

Church Commissioners
Mission, Pastoral and Church Property Committee
Mission and Pastoral Measure 2011

**Benefices of St Andrew, Eastoke, Hayling Island; North Hayling; and
South Hayling
(Diocese of Portsmouth)**

Note by Rex Andrew

Case summary

<p>The draft Pastoral Scheme provides for the union of the three benefices of St Andrew, Eastoke, Hayling Island; North Hayling; and South Hayling and their constituent parishes, for the appointment of the first (interim) incumbent of the new benefice and for his parsonage house to be that of the benefice of South Hayling, and for the number of churchwardens for the new parish to be limited to three – from the otherwise default position of six. These three benefices are already part of the same group ministry.</p>	
<p>Number of benefices Number of parishes Church buildings</p>	<p>Three Three Three parish churches</p>
<p>Number of representations or comments received</p>	<p>The draft Scheme attracted three representations against (all from parishioners of North Hayling) and one in favour (from Eastoke).</p>
<p>Based on a deanery plan? If so, an approved one?</p>	<p>Based on the Havant Deanery Plan – which has been approved by deanery synod (only). i.e. therefore not an ‘approved’ deanery plan which requires the Diocesan, Mission and Pastoral Committee of the diocese to subsequently approve.</p>
<p>Diocesan rationale in brief</p>	<p>These proposals have come from the three PCCs whose benefices are already part of the same group ministry. They feel that reducing the administrative and meetings burden for the incumbent will release potential for mission and engagement with the wider community.</p>
<p>Main themes in the representations and any unusual factors</p>	<p>Four main areas of concern in the representations against:</p> <ul style="list-style-type: none"> (i) consultations inadequate, and query origin and missional benefit of these proposals (ii) clergy provision inadequate - 1.5 FTE for a population of 18,000 (iii) finance + parish share considerations – some £140k being asked for, with little in return (iv) number of churchwardens should not be limited to three, and concerns over the composition of new PCC + governance

	The representation in favour says these proposals would help the three Anglican churches work more closely together to minister to the needs of the Island, and reduce the administrative demands on the clergy.
Sifting decision	The case has been examined by the Committee's sifting panel on 28 April which recommended that it should be decided by the papers alone as the issues were clear from the correspondence, and it did not think the Committee would gain additional information or that a hearing was necessary for reasons of fairness. The Panel did however seek additional information from the Bishop on the proposed population growth in the area and whether there was scope for the clergy provision here to be reviewed as a result if this was warranted.
Possible decisions	(a) To allow the scheme to proceed as drafted; (b) To decide that the scheme should not be made; (c) To refer the scheme back to the Bishop for further consideration; (d) To agree to exercise its powers to allow the scheme to proceed subject to certain amendments being made under section 10(3) to which the Bishop has to agree – e.g. that the number of churchwardens for the new parish be increased.

Attached are:

- Annex A: Benefice and parish particulars;
- Annex B: A copy of the draft Scheme;
- Annex C: A map showing the three parishes;
- Annex D: A copy of the letter referring the representations to the Bishop of Portsmouth together with a copy of his reply;
- Annex E: Havant Deanery Plan;
- Annex R: A copy of the representations;
- Annex SP: Details of the additional information that the Commissioners' Sifting Panel together with a copy of the diocesan response.

Introduction

1. The draft Scheme providing for:

- (i) terminating the group ministry established for the three benefices of St Andrew, Eastoke, Hayling Island; North Hayling; and South Hayling;
- (ii) terminating the plurality established for the two benefices of St Andrew, Eastoke, Hayling Island; and North Hayling;
- (iii) the union of the benefices and parishes of St Andrew, Eastoke, Hayling Island, the benefice of North Hayling and the benefice of South Hayling, for limiting the number of churchwardens for the new parish to three (from the default six), for the appointment of the first (interim) incumbent of the new benefice and for his parsonage house to be that of the benefice of South Hayling

attracted **three representations against together with one in support.**

Background

2. The new benefice and parish of St Andrew, Eastoke, Hayling Island was created in 1996 out of part of the area of the parish of South Hayling. This Scheme provided for St Andrew's church, a chapel of ease in the South Hayling parish, to become the parish church of the new parish.

3. The new benefice of North Hayling was also created by the same 1996 Scheme referred to above, its area comprising the distinct parish of North Hayling (which previously was a distinct parish in the benefice of South with North Hayling (the name of which was altered to "South Hayling").

4. The 1996 Scheme provided for the new benefice of St Andrew, Eastoke, Hayling Island and the new benefice of North Hayling to be held in plurality by one incumbent.

5. This same Scheme also established a group ministry comprising of the two benefices referred to above and also the (renamed) benefice of South Hayling.

6. The Parish Information Forms supplied by the parishes show the population and electoral roll and clergy provision for the three parishes affected by these proposals:

<u>Parish</u>	<u>Pop</u>	<u>ER</u>	<u>Church traditions</u>	<u>Staffing/lay assistance</u>
Eastoke	4,525	35	Traditional – based on CW	1.5 stipendiary clergy across the 3 parishes + 2 Lay Readers
North Hayling	1,775	91	Traditional – based on CW	1.5 stipendiary clergy across the 3 parishes
South Hayling	11,075	70	Traditional – based on CW	1.5 stipendiary clergy across the 3 parishes + 2 retired clergy
TOTAL	17,375	196		

Proposed staffing levels: 1.5 FTE clergy, 2 retired priests, 2 Lay Readers + PTO (occasional help)

Summary of the Representations against the draft Scheme

7. The representations against all come from members of St Peter's, North Hayling and they raise four main areas of concern. The one representation in favour comes from Eastoke.

Origin of these proposals and its missional benefit

8. Concerns were expressed about the consultation process and the practicality of the proposals. The representors did not feel the consultation has been thorough enough or wide enough and information had not been posted on local websites. The St Peter's PCC supported the proposals reluctantly, partly to support the Associate Priest, but as she has since resigned, they do not feel that their original decision should still stand. They suggest the proposals are about managing decline – e.g. in terms of the number of churchwardens.

Clergy provision inadequate

9. The representor makes reference to a clergy person who was appointed despite having no parish experience and examples are given of many aspects of local worship, mission and ministry ceasing. The representors do not agree that appointing 1.5 FTE clergy is sufficient for a population of 18,000. There are also concerns expressed about the rules relating to the use of retired priests and a lack of modern communication methods.

Finance considerations

10. The representors are concerned that the financial arrangements will be too challenging and that between them the parishes would have to pay more than £140,000 for one ordained priest and a half time self-supporting minister. There also seems to be some concern that the diocesan team has misled the parish about the provision of a full-time parish secretary (but they representor does not explain what has happened). There are questions on how the future share arrangements should be calculated and concern about what would happen to ring-fenced funding in each parish. One representor states the provisions he has made in his will.

Number of churchwardens and composition of new PCC

11. As there will be three parish churches in the proposed parish, there is a strongly held view that the scheme should not limit the number of churchwardens to three, as it would place too much a demand on the volunteers. Also, if only three was to be the permitted number, then each parish church should have its own churchwarden. The representors raised concerns about the detail of the new governance arrangements.

Summary of the Representation in favour

12. The representor in favour of the scheme thinks the proposals will help the churches to work more closely together and reduce the administrative demands on the clergy.

Summary of the Bishop's views

13. The Bishop of Portsmouth confirms that he wants these proposals to proceed as drafted, notwithstanding the representations against the proposed Scheme.

14. He says that all three PCCs separately voted to support the scheme, which he views as a significant and positive step forward for the Church of England on Hayling Island.

15. The proposed union of benefices and parishes is seen as a constructive step forward for Christian ministry and witness on the Island, offering a chance to move beyond past difficulties.

16. The current arrangement of one priest serving all three parishes has already laid the groundwork for greater unity and collaboration.

17. These proposals also align with the Havant Deanery's Plan of reducing administrative burdens and streamlining governance, allowing clergy to focus more on mission and ministry.

18. With regards the number of churchwardens being limited to three, instead of the six that would usually be required, the Bishop says that this decision reflects practical challenges: currently, only two out of six churchwarden positions are filled, and both are retiring, so recruitment is challenging.

19. Under the proposed arrangements, each parish church will have one churchwarden which will enable them to divide the workload more effectively. The intention is they would also be supported by two deputy churchwardens, ideally one with experience and one who would be able to take over in the future.

20. On the clergy provision, the Bishop confirmed that the diocesan average is 1 clergy per 10,407 people. Hayling Island, with 1.5 clergy posts, has a ratio of 1 clergy per 11,943 people, which is close to the diocesan average. There are 29 parishes in the diocese with a worse clergy-to-population ratio and cites examples.

21. The clergy provision for the proposed arrangements will be as follows.

- 1.5 stipendiary clergy posts (not self-supporting; one is currently being recruited)
- 2 active retired priests (one conducting funerals and occasional Sunday services, whilst the other leading a Sunday service once a month - both have family commitments that may limit availability)
- 2 Lay Readers (LLMs): one leads two services, whilst the other leads one service and preaches at another. Both are at their maximum capacity due to other church and work commitments
- 1 additional retired priest (with PTO in another deanery) is available for occasional Sunday services

22. With regards the concerns raised on the parish share contributions, the Bishop says that the £140,000 figure mentioned in one of the representations against is not recognised by the Diocesan Finance team and does not appear in official documents. The 2025 combined parish share request is £104,057, and under the current cap (5% annual increase), it would take until at least 2031 to reach £140,000.

23. The parish share is not directly tied to clergy numbers. Instead, it is based on a formula that includes Experian data and other factors. If the three parishes are united, the 2025 share would decrease to £99,724, reflecting efficiencies from the merger. The 0.5 clergy post is stipendiary, not self-supporting, which justifies part of the cost.

24. The Bishop also sets out the thorough informal and formal consultation processes:

- the informal process commenced in September 2023 with separate meetings with all PCCs
- January to February 2024 there was an Island-wide consultation, which was promoted in churches, with hard copies and email distribution to electoral roll members
- face-to-face discussions held after services
- in June 2024: meeting of all three PCCs convened by the Archdeacon – agreement to proceed to the formal consultation process was reached; all three PCCs approved the plan at their meetings in September 2024, which confirmation was provided to the Archdeacon to enable the legal process to commence
- October 2024 formal consultations under section 6 of the 2011 Measure commenced, and which attracted no concerns from any of the PCCs or other statutory consultees
- the draft Scheme that was then published had all the required notices and announcements requirements were correctly followed

25. The Bishop and his team therefore dispute claims that the consultation was insufficient, noting the wide distribution of materials and multiple opportunities for engagement.

Summary of the Diocesan response on the points raised by the Sifting Panel

26. The Commissioners' Sifting Panel sought details of the proposed regeneration and development* in the Hayling Island area (involving, in the main, West Beach, Beachlands and Eastoke), with resultant population growth, and whether the clergy allocation for the proposed Scheme would be reviewed as a result.

[*Hayling Island regeneration | Havant Borough Council](#)
[Ambition for Hayling Island seafront | Havant Borough Council](#)

27. Canon Bob White, the Acting Archdeacon of Portsdown, explains that the creation of a single benefice on Hayling Island will enable the Church of England to be engaged with, and support, the hoped for housing developments. The three churches will each have a part to play but will need to rely on each other manage a 'joined up' approach to the area.

28. The Deanery plans are constantly evolving and developing as context and opportunities change. The Diocese is regularly reviewing the allocation of clergy posts and identifying areas where there is either need or opportunity.

29. The Commissioners should also note that the 3 AGMs of the churches have produced no Churchwardens for the coming year.

The Issues

The main issues to be considered are as follows:

- Have the proposals been brought forward for a proper purpose?
- Has the consultation process met the requirements of the Measure?
- Will the clergy provision of 1.5 FTE be sufficient to cater to the needs of the population of almost 18,000?
- Should the number of churchwardens for the new parish be limited to three?
- Are the Committee comfortable with the parish share arrangements?
- Will the proposals further the mission of the Church and make better provision for the cure of souls in this part of the diocese?

For decision:

The possible outcomes are:

- (a) To allow the scheme to proceed as drafted;
- (b) To decide that the scheme should not be made;
- (c) To refer the scheme back to the Bishop for further consideration;
- (d) To agree to exercise its powers to allow the scheme to proceed subject to certain amendments being made under section 10(3) to which the Bishop has to agree – e.g. that the number of churchwardens for the new parish be increased.

(Signed) Rex Andrew

Church House
Great Smith Street
London SW1P 3AZ

14 May 2025

PARISH INFORMATION FORM

Annex A P100

It is important that the information provided on this form is accurate as the Church Commissioners may rely on such information in their consideration of representations and their decision could be open to legal challenge if any facts upon which they have relied are found to be incorrect.

Please email the completed form(s) to: pastoral@churchofengland.org

BENEFICE	St. Andrew, Eastoke	
Incumbent/Priest-in-Charge (Date of institution/licensing)	Rev Nick Todd (Interim Minister)	
Patron(s)	Diocesan Board of Patronage	
Parsonage house (address)	None – was 29 Selsmore Road under a previous Plurality	
PARISH	Eastoke	
Population of parish (adults & children) (Please state how computed)	4525 (2021 census), of which 623 are children.	
Churches and sittings (See Note 1 overleaf) Date built (approx.)	St. Andrew's Church Built 1964 Built as a daughter church to the South Hayling Church, but became a Parish Church in 1996	
Church services and numbers attending (See Note 2 overleaf) Example: <u>1st Sunday</u> 10.00am Holy Communion Common Worship A (30)	<u>Sundays</u> <u>2nd / 3rd / 4th / 5th Sunday</u> <u>Time:</u> 11am <u>Service:</u> Some Holy Communion services, some Services of the Word <u>Numbers:</u> AWA 20 (adults and children) <u>Weekdays</u> <u>Every Wednesday</u> <u>Time:</u> 2pm <u>Service:</u> Holy Communion Traditional or "Iona style" <u>Numbers:</u> AWA 12 (older adults)	<u>Sundays</u> <u>1st Sunday</u> <u>Time:</u> 10.15am (worship 11am) <u>Service:</u> Bread Church <u>Numbers:</u> AWA 20 adults and 3 children <u>Weekdays</u> <u>Time</u> <u>Service</u> <u>Numbers</u>
Electoral roll (for the last five years – the most recent first)	2024: 35. 2023: 39. 2022: 41. 2021: 40. 2020: 40	
Staff/lay assistance (e.g. curates, lay readers, NSMs etc.)	1.5 Stipendiary Clergy across the three Parishes. 2 Lay Readers	
Church traditions and characteristics of that style of worship	Traditional based on Common Worship, also informal "Iona style" and "Bread Church"	If there is more than one church in the parish please indicate any difference in the church traditions in the individual churches
Please indicate whether there is a PCC Resolution under Paragraph 20 of the House of Bishops' Declaration on the Ministry of Bishops and Priests (if so, please explain the exact nature of the alternative arrangements made, and the reasons for requesting the same).	<div style="text-align: right;">YES NO NOT VOTED</div> <div style="text-align: right;"> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> </div>	
Parochial church organisations and number of regular attenders	Functioning PCC. No subsidiary organisations.	
Other parochial and/or community buildings	Hall attached to the church	Please indicate if any building is not primarily for church use
Other denominations	None	
Sociological make-up of parish (e.g. rural, industrial, residential etc.)	Urban residential	
Shopping and other local facilities (e.g. Post Office, General Store, Doctor, Dentist, Police Station, Pubs, Clubs, other recreational centres)	Local needs can be met by small convenience stores within the Parish. Most facilities are located in South Hayling Parish, a short distance away.	

