



ROCK

Re imagining Our Church for the Kingdom

FAQ

FREQUENTLY ASKED QUESTIONS

CHURCH CONSULTATION FEBRUARY 2016

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THE VISION FOR CHANGE

1. What is the vision behind reimagining our church buildings?

First and foremost this is all about having a set of buildings and facilities which enable us to proclaim the timeless truths of the gospel to a generation which is more and more losing touch with those truths.

It is about adapting and creating spaces which enable committed Christian and not-yet Christians to worship, learn, teach and meet in friendship, fellowship, work and recreation together.

We cannot hide from the fact that many denominations and individual churches are in numerical decline; we know that it is highly probable that many more church buildings are likely to close over the next 25 years. But we are determined that in Weston, at least, there will be a thriving, active and contemporary Anglican Church which, by

God's grace, is helping people to experience life in all its fullness and being a force for good in its community, city and beyond.

It is about saying to the world around us:

'We are not just a hangover from Victorian Britain and part of a dying church'. We are an inspired, hopeful, forward-looking, active, life-embracing community in touch with the world of today as well as our 2000 year old historic faith. We value the past but we are not stuck in it. We respect what previous generations have left us but we know that every generation has to grapple afresh with what it means to be Christian and to be church. We proclaim Christ Jesus Yesterday, Today and Tomorrow. And as his Church we too were here Yesterday; we are here Today and we will be here Tomorrow.'

2. But surely none of that depends on a set of buildings?

That is partly true, although the British climate does not particularly lend itself to outdoor worship. Beautiful buildings do not make for a powerful church. However it would be hard to find an example of a church which is growing, spiritually dynamic and forward looking which does not have buildings custom-built or adapted for its current needs and programmes.

As a community of Christians in Weston, we want, through God's grace and empowering, to be inspirational and life-enhancing. We have all been to places that are like that. It is not the place or building itself, nor is it the people themselves. It is the combination often of the two; proclaiming and supporting an experience of welcome, warmth, beauty, comfort, love, peace and joy.

Easy to write, but if we can convey those qualities in a community of church people and in the message of the building and through the activities of church- then, together, we **“may declare the praises of him who called us out of darkness into his marvellous light”** (1 Peter 2:9)

3. Whose vision is it? Is it just a small out-of-touch group driving through their own ideas and agenda?

The vision has emerged from the ROCK Team, a core group of about 10 people, most of whom have worshipped at All Saints for many years as well as some who are relatively new to the church and not afraid of questioning what has been the status quo in the past. Between us we have around 200 years of worshipping and working at All Saints. We have met on around 40 occasions in the past three years, we have

been seeking and listening to God through regular prayer times and that vision has been informed by taking soundings from the congregation, listening to the staff and PCC and visiting other churches.

4. Why can't we just clean up the church, repaint it, replace lighting etc and make it nice?

In some ways that is an attractive option but not as straightforward as it sounds. For example, replacing lighting means tackling the wiring and the electrical installations, not just putting in some new lamp fittings. We will need to do something about the heating soon as our existing boiler is over 30 years old and inefficient. Assuming we go for underfloor heating (*see later*) would mean removing pews and a new floor. Improving physical access means doing something about entrances and floor levels within the church. Retaining the pews now

and replacing them in 5-10 years means another major upheaval then, and if not done at the same time as the heating, this could mean two major upheavals. We think it is best to go for one big scheme at the same time rather than an endless succession of mini-building projects.

5. Why don't we just lock up the church and meet in somewhere like WASPS?

Sometimes we need to think the unthinkable and maybe there are some who think that is what we should do. However, apart from the very real practical and legal difficulties of just locking up the building and walking away, there is nowhere else in the parish with the sort of space and facilities that we need – not even WASPS. The newer churches that start out meeting in rented school halls and other places usually end up building or acquiring their own buildings. Also the set up and

pack down times for meeting in hired premises is very labour-intensive.

