

**Transformations Steering Group (TSG)** meets three times a year, usually at Lambeth Palace, at the invitation of the Archbishop. TSG consists of groups representing ordained women in all parts of church: 2 reps each from **BDARC, NADAWM, WATCH, AWESOME, BAME**, the Archbishop of Canterbury's chaplain and if not otherwise represented, a rep from the Northern Province.

Key Achievements to date

- Young Female Vocations Events began in 2013 and took off around country, changing face of young vocations
- Engagement with 5 Guiding Principles Review Group. TSG did initial research on 5GP and implementation around the dioceses, which was offered to HoB in December 2017. One of our members has been asked to be a part of the Review Group, though not on behalf of TSG
- Work with DAG to prepare for Women Bishops and to encourage development of pathways for women

- TRIG (HoB Transformations Research Implementation Group)** has grown and developed. Since 2013 research produced on:
- [Young Vocations: Journeys Towards Ordination](#)
  - [Women and Leadership in the Church: Insights from Gender & Management Literature](#) ;
  - [Vocational Pathways: Clergy Leading Large Churches](#) how male and female leaders move through ministry, with a particular focus on incumbents of large churches
  - [Women Leading Larger Churches](#) large and very large churches, the barriers to women leading them and what might be done to enable more women to be appointed

- Significant work been done in last year with RACSC in area of re-working Family Friendly Policies – these are currently out for consultation. Will lead to more uniform policy across the church and equity
- Beginning to roll out 'road shows' around the larger churches research, looking at how can build effective teams where women can thrive. First one was at New Wine in August 2019

Work nearing completion

- Plans for research on the Young Vocations work to analyse how many of the young women now coming through TEIs/getting ordained were challenged by the Events started in 2013
- Building on work already being done within the church on unconscious bias to push further. Also raise issue of bullying and harassment up the agenda.
- Holding another Transformations Conference in November 2020 at Lambeth
- Facilitating a Network Evening for all the female Bishops at Lambeth 2020

**TRIG** transitioning to reflect more the stage TSG has reached and the place it has within the church structures, straddling, as it does, TSG and MinDiv.

Work in early stages or still pending