Bus services (please give brief details of any daily bus service around the parish and/or to the nearest town/village centre and their relevance in enabling attendance at church services)	Regular bus service (every 30 minutes in each direction), serving the southern portion of the Parish, including the church. The bus service runs along the western boundary of the Parish, but all houses are within 0.5 miles of the bus route.
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	POPULATION	
1	Is the population increasing or decreasing and, if so, to what extent and over what period? (In case of doubt about population figures, the local authority may be able to help.)	4525. The Island population grew by 2.9% over the ten years from 2011 to 2021.
2	How is the population distributed (e.g. in one or more centres, or dispersed over the parish)?	The population is dispersed across the whole Parish area, which is entirely residential.
	PAROCHIAL LIFE ETC.	
3	Approximately how many of those on the church electoral roll live outside the parish?	In 2024 50% approx. (slightly greater than)
4	To what extent does the congregation come from outside the parish?	In 2024 50% approx.? (slightly less than)
5	Does the congregation increase significantly during the holiday season? If so, please give details.	Not significantly. Some visitors from nearby holiday parks and summer lets.
6	Do a significant number of parishioners attend other Anglican churches in the area? If so, give details (eg for reasons of convenience or because the same congregation attends different churches in rotation).	Only a few regularly.
7	Has any other denomination a strong following in the parish? If so, please give brief details.	None
	CHURCH SCHOOLS	
8	Is there a church school? If so, please state name and type.	No
9	Approximately how many pupils are there?	
10	From which area are they drawn?	
11	Are the school buildings available for parochial purposes? If so, please give details.	
12	Please also state name and type of other schools in the area.	No schools in the Parish
	MISCELLANEOUS	
13	What is the parish share, and to what extent does the PCC meet the working expenses of the clergy or lay workers?	£17,861. All expenses are covered. The agreed 2024 share of £12,500 was paid in full.
14	Please indicate what, if any, trust funds are available to the parish and for what purposes.	End of 2024 = Unrestricted: £15,500 Restricted: £11,000

ARE THERE ANY OTHER FACTUAL POINTS WHICH WOULD ENABLE THE CHURCH COMMISSIONERS TO UNDERSTAND THE CHARACTER OF THE PARISH BETTER ?

PLEASE: (i) INDICATE THE LEVEL OF SUPPORT, OR OTHERWISE, OF THE PCC FOR THE PROPOSALS/DRAFT SCHEME (OR ORDER); AND/OR (ii) PLEASE SHOW THE VOTING FIGURES (IF A VOTE WAS TAKEN)

	<i>For</i>	<i>Against</i>	<i>Abstentions</i>
<i>On the local formal consultations:</i>	Unanimous 4 Sep 2024		
<i>On the published draft Scheme:</i>	?		

Completed by  (Incumbent/Priest-in-Charge/etc.) Date *4th May 2025*

Note 1:	Please describe by dedication etc. and state whether the building is a parish church, chapel of ease or other place of worship (eg mission hall etc.)
Note 2:	Please state (1) the frequency of church services, (2) the time, (3) the type and/or name of the service (e.g. Holy Communion, Sung Eucharist, Morning Prayer etc.), (4) the service book used and (5) the average congregation for each service.

PARISH INFORMATION FORM

P100

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Please email the completed form(s) to: pastoral@churchofengland.org

BENEFICE	St. Peter, North Hayling		
Incumbent/Priest-in-Charge (Date of institution/licensing)	Rev Nick Todd (Interim Minister)		
Patron(s)	Diocesan Board of Patronage		
Parsonage house (address)	None – was 29 Selsmore Road under a previous Plurality		
PARISH	North Hayling		
Population of parish (adults & children) (Please state how computed)	1775 (2021 census), of which 242 are children.		
Churches and sittings (See Note 1 overleaf) Date built (approx.)	St. Peter's Church Built approximately 1140 Built as a Chapel of Ease to the South Hayling Church, but became a Parish Church about 1450		
Church services and numbers attending (See Note 2 overleaf) Example: <u>1st Sunday</u> 10.00am Holy Communion Common Worship A (30)	<u>Sundays</u> <u>Time: 9.30 every Sunday</u> <u>Service: Holy Communion, Common Worship</u> <u>Numbers: AWA 50 (adults and children)</u> <u>Weekdays</u> <u>Time NONE</u> <u>Service</u> <u>Numbers</u>	<u>Sundays</u> <u>Time</u> <u>Service</u> <u>Numbers</u> <u>Weekdays</u> <u>Time</u> <u>Service</u> <u>Numbers</u>	
Electoral roll (for the last five years – the most recent first)	2024: 91. 2023: 84. 2022: 85. 2021: 90. 2020: 93		
Staff/lay assistance (e.g. curates, lay readers, NSMs etc.)	1.5 Stipendiary Clergy across the three Parishes		
Church traditions and characteristics of that style of worship	Traditional based on Common Worship	If there is more than one church in the parish please indicate any difference in the church traditions in the individual churches	
Please indicate whether there is a PCC Resolution under Paragraph 20 of the House of Bishops' Declaration on the Ministry of Bishops and Priests (if so, please explain the exact nature of the alternative arrangements made, and the reasons for requesting the same).	<div style="display: flex; justify-content: space-between;"> <div> YES NO NOT VOTED </div> <div> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> </div> </div>		
Parochial church organisations and number of regular attenders	Functioning PCC with 12 members. No subsidiary organisations.		
Other parochial and/or community buildings	Hall attached to the church	Please indicate if any building is not primarily for church use	
Other denominations	None		
Sociological make-up of parish (e.g. rural, industrial, residential etc.)	Mostly rural and semi-rural. But all within a 10 minute drive of urban areas.		
Shopping and other local facilities (e.g. Post Office, General Store, Doctor, Dentist, Police Station, Pubs, Clubs, other recreational centres)	Within Northney Village (where the church is situated) there is a village hall and a tea room. Elsewhere within the Parish boundaries, there are two Petrol Stations, two food takeaways, a hotel, a farm shop and two pubs – but these are located on main roads rather than residential areas.		

Bus services (please give brief details of any daily bus service around the parish and/or to the nearest town/village centre and their relevance in enabling attendance at church services)	No bus service through North Hayling village, and therefore no bus that could be used to attend the church. A bus serves the western side of the Parish as it is located on the main road to South Hayling.
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	POPULATION	
1	Is the population increasing or decreasing and, if so, to what extent and over what period? (In case of doubt about population figures, the local authority may be able to help.)	1775. The Island population grew by 2.9% over the ten years from 2011 to 2021.
2	How is the population distributed (e.g. in one or more centres, or dispersed over the parish)?	About 650 people live in Northney village where the church is situated. The remaining population live on the western side of the Parish in roads adjacent to the main North/South road.
	PAROCHIAL LIFE ETC.	
3	Approximately how many of those on the church electoral roll live outside the parish?	44% live in the Parish. 56% outside.
4	To what extent does the congregation come from outside the parish?	More travel into the Parish than live inside
5	Does the congregation increase significantly during the holiday season? If so, please give details.	Not significantly
6	Do a significant number of parishioners attend other Anglican churches in the area? If so, give details (eg for reasons of convenience or because the same congregation attends different churches in rotation).	A small number attend a different church for historical reasons, different worship traditions or congregations for younger people.
7	Has any other denomination a strong following in the parish? If so, please give brief details.	None
	CHURCH SCHOOLS	
8	Is there a church school? If so, please state name and type.	No
9	Approximately how many pupils are there?	
10	From which area are they drawn?	
11	Are the school buildings available for parochial purposes? If so, please give details.	
12	Please also state name and type of other schools in the area.	No schools in the Parish
	MISCELLANEOUS	
13	What is the parish share, and to what extent does the PCC meet the working expenses of the clergy or lay workers?	£49,200 which is planned to be paid in full. All expenses are covered.
14	Please indicate what, if any, trust funds are available to the parish and for what purposes.	Unrestricted: £79,000 Restricted: £67,000 Restricted Endowment fund: £121,000

ARE THERE ANY OTHER FACTUAL POINTS WHICH WOULD ENABLE THE CHURCH COMMISSIONERS TO UNDERSTAND THE CHARACTER OF THE PARISH BETTER ?

PLEASE: (i) INDICATE THE LEVEL OF SUPPORT, OR OTHERWISE, OF THE PCC FOR THE PROPOSALS/DRAFT SCHEME (OR ORDER); AND/OR (ii) PLEASE SHOW THE VOTING FIGURES (IF A VOTE WAS TAKEN)

	<i>For</i>	<i>Against</i>	<i>Abstentions</i>
<i>On the local formal consultations:</i>	10	2	0
<i>On the published draft Scheme:</i>			

Completed by  (Incumbent/Priest-in-Charge/etc.) Date *4th May 2025*

Note 1:	Please describe by dedication etc. and state whether the building is a parish church, chapel of ease or other place of worship (eg mission hall etc.)
Note 2:	Please state (1) the frequency of church services, (2) the time, (3) the type and/or name of the service (e.g. Holy Communion, Sung Eucharist, Morning Prayer etc.), (4) the service book used and (5) the average congregation for each service.

PARISH INFORMATION FORM

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Please email the completed form(s) to: pastoral@churchofengland.org

BENEFICE	St. Mary, South Hayling	
Incumbent/Priest-in-Charge (Date of institution/licensing)	Rev Nick Todd (Interim Minister)	
Patron(s)	Diocesan Board of Patronage	
Parsonage house (address)	Church Road, Hayling Island	
PARISH	South Hayling	
Population of parish (adults & children) (Please state how computed)	11075 (2021 census), of which 1758 are children.	
Churches and sittings (See Note 1 overleaf) Date built (approx.)	St. Mary's Church Built approximately 1250 Built to replace Priory Church which was washed away	
Church services and numbers attending (See Note 2 overleaf) Example: <u>1st Sunday</u> 10.00am Holy Communion Common Worship A (30)	<u>Sundays</u> <u>Time: 10.30 every Sunday</u> <u>Service: Holy Communion service based on Common Worship</u> <u>Numbers: AWA 35 (adults and children)</u> <u>Weekdays</u> <u>Time:</u> <u>Service</u> <u>Numbers:</u>	<u>Sundays</u> <u>Time</u> <u>Service</u> <u>Numbers</u> <u>Weekdays</u> <u>Time</u> <u>Service</u> <u>Numbers</u>
Electoral roll (for the last five years – the most recent first)	2024: 70. 2023: 72. 2022: ?. 2021: ?. 2020: 85	
Staff/lay assistance (e.g. curates, lay readers, NSMs etc.)	1.5 Stipendiary Clergy across the three Parishes. 2 Retired clergy	
Church traditions and characteristics of that style of worship	Traditional based on Common Worship	If there is more than one church in the parish please indicate any difference in the church traditions in the individual churches
Please indicate whether there is a PCC Resolution under Paragraph 20 of the House of Bishops' Declaration on the Ministry of Bishops and Priests (if so, please explain the exact nature of the alternative arrangements made, and the reasons for requesting the same).	<div style="display: flex; justify-content: space-between;"> YES NO NOT VOTED </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div>Declaration on the Ministry of Bishops and Priests</div> <div> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> </div> </div>	
Parochial church organisations and number of regular attenders	Functioning PCC. No subsidiary organisations.	
Other parochial and/or community buildings	Hall across the road from the church	Please indicate if any building is not primarily for church use
Other denominations	Roman Catholic, URC, Baptist Church, Pentecostal, Bridge Church	
Sociological make-up of parish (e.g. rural, industrial, residential etc.)	Mostly urban residential.	
Shopping and other local facilities (e.g. Post Office, General Store, Doctor, Dentist, Police Station, Pubs, Clubs, other recreational centres)	Almost all facilities needed for day-to-day living are located in South Hayling Parish, including post office, doctor, dentist, pubs, community centres, supermarkets, etc. Some facilities are only provided in Havant town centre, approximately five miles away, e.g. police station	

Bus services (please give brief details of any daily bus service around the parish and/or to the nearest town/village centre and their relevance in enabling attendance at church services)	Regular circular bus service (every 30 minutes in each direction), serving almost the whole Parish, including the church.
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	POPULATION	
1	Is the population increasing or decreasing and, if so, to what extent and over what period? (In case of doubt about population figures, the local authority may be able to help.)	11075. The Island population grew by 2.9% over the ten years from 2011 to 2021.
2	How is the population distributed (e.g. in one or more centres, or dispersed over the parish)?	The population is dispersed across the whole Parish area, which is almost entirely residential.
	PAROCHIAL LIFE ETC.	
3	Approximately how many of those on the church electoral roll live outside the parish?	30% (estimate)
4	To what extent does the congregation come from outside the parish?	Mostly from within
5	Does the congregation increase significantly during the holiday season? If so, please give details.	Not significantly
6	Do a significant number of parishioners attend other Anglican churches in the area? If so, give details (eg for reasons of convenience or because the same congregation attends different churches in rotation).	Yes, for a variety of reasons, including service times, historical reasons and personal connections.
7	Has any other denomination a strong following in the parish? If so, please give brief details.	Yes, there are a wide range of denominations available.
	CHURCH SCHOOLS	
8	Is there a church school? If so, please state name and type.	No
9	Approximately how many pupils are there?	
10	From which area are they drawn?	
11	Are the school buildings available for parochial purposes? If so, please give details.	
12	Please also state name and type of other schools in the area.	Mill Rythe Infant School Mill Rythe Junior School Mengham Infant School Mengham Junior School The Hayling College (Secondary school)
	MISCELLANEOUS	
13	What is the parish share, and to what extent does the PCC meet the working expenses of the clergy or lay workers?	£21,000, which was paid in full. All expenses are covered. The 2025 share is £37,000 (likely to be able to pay £25,000)
14	Please indicate what, if any, trust funds are available to the parish and for what purposes.	Unrestricted: £84,278 Restricted: £156,231

ARE THERE ANY OTHER FACTUAL POINTS WHICH WOULD ENABLE THE CHURCH COMMISSIONERS TO UNDERSTAND THE CHARACTER OF THE PARISH BETTER ?

PLEASE: (i) INDICATE THE LEVEL OF SUPPORT, OR OTHERWISE, OF THE PCC FOR THE PROPOSALS/DRAFT SCHEME (OR ORDER); AND/OR (ii) PLEASE SHOW THE VOTING FIGURES (IF A VOTE WAS TAKEN)			
	For	Against	Abstentions
On the local formal consultations:	29 th November 2024 PCC recorded 'general consensus'		
On the published draft Scheme:			

Completed by



.....(Incumbent/Priest-in-Charge/etc.)