6. How will the proposed improvements enhance the mission of the Church to our community?

Sometimes mission is thought of as ***'out there in the community'*** or ***'abroad'***, something not connected with our main worship and our physical presence in the community. We think mission is about all of these things and has many faces. We do not think it enhances our mission if the main church building only speaks of neglect and the past. There are sermons in stones and boilers and seating and lighting. We want the 'sermon' spoken by our church building to be a vibrant, engaging and attractive one. Churches which are growing, either meet in homes, modern buildings (including warehouses,

(theatres etc) or in modernised older church buildings. To be effective in our mission we need to have spiritually empowered people as well as high-quality resources, facilities and buildings to work from. We need to be a 'going-out and a coming-in' kind of church.

As a community we need to breathe in the life of God and breathe out the presence of God: the breathing in is like worship, prayer and listening to the Spirit in the Word; the breathing out is mission, going out to the world around and making Christ known in word and deed. Because of our Christian heritage, the breathing in bit is, for the most part, done on Sunday and the place we gather in is a church building i.e. a building for the church. This building is both our family home, but is also a place of welcome to all others who come because of their connection with God too, and their seeking of him.

7. How will the improvements enhance our worship and discipleship in the years to come?

As a church community we probably use the image of the family more than any other image. We are all 'sons and daughters, brothers and sisters'. It follows then that our buildings should reflect that main idea - rather than the image of the church as a fortress or a museum or a lecture hall.

A family home reflects the values and activities of the family. In a family home all kinds of things go on: eating together, relaxing together, debating, arguing, making love, bringing up children, going to the bathroom, getting clean, extending the home for elderly relatives, giving parties, celebrating new relationships and birth, and sometimes mourning – all of life. Most of these activities will find an echo

in our spiritual life together in church – you go can probably think of what the equivalent spiritual activity might be! Above all, our church home should enable the full range of family activity and be a welcoming place for all those who want to dip in.

Most homes these days have flexible use. So too with our church home, we want flexibility in the church so that it can be used for Sunday worship, for meetings mid week, for small groups, a place which is open five days a week, with an office or room so that at least one or two people will be there during the week. In our church we want to combine the beauty of our ancient building with the warmth and friendliness of a place that is able to support flexible, comfortable and multi-functional use. That should be possible.

8. How soon could all this happen?

That depends on having the funds available to do the work. Essentially about one year is needed for the design and

tendering processes and the work itself could all be done (both inside and outside) in around 18 months. The ROCK Team's vision is that all or the great bulk of the work could be completed by the year 2020. Four years from now. But we cannot start the proper design process until we have the funds available and we could not start any building work until we are sure we have the funds to pay for that particular element of the project. It would be quicker and cheaper to do everything at once but we may not be able to do that – in which case it will take longer and be more expensive.

THE PROPOSALS

9. What is the ROCK Team proposing should be done?

We are proposing a complete overhaul of the church and churchyard plus an extension to the church. We see this as one complete project but with 3 elements. This means the following:

Element 1: Complete overhaul of the church

- Replace and level the floor throughout the church making all or most of the building fully accessible by removing the need for steps wherever possible.
- Undertake works to memorial chapel so that it becomes more of a chapel and prayer room rather than a storage area
- Improve and make secure musicians area
- Improve access to South Porch and refurbish or replace outer and inner doors
- Clean, repair and re-site some of the memorial plaques
- Completely redecorate the church
- Improve roof insulation
- Retain but completely overhaul the organ
- Renew audio-visual system
- Renew lighting system
- Replace all or most of the pews with new chairs and furniture
- Refresh rear area of church for welcome, information and refreshments
- Install new heating system throughout including under floor heating and a new eco-friendly heat generation system
- Rewire the church
- Build in adequate storage for chairs, books and equipment. (NB: Some storage may eventually go into the extension)
- Undertake basic improvements to toilets and vestry area as a temporary measure pending the construction of a new facility (unless we can find a way of doing the permanent solution early on in the project)
- Clear out and make the crypt usable for storage
- Undertake minor alterations to the Tower and Bells
- Undertake minor external repairs as well as required Health & Safety measures

