

## Connexional Team Work Delivered 2008-9

### Basic Information

<b>Contact Name and Details</b>	John Ellis, Secretary for Team Operations Ext 5297
<b>Status of Paper</b>	Final
<b>Action Required</b>	Information
<b>Draft Resolution</b>	The Council notes the work delivered by the Connexional Team in 2008-9.
<b>Alternative Options to Consider, if Any</b>	

### Summary of Content

<b>Subject and Aims</b>	This paper notes the progress of the work allocated to the Connexional Team for implementation in 2008-9.
<b>Main Points</b>	This paper notes that the Team has made progress on a significant number of work tasks. Of the 63 tasks specified on the A list, the Team has made progress on 60. The Team has also progressed a majority of the tasks on the B list and has also made progress with a number of tasks on the C list.
<b>Background Context and Relevant Documents (with function)</b>	This paper refers to the paper <i>Work Priorities for the Connexional Team 2008-09</i> [MC/08/93] presented to the October 2008 Council, which agreed a priority-based workplan for the Team. This workplan distinguished between an "A", a "B" and a "C" list of work and it was agreed that the Team would report back to the Council at the end of the year with what had been achieved.
<b>Consultations</b>	

## CONNEXIONAL TEAM WORK DELIVERED 2008-9

### Background

1 The October 2008 Council received a paper via the Strategy and Resources Committee of the work priorities for the new Connexional Team (MC/08/93). This paper noted that the Team was far from fully staffed and the Council accepted the SRC's recommendation that not every piece of work that had been given to the Team by successive Conferences could reasonably appear in a workplan for 2008-9. The agreed workplan therefore distinguished between an "A" list of tasks which the Team was committing to do in the year, a "B" list which would be accomplished if possible but could not be promised, and a "C" list of tasks that were unlikely to be attempted.

2 It was recognised in presenting these proposals to the Council that judgements about what was possible at the start of the year would have to be open to change when the unexpected arrived. Nevertheless it was agreed it would be good practice for the Team to report to the Council at the end of the year on what had been achieved compared with the original template.

### Achievements

3 Of the 63 tasks specified on the A list, the Team has made progress on 60. Many of these tasks were not tidy packages of work with a clear ending and inevitably not every one has evolved as originally envisaged. Nonetheless Appendix A gives succinct summaries of action taken against each task in the list agreed by the Council. The relevant Cluster Heads are more than happy to expand on these brief summaries if individual members of the Council wish to approach them for more detail.

4 It has also been possible to do some work on the majority of B list items. This is sketched in Appendix B, which repeats all the original B list items whether or not work has been done.

5 As circumstances have changed, some of the items on the original C list have in fact fitted in with priority work better than anticipated and so have been progressed. Where work has been possible on C list items, these are noted in Appendix C.

### Additional Opportunities

6 One of the specific objectives of the Team Focus process was to establish a Connexional Team that was better able to react to new challenges from the wider Connexion and able to respond more flexibly and quickly than had been possible in the past. To do this, it is essential that not every iota of staff capacity is mortgaged in advance to undertake required tasks.

7 The Projects Cluster is most obviously an area of the Team where we need to retain some capacity for picking up and developing ideas that may not originate through the formal governance routes. As an illustration, the Table below outlines the key areas where work not itemised in the agreed workplan a year ago has been undertaken; other staff clusters could similarly produce lists of work done outside the formal plan but within the framework of the Church's chosen Priorities.

### New Work Initiated within the Projects Cluster during 2008-09

i. Inspire Network (1 <sup>st</sup> phase Sept 2009 – Aug 2011; 2 <sup>nd</sup> phase subject to further approval Sept 2011 - 2014 )	A project aiming to develop a network of people who are committed to the growth of mission spirituality in the leadership and life of the Church through a network of active leadership bands and an accompanying 'School of Mission Spirituality'.
ii. Belonging Together (Approved in principle in June; detailed approval expected in October)	A project to support the vision of the Church's response to its changing identity through the presence and growth of ethnic and cultural groups.

