

# ROCK

Re imagining Our Church for the Kingdom



## ALL SAINTS CHURCH AND CAMPUS

### EXPLORING THE WAY AHEAD



March 2015

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## WELCOME

Welcome to the latest progress report about our project Reimagining Our Church and Campus for the Kingdom of God – ROCK.

### **First a Health Warning:**

**What you read and see in this booklet is only a staging post; it is not the final destination!**

As you read through you will discover things you did not know... you will see pictures and words that provoke and excite you... and you will be given plenty of food for thought...

*'This is not the end. It is not even the beginning of the end. But it is, perhaps, the end of the beginning.'*  
*Winston Churchill in November 1942 after the Battle of El Alamein*



As you consider the many changes that have taken place on this site and to this building over the centuries, we ask for your prayerful responses as to how it should change for the foreseeable future.

*'Plans fail for lack of counsel, but with many advisors they succeed. A person finds joy in giving an apt reply - and how good is a timely word.' Proverbs 15*

# OUR VISION

From the beginning we have been inspired by a vision of a church building which is:



## ACCESSIBLE

that means getting rid of physical barriers as well as the mental barriers which discourage people from crossing the doorway of a church



## AVAILABLE

that means the church will be open many more hours than the present 10 hours per week



## FLEXIBLE

that means capable of being used for varied activities throughout the week - an ancient Parish Church and a Community Hub

We look back with thankfulness and respect to the changing face of the church over a thousand years in Weston: we look forward, in faith, to the next stage of renewal and change so that it will continue to be a place of worship, mission, ministry and service in the decades to come.

'I alone know the plans I have for you, plans to bring you prosperity not disaster, plans to bring about the future you hope for.' Jeremiah 29.11

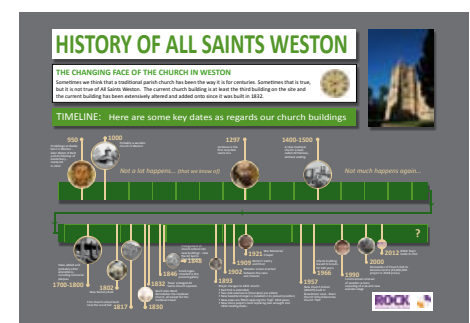


# HISTORY OF ALL SAINTS WESTON

## THE CHANGING FACE OF THE CHURCH IN WESTON

Here are some key dates as regards our church buildings

- 950** St Alphege probably born in Weston - later Abbot of Bath and Archbishop of Canterbury - martyred in 1012
- 1000** Probably a wooden church in Weston
- 1297** Jordanus is the first recorded name of a Rector
- 1400-1500** A new medieval church is built called All Hallows, without seating
- 1700-1800** Pews added and probably other alterations, including memorial plaques
- 1802** New Rectory Built
- 1817** First church school built - now the scout hall



- 1830** Rev'd John Bond demolishes the medieval church, all except for the medieval tower (still standing)
- 1832** 'New' enlarged All Saints Church opened. Cost - £3000
- 1846** Small organ installed in the present gallery
- 1848** Enlargement of church school into new buildings - now the All Saints Church Centre
- 1893** Major changes to 1832 church:
  - East End is extended;
  - Two side extensions (transepts) are added;
  - New Sweetland organ is installed in its present position;
  - New pews are fitted replacing the 'high' 1832 pews;
  - New stone pulpit is built replacing two 1832 reading desks.
- 1902** Wooden screen erected between the nave and chancel
- 1909** Rector's Vestry and Choir Vestry added
- 1921** War Memorial Chapel added
- 1957** New Church School (WASPS) built in Broadmoor Lane - Main Church School becomes Church 'Hall'
- 1966** Infants building leased to Scouts for 100 years
- 1990** Wooden screen removed; carpeting of area and new wooden stage
- 2000** Renovation of Church Hall to become Centre (£1,750,000 project in 2018 prices)
- 2012** ROCK Team holds its first meeting

## THE JOURNEY SO FAR

The ROCK Team first met in December 2012. Its task was to take forward one of the three strands of work identified in the plan 'Moving Forward Together'. That plan emerged after more than a year's prayer and consultation.

The ROCK Team has grown over the last two years and now includes several members that are also on the PCC.

The current team (in alphabetical order) - Simon Brand, Rosie Coates, John Colvin, Geoff Evans, Sandy Hewit, Clive Kennett, Gary Oaten, Pippa Page, Tom Peryer (Chair), Annie Robb, Rachael Stone, Patrick Whitworth. Between them the members of ROCK have nearly 200 years of worshipping at and serving in All Saints Weston.

