

# GODALMING MINSTER EVALUATION

## STEERING GROUP UPDATE 3# - JUNE 2022

**CALL TO PRAYER** for the Minster Evaluation Process: Members of BHC, St Mark's and St Peter and St Paul's are encouraged to continue to pray together to underpin the discussions regarding the Bishop's suggestion that all four churches join together to become one united parish, forming a Minster. Joint Prayer Meetings have been well attended so far and have taken place on 13th March (SP&SP); 10th April (SP&SP); 8th May (Busbridge); 5th June (STM). **The last prayer meeting will be at Hambledon on 3rd July, just before the PCCs meet to decide on whether to proceed with a Minster. Please do try to come along as we seek God's vision for our future together.**

Two very successful and well attended joint services occurred in May for congregations to get to know one another better and to experience a style of worship which they may not be normally accustomed. On 8th May a traditional eucharist service took place at St Peter and St Paul's Church and on 15th May Busbridge hosted a contemporary service. After each of these services Simon Taylor, John Harkin and David Wilkin (Steering Group Chair) fielded questions about the status of the Minster evaluation. There was also an Easter Eve Vigil at St Peter and St Paul's Church on 16th April.

The Steering Group and Working Groups have continued to meet regularly. On 7th June the Steering Group and Working Group Chairs/Co-Chairs met to review the overall status of the Minster evaluation. A tremendous amount of work has occurred and significant progress has been made when measured against the Terms of Reference set out and approved by PCCs in January. Some issues however still need to be resolved in the coming weeks. We are now approaching the point where PCCs will be asked on 11th July to decide if the Minster process should continue. In addition, there will be a special PCC for BHC on 6th July for Q&A.

Please continue to ask or send your questions or concerns to Simon, John or David or direct to a Working Group member.

### Steering Group:

**David Wilkin (Chair), Reverend Simon Taylor (Co-Chair), Reverend Canon John Harkin (Co-Chair), David Brockman, Will Bryans, Matthew Greenfield, Helen Goatley, Sue Hardy, Reverend Richard Lloyd (Diocese), Reverend Sheila Samuels, Reverend Simon Willetts.**

- Discussions addressed patronage types, historical background, limitations of various forms of patronage and the patronage structure now existing at each parish. Patronage becomes significant when choices of future clergy incumbents are presented. All agreed that a stable, sustainable, long term patronage model was preferred. Richard Lloyd (Diocesan Head of Mission Enabler Team) liaised with CPAS about sole/shared patronage models.
  - **On 11th June the St Peter and St Paul PCC voted to invite the Bishop of Guildford to relinquish his patronage and to invite the Church Pastoral Aid Society (CPAS) to be its new patron. This change greatly simplifies alignment BHC, where CPAS is the primary patron. Whilst the PCC affirmed their commitment to continue to be proud of the welcome they equally extend to everyone, it was agreed to voluntarily withdraw from the Inclusive Church Network.**

- Further discussions addressed Church Structural Models which could potentially be applicable to a Church Minster outcome. Six C of E models were considered and it was unanimously agreed that a Single Parish of multiple churches was preferable as it overwhelmingly demonstrates visible and theological unity, trust in one another, satisfies the Bishop's invitation and best enables mission implementation by having a single integrated strategy.
  - **The Steering Group has discussed the basis by which a single new PCC would be created. This has involved input from the Diocese to ensure all rules are complied with. Such a PCC must have a maximum of 15 lay voted places. These would be drawn from each congregation and be proportionate to existing Electoral Rolls and the usual Sunday attendances. This initial PCC structure would remain in place for two PCC terms (4-6 years). Further work and liaison with the Diocese will be required should the Minster proceed.**

#### Finance Group:

**Martin Lambert (Chair), Mark Brain (Co-Chair), Andrew Bolton, Andrew Dunn, Souheil Haddad, Colin Stokes, Michael Stubbs.**

- The Chair/Co-chairs met representatives from the Diocese on the 24th February to gain input on expected Minster Parish Share (£160k/year), the cost of a housed additional minister (£60k/year), and the availability of a Church Planting and Revitalisation Fund contribution of £15k/year over three years). This information has been incorporated into our operating cost scenarios.
- At this point the team are working on two operating cost scenarios (a) minimum or low case and (b) 'wish list' or optimistic case. **Each case assumes one incumbent funded by Parish Share plus one full time Associated Vicar at Hambledon and a Trainee Curate. In addition, it is anticipated that there would be a full time housed Associated Vicar at St Mark's/Ockford Ridge (see below) and a backfill Associate Vicar to Canon John Harkin at St Peter & St Paul.** Canon John is assumed to remain until mid 2024 and be backfilled. The optimistic case assumes this backfill is full time and also the Music Worship Leader is full time and housed in 2023.
  - **Currently there is no Diocesan budget provision for mission and ministry at STM/Ockford Ridge after December 2022. However, the Diocese have applied to the Central CoE for new funding for an Associated Minister over a 5 year period commencing January 2023. The Diocese will provide 100% of stipendiary costs for the first three years, 80% for year 4 and 50% for year 5. Housing will be provided free of charge to the Minster. (Total in excess of £150k over 2022-27). We will know sometime in July if this application is successful.**
  - **The Diocese has also confirmed that a Minster application for £15K/year for three years from the Church Planting and Revitalisation Fund would be granted (total £45k over 2023-2025).**
  - **The Finance WG have illustrated that to initially pursue a Minster project with a housed full time Worship Leader in 2023 and backfill to Canon John, it is expected that operating costs will exceed income. This deficit could be exacerbated by the current economic climate driving down giving. With this in mind, a positive discussion has commenced with the Diocese to secure further funding support over the first three years of the Minster.**

#### Services/Music Group:

**Matthew Greenfield (Chair), Simon Taylor (Co-Chair), John Harkin (Co-Chair), Ben Ford, Clare Haddad, Karen Hart, Sheila Samuels, Frances Shaw.**

- Discussion has included current worship patterns, provision of active youth and children's activities, outreach to all communities, associated impact of potential change to service patterns, how to resource children's ministry at BHC, SP&SP/STM and potential leadership models.
- Discussion centred on an initial 4 potential models considering how existing service distinctiveness can be maintained.