Date

4th May 2025

SUMMARY OF MAIN PROVISIONS OF DRAFT SCHEME (NOT PART OF THE DRAFT SCHEME)

This draft Scheme provides for:

- (i) terminating the group ministry established for the three benefices of St Andrew, Eastoke, Hayling Island; North Hayling; and South Hayling;*
- (ii) terminating the plurality established for the two benefices of St Andrew, Eastoke, Hayling Island; and North Hayling;*
- (iii) the union of the benefice of St Andrew, Eastoke, Hayling Island, the benefice of North Hayling and the benefice of South Hayling and their constituent parishes, for the appointment of the first (interim) incumbent of the new benefice and for his parsonage house to be that of the benefice of South Hayling, and for the future patronage arrangements for the new benefice in the diocese of Portsmouth.*

DRAFT

PASTORAL SCHEME

This Scheme is made by the Church Commissioners ("the Commissioners") this day of 20 in pursuance of the Mission and Pastoral Measure 2011, the Right Reverend Jonathan, Bishop of Portsmouth, having consented thereto.

Termination of group ministry

1. The group ministry established for the new benefice of Saint Andrew, Eastoke, Hayling Island, the new benefice of North Hayling and the benefice of South Hayling in the diocese of Portsmouth by virtue of a Scheme made by the Commissioners in pursuance of the Pastoral Measure 1983 on the 27th day of June 1996 ("the 1996 Scheme") shall hereby be terminated.

Termination of plurality

2. The plurality established for the new benefice of Saint Andrew, Eastoke, Hayling Island and the new benefice of North Hayling in the diocese of Portsmouth also by virtue of the 1996 Scheme shall hereby be terminated.

Union of benefices and parishes

3. (1) The benefice of Saint Andrew, Eastoke, Hayling Island, the benefice of North Hayling and the benefice of South Hayling in the diocese of Portsmouth shall be united to create a new benefice which shall be named "The Benefice of Hayling Island".

(2) The parish of Saint Andrew, Eastoke, Hayling Island, the parish of North Hayling and the parish of South Hayling shall also be united to create a new parish which shall be named "The Parish of Hayling Island" and shall comprise the area of the new benefice.

Parish churches and number of churchwardens

4. (1) The church of Saint Andrew, being the parish church of the parish of Saint Andrew, Eastoke, Hayling Island, the church of Saint Peter, being the parish church of the parish of North Hayling, and the church of Saint Mary, being the parish church of the parish of South Hayling, shall all be parish churches of the new parish.

Executed as a Deed by the Church Commissioners for England

acting by two authorised signatories:

Signature of Authorised Signatory

Signature of Authorised Signatory

Notes (not forming part of the draft Scheme)

The Commissioners have been told by the Bishop on the advice of his Diocesan Mission and Pastoral Committee that the rationale behind the diocesan proposals is as follows:

These proposals arise from a long history of the churches on the Island seeking to grow together to respond to the needs of the whole Island. The current proposals have come from the three PCCs and the work they have been doing together, recognising that reducing the administrative and meetings burden for the Incumbent will release potential for mission and engagement with the wider community and the better care of the cure of souls.

Publication of this draft Scheme by the Commissioners does not mean that we have taken a view on the merits of the diocesan case. We have a duty to publish draft Schemes based on diocesan proposals.

If we receive representations against the draft Scheme, we will send all representations, both for and against, to the Bishop whose views will be sought. Individual representors will then receive copies of our correspondence with the Bishop (including copies of all the representations) and they may comment further in writing to us in light of the diocesan response if they so wish.

If there are no representations against the draft Scheme, we will make the Scheme and arrange for it to be brought into effect.

The Reverend Nicholas Todd

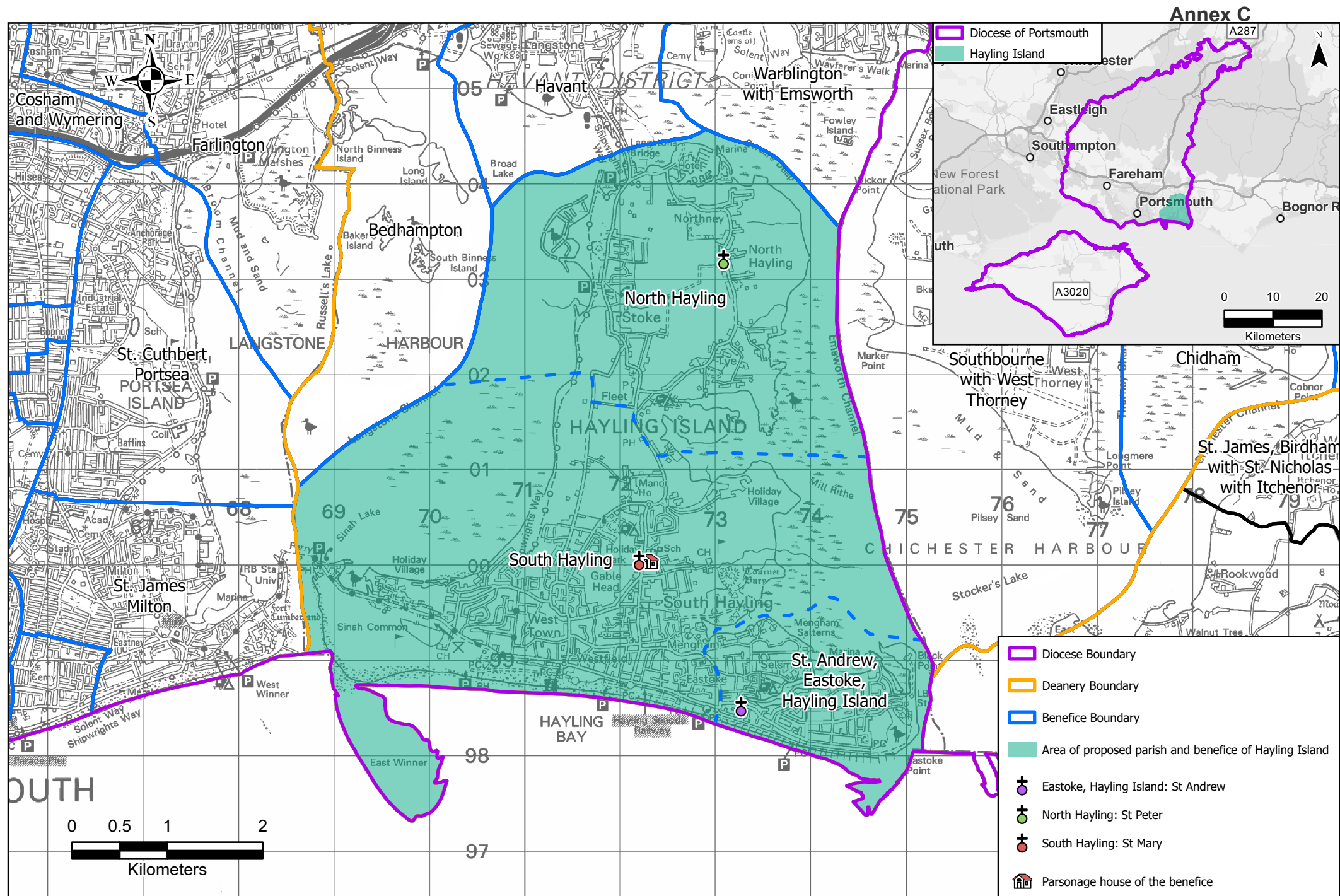
Since the interested persons were consulted by the diocese in October 2024 under section 6 of the 2011 Measure, Mr Todd has, in consultation with the three PCCs and patron, been appointed to all three benefices as their (interim) priest-in-charge with effect from 14 January 2025. Clause 6 therefore provides for him to be named as the first (interim) incumbent of the proposed new benefice – his term of years coming to an end three years from when any new benefice comes into being.

Number of churchwardens

Clause 4(2) limits the number of churchwardens to the proposed new parish of Hayling Island to three notwithstanding that there will be three parish churches in it. Section 41(5) of the Mission and Pastoral Measure 2011 allows for such a provision which takes precedence over the Churchwardens Measure 2001 requirement that each parish church has two churchwardens.

Clause 7(2)

The above clause has been included to ensure that any person holding an office of assistant curate (however described) shall as consequence of the union of the benefices and parishes effected by the Scheme hold such office or offices subject to the same terms of service in the new benefice and/or parish of Hayling Island as the Bishop shall direct. Although there is currently no such unnamed office holder in post, this clause is included in case any such office holder is appointed before this Scheme comes into operation.





The Rt Rev the Bishop of Portsmouth

Rex Andrew
Pastoral

Our ref: 29/61b/RA

1 April 2025

By email only

Dear Bishop

**Mission and Pastoral Measure 2011
St Andrew, Eastoke, Hayling Island; North Hayling; and South Hayling
Proposed Pastoral Scheme**

The draft Pastoral Scheme providing for:

- (i) terminating the group ministry established for the three benefices of St Andrew, Eastoke, Hayling Island; North Hayling; and South Hayling;
- (ii) terminating the plurality established for the two benefices of St Andrew, Eastoke, Hayling Island; and North Hayling;
- (iii) the union of the benefices and parishes of St Andrew, Eastoke, Hayling Island, the benefice of North Hayling and the benefice of South Hayling, for the appointment of the first (interim) incumbent of the new benefice and for his parsonage house to be that of the benefice of South Hayling

attracted **three representations against together with one in support.**

The representations are attached as Annex A.

Summary of the representations

The representations against all come from members of St Peter's, North Hayling and they raise four main areas of concern. The one representation in favour comes from Eastoke.

Origin of these proposals and its missional benefit

Concerns were expressed about the consultation process and the practicality of the proposals. The representors did not feel the consultation has been thorough enough or wide enough and information had not been posted on local websites. The St Peter's PCC

supported the proposals reluctantly, partly to support the Associate Priest, but as she has since resigned, they do not feel that their original decision should still stand. They suggest the proposals are about managing decline – e.g. in terms of the number of churchwardens.

Clergy provision inadequate

The representor makes reference to a clergy person who was appointed despite having no parish experience and examples are given of many aspects of local worship, mission and ministry ceasing. The representors do not agree that appointing 1.5 FTE clergy is sufficient for a population of 18,000. There are also concerns expressed about the rules relating to the use of retired priests and a lack of modern communication methods.

Finance considerations

The representors are concerned that the financial arrangements will be too challenging and that between them the parishes would have to pay more than £140,000 for one ordained priest and a half time self-supporting minister. There also seems to be some concern that the diocesan team has misled the parish about the provision of a full-time parish secretary (but they representor does not explain what has happened). There are questions on how the future share arrangements should be calculated and concern about what would happen to ring-fenced funding in each parish. One representor states the provisions he has made in his will.

Number of churchwardens and composition of new PCC

As there will be three parish churches in the proposed parish, there is a strongly held view that the scheme should not limit the number of churchwardens to three, as it would place too much a demand on the volunteers. Also, if only three was to be the permitted number, then each parish church should have its own churchwarden. The representors raised concerns about the detail of the new governance arrangements.

The representor in favour of the scheme thinks the proposals will help the churches to work more closely together and reduce the administrative demands on the clergy.

If you wish the Scheme to proceed as drafted notwithstanding the representations against it, it will be necessary for our Mission, Pastoral and Church Property Committee to consider the matter. In that case, I should be grateful for your comments on the representations in general and on the following points: -

1. Please explain why you wish to terminate the group ministry and the current plurality arrangements, and why a union of benefices and parishes is the preferred structure. Do the proposals stem from a deanery plan?
2. Please can you provide a brief chronology of the ministry provision from Father Royale's time and include any interregnums. Who is being referred to as the priest who had no parish experience and was responsible for the stopping of various activities?

3. Please explain if the allocation of 1.5 FTE clergy for 18,000 population is consistent with other areas of the diocese and the general approach to clergy deployment. Please provide a summary of what the ministry provision would be if the Scheme was approved, including retired clergy and LLMs etc.
4. Please provide a breakdown of the share contributions for each parish for the last five years and indicate the expected share contributions for the united parish and what would be expected from each congregation. Please confirm if the figure of £140k is correct and, if it is, explain its justification given that would appear to exceed the cost of one priest (given the part-time role is self-supporting). Please provide the latest copy of the parish accounts for each parish if they are available.
5. Regarding the consultations:
 - a) Please provide a timeline of the informal and formal consultations on the proposals including any meetings held with the interested parties and others;
 - b) Please confirm the level of support, or otherwise, for what was being proposed during the local consultation process, and how any concerns raised during that stage were addressed. Please say more about the views of all three PCCs, and whether they were consistent throughout this process;
 - c) Please comment on the suggestion that the consultation was not thorough or wide enough and that some of the congregation and electoral roll members would not have been aware of the recently published draft Scheme.
6. Please comment on the rationale for the number of churchwardens and the governance arrangements of the new parish. Would each parish church have its own churchwarden and how would each worshipping community be represented on the new PCC? Have there been discussions about the various options for managing the new arrangements and has anything been already agreed in principle? Do you expect there to be a scheme under the Church Representation rules? Are there likely to be District Church Councils or sub-committees reporting to the PCC? Have any arrangements been agreed in relation to restricted/unrestricted funds?
7. How do you think these proposals will further the mission of the Church and provide for the better cure of souls?
8. Are there any other factors which the Commissioners should be aware of in their consideration of these representations?

In considering what information to include in your reply, I should be grateful if you would bear in mind that the Commissioners are now required to consider the representations under the quasi-judicial process laid down by the 2011 Measure. A legal challenge may arise from the Commissioners' decision if, among other things, it is based materially on incorrect information. In some cases, this might necessitate the withdrawal of the Scheme.

Of necessity, the Commissioners rely on others to provide the information to assist their deliberations and to this end I should be grateful for your help.

I am hoping that this matter can be discussed at the meeting of our Mission, Pastoral and Church Property Committee on 22 May 2025, for which we would need a response by **Wednesday 23 April 2025**, please. This is to allow time for this letter and your reply to be sent to the representors, for them to make any further comments and, if necessary, for you to respond. It will also be considered by our Sifting Panel, to determine whether the representors and diocesan representatives should be offered an opportunity to make oral representations to the Committee.

The next meeting after May at which this could be considered is on **17 June 2025** and, for that meeting, we would need your reply by **Monday 12 May 2025**.

I am sending a copy of this letter to Canon Bob White, Acting Archdeacon of Portsdown, together with Philip Poulter and Jane Dobbs at the diocesan office for their information.