### ACTIVITIES ACHIEVED SO FAR...

So far the ROCK Team has carried out the following activities:

- Met on 20 occasions
- Visited around twenty churches in Bath and various other cities and villages in the South of England.
- Carried out an extensive survey of opinions amongst All Saints members
- Prepared an extensive 'brief' for architects
- Called for a Gift Day to finance initial design and feasibility work
- Appointed Caroe Architects following a thorough process
- Commissioned site and building surveys
- Had several workshop sessions with the architects
- Met with the Diocese to discuss the future of the Rectory
- Hosted a delegation from the Diocesan Advisory Committee (the 'Planning Authority' for Anglican Churches) to test out some of the ideas
- Reported regularly to the PCC and church via presentations and written updates in newsletters etc

### EXPERTISE

The Team has a wide range of professional skills, including those with extensive experience of promoting, designing, costing and working on building projects – including churches and cathedrals.



# CAMPUS

## THE CHURCH AND CAMPUS - SOME OF THE CHALLENGES

### RECTORY

The Diocese believes the present Rectory is no longer suitable to house the Rector. Would it be possible to build a new one 'on site' alongside the existing Rectory? Is that what we want?

### CAR PARK

Often we need more than the available space in the car park to reduce the onstreet parking. The entrance into the car park needs improvement.

### THE CHURCHYARD

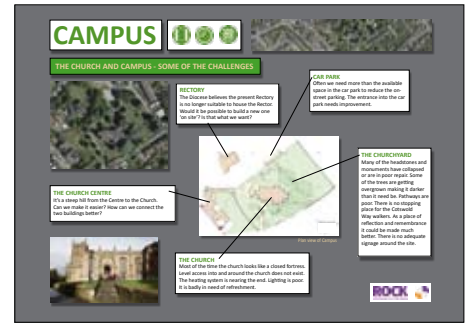
Many of the headstones and monuments have collapsed or are in poor repair. Some of the trees are getting overgrown making it darker than it need be. Pathways are poor. There is no stopping place for the Cotswold Way walkers. As a place of reflection and remembrance it could be made much better. There is no adequate signage around the site.

### THE CHURCH

Most of the time the church looks like a closed fortress. Level access into and around the church does not exist. The heating system is nearing the end. Lighting is poor. It is badly in need of refreshment.

### THE CHURCH CENTRE

It's a steep hill from the Centre to the Church. Can we make it easier? How can we connect the two buildings better?



# THE CHURCHYARD

## A GREEN AND PLEASANT LAND?

Because of its churchyard All Saints has a green and historic setting. A guide to the church states that over 10,000 bodies are buried in the churchyard – the last in 1876. There are scores of headstones and monuments. Apart from those using the pathways, probably the only other regular users are the dog-walkers and their dogs. But the area could be much more than a place to pass through without stopping.

**Currently the area needs more attention and investment than it has had to address these issues:**

- The pathways and steps to the Centre are in a poor state and are too narrow
- Some of the trees have out grown their position making the grounds more shaded and gloomy than they would once have been
- Night-time lighting is poor
- Many of the monuments and tombstones need repair
- There is no seating for those who want to sit and reflect
- There are no natural or paved gathering spaces



**Ideas that we have been exploring include:**

- Some kind of spiritual garden perhaps combined with a garden of remembrance
- Paved pathways which could have Bible verses and symbols inset into them
- Making the site better for wheelchairs and for those with mobility issues
- A natural ‘amphitheatre’ for outdoor services
- Pruning back some of the trees
- Clear signage and interpretation boards

We want to be imaginative in the way we respect the historical and environmental inheritance and in the way we develop the potential of the spaces spiritually and practically.



‘They came to a place named Gethsemane; and he said to his disciples, “Sit here until I have prayed”.’ *Mark 14.32*

## RECTORY AND CAR PARK

As well as making proposals for the future of the Church and Campus, important decisions need to be made about the Rectory and that in turn could affect the car park area.

In 1699 John Harrington of Kelston made the gift of a Rectory to the All Saints Parish. In 1802, the present Rectory was built, in the Georgian style of the day. It was added onto the original Harrington Rectory which is still there - although modernised since then!

The Rectory is in the ‘ownership’ of the Diocese of Bath & Wells. The Diocese is responsible for housing the Rector and for all maintenance and improvement works to the Rectory. The Rector is responsible for all interior decorations, for heating and for looking after the very large garden.

The policy of the Diocese is to sell off older properties such as the All Saints Georgian Rectory. This is because the maintenance costs are greater than for modern houses and also because nowadays many clergy prefer living in houses that are less expensive to heat and easier to look after.

The Diocese has therefore initiated discussions with the Church about the future of the Rectory. Options are:

- A: To retain the Rectory
- B: To build a new Rectory on the campus and dispose of the current Rectory
- C: To purchase a new Rectory away from the Church and sell the current Rectory

Whether or not a new house is built on the site of the car park and/or Rectory Garden, it should be possible to extend the present car park so as to increase its capacity from the existing 22 places. The entrance into the car park also needs to be improved.

Sketch plans have been drawn up to explore the feasibility of Option B



# CHURCH INTERIOR

The overall aesthetic of the church interior is of great importance as we all want our church to be a place that honours God and where we wish to spend time as well as a place that is welcoming and relevant to newcomers. Our aim is that it should be beautiful and functional.

