



Diocese of Bristol

TRANSFORMING CHURCH.
TOGETHER.

Questionnaire & workshop findings

FutureKings
29 April 2021

Contents

1. Introduction
2. Demographics
3. Question & responses

1. Introduction

Introduction - Original brief

- This project forms part of a broader transformation programme for The Diocese of Bristol.
- The focus of this workstream is to:
 - reflect on the current relevance and position of The Diocese of Bristol in the community
 - engage with key stakeholder groups
 - develop a Vision Strategy that enables The Diocese of Bristol to better serve everyone in the Diocese.

Introduction - Programme of work

Stage 1: Insight

- Stage 1 focuses on building insight into your organisation, your audiences and the context within which you operate.
- As part of Stage 1 we:
 - undertook a document review of 60+ items
 - issued a questionnaire to key stakeholders
 - held 1:1 interviews and workshops with the senior team.

Stage 2: Engagement

- Stage 2 focuses on using our learnings from Stage 1 to engage with a much wider audience.
- As part of Stage 2 we have:
 - received 1,280 questionnaire responses
 - held workshops with 1,186 attendees

Stage 3: Strategy

- Stage 3 uses our insight from stages 1 and 2 to build a Vision Strategy.
- As part of Stage 3 we will:
 - hold a workshop with the senior team to identify key themes
 - build a set of values, behaviours, experiences and benefits to form the Vision Building Blocks
 - draft a Vision statement.

Introduction - Engagement brief

- We want to begin this work with engagement – **a big conversation.**
- Through this engagement we want to understand the perspectives of people who are inside the church, those who relate to it and those who may never have given it a thought.
- **In fact, we want a particular focus on the 94% of the population who never go near a church.**

Introduction - A note on our methodology

- Where applicable we have shown quantitative data from the online surveys. These are supported by verbatim quotes from both online surveys and the workshop sessions.
- For questions without a quantitative element in the answer, we have analysed key words to identify the main themes of discussion. We've then shared an overview of key themes supported by verbatim quotes.
- The reason we've approached the data in this way is that we don't know how many workshop attendees have also completed the online questionnaire - although anecdotal feedback suggests many workshop attendees have.
 - We have not, therefore, added workshop and questionnaire data together to produce 'overall' quantitative results.

Introduction - Research overview

- The research took place between 2 March and 21 April 2021.
- Due to COVID-19 research was conducted remotely through video conferencing and/or online questionnaire.
- There were 1,280 responses to the questionnaire.
 - There was a 91% completion rate.
 - People typically spent 11m:57s completing it.
- It is estimated that 1,186 people attended workshops.

2. Demographics

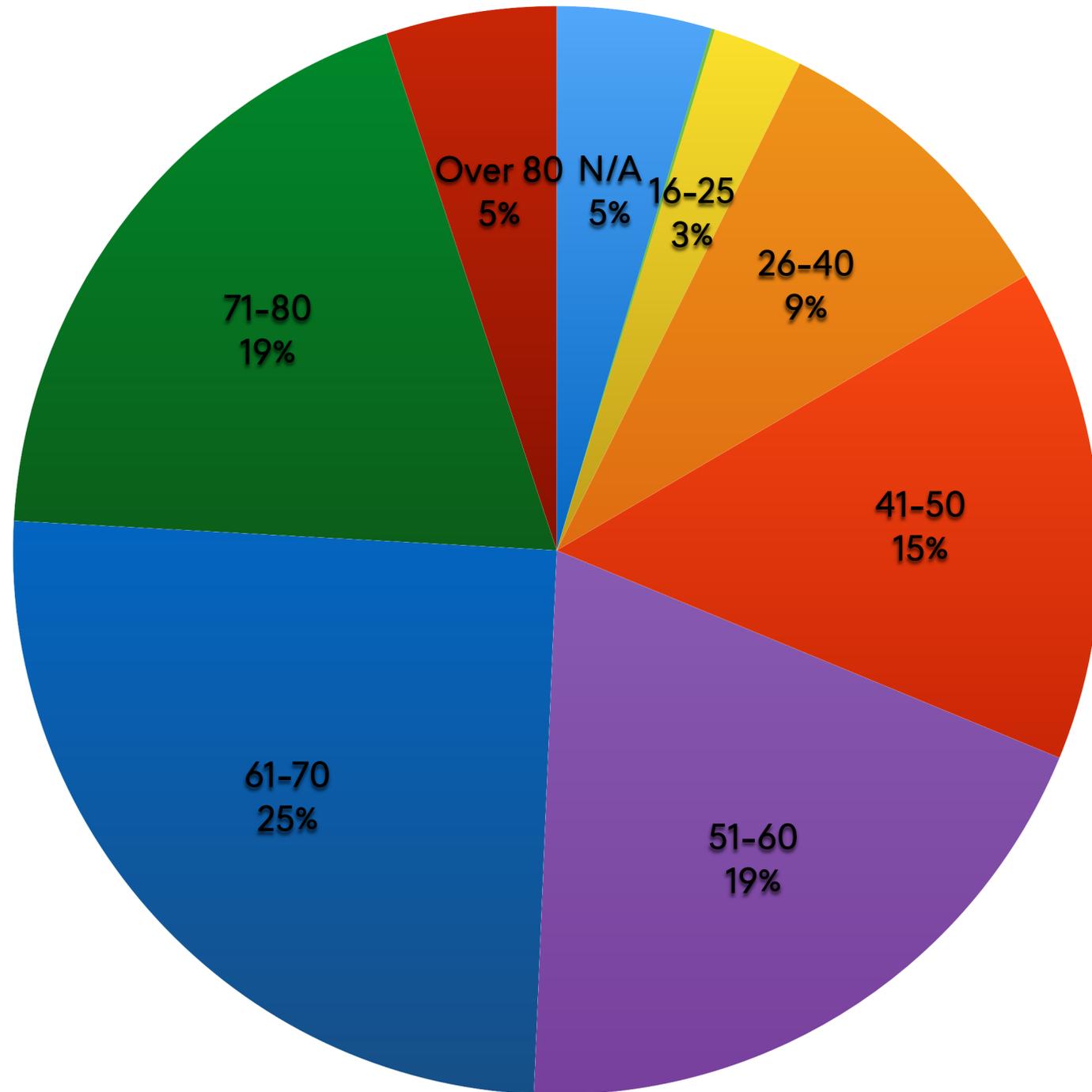
Demographics - Overview

- The following demographic review of participants has been gathered from quantitative data collected in the individual questionnaires, totalling 1,280 participants.
- Based on estimated demographics from facilitators, we believe this to be largely reflective of the 1,186 people whom attended workshops.
- In summary, participants were:
 - Age 41+ (83%)
 - Female (57%)
 - Heterosexual (83%)
 - White / White British (88%)
 - Christian (82% / 73% CoE)
 - Non-disabled (84%).

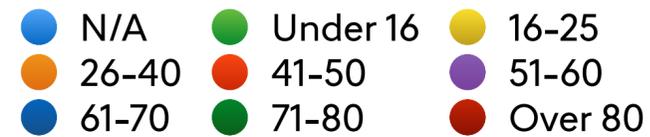
Demographics - Respondent demographics & responses

	No filters		Age		Sexuality		Faith		Race		Disability	
	Total questionnaire response		<25		Gay, Bisexual, Asexual		No Faith / Religion		Asian / Asian British, Arab / Arab British, Black / African / Caribbean / Black British, Chinese / East Asian / Chinese British, Dual / Multiple heritage		Do you identify as having a physical, learning or mental disability or impairment?	
	Answered	Skipped	Answered	Skipped	Answered	Skipped	Answered	Skipped	Answered	Skipped	Answered	Skipped
Total respondents	1,280	n/a	29	n/a	71	n/a	76	n/a	58	n/a	116	n/a
Q1 What do you think the following currently look like for the Church of England in our region?	949	331	29	19	62	9	65	11	48	10	98	18
Q2 How well do you think the Church of England in our region is addressing the following?	1,075	205	28	1	68	3	71	5	53	5	108	8
Q3 Please prioritise the following in order of importance for the future	1,224	56	26	3	67	4	73	3	55	3	110	6
Q4 What, if anything, do you value most about your local church?	980	300	23	6	61	10	65	11	49	9	104	12
Q5 What, if anything, are you less proud of in your local church?	880	400	23	6	57	14	55	21	49	9	100	16
Q6 What opportunities do you see for the Church of England in our region?	909	371	17	12	60	11	60	16	49	9	100	16
Q7 Is there anything else you would like to add to the priorities and focus of the Church of England in our region?	711	569	29	0	55	16	47	29	42	16	76	40
Q8 Please select the option that describes best how you currently use your local church.	1,044	236	29	0	71	0	76	0	58	0	116	0

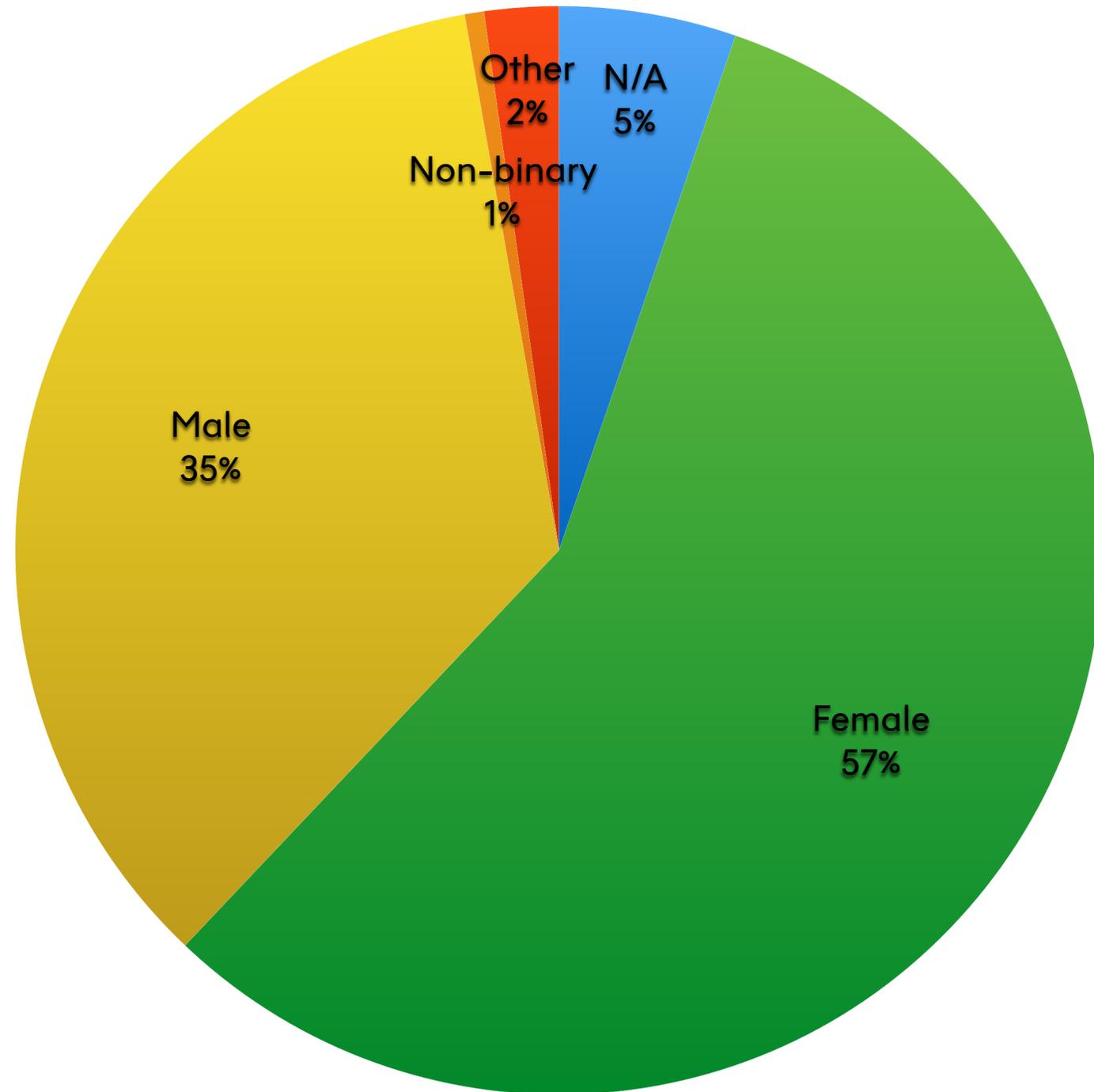
Demographics - Age



- 1,044 out of 1,280 participants provided an answer, and 996 participants provided their age.
- 84% of participants (718 people) were over 50.
- 24% of participants (275 people) were between the age of 26-50.
- Only 29 participants were under 25.



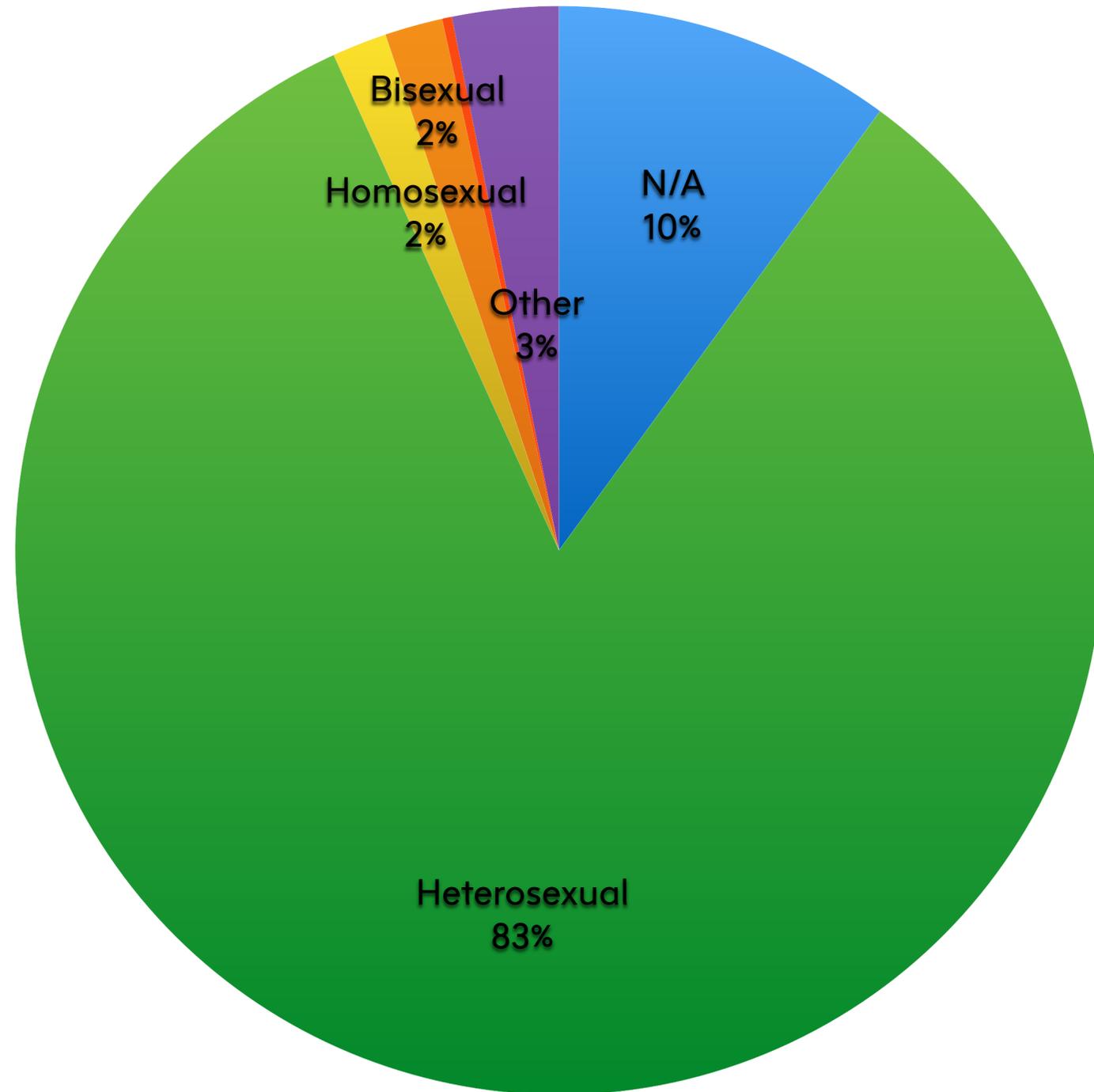
Demographics - Gender



- 1,044 out of 1,280 participants provided an answer, and 989 participants provided their gender.
- Over half of participants (57%), identified as female.
- 3% of participants (29 people) identified as Non-Binary or Other.



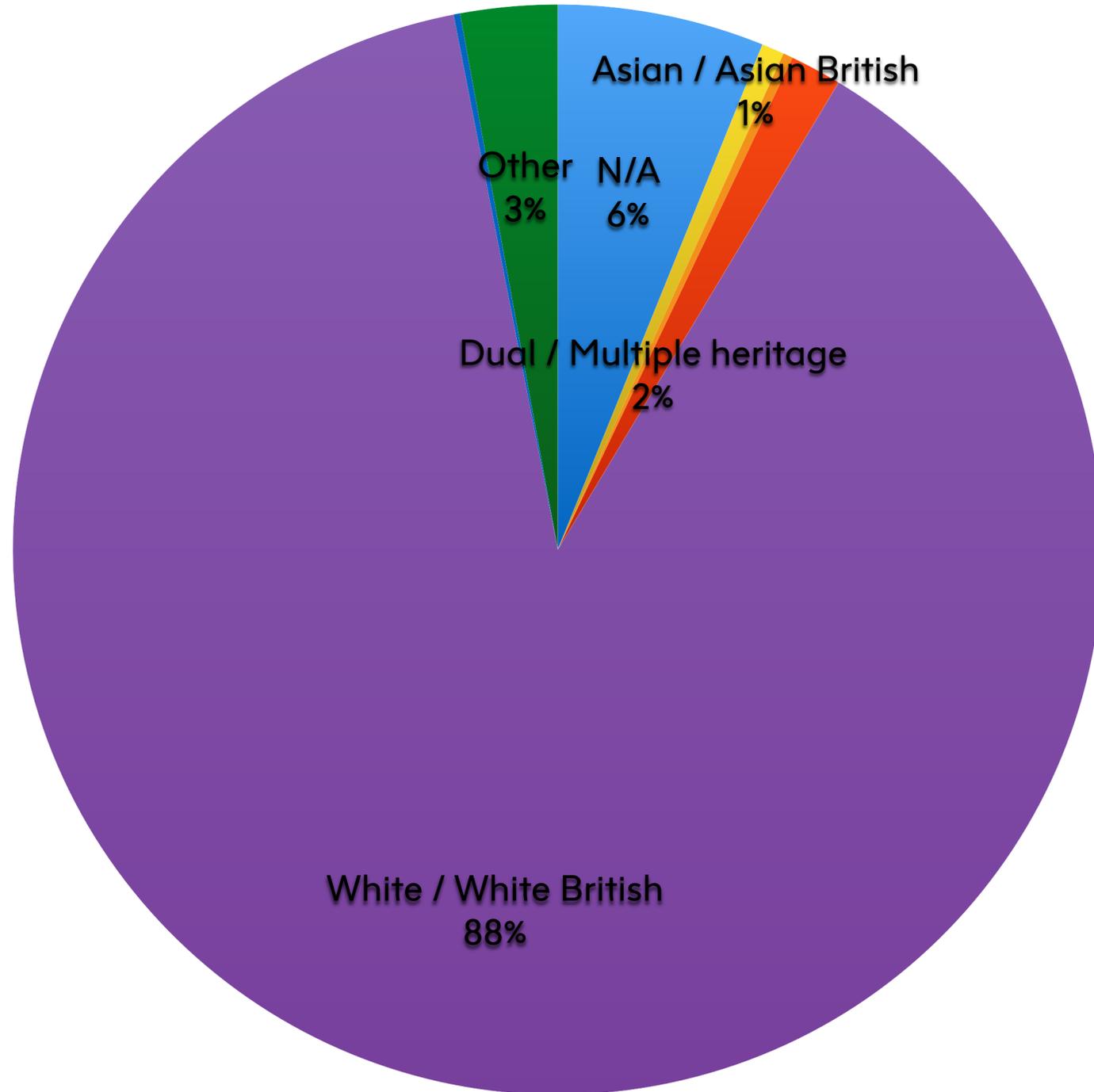
Demographics - Sexual Orientation



- 1,044 out of 1,280 participants provided an answer, and 939 participants provided their sexual orientation.
- 83% of participants (868 people), identified as heterosexual/straight.
- 4% of participants (35 people) identified as Homosexual/gay or Bisexual.



