



Places of Worship & the Wider Community: How to consult and build strong local partnerships

Image: Andy Marshall



Image: St Thomas 'Top Church', Dudley. Community consultation open Day.

Agenda

- 10.00 Welcome
- 10.10 Taylor Review: setting the scene
- 10.20 What do we mean by 'communities'?
- 11.10 BREAK
- 11.25 Building from your starting point
- 12.30 LUNCH
- 13.15 Consulting your communities
- 14.30 BREAK
- 14.40 Translating consultation into action
- 15.30 CLOSE



Aims for today

1. Map out your current communities
2. Learn where to find information about your local communities to inform your plans
3. See examples of community consultation and learn how to plan yours
4. Feel confident to act on the information you collect



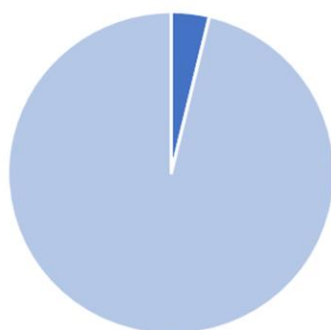
Session 1

Taylor Review: Setting the scene



Places of worship make up a significant part of our historic environment...

National Heritage List England



■ Places of Worship ■ Total

'Repositories for the collective memories of local communities, (places of worship) deserve considerable respect and care'

Historic England



POWs are a significant part of the historic environment, no matter the listing they are special and unique buildings.

1. There are lots of them!

- Approx. 14,800 POW are listed in England. Representing just over 3% of all listed structures, landscapes, monuments etc. (NLE 380,000).

2. (and more importantly) People feel strongly about them

- whether or not they are active members of a worshipping congregation
- POWs are often repositories for the collective memories of local communities, and their historic place of burial.
- With their strong claims to special architectural, archaeological, artistic, historic and cultural interest, places of worship deserve considerable respect and care
- Quote from HE listing advice for places of worship (2011)

It doesn't matter whether your building is Grade I, II or II*, what matters is that you go through a process when you want to change your building. Part of that process is that you engage with your local communities to understand their views. Engaging your wider communities to understand their needs will help you make your POW as relevant as possible and give it the greatest chance of sustainability.

...but many struggle to keep going

'Sustainability'

'Ideally the building itself will be able to earn income from some of the wider uses it hosts, contributing to both running and capital costs.'
Taylor Review, 2017



Taylor Review Pilot

- Workshops during 2019-2020
- Community Development Advisor (CDA)
- Fabric Support Officer (FSO)
- Minor Repairs Fund
- Pilot run in two areas; **Greater Manchester** and **Suffolk**



Churches Conservation Trust

- Advisers to Taylor Review
- Running workshops as part of the pilot
- Manage 353 'redundant' historic churches
- Develop uses to keep buildings open and relevant
- Work with active places of worship to achieve sustainability



Image: Graham White



Session 2

What do we mean by 'communities'?



This workshop is titled 'places of worship and communities' – but what do we mean by communities?



Image: St Peter & Paul's, Albury, Surrey (CCT church)

Definition of community: *The people of all faiths, and none, who live locally, and the institutions representing them.* Taylor Review

In this workshop we'll be building on this to consider 'communities' more generally, which might include, for example, visitors or people who live further away.

Think of communities as a much larger resource to draw on....



Discussion point

In this workshop we'll be building on this to consider 'communities' more generally, which might include, for example, visitors or people who live further away. Think of communities as a much larger resource to draw on.

St John the Evangelist, Hurst

- Community choir
- Craft groups x2 (adults and children)
- Different coffee mornings aimed at different communities- congregation, new arrivals to the area



Examples of community activities in Greater Manchester

Manchester Reform Synagogue, UK Jewish Film

- Jackson's Row Film Club explores and discusses Jewish issues through the medium of film.
- The group also supports the Annual UK Jewish Film Festival, which runs in venues across Manchester and brings new audiences into the Synagogue.

