



Report on the February 2025 Diocesan Roadshows

1. Introduction

In February 2025, Bishop Patrick McKinney, Canon Paul Chipchase (Episcopal Vicar for Finance and Administration) and David Lawes (Chief Operating Officer) hosted a series of four Diocesan Roadshows across the Diocese of Nottingham. These events, held in Lincoln, Matlock, Nottingham, and Leicester, brought together parish priests and key lay representatives - including chairs of parish finance and pastoral councils - to reflect on the current state of the diocese, share updates on diocesan finances and structures, and engage in open dialogue about the future.

The roadshows were part of a wider effort to foster transparency, collaboration, and shared responsibility as the diocese continues its journey of renewal. They were also a response to the growing need for a more missionary, outward-looking Church, rooted in the three spiritual themes of **Encounter, Discipleship, and Missionary Discipleship** (or more simply, '**Mission**'), and aligned with the four diocesan priorities.

This report summarises the content of the presentations, provides an overview of the feedback received, offers responses to key concerns, and considers actions. It is intended as a resource for all parishes, to inform, inspire, and support our shared mission.

2. Purpose and Format of the Roadshows

Each roadshow followed a consistent format:

- **Opening Prayer:** Led by the local dean or hosting parish priest, beginning with scripture and the Jubilee Prayer.
- **Canon Paul Chipchase's Presentation: Supporting mission and managing change:** the role of the Curia.
- **Bishop Patrick's Presentation: A summary of 'The Story So Far'**, outlining the context and developments shaping the emerging Diocesan Pastoral Plan.
- **Group Discussion:** Participants reflected on two key questions:
 - a. What from The Story So Far resonates with your parish experience?
 - b. What is missing from the document?
- **David Lawes' Presentation: A detailed look at diocesan finances,** the current funding model, and proposals for a fairer, more sustainable approach.
- **Final Discussion and Questions:** A second opportunity for group discussion and questions.
- **Closing Blessing:** Offered by Bishop Patrick.

Fr Simon Gillespie, Bishop Patrick's Private Secretary, took notes at each event and compiled all submitted feedback into a consolidated document. This report draws on Fr

Simon's notes and the extensive feedback received, to present a full and honest picture of the concerns, hopes, and suggestions raised.

3. Summary of Presentations

The February 2025 Diocesan Roadshows featured three key presentations, each offering a distinct but interconnected perspective on the current state and future direction of the Diocese of Nottingham. Together, they provided a comprehensive overview of the challenges we face, the vision guiding our response, and the practical steps being taken to support renewal and mission.

3.1. Canon Paul Chipchase – Supporting mission and managing change.

Canon Paul Chipchase presented the evolving role of the Diocesan Curia in supporting mission and managing change. He reflected on the teachings of Jesus and Saint Paul, emphasising adaptability, proactive use of the gifts we have been given, and the importance of responding to the “signs of the times.” *“Change happens whether we like it or not, and so we need to harness and manage the change which is going on around us.”* He highlighted Pope Francis’ vision of the Church as a “field hospital,” prioritising outreach and mission over maintenance. In this spirit, the Diocesan Curia plays a central role in enabling and managing change across parishes, schools, and diocesan agencies.

He framed the Curia not as a bureaucratic centre, but as a team of *“Mission Enablers”* — a body that exists to provide professional support to all involved - parishes, schools, and other diocesan agencies - in the evangelising work of the Church. Some parishes have more resources than others, and so the Curia seeks to promote both equity and care in fostering initiatives aligned with diocesan goals.

Key points included:

- **Support, Not Control:** The Curia's approach is one of accompaniment, not oversight. Its role is to care for and empower those on the front lines of mission.
- **Practical Assistance:** The Curia provides expertise in areas such as safeguarding, finance, property, health and safety, HR, IT and data protection - areas that have become increasingly complex and time-consuming for parish teams.
- **Information Sharing:** Through the diocesan website, newsletters, and in-service days, the Curia helps parishes stay connected and informed.
- **System Implementation:** Tools like the Online Parish Accounting System (OPAS) and Safety Toolbox for property management are designed to reduce administrative burdens.
- **Deanery Service Hubs:** A new initiative, these hubs will provide regional centres of professional support, allowing parish priests to spend more time on pastoral leadership and less on administration.

