

THE

CENTENARY PROJECT

Engaging, nurturing and discipling a new generation

Church Army's Research Unit
February 2022



**CENTENARY
PROJECT**

Engaging | Nurturing | Discipling



**THE DIOCESE
OF SHEFFIELD**

Renewed | Released | Rejuvenated

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A MESSAGE FROM THE BISHOP OF SHEFFIELD

It has been a joy to read this evaluation report and celebrate the achievements of the Centenary Project since 2015.

By the grace of God, the Centenary Project has been wonderfully fruitful in the first six years of its life, and it remains a vital part of the diocesan strategy. The 'rejuvenated' strand of the strategy seeks to address our present over-reliance on the older members of our churches, by engaging younger people with the gospel. It also seeks to create new congregations. The Centenary Project assists with both these things.

The Centenary Project seeks to 'engage, nurture and disciple' children, young people and families, especially in the most deprived communities of our diocese. In this work, the CP has consistently outstripped every target set for it. What is most impressive is the effective way in which younger people have been drawn into discipleship groups, where they can mature in their faith as followers of Jesus. It is this depth of impact, as well as a remarkable breadth, which is recognised in this report and which should rightly be celebrated. The Lord be blessed and praised!

I am grateful to Church Army's Research Unit for the report, and the research behind it, for providing a rigorous assessment of the Centenary Project and for the helpful suggestions that it makes for the project's continued growth, success and impact.

As you read the report, please do pray for the workers across the Centenary Project, the parishes they serve and for the people with whom they are connecting.



The Rt Revd Dr Pete Wilcox

Bishop of Sheffield

The Feast of the Presentation of Christ in the Temple, 2 February 2022

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INTRODUCTION

What is the Centenary Project?

The Centenary Project (CP) was initiated in 2015 when the diocese set aside £1m of its historic reserves and launched a 10-year plan to employ children, youth and family workers (mixture of part-time and full-time), targeted in the most economically disadvantaged areas.

It was named the Centenary Project as it marked the diocese's 100th birthday.

This model equips local churches to effectively engage, nurture and disciple a new generation of children, young people and families.

The project oversees every appointment, works with local churches on setting objectives and supports workers through a relational network and regular mentoring sessions.

There are 54 parishes that have (or have had) a CP worker linked to them. This was spread across 30 CP worker roles. There were 21 'active' CP workers linked with 29 parishes as of June 2021.

How was the Centenary Project evaluated?

This evaluation was carried out between May 2021 and December 2021. It was structured around **12 evaluation questions** identified by the diocese looking at:

- Vision and values
- Impact on mission
- Looking to the future

Using a mixed-methods approach, the evaluation drew on two sources:

1. Review of existing data about the Centenary Project
2. Further interviews with workers, representatives from the local parishes, the central team and wider stakeholders

Findings are accompanied by **six case studies of parishes** who have hosted Centenary Project workers. Excerpts from these stories are included in this booklet.

HEAR FROM THE TEAM

What our workers say about the project...

“Objectives are really helpful ... to think of new ways we can be doing things ... pushes me to not just keep on doing the same thing all the time...”



“[I’m] in a really deprived area... we have quite a high turnout of children and young people... the Centenary Project ... means these kids get teaching that is designed for them.”



“My church wouldn’t be able to afford a youth and children’s worker without the Centenary Project.”

“We’ve built a level of trust with our community that we didn’t have before.”

“The best thing about the Centenary Project is networking. It’s just so helpful to share resources and pray together. It’s nice to have other people who know what it’s like to be a worker at a church.”

“Families and young people and children are different now and how we need to reach them has changed. [My congregation] weren’t kinda equipped ... and yet the Centenary Project could come in and help them.”



THE CENTENARY PROJECT TEAM

“Every role is really particular and special ... ranging from the Anglo-Catholic tradition to the more evangelical tradition... I think it’s wonderful to see and I think it really works well.”