Yours sincerely

Rex Andrew

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

22 April 2025

Dear Rex,

Mission and Pastoral Measure 2011
St Andrew, Eastoke, Hayling Island; North Hayling; and South Hayling
Proposed Pastoral Scheme

Thank you for your letter of 1 April 2025. I am very keen to see this scheme proceed as drafted notwithstanding the representations that have been made against it. As you and members of the MPCPC will note below all three PCCs separately voted to support the scheme. This was a wonderfully positive step for the Church of England on Hayling. And so, I was surprised and disappointed to discover that representations have been made against the scheme. Those who now oppose it did not carry the day and had every opportunity to make their case. Hayling has a wonderful opportunity here to move forward from a difficult recent past. It has been a joy to work with a new archdeacon and to appoint an interim priest for the island. He has made excellent progress in leading the three parishes into a future together. In what follows and, in the documents attached, my team has sought to provide the information you have requested, but if you require any further clarification then please do be in touch. For a significant majority the proposals set before you represent a wholly constructive step forward for Christian ministry and witness on Hayling Island:

1. Please explain why you wish to terminate the group ministry and the current plurality arrangements, and why a union of benefices and parishes is the preferred structure. Do the proposals stem from a deanery plan?

The Deanery Plan has identified a priority of 'working together' in partnerships that reduce the administrative burden and streamline the governance requirements. To this end the three churches on Hayling Island have been operating under one priest in charge for some considerable time and it was identified in the Havant Deanery Plan that forming one benefice will reduce the need to hold manage three separate PCCs with all the work involved and free up clergy time for mission and ministry priorities rather than administration. This was identified as the preferred way forward in the Deanery Plan of October 2022.

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2. Please can you provide a brief chronology of the ministry provision from Father Royale's time and include any interregnums. Who is being referred to as the priest who had no parish experience and was responsible for the stopping of various activities?

Hayling North : St Peter

Vicar	Nicholas Ralph	1996 – 2003
	Ann Leonard	2013 – 2015
Pin C	Jenny Gaffin	2016 – 2024
NSM	Richard Wyld	2024 – 2025
Interim Nicholas Todd 2025 -		

Hayling South : St Mary – with St Andrew

Vicar	George Royle till	1997
	Paul Ginever	1998 – 2014
P in C	Jenny Gaffin	2016 – 2024
NSM	Richard Wyld	2024- 2025
Interim Nicholas Todd 2025 -		

The priest referred to is Jenny Gaffin, former bishop's chaplain. Whilst she did stop some activities, these actions were supported by many, and her attempts to develop a more community focused approach was blocked by some strong-minded individuals.

3. Please explain if the allocation of 1.5 FTE clergy for 18,000 population is consistent with other areas of the diocese and the general approach to clergy deployment. Please provide a summary of what the ministry provision would be if the Scheme was approved, including retired clergy and LLMs etc.

Inevitably there is a wide range across the diocese – as we appoint according to need and context and in response to and informed by deanery plans and our Diocesan Vision and Strategy. The diocesan average is one clergy per 10407 population. Therefore, with the current 1.5 posts, the Hayling average is 11943 per clergy post. There are 29 parishes with a worse ratio than Hayling, so the current allocation is certainly not an outlier, and quite near the average figure. Some examples of the 29 with a worse ratio are Milton with 23,264 people – 1 priest. Alverstoke has 16,477 and only one priest, Portchester 15,819 and one priest

If the scheme is approved there would still be 1.5 stipendiary posts. There are also two active retired priests. One of whom conducts funerals for the benefice and the occasional Sunday service, the other conducts a Sunday service once a month. Both of these priests have family

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situations which could remove them from active ministry at short notice. There are two lay readers. One conducts two services of the word each month (including preaching) and the other conducts one service and preaches at another. This is the absolute limit that can be asked of either reader, they have other roles in church alongside demanding work lives. There is an additional retired priest who has PTO at another deanery church but is willing to be called on for the occasional Sunday service.

4. Please provide a breakdown of the share contributions for each parish for the last five years and indicate the expected share contributions for the united parish and what would be expected from each congregation. Please confirm if the figure of £140k is correct and, if it is, explain its justification given that would appear to exceed the cost of one priest (given the part-time role is self-supporting). Please provide the latest copy of the parish accounts for each parish if they are available.

Share contribution	2024	2023	2022	2021	2020	2025 request
Hayling St Peter	49,000.00	41,000.00	46,000.00	30,500.00	37,969.00	49,200.00
Hayling St Andrew	12,500.00	10,000.00	20,093.58	12,100.00	16,339.25	17,861.36
Hayling St Mary	21,000.00	16,000.00	30,000.00	32,659.00	42,056.70	36,996.11
	<u>82,500.00</u>	<u>67,000.00</u>	<u>96,093.58</u>	<u>75,259.00</u>	<u>96,364.95</u>	<u>104,057.47</u>

The part time ordained role is not SSM but is stipendiary. There is currently an advert and process for appointing a new 0.5 stipendiary minister following the retirement of the previous post holder. The diocese does not equate parish share allocation to clergy numbers in each parish.

The figure of £140k is one not recognised by our Diocesan Finance team and does not appear in any of the information shared with parish treasurers. On the current agreement to cap any share rises for a Parish at 5% it would take to at least 2031 before they reached the £140K figure. In 2025 the combined request for the 3 parishes is £104,057.

Our recent revision of the parish share allocation scheme shows that based on Experian figures (one of the factors) it is likely that the three parishes calculated as one benefice would lead to a reduction on the amount asked this year from £104,057 to £99,7224.

5. Regarding the consultations:

a) Please provide a timeline of the informal and formal consultations on the proposals including any meetings held with the interested parties and others;

b) Please confirm the level of support, or otherwise, for what was being proposed

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during the local consultation process, and how any concerns raised during that stage were addressed. Please say more about the views of all three PCCs, and whether they were consistent throughout this process;

c) Please comment on the suggestion that the consultation was not thorough or wide enough and that some of the congregation and electoral roll members would not have been aware of the recently published draft Scheme.

First consultation document was produced in September 2023, circulated to PCC members and discussed on the following dates:

12th Sept 2023 - St. Mary's PCC

19th Sept 2023 - St. Peter's PCC

20th Sept 2023 - St. Andrew's PCC

There was going to be a joint PCC to discuss the outcomes in November 2023, but Jenny Gaffin handed in her resignation just beforehand, so the meeting was cancelled.

The comments received during and after the PCC meetings were then taken on board, and a new version produced for a whole Island consultation which launched on the 13th January 2024 with a closing date of the end of February 2024. A number of written and verbal responses were received. This was promoted at the churches and hard copies produced. It was also distributed to the electoral roll by email (for those who have provided an email address).

Face to face discussions were then held on a Sunday morning at St. Mary's after the service with Tim Pike, the lay member of the parish who led the process, and Rev Richard Wyld, 21st April 2024 St. Peter's APCM, 22nd May 2024 - St. Andrew's APCM. Tim attended all three meetings to listen to feedback.

The feedback from the consultation and the face-to-face discussions resulted in the final version. Tim briefed the Archdeacon and Area Dean on the 28th May 2024. The Archdeacon then convened a meeting for all 3 PCCs on the 3rd June 2024. There was agreement to proceed to a final decision.

The final document was distributed on the 26th August 2024 for decision at the forthcoming PCC meetings. All three PCCs approved the plan at their meetings in September 2024. And this confirmation was provided to the Archdeacon to enable the legal process to commence.

Once the formal consultation started: notices were placed near the main door of each church and remained in place for the entire period of consultation. At every service a notice was given drawing the congregations attention to the notice and inviting them to either make a representation if they wished to do so.

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All three PCCS separately voted to support the scheme.

6. Please comment on the rationale for the number of churchwardens and the governance arrangements of the new parish. Would each parish church have its own churchwarden and how would each worshipping community be represented on the new PCC? Have there been discussions about the various options for managing the new arrangements and has anything been already agreed in principle? Do you expect there to be a scheme under the Church Representation rules? Are there likely to be District Church Councils or sub-committees reporting to the PCC? Have any arrangements been agreed in relation to restricted/unrestricted funds?

Please see attached proposed structures for the scheme – as discussed and approved by all three PCCs

For churchwardens, the default number is two. However, for the three Hayling churches, it was felt that the easiest way to divide the workload would be for each church building to have one churchwarden, who would take the lead in churchwarden responsibilities that the church. The documentation suggested that it would be desirable to have two deputy churchwardens as well - perhaps one with previous experience, and one that could take over in the future. The current position is that there are two churchwardens out of six in post, and the two current churchwardens are both retiring this year necessitating the appointment of six new churchwardens if possible. It should be noted that there it has not been easy to find people willing to serve in each church under the current system.

7. How do you think these proposals will further the mission of the Church and provide for the better cure of souls?

The reduction in governance structures and the sharing of resources in terms of people and experience will lead to a more focused way of responding to the needs of the local community- a unified response to the Island will enable a greater clarity and profile for the Anglican church there and will free up capacity and time for the ordained ministry

8. Are there any other factors which the Commissioners should be aware of in their consideration of these representations?

The view that the parishes have not been supported is not a reflection of the last year when there has been significant time given to supporting the three parishes through a vacancy. The failure to attract any applicants when the Incumbent post was advertised was responded to by the appointment of an experienced interim minister with a brief to support the three parishes in the addressing of past hurts and to seek to draw them together so that they are in a stronger place to attract applicants in three years' time if advertised. Part of this ministry

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would be to establish the new structures envisaged by the scheme. We do not recognise the view expressed of the diocese's attitude to the parishes in the current approaches that have been taken to give support. There was an offer to provide admin support by the diocese, and the response from the parishes was that they just wanted six hours a week support to the 0.5 post during the vacancy.

With very best wishes and my prayers,

A handwritten signature in black ink that reads "+Jonathan Portsmouth". The signature is written in a cursive style. Below the signature is a single horizontal line.

+Jonathan, Bishop of Portsmouth

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Feedback from the consultation on a Single Parish for Hayling Island –

Version 1.0 – September 2024

This report attempts to summarise the comments and questions received from the consultation distributed in February/March 2024, and suggest a way forward for the 3 PCCs to agree. Many positive comments were received, but this document brings together the concerns that were raised.

Volunteering from the Laity

There was concern about the quantity of work required from volunteers to key roles within Hayling Anglicans, particularly Churchwardens, PCC Secretaries and PCC Treasurers, and how these roles could be made achievable – noting that it is currently very difficult to recruit to these roles.

The new PCC members would be trustees of a charity covering all three churches, and would therefore need to feel fully briefed in order to discharge their responsibilities. It was a concern that there were few people who have the time and inclination to take on such a role.

Suggested solutions:

That two Deputy Churchwarden positions are formally designated at each church to support the Churchwarden – perhaps allowing someone who has previously been a Churchwarden to lend their experience, and someone who could take on the role in the future to learn more about the role.

That a paid administrator acts as Secretary to the PCC, ensuring that relevant information and reports are gathered in good time for meetings, and follow up actions are discharged.

That the role of Treasurer continues separately at each church, and that accounts are combined annually for presentation to the APCM.

That more training and support is offered to Churchwardens and PCC members to be able to feel confident in their roles and able to take the required decisions.

Support for the Clergy

There is concern that much of the back-office administration would continue to fall on the clergy and affect their ability to be ‘out and about’.

Suggested solution:

That the paid Administrator role is formalised to ensure ongoing support for the clergy and churchwardens in administrative tasks. This would be the first point of call for baptisms/weddings/funerals, maintaining records, responding to correspondence, operating communications systems (e.g. website) and potentially oversee church halls. They would also act as Secretary to the PCC.

Financial issues:

There is concern about finding individuals able to undertake the role of Treasurer across multiple churches, noting it is an important and time-consuming task that can be difficult to recruit to.

There is concern that with all three Parishes unable to pay their Parish Share, or having the money to provide away-giving, that one Church may have to subsidise another in order to balance the books.

Suggested solutions:

That the day-to-day financial management of the churches remain at individual church level, operated by separate Treasurers, with common systems that allow for easy aggregation when reports are required. This would allow individual churches to maintain ownership of their financial situation and any designated/restricted funds, but for the PCC to approve the annual budgets and key decisions.

That each church team continues to run their own accounts for the time being – with the Parish Share being subdivided between the Parishes using the same formula as the Diocese (which takes into account the number of communicants and the relative wealth of the areas). This subdivision would also apply to other costs that need to be split between the churches, e.g. vicar's expenses, and the costs of the administrator.

That a clear 'scheme of delegation' is agreed, that makes clear what financial decisions are delegated to individual churches and key roles, to enable swift decision making and clear accountability.

Specific issues

There is concern, perhaps harking back to previous Parish structures, about one church taking the lead and expecting others to follow. It is felt important that no single church could dominate the PCC or decisions about the future.

Suggested solution:

It has already been included in the recommendations that the new PCC is composed of equal number of volunteers from each church, not in proportion to the Electoral Roll or attendance. This would prevent any one church imposing their will on the others.

There is concern about the anticipated impact on St. Peter's graveyard where burial space is already limited, and what impact opening the graveyard to the whole island population would have.

Suggested solution:

If this is a general concern from PCC members, then we can include in the scheme the requirement to maintain the current arrangements for burials across the island.

Revised Proposals for agreement by the 3 PCCs: Autumn 2024

Our mission – why are we doing this and what do we expect to have achieved:

This scheme is designed to strengthen the overall mission and outreach of Hayling Anglicans. We will do this by:

1. Minimising duplication and saving clergy and volunteer time spent on administration and meetings.
2. Allowing our individual churches to shed many of the legal tasks and have more time and freedom to focus on the role of their church in their local community.
3. Improving the support given to our churches, particularly in areas such as safeguarding, GDPR, purchasing, environmental improvements, etc.

Our Aim

“Our aim is to move towards a structure in which we do centrally those things which are best done once; and do locally those things which are best done differently in each place, so enhancing our mission as the people of God across this Island, and in each of our communities.”

Our Proposal:

These proposals will involve significant changes and, we pray, long-term benefits. The changes can be summarised as follows:

- There will be one Parish and one body legally responsible for the whole Island alongside the licensed clergy – the new Parochial Church Council (PCC).
- Accordingly, there will be only one team of formal church officers with deputies appointed as required.
- Much of the day-to-day work of the new PCC will be delegated to sub-committees. Committees will be put in place at each church to look after our buildings and churchyards, and run our social and fundraising activities.
- Well-defined terms of reference will be established and agreed with the new PCC. The proposed division of responsibilities between the new PCC and the sub-committees is laid out below, but they will allow the sub-committees to get on with their roles rather than waiting for the PCC to ratify every last detail.

The Context:

These changes to not affect the status of any of the churches – all three will be Parish Churches of equal status within the new Parish.

It is no longer the case that people attend their nearest church to where they live. On Hayling, many people travel further to attend a different service for a wide variety of reasons. We want to encourage residents to find worship that suits them, by offering different styles and times of worship in each location, not just repeating the same service at different locations.

Having a single Parish will mean that Hayling residents will have the same rights at all three churches – rather than having to understand that the historic Parish boundaries mean complex rules depending on exactly where you live. This is particularly challenging to explain to families regarding baptisms, weddings and funerals.

