

## Navigation team meeting



Date: 11/02/2026

**Attendees:** Rev Martin Cox (Chair), David Clifton, Rev Martin Fuller, Fiona Glover, Lisa Gilligan, Paul Hancock, Kath Pennington, Rev Chris Stafford, Liz Thomas

**Apologies:** Fr Michael Vyse

	Action summary from the previous meeting (04/02/2026)	By whom	
1.	Martin to speak to Simon about recording his sermon	MC	See below
2.	Resend Right Buildings information and contact request	LG	Done
3.	Ask PCCs to confirm who will be opening the building for initial inspections	LG	Done
4.	Consult with buildings team regarding inspection of 'out churches'	LG	See below
5.	Set up WhatsApp Group	LG	Done
6.	Circulate Sharepoint folder invitation, including Lycig prayer	LG	Done
7.	Try to access Sharepoint folder and collaborate on Winwick prayer	ALL	Done
8.	Book meeting room in SJH for MF	LG	Done
9.	Circulate Change Teams Terms of Reference	LG	Done
10.	Review Change Teams Terms of Reference	ALL	Done
11.	Circulate last minute Expression of Interest form	LG	Received
12.	Ask CLT to share lent courses etc. to be promoted across LSP	MC	Done

### Minutes of the meeting

<u>Agenda item</u>	<u>Summary of the discussion</u>	<u>Actions agreed</u>
Introduction and review of action Points	<ul style="list-style-type: none"><li>• Martin will be meeting with Simon next week. If he is willing to record his sermon it could be shared with the Comms Manager Dan as he is eager to share from the parish. Lisa will share his contact details with Martin.</li><li>• Lisa has shared Right Buildings information. She has also spoken to the buildings team, and they have agreed to offer technical visits to the non FfM churches in the deanery. It will be clearly communicated that this is only offered in this deanery as a small minority are not in FfM in this deanery so it is hoped they will join later, and this would make that process smoother.</li><li>• All Saints Newton: There was a negative response from their PCC regarding a further visit to their PCC meetings to discuss their second FfM vote. There is also some concern about misunderstanding surrounding safeguarding at this church, as they view FfM as weakening their safeguarding ability rather than as a resource.</li></ul>	

	<ul style="list-style-type: none"> <li>• Currently, Lisa is sending updates to PCC secretaries until a more formal communications chain is developed. A formal discussion will be had at a later date how communications will work between churches that are in and out of fit for mission. How do we ensure that there is an open door for the three parishes outside of FfM?</li> <li>• Communications will be added to next meeting's agenda, where Kim Stanley will also be attending to discuss the timeline of the restructuring process.</li> <li>• The team confirmed they have all received the circulated documents from last week's action points.</li> </ul>	
<p>1. Composition of Navigation Team</p>	<ul style="list-style-type: none"> <li>• This conversation was opened to confirm if the team are happy with the skillsets in the group and its current composition, and their thoughts on the additional expression of interest. <ul style="list-style-type: none"> <li>○ It was expressed that the team is currently balanced across the groupings of the deanery.</li> <li>○ It was expressed that there are still multiple teams to recruit for with a limited pool, so it may not be best to continue developing the navigation team when it is currently working well, and the additional volunteer may be best suited to the buildings team for example.</li> <li>○ It was agreed for the additional volunteer should be invited to join the navigation team on a review basis, with consideration to follow on whether both himself and the wider team are still happy to stay on the team or feel their skills are better utilised elsewhere.</li> <li>○ Martin will contact additional volunteer about this and catch him up on the work of the team so far.</li> </ul> </li> <li>• A discussion was opened on inviting churches from outside of the FfM team to navigation team meetings and the purpose of this <ul style="list-style-type: none"> <li>○ In other cohorts, outside churches would attend once a month to provide and receive updates on the process.</li> <li>○ By all being invited to the meetings, it allows other churches to feel included and valued, with access to resources and an understanding of the process.</li> <li>○ The LSP will continue to have a relationship with the other churches in the deanery, so it is essential to maintain this connection.</li> </ul> </li> <li>• Distinction between a congregation within and outside of the LSP: there is increased financial</li> </ul>	<p><b>Martin C</b></p>