iii. Carbon Reduction Project (Sept 2009 – July 2010)	In response to <i>Hope in God's Future</i> , a project to facilitate and encourage Methodist Churches and the Methodist people to implement responsible arrangements in relation to their carbon footprint
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#### **Other Work Completed within the Projects Cluster during 2008-09**

i. Review of the Finance Office	Review completed, and the process of enabling redeployment and staff selection initiated through Development and Personnel.
ii. Initiation of the Review of the Resourcing Mission Office	The scope of the review and the Project Management Group have been established, and full work will commence in October.
iii. Research	Supporting the ongoing research needs of the Strategic Leaders including: <ul style="list-style-type: none"> <li>• Support for the evaluation of Team Focus by SRC</li> <li>• Research for the Joint Implementation Commission</li> <li>• Support for the review of WCR staffing and SALT</li> <li>• Research for the Living Wage discussion</li> </ul>

#### **New Project Ideas under Exploration during 2008-09**

i. Extending Discipleship	A project to develop covenant discipleship using the framework developed by David Lewes Watson, drawing on the patterns of Wesley's class/band meetings, and also on the York Institute's connections with Benedictines and Carmelites.
ii. Baby Boomers	A project to initiate new ways of encouraging and nurturing the Baby Boomer generation (i.e. people born 1945-1965).
iii. World Church Experience	A project to set up a programme of short term (e.g. 2 weeks) experience opportunities in partner churches, aimed primarily at students in tertiary education.
iv. Olympics 2012	A project to support the work being prepared by various strands of the Methodist Church.

#### **Resolution**

The Council notes the work delivered by the Connexional Team in 2008-9.

## Connexional Team Work Delivered 2008-9

### Appendix A

#### Tasks to be addressed as principal priorities

##### A.1 Projects Cluster

<b>A.1.1 Team Focus Transition</b>	
i. Embed the District Development Enablers	DDEs have met twice and are forming a strong and supportive professional network. A moodle (internet forum, sharing space) is in use though not vigorously so. The DDE contribution to the emerging understanding of the picture of the processes and outcomes of MaWF is invaluable. Their motivation, passion and commitment are contagious. They are due to meet next on 20 <sup>th</sup> Oct.
ii. Women's Network Project (Sept 2008 – Aug 2011)	The WN Project Officer was appointed from Oct. She transferred to another post in the Team in May and a new person was recruited. The project has supported the leadership of WN in making good progress towards working without a permanent Connexional Team staff member. The WN leadership has successfully built confidence within WN to look to the future and reorganise itself. They are in the process of recruiting a part time administrator, and securing funding for this.
iii. Review of Committees, advisory groups and reference groups relating to Team. (to Aug 2009)	Following the interim report to Council in April, further work revealed a total of 107 committees which in various ways were linked to clusters in the Connexional Team. Subsequently, the work concentrated on supporting each cluster in the review process, and has now been fully handed over to them under the oversight of the Secretary for Internal Relationships.
iv. Ecumenical Review (to April 2009)	The Projects Cluster was able to give limited support to the Secretary for External Relationships in preparing the Vision Statement that was included in the Conference paper "Our Ecumenical Calling". Ongoing work is under the remit of the Ecumenical Officer.
v. Agree integration process of former Secretary for European Affairs, where needed. (to May 2009)	The Europe Project was completed by May, and its final Report <i>Partners in the Gospel, Partners in Europe</i> is available on the Methodist Church website. This includes a revised strategy for Europe with key priorities, and how to embed various aspects of the work of the Secretary for Europe within the Connexional Team. The review of staffing in World Church Relationships was undertaken in parallel with this project and the outcome positively impacted on the capacity of the Connexional Team to give reasonable attention to Europe.
vi. Inter Faith Relations (Sept 2008 – Aug 2012)	The Inter Faith Relations Project Officer (2/5 FTE) was appointed in Sept. The project work has focussed on establishing Inter Faith advisors or link persons in each District; producing an up to date Inter Faith leaflet, and planning a conference in October to support and strengthen their work. The ongoing work of the Inter Faith Relations Officer (3/5 FTE) has included work with the Faith and Order Committee on the use of Church premises.