Whilst there has been a continued decline in church attendance on Hayling and across the Church of England, these proposals are not required in order to manage a reduction in clergy. They are designed to allow our clergy to spend more of their time in the community, rather than managing the ‘back office’.

The vast majority of organisations and businesses have a single Hayling Island entity, and our new structure will allow us to manage our relationships with other groups and local Government more simply. And it will be easier for them to understand it, and engage with us.

There will continue to be separate Treasurers and set of accounts, and it will still be possible to dedicate money for a specific church or purpose. The existing restricted funds will continue, and should someone, for example, wish to leave money for a specific project or churchyard, these wishes can be respected.

Responsibilities of the new single PCC:

- Worship planning [*what services happen when and where*] – a single subcommittee will oversee this
- Safeguarding – one person will be appointed as Safeguarding Officer for all 3 churches
- Budget planning and oversight – the financial position will be available to the PCC, and a clear scheme of delegation to churches and individual roles, with a finance Sub-committee to oversee this
- Strategic building issues, quinquennial review and faculties [*the tasks that often require approval from the Diocese*]
- Administrative matters – possibly done by a paid administrator role in the future
- Managing relationships with the diocese, deanery & Hayling-wide organisations
- Communications & website

Responsibility of each local church office holders / sub-committees:

- Fundraising / social events - one social committee per church
- Financial accounting – maintaining an income/expenditure account, managing utilities/expenses for each church
- Day to day building and churchyard care - one fabric committee per church
- Specific local projects – task and finish groups set up as required
- Rotas for sidespeople, readers, etc – overseen by the Churchwarden

Composition of new PCC:

Clergy	2	All the licensed clergy
Churchwardens	3	One from each church electoral roll
Treasurers	3	One elected from each electoral roll
Elected members	9	Three elected from each electoral roll
Deanery Synod representatives	2	
Secretary		Not a voting member of the committee
There is the potential to co-opt up to 2 additional members as required, e.g. readers		
Total membership	19 to 21	

It is proposed that members would indicate their home church on the Electoral Roll. Slots on the PCC would be reserved for members of each church, so at no time would one church have the majority of PCC members.

Other church officers can attend when needed for items on the agenda, e.g. the safeguarding officer. They will not be PCC members unless they stand for election, or are formally co-opted. The same would apply to Deputy Churchwardens.

If there are any parishioners who are members of the Diocesan Synod or General Synod, they would also become ex-officio members of the PCC.

Sub-Committee structures: (each sub-committee to report to the PCC meeting)

Worship sub-committee – chaired by the Vicar

Finance sub-committee – chaired by a PCC member

Standing committee – chaired by Vicar – members are Churchwardens and Treasurers

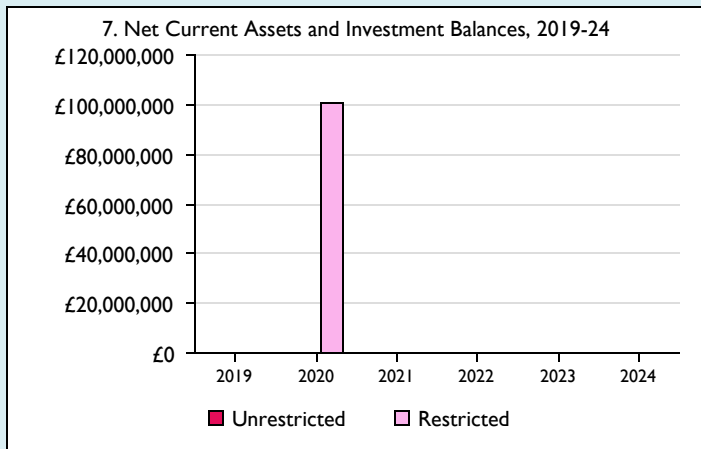
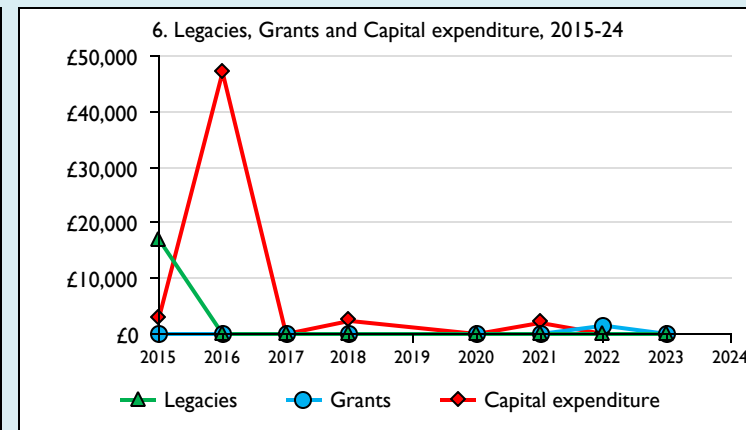
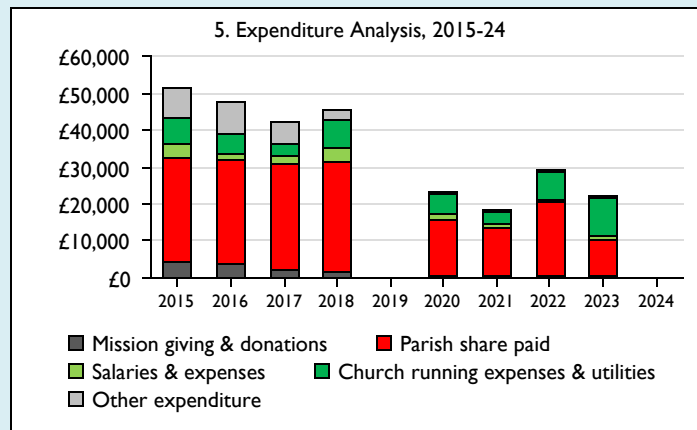
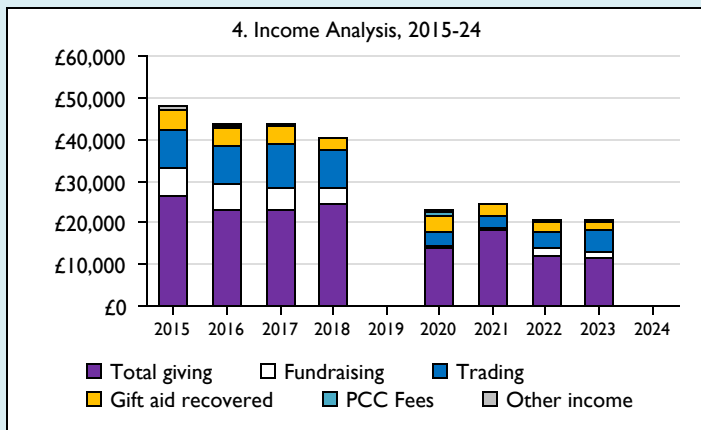
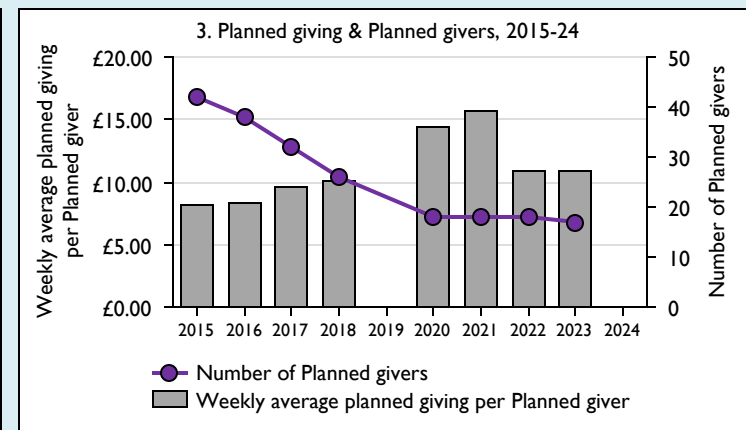
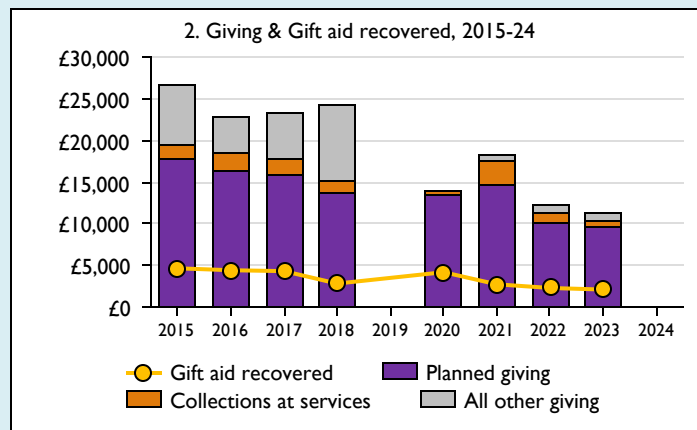
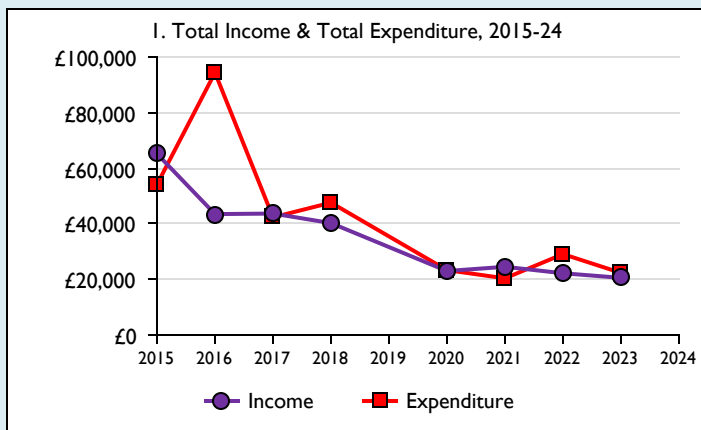
Fabric Committee for each church – chaired by the Churchwarden

Social Committee for each church – chaired by a PCC member

Timetable:

If these proposals are agreed by each PCC in September/October 2024, the Diocese will then conduct the formal legal processes to enable a new, single PCC to be elected at the APCM in May 2025.

Finance Dashboard for the Parish of Eastoke, Hayling Island: St Andrew in the deanery of HAVANT



Weekly average planned giving per planned giver (2024)

Parish: nan
Diocese: 0.0

Notes & definitions

This dashboard contains figures as submitted by churches currently in the parish; gaps may be the result of missing returns.
Graph 2 shows a detailed breakdown of the **Total giving** figure in graph 4.
Graph 3: **Planned giving** = Tax efficient planned giving + Other planned giving; **Planned givers** = Tax efficient planned givers + Other planned givers.
Graph 4 shows income other than grants and legacies.
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Graph 4: **Other income** = Dividends, interest, income from property + Any other income.
Graph 5 shows expenditure other than capital expenditure.
Graph 5: **Other expenditure** = Fund-raising activities + Mission and evangelism costs + Cost of trading + Other expenses.
Graph 5: **Running expenses & utilities** also includes governance costs.
Graphs 1-6: Unrestricted and Restricted amounts have been combined.
For further definitions please see the guidance notes attached to the Return of Parish Finance:

Number of churches in parish (2024): 1

Parish code: 290064

Variations from year to year may be the result of changes in the number of churches that submitted returns, or changes in parish/benefice structure.

Number of churches included in returns: 2015 1; 2016 1; 2017 1; 2018 1; 2020 1; 2021 1; 2022 1; 2023 1.