See handout section 'Case Studies' for link to website

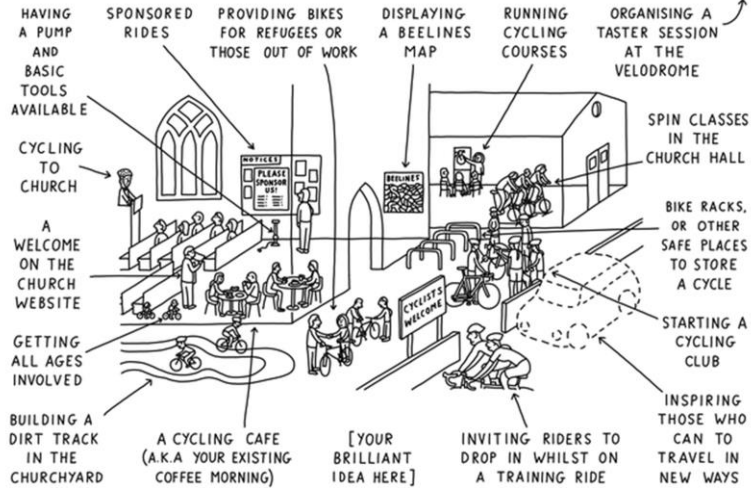


Examples of community activities in Greater Manchester

Manchester Diocese

CYCLING

WAYS YOUR CHURCH CAN WELCOME PEOPLE WHO CYCLE



THE CHURCH OF ENGLAND
 Diocese of Manchester
 CHURCH FOR A DIFFERENT WORLD

@davewalker



Examples of community activities in Greater Manchester

St James & Emmanuel Didsbury

- New kitchen and café provides a community café and a space used by different groups.
- Separate charity but closely aligned to church

See handout section 'Case Studies' for link to website

"We believe in nurturing relationships, getting involved, not rushing on, and always having the kettle on, and a ridiculously warm welcome waiting for all ages and walks of life"



Examples of community activities in Greater Manchester

Norwich Octagon Unitarian Chapel

- Venue for city initiatives including Norwich Science Festival, City of Sanctuary, Norwich Pride month
- Summer and autumn community fairs raise funds

See handout section 'Case Studies' for link to website



Examples of community activities in Suffolk

Angels and Pinnacles, Suffolk

- Tourism brand to encourage visitors to 24 historic churches in Suffolk.
- Heritage routes and cycling trails, events for families and learning resources for children feature on their marketing website.

See handout section 'Case Studies' for link to website



Examples of community activities in Suffolk

Eye Parish Church Shop, Suffolk

- Community service
- Now in its 26th year, the shop generates income which is put back into building maintenance and running costs
- Also a point of welcome and information about the town for visitors.

See handout section 'Case Studies' for link to website



Examples of community activities in Suffolk

What is already happening?



Girlguiding



Activity: 'Speed networking'

All those with a red dot, stay put. Those with a green dot will be asked to move when the whistle blows!

You have 3 mins find out two non-worship activities/events that your partner does in their place of worship that is different from what you do.

Think about:

- Are any of these transferable to the place of worship you are representing today?
- Are there opportunities to work together?
- What are the challenges of doing some of these activities and events?
 - 'practical' and 'perceived'
 - Capacity, security, configuration of the building, H&S, legal/ capacity/ building limitations/ etc.
 - Are there also perceived barriers? Concern about what the congregation/neighbours might think?



This workshop activity could be adapted, perhaps contact another place of worship near you and find out two non-worship activities/events that they do.

