

All Saints Church and Campus

A VISION FOR 2020



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AT LAST...

After three years of work and two major consultations with the church, this booklet contains the recommendations of the ROCK Team for the way ahead for our church building and campus. Our overriding aim has been that we, the people of All Saints and our buildings, should be a compelling and powerful witness to the timeless truths of the gospel.

Whilst we greatly value the buildings left to us by previous generations, we believe that every generation must reimagine and recreate them so that they resonate with the times. We are not the first to do this nor will we be the last.

Our aspiration is that by the end of 2020, all or most of the work set out in our proposals will have been completed. Going ahead with the ROCK 20/20 Project, means making it very clear that, by God's grace, we were here yesterday, we are here today and we will be here tomorrow and well into the twenty-first century.

We hope and pray that our plans and proposals will enthuse and excite you so that in a spirit of faith and boldness, together we will meet the daunting but inspiring challenge facing us.

WHAT HAS ROCK BEEN DOING ALL THIS TIME?

The **Reimagining Our Church for the Kingdom (ROCK)** Team met for the first time in December 2012 to take forward one of the three Big Goals agreed by the Church – those three Goals were:

- **Engaging with the world**
- **Growing as Disciples**
- **Re-imagining Our Buildings**



Since then the Team has been on a long journey - we have:

- Met over 30 times
- Between us visited more than 20 churches which have undertaken projects
- Carried out an extensive 'Testing the Waters' survey of church members in 2013 – and produced a report of that survey
- Appointed architects to work on the feasibility stage
- Commissioned surveys of the church building and ecological and archaeological surveys of the campus
- Submitted a Pre-Planning Inquiry to the B&NES planners and met with them
- Met with representatives of the Diocese
- Pored over various sketch plans and floor layouts prepared by the appointed architects and our 'in-house' architect
- Prepared a major exhibition and report on our work in March 2015
- Listened to and acted on the views expressed to members of the Team by staff and church members
- Researched the major extension of the Church in the 1890's and published a detailed account of it
- And much more....

OUR UNDERPINNING VISION AND VALUES

A word from Patrick Whitworth

ALL SAINTS is a church for our community: that is a group of people called to worship and follow Christ and to share the joy and meaning of our faith with others. As a community we need to breathe in the life of God and breathe out the presence of God: the breathing in is like worship, prayer and listening to the Spirit in the Word; the breathing out is mission, going out to the world around and making Christ known in word and deed. Because of our Christian heritage, the breathing in bit is, for the most part, done on Sunday and the place we gather in is a church building i.e. a building for the church. This building is both our family home, but is also a place of welcome to all others who come because of their connection with God too, and their seeking of him.

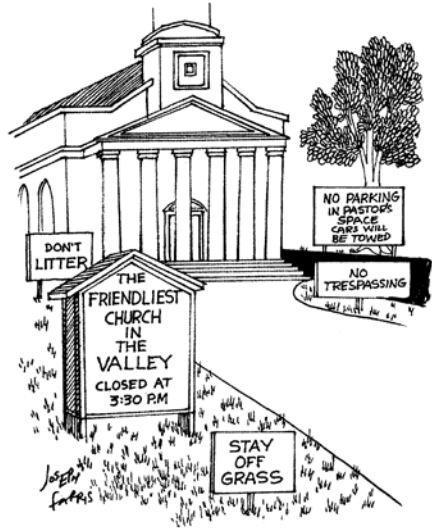
A family home reflects the values and activities of the family. In a family home all kinds of things go on: eating together, relaxing together, debating, making love, bringing up children, going to the bathroom, getting



clean, extending the home for elderly relatives, giving parties, celebrating new relationships and birth, and sometimes mourning – all of life. Most of these activities will find an echo in our spiritual life together in church – you can probably think of what the equivalent spiritual activity might be! Our church home should enable the full range of family activity and be a welcoming place for all those who want to dip in.

Most homes these days have flexible use. So too with our church home, we want **FLEXIBILITY** in the church so that it can be used for Sunday worship, for meetings mid week, for small groups, a place which is open five days a week, with work spaces so that at least two people can be there and work there during the week. In our church we want to combine the beauty of our ancient building with the warmth and friendliness of a place that is able to support flexible and multi-functional use. That should be possible.

We also need the church home to be **ACCESSIBLE**. By this I mean that it is physically easy to get into and which is open. At the moment it looks a bit like a fortress: shut for most of the week (except for 8 hours) and only capable of being used one way. If it was both accessible and flexible, how much more could we get out of it for families, older people, youth and children and others?



Lastly the church home needs to be a little bit **INSPIRATIONAL**. I expect we have all been to homes like that. It is not the home itself, nor is it the people themselves. It is more usually a combination of the two: proclaiming and supporting an experience of welcome, warmth, beauty, prayfulness, comfort, love, peace and joy. Easy to write, but convey that in a community of church people and in the message of the building and through the activities of church, then together, we “may declare the praises of him who called us out of darkness into his marvellous light” (1 Peter 2:9). May our church home be accessible, flexible and inspirational drawing people into the Kingdom of God.

Patrick

ADDRESSING THE PROBLEMS

Currently there are fundamentally two sets of problems with our church building and campus that are barriers to that vision.

Firstly, like all buildings, including our homes, things reach the end of their natural lives and need renewing or replacing; we have reached that stage.

Secondly, this is not 1830's Bath or 1890's Bath, when All Saints was built and then extended. At the time the design was contemporary and in keeping with the culture - that is no longer the case.

