Resourcing Parish Mission (RPM)

Origin
The merger of the Growth Fund (set up to distribute the Church Commissioners Mission Development Fund that ceases in 2016) and the Parish Project Loans and Grants Committee (PPLG), that allocated Loans and Grants on behalf of the Diocesan Board of Finance, Lichfield Diocesan Community Fund and Bridgebuilders. This forms one central Grant-making and Project-overseeing body for the Diocese to join up Mission and Finance.

Terms of Reference
To oversee the management of diocesan and parish projects, loans and specific Grants on behalf of FACS.

Membership
Chair – a member of Senior Staff
The Deputy Chair of the Board of Finance*
The Chair of the Parish Assessors* (or a nominated Assessor on behalf of the Chair**)
The Director of Mission
The Diocesan CEO
The Director of Finance
The Diocesan Parish Project Support Officer
A member of Bishop’s Council
A Parochial Parish Minister – with specific skills in Projects and areas of Mission
Optional 2 co-opted members ***
* FACS Members
** The Chair of the Parish Assessors may annually nominate a representative.
*** Members should serve a term of 3 years and retirement is by rotation (Specific gifts and skills in project management would be desirable)

Quorate
Six members present.

Supporting Officers who may be required to attend
- Reaching New Generations Officers
- Parish Resource Team Manager
- DAC Chair and Secretary
- Deputy Director of Mission

Officers
The Committee will be served by the Finance Department Co-Coordinator and the Research Assistant to the Diocesan Director of Mission.
Mission Grant Making Criteria

There will be three types of (RPM) Mission Grants available:

a. Equipment
b. Small Projects and Events Grants.
c. Personnel

There are separate forms available for the three different types of Mission Grants.

The following examples of eligible projects are given simply to stimulate ideas - applicants are invited to use their God-given imaginations in finding creative ways of growing the twenty-first century church.

Equipment and Small Projects & Events Grants:

- Start-up funding for a new congregation meeting in a school hall - musical instruments, data projector, initial rental etc.
- Training and equipment needs for a team of Children’s Group Leaders for newly improved Sunday groups.
- Start up and initial running costs for Messy Church or an after-school congregation.
- Noticeboards.
- Community activities.
- Improvement of AV equipment.
- Holiday Clubs.
- Lunch clubs.
- Church weekend subsidies.
- Costs of outreach activities or an evangelistic mission.

Personnel

- Salary costs for a youth or children’s minister, a families worker, an alpha group co-ordinator, an evangelist, a church planter, a Fresh Expression of church leader, a young adults networker, a dementia friendly worker, etc.

When applying for Mission Grants for equipment and events, complete the form available on the website and send it to Richard Barrett. If you want advice then contact Richard Barrett at the Local Mission Office. (richard.barrett@lichfield.anglican.org).

If you would like to apply for a grant for Personnel please make contact initially with Richard Barrett (richard.barrett@lichfield.anglican.org), and he will send you the first stage Personnel Application Form. He will also put you in touch with an appropriate diocese representative, perhaps one of the Reaching New Generations team, or the Deputy Director of Mission for Fresh Expressions of church or church planting.*

You must work with this Representative and they will work with you to present a proposal which will need a signature from an appropriate member of the Bishop’s Staff team, before going to the Resourcing Parish Mission Team for initial approval. If successful, they will then work with you to develop a full project proposal to go forward to the RPM team. It will need to be accompanied by a letter of Support from either your Archdeacon or Bishop.

Grant Making Criteria

1. Grants from the Mission Funds will be made for initiatives in evangelism and outreach, the numerical growth of the Christian church, and fresh expressions of church.
2. Grants are available for one-off costs and for annual costs, including staff costs, for up to 3 years.
3. Grants are not available towards major building works or projects that are primarily social in nature; it may be possible to apply to LCDF if your community project is within an area of deprivation. If you are in any doubt about the eligibility of your project please check with Richard Barrett.
4. Grants will normally be made for up to 50% of the total cost, up to a limit of £15,000 grant per annum, but up to 75% where there is sufficient deprivation. The minimum grant application considered will be £100 (grants under £250 will be treated separately). There will be a contingency for parishes with high deprivation indices to be awarded 90% funding.

5. Projects should normally involve initiatives that relate to people in their twenties or thirties, families, teenagers or children - the generations that the churches have been losing and need to re-connect with, but other areas will be considered e.g. dementia.

