

Navigation team meeting

Date: 04/03/2026



Attendance

Attendees: Rev Martin Cox (Chair), David Clifton, Rev Martin Fuller, Lisa Gilligan (Change Facilitator), Paul Hancock, Kath Pennington, Liz Thomas, Fiona Glover, Fr Michael Vyse

Apologies: Rev Chris Stafford

	Action summary from the previous meeting (25/02/2026)	By whom	By when
1.	Kim will share a copy of the joint council scheme so that the team can clarify how the delegated parish share, as some circumstantial confusion arose surrounding this.	KS	Completed
2.	Kim will share all the documents referenced in this meeting with the team.	KS	Completed
3.	Martin and AD Simon have been working on a document that will be shared before the next meeting (March 4 th) that outlines the decisions to be made.	MC	Completed
4.	Going forward, Georgina will ensure all incumbents are included in emails organising buildings visits.	GA/LG	Actioned

Minutes of the meeting

<u>Agenda item</u>	<u>Summary of the discussion</u>	<u>Actions agreed</u>
1. Action point review	<p>The team confirmed that Kim has shared a copy of the joint action scheme. Martin will take it to the three PCCs and Bob Lewis. He has raised it with Bob, and they agreed that there will be one meeting of the joint council to ratify next year's parish share allocation, and a decision and next years' APCM to be made on disbanding the joint council officially.</p> <p>Kim has also shared the other documentation.</p> <p>Lisa has circulated an update to all clergy on churchwardens, PSOs and buildings meetings. Georgina will ensure all incumbents are informed on buildings appointments going forward.</p>	
2. Future meeting date	<p>Agreed upcoming meetings: 2:30 - 4:30 on Thursday 12th March. 3:00 – 5:00 on Tuesday 17th March. 3:00 - 5:00 on Thursday 26th March.</p> <p>From week beginning April 20th, meetings will continue to be on Wednesdays, 2:30 – 4:30.</p> <p>The first of these meetings will be 22nd April 2:30 – 4:30.</p> <p>Paul sends apologies for the 17th and 26th of March.</p>	

<p>3. Comms workshop feedback</p>	<p>Positive responses were given to the offer of online training in communications.</p> <p>A concern raised was how many communications volunteers will come forward.</p> <p>Martin shared that he enjoyed the conversations surrounding values and how they are the guiding force of communications.</p> <p>Feedback was given at the event that communications are insufficient, and it was realised that the PCC bulletin isn't reaching the correct people. Though the requested communications are already in place, they are not being effectively shared. This will be a responsibility of the comms champions in the future. The contact list can be reshared with clergy to ensure it is still up to date.</p> <p>A query was raised on if the material from the event will be shared as it hasn't yet been sent.</p> <p>Churches have differing facilities for physical communications which should be taken into consideration in the future. Also, some churches weren't present at the workshop, so a question was raised of how this information is reaching them?</p> <p>Lisa and Martin shared a diagram used in an earlier chapter meeting, which outlines the reason for FfM. It outlines issues such as declining and ageing congregations, finances are declining, buildings are unfit for purpose and clergy are overworked with challenges in recruitment. FfM tries to address these issues and stop this cycle to allow for future growth. This diagram will be shared at deanery synod. The idea was also raised of filming a video addressing these issues to be shared at ACPMs. This will be discussed with the comms team.</p>	
<p>4. Stipendiary allocation proposal</p>	<p>AD Simon and Martin have been discussing how stipendiaries will be allocated once the LSP has formed. He introduced the split of the LSP into two units:</p> <ul style="list-style-type: none"> • West cluster of LSP parishes: St Oswalds, St Peters, Emmanuel, St Johns, St Michaels. • East cluster of LSP parishes: St Mary's, St Lukes, All Saints, St Helens, New Church, Christ Church. <p>The proposal is for three stipendiary posts to be designated to the east cluster, two for the west cluster and two to the out parishes.</p> <p>This would be split as: full time equivalent for St Mary's and St Lukes, whole time equivalent for All saints Glazebury and Hollinfare who is also associate rector of the LSP, whole time equivalent for Newchurch Croft.</p>	