## AVAILABILITY

Every day scores of people walk through the churchyard and past the church. Some are locals and some are Cotswold Way walkers. Most of the time Monday – Saturday the church is locked. There is no way that anyone can even see in. This is a missed opportunity. Opening the church much more of the time (with appropriate security measures), installing glass doors to the main entrance and ensuring a warm building would all be positive signs that this church is alive and in very good health!

## ACCESS FOR THOSE WITH IMPAIRED MOBILITY

Accessibility for wheelchair users, those with mobility issues, or with prams or buggies, is a challenge. The church both internally and externally has several sets of steps and differing ground and floor levels. Most entrances are approached only by steps. In line with legislation, good modern practice and our own values, we need to do whatever we can to remove physical barriers and access difficulties.

## THE GALLERY

The gallery was originally for the choir, small organ and the 'Clerk' who announced the hymns and sometimes led the singing. Currently it provides useful additional seating for the few occasions when the church is at capacity, as well as housing the sound system. One idea would be to level the floor and create a self-contained large room with glass screens with possibly first floor access into the new narthex building. Retractable seating is a possible, although not cheap, possibility for making it even more flexible.

## THE BAPTISTRY

We now have the joy of far more 'full immersion' baptisms and are considering whether it would be right to include a permanent baptistry in any remodelling of the church.



# A BOLD STEP - EXTENDING THE CHURCH

In our first discussions with the architects, we explored ways of trying to fit new or better facilities into the existing church – office spaces for the growing team of paid and unpaid staff; much improved crèche facilities; more WC's; a self-contained meeting room for 40 people; better gathering space and so on and so on. The Church Centre is regularly unable to meet all the requests for these facilities at certain times of the week.



We soon realised that we could end up cluttering the church and damaging the basic form of the existing interior. That is why – with a deep breath – we have been exploring the idea of an extension on the north side of the church, near the car park. For the moment we are calling it the NARTHEX – which is a church name for a gathering or transition space between the ‘world’ and the ‘church’. We propose the north side because we did not want to disturb the much loved south aspect of the church. Ideally the extension could be operated separately from the church.

**St Barnabas Church in the Midlands, which was built within 8 years of All Saints to a similar layout, has recently added an award winning extension to its church very similar in concept to the one suggested for All Saints. Members of the ROCK team are going to visit it in April 2015.**



**If we do go ahead we would aim to create the following:**

- A more welcoming and visually ‘open’ impression for the main approach from the car park - a window into the church
- Additional office space - which also provide ‘passive security’
- Small and medium sized meeting areas, suitable for the crèche and children’s groups during services and other activities in the rest of the week
- A lift – if it is a two storey building
- A vastly improved ‘welcoming area’
- The new WC’s

**Is this for us?**

*‘Enlarge the place of your tent, stretch your tent curtains wide, do not hold back, lengthen your cords, stretch your stakes.’ Isaiah 54.2*

## THE LIGHT-HOUSE

One of the least attractive features of our church at present is the dismal crèche facility we offer during services.

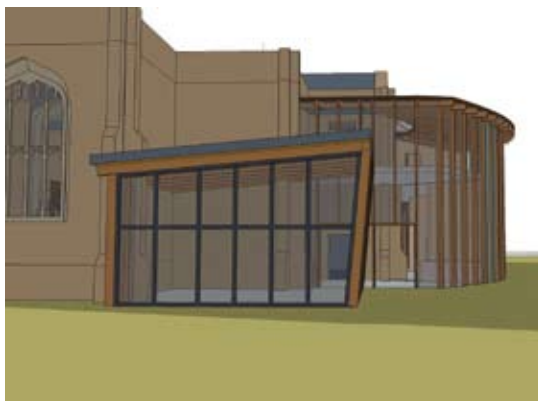
We need a much more suitable room with a good audio-visual link to the service. A few years ago the PCC considered building an upstairs room in the north transept. That idea ran into the sand but the need did not go away.

Currently, the crèche takes place in the Vestry – a very cold and damp room. The gas heater has been condemned. The room is not accessible for buggies. It is small, dingy, unwelcoming and unsuitable for small children and their parents.



*Jesus said “Let the little children come to me, and do not hinder them, for the kingdom of God belongs to such as these.” Mark 10.14*





The ROCK Team has looked at various options for creating such a good crèche space and which also serve as a meeting room for up to 40 people because there is a need for such a space. We have looked at the chancel, the gallery and the possible larger extension but the current favoured option is to replace the current 1909 Vestry with a new single storey extension. This could be a beautiful, light and airy room, with windows overlooking the graveyard, and possibly, a door going outside to a small protected play area. It could be a multi-purpose

room, used for crèche on Sundays, and at other times for prayer meetings, PCC meetings, some youth meetings, or community meetings.

