

Framework for discernment

		1	2	3	4	Explanation
Culture	Evidence	There is little evidence of creating a culture with a missional focus on CYP.	There is some evidence of creating a culture with a missional focus on CYP.	There is strong evidence of creating a culture with a missional focus on CYP.	There is strong evidence of creating a culture with a missional focus on CYP with evidence that this culture is being lived out (for example through prayer support and engagement with the CYP mission)	This process wants to support the culture of the Church of England to put children, young people, and families at the centre of church. We believe the impact of which culture change has transformational potential. Churches will be at different places on this journey, and we want to acknowledge the potential impact supporting churches in this. Information from uploaded document and free text answers.
	Impact	Growing this role is likely to have low impact on the church culture.	Growing this role is likely to have some impact on the church culture.	Growing this role is likely to have high impact on the church culture.	Growing this role is likely to have significant impact on the church culture.	
Opportunity		The impact of working in partnership has not been considered.	The impact of working in partnership has been considered.	The impact of working in partnership has clearly been considered.	The impact of working in partnership has clearly been articulated. Those filling in the approach have sought to understand what the schools/ community need and have connected with them.	These roles require strong, relational partnerships. These relationships may not already be there, but the vision to build relationships is an essential aspect. Information from free text answers.
Need	Evidence	There is some description of the needs within the	There is a clear description of the needs within the wider community.	There is a clear description of the needs within the wider community	There is a clear description of the needs within the wider community and actions to impact these. The	These roles aim to be missional, meeting people where they are, asking “what does love require here”. Thinking through the needs of the community help us to understand how

		wider community.		and actions to impact/ meet these.	application seeks to hear from those it aims to connect with.	we can show love. In some areas there may be very few existing opportunities or a very clear need for more.
	Impact	Support with chaplaincy in this area is likely to have some impact on the community.	Support with chaplaincy in this area is likely to have high impact on the community.	Support with chaplaincy in this area is likely to have significant impact on the community.	Support with chaplaincy in this area is likely to have transformational impact on the community.	Taken from free text answers.
Discipleship		There is little thought given to discipleship pathways.	There is some thought given to discipleship pathways.	There is clear thought given to discipleship pathways.	There is clear thought given to discipleship pathways and plans for how activities connect these together.	There is no blueprint for discipleship, however recognising the need for pathways to grow in faith is really important. This doesn't mean that everywhere has to be able to provide this, but the pathway of spiritual growth has been considered and there is a plan connecting with discipleship opportunities. Taken from free text answers.
Sustainability		There is some thought given and to the sustainability of the work covered in this role.	There is clear evidence that the sustainability of the work in this role has been worked through and planned .	There is clear evidence that the sustainability of the work in this role has been worked through and planned . There is existing commitment/ funding/ resources for this work.	There is a clearly articulated plan for the future sustainability of this work. Either through a plan for the work to be delivered by volunteers or a clearly articulated and realistic financial plan. There is existing commitment/ funding/ resources for this work.	The financial support from the diocese has a limited timespan so it is essential to start planning for the sustainability of this work. Taken from free text answers.