<b>A.1.2 Other Priorities</b>	
i. Maintain momentum for MaWF: Regrouping for Mission	During the year a more collective process has evolved, including valuable time set aside for Chairs of District to share together development stories, experiences and learning. The enthusiastic and energetic engagement of the District Development Enablers with the ongoing processes of MaWF has been highly beneficial.
ii. One Connexion Many Jurisdictions Project (Sept 2008 – Aug 2010)	A Working Party was set up in Sept and has carried out consultations with representatives from around the Connexion including the Island Districts and Malta and Gibraltar. Consultations have also taken place with fellowship groups whose members come from across Africa, Asia and the Caribbean. The Group will report to the 2010 Conference.
iii. Review of the Presidency	Work being done within the Senior Leadership Working Party. To report to 2010 Conference.
iv. Establish Methodist Heritage Committee	The membership of the Methodist Heritage Committee has been established, its Chair appointed, and the ongoing work for Methodist heritage has now been passed over to the Methodist Heritage Officer in CCE&A.
v. Consider implications of E&D work on 1993 resolutions and report to Conference if necessary	Part of the work on the theology of E&D and will report to the 2010 Conference.
vi. Shape the Missing Generation Project	Research has been carried out to explore the extent to which this issue has been explored in other denominations and how present work within the Methodist Church (e.g. Fresh Expressions, YPS etc.) may contribute to the solution. A think tank will be held in early September to explore how a project could contribute to the various strands of work already going on.

## **A.2 Discipleship & Ministries Cluster**

<b>A.2.1 Team Focus Transition</b>	
i. Support of Ministerial Selection, Training and Probation processes	The selection process has been fully transferred into Discernment & Selection and the links are working well. Training and Probation processes receive ongoing attention from staff.
ii. Support of Training Structures	We have worked hard to implement the 2007 training review. There is more work to be done on developing a fuller understanding of the nature of connexionalism in relation to the Training Networks. We have supported the networking of the Training Officers, offered ongoing support by attending all the Forum meetings and are working on bringing the Chairs of the Forums together.

<b>A.2.2 Other Priorities</b>	
i. Implementation of Annual Development Review	The ADR report to Conference in 2009 agreed that the proposed ADR scheme would not be implemented as planned. Work has to be done in the following two Connexional years to ensure that a robust process for ministerial reflection and learning is put in place for September 2011.
ii. Develop Superintendency training	The Superintendents event was given a renewed vigour in June 2009 with much appreciation from all. A new mentoring scheme was introduced for new Superintendents. Work is underway to continue to build and improve what is offered to Superintendents.

iii. Chaplaincy: networks of chaplaincy disciplines, the Chaplaincy Project and support	The eight disciplines of Chaplaincy have regrouped and developed strategies for the future. An increased sense of cohesion among the disciplines has given new enthusiasm to many of the networks. The Project is on track and has completed its first two phases (Circuit questionnaires and one to one interviews). Focus Groups will meet through October followed by a Stakeholders event in November which will lead to a report and recommendations coming to Council in February 2010.
iv. Implementation of policy to encourage increasing numbers of projected new probationers; development of proposals for new strategy for recruiting candidates under 30 through adaptation of candidating and training requirements	All candidating processes have been moved to Discernment & Selection and work is being done there on how to engage the under 30's. We have collaborated on thinking around vocational discernment work with the District Youth Enablers, a link into Methodist Youth Assembly, and also offering thinking on how to use e-technology to encourage vocations. We have also started work on re-opening the British American Ministerial Programme (BAMP) which sees the probation of UMC Ministers being carried out in our churches. We are currently undertaking work to review the core aspects of our training pathways and how they appeal to all ages, those from the BME community and also improving how we deal with intercultural ministers. Work has also started on producing a Prospectus for those thinking about training for the Ministry to enable greater choice and knowledge of what is available.
v. Exploration of methods of greater recognition and encouragement of the role of Lay Evangelist	The 'Taking Forward the Stationing Review Group' report to Conference 2009 indicated that we were working on a range of diverse ministries and would continue to look at how to support, train, and refresh all of these in an ongoing work programme. Work has been done to draw up proposals to ensure that all ministries are considered together in Committee structures which we believe will give greater emphasis to authorised, commissioned and lay ministries in particular.
vi. Memorial on candidates for the ministry	This formed part of the transfer to Discernment & Selection and much work has been done to update the guidelines on candidating as well as renewing the Candidates Handbook. As the Executive support for MCPOC we continue to review this process.