Therefore, sooner or later we need to do something about all of the following:

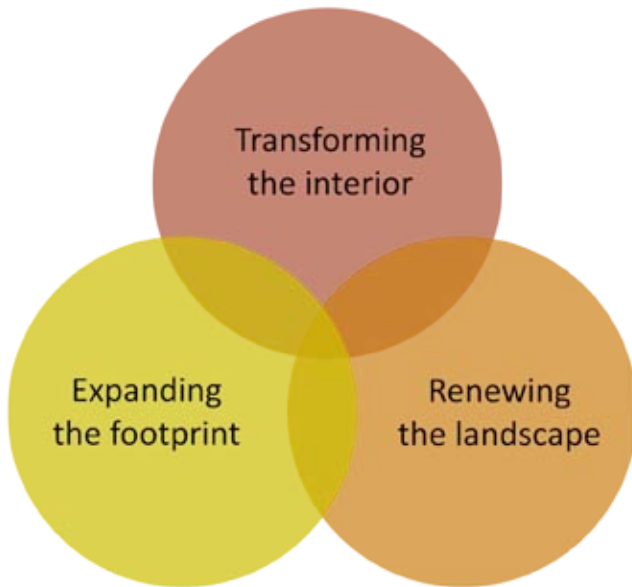
- Major problems with physical accessibility to and in the church
- A fortress like appearance – no sense of welcome and on-going life
- A closed church 95% of the time
- Poor crèche facilities
- An old boiler and heating system, not particularly efficient and not at all green
- Poor and inefficient lighting which cannot create the different lighting settings required for a modern church and performance space
- A sound system that is more than 25 years old; the projection system works but could be better
- Too few WC's
- An organ which needs complete refurbishment
- Seating which is completely static and therefore inflexible as well as being uncomfortable
- No working spaces for staff and volunteers in church which might be needed in future
- Insufficient storage
- An interior which is drab - peeling paint and grimy fixtures and fittings
- An overgrown and dark churchyard
- No quality signage on the campus
- Pathways which are deteriorating and unsightly
- A carpark which has difficult access

A BOLD BLUEPRINT

Back in March 2015, when we presented to the Church the direction in which we were moving, we showed a whole series of possibilities for inside and outside the church. They included: new galleries, upstairs rooms, external canopies and extensions running the length of the north side of the church. There was lots of positive feedback as well as thoughtful questions and concerns about the scale and cost if all of the possibilities were implemented.

Those questions and concerns were taken seriously. As a result we are now presenting a more modest but still very ambitious project. It has three elements to it.

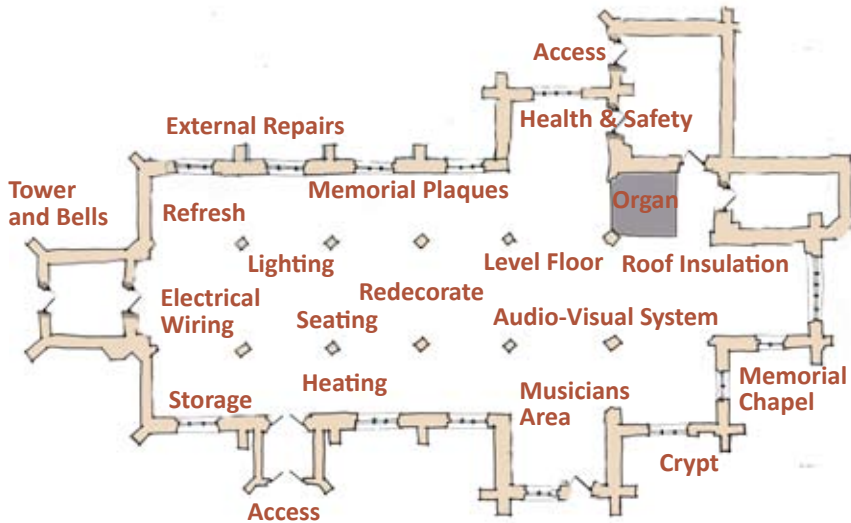
ONE PROJECT – THREE ELEMENTS



Although there are three distinct elements, they are also connected and overlapping. It is not as simple as saying: first do the interior of the church then the extension and then the landscaping. That's why we are proposing that we start by thinking of this as one project to be done in one big push.

TRANSFORMING THE INTERIOR

Our proposals for the interior include the following:



- Replace and level the floor throughout the church making all or most of the building wheelchair friendly
- Undertake works to memorial chapel to make it more accessible and restore its use as a chapel/prayer space
- Improve and make secure musicians area
- Improve physical access to South Porch and make more attractive
- Clean the memorial plaques and resite some of them
- Completely redecorate the church
- Improve roof insulation
- Retain but completely overhaul the organ
- Renew audio-visual system
- Completely renew the existing lighting system with much better quality, controllable and energy-saving luminaires

- Replace all or most of the pews with new chairs and furniture
- Refresh rear area of church
- Install new green heat generation system to power underfloor heating
- Completely renew all electrical wiring
- Build in adequate storage for: chairs; music books and equipment; AV equipment, service books; banners; flowers; cleaning and maintenance equipment and so on
- Clear out and make the crypt usable for storage
- Undertake minor alterations to the Tower
- Undertake minor external repairs as well as required Health & Safety measures



Example of Café Church or Alpha Supper layout

Every item – or almost everything - on this list (as