“I hope the church can afford it long-term ... because you see the positive effects.”



A STORY FROM ROTHERHAM DEANERY...

Parishes: St Mary Magdalene, Whiston and St Cuthbert, Herringthorpe
Worker: Lucy Luckock (6 years in post)



Mission impact:

'Lucy's really held most of us together as a church. We're an older congregation and having a younger person like Lucy and all her wonderful talents has just made such a difference. We've had people who've come to church who I'm sure wouldn't have come without Lucy.'

The vision of the Centenary Project has been realised in many ways since Lucy has been in post. One example particularly highlights this: due to the pandemic the toddler groups had to be moved online, but in September 2021, Lucy advertised that a toddler group was returning in person. She said, 'within five minutes, I got eight people ... registering'.

In reaching out to the local families and community, Lucy has been able to develop a youth group with approximately 14 teenagers attending. Lucy is encouraging some of those young people to think about baptism and confirmation.

As a result of this developing ministry, a member of the church community is hoping to undertake the Diocese of Sheffield's Aurora course to become an assistant youth leader. Additionally, Lucy has worked with other churches in the local area, and during the pandemic she created trails for the families to connect with. Lucy has worked hard to not just engage the children and young people but also parents, families, and guardians too. As a result of the Nourish parents' group, one couple have become more involved in church and are wanting to be baptised and confirmed. One member said about Nourish:

'I've engaged more with the church since being part of church ... it's bringing me back, and I'm finding comfort and help and my faith again.'



THE PROJECT IS REACHING PARISHES WHO COULD NOT OTHERWISE APPOINT A WORKER

VISION & VALUES

Evidence to date:

- 54 parishes have been enabled to share or appoint a worker (with 30 CP workers working across these parishes since the project began).
- Feedback from Centenary Project workers, parishes and wider stakeholders suggests that most of these projects would not otherwise have been able to appoint a worker.
- The Centenary Project has helped parishes overcome:
 - Financial barriers – providing tapered funding to help parishes who are not yet able to cover the full costs of employing a worker but willing to work towards this.
 - Organisational barriers – helping parishes who feel unable to take on the legal and administrative responsibility of employing a worker by managing and supporting workers centrally.
- The Centenary Project team are careful and discerning in deciding which parishes receive support.
- The case studies in this report and the data compiled by the diocese provide concrete examples.

'I haven't seen so many churches doing it on their own. Parishes are scared by the HR role; generally, they don't have employment expertise.'

THE PROJECT IS IMPACTING DEPRIVED COMMUNITIES

VISION & VALUES

Evidence to date:

- Of the 54 parishes who have (or have had) a Centenary Project worker, 35 are within the 20% most deprived in England. 16 of these parishes (30%) are among the 5% most deprived in England.
- Interview data revealed comments about the economic challenges experienced by children, young people and families in the communities in which they work.
- Five of our six case studies further illustrate the project's impact in economically disadvantaged communities.
- Not all Centenary Project workers are based in the most disadvantaged parishes, but a post must engage with poorer communities or estates within that parish.
- Further evidence compiled by the project also highlights its impact on disadvantaged communities.

'...we do constantly look for funds and grants that we can try and access to sustain the work ... and we've led a fundraiser that raised just over £1,000, so it is just trying to chivvy people to think, "we need this to keep going, to spread the word, [and] try and keep the church in the community"'

A STORY FROM ATTERCLIFFE DEANERY...



Parishes: St James, Woodhouse
 Worker: Dave Ludbrook (5 years in post)

Mission impact:

'At the moment, without Dave, we'd struggle to attract anyone young; it's the things Dave is running with the children and young people that are attracting the families. I don't know what we'd do to keep some contact with young people and them having some contact with the church.'

Church warden, Martin Ripley, added that church members are very committed to the project. The older members may not be able to volunteer, but they pray for the work and come along to what they can, including the monthly café service in the hall. Focal minister Revd June Fox commented that now FRESH Kids, FRESH Youth, FRESH GLOW and café church 'are the only growth areas in church'.

