

APPENDIX 7
PUBLIC CONSULTATION MEETING NOTES



Consultation notes: Havant

The Archdeacon welcomed people to the meeting and introduced the diocesan team who were to give input during the evening. The Archdeacon explained the structure of the evening, its aim, and the process for consultation. Members of the diocesan team then each presented different parts of the evening, and responded to questions.

The aim of the evening was to consult about plans for pastoral reorganisation, i.e. about how we organize our parishes and ministry roles. The wider aim was to help churches plan and adapt for ministry which cares for our existing congregations, but which also help to reach new people and grow as a church.

In terms of process, this was the beginning of a six month process of consultation. There would be a number of opportunities for everyone to engage both formally and informally within this process. The process was being driven by a desire to increase impact within the affected areas and to reach more people with the love of God. It was not being driven by costs savings, closing churches or by choosing only to manage decline.

[There were a number of interruptions during this section and for the rest of the evening's consultation. The note taker for the evening recorded to the best of her ability the key points that were being made, but this was not always possible as people sometimes spoke over each other and interrupted the speakers. Not every interruption is recorded. Where the same point was made multiple times, it is recorded once. Many people did not speak at all. Some people spoke privately to members of the diocesan team during and after the presentation and their contributions are not recorded unless they gave permission for that to happen. Everyone was assured that they could telephone, email, or write to the diocesan office and that their views would be collected and taken seriously during the process of consultation.]

The presentation continued:

Why are we changing?

- We are exploring new patterns of ministry in churches across the diocese, not just in this deanery.
- There are some areas of the diocese where, despite the best efforts of clergy and congregations, relatively few people go to church.
- At this time we have the opportunity to apply for additional funds to support new growth projects. In order to be eligible for these funds we also need to release money from our existing budgets and invest in mission.

We have learned that:

- Working with more children and families leads to growth.
- When churches relate to local needs – e.g. debt, food poverty, housing, carers, loneliness – then they can also help people grow in faith.
- It is significantly more likely that we will attract those who have never gone to church before by also providing new, accessible, child-friendly worship services.
- Planting new churches with a fresh approach – e.g. Leesland Neighbourhood Church in Gosport and Harbour Church in Portsmouth city – can rapidly reach many people who wouldn't otherwise go to church.
- Any new initiative works best with a whole team approach, not just a lone individual.

- Any new resourcing initiative needs help and support from surrounding churches, deanery, diocese, and can give support and resources back to others in turn as it grows.

Why are we changing in these particular parishes?

- We want to create an environment here where:
 - all of the churches can flourish and grow;
 - we can be wise stewards of all of the resources that we have;
 - the church buildings can be better used by the local community;
 - the churches can have a bigger impact on some of the issues which are faced in this area;
 - churches here can be a resource and support to other churches in Havant deanery.

We want to free people from the burdens of finances, administration, and buildings so that rather than only maintaining the existing church they will also be able to support new projects, opportunities, and communities

What might we be changing?

- The estates of Leigh Park are currently separated into three parishes – Leigh Park, West Leigh, and Warren Park.
- There are currently two full time clergy who cover those parishes and a pioneer minister who works across all of the PO9 area.

We want to:

- Create one parish that covers all of the estates within Leigh Park;
- Increase the staffing levels from 3 to 5 across this parish, with a mixture of clergy, pioneering and operations staff;
- Invest in updating building resources to ensure the buildings can be better used by local communities.

Maps were shown, with affected areas in different colours

What might we do differently?

- Over the coming weeks we are going to be talking to local churches and community groups about what this investment could look like. We will want to hear your views.
- At the moment we don't know exactly what this will look like but possible ideas include:
 - a church plant focussed on younger people;
 - more children's and families ministry;
 - social outreach – foodbanks, debt support, carers?;

- operational support for buildings, finance, and administration.
- Including existing resources we aim to spend over £1.4 million over the next five years on ministry in the Leigh Park estates.
- This is approximately double what we currently spend.
- We want everyone to know the fullness of life that comes from faith in Jesus Christ.
- We want our churches to grow so that they are sustainable and can reach more people.
- We believe that by combining all three parishes together and having a coordinated plan for ministry, we could help these things to happen.

What are we consulting on?

- Although we are keen to hear your views on our proposals for new ministry in the Leigh Park Estates, what we need to consult you about – first informally and then formally, when more definite plans are in place – is basically this:

Should we unite benefices and so create one new parish which combines the existing parishes in Leigh Park, Warren Park and West Leigh?

Participants were provided with sticky notes to record their ideas, working in small groups

1. *What do you like about the plans that we have outlined so far?*
2. *What concerns you?*
3. *What have we not considered that we might need to look at further?*

[A small number of participants insisted that they did not want to write on sticky notes in small groups but wanted to carry on giving their views to the whole meeting. The diocesan team asked people to write on the sticky notes so that the voices of people who did not want to speak in the public meeting could also be heard. Many people did use the sticky notes, others chose not to, and instead engaged 1:1 with the diocesan team or talked to each other.]

There was a time of feedback and the following points were made/questions were asked during this time, or had been made during the presentation earlier and were then picked up in the feedback.

Questions were answered where possible (and recorded below) and points were taken and recorded.

- The Diocese not understanding Leigh Park estates.
- Why was the meeting not held at St Francis church?

Because it needed to be held on neutral ground within Havant deanery, not in any of the three potentially-affected churches, and because others from the deanery were also welcome to come.

- The churches are the heart of the community.
- We are concerned over the job roles of the two vicars.

