

Theme	Wolverhampton	Stafford	Shrewsbury
Financial Sustainability & Giving	Post-COVID decline in congregations → Common Fund hard to meet. More transparency needed about where money goes.	Focus on legacies, grants, and imaginative fundraising . Training on contactless, Gift Aid, stewardship.	Concern about loss of older givers. Push for easier giving (QR, DD, card readers) . Teaching & guidance on giving + legacies.
Buildings & Infrastructure	Faculty process seen as slow/obstructive. Suggest audits, “missionally-directed building fund,” investment in WiFi/warm spaces.	Accessibility a major barrier (ramps, toilets, heating). Suggest focusing investment on strategically important churches .	Many buildings lack toilets, water, parking, disabled access. Push for flexible, sustainable spaces ; easier reordering. Some say unsustainable ones may need closure.
Mission, Growth & Evangelism	Growth = financial health, but mission needs upfront investment. Strong call for youth/family workers over more clergy.	Big emphasis on children, youth, family ministry (Messy Church, chaplaincy). Try new approaches (Alpha, Pioneers, Warm Spaces).	Desire for youth/family workers shared across parishes . Growth in Messy Church/new worshipping communities, but not yet financially sustainable.
Clergy, Lay Leadership & Support	Vacancies long, especially in deprived areas. Suggest incentives for clergy, deanery admins, and paid lay posts (mission/admin).	High vacancies. Calls for new ministry models (not 1 vicar per parish). Shared posts at deanery level. More induction & training for officers.	Vacancies + overstretched clergy in multi-parish benefices. Call for more curates, lay leaders, and central admin systems . Risk of clergy burnout.
Administration & Support	Strong call for admin support (grants, buildings, safeguarding, graveyards). Recognition that admin is a ministry needing investment.	Clergy/lay burdened with admin → need centralised tools, project managers, shared expertise. Simpler systems wanted.	Clergy & wardens overwhelmed by admin/HR/finance. Requests for centralised deanery systems. Value placed on investing in people as much as buildings.
Use of LINC/Common Fund	Welcome but concerns about transparency + fairness. Proposal to invest in the right people (e.g. Parish Nurses, Youth Workers).	Debate: reduce Common Fund vs invest in posts. Consensus = strategic funding , not blanket reductions. Accountability needed.	Questions over diocesan reserves & fairness of allocation. Support for focusing on sustainable ministries, not just plugging gaps.
Digital & Innovation	Invest in IT training/support. Use digital for visibility, rentals, evangelism. Online presence = priority.	Calls for training on cashless systems . Support for livestreaming and technology in buildings.	Rural WiFi/phone signal essential for giving & livestreaming. Push for stronger online church presence.
Community & Collaboration	Strong call for listening to communities. Suggest partnerships with businesses/social action. Build deanery identity to share resources.	Requests for central initiatives to support mission parishes. Training/resource-sharing across parishes encouraged.	Interest in ecumenical partnerships (e.g. Methodists). Share good practice. Use external advisers for sustainability planning.