

# THE RESEARCH CENTRE

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CITY COLLEGE NORWICH

**An Independent Survey of  
Benefices to identify areas  
of need within  
the Norwich Diocese**

**Final Report**

**March 2004**

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# EXECUTIVE SUMMARY

## INTRODUCTION

The Norwich Diocesan Board for Social Responsibility (BSR) in conjunction with The Research Centre at City College Norwich (CCN) has conducted a survey of all the Benefices in the Norwich Diocese.

The work of the (BSR) is rooted in God's command to love our neighbour as ourselves and therefore, to care for the socially wounded, seeking to transform unjust structures of society and to safeguard the integrity of creation and life on earth.

The primary purposes of the BSR are:

- To sensitise the conscience of society on social and moral issues from a Christian perspective
- To identify and help those in need, reaching out to those who have no contact with the Church and those marginalised in society.

A need was highlighted to evaluate the current situation regarding the achievement of these purposes and identify areas of need within the Diocese.

## METHODOLOGY

Questionnaires were sent to each of the benefices within the Diocese and included altitudinal rating and open qualitative questions, the former being analysed through simple statistical means and the latter through thematic analysis.

A response to the questionnaire was received from 74 benefices; the responses included a letter and 73 questionnaires. This represents a response rate of ~40% which is a good rate for questionnaire surveys. Sixty-nine questionnaires were considered suitable for quantitative analysis, with seventy responses being suitable for qualitative thematic analysis.

The purposes of the survey are to:

- Investigate to what extent the primary purposes of the BSR are being met/achieved within the diocese
- Identify the needs and expectations of participants in relation to these primary purposes
- Examine how resources are currently being used to meet these needs
- Make recommendations on how resources could be used to best effect.

## CONCLUSIONS

The principle findings of the survey demonstrate that:

- Just over half of the benefices are not confident that they are effective in achieving the BSR's primary purposes
- Lack of resources, primarily human resources, is considered to be the main reason for the benefices inability to achieve the primary purposes
- The suggestion of a free web-based resource from which ideas and materials could be downloaded to help the benefices achieve the purposes was very positively received and would be considered extremely beneficial, enabling pooling of resources, information, contacts, advice and experience
- Significant levels of current resources are being spent on administrative issues, such as finance, rather than on achieving the BSR's purposes

- The respondents generally do not feel that the BSR has helped achieve the purposes within the benefices
- The vast majority (90%) of the benefices were aware of the BSR before the survey.

On the whole, the benefices believe that the purposes of the BSR are extremely relevant and the benefices try to achieve these within the restraints of limited resources, primarily human resources; sometimes they are achieved and sometimes they are not. The benefices require more human resources, assistance with information dissemination and encouragement from the Diocese in order to increase their effectiveness.

## **RECOMMENDATIONS**

In order to increase the effectiveness of the benefices regarding their ability to achieve the BSR's primary purposes more consistently, the following are suggested:

- Provision of an, easy, effective and well-managed, mechanism for the sharing of current resources, advice, contacts, materials, information and experience – such as a maintained diocesan website with a good search facility
- Provision of staff to assist with administrative issues in order to free up time within the benefices to address the BSR's purposes
- Provision of diocesan human resource in a manner that motivates and encourages the benefices through conduct of open meetings, talks and training within the benefices
- Use of the media, where appropriate, in order to ensure that the voice of the Church is heard.

The above recommendations would contribute to community cohesion within the Norwich Diocese.

# 1. INTRODUCTION

In December 2003, The Norwich Diocesan Board for Social Responsibility (BSR) approached The Research Centre at City College Norwich (CCN) to work in collaboration to conduct a survey of all Benefices in the Norwich Diocese.

The work of the Board for Social Responsibility is rooted in God's command to love our neighbour as ourselves and, therefore, to care for the socially wounded, seeking to transform unjust structures of society and to safeguard the integrity of creation and life on earth.

The primary purposes of the BSR are:

- To sensitise the conscience of society on social and moral issues from a Christian perspective
- To identify and help those in need, reaching out to those who have no contact with the Church and those marginalised in society.

There are ~600 parishes within the Diocese with ~200 benefices covering these parishes. A need has been highlighted to investigate these issues and raise awareness, identifying areas of need within the Diocese. An evaluation of the current situation within the Diocese was initiated with the aim of contributing to community cohesion through this research.

## **2. EVALUATION METHODOLOGY**

### **2.1 EVALUATION AIMS**

The purposes of this survey are to:

- Investigate to what extent the primary purposes of the BSR are being met/achieved within the diocese
- Identify the needs and expectations of participants in relation to these primary purposes
- Examine how resources are currently being used to meet these needs
- Make recommendations on how resources could be used to best effect.

### **2.2 EVALUATION METHOD AND ANALYTICAL APPROACH**

Each of the benefices in the diocese, approximately 200, were contacted and asked to participate in a survey to investigate these issues, with particular interest in reaching out to members of the public, who currently have no contact with the Church, and those, who are considered, marginalised by society. Contact was made via a covering letter written by the Chairman of the BSR (see appendix 4), with an accompanying questionnaire (see appendix 5); a stamped/return-addressed envelope was supplied. Most of the questions in the questionnaire required a response indicated by a four-point scale ranging from strongly agree to strongly disagree. The questionnaire included attitudinal rating and open qualitative questions, the former being analysed through simple statistical means and the latter through thematic analysis.

The collected qualitative information is systematically analysed in order to identify 'emergent themes' and attempts made to ensure that the agendas of the participants are addressed rather than purely the pre-ordained questions of the questionnaire.

The areas for investigation and survey questions were identified by the BSR. This report details the survey results, from which, key issues have been identified and presented with a view to offering recommendations for future developments.

Each question within the survey has been independently analysed either quantitatively, or qualitatively, as appropriate. The full set of data has then been cross-analysed in order to identify any relationships, trends or discrepancies between the various responses to the questions. For example, are there subsets of individuals who hold similar views on the same questions?

Where percentages have been shown to indicate results these have been rounded. This accounts for cases where the percentages in a category equal either 99% or 101%.

### **2.3 SURVEY RESPONSE STATISTICS**

A response to the questionnaire was received from 74 benefices; the responses included a letter and 73 questionnaires. This represents a response rate of ~40% which is a good rate for questionnaire surveys. A few further questionnaires received after the completion of data analysis were not included in the analysis. Two questionnaires were returned without being completed because the respondents felt unable to directly answer the questions, see quotes below:

*"I felt the questions too much of a straight-jacket to respond accurately"*

*"To respond to this questionnaire I would need to discuss with you what you mean in terms of quantity and scale of the success/failure issues you want answered"*

## 2.4 DATA ASSUMPTIONS

The remaining 69 questionnaires were included in all of the analyses in this report, although, it is necessary to point out a number of assumptions which have been made.

In some cases a respondent chose not to answer individual questions within the questionnaire. Reasons for this include, the benefice not agreeing with the way the question was posed, felt they could not answer it honestly, agreed with more than one of the potential answers or simply didn't know the answer. This level of non-response has been included in the data in case there is a correlation between the choice not to respond and the subject in question. All statistics listed as N/A are from this group. It must also be pointed out that question 19 which had a significant number of non-responders is due to lack of clarity on the questionnaire and not the nature of the question.

In 3 cases the respondents placed a mark between the boxes on the questionnaire, (e.g. between 'agree' and 'strongly agree'). Where this was the case, in order to perform the quantitative analysis, the answer was rounded up to the most positive response, (i.e. 'strongly agree' as in the example described).

## 2.5 EVALUATION TIME SCALE

	Dec 03		Jan 04				Feb 04			
WEEK#	1	2	3	4	5	6	7	8	9	10
<b>TASK</b>										
Questionnaire development										
Questionnaire dispatch										
Questionnaire completion and data entry										
Questionnaire analysis										
Report writing and presentation										

## 2.6 ETHICAL CONSIDERATIONS

All survey responses are treated with confidentiality. Identifying features on any quotes used in this report have been disguised.

### 3. RESULTS AND DISCUSSION

A summary table and graph of the quantitative results is shown in appendix 1. Appendix 2 and 3 details the qualitative statements written on the questionnaire surveys; these have been randomised to prevent the possible identification of participants.

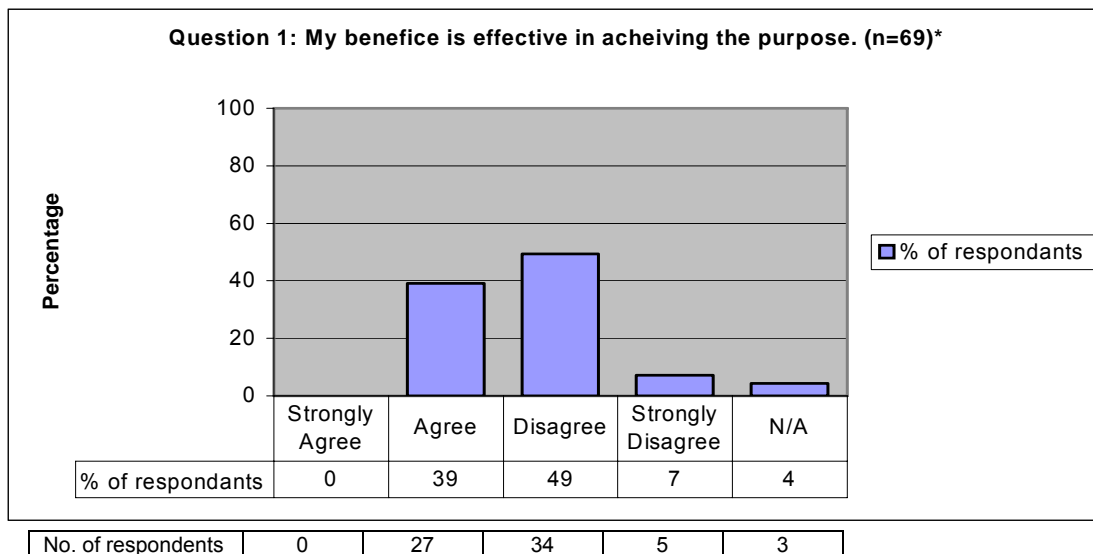
The following section details the responses to the 23 survey questions/statements plus any qualitative data that has been supplied. This includes answers to the qualitative questions, plus, any additional qualitative information supplied by the respondents, such as notes on the questionnaire or letters. A number of respondents indicated reasons for non-response to individual questions. Depending on their significance, these reasons are also detailed in the results.

The specific BSR primary purpose to which each statement/question relates is detailed near the top of each page. The respondents have been asked to indicate whether and to what extent they agree with a series of statements detailed on the questionnaires.

