

# St Andrew's

CULLOMPTON

## Notes of PCC & Staff Vision Morning Saturday 26<sup>th</sup> June 2021

**Apologies:** Steve Foster, Sarah Robinson, Andrew Southall, Sarah Stuchbery, Philip Cornish and Adam Brooks.

**PCC Present:** Amelia Jerreat (AJ), Ed Hobbs (EH), Keith Rushforth (KR), Olly Mears(OM), Martin Smith (MS), Sue Risdon (SR), Kayleigh Duke (KD), Ed Thompson (ET), Beth Collier (BC), Chris Cozens (CC), Jo Bailey (JB), Richard Shere (RShere) and James Wakefield (JW).

**Staff Present:** Ben Gaskin (BG), Carrie Tucker (CT), Marilyn Sanders (MS), Scott McJohnston (SM), Hazel Britton (HB), Josh Baldwin (JBaldwin), Tracey Adams (TA) and Rachael Smith (RS)

**Minuted by:** Rachael Smith

Ed Hobbs (EH) welcomed everyone to the meeting and opened with a reading and short message from Romans 12.

All present went outside for prayer, worship songs, laying hands on the church building to pray for the Church.

### Table Discussion & Feedback: Looking Back & Critical Analysis

The meeting then broke into groups to discuss looking back over the past 12 months.

#### Strengths

- Excellent leadership
- Staff and volunteers have been amazing
- The way that online church had been built enabling those who wished to, to join in the service remotely and can engage anxious people who would not normally come at all
- High degree of freedom – open door policy, acceptance of a breadth of theological positions
- People coming to faith through online Alpha
- The historical culture of community presence in the church and of the church in the community
- Finances had held up well considering the impact of covid

#### Weaknesses

- Lack of access to pastoral care due to covid restrictions
- Few opportunities to meet for corporate prayer other than online
- Not being able to meet and mingle as a community
- Potential lack of cohesion amongst the church body due to unity of thought, therefore hesitancy to teach people how to think for themselves and addressing controversial issues due to the breadth of opinion in church and because they are difficult subjects
- Church building being closed, ie not open to the general public to walk in and look around whenever they want
- Not enough volunteers in some key ministry areas

## Opportunities

- Continue to build church on line for those who would not otherwise come along
- Mixing of age groups to learn from each other
- Articulating the compelling aspect as to gather together on site
- Addressing controversial issues in a right and generous/welcoming way
- Consider how we help youth and children to develop friendships with their peer group, so they have got other Christians to support them
- A good time to make a fresh start
- Whole church body pulling together and using their gifts

## Threats

- Services need to be realistic, ie not performance focused but engaging and participative
- Some people may not return to church after lockdown
- Church being a consumer activity
- If we don't grasp the opportunity to discuss controversial issues then the voices of world culture and society will become very loud. However, the church needs to be careful, particularly with young people, to ensure they have the ability to think through their faith and have a firm foundation, not just a set of beliefs and answers they have been taught
- Some people may feel unable to say what they believe and if they do they may no longer feel welcome because of their beliefs and may stop coming. How we do good disagreements is a huge issue and how we address them.
- Pressure on the ministry team and how to return to normal things coupled with an expectation to continue new things. It was felt that there may be some really difficult choices, as we come out of lockdown and want to do more again
- Concerns that if the 6 was reintroduced, it would mean splitting worship team in half which may mean not so good worship at the 2 services

## Priorities & Next Steps: What should we be focusing on now?

It was agreed that the last 18 months had been reactive and that now was the time to pick up on a few opportunities that we would like to focus on going forward.

## Opportunities

### Increase Online presence

- It would be helpful to know how many extra are joining online that would not normally come along to church
- It was unanimously agreed that keeping an online presence was both urgent and important and that it would be a good to continue as it is until the end of year and then carry out a review at the end of year with a view to possible reducing online content.
- It was agreed that at some point the focus needed to be shifted to a live congregation rather than being tailored to live-stream. This would impact how the service looked.
- The resourcing of live stream services is significant and therefore we need to consider if it is realistic to keep it going as it is until Christmas? It is noted that work on the resourcing side of things is progressing with a focus on training people up.
- Need to clarify what is the motivation and purpose of online i.e. is it for those who cannot come or more for evangelistic? Does it provide an opportunity to be sharing Jesus more widely, and if so, how do we do that? Are we using it to broadcast or to interact? These are very different and would use different resources for each.
- One key consideration going forward is how this would be resourced as this is currently being overseen by BG who is an intern

**Outcome:** keep the live-stream presence going, though it may look different. SLT/PCC need to consider how this would look over the coming months

## **Volunteering**

- Consider asking the whole church what they feel their gifts are and what they would be prepared to do. This could then be used to build small teams to resource things.
- There is a need to stir up people's motivation as it is no good being gifted if an individual does not want to do anything to contribute.
- It was noted that we should be careful that we do not resource people to things that they do not feel they are gifted in/able to do.
- Signposting is important and we need to ensure that people know who they can go to if they want to help with any given field
- How do we get to a point where serving is seen as relational to church family, eg housegroup, mentoring partnership
- What is working well? What could we improve?
- It was suggested that photos and names of people leading each area of ministry could be displayed so that people would know who to contact. It was also felt that if leadership and then other church family start to talk about volunteering and helping, then it becomes part of the culture and people think about how they could go and help, but they need to know who to go to in order to offer to help as a lot of the jobs are done in the background
- Interviews that were conducted in the services were good, as it introduced people to others and what they did. It was also a way of putting a name to a face.