Canon Paul emphasised that parishes and curia are not independent separate entities but are all parts of the same whole, the particular Church that is the Diocese of Nottingham, working together and sharing responsibility for mission, the stewardship of the Church's

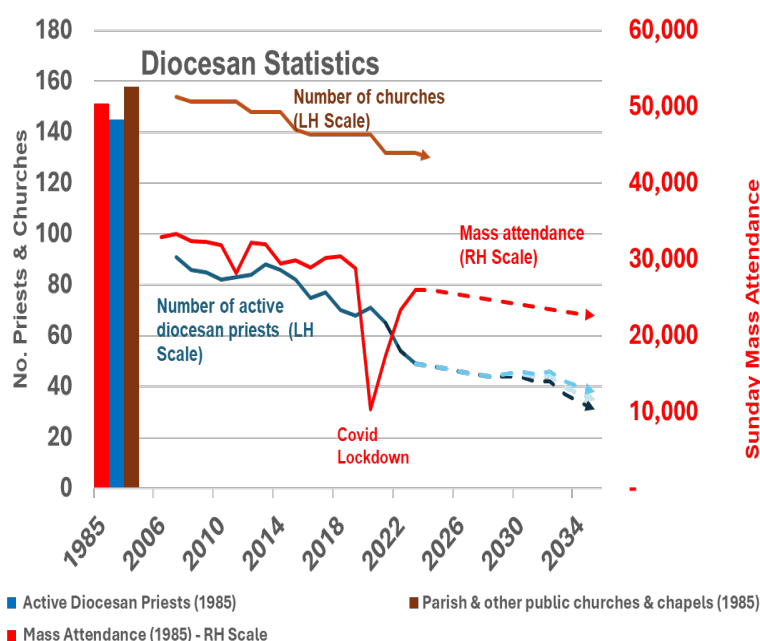
resources and ensuring compliance with both canon law and UK charity law. The Curia's growth in recent years has been in direct response to requests from parishes for greater support. Every new role has been created to meet a specific need in service of the diocesan mission.

3.2. Bishop Patrick McKinney – The Story So Far

Bishop Patrick spoke to his January 2025 reflection *'The Story So Far'*, a document that outlines the developments across the diocese in recent years, which those attending had been asked to read beforehand. This narrative serves as the foundation for the emerging Diocesan Pastoral Plan, which will be developed collaboratively throughout 2025. His aim was to give a realistic picture of the Diocese: to acknowledge the blessings and the challenges, to highlight progress made in recent years, and to set out the direction in which the Diocese must now travel.

He expressed his gratitude for the continuing faithfulness of so many Catholics across the Diocese – clergy, laity and religious - and their involvement in the life and mission of their parishes, often in demanding circumstances. He also recognised the essential role of our Catholic schools in nurturing faith among young people.

At the same time, he acknowledged the very real challenges. Like other dioceses across England and the wider Western Church, Nottingham faces declining Mass attendance, fewer priestly vocations, and the weakening of Catholic practice across generations. Evidence of people coming into the faith are 'green shoots' that give us hope and encouragement. But too many young people are disengaging from the faith, and in many places our parishes struggle to move beyond a culture of maintenance into one of mission. Recent structural adjustments – parish mergers and the arrival of international priests – have kept things going but on their own these are insufficient to bring about the deeper renewal the Church needs.



	1985	2015	2024
Mass Attendance (thousands)	51	30	27
Active Diocesan Priests	140	86	48
Other Active Priests (e.g. international)	5	6	23
Churches	158	156	139
Seminarians	24	8	2

Key themes from *The Story So Far* included:

- **Listening to Priests:** The document reflects feedback from two post-COVID meetings with clergy, where concerns about administrative burdens, parish amalgamations, and the need for formation in mission were raised. These have directly shaped current developments:
 - a. **Spiritual Themes reinforced:** Encounter, Discipleship, and Missionary Discipleship remain central to all that we do.
 - b. **Deanery Hubs introduced:** Pilots for shared parish administration to ease burdens launch in 2025.
 - c. **Formation in Mission strengthened:** Support from Divine Renovation (DR), Sherry Weddell's talks, and creation of the Mission Enabling Team.
 - d. **Parish Restructuring progressed:** Parishes reduced from 108 to 86 (June 2024), aiming for 54 by Pentecost 2026.
 - e. **Co-responsibility promoted:** Encouraged between clergy and laity, with progress in some parishes.
 - f. **Evangelisation Tools explored:** Alpha and Sycamore promoted by Joe Hopkins, Director of Formation for Mission.
 - g. **Bereavement and Scripture Groups** formed: Webinars and resources shared.
 - h. **Communication and Inclusion supported:** Ethnic chaplaincy, parish clustering, and diocesan priorities are being addressed.
 - i. **Youth and Families given greater focus:** Young adult groups, family resources, and support for parents as evangelisers are growing.

