Unique ID	Date	Lesson category: Design, delivery, communications, stakeholders, risk, budget, outcomes	Lesson/recommendation	Church, project or individuals who identified lesson	Stakeholder assigned to	Source of lesson i.e. June 25 highlight report (if applicable)	Project stage lesson refers: Design, delivery, review	Priority: Major, High, Medium, low, very low	Lesson status (used, actioned or proven valuable)	Logged by:
L1	12.08.2025	Communications	Invest in a good web site, as that is the window for your church and anyone thinking of coming, will look at that first before deciding to attend. Good design, lots of pictures, individuals can see themselves there, clear message, aimed at individuals who don't come to church		TDSG	Sept 2025 highlight report	Delivery	Medium	Proven valuable	
L2	12.08.2025	Communications	Invest and make sure every event is on church suite; by ensuring that everything is managed through Church Suite it allows staff manage to manage their teams effectively through Church Suite.		TDSG	Sept 2025 highlight report	Delivery	Medium	Proven valuable	
L3	20.08.2025	Design	Parishes are displaying a reticence to recruit after AB Funding awarded. Questions around issues, such as line management and redundancy provision.Ensure that implications of the project are fully considered. Need to work collaboratively with SH on AB applications. Need for a FAQ for parishes embarking on recruitment		HR Team	Sept 2025 highlight report	Design	High		
L4	20.08.2025	Delivery	Recruitment of employed workers – success tends to be in places where there is a 'warm' candidate already familiar with the church. 'Cold' applications are much more variable. Many successful applicants are second career / developing from a volunteer ministry.Proactive work with key lay leaders in churches to consider if an employed role might be a vocational step for them.		HR Team	Sept 2025 highlight report	Delivery	Medium	Proven valuable	
L5	20.08.2025	Delivery	Induction of workers is crucial and needs a lot of diocesan support / input in first couple of weeks. In many places this is the first experience of employment in the parish. Create induction plan, which includes covering policies, training and meetings that need to take place.		Transformation Core Team	Sept 2025 highlight report	Design	Medium	Proven valuable	
L6	20.08.2025	Design	From the NWC pilot, clergy like to be given a resource to give them the confidence to launch a new worshipping community . We need a simple offer of 2-3 resources that we can offer, to make it easy for them to get started. They need help with publishing their new Worshipping Community at a parish level		[names}	Sept 2025 highlight report	Design	Medium		
L7	20.08.2025	Design	Working collaboratively and more strategically together. Ensure that the right person are involved in the conversation to allow for the best possible outcomes to be developed, the answer is often within the team and not always about finding funding. Consistency of approach across individuals and teams, clarity of expectation of what applying for support actually means to them on the ground.		TDSG	Sept 2025 highlight report	Design	High	Used	
L8	16.10.25	Design	Clear leadership is needed for any new Renewal in developing a Mission Plan on how the church could grow. Knowledge of the local context is needed to get plan developed that meets the needs of the church and community		TDSG	Oct progress report	Design	High	Actioned	
L9	16.10.25	Design	Having HR support for PCC who have never employed staff before - it is a huge learning curve		TDSG	Oct progress report	Design	Medium	Actioned	
L10	11.06.25	Design	NWC Enabler role in starting to establish NWC - Having a role that acts as a "Go between" for clergy, parish lay and key individuals within parishes has helped to facilitate the development and progression of NWC in parishes		TDSG	June highlight report 2025	Design	Medium	Actioned	
L11	11.06.25	Communications	Igniting change and bring about the setting up of NWC. Regular comms, including gathering and written comms is needed to keep simulating the next few people who are thinking about starting something new in their parish		TDSG	June highlight report 2025	Delivery	Medium	Actioned	
L12	16.06.25	Delivery	However much you plan ahead and even with an established team already in place, it takes longer that you expect to start the project delivery		TDSG	June highlight report 2025	Delivery	High	Proven valuable	

L13	16.06.25	Design	Workload is increased for Renewal Leaders, as a result of funding. Its important for any new project that by receiving funding, this raises expectations of what the church will deliver (either through building work or activities), and this results in pressure for the clergy team. Prioritising work will need to happen and by employing new staff members, this does result in additional workload for the incumbent. Additional admin resource is important to help build in resistance.		TDSG	June highlight report 2025	Design	Medium	Proven valuable	
