

## **PCC Consultation re the Shaping of Benefices in the Matlock Area Final Round**

Thank you for the work you have been doing with your church communities and PCCs to help us discern together how we might best structure and organise ourselves for mission moving forward.

The first round of consultation make several things clear. Firstly, everyone felt that All Saints and Tansley should remain together under Richard's oversight and not be split or joined with any other parishes. Secondly, of the 6 options given, everyone thought that options A, C,D and E were worse than either option B or option F.

So, the first round of consultation has brought us down to two different options which I shall remind you of here:

**B - St Giles, Dethick and Cromford (6509) full time with Matlock Bath joining the Darley Dale benefice with Stephen Monk full time (7728 population), All Saints and Tansley with Richard Reade as is full time (8199)**

**F- Richard Reade having All Saints and Tansley as is ( 8119), Stephen Monk having Darley Dale benefice as is (7057), St Giles and Dethick ( 5117) half time, Matlock Bath, Cromford and responsibility for some area of mission across the wider area half time (2063)**

Thank you for the way in which you have engaged with this process so far. I am delighted that it has been very participative and collaborative and that so many people have been able to express their opinion and be included so that we truly are working this out together.

However, we do need to make a decision quickly and move to whatever shape is determined so we can recruit the third clergy member and move out of a 'limbo' position.

To help us do this, I am beginning a final round of consultation around the two different options. To aid discussions, I will share some further information with you which I would be grateful if each PCC would ensure is made readily and easily available to all congregation members.

The information I will share with you all is as follows:

- A list of FAQs compiled by the reps from each parish that answer as many of the questions that the consultation process has raised and that the steering group of parish reps have thought about to help you imagine what it would really be like in each of the two different scenarios.
- The comments each church has returned about the two options. This will help us hear one another's thoughts, hopes and concerns so we are better informed about what other church members and congregations are thinking.

Once people have had chance to consider that additional information, I would be grateful if conversations could be held with as many church members as possible and then the PCC sends me the option they believe is best with their reasoning. We are aiming to try and do that by **13<sup>th</sup> November** if possible but I appreciate that is asking for a high level of engagement during a busy time of year when the Covid infection rate is high. Patrons will of course also be included in the consultation.

As people's preferences are currently divided, we need to see whether sharing further information makes a difference and changes some people's thinking and decision. The parish reps will meet late November, early December to review the responses and see whether we have reached a consensus. If we have not then that group will decide together how to make the decision as we can only shape ourselves one way and we do need to move forward, we can't remain undecided. As the decision seems clear that All Saints and Tansley should remain as they are, those churches will not be involved in this second round of conversations but Richard as vicar will be invited to attend and act as an observer at the decision making meeting.

If there are any questions about the process we are following then please do get in touch with me and I will try and bring clarity.

With assurance of my ongoing prayers

*Nicky Fenton*

## PCC Consultation – Further Information Responding to Questions Raised

- **Responsibility across the whole in Option F**

The area that is thought to be most beneficial across the whole Matlock area for a person to concentrate on for 2 days a week would be working according to Growing Faith principles developing work in the overlaps between households, schools and churches, possibly supporting the formation of new worshipping communities amongst children and young people

- **Church growth and additional clergy resource**

*If the churches were given part time resource and grew considerably, would that church growth lead to additional clergy resource being made available, ie extending to a full time role?*

No. Given the total population in the area is roughly 22,000 the level of resourcing being offered is already significantly above what we generally offer because of the deprivation within St Giles area and the missional opportunities of schools and tourism.

- **Attractiveness of Part-time applications**

The following roles advertised as part time had no applicants – Ambergate and Heage (advertised once), Wingerworth (advertised twice)

The following part-time roles had the following numbers of applicants - Littleover, Blagreaves, and Finder, one applicant, the Haven Christian Fellowship one applicant (they were advertised at the same time and the same person applied for and was appointed to both), Ashover one applicant who was appointed

For part time roles I have advertised where people have rang asking for more information about roles this is what they have said about their reasons for applying:

1. looking for a part time role as their spouse has retired and they want to go slower for the next 4 years before they too retire
2. someone who would prefer a full time role but doesn't want to disrupt children's schooling so is considering a half time role within travelling distance of the school.
3. Someone asked if it was a joint PCC saying they would possibly consider it if it was but would not consider having multiple PCCs, they were 5 years off retirement and looking to move from a full-time role into something they perceived as slower
4. Someone questioned the stipend figure. They didn't like the fact that the house was a larger element of the reward package and felt the full time house should be a given and then they should be paid the same rate for all 4 days, effectively being given a 0.7 stipend whereas we are offering a 0.5 stipend
5. Someone wanting to move from full time to half time for health reasons
- 6.

