**(C) West Wight Team Ministry** **To Parish Reps where appointed, PCC members and Patrons (with extra notes)**

*Vacancy update regarding the Parishes of Freshwater, Yarmouth, Brighstone, Shorwell w Kingston, Brook, Mottistone, Shalfleet, Calbourne, Newtown, Thorley and Totland Bay.*

It has been announced yesterday (11th June 2017) that the Revd Mark Whatson will retire as Rector of Freshwater and Yarmouth with effect from 31st July 2017 and we wish him and Helen well for a long and happy retirement. We will of course express our gratitude for his years of ministry in West Wight in due course. Now that this news is in the public domain, this paper is offered for discussion as we seek to bring resolution to vacancies in the cluster and seek this opportunity to reconfigure parishes towards the making of new appointments and the creation of a pastoral scheme to establish a West Wight Team Ministry.

This may for some seem a little hasty but other parishes in the cluster have been vacant for some time and we are exploring the possibility of trying to secure advertisement space in July with a view to interviewing candidates in September. The temptation would be to wait until September to advertise posts but doing this in July would give potential candidates the weeks in August to come over for informal visits and conversations. This is however a tight timeline and it may not be possible.

Key points.

The paper is working on these assumptions:

* *One clergy post responsible for Freshwater, Yarmouth and Thorley. I recognise that over the years Thorley has seen several moves of this kind and I am very grateful for their forbearance and flexibility.*
* *One clergy post for Brighstone, Shorwell w Kingston, Brook, Mottistone, Shalfleet, Newtown and Calbourne*
* *One House for Duty post (or perhaps curacy post) for Totland Bay.*
* *The posts would initially be configured as Priest in Charge roles with the understanding that this will become a Team Ministry. In line with the exercise undertaken recently in the Bay vacancy process will look to see who emerges as Team Rector. On paper this would naturally seem to lie with the Freshwater, Yarmouth and Thorley post but this leaves options open.*
* *A one year part time interim appointment of Val Hards to serve primarily in the Shalfleet grouping of parishes to help with this transition period.*
* *One Team Administrator post, probably 28 hours per week.*

Note:

The data has been compiled from Mission Statistics submitted by parishes.

Please keep all of this process, the people and the parishes in your prayers as we look to find the right way forward.

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| **West Wight Team Ministry**  |
| **The Brighstone & Shalfleet Seven****Priest in Charge** | **Freshwater, Yarmouth & Thorley****Priest in Charge** | **Totland****H4D Priest/Assistant Curate** |
| **Parish** | **Pop**(2011) | **ER****2016** | **Usual****Sunday****2016** **Adults/****Children** | **Easter****2016****Attend/****Coms** | **Parish****Share****2017** | **Parish** | **Pop**(2011) | **ER****2016** | **Usual****Sunday** **2016****Adults/****Children** | **Easter****2016****Attend/****Coms** | **Parish Share****2017** | **Parish** | **Pop**(2011) | **ER****2016** | **Usual****Sunday****2016** **Adults/****Children** | **Easter****2016****Attend/****Coms** | **Parish Share****2017** |
| Brighstone | 1357 | 80 | 50/10 | 121/121 | 41,796 | Freshwater | 5248 | 76 | 96/5 | 117/143 | 33,269 | Totland | 2868 | 107 | 63/3 | 96/118 | 28,532 |
| Shorwell |  659 | 33 | 20/0 | 98/120 |  9,777 | Yarmouth |  591 | 84 | 42/1 | 93/126 | 22,313 | ---------- | ------ | ------ | ------ | ------ | ------ |
| Brook |  135 | 43 | 16/0 | 32/32 | 11,000 | Thorley |  274 | 56 | 18/0 | 26/29 |  6,562 | ---------- | ------ | ------ | ------ | ------ | ------ |
| Mottistone |  81 | -------------- | ------ | ------ | ------ | ------ | ------ | ---------- | ------ | ------ | ------ | ------ | ------ |
| Shalfleet | 1573 | 44 | 20/0 | 46/56 | 13,647 | -------------- | ------ | ------ | ------ | ------ | ------ | ---------- | ------ | ------ | ------ | ------ | ------ |
| Calbourne |  355 | 33 | 9/0 | 21/50 |  6,443 | -------------- | ------ | ------ | ------ | ------ | ------ | ---------- | ------ | ------ | ------ | ------ | ------ |
| Newtown |  317 | 25 | 12/0 | 16/18 |  8,347 | -------------- | ------ | ------ | ------ | ------ | ------ | ---------- | ------ | ------ | ------ | ------ | ------ |
| **Total** | 4477 | 258 | 117/10 | 334/397 | 91,010 | **Total** | 6113 | 216 | 156/6 | 236/298 | 62,144 | **Total** | 2868 | 107 | 63/3 | 96/118 | 28,532 |