He noted priests' request for mission leadership support: ***"Give us the tools we need and we'll get on with it."***

- **Missionary Renewal:** Inspired by the work of Divine Renovation and the diocesan Mission Enabling Team, the Bishop emphasised the need for a Church that is outward-looking, evangelising, and firmly grounded in the three spiritual themes of **Encounter, Discipleship, and Missionary Discipleship**. Highlights include:
 - a. Training days in Nottingham and London
 - b. Parish Summit Conference (Harrogate, 2024)
 - c. Pilot of Genesis Compass in East Leake and Shepshed
- **Structural Change:** The diocese has already reduced the number of parishes from 108 to 86, with a target of 54 by Pentecost 2026. This restructuring is necessary in light of declining Mass attendance and clergy numbers. The Bishop noted that ***"we can't continue in this vein... now is the time to take difficult decisions before they are forced upon us."***
- **Catholic Education:** The transition to three large Catholic Multi-Academy Trusts (CMATs) has strengthened governance, chaplaincy, and collaboration between schools and parishes. He considered that ***"perhaps the most exciting opportunity was within Chaplaincy... under the co-ordination of a CMAT-wide Lead Lay Chaplain."***

- **Central Support:** New roles and resources in the Curia have been put in place to support parishes more effectively in safeguarding, finance, administration, communications and formation for mission. This is helping free priests to focus more on their sacramental and pastoral ministry.
- **Youth and Formation:** The Briars retreat centre has been revitalised, and new programmes are being developed to support young people from Year 5 to Year 13. A diocesan-wide review of youth ministry is underway. The aim, Bishop Patrick said, is that *“a young person could visit the Briars annually and be accompanied as they mature and grow in faith.”*
- **Mission Enabling Team (MET):** Established in 2023, the MET advises and assists the Bishop with setting missionary priorities, evaluating impact, and allocating funding to parish-based initiatives. A key role is to encourage and offer funding for mission-focused initiatives (e.g., youth camps, parish websites, liturgical resources). A number of parishes have launched evangelisation projects, new catechetical programmes, and outreach to the wider community. “Called and Gifted” and other diocesan-supported events have encouraged creativity, even if engagement so far has been modest.
- **Enabling Our Mission Fundraising Campaign:** Launched at the end of 2023, this campaign aims to raise £8 million over 5 years to help fund Missionary Outreach across the diocese and support for our Parish Clergy, with a significant proportion going directly to Strengthening Parishes. At the end of January 2025, £1.32m had already been pledged by 458 parishioners across the first 16 parishes.

Bishop Patrick invited participants to reflect on what resonated with their parish experience and what might be missing. He encouraged ongoing feedback to help shape the next phase of the diocesan journey.

3.3. David Lawes – Diocesan and Curial Finances and Future Sustainability

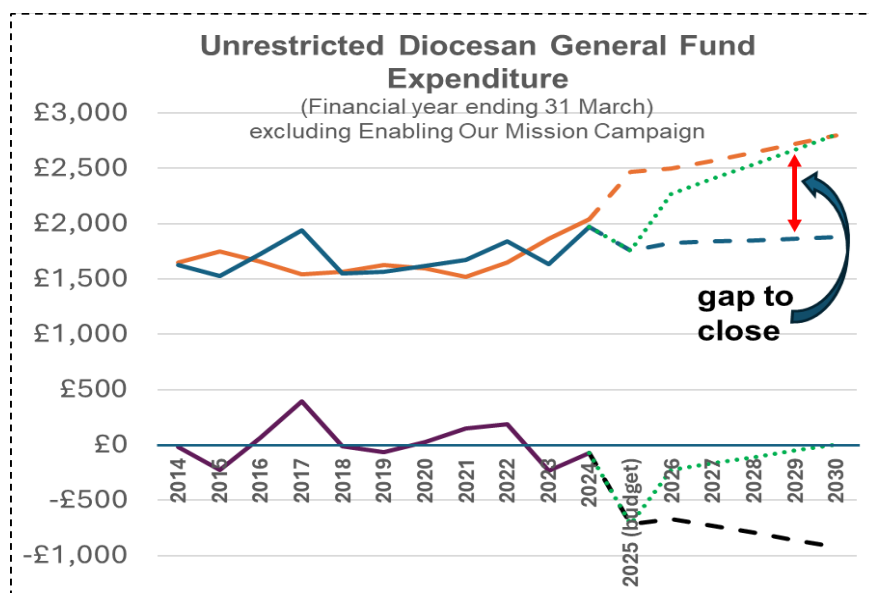
As Chief Operating Officer, David Lawes provided a candid overview of diocesan and curial finances, highlighting both the progress made and the challenges ahead. His presentation aimed to give participants a clear picture of how the Diocese is managing its resources, the pressures it faces, and the steps being taken to ensure financial sustainability in support of the Church’s mission.

David began by setting the diocesan finances in context. All parishes and diocesan offices form one registered charity. Under UK charity law, this means that funds are stewarded collectively for the benefit of the mission of the Church across the whole Diocese. The Church’s primary responsibility is to invest its resources in ways that best enable growth in evangelisation, discipleship, and pastoral care, but at the same time it needs to do this in ways that maintain financial stability.