#### 3.1 PURPOSE A - RESULTS AND DISCUSSION

##### Purpose A:

*“To sensitise the conscience of society on social and moral issues from a Christian perspective”*



\* - See data assumptions in section 2.4

Over half (56%) of the survey respondents believe that their benefice is not effective in achieving purpose A. The following quote illustrates general feeling in response to this statement:

*“my benefice ‘tries to be effective’ is probably more accurate for both purposes!”*

Reasons for not responding to the question include:

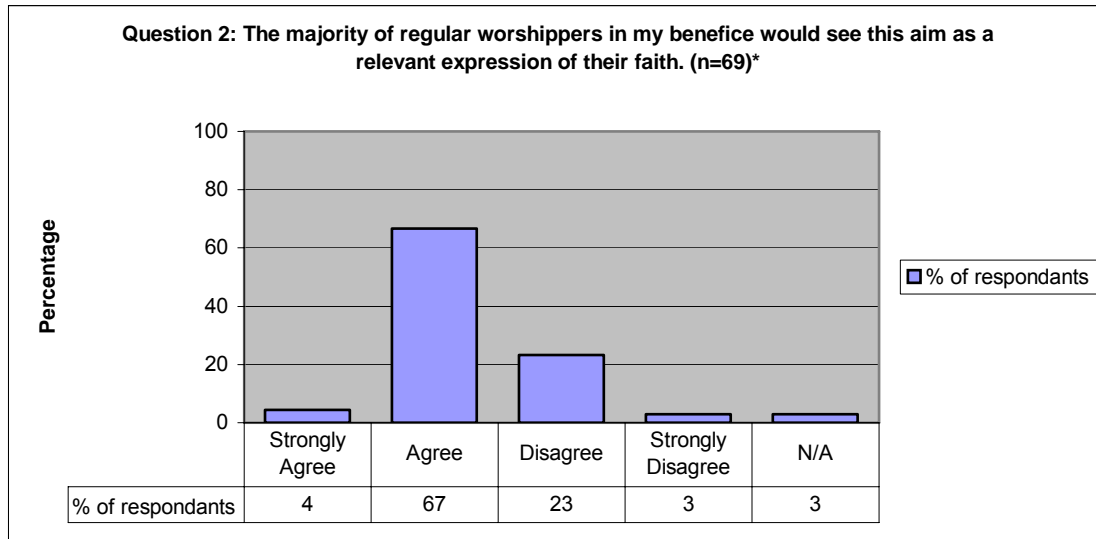
“sometimes my benefice is effective and sometimes it is not”

The benefice did not feel a single answer in the 'agree' or 'disagree' categories would be honest.

**Purpose A:**

***“To sensitise the conscience of society on social and moral issues from a Christian perspective”***

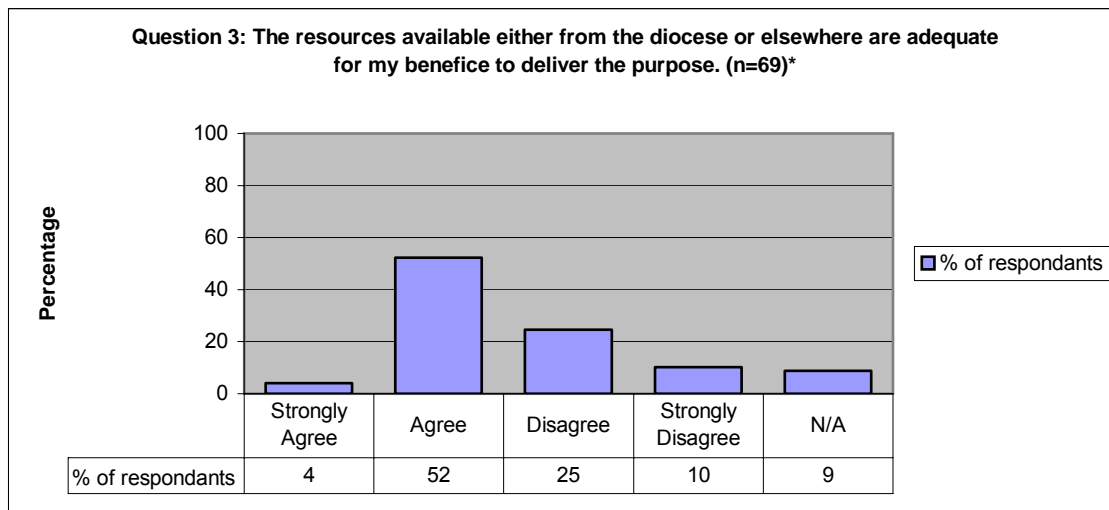
Almost 39% of respondents believe that their benefice is effective in achieving the purpose.



No. of respondents	3	46	16	2	2

\* - See data assumptions in section 2.4

The vast majority of survey respondents (71%) believe that their worshippers would see purpose A as a relevant expression of their faith.



No. of respondents	3	36	17	7	6

\* - See data assumptions in section 2.4

Over half (56%) of survey respondents believe that adequate resources are available to deliver the purpose.

A significant number (35%) do not believe that adequate resources are available.

**Purpose A:**

***“To sensitise the conscience of society on social and moral issues from a Christian perspective”***

**Question 9: If you disagree with statement 3 (question 3), please briefly describe what sort of material would help you.**

Out of the 26 responses to this question, in order to remedy the problem with lack of resources, the following trends in opinion emerged:

- More materials would be helpful, see details below
- This material needs to be ‘visually stimulating’ and ‘easily accessible’, (e.g. an electronic library on a Diocesan website). Current information is very difficult and time consuming to collate and sift through
- Increased staffing, “human support in the benefice”, is required to collate and disseminate the information plus train interested parties.

All of the above are seen as interdependent; more information without the supporting staff required to manage that information would not be of much assistance in ensuring that the benefices meet purpose A.

**The types of materials/activities seen as useful include:**

A pooling of resources from other denominations, material from Aid organisations, (e.g. Christian Aid, Amnesty International and Christian Socialist Movements), visually stimulating up-to-date information/statistics/trends for use with/for members of the church and the wider community, information on rural issues, public services and planning, information primarily on current local issues but also on current national and international issues and needs, information on what is already happening within the Diocese, Articles for newspapers, parish, church and missionary magazines to assist with dissemination of information, the discernment of need and motivation of people.

The following quotes illustrate the trends in opinion regarding requests for material:

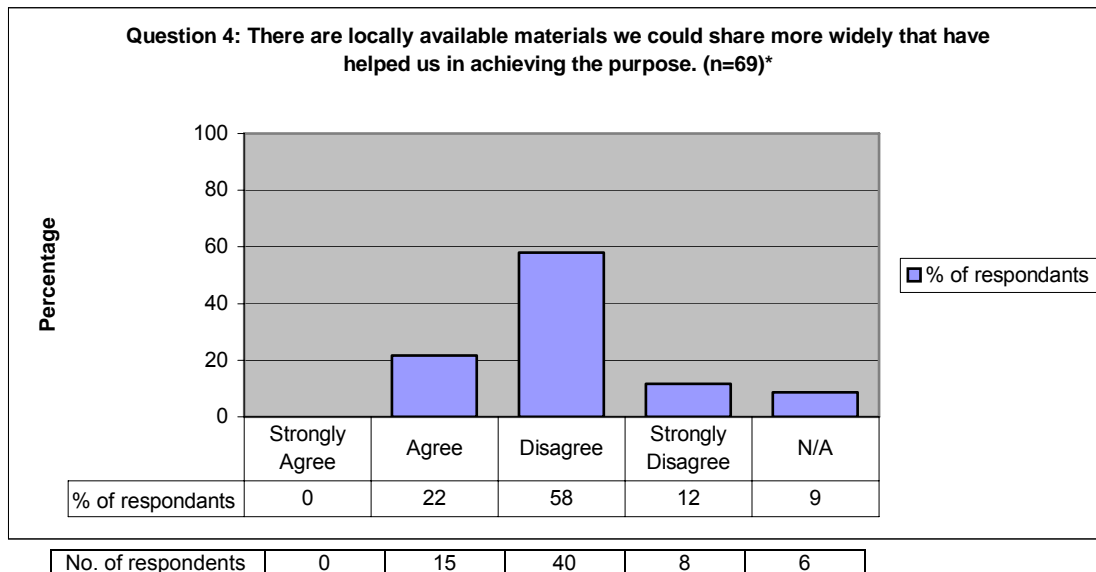
*“ A wide variety of materials are required, from materials which engage biblically and spiritually on issues of social responsibility to training for individuals/parishes who want to get involved.”*

*“There is such a wealth of material/resources/research available that sometimes it feels like ‘information overload’ A system whereby info is collected and accessible (Diocesan Website) a sort of electronic library would be invaluable.”*

*“information which covers the main areas of plight at the clergy/church door (e.g. How much money is a released prisoner granted upon release? Is it safer to purchase a bus/rail ticket using a credit card?)”*

**Purpose A:**

**“To sensitise the conscience of society on social and moral issues from a Christian perspective”**



\* - See data assumptions in section 2.4

The vast majority (70%) of respondents do not believe that there are locally available materials that have helped achieve the purpose that could be shared more widely. Approximately 20% of respondents believe that they do have useful materials (resources) available that could be shared more widely. It is worth noting that some respondents state that they do not know what is available. This does not infer that materials are **not** available but just not **‘readily available’**.

**Question 10: If you agree with statement 4 (question 4), please briefly describe what sort of material you have in mind.**

Out of the 16 responses to this question the general view is that many of the resources requested in response to question 9 already exist but are not ‘readily available’. The parishes need to be encouraged or provided with an easy to use mechanism for sharing of materials.

**The information that the benefices have in mind includes:**

Information/assistance from GPs/Solicitors/Businessmen, Friends and Neighbours, Oasis, TEAR Fund and London City Mission publications, the findings of a Town Partnership Survey, names and addresses of local organisations which are allies in this vision. The sharing of experiences within Deanery's in order to identify which ideas/approaches have been successful or unsuccessful. Linking up more with Christian Aid and other organisations on a Diocese-wide basis. People to speak on political and moral issues, materials from charities and organisations.

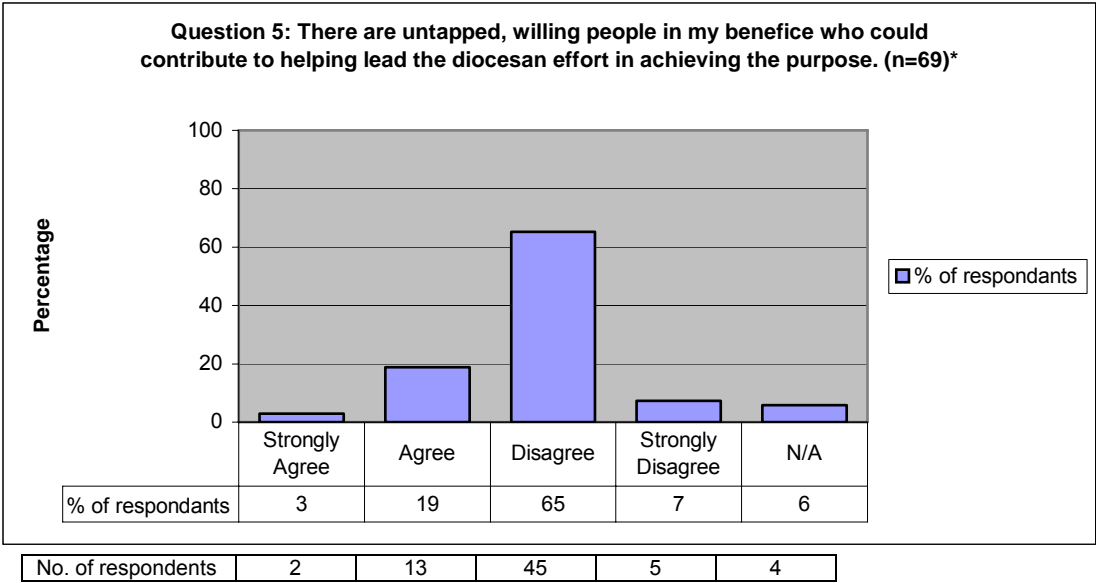
The following quote is in response to question 9 but relates more directly to question 10:

*“we find resources outside the Diocese with Jubilee Trust, Care, Care for Family, Traidcraft, Christian Aid.”*

Again the issue of staffing in order to collate and use available material is clearly a major concern.