Dave isn't just the youth worker – he does a lot to support the wider church community. Having Dave has made quite a difference since they lost their stipendiary vicar, in particular, maintaining the links with local schools. Revd June added...

'The sense of community on Facebook is amazing in Woodhouse. Dave is brilliant at [being a presence on] Facebook.'

FRESH Youth ran for three years with steady growth but still relatively small numbers of youth and volunteers. From September 2019, it began to grow dramatically, and after a break during lockdown, numbers have returned to around 30 and the teenagers keep inviting friends. What to develop for those turning 18 is fast becoming a key question.



THE PROJECT'S SUCCESS IS SUPPORTED BY ITS VALUES

VISION & VALUES

The project values:

Mentoring - Each worker is mentored monthly on a 1:1 basis by a central support team.

Networking - All workers meet monthly for a time of sharing, worship, prayer and training, with prayer partners, virtual networking and sharing resources ongoing. Representatives from churches with a CP worker meet every 12 months at an Action Learning Network to share with each other.

Training - Providing good quality training relevant to all workers at regular intervals (such as mental health, unconscious bias and gender awareness) and signpost to further bespoke training.

Setting objectives - Clear, detailed and achievable objectives are established (and regularly reviewed) by the worker, parish line manager and the central project team. These provide a framework for mentoring conversations and ensure that everyone is clear regarding aims.

Measuring outcomes - Each worker submits monthly attendance figures for the groups and activities they have enabled, along with anecdotal stories and some measurement of the impact of the project on their community and on discipleship.

Good line management - Workers are locally line managed, often by clergy or other leaders in the parish. Support and guidance are provided centrally.

Working fair hours for a fair salary - Workers are all paid within an agreed scale which reflects the responsibilities and demands of each role. Working patterns are often flexible, but workers are protected from unfair expectations on their time.

'When you care for the whole person and their wellbeing, the work people do is much better.'

Evidence to date:

- The Centenary Project values have been deliberately and carefully nurtured by leaders who understand youth work and have significantly contributed to the project's success.
- The fact that there has been a relatively low turnover of workers suggests that most Centenary Project workers appreciate the project culture and values.
- Workers fed back that mentoring and networking are particularly strong. Experiences around objective setting, outcome measurement and line management are mixed.
- The area which is most complex is 'working fair hours for a fair salary', which is a perennial challenge within youth work more generally.

THE PROJECT ALIGNS WELL WITH THE DIOCESAN STRATEGY

VISION & VALUES

Evidence to date:

- The Centenary Project's important role within the wider diocesan strategy is well-articulated and explained within existing documentation about the project.
- Though the vision was developed by the previous bishop, there continues to be a close 'strategic fit' under Bishop Pete, who describes it as 'key to the whole diocesan strategy'.
- Other stakeholders interviewed confirmed that the Centenary Project seems 'entirely in keeping with diocesan strategy' and is well-supported by the diocese.

The Diocese of Sheffield is called to grow a sustainable network of Christ-like, lively and diverse Christian communities in every place which are effective in making disciples and in seeking to transform our society and God's world.

www.sheffield.anglican.org/diocesan-strategy

A STORY FROM SNAITH & HATFIELD DEANERY...

Parishes: St Lawrence, Hatfield
Worker: Rachel Ridler (2 years in post)

Mission impact:

'We're able to serve our parish in a way we would never have been able to do without having [a Centenary Project worker].'

Key dimensions to this include:

- Helping Messy Church move online during the pandemic – something St Lawrence would otherwise have been unable to do so quickly.
- Helping the church keep community spirit alive in Hatfield during the pandemic. Many other local organisations were slow to move activities online and the church played a valuable role by responding so quickly.
- Setting up new groups and raising the profile of the church in the local community.