Session 3

Building from your starting point



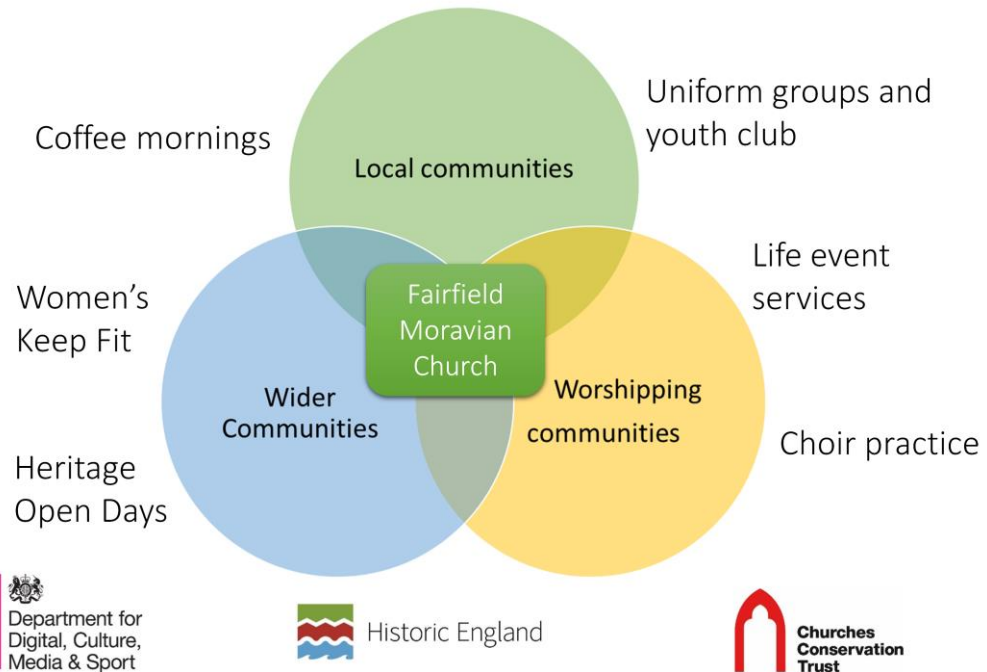
Image: Graham White



What 'communities' are you engaging?



What communities are you engaging?



Worked example

What communities are you engaging?



Worked example

Activity: Mapping communities

See page 2 of the handout

10 minute activity.

Talk to each other about what you are doing with other people at your Place of Worship and map them out on the diagram:

Who are you currently engaging with?

Who are your existing partners?

Who would you like to engage with?



Putting your place of worship in context

- You now have a baseline of who your communities are based on your understanding today.
- However you can now develop this by looking at other information to help you identify other communities to connect with.
- This will also help you to consider what needs your communities might have.



Who are the people in your community?

- Who lives, works, visits your local area?
- Think about trends- how is your area changing?
- Be aware that this is a snapshot- your community is changing all the time

Lots of data can help build a picture of the people who live, work and visit your area. The information is out there (resource sheet – 'SOURCES OF INFORMATION ABOUT YOUR AREA')



Source: Wikipedia, 2017



What is already happening in your communities?

- What is the existing provision of community facilities and other POW?
- What community facilities exist?
- What do they offer?
- When are they open?



What is the existing provision of community facilities and other POW?

What community facilities exist?

What do they offer?

When are they open?

Resources to use: Google maps, telephone directories, Residents Associations, Civic groups, CVS, ACRE etc. Parish newsletter, village magazine.

From wikipedia: Parish plans are a form of [community-led plan](#).

Parish plans determine the future of communities and how they can change for the better. They are documents that set out a vision for the future of a [parish](#) and outlines how that can be achieved in an action plan.

The parish plan process may include:

- a village appraisal – a household questionnaire to assess needs and aspirations of local people
- participatory appraisals – hands-on interactive workshops
- business surveys
- the creation of an action plan

Members of the rural community action network support groups in local communities to create Parish Plans.

What opportunities are there?

- Think big and small- from county wide tourism initiatives through to local, parish plans and posters in the village shop.
- Once you can see where your POW fits you can understand what gaps it can fill in local provision - this helps you make a compelling argument when persuading busy people to cross the threshold. You have something great to offer, and you understand what people want/need...



Know your limits...

- What is physically/practically possible? – Layout of building, facility provision, insurance cover, licence needed
- What will the congregation think? - What spiritually acceptable? (eg yoga, alcohol), does it fit with Mission of church?
- What will the neighbours think? – Noise, time of day



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This is a worked example of a fact finding worksheet for a youth club.

- What demographic information do you think you would need to find to see whether a youth club is viable?
- Where would you go or what information would you need to find out the existing provision?
- What kind of things would you need to have in place to hold this kind of activity?