As with many organisations when you make changes to its structure there are legal implications. For people who are employed by a company often they are notified that they are at risk of redundancy. Whilst clergy are not employees their roles they are still put at risk when you make changes to a parish structure, and as such we have as part of the process

informed those affected. We hope that many of those affected will choose to apply for roles in the new structure.

- How can these 2 people be supported – fb page with over 600 signatures.

The jobs would be advertised as any other post.

- The redundancies are a worry – is Diocese aware about welfare issues of clergy and their families? – they would be unemployed and homeless – Diocese would be responsible for their pastoral support and care and their state of mind. No care had been provided by the diocese – there had been no contact from the diocese and this was a disgrace (Beryl Jones)

Pastoral support was taken very seriously and had been offered and any support that is requested will be set up for clergy or their families.

- It was important to get people to church but community involvement equally important and Fr Jonathan was going to schools and into the community to bring people closer to God.
- Would the new people go into the community, as the community was not going to come to them?

These plans were intended to do exactly that.

- The Diocesan plans on the website said about the redeployment of people, finances and buildings – audacity to lump priests amongst finances and buildings.

- Diocese did not have the grace to call the priests.
- This was manipulation – not incorporating biblical truth.
- Everyone wants change but we don't want it – it is fine here.

- The plan talked about investment and offering practical help with admin. There was a blatantly obvious division showing those parishes up that didn't have enough people to carry out these roles. Why has this investment not been brought in in the past and why has the Diocese not offered support before?

The Diocese had provided admin support with the finances at St Francis and we were looking to provide exactly that kind of support in future.

- Keep the two vicars – they are the life of the church and run the churches.
- As a family member of St Francis for 50 years I have seen 6 ordained priests at one stage doing the same work as 1 priest does now.
- The 2 pioneers that were sent into St Francis and St Clare did not work as they weren't engaged with the community.
- People need to know that Leigh Park people are loyal and don't want new people who do new things.
- If the Diocese wants to make people's lives better, then invest in buildings and give the clergy the support they need.
- You are talking about church not about building – this is our community.
- You don't know or believe in our community.
- We don't need to be in church – good people are not necessarily Christians.
- Fr Jonathan oozes goodness.

We will be coming into the community, groups and schools as this consultation continues.

- We don't want no-one (sic) to lose their jobs.
- Church is buildings – these are our people.
- The Diocesan plans are ambitious and detailed and sadly about structures, numbers and money not people and their wishes. The studies didn't include talking to unchurched and those let down by the church.
- Many denominations are represented in Leigh Park and work together, eg the community nativity play.
- It is not about bums on seats.
- If you are the people of God, why have the two vicars not been consulted?

This is the beginning of the consultation – we informed the two affected vicars in advance of this public meeting and now there is an opportunity for everyone to hear about the consultation process together and to give their views.

- Fr Jonathan has developed a 5-year strategic plan, which was ignored and now they are offered redundancy plans.
- You should categorically state that the two clergy could take these new positions and help people in their community.
- Give these people a chance.
- The main focus has to be about God's plan. Who knows what God has in store for these clergy, would they not go at some stage anyway? If God wants them to stay he will make that happen and if he wants them to move on and do good somewhere else he also will do that.
- Not everyone goes to church – why not? Is this not an opportunity. Make it an opportunity.
- People say that "In God we trust." That's not true here, in Leigh Park in Fr Jonathan we trust.
- Someone new would have to do an awful lot to learn and gain trust. Children love Fr Jonathan, he is child-friendly and we love his family.
- You throw him out like a bit of meat and this is unfair.
- Everything he has given to this community you dismiss and he gets a kicking.
- You ask him to apply for his own job. If he applies and doesn't get the job, he won't get the money.

That's not true. Redundancy is different for clergy. If they don't apply they are free to take the redundancy money offered. If they apply and do not get the job they still get the redundancy money.

- Will the pioneers come if I call them in the middle of the night, which our clergy have done?
- Why hasn't the archdeacon, or whoever is responsible for supporting the clergy and making sure that they are provided with enough admin support etc, given them more support? Fr Jonathan and his wife do the church notice sheets for themselves, and others should do things like that for them.
- We engage in schools through work with prayer spaces. Why don't you let the existing clergy run St Francis and St Alban and make St Clare's into another Harbour Church?

- If you are invited to apply that says that you are not required.
- It is personal even if you don't want to make it personal.
- You say it is about God. I didn't hear that this is about Christianity, humanity and compassion. It is not compassionate as you don't see that this family is laying their lives on the floor.
- Why can't you not say that the two clergy are the ideal candidates?
They are invited to apply and to work with the changes.
- We don't want change.

[The sticky notes were also collected so that their feedback could be recorded.]

The timetable for the consultation was outlined:

We are currently entering the *informal* consultation part of the process.

w/c Monday 15th October: Public Consultation Meetings

Friday 19th October: Informal letters sent to Legally Interested Parties plus anyone else who asks

Wednesday 5th December: statements of view and any scheme changes presented to the Bishop's Council

Following this we will have a *formal* consultation process lasting eight weeks [extended beyond the usual 4-6 weeks as it falls over the Christmas holidays]

Friday 7th December 2018: formal consultation letter and draft proposals sent to legally interested parties

Friday 1st February 2019: closing date for written responses

Monday 11th March 2019: statements of view and final draft proposals presented to the Bishop's Council

Friday 15th March 2019: Bishop Christopher to send draft scheme to Church Commissioners Pastoral Division

When the scheme has been received by the Church Commissioners Pastoral Division they will review and evaluate it. It will then be published. If there are representations the Church Commissioners will look at comments from this and other parts of the consultation process. They will make a decision in either May or July 2019.