**Purpose A:**

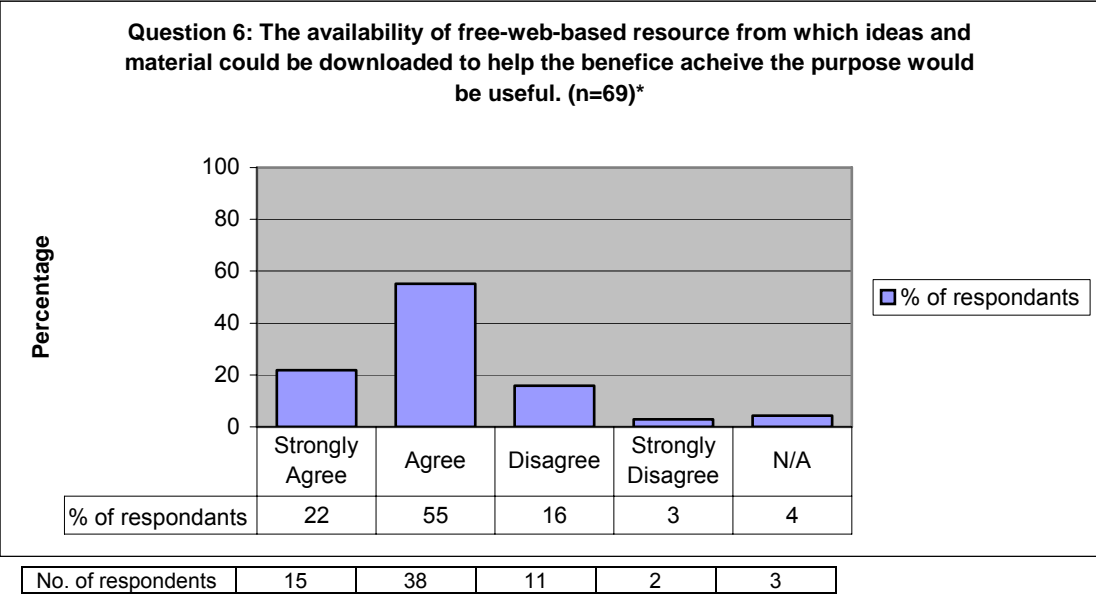
**“To sensitise the conscience of society on social and moral issues from a Christian perspective”**



\* - See data assumptions in section 2.4

The vast majority (72%) do not believe that there are untapped, willing people in their benefice who could contribute to helping lead the diocesan effort in achieving the purpose.

The 20% of respondents who believe they do have untapped, willing people in their benefice must not be overlooked.

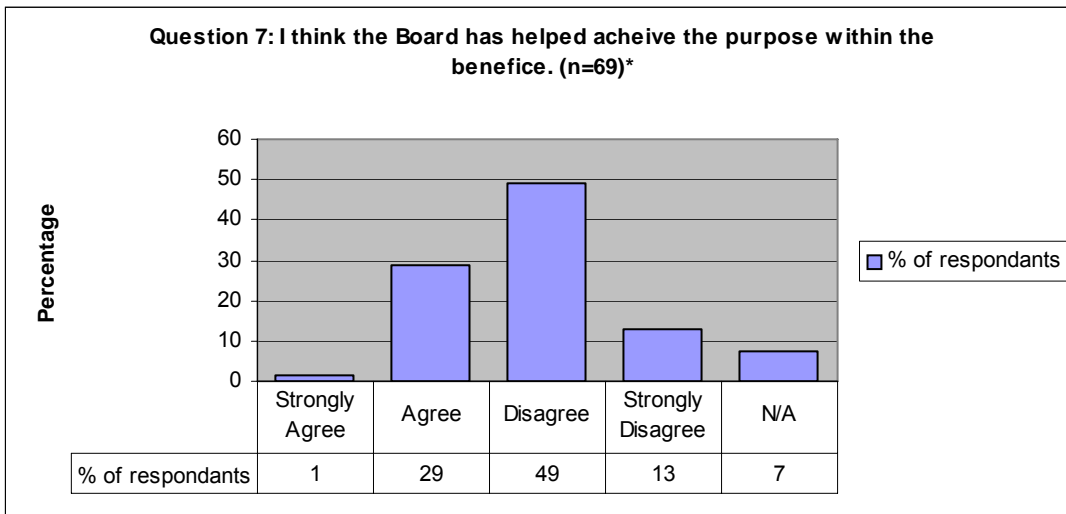


\* - See data assumptions in section 2.4

An overwhelming majority, almost 80%, of respondents believe that the availability of free web-based resource from which ideas and material could be downloaded to help the benefice would be useful. This question elicited the strongest positive response with almost a quarter of respondents strongly agreeing that these materials would be useful and in some cases “invaluable”.

**Purpose A:**

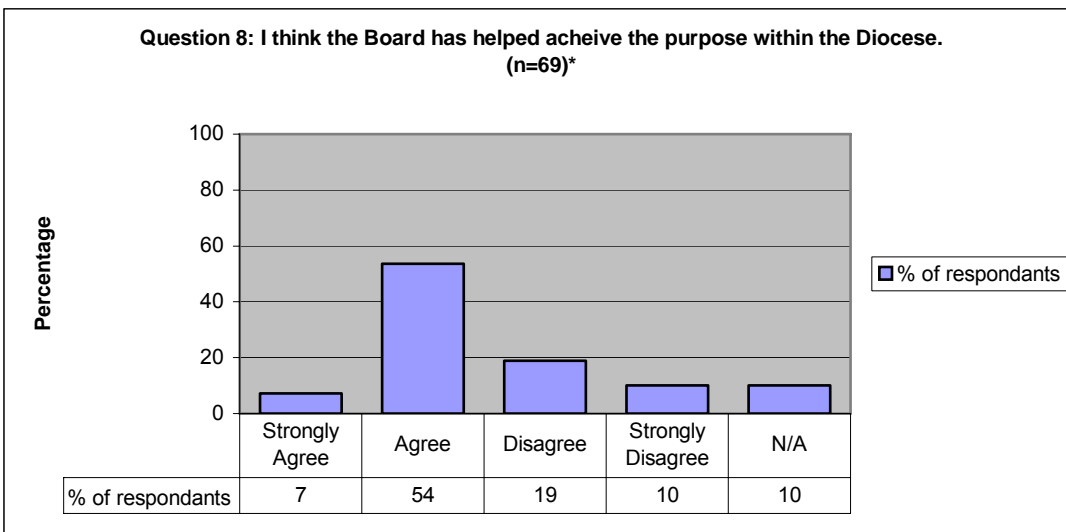
**“To sensitise the conscience of society on social and moral issues from a Christian perspective”**



No. of respondents	1	20	34	9	5
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\* - See data assumptions in section 2.4

The majority (62%) of respondents believe that the Board has not helped in achieving the purpose within the benefice.



No. of respondents	5	37	13	7	7
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\* - See data assumptions in section 2.4

The majority (61%) of respondents believe that the Board has helped achieve the purpose within the Diocese.

A significant number (29%) of respondents do not believe that the Board has helped achieve the purpose within the Diocese.

**Question 11: Please add any additional comments on how you would like to see the Diocese take forward purpose A.**

Out of the 34 responses to this question the general opinion was that improvements in 5 key areas would be invaluable in taking forward purpose A:

**Staffing and Interaction**

Increased staffing is seen as by far the most important requirement. Two areas were identified where this would help:

- Assistance with administration will free up the time of the current staff within the benefice in order to significantly increase the time dedicated to meeting purpose A.
- Dedicated staff from the BSR, in order to improve interaction between the Diocese and the parishes, including visits to inform and encourage. Current feeling is that there is a disjointed relationship between the BSR and the parishes.

The following quotes illustrate the general belief that there is a significant need for dedicated people to facilitate the achievability of purpose A:

*“By and large it would appear that the hierarchy have no interest in parishes other than the parish share being paid”*

The benefices look to the BSR for energy and motivation:

*“The BSR to be an energising focal point to support local initiatives”.*

*“There are a lot of organisations who are already active in this area and individuals in parishes who are either interested or active already. There really is a need for someone/people?? who can*

- a) Enable parishes to use training/networks/organisations already there*
- b) Represent the diocese at a county/national level*
- c) Act as a trainer*
- d) Build networks of people – join people together for the sake of Social Responsibility work.”*

*“It is not the Diocese which is the problem – it is the human resources locally.”*

### **Sharing**

Sharing/Pooling of resources from other organisations and within the parishes to avoid duplication will allow more time to be dedicated to achieving the purpose within the benefices.

### **Training**

Educate people in the benefices regarding the relevance of Christianity in society today. Educate the benefices in exactly how to achieve purpose A. It would be helpful if the board met around the Diocese offering workshops on social issues enabling volunteers to attend more easily:

*“Deanery Synods can function as local debating societies – open meetings making it possible for interested others to attend.”*

### **Publicity**

Use of the media, (e.g.TV, Radio, newspapers - articles, comments and interviews), in order to ensure that the voice of the Church is heard. Provision of regular articles for the parish magazines.

**Other important areas where improvement would be considered beneficial include:**

Ways of serving foreign workers, whose linguistic abilities are limited and are vulnerable to exploitation and racism.

Voicing concerns about affordable housing in the locality.

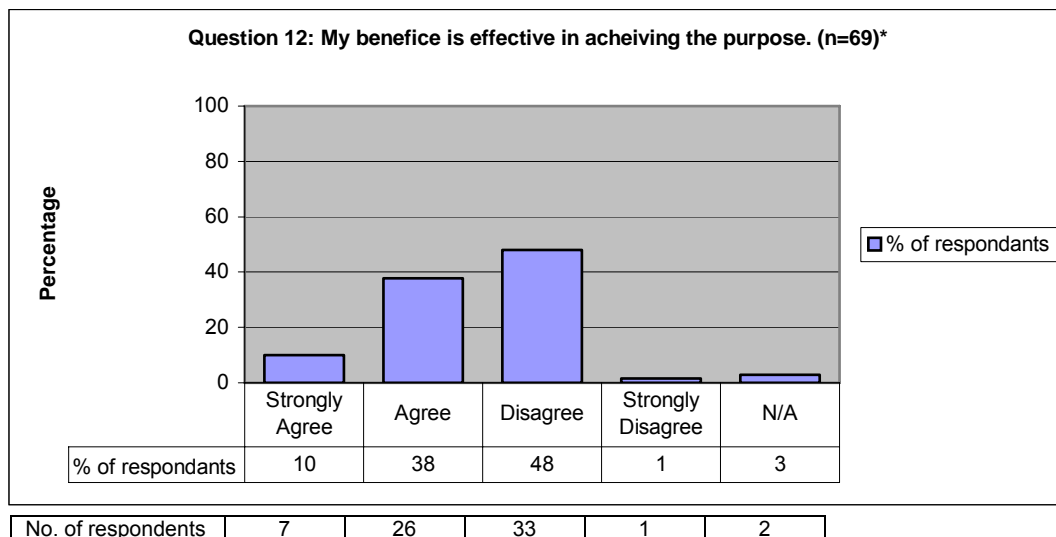
Expression of more Christian opinion particularly regarding how secular schools are spiritually provided for.

Web based resource could help with many of the above points, most notably, sharing of resources and information for all areas, between organisations, individuals and between the diocese and the benefices.