L14	20.10.25	Delivery	Due to the lack of interest in recruiting a full time Children and Families worker, you need to think flexibility on how the outcomes can be delivered, so be prepared to adapt delivery as the project progresses. This might include hours and who is the best employer for the individual.		TDSG	Oct progress report 2025	Delivery	Medium	Proven valuable	
L15	20.10.25	Delivery	You need to be prepared for volunteers to move on from roles, this maybe due to them moving, or needing to step down from role for their safe care. Build this into your plans as part of your project.		TDSG	Oct progress report 2025	Design	Medium	Proven valuable	
L16	20.10.25	Delivery	ChurchSuite is designed to be used across one legal entity, therefore might not work across your context. IKnowChurch allows groups to have their own subscription, so might fit your church need better.		TDSG	Oct progress report 2025	Design	Medium	Proven valuable	
L17	20.10.25	Design	A bottom up approach working with the PCC to establish buy-in is likely to ensure the vision for the Renewal is clear and will bring everyone on the journey together		TDSG	Oct progress report 2025	Design	High	Used	
L18	20.10.25	Stakeholders	Working across a number of different churches, its likely that they will have their own unique traditions and worship styles, changing those takes a lot of emotional energy		TDSG	Oct progress report 2025	Design	Low	Proven valuable	
L19	20.10.25	Design	Establishing the correct Governance of project before it starts, as it takes a huge amount of time and energy to move from one structure, such as a group of PCC to a joint council and not having this established from the start of the project, means that the team are not in a position to full focus on the Renewal from the outset.		TDSG	Oct progress report 2025	Design	High	Proven valuable	
L20	26.08.25	Design	Working with Grade 1 listed buildings. Impact of Societies on timescales of Mission Plans, particularly on Grade 1 Listed buildings. Lead up time for working on a Grade 1 needs to be built into the plan from the outset		TDSG	Sept 2025 highlight report	Design	High	Proven valuable	
L21	26.08.25	Design	The leadership capability of any potential Renewal leader. They need to have leadership capability or potential to manage a possible Renewal in order for the Renewal to succeed Clear vision needs to be in place. Supported by good recruitment of key roles		TDSG	Sept 2025 highlight report	Design	High	Proven valuable	
L22	26.08.25	Stakeholders	Buy-in at stage 1 from PCC. Regular engagement with possible Renewal PCC, to truly get their buy-in for any diocese project		TDSG	Sept 2025 highlight report	Design	High	Proven valuable	
L23	26.08.25	Delivery	Mission plan needs to be focused on outcomes and not activities, as its easy for activities to be run in parishes that don't lead to the desired outcomes		TDSG	Sept 2025 highlight report	Design	Medium	Actioned	
L24	26.08.25	Design	Any Parish that already has a clear strategy and vision on what they want to achieve, we have found that they are more focused, can progress quicker once successful funding is secured.		TDSG	Sept 2025 highlight report	Delivery	Medium	Proven valuable	
L25	26.08.25	Design	We have found that the October count stats for mission data is interpreted differently, which means that if using this data as baseline for new projects, it could be out from the outset. It is worth spending the time to ensure that any baseline data is accurate.		TDSG	Sept 2025 highlight report	Delivery	Medium	Proven valuable	
L26	26.08.25	Design	Clergy support from transiting from being the parish lead to becoming a Renewal leader. These two roles are different and require different skills for an in cumbent to become a Renewal leader. A plan needs to be put in place to upskill any possible Renewal Leaders, so that they are equipped to run the Renewal project from the outset		TDSG	Sept 2025 highlight report	Design	High	Proven valuable	

L27	26.08.25	Design	Prayer at the centre of any Renewal project. For any Renewal project to be successful, it is vital that prayer needs to be at the centre of the Renewal. John 5:19 Jesus gave them this answer “very truly I tell you, the Son can do nothing by himself, he can do only what he sees his Father does and Son also does (NIV)		Renewal Leaders	Sept 2025 highlight report	Delivery	High	Actioned	
L28	16.06.25	Budget	The costs of buildings works went up by 50% within a year. Some as a result of changes on VAT. Accurate costs need to be obtained as close to the start date as possible. Longer lead times need to be built into projects, for any buildings works, as it takes far longer than you estimate		TDSG	June highlight report 2025	Design	High	Proven valuable	