### A.3 Christian Communication Evangelism & Advocacy Cluster

A.3.1 <i>Team Focus Transition</i>	
i. Develop new World Church Relationships working style	World Church Relationships brought a report to the 2008 Conference commenting on all the points requested. Three Companions were appointed and the first three visits will take place in autumn 2009. As a result of the improvements suggested in the report which was adopted by Conference, the Partnership Coordinator with current responsibility for Africa will now focus on Europe, and a new post has been advertised, seeking a background in sub Saharan Africa.
ii. Establish new Evangelism, Spirituality and Discipleship team	This team was established, but with two new staff, and a significant legacy of Team Focus review work to be done in respect of Urban and Rural Mission, it was not able to create a visible 'step-change' in 2008-09. However: <ul style="list-style-type: none"> <li>• Significant work was done to help prepare for the whole –life discipleship emphasis.</li> </ul>

	<ul style="list-style-type: none"> <li>• Groundwork was done to ensure that the Disciple programme, previously franchised to MPH, will now have training and materials handled via the Connexional Team.</li> <li>• Market research and planning for a faith-sharing resource was set in hand.</li> <li>• Reflective study questions, further resources and prayers were created to accompany the report 'Hope in God's Future', to be published in October.</li> <li>• The annual Cell conference for Methodists was over-subscribed, and has given rise to a survey to determine future needs of those who have participated in the conference.</li> <li>• Development work was done on a network for circuit evangelism enablers.</li> <li>• A project proposal on reaching Baby Boomers was submitted to the Projects cluster.</li> </ul>
iii. Fully establish the Help Desk	<p>The Help Desk was established and a careful monitoring of responses (including a management review) ensured that over the year a number of issues and complaints were resolved. Difficulties were experienced with the software that enabled staff to work with the website while handling calls. Sometimes it has been difficult to distinguish problems arising from new Help Desk staff learning their jobs from complaints from callers who resist briefly explaining their business to anyone 'lower' than the person they are trying to reach. However, it is notable that World Church partners have expressed satisfaction at the service they now receive from the Help Desk.</p>
iv. Three-way MOU to be agreed with Christian Aid and MRDF	<p>The MoUs were handled by the Secretary for External Relationships.</p>
v. Integrate MPH into the Team and make amendments to SOs.	<p>The integration of MPH functions into the Connexional Team was a very substantial task, but was fully achieved within the year, with appropriate SOs brought to Conference 2009. It required the temporary employment of a change manager to handle the process from the Connexional Team end. Council received a report in February 2009 explaining a number of issues, and the criteria for the new Methodist Publishing in the Connexional Team.</p> <p>A Deed of Transfer was enacted to transfer trusteeship from the MPH Board to the Methodist Council. The five remaining MPH staff were brought onto the Connexional Team staff by TUPE in April, and were moved into their new Peterborough offices in June. They have been integrated into the team through regular visits of key managers each way, and through occasional all staff visits to Team gatherings. The Communications and Campaigns team was reconfigured to include a new Methodist Publishing Manager (recently appointed) and a Marketing Coordinator (starts 1 September).</p> <p>MPH assets and liabilities are still being handled as these were not fully resolved. 4 John Wesley Road is in process of being leased with an option to buy. The legal dispute about the Wimbledon property still continues in spite of every effort made to progress the matter.</p>
vi. Campaigns and Communications: achieve	<p>Communications and Campaigns – a visible step change was achieved here with regard to communications between the Team</p>