- **Advert costs**

Costs of advertising roles are the benefices responsibility. Therefore whatever adverts are required will need to be paid for by the churches involved in each advert.

- **Simultaneous appointments**

Bishop Libby and I are both very concerned that option F could leave one benefice making an appointment and the other benefice in a position that is unappointable. Our experience is that it is much harder to recruit to half time roles than fulltime roles. Consequently Bishop Libby would strongly prefer that you consider simultaneous appointments and you don't appoint to one role without appointing to the other, but she won't insist on that if F becomes the preferred option.

- **Legal processes**

If option B is chosen then we can informally move to that shape of benefices and make an appointment while following the legal processes afterwards. Option F does not require any legal restructuring.

- **Working Together**

Both options still come with the expectation of all priests being cross-licensed to all churches and churches continuing to work together.

- **Part time roles**

*Would it be possible to have a ¾ roles?*

No. There are 4 types of roles we currently offer:

1. Full time stipendiary role
2. Part time stipendiary role – full time house, 0.5 stipend, 3 weekdays plus Sunday
3. House for duty role – full time house, 0 stipend, 2 weekdays plus Sunday
4. Self-supporting role – 0 house, 0 stipend, individually negotiated houses of work

Option B would give a full-time priest to every parish and therefore someone available within every parish all the time.

Option F would give two half time priests meaning that in Matlock Bath and Cromford there was an expectation of only Sunday and one day a week being offered to support the ministry of those communities and 2 days a week being offered across the whole area. St Giles and Lee, Holloway and Dethick would have a priest available to their communities 4 days a week.

- **Reward Package**

There are various elements of the clergy reward package – housing, council tax paid, PCC pays water rates, holiday, wellbeing days, sick pay, maternity/paternity/adoption pay etc.... In full-time roles, clergy can claim an additional Heating/Lighting/Cleaning allowance from HMRC but that is not available in part-time roles

- **Housing**

Concerns were raised about their not being a priest living in certain communities. With multiple villages and only 3 or 4 priests this will always be the case and is entirely unavoidable. The decision was made by Business Committee and approved by Bishop's Council to sell the house at Matlock Bath as it wasn't viable to do the work to bring the house up to the standard needed for a vicarage. The property that would most likely be available for the second role is 4 Ashtree Close, Matlock DE4 3SJ.

- **PCCs**

None of the plans are suggesting that we change the status of any PCCs. Each church would continue to have their own PCC.

- **Lay Leadership**

Developing lay leaders is vital for the delivery of effective mission and ministry within any parish and every parish. However, each option gives a clergy-leader for every church.

- **Church Tradition and Identity**

In both options, the worship style and church tradition would be respected and remain the same.

## Comments from the PCC Responses Relating to Options B and F

### **Option B - St Giles, Dethick and Cromford (6509) full time with Matlock Bath joining the Darley Dale benefice with Stephen Monk full time (7728 population), All Saints and Tansley with Richard Reade as is full time (8199)**

#### Darley, South Darley and Winster combined response

Good things are:

- Holy Trinity Matlock Bath already works well with St. Helen's Darley, St. Mary's South Darley and St. John's Winster.
- St. Giles, Holloway, Dethick and Cromford churches are similar churchmanships.

Disadvantages are:

- St. Mary's Cromford has been in a benefice with Holy Trinity Matlock Bath for a long time and this benefice would be split.
- This option would mean an increased workload for Rev'd Monk, although he feels that this would be manageable.

#### All Saints response

Good things are:

- St Giles, Dethick, Lea and Holloway and Cromford are all small village churches, so a feasible mix – with Matlock Bath joining Darley Dale the vacant post may look more attractive to candidates.
- Richard Reade can carry on as he is with the strong links built up with Tansley and All Saints, whilst continuing to grow links with the other churches without being overstretched.
- Links have already been made, and some people are already choosing to make the journey from the Darley Dale area to Matlock Bath.

Disadvantages are:

- Travelling from the Darley Dale area to Matlock Bath may not be practical for some.

#### Holy Trinity Matlock Bath response

Good things are:

- We would have an immediate vicar in place.
- We have a good relationship with Stephen Monk and he with us.
- St Helen's congregation excited about working with us, as a team, can help and support one another.

Disadvantages are:

- Destroys a United Benefice (Matlock Bath and Cromford) with a strong relationship established for well over 20 years.
- We fear we would be left rather alone, lay led and responsible for ourselves as we have been for 3 years.
- We would lose our distinctiveness, ethos, individuality and reason for being.
- Concerns about Stephen Monk's health and capacity to take on another parish, especially one that has been in vacancy for 3 years.
- Full time clergy would have lots of parishes
- Difficulty of combining PCCs
- There would be no 'local' vicar to signpost folk to.
- Cromford 'hung out to dry', missing out.
- Distance between churches, extra workload
- We need someone with a fresh vision.