## MUSIC & WORSHIP

“Praise Him with trumpets, praise Him with harps and lyres. Praise Him with drums and dancing. Praise Him with strings and flute, praise Him with cymbals, praise him with loud cymbals”. *Psalm 150.2-5*



We are blessed at All Saints to have many talented singers and musicians among our members, and we want to enable them to sing and play to the best of their ability, to inspire us in our worship and to bring glory to God.

The ROCK team are suggesting that we should keep the organ and restore it. However, most of the sung praise in our services is led by a band rather than the organ so their particular needs have to be carefully considered.

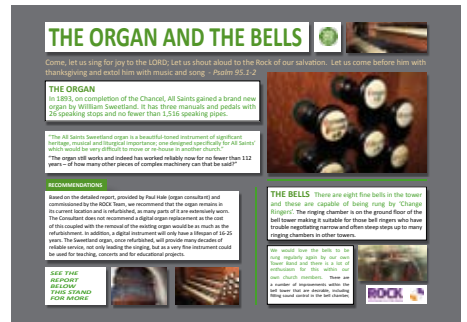
**The musicians need space to stand, or sit, to play.** They also need microphones, cables, music stands, music and books, amplifiers, and they need instruments, some of which are portable and individually owned, and some of which are not (e.g. keyboards). All of this needs space. Currently the south transept is used, but equipment spills into the memorial chapel and the chancel.

**The ROCK team propose that the musicians would benefit from some dedicated storage space, particularly if the church is to be open more.** This would assist with tidiness as well as security. We also propose a review of the need for updated equipment, e.g. more modern foldback monitors and a new electronic drum kit, to protect the band members’ hearing and to enable the sound levels to be more accurately controlled from the sound desk.

“...be filled with the spirit, speaking to one another with psalms, hymns, and songs from the spirit. Sing and make music from your heart to the Lord, always giving thanks to God the Father for everything, in the name of our Lord Jesus Christ” *Ephesians 5.18-20*

# THE ORGAN AND THE BELLS

Come, let us sing for joy to the LORD; Let us shout aloud to the Rock of our salvation. Let us come before him with thanksgiving and extol him with music and song - *Psalm 95.1-2*



## THE ORGAN

In 1893, on completion of the Chancel, All Saints gained a brand new organ by William Sweetland. It has three manuals and pedals with 26 speaking stops and no fewer than 1,516 speaking pipes.



**“The All Saints Sweetland organ is a beautiful-toned instrument of significant heritage, musical and liturgical importance; one designed specifically for All Saints’ which would be very difficult to move or re-house in another church.”**

“The organ still works and indeed has worked reliably now for no fewer than 112 years – of how many other pieces of complex machinery can that be said?”

## RECOMMENDATIONS

Based on the detailed report, provided by Paul Hale (organ consultant) and commissioned by the ROCK Team, we recommend that the organ remains in its current location and is refurbished, as many parts of it are extensively worn. The Consultant does not recommend a digital organ replacement as the cost of this coupled with the removal of the existing organ would be as much as the refurbishment. In addition, a digital instrument will only have a lifespan of 16-25 years. The Sweetland organ, once refurbished, will provide many decades of reliable service, not only leading the singing, but as a very fine instrument could be used for teaching, concerts and for educational projects.

## THE BELLS

**There are eight fine bells in the tower and these are capable of being rung by ‘Change Ringers’.** The ringing chamber is on the ground floor of the

bell tower making it suitable for those bell ringers who have trouble negotiating narrow and often steep steps up to many ringing chambers in other towers.

We would love the bells to be rung regularly again by our own Tower Band and there is a lot of enthusiasm for this within our own church members. There are a number of improvements within the bell tower that are desirable, including fitting sound control in the bell chamber, although the bells themselves seem in good repair.

# SEATING

Our survey showed that views about seating varied widely:

Some people would like to keep the pews because they are traditional and in keeping with an older church building. Also, they can accommodate a lot of people in the space. Others find them uncomfortable, particularly for the back, when seated for any length of time and inflexible because they are fixed in rows facing in one direction. **Our considerations are comfort, tradition, flexibility and accessibility.** An important factor in our deliberations here are that chairs provide the opportunity to open up spaces and change dramatically the use of the building.



## Changes to the flooring and heating

The current pews are not freestanding but are built on a platform. If the floor is levelled to improve accessibility, provide underfloor heating and insulation is installed, it will be necessary to remove the pews. Should the existing pews then be replaced? Our pews are not original at the time the nave was built, but are a later addition.

## Chairs can be comfortable and beautiful, but can they provide enough seating?

We aim to keep the interior of the church as open as possible. By levelling the floor we will create enough space in the body of the church to accommodate up to 400 chairs.

Chairs provide the opportunity to manage seating to suit the occasion, offering different layout possibilities and providing options for better flow and social gatherings.

Worship can be more inclusive for wheelchair users.

We would aim to keep some of the pews and re-site them in areas where they would be functional and beautiful and therefore retain a sense of tradition and links with our worshippers of the past.