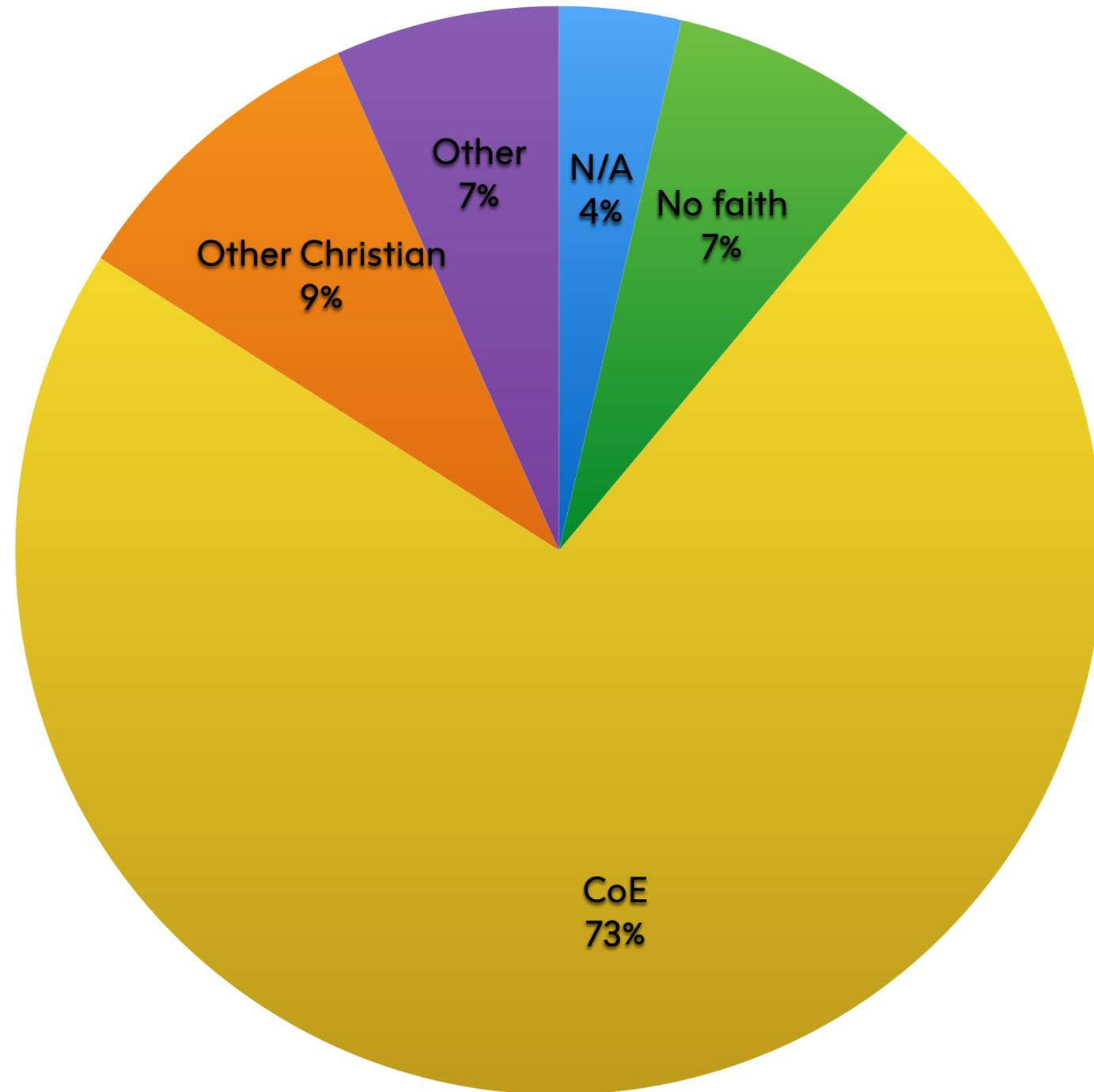
Demographics - Ethnicity



- 1,044 out of 1,280 participants provided an answer, and 980 participants provided their ethnicity.
- 88% of participants (922 people), identified as White / White British.
- 3 participants identified as Black, 16 identified as being of Multiple Heritage, 7 identified as Asian and 2 as East Asian.



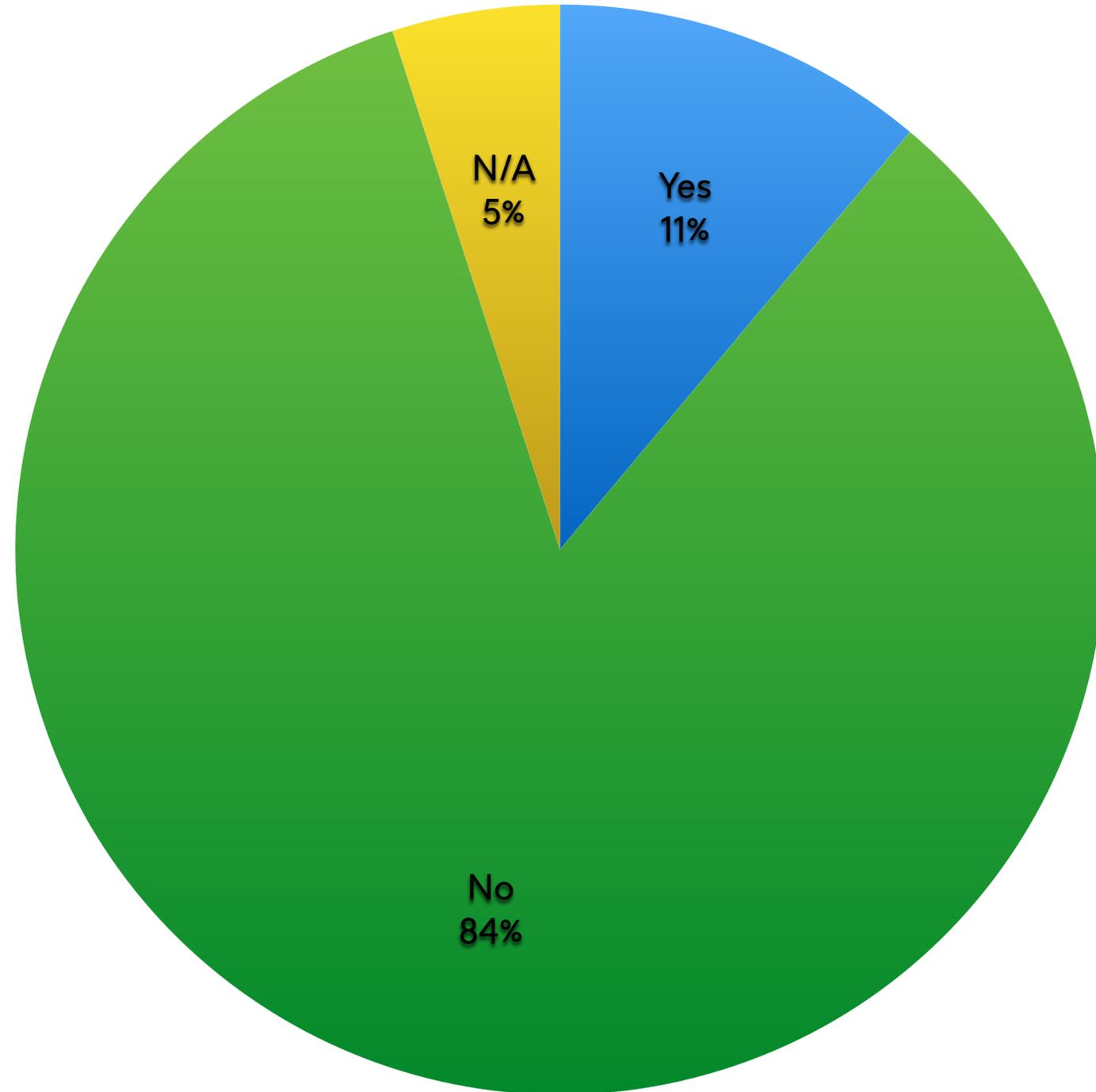
Demographics - Religion



- 1,020 out of 1,280 participants provided an answer, and 983 participants provided their religion.
- 73% of participants (744 people), identified as CoE Christian, and 9% of participants (95 people) identified as another denomination of Christianity.
- 7% participants (76 people) identified as having no religion.
- No other faiths were represented by participants.



Demographics - Disability



- 1,044 out of 1,280 participants provided an answer, and 992 participants provided their disability status.
- 84% of participants (876 people), identified as Non-Disabled.
- 11% participants (116 people) identified as having a physical, learning or mental disability or impairment.

● Yes ● No ● N/A ● Other

3. Questions & responses

Question & responses - Overview

- We have collated the quantitative and qualitative data from the questionnaire with the qualitative data from the workshops for each question.
- We have shown quotes that are representative of the major opinions, ideas and themes shared.
- We have also segmented the audiences for each question to show different demographic perspectives - namely, **the 94% of the population who never go near a church.**

Question 1:

What do the following look like for you and/or the CoE in our region?

- Supporting people
- Worship
- Equality and justice
- Caring for the environment
- Helping people follow Jesus
- Providing safe places in communities



Question 1 - Summary

- ▶ Many respondents categorised environmental, human rights and practical interventions as ways the Church can follow Jesus and worship God.
- ▶ Providing services was viewed as an essential part of the Christian mission. This included food banks, pastoral support and charity work.
- ▶ For non-Christians, ‘supporting people’ often correlated with Christian ideals of pastoral care: checking in on the welfare of loved ones and mentoring people through hardship. However, they had little knowledge or a poor perception of the Church’s activism in other areas.
- ▶ Due to coronavirus, digitalisation and video-based interactions were mentioned (predominately) positively, and frequently.
- ▶ ‘Diversity’, ‘accessibility’ and ‘inclusion’ were key themes across all topics.
- ▶ BLM and Climate Strike protests were mentioned by some.

Question 1 - Supporting people

- ▶ The feedback from respondents was largely positive or neutral, with an acknowledgement on the good work the church has done to help those in need, but areas for improvement included community outreach, inclusion and consistency of approach.
- ▶ Some respondents had a negative view of the Church's reputation for supporting people, with particular reference to safeguarding issues, homophobia and racism.
- ▶ 'Acceptance' and 'community' emerged as a key themes.
- ▶ Within a church context, there appears to be four types of support, 'spiritual, pastoral, practical and material', and responses fell largely into these categories.
 - ▶ Spiritual - helping people follow Jesus, worship.
 - ▶ Pastoral - homeless outreach, youth clubs, mentoring.
 - ▶ Practical - debt support, nurseries.
 - ▶ Material - food banks, donations.

We are quite good at giving support, but a lot of people wouldn't turn to us, because (a) our reputation isn't brilliant in the wake of the various Abuse Scandals, and (b) they are scared of having Jesus rammed down their throats.

There are many church initiatives which support people, including those in particular need.

Providing an environment that is welcome to every kind of person possible.

Within church communities I believe there is a lot of support. I also think there is a willingness to support in the wider community but we don't always know what's needed.

Good at supporting members of congregation, not so good at caring for other people in community.

Question 1 - Worship

- ▶ The feedback was largely positive, with Christian respondents praising the variety of services and move to online services during the pandemic, however there was concern about how attractive and accessible traditional services are, particularly to outsiders.
- ▶ Responses around digitalisation varied depending on the local church, with some appreciating Zoom services and other COVID-19 adaptations, whilst others felt they had fallen short.
- ▶ Christian respondents views on what worship should look like varied - many found traditional services 'dated', while others believe the old ways should be 'respected'.
- ▶ Worship was viewed as 'a gateway for everyone to meet God', although some non-religious respondents felt it was 'irrelevant'.
- ▶ 'Accessibility' emerged as a key theme - both in terms of physical access to Church spaces and language/cultural barriers.

More accessible worship is increasing, and the increased outreach through remote access has been wonderful and needs to be continued, though traditional services are available.

Good for existing Christians but rather inaccessible for the unchurched.

Daily prayer emails from our ministry team have been excellent. Could we continue with worship outside or in other forms that we have become used to in COVID times?

We tend to worship within our comfort groups so diversity in churches is a problem.

We felt our worship must be scored low, as we cannot sing and it has just fallen on a few to keep it all together, although what has been produced is particularly good.

Services are wonderful for regular church goers but more traditional churches don't attract new worshippers.

Question 1 - Equality and justice

- ▶ The feedback was quite mixed, with many respondents believing the CoE has done a good job of tackling equality and justice, while others showed concern about the inaction of the Church. However, the issue was clearly very important to all respondents.
- ▶ Respondents had different views on what addressing equality and justice looked like within the Church. For some it was having an 'open door policy' to listen to people, while for others it meant 'a church that is passionate and proactive about social justice', taking to the streets and lobbying government.
- ▶ Many respondents highlighted the church's conflicting and 'problematic' stance on LGBTQ+ people.
- ▶ BAME respondents in particular felt (especially in the light of the Panorama special) that the history of discrimination in the Church hadn't been adequately addressed or tackled.

They are good at discussing issues such as BLM, and there are scattered groups who are tackling modern slavery. However, although the church is good at supporting missionaries and global partners, we need to mix more with other cultures to improve this on a more practical basis.

The church can be fearful of saying anything that could be seen as political, despite having the House of Bishops. The church needs to relate to the younger generations, who generally have a strong sense of equality and justice.

Black churches developed as a result of rejection by the CoE, and other denominations.

General feel for local church was a 5 for all with the exception of equality and justice which was probably more a 2-3. During discussion it was felt little was known regionally.

The CoE has good policies. However, there are far too many churches where the leadership and 'upfront' people are white, professional and over 50! (I'm 73!) We need to involve people from minority racial groups much more and younger people. Let go and actually let them lead.

Question 1 - Caring for the environment

- ▶ The feedback was generally positive with recognition for good policies and local efforts, such as the carbon zero goal, but there were concerns around consistency of approach across the region, lack of action and the cost implications of making churches eco-friendly.
- ▶ Many respondents saw caring for the environment as a way of 'being good stewards of the Lord's creation' and a core part of the Christian mission.
- ▶ In practical terms, respondents described caring for the environment as recycling, reducing carbon emissions, supporting wildlife projects, fighting for communities impacted by climate change, educating school children and making buildings more eco-friendly.
- ▶ Most non-Christian respondents didn't associate environmental activism with the Church.

We are trying, as is everyone else. It's good that we were first to declare a climate emergency and have a clear policy - but I don't think we are any less hypocritical or leaders than other organisations.

Good policies are being developed. Follow through with action.

The church has a growing awareness of environmental issues, which is great but in reality many churches are struggling to survive financially and do not have the capacity to think about being an ecochurch. Traditional church buildings are not environmentally friendly and are expensive to maintain.

Question 1 - Helping people follow Jesus

- ▶ The feedback was generally positive with respondents stating this is something the Church is good at, whether through preaching or leading by example.
- ▶ Most Christian respondents felt it was their 'collective responsibility' to help people follow Jesus, and many felt that the other themes fell under this heading. However, while most saw this as the core message of the Church, others acknowledged it could put newcomers off.
- ▶ Some non-religious respondents didn't understand what this meant, and said it felt too 'directive' or in some cases, 'deceptive' as if the agenda is to 'indoctrinate'.

This should be the main priority for the church. Most churches are good at this but some are fearful of saying that Jesus is the only way to God. Some churches don't seem to believe that the Bible is God's word.

We preach and teach the Gospel and hopefully lead by good example.

'Helping people follow Jesus' - the language here is an issue. The meaning of statements like this is too easily lost on people.

If we are not helping people follow Jesus and worshipping we are just a very nice community centre.

There needs to be a new approach that isn't overwhelming or too intense for newcomers or seekers of faith.

Question 1 - Providing safe spaces in communities

- ▶ The feedback was generally positive with respondents stating the Church is very good at this, however many others mentioned the historical issues around safeguarding, inclusion and negative public perception of the Church.
- ▶ For many respondents, providing safe spaces meant providing an 'open, welcoming space to the community' in a physical sense, while for others it meant being welcoming and non-judgemental spiritually.
- ▶ Particularly in the workshops, creative use of church space was a key topic. Many participants remarked on how spaces could be made available for wider community (non-religious) uses.

Safeguarding is good - but I'm not sure all know that they are welcome, whatever they believe.

Probably getting better at this - they'd be in the news if they didn't. At least safeguarding is much higher up on the agenda now and done much more professionally - though public perception probably hasn't caught up with that.

CoE needs to be more imaginative about how we use spaces for communities.

Only if you're Christian or agree with your ethos. I've spent a lifetime in and around the church, I know what's you're saying behind those doors, it's not nice.

The church does not generally provide a safe place for ethnic minorities due to the fact that there is little or no awareness of the issues that affect these communities and an unwillingness to learn what these issues may be.

Question 2:

How well do you think the CoE in our region is addressing the following?

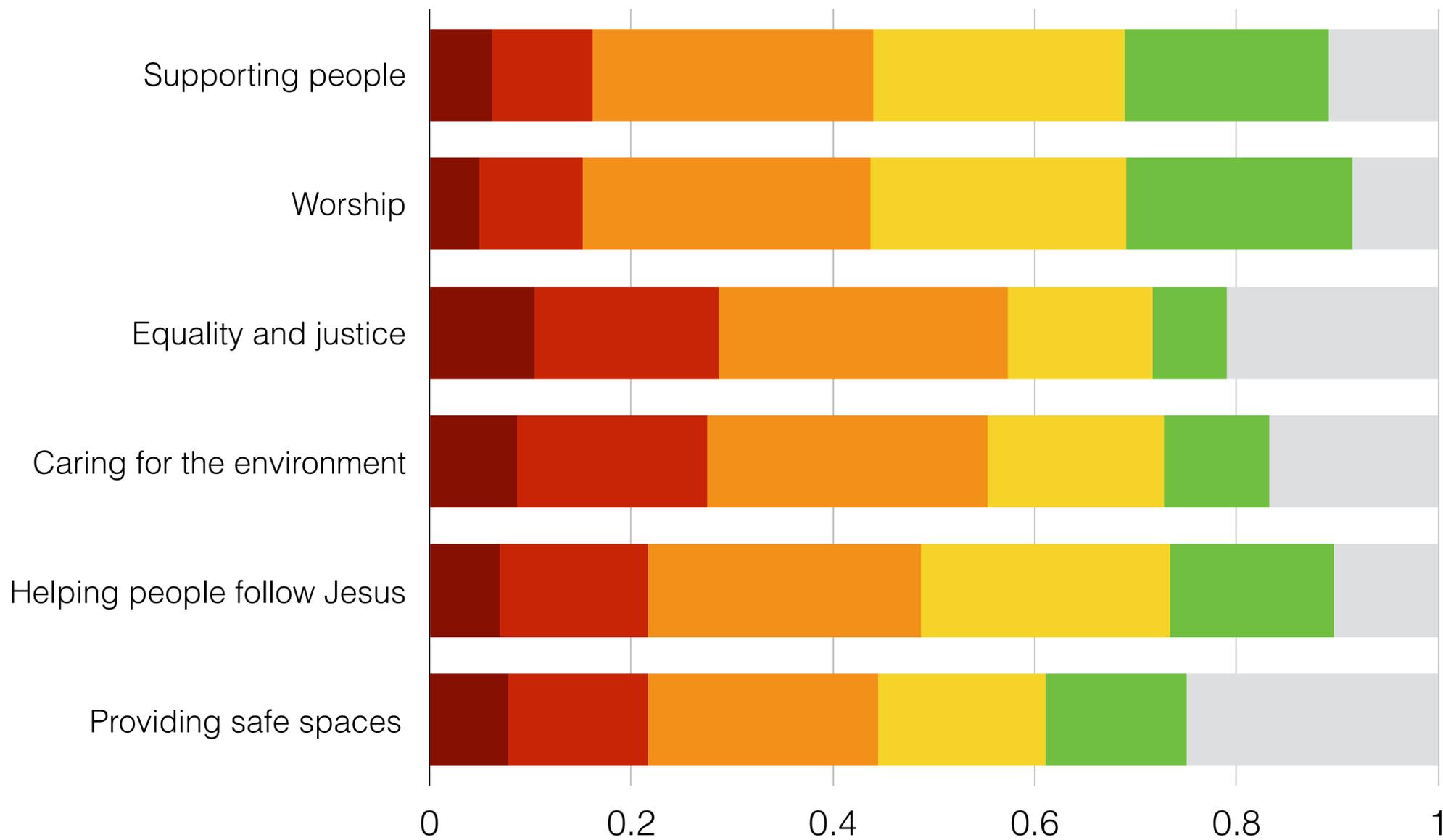
- Supporting people
- Worship
- Equality and justice
- Caring for the environment
- Helping people follow Jesus
- Providing safe places in communities

Question 2 - Summary

- ▶ The majority of respondents praised the Church for ‘trying’ across most areas, with particular success in ‘Supporting people’, ‘Worship’ and ‘Helping people follow Jesus’.
- ▶ However, when the data is dissected by demographic (e.g. by race, sexuality, disability and faith), the results are generally more negative or neutral on topics of ‘Equality and justice’, ‘Caring for the environment’ and ‘Providing safe spaces in communities’.
- ▶ There is a possible public relations gap around sharing the Church's work and clarifying stances on topics such as minority groups. Non-religious and Non-heterosexual people, responded ‘I don't know’ more frequently to most categories.
- ▶ BAME respondents scored the CoE worst for ‘Equality and justice’, closely followed by Non-heterosexual people.