The scheme could be made as early as 1 June 2019 and could come into effect on 1 December 2019.

Between these two dates we would look to recruit to new and vacant positions with the aim of people starting in new roles by 1 January 2020.

How we will communicate and how people can communicate with us?

We will continue to put information on the diocesan website and on our own social media. We will send emails to parish clergy and officers.

As well as the formal letters which are sent to interested parties, we are keen to hear from anyone who has a view.

You can email the deputy diocesan secretary: jenny.hollingsworth@portsmouth.anglican.org

You can write to us at The Diocese of Portsmouth, Peninsular House, Wharf Road, Portsmouth, PO2 8HB.

Two of the potentially affected clergy were given the opportunity to respond to what they had heard that evening. They made the following points:

- Touched and humbled by so much support from the community and their efforts and encouragement, love and support. We love you too. This proposal is doing away with something which is precious in our community. I am a champion and servant of Leigh Park. You are keen to skirt over some realities in this plan. On Tuesday we were presented with the plan and on Friday you called and gave notice of redundancies. If you had wanted to offer ministry in Leigh Park you would have done this differently and you could have consulted with us. You could have done this completely differently if you had wanted us to be involved. I am concerned that in order to do this in the time frame you had to do this hastily and this damages the reputation of the church and the diocese. Ten faithful clergy have to jump through hoops to get this money. It is not about personalities. Those people have proven track records showing that they can deliver but they are under-resourced. The consultation needs to be realistic and it needs to be not just hearing what people say but responding. I am very humbled and will continue and my allegiance is with the estate and the community here. We want to be included positively and constructively not in an abstract way. We want to see some action on what we heard this evening. (The Rev Jonathan Jeffery)
- Thank you for your support. Let's just sit quietly with God. (The Rev Karina Green)

The meeting closed with a prayer.

APPENDIX 8
FACEBOOK COMMENT ON MEETING NOTES
AND LOCAL PRESS REPORT ON PUBLIC MEETING

Transcribed from Facebook

Paula Jeffrey-Powell

30th November

I'm posting this on behalf of [Darren Mckenna](#). This is his letter which was sent to Jenny - It's very good! 😊

Thank you Darren! X

Dear Jenny

The following is my considered response to the notes made available after the public meeting where my community went to great lengths to express their extreme displeasure at how the current reverends Johnathon and Karina, and their families, have been treated. And of our resistance to their proposed redundancies, not necessarily resistance to change itself. There was a very combative tone to the evening and I think it's clear that diocesan team are making sweeping and ill informed assumptions about the community and that very little meaningful research has taken place to capture the needs, habits and wishes of our community, and most importantly the work that is already taking place to meet those needs.

To illustrate this point we were eventually presented with 'Consultation notes: Havant.' To begin with we were promised detailed minutes that captured the thoughts and opinions of everyone at the meeting, not notes from the decision makers! Secondly we are concerned with the impact to Leigh Park, West Leigh and the Warren NOT Havant! the fact that this was still misunderstood at this stage, despite how much it was pointed out to you, shows the depth of your lack of willing, or ability, to understand our community.

'The Archdeacon explained the structure of the evening, its aim and the process for consultation' please take note that the tone from the outset is one of asserting a dominant position over us, the community. On the evening and in the notes it is quite clear we are being told what is going to happen paying only frivolous lip-service at best to the notion that our thoughts, opinions, wishes or concerns would be considered as part of the 'process'. The diocesan team bullishly ploughed through their presentation segments deflecting, avoiding or ignoring questions from the public.

The notes then continue in the already established patronising tone telling us that we were explained how the vision for change will equip our churches to plan and adapt, the notes DO NOT reflect how an abundance of viewpoints were immediately offered detailing how our ministers currently achieve this objectives. Let me be clear here; you ignored us on the evening and you ignored us in your notes!

The point is then made that this is simply the beginning of a six month consultation process, however save for our emails (which we will never know are even read) this was to be the only opportunity for members of the community to have any say whatsoever in the process. A process as you fail again to take note of had already begun with the redundancy letters being sent to our ministers prior to presenting your 'desire to (...) reach more people with the love of God' for heavens sake you can't even listen to the people! how on earth do you expect us to believe you want to share God's love with us?

Now the next line in the notes is one that troubles me more than any other, the line about interruptions throughout the evening. Let me apologise on behalf of my uncivilised and unruly fellow rabble, how very ungrateful of us to have tried to derail your thoughtful presentation detailing the things you plan to do for us to make our miserable lives better, who did we think we were? responding with impassioned resistance? Please, please understand our 'interruptions' come from a place of love, of pride, of dignity. We care about our community, each other, our vicars and our churches. We have something to say, when we have our voices denied it hurts. We know our community better than anyone else, when we are spoken down to about what is best for us it hurts. We interrupted your formal presentation because it was our lives you dispassionately described. Please understand that, work with us you can't do work to us, we have worth. Recognise that.

Despite the fact you claim that exploring new patterns of ministry is not about only managing decline you continue to stress that 'relatively few people go to church' we realise that we need to reach God's children and I think we can all agree on that but this is a question of quantity over quality. Nothing new in this supposedly radical approach, it's a business model of maximising profit. Why are we not trying to measure the breadth and depth of the spiritual impact already happening in our community? Significant and sustainable change in the souls of local residents. Why are you not investing in an audit of experiential impact? the quality of spiritual engagement? you seem obsessed with numbers, empirical growth, you have a capitalist model!!!! You talk of investing in mission but quite clearly we have experienced years of under-investment in traditional mission and without any meaningful evidence gathering you have decided that it doesn't work so increasing investment in fresh expressions is the answer. And push forward with it is the only paradigm that will garner success! Equally you have no meaningful evidence for this. Any examples given were poorly understood, cliched fad thinking or blatant misrepresentation of data! A church plant with a congregation of twenty that all previously attended the church you just closed is not a fresh expression, it's moving the goal posts and declaring you've won the game!

