

Navigation team meeting

Date: 17/03/2026



Attendance

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

Apologies:

	Action summary from the previous meeting (12/03/2026)	By whom	By when
1.	Lisa will put together an expression of interest form for the comms team, with it being ready to share at the deanery synod. The team agreed for a deadline of April 18 th .	LG	Complete
2.	Martin will draft a letter to the churchwardens encouraging their attendance at future meetings. Share with Lisa to distribute to churchwardens and clergy.	MC/LG	Complete

Minutes of the meeting

Agenda item	Summary of the discussion	Actions agreed
Introduction and action point review	<p>Minutes from last week are currently unavailable to review full action points due to short turnaround between meetings.</p> <p>Action point review:</p> <ul style="list-style-type: none">• Comms lead terms of reference have been found by Lisa, and the expression of interest form has been edited and is ready to circulate.• A letter to churchwardens has been written and distributed.• Advertisement for comms team recruitment to close April 18th hasn't yet started• Monthly bulletin has been drafted. The team confirmed they are happy with the draft of the bulletin to be circulated.• Martin has drafted a script for the webpage video.	
Change lead update	<p>Martin has been continuing to read on change in church. He introduced the research article 'five marks of a fragile church', a document he has identified as being useful when framing fit for mission and the need for a new, sustainable future.</p> <p>CLT have continued meeting. They were joined by Ann Cheung, the coaching lead, and were asked to imagine the future of the church and note the key elements of this ideal future. From this, a core vision was developed which the team has put into a graphic. Martin drew comparison to a tree in this, which he introduced to the team as a model and symbol for the coming change,</p>	

	<p>broken down into the roots, trunk and fruit. This meeting was very positive with a tangible effect of prayer felt. The team were eager to consider this image when naming their LSP.</p> <p>Ann confirmed that this meeting was positive and suggested two goals going forward for CLT coaching: building teamwork and closeness and planning for the change coming in the clergy; and how can clergy support chapter in ministering to local communities in the transition phase when churches don't have their own clergy.</p> <p>Action: Chris will circulate the graphic developed with Ann when it is prepared. The team discussed how it can be edited for clarity so it can be understood easily by those who weren't present in the meeting.</p> <p>The website is online: winwickdeanery.org.uk</p> <p>Action: The team will look at the website over the following week.</p>	<p>CS</p> <p>All</p>
Buildings information session	<p>The team reflected that they found the session reassuring and informative, they were encouraged by the focus on the buildings process being locally led and closure being based around PCC votes.</p> <p>Two volunteers have come forward so far to be part of the process.</p> <p>It was suggested that these events should be recorded in the future for those who don't attend.</p> <p>Some people found the statement on closures in other deaneries distressing, particularly as the Winwick deanery churches are spread widely.</p> <p>Martin discussed a narrative of sustainability needed surrounding Fit for Mission. This prompted a discussion on the language used around Fit for Mission and building closure and a focus on 'buildings' over 'churches'.</p> <p>Lisa shared a positive response to the information session from a volunteer expression of interest form. This was encouraging to the team.</p> <p>The suggestion was given for each change team to have a navigation team member in it depending on capacity. Where this isn't possible, other cohorts have used a 'buddy system' where specific points of contact are chosen so that information shared between teams is consistent and accurate. The team can consider their capacity and where they feel called to discuss how they will be distributed across change teams at a later date.</p>	

	<p>The next step for the buildings process is to continue building this volunteer team. The expression of interest form will be added to the website once it is running.</p> <p>The team discussed how the change teams and future information sessions can be best communicated, emphasising a need for clergy engagement and complete clarity in the goals of transition to help build lay engagement.</p> <p>A discussion was had around St James' and if they would be willing to share resources and offer support.</p>	
Communications	<p>The team discussed the importance of consistent and clear communications, with the FfM process and timeline clearly laid out to encourage lay engagement.</p> <p>Discussions continued on how the 'doom cycle' can be visualised and clearly explained, with suggestions of a video being made. Lisa emphasised the need to express that this is a national issue and not specific to the area with a significant change needed to break the cycle and build sustainability.</p> <p>A discussion was had around diversity and accessibility across church services. Lisa emphasised the need to remain focussed on the four goals of Fit for Mission in this, and thoughts were shared on the need for public engagement at a local level and building connections directly.</p> <p>At St Luke's, Caroline is running the Start course, which is engaging well with young families, as well as a cafe church on a Sunday morning. This has been very positive, and similar initiatives could be run across the parish. When Cultivate begins with Frank, he can help identify similar things that are happening in the parish and identify how they can be grown and shared across the parish.</p>	
Introduction to the guiding principles document	<p>Lisa distributed physical copies of the document which is an example from previous cohorts of the response to PCC concerns and shares the principles that will be worked from, agreed on by clergy and navigation team. It can also be shared with the none LSP churches.</p> <p>Action: Lisa requested for the team to review this document over the coming weeks and prepare and suggestions or edits. This will require reflection on: if all their PCC questions have been answered, is there anything else that should be covered and is the document clear?</p> <p>A query was raised on how the new PCC will be structured under the LSP. Lisa advised that the model is not a representative body, as local leadership remains in each church (e.g. worship, finance), and the PCC is a</p>	All

	governing body for the LSP so is built based on the skillsets required.	
Workplan overview	<p>Lisa distributed copies of the workplan so far, and advised for the team to continually come back to this to help see their progress.</p> <p>The discussed the best way to represent progress on the document. The colours blue, green and yellow were decided, and the colours must be clear and bold. Yellow will signify what has already been done.</p> <p>Current progress:</p> <ul style="list-style-type: none"> • PCC communication has begun. • Officer team formations have begun; churchwardens have met and PSOs have an arranged meeting. Treasurers are delayed for now. • Initial engagement with retired clergy is complete. • Navigation orientation is complete. • Change team recruitment process has been agreed. • Strategy to respond to concerns is in progress. • Initial comms workshop and plan is in progress. • Agreeing prayer strategy is in progress. Deanery prayer has been agreed. • Buildings surveys are in progress. Buildings contacts are being gathered then dates will be sent. Action: Georgina will confirm which contacts are still needed and what the progress on arranging these is. • Timelines for buildings and cultivate agreed. • Agree process for new parish name consultation will be looked at next week. • Rector appointment process in the process of being agreed. <p>The next steps of the building process is arranging technical visits. Lisa confirmed that churches outside of the LSP are still offered this.</p> <p>Positive reflections on the team were shared and encouragement given.</p>	GA
Action point summary	<ul style="list-style-type: none"> • Chris will circulate the graphic developed with Ann when it is prepared. • The team will look at the website over the following week to share feedback. • Lisa requested for the team to review Principles and Practicalities document over the coming weeks and prepare and suggestions or edits. This will require reflection on: if all their PCC questions have been answered, is there anything else that should be covered and is the document clear? 	CS All All

	<ul style="list-style-type: none"> Georgina will confirm which contacts are still needed and what the progress on arranging these is. 	GA
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Future Navigation Team Meetings:

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:

Cultivate Information Session – Saturday 25th April, 10-12, St Oswald’s Parish Hall

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

Change Team Meetings:

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

Joint deanery ascension service – May 14th, 7pm at St Thomas’