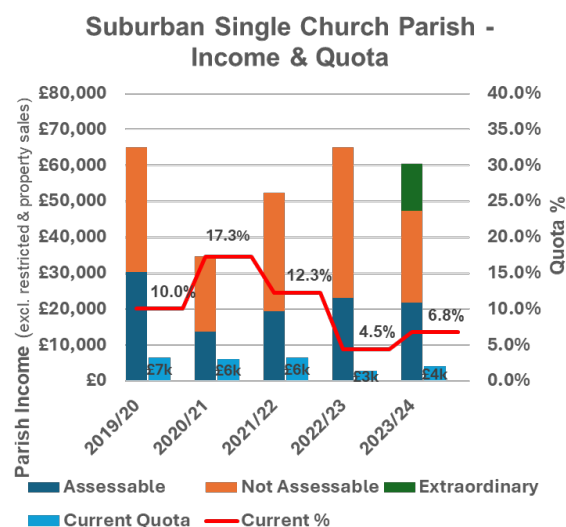
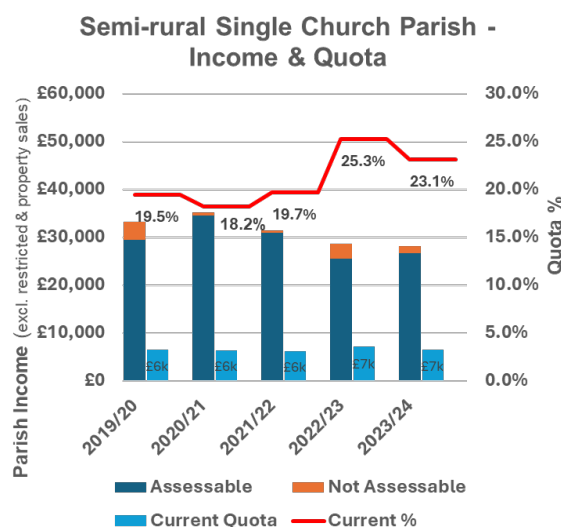
Key messages included:

- **A Time of Change:** While there are many signs of hope, the diocese is facing a structural financial deficit across its parishes overall, and in its central operations. Central reserves

have been used to fund the recent increases in support asked of the Curia, but this is not sustainable long-term.

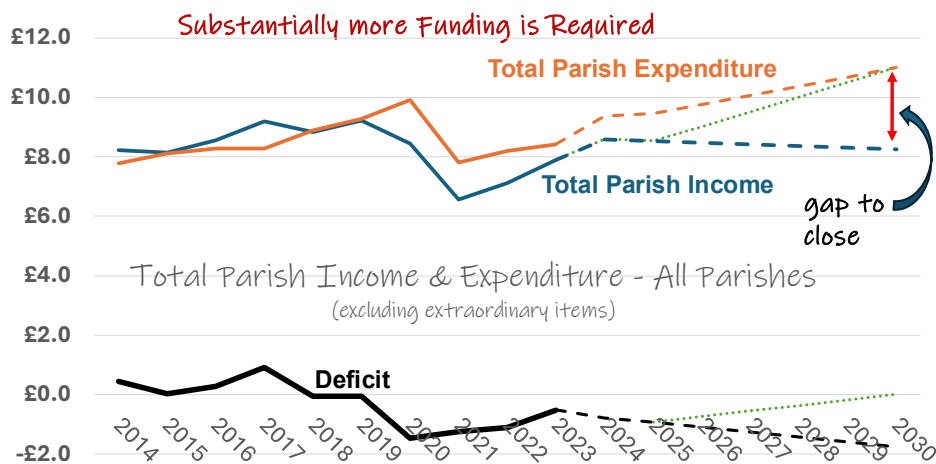


- **Current Funding Model:** The existing quota system is based on a limited selection of assessable income items from two years prior, calculated at 21%. However, this model is seen as inconsistent and unfair, with some parishes contributing significantly more (as a percentage of their total income) than others.



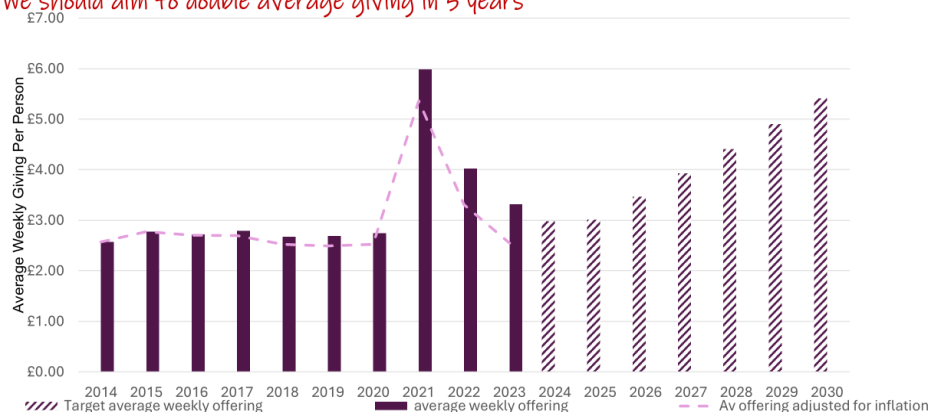
- **Proposed Reforms:** Consultations on a new funding model for central support have been undertaken over the last 12 months. Proposals being considered are based on:
 - A flat 16% contribution on total gross ordinary income.
 - An additional 2.5% levy on parish reserves over £150,000.