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| **Parish** | **Readers** | **LM** | **LPA** | **LWL** | **Parish** | **Readers** | **LM** | **LPA** | **LWL** | **Parish** | **Readers** | **LM** | **LPA** | **LWL** |
| Brighstone | Pete Johnson |  | 2 | 4 | Freshwater | Anne LinningtonBrian Wilson | ----- | ----- | ----- | Totland | Lucie Bell |  | 6 | 4 |
| Shorwell | ------------------- | Linda Bushell | 2 |  | Yarmouth | Janet Harding | ----- | ----- | ----- | ----------- | ----------- | -------- | -------- | -------- |
| Brook |  |  | 1 | 2 | Thorley | --------------------- | ----- | ----- | 2 | ----------- | ----------- | -------- | -------- | -------- |
| Mottistone | -------------- | --------------------- | ----- | ----- | -------- | ---------- | ---------- | ------- | ------- | -------- |
| Shalfleet | ------------------- | ----------------- |  |  | -------------- | --------------------- | ----- | ----- | -------- | ----------- | ----------- | -------- | -------- | -------- |
| Calbourne | ------------------- | ----------------- |  |  | -------------- | --------------------- | ----- | ----- | -------- | ----------- | ----------- | -------- | -------- | -------- |
| Newtown | ------------------- | ----------------- |  | 2 | -------------- | --------------------- | ----- | ----- | -------- | ----------- | ----------- | -------- | -------- | -------- |
| **Total** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

Note: LM = Local Minister; LPA = Lay Pastoral Assistant; LWL = Lay Worship Leader

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| **The Brighstone & Shalfleet 7****Priest in Charge** | **Freshwater, Yarmouth & Thorley****Priest in Charge** | **Totland****H4D Priest/Assistant Curate** |
| **Parish** | **Number****Weddings in Church****2016** | **Funerals****Church/****Crem****2016** | **Hours Church open per week** | **Number Visitors Typical week** | **Parish** | **Number****Weddings in Church****2016** | **Funerals****Church/****Crem****2016** | **Hours Church open per week** | **Number Visitors Typical week** | **Parish** | **Number****Weddings in Church****2016** | **Funerals****Church/****Crem****2016** | **Hours Church open per week** | **Number Visitors Typical week** |
| Brighstone | 4 | 3/0 | 65 | unknown | Freshwater | 10 | 19/27 | 98 | 62 | Totland | 1 | 8/8 | 47 | unknown |
| Shorwell | 3 | 4/3 | 48 | 30 | Yarmouth | 3 | 7/1 | 60 | 65 | ---------- | ------ | ------ | ------ | ------ |
| Brook | 0 | 2/0 | 84 | 50 | Thorley | 0 | 1/1 | 60 | 0 | ---------- | ------ | ------ | ------ | ------ |
| Mottistone | -------------- | ------ | ------ | ------ | ------ | ---------- | ------ | ------ | ------ | ------ |
| Shalfleet | 3 | 3/0 |  8 | Unknown | -------------- | ------ | ------ | ------ | ------ | ---------- | ------ | ------ | ------ | ------ |
| Calbourne | 2 | 2/0 | 60 | 0 | -------------- | ------ | ------ | ------ | ------ | ---------- | ------ | ------ | ------ | ------ |
| Newtown | 0 | 2/0 | 60 | 20 | -------------- | ------ | ------ | ------ | ------ | ---------- | ------ | ------ | ------ | ------ |
| **Total** | 12 | 16/3 | 325 | 100+ | **Total** | 13 | 27/29 | 218 | 127 | **Total** | 1 | 8/8 | 47 | unknown |