### 3.2 PURPOSE B – RESULTS AND DISCUSSION

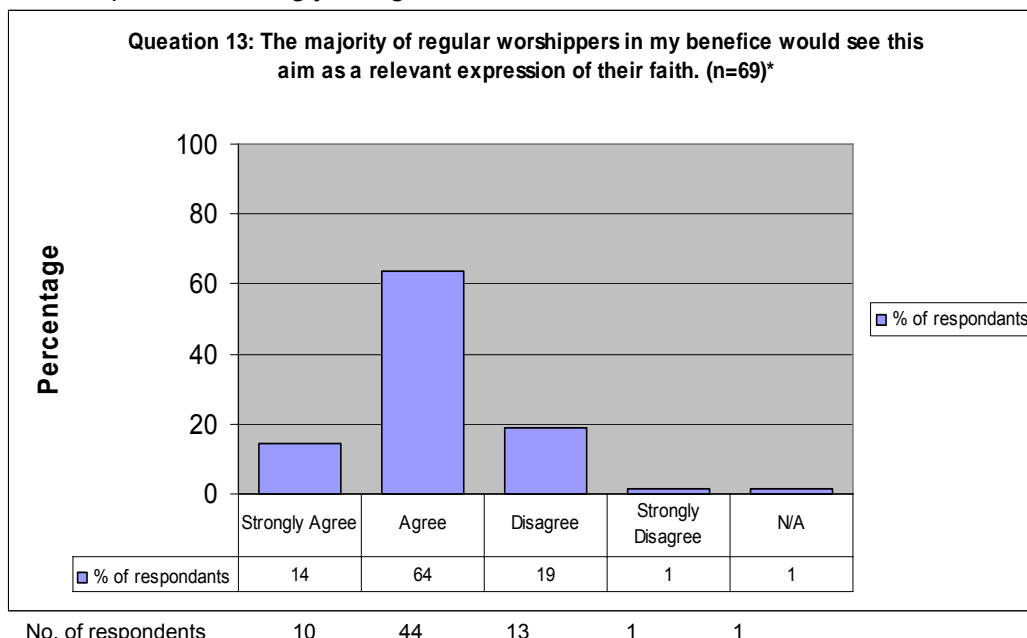
#### Purpose B:

**“To identify and help those in need, reaching out to those who have no contact with the Church and those marginalized in society”.**



\* - See data assumptions in section 2.4

The number of respondents who agree or disagree that their benefice is effective in achieving purpose B is almost equal: with 49% disagreeing and 48% agreeing. Only one respondent strongly disagreed with this statement.

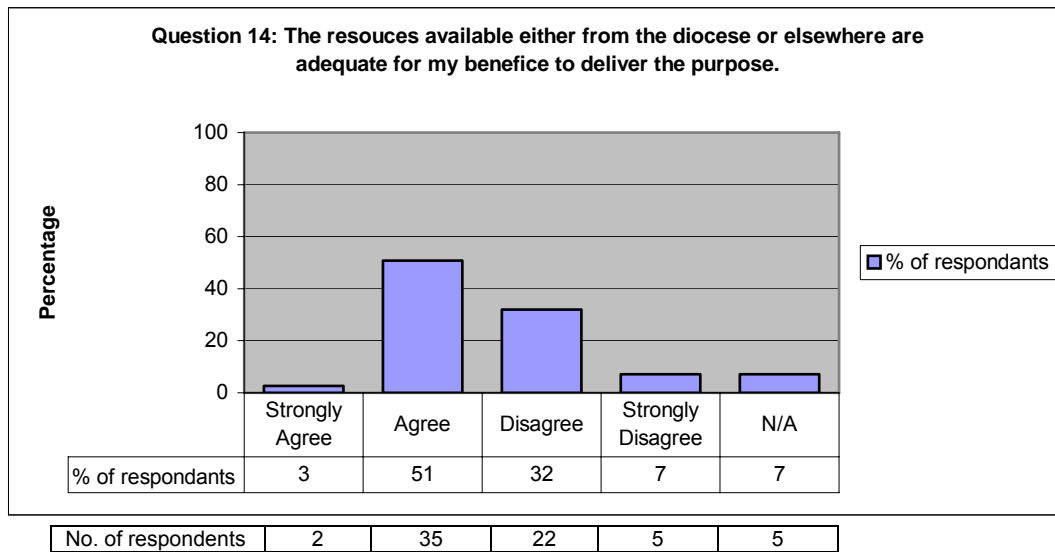


\* - See data assumptions in section 2.4

The vast majority (78%) of respondents believe that their worshippers would see purpose B as a relevant expression of their faith.

**Purpose B:**

***“To identify and help those in need, reaching out to those who have no contact with the Church and those marginalized in society”.***



Just over half (54%) of survey respondents believe that adequate resources are available to deliver purpose B.

A significant number (39%), of respondents do not believe that adequate resources are available.

Again, It is worth noting that a number of respondents stated that they did not know whether resources were available, (*i.e.* they may be available but not ‘readily available’).

***Question 21: If you disagree with statement 14 (question 14), please briefly describe what sort of material would help you.***

Out of the 25 responses to this question, the general view is that in order to remedy the problem with lack of resources, 3 key areas need improvement:

- Staffing:  
A significant increase in the level of staffing or people such as youth workers, bereavement visitors, and translators is required in order to achieve purpose B more successfully.
- Advice and information:  
Advice/Information regarding current issues, setting up local projects, assessing local needs, information on currently available material/resources, specific local issues/information and projects, sharing of ideas regarding other benefices activities and experiences.
- Motivation:  
Motivation and encouragement of people in order to make the work involved in achieving purpose B seem worthwhile to more people.

The following quotes illustrate the opinion above:

*“One generally needs people, not bits of paper, like Youth Workers.”*

*“I need to know, more, what resources are available.”*

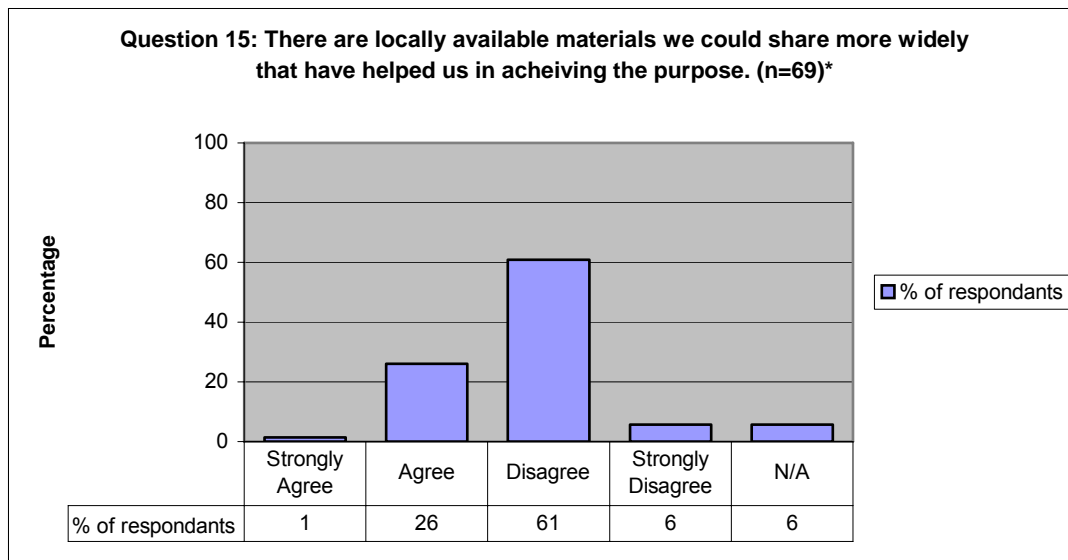
*“Encouragement and a sense of dynamic?? that it is worth doing.”*

**Purpose B:**

***“To identify and help those in need, reaching out to those who have no contact with the Church and those marginalized in society”.***

It is clear that purpose B requires a wide-ranging increase in support from ‘people’ as opposed to materials.

There is a reoccurring trend indicating a need for a route map detailing clearly where to find up-to-date information that is already available.



No. of respondents	1	18	42	4	4

\* - See data assumptions in section 2.4

The significant majority (67%) of respondents do not believe that there are locally available materials that could be shared more widely that have helped them in achieving purpose B.

More than 20% of respondents believe that there are materials and resources available to share more widely.

***Question 22: If you agree with statement 15 (question 15), please briefly describe what sort of material you have in mind.***

Out of the 17 responses to this question – 4 categories of materials were highlighted as available and suitable for sharing among the parishes and benefices:

- **Contacts** - many names and addresses of local people and projects, allied organisations and social services for example could be shared
- **Information** – already supplied by local people such as GPs, friends and neighbours, CAB, local agencies, (e.g. Age concern)
- **Experience** – from church members
- **Publicity** – from local and national organisations.

The following quote illustrates the above:

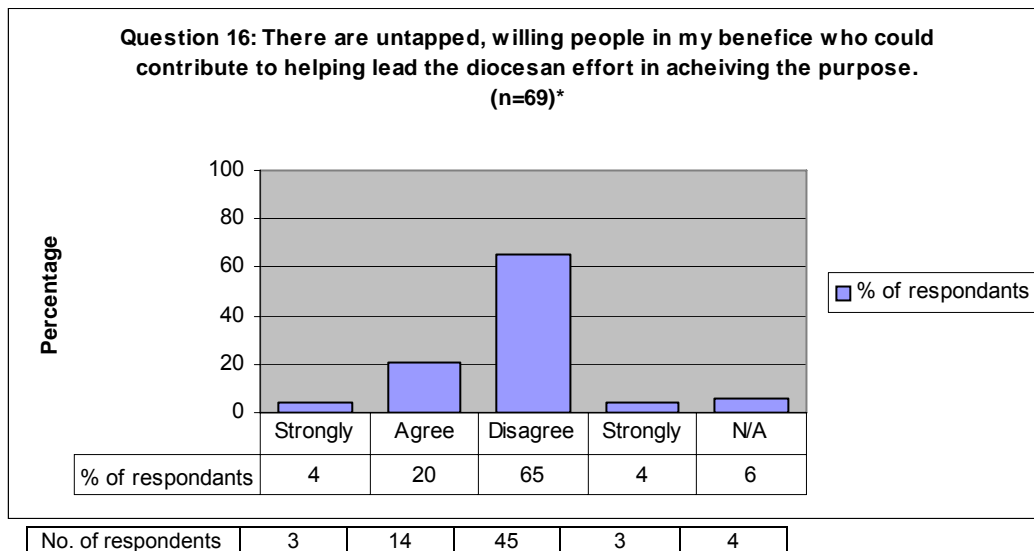
*“Contacts with local projects, publicity from local and national organisations, experience through paid and voluntary work of church members.”*

**Purpose B:**

***“To identify and help those in need, reaching out to those who have no contact with the Church and those marginalized in society”.***

The availability of useful contacts was by far the most frequently mentioned resource available for sharing.

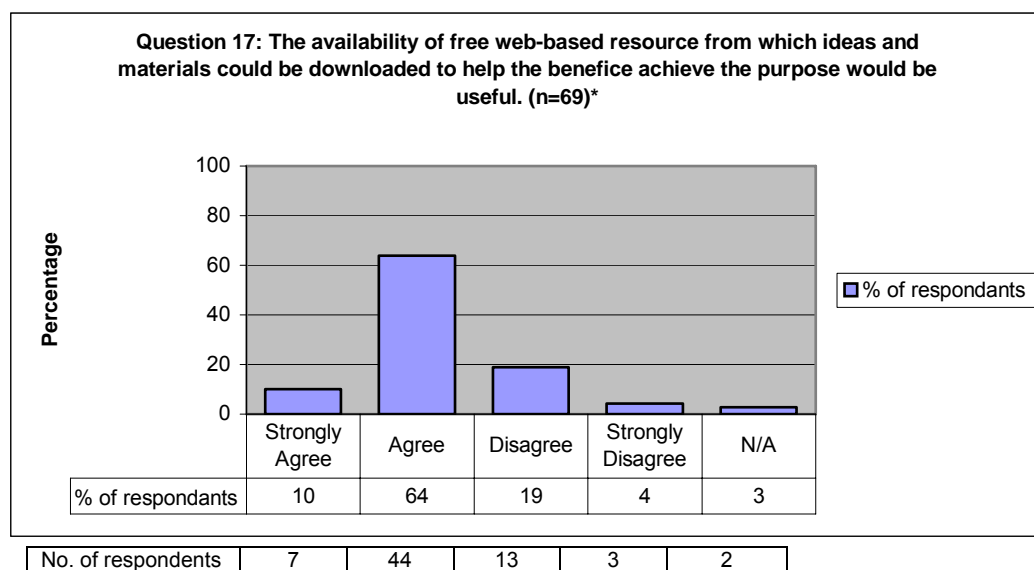
Again it is necessary to point out that people are required in order to facilitate the sharing of this information.