Estimated cost assuming 2018 start, including Furniture, Equipment Fees and VAT = £1,323,000

Element 2: Extension to the church

- Generously sized, fully accessible foyer entrance and gathering space with reception and information area
- Meeting room for Crèche and other users during week (size to be determined but anything from 20 -40 people)
- 6- 8 WC's
- Kitchen (more than our present refreshment bar but less than Centre kitchen)
- 2-4 small rooms or flexible work areas with some privacy, capable of being used for very small meetings, counseling or work
- Storage areas
- Greatly improved access to this extension from the car park and north approach
- Buggy park

Estimated cost assuming 2018 start, including Furniture, Equipment Fees and VAT = £1,300,000

Element 3: Improvement works to the churchyard

We would do as many of the following as we could afford:

- Better pathways
- Security and safety lighting
- Better signage and information boards
- Enhanced Garden of Remembrance
- Repair and possible resiting of some of the memorials
- Removal of some of the headstones and placing against the Boundary walls in order to create a more open space (that could be used for outdoor services)
- Tree pruning or removal to create more light and openness

We have provisionally allowed for £337,000 for this work

10. Can we phase these elements?

They can be phased although phasing them over a number of years extends the life of the project and is more expensive. Ideally we would do it in one go. If we cannot do that, then we will have to break the project down into phases.

11. Do we really need an extension? Why don't we put the things we need in the church building?

We have looked carefully at these questions, not least because a number of people raised those questions following our presentation to the congregation in March 2015. We concluded that trying to fit our requirements into the existing building would run the risk of making the church feel cramped and messy as well as probably reducing the capacity of the building.

12. Why don't we expand the church centre rather than the church?

When we tried to change the exterior of the Church Centre in 2000 as part of the Church Centre project then, the planners objected to those changes. Things might be different now but there is no reason to suppose that increasing the capacity of the church centre would be any cheaper than making alterations to the church.

13. If we build an extension wouldn't we have to move some human remains as well as gravestones? Would that be right? Are we allowed to do that?

When the church was extended in the 1890's they did have to remove human remains

then, but the likelihood is that we would not need to move any human remains, although it may be necessary to move some headstones and memorials. Even if it is necessary to remove human remains, there is an established procedure for this and it is frequently done. Incidentally the pathways around the church have simply put ugly tarmac straight on top of some grave stones!

14. Are we going to be setting up a cafe in opposition to the ones in the High St and Love Weston cafe?

There are no plans to set up a regular café. However we are emphasising the virtues of flexibility and adaptability. We do not know what the situation of the Love Weston café will be in 5 or 10 years time. It is possible that someone would have the vision for opening a café facility on a Saturday or

another day of the week. Who knows what others might be prompted to do when they see the potential of a modernized building?

15. Will the extension be big enough in 25 years time if you're looking long term?

It may not be. But it would be for the 2040 or 2050 congregation to make that decision

16. How are we reimagining the space under the church?

There is some limited space under the church in the crypt (along with a number of burial vaults. This is where the boiler is as well as a great deal of accumulated clutter. One task will be to get rid of the accumulated clutter in the crypt and to do what we can to create better storage. One

of the ideas discussed was to see if it could be some kind of meeting room but we have discarded that idea.

17. Are there any plans to change the gallery?

Another idea which has been (reluctantly) discarded is to replace the existing tiered gallery with a new first floor room with an entrance leading into the first floor of an extension. It has been discarded on the grounds of expense and a feeling that we could not justify at this stage the need for that extra accommodation.

18. There has been talk of removing the memorial plaques from inside the church. Is that going to happen?

There are well over 100 wall mounted memorial plaques sited around the interior of

ASW church. Some have considerable historical or aesthetic significance while others are of local interest. However, many have little relevance to today's church community and at least one is somewhat macabre! For some people, this number of memorial plaques in a relatively small area can create a sense of clutter and can give the sense that the building is more a museum than a place of worship.