You tell us that working with more children and families leads to growth. If you had have asked us we could have told you we know that, our vicars and their families have been doing it for a very long time, you'd see that if you were ever present at any of the many events they put on throughout the year or services they offer in all of our schools.

You tell us that you have learned that relating to local needs can help people grow in faith, we could have told you that! I run the food bank out of St Francis with the support of Father Johnathon, you recently appointed a pioneer to tackle food poverty but didn't know that your original pioneers had left their post some time ago and your current employee has nothing to do as it is being delivered by volunteers very successfully without him, the deanery, my community didn't know who he was and he didn't have the courage or decency to introduce himself when the opportunity presented itself. Local people know where to get support with their needs, they go to the vicars they know and love, to the projects in the community that are already having an impact in people's lives, helping them to grow in faith. This example outlined for many that the direction of recruiting pioneers at the expense of our current ministers would not increase impact, it would potentially do the opposite.

You claim that is significantly more likely to attract those who have never gone to church, but this isn't true. The examples you give show that de-churched congregations 'emerge' those who have become dissatisfied with traditional expression and not the un-churched as you claim, complete newcomers. Now that's fine, it is important that we don't drift away from God if we drift away from church, we need other ways to express our faith and worship. But let's be honest about it, it's not pure mission, acquiring new recruits - it's rebranding!

'A new initiative works best with a whole team approach' yes! we agree with that too, it's the part about sacking the existing team we disagree with! (We rudely 'interrupted' here too)

Now you claim to want to be wise stewards of all the resources that we have yet you refused to acknowledge that we have an abundance of resources being used wisely that you have systematically refused to observe, measure or invest in! You made the point on the night and in the notes that church buildings could be used better by the community, and of course they always could be, but you showed you have no idea and little interest in how the community is using those spaces successfully right now. Your reasons for change have no firm base at all! hollow, shallow, ill informed quite frankly your ignorance is staggering and smacks of arrogance. Here you mention how we could support other churches in the Havant deanery, of course we would however at this point we need to recognise the deafening silence of the lack of support from our other local reverends and deacons. The structure of power in the organisation is the master being served here and it was a sad betrayal of our collective humanity that these influential voices remained mute.

The notes go on to explain to us how you see the area currently and how it might (you intend) change. Despite the obvious point that if you were to invest in current structures you would not need to make Johnathon and Karina redundant you continue to push ahead and labour the point of increased staffing levels and resources necessitating the removal of their posts and collapsing three distinct parishes into one. The only reason at this point still seems to be because you have decided that it is best for us, without any qualitative audit of existing initiatives; evidence that

pioneers are impacting our community or acknowledging any historic under investment. You have an idea ypu lik and your going ahead with it regardless. The ideas you put forward are all already in place, you fail to recognise them and expect us to welcome them in as fresh expressions, do you wish us too to dress in the emperor's new clothes?

The meeting descended into farce on occasions, not least when there was a stubborn teacher and unruly class pantomime surrounding post it notes, again this is written up to sound as though an uncultured rabble ungratefully disrupted a well planned demonstration of democracy in it's purest form. Please understand we collectively experienced being patronised, ignored and demoralised by the way we were consulted-at, we were not part of the process it was being done to us, and the outcome was clear; you want to remove our vicars against our wishes.

I'm afraid the rest of the meeting has been 'recorded' in such a way as to render us an incoherent collective that are staunchly averse to change. This was and is not the case, we simply have concerns that merging the parishes sets an artificial and arbitrary identity that would not be equipped to support the distinct areas but most importantly we disagree that any change that will occur is dependant on the removal of Johnathon and Karina's posts. We have spoken in one united voice, we welcome new approaches and are willing to experiment but we will not accept that at the expense of our vicars, please hear us.

With hope

Darren Mckenna

APPENDIX 9
COMMUNITY CONSULTATION FOLDER

Please see separate bundle, which includes:-

Informal Consultation Phase

- iPetition – hard copy
- Posts from “Save leigh park st Francis church and st Clare and West leigh vicars” Facebook page – hard copy of screen shots
- Messages from Comments Book – hard copies

Subsequent

- Posts from “Save leigh park st Francis church and st Clare and West leigh vicars” Facebook page – hard copy of screen shots

Other

- Posts from Diocesan Facebook page – hard copy of screen shots

To: The Revd Jonathan Jeffery – Vicar – Leigh Park and Warren Park
The Revd Canon Karina Green – Priest-in-Charge – West Leigh
The Revd Edwina Fennemore – Assistant Curate SSM – West Leigh
Mrs Alison Watson - Secretary – Leigh Park
Mrs Jan Horn – Secretary – Warren Park
Mr Graham Whitlock – Secretary – West Leigh
The Bishop of Portsmouth – Patron – Leigh Park: Warren Park: and West Leigh
The Venerable Joanne Grenfell – Archdeacon of Portsdown
The Revd Canon Karina Green – Joint Area Dean – Havant Deanery
The Revd Ian Snares – Associate Area Dean – Havant Deanery
Vacant – Lay Chairman – Havant Deanery

Dear All,

MISSION AND PASTORAL MEASURE 2011

BENEFICES OF LEIGH PARK and WARREN PARK: WEST LEIGH

You will already have received a formal letter telling you of the decision by the Bishop's Council (acting as the Diocesan Mission and Pastoral Committee) on 3 April 2019 to recommend draft proposals for pastoral reorganisation to the bishop. Members of the Bishop's Council thought it would be helpful to give you more detail about the way in which they came to their decision.