\* - See data assumptions in section 2.4

The significant majority of respondents (69%) do not believe that there are untapped, willing people in their benefice who could contribute to helping lead the diocesan effort in achieving purpose B.

Again, the importance of the 24% who do believe they have untapped, willing people in their benefice must not be overlooked.

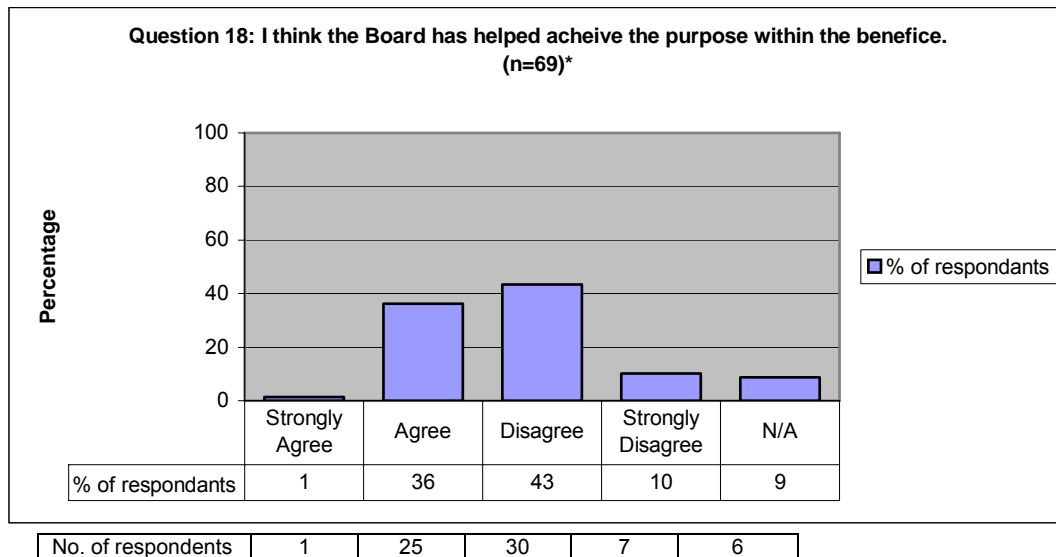


\* - See data assumptions in section 2.4

**Purpose B:**

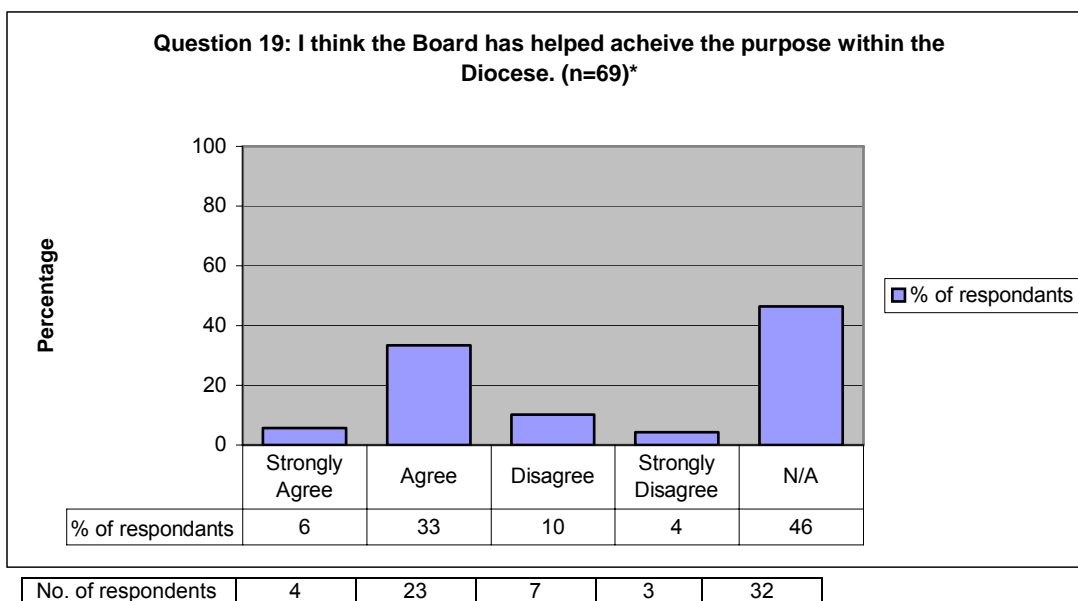
***“To identify and help those in need, reaching out to those who have no contact with the Church and those marginalized in society”.***

An overwhelming majority, more than 70%, respondents believe that the availability of free web-based resource from which ideas and material could be downloaded to help the benefice would be useful; 10% of respondents strongly believe that this material would be beneficial.



\* - See data assumptions in section 2.4

Just over half (53%) of respondents do not believe that the Board has helped achieve purpose B within their benefice. Although it must be pointed out that 37% believe that the Board has helped. A significant number of respondents (9%) did not feel that they could answer this question.

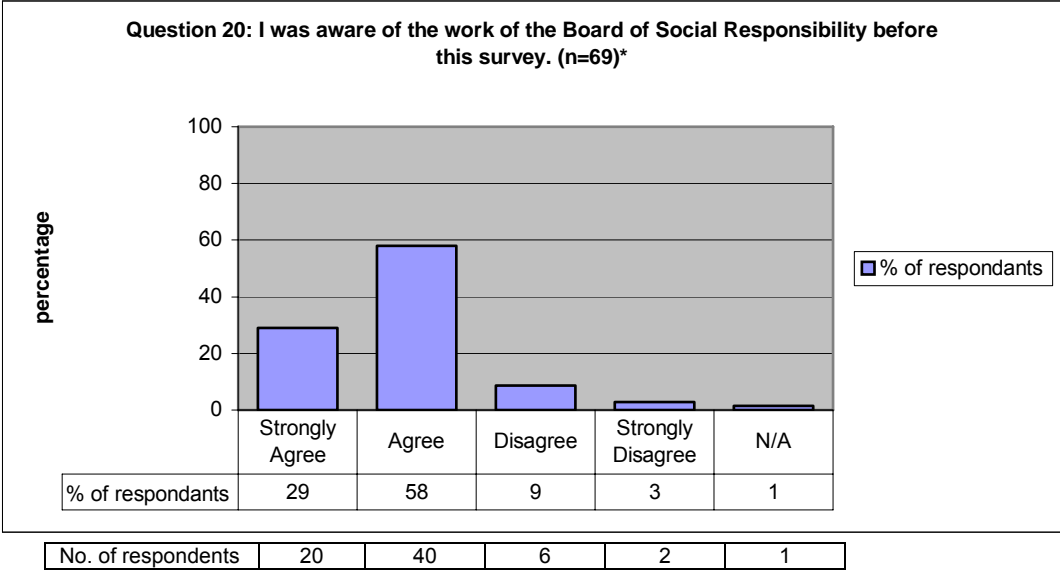


\* - See data assumptions in section 2.4

**Purpose B:**

**“To identify and help those in need, reaching out to those who have no contact with the Church and those marginalized in society”.**

The majority (39%) of respondents believe that the Board has helped achieve purpose B within the Diocese; only 14% did not agree with this. Although it must be pointed out that nearly half of respondents (46%) did not answer this question).



\* - See data assumptions in section 2.4

An overwhelming majority (87%) of respondents were aware of the Board of Social Responsibility before the survey was conducted.

**Question 23: Please add any additional comments on how you would like to see the Diocese take forward purpose B.**

Out of the 26 responses to this question, general opinion is that improvement in 4 key areas would be helpful in taking forward purpose B:

- **Staffing**  
 Again, an increase in staffing/local human resources is seen as by far the most important requirement in order for the diocese, through the benefices, to meet purpose B. This resource is needed in a number of key areas to provide:
  - Assistance with administrative and financial issues
  - Training
  - Assistance in joining people together for the purpose of social responsibility work.
- **Training**  
 Training and practical help, such as talks, specifically to assist the benefices to achieve purpose B. Education of people within the benefices regarding the relevance of Christianity in society today.
- **Sharing**  
 Sharing/Pooling of resources between other organisations, (e.g. Christian Aid, Children’s Society etc.), national and local resources to avoid duplication. The initiation of joint projects with groups outside of the church, not only Christian groups, that share common aims.
- **Advice**  
 The creation of a:  
*“committee of advice – made up of representatives from Police, Social Services, Medical Services and Schools who are Christian irrespective of*

*denomination. This could present an annual report/audit on the scene within the Diocese relating to Primary Purpose B.”*

The availability of specific advice regarding specific benefice issues would be helpful.

Further quotes, which illustrate the above, are listed below:

*“Somehow we need to find ways of reducing the time spent by clergy and DCC’s on maintenance/financial matters, to be more pro-active on the issues of this survey.”*

*“The creation of teams of trained people who together will reach out and contact those who have no contact with the church.”*

*“There is a dominating pre-occupation with fund-raising (rather than fund-giving) aimed at economic survival of each parish.”*

*“Those members of our parishes who are socially concerned tend to work in networks outside the parish – and are probably more effective for doing so. They are very busy people and need issues drawn to their attention and articulated for them.”*

In general, the benefices believe that if the Diocese provides help in these 4 key areas, they will be in a stronger position enabling them to ensure that purpose B is met within their benefices and therefore the Diocese as a whole.

### **3.3 ADDITIONAL QUALITATIVE DATA SUPPLIED**

A number of comments have been supplied that do not directly relate to the survey questions but give a current perspective on the major issues within the benefices today. One of the benefices supplied a letter in which the following quote picked up on a recurring theme throughout the qualitative data – the call for people rather than more printed material:

*“What does make a lasting impact is when a visiting preacher comes to a Group service, or a speaker to a Deanery Synod. Our policy here is to invite people on the fifth Sunday to address issues of significance beyond the parish (and ecclesiastical) boundaries.*

*We had an excellent Group service address about ----- last year, and this awakened people’s awareness to the needs of the homeless in a way my sermons had failed to do so. In the previous year ----- Deanery Synod’s eyes were opened when ----- came and spoke on the plight of the asylum seekers. ”*

There is strong feeling that the loss of the Social Responsibility Officer has had a significant detrimental impact on the effectiveness of the benefices in meeting both purposes A and B.

In some case the benefices believe that the ageing and dwindling congregation is more of an issue than lack of resources. It is often stated that motivation and encouragement of the potential congregation is required, either through the media or through community projects.

It is suggested that the main mechanism for reaching people in the community is indirect, (*i.e.* through the regular worshippers (*e.g.* at work, home *etc.*)). These people need advice on how to assist with achieving both purposes A and B. Talks and open meetings provided by the BSR in the benefices could assist with this aim.

### **3.4 CROSS-ANALYSIS OF DATA**

Cross-analysis of the data was conducted in order to identify correlations, relationships, trends or discrepancies worthy of note between individual responses to the questions/statements. This analysis is also used to challenge the thematic analysis, (*i.e.* if resources are really a key factor in rendering the benefices ineffective in meeting the BSR's purposes). It would be expected that respondents who state their benefice is ineffective at achieving the purposes would also state that their available resources are inadequate. The purpose of this analysis, in this instance, is to support the power of the thematic analysis. The following trends emerged when each of the question/statements was compared:

***My benefice is effective in achieving the purpose.***

***Vs.***

***The resources available either from the Diocese or elsewhere are adequate for my benefice to deliver the purpose.***

The majority of benefices who believe they do not have enough resources available to achieve the purposes also believe that their benefice is ineffective in achieving the purposes. The majority of benefices who believe their resources are adequate, also believe their benefice is effective in achieving the purposes. Out of the benefices that believe they are not achieving the purpose, approximately half believe they have adequate resources available and half believe they do not have adequate resources available. This indicates that the actual level of perceived resource does impact on the perceived effectiveness of each benefice.