Evidence of the emerging impact of her 'gentle but effective' approach to evangelism and discipleship includes:

- Children remembering the 'Little Lions Prayer' used weekly at toddler group and the 'backpack blessings' Bible verse, or saying things like, 'This is my church' (story of a six-year-old boy told by a research participant).
- Parents as well as children joining in creative prayer activities. One interviewee mentioned seeing a dad write down a prayer at Messy Church, which they knew was 'a big step for that family'.

The local incumbent, Revd Liz Turner-Loisel, told us:

'Because of things that Rachel's been putting up, I've been getting lots of enquiries through the Facebook page... People I don't know have rung and said: "Can I chat please?" It's small steps, but you can begin to see the big picture coming together.'



THE PROJECT'S IMPACT ON PARISHES
HAS BEEN OVERWHELMINGLY
POSITIVE

IMPACT ON MISSION

Evidence to date:

- Although most churches with a Centenary Project worker had some children attending prior to the worker's appointment, they needed support from the project to grow and develop the work.
- Churches with a Centenary Project worker have a higher proportion of under 18s in their Worshipping Community than churches without a CP worker. There has been a statistically significant difference between them for every year since 2017.
- Centenary Project workers have enabled churches to do things they would have otherwise struggled to do: support volunteers, develop new mission, respond to the unforeseen e.g. COVID-19.
- Our six case studies identify a variety of wider community benefits generated by Centenary Project workers.

'Rachel has been like a breath of fresh air. She heads up a team of volunteers and she is both dedicated and inspirational... She has almost single-handedly revolutionised online events and teamwork, whilst developing risk assessments and safeguarding.'



THE PROJECT IS MAKING AN IMPACT ON DISCIPLESHIP & EVANGELISM IN THE DIOCESE

IMPACT ON MISSION

Evidence to date:

- The project's SDF target of engaging with at least 2,000 children and young people on a regular basis by 2023 has been exceeded already.
- By January 2022, an estimated 2,966 children and young people had been regularly engaged. 25% of those engaged (761 individuals) were in regular discipleship groups.
- The most recent data available suggests that there are currently between 75-80 groups run by CP workers, with nearly 1,000 (965) children and young people regularly in groups.
- Alongside this, there are on average 8,000 'additional contacts' with children and young people every three months (for example, through school assemblies). In the run up to Christmas 2021, this rose to 16,000.
- When group attendees were asked 'Does being part of our group make you want to know more about God or being a Christian?', the average score, on a scale of 0-4, was 3.1.
- The average score to the question 'Would you say that you are a Christian?', on a scale of 1-10, was 7.2.
- Many respondents also responded positively to questions about the project's impact on Bible knowledge, prayer life and other aspects of faith development.

'A couple started coming to church a few years ago with their two children. Now the mum has ... begun to help with the children's groups. She's joined the mums' group and likes leading that group sometimes. She's now saying she'd like to be baptised and ... confirmed. Just this last week, she has agreed to take on the role as joint leader with the Sunday groups.'

A STORY FROM ADWICK-LE-STREET DEANERY..

Parishes: St Peter, Bentley
Worker: Steph Darbyshire (2.5 years in post)

Mission impact:

'...we're a better church for having a Centenary Project worker ... we have good foundations now and are sowing seeds.'

Since Steph has been in post, there are noticeably more families and children in church on a Sunday. Parents warm to Steph because she is genuinely interested in their children. At Lighthouse (the children's discipleship group), numbers are growing and - as the older children will soon move up to Y7 - Steph and incumbent Revd Dave Berry are beginning to think about youth work.

Recognising that they were 'just muddling through' when they initiated these activities, the appointment of a CP worker has made a huge difference in terms of increasing the capacity of the leadership team.

When the floods hit, this extra team capacity meant Dave and his wife Catherine, a social worker, were freed up to offer an immediate and substantial response to the crisis. Through this, the church gained a reputation of being a force for good in the community which felt like a 'game changer' in terms of mission momentum. In retrospect, Dave called this an 'unintended consequence' of having a CP worker in post. The local team concluded:

'It's been a great success here that can be mirrored in other parishes.'