	<p>The team were generally happy with this structure as a starting point but raised some temporary concern about how personalities would work together.</p> <p>It was raised that clarity is required on the out-parish allocations in the presentation, to make it clear that they aren't receiving a larger stipendiary allocation than the in churches. Martin will amend this to read as 6 + 0.5 and rephrase unclear terminology into simpler phrasing.</p> <p>There are up to three clergy vacancies opening in the next 6 months. A discussion was opened on if cross-licensing could be requested with AD Simon, allowing all clergy to work across the LSP formally over this recruitment period. Martin and Lisa will discuss this with Simon.</p>	<p>MC</p> <p>MC/LG</p>
<p>5. How will be effectively engage with PCCs and other change teams?</p>	<p>Lisa briefed the team on how the workload will increase as the LSP formation comes closer, which will be a period of teamwork and growth across all change teams, CLT and PCCs. A discussion was opened on how the team can support the PCCs through this period.</p> <p>PCCs can be asked to have Fit for Mission as an item on their agenda, with consistent guided discussions happening with feedback.</p> <p>It was suggested for a nav. team member to join a PCC meeting where the church isn't represented on the nav. team, or to keep in close contact and ensure communications are reaching all churches.</p> <p>Churches not in FfM can still have this agenda item as there are updates that still concern them, such as incumbents and parish share.</p> <p>There is a parish share meeting on April 22nd. Martin will prepare a presentation for this.</p> <p>The team discussed making a podcast episode, potentially in an interview format. Martin will draft a script for this.</p> <p>A buildings information morning has been planned for Saturday 14th March at St Peters 10-12. This is open for everyone to attend and will be put into notices. The event is an overview of the FfM buildings process with the opportunity to ask questions, and encouragement to join the buildings team. Navigation team members present at this meeting will feedback to the team.</p> <p>A cultivate information session will be on April 25th 10-12. Navigation team members present at this meeting will feedback to the team.</p>	<p>MC</p> <p>MC</p> <p>All</p>

	<p>A Support Services information session will take place on May 16th. The venue for this is pending. Martin will attend this meeting to support and feedback.</p>	MF
<p>6. How do we ensure that there is an open door for other 'out' parishes?</p>	<p>The team expressed the importance of the other parishes being treated fairly, with it being made clear that the FfM process won't take away from their mission.</p> <p>It should be made clear how funding for the LSP is separate to the deanery DIP funding. Lisa previously share documentation on this which the team confirmed was helpful to their understanding.</p> <p>The out parishes will still be offered the first stage of the buildings assessments, to allow them to easily join the LSP if they chose to do so.</p> <p>Fiona expressed that her church may need clearer communications to understand the implications of being in or out of the LSP.</p> <p>The funding document can be shared once the figures on it are confirmed, perhaps a simplified version to make it completely clear what is being offered to FfM parishes to share to non-LSP churches.</p> <p>It should also be made clear to them that stipendiary allocations are a deanery decision, not FfM, to avoid any confusion.</p>	
<p>7. AOB</p>	<p>A project administrator has been appointed, pending references. This will be Ruth Fielding. She will formally start on April 20th. She will be invited to a navigation team meeting before this date.</p> <p>Lisa confirmed that copies of the navigation team minutes can be circulated to those who want to see them. They can be copied to the CLT folder so clergy have access. They could also be added onto A Church Near You, where a Fit for Mission page can be made and a PDF uploaded. Lisa will look into this.</p> <p>The team continued to discuss a deanery prayer diary, that covers two churches and a school per day, which can be shared in notices. It is currently undecided who will lead on this.</p>	LG
<p>8. Action point summary</p>	<p>Martin will amend the stipendiary allocation proposal based on feedback from the team.</p> <p>Martin and Lisa will discuss the possibility of cross-licensing with AD Simon.</p> <p>There is a parish share meeting on April 22nd. Martin will prepare a presentation for this.</p>	<p>MC</p> <p>MC/LG</p> <p>MC</p>

	The team discussed making a podcast episode, potentially in an interview format. Martin will draft a script for this.	MC
	Members of the navigation team will attend the upcoming information sessions on buildings, support services and cultivate to support and feedback.	All
	Lisa will look into how minutes can be uploaded onto a Church Near You.	LG
	Martin will design a visual for the 'cycle of doom' and invitation to Cultivate information session	MF

Future Navigation Team Meetings:

Thursday 12th March 2.30 – 4.20pm, St Oswald's Parish Hall

Tuesday 17th March 3-5pm, St Oswald's Parish Hall

Thursday 26th March 3-5pm, St Oswald's Parish Hall

Wednesday 22nd April 2.30 -4.30, St Oswald's Parish Hall

Future Information Sessions:

Buildings Information Session - Saturday 14th March, 10-12, St Peter's church

Cultivate Information Session – Saturday 25th April, 10-12, venue tbc

Support Services Information Session – Saturday 16th May, venue tbc

Change Team Meetings:

Churchwardens – Saturday 7th March, 10-12 St Luke's Lowton

Parish Safeguarding Officers – Thursday 19th March, 6.30-8pm St Oswalds