3%	6	2%
Hybrid model	2	1%	6	3%		
Ministry resources & availability	10	3%	2	1%	5	1%
More detail/clarity	67	22%	78	35%	100	27%
More details: buildings	4	1%	2	1%	17	5%
More details: clergy roles and relationships	16	5%	15	7%	9	2%
More details: how sacraments will work	1	0%			2	1%
More details: how schools fit	1	0%	8	4%		
More details: training for clergy	4	1%	1	0%		
More details: training for lay/volunteers	5	2%	4	2%		
More details: Travel/geography	4	1%			6	2%
More time	5	2%	2	1%	1	0%
Place of current structures	2	1%				
Process: How will this happen, who decides, timescales, size of groupings etc	15	5%	24	11%	25	7%
Responsibility & accountability	5	2%	2	1%	1	0%
Simple language	5	2%	1	0%	11	3%
Theological underpinning					2	1%
What support we will get in the process?	1	0%	3	1%	3	1%
Where do we fit?	9	3%	1	0%	8	2%
Where will technology fit?			1	0%	3	1%
Where will volunteers come from?	10	3%	8	4%	1	0%
How much local autonomy						
Explanation of why we have to change?	3	1%				
Mission areas other than schools?			5	2%		
Ecumenical links?	1	0%			1	0%
How does this relate to wider community?			1	0%	2	1%
Nothing	38	12%	26	12%	15	4%