THE PROJECT IS MAKING A DIFFERENCE IN THE LIVES OF THE CHILDREN, YOUNG PEOPLE AND FAMILIES THEY WORK WITH

IMPACT ON MISSION

Evidence to date:

- Survey questions about the impact of Centenary Project worker-run groups on participants all received high average scores. Statements about feeling ‘accepted’, ‘supported’, ‘belonging’ and ‘understood’ scored particularly strongly.
- Similarly, questions about the development of respect for others also received high scores.
- Our research uncovered many stories and examples that illustrate the workers’ impact on children, young people and families’ wider wellbeing.

I love it! Learning about Jesus is so much fun. People at school and in my class don't care about Jesus, but I do and I love it! [aged 6]

Thank you, thank you for being there and being the light in my dark times of worry [parent]

It's a nice place to relax and think about my faith and discuss with other people. I really love the games and food. Nice atmosphere. [aged 17]

The group is very friendly, not just the kids but the adults too. They treat us with respect. Plus helping on tuckshop is a bonus too. Thanks :) [aged 15]

I like that we learn about all of God's people and animals. I love animals and God made them all! [aged 5]

THE PROJECT'S COMMUNICATIONS STRATEGY IS PROGRESSING WELL

LOOKING TO THE FUTURE

Evidence to date:

- The Centenary Project has a well thought out, clearly articulated, and recently updated communications strategy.
- The Centenary Project has worked hard to share compelling stories and statistics. Awareness of the project has grown as a result.

GOOD NEWS STORY

TODDLER GROUP THRIVING IN HEELEY

Josey, our Centenary Project worker in Heeley, has had a great response to the reopening of her toddler group in September 2021. In the first week back, there were 30 new families and the toddler group has kept growing with new families attending most weeks. There are now over 100 families on the register with an average weekly attendance of 38 parents/carers and 40 children. Josey said, *'It can get very busy, but we have an incredible church space to work in. Toddler group is an important part of our church's ministry and we build relationships very early in the child's life and support the family.'*

The families are really engaging and enjoying the sessions. One parent said, *'We love coming to toddler group; it's the best one! Josey puts so much effort into storytelling and making it meaningful to my child. She loves the craft and snack time.'*

A STORY FROM DONCASTER DEANERY...

Parishes: St Paul, Wheatley Park
 Worker: Tracey Leigh (4 years in post)

Mission impact:
 When we interviewed Adam (Tracey's incumbent), he told us:

'We'd be in a lot worse place without the Centenary Project worker... Without Tracey we wouldn't have been in a position to develop the kids work... Growth has been off the scale compared to where we were.'

The church representatives we interviewed identified some memorable highlights, including...

- The story of a family who Tracey and the team have supported in various ways, most of whom now come to services or groups at St Paul's. 'They just get it and want to come every week and talk about Jesus.'
- A young woman who the church has been engaging with for several years is now doing an internship with a Christian organisation.
- A local mum we met and interviewed at the after-school club who has grown in confidence through the experience of volunteering with various activities at St Paul's.

Adam went on to reflect that investment in a Centenary Project worker was 'worth more than salary' because 'it leaks into all aspects of church life'.

'We've built a level of trust with our community that we didn't have before.'



THE PROJECT DELIVERS GOOD VALUE FOR MONEY

LOOKING TO THE FUTURE

Evidence to date:

- Compared to volunteer-led models of ministry, the Centenary Project is more expensive but delivers significant added value which other, more low-cost models cannot.
- Parish representatives thought the Centenary Project provides good value for money and that the benefits of being supported through the central team significantly outweigh the costs.
- Senior diocesan staff also agreed the project delivers value for money. In the context of wider budget challenges and constraints, they reported that deciding how far to continue investing in such fruitful work is 'a nice problem to have'.

The advantages of employing a worker (part-time or full-time) are:

FOR A WORKER...