In both the informal consultation period last autumn and the formal consultation period from January to March 2019, there were many meetings with those in the affected parishes, as well as phone calls, emails, written responses and counter-proposals received. Although this generated a huge amount of paperwork, all of these responses were read and considered, and some of the provisions in the draft proposals have been altered as a result. There was also an opportunity for affected clergy to speak directly to Bishop's Council members during their meeting on 3 April.

Among the many points raised were four issues in particular which were common to each proposed Pastoral Scheme. Although the three areas of central Gosport, Newport and the Leigh Park estates are very different, the nature of the draft proposals for each area was similar, providing a new parish structure to enable us to have a greater spiritual impact in each locality.

In each case, the Bishop's proposals are the basic legal building blocks which provide for the proposed reorganisation of the affected benefices and parishes and an indication of the minimum number of clergy to be appointed. The parishes themselves will be involved in decisions about how other clergy and lay people are appointed in each area to create the entire team ministry that is envisaged in each location.

Bishop's Council members thought you would be interested to know further details of their deliberations on those four specific concerns. Each was debated in some detail before consideration was given to the proposed individual Pastoral Schemes themselves.

1. The nature of the process to date

There was an understanding among Bishop's Council members that, especially in the initial stages of this process, there were things that could have been done differently to make it easier for those affected. Although the legally required process was followed, this has not been an easy process for anyone to experience. For the distress that has been felt, they are genuinely sorry.

Members were also aware of a dilemma – the length of the process was largely out of their hands, but they were aware that some people wanted a delay for further consideration of other options, while others wanted a quick decision so that the uncertainty surrounding the affected clergy posts would end. They were aware that at some point they would need to make a choice, and that that choice was unlikely to satisfy everyone.

2. Team Ministry/Group Ministry

Members understood that their role is to provide both structure and resources to parishes to develop their visions and equip them for mission. They recognised that the existing parish structures in much of our diocese were created in the Victorian era and post-World War II. What worked for those communities in those times might not be the right structure for parishes today. This was one reason why team ministries, including clergy and lay people, each with specific areas of expertise, were originally proposed by some of the parishes involved.

The discussion in the Bishop's Council meeting on April 3 revolved around suggestions from some parishes that a group ministry might be a preferable structure. This would allow the clergy of two or more separate parishes to assist each other in ministry and mission. It is a looser, more informal arrangement, which tends

Outrage over plans to make reverends redundant



Adam Nixon [Follow](#)

Oct 19, 2018 · 2 min read

Two Havant reverends are fearing for their jobs after a proposed shake-up by the Diocese of Portsmouth.



Reverends Karina Green and Jonathan Jeffery.

A statement by the Diocese of Portsmouth announced a proposed £9.1 million restructure to the area.

This announcement includes a re-organisation of Havant's parishes which will include Leigh Park, West Leigh and Warren Park. It now puts Rev Jonathan Jeffery, Vicar of Leigh Park and Warren Park, and Rev Karina Green, priest in charge at St Albans, West Leigh, at risk.

The proposed investment to Havant includes an additional funding of £1.4 million over the next five years, more food banks, as well as a re-structure of ministry posts and increasing staffing over the area from three to five.

Following the announcement, the public soon had their view on the matter—a petition was created online in support of the reverends' jobs which now has more than 756 signatures.

A Facebook page was also created, which has more than 1000 members with many heated comments.

Rev Jonathan said: 'I was simply shocked. They should build onto what we already have, not replace it.'

A public meeting was held on Wednesday, October 17 which gave more than 100 people more of an insight to the proposed changes, allowing people to have their views.



A heated meeting which was held at St Wilfrid's Church, Padnell Road, Cowplain.

The majority of people did not agree with the fact that Reverends Karina and Jonathan's jobs were at risk. After the question was asked to the Diocese, they could not confirm the Revs would hold their posts after the changes and said: 'They will be considered for roles, should they wish to apply.'

At the meeting, Rev Jonathan said: 'I am humbled by the support and it is a tremendous effort.'

'But I do oppose the proposal—if you wanted to work with us, you would have consulted us and we could have done it all differently.'

The proposed changes are part of a six-month plan and will ultimately take place towards the end of 2019.

To find out more about the multi million pound re structure, see link: <https://www.portsmouth.anglican.org/news/2018/10/09/multi-million-pound-investment-help-our-mission-and-ministry/>

to embrace the work of clergy only. To a certain extent, the effectiveness of any group ministry depends on the goodwill of those clergy who are part of that legal framework. When those specific clergy retire or move on, the effectiveness of the group ministry sometimes dissipates when their successors take over.

A team ministry is a special form of ministry whereby a team of clergy and authorised lay people share the pastoral care of the area of a benefice. It allows a more strategic approach across the whole area towards ministry and mission – especially as the overall vision includes the creation of brand new congregations alongside more traditional parish ministry.

However, members appreciated that structure alone does not ensure good and collaborative team working. It agreed that a structure with one benefice, one parish and therefore one Parochial Church Council (PCC), with local District Church Councils (DCCs), is needed to enable finance and resources to follow strategic mission decisions and to be the employing body. It also reduces the administrative burden and statutory roles needed by parishes to a minimum.

Members concluded that there is a need to restructure, both in order to develop new worshipping communities, and also to ensure continued development and provision for our existing faithful congregations in our traditional churches.