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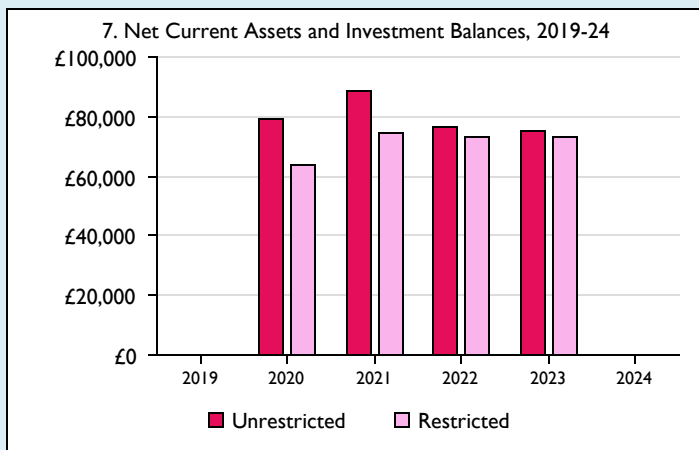
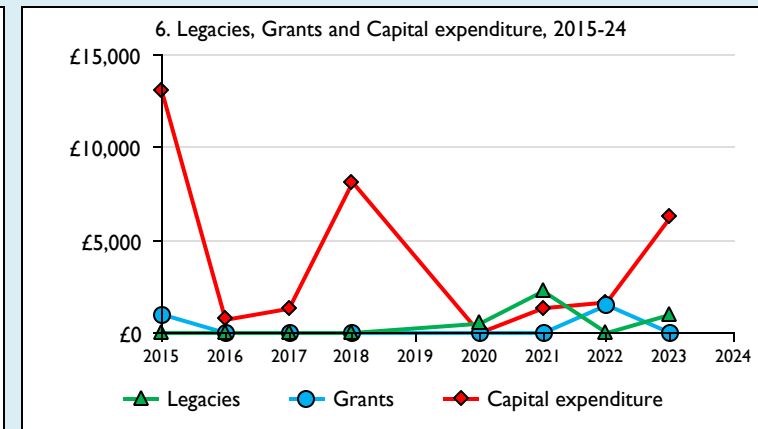
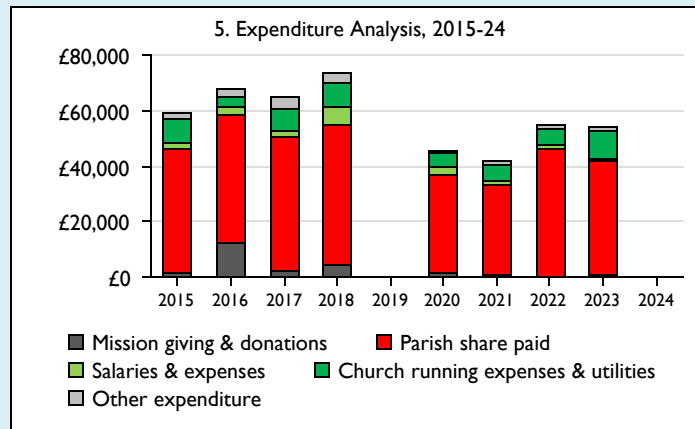
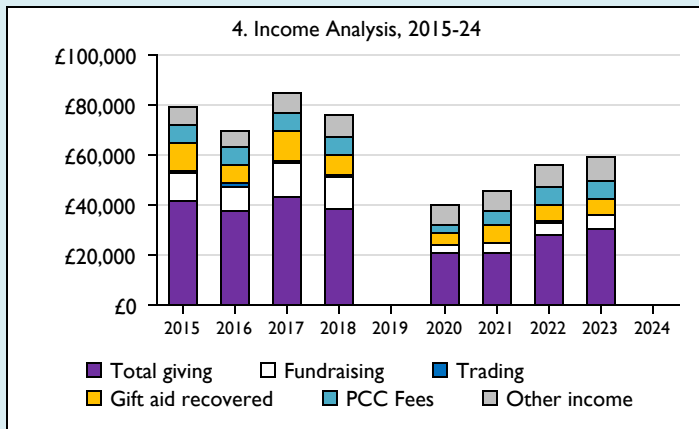
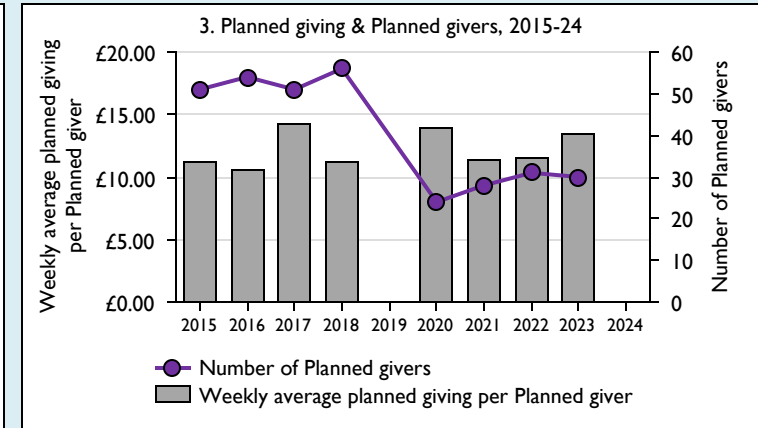
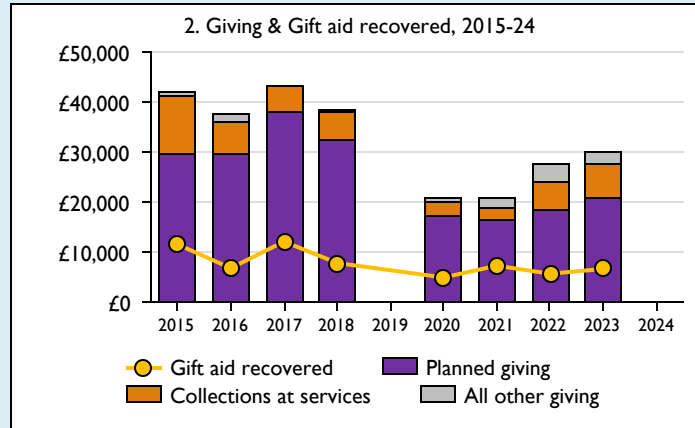
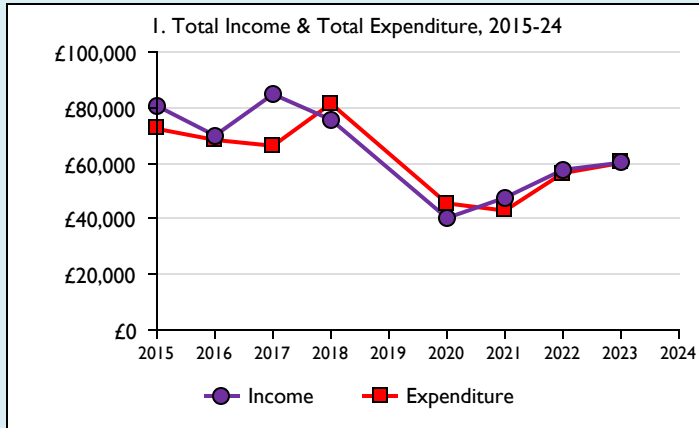
D17

Every effort has been made to ensure that data are reliable. We would be pleased to be notified of any significant errors or omissions by email to statistics.unit@churchofengland.org

Finance Dashboard Data for the Parish of Eastoke, Hayling Island: St Andrew in the deanery of HAVANT

Report	Field	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
1. Total Income & Total Expenditure	Income	£65,180	£43,492	£43,679	£40,249	-	£23,014	£24,527	£22,213	£20,554	-
	Expenditure	£54,152	£94,375	£42,329	£47,596	-	£23,332	£20,391	£29,095	£22,340	-
2. Giving & Gift aid recovered	Planned giving	£17,668	£16,375	£15,903	£13,728	-	£13,413	£14,606	£10,181	£9,582	-
	Collections at services	£1,759	£2,031	£1,918	£1,391	-	£495	£2,822	£1,096	£728	-
	All other giving	£7,138	£4,507	£5,378	£9,125	-	£46	£770	£860	£1,023	-
	Gift aid recovered	£4,644	£4,413	£4,304	£2,813	-	£4,176	£2,722	£2,284	£2,091	-
3. Planned giving & Planned givers	Weekly average planned giving per Planned giver	£8.09	£8.29	£9.56	£10.15	-	£14.33	£15.60	£10.88	£10.84	-
	Number of Planned givers	42	38	32	26	-	18	18	18	17	-
4. Income Analysis	Total giving	£26,565	£22,913	£23,199	£24,244	-	£13,954	£18,198	£12,137	£11,333	-
	Fundraising	£6,525	£6,142	£5,276	£3,875	-	£638	£744	£1,645	£1,751	-
	Trading	£9,309	£9,313	£10,332	£9,207	-	£2,980	£2,851	£4,016	£5,095	-
	Gift aid recovered	£4,644	£4,413	£4,304	£2,813	-	£4,176	£2,722	£2,284	£2,091	-
	PCC Fees	£236	£376	£316	£0	-	£832	£0	£327	£284	-
	Other income	£901	£335	£252	£110	-	£434	£12	£304	£0	-
5. Expenditure Analysis	Mission giving & donations	£4,530	£3,829	£2,128	£1,553	-	£331	£274	£274	£274	-
	Parish share paid	£27,774	£28,143	£28,638	£29,697	-	£15,139	£13,300	£20,094	£10,000	-
	Salaries & expenses	£3,771	£1,374	£2,030	£4,132	-	£1,617	£756	£778	£1,059	-
	Church running expenses & utilities	£7,356	£5,488	£3,344	£7,088	-	£5,836	£3,411	£7,337	£10,326	-
	Other expenditure	£7,812	£8,464	£6,189	£2,776	-	£409	£655	£612	£681	-
6. Legacies, Grants and Capital expenditure	Legacies	£17,000	£0	£0	£0	-	£0	£0	£0	£0	-
	Grants	£0	£0	£0	£0	-	£0	£0	£1,500	£0	-
	Capital expenditure	£2,909	£47,077	£0	£2,350	-	£0	£1,995	£0	£0	-
7. Net Current Assets and Investment Balances	Unrestricted					-	£17,829	£21,966	£14,626	£12,729	-
	Restricted					-	£100,710,007	£10,007	£11,134	£11,134	-

Finance Dashboard for the Parish of Hayling North: St Peter in the deanery of HAVANT



Weekly average planned giving per planned giver (2024)

Parish: nan
Diocese: 0.0

Notes & definitions

This dashboard contains figures as submitted by churches currently in the parish; gaps may be the result of missing returns.

Graph 2 shows a detailed breakdown of the **Total giving** figure in graph 4.

Graph 3: **Planned giving** = Tax efficient planned giving + Other planned giving; **Planned givers** = Tax efficient planned givers + Other planned givers.

Graph 4 shows income other than grants and legacies.

Graph 4: **Total giving** = Tax efficient planned giving + Other planned giving + Collections at services + All other giving, including special appeals.

Graph 4: **Other income** = Dividends, interest, income from property + Any other income.

Graph 5 shows expenditure other than capital expenditure.

Graph 5: **Other expenditure** = Fund-raising activities + Mission and evangelism costs + Cost of trading + Other expenses.

Graph 5: **Running expenses & utilities** also includes governance costs.

Graphs 1-6: Unrestricted and Restricted amounts have been combined.

For further definitions please see the guidance notes attached to the Return of Parish Finance:

Number of churches in parish (2024): 1

Parish code: 290061

Variations from year to year may be the result of changes in the number of churches that submitted returns, or changes in parish/benefice structure.

Number of churches included in returns: 2015 1;2016 1;2017 1;2018 1;2020 1;2021 1;2022 1;2023 1.

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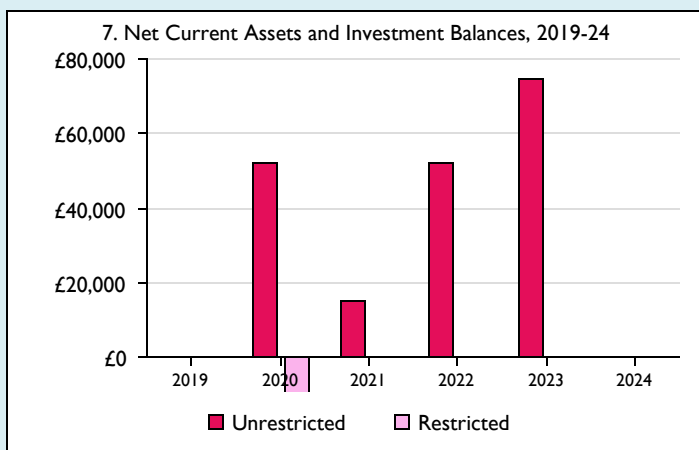
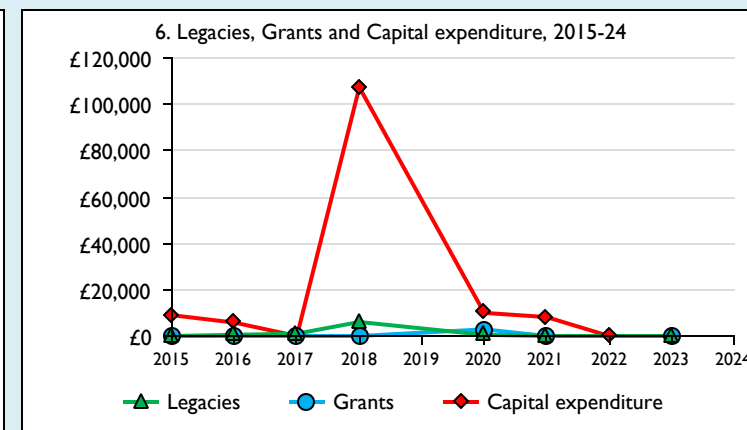
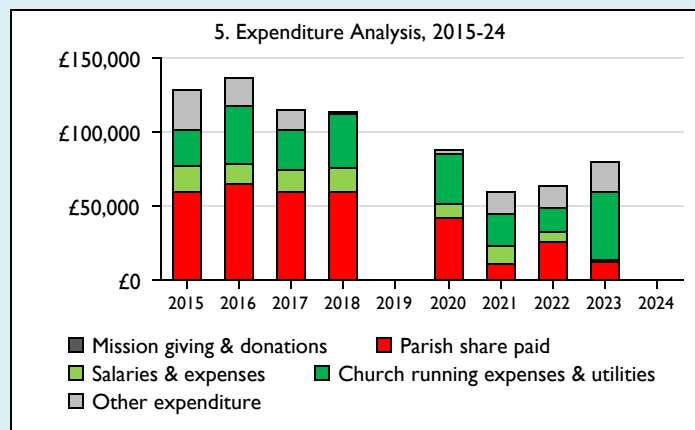
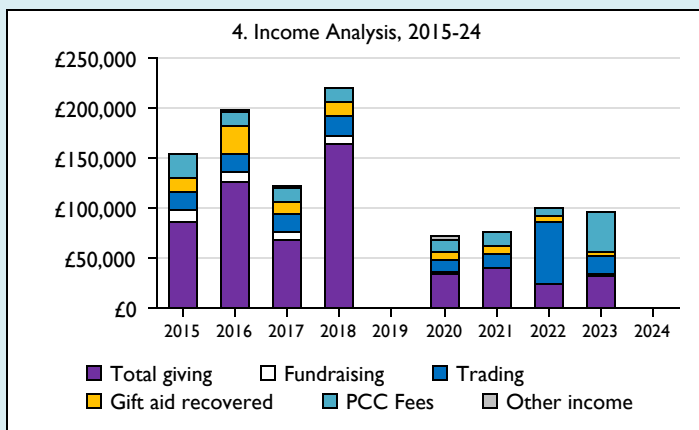
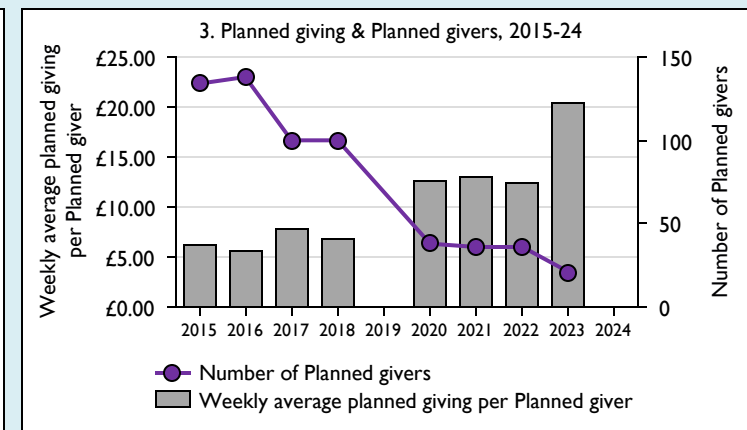
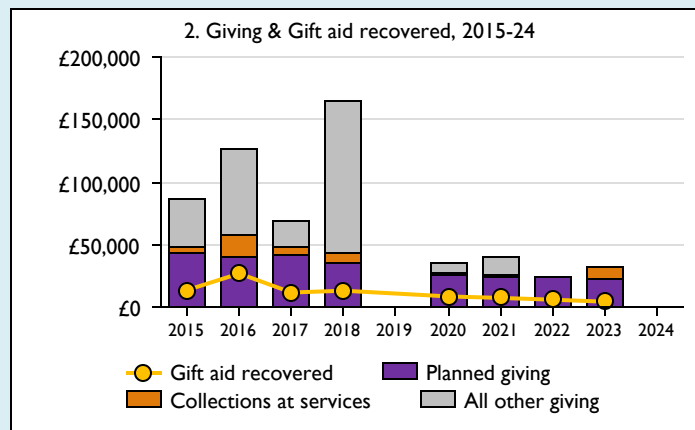
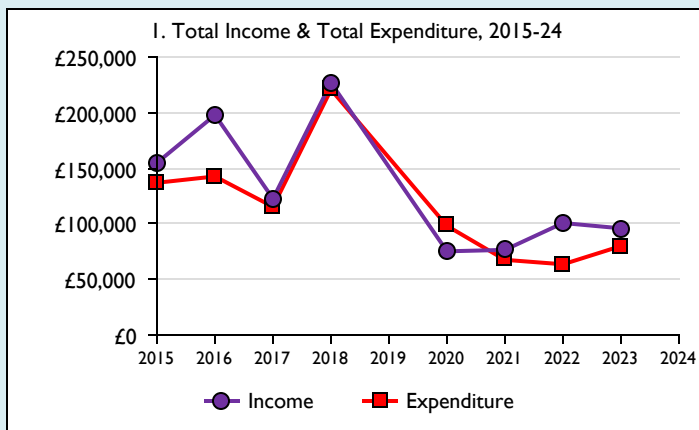
D19