## CASE STUDY - St. Mary , Reigate

“Although we have only had our new Howe 40/4 chairs (replacing Victorian pews) for a few months, the impact on the medieval church building of St Mary’s Reigate has already been very significant. As well as giving a much lighter and ‘airier’ feel to the church, the comfort and flexibility that the chairs have given us has already been put to good use with a variety of events reclaiming the church as a community space where life and worship intermingle. We have been especially pleased by the ease with which the chairs can be stacked, one of the key selling points in our selection of the 40/4 chairs, and one which has not disappointed us.”

*Phil Andrews – Vicar*



## OTHER CONSIDERATIONS



### Level Access

If we want to make level access throughout, that means a new floor and taking up all the existing floor and pews.

### Improved Heating

If we want to go for an underfloor heating system, that means taking up the existing floor and pews. Would we want to reinstate the pews?

### Capacity

Pews can usually seat more people than chairs. However, we are confident of fitting in 400 chairs which would be enough for all but the very largest events. If we do need more capacity, there is the gallery as well as a possible new linked building.

### Moving, Stacking and Storing

The flexibility of chairs implies a lot of chair moving! That has to be considered as does the need for compact stacking, ease of moving and stacking plus the need for storage when chairs are not set out.

### Continuity

Pews do speak of continuity, but not many know that the present pews are the third set of pews to be installed in the church. Some of the first set of pews can now be seen in the wood panelling around the site. If the current pews are removed, the intention would be to try and reuse some of them and the wood elsewhere.

# AUDIO VISUAL

## TECHNOLOGY

There are three areas to cover in this section: projection of images and moving pictures; amplification and mixing of sound; and use of computer hardware and software to provide the interface for these and tie it all together.

Our video projection and sound systems in church are merely tools to enable us to Worship God better in a large gathering and assist us in our teaching of the message of Christ in new and different ways. The technology should be effective, easy to use and not hinder us in our pursuit of these goals.

### WHAT WE HAVE

We have audio-visual equipment, computers and cabling that were high quality, when purchased, were very well specified and have done an excellent job for us for a number of years. However, the equipment and IT infrastructure is now dated, worn and causing intermittent problems. It is taking increasing amounts of time to set-up for different uses and fault-finding is an increasing issue. Some of the equipment is no longer compatible with the latest technology and operating systems and software need updating. It is thanks to our wonderfully talented team, under increasing pressure, that we have managed to continue to enjoy the quality of audio and visual that we have.

### WHAT WE WOULD LIKE

We would like to have an audio-visual system that is high quality, up to date, reliable, tailored specifically to our requirements and is discreet.

We would like to take advantage of the latest technology and innovative design in creating future proof (as far as practical) solutions for our 21st Century remodelled church.

### IDEAS

- Highly innovative clear glass projection system
- Digital audio equipment and new microphones
- Wide Screen monitors
- New cabling throughout the building



# HOSPITALITY - CATERING AND WC'S

*'Do not forget to show hospitality to strangers, for by so doing some people have shown hospitality to angels without knowing it.'*  
*Hebrews 13.2*



Being hospitable and welcoming is very much a key element of 'church' today. We live in a café culture. It was not part of the church culture of the nineteenth or most of the twentieth centuries. Today, whether it is a regular service, a wedding, a funeral or a concert, there is an expectation that refreshments will be available and that there will be an adequate number of WC's.

At present the 'coffee bar' can provide hot and cold drinks with nibbles reasonably quickly for 50-70 people. On larger occasions the Welcome Desk can be converted into a serving area. However for larger gatherings there is difficulty accessing the service points and providing space for people to mingle. There are only two WC's in the church.

If we make our church truly **available, accessible and flexible** then there will be much more going on in the church and much more scope for imaginative use of the church during the day and the evening. That means we need to review the fitness for purpose of our catering facilities and WC's.



## QUESTIONS WE NEED TO ASK?

- Do we want to create a stopping off point for Cotswold Way walkers?
- What do we need if we are to provide hospitality for very large gatherings of 300-400 people?
- Would it be right to use the space for a special dinner or a reception as for example when we welcomed people into the church for the opening night of the Olympics and the Diamond Jubilee weekend?
- To what extent do we want to make the building available for conferences and concerts?
- Can we create additional facilities without encroaching physically and visually on the existing church?
- How can we complement but not duplicate what we have in the Church Centre?
- What is essential? What is desirable? What is affordable?

## REDUCING OUR CARBON EMISSIONS

### OUR VISION:

Our vision is to see a thriving church in Weston - our buildings alive with daily activity as God's people serve the local community. This increased use and any enlargement of the existing building will result in greater use of the heating and lighting systems.

**REDUCING OUR CARBON EMISSIONS** 🌱🌱🌱

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*In the beginning God commissioned mankind to look after the earth.' - Gen 1:26*

It has been said that God could rest on the seventh day because he left man in charge on the earth! Unfortunately, more generations have over-exploited the earth's resources, which is causing, at the expense of future generations, the 21st century to see unprecedented levels of temperature rises that we are committed to mitigate the effects of climate change which will fall disproportionately on the poor and vulnerable in the world. - The Bishop of London

The Church of England's 'Shrinking the Footprint' campaign is a commitment to a carbon reduction target of 80% by 2050, with an interim target of 42% by 2020.