	<p>support and sharing of resources within the LSP. Outside of this and governance, the congregations will have the same experience. However, Lisa emphasised that difficult decisions will need to be made as FfM was formed due to a need for change, so churches outside of the LSP will have to decide how they will navigate the need for restructuring within their churches.</p> <ul style="list-style-type: none"> <li>• The deanery remains in control of stipends within FfM, but the LSP will allow for stipends to be shared across churches to make up positions.</li> <li>• It was reminded that it's important to remember that the FfM funding is explicitly for the transition to an LSP.</li> <li>• Two models will need deciding from for the pastoral scheme: one option is a churchwarden's team across the LSP, with two elected to represent the churchwardens at the PCC. An alternative model for smaller LSPs, is for each Larger Single Parish PCC to have two legal churchwardens and for each church to have a deputy churchwarden, forming the churchwardens' team.</li> <li>• The conversation surrounding relationships between the LSP and non-FfM churches in the deanery, and clarity of the process with them, will be reopened in a future meeting as it will require dedicated, thorough discussion.</li> <li>• A review on the navigation team structure will take place in September, which Martin will make clear to Vince when they discuss.</li> </ul>	<p><b>All/Martin C</b></p>
<p>2. How will we recruit our change teams?</p>	<ul style="list-style-type: none"> <li>• There has been significant interest in joining the cultivate team, but this will not be formed until later in the process.</li> <li>• We are moving away from a representative model of PCC and deanery synod, to a skills-based system where the team is formed around the work required.</li> <li>• Concern was expressed that there will likely be overlap in the team members with people becoming overwhelmed. How this will be navigated will be decided once expressions of interest have been received, with the teams meeting at various frequencies with differing levels of responsibility.</li> <li>• Expression of interest forms will be required for all teams for safer recruitment practises.</li> <li>• The comms session that is taking place on Feb 28<sup>th</sup> will be useful to gauge interest for the comms team. Lisa suggested that a similar event can be held for the other teams, which the navigation team agreed with. This will also be shared past the PCC to allow all congregations to learn more. There will still be</li> </ul>	

	<p>a focus on the PCC attending so they are aware of the process.</p> <ul style="list-style-type: none"> <li>• The buildings team is the priority to build as it is required to begin the Right Buildings process.</li> <li>• Lisa will organise a Saturday morning buildings meeting to allay people’s fears surrounding the Right Buildings process and begin to gauge interest for the buildings team. <ul style="list-style-type: none"> <li>○ This invite will also be open to non FfM churches as they are still being offered the technical inspection, and it will outline the distinction between FfM and non FfM churches in the buildings process.</li> </ul> </li> </ul>	<b>Lisa G</b>
3. How will we cover the transition in prayer?	<ul style="list-style-type: none"> <li>• This will be discussed in a future meeting due to time limitations.</li> </ul>	
4. Questions/AOB/ Agree Action Points	<ul style="list-style-type: none"> <li>• A question was raised of how congregations will be advised through the APCM process, and how PCCs and the deanery will be included in this process. This will be discussed with Kim S next week.</li> <li>• <b>Action point summary:</b> <ul style="list-style-type: none"> <li>○ Martin to ask AD Simon to record sermon, and to liaise with Dan Coole (Comms Manager)</li> <li>○ Martin to discuss with AD Simon how we might keep the door open for All Saints, Newton</li> <li>○ Martin and others to ask PSOs if they took away the same message re: safeguarding</li> <li>○ Martin will contact additional volunteer about joining the navigation team, outlining the current progress and the plan for a review of the whole team to take place in September.</li> <li>○ Lisa will contact the buildings team to arrange a buildings information evening that everyone in the deanery is invited to attend.</li> <li>○ A review of the transition team will take place in September, to discuss what skillsets may be missing and who feels they may be better suited elsewhere.</li> </ul> </li> </ul>	<p><b>Martin C</b></p> <p><b>Martin C</b></p> <p><b>Martin C /others</b></p> <p><b>Martin C</b></p> <p><b>Lisa G</b></p> <p><b>All</b></p>

**Future Navigation Team Meetings:**

- Wednesday 25<sup>th</sup> February, 3.30 – 5.30, St Oswald’s Parish Hall
- Wednesday 4<sup>th</sup> March, 2.30 – 4.30, St Oswald’s Parish Hall