

Generosity Toolkit Facilitator Guide – Online Session

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 grow generosity further.

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 toolkit online using video conferencing, you'll need at least 4 hours, which will allow 20 minutes per card, 15 mins introduction and 15 to agree actions and conclude, and ample time for screen breaks and technology hiccups. We suggest you use the toolkit at a half day virtual PCC Away Day, although you could use it at four consecutive shorter sessions of 45 minutes, or spend a whole year as a PCC looking at each card over 8 meetings.

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 a webinar training session about facilitating a Toolkit Session available [here](#).

Your leader should be confident managing a zoom meeting, or have a tech helper who is. You'll need to be able to use breakout rooms and screen sharing to ensure your participants get the most of the session.

Where should we host the session?

A Zoom or Teams or Google Hangout is the best forum for running a digital session. You can find tips for running online meetings here: <https://www.churchofengland.org/resources/digital-labs/blogs/how-use-zoom-church-meeting-bible-study-prayer-session-or-small-group>

If you have more than 5 people in your session, we suggest you use Breakout Rooms to divide in to small groups, to work through the cards and allow everyone plenty of time to share, be heard and discuss.

What supporting materials will we need?

Everyone will need access to the slides online or in paper copy, so make sure you circulate these in advance.

Getting Started

Using the presentation slides, introduce the toolkit, lead your group in prayer, then run the intro video. 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.

You can look at each card individually or use them 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.

The 5 steps are:

- 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, you'll list one or two actions for each area of MINT and IDEA 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 saying the Grace together.