L29	16.06.25	Delivery	HR support to provide guidance to support the PCC in recruiting, including putting systems in place.		HR Team	June highlight report 2025	Delivery	Medium	Actioned	
L30	16.06.25	Communications	Comms to the PCC, including an MOU so its clear what the project will and will not deliver.		TDSG	June highlight report 2025	Design	Medium	Proven valuable	
L31	16.06.25	Communications	Being open to be directed and listening to God to shape the activities of the project and what is needed		Renewal Leaders	June highlight report 2025	Delivery	High	Proven valuable	
L32	23.06.25	Delivery	HR support vital support for parishes, who often have little to no experience of employing staff		TDSG	June highlight report 2025	Design	High	Actioned	
L33	23.06.25	Delivery	Duplication with parishes employing staff. Skill set of a renewal lead are not always present in the individuals who is the leading the Renewal Employing of staff at a parish level. Reviewing who is best placed to manage the employment of workers and should it be the diocese instead of parish. Review each situation on a case-by-case bases		TDSG	June highlight report 2025	Design	Medium	Actioned	
L34	23.06.25	Design	Legacy planning when renewal leads move. No corporate memory owned centrally, so should an individual leaves, there is no central source of information held around the Renewal projects performance, Inc. contracts, governance etc. Legacy planning needs to be factored in by parishes		TDSG	June highlight report 2025	Delivery	Medium	Proven valuable	
L35	23.06.25	Communications	Communication and teaching around giving. There is no framework in place on how these individuals can be encouraged to give. Support is needed at a national level to give parishes the tools they need to teach on giving for this community group		National Church, parish support team	June highlight report 2025	Design	Medium	Actioned	
L36	23.06.25	Budget	Legacy and taking that into account within the income when planning church Renewals as this can make a huge difference in the longer term sustainability of the church		TDSG	June highlight report 2025	Design	Medium	Proven valuable	
L37	24.06.25	Communications	Renewals – developing a partnership agreement before a planting team starts, which is important to help manage everyone expectations. Need to have the difficult		TDSG	June highlight report 2025	Design	High	Proven valuable	
L38	24.06.25	Stakeholders	Modelling culture to take people with you and don’t worry about strategy initially for a church plant		TDSG	June highlight report 2025	Delivery	Medium	Actioned	
L39	24.06.25	Delivery	Appoint people well and don’t be lead to recruit the wrong person		TDSG	June highlight report 2025	Delivery	High	Used	
L40	24.06.25	Design	Go at the pace that does not kill you – rest well and trust that God does the growing		Renewal Leaders	June highlight report 2025	Delivery	Medium	Actioned	
L41	24.06.25	Design	Value people's traditions but not at the expense of missional priorities, as much as you can.		Renewal Leaders	June highlight report 2025	Delivery	Medium	Actioned	

L42	30.06.25	Design	Led in time for planting. At least 12 months is needed to help sell the vision and strategy for this type of change. Written understanding is needed (MOU) to avoid any misunderstandings around what is changing. Ensure that having support of original leadership team is in place to support how it lands in parish		TDSG	June highlight report 2025	Design	High	Proven valuable	
L43	30.06.25	Design	Church Governance (if the project is not following the normal standard format). Governance needs to be put in place from the beginning of the project, especially as you cannot employ individuals until this is resolved.		TDSG	June highlight report 2025	Design	High	Proven valuable	
L44	30.06.25	Budget	Detailed costs with inflation included are needed for building projects. (St Stephen's budget is now half of what is required to achieve the building works) Historic buildings quick eat up huge amounts of budget, without achieving missional needs Leadtime for building works often take several years before they can actually happen, which needs to be taken into account for renewal projects.		TDSG	June highlight report 2025	Design	High	Proven valuable	
L45	24.06.25	Delivery	Working with specialist heritage consultants has proved to be invaluable in working up the faculty application		TDSG	June highlight report 2025	Delivery	Medium	Proven valuable	
L46	24.06.25	Stakeholders	Church building committee Amenities society, having them onside and a role for advocating for churches has provide to be invaluable. Their support was game changing for the project.		TDSG	June highlight report 2025	Delivery	Medium	Proven valuable	