- Feels vocational - bringing passion and a sense of calling.
- Clarity on role aims through job description.

FOR A LOCAL CHURCH...

- Safeguarding training and wider support available.
- Can sustain weekly rhythms and available to facilitate midweek ministry.
- Can assume some level of training or previous experience.
- Time to nurture a team.
- More capacity for extras/ crises.

FOR MISSION...

- Scope to tease out how much of the role is mission to non-churched youth or pastoral care of churched youth.
- Allows for investment of time and energy in young people beyond set activities e.g. engaging over meals, hanging out socially.
- A paid role means easier access to schools for ministry opportunities.
- If one worker is in coordinating role, they can nurture youth as leaders or work across a partnership.

THE PROJECT IS KEY TO DELIVERING THE DIOCESAN STRATEGY

LOOKING TO THE FUTURE

Evidence to date:

- The Centenary Project is recognised by the senior staff of the diocese as playing a key role in the delivery of the diocesan strategy.
- People we interviewed also identified features of the Centenary Project which may be applicable or relevant to wider diocesan strategy and practice. Other parts of the diocese may be able to learn valuable lessons from the Centenary Project's experience of:
 - Attention to values
 - Modelling lay ministry
 - Gathering statistical data and participant feedback well
 - Resilience and collaboration in ministry
 - Distinguishing between engaging, nurturing and discipling
 - Support with fundraising

'...[me being here] means these kids get teaching which is designed for them. Before I got here [they had to] make the most of whatever the vicar could deliver at the time, which isn't easy, particularly in our context.'

A STORY FROM ECCLESALL DEANERY..

Parishes: St Mary, Bramall Lane

Worker: Amy Hitchmough (2 years in post, finished in 2019)



Mission impact:

'Everything was better with Amy. She was an extra injection of experience and energy ... and resource in its widest sense... all that training and experience [she brought] rolled out into a lot of things over a long period. The project does so much more for youth, children and families' work in terms of economies of scale.'

Amy's work developing the youth group in terms of their depth of friendship (rather than the old Sunday school model of teaching about faith) enabled an important shift in dynamics. The teenagers were pleased to have their own dedicated worker in Amy (rather than have youth work covered by rota), and her passion in that role helped them feel like active and valued members of the church.

Amy's relational work behind the scenes helped disciple individuals within the group. Getting to know them over Sunday lunch and board games, one-to-one mentoring work, and encouraging them to have a go at leading Messy Church gatherings all helped them grow.

Amy expressed regret that she was not able to do more one-to-one mentoring during her two years in post; mentoring is time-intensive and, as she was working mostly on her own, there was a limit to how many teenagers she could mentor at any given time.

Associate SSM Revd Karen Cribb described the impact of the post as *'small numbers, but we are small numbers [at St Mary's]'*. Karen, along with lay pioneer minister Miriam Cavanagh, talked about how much they valued Amy's collaborative approach.

The team reflected that Amy brought rigour in terms of risk assessments and safeguarding to a small church needing to tighten up these areas, which is the *'kind of impact you can't measure'*.



THE PROJECT IS GOOD AT EXPLORING FURTHER OPPORTUNITIES

LOOKING TO THE FUTURE

Evidence to date:

- Ideas for further opportunities, making the most of available resources, were offered by participants. However, many of these have already been attempted by the central team who are quick to spot and explore further opportunities.

'I couldn't have survived in lockdown without ... the times on Zoom we've had together, just that chance to connect with other ... workers to see what they're doing.'

THE PROJECT COLLECTS AND USES DATA WELL

LOOKING TO THE FUTURE

Evidence to date:

- The Centenary Project has well-developed systems for collecting relevant statistics and other data from Centenary Project workers and those they support.
- The Centenary Project team use the data collected to good effect in communicating the achievements of the whole project through its various communications channels.

'I actually love the tracker that they've got ... I love statistics ... seeing those numbers ... I know that I can use everything Centenary Project asks us to collect to display to funders the impact of what we're doing.'

