

STRATEGIC PLAN

MISSION STATEMENT

WATCH exists to affirm women in the Church of England, both lay and ordained, to challenge the institution to create a culture in which women can flourish and to transform the Church of England into a gender just community so that women and men can work together to glorify God and God's people.

VISION STATEMENT

WATCH has a vision of the Church of England as a community of God's people where, regardless of their gender, justice and equality prevail. WATCH believes that this vision is rooted in Scripture and reflects God's will for the whole world. WATCH works to bring about:

- The full representation of women at all levels and in all roles in the church
- An inclusive culture in the church which recognises and values women's gifts, experience and insight

VALUES STATEMENT WATCH:

- Affirms the right of women to be treated equitably in the Church of England
- Challenges the church to develop a culture and practice in which women are treated equitably
- Seeks to transform the understanding of women's place in the church

Our values are underpinned by our Code of Behaviour.

CODE OF BEHAVIOUR WATCH will:

- Act with compassion, even when angry
- Act collaboratively, even when excluded
- Use an evidence-based approach to pursue our goals

WATCH Strategies

Our current strategies are:

1. To work for transparency and accountability in relation to gender in all areas of church life
2. To critique the Five Guiding Principles (5GPs), in order to understand how they do and don't work
3. To broaden our membership, both lay and ordained, through engagement and providing resource

4. To promote and encourage liturgy, theology and general language of the church which recognises and affirms that women are made in the image of God
5. To devise and implement a communications strategy

WATCH Short term goals for each strategy

1. Transparency and accountability
 - a. Continue to publish statistics, and ensure publications are branded and acknowledged
 - b. Contribute to the Faith in Research conference
 - c. Draw together a small group to gather and analyse evidence of conservative evangelical activity which militates against transparency and accountability
2. Critique the 5GPs
 - a. Maintain membership of the Implementation and Dialogue Group
 - b. Draw together a small group to gather and analyse material on the 5GPs, in order to develop a user-friendly guide based on the original purposes intended for the principles
3. Broaden our membership
 - a. Complete the signing up by members to the new system
 - b. Survey of members about their needs and offerings
4. Development of liturgy, theology and general language of the church
 - a. Produce a guide to gender neutral language
 - b. Develop simple liturgies using explicitly female language and imagery
5. Develop a communications strategy
 - a. To include all media

Background - Felicity Cooke, Vice Chair

The strategic plan takes into account the founding aims for WATCH together with the objectives agreed with the Charity Commission:

The promotion of gender equality and diversity within the Church of England as experienced by both lay and ordained people for the public benefit by

- A) The elimination of discrimination on grounds of gender
- B) Advancing education and raising awareness in gender equality and diversity
- C) Conducting or commissioning research on equality and diversity issues and publishing the result to the public, and
- D) Cultivating a sentiment in favour of gender equality and diversity

The Strategic Plan is based upon our Mission Statement, our Vision Statement and our Values Statement. There are five current strategies, and short-term goals have been agreed for each of these.

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