

Funding awarded by Strategic Mission & Ministry Investment Board (SMMIB) towards refreshed 3Rs strategy

The Process and Award

- Our application was considered by SMMIB on 27 Feb 2025 and was positively received.
- Phase 1 funding of £14,313,044 for 2025-2028 was approved (see Table 1 for Phase 1 awards and expected whole project outcomes) and +Pete has signed the Funding Agreement with national church.
- Some Phase 1 funding that we applied for was (i) approved in principle, or (ii) a deferred decision and we await further information from national church or (iii) not approved (see Table 2).
- There will be a substantial delivery review in 2028 to assess progress made during Phase 1.
- Phase 2 funding for 2029-2031 is agreed in principle. Due to new triennium funding arrangements being announced in summer 2025 and us needing a positive review in 2028, we do not have a Funding Agreement for Phase 2 and therefore it is not guaranteed. Uncertainty over Phase 2 funding means that any roles that we appoint beyond 2028 are at our own risk; therefore, we can only commit to the end of 2028 *with the potential for extension to 2031*. The precise process for unlocking Phase 2 funding from national church is not yet established.

What we expect to see

- The outcomes for each funded project are shown below. A more detailed breakdown of expected individual project outputs and activities by year is provided at Appendix 1.
- The overall aim is that by the end of 2031 90% of our parishes are growing or holding steady.

Some Caveats

- We have relatively little wriggle-room in how we use the funding; it must be in line with what we said we would do in the bid, which was based on extensive deanery consultation. We will have *some* discretion in *where* we deploy some of the resources.
- The award does not reduce our dependency on Common Fund. It does give us more time to achieve financial sustainability. National church has asked that we 'meet generosity with generosity' in terms of Common Fund increasing to cover the stipend bill. Low Income Communities Funding will continue to support ministry in some of our lowest income parishes.
- We may struggle to spend the allocation; successful recruitment to clergy and lay posts is a significant risk. Please pray for successful recruitments!
- We have a strong track record of successfully meeting the requirements of external funders and securing resources for mission, and we can be confident in our Phase 2 plans. It is unlikely that the next triennium funding arrangements will significantly jeopardise our strategic direction and support from national church.

Table 1: Approved Phase 1 funding for 2025-2028

Theme	Project	Phase 1 DIP Funding 2025-2028	Outcomes for the whole project (the change we will see), plus some specifics that the funding will pay for
Children, Young People & Families	Young Leaders' Community	£150,628	<ul style="list-style-type: none"> • Motivated, empowered and confident young people who have roots in the church because they have been valued, listened to and allowed to help shape it • Local churches who love, value and include young people in every area of church life, including leadership, decision-making, worship and service • 1 worker to develop and coordinate the community
	Growing Younger - Centenary Project (including Church in Schools)	£2,221,236	<ul style="list-style-type: none"> • Double the number of active young disciples • Better understanding of the demographics of people engaging with CP groups through pioneering the collection of equality monitoring data • Additional thriving new Church in School congregations • 36 new Centenary Project Workers and development support, 1 Church in Schools worker
Developing our People	Lay Ministry Resourcing	£397,361	<ul style="list-style-type: none"> • Mission Areas and parishes with well-functioning lay ministry teams working collaboratively with Oversight Ministers • Clearly defined and navigable vocational pathways leading to a greater number of licensed and ordained ministers • A more clearly coordinated strategy for discernment, training, deployment and ongoing development of lay ministers • 1 Director of Focal Ministry and 1 Assistant, 1 Lights for Christ Enabler, funding for a range of training courses for lay and ordained people, improved online learning platform.
	Clergy Wellbeing & Coaching	£1,407,681	<ul style="list-style-type: none"> • Every Oversight Minister in a fruitful coaching relationship with an AATE • Every Oversight Minister feels confident to apply similar coaching techniques to their Mission Area Leadership team • Increase in the number and diversity of Spiritual Accompaniers • Increase in Mission Areas that meet the Healthy Mission Area criteria • Oversight Ministers have a clearly defined idea of their role and responsibilities and raise up leaders to support them and bear the challenge of ministry with them