3. Designation of clergy posts

Members recognised that in the past it had dealt with proposed pastoral schemes in which certain existing clergy were 'designated' to a new post. The example was given of the most recent scheme that was made for the West Wight Team Ministry. In this case, both clergy in that team had been recruited, with the agreement and input of the affected parishes, with the possible future team ministry structure in mind.

In this case, whether the number of clergy posts in the proposed proposals remains the same or increases, the roles themselves will be different to the clergy roles that currently exist. The example of the 'team rector' and 'church-planting team vicar' has been widely circulated, as this is a potential team ministry model that Bishop's Council members would like to see – a team rector with strategic oversight for both traditional parish ministry and the creation of new congregations in a range of traditions; and a team vicar with the specific expertise to create brand new worshipping communities; plus other clergy and lay people with different skills. However, this model is not set in stone – it could equally be that the team rector or a pioneer minister has the church-planting expertise.

Members therefore agreed that an open and transparent recruitment process was beneficial to ensure that clergy and lay ministers are appointed with the relevant gifts for these new roles.

4. Traditional ministry

Members heard that there was concern in some areas that traditional ministry was being seen as a 'bad' thing, and was adamant that this was not the case. They recognised that it is relatively easy to analyse average weekly attendance and occasional offices figures, but difficult to quantify or measure the significant impact of pastoral care and ministry in the community. They understood that there was a fear that the importance of this ministry in communities was being underestimated.

They were clear that they wanted our traditional church congregations to continue to be nurtured and developed, while also having a structure in place that will enable new worshipping communities to flourish alongside our existing churches and hopefully bring people to church who have not yet engaged with us either in church or out in the community. Consideration of clergy skills in traditional parish ministry will be a vital part of the recruitment process for those new posts created.

The next steps of the process

The Church Commissioners will be dealing with the next phase of the consultation process and will be in touch with you shortly.

In the meantime if you would find it helpful in your continuing considerations to meet with representatives of the Bishop's Council so that they can respond to you in person please let me know.

Should you wish to explore what a future team ministry might look like and team working within that new structure, we are also very willing to have those discussions.

The Bishop's Council would again like to take this opportunity to thank you for your participation during the consultation and the hospitality you have shown to its members and staff.

Yours sincerely,



Jenny Hollingsworth
Deputy Diocesan Secretary
Secretary to the Diocesan Mission and Pastoral Committee

APPENDIX 11
OUR COUNTER PROPOSAL

1. That St Francis, Leigh Park and St Clare, Warren Park become one parish
2. That the parish of St Francis, Leigh Park and St Clare, Warren Park create a formal group under the Mission and Pastoral Measure 2011 with the parish of St Alban, West Leigh governed by a joint council (under impending legislation)
3. That the post of incumbent of St Francis, Leigh Park and St Clare, Warren Park be designated to the existing incumbent of those parishes
4. That the incumbency of St Albans parish remain
5. That the third post granted to the estates (proposed group) under the Havant Deanery Plan, and previously held by the PO9 Pioneers, be held by a Church Planting Minister with responsibility for three simultaneous church plants at venues across the group
(Example venues - H & W Football Club, West Leigh; The Hub, Leigh Park; St Clare's Church, Warren Park)

Points 1 – 5 form the legal proposal.

6. SDF bid to include funding for a Business Manager to be accountable to the incumbents and to the joint council and responsible for all matters of administrative compliance
7. SDF bid to also include funding for a community pioneer with responsibility for managing a CAP debt centre and developing the food poverty project drawing clients from across the group
8. Incumbents to work with the Business Manager on buildings projects in relation to community space and hall development at St Francis and St Clare and church building issues at St Albans
9. Significant social enterprise initiatives developed
10. Group to work as a co-sharing and cohesive collaborative whole serving its distinct communities and its vision and mission imperatives by the grace of God, the joy of Christ and the power of the Spirit.

APPENDIX 12

THE NEWS: WEDNESDAY 13TH FEBRUARY 2019



CLERGY UNDER THREAT Rev Jonathan Jeffrey and inset, Rev Canon Karina Green

Clergy could lose jobs in £9m shake-up

BYRON MELTON
News
byron.melton@journal.co.uk

Church leaders in plans to 'revitalise' city's diocese to draw more to Christ

MUCH-LOVED church leaders could lose their jobs if a £9.65m plan to 'revitalise' the city's diocese is approved.

The proposals would see the cash injected into Portsmouth, Gosport, Havant and Isle of Wight parishes to build 'innovative' new congregations to draw more people to Christ.

But they could come at a cost to religious leaders in east Hampshire - where it is proposed parishes at Leigh Park, Warren Park and West Leigh are merged.

As a result the roles of Leigh Park and Warren Park vicar Jonathan Jeffrey and West Leigh vicar Karina Green would cease to exist, with a 'team rector' role and a team vicar' role created to serve all three areas instead.

More than 690 people have joined a Facebook page set up in aid to save the pair's jobs.

The Rev Jonathan Jeffrey, who serves at St Francis Church in Leigh Park and St Clare's Church in Warren Park, said: 'It is clear the community values what is already being done here and there has been a huge outpouring of love, support and a sense of value for me and Karina.

'I truly value this community because not only is it my home, but it is where I feel called by God to be.

'Leigh Park as a whole is a fabulous place and I want to be part of that fabulous future.'

While Rev Jeffrey said the

shake-up would mean the future is 'dynamic, funded and resourced', one Facebook user said the Diocese of Portsmouth had 'torn the heart out of the community it was trying to reach out to'.

Rev Canon Karina Green, who leads St Alban's Church in West Leigh, said the changes were 'not pleasant' but she would apply for one of the new roles.

'It would be sad to have to go, but who knows,' she said.