In re-imagining the interior of our church as a beautiful and relevant space, both now and for future generations, we need to conserve the best of our heritage whilst being willing to let go of some of the less distinguished features. Each memorial would need to be considered individually as would the cost of removing it or re-siting it but it is likely that some of the smaller ones could be resited in less obvious places.

FINANCE

19. How accurate are your estimates?

As accurate as we can make them at this stage. We are extremely fortunate in having Geoff Evans as one of the ROCK Team. Geoff is one of the country's leading quantity surveyors when it comes to historic buildings, conservation, repair and alteration. His vast experience ranges from timber framed buildings, vernacular dwellings, barns and chapels, through to large country houses, castles and cathedrals. He is currently the named Quantity Surveyor to a number of Cathedrals including St. Paul's and Canterbury. Geoff has lectured on cost control of Historic Building repairs to the students undertaking the Architectural Association's post graduate conservation course.

Geoff has used that vast experience and his knowledge of the costs of recent church

projects that he has worked on to calculate roughly what each bit of the project would have cost at 2015 prices and where VAT does and does not apply (or can be reclaimed). He has then calculated what things might cost at 2018 prices. He has avoided giving the most optimistic prices and has built in a figure for inflation so as not to give an unrealistically low set of figures.

20. How can we justify spending money on buildings when we should be spending it on mission or other major human needs?

This question is a serious question and one that could be asked not only of the church but us as individuals. Practically all of us spend money on things that others would regard as luxuries – our homes, holidays, entertainment, clothes and many other things. The fact is we have inherited large historic

buildings, which not only need maintenance but also need to be updated and improved. Unless we are going to lock the doors and walk away, we have a duty not only to maintain the building but also to hand it on to future generations in a worthwhile state. Although this project is a very large sum of money, when it is spread over a 20 or 30 year period and put alongside the money we do spend on ministry, pastoral care, youth and children's work and mission, the sum of money is not unreasonable.

21. Can you explain that last point a bit more?

Yes. We think you have to assess the level of spending on the building over a 20-25 year period and any sensible comparison should be against our anticipated spending on other things over that period.

So: if we spent exactly the same on children's and youth work, other staff, our parish share to the Diocese each year for the next twenty years this is how things would look:

• All Saints Staff (Youth, Childrens, Seniors, Pastoral, Admin, Music)	£2,700,000
• Parish Share (pays for our clergy and other diocesan costs)	£2,600,000
• Church Centre (includes all Centre staff as well as Centre costs)	£1,680,000
• Giving to External Mission Causes	£740,000
• All Other Expenses	£1,360,000
• ROCK	£2,920,000
TOTAL	£12,000,000

22. Why do we need to spend money enlarging the church building when we have the All Saints Centre?

Because there are times when the Centre is full and we hope that over the years demand will grow. Because, as we said earlier, we cannot get all the things we need into the existing space of the church and because we want to create a better window and entrance into the church.

23. In 2015 we needed a mini-appeal at the end of the year to be able to balance the books. How can we add a big project like this to our budget?

It is quite true to say that each year for the past 25 years at least, our income has never really exceeded our expenses

and in some years it has not matched our expenses. That means we have not built up any surpluses. But that was exactly the position when we launched the Church Centre Project. There was no big reserve to fall back on. What happened was that many people responded generously and faithfully for the duration of the project. We believe the same thing will happen again.

24. But even so how can we possibly raise the very large sums of money required?

By God's grace and through the faithful prayers and generosity of many we can do it. We have done it once before in living memory when we completely refurbished the Church Centre. That project cost over £1,000,000, which in today's money is close to £1,750,000. All the money, except £100,000, was given by individuals (plus the taxman). By a combination of giving,

applying for grants, interest-free loans and interest-bearing loans, we believe we can do it. Where there is a will and a faith to do it, with God given inspiration a way will be found.