Every effort has been made to ensure that data are reliable. We would be pleased to be notified of any significant errors or omissions by email to statistics.unit@churchofengland.org

Finance Dashboard Data for the Parish of Hayling North: St Peter in the deanery of HAVANT

Report	Field	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
1. Total Income & Total Expenditure	Income	£80,590	£69,947	£84,817	£75,645	-	£40,292	£47,594	£57,624	£60,192	-
	Expenditure	£72,342	£68,366	£66,256	£81,420	-	£45,548	£42,937	£56,448	£60,083	-
2. Giving & Gift aid recovered	Planned giving	£29,500	£29,773	£37,867	£32,452	-	£17,288	£16,449	£18,597	£20,925	-
	Collections at services	£11,878	£6,142	£5,385	£5,659	-	£2,548	£2,162	£5,582	£6,803	-
	All other giving	£500	£1,535	£0	£250	-	£767	£2,012	£3,556	£2,305	-
	Gift aid recovered	£11,507	£6,770	£12,085	£7,800	-	£4,910	£7,259	£5,658	£6,606	-
3. Planned giving & Planned givers	Weekly average planned giving per Planned giver	£11.12	£10.60	£14.28	£11.14	-	£13.85	£11.30	£11.54	£13.41	-
	Number of Planned givers	51	54	51	56	-	24	28	31	30	-
4. Income Analysis	Total giving	£41,878	£37,450	£43,252	£38,361	-	£20,603	£20,623	£27,735	£30,033	-
	Fundraising	£10,881	£10,119	£13,770	£13,009	-	£3,255	£3,901	£4,847	£5,812	-
	Trading	£926	£1,416	£749	£785	-	£200	£540	£1,410	£0	-
	Gift aid recovered	£11,507	£6,770	£12,085	£7,800	-	£4,910	£7,259	£5,658	£6,606	-
	PCC Fees	£7,012	£7,126	£6,827	£7,100	-	£2,700	£4,954	£7,396	£7,428	-
	Other income	£7,386	£7,066	£8,134	£8,590	-	£8,124	£8,067	£9,078	£9,328	-
5. Expenditure Analysis	Mission giving & donations	£1,443	£12,160	£2,197	£4,553	-	£1,597	£386	£336	£586	-
	Parish share paid	£44,922	£46,462	£48,276	£50,268	-	£35,469	£33,000	£46,000	£41,000	-
	Salaries & expenses	£2,181	£2,393	£2,030	£6,540	-	£2,473	£1,085	£979	£826	-
	Church running expenses & utilities	£8,715	£3,896	£7,862	£8,409	-	£4,892	£5,710	£6,027	£10,544	-
	Other expenditure	£2,056	£2,747	£4,584	£3,522	-	£1,116	£1,420	£1,457	£887	-
6. Legacies, Grants and Capital expenditure	Legacies	£0	£0	£0	£0	-	£500	£2,250	£0	£985	-
	Grants	£1,000	£0	£0	£0	-	£0	£0	£1,500	£0	-
	Capital expenditure	£13,025	£708	£1,307	£8,128	-	£0	£1,336	£1,649	£6,240	-
7. Net Current Assets and Investment Balances	Unrestricted					-	£78,908	£88,879	£76,343	£75,286	-
	Restricted					-	£63,601	£74,179	£73,116	£73,292	-

Finance Dashboard for the Parish of Hayling South: St Mary in the deanery of HAVANT



Weekly average planned giving per planned giver (2024)

Parish: nan
Diocese: 0.0

Notes & definitions

This dashboard contains figures as submitted by churches currently in the parish; gaps may be the result of missing returns.

Graph 2 shows a detailed breakdown of the **Total giving** figure in graph 4.

Graph 3: **Planned giving** = Tax efficient planned giving + Other planned giving; **Planned givers** = Tax efficient planned givers + Other planned givers.

Graph 4 shows income other than grants and legacies.

Graph 4: **Total giving** = Tax efficient planned giving + Other planned giving + Collections at services + All other giving, including special appeals.

Graph 4: **Other income** = Dividends, interest, income from property + Any other income.

Graph 5 shows expenditure other than capital expenditure.

Graph 5: **Other expenditure** = Fund-raising activities + Mission and evangelism costs + Cost of trading + Other expenses.

Graph 5: **Running expenses & utilities** also includes governance costs.

Graphs 1-6: Unrestricted and Restricted amounts have been combined.

For further definitions please see the guidance notes attached to the Return of Parish Finance:

Number of churches in parish (2024): 1

Parish code: 290063

Variations from year to year may be the result of changes in the number of churches that submitted returns, or changes in parish/benefice structure.

Number of churches included in returns: 2015 1;2016 1;2017 1;2018 1;2020 1;2021 1;2022 1;2023 1.

Produced by Data Services, Church House, Great Smith Street, London SW1P 3AZ. Date of production: 09/04/2025. D21

Every effort has been made to ensure that data are reliable. We would be pleased to be notified of any significant errors or omissions by email to statistics.unit@churchofengland.org

Finance Dashboard Data for the Parish of Hayling South: St Mary in the deanery of HAVANT

Report	Field	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
1. Total Income & Total Expenditure	Income	£154,879	£197,826	£122,587	£226,780	-	£75,245	£76,548	£100,698	£95,929	-
	Expenditure	£136,908	£142,580	£115,288	£220,661	-	£98,102	£67,584	£63,582	£79,998	-
2. Giving & Gift aid recovered	Planned giving	£43,213	£40,724	£41,052	£35,519	-	£25,067	£24,512	£23,394	£22,248	-
	Collections at services	£4,402	£16,914	£6,391	£7,866	-	£1,597	£1,298	-	£9,700	-
	All other giving	£38,885	£68,182	£21,267	£120,949	-	£8,028	£13,957	-	£0	-
	Gift aid recovered	£13,569	£26,761	£11,583	£13,045	-	£8,464	£7,266	£5,848	£4,250	-
3. Planned giving & Planned givers	Weekly average planned giving per Planned giver	£6.20	£5.68	£7.89	£6.83	-	£12.69	£13.09	£12.50	£20.37	-
	Number of Planned givers	134	138	100	100	-	38	36	36	21	-
4. Income Analysis	Total giving	£86,500	£125,820	£68,710	£164,334	-	£34,692	£39,767	£23,394	£31,948	-
	Fundraising	£11,696	£9,825	£7,947	£6,675	-	£1,504	£149	-	£2,093	-
	Trading	£18,591	£18,600	£17,737	£21,084	-	£11,499	£14,322	£61,814	£17,046	-
	Gift aid recovered	£13,569	£26,761	£11,583	£13,045	-	£8,464	£7,266	£5,848	£4,250	-
	PCC Fees	£23,677	£15,547	£14,986	£14,887	-	£12,597	£14,952	£9,642	£40,146	-
	Other income	£846	£773	£624	£715	-	£3,117	£92	-	£446	-
5. Expenditure Analysis	Mission giving & donations	£110	£0	£0	£0	-	-	£0	£0	£0	-
	Parish share paid	£59,478	£64,266	£59,738	£59,346	-	£42,067	£10,500	£25,680	£12,500	-
	Salaries & expenses	£16,994	£14,716	£14,214	£15,751	-	£8,993	£11,852	£7,067	£890	-
	Church running expenses & utilities	£24,535	£39,126	£27,279	£36,682	-	£34,049	£22,772	£15,794	£46,123	-
	Other expenditure	£26,803	£18,692	£14,057	£1,541	-	£3,008	£14,296	£15,041	£20,485	-
6. Legacies, Grants and Capital expenditure	Legacies	£0	£500	£1,000	£6,040	-	£500	£0	-	£0	-
	Grants	£0	£0	£0	£0	-	£2,872	£0	-	£0	-
	Capital expenditure	£8,988	£5,780	£0	£107,341	-	£9,985	£8,164	£0	£0	-
7. Net Current Assets and Investment Balances	Unrestricted					-	£52,104	£15,183	£52,300	£74,805	-
	Restricted					-	£-70,145	£0	£0	£0	-

Plan for the Deanery of Havant

Havant Deanery Mission Action Plan

Review in the light of new strategic priorities

29 June 2022



Our vision is still influenced by...

Live | Pray | Serve

With the aim **to grow in depth, impact, and number.**

The Diocese has identified two strategic priorities

*A church with **children, young people and young adults** at the centre of her life and priorities*

*Serving and honouring the **older generation** offering spiritual care through **Anna Chaplaincy***

Havant Deanery Vision



Three Key Legs of the Deanery Plan

Growth

Leadership

Working
Together

Growth - in Depth, Impact and Number

We are committed to being a mission-focused Church serving our whole community. All these elements below will contribute to growth.

- **Impact through community engagement** - We will assess local needs and respond
- **Exploring the Christian Faith** - We will offer multi-parish explorer courses
- **Discipleship** - We will pilot a deanery-wide 'Church in the Small' network
- **Worship** - We will offer a variety of worship opportunities in each area with a variety of styles, occasions and locations
- **Church planting** - We will explore new church plants in Horndean and Berewood

Leadership - Raising up Leaders

*For the Church to grow and invest in Children and Youth,
we must raise new leaders
– lay & ordained, paid & unpaid, full-time & part-time*

- **A communication package to emphasise** every-person ministry and opportunities for new leaders
- **Identify potential new leaders** through **discernment** (and a **skills audit**?)
- **Equip new leaders** with **mentoring and training**
- **Give opportunities** for Emerging Leaders to use their gifts and grow
- **Match** the call and gifting of individuals with emerging needs across the deanery
- **Existing leaders** will need training to raise up new leaders

GOD IS CALLING!

Working Together - Sharing Resources

One of our areas of focus for sharing
resources

Shared specialist ministries

e.g. Children/Youth, Schools,

Havant Deanery Two Strategic Priorities

How do we meaningfully invest in these two strategic priorities as an integrated part of our Deanery Plan?

- Children, Youth and Young Adults
- Older people – Anna Chaplaincy



Havant Deanery Children, Youth & Young Adults

This is much more challenging for us

Overall, we have to recognise that we have not been very successful at attracting children, young people and young adults to worship with us on Sundays

However we do have a very good reach into local schools – mainly primary

We will need to change significantly



Havant Deanery Children, Youth & Young Adults

Existing Ministry

Support existing volunteers offering fresh vision and developing skills
– A Diocesan Youth & Children's Advisor?

Train and equip Clergy and lay teams in leading collective worship &
Assemblies – Sharing best practice and good news stories

Provide networking for existing workers



Havant Deanery Children, Youth & Young Adults

Investing in future Ministry

Prioritise appointments of employed specialist skilled ministers in places of maximum opportunity & fruitfulness

Youth, Children's and Pioneer Ministers (lay or ordained)

Placed strategically considering where fruitful ministry exists, where school links are strong & consider parishes working together





Havant Deanery Children, Youth & Young Adults

Willingness to change is a vital pre-condition

Parishes must be willing to change and try new things

Taking risks and sharing best practice

Either adapting worshipping styles significantly or
planting new family friendly congregations



Havant Deanery Children, Youth & Young Adults

How do we fund new posts?

Limited opportunities to re-allocate stipendiary posts in Havant

One existing post

Pioneer in Emsworth

Two unfilled posts in the Deanery Plan

Berewood Pioneer (envisaged as family focus)

PO9 Pioneer (re-imagined in partnership with Park school)

Havant Deanery Children, Youth & Young Adults

Further strategic priorities for Havant Deanery?

Horndean area - opportunity for family friendly ministry and possible future congregation in Horndean Junior School?

Cowplain plus - building on children & youth work already happening

Havant & West Leigh - partnership growing. St. Albans school

Crookhorn & Denmead have half time Y & C posts



Havant Deanery Children, Youth & Young Adults

Sources of funding for new posts?

Church of England

Apply for central funding

Stipendiary savings

Limited in Havant Deanery & not quick

Other funding

Existing reserves or legacies?

A vision for legacies in Portsmouth?

Havant Deanery Children, Youth & Young Adults

Challenges & opportunities across the whole Diocese

A Diocesan lead on children and youth with vision to inspire & train

New forms of leadership needed for some existing congregations

More strategic use of retired clergy where gifted & willing

How & where do we recruit children and youth workers?

Raising up the next generation of workers

November 2022 to Q4 2025

What change will we see in the world?	Actions	By Whom? Key Partners?	By When?	Resources	Evaluation	Status
GROWTH						
Developing new Christian Communities - HORNDEAN	Evaluate and purchase Horndean Old Library	Bishop's Council Diocesan Property Team	November 2022	C£400,000	Community ministr Developed using th building	
	Release 1 day per week clergy resources to build community engagement	Catherington PCC Richard Hutchins Joy Windsor	January 2023	c.£6k p.a Joy's time	Establishment of a new worshipping community	
Developing new Christian	Tidy up agreed parochial	Diocese – who? Local parishes	February 2023		Establishment of a new	

What change will we see in the world?	Actions	By Whom? Key Partners?	By When?	Resources	Evaluation	Status
Communities - BEREWOOD	<p>boundaries with Southwick</p> <p>Proposal for Berewood pioneer minister to be formally approved</p> <p>Make funding application for pioneer post</p>	<p>Bishop and archdeacon Bishop's Council?</p> <p>Area dean with diocesan team</p>	<p>?</p> <p>June 2023</p>	<p>Housing: already purchased (Portsdown Vicarage sold)</p> <p>A diocesan staff member</p>	worshipping community	
Opportunities for 'Exploring faith' courses to be available in all parishes or groupings	<p>Identify existing practice and gaps</p> <p>Agree a plan and how to resource it</p>	<p>Deanery growth implementation group</p> <p>Deanery Growth implementation</p>	<p>March 2023</p> <p>June 2023</p>	<p>Leaders equipped</p> <p>Modest funds (£500 per course?)</p>	Lives transformed by attending courses – deeper faith	

What change will we see in the world?	Actions	By Whom? Key Partners?	By When?	Resources	Evaluation	Status
		group, Area Dean and Chapter clergy				
Offering a variety of worship styles, occasions and locations across the deanery including Fresh Expressions	Audit existing patterns by parish and grouping Identify gaps and opportunities Trial new worshipping congregations	Deanery growth implementation group Area Dean and Chapter clergy Parish teams with trained leaders	March 2023 June 2023 January 2024 onwards	New leaders trained and released	Greater communication of what is available New worshipping congregations developed and sustained	
Greater community engagement by parishes across the deanery	Explore use of "Who Cares?" material and other resources to deepen community engagement	Deanery growth implementation group	December 2023	Small team to lead		

What change will we see in the world?	Actions	By Whom? Key Partners?	By When?	Resources	Evaluation	Status
LEADERSHIP DEVELOPMENT						
New leaders emerging to minister the gospel and lead at a local level	<p>Effective frameworks for affirming lay-ministry in the Deanery (Diocese).</p> <p>Easy to access training in place to equip new leaders appropriately for scale/area of ministry.</p>	<p>Havant Deanery Synod Diocesan Synod Bishop and Senior Leadership Team Bishop's Council Director of Ministry and Mission</p> <p>Director of Ministry and Mission Support from Havant Deanery if required</p>	<p>Principles in place by December 2022</p> <p>Implement by June 2023</p> <p>November 2023</p>	<p>Ministry and Mission team to identify suitable resources. Potential cost to procure training</p>		

What change will we see in the world?	Actions	By Whom? Key Partners?	By When?	Resources	Evaluation	Status
	Identify potential new leaders and routes of discernment for callings.	Havant Incumbents Diocesan Director of Vocations and Ordinands Dean of Pioneer Ministry	Will be ongoing but discernment processes need to be in place to feed training pipeline in November 2023	materials and delivery. DDVO and ADDVOs time		
	Create post-training development and mentoring package for new leaders (akin to IME4-7,	Director of Ministry and Mission	In place in time to meet the end of training pipeline(s).	Suitable mentors identified.		