#### Dethick, Lea and Holloway response

Good things are:

- Maintaining the current level of liaison between St. Giles and DLH is good.
- Cromford has also proved a very welcoming church with a +ve outlook.
- Geographical proximity of all three churches would be no problem.
- Stephen and Richard retain their old Parishes, with a change for Stephen.
- Having a f-t priest for 3 churches is better for ecclesiastic and pastoral care and is feasible.
- We have no problem with Services offered by any of the churches.
- There are no known philosophical/basic differences between any of us.
- Because 3 churches are Sacramentally based, it is feasible for one priest to deliver communion twice each Sunday.
- We can start looking outwards again.

Disadvantages are:

- There are no disadvantages under the current parameters of choice given that we have to reduce clergy from 4 to 3.

### St Giles, Matlock

Good things are:

- Almost as equitable as 'A' from the point of view of a population split.
- Keeps the existing benefice of All Saints unaltered and only adds part of the current Matlock Bath/Cromford benefice to Darley Dale, which more or less reflects what is already happening.
- Removes the issue of bringing together two parishes with radically differing liturgical practices and therefore should be easier to find a priest willing to take on the new expanded benefice.
- Cromford is a church with its roots in traditional liturgy which is far closer to the liturgical practice of St Giles and Dethick
- The addition of Cromford to the existing St. Giles and Dethick benefice makes geographical sense and also respects Cromford worship traditions.
- Matlock Bath gets a new incumbent immediately.

Potential Disadvantages are:

- Is Stephen Monk happy with taking on Matlock Bath as an addition to his other three churches? He will need the support of the other two priests, but the understanding is that all three will be licenced to officiate in each other's parish (an important consideration in any of the options).
- Are Matlock Bath and Cromford parishes happy with this proposal, which would split them apart.
- Cromford has to await a new incumbent along with St. Giles and Dethick.

### St Mary's Cromford

Good things are:

- Keeps Richard Reade as is with All Saints and Tansley.

Disadvantages are:

- A split of the United Benefice of St Mary's Church and Holy Trinity Matlock Bath.
- Increase of Stephen Monk's workload and travel.
- It leaves St Mary's tacked onto an established grouping and might result in St Mary's having a smaller share of the priest's availability.

### Tansley

Good things are:

Appears workable with the only change to the status quo being the move of Matlock Bath

Strong lay leadership at MBath who would benefit from the oversight ministry of SM (who is already known & welcomed)

Disadvantages are:

None

### Richard Reade

Good things are:

Builds on the good relations already forged with Stephen. A number of former members of MBath are active members at St Helens so connections already exist

Disadvantages are:

MBath would need to adjust to working alongside an 'inclusive church'.

Needs good active support for Stephen (especially journeying between the two through the Matlock never ending roadworks

### Area Dean

Good things are: Much better with regards to styles of worship

Disadvantages are: Geography – quite a distance for Stephen to travel, particularly having to go through Matlock which gets very congested.

**Option F- Richard Reade having All Saints and Tansley as is ( 8119), Stephen Monk having Darley Dale benefice as is (7057), St Giles and Dethick ( 5117) half time, Matlock Bath, Cromford and responsibility for some area of mission across the wider area half time (2063)**

### Darley, South Darley, Winster

Good things are:

- The church groups in 3 and 4 with half time clergy would be able to have someone from their style of churchmanship

Disadvantages are:

- Two part time posts are more expensive for the diocese than one full time post
- They could attract clergy who are winding down which is not what is wanted to build and grow the churches
- The extra role in the half time post for Matlock Bath and Cromford is not viable as detailed in Option D.

### All Saints

Good things are:

- This would only be an advantage if it is thought half time posts could be filled easier than full time.

Disadvantages are:

- Would probably struggle to fill two half time posts.
- Workload of St Giles, Dethick, Lea and Holloway is more than half time.

### Matlock Bath

- Two part time clergy would give four clergy for the Matlocks each Sunday.
- Could be attractive to applicants as expectations of churchmanship are clear.
- Matlock Bath and Cromford have been together for well over 20 years and have supported one another pastorally. This link would be maintained.
- Exciting as could be part of something new in locality, other options seem to more about stretching current resources to go further.
- Area of Mission, but preferably not Tourism, would mean the post holder would be able to work across the Matlock and Darley area.
- Could offer Mission Area as 'outreach' looking at a focussed project across the Matlock and Darley area. Matlock Bath is already developing Youth Work across this area.
- Gives parishes not in vacancy continuity of priest
- Would keep the very distinctive ethos of each of the churches currently in vacancy.
- Each parish in vacancy would have a dedicated vicar to call on and to deploy as needed.
- This is the simplest way forward with least disruption and maintains all existing partnerships.
- We have a vicarage (currently rented out by the Diocese.)
- It meets the differing churchmanship demands in the Matlocks area because currently there is no evangelical vicar.