'I have had amazing support from everybody.

'I want the right thing for the community and I do think it would make a lot of sense being one parish.'

After an informal consultation period, the diocese confirmed the proposals were approved by The Bishop's Council this month - however no concrete decisions have been made.

An eight-week formal consultation into the plans is now open to those directly affected by them, before the The Bishop's Council makes its last recommendation in April.

It will then be up to the Church of England to hold a final consultation, before making a final decision.

A Portsmouth diocese spokesman said 'anyone would be able to apply' for the new roles created if the proposals are accepted.

'But no final decision has been taken yet on whether we will

be creating any new jobs, so we haven't yet drawn up precise job descriptions for each new role,' he said.

'If these proposals are ultimately approved, then discussions will take place about the scope of each new post, and then we'll have a better idea of the kind of people we're looking for.'

The Bishop of Portsmouth, the Rt Rev Christopher Foster, said the plans would give the diocese the 'foundation' to 'inspire greater spiritual depth', have a 'bigger impact on society' and 'enlarge congregations'.

In Gosport, they propose to link the parishes of Bridgemary, Elson and Rowner to create a new team ministry and merge Forton, Christ Church and Holy Trinity.

Meanwhile in Portsmouth a total of £2.18m has already been allocated to the refurbishment of St Margaret's Church and the employment of two pioneer ministers at St Luke's Church in Southsea.

The cash will also boost the 'consolidation' of work by Harbour Church in Portsmouth and its two new congregations, at St George's Church in Portsea and St Alban's Church in Copnor.

WHAT DO YOU THINK?

Have your say on this story by commenting at portsmouth.co.uk

COMMUNITY

Community view

Church's £9m investment

You may already have heard about our plans to reshape some of our Church of England parishes and to invest some money into doing things differently. If not, you may be interested to hear that our diocese is trying some innovative ideas.

We've discovered that our churches grow when we try new services and activities that directly engage with the lives of young families, students, or those with particular needs.

Ministers who have been given some freedom from the admin of running a parish have started new gatherings in partnership with community groups, alongside traditional parish church life.

We want to expand that kind of work. This may be exciting for some, but it also asks us to wrestle with that difficult thing called 'change'.

The Bible describes God as 'unchanging' and sometimes it might feel like the Church hardly ever changes. For some, that timeless stability is reassuring.

Even though God doesn't change, the world around us does.

That means our job as his Church is to respond to those changes and seek fresh and authentic ways to engage with our local communities.

That's why we've drawn up a £9.1m project to reshape what the Church offers in parts of our diocese - the Leigh Park estates, parts of Gosport and the area around Newport. There are also plans for further investment in Portsmouth.

We'll invest resources and employ new staff in these areas to create brand new congregations, and to meet local needs for support with families, debt counselling, engagement with schools - and lots more.

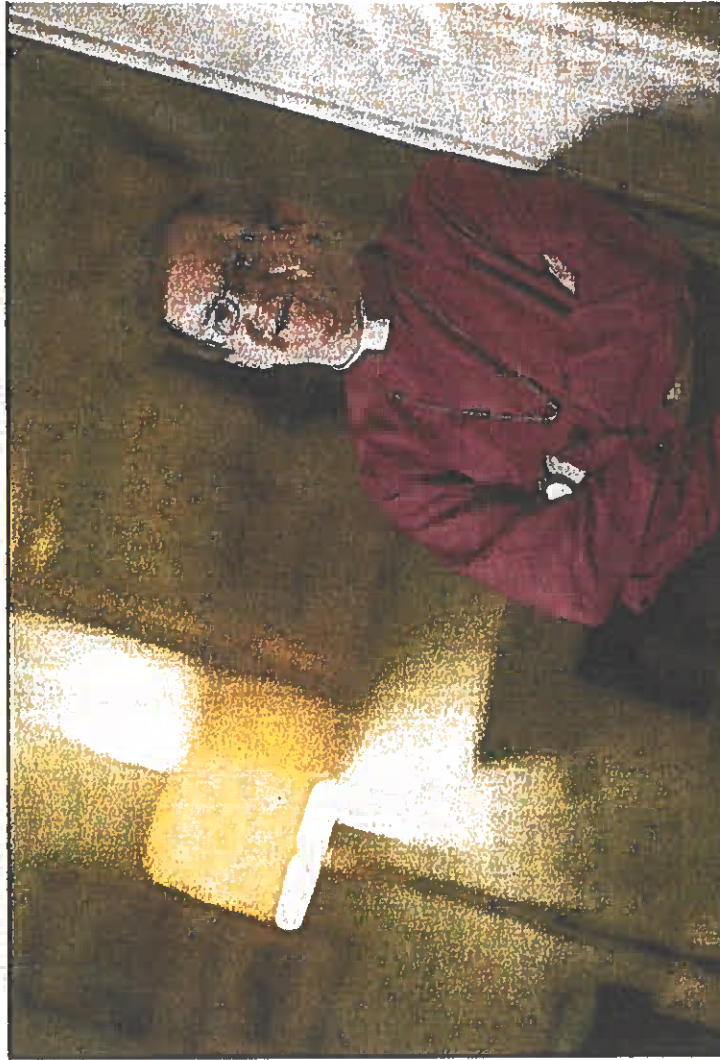
What we offer will depend on what these communities want. We'll be engaged in a process of listening over the next few months.

We want to end up with a mix of existing church services and activities for those who value that, plus more innovative ideas that will appeal to those who haven't so far been involved with the Christian faith.