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| **The Brighstone & Shalfleet 7****Priest in Charge** | **Freshwater, Yarmouth & Thorley****Priest in Charge** | **Totland****H4D Priest/Assistant Curate** |
| **Parish** | **Baptisms** | **Parish** | **Baptisms** | **Parish** | **Baptisms** |
| Brighstone | 3 | Freshwater | 4 | Totland | 1 |
| Shorwell | 3 | Yarmouth | 1 | ------------------ | ---------------- |
| Brook | 1 | Thorley | 1 | ------------------ | ---------------- |
| Mottistone | ------------------------ | ---------------- | ------------------ | ---------------- |
| Shalfleet | 4 | ------------------------ | ---------------- | ------------------ | ---------------- |
| Calbourne | 0 | ------------------------ | ---------------- | ------------------ | ---------------- |
| Newtown | 0 | ------------------------ | ---------------- | ------------------ | ----------------- |
| **Total** | 11 | **Total** | 6 | **Total** | 1 |

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**2016 Occasional Offices Summary**

2016 Baptisms in all Churches 18

2016 Weddings in Church in all 11 Churches 26

2016 Funerals in Church in all 11 Churches 51

2016 Funerals at Crematorium from all 11 Churches 41

**Church Schools**

Shalfleet, Yarmouth, Freshwater, Brighstone + Christ the King College

**The Task:**

11 parishes, 12 churches, 4 church schools (+ CtK) and a population of 13,458 (2011 figure) of whom on a usual Sunday the attendance comprises 366 adults represent 3% of the population.

**The Geography**

At the longest points the area is about 12 miles long (roughly the same as Southsea – Waterlooville) and 7 miles wide (roughly the same as Southsea to Cosham).

**Available Clergy Housing:**

* **Freshwater House** – Priest in Charge
* **Brighstone House** – Priest in Charge
* **Totland House – H4D** (Aim to keep this post as a H4D or curate house post James)
* **Shalfleet House** – (Area Dean for the present (keep as clergy/curate/LM house)
* **Shorwell House** – Local Minister

**Consultation** p 5

I have looked to see if it is possible to organise a meeting of Parish Reps and a further meeting of PCCs to discuss future plans but this is proving very difficult. After you have seen this proposal I will be available on these three occasions for anyone to come and ask questions or makes comment.

3.00pm Sunday 18th June All Saints’ Church, Calbourne

9.30am Saturday 24th June All Saints’ Church, Freshwater

3.00pm Sunday 25th June St Mary’s Church, Brighstone

Alternatively questions and comments could be directed to me or Area Dean Revd Allie Kerr via email at any time during the process. I will distribute a final version of the proposal after the third consultation meeting. Our email addresses are: adiow@portsmouth.anglican.org and Allie.Kerr@portsmouth.anglican.org

**Suggested Time line**

Approval required by all 11 PCCs by Friday 7th July. To fit with this time line we will ned broad consent from PCCs to these proposals and for the reconfiguration of parish groups and particularly from those most parishes directly affected.

The Joint profile which will require some amendment after the Brighstone/Shalfleet Groups process and incorporating Freshwater and Yarmouth material will need to be completed by 7th July.

If all of this is achieved we will seek to advertise the posts on 14th and 21st July with interviews in September.

If we cannot meet this timescale we will look to advertise in September.

The post of administrator can be advertised in July. This role will include working with clergy and local administrators in a coordinated approach to ministry and mission; to act as co-ordinator for occasional offices (Baptisms, Weddings and Funerals), act as co-ordinator for Retired Clergy, LPAs and LWLs, supporting monthly ministry team Meetings and co-ordinating an expenses protocol for cross boundary working. One of the Parishes will need to deal with the employment processes although the salary will be paid by the Diocese. Allie Kerr and/or I would like to meet with those who undertake administrative roles in parishes before the final job specification is agreed.