- **Parish Finances:** Many parishes are also facing deficits, with over 50% of income going to maintaining and operating buildings. Just 12% of average parish income goes to pay for Curia support services and only 9% to evangelising mission and outreach.

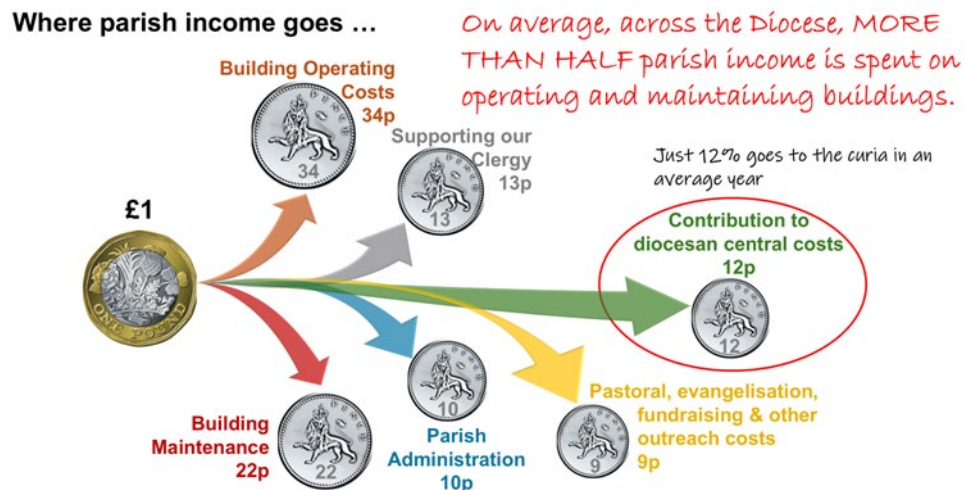


- **Enabling Our Mission Campaign:** This five-year fundraising initiative aims to raise £8 million to support:
 - a. Mission and evangelisation (£3.2m)
 - b. Clergy support and administrative relief (£1.6m)
 - c. Parish infrastructure and formation (£3.2m)
- **Transparency and Accountability:** The introduction of clearer financial reporting, more regular updates to parish priests and finance committees, and the availability of guidance documents are all steps towards greater accountability and levels of trust.
- **Looking Ahead:** The Diocese cannot simply maintain the status quo. Financial strategies must adapt to changing circumstances.
 - a. The generosity of our lay faithful will remain the primary source of funding for the local evangelising mission of the Church and for central diocesan support services. The reforms proposed aim to create a fairer and more sustainable system.
 - b. Fundraising is also essential for generating resources for sustainable mission locally and across all the parishes of the Diocese. Fundraising initiatives, including the Enabling Our Mission campaign, also encouraging Catholics across the Diocese to engage more deeply with the Church's vision.

Substantially more Funding is Required – Real Average Giving has not grown
We should aim to double average giving in 5 years



- c. Running and maintaining buildings is very costly. In financial terms, most of the assets of the Diocese and its parishes are tied up in church and other properties. They are also our single greatest area of expense. We must continue to look carefully at how well we are using these resources and whether they are serving our evangelising mission in the best way.



David stressed that the goal is not to centralise control, but to build a fairer, more transparent and sustainable system that provides the greater level of support that is being called for. Diocesan – parish and curial - finances are not an end in themselves but a means of enabling the Church to flourish. Every parish, priest, parishioner and curial employee has a stake in ensuring the Diocese has the resources to fulfil both its legal obligations and its missionary calling.

4. Themes from Feedback

The feedback gathered during and after the February 2025 Diocesan Roadshows was extensive, thoughtful, and grounded in the lived experience of parish life. It reflected both appreciation for the direction being taken and concern about the pace, clarity, and implications of change. This section summarises the key themes that emerged, grouped into four broad areas:

4.1. Parish Finances, Diocesan Contribution (Quota), and Fundraising

This was the most frequently raised topic, with strong views expressed on both the principles and practicalities of the proposed financial reforms.

Key concerns included:

- **Perceived unfairness** of the current quota system, with some parishes contributing a higher percentage of income than others.
- **Resistance to the reserves levy**, seen by many as a “tax” that penalises prudent financial planning and undermines local autonomy.

