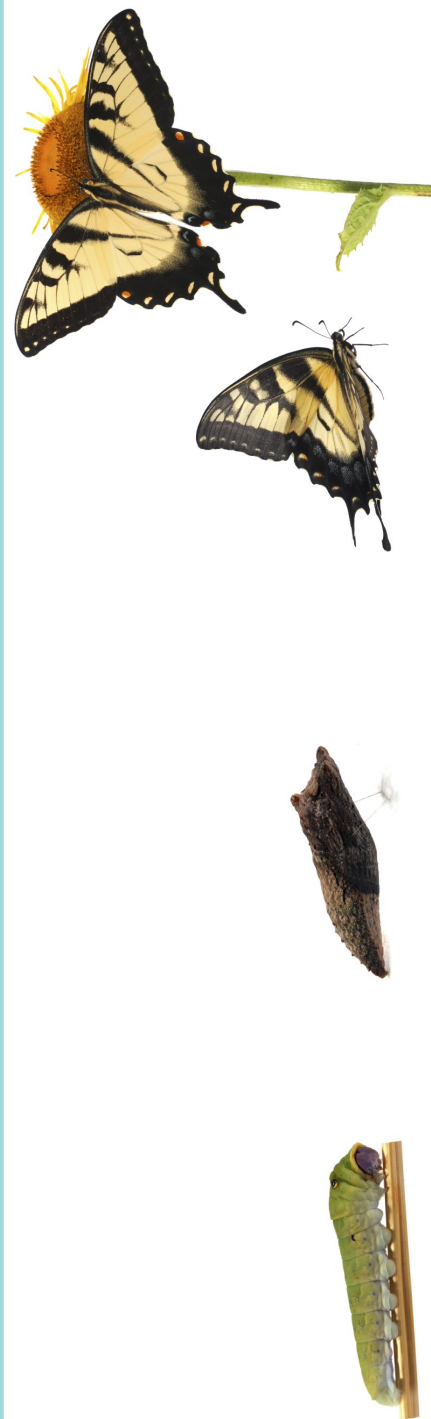


# Transformation Fund

**Tier 2 Information Leaflet**  
**For grants of £501 to £20000**

Web: [lincoln.anglican.org](http://lincoln.anglican.org)

Email: [transformation.fund@lincoln.anglican.org](mailto:transformation.fund@lincoln.anglican.org)



**TRANSFORMATION**  
TRANSFORMATION

# Tier 2 from £501 - £20k



## Tier 2 of the Transformation Fund provides grants for initiatives and projects larger, more ambitious projects.

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The Diocese of Lincoln Transformation Fund provides grants to help churches launch new missional initiatives or significantly develop existing projects that will help transform lives across Greater Lincolnshire.

The Diocese of Lincoln is called by God to worship, discipleship and service. Our vision is to be a healthy, vibrant and sustainable Church transforming lives in Greater Lincolnshire.

### Introduction

Transformation Fund Tier 2 grants are of between £501 - £20,000.

Priority will be given to projects which align with the Anglican Communion's Five Marks of Mission <https://www.anglicancommunion.org/mission/marks-of-mission.aspx> and:

- develop and grow our mission, ministry and discipleship, lay and ordained;
- strengthen local partnerships to allow missional developments to flourish;
- help with administration and governance, such as by developing communication and improving technology.

With any grant application you make it is essential to consider how this project or initiative will enable growth and transformation in your local area, and consider how it develops the areas of worship, discipleship and service.

### Deadlines for applications

Tier 2 grants are considered quarterly during the year by a panel. Deadline dates are on the diocesan website: [www.lincoln.anglican.org/transformation-fund](http://www.lincoln.anglican.org/transformation-fund).

### Grants

Grants will range from £501- £20,000.

For applications that involve employing people, grants can be allocated for up to a maximum of three years, subject to meeting certain targets and criteria, and depending on the nature of the grant and other commitments of the Transformation Fund.

Applications for match-funding for larger projects will be considered, but match-funding must be secured before the grant is released.

The panel may direct you to other funding streams if it is thought that funding may be available from another source to supplement the Transformation Fund.

### Principles

- Tier 2 of the Transformation Fund is available to any church, parish, benefice, mission community, deanery, Local Mission Partnership, Deanery Partnership or church-affiliated group within the Diocese of Lincoln
- Your proposal should express effectively your vision of God's mission in the community you serve, leading to growth in numbers, growth in discipleship and growth in service
- If you have completed missional planning or have a growth plan, we will expect your application to link with this.
- Always contact the Transformation Fund Officer to discuss your ideas early on in your thinking.