***The resources available either from the Diocese or elsewhere are adequate for my benefice to deliver the purpose.***

***Vs.***

***There are locally available materials we could share more widely that have helped us in achieving the purpose.***

A significant number of respondents, who believe there are enough resources within their benefice to meet both purposes A and B, still do not believe they have locally available resources that could be shared more widely. Of the respondents who believe they do have locally available materials to share, many believe that they also have adequate resources in their benefice. The vast majority of the benefices who do not believe they have adequate resources also believe that they do not have materials to share.

***My benefice is effective in achieving the purpose.***

***Vs.***

***The availability of free web-based resource from which ideas and materials could be downloaded to help the benefice achieve the purpose would be useful.***

The vast majority of respondents, who either believe their benefices are/ or are not effective in achieving the purposes, believe that free-web space would be beneficial. This indicates that web-based resource would be beneficial to ineffective benefices plus it would also increase the effectiveness of benefices, which already believe they are successful in achieving the BSR's purpose.

***There are locally available materials we could share more widely that have helped us in achieving the purpose.***

***Vs.***

***The availability of free web-based resource from which ideas and materials could be downloaded to help the benefice achieve the purpose would be useful.***

A significant majority of benefices who believe they have resources to share, also believe that web-space would be useful. The majority of the respondents who believe that web space would not be helpful fall within the group that does not have information to share. This supports the view that resources could be utilised more effectively with the initiation of web-based resource.

***The resources available either from the Diocese or elsewhere are adequate for my benefice to deliver the purpose.***

***Vs.***

***I think the Board has helped achieve the purpose within the benefice.***

The significant majority of benefices who believe resources are not adequate also believe that the BSR have not helped them in achieving the purposes. This supports the view that increased interaction with the BSR/Diocese would improve the levels of achievement of both purposes in the benefices.

***My benefice is effective in achieving the purpose.***

***Vs.***

***I think the Board has helped achieve the purpose within the benefice.***

The majority of respondents who believe their benefices are not effective; also believe that the BSR has not helped to achieve the purposes in the benefices. Conversely, the majority of respondents who think their benefice is effective also think the BSR have been helpful – this is more apparent with reference to purpose A. This indicates that perceived help from the BSR is directly relevant to the effectiveness of the benefices in achieving the purposes.

***My benefice is effective in achieving the purpose.***

***Vs.***

***I think the Board has helped achieve the purpose within the Diocese.***

The majority of respondents, who believe their benefices are either effective or not effective, also believe that the BSR is effective in helping achieve the purposes within the Diocese. This indicates that the perceived effectiveness of the BSR in helping to achieve the purposes within the Diocese does not significantly impact on the effectiveness of the benefices in achieving both purposes.

***I think the Board has helped achieve the purpose within the benefice.***

***Vs.***

***I think the Board has helped achieve the purpose within the Diocese.***

Virtually all the respondents who believe the BSR is not effective in helping to achieve the purposes in the diocese also believe that it is not effective in the benefices. A significant number of respondents believe that the BSR are effective in the Diocese but not in the benefices. This indicates that the positive effect of the BSR within the diocese needs to be transferred into the benefices.

## 4. CONCLUSIONS

This research demonstrates that for both of the BSR primary purposes –

*A) “To sensitise the conscience of society on social and moral issues from a Christian perspective”*

*B) - “To identify and help those in need, reaching out to those who have no contact with the Church and those marginalized in society”.*

- Just over half of the survey respondents are not confident that their benefices are effective in achieving the BSR’s primary purposes, although there is slightly more confidence in purpose ‘B’ being achieved.
- They are confident that the vast majority of their regular worshippers would see the purposes as being a relevant expression of their faith.
- Lack of resources, (primarily human resources), is considered to be the main reason for the benefices inability to achieve the BSR’s primary purposes.
- Generally the benefices do not consider there to be many locally available materials that have helped in achieving the purposes that they could share more widely.
- There are not considered to be significant numbers of untapped, willing people in the benefices who could contribute to helping lead the diocesan effort.
- The significance of respondents who do believe that they have resources to share or untapped, willing people within their benefices should not be overlooked.
- There is very positive opinion towards the benefit that would be provided by the availability of free web-based resource from which ideas and materials could be down-loaded to help the benefices achieve both purposes.
- If taken forward this must be carefully managed and monitored in order to deliver the benefits expected.
- In general, the respondents are not very confident that the Board has helped achieve either purpose A or B within the benefices. This is primarily thought to be due to staff cut backs and the consequential lack of interaction between the Diocese and the benefices.
- There is significantly more confidence that the Board has helped achieve both purposes within the diocese.
- The vast majority (almost 90%) of benefices were aware of the Board of Social Responsibility before this survey.
- Significant time is currently spent on the administration of the Parishes, (*e.g.* finance, collating information *etc.*), which does not leave much time to achieve the BSR’s primary purposes. Resources are being drawn from other organisations and individuals where possible, but these are often not considered to be sufficient to enable the purposes to be achieved.

The following quote clearly illustrates general feeling within the benefices regarding lack of resources verses the problems faced:

*“The problems presented are greater than our resources. Churches often are struggling to maintain their life.”*

On the whole, the benefices believe that the BSR’s purposes are extremely relevant and the benefices try to achieve these within the restraints of limited resources, primarily human resources, sometimes they are achieved and sometimes they are not.

The benefices require more human resources, assistance with information dissemination and encouragement in order to increase their effectiveness.

## 5. RECOMMENDATIONS

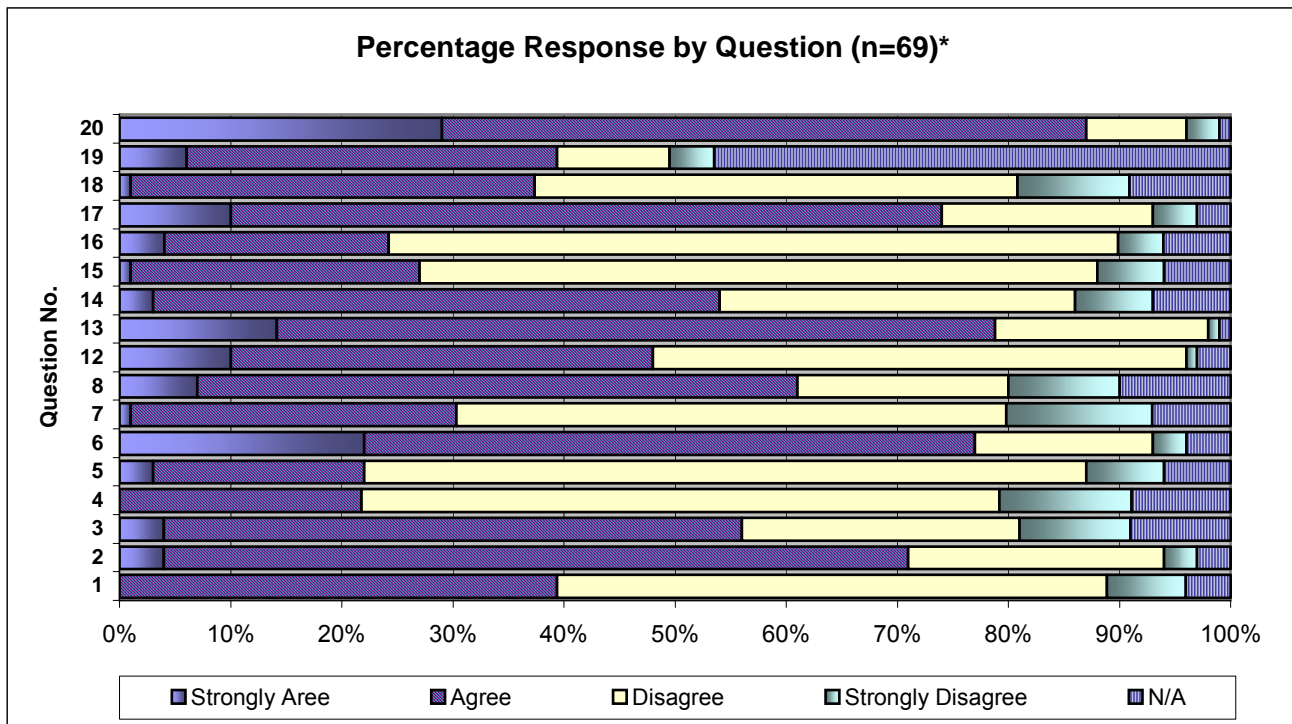
In order to increase the effectiveness of the benefices regarding their ability to achieve the BSR's primary purposes A and B more frequently, the following are suggested, using current and increased resources:

- Provision of an 'easy, effective' mechanism for pooling/sharing of current materials, contacts, advice, information and experience. For example a well managed and maintained web-site developed and managed in conjunction with the benefices.
- Ensuring that administrative issues are kept to a minimum and administrative support is provided wherever possible.
- Use diocesan human resource in a manner that motivates and encourages the benefices through conduct of open meetings, talks and training within the benefices.
- Use of the media, where appropriate, in order to ensure the voice of the Church is heard and appreciated.

The above recommendations would contribute to community cohesion.

The references to requests for additional administrative and human resource support, run counter to the current situation in which such support has been removed due to financial constraints faced by the diocese; leaving many benefices feeling unsupported by the diocese. Most of the resources and materials requested in the survey, could be efficiently and easily made available throughout the diocese via provision of a good web site. The site could provide materials, such as information, good practice examples from other benefices, advice on issues of concern, a supportive a chat room between benefices and the diocese, an interactive environment to share sermons, and other useful literature and useful contact details. However, it must be pointed out that this would only be an effective answer if adequately supported and would require an individual, perhaps an interested benefice, to maintain the site and make sure it was continuously updated; this individual would also need to distribute materials provided for the website to benefices without Internet access.