- **Calls for transparency** in how diocesan funds are used, especially regarding the £8 million fundraising target and the costs of external consultants.
- **Desire for clarity** on what income is assessable, especially regarding hall hire, fundraising, and ear-marked funds.
- **Fear of financial instability**, with some parishes warning that increased contributions could push them into deficit or force cuts to essential maintenance and mission activities.
- **Suggestions for reform**, including:
 - a. A progressive model based on both income and reserves.
 - b. Deductions for approved mission projects.
 - c. Greater use of skilled volunteers to reduce central costs.

Despite these concerns, there was broad recognition that more funding is needed to sustain diocesan services and support mission — but a strong desire for a model that is fair, transparent, and mission-driven.

4.2. The Mission of the Church in the Diocese

Many participants welcomed the renewed emphasis on mission but sought greater clarity and support in making it a lived reality.

Key themes included:

- **Defining “mission”**: Requests for a clearer, shared understanding of what mission means in practice — beyond slogans — and how success is measured.
- **Concerns about decline**: Some felt that The Story So Far accepted decline too readily, and called for more proactive strategies to reverse it.
- **Desire for practical tools**: Templates, case studies, and training were requested to help parishes develop local mission plans.
- **Tension between mission and money**: Some feared that financial pressures were overshadowing the spiritual and pastoral dimensions of renewal.
- **Affirmation of good work**: Many parishes shared examples of creative outreach, evangelisation, and community engagement already underway.

There was a strong appetite for learning from each other, and for diocesan leadership to provide both inspiration and practical support.

4.3. Leadership, Lay Co-responsibility, and Parish Teams

The shift toward co-responsibility between clergy and laity was widely supported, but many noted that this represents a major cultural change.

Key points included:

- **Need for formation**: Both clergy and laity require training in leadership, team-building, catechesis, and administration.

- **Empowering lay leaders:** Some parishioners feel they still experience clerical dominance; others believe they are flourishing with strong lay involvement.
- **Standardising structures:** Suggestions were made for clearer diocesan guidance on parish leadership teams, roles, and responsibilities.
- **Support for clergy:** Many recognised the pressures on priests and supported efforts to reduce their administrative burden.
- **Deanery Hubs:** These were welcomed in principle, but questions remain about their remit, staffing, and relationship to parishes.

There was a clear call for investment in people — not just systems — to build confident, collaborative leadership at every level.

4.4. Communication and Transparency

Participants expressed a strong desire for more consistent, timely, and two-way synodal communication across the diocese.

Feedback included:

- **Gaps in communication:** Many felt that updates on key initiatives (e.g. parish amalgamations, quota reform) were too infrequent or unclear.
- **Understanding the Curia:** Requests for more accessible information about who the Curia are, what they do, and how they support parishes.
- **Sharing good practice:** Calls for a central platform to showcase successful parish projects and encourage peer learning.
- **Digital engagement:** Suggestions for better use of online tools, especially for younger audiences and rural communities.
- **Building trust:** Some felt that decisions were being made top-down and urged greater lay involvement and a more synodal approach in shaping strategy.

Transparency, accountability, and a shared sense of ownership were seen as essential to building confidence and unity.

5. Responses and Clarifications

The feedback gathered during the February 2025 Diocesan Roadshows was not only welcomed but actively sought by Bishop Patrick and the diocesan leadership. This section offers responses and clarifications to the most frequently raised concerns, aiming to foster transparency, build trust, and demonstrate a commitment to listening and learning.

5.1. On the Proposed Quota Reform and Parish Contributions

Concern: The new quota model, particularly the levy on parish reserves, was perceived by many as a “tax” that penalises financial prudence and undermines local planning.

Response: The proposed model is intended to be more equitable and transparent than the current system, which has led to significant disparities between parishes. The reserves

contribution is not a penalty but a recognition that some parishes are in a stronger financial position to support the wider diocesan mission. Importantly:

- a. The modest 2.5% levy applies only to unrestricted reserves over £150,000.
- b. The overall quota rate is being reduced from 21% to 16%, meaning that around 30 parishes will not see an increase in their contribution, with a decrease for many of these.

The Diocese is committed to reviewing the parish financial and contribution model annually and will continue to consult with parishes to ensure it remains fair and they are provided with the support they need to keep it sustainable.

5.2. On Transparency and Use of Funds

Concern: Parishioners want clearer information on how diocesan funds are used, especially regarding the £8 million fundraising campaign and its cost.

Response: The Diocese acknowledges the need for greater transparency and is taking the following steps:

- a. Regular impact reports and newsletters are being issued to show how funds are being used.
- b. A summary of campaign costs will be published.
- c. The Mission Enabling Team and the Diocesan Finance Committee provide objective oversight of the Mission Enabling Fund. As subcommittees of the Diocesan Trustees, they are subject to the oversight of the Board and report regularly to it.

The goal is to ensure that every pound raised is used effectively to support mission, clergy, and parish renewal.

5.3. On the Role and Visibility of the Curia

Concern: Many parishioners are unclear about who the Curia are, what they do, and how they support local mission.