<p>step change improvement in internal communications</p>	<p>and the wider Connexion:</p> <ul style="list-style-type: none"> <li>• Several Conference communications achieved faster and in a better targeted way: aide memoire for representatives, local churches leaflet on Conference highlights, communication with synod secretaries, 'Meet the Team' booklet. For the first time a leaflet setting out the Connexional Core Costs paid for by Circuit Assessments has been produced. The new 'Twitter' stream for Conference was accessed by about 2,700 people.</li> <li>• 2009 Diaconal convocation paperwork and Conference agendas produced in a more readable and modern format. All other items (many unforeseen because of mph transition) were achieved on time.</li> <li>• A detailed survey of regular communications, such as Link Mailing, was undertaken and decisions made on the basis of the outcome.</li> <li>• Support was offered to the Music Resources group in conducting an online survey of the draft hymn selection, and in undertaking significant background work on costings for the collection, in preparation for the MRG conference report.</li> <li>• A paper on a Communications Strategy was brought to the September 2008 Council, and a discussion exercise undertaken. The consequent strategy paper will come to the September 2009 Council.</li> <li>• On the Methodist website, the 'search' function was considerably improved.</li> </ul> <p>Internally, advice was offered to the strategic leaders regarding internal communication, and work on an internal strategy is in hand, in liaison with the Secretary for Internal Relationships.</p> <ul style="list-style-type: none"> <li>• The team has especially supported the sequence of Team gatherings on first Wednesdays, with a very significant improvement in quality and delivery of these staff development sessions.</li> <li>• Team paperwork such as headed notepaper and business cards has been redesigned, and email signoffs made consistent</li> <li>• A further branding exercise is in hand, with the introduction of certain parameters regarding use of fonts to create an overall common look.</li> </ul>
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<p>A.3.2 <i>Other Priorities</i></p>	
<p>i. JPIT (<i>Joint Public Issues Team</i>): Develop two suggestions from the Resourced Debate at Conference on our communities</p>	<p>A paper was brought to February Council addressing two areas of concern arising from the resourced debate at the 2008 Conference, namely 'Raising our voices – speaking with boldness and clarity' and 'Discipleship and responsible living'.</p>
<p>ii. JPIT: Explore effectiveness of health warnings and engage with alcohol industry on campaigns</p>	<p>Press releases on minimum pricing were issued, and JPIT engaged with two government consultations on 'safe, sensible and social drinking'.</p>
<p>iii. JPIT: 'Caring for Creation in</p>	<p>The 'Caring for Creation' work was superseded by the 'Hope in</p>

the Fact of Climate Change’	God’s Future’ report, which came to the 2009 Conference (resources to follow in October 2009).
iv. JPIT: Produce study guide on <i>Created in God’s Image</i>	The study guide on ‘Created in God’s Image’ is in draft and will go online autumn 2009.
v. JPIT: Concerns re Zimbabwe to be brought to the attention of Government, UN etc.	The Zimbabwe work was done as requested.
vi. JPIT: Address memorial on use of renewable fuels	This memorial is superseded by ‘Hope in God’s Future.
vii. Promote resources currently available for building on the report <i>Living with Contradictory Convictions in the Church</i>	Although the study material on ‘Living with Contradictory Convictions’ is online, it would benefit from being designed and better promoted, and this will be addressed in 2009/10.

#### **A.4 Governance Support Cluster**

<b>A.4.1 Team Focus Transition</b>	
i. SO changes on property consents	Approved by the 2009 Conference.
ii. Equalities and Diversity – establish ways of working and staffing to ensure practical, expert help available for support	Equalities and Diversity Officer and Transition Officer in post.

<b>A.4.2 Other Priorities</b>	
i. Covenant research and report on recommendations to Conference 2009	This has been deferred to report to the 2010 Conference.
ii. Establish a high level URC-Methodist Strategic Oversight Group	This has been taken forward by the Strategic Leaders and approved by February 2009 Council.
iii. Consider <i>Embracing the Covenant</i> and report on local responses	Delayed by agreement of the April 2009 Council, the 2009 Conference approved plans for the consultation in 09-10 which is now underway. There will be detailed consideration of the Report at the September 2009 Council.
iv. Improve practical arrangements for Methodist Council	This has been achieved by working with the Events Co-ordinator, and other staff in the Team (e.g. to deliver key information via PowerPoint).
v. Improve the Conference experience for Representatives	Work is ongoing in this regard, but significant steps were taken at the 2009 Conference (e.g. a different format for the <i>Agenda</i> , and key information being available via PowerPoint) – this is a cross-Team effort.
vi. Ensure through Council that past and future ‘Statistics for Mission’ are available with appropriate commentary	Work has begun on this, to ensure that the material that is on the website is helpful and accessible.
vii. Implement through Council grievance	Pilots are running; insufficient experience so far to review. A review will take place 2009-10.