Question 2 - Overview

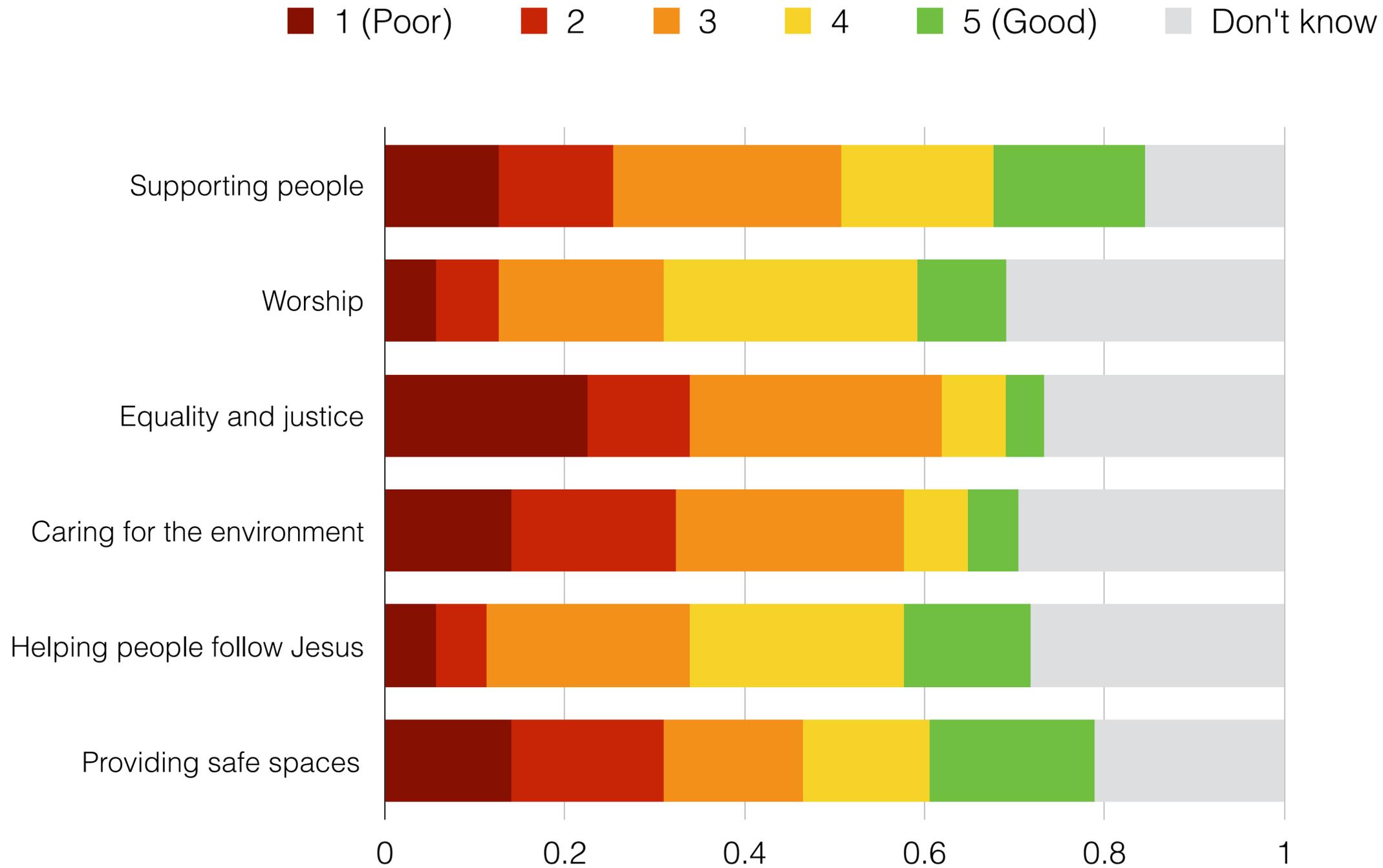
■ 1 (Poor)
 ■ 2
 ■ 3
 ■ 4
 ■ 5 (Good)
 ■ Don't know



This was a mixed bag – some felt everything was fairly middle of the road, others felt there were good things happening but quietly. Someone said they felt the church was good internally but less good at being outward-facing.

- ▶ 1,075 responses.
- ▶ ‘Supporting people’ and ‘Worship’ shown as areas the CoE is addressing successfully.
- ▶ The CoE is less successful at addressing issues of ‘Equality and justice’ and ‘Caring for the environment.’

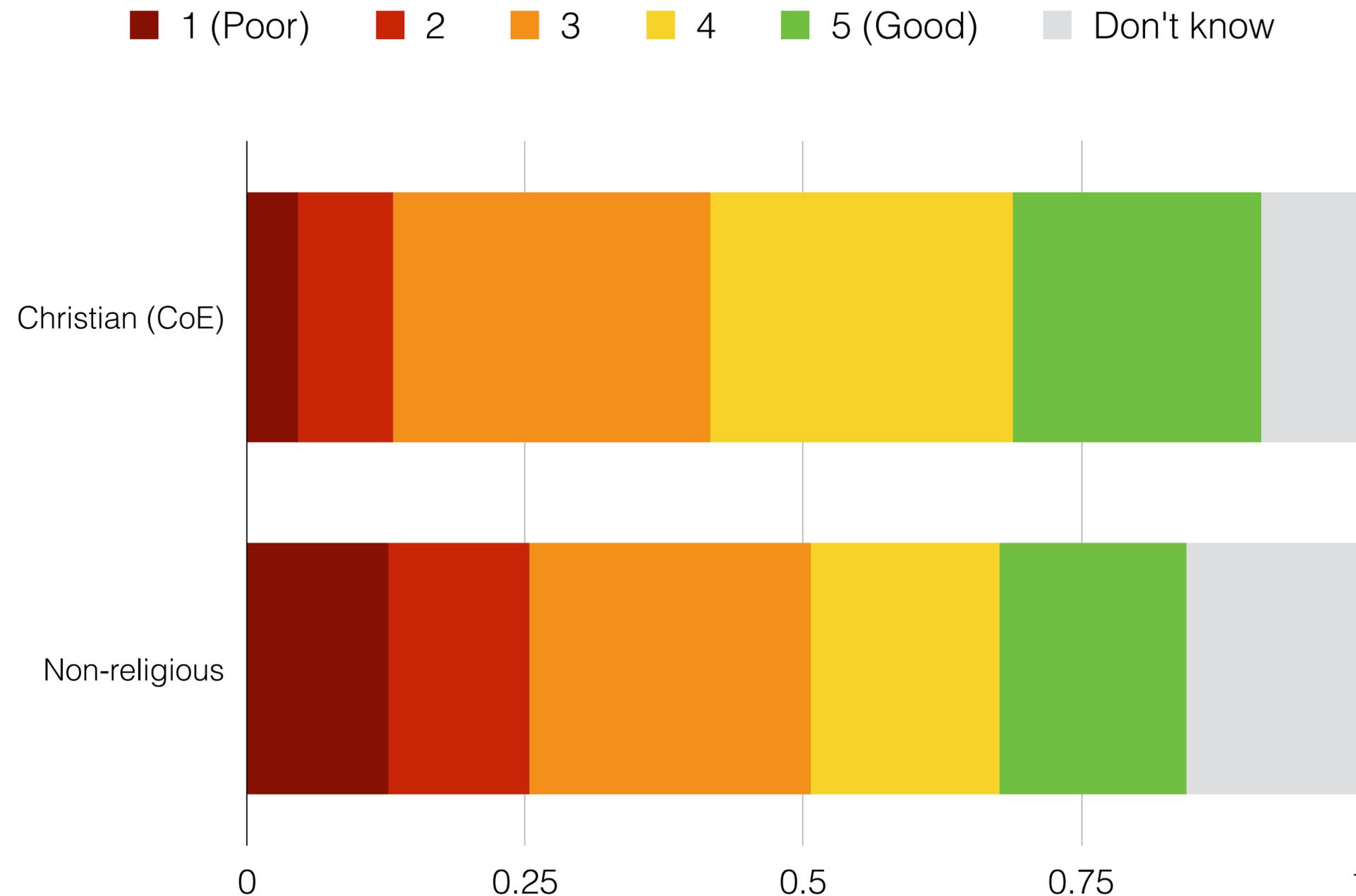
Question 2 - Non-religious - overview



Supporting people, caring for the environment, equality and justice, and safe spaces are without boundaries, but when you introduce following Jesus and worship, you introduce constraints.

- ▶ 71 responses.
- ▶ 'Helping people follow Jesus', 'Providing safe spaces' and 'Worship' shown as areas the CoE is addressing successfully.
- ▶ The CoE is less successful at addressing issues of 'Equality and justice' and 'Caring for the environment.'

Question 2 - Non-religious on 'Supporting people'



- ▶ The quantitative data shows that Christians and Non-religious individuals have a different view of the successfulness of the CoE's approach to supporting people.
- ▶ 25% of Non-Religious respondents scored the CoE 1 (poor) and 2, compared to 13% of Christians.
- ▶ 15% of Non-Religious respondents didn't know how to answer this question, which qualitative data shows is because they either don't know enough about what their local church is doing or have a negative view of the Church.

Question 2 - Non-religious on 'Supporting people'

Only those who yield to the church's views.

I haven't seen much visibility in terms of supporting people but I'm sure there's an enormous amount of support going on out of the public eye.

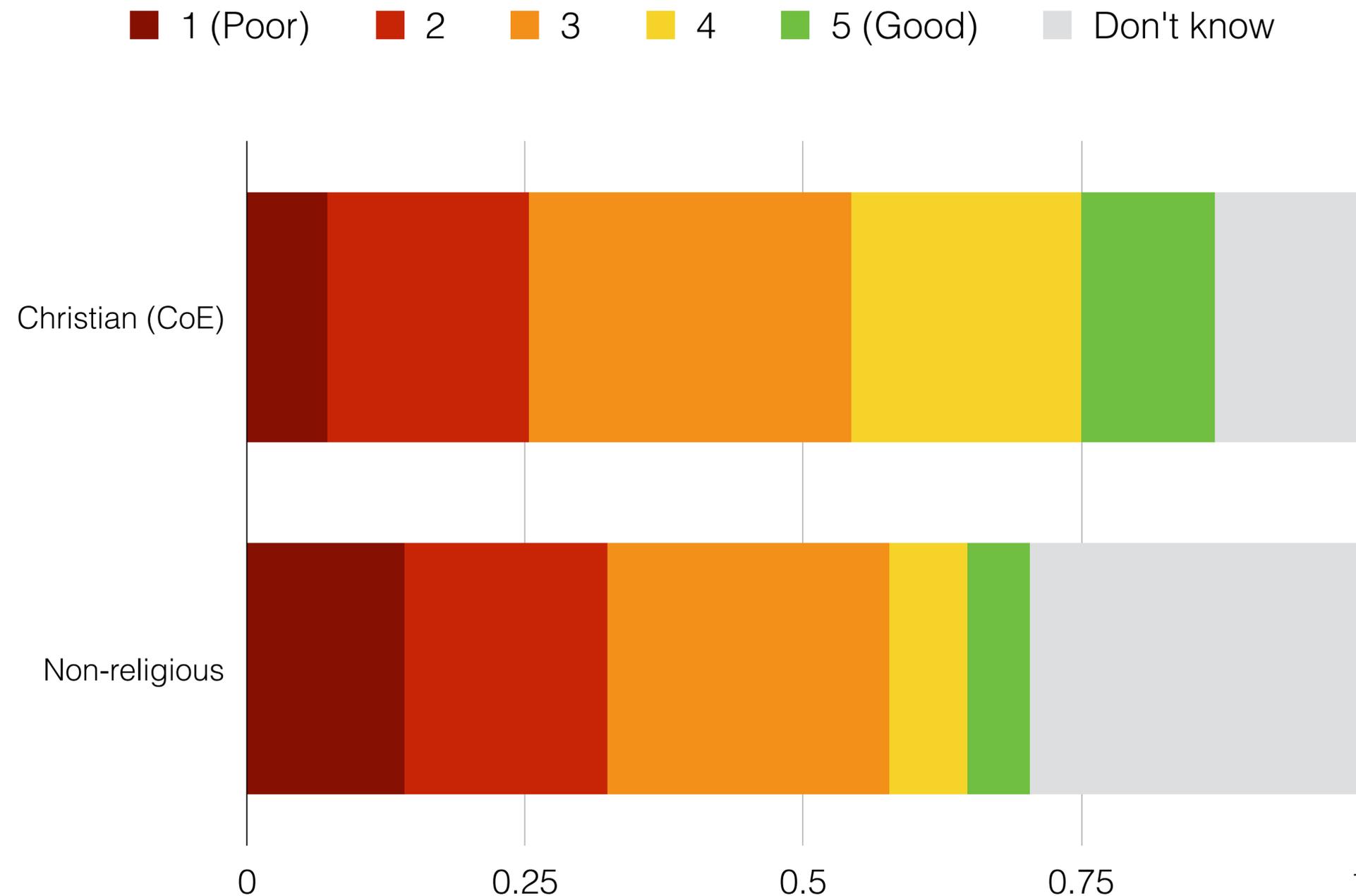
I don't know, I assume they are.

Honestly, it feels insular. I grew up attending a CoE church in Leeds but no longer attend (and have lived in Downend for 12 years). It feels like you need to be from the local church community to attend.

Racist, homophobic, transphobic, anti-sex workers and anti-human rights.

A great deal of unnoticed good work is done by the Church at all levels.

Question 2 - Non-religious on 'Caring for the environment'



- Over 30% of Christian (CoE) respondents scored the Church 5 (good) and 4 for 'Caring for the environment'. By contrast, only 12% of Non-religious respondents scored them the same, and 30% of this group scored them 1 (poor) or 2.
- 30% of Non-religious respondents didn't know how to answer this question. Qualitative data suggests this is because the Church hasn't publicly shared its environmental goals or policies with outsiders.

Question 2 - Non-religious on 'Caring for the environment'

Belief in the dominion over all creatures encourages anti-environmental practises.

I am an enthusiastic supporter of green science, however I feel the church's involvement feels like an attempt to ride the bandwagon and sometimes greenwash.

Tokenism.

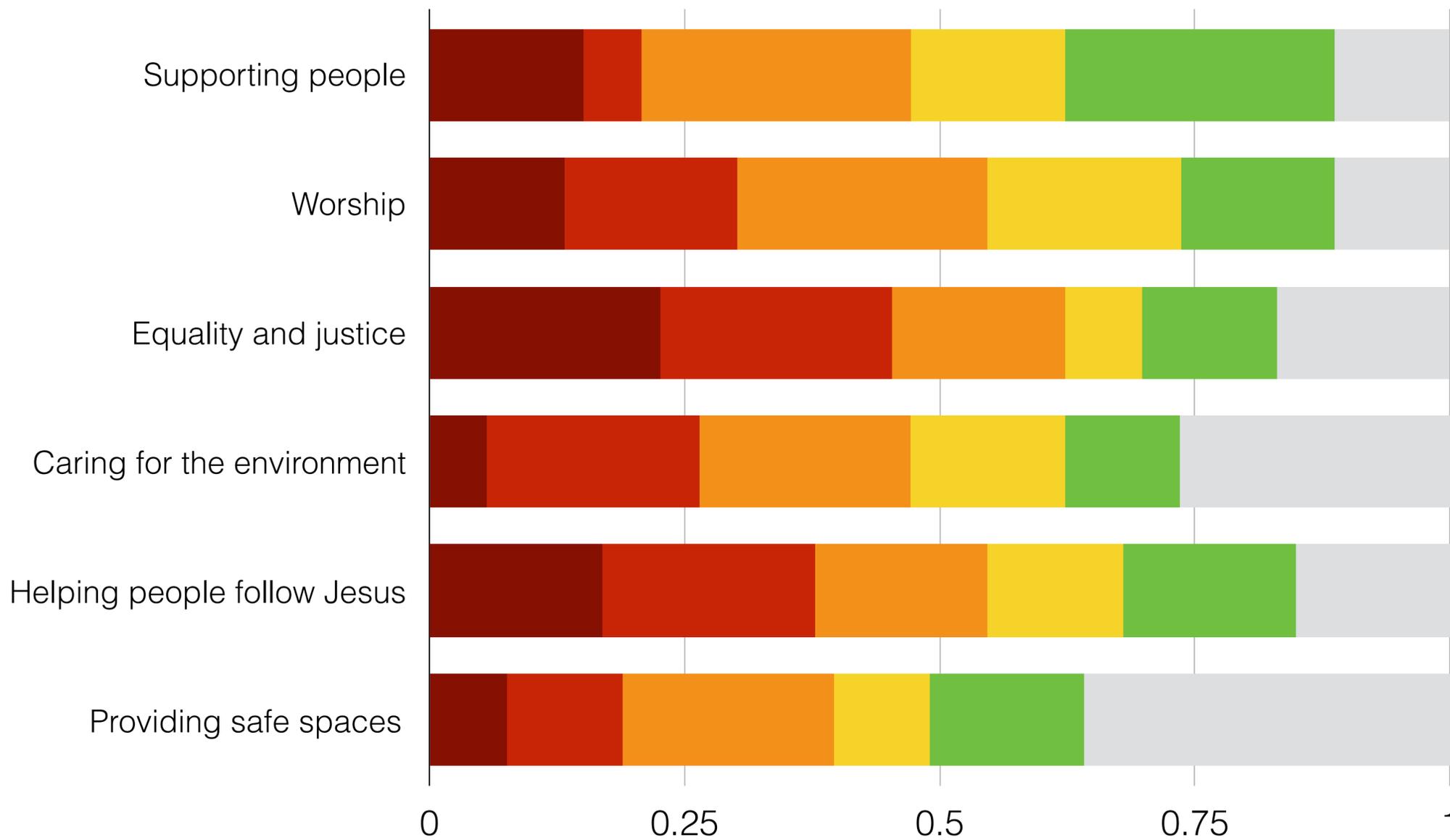
No obvious Deanery strategy. Individual efforts on a parish level.

Not seen much evidence of this.

I don't associate this at all with the Church of England.

Question 2 - Non-white - overview

■ 1 (Poor)
 ■ 2
 ■ 3
 ■ 4
 ■ 5 (Good)
 ■ Don't know

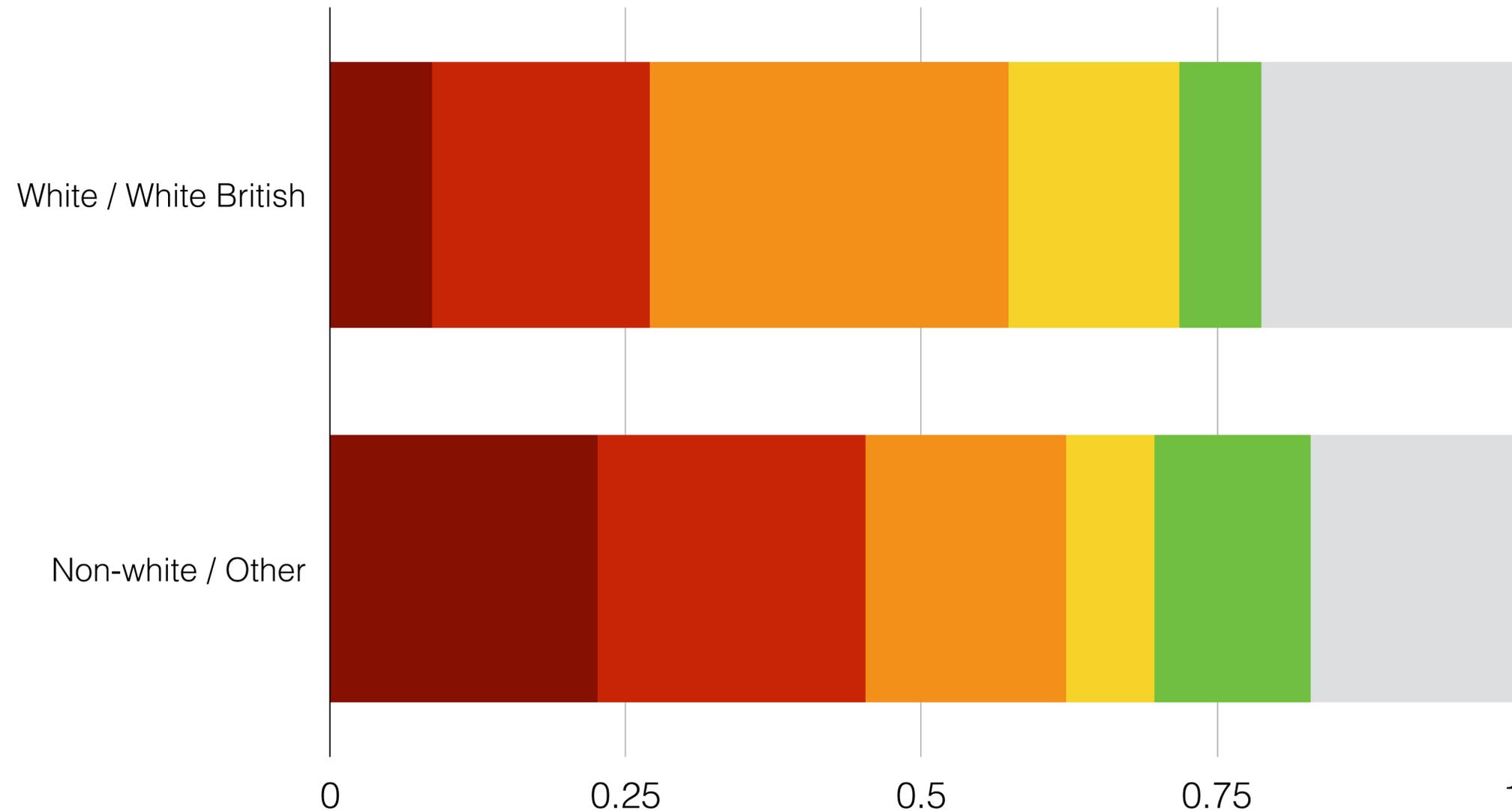


What is the vision and the real intention behind this? If it is to keep bums on seats and to keep the hierarchical structure or is it to break down and rebuild? If the establishment is remaining there is no point – this cannot be a one off. It needs to be progressive.