Response: The Curia has grown in recent years in direct response to parish needs. Every new role has been created to:

- a. Reduce the administrative burden on clergy.
- b. Ensure legal and regulatory compliance.
- c. Provide expertise in finance, safeguarding, IT, HR, property, and communications.
- d. Support evangelisation and lay formation.

To improve visibility and understanding:

- a. An updated “Meet the Curia” booklet will be distributed to all parishes.
- b. Curia staff will be more available for parish visits and deanery meetings.
- c. A section of the diocesan website will highlight Curia services and contacts.

5.4. On Parish Autonomy and Mission

Concern: Some feel that diocesan strategies are insufficiently synodal and too centralised. This risks stifling local initiative.

Response: The Diocese affirms that mission must be attuned to community needs, locally nurtured and embedded. The role of the Curia and diocesan structures is to support, not control. Initiatives such as the Deanery Service Hubs are designed to:

- a. Free up clergy time for pastoral leadership.
- b. Provide professional support where needed.
- c. Enable parishes to focus on evangelisation and outreach.

Parishes are encouraged to develop their own mission plans, aligned with diocesan priorities, and to apply for funding from the Mission Enabling Fund to support local initiatives.

5.5. On Youth Engagement and Catholic Education

Concern: There is a gap in youth ministry, especially post-confirmation, and a need for stronger parish–school–family collaboration.

Response: The Diocese recognises this and is taking action:

- a. A diocesan-wide youth strategy is being developed, with input from young people, schools, and parishes.
- b. The Briars retreat centre has launched new age-specific programmes from Year 5 to Year 13.
- c. A Diocesan Young Adult Ministry Lead has been appointed.
- d. Schools are being encouraged to deepen their Catholic identity and strengthen links with parishes.

The Diocese is also exploring ways to make retreats and pilgrimages more affordable, including sponsorship and grant funding.

5.6. On Parish Amalgamations and Church Buildings

Concern: Parishioners want clarity on the future of church buildings and assurance that closures will be handled sensitively.

Response: The Diocese is committed to a careful, consultative approach to restructuring.

Key principles include:

- a. Decisions will primarily be based on pastoral need, sustainability, and mission potential; not simply financial considerations.
- b. Local communities will be fully involved in discussions.
- c. Where possible and appropriate, repurposing churches for mission or community use rather than outright closure may be explored.
- d. A full audit of parish buildings is being considered to inform long-term planning.

The aim is not to manage decline, but to reshape our structures for growth and renewal.

6. Actions and Next Steps

In light of the presentations, discussions, and feedback received during the February 2025 Diocesan Roadshows, the Diocese of Nottingham is committed to taking forward a series of concrete actions. Plans are being formulated to address concerns, build on existing strengths, and move decisively toward becoming a more missionary, outward-looking Church.

The feedback received highlighted a wide range of concerns, aspirations, and practical suggestions. Many of the proposed actions — such as investing in digital communication tools, training lay leaders, conducting a full audit of parish buildings, increasing curia-led roadshows and training events, and publishing an annual diocesan report — are essential steps toward renewal and mission. However, they also require additional resources, both financial and human.

At first glance, this may appear to conflict with some of the concerns raised by parishes - particularly around financial pressures, the scale of diocesan central services, and the increased financial contributions being asked of parishes to support the Curia. This tension is real and must be acknowledged.

Planning for these actions must therefore seek to bridge the gap between aspiration and affordability. This will require a renewed spirit of collaboration and co-responsibility between parishes and the Curia. Specifically, it will involve:

- Open and ongoing communication to ensure transparency and shared understanding.
- A continuing programme of joint fundraising efforts that clearly links giving to the impact of the Church's evangelising mission across the diocese in parishes and in schools.
- Strategic estate rationalisation to reduce costs and reinvest in mission.
- Cultural change programmes that empower clergy and laity together to lead our transition from a maintenance and self-preservation model towards an outward-looking evangelising missionary approach.

The Diocese is committed to walking this path together; not imposing solutions but co-creating them with the people they are meant to serve. The actions that follow are not

final answers, but a serious aspirational framework for applying our available resources well to further shared progress, founded in faith, dialogue, charity and hope.

Acknowledging the spiritual themes of **Encounter, Discipleship, and Missionary Discipleship**, the actions outlined and grouped below are informed by the diocesan priorities.

6.1. Helping Young People to Encounter Christ

A diocesan-wide Youth and Young Adult Ministry Strategy will be launched in 2026. The aim is to strengthen youth engagement, including:

- a. Local youth groups in every deanery.
- b. Affordable access to retreats and pilgrimages.
- c. Resources for postconfirmation engagement.
- d. School–Parish Collaboration: CMATs and parishes will be encouraged to deepen links through shared liturgies, chaplaincy, and joint mission projects.
- e. Digital Evangelisation: Investment in digital tools and training to help parishes reach new audiences online, especially younger generations.