**HOW THE CHURCH WANTS:**  
Reducing a waste of heating systems in excess of 25% would, it has a major benefit which is that it would help the Church meet our goal of being carbon neutral by 2020. However, it would also help to reduce the amount of gas used in the building and help to reduce the amount of gas used in the building.

**WHAT THE CHURCH WANTS:**  
To have a more energy efficient building.  
To have a high quality, high performance building.  
To have a high quality, high performance building.  
To have a high quality, high performance building.

**SEE REVERSE SIDE OF THIS BOARD**

**ROCK**



**But if this is to happen we want to do that as economically and as eco-sensitively as possible. The 'Green Agenda' needs to be part of our thinking for the long-term development and running of our church buildings because we are called to be good stewards not greedy exploiters of the earth's resources.**

**'In the beginning God commissioned mankind to look after the earth.' - Genesis 1:26**

"In the 21st century, in an interconnected world, practising love of neighbours means that we are committed to mitigate the effects of climate change which will fall disproportionately on the poor and vulnerable in the world." -The Bishop of London

**The Church of England's 'Shrinking the Footprint' campaign is a commitment to a carbon reduction target of 80% by 2050, with an interim target of 42% by 2020.**

Now that scientists have informed us of the effect of our current practice of pumping vast amounts of greenhouse gasses into the atmosphere, we need to take action to curb our emissions for the sake of our children and grandchildren, as well as the wider world.

## WHAT THE CHURCH HAS

**HEATING:** A warm air heating system in excess of 25 years old. It has a large burner which is used to warm up the Church from cold generally for between one or two days per week. However, it uses large quantities of gas and is therefore not eco-friendly as well as being costly to run.

**LIGHTING:** A lighting system based on sodium lamps. Consultations and surveys across the church family have shown an almost universal desire to see the lighting in the church completely overhauled. Currently, it is too yellow and too strong and not at all sympathetic.

## WHAT THE CHURCH WANTS

To be warm in winter.

To have a light, bright environment.

To have the least polluting energy source.

And guess what?

All at the minimum running cost!

'The earth is the LORD'S, and everything in it, the world and all who live in it; for he founded it on the seas and established it on the waters.'  
*Psalm 24.1-2*

## WHAT COULD THE CHURCH DO?

### HEATING

**All Saint's Church is surrounded by its churchyard giving us the perfect opportunity to utilise ground source heat pumps.** Heat pumps operate by harnessing heat from underground by circulating water and antifreeze through borehole pipework loops and transferring the heat via a heat pump to heat emitters in the building. The system is free of all carbon emissions on site and for every 1Kw of energy used to run the pumps 4Kw 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 where the building will be used daily. Levelling the floor of the Church provides the ideal opportunity to install underfloor heating, although there are issues with the floor thickness over the crypt areas.

### LIGHTING

Any reordering of the church interior would include as essential, a new lighting system suitable for everyday use in services and prayer meetings as well as special functions such as concerts and drama productions. Sensitive lighting can greatly enhance the church interior and this area will be very carefully considered.



**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.

### INSULATION

Alongside more efficient heating and lighting, we need to maximise the conservation of heat within our building by installing insulation wherever it can be introduced.

### PHOTOVOLTAIC PANELS

Currently, the payback period for photovoltaic panels is far too long on current feed-in tariffs, although this may change. Undoubtedly, there would also be difficulties with obtaining prerequisite consents.

# FINANCE



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If we did the majority of improvements and alterations shown on these display boards, the total cost is likely to be between three and four million pounds at 2018 estimated costs. Certainly a very large sum of money indeed!

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But don't begin until you count the cost. For who would begin construction of a building without first getting estimates and then checking to see if he has enough money to pay the bills? Otherwise he might complete only the foundation before running out of funds. And then how everyone would laugh! Luke 14.28-3

**BUT THESE FACTS MAY GIVE SOME ENCOURAGEMENT**

- For 2015, the budget for All Saints is nearly £500,000. Only a small amount goes on buildings. That means that over the next ten years, we are likely to spend at least £5,000,000 on all our activities, staff, mission giving and contribution to the Diocese.
- In the past 10 years less than 3p in every pound given has been spent on the church building.
- The All Saints Centre Project cost £1,100,000. If we were starting it in 2018, that would be equivalent to £1,750,000

Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us. Ephesians 3.20

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- Many other churches of our size across the country have successfully tackled similar sized projects.
- There are sources of external funding that we will definitely apply to.

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# ALL SAINTS CHURCH CENTRE - A CASE STUDY

One good reason why we can even consider taking on such a big project as this is because we have been here before. This was on the occasion when we set to work on the fullscale refurbishment and modernisation of the All Saints Centre.