- ▶ 53 responses.
- ▶ ‘Supporting people’ shown as the area the CoE is addressing successfully.
- ▶ The CoE is less successful at addressing issues of ‘Equality and justice’ and ‘Helping people follow Jesus.’

Question 2 - Non-white on 'Equality and justice'

■ 1 (Poor)
 ■ 2
 ■ 3
 ■ 4
 ■ 5 (Good)
 ■ Don't know



- 50% of White respondents scored the CoE 3 (neutral) to 5 (good) on issues of equality, while around 20% didn't know how to respond.
- 50% of Non-white respondents scored the CoE 1 (poor) to 2 on addressing issues of race, and a further 17% scored it 3 (neutral).

Question 2 - Non-white on 'Equality and justice'

The church feels uncomfortable to really stand up for all with courage.

Emerging as a critical issue and this is as it should be.

Trust and confidence needs to be built by the leadership so people believe that they mean to take real action – this time. We have been here before and why are we still here now?

Supporting people who are dealing with inequality is good, but the church is poor about speaking out about systemic inequality, especially regarding race; indeed the church itself is an organisation that perpetuates inequality.

Lots of mouth about this but very little action to support the fine words. Church is seen as exclusive & cliquey.

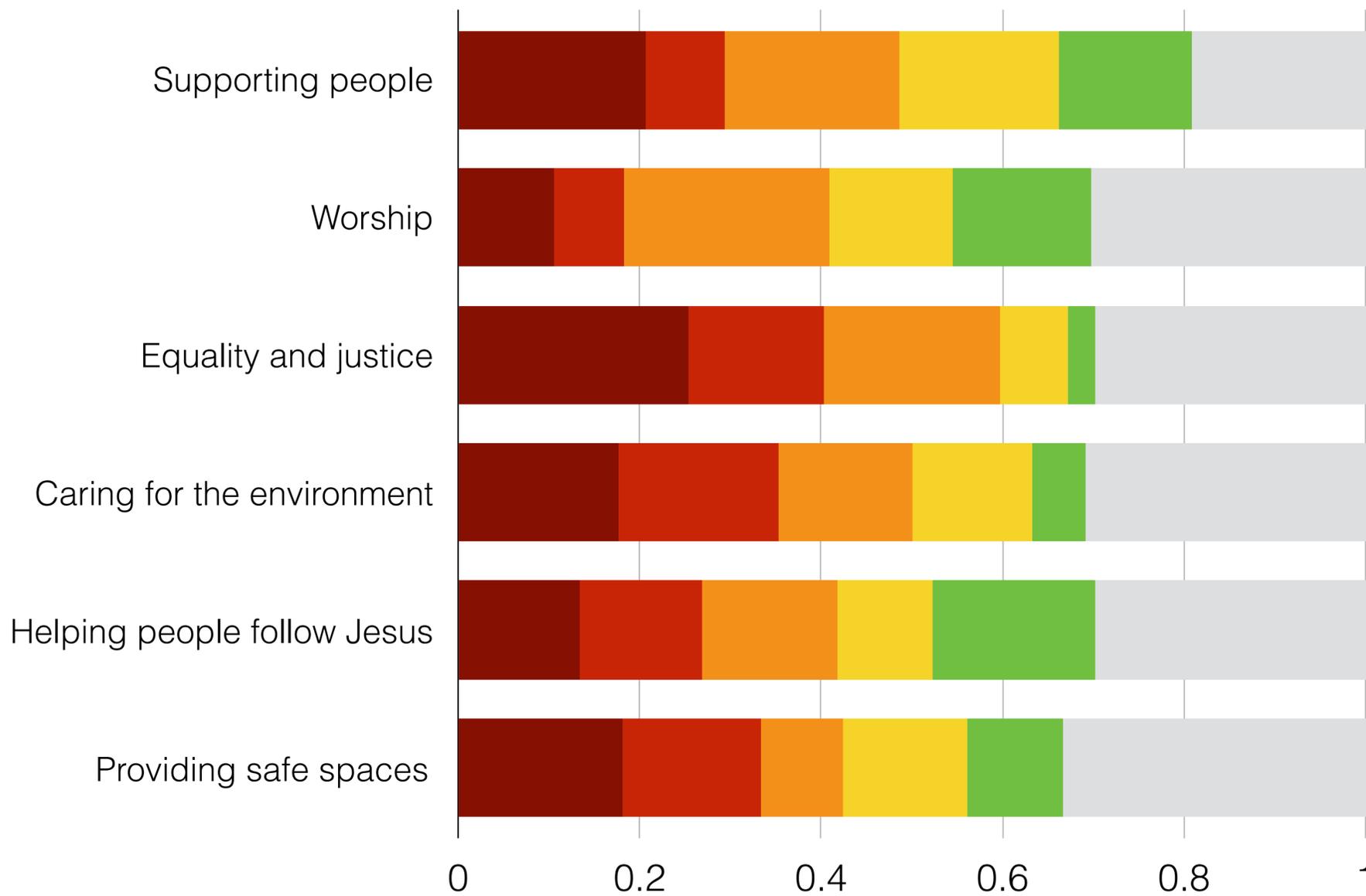
Many words, not much action.

People of Colour have felt not heard, there has not been a space for them to express themselves and their experiences; where people have explained their experiences of racism, they have not been believed.

Reducing people to a race or sexual identity causes loss of sense of all one in Christ.

Question 2 - Non-heterosexual - overview

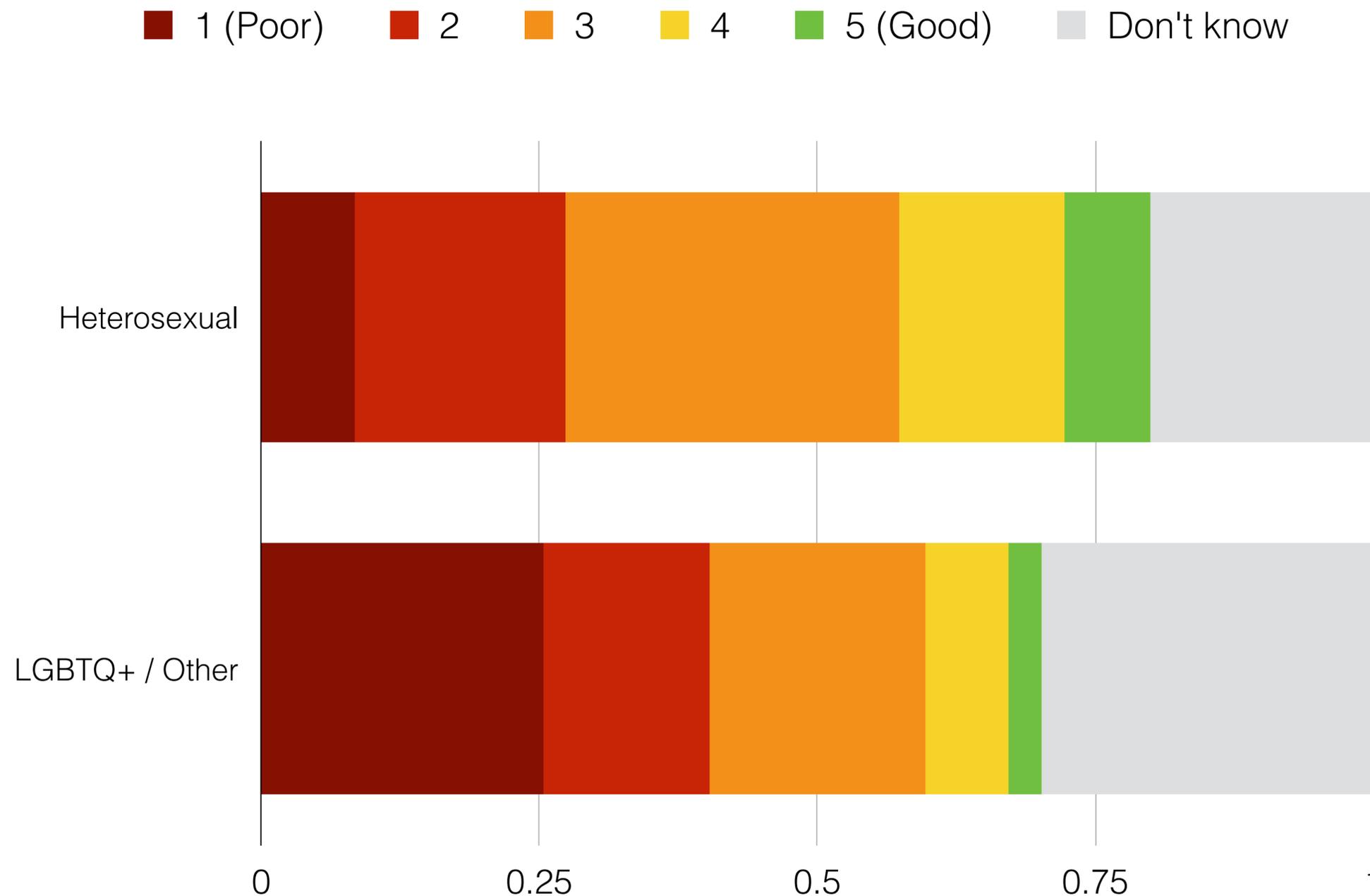
■ 1 (Poor)
 ■ 2
 ■ 3
 ■ 4
 ■ 5 (Good)
 ■ Don't know



I have to find out their views on LGBTQI+ people before joining the church.

- ▶ 68 responses.
- ▶ 'Supporting people' and 'Worship' shown as areas the CoE is addressing successfully.
- ▶ However, on 'Equality and justice' and 'Providing safe spaces' over a third of respondents scored them either 1 (poor) or 2.

Question 2 - Non-heterosexual on 'Equality and justice'



- ▶ Over 50% of Heterosexual respondents scored the CoE 3 (neutral) to 5 (good) on issues of equality, while around 20% didn't know how to respond.
- ▶ Over 40% of Non-heterosexual respondents scored the CoE 1 (poor) to 2 on addressing issues of equality, and a further 19% scored it 3 (neutral).
- ▶ 30% of Non-heterosexual respondents didn't know how to respond to this question, which qualitative data suggests could be due to confusion around the Church's stance on LGBTQ+ rights.

Question 2 - Non-heterosexual on 'Equality and justice'

No equality for LGBT members or women clergy.

The church in the region appears to be more vocal on issues of equality and justice. It has a greater voice on social media and has played a part in connecting with people involved in various Bristol based protests.

Over-the-top LGBT stuff.

The Church could do more to push for greater equality, particularly for younger people.

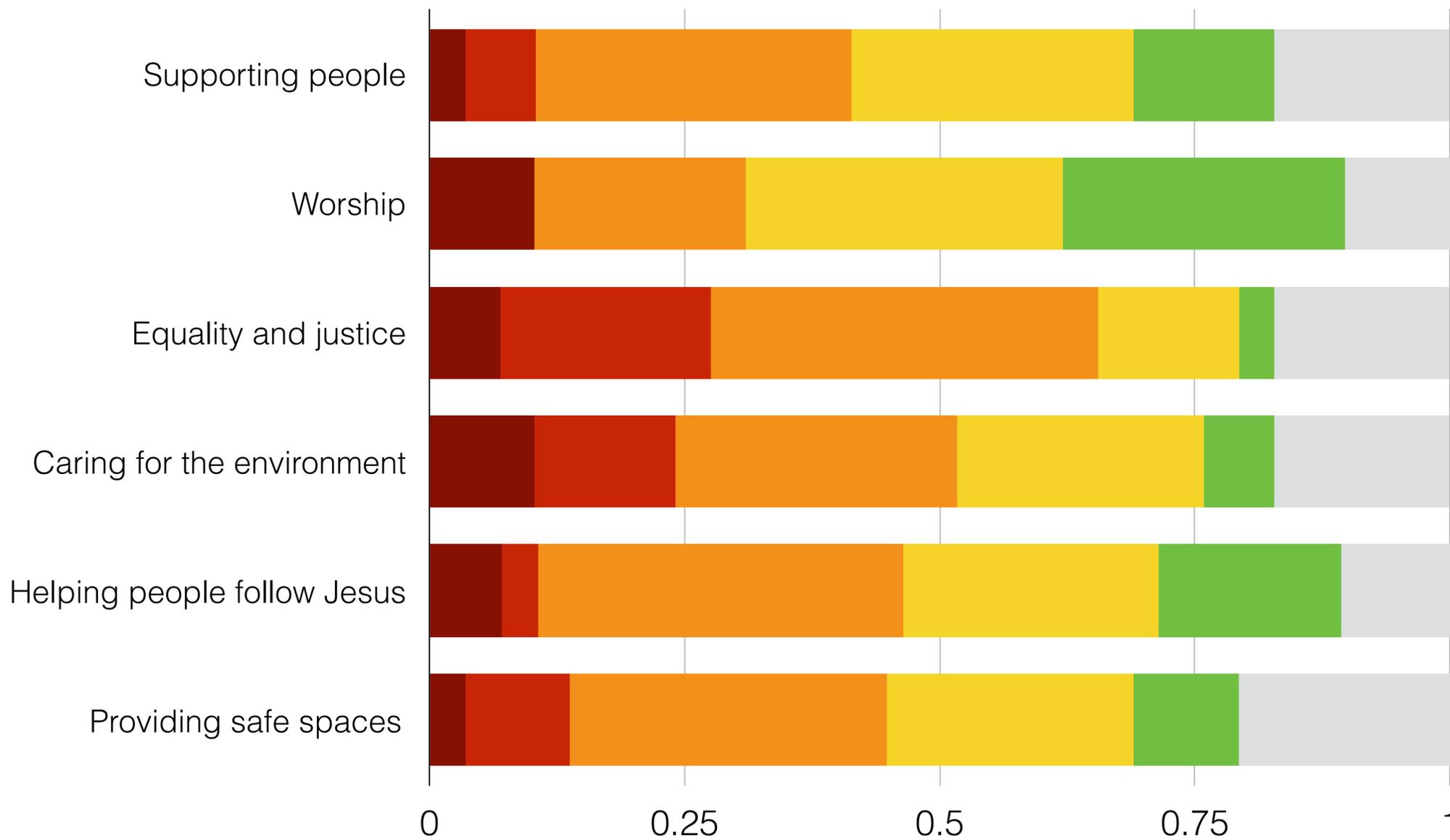
Equality is incompatible with CoE dogma.

I never feel this is an area of strength for the church. I am a lesbian and feel that there are other branches of christianity which make me feel more equal and welcome.

Fear is very much felt and distracts from my ability to worship.

Question 2 - Under 25s - overview

■ 1 (Poor)
 ■ 2
 ■ 3
 ■ 4
 ■ 5 (Good)
 ■ Don't know

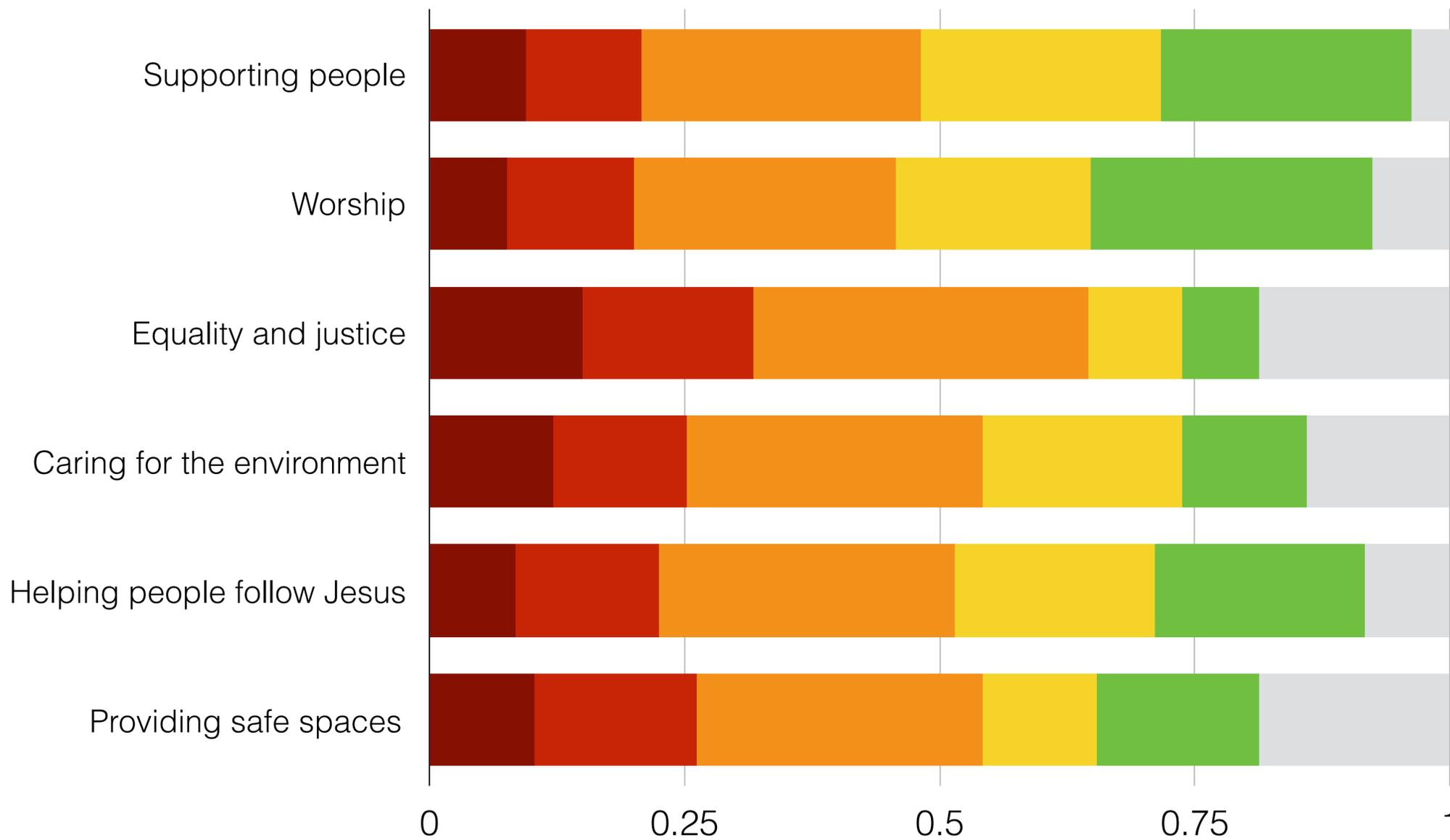


Being at the frontline of local and national debates about equality and justice, so people think that we care about this issues and our putting our actions where our words are.

- 29 responses.
- ‘Supporting people’ and ‘Worship’ shown as areas the CoE is addressing successfully.
- The CoE is less successful at addressing issues of ‘Equality and justice’ and ‘Caring for the environment.’

Question 2 - Disabled people - overview

■ 1 (Poor)
 ■ 2
 ■ 3
 ■ 4
 ■ 5 (Good)
 ■ Don't know



The Church moving online has opened the doors to many disabled people unable to attend Church physically. This has increased understanding of what it's like to be disabled.

- ▶ 108 responses.
- ▶ 'Supporting people', 'Worship' and 'Helping people follow Jesus' shown as areas the CoE is addressing successfully.
- ▶ Higher percentage of 1 (poor) scores in 'Equality and justice' and 'Providing safe spaces' compared to total data set.