For more details, see portsmouth.anglican.org/strategy

BISHOP OF PORTSMOUTH

The Rt Rev Christopher Foster



CHANGES There will be new services and activities across the borough

PENDIX 14
EXCHANGE ON DICOESAN FACEBOOK PAGE

- So when you quoted in your article in the news on the 20/10/18 that "what we offer will depend on what these communities want" you actually meant you would do what you want anyway and just make it look like you were consulting the community? It is clear from the communities involvement that this is NOT what the community wanted! Maybe you could clarify this point, if you had done what the community wanted you would have changed your plans??

Diocese of Portsmouth Thanks for the opportunity to clarify that, Claire. Yes, the offer made on 20/10/18 still stands. There are two different things going on here - today's announcement relates to the legal side of things, which includes the potential merger of parishes into a team ministry, with at least two clergy serving West Leigh, Leigh Park and Warren Park. What the bishop was referring to (in his article that you've quoted from October) is the next stage, which we haven't started yet. Our Bishop's Council want those two clergy to be joined by other church employees who might have expertise in all sorts of areas. But it will be up to the local worshippers and community to help work out what kind of people they'd like us to recruit - it may be those with expertise in youth work or improving church buildings or admin or working in the community or something else completely. When we get to that stage, we'll genuinely want to know your suggestions.

- So you are saying that the current priests (FR Jonathan and Karina) will remain in post and have support given to them?

Diocese of Portsmouth No, I'm afraid that's not what I'm saying. The proposals that our Bishop's Council has recommended are to create two new clergy posts (team rector and team vicar), which the existing clergy will be able to apply for. But first the national Church of England has to look at what our Bishop's Council has recommended and take a final decision. Only if they give us the green light will these proposals go ahead.

- Erm... we want both vicars to remain. However we were told in an earlier post for clarification that one of the posts is for a 'Church Planting Vicar' which is somewhat a bit different from what was written in the original Bisho...[See more](#)
- not 'my' Bishops Council? You keep saying 'our'. They clearly do not represent the communities!
- So does this mean you haven't changed your original plans for Team Rector and Team Church Planting Vicar then? Which leaves our vicar out of the picture for one of the new posts then doesn't it!?

Diocese of Portsmouth Hello... Yes, for clarification, the legal proposals that have been recommended are for a team ministry that would include at least a team rector and a team vicar serving Leigh Park, Warren Park and West Leigh. The intention of the Bishop's Council is still that one of these people will be a church-planting minister. The Bishop's Council want to respond in more detail to the documents sent to them by the clergy and PCCs, addressing specific points raised in those documents. They will do so within the next few days. Bishop's Council members also want to visit the parishes to explain the proposals and to consider ways forward that might address some of the concerns raised.

Rex Andrew

From: Susan Parish <[REDACTED]>
Sent: 15 May 2019 09:20
To: Rex Andrew
Subject: Proposed Pastoral Reorganisation - Leigh Park, Havant
Attachments: 13 May 2019 - church commissioners.pdf

Dear Sir

Please find enclosed a letter from us.

We are the local community school in the area. We would be very happy for you or any of your colleagues to come and meet key staff and hear first hand what it is like to work and serve this community. Also should you require neutral meeting spaces we do have them which you would be welcome to use.

Kind regards

Susan

Susan Parish
Business & Community Manager
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♣ Consider the environment. Do you really need to print this email?



30 Years much more than just a school



815 May 2019

Rex Andrew
Pastoral
Church Commissioners
Church House
Great Smith Street
London
SW1P 3AZ

Dear Sir

Re: Proposed Pastoral Reorganisation, Leigh Park, Havant

As an organisation we understand that the consultation has reached its third phase and as an organisation in the community we now have the opportunity to comment.

We do not support the proposals and our reasons are set out below:

- As Headteacher of this organisation, along with our Business and Community Manager we are still considered as being very new in our role, even though I would have been here 11 years and Susan will have been here 15 years. What we are trying to say is it takes a long time to be accepted within this community.

Our community do not easily accept change and it takes lots of tenacity, many meetings and initiatives to become a key person within our community.

- We have already experienced to our detriment the loss of two Baptist Pioneers which effectively had worked across all faiths, many schools, businesses and charities. When they left alternative faith groups have set up not all having the best interests of our community at the foremost.
- Jonathan and Katrina are totally accepted within the community and this is because of their long standing in the area, their availability to the community as a whole, and their passion about joining the dots up. Whilst we appreciate that there would become a time that they may wish to leave or retire, time would be spent in recruiting and working alongside them. In an ideal world if they were to be given additional persons they could achieve so much more.



Success for All through Attainment, Resilience and Autonomy

Park Community School
Middle Park Way, Havant, PO9 4BU
Headteacher: Christopher Anders BA(Hons) MA
T: 023 9248 9800 W: pcs.hants.sch.uk E: info@pcs.hants.sch.uk

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- This area is very much divided by the Petersfield Road and residents consider that they either live in West Leigh or Leigh Park. On many occasions we have held a community event in Leigh Park and specifically ensured invites have been sent to residents in West Leigh but they do not attend.
- We are aware that the community feel that they have not been listened to and arranging the meeting in Waterlooville has created hostility to the proposals. We have watched over many years when because of new initiatives 'people and organisations' have been helicoptered in, promised the world, either not materialised, or when money has run out left no succession and thus this has caused a lot of mistrust.

As a school over many years we have introduced much 'change' but you have to do it over a long period of time and meeting the right people for the right reasons.

We trust you will reconsider your proposals and implementations of change.

Kind regards

A handwritten signature in black ink, appearing to read 'C Anders'.

Christopher Anders
Headteacher

A handwritten signature in black ink, appearing to read 'S Parish'.

Susan Parish
Business and Community Manager