



Case Study: Diocese of Leicester Growth Fund

Who



The Growth Fund was set up by the Diocese of Leicester to fund innovative projects by churches, focusing on growth in three areas: number of people attending church, deepening personal faith, and community service. The Fund is allocating £3-4 million and will be operational until 2020.

When

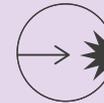


The Diocese of Leicester Met TI: Looking to find a way of measuring the impact of the projects that receive substantial grants, the Diocese of Leicester researched different approaches to measurement. During this process, they were recommended to explore using the Transformational Index. A taster TI workshop on a related project led to using the TI with the Growth Fund Committee at the top level and a partnership agreement to measure the impact of all projects worth over £50k, with the option of applying it to other projects as well.



The Issue

Whilst it is easy to count the number of people attending a service, the Diocese of Leicester had a set of questions around the deeper and more qualitative impact of the Fund. Would people develop in their faith? Would communities be impacted? What would be the individual impact of each project and the impact of the Fund as a whole? How can the Growth Fund understand, improve and communicate the difference it is making?



The Resolution

The TI team helped the Diocese develop its model of transformation and suitable metrics at the level of the whole Fund. Since then, it has delivered 24 workshops for Growth Fund grantees. These workshops result in a report and an example infographic. Each infographic is updated annually by the TI team with data collated by the projects; the majority of tier 2 projects are funded for three years. The TI team presents back to the Committee the impact of the individual projects and how they relate to the transformational indicators of the Fund.



The Outcome

The Diocese of Leicester is able to clearly see the individual impact of the projects as well as the overall impact of the Fund. This helps feedback into strategic decision-making regarding the direction and purpose of the Fund. The TI workshop has proved valuable for the individual projects, helping the projects think strategically about the difference they are trying to make.



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Reflections

“It is a wonderfully helpful and positively disruptive tool, which transcends many of the traditional inhibitors to fruitful conversations on priorities. It encourages genuinely collaborative decision-making and helps those without a strong background in measurement, see that some aspects of transformation previously seen as intangible can be effectively understood and measured. It’s still early days, but the signs are encouraging and the feedback from churches, some of whom originally took part mainly because we were giving them money and said they had too, is hugely positive - many offering almost confessional apologies at the end of the initial evening (that they came just to jump through hoops, but have gotten far more than they ever thought possible).”

Barry Hill,
Mission and Ministry Team, Diocese of Leicester.

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