25. I am already giving as much as I can to the Church. I can't give any more.

Each one of us knows what we are able to give and not give. We do not want anyone to feel under pressure or guilty (or proud) about their giving. What we would ask everyone to do is to carefully and prayerfully review their giving to the church's day-to-day needs, this ROCK project and to the other causes they support. When that is done, we believe that many people will feel able to be generous in their giving to the project.

26. What if we start the project and the money runs out?

We will not start the project (or an element of the project) until we know we have the money to complete the work. That may well mean that we have to take out a loan facility, which we will then repay over a set period of time.

27. Will the Diocese give us any money?

We may get a modest grant from the Diocese but it is not likely to be a six-figure sum.

SEATING AND CAPACITY

28. I like to see pews in a church and so do others. How can we justify the cost of replacing the pews with chairs?

We know that for many people a church without pews does not seem quite right. It has not always been that way. Pews did not come into 'fashion' until the sixteenth and seventeenth centuries. There was a fashion for high box pews where you could not see the other members of the congregation. In 1893, All Saints Church replaced the 1834 pews which had themselves replaced earlier pews. Cathedrals do not have pews for the main congregation. Practically all churches which have gone down the road of refurbishment have replaced pews with chairs or benches.

The present pews were installed more than 120 years ago. Although they still work and are not in danger of collapsing, they were installed at a time when services and sermons were shorter! They were installed when – rightly or wrongly – people did not expect church to be a comfortable place to be in or one where you developed friendships and conversation. It was a time when everything was much more formal, hierarchical and strict. And indeed people's homes or public places such as schools would have been for most people pretty austere and uncomfortable as far as seating went. Nowadays very few of us sit on wooden, upright chairs in draughty, cold rooms for most of the time. Nor do non-church goers. Apart from the sheer uncomfortableness of pews, there is their rigidity. How lovely it would be to come into All Saints and see it clear of all seating for a special event

case in cathedrals) or set up for a special supper or dinner, or arranged in the round for a baptism.

29. Won't we lose seating capacity if we replace the pews with chairs?

There will probably be some reduction in seating capacity but only by a small amount. We estimate that it should be possible to have 400 chairs in the main seating area in church. On the other hand for things like the WASP assemblies and special events it will be much easier to get 600 pupils sitting on the floor with no chairs than trying to squeeze them into the pews. Some have said we should be planning for growth and increasing seating capacity not reducing it. Other churches, which have found they are squeezed for space, have solved that problem by putting on additional services. A number of churches have a service at 9.30 and again at 11.00. Some very well-attended churches have two carol services.

30. What about health & safety with getting lots of people out quickly if there are loose chairs

We don't think this will be a problem. The chairs will be linked so should not be moving about randomly. There will still be circulation space.

31. Who will use the flexible space in church created by the removal of the pews?

This space will be available to all for appropriate activities. It's use will evolve and grow over time as we discover the potential that it offers.

32. Where will the chairs be stored when the space is cleared for an 'open space' event?

The kind of chairs we are likely to go for stack very well (much better than the Church Centre chairs). However we will need good quality built in storage

with easy accessibility. We have seen a number of good examples in the churches we have visited or seen online.

STAFF AND OFFICES

33. The church and centre staff work together well in the centre. Won't that be disrupted if some have to work in the church rather than the centre?

There is much to be said for having all the staff in one place. But it is not an absolute essential, and in the future staff will want and need to work in different ways.

34. Who will use the working spaces/rooms in the church (extension) and how frequently will it be manned?

That has not been decided yet – remember we are at least three years away (and possibly longer) from completing the extension, which is where the additional spaces would go. In all probability future clergy are likely to want to do at least some of their study, administration and meeting people outside of their homes; there may be more part-time paid and unpaid staff doing work for the church which is better done on the campus than elsewhere. This is all part of seeing the campus and our buildings as a hub and a resource with plenty going on inside and outside the hub.

35. Why have work spaces in the church if the Rectory is being retained and the Rector wants to work from there?

See above (and below). The advice we have been given from the Diocese is that increasingly clergy do not want to see their homes as part of their working space.