6.2. Forming Disciples through Co-responsibility

- **Lay Leadership Formation:** A new diocesan programme will be developed to train lay leaders in:
 - a. Mission planning and team leadership.
 - b. Catechesis and evangelisation.
 - c. Parish administration and governance.
- **Deanery Service Hubs:** The pilot hubs launching in 2025 will be evaluated and, if successful, expanded to other deaneries to provide shared professional services.
- **Parish Administrator Network:** Pending implementation of Deanery Hubs, where required, every parish or amalgamated parish will be supported to appoint a trained finance administrator, with diocesan HR and finance support.

6.3. Supporting Clergy in Mission

- **Reducing Administrative Burden:** The Diocese will continue to roll out systems such as OPAS and Safety Toolbox, to provide IT, HR, and compliance support, and to progress initiatives like Deanery Hubs, to free clergy for pastoral work.
- **Clergy Wellbeing and Formation:** Ongoing support will be offered through:
 - a. Retreats and formation opportunities.
 - b. Health and wellbeing services.
 - c. Peer support networks and mentoring.
- **Stabilising Appointments:** Efforts will be made to reduce the frequency of clergy moves and ensure continuity in parish leadership.

6.4. Aligning Infrastructure and Resources for Mission

- Implementation of reforms to parish contribution to central support services: The new contribution model introduced in April 2025, will include:
 - a. Clear guidance and FAQs for parishes.
 - b. Annual review and consultation.
 - c. Transparency in how funds are used.
- **Mission Enabling Fund:** Parishes are encouraged to apply for funding for local mission projects. Criteria and application processes will be promoted and published online.
- **Property Strategy:** A full audit of parish buildings is being considered to inform a long-term plan for:
 - a. Retaining and investing in mission-fit buildings.
 - b. Repurposing or releasing underused assets.
 - c. Supporting parishes through transitions with pastoral care and practical help.

6.5. Strengthening Communication and Collaboration

- Diocesan Communications Plan: A new plan will be launched to ensure:
 - a. Regular updates on key initiatives.
 - b. Clear channels for feedback and questions.
 - c. Accessible materials for parish use.
- Sharing Good Practice: A central online platform will be developed to showcase:
 - a. Successful parish projects.
 - b. Templates and tools for mission.
 - c. Contact points for peer learning.
- Curia Visibility: Curia staff will be more present in parishes and deaneries through:
 - a. Roadshows and training events.
 - b. Parish visits and after-Mass talks.
 - c. Updated online profiles and contact information.

6.6. Continuing the Journey Together

- **Pastoral Plan Development:** The feedback from the roadshows will directly inform the next phase of the Diocesan Pastoral Plan, to be developed with key diocesan leaders and published progressively throughout 2025 and 2026.
- **Ongoing Listening:** The Diocese will continue to invite feedback through:
 - a. Deanery meetings.
 - b. Parish consultations.
 - c. Online surveys and forums.
- **Annual Review and Reporting:** A yearly diocesan report will be published to:
 - a. Track progress against priorities.
 - b. Share stories of mission and renewal.
 - c. Celebrate the contributions of clergy, laity, and communities.

7. Conclusion

The February 2025 Diocesan Roadshows marked a significant moment in the life of the Diocese of Nottingham. They brought together clergy and laity from across the diocese to reflect honestly on where we are, to listen deeply to one another, and to begin discerning together where the Holy Spirit is leading us.

What emerged was not only a clearer picture of the challenges we face — declining attendance, financial pressures, and the need for structural change — but also a renewed sense of hope, purpose, and shared responsibility. The feedback received was rich, honest, and constructive. It revealed a Church that is ready to move forward, but that seeks clarity, fairness, and support in doing so.

At the heart of this journey is a call to become a more missionary Church — one that is not content with maintenance, but that seeks renewal through **Encounter, Discipleship, and Missionary Discipleship**. This vision is not abstract. It is already being lived out in parishes, schools, and communities across the diocese. It is seen in the commitment of priests and lay leaders, the creativity of youth ministry, the resilience of amalgamated parishes, and the generosity of those who give their time, talent, and treasure to sustain the Church's mission.

The roadshows were not the end of a conversation, but the beginning of a deeper process of listening, planning, and acting together. The Diocese is committed to continuing this journey with transparency, humility, and courage. The actions outlined in this report are not final answers, but steps forward — to be reviewed, refined, and renewed in dialogue with the people they are meant to serve.

To all who participated in the roadshows, submitted feedback, or are reading this report: thank you. Your voice matters. Your presence matters. And your faith, lived out in your parish and community, is the foundation on which the future of our diocese will be built.

Let us continue to walk together, with Christ at the centre, as we seek to become the Church that God is calling us to be — a Church of missionary disciples, founded in prayer, bold in witness, and joyful in hope.