Ven Peter Sutton and Revd Allie Kerr 11/6/17

**Additional note from Consultation at Calbourne on 18th June** p6

Comments leading up to this meeting focussed attention on the location of schools in the Team area of which there are five:

**CoE Schools :** Shalfleet (109), Freshwater (156), Yarmouth (48) and Brighstone (79) **Roman Catholic School :** Totland (111) and that it would be desirable if the CoE Church Schools could be evenly if possible distributed between clergy responsibilities and also make sense in terms of any parish reconfiguration.

It was generally felt that Shalfleet, Thorley, Newton and Calbourne work well together and that if Thorley moves to a Freshwater/Yarmouth linking then Shalfleet, Calbourne and Newtown should move likewise. There was a general preference for a configuration of parishes that divided the West Wight into north and south groupings which could look like either options B, C or D below.

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| Option B keeps Totland separate; Option C incorporates Totland into the southern grouping and D brings Freshwater into the southern grouping as well. The first consultation meeting looked for the natural connections between parishes, bus journeys etc and potentially evens out the schools between the two posts. Options C and D brings Totland into a wider relationship.  | **B** | **C** | **D** |
| **North** | **South** | **Plus** | **West Wight on the Solent** | **West Wight on the Channel** | **West Wight on the Solent** | **West Wight on the Channel** |
| Freshwater\* | Brighstone\* | Totland | Freshwater\* | Brighstone\* | Yarmouth\* | Freshwater\* |
| Yarmouth\* | Shorwell |  | Yarmouth\* | Shorwell | Thorley | Brighstone\* |
| Thorley | Brook |  | Thorley | Brook | Calbourne | Shorwell |
| Calbourne | Mottistone |  | Calbourne | Mottistone | Newtown | Brook |
| Newtown |  |  | Newtown | Totland | Shalfleet\* | Mottistone |
| Shalfleet\* |  |  | Shalfleet\* |  |  | Totland |
| Number of Churches | 7 | 4 | 1 | 7 | 5 | 5 | 7 |
| Population (2011) | 8,358 | 2,232 | 2,868 | 8,358 | 5100 | 3,110 | 10,348 |
| Usual Sunday Attendance (2016) Adult/Children | 197/6 | 86/10 | 63/3 | 197/6 | 149/13 | 101/1 | 245/18 |
| ER (2016) | 318 | 156 | 107 | 318 | 263 | 242 | 339 |
| Baptisms (2016) | 9 | 7 | 1 | 9 | 8 | 5 | 12 |
| Weddings (2016) | 18 | 7 | 1 | 18 | 8 | 8 | 18 |
| Funerals (2016) Church/Crem | 34/29 | 9/3 | 8/8 | 34/29 | 17/11 | 15/2 | 36/31 |
| Schools (RC) | 3 | 1 | (1) | 3 | 1 | 2 | 2 |

There was also a general view that given the opportunity for the complete rethink on configuration it is better to take our time on this and get it right rather than rush to advertise in July without having weighed up the possible alternatives.

Ven Peter Sutton 19/6/17

**Additional notes from Consultation at Freshwater on 24th June** p7

Key points raised from this meeting:

* There were question marks about the statistics which could be more up to date. School roll numbers are higher than recorded. More important that we recognise that all of the churches are open all day that the number of people coming in.
* That we take greater note of the weekday services and pastoral care that is integral to parish life.
* No real support for the view that West Wight naturally divides into north and south. Rather Freshwater, Yarmouth and Totland are a natural group.
* That this paper so far is about maintenance not mission
* That theological positions of church’s need to be guarded
* That if possible P-i-C’s should be appointed and that part of their brief is to help us find the solution to these difficulties of organisation.
* That the remuneration for the administrator may not be adequate.
* That whilst the Bishop’s hope was to advertise sooner rather than later, preparing the profile and liaising with patrons may make this timescale difficult.

Ven Peter Sutton 24/6/17