There is a blank fact finding worksheet, page 3 of the handout for your own activity idea.

Session 4

Consulting your communities



What is community consultation?

- Formal or informal communication process
- Two way flow of information

Why do it?

- Ensures your plans are guided by community need
- Ensures local support



The purpose of consultation



This slide also in handout – Page 4.

The purpose of consultation - it is not just about participation or approval of plans - it is an opportunity to engage with people; welcome people as volunteers; potentially find some new partners; gathering evidence to show that you have done your research and demonstrate you understand the audience - particularly helpful when applying for grant funding.

NB if you decide to consult, you must be prepared for your ideas to be challenged and for your plans to change as a result.

Need to approach with an open mind!

Planning your consultation

- What are the objectives of the exercise?
- What do you want to find out?
- Who's the audience?
- How will you let people know?
- Who will make it happen?



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How to consult

Community newsletter...

... coffee morning...

... special event!



Type of consultation will vary depending on space, time, budgets and resources.

- Think about when are people in your community likely to be around? What activities do you think people will enjoy?
- Tailor your consultation to the audiences you want to attract - when will they be available (during the daytime; weekday or weekend?)
- If range of different audiences to target, offer different events through the day?
- Piggy-back some consultation about your future plans on existing activities e.g. Heritage open days



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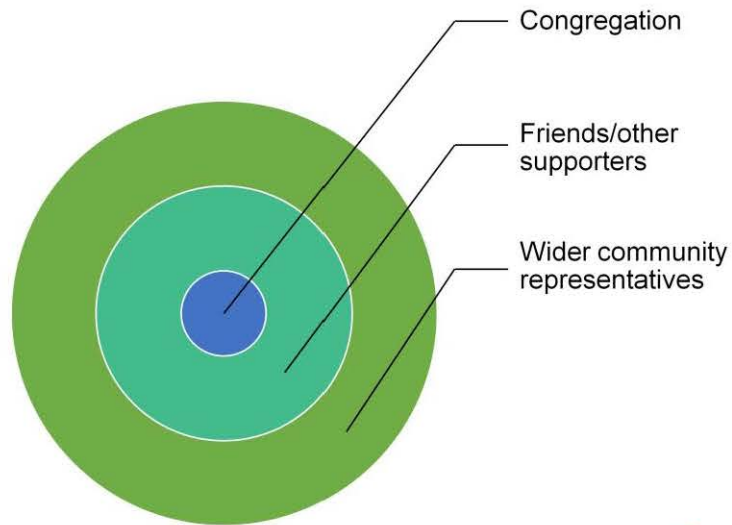


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Start close to home and build out



Some key principles...

Inclusive



Inventive



Hospitable



Fun




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Event planning - things to consider:

- Policies/ procedures
e.g. safeguarding, evacuation, risk assessment, insurance
- Licences e.g. music
- Entertainment- Temporary Events Notices (TEN) if alcohol/taking place in ancillary building to main POW
- Lottery operating licence if selling over £20k tickets
- Catering

If in doubt – always seek advice e.g. from local authority





Example of creative consultation, people were asked to take a marble and put it into the bag of the community activity they thought would work best.



Examples of creative consultation, ballot boxes for ideas or favourite suggestions, and using colours pieces of paper to show the participants age range when they submit their idea.

Activity: Developing a consultation plan

Plan out a consultation event for your place of worship.

Using the template (page 5 of the handout) work your way through the questions.

Also note down any CHALLENGES and OPPORTUNITIES that holding this event could bring.

- 10 mins – work through question individually thinking about your place of worship
- 15 mins – with your neighbour/as a table share your plans and discuss.



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Gathering feedback & evaluating

- Easier to review feedback sooner rather than later!
- Photograph displays / use comments in visitor book too
- Group de-brief to discuss findings
- Thank and share findings with your consultees





Offer people the opportunity to pledge support as ambassadors for the project, volunteer time or specific skills if you need the.

