



New ways of Working

A consultation process on staff changes to enable new ways of working at Church House has begun.

Diocesan Secretary David Pain says:

“Since April 2019 the staff of the DBF have been discussing our future direction and purpose, contributing to the work of the Diocese of Salisbury as a whole.

“Our reviews have enabled us to set priorities for our work in mission and ministry and for new ways of working. These reviews aim to ensure that the Diocese is able to respond to the opportunities and challenges as we look forward to 2030.

“We have considered changes in our local context, and we have taken into consideration the directions and priorities of the national church.”

The Bishops Council have set out a framework of priorities for the diocese as a whole, along with a commitment to work within a 5-year financial framework for the period 2021-25.

At the November Synod, members will hear how achieving these requires attention to 4 areas of 'work in progress': the re-patterning of ministry, development of new income, investment in change, and the development of new ways of working.

David's proposals consider how proposed new roles and a new structure could enable our diocesan support staff to fully align their work to the refreshed Renewing Hope: Pray, Serve, Grow and work in new ways discussed during the 2019 reviews in the future. He is seeking feedback from staff through a 30-day consultation before any decisions are made.

David says:

“The priorities framework makes clear that at the front line delivering this work are the people involved in our local churches and schools.

“The DBE and DBF exist to serve and resource the local church and school; these proposals for change seek to maximise our capability to serve the diocese in a changing context.

"As a whole diocese (local church, school, DBE and DBF together) we will be challenging ourselves and changing how we work. Our aim is to release energy for mission by changing our practices so that we 'travel light', by working collaboratively and by learning as we go."

The staff of the DBF, alongside the DBE have a specific contribution to make, framed around three goals:

1. To serve the local church and school, focusing our ministry, mission and evangelism on growing faith through discipleship, leadership, learning and community transformation.
2. To transform our culture and ways of working, including working collaboratively, working lightly, locally and accountably.
3. To establish sustainable finances, including new sources of income, for our ministry and mission.

The consultation period will last 30 days and Church House staff have been encouraged to discuss these proposals and to give feedback.

The final decisions will be made by David with the support of the Bishops Council HR Committee and ratified by Bishop Nicholas.

Decisions are expected to be communicated before December 18th.