# APPENDIX 1: Summary Statistics Graph And Tabulation



Survey Question	Question Number	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A
<b>PURPOSE A:</b>						
<i>"To sensitise the conscience of society on social and moral issues from a Christian perspective."</i>						
My benefice is effective in achieving the purpose	1	0 (0)	39 (27)	49 (34)	7 (5)	4 (3)
The majority of regular worshippers in my benefice would see this aim as a relevant expression of their faith.	2	4 (3)	67 (46)	23 (16)	3 (2)	3 (2)
The resources available either from the diocese or elsewhere are adequate for my benefice to deliver the purpose	3	4 (3)	52 (36)	25 (17)	10 (7)	9 (6)
There are locally available materials we could share more widely that have helped us in achieving the purpose.	4	0 (0)	22 (15)	58 (40)	12 (8)	9 (6)
There are untapped, willing people in my benefice who could contribute to helping lead the diocesan effort in achieving the purpose.	5	3 (2)	19 (13)	65 (45)	7 (5)	6 (4)
The availability of a free web-based resource from which ideas and materials could be downloaded to help the benefice achieve the purpose would be useful.	6	22 (15)	55 (38)	16 (11)	3 (2)	4 (3)
I think the Board has helped achieve the purpose within the benefice.	7	1 (1)	29 (20)	49 (34)	13 (9)	7 (5)
I think the Board has helped achieve the purpose within the Diocese.	8	7 (5)	54 (37)	19 (13)	10 (7)	10 (7)
<b>PURPOSE B:</b>						
<i>"To identify and help those in need, reaching out to those who have no contact with the Church and those marginalized in society".</i>						
My benefice is effective in achieving the purpose	12	10 (7)	38 (26)	48 (33)	1 (1)	3 (2)
The majority of regular worshippers in my benefice would see this aim as a relevant expression of their faith.	13	14 (10)	64 (44)	19 (13)	1 (1)	1 (1)
The resources available either from the diocese or elsewhere are adequate for my benefice to deliver the purpose	14	3 (2)	51 (35)	32 (22)	7 (5)	7 (5)
There are locally available materials we could share more widely that have helped us in achieving the purpose.	15	1 (1)	26 (18)	61 (42)	6 (4)	6 (4)
There are untapped, willing people in my benefice who could contribute to helping lead the diocesan effort in achieving the purpose.	16	4 (3)	20 (14)	65 (45)	4 (3)	6 (4)
The availability of a free web-based resource from which ideas and materials could be downloaded to help the benefice achieve the purpose would be useful.	17	10 (7)	64 (44)	19 (13)	4 (3)	3 (2)
I think the Board has helped achieve the purpose within the benefice.	18	1 (1)	36 (25)	43 (30)	10 (7)	9 (6)
I think the Board has helped achieve the purpose within the Diocese.	19	6 (4)	33 (23)	10 (7)	4 (3)	46 (32)
I was aware of the work of the Board of Social Responsibility before this survey.	20	29 (20)	58 (40)	9 (6)	3 (2)	1 (1)

## APPENDIX 2: Qualitative survey statements – PURPOSE 'A'

<b>Qualitative statements entered for No.9: If you disagree with statement 3 (The resources available either from the diocese or elsewhere are adequate for my benefice to deliver purpose A (To sensitise the conscience of society on social and moral issues from a Christian perspective)), please briefly describe what sort of material would help you.</b>
Information about current local issues and needs within Diocese - What is already happening within the Diocese - The same for national and international issues and needs.
A full time paid SRO with secretarial support.
A wide variety of materials is required, from materials which engage biblically and spiritually on issues of social responsibility to training for individuals/ parishes who want to get involved
Clear - not simplistic - A5 leaflets
Depends entirely on the particular subject in question
I chiefly find materials & resources in Church & Missionary magazines & newspapers
I doubt if many would wish to hear anything from a Christian standpoint. The Christian message to many is just not relevant.
Information which covers the main areas of plight presented at the clergy/ church door. For example: How much money is a released prisoner granted upon release? Is it safer to purchase a ticket by bus/rail using a credit card - parochial or personal? What government department is actually responsible for an asylum seeker? A list of all the places offering accommodation for the homeless.
It is not material but personnel we are short of something like 1% of the population. Diocesan Staffing has withdrawn 50% of clergy from a deprived area in the last year.
It is too difficult to relate this specifically to the Primary Purpose A which is a very broad & unspecific statement.
Material from the Aid organisations, Christian Aid etc, Amnesty International; and the Christian Socialist Movement.
Money to use resources. Group leaders.
More human support <u>in the benefice</u>
More visual and dynamic material
Parish Magazine articles to disseminate information
Probably rural issues - Fox hunting - public services - planning etc
Question 2 is the main problem not question 3! Information on local issues rather than world-wide issues.
The discernment of need and motivation of people.
The resources are not the problem - an ageing and dwindling congregation is!
Themed service outliner would help
There needs to be a pooling of resources with other denominations. Social & moral issues (except homosexuality) are the Cinderella of Church dialogue.
We find resources outside the Diocese with Jubilee Trust, Care, Care for Family, Traidcraft, Christian Aid.
We need more 'up-to-date' information/ statistics/ trends, presented in an intelligent, eye-catching way, that could be used with/ for members of the church, and to the wider community. Parish clergy do <u>not</u> have the time to collate this. It would be <u>very</u> helpful in our missionary role to have visual assistance.
We really need people to galvanize us. Any amount of paper may pass through the door...and onwards...without touching anyone.
What have you got?

## APPENDIX 2: QUALITATIVE SURVEY STATEMENTS- PURPOSE 'A'

### Continued

<b>Qualitative statements entered for No.10: If you agree with statement 4 (There are locally available materials we could share more widely that have helped us in achieving the purpose (To sensitise the conscience of society on social and moral issues from a Christian perspective)), please briefly describe what sort of material you have in mind.</b>
Each benefice does have useful contacts who could be used e.g. GPs/ Solicitors/ Businessmen who <u>could</u> be approached!
The work of Friends & Neighbours and the findings of a Town Partnership survey.
Not certain
Linking up more with Christian Aid and other organisations on a Diocese-wide basis
Not so much the material, but the need?? to encourage parishes to share the resources they have, rather than everyone trying to re-invent the wheel.
Periodic materials in the mailing
No idea what is available
There <u>are</u> many resources from Christian Aid to Rural Community Council. It is not the resources which are the problem but the shortage of people with commitment and TIME.
Don't know
Sharing local knowledge within Deanery's - sharing ideas and resources about what has been done - what was successful what was not
A couple of people to speak on political and moral issues
Various charities and organisations produce material to assist.
Oasis publication, TEAR Fund publication, London City Mission publication. We also have links with Romania and Bosnia.
Names/ addresses of local organisations which are allies in this vision.
Contacts with local projects, publicity from local and national organisations, experience through paid and voluntary work of church members.

## APPENDIX 2: QUALITATIVE SURVEY STATEMENTS – PURPOSE ‘A’

### *Continued*

<p><b>Qualitative statements entered for No.11: Please add any additional comments on how you would like to see the Diocese take forward purpose A (To sensitise the conscience of society on social and moral issues from a Christian perspective).</b></p>
<p>Again, it is not the Diocese which is the problem - it is the human resources locally.</p>
<p>Appoint a full time paid SRO with secretarial support</p>
<p>By a radical move away from emphasis on Church buildings and worship, and a movement of resources into areas of social and moral need. Much stronger leadership from the top. Move publicity and affirmation, including preferment, for those who do take the purpose seriously.</p>
<p>For the Diocese as a body practice it towards the parishes. By and large the it would appear that the hierarchy have no interest in Parishes other than the Parish share being paid.</p>
<p>Greater detail as to 'what' &amp; 'how'</p>
<p>Help me spread about my little book on the Lord's Prayer, where many of these issues are addressed from a Christian Perspective - <a href="http://www.lords-prayer.co.uk">www.lords-prayer.co.uk</a></p>
<p>I was very disappointed that Alison Howard's good work especially with asylum seekers had to come to an end. The parish of High Oak already has a foundational &amp; continual involvement in the All Saints Centre, through Mrs Jo Cook and Barry Furness.</p>
<p>It is the main area in which Christians are divided. The energy of the board should go into areas of poverty and its elimination where there is universal agreement. The board could easily become a social and moral commentator. Society has lots of those.</p>
<p>It should seek to re-appoint a full time BSR officer like Alison Howard as soon as financially possible.</p>
<p>Its own regular column in the EDP.</p>
<p>Like so many churches/ parishes we are so busy reading/ responding/ managing/ maintaining/ there is very little energy/ enthusiasm left over to engage intelligently, meaningfully with these complex issues. We are able to show care &amp; concern to many individually within the parish but it's more about 'souls' than 'structures.' However, both the incumbent &amp; ordinary lay members are involved in witness to organisations/ structures through part-time chaplaincies.</p>
<p>Many people in this benefice have a 'traditional' attitude towards the Church and consider that Christianity has little relevance to society! A major education programme might be needed, although younger people (when they are part of the Church) see things in a much 'better' light - so maybe it is a matter of time!</p>
<p>More info available so we can pick and choose and do our own thing.</p>
<p>Offer workshops in different parts of the Diocese on social issues - long-term and new. The board must meet around the Diocese not in poky rooms at the Diocesan office where the paid walk a few feet and volunteers travel miles.</p>
<p>Our rural parishes are struggling to survive. All effort and energy goes towards the increasingly impossible task of paying the share. There is no time or energy left for <u>anything</u> else, even for mission.</p>
<p>Perhaps having an interested representative in each benefice? Problem with availability - has to be a Diocesan house.</p>
<p>Perhaps we should give more support &amp; receive help from church-based organisations e.g. Christian Aid, Children's Society etc, which have resources in the areas outlined in Purpose 'A' and avoid duplication.</p>
<p>please feed us with facts</p>
<p>Regular articles for Parish Magazine about relevant topics</p>

**APPENDIX 2: QUALITATIVE SURVEY STATEMENTS – PURPOSE ‘A’**  
**Continued**

<p><b>Qualitative statements entered for No.11: Please add any additional comments on how you would like to see the Diocese take forward purpose A (To sensitise the conscience of society on social and moral issues from a Christian perspective) continued.</b></p>
<p>Stronger lead upfront from Clergy &amp; Bishops, making a stand on moral issues &amp; not apparently (from society's viewpoint) sitting on the fence.</p>
<p>The BSR to be an energising focal point to support local initiatives.</p>
<p>The congregations are slow to move on issues of social concern - they are too busy "surviving". Many <u>individuals</u> play major roles in voluntary societies of all kinds - they work in <u>networks</u>. Many individuals would do more if they had the Time. Nevertheless - our parishers do work for Christian Aid, the Homeless, local charities and through the parish locality, with issues of moral concern. I think the board has done a good job in articulating issues for folk in the parishes <u>and needs to continue to do so</u>. Only a central network can liaise with the media, Co.Council, City Council, etc.</p>
<p>There are a lot of organisations who are already active in this area and individuals in parishes who are either interested or active already. There really is the need for someone /or people?? who can a) Enable parishes to use training/ networks/ organisations already there b) Represent the diocese at a county/ national level c) Act as a trainer d) Build networks of people - join people together for the sake of Social Responsibility work.</p>
<p>There are other Christian organisations specially geared to this work (e.g. 'care' &amp; the Christian Institute'). Perhaps the BSR should use these more and not try to duplicate what others are doing.</p>
<p>This purpose is best achieved through the parishes.</p>
<p>Use better what we have in the parishes in the way of <u>all</u> resources.</p>
<p>Use of media - TV, Radio, newspapers &gt; articles &gt; comments &gt; interviews - so voice of Church is heard. - Articles that could be used within local parish magazines. - Displays for Churches</p>
<p>Voice concerns about affordable housing in our locality. To express more Christian opinion about how secular schools especially are spiritually provided.</p>
<p>We are so stretched in all directions, we need some way of keeping this on the agenda.</p>
<p>We are struggling to find ways of serving foreign workers, whose linguistic abilities are limited and are vulnerable to exploitation and racism.</p>
<p>Web based resource - it depends on what was on it &amp; how designed. - Please note the SR officer was part of our benefice and enabled us to be more plugged in to what the diocese was doing than we are now.</p>
<p>While desirable I do not believe PPA is an achievable proposition. Most parishes have only small direct contact with 'society' other than through the contact 'regular worshippers' have with others in work, home, social environments etc....Q - How are these people to be helped to think Christianly? Q - How are those who help those to be helped to deal with some of the complex issues? Q - How are those who have contacts in schools, maybe the place where a local parish can have direct influence/contact, to be helped?</p>
<p>Without people employed expressly for this purpose who can visit, inform and encourage, I think web space would be most appropriate &amp; useful and similar material circulated via Diocesan mail.</p>
<p>You speak about work at two levels - Benefice and Diocese. Some of the most creative stuff could happen at Deanery level. Deanery Synods can function as local debating societies - open meetings making it possible for interested others to attend.</p>

## APPENDIX 3: Qualitative survey statements – PURPOSE ‘B’

<b>Qualitative statements entered for No.21: If you disagree with statement 14 (The resources available either from the diocese or elsewhere are adequate for my benefice to deliver purpose B (To identify and help those in need, reaching out to those who have no contact with the Church and those marginalized in society)), please briefly describe what sort of material would help you.</b>
Need a full time paid SRO
There are plenty of resources but the BSR/ Diocese was no help ??? ?? finding them!
One generally needs people, not bits of paper, like Youth Workers.
We don't need material we need money to employ and train people, Youth Workers, Bereavement Visitors
Diocesan Mailing that highlights current issues - such as Alison Howard produced.
There is such a wealth of material/ resources/ research available that sometimes it feels like 'information overload.' A system whereby info. is collected & accessible (Diocesan Website) a sort of electronic library would be invaluable.
More human support within the benefice
It would be great to have more info
I would comment that I suspect that they are, but I am not sure.
It is not 'material' we need so much as advice on how we can use our Church buildings for the community - setting up local projects & assessing local needs.
Encouragement and a sense of dynamic?? that it is worth doing
I need to know, more, what resources are available
The problems presented are greater than our resources. Churches often are struggling to maintain their life
People
E.g. Recently seeking translator to help with contact with Portugese Brazilian speaking immigrants. (we were unsuccessful)
Ideas of what others have done. Liturgy's for special days or weeks that focus on particular groups of people.
I feel there are very few resources to help with reaching the marginalized other than NYF Christ and Mathew Project Not many do such work in Church circles.
Motivation of people - not necessarily more materials
Information about specific local projects.
Question 13 is the problem!
What have you got?