procedures in all districts on a trial basis and report to Conference with recommendations for a permanent system	
viii. Service and resource the new Complaints and Discipline system	This is ongoing. There will be future refinements to the servicing of the system.
ix. Safeguarding: For Council, follow up and report on progress of each recommendation to Conference 2008	The 2006 Conference adopted the report <i>Tracing Rainbows through the Rain</i> , as the Methodist Church's response to the ecumenical report <i>Time for Action</i> . Work is underway to bring a report to the Council later this year on progress in implementing the recommendations in that report.
x. Gambia Autonomy: draft Methodist Church Act and Deed of Church Order; secure execution of deed; report to Conference 2009 on requested duties	This has been achieved.
xi. Accountability to and for ministers abroad	This work has been deferred.
xii. Produce guidelines for local ecumenical partnerships	Now available ecumenically. To Report to the 2010 Conference.
xiii. Standardisation of ministries panels	Issues for attention have been identified.
xiv. Consideration of memorial on Circuit responsibility for local church property	Interim report 2009 <i>Agenda</i> item 59. For report no later than the 2010 Conference.
xv. Further consideration and report on memorial relating to eligibility vote on stipends	Interim report 2009 <i>Agenda</i> item 59. To report to the 2010 Conference.
xvi. Memorial: Consultation with Circuits and Districts	Interim report 2009 <i>Agenda</i> item 59.
xvii. Memorial: Churches Agency for Safeguarding	The April 2009 Council agreed that safeguarding contacts and administrators could act as verifiers. There is future work to be done on the practicalities of this through the linking of the databases.
xviii. Consideration of whether all Chairs and co-Chairs should be full members of Conference	To report to the 2012 Conference.

## A.5 Support Services Cluster

A.5.1 <i>Team Focus Transition</i>	
i. Property Consents: develop through pilot experience full formulation of the scheme; oversee its operation.	<ul style="list-style-type: none"> <li>• Second pilot district (London) and version 2 of the consents website launched in April 2009.</li> <li>• Revised standing orders presented to and approved by Conference 2009.</li> <li>• Currently working with TMCP staff to prepare rollout plan for new system between 1 September 2009 and 1 January 2010 in</li> </ul>