See page 6 of the handout for a Pledge Card template

Session 5

Translating consultation into action



- Assessing your options - How you assess your options (based on all the research and feedback you've gathered)
- Working collaboratively with others – how can this be approached
- Overview of different types of arrangements - What arrangements you may want to make to support those collaborations
- Developing relationships - And how you can support those relationships to develop



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Bringing it all together

STRENGTHS XXX	WEAKNESSES XXX
OPPORTUNITIES XXX	THREATS XXX



Evening concerts in city-centre Methodist chapel?

<p>STRENGTHS Great acoustics Within 'cultural quarter' of the City</p>	<p>WEAKNESSES No parking, toilets, heating Covenant prevents sale and consumption of alcohol on site</p>
<p>OPPORTUNITIES Already have theatre groups and performers interested Political support from MP</p>	<p>THREATS Cultural quarter saturated with performance venues Empty building adjacent to chapel is being converted to residential – noise?</p>

Example of Accessing Options worksheet

See page 7 of handout for blank template of SWOT analysis

Evening concerts in rural Methodist chapel?

<p>STRENGTHS</p> <p>Great acoustics Parking Several volunteers local enough to open chapel for evening events</p>	<p>WEAKNESSES</p> <p>No heating No public transport after 5pm Covenant prevents sale and consumption of alcohol on site</p>
<p>OPPORTUNITIES</p> <p>Local folk band interested in performing Local Councilors supportive of the idea as few cultural events in the area</p>	<p>THREATS</p> <p>Empty building adjacent to chapel is being converted to residential – noise?</p>



Example of Accessing Options worksheet

See page 7 of handout for blank template of SWOT analysis

Costs, risks, compliance

Starting new activities is likely to cost time or money to get started...

- Initial outlay likely before financial benefits realised
- Consider who you'd need to engage with in order to make this happen
- What other arrangements do you need in place?

New activities may also require:

- Public Liability Insurance and compliance – check with insurer
- Alcohol/music/events licences – do you need, will it affect current arrangements
- Risk assessment – new activity, new risks.
- Safeguarding – seek advice on how this applies to your proposed activities
- Building inductions new users know where lights are fire procedure, first aid kit etc.



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You don't have to go it alone

- Can your place of worship deliver the activity?
- Do you have the appropriate resource, skills and knowledge?
- Are others better placed to make it happen?



Partnering - from the informal...

- Use of church for free or a donation
- Mutual promotion
- Annual participation in village/town events

For example:

- Informal understanding between other local POWs that you'll share information (physical display/website) advertising their activities
- Informal partnership with other local venues, to cross-promote events



...to the formal

- Booking forms for third parties
- Regular hire agreements
- Joint working agreements

Tips. As a minimum it is useful to:

- Have a lead partner (often required if considering joint funding bids).
- Be as specific as possible.
- Have a named contact for each hirer.
- Review regularly.



Joint working agreements

Written agreement which provides common reference point when working with another party

Can enable people outside congregation to help look after the place of worship- consider balance worship/secular activity

Understand legal duties and seek legal advice- **do you need permission from diocese or equivalent?**

Further guidance see *Links to useful resources and case studies* section in the handouts



Growing relationships

- Informal arrangements can over time be strengthened and clarified by adopting a formal agreement, revisited by both parties annually
- Need to build trust and understanding
- Relationship may start between individuals, but better that it is between organisations, so that if individuals move on, the relationship remains.
- Be prepared to fall out! May need to agree to disagree, but this can be mitigated through open and honest communications.
- Some things that you didn't feel you could do at the outset may become possible as your relationships develop. Ongoing process.
- Bear in mind that as your community adapts and evolves, so will your POW and its activities.



Activity: Hurdling the challenges

On your tables...

1. Choose a challenge from the morning's list
2. Discuss how you might overcome it.
3. How have others dealt with similar issues?
4. What advice can you feedback?



Workshop activity

Questions?



Recap of today's aims

1. Map out your current communities
2. Learn where to find information about your local communities to inform your plans
3. See examples of community consultation and learn how to plan yours
4. Feel confident to act on the information you collect



Thank You

**Taylor Review
Pilot Workshops**

June 2019 – January 2020



Information and links in this document were accurate at the time of June 2020