Question 3:

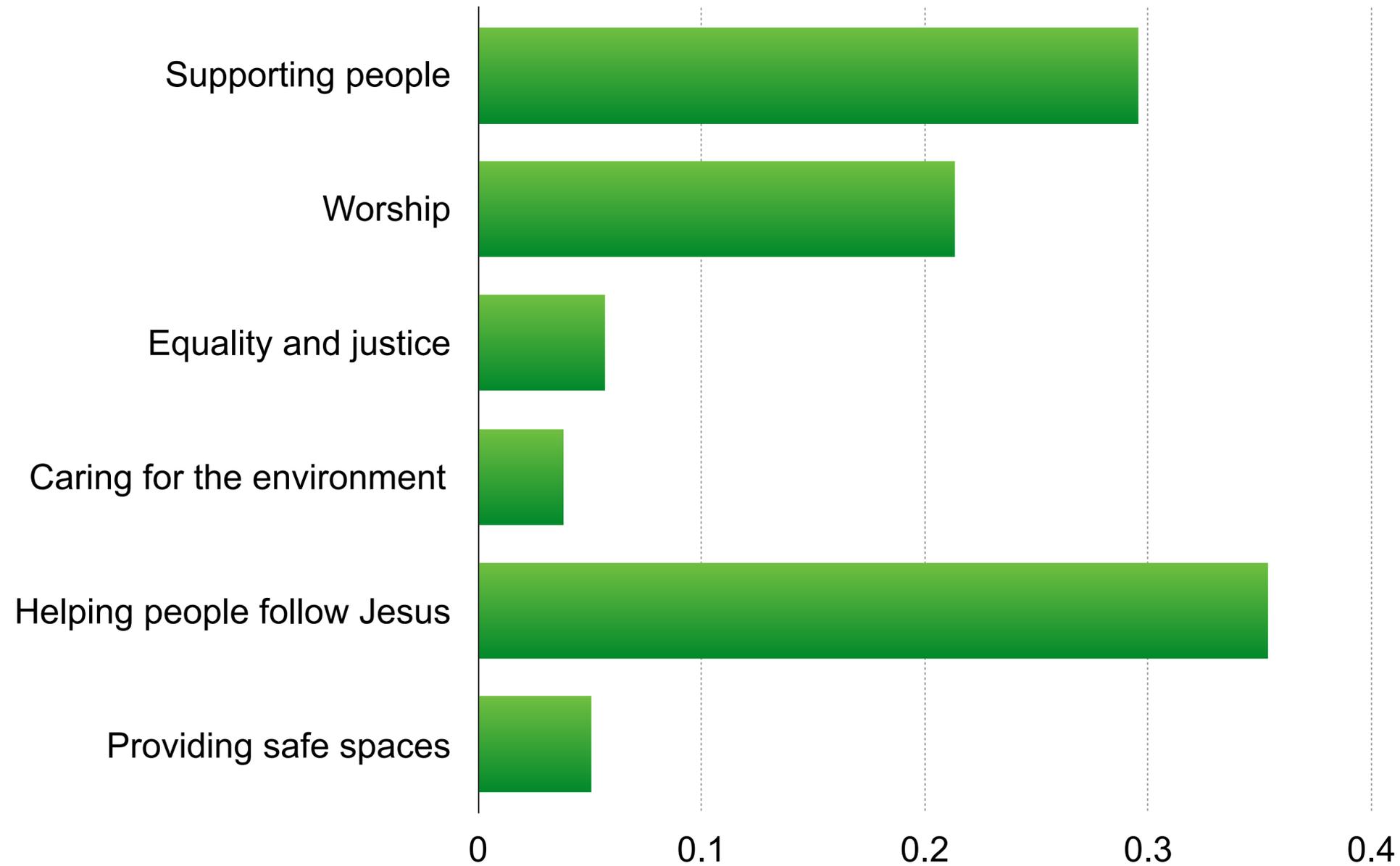
Please prioritise the following in order of importance for the future:

- Supporting people
- Worship
- Equality and justice
- Caring for the environment
- Helping people follow Jesus
- Providing safe places in communities

Question 3 - Summary

- The majority of respondents chose 'Helping people follow Jesus' as the Church's main priority, followed by 'Supporting people' and then 'Worship'. For their least important priority, the majority chose 'Providing safe spaces in communities', followed closely by 'Caring for the environment'.
- When dissected by race, age and disability, the results are largely unchanged.
- However, for Non-religious participants, 'Supporting people' was voted the highest priority, and 'Helping people follow Jesus' the lowest. A third of Non-heterosexual participants ranked the latter as the least important priority too, as did a fifth of Non-white participants.
- Amongst all minority groups, 'Providing safe spaces in communities' received fewer votes for the lowest priority suggesting safe spaces are more important to them.
- More Under 25s voted 'Equality and justice' as the main priority than in any other group, although 'Helping people follow Jesus' still scored highest.

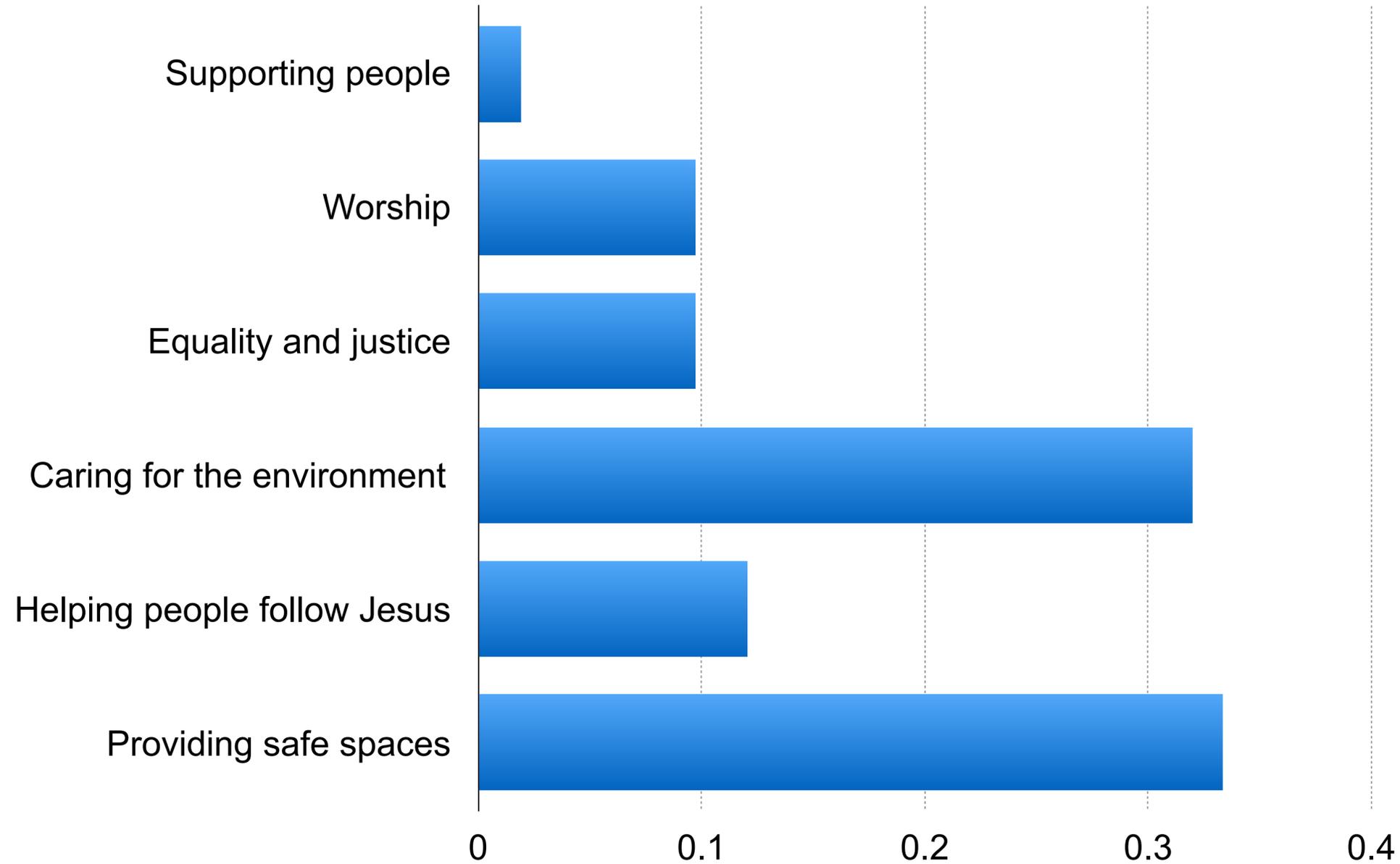
Question 3 - The top priority



Some felt the supporting people should be the top priority, with worship as second, but the majority of the group felt that worship and discipleship were the two most important as they are what makes the Church distinctive.

- 1,224 people responded.
- 'Helping people follow Jesus' was the top priority for respondents with 35% of the votes, closely followed by 'Supporting people' and 'Worship'.

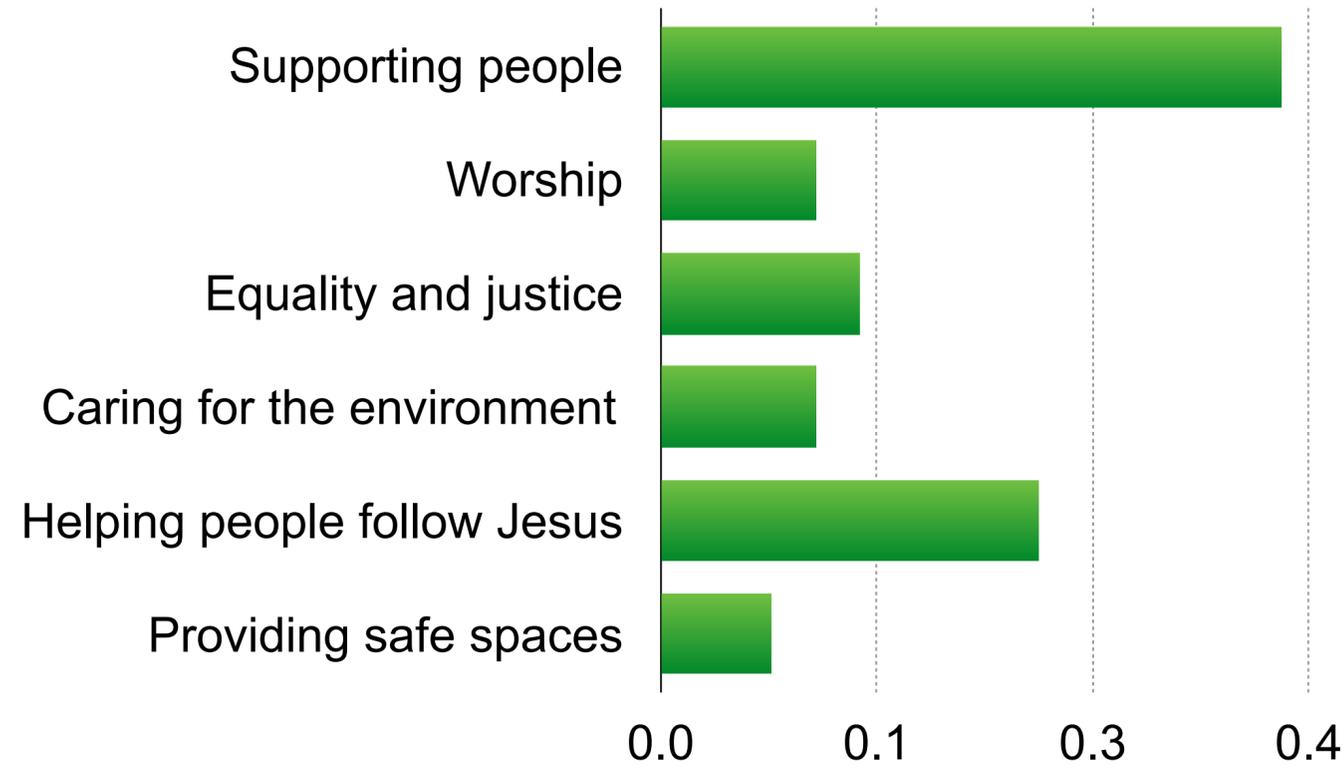
Question 3 - The last priority



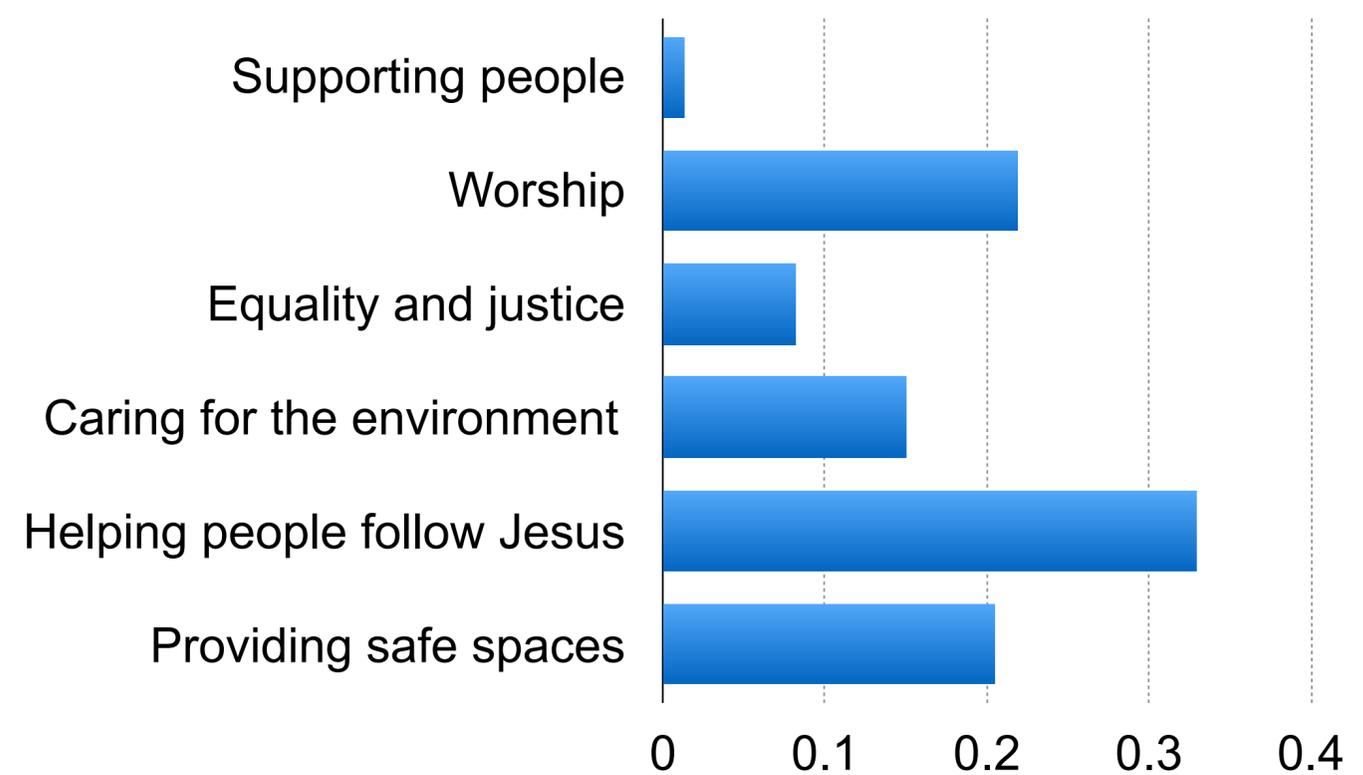
- 1,224 people responded.
- 'Providing safe spaces' was the last priority for respondents with 33% of the votes, closely followed by 'Caring for the environment' with 32%.

Question 3 - Priorities for Non-religious participants

Top priority



Last priority

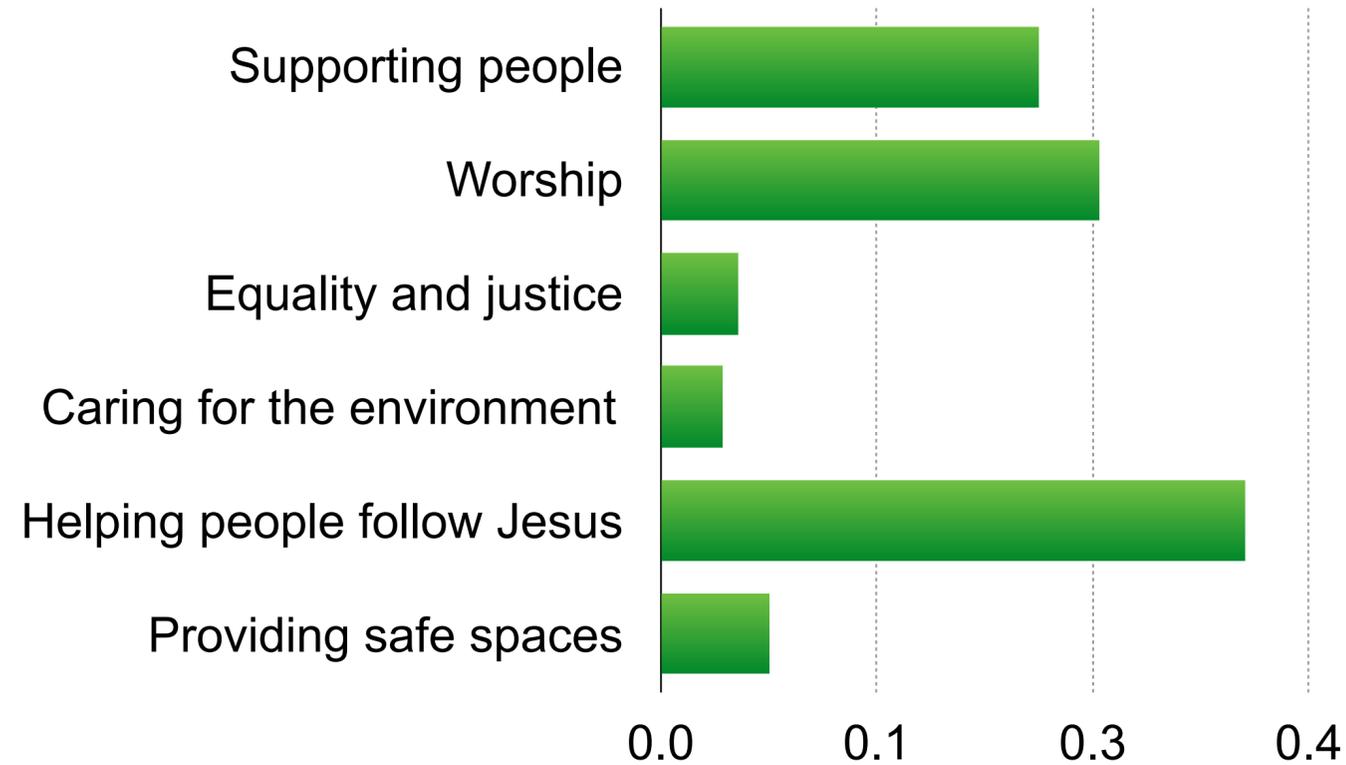


- ‘Supporting people’ was the most important pillar for Non-religious participants (+9% compared to total data set). ‘Worship’ scored lower (-11%) as their No.1 priority for the Church, as did ‘Helping people follow Jesus’ (-12%).

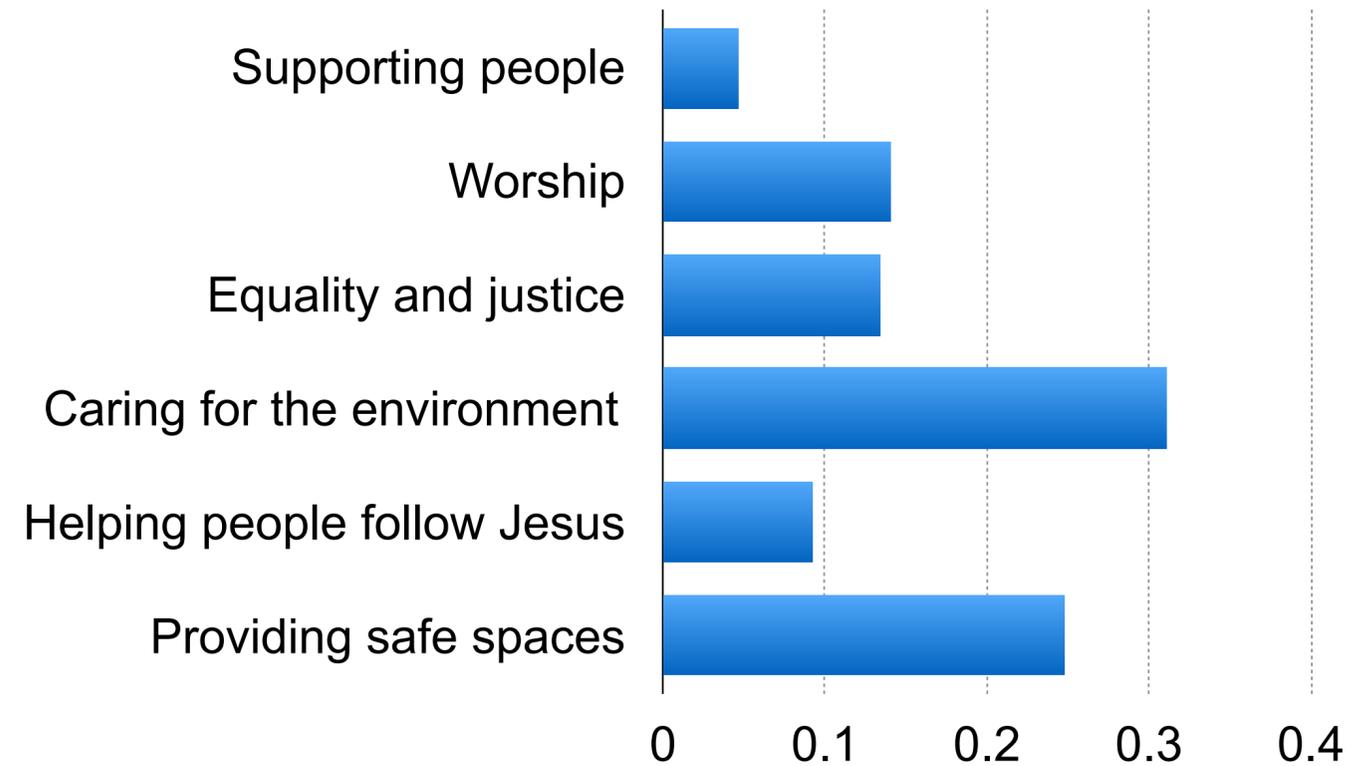
- ‘Helping people follow Jesus’ (+20%) was voted the least important pillar, and ‘Worship’ soon after (+10%). However, providing safe spaces scored lower (-10%) so seems to be more important to Non-religious people.

