

Generosity Toolkit Facilitator Guide – In Person Meetings

The Generosity Toolkit is a resource for your PCC to meet together and reflect on your shared experience of generosity in the life of your church. By working through the cards in this pack, you will look in depth at what generosity is, consider what you are already doing well, and where you could improve to grow in generosity.

How to Run a Session

Who is the Toolkit aimed at?

The toolkit is aimed at PCCs, although reflections could be explored by a wider group from your church. The actions you take away from the session should be led by PCC members. You can work through the cards as a whole PCC or break into smaller groups and feedback as a group after each card.

How long will we need?

To complete the whole toolkit, you'll need at least 3 hours, which will allow at least 15 minutes per card, 15 mins introduction and 15 to agree actions and conclude. It's best that you use the toolkit at a half day PCC Away Day. If this isn't possible, you can work through the Toolkit four consecutive shorter sessions of 1 hour, or you may initially just want to focus on one or two of the cards

Who should facilitate the session?

Ideally, your incumbent or churchwardens should lead the session. If they aren't available, anyone who feels confident to do so can act as facilitator. We have some recorded webinar training about facilitating a Toolkit Session available [here](#).

Where should we host the session?

You can host the session anywhere your PCC is happy to meet – at your church, in a church hall or another venue. If you are running the session as an away day, ensure there is plenty of space to break out into small groups to work through the cards.

If you'd like to use the presentation slides, it would be good to use a venue that can provide audio/visual facilities.

What supporting materials will we need?

You will need pens and paper to complete the cards, especially if you only have one set of cards to hand.

You will need a laptop, projector and speakers if you want to use the animated videos and presentation slides.

It's useful to have a range of coloured post-it notes or cards to hand to note down responses to the 'Discuss' questions.

Getting Started

Using the presentation slides, introduce the toolkit, lead your group in prayer, then run the intro video, or read out the script below. This will give your group an overview of the MINT/IDEA model and the process of affirmative inquiry. You can then dive right in with working through the cards.

Using the cards

Building A Generous Church - MINT/IDEA

The vision for giving and generosity within the church is illustrated in the 'building a generous church' diagram. This model has been refined over a consultation process including contributions from giving advisors, clergy and others. There are two main dimensions to this - improving giving practice by churches and encouraging a generous culture within churches. Giving Practice and a Generous Culture can be seen as similar to two circles in a Venn diagram, where they overlap each other but they are not the same. Giving Practice is about how the church enables people to give to it. A Generous Culture is about how churches enable people to live generous lives.

When encouraging people to give, there are four things we need to get right, which make up our church's **giving practice**. These four things form the acronym **MINT**:

1. We need to give people the right **mechanisms** to give. That might be as simple as making it easy to sign up to give regularly by standing order or direct debit, but there is also contactless and online giving, and helping people to leave a gift in their will. The more options we can provide, the more people are likely to give, especially if we make it as easy as possible to give too.
2. We need to explain what **impact** we are making with the money people are giving. This isn't the cost of running the Church, but what is happening as a result of the money that people give and how giving is enabling our mission and ministry.
3. We must make it clear why we **need** people to give; being persuaded of the *need* to give is crucial to people *choosing* to give.
4. It's essential that we build **trust** with the giver so they feel confident we will look after their gift well and spend it wisely. In order to enable people to trust us as a church we must be transparent about how we handle the money given to us, and about how it is managed and spent.

As a church we also need to encourage generosity whenever we can by cultivating a **culture of generosity**. When we grow in understanding of the generosity of the God who loves us, we are transformed to live generously in response to it. There are four ways to enable this culture and we can remember them through the acronym **IDEA**:

1. Leaders need to **inspire** people to give, and to model generous lives.
2. We need to give people the opportunity to learn and reflect on what it means to live generously as a core part of their **discipleship**.
3. We need to **embed** generosity in our plans, our services, and our wider provision and make it a part of all we do.
4. And we must enable people to **activate** their generosity by providing programmes and activities that give people the opportunity to grow in their generosity.

How to use the cards

Each of the 8 cards covers one aspect of giving practice and generous culture.

To get the best use out of the Toolkit, we recommend you go through each card individually.

If you are working through the Toolkit over a number of shorter sessions, work through the cards in pairs:

MINT	IDEA
Mechanisms	Embed
Impact	Activate
Need	Disciple
Trust	Inspire

Each card will take you through a process of appreciative inquiry. This technique encourages personal reflection by asking a series of positive questions that help leaders to explore what they are doing well and what changes could be made to achieve their vision for the future.

Each card has 5 steps to read and discuss:

- Define - What does this mean?
- Discern - What is God calling us to?
- Discuss - What is our experience?
- Discover - What are we doing well?
- Dream - What else could we do?

Setting Actions

At the end of the session, once you have been through all the cards, you'll list one or two actions for each MINT and IDEA building block, so that you have concrete plans to take forward. These will be assigned to an individual or group who will have overall responsibility. Actions should be realistic and achievable.

Together, the group should agree:

1. An action or new activity for each of the 8 MINT/IDEA building blocks
2. Who will be responsible for leading this action
3. When this action will be completed by
4. What success will look like

New activity.....
Led by.....
Completed when.....
Resources needed.....
Success will be

Ending the Session

To wrap up the session, conclude by sharing some key points about living as a generous disciple and allow some time for final thoughts and questions.

- We believe in a generous God, a God who gave up everything for us and gave us everything we could ever need.
- We are called by God to use the gifts He has given us to fulfil His mission and ministry within this community
- Generosity takes many forms. We can give of our time, talents and material possessions.

End by standing together and saying the Grace.