36. Are you addressing a possible 'lone worker' situation in the church?

We would hope to avoid situations where there is just one person working in the church or being available for visitors. However that may not always be possible, just as it may not always be possible on occasions in the Church Centre. However, we **will** have security and will think seriously about balancing security measures with openness.

ACCESSIBILITY AND AVAILABILITY

37. You often mention 'accessibility' and 'availability'. What do you mean by these?

We mean that the building is physically accessible (in every sense) and available by much more than it is now. At the moment it looks a bit like a fortress: shut for most of the week (except for 8 hours) and only capable of being used one way. If it were both accessible and flexible, how much more could we get out of it for families, older people, youth and children and others?

We are required by law to consider whether all people have equal access to all parts of our buildings, and are able to be equally involved in all parts of our services. An Accessibility Audit has recently been carried out in our church and several areas of difficulty were noted, particularly:

- Difficulty with accessing the building and the fact that the back door feels like a “2nd class” entrance.
- Problems with moving freely around the building for anyone with mobility problems who needs to use a walking frame, wheelchair or motorised buggy, particularly accessing the chancel for communion.
- Difficulty/impossibility of getting infant buggies into the “crèche”.
- Issues with the hearing loop not being accessible in the chancel for people needing to use hearing aids.
- Problems with the size of the print in some of our literature for people with visual difficulties, made worse by poor lighting.
- Problems with the step at the back of the church, especially for people with visual difficulties.
- Insufficient toilets for large crowds (especially at weddings, special services and concerts)
- Difficulty finding the church from the High St and finding the entrance.
- Problems with the uneven paths, especially in the dark.

We need to make significant changes so that we comply with the law in terms of disability and discrimination and that we are true to our Christian values of wanting to include everyone equally.

38. How will we be able to open the church everyday to passers-by or those who want to come in and pray?

Ideally we will open the church every day and there will be someone in the church to assist with inquiries and be welcoming. That may not always be possible but many churches are open without having anyone present to oversee visitors. Obviously we would need to ensure that valuable, portable equipment was not left lying around. We may well experiment with opening the church as it is now, to see what the benefits are and whether there are any unmanageable problems.

39. What happens if homeless people move in and won't go out?

Has this happened anywhere?

40. What about insurance if we have the church open all the time for all & sundry?

The Ecclesiastical Insurance Company (with whom the church is insured) is relaxed about churches being open without anyone being present, provided sensible precautions are taken.

41. Who will man the church to keep it open?

See above. Hopefully a combination of people working in the church, using the church for an activity or being present as friendly presence will be sufficient to keep it open, recognizing that for some time during daylight hours there may be occasions when it is unmanned.

42. Which groups will benefit from it midweek and how?

Groups that use the church during mid-week include the Tuesday morning congregation and WASPS. The Gardening Society holds its monthly meetings in the church (and its annual Christmas Supper and 'Entertainment'). It could be that one of the mother and toddler groups that currently use the Centre would use the church instead. One of the many Bath choirs might choose it as their main rehearsal base. A refurbished church would be very suitable for conferences (with better acoustics than the Centre presently enjoys). All that said, we believe that by creating a warm, comfortable, welcoming place with good refreshment and toilet facilities plus excellent AV facilities, people in and outside the church will want to use it for the common good and to worship God.

OTHER MATTERS

43. What are the plans for the organ?

The ROCK Team has considered taking out the organ, moving it elsewhere in the church, removing it altogether and replacing it with a modern digital organ (or not). Our conclusion is that it would be best to retain the organ and have it completely refurbished in its present position. We have been told that it is a very fine (and virtually unchanged) example of a Sweetland organ (Sweetland installed a number of organs in the West Country, including Bath). We may be able to obtain some grants to help with the costs of refurbishment.

44. Where will the musician's equipment be stored securely?

If the church is to be open on a regular basis, there will need to be some lockable storage

45. Are you addressing the issue of car parking spaces?

Ideally we would provide more parking but there is limited space available. We are investigating this further. We will be addressing the access to the car park and improving it.