	accordance with new standing orders.
ii. Establish the Connexional Grant Making structure.	<ul style="list-style-type: none"> <li>• Connexional Grants Committee (CGC) first met in November 2008 and has since met twice.</li> <li>• Sub-committee and streams responsible for World Church grants reviewed, revised and populated.</li> <li>• All grant applications now being considered by CGC structure.</li> <li>• Revised standing orders presented to and approved by Conference 2009.</li> <li>• Two permanent and one transitional grants officer appointed with administration of all mission in Britain grants (except property) moved from RMO to new staff in MCH.</li> <li>• Work underway on transition to new criteria of "Connexional Significance", including formation of a DGO reference group.</li> </ul>
iii. Achieve administrative efficiency and meet auditors' requirements in all areas of financial administration	<ul style="list-style-type: none"> <li>• Audit deadline achieved with consolidated accounts presented to Council on time (late the previous year).</li> <li>• No major problems reported by auditors, but work commenced on recommendations such as exploring the organisation of Methodist Council investments with CFB.</li> <li>• New version of Sun software introduced September 2008.</li> <li>• Finance Office review carried out, with revised structure agreed with SRC Finance Sub-committee. Redeployment process ongoing.</li> <li>• Activity code structure introduced to reflect cluster-based shape of the reconfigured Team.</li> <li>• Quarterly management accounts produced, but still much work to be done on ability to respond to management queries and requests.</li> <li>• Inability to produce definitive FWM results for the MMS annual report shows the amount of progress still required.</li> </ul>
iv. Develop efficient delivery in all areas of the Development and Personnel (D&P) Office.	<ul style="list-style-type: none"> <li>• New team assembled, with successful transition from outgoing Head of Personnel to new Director for D&amp;P</li> <li>• 2009 candidating process successfully managed by new Discernment &amp; Selection unit.</li> <li>• Wellbeing Officer deployed to assist the church in adopting a coherent approach to long-running ministerial and Team ill-health issues.</li> <li>• Complete review of all D&amp;P policies well underway with significant number of new and modified policies implemented.</li> <li>• Investigations underway regarding a state-of-the-art database and more effective job grading methodology.</li> <li>• Lay employment pack completely updated and distributed to district secretaries on CD-ROM and via website.</li> <li>• Support provided in development and implementation of new ministerial complaints and discipline procedures.</li> </ul>
v. Establish an appraisal system used by all Team staff.	<ul style="list-style-type: none"> <li>• System initially developed by outgoing Team Focus Implementation Group staff.</li> <li>• Now implemented across Team and embedded within D&amp;P, including appropriate record-keeping procedures.</li> </ul>
vi. Start implementing IT Review.	<ul style="list-style-type: none"> <li>• Administration &amp; Technology Co-ordinator recruited and full IT team appointed.</li> <li>• IT Strategy Group and User Group initiated.</li> <li>• Complete rollout of standard spec PC's, flat screens and Microsoft</li> </ul>

	<p>Office 2007 achieved across Team.</p> <ul style="list-style-type: none"> <li>• IT trainer has initiated suite of training courses for all staff.</li> <li>• Single-point-of-contact IT assistance address introduced to facilitate more effective response to clients.</li> <li>• New firewall implemented, facilitating more flexible off-site network access for designated staff.</li> </ul>
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<b>A.5.2 Other Priorities</b>	
i. Payment of utility bills for ministers living in their own homes; establishing criteria and processes for ministers to live in their own property	No work started on this item.
ii. Implement memorial on internet banking.	Paper and revised standing order adopted by 2009 Conference.
iii. Exploration of the development of the use of ministers' personnel files.	Interim paper accepted by Council in February 2009. Further consultation and work underway to present proposals to Council in February 2010 and ultimately Conference 2010.
iv. Production of short guidance document on best practice in retaining records for churches and circuits.	No work started on this item.

## Appendix B

### Tasks it was hoped to address but without a firm commitment being possible

#### B.1 Projects Cluster

i. Equalities & Diversity development of Equal Opportunity Policy	The April 2009 Council agreed that this should come to the 2010 Conference. Work is underway and the expectation is to come to February 2010 Council on way to Conference.
ii. Introduce the Youth Participation Strategy	See B.2.iii below.
iii. Preparation tasks for the Pioneer Ministries Scheme (1 <sup>st</sup> tranche Sept 2009 – Aug 2015: 2 <sup>nd</sup> tranche subject to further approval Sept 2011 - 2017 )	The Project Coordinator was appointed from Feb and was released from his Circuit for part time preparatory work. The project was renamed VentureFX, and initial publicity launched. Preparatory work has been carried out on the criteria and process for the selection of the Pioneer Mission Leaders ready for selection of the first batch in October.
iv. Feasibility study for the Chaplaincy Project (Sept 2008 – Aug 2010)	The Research Officer – Chaplaincy (½ FTE) was appointed from Feb. An on-line survey, and one-to-one interviews have taken place, with focus groups and a stakeholders forum planned before the end of the year. The project will finish in Jan 2010, and the expected outcome is a 3 or possibly 5 year proposal for a project to promote the chaplaincy model. This would be considered through the normal processes for the Projects.
v. Proposals for review of representative lay leadership across the Connexion	Being considered by the Senior Leadership Working Party. To report to the 2010 Conference.
vi. Initial research into Education Commission requirements, to cross refer with Under-19s project	Extensive consultation took place with a cross-section of stakeholders in July/August and the previous recommendations of Team Focus Project 10 were also reviewed. Short-term proposals are being made to further integrate and share information across the operational teams and committees (education, children & youth, Methodist Independent Schools, MRDF/world aims). Proposal being developed to establish an Education Commission from January 2010.

