

Key Investment Priorities Across Funding Streams

Lichfield Diocese | November 2025

Operations, Compliance & Administration

Deanery Operations Teams for finance, safeguarding and faculties. Parish-level admin; deanery-level compliance. Releases clergy for mission.

Digital Ministry & Communications

Archdeaconry-level Digital Ministers to train and equip parishes for online mission. Goal: every parish digitally confident.

Youth, Family & Intergenerational Mission

Detached youth work and intergenerational hubs. Match-funded posts and sustainable supervision models.

Buildings, Accessibility & Capital Development

Toilets, heating, Wi-Fi and accessibility upgrades. Caseworkers to guide parishes. Match-funding encouraged.

Revitalisation & Parish Growth

Support revitalisation clergy; reduce Common Fund temporarily. Provide staffing for growing parishes.

Leadership Development, Apprenticeships & Lay Training

Apprenticeship funding for new lay and youth leaders. CMD-style lay training fund across traditions.

Strategic Deployment & Local Mission

Deanery-led strategy and partnerships. Chaplaincy models and long-term posts.

Funding & Delivery Principles

Match-funded models, deanery pots, combined capital and revenue investment.

Overarching Themes

Capacity building, collaboration, inclusion and long-term sustainability.

Operations, Compliance & Administration

- Establish Deanery Operations Teams for finance, treasurer support, safeguarding administration, and faculty applications.
- Clarify distinction between local 'administration' (pastoral, relational) and 'compliance' (policy, HR, insurance, grants).
- Provide centralised templates, online tools, and part-time administrators to free clergy capacity for mission.
- Aim: build professionalism, consistency, and reduce local bureaucracy.

Digital Ministry & Communications

- Appoint Archdeacons-level Digital Ministers or Enablers to support parish digital presence and outreach.
- Offer training in livestreaming, social media, and online evangelism.
- Coordinate procurement and maintenance of parish IT and audio-visual equipment.
- Work closely with the diocesan Comms Team to ensure consistency and brand alignment.

Youth, Family & Intergenerational Mission

- Develop pioneering youth hubs in empty retail spaces (e.g., Telford model).
- Focus on detached youth work in key community spaces (e.g., after-school in town centres).
- Link with grandparents, families, and schools to strengthen intergenerational connection.
- Provide match-funded grants for local youth/family/lay worker posts rather than shared deanery roles.
- Invest in supervision, safeguarding, and long-term funding models for sustainability.

Buildings, Accessibility & Capital Development

- Invest in essential facilities (toilets, heating, accessibility, Wi-Fi, projectors).
- Appoint caseworkers to help parishes navigate DAC processes, planning permissions, and grant applications.
- Encourage match-funding (not necessarily 50%) to build local ownership and generosity.
- Support strategic re-envisioning or rationalisation of the church estate where needed.
- Goal: ensure every parish building is safe, accessible, and mission-ready.

Revitalisation & Parish Growth

- Provide financial support to revitalisation clergy in parishes unable to afford full stipends.
- Consider temporary reduction or suspension of Common Fund during revitalisation phases.
- Offer seed funding for administrative, pastoral, or youth support staff as growth emerges.
- Learn from best-practice models (e.g., Wednesbury, West Bromwich) and build accountability structures.

Leadership Development, Apprenticeships & Lay Training

- Create diocesan-level funding for apprenticeship and training schemes to 'grow our own' leaders.
- Allow parishes to choose appropriate trusted training providers aligned with their traditions.
- Establish a CMD-style lay training fund to mirror clergy provision.
- Encourage leadership development for people from working-class and underrepresented backgrounds.
- Emphasise adaptability, innovation, and resilience in leadership formation.

Strategic Deployment & Local Mission

- Strengthen deanery-level strategy and partnerships with schools, NHS, councils, and other faiths.
- Develop chaplaincy models in community hubs and schools to support holistic mission.
- Fund mission posts for 5–10 years for sustainable impact.
- Support clergy through mission teams (bereavement, discipleship, pastoral follow-up).
- Adapt mission strategy for both urban and rural contexts.

Funding & Delivery Principles

- Use grant or match-funded models (e.g., parish contributes 50%).
- Allocate funding pots at Archdeaconry or Deanery level for responsiveness.
- Blend capital (facilities) and revenue (staffing) funding.
- Expect a 5–10 year return on investment with measurable mission outcomes.
- Prioritise quick wins: small, high-impact local changes.

Overarching Themes

- Capacity building and empowerment across clergy and laity.
- Cross-sector collaboration with schools, agencies, and community partners.
- Accessibility and inclusion in buildings, communication, and leadership.

- Commitment to long-term culture change and sustainable systems.