46. What is being done to improve the look of the churchyard and make it safe?

The third element of the project is devoted to improving the external spaces by culling

or heavy pruning of some of the trees (only with planning permission of course).

Some gravestones would be removed and placed against the boundary walls. Some memorials and tombs would be repaired. How many would depend on the funds available. We intend to improve the pathways and make a better Garden of Remembrance and possibly create a space big enough for services and the like.

47. Why can't we build a separate building in the churchyard, say for Enrich and Youthwork?

The law allows us to extend the church but not put a freestanding building on land previously used (but now closed) for burials. However, we continue to search for alternative viable spaces.

48. What are the on-going running costs of the church going to be?

Obviously it is difficult to work out exactly what running costs will be, especially if we move to a situation where our building is open and probably heated most of the time. We have however talked to churches that have gone down this route and we have some idea of running costs from the Church Centre. We have anticipated the running costs to be around £27,000 per year. This includes having some paid hours for cleaning and maintenance - not something we do at present. Currently heating the church for mainly Sundays costs about £6,000 p.a. Having the church open during the week with underfloor heating which maintains an ambient temperature is estimated to cost around £12,000 p.a.

49. It's obvious that it needs to be done. Why don't we just get with it?

It is not obvious to everyone that work needs to be done. We want to be as sure as we can that what we are going to undertake is right for our church now and does not create problems or shortfalls in the years ahead; we also want to get as many people as possible committed to this project rather than rushing into it leaving some people unhappy. Finally, of course, until we have money in the bank we cannot start it.

50. Is the building going to be as eco friendly as possible? Can you make it carbon neutral?

We will do what we can to make it as eco-friendly as possible but adapting an existing structure with leaded glass windows is never going to match the carbon footprint

of a modern 'green' building. Whether or not we can make it carbon neutral remains to be seen. A lot depends on the heating system we use. Our present system is over 30 years old and inefficient; it struggles to warm up the church from cold generally for between one or two days per week. The lighting is mainly sodium lamps hence the orange glow!

But, the Church is surrounded by the Churchyard giving us the perfect opportunity to utilize ground source heat pumps. Heat pumps operate by harnessing heat from underground by circulating water and antifreeze through borehole pipework and transferring the heat into the building. The system is free of carbon emissions on site and for every 1 Kw of energy used to run the pumps 4 Kw of heat is produced. Although heat pumps can produce vast quantities of heat it is at lower temperatures than a conventional boiler so it requires a large heat emitting surface. It is therefore highly suited to underfloor heating installations when the building will be used daily. Levelling the floor of the Church provides the opportunity to incorporate underfloor heating.

As for lighting, LED luminaires are the most energy efficient form of lighting; typically the power consumed is significantly less than that required for similar light levels from a sodium lamp. They also have a lamp life of some 50,000 hours compared with a sodium lamp life of some 15,000 hours so much less maintenance. With LED lamps now being mass produced their cost is dropping dramatically

As we are working with an historic church building we will never achieve the level of insulation of a modern new building, however, our aim is that alongside more efficient heating and lighting we will maximize the conservation of heat by installing insulation wherever it can be introduced.

51. Do we need any repairs to the outside of the building?

The stonework and rooves of the building are generally in very good condition. Some minor work is needed. This includes: some repointing and repair work where there are minor cracks; repairs to some slates that have slipped and the ridge tiles; installing safe access ladders, walkways and handrails; redigging some soakaways and putting in some roof insulation materials. All these items would be included in the project, if not done before.

52. Couldn't we do a lot of the work ourselves and save money?

As with any building project, there are skilled tasks involved. This is not a DIY programme. Apart from things like clearing out the crypt and maybe some gardening at some stage, it just would not make sense to try and do it ourselves, even if we could find the volunteers.

53. What has been learnt from other churches?

We have learnt a lot from other churches including:

- These things take a long time
- Winning assent and support is very important
- Patience, faith and perseverance pays off
- No one regrets the changes they made
- You need to think about a whole host of issues and inevitably you will not get everything right
- Raising the funds is a challenge but one which churches rise
- You need a clear vision

We have also seen lots of examples of seating, lighting, colour schemes, floor materials etc.