WHAT WILL YOU DO NOW?

Find out more:

- Read the full evaluation report: www.sheffield.anglican.org/news/centenary-project-evaluation
- Visit the Centenary Project website: www.centenaryproject.org.uk

Pray for us:

- Pray for our workers, parishes and all those connecting with the Centenary Project

Join us:

- Apply to be a worker: www.sheffield.anglican.org/centenary-project-vacancies
- Apply to have a worker: www.sheffield.anglican.org/centenary-project-applying-for-a-worker
- Be part of the Hubs network: www.sheffield.anglican.org/centenary-project-hub-news

Hear from us:

- Sign up to receive our newsletter: www.sheffield.anglican.org/centenary-project-newsletter
- Follow us on social media:



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Give to us:

- Financially support the work of the project so that we can continue to help parishes engage, nurture and disciple a new generation of children, young people and families: www.sheffield.anglican.org/cp-support-us

Get in touch, we'd love to hear from you:

- info@centenaryproject.org.uk



THE DIOCESE OF SHEFFIELD
Renewed | Released | Rejuvenated



A MESSAGE FROM THE CENTENARY PROJECT

When we commissioned this evaluation, we were looking to find out if the Centenary Project is achieving what it had set out to. We were keen to know if the investment of £1million from historic reserves and subsequent funding from the Strategic Development Fund is making a difference in the Diocese of Sheffield. More than that, we wanted to ensure that our approach in developing bespoke parish roles, embedded in a package of support, is equipping parishes to engage, nurture and disciple a new generation of children, young people and families.

We're incredibly grateful to Church Army's Research Unit for their sensitive approach to evaluating the Centenary Project. The report celebrates the success of the Centenary Project so far. It shows that we are reaching deprived communities and making a positive difference to the life of the diocese.

The next season of the Centenary Project will draw on the strong foundations of the project so far. The things we value - mentoring, networking, training, setting objectives, measuring outcomes, good line management and working fair hours for a fair salary - will continue to be the bedrock of the Centenary Project. The report has helpfully indicated some areas for continued development and we will carefully explore the recommendations.

As we look to the future, we are excited by the challenges ahead. As our initial funding comes to an end, the future sustainability of the project is a priority and we are actively seeking to future-proof the project. But we also want the impact of the Centenary Project to be felt across the whole diocese and this report will guide us as we continue to develop and grow the project.

The Centenary Project couldn't make a difference without support. Please support us in prayer – pray for our workers, their parishes, line managers and volunteers. If you are local to one of our workers, support them practically through a willingness to volunteer. Do consider supporting us financially – your pledge could help appoint another Centenary Project worker to a parish in the diocese.

Thank you for taking the time to read this evaluation and do share it with others.

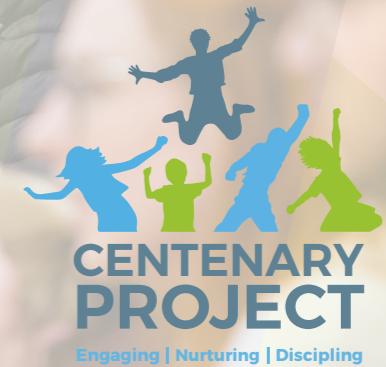
The Centenary Project team
February 2022

THANK YOU

We would like to thank the Centenary Project workers, the central Centenary Project team, wider diocesan stakeholders and those who are involved in the local ministries featured in the case studies who took time to offer their reflections.

The Centenary Project team wish to thank the Strategic Development Fund for their financial support of the project which enabled this evaluation and its reports to be commissioned.

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The logo for Church Army, featuring the words "CHURCH ARMY" in a bold, black, sans-serif font, with "ESTD 1882" in a smaller font below it. The logo is tilted and set against a background of colorful, overlapping geometric shapes in shades of blue, green, and purple.

CHURCH ARMY

ESTD 1882

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