

Fit for Mission Strategic Programme Board
Headlines and Key Messages (December 2018)

Purpose

The purpose of this document is to provide an update in respect to the Fit for Mission Programme. It reflects the discussions and outcomes of the recent meeting of the Fit for Mission Strategic Programme Board held on Friday 14 December 2018

The update focuses on the following areas:

- Evaluation of Fit for Mission
- Mission Action Planning
- Deployment Task and Finish Group
- Risk Management within the Fit for Mission Programme

Evaluation

Ken Perry, Mike Corfield and Charlotte Harrison of Do-Well UK Ltd attended the Fit for Mission Strategic Programme Board meeting in order to report back on the work that they have undertaken to date.

It was confirmed that the first stage of the evaluation has now been completed as planned. A report containing key findings, recommendations and suggested next steps was presented and discussed at length.

Members of the Fit for Mission Strategic Programme Board acknowledged that the evaluation has unlocked rich and valuable learning for the Diocese that will help support taking Fit for Mission forward.

It was recognised that this would not have been possible had it not been for the way that interviewees who have met with the evaluation team were *"open, reflective and genuine in their desire to support the evaluation of Fit for Mission"*. The interviewees included a wide range of officers, clergy and lay people from across the diocese.

The evaluation team and members of the Board were all keen that their gratitude be formally expressed at the earliest opportunity via this document.

A more detailed communication, from Bishop David, about what has emerged during the evaluation and what next steps are going to be taken will be published across the diocese in early 2019.

Deployment Task and Finish Group

When the Fit for Mission Strategic Programme Board met on 15 October 2018 detailed consideration was given to the report of the Deployment Task and

Finish Group. It was agreed that the report (with some additional information included) should be referred for further detailed discussion at the Bishop's Staff Team Residential Event on 28 November 2018.

Nick Smeeton (Chair of the Deployment Task and Finish Group) and Alison Moore (Strategic Programme Manager) facilitated an extended session in order to examine, explore and discuss in detail each of the recommendations set out in the report of the Deployment Task and Finish Group.

The outcome of that session was a document that set out:

- (a) A response (endorsement or no endorsement) to each recommendation
- (b) Comments in response to each recommendation (where appropriate)
- (c) Identification of further actions/activities (where appropriate) in respect to each recommendation

This document was considered by the Fit for Mission Strategic Programme Board and it was agreed that a further series of specific pieces of work need to be undertaken by small task and finish groups that will be formed in early 2019.

At this stage it was agreed that it would not be appropriate to circulate or cascade the current version of the report of the Deployment Task and Finish Group.

Mission Action Plans (MAPs)

The deadline for submission of all parish MAPs was 30 November 2018 and 88% of all parishes met this deadline.

The Fit for Mission Strategic Programme Board were delighted with this excellent achievement, and grateful for all the hard work that has taken place in individual parishes over recent months to reach this point.

Andy Salmon (Mission Action Planning Officer) is in the process of contacting parishes that haven't submitted their MAP and is also making sure that Archdeacons are aware of where the gaps exist. The intention is to ensure where support and assistance is needed that it can be provided.

The deadlines for the completion of Deanery Mission Action Plans remain unchanged. For pilot deanery areas the deadline is 31 December 2018 and for non-pilot deanery areas the deadline is 31 March 2019.

Following a successful recruitment exercise a new Mission Action Planning Officer will join the team on 1 March 2019 to add further capacity and support to this important activity going forward.

Risk Management within the Fit for Mission Programme

In order that the Fit for Mission Strategic Programme Board can have effective strategic oversight of the key risks and be in a position to make timely and appropriate interventions it was agreed that a Risk Management Strategy should be introduced.

The draft Risk Management Strategy, developed by the Strategic Programme Manager, was reviewed and endorsed. Risk Management will become a standing item at future meetings of the Fit for Mission Strategic Programme Board.

Alison Moore, Strategic Programme Manager