			<ul style="list-style-type: none"> • Every member of clergy can point to areas in which they have grown in confidence and skill as a result of appropriate and effective training • 6 Associate Archdeacon-Transition Enablers, Spirituality Advisor, coaching training for clergy, conflict resolution training for clergy, grants for sabbaticals and retreats.
	Additional Curates	£768,403 excluding ingoing works (see Table 2)	<ul style="list-style-type: none"> • Additional strong curate cohorts are nurtured which helps to secure future stipendiary Oversight Ministry in the Diocese • 3 additional curates per year to supplement the 4 curates the diocese funds each year.
Social Justice	Parish Nursing	£916,610	<ul style="list-style-type: none"> • Greater capacity in local teams for social action and to address specific community needs such as accessing healthcare, support for addiction and support for mental wellbeing • Additional local volunteers who are trained and supported • Greater awareness of the role of church in the community and favour in the community • Learning about practically integrating the 5 Marks of Mission and sharing that learning across the Diocese • 5 parish nurses initially, plus funding available to support up to a further 6 contexts.
Grafts & Revitalisations	Goole & Rotherham Resource Church Phase 2	£1,294,748 excluding ingoing works (see Table 2)	<ul style="list-style-type: none"> • Stronger and more sustainable Resource Churches • Graft to revitalise another cross-diocesan location (Goole) • Deanery-led graft to revitalise another location (Rotherham) • Tapered support for teams in both contexts
	Love Doncaster (Doncaster Minster and St James)	£640,294	<ul style="list-style-type: none"> • Revitalised Mission Area ready to graft out • A team of an Oversight Minister and 3 lay workers (admin, children, music)
	Cathedral Resource Church	£1,379,891	<ul style="list-style-type: none"> • People brought together to deepen in Christian vocation and share the good news • Grow and multiply congregational life in places of deprivation • Confident Christian disciples seeking to transform our society and God's world • Empowering people to make changes and be leaders in their localities • Network of support for worship leaders / musicians and clergy to build team, confidence and missional capacity

			<ul style="list-style-type: none"> Bringing people and institutions together to build relationships, grow 'people power' and share the good news by making long-lasting change for the common good in their communities A phased team of 8 workers, including clergy person, an intern, digital evangelist, fundraiser, and music missionaries.
	9 x new grafts / revitalisations	£2,717,319 excluding ingoing works (see Table 2)	<ul style="list-style-type: none"> 9 more thriving and sustainable churches in terms of people and finance 2nd and 3rd generation graft potential Not every graft will need a team funded by SMMIB so we hope to see more than 9 grafts in total Each funded team will include, a stipend, a children / youth worker, an admin
	Interim Ministry	£734,475	<ul style="list-style-type: none"> Between 4 and 8 Benefices made ready for the appointment of an Oversight Minister, with attractive and honest profile papers having sustained missional / transitional momentum and / or resolved specific challenges Each funded team will include, a stipend, a children / youth worker, an admin
Central Mission Support	Mission Area Support (MAS) Phase 2	£716,968 excluding some key posts (see Table 2)	<ul style="list-style-type: none"> Every Mission Area compliant in finance, buildings and governance Team leader, 4 Church Buildings Officers (see Table 2), 4 Financial Sustainability Officers (see Table 2), Support Officer, Common Fund Officer, 2 Fundraisers. Plus some ad hoc social enterprise support.
	Central Support	£967,431	<ul style="list-style-type: none"> Appropriately resourced and time-limited Central Support function which enables us to meet all operational objectives to support and protect delivery against strategic priorities across the Programme through being good stewards Effective resourcing of high quality and timely evaluation (both through the longitudinal study and end of programme) ensures the impact of learning is maximised locally and shared nationally Sharing learning with other diocese and national church 1 Programme Director, 2 Programme Managers, Information Analyst, Project Accountant, Digital Comms Officer, Digital Learning Officer, Parish HR Advisor, Mission Development Advisor, Grafting & Revitalisations Buildings Officer, Community Transformation Officer.
		£14,313,044	

Table 2: Funding requests not approved by SMMIB (approved in principle / deferred decision / not approved)

Project / activity	Post	Funding request	Outcomes	Note
Mission Area Support (MAS) Phase 2	4 x <i>Church Buildings Officers</i>	£856,576 (2025-31)	Every Mission Area compliant in finance, buildings and governance	Deferred decision; may be met from other national funding streams
Mission Area Support (MAS) Phase 2	4 x <i>Sustainability Officers</i>	£861,600 (2025-31)	Every Mission Area compliant in finance, buildings and governance	Deferred decision; may be met from other national funding streams
Strategic Buildings Investment		£2,200,000 (2025-28)	Church buildings in key strategic areas are enhanced to support missional delivery Investment enables us to access additional external funding to maximise use of resources	Approved in principle subject to conditions and future availability of funding
Transition Funding		<ul style="list-style-type: none"> • £1,000,000 2025 • £1,000,000 2026 	SDBF reserves are utilised at a sustainable rate which ensures ongoing viability of the SDBF as an entity throughout the lifetime of the programme and beyond to a position of ongoing and long-term financial sustainability	Approved in principle for 2025. Subject to agreement by the Board based on our end of year financial position. Deferred decision for 2026 until 2026-28 spending plans are agreed

Improvements to clergy housing (ongoing works)		<p>£866,790. Includes:</p> <ul style="list-style-type: none"> • £55,201 for Goole & Rotherham • £280,930 for Grafts & Revitalisations • £530,661 for additional curates 		<p>SMMIB decided not to fund this on the basis that funding such works are outside the Board's remit and would set a difficult precedent, and that the diocese, rather than the Archbishops' Council, would benefit from any increase in capital value as a result of the works.</p>
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Appendix 1 – Monitoring, Evaluation & Learning Plan (MEL). This provides a detailed breakdown of expected individual project outputs and activities by year.