**ALL SAINTS CHURCH CENTRE**

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After MAFS proved to be a success for the Diocese, the Church considered the empty school building. One was needed for a number years to the Saints Association and the other remained as a Church Hall for the use of the Church.

In the 1980s, the Church Hall was in a sorry state. Father Nicholson, then president, Tim Manton, formed a working party in the 1980s to make proposals about the future of the building but the plan came to nothing.

In 1997's book fund was made after Patrick arrived and in 1998 the same plan was presented to the congregation to see if, after the 10 year and 10 year lease for the school building was by the PCC, the project was still the best option which was supported by the congregation. It was the Church Centre Project cost £1,100,000. This was more than the cost of the school lease for the Church and the Church would go ahead. By way of comparison, the same amount would be £1,750,000.

The fund-raising for the Centre Project began with a 10p coin on 1st April 1998 and £10,000 was pledged or given on that day. The news of this congregation's generosity spread national news headlines. Everything was sold by 2001 – and five years later.

Then Samuel took a stone and named it Ebenezer, saying, "Thus far the Lord has helped us!" Samuel 7.12

After WASPS moved to its present site in Broadmoor Lane in the 1950's, the Church acquired the empty school buildings. One was leased for a hundred years to the Scouts Association and the other retained as a Church Hall for the use of the Church.

By the 1990's, the Church Hall was in a sorry state. Patrick Whitworth's predecessor, Tim Watson, formed a working party in the 1990's to make proposals about the future of the building but the plans came to nothing.

In 1997 a fresh start was made after Patrick arrived and in 1999 fully costed plans were presented to the congregation to vote on it. After the first vote did not quite secure the two thirds majority set by the PCC, the project was split into two phases which was approved by the congregation. In the end, the Church Centre Project cost around £1.1M. This was more than five times the annual income for the Church when the Church voted to go ahead. (By way of comparison, five times our annual income for 2014 comes to £2,350,000).

**The fund-raising for the Centre Project began with a Gift Day in April 1999 and £438,000 was pledged or given on that day!  
The news of the congregation's generosity made national news**



**'Then Samuel took a stone and named it Ebenezer, saying, "Thus far the Lord has helped us"'. Samuel 7.12**

## YOUR RESPONSES SO FAR?

The presentation of the ROCK Team took place on Monday 9 March and the Exhibition was in Church for the next seven days. Response forms for providing feedback and ideas were available in church and online – and they are still online. Go to: [www.allsaintsonline.org.uk/ROCK](http://www.allsaintsonline.org.uk/ROCK)

At the time of writing this booklet (20 March 2015) roughly 70 people have sent in responses by hand or on line. Some of the responses are very detailed and so far over 10,000 words have been sent in and you can read them all online at [www.allsaintsonline.org.uk/all-resource-list/rock-responses](http://www.allsaintsonline.org.uk/all-resource-list/rock-responses) but more responses and words are very welcome.

**If after reading this booklet and reading the responses online, you want to reinforce some of the comments made or add points and questions that have not been made, please do so. One or two people felt that there has been no real communication or consultation over the two years that this project has been running.**



However, based on the responses so far we can say the following:

- **Two thirds (67%) said they were pleased, impressed or amazed by what they saw and heard**
- **Just over one fifth (22%) are in two minds – they like some of what they saw but have doubts and questions about some other things**
- **One in ten (10%) are very unhappy or even angry about the overall picture presented**





## PLEASED/IMPRESSED/AMAZED (67%)

- Fabulous! Great that you have been gathering all the very great ideas. Can't wait.
- Change needs to happen. Making the church more accessible is very important.
- It is an exciting project and it fulfills all our projected needs and more.
- Well done on the thoroughness of the project findings; a sense of enhancing what we have for future generations for God in the community.
- If realized this will make a great impact on Weston, Bath and beyond.
- Very excited. I like it all. It's been sensitively thought through taking all sorts of needs into account. Well done!
- I loved the idea of the 'add-on' enlargement to the church building. I also thought the design for the St Barnabas church narthex was visually beautiful and a similar design would, I think, stand the test of time into the next century.
- What a lot of work has been done! I don't want to wait 5-10 years for better lighting, better sound, and better accessibility. Can we phase the work?
- Generally positive – much more so than previously.
- Love the outdoor space possibilities; the pictures of St Barnabas Church (extension) look inspiring.
- I love the glass extension and the prospect of a large flexible open space in the church; getting rid of the clutter especially in the Lady Chapel area; the church being open all week; improving the areas of the churchyard and making a proper memorial garden.