#### **Disadvantages are:**

- Would we attract people to part time posts? However, CPAS feel they may have possible candidates to recommend.
- Would we attract the right calibre of applicant?

### Dethick, Lea and Holloway

Good things are:

- **The geographical placement would be good.**
- **We continue with the "good will" established with St. Giles.**
- **We have a designated priest for all purposes to get to know well.**
- **We are happy with the Services offered under the current scheme of things.**
- **Richard and Stephen would retain their own Parishes.**

Disadvantages are:

- **Acquiring two p-t clergy simultaneously would be a challenge.**
- **Part-time clergy are more likely to be approaching retirement and maybe less inspirational than a younger person. Because of, and in addition to this, it may only prove to be a short-term solution.**
- **Extra cost of a fourth house to the Diocese.**

### St Giles

Good things are:

All Saints and Darley Dale benefices remain unaltered, otherwise no obvious advantages.

Disadvantages are:

- We understand that half-time = half stipend, but a full-time house and 4 days per week. There are obvious issues with a half-time post, especially if the priest involved has to move house or has a family. (It's worth noting that the parish representatives were told that there were fewer people wanting part-time roles at the meeting on 11<sup>th</sup> September).
- A separate mission for tourism seems unnecessary as each parish in the Matlock/Darley Dale area has a focus on tourism of one form or another.
- If the idea is to have the same person filling the two half-time posts then the issue of the different liturgical approaches arises again (see Option 'A'), but presumably the proposal is for a half-time post in each benefice.
- If one of the priorities is dealing with areas of high deprivation, then the suggestion of a half-time post for St. Giles parish will not address this issue adequately.
- Matlock Bath and Cromford will have to await a new incumbent along with St. Giles and Dethick. This may be a further lengthy period if what the parish representatives were told at the meeting on 11<sup>th</sup> September, i.e. that there were fewer people wanting part-time roles. This seems particularly unfair in Matlock Bath's case.

It is respectfully suggested that half-time posts will not be sufficient for two particularly active and engaged parishes

### Cromford

Good things are:

- Two part time Priests provide 4 days each per vacant benefice.
- Richard Reade and Stephen Monk unchanged, giving continuity.
- Keeps St Mary's Cromford and Holy Trinity Matlock Bath in their established Joint Benefice.
- Two full time posts and two part time posts give four clergy every Sunday, and improved pastoral oversight.
- The differences in identity in the vacant churches is recognised and maintained.
- May be more attractive for an applicant looking for a better work life balance.
- St Mary's would continue and enlarge its engagement with tourists because of the historical link to Sir Richard Arkwright.
- St Mary's wish to stay in the Joint Benefice with Holy Trinity Matlock Bath.

Disadvantages are:

- Some concern raised as to how attractive a part time post would be to applicants, however our patron CPAS may have candidates to recommend for this part time post.

### Tansley

Good things are:

The churches of Darley Dale and All Saints/Tansley would not be affected.

Disadvantages are:

This would not be acceptable to the other churches as none of them would be served well by a part time ministry.

It doesn't seem feasible that suitable candidates would be found for two part time positions.

This proposal seems to be a backward step from the close working relationships that have developed between the parishes over the past year.

### Richard Reade

Good things are:

Keeps 'people' happy with the thought of having their 'own priest' & preserving traditions

Disadvantages are:



Unrealistic expectation of the post at St Giles' (Civic church) which needs full time or to be part of a wider Team Ministry for support

Danger of retreating into ecclesiastical bunkers & losing the momentum already built up for co-operation in mission, prayer, etc. Therefore danger of being a retrograde move

#### Area Dean

Good things are: 3 FTE posts. Better grouping of traditions.

Disadvantages are: NOT tourism, but some other responsibility related to local need.

#### CPAS

Matlock Bath and Cromford's chosen preference, F, would give them the opportunity to continue to grow and strengthen their ethos – as indeed would that same option for St Giles. It would be our hope that in the future Matlock Bath and Cromford might have regrown to the size where they might increase the number of days per week of their ordained leadership. We would strongly support their desire that the ¼ post focused on outreach would be for something which would increase their capacity for growth and not detract from it.

Furthermore, although St Mary's Cromford has a different worship tradition to Matlock Bath, the two churches have strong historic relationships and to be detached for the sake of convenience would be a retrograde step for Cromford.