What change will we see in the world?	Actions	By Whom? Key Partners?	By When?	Resources	Evaluation	Status
	proportionate to role)					
WORKING TOGETHER						
Greater partnership and sharing of resources to strengthen ministry where appropriate	'Hayling Anglicans' exploring closer unity	Incumbent and PCCs with support of Archdeacon and Area Dean	2024	Time to explore possibilities and patience		
	Purbrook & Portsdown become one parish	Incumbent & PCCs with support of Archdeacon & Area Dean	2023			
	Informal partnerships for more fruitful ministry where appropriate					

What change will we see in the world?	Actions	By Whom? Key Partners?	By When?	Resources	Evaluation	Status
	West Leigh and Havant	Clergy and PCC	Ongoing	Willing clergy & PCCs		
	Bedhampton and Leigh Park	Clergy and PCC	Ongoing	Willing clergy & PCCs		
	Hart Plain & Cowplain					

<u>What change will we see?</u>	<u>Actions</u>	<u>By Whom? Key Partners?</u>	<u>By When?</u>	<u>Resources</u>	<u>Evaluation</u>	
YOUTH AND CHILDREN						
Trained youth and children's ministers supporting work in strategic parishes across the Deanery leading to growth in	1. Recruit Emsworth Pioneer (families) and support with youth and children's part time worker	Pioneer recruited through diocese	January 2023	Half Deanery stipend allocation, half SDF funds	Level of engagement by families, children and youth in Christian discipleship	

children and youth engagement		Youth and children's worker recruited by parish	June 2023	Finances from Parish giving and legacies	
	2. Berewood pioneer orientated to families and children	(see earlier in plan)			
	3. PO9 Pioneer – identify opportunity in partnership with Park school	Area dean and Incumbent at Leigh Park	March 2023	Central C of E funding Diocesan team to apply for funds	
	4. Horndean – Explore children and youth focus of Horndean development	Incumbent of Catherington and Clanfield	March 2023		

	Consider other strategic opportunities Cowplain Havant and West Leigh	Local PCCs with deanery support	December 2023		
Learning gained across deanery from parishes with developed youth and children's ministry	Crookhorn, Denmead and Emsworth, Havant Share experience	Workers and parish teams	June 2023	Deanery youth and children gathering. Outside speaker?	

<u>What change will we see?</u>	<u>Actions</u>	<u>By Whom?</u> <u>Key Partners?</u>	<u>By When?</u>	<u>Resources</u>	<u>Evaluation</u>
OLDER PEOPLE					
Extended ministry to older people in our Parishes by 'Anna	Anna Chaplains recruited and	BRF Coleen Jackson and	4 Anna chaplains commissioned	BRF training	

Chaplains', supported by 'Anna Friends'.	trained at diocesan level	encouraged by Incumbents	in November 2022 Next batch to be commissioned in 2023		
	Anna Friends recruited to support ministry New ministry opportunities explored	New Anna chaplains, clergy and PCCs Anna chaplains with parish team	June 2023 and ongoing June 2023	Volunteer in each respective parish Volunteers in each respective parish	

Representations - Hayling x 3

Against

1. Nigel Chilcott – member of North Hayling St Peter + deanery synod rep
2. Mary Makin – Treasurer North Hayling St Peter
3. Henry Thurstan - parishioner North Hayling and previously PCC member there

For

1. Michael Cayley - parishioner of St Andrew's, Eastoke, Hayling Island

Against

Nigel Chilcott

I have been a member of St Peter's Church North Hayling since 1978, a PCC member for most of the past 30 years, a churchwarden for eight years and I now represent this church on the Deanery Synod. As a PCC member I have been consulted on the development of Reference 2 in terms of returning the Island to a single parish. I have accepted the stated aim given in Reference 2.

"Our aim is to move towards a structure in which we do centrally those things which are best done once, and do locally those things which are best done differently in each place, so enhancing our mission as the people of God across this Island, and in each of our communities."

During that consultation we were told by our ordained clergy that amalgamation of the parishes was the essential and only change that would assure the continuance of cure of souls among the 18000 population of Hayling Island; and we were told by a representative of the Diocese that it would finance a full time parish secretary. On the basis of these assurances I reluctantly voted in favour a single parish.

I now regret that I believed these two misleading statements which were unsupported by illustrative facts or subsequent actions.

The scheme proposed in reference 1 does not sufficiently reflect the wishes expressed by our PCC ; nor, more importantly, will it provide sufficiently for the Island's population at a time when professions of Christian faith in the population we serve (as recorded in the national census) are rapidly declining.

I object to the adoption of the Draft Pastoral Scheme because it is inadequate to meet the aim we in the parishes agreed. It does not reflect the views of this parish in respect of parish voting rights, security of their finances, number of clergy to be employed. It is logically incoherent in its reasons for reducing the number of churchwardens (more administration to do, fewer to do it) and impractical in its assumptions that volunteers will undertake heavier background tasks on behalf of a central organisation that is remote from their home church. It makes no assessment of the effects of spreading legislation of which safeguarding, privacy, taxation, banking, employment practices for priests, and PCEA are some examples. It makes no provision for increasing the training and recruitment of lay people to assist the incumbent. It offers no help to draw upon the accumulated knowledge

of the CofE for achieving our aim. It offers no financial incentive at a time when the Church Commissioners boast on their website that they dispose of 10 billion GBP assets and disburse 1% of that annually to parishes, the places where believers proclaim the Gospel. It is silent about what help we might expect from deanery, Archdeaconate or Diocese.

As a lawyerly framework on its own it may seem to those off our Island something neat and legal, but it encourages no one to proclaim Christ and the fruits of the Holy Spirit. Rather, the pointless distraction of having to provide for the scheme to be enacted discourages those who might participate fruitfully in our endeavours. Certainly I personally have altered my will so that my bequest cannot go anywhere except to the St Peter's North Hayling Trust Fund which contains the capital to maintain this Grade 1 listed church where my mother, wife and daughter rest; and then only if the Trust Fund remains the responsibility of people on the St Peter's Parish Roll.

The arrival of demands for Parish Share in the middle of this consultation further irritated most elders of this church. We foresee the combined parish having to pay the diocese more than 140,000GBP in return for one ordained priest; half of a self-financing assistant; and supervision by an Archdeacon who visits us once every three years. As above, a glance at the wealth of the national church makes one wonder if our parish has any worth in the eyes of bishops or archbishops - or the Church Commissioners.

Of the past 25 years a full vacancy has existed for five years, with one incumbent being off sick for a further two. This pathetic performance by the Patron gives us no confidence that a future Parish of Hayling Island can expect better. The Scheme is silent on this matter.

I remember when Father George Royale was vicar of Hayling Island and the Island population was rapidly expanding and he had to make representation for more ordained priests in active service. The result was to make one parish two livings and appoint priests in charge. Retired priests (of which there were many then resident) were permitted to administer communion and offer pastoral care under the oversight of the Vicar. The Vicar of Hayling Island post was left vacant on his retirement and the two incumbencies continued until their residents retired, after which the Diocese stipulated that it would appoint 1.5 FTE priests.

The Patron appointed a priest with no parish experience who struggled in consequence. The Parish has an abnormally high number of funerals, which necessitated hiring a self-employed priest to take them. Weddings, previously up to 50 per year, had to be actively discouraged and marriage preparation classes ceased. One third of communion services were discontinued, as was pastoral visiting, while lay pastoral visiting was severely restricted by new safeguarding rules. Outreach in the form of annual fete, patron saints and civic celebrations ceased. Information spreading such as regular newspaper articles was discontinued. Lent and Advent Bible study classes ceased. Participation in Churches Together on Hayling Island ceased. Successively, two locally recruited and trained assistant priests were appointed elsewhere and the vacancy gapped for many months. The population of the Island increased by 3000 and the population of retired priests, such as remained, was disabled by the introduction of new rules on their voluntary employment. No progress was made in using the new communication facilities offered by digital networks and internet, and communication with parishioners and fellow travellers remains (as in the case of this consultation) largely paper based.

My deduction from this history over seven years is that the provision of 1.5FTE priests is now inadequate to the task and no amount of fiddling with legal niceties will meet the needs of the CofE on Hayling Island without an increase in this manning level.

I will not support the proposed Pastoral Scheme until the deficiencies I have pointed out have been remedied.

Mary Makin

Whilst fully supporting the closer working of our three parish churches on Hayling Island, I do still have some serious concerns regarding this pastoral reorganisation that is being proposed and present them herewith for your consideration.

The stated rationale behind the proposal implies that it is the PCCs who have been pushing for this change. I cannot speak for the other two PCCs but this is certainly not the case at St Peters where several members were distinctly unhappy with the proposal. The only reason for the vote to finally support the scheme was a heartfelt plea from our Associate Priest who assured us that, from past experience, this would make her life much easier. Out of care and compassion more than one member changed tack and voted in favour. She has since resigned which I feel rather invalidates the PCC vote.

While I am confident that our PCC secretary has complied with the requirements around the posting of the proposal on notice boards, and a few people have received the consultation document via email, I am not confident that the majority of the congregation, and electoral roll, are aware of what is being considered. We no longer have a parish magazine or newsletter, and the regular weekly e-mail has also ceased. Having just checked our website there does not appear to be anything flagging up this pastoral scheme for review.

I recognise the enormity of the task ahead for our new Priest-in-charge and associate priest, and appreciate the massive time burden that the innumerable committees and meetings entail, and would wish them to have more time for mission and engagement with the wider community, however I do not believe that this reorganisation will necessarily achieve the desired objective. To the contrary, I am concerned that it is merely adding an extra layer of bureaucracy that will require the employment of additional staff and incur extra costs.

We already have some sharing of tasks across the 3 parishes with a single safeguarding officer and shared CCLI licences. In the past there have been shared pastoral committees and a working together with scheduling services and fundraising events etc. I'm sure everyone wishes to see these shared activities continue and expand, but I believe it is the appointment of a vicar with the soft skills to encourage and motivate individuals that will achieve this end, and not a change to our legal status.

We have been assured that each church will continue to have for example its own fabric and fundraising committees and will maintain individual accounts so it does not appear that there will be much, if any, reduction in what has to be done. There will however have to be additional joint meetings and consolidated accounts that increase the administrative workload. Good leadership surely includes empowerment and delegation so that the workload is manageable and our clergy should not have to chair every committee.

Point 4.(2) states that there will be just 3 churchwardens in the new structure, and a more detailed document we were shown indicated just 4 PCC members at each church. This reduction in the number of lay officers smacks of 'planning for decline', when my experience shows that the more people who are involved the more resilient an organisation becomes and the lighter the load for each, and hence the easier to recruit new members. I fear that it will be far harder to recruit members to a joint PCC than is currently the case for individual church PCCs.

In view of the above I do not support the pastoral scheme being proposed; but will continue to actively support St Peters whatever the outcome.

Henry Thurstan

Parishioner of St Peter's Church and previously PCC member of St Peter's PCC, Havant Deanery synod and past member of Haying Island PCC prior to the division into three parishes

I would like to make a representation concerning the draft pastoral scheme for unifying the three Hayling Island parishes.

The current draft scheme should not be accepted as it does not address four critical aspects that are common to all three parishes.

These aspects must be addressed in the pastoral unification scheme.

1. Para 4 (2) merely refers to three churchwardens in the combined parish. It is essential that these three churchwardens are composed of one from each church.
2. Para 4. The composition of the Parochial Church Council of the combined parish must be specified. Treasurers for each church should be included.
3. Para 3(2) refers to the creation of a new benefice of the united benefices of the three churches. A benefice controls the funds of the church or churches involved. Each church has various funds, some of which are formally designated for the maintenance and other tasks in that particular church. Such funds must remain ring-fenced for the designated church.
4. The quota payable to the diocese from each church should be the same per capita of their electoral role as each church's congregation is comprised of residents from all three parishes

For

Michael Cayley

I strongly support the creation of a single benefice and parish for Hayling Island. This would help the three Anglican churches work more closely together to minister to the needs of the Island, and reduce the administrative demands on the clergy.

Diocesan response

from Canon Bob White, Acting Archdeacon of Portsdown

I have reviewed the Development plan and would see that the creation of a single benefice on Hayling Island will enable the Church of England to be engaged with and support the hoped for developments. The 3 churches will each have a part to play, but will need to rely on each other to resource their response. A 'joined up' approach to the whole Island will enable a deeper engagement with any community developments.

It may be worth noting that the 3 AGMs of the churches have produced no Churchwardens for the coming year.

The Deanery plans are constantly evolving and developing as context and opportunities change. Likewise the Diocese is regularly reviewing the allocation of clergy posts and where there is either need or opportunity.

Commissioners' email of 28 April 2025

Dear Bishop Jonathan

The Commissioners' Sifting panel met this morning and recommended that the matter was capable of being considered via the papers alone.

However, it raised a query on the proposed allocation of 1.5 FTE clergy for the proposed new benefice. It noted that the diocese's own ratio of 1 priest for 10,407 population would mean that the proposed grouping was slightly less clerically provided for than might be the norm, but noting the variances in the examples you had kindly provided.

With this in mind, it sought some additional information from the diocese, please, **and by Monday 12 May** if this matter is to go to the 22 May Committee:

- (i) the proposed development plan for the Hayling area, which is said to have a population growth expected to be influenced by the development of local amenities and improvements in infrastructure, particularly in the seafront area; [Hayling Island regeneration | Havant Borough Council](#)
[Ambition for Hayling Island seafront | Havant Borough Council](#)
and
- (ii) the possibility of the clergy allocation position being reviewed in the light of the above if this was warranted.

As you know, your response of 22 April to our letter was copied to the representors to see if they wished to make any supplementary comments (by 6 May) so it is possible that we might have to add to the list of queries above.

With best wishes
Rex.