## TWO MINDS (22%)

- My only concern would be whether we need all the room/extension that the church centre does not currently offer – would the extension provide 'value'?
- I was passionate about the work on the church centre but am not feeling the same nudge from the Holy Spirit about this [yet?]
- Narthex does not alarm but is it too ambitious for size of church? At the end of the day it can be a later phase – could a narthex be put on the church centre instead of the church?
- It's going to cost a lot of money and potentially take years to establish. During that time a lot will change. I like the idea of doing it in stages. I do think we need to not be greedy with what we want and start with what is necessary.
- I feel we are missing an important part of the story. Although there is a clear vision, we also need details of the requirements that are giving rise to the proposed solutions
- We are completely on board with all the ideas for the existing church building; our main concern is that any further development should be based on the researched need that it is designed to fulfill.
- Clearly the projected cost is high. This needs to be handled sensitively and I think people would benefit from seeing some sort of breakdown of the costs involved. Most people are happy to spend if they see the value in it. The only thing that really concerned me was the proposals for the new rectory.



## UNHAPPY/ANGRY (10%)

- There is no need to spend this insane amount of money. The church is struggling with finances at the moment.
- The ROCK Team need to listen to people
- When we got down to actual plans, I found them disappointing, uninspiring and too church building rather than church campus focused
- What is suggested is not needed and will divide the church and wider community
- This should not be a fait accompli

## KEY POINTS FROM THE RESPONSES TO DATE

### CHURCHYARD

A number of responses were very enthusiastic about the possible ideas for improving and developing the churchyard areas; there were no critical responses, although a small number were unhappy about the idea of disturbing or moving gravestones and the graves themselves (necessary if the extension).



**NB:** Over the centuries many graves were disturbed in order to bury some more of the 10,000 estimated bodies in the churchyard. It is not uncommon for gravestones to be removed and repaired but there are clear legal and ecclesiastical rules governing these

### THE RECTORY AND CAR PARK

Ideas for the Rectory and car park did not attract that much attention but a few thought that there was a proposal to demolish the Rectory. Two or three responses were anxious about more traffic up Lynfield Park.

**NB:** There are no proposals to demolish the Rectory; it is a listed building and therefore cannot be demolished. One of the options is that it might be sold, but not demolished. Creating more parking spaces would be helpful to Lynfield Park residents, as it would take more cars off the street.



### THE CHURCH INTERIOR

A large majority of comments about the ideas for the interior were positive, particularly on accessibility, lighting, heating etc. A small number welcomed the proposal to retain and refurbish the organ – no one ‘spoke’ against that. There were also a small number who were unhappy with the idea of removing the pews.

## THE CHURCH EXTENSION/NARTHEX

This was where there was the greatest mix of opinion. Just over half of those who commented on the extension idea were excited and enthusiastic about it; a number especially liked the St Barnabas pictures and 'fly-through'. About a third of the responses about the extension expressed reservations: these reservations related to feeling that the images shown were out of scale and out of keeping with the church and the context; in addition a number of responses were not yet convinced of the need for an extension and wished to see more evidence that there were unmet needs.

**NB:** Members of the ROCK Team are due to visit St Barnabas in the Midlands to see for themselves how it looks and works in practice

## COST

Understandably, a number of comments were concerned about the costs quoted. Some of these were related to how we could raise the money, especially as we always seem to just break even on our regular finances. Some felt it would be immoral to spend such large sums of money on a building when there are so many other needs locally and abroad. There were also concerns about running costs, especially if the extension had a lot of glass in it.

## THE NEXT STAGE

**At the PCC meeting on 16 March 2015, it was agreed that the next stage in the process would be as set out below:**

- That no more design work should be commissioned for the time being (unless it specifically relates to providing information for B&NES planners)
- That the ROCK Team continue to meet over the spring and summer to do the following
  - Study carefully the responses to the exhibition
  - Revisit the existing ideas and models in order to firm up some definite proposals.
  - Prepare a business case: of the shortfalls in current and anticipated accommodation (linked to the Church Centre); estimated costs of maintaining a refurbished, available, accessible and flexible church.
  - Investigate potential external sources of funding - including Lottery Funding, soft and hard loans, voluntary giving.
- Consult with B&NES Planning Department to get preliminary views and guidance as to any alterations to the exterior of the church, a new house on the car park/Rectory garden and changes to the churchyard.
- Commission a report from an arboriculturalist on the state of the trees in the churchyard including the likelihood of being allowed to reduce the number and size of some of them; and whether or not the trees and their roots would prevent or inhibit any extension to the church

**In the meantime, there will be a report at the Church's Annual General Meeting on 29 April; there will be updates on the church website and in the notice sheet; there will be a fuller report back in the autumn of 2015 following the work listed above.**

## FINALLY

As we keep emphasising – nothing has been decided yet. It is most certainly not a fait accompli! No one on the ROCK Team wants to commit the Church to unnecessary or extravagant plans; no one wants to see any kind of disunity. But we do pray, as Paul prayed for the Thessalonians that ‘By His power God will fulfill every good purpose of ours and every act prompted by our faith.’ We ask for your prayers, your encouragement, your suggestions, your questions and to know your concerns. Thank you.



‘The apostles and the elders were gathered together to consider this matter and after there had been much debate... then it seemed good to them with the whole church and the Holy Spirit.’ *Acts 15*