CONSULTATION AND DECISION MAKING

54. Has the community been consulted and their views

As yet we have not actively engaged with the wider community. The March 2015 consultation and exhibition was available for a week and we know a number of people who are not churchgoers saw it. If and when the go-ahead is given for the project then we would envisage having a wider consultation both with regard to the inside of the church as well as any extension. As far as any extension is concerned, there is, of course, a formal planning process that allows for consultation and any objections to be considered.

55. Which 'experts' have been consulted?

We have consulted with:

- Other church leaders who have undertaken similar projects
- The Diocese
- The B&NES Council Planning Department (called Development Control)
- Architect
- An arboriculturalist
- An archaeologist
- An ecologist

All of the above (with the exception of Church leaders) have produced written reports and drawings.

56. What do the B&NES planners and the Diocese think about the proposals?

The B&NES planners do not have any jurisdiction over changes to the church building as it stands now; the planning authority for those changes is the Diocese. The Diocese is sympathetic to and supportive of the approach we have adopted to the internal changes to the church and to the extension. B&NES permission would be needed for any extension to the church. The written advice we have received to date from the officers is that they do not object to an extension in principle. However they would have concerns (and probably objections) to any extension which appeared to dominate the existing building and site or negatively contrast with appearance of the church as it is now.

57. How are you going to decide whether or not to go ahead?

So far the whole process has been step-by-step:

- Regular meetings of the ROCK Team (for the past 3 years);
- Regular reports to the PCC
- An open testing-of-the-waters consultation and survey in the spring of 2014 (140 survey forms returned)
- An exhibition and consultation in March 2015 (Over 70 written responses returned)

Following the February presentation to the Church there will be a further month for people to consider the proposals and submit any responses they wish to. Those responses will then be considered by the PCC at its March meeting. It will be a PCC decision then as to whether or not the Project should be approved and the move to the next stage be made. That next stage means raising funds through a Giving Process. No further work can be commissioned until the funds are in place.

RECTORY

NB The Rectory is not in the main scope of the ROCK Team's brief because it is owned by the Diocese and housing for the clergy is primarily a matter for the Diocese. However, it clearly has a bearing and a relevance to any developments of the campus.

58. What are the plans for the Rectory?

Discussions have been taking place with the Diocese and with the B&NES Planning Officers about the Rectory. The general policy of the Diocese is to replace older and larger properties such as the Weston Rectory with newer properties. Apparently there are now very few Rectories or Vicarages of the age and size of the Weston Rectory. The Diocese says that older properties are more expensive to maintain (for the Diocese) and more expensive to heat and run (for the incumbent).

59. Has anything been decided yet?

No. The Diocese also says that exceptions can be made

if a strong enough case can be made. That might mean getting the parish to share some of the maintenance costs with the Diocese.

60. Where else might the Rector live?

Two options are being considered. One option is to build a new house, somewhere on the 'campus'. The only place for this is the present church car park. The planners have said there would be no objections from them to putting a new house on the car-park site.

The other option is to buy a suitable house somewhere in the parish, in the same way as the curate lives in a house off-campus in the parish.

61. If the new Rectory were on the church car park site, where would existing parking go?

The only option for an alternative car-park site would be to take part of the Rectory Garden. At the moment the planners are not so keen on this idea.

62. What would happen to the 'old' Rectory?

An alternative use would have to be found for the Rectory. Ideally a use could be found which somehow links to the wider mission of the Church. We don't think it could substitute as an extension to the Church. Whatever that use is, we are pretty certain that the building would have to be purchased from the Diocese – we couldn't just take it over free of charge.

If a mission purpose were not feasible, then it would almost certainly be sold as a private dwelling. Restrictive covenants will be placed on it preventing any future usage which would be detrimental to the campus and the church.

It is a listed building and therefore virtually impossible to demolish – not that anyone is thinking of demolishing it.