#### B.2 Discipleship & Ministries Cluster

i. Development of scheme of supported reflective practice for those with pastoral responsibilities, to include a workbook for local use on confidentiality issues and training module for pastoral visitors	Some of this work is picked up in the publication of a resource pack to accompany the 'Integrity & Skill' report to Conference 2008. This pack will be available in the next few months. Work in the Training Networks is looking at how to support training for a variety of ministries, including pastoral visitors.
ii. Information about models of pastoral supervision for delivery to new probationers	Probation outcomes are being reviewed and within that a look at what types of training are necessary as part of CDIM.
iii. Introduce the Youth Participation Strategy	Moved from the Project Cluster when this work was firmly placed in the emerging Children & Youth team. The YPS report to Conference 2009 indicated that although initial progress had been slow we had appointed the Connexional YPS Development Officer, the first full time Youth President and eight interim District Youth Enablers. We

	have now recruited three of the regionally based Project Managers and are about to recruit 12 DYE's for 2009/10. Work continues to evolve the Youth Conference into the Youth Assembly. Work is underway to plan a Children's Assembly and we are working with the Scotland and Wales Training Networks to deliver a bespoke YPS support structure.
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### **B.3 Christian Communication Evangelism & Advocacy Cluster**

i. Revision of Church statement on abortion and appointment of a group to do further work on issues surrounding abortion	Proposal for process coming to the September 2009 Council.
ii. Develop an agreed fundraising strategy coherent with the communications strategy and wider Team and Church interests	Discussion paper coming to the September 2009 Council.

### **B.4 Governance Support Cluster**

i. Safeguarding: implementation of Safeguarding Training Framework and changes to SOs: consideration through Council of further steps necessary to implement best practice	Work is in progress.
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### **B.5 Support Services Cluster**

i. Standing Orders for flexible retirement to be taken to Conference 2009	Cluster playing a lead role in the Working Party on Early Retirement Through Ill-health, which has some links with flexible retirement.
ii. Review formal statements of purposes of major restricted and designated funds in light of Team Focus report and report to Conference 2008	Planned for 2010 Conference.
iii. Use of assets and potential closure of churches	Strategic Leaders plan a joint Think tank with the URC.
iv. Personnel Exchange, to include SOCMS and the Irish Conference.	Review underway but not completed.
v. Complete implementation of agreed outcomes of the IT review	Staff team all recruited but implementation not yet complete.

## Appendix C

### Tasks it was intended to defer

#### C.1 Projects Cluster

i. Specific proposed project on Children and Young People, exploring the role of the Church in relating to these groups and how the Team can best support this work	It was agreed that this should not be pursued until the Youth Participation Scheme had gained some experience.
ii. Transition of rural and urban work	Work on the transition of rural work is scheduled to begin in Sept 2009. The Review Group set up for urban work has completed a survey aimed at mapping the legacy of the Urban Mission Development Project and identifying possible options for the Methodist Church to engage in urban work in the future.

#### C.2 Discipleship & Ministries Cluster

i. Explore better ways of better supporting young people in their calling	EDEV is producing a rich variety of results across the Connexion with some particular foci on youth and children. A mapping project is currently being carried out to determine the Connexional input to this ongoing work. Discernment & Selection have been involved in work with the DYE's.
ii. Under 19s Project	We have not started the Under 19's Project as recommended by the Team Focus Report in 2008. We still believe that the YPS needs time to bed in along with the emerging work on a Children's & Youth strategy from the Cluster before we can determine if a review of this type is required.

#### C.3 Governance Support Cluster

ii. Implement through Council recommendations of Stationing Review Group on candidating age restrictions and produce guidance for 2009 candidates	Taking Forward the Stationing Group report to Conference 2009 outlined that the particular issues that need to be addressed had to fit into a wider framework of evaluation as well as incorporating work from across the Team. Initial work on refining the Candidating process has been carried out by Discernment & Selection staff and would continue.
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