Question 3 - Priorities for Disabled participants

Top priority



Last priority

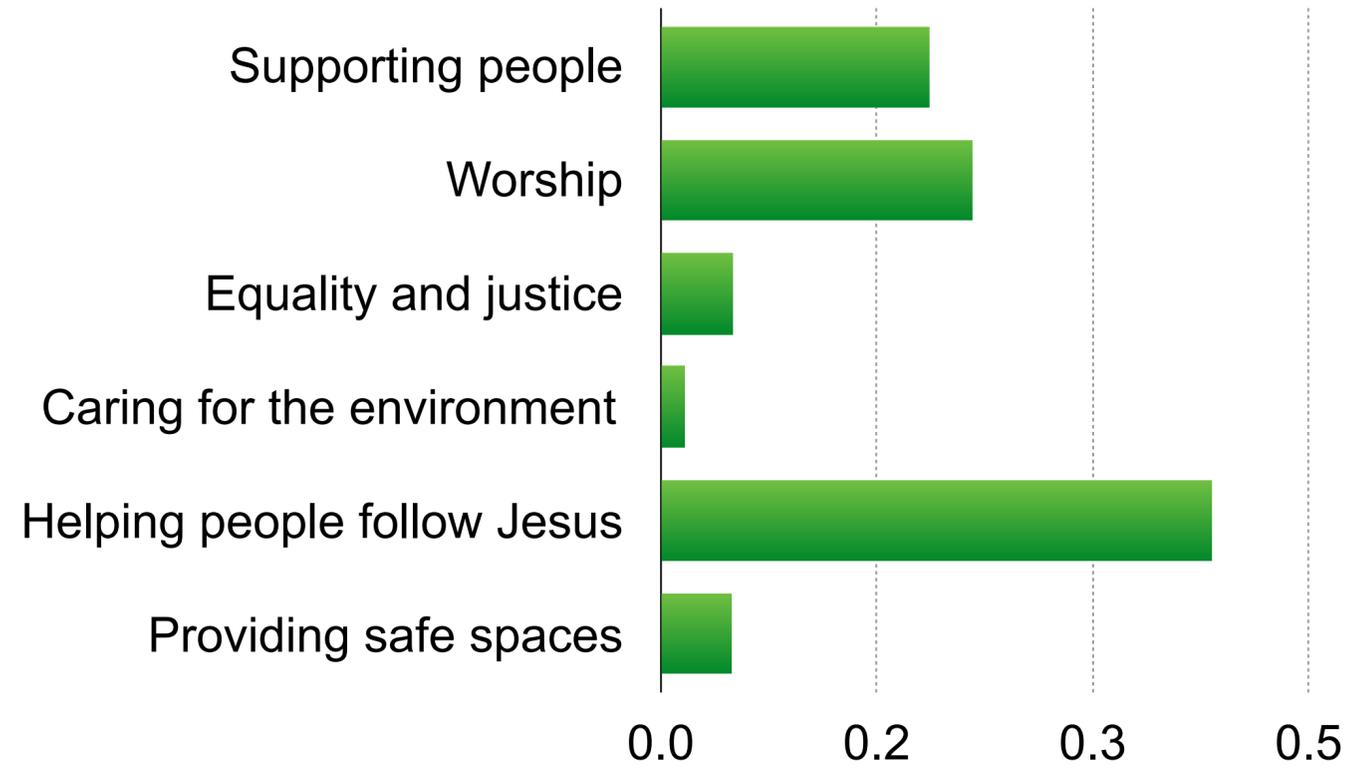


- ‘Helping people follow Jesus’ was the most important pillar for Disabled participants. ‘Supporting people’ scored lower (-7% compared to total data set) as their No.1 priority for the Church.

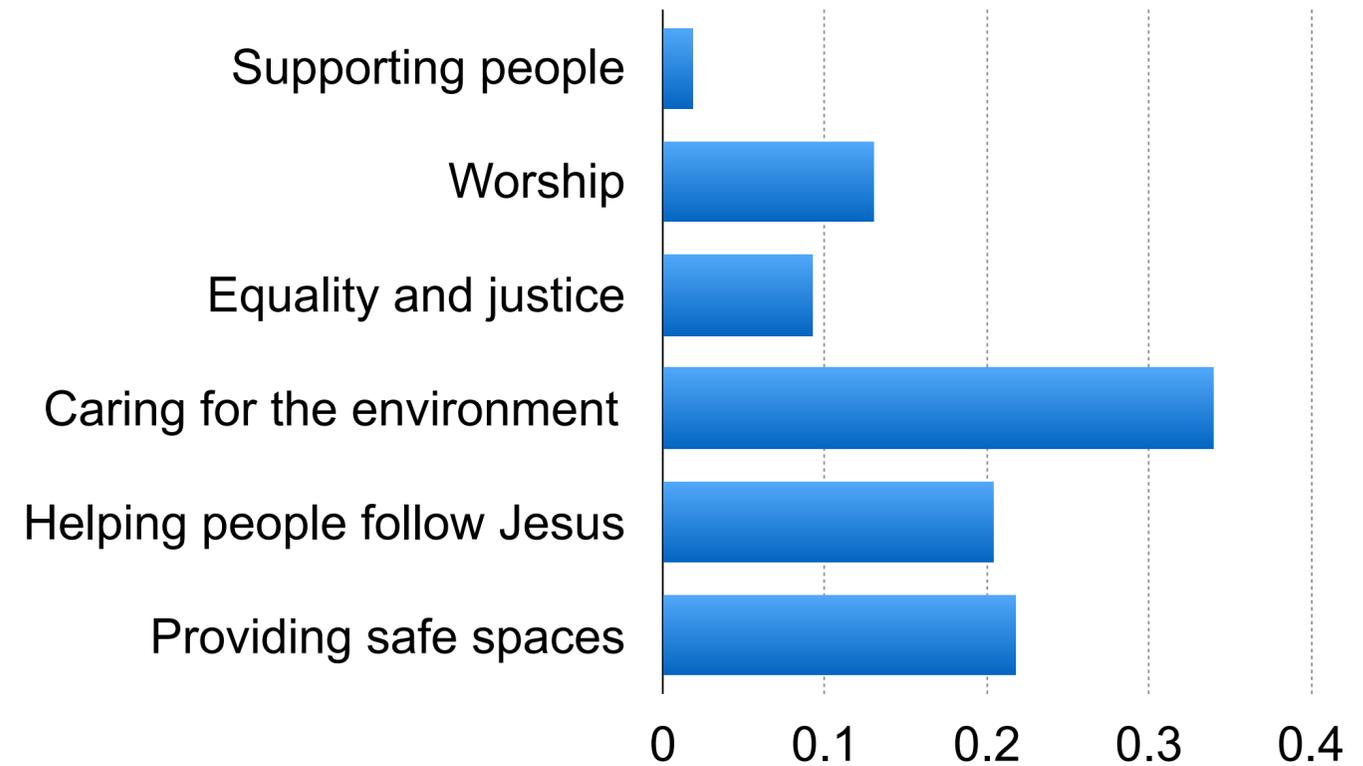
- ‘Caring for the environment’ was voted the least important pillar. ‘Providing safe spaces in communities’ came soon after but scored lower (-9%) so seems to be more important to Disabled people.

Question 3 - Priorities for Non-white participants

Top priority



Last priority

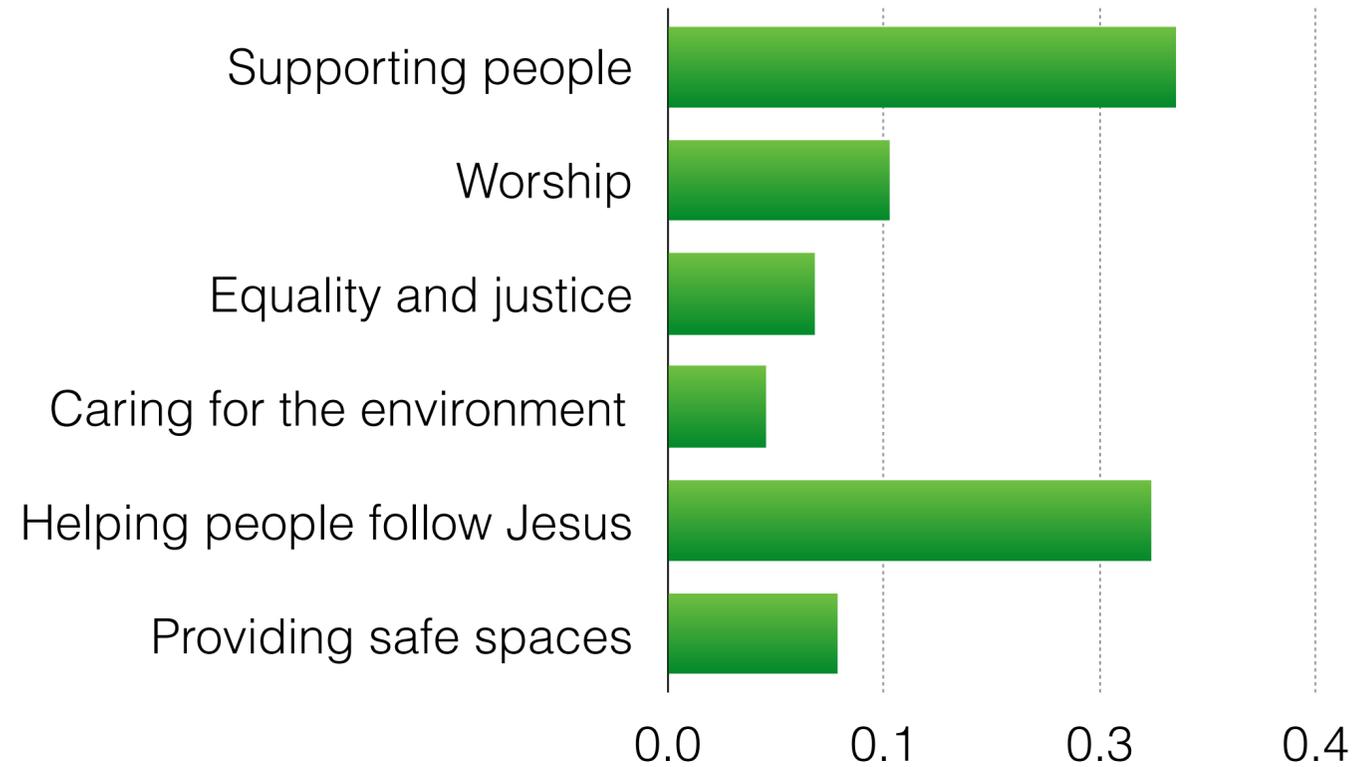


- ‘Helping people follow Jesus’ was the most important pillar for Non-white participants and received a larger share of the votes than in the full data set (+7% compared to total data set).

- ‘Caring for the environment’ was voted the least important pillar, followed by ‘Providing safe spaces’ (-11%). Interestingly, ‘Helping people follow Jesus’ received the third highest votes for least important priority showing a divergence in opinion amongst this subset.

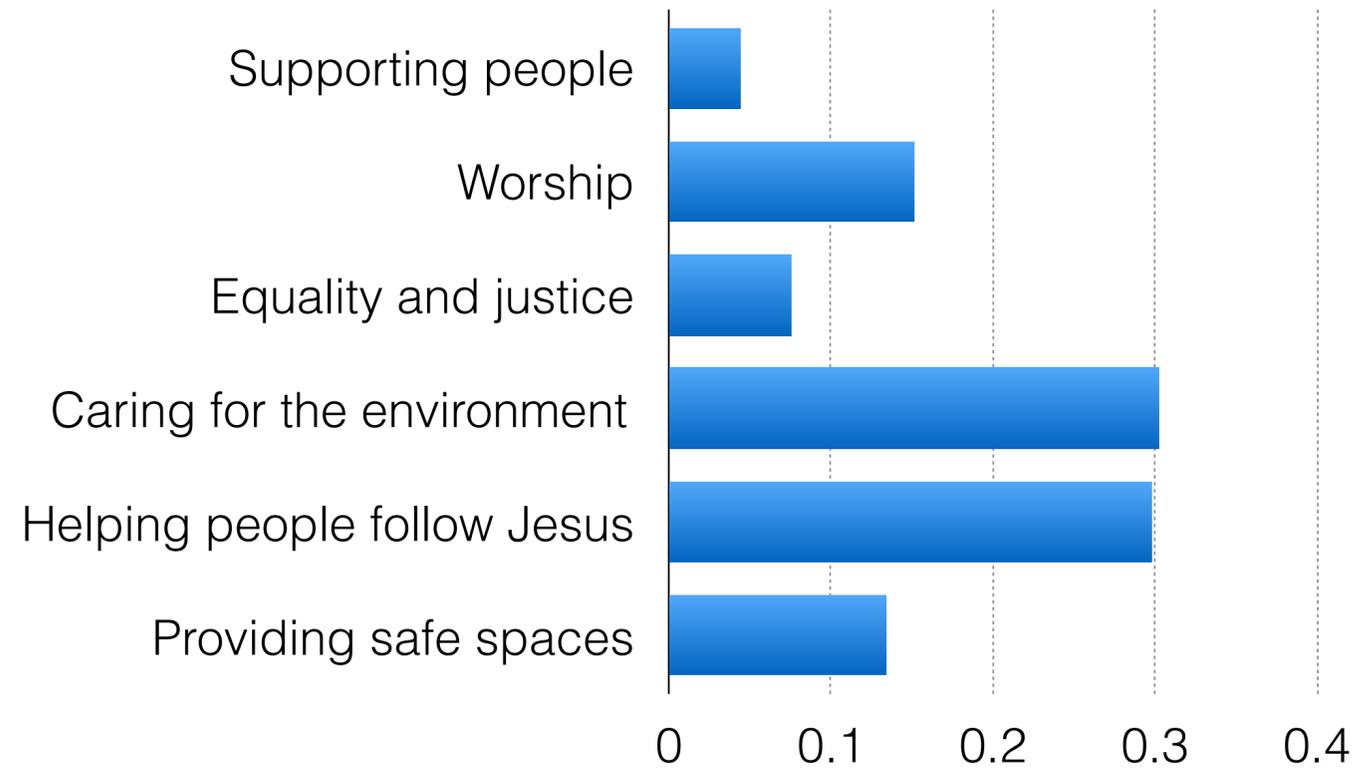
Question 3 - Priorities for Non-heterosexual participants

Top priority



- ‘Supporting people’ was the most important pillar for Non-heterosexual participants, with ‘Helping people follow Jesus’ also scoring highly.

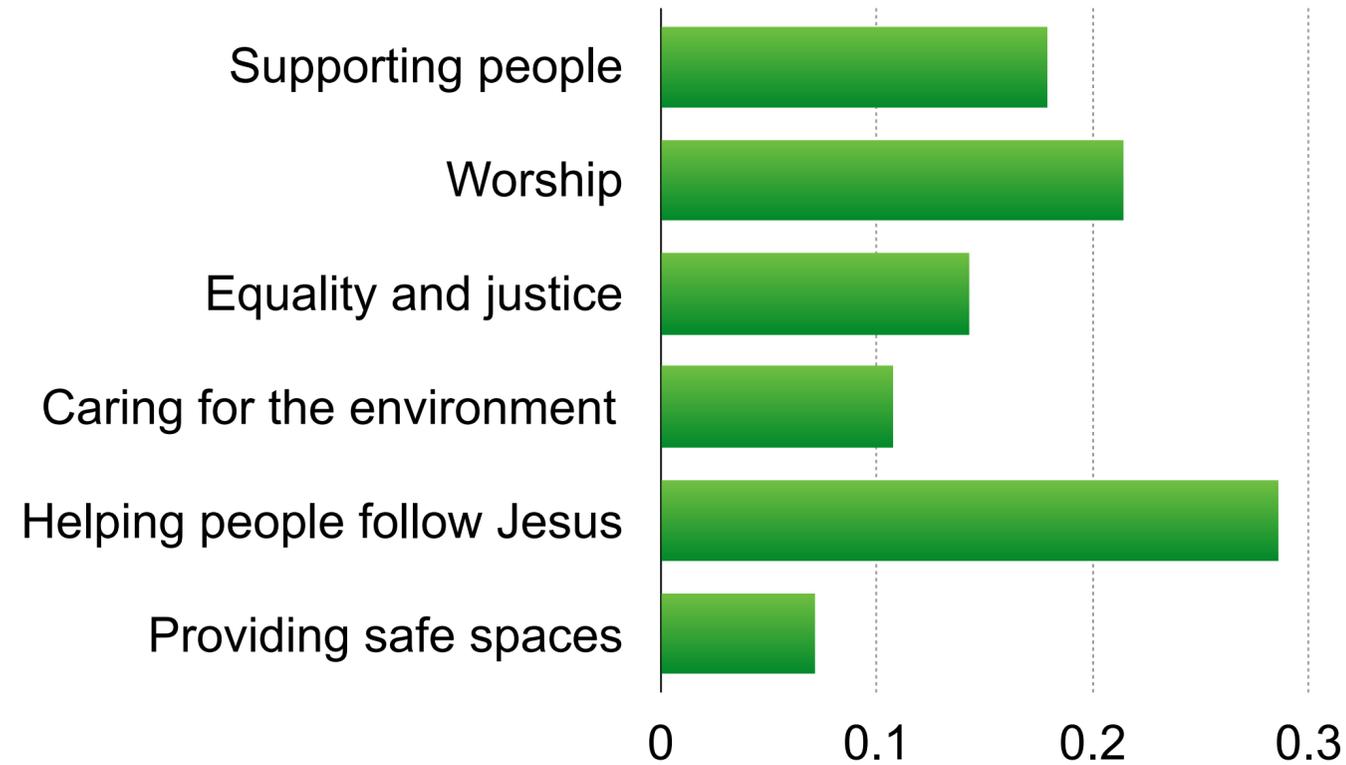
Last priority



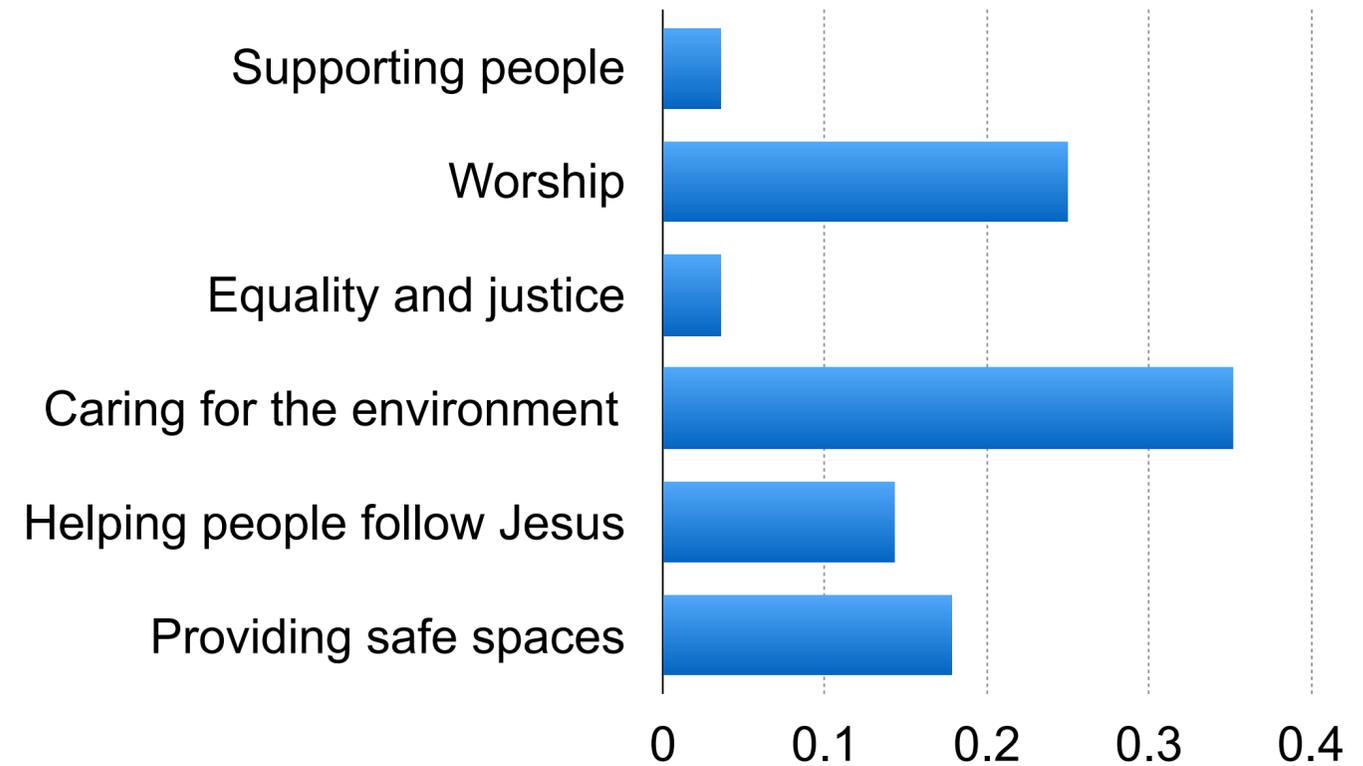
- ‘Caring for the environment’ was voted the least important pillar, closely followed by ‘Helping people follow Jesus’ (+17% compared to total data set) showing a divergence in opinion amongst this group. ‘Providing safe spaces’ also received fewer votes (-20%).

Question 3 - Priorities for Under 25s

Top priority



Last priority



- 'Helping people follow Jesus' was the most important pillar for Under 25s. 'Caring for the environment' scored slightly higher for younger people as their No.1 priority (+7% compared to total data set), as did 'Equality and justice' (+9%).

- 'Caring for the environment' (+3%) was voted the least important pillar, but 'Worship' came soon after (+15%). However, providing safe spaces scored lower (-14%) so seems to be more important to Under 25s.

Question 4:
What, if anything, do you value most about your local church?



Question 4 - Summary

- ▶ The majority of respondents valued the relationships they built with other members of the Church and the ability to worship God together.
- ▶ The following key words came up most in responses: Community, People, Worship, Fellowship, Support.
- ▶ However, when the data is dissected by demographic, the following trends appear:
 - ▶ Non-religious respondents value the physical building (as a landmark, community space and piece of history) and the services the Church provides.
 - ▶ Under 25s value the intimate family dynamic and mentorship.
 - ▶ Non-heterosexual respondents value acceptance and community.
 - ▶ BAME respondents value inclusivity, diversity and worship.
 - ▶ Disabled respondents value accessibility (e.g. Zoom during COVID-19), acceptance and friendship.