**APPENDIX 3: QUALITATIVE SURVEY STATEMENTS – PURPOSE ‘B’**  
*Continued*

<b>Qualitative statements entered for No.22: If you agree with statement 15 (There are locally available materials we could share more widely that have helped us in achieving the purpose (To identify and help those in need, reaching out to those who have no contact with the Church and those marginalized in society)), please briefly describe what sort of material you have in mind.</b>
A list of local allied organisations and shelters for homeless people. An emergency social services number for the local area.
A local GP has produced information for me on various medical issues. The local undertaker has provided bereavement statistics to help form bereavement group.
A survey form/methodology adapted (with permission) from ????? society.
Social contacts with people in need are beyond their resources. In this benefice we concentrate on care for it's elderly, it's bereaved and those living alone
Appeals from local diaries, Salvation Army etc.
Besom, from HTB in London Faithworks, from Evangelical Alliance.
CAB, Friends and Neighbours and the information provided by our bi-monthly meetings of carers.
Knowing local contacts of who and what's happening.
Material re the disabled.
Periodic mailings
Tapping local agencies "Age concern" in our benefice.
There <u>are</u> resources. It is people with the TIME to use them who are short on the ground.
Unsure
Web-site - 'round robin' of events and anniversaries.

### APPENDIX 3: QUALITATIVE SURVEY STATEMENTS – PURPOSE ‘B’ Continued

<p><b>Qualitative statements entered for No.23: Please add any additional comments on how you would like to see the Diocese take forward purpose B (To identify and help those in need, reaching out to those who have no contact with the Church and those marginalized in society).</b></p>
<p>Appoint a full time paid SRO with secretarial support. When we had an SRO she contributed a huge amount to my area, to peoples understanding and to the diocese urban and rural and, just as importantly, drew upon a range of people, including myself to help. The diocese has been increasing clericalisation in getting rid of this post and it should be restored.</p>
<p>Again unrealistic objective, however desirable! Help for parishes to see the small scale THEY can make, rather than diocesan initiatives preferable and likely to achieve more fruitful results.</p>
<p>Clarification, please. There's an implication that "no contact with Church" and "the marginalized" are co-extensive. Ain't necessarily so; there's all kinds of people on the estates of Eaton and Thorpe Marriot who aren't in the least marginalized (socially), but they have no contact with the Church. Ergo: the purposes need to be clarified before anyone can see what needs to be done.</p>
<p>Collate a "committee of advice" made up of representatives from Police, Social Services, Medical Services and Schools who are Christian irrespective of denomination. This could present an annual report/ audit on the scene within the Diocese relating to Primary Purpose B.</p>
<p>I am in a very small very elderly congregation serving the Great Hospital with 130 elderly residents and Cotman Fields with a slightly more mixed population. We have recently had someone who lives on the edge of society join our congregation. Trying to encourage him to join a more suitable mixed congregation has not appealed to him as we are so unthreatening! I would like a handbook of agencies who could help in a situation like this. I have found my way around the agencies slowly but with so many a directory would help.</p>
<p>I prefer Primary Purpose B - more linking up I think.</p>
<p>I think a Diocese should co-operate fully with other organisations who share the same aim. I expect there are some common projects for people to do together. People fulfil Christian concerns and aims without being Christian.</p>
<p>I think this is the aim of us all - as we look up to God then we can reach out in the power of the Holy Spirit to those around us.</p>
<p>My apologies for being so vague and unhelpful.</p>
<p>Primary purpose B is Mission and/or evangelism and properly dealt with by a Board of Mission</p>
<p>Start by closing some ancient Churches. They are millstones round our necks. Make use of nationally available resources (e.g. BBC Radio 4 series in last 2 weeks: ('The Poor Wars') rather than wasting time and money creating our own.</p>
<p>Some sort of group to do what the previous BSR use to do <u>is</u> necessary.</p>
<p>Somehow we need to find ways of reducing the time spent by clergy and DCC's on maintenance/ financial matters, to be more pro-active on the issues of this survey - personal frustration?</p>
<p>The creation of teams of trained people who together will reach out and contact those who have no contact with the church. What this survey does not comment on is the considerable contribution made by individuals who represent Christ by their words and actions, but would not necessarily be considered to be part of the church overall responsibility.</p>
<p>There is a dominating pre-occupation with fund-raising (rather than fund-giving) aimed at economic survival of each parish.</p>

**APPENDIX 3: QUALITATIVE SURVEY STATEMENTS – PURPOSE ‘B’**  
*Continued*

<p><b>Qualitative statements entered for No.23: Please add any additional comments on how you would like to see the Diocese take forward purpose B (To identify and help those in need, reaching out to those who have no contact with the Church and those marginalized in society) continued.</b></p>
<p>There seems to be a member of false presuppositions in the making of this questionnaire. Most Christians work out their social responsibility either through National Christian organisations, in their place of work or in secular organisations. For example I support Christian Aid, the children’s society, RSPB, Norfolk wildlife Trust, Amnesty International, CAMRA. I have recently laid down the responsibility of Chair of Norwich AIDS helpline. My wife works as a Practice Nurse. I am on the board of reference for our Neighbourhood Warden Scheme, the steering group of 5 Centres Project in Lakenham developing volunteering at the 5 Community Centres (3 of which are Church Centres employing two workers on Government funding. We enable networking between the agencies ?????? and NGO's in SE Norwich. We are salt light and yeast, under resourced and hopeful. And it works! My Churchwarden who is Honorary manager of one of our Community Centres was a founder member of NOAH which became the Norfolk and Norwich Volunteer Bureau.</p>
<p>This is the Church's biggest challenge and needs people trained up and financial resources.</p>
<p>Those members of our parishes who <u>are</u> socially concerned tend to work in networks <u>outside</u> the parish - and are probably more effective for doing so. They are very busy people &amp; need issues drawn to their attention and articulated for them.</p>
<p>To be bold in seizing the opportunities available through project funding and working in partnerships with others. The Diocese has something very special to offer through the Christian way of life.</p>
<p>To respond to this questionnaire I would need to discuss with you what you mean in terms of <u>quantity</u> and <u>scale</u> of the success/ failures issues you want answered.</p>
<p>Web-based stuff <u>could</u> just encourage more computer-nerds. Teaching &amp; practical help, talks etc. Not much of that - the west of the Diocese.</p>

## APPENDIX 4: Covering letter for Questionnaire survey



NORWICH DIOCESAN BOARD FOR SOCIAL RESPONSIBILITY

5 January 2004

To: Benefices within Norwich Diocese

Re: BSR Questionnaire Survey of Benefices

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You may be aware that the Board for Social Responsibility underwent some staff changes early last year in the wake of financial savings that had to be made across the Diocese. The Board is currently reviewing its role and structure in the wake of these changes.

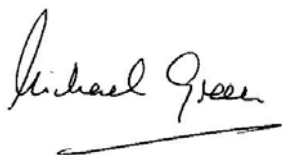
An important aspect of this review is to seek feedback from benefices within the Diocese. The Board has commissioned Norwich City College's Research Centre to undertake a survey of benefices to:

- Examine whether Diocesan benefices feel that the BSR's primary purposes are currently being met.
- Determine the needs and expectations of benefices in relation to these primary purposes.
- Assess how resources are currently being used to meet these needs.

The results of the survey will help inform the Board's thinking about ways forward. They will also be shared with members of Diocesan Synod later this year.

I should be very grateful if you would take the necessary time (5-10 minutes) to complete the questionnaire and return the form to City College in the stamped addressed envelope provided.

Many thanks for your help.



Dr Michael JB Green  
Chairman, Board for Social Responsibility

## **APPENDIX 5: Questionnaire survey**



**Board for Social Responsibility**

**Questionnaire Survey of Parishes**

The work of the Board for Social Responsibility(BSR) is rooted in God's command to love our neighbour as ourselves and, therefore, to care for the socially wounded, seeking to transform unjust structures of society and to safeguard the integrity of creation and life on earth.

BSR Primary purpose A:

“To sensitise the conscience of society on social and moral issues from a Christian perspective”.

**Please reflect on the above ‘purpose’ then consider the following statements. Place an ‘X’, written in ink, in the appropriate box to record your response. If a box is marked in error, please completely fill the erroneous box and place an ‘X’ in the correct one.**

	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly agree</b>
1. My benefice is effective in achieving the purpose.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The majority of regular worshippers in my benefice would see this aim as a relevant expression of their faith.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The resources available either from the diocese or elsewhere are adequate for my benefice to deliver the purpose.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. There are locally available materials we could share more widely that have helped us in achieving the purpose.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. There are untapped, willing people in my benefice who could contribute to helping lead the diocesan effort in achieving the purpose.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. The availability of a free web-based resource from which ideas and materials could be downloaded to help the benefice achieve the purpose would be useful.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I think the Board has helped achieve the purpose within the benefice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. I think the Board has helped achieve the purpose within the Diocese.

9. If you disagree with statement 3, please briefly describe what sort of material would help you.

10. If you agree with statement 4, please briefly describe what sort of material you have in mind.

11. Please add any additional comments on how you would like to see the Diocese take forward purpose 'A' outlined on page 1.

BSR Primary purpose B:

“To identify and help those in need, reaching out to those who have no contact with the Church and those marginalized in society”.

**Please reflect on the above ‘purpose’ then consider the following statements.**

	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly agree</b>
12. My benefice is effective in achieving the purpose.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. The majority of regular worshippers in my benefice would see this aim as a relevant expression of their faith.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. The resources available either from the diocese or elsewhere are adequate for my benefice to deliver the purpose.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. There are locally available materials we could share more widely that have helped us in achieving the purpose.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. There are untapped, willing people in my benefice who could contribute to helping lead the diocesan effort in achieving the purpose.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. The availability of a free web-based resource from which ideas and materials could be downloaded to help the benefice achieve the purpose would be useful.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. I think the Board has helped achieve the purpose within the benefice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. I think the Board has helped achieve the purpose within the Diocese.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. I was aware of the work of the Board for Social Responsibility before this survey.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



21. If you disagree with statement 14, please briefly describe what sort of material would help you.

22. If you agree with statement 15, please briefly describe what sort of material you have in mind.

23. Please add any additional comments on how you would like to see the Diocese take forward purpose 'B' outlined on page 1.

Name:  
(Optional)

Sign&Date:  
(Optional)

**All information provided in this survey is confidential.**

**Please return your completed questionnaire in the stamped addressed envelope provided by Monday 26<sup>th</sup> January 2004.  
Thank you for taking part in this survey.**