## **Discipling, Pastoral Care and Mentoring**

People grow from investing in others with whatever God has asked us to do. We should consider 'How do we encourage all our church family to get involved'. St Andrew's needs to have a culture of 'who am I bringing along with me? Ideally each person should be investing in 2/3.

- Are we discipling people just to get them to serve or do we want people to be in love with Jesus, then they will want to serve. How do we encourage people to encounter and love Jesus?
- We would like to see a real focus between September and October half-term to help people encounter Jesus. If the spiritual temperature in church rises, people will then want to come back, pray and serve.
- We need to be careful that we don't become a 'programme driven church', and that people have to the opportunity to encounter Jesus
- Good pastoral care could help uncover people's skills that they didn't know they had
- Home-groups are seen as key to good pastoral care
- Each person should make sure that they being invested in by someone, and then ideally they themselves invest in at least a couple of people.
- Home group leaders could be encouraged to make sure they are investing in other people
- Maybe people who are ministering in the main church should rotate around children, youth and all ministry areas. This would enable people to see that each ministry is as important as each other.

## **Children and Families/Youth**

Over the past few years resourcing of these vital ministry areas has been challenging. It was stated that some people don't want to volunteer as they felt they 'would rather come to church so they can be fed'. However, it was also commented that people can also learn from helping with children/youth. It was also agreed that it was a massive opportunity to empower young people going forward and that 'the road to success is paved with mistakes well handled.'

- It was noted that it was a shame that the children were not currently able to be in the service at all, whereas they used to be in at beginning and come back in for communion. It was hoped that this could alter again in the future

- Those running children's activities on a Sunday often feel disconnected when they have the children's groups at centre, as people don't pop over to say hello.
- In particular Youth is seen as a huge area to be considered
- It was questioned if it was fair to give all the responsibility for leading youth sessions to one person though JB advised that people working alongside him were already helping to lead.
- It was noted that it is intended that older youth will be part of the re-launch discussions
- BG reported that he had been keen to bring on young people as part of the media team and that it had been successful and that there had been opportunities for discipleship whilst doing it.

## Re-launch

There is going to be a re-launch in September and it would be about preaching on vision and values of church. How do we get people to help? Also to engage people and to really look into what their gifts are. Communication would be really important so that people know what to do.

- What will re-launch look like? Is it about stoking flames again and rekindling passion, connecting with other people
- Do we need opportunities that are going to connect people with each other i.e. could we say to someone 'this is where we would love you to serve, but what do you feel God is laying on your heart?'
- We should be praying before re-launch, it is worth doing something on prayer, as passion for all things discussed can sometimes come from prayer. It would be great to re-establish regular prayer meetings, talking about different ways of meeting with God. Prayer brings us back to the foundation and makes us gaze on the face of Jesus, which is massively important.

## Summary and things to focus on

- Need to think about the existing online focus,
- People need to encounter Jesus
- Stoke peoples passion and love of Jesus then they will learn about their gifts and hopefully want to serve
- Communication – how we do it.
- Mentor youth and apprenticeship.
- Prayer.
- Mixing of age ranges eg coffee or other ways,
- Enabling the serving of different types of people eg those with mental health or anxiety issues.

The morning closed with worship and prayer.

## Post session decisions recommended to PCC by SLT

### Proposed direction

#### 1. Reconnect – Renew – Release

Reconnect – coming back together

Renew – re-encountering God together

Release – stepping out again in blessing our community.

Starting with a church family Day Out, teaching on vision & values, seeking to raise the spiritual temperature, and includes Home Groups – we will encourage everyone to look at the same agenda together.

#### 2. Prayer

We know we need to be praying more. We want to look for new opportunities to help people to gather to pray. Start with a half night of prayer.

### 3. Youth

Nationally and locally youth have really struggled during lockdown, not just in church, but in many areas, and we really want to put energy into our young people.

Youth sessions will restart in July and we will look to see what can be done over the summer, and on into next term.

We also want to help the older young people engage with the process of re-evaluating and re-launching the 6pm service. We will meet to pray in July, looking for a re-launch in September.

It is also acknowledged that there is a need to invest in;

- Pastoral Care
- Discipleship
- Spiritual gifts
- Communications

And are looking further ahead to;

- Growing Leaders in 2022
- A physical reordering of the church building