[transformation.fund@lincoln.anglican.org](mailto:transformation.fund@lincoln.anglican.org)

# Planning for a Tier 2 project

## Conditions and Processes

- Each project will need to show that it is owned by the PCC, mission community, deanery or church-affiliated group
- There must be a demonstrable basis of need
- An applicant can only receive up to a maximum of £20k a year
- Grants cannot be used directly for individuals, except for employment or for repeat funding
- Churches should demonstrate willingness to consistent in their Covenant Pledges made
- You cannot apply for a grant retrospectively. The panel will not consider supporting a project that has already begun or has been committed to before the committee has considered an application
- Grants are not available for repair projects
- In relation to the project, advice should be sought from a relevant member of the diocesan team to support you in the application process; e.g. Archdeacon, Board of Education, Mission & Discipleship Officer, CYFs Enabler.
- Applications must be received by the deadline. Late applications will be deferred to the next meeting date. Incomplete applications, without the relevant attachments, may delay your application
- Payments will be made direct to the PCC or legal body awarded the grant, using the bank details provided. Payment plans are agreed on a case by case basis. You need to present evidence for all expenditure of the grant. Please send receipts and invoices using the 'end-of-grant expenditure form'
- Work must be started within three months of an award being made.

- You should complete the evaluation report form within the agreed timeframe.

## Discerning aims and outcomes

Within the context of the mystery of God's transforming grace at work in people's lives and communities, we need to be clear and rigorous about intended and experienced outcomes of any application.

There is strong evidence that the more thought that goes into the aims and intended outcomes of a project, the more successful it is likely to be in realising those aims.

It is important to consider carefully the aims of the project that is being considered and the impact that it will have. Organisations that evaluate their projects consider and measure:

- **the inputs** (*something put into a system to achieve output*)
- **outputs** (*agreed work delivered as part of a project which can be measured and evaluated for effectiveness*)
- **outcomes** (the end result)

Desired outcomes form a part of the **aims**, as what we measure will determine what we see.

## An example

An **aim** might be to see more people coming to faith.

An **input** might be the purchase of a faith development tool.

An **output** might be the number of people attending an exploring faith course

An **outcome** might be the number of people who express a Christian faith partially as a result of the course.

Outputs may be helpful to include, but not in isolation to the transformation or difference something makes.

A process of **prayer, reflection and review** underpin all good project planning and delivery.

# What might you use a Tier 2 grant for?



## Possible Tier 2 grant ideas:

Without wishing to be prescriptive, a grant may help a church group, Parish Partnership, Local Mission Partnership or church-affiliated group to offer:

- Christians Against Poverty debt help, job clubs or release groups
- Start up costs and training for an 'Open the Book' group for schools and care homes
- Technology for more inclusive and flexible worship spaces as part of intentional outreach
- employing a member of staff to develop work with children and families, young people or the elderly (this might require match-funding, possibly from other funders)
- developing a fresh expression of church in the community
- employing an administrator to release the clergy for mission (you will need to show how this will benefit the clergy involved and what they might do)
- a scoping audit prior to church reorganisation
- set up community hub in a C of E school.

## Things to consider

As you plan your project you may wish to discuss your ideas with your Mission Enabler, or other churches or organisations who can help you put your ideas into practice.

[www.lincoln.anglican.org/mission-ministry-discipleship/church-growth/mission-enablers](http://www.lincoln.anglican.org/mission-ministry-discipleship/church-growth/mission-enablers).

Ensure you think through issues such as insurance, risk assessments, policies and Disclosure and Barring Service (DBS) requirements prior to starting any project or new initiative.

It is better to **ask for help early** on if you are not sure what to do or how to go about developing the new project. An informal conversation with the Transformation Fund Officer may be valuable before you begin an application.

## Key Contacts:

**College of St Hugh Team** for advice on missional projects across the generations and contexts of Greater Lincolnshire: [collegofsthugh@lincoln.anglican.org](mailto:collegofsthugh@lincoln.anglican.org) 01522 50 40 50

**Church Buildings Team** for advice on being an open, welcoming church: [churchbuildings.team@lincoln.anglican.org](mailto:churchbuildings.team@lincoln.anglican.org)

**CYF Enabler** for advice on working with children, young people and families : [Micki.carey-slater@lincoln.anglican.org](mailto:Micki.carey-slater@lincoln.anglican.org)

## For all other enquiries:

[transformation.fund@lincoln.anglican.org](mailto:transformation.fund@lincoln.anglican.org)



# Transformation Fund

## Tier 2 Process

Spend time in prayer and reflection and listen to the ideas that God may be leading you towards as a church. Find out what is happening/not happening locally; research good practice. And confer with others in the Local Mission Partnership. Develop a missional action plan.

After prayerful consideration, decide to apply for a grant to enable you to start or develop an initiative or project, enabling you to achieve growth and develop the mission and ministry in your area.

Seek advice for your project from the team at Edward King House who can support your ideas as appropriate.

Download the application forms and information from the diocesan website.

Complete the form and send it with attachments to: [transformation.fund@lincoln.anglican.org](mailto:transformation.fund@lincoln.anglican.org)

Your application form will be acknowledged and then discussed by the Transformation Fund Tier 2 panel at the next meeting date. The decision by the panel will be communicated to you as soon as possible.

After the agreed period of time a full evaluation of the project or initiative is completed and continued, as agreed.

Once everything is in place the grant will be paid as per the bank details provided on the

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