These are:

- Keep services patterns as they are at each church
- All BB Sunday morning services move to SP&SP ie one traditional and one contemporary
- All traditional Sunday morning services at SP&SP and all contemporary Sunday morning services at BB
- All traditional Sunday morning services at BB and all contemporary Sunday morning services at SP&SP

None of these models are thought to be wholly satisfactory.

- **There is broad concurrence that new congregational growth cannot occur at SP&SP without the introduction of an informal family service.**
- **Consensus has been reached that the two main services at SP&SP will commence with Sung Choral Eucharist at 9:00am followed by a contemporary service at 10:45am. This arrangement is being further discussed to ensure accompanying children's ministries can be delivered.**
- **It is postulated that the existing BB Contemporary Service and associated children's ministries move to SP&SP. This possible concept will be put to the BB Contemporary Service to gauge their response on 26th June after the service.**
- **Other existing services are unlikely to change significantly.**

### **0-18 years Group:**

**Anto Ficatier (Chair), Sarah Higgins (Co-Chair), Fran Duffell, Juliet Gilbert, Debbie Jones, Vickie Nye, Jacky Tickner.**

- We discussed and explained the current provision for children in our four churches. Sunday children's groups at SPSP and Busbridge; Hambledon Messy Church; toddler/baby groups at Busbridge, SPSP and St Mark's. Teenager groups at Busbridge.
- We need to think about how to provide for 0-18 age group at the joint services (Busbridge to carry on as normal, we would need help at the SPSP service as there are only two leaders).
- We have not yet addressed likely financial cost until we have a clearer idea of the vision and ideal provision for 0-18.
  - **BB is currently advertising for a full time Youth Director to replace Anto Ficatier and also for a part-time 4-11 Children's Worker. These positions are already budgeted.**
  - **An integrated plan to provide children's ministry across all four Minster locations is the required next step if the Minster proceeds. Additional volunteers to help will be essential.**
  - **Youth (Ichthus) will continue to be located at the Old Rectory, Busbridge.**

### **Operations/Admin:**

**Vic Hicks (Chair), Sarah Bryans (Co-Chair), Cat Garner, Liz Gorst, Margot Spencer.**

- The Working Group has met several times and have a sound understanding of how each parish communicates and functions. They are at a point where further input/direction is required from other Working Groups and the Steering Group on how the Godalming Minster would be structured and clergy staff located.
- The Old Rectory could form an optimum site for centralising and merging administration and operations.
- Existing IT infrastructure and web-based processes can be readily expanded but investment would be required at St Peter and St Paul's. Admin staffing would depend on required locations to be staffed but be expected to grow rather than diminish.
  - **The Old Rectory would be the sensible location for centralising and merging administration and operations. Investment (not yet costed) would be required to bring SP&SP into the existing BHC IT and communication framework.**
  - **Existing Admin staffing would not decrease. In addition, it will be necessary to keep SP&SP open during the day to receive visitors and enquiries.**
  - **A successful Minster would eventually require defining existing roles centred around Communications and Operations/Estate Management.**

### **Property:**

**Bea Richards (Chair), Gary Sherwin (Co-Chair), Susan Lochner, Michael Stubbs, Ian Tomes, Mark Williams.**

- The property Working Group continue to review the status of the housing/land portfolio across the three parishes.
  - **The Working Group has completed a review of the housing/land portfolio across the three parishes. This comprises 30 assets, including 10 existing residential properties (three of which are owned by BB PCC). Ample housing stock exists for housing Minster clergy and potentially Youth and Worship leaders.**
  - **All four churches have no identified upcoming significant building maintenance needs and appear to be in good state of repair. Quinquennial Reports are being checked.**
  - **Major capital projects such as the removal of the pews at SP&SP would potentially take place as and when fundraising would permit, although there is the high probability that some pews could be temporarily removed earlier, to facilitate contemporary worship.**

### **Clergy:**

**Simon Taylor (Chair), John Harkin (Chair), David Jenkins, Hilary Petman, Patrick Samuels, Sheila Samuels, Andy Spencer, Margot Spencer, Simon Willetts.**

- The clergy discussed which roles are uniquely clerical and which can be lay led, including where individual clergy should live and work. What is the role of the Rector and what percentage of time will overall leadership require?
- They assume 4 stipendiary clergy will be required for the Minster. Members of the group continue to meet in smaller groups to consider specific scenarios to bring to the Steering and Working Groups as soon as possible.
  - **A Minster organisational structure has been developed that place a paid clergy member in each of our four churches. In addition, maintaining a full time Youth Director and establishing a full time Worship Leader are of critical near-term importance. Other key roles include oversight of Older People Ministry and general Life Ministry (pastoral care, counselling, births, deaths, marriages etc).**
  - **Broad role responsibilities have been defined which centre around a Godalming Town Hub focussed on civic engagement and Busbridge Community Hub based at BB focussed on admin, media, training and clergy support.**
  - **It is anticipated that the Minster would continue to host a trainee Curate provided by the Diocese.**