6. Any unit of the Diocese of Lichfield may apply for a grant - parishes, teams, clusters, deaneries, fresh expressions, or Areas.

7. The application form asks how much of your Parish Share is paid by regular monthly amount. This is a serious question – we can only set aside money for the Mission Funds if Parish Share payments come in reliably and regularly. Please show your support for the Mission Fund by increasing the proportion of your Share paid by regular monthly amount.

8. In order to become eligible for a Grant, Parishes with Share arrears will need to show how their arrears are being dealt with.

9. It will be helpful if larger applications show some evidence of wider support from within the diocese e.g. a parish should show some level of support from their deanery or cluster.

10. Churches will be expected to generate an increase in their contribution over the years of any Grant or have a clear exit strategy.

11. Part of the requirements of a Personnel Grant are that the body that are applying, agree to work towards 6 Outcomes over the course of the Grant. 4 Outcomes must be chosen from a list available from the RPM web page, and 2 Outcomes that are specific to your Project.

12. Towards the end of each Year of a Grant, a Feedback Form with the 6 Outcomes will be sent to you. This is for you to tell RPM the progress that you are making. If a Report is not received in good time, the next payment of your Grant may be delayed.

13. Organisations that successfully apply for a Pastoral Grant must ensure that the identified Line Manager attends Diocesan Line Manager training within 6 months of a Grant being activated. This is a requirement of the Grant and if training is not undertaken Grant payments may be affected.

14. If a Grant is awarded, it should be requested within 12 months of being offered. The Resourcing Parish Mission Committee reserve the right to withdraw any Grant not called on within that period.

15. Please note. Unlike the Growth Fund, RPM are unable to offer continuation funding.

Projects that have previously received a Growth Fund Grant, and are hoping to continue funding their Worker, should contact the RNG Team RNG@lichfield.anglican.org in the first instance. A member of RNG will help evaluate the results of the existing Project, and make suggestions for Funding Bodies that could be approached for future funds.

Evaluation may show that a Church would benefit from changing the role of their Worker. This would make them eligible to apply for an RNG Grant, however please note first Stage Personnel Applications may only be submitted after a minimum of 12 months from the end of the current Grant.

Due to limited funding, if an Organisation has previously received a Personnel Grant from RPM, this may be taken into account when the Committee considers any new Application. It is therefore advised that any funded Organisation that needs funding for another Project, should speak to RNG about other external Funders.
All applications will need to pass five tests. These criteria do not guarantee the success of the Application but are necessary for it to be considered:

1. **Relevance** - that your application comes within the indicated criteria.
2. **Competence** - that you have filled in your form and answered any supplementary questions in such a way as to convince the grant-making group that you have a fair chance of delivering your project competently.
3. **Plausibility** - that you establish a well thought through route by which your proposal could result in the growth of the church.
4. **Comprehensiveness** - that you have answered all the questions on the form (plus any supplementaries) in such a way as to give the grant-making group a clear and full picture of your intentions.
5. **Sustainability** – that the larger, longer term projects show how you might keep the project going once our funding has finished or personnel have moved on.

**Parish Loans and Grants**

**Loans**

1) To review and regulate the Diocesan Loan Policy.
2) To review all the current loans on a regular basis and highlight any concerns that may arise from the reviews to FACS.
3) To consider all future Loan Applications and approve loans up to £50k and make recommendations to FACS for loans in excess of £50k.
4) Loans in excess of £150k will be initially approved at RPM, then FACS before final approval at Bishops Council.

**Projects**

1) To review existing and proposed projects, with particular concern to financial, mission and ministry and resources constraints and opportunities.
2) To review and oversee participation audits.
3) To identify mentors and arrange for persons, where applicable to be placed on project management committees as observers and to offer assistance where applicable.
4) To help identify potential funding streams and Grant making bodies.
5) To create a project planning and management guidebook.

**Grants**

1) To consider support set up grants, including contributions of 10% as the third party contributor for Landfill Grant Applications.
2) To consider financial support in assisting in finding alternative use for Church Buildings.
3) To consider financial support to enable assessment of urgent work needed to church buildings, which will in turn provide an informed opinion and/or costings to the wider Committee.
4) To consider Applications for Grants to enable work which is otherwise difficult to fund.
5) Any other Project, Loans or Grant work delegated by FACS.