L47	24.06.25	Design	It has become clear that St M has continued to be developed and changed as a building – not as originally thought with only building changes happening twice. This means its at the heart of the church, continuous buildings works. Worth being aware for other churches, checking the churches history could be important for other building works and getting permission for new changes to be approved.		TDSG	June highlight report 2025	Design	Low	Proven valuable	
L48	24.06.25	Design	Try to remove the single points of failure, as when that one person is off sick, it causes issues across the whole project		TDSG	June highlight report 2025	Design	Medium	Proven valuable	
L49	24.06.25	Delivery	Uncertainty about posts makes it difficult to commit to ongoing plans, leading to hesitation about starting anything new and a sense of treading water. Sometimes treading water is understandable, though not ideal for the long term. Overall, communication with the Diocese has at times been challenging, which has occasionally slowed our progress		TDSG Archdeacon Nikki	Sept 2025 highlight report	Delivery	Medium	Proven valuable	
L50	24.06.25	Communications	Church welcome - Value of authentic welcome to everyone, avoiding tokenism i.e. diversity.		Joseph	Sept 2025 highlight report	Delivery	Low	Actioned	
L51	24.06.25	Delivery	Impact of the church's engagement - The true, wider impact of our work, especially with small children and vulnerable adults may not be visible for many years. The church's mission is long-term and transformational, while funding tends to be short-term and transactional.		TDSG	Sept 2025 highlight report	Delivery	Low	Proven valuable	
L52	24.06.25	Design	Capturing data can be difficult when the work itself is inherently not data-focused Put systems and frameworks in place to support the capturing of data		TDSG	Sept 2025 highlight report	Design	Medium	Proven valuable	
L53	07.01.26	Design	When planting a new church or starting a Renewal in an existing church, the actual building needs to be fit for purpose and not in need of major repairs, as this distracts from missional activities.		TDSG	January 2026 progress report	Design	High	Proven valuable	
L54	07.01.26	Communications	Invested time in social media platforms, such as Instagram and Tik Tok to engage and creating community - a digital space is important. WhatsApp Community allows you to not share your personal details, and can be used for quick communication across the various		Transformation Core Team and Comms Team	January 2026 progress report	Delivery	Medium	Proven valuable	
L55	18.12.25	Design	It has become clear that it is easier to recruit for part-time children and families role, than full-time. Having an openness and flexibility in the recruitment of these posts. Mission redesign may be required as a result of recruiting part-time posts		TDSG	January 2026 progress report	Design	Medium	Actioned	

L56	07.10.26	Design	Getting buy in from a suite of churches, takes time and needs dedicated time to be able to progress. Having a person coming in fresh to the role, could be more helpful to progress the project as they will be able to fully commit to establishing buy-in and not start this process is a full diary and other commitments.		TDSG	January 2026 progress report	Design	High	Actioned	
L57	07.10.26	Design	Developing the vision and the project bottom up by the clergy teams, is likely to be a better model than being developed by one individuals, who then needs to establish buy into the vision by those in the area		TDSG	January 2026 progress report	Design	Medium	Proven valuable	
L58	07.10.26	Design	Technically setting up of the project, takes far longer than forecasted. This needs to be built into the project timeline.		TDSG	January 2026 progress report	Design	High	Proven valuable	
L59	07.10.26	Communications	Recruitment of the various RMA roles has proved to be challenging and not helped that possible candidates are poor at matching their skills and knowledge with the PS. The team are encouraging individuals to phone before applying, so that this process can be fully explained. Be flexible on what skills are required to attract a good pool of candidates.		HR Team and Project Leads	January 2026 progress report	Delivery	Medium	Actioned	
L60										
L61										
L62										
L63										
L64										
L65										
L66										
L67										
L68										
L69										
L70										
L71										
L72										
L73										
L74										
L75										
L76										
L77										
L78										
L79										
L80										
L81										
L82										
L83										
L84										
L85										
L86										
L87										
L88										
L89										
L90										
L91										
L92										
L93										
L94										
L95										
L96										
L97										