Question 4 - Key word quotes

It's presence in the local community, running non-religious community services.

The love and support of the individuals, sharing Jesus' love.

Fellowship.
A safe, holy space.

It's friendliness and caring for people; the church building's accessibility - open during the daytime 7 days a week.

An inclusive space and community that values silence, mystery, eucharistic worship. A place where you can ask questions. A church that is passionate about social justice, equality, and inclusivity.

The friendliness, concern for each other, worshipping together, and spiritual guidance and laughter.

Question 4 - Key word quotes

I can be more open and vulnerable with my church friends than with my non-religious friends. There's a shared spiritual and emotional understanding of how God wants us to live, and the community provide healthy accountability to support me to make good choices.

People are our biggest treasure.

Worship and 'being outside of yourself' or touching the sublime.

Supporting people: priority placed on developing a holistic ministry – combining physical help, spiritual guidance and worship needs in both the home and church settings.

Sense of community - feeling accepted, meeting people from different backgrounds, and feeling accepted even if low, damaged or isolated.

Belonging to God's family. Community, fellowship and friendship.

Question 4 - Quotes by demographic

Non-Religious

- ▶ It's a pleasant looking thing, and provides a collection point for the food bank.
- ▶ Beautiful architecture and history.
- ▶ It provides a place for food bank donations to be collected and shelter for those who have none. Also, the grounds are well kept and provide a bit of green space in an otherwise densely built high street.
- ▶ It's a landmark, but it's not somewhere I feel I can go or that I could be a part of.
- ▶ I'm not a church goer or believer in god, but churches are nice to look at.

Young people

- ▶ The community and family, being supported through difficult times.
- ▶ The space to meet people, connect with God and learn more about Him.
- ▶ It's intimacy due to it being so small. Provides a safe space and a place to be known.
- ▶ Their willingness to engage with culture without compromising the gospel for it.
- ▶ Vicar is a legend.
- ▶ The youth opportunities that are on offer throughout our youth group.
- ▶ I love the amazing people at my church because they are always willing to help me and listen to my problems.

Question 4 - Quotes by demographic

Gay, Bisexual, Asexual

- ▶ The community and family, being supported through difficult times.
- ▶ It allows me to be me.
- ▶ Gives options for doing outreach in the community as a legitimate way of doing church.
- ▶ Love and acceptance.
- ▶ Value when a church is open about their inclusive position.
- ▶ The lifelong sustaining friendships across all sectors of society.
- ▶ The prominence of women in the leadership teams.
- ▶

Race (non-White/White British)

- ▶ The wonderful diversity of the congregation, and the support that people give, both within and beyond the church. Inclusive, creative worship, with the Eucharist at its heart.
- ▶ Live streaming during COVID-19 has been incredible.
- ▶ It is made up of people from different races.
- ▶ Pews are never comfortable, yet sitting and praying in our old church is the most comfortable place for me on earth.
- ▶ We value fellowship, friendship and love most of all.
- ▶ Sense of community. Commitment to worship.

Question 4 - Quotes by demographic

Disability

- ▶ The friendship of the congregation and their support. They are non-judgemental.
- ▶ It's involvement in community particularly with regards to food banks.
- ▶ I can be myself without being judged.
- ▶ All the people, and the way everyone has kept in touch, through weekly news sheets, phone calls and e-mails.
- ▶ The thing I love about our church is that they are always open to new ways of doing things and they are just incredibly supportive. They are open to conversations about disability.
- ▶ Meeting people, making new friends, doing crafts, singing, bible readings.

Question 5:
What, if anything, are you less proud of in your local church?

Question 5 - Summary

- ▶ The majority of respondents were less proud of the perception of the Church as exclusionary and want to more outreach work to be done.
- ▶ The following key words came up most in responses: Lack, People, Community, Worship.
- ▶ However, when the data is dissected by demographic, the following trends appear:
 - ▶ Non-religious respondents are less proud of the bureaucracy, lack of activism and lack of diversity.
 - ▶ Under 25s are less proud of the political inaction on matters of equality.
 - ▶ Non-heterosexual respondents are less proud of lack of acceptance of LGBTQ+.
 - ▶ BAME respondents are less proud of the history of the Church and its focus on white, middle-class individuals.
 - ▶ Disabled respondents are less proud of 'healing' messages and inaccessibility.

Question 5 - Key word quotes

- The phrase 'lack of' came up repeatedly across both the questionnaire and the workshop feedback. However, the responses were wide-ranging:
 - The lack of diversity
 - Lack of connection and integration with the community
 - Lack of contact from the Church
 - Lack of communication
 - Lack of imagination to change outlook according to circumstances
 - Lack of visual support at demonstrations
 - Lack of resources
 - Lack of dynamic leadership. We seem to aim to get by with what we've always done.
 - The lack of lobbying to make food banks less essential for less people.
 - Lack of children in Church
 - Lack of overt stance on issues of justice and environment
 - Lack of work with children and young people
 - Lack of community
 - Lack of women in leadership
 - The lack of facilities (e.g. a toilet)
 - The lack of congregation
 - National lack of confidence in the gospel means the church is unwilling to speak truth to power
 - Some lack of generosity - in time, commitment and of spirit, as well as financial
 - Lack of self-confidence in what we can do, should be more proud of what we have achieved
 - Lack of confidence in talking about our faith
 - Lack of volunteers.

Question 5 - Key word quotes

Standoffishness in some people, the lack of diversity and the lack of inclusion of a variety of ages.

Resistance to change, lack of awareness of how many people do not know Jesus, lack of confidence in speaking about their faith.

There is a lack of being present in the community. We should be at the heart of the community and not expect the community to come to us we should go to them.

Lack of people under about 50 years old in our worshipping community. Lack of modern worship hymns/songs in the mix. The church seems to be a "community church" rather than a "parish church" - seeking to serve a worshipping community rather than minister to the town as a whole.

That we are not in fact multiracial and there are no regular brown or black faces. That for all our profession of inclusivity we don't know how to interact with people who do not agree with us.

Question 5 - Key word quotes

The consumer mentality in most churches as many people focus on what they can get rather than what they can give.

Some churches in Bristol lack diversity and it doesn't feel like Bristol when you step into them - it's not representative.

Failure to communicate - not addressing negative narratives (from outside) about the Cathedral. Not all LGBTQ community understand that the Cathedral is welcoming to them (though it is).

People declared a personal lack of pride in their church, an apathy and laziness that led to a lack of personal responsibility for the role of the church. From the inside looking out it's hard - but perhaps the church is cliquey and hard to break into.

Religious words and concepts difficult/impossible for those unfamiliar and new to Anglican worship eg. who understands "salvation to bestow" or "the Lamb of God"?

The expectation that people will come to us - this assumption is a mistake and we are missing out massively. No children or young people attend. We're not offering what engages younger people in the worship and life of the church.

Question 5 - Quotes by demographic

Non-Religious

- ▶ Lack of visual support at demonstrations.
- ▶ We need to do more to become representative of the city in terms of ethnic and socio-economic diversity.
- ▶ Disorganisation, too many structures, bureaucracy, ponderous decision making.
- ▶ Lack of diversity in all aspects, need to be more inclusive, slow to really include those on the edge.
- ▶ Worship only makes sense to the existing and dwindling congregation.
- ▶ My young and impressionable children [...] have been subjected to religious activities through the Church to which I have not consented. This indoctrination is unacceptable.

Young people

- ▶ We haven't spoken out as loudly on matters of inequality.
- ▶ Some worship music can be really bad.
- ▶ Culturally homogeneous (mostly middle class and culturally British) and doesn't reflect the diversity of God's people.
- ▶ Lack of intention to act against injustice.
- ▶ I worry that as it gets bigger it will become more of a church programme, seeing reaching people as a project, rather than building the kingdom on relationship lines.
- ▶ Being homophobic, not being accommodating, trying to be too politically correct when really they should be supportive no matter.

Question 5 - Quotes by demographic

Gay, Bisexual, Asexual

- ▶ Not being able to be honest about the fact that I am queer, out of fear that people will judge and exclude me. I have been part of a church for 5 years, but never told my vicar.
- ▶ [...] it does not treat people who are LGTBQ as equal Christians/humans. While it 'allows' them to participate, it will not bless them, marry them, speak up or stand up for them [...] The God I follow loves unconditionally and recognises and celebrates all true love.
- ▶ We are very welcoming to everyone, but are sometimes seen as not being so due to the rules of the national Church.
- ▶ LGBTQI+ people don't know where they stand because the messages are so mixed.

Race (non-White/White British)

- ▶ It can feel like an exclusive environment.
- ▶ Inability to identify with lives of most people.
- ▶ Too much emphasis on a white norm.
- ▶ Massive distrust of institutions including the church among the lower socio-economic groups.
- ▶ The church needs to be aware of the position of People of Colour in the church who may find themselves in a compromising position if they are seen to be helping to support an establishment that doesn't change, and this renders them as 'sell outs' in their communities.
- ▶ We need to see more people resembling us, to motivate us.

Question 5 - Quotes by demographic

Disability

- ▶ Going to physical church is really hard – it exhausts me. [...] Even the really lovely people come out with really ableist comments [...] I don't want to be seen as a spectacle all the time – either viewed as a inspirational or a tragedy.
- ▶ Lack of anything outside monthly learning disability services which nurtures my faith.
- ▶ Our lack of resources, both financial and small numbers.
- ▶ How it has poor access and no toilet.
- ▶ Most churches are quite set in their ways and reluctant to change so don't want to adapt to include disabled people.

**Question 6:
What opportunities do
you see for the Church
of England in our region?**

Question 6 - Summary

- ▶ Respondents saw an opportunity to create a more proactive, accessible (using digital technology) and inclusive Church with a focus on supporting local communities by creatively using spaces and partnering with other charities/religions.
- ▶ The following key words came up most: People, Community, Support, Buildings.
- ▶ However, when the data is dissected by demographic, the following trends appear:
 - ▶ Non-religious respondents want space to be opened up to the community.
 - ▶ Under 25s want more participation in activism.
 - ▶ Non-heterosexual respondents want clarity and courage around LGBTQ+ rights.
 - ▶ BAME respondents want more representation in church positions and support.
 - ▶ Disabled respondents want more accessibility and Zoom to remain post-COVID.

Question 6 - Key word quotes

If the CoE could bring itself to accept gay people on an equal basis with heterosexual people, it might stand a chance of being taken seriously as a sign and a means of God's love.

Get out more into the community, don't expect people to come to us [...] be where people are.

To seek to be hubs of local communities. To be involved in community activities outside of the church itself - to be lights for Christ.

Opportunities to reach out to people in new ways with our new understanding and experience with technology.

We need to be where the people are, the timing of worship activities and types need to be altered to fit with the local population.

Be much more flexible and less protectionist about the use of church buildings; make it much easier and less expensive to re-order the spaces so they can be used by the wider community.

To reach more people via online worship and teaching. To share worship with other local churches.

Question 6 - Key word quotes

Become more connected with the local community and re-establish a role as the hub of the community.

Huge if the church can get out of its theological rut. People would love to be part of a church community, but are put off by boring services and predictable teaching.

Bristol and the South West have a spirit of entrepreneurism, adventure, community spirit and in many ways modernity. It often leads on 'issues of today' such as the environment. The Church has a genuine chance to be part of this thought leadership but even more importantly to take action.

To lead the way on caring for the environment (living a simple less consumer driven life) and encouraging people with different views and opinions to be able to gather & value one another without feeling like they need to agree on everything - disagreeing well. I think society is crying out for these new directions which gives the church a great opportunity for mission.

Better Community engagement so that the Church's contribution is more recognisable.

Question 6 - Key word quotes

Build on the great success of online services, especially at reaching the housebound/workers, and those on the fringes of church. To re-focus on what we do outside the church buildings, rather than services and meetings inside them. And be much more flexible and less protectionist about the use of church buildings; make it much easier and less expensive to re-order the spaces so can be used by the wider community.

Restructuring to remove layers of organisation and bureaucracy, and hence cost. Dealing imaginatively and sensitively with a surplus of church buildings.

We need to get out of our church buildings, into our local communities, instead of setting up our own programs all the time.

Re-envision for evangelism and discipleship. More creativity in worship.

Supporting initiatives that already happen rather than coming in and bringing your own.

We are in the market place / in partnership with other denominations in providing safe spaces and resources for the vulnerable.

Question 6 - Quotes by demographic

Non-Religious

- ▶ A focus on the importance of truth, when our national lives are afflicted by so much propaganda and outright lying, would be timely, valuable and patriotic.
- ▶ Get into the community! Help rebuild communities pos-COVID.
- ▶ To become community hubs (like ours) that teach & role-model kindness to those people that need or want it.
- ▶ Outreach through social media. Sense of community could be amplified through our events and activities.
- ▶ Welcoming people to a glorious LOCATION and not forcing God on everyone.

Young people

- ▶ Bristol is so diverse and full of social justice. The church participating in that would be amazing.
- ▶ I would love for it to be more involved in tackling climate change, talking honestly about the need for sacrificial worship, whether that is in diet, solar panels, or protecting and planting green spaces.
- ▶ SO MANY - students, rural team task forces, placement, stewardship of churches working together, trained skill sharing.

Question 6 - Quotes by demographic

Gay, Bisexual, Asexual

- ▶ An opportunity to lead on environmental issues and on issues of social justice in a very divided city, with great disparities in terms of income, wealth and opportunity.
- ▶ To become community hubs (like ours) that teach & role-model kindness to those people that need or want it.
- ▶ Not being afraid to tackle big issues head on.
- ▶ Listening to the stories of daily experience of discrimination.
- ▶ Being allies to those from minority groups to create safe spaces.
- ▶ Extend an invitation to share our heritage/buildings to our communities.

Race (non-White/White British)

- ▶ Engagement with issues of the environment and racial justice.
- ▶ Getting more BAME individuals to consider vocations in the church.
- ▶ Create support groups for BAME Christians so that they are not so isolated.
- ▶ The Church shouldn't let itself become the social worker or the council. The Church should be more overtly Christian, not just a vaguely God-themed social service.
- ▶ Using our beautiful churches perhaps for more than Sunday worship - recitals, talks, group work, retreats.
- ▶ To work more together across the deanery.

Question 6 - Quotes by demographic

Disability

- ▶ The church needs to stop playing catch up on things and start leading society.
- ▶ Actively seeking to include and understand people like me more.
- ▶ To continue to link more with other churches in the region, as we have with online services during 2020/2021.
- ▶ Before Covid the thought of zoom services hadn't really been part of the church life. The joy of being able to feel part of the service even when in hospital is delightful.
- ▶ More involvement with local communities and accessible buildings.

Question 7:
Is there anything else you would like to add to the priorities and focus of the Church of England in our region?

Question 7 - Summary

- ▶ Respondents suggested there were great opportunities for partnerships, a PR overhaul, rethinking distribution of assets and resources, and giving minority/young people chances to lead.
- ▶ The following key words came up most: People, Community, Opportunity.
- ▶ However, when the data is dissected by demographic, the following trends appear:
 - ▶ Non-religious respondents want more transparency, activism and accountability.
 - ▶ Under 25s want a focus on mental health and Christian values all can ascribe to.
 - ▶ Non-heterosexual respondents want a more vocal and inclusive church .
 - ▶ BAME respondents want better distribution of resources, more representation in the Diocese and better diversity training.
 - ▶ Disabled respondents want a more joined up approach across the Diocese in all areas and more creative thinking around outreach.

Question 7 - Key word quotes

Just getting on the same page as people and making the church relevant - which they're not at the moment. Build on community rather than the religious aspect - culturally there is a lot to do

Offer churches as a place of community, reflection and safety for ALL. Whether they believe in god or not. Teach the values without the preaching. That is how the church will survive.

Sharing and making best use of assets (land and buildings) for benefit of wider community.

The leaders of the CofE should be more visible in the media to the public outside of the church, has an opportunity to speak truth into the community.

Prayer at the centre. Reaching the next generation. New models of church leadership that release leadership more. Emphasis on personal discipleship and vital role of small church groups.

More interaction and mutual support between churches, especially in country areas where incumbents are stretched looking after several churches within a benefice.

Give different folk opportunity to serve at church not only the usual ones.

Question 7 - Additional quotes

Youth and growing young leaders to lead the church in a new direction.

Providing adequate resources to provide what is required. This may mean more unpaid ministry, the church family giving more or both.

It is great on social justice but needs to be more vocal about this and hold the government to account.

Promote the Five Marks of Mission. They provide a whole cake. You can slice the cake into as many pieces as you like but it's still the same cake. Don't spend too much time trying to reinvent the wheel.

While I agree that of course we should make an effort to reach out to the younger generation, I'm also keen that we should always show the elderly that we still really value them.

Collaborating with other (non-church) organisations to campaign for reducing CO2 emissions, and promote justice.

We need to address finances and have a sustainable structure. This could involve fewer church buildings or staffing them differently.

Question 7 - Quotes by demographic

Non-Religious

- ▶ Regionally, the church can help to bring a whole spectrum of people together in non-evangelising, community action. This would help de-escalate the dangerous divisions which continue to be stoked by politicians.
- ▶ Identifying those most in need, by working in partnership with the voluntary sector and helping to address the bigger issues.
- ▶ People with no income, on benefits, the mentally ill, and those with learning difficulties - they all need the attention of a genuinely caring compassionate and organised intelligent .
- ▶ Transparency, accountability, awareness of need to react to national events.

Young people

- ▶ There needs to be more focus on how the church can help people with their mental health as a direct result of the tremendous impact that Covid and Lockdowns have had on everyone.
- ▶ If we further add to our list of priorities, we risk diluting our primary priority, namely making disciples.
- ▶ Different churches are so different, some churches are very conservative but some are the opposite, we need to focus more on our shared love for Jesus.

Question 7 - Quotes by demographic

Gay, Bisexual, Asexual

- ▶ Church needs to make a leap of faith with reaching those on the margins whilst not disenfranchising traditionalists.
- ▶ Our previous very focused strategy meant that many felt left out and excluded and churches could say they weren't doing inclusion as it wasn't in the strategy.
- ▶ Something about the diversity of our churches, big and small, formal and informal, local and gathered, so that people can find something for everyone.
- ▶ Why can we be proud and clear when we speak of BLM and not when we speak about LGBTI+? The fact that we can't says everything.

Race (non-White/White British)

- ▶ The Church has not valued BAME leadership: they do not trust people who aren't like themselves; this is colonialism happening all over again.
- ▶ Massive discrepancy between distribution of resources.
- ▶ It must begin with telling people about Jesus and helping them to follow him. If we don't do that we are just another club.
- ▶ Not merely supporting people, but growing new leaders at all levels - our current church members are the ones who need to be equipped to preach the gospel in their work places.
- ▶ Need for diversity awareness and training.

Question 7 - Quotes by demographic

Disability

- ▶ We could explore how we could worship more outdoors with children and adults.
- ▶ There needs to be more focus on how the church can help people with their mental health as a direct result of the tremendous impact that Covid and Lockdowns have had on everyone.
- ▶ We need to be more joined up with diversity and inclusion at the heart of all we do rather than an extra add on.
- ▶ Inclusion is so much more than just getting people in the door.
- ▶ Redeeming history by acknowledging past mistakes, working to make things better in the present and creating a new future.

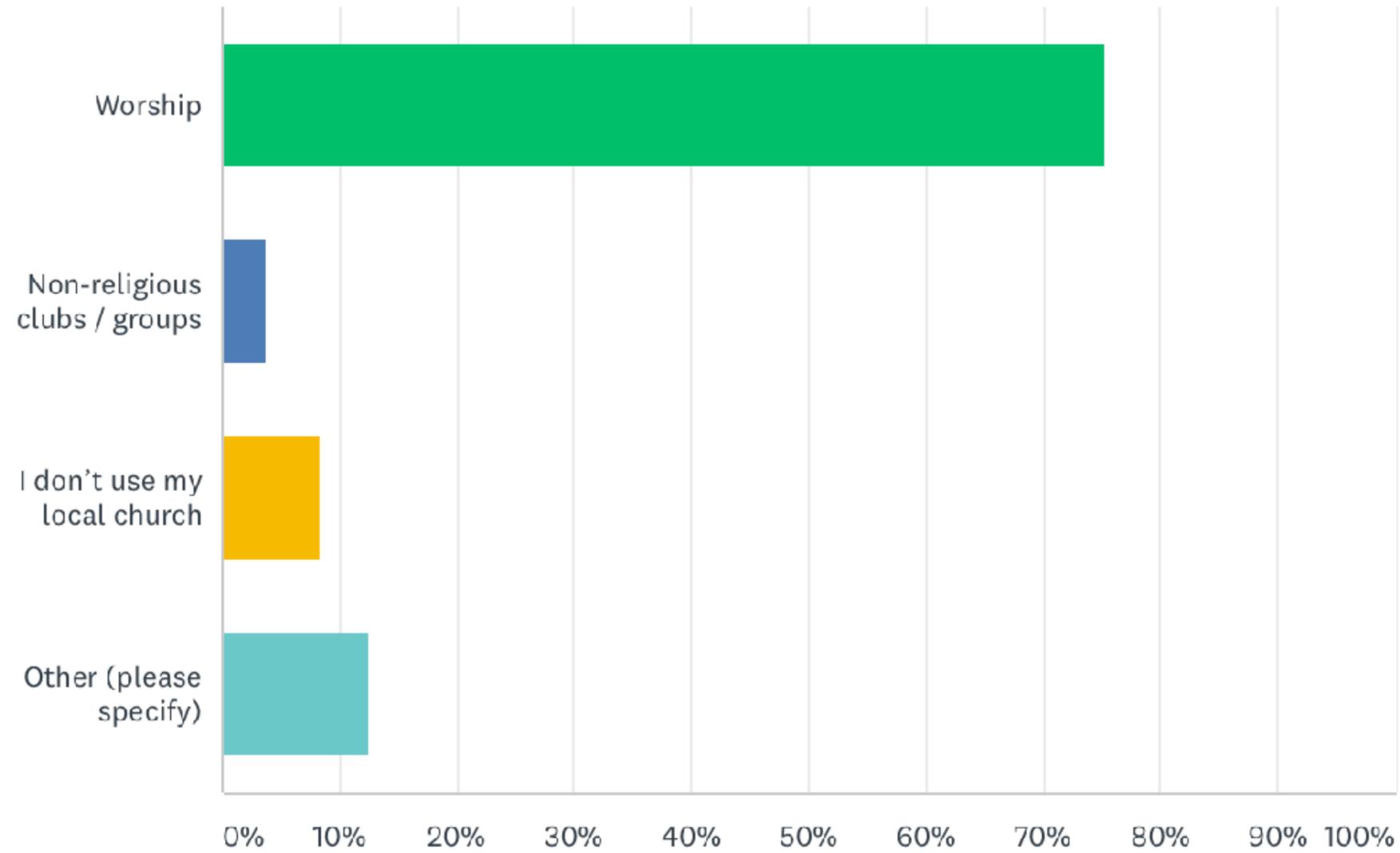
Question 8:
Please select the option
that describes best how you
currently use your local church.



Question 8 - Summary

- 'Worship' was the top answer for all responses (75%).
- It was also the top answer for all demographic groups (including the 'Non-religious' at 43%).
- Non-Religious (38%) and Gay, Bisexual, Asexual (21%) respondents were most likely to 'not use their local church'.
- 'Other' uses was the second most chosen option for Gay, Bisexual, Asexual (22.5%), non-White/White British (17%) and Disability respondents (16%).
 - Their responses included: meetings, seeking conversation, community events, developing relationships within the community, singing, mum's group, culture and history.

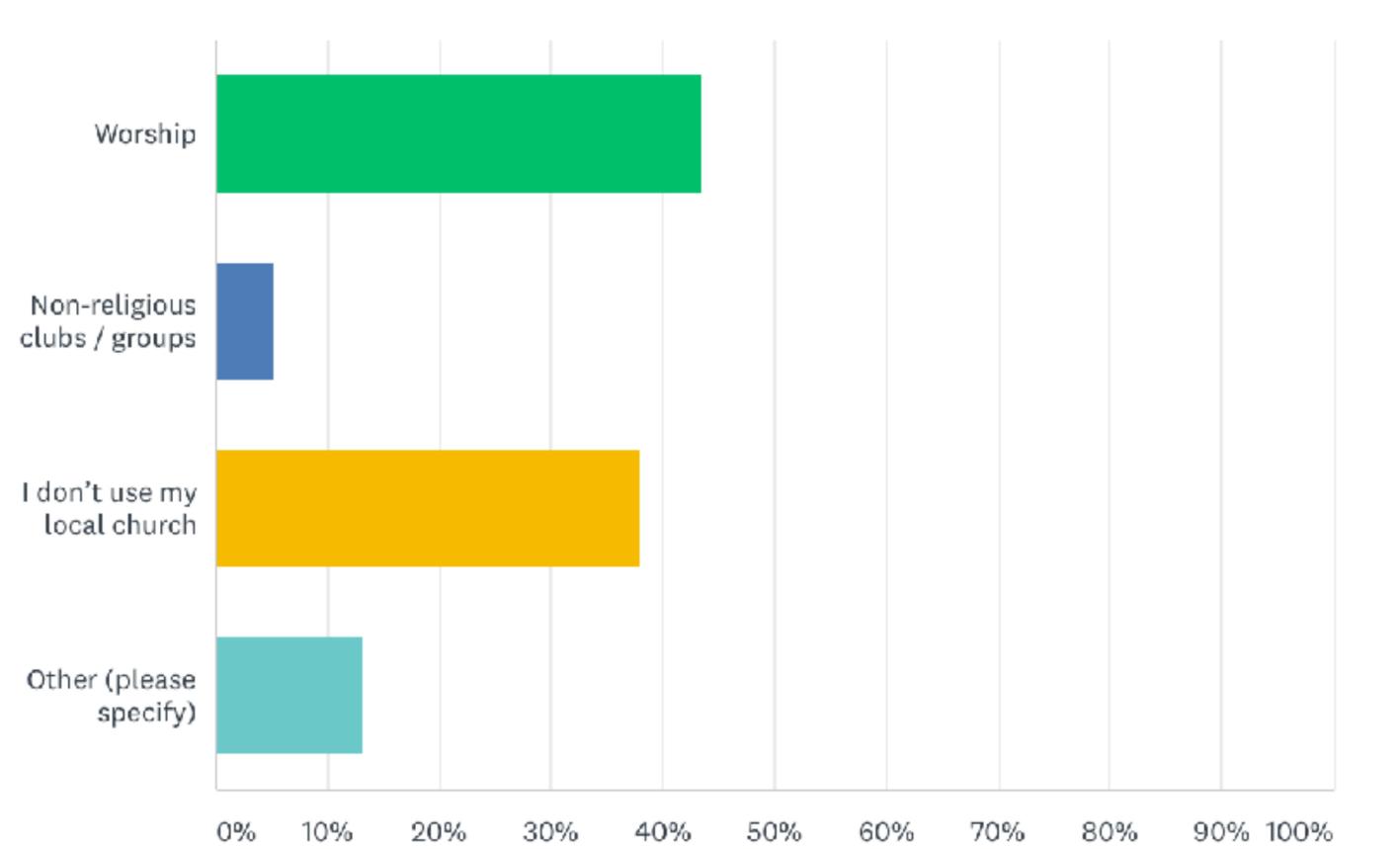
Question 8 - All responses



Answered: 1,044
Skipped: 236

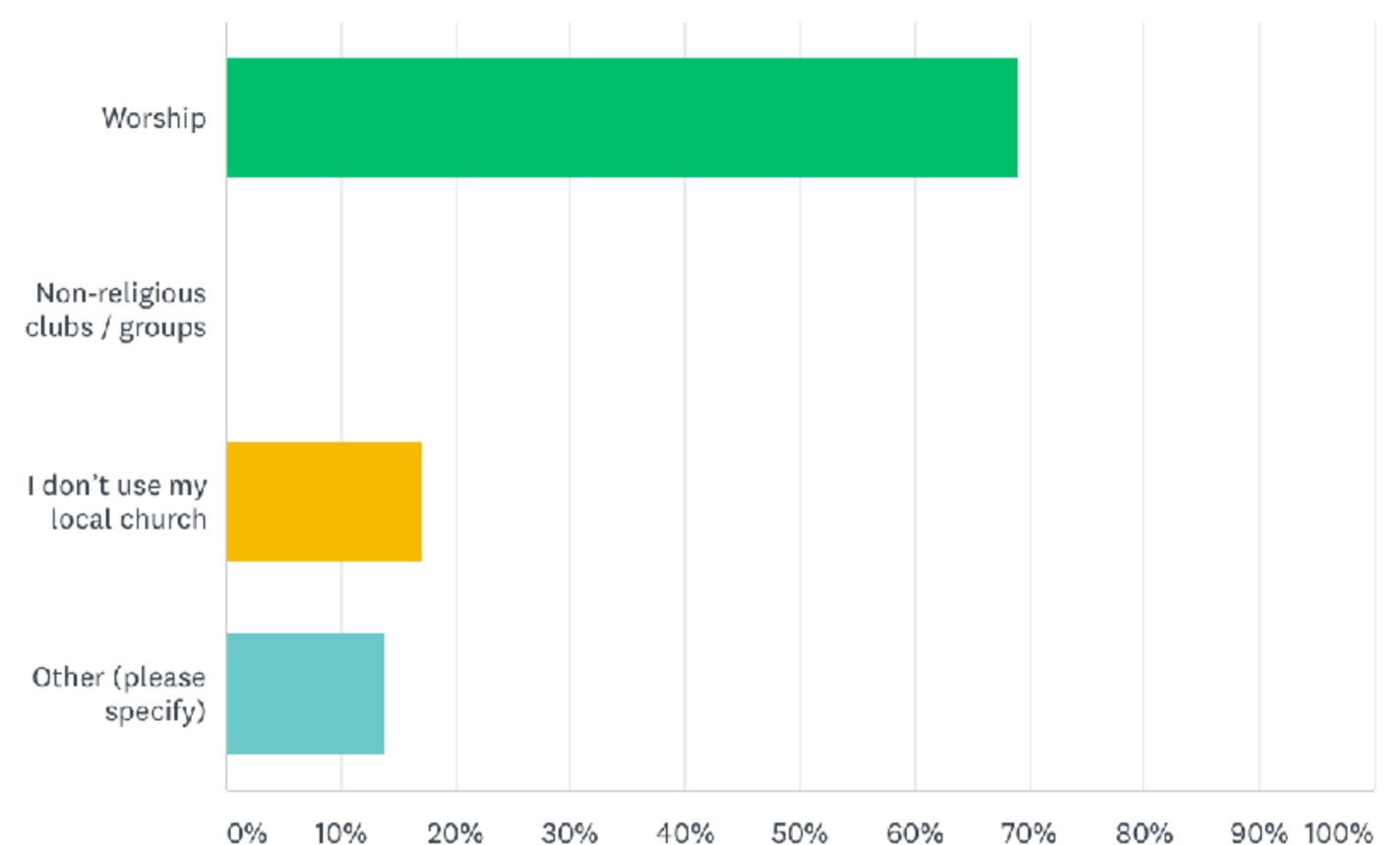
Question 8 - Demographic responses

Non-Religious



Answered: 76
Skipped: 0

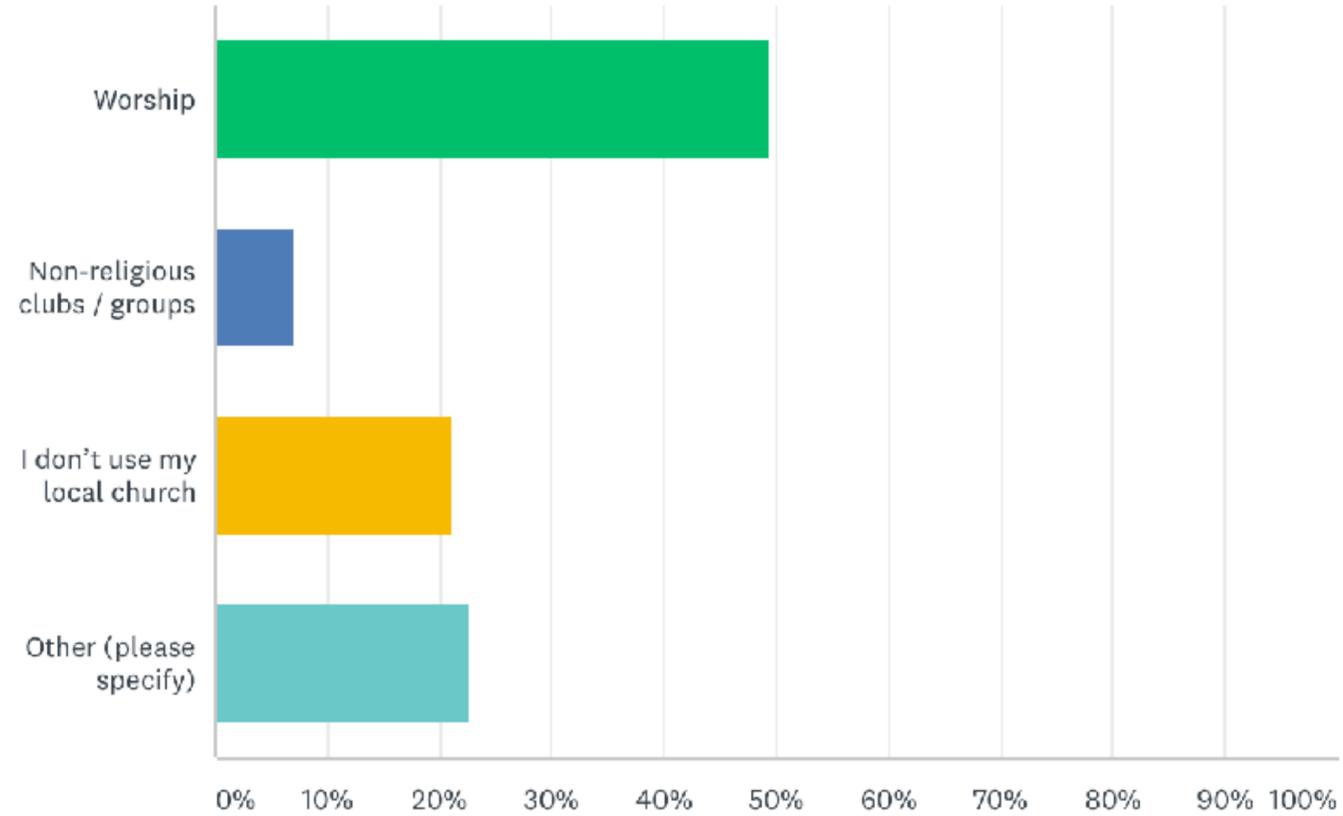
Young people



Answered: 29
Skipped: 0

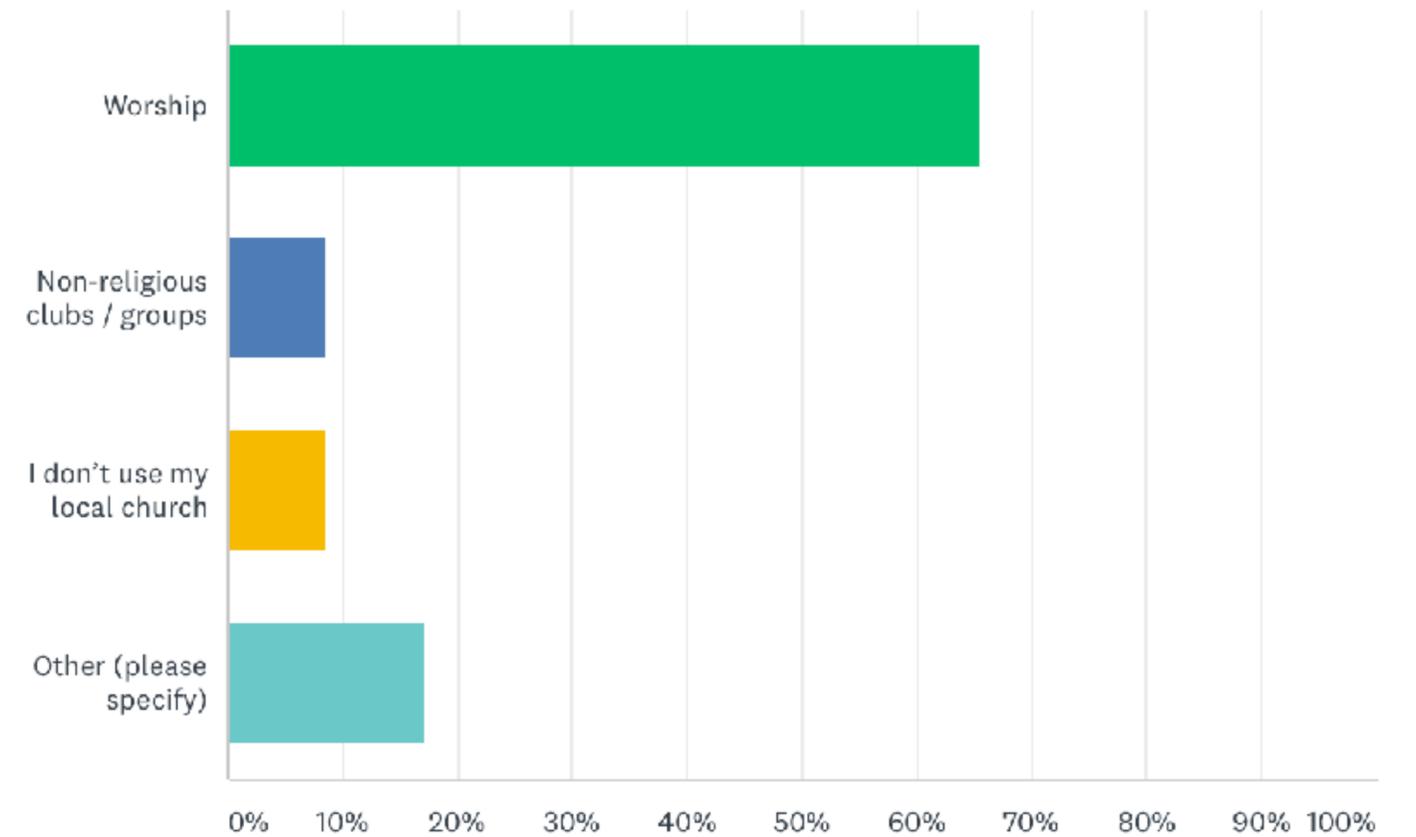
Question 8 - Demographic responses

Gay, Bisexual, Asexual



Answered: 71
Skipped: 0

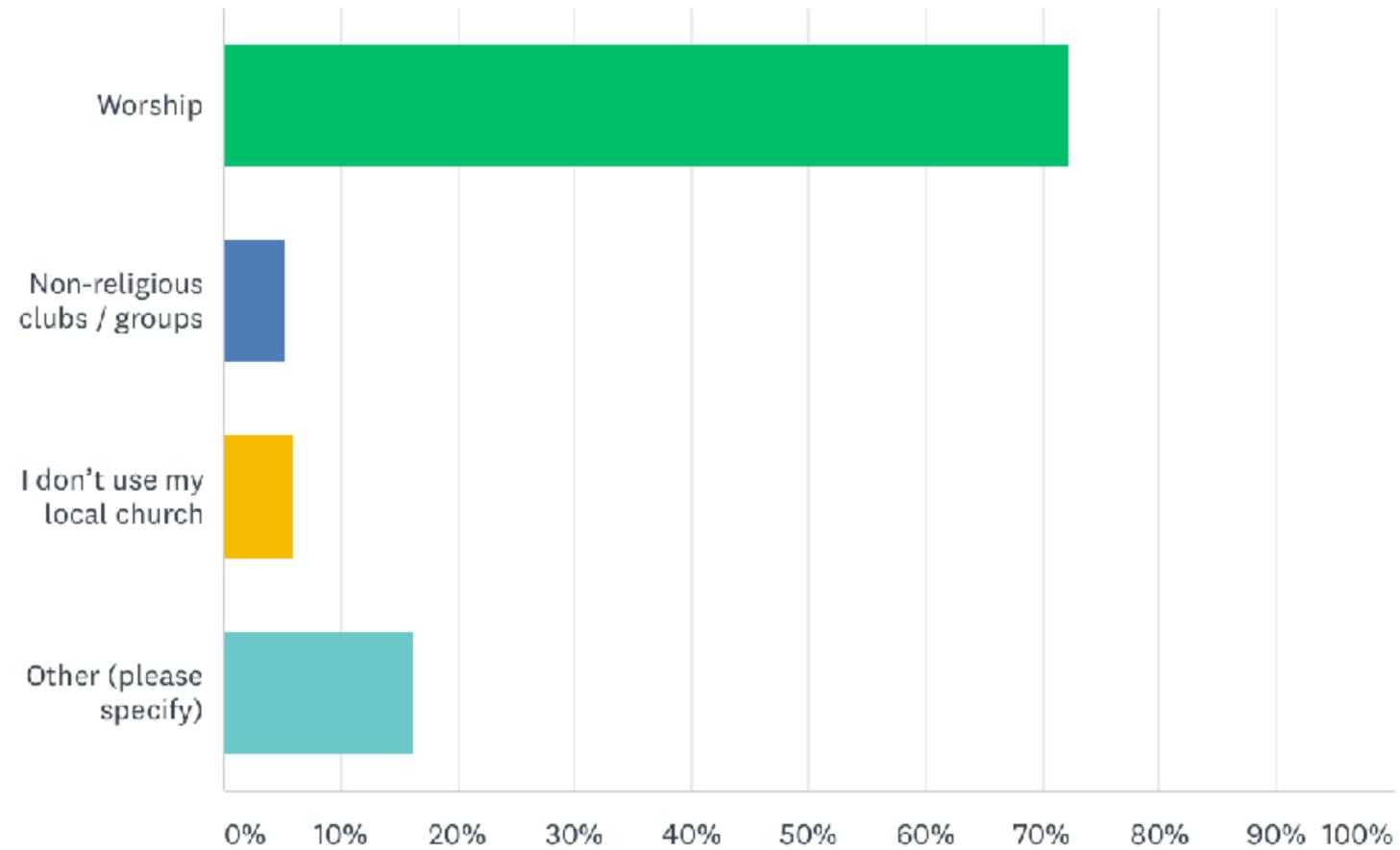
Race (non-White/White British)



Answered: 58
Skipped: 0

Question 8 - Demographic responses

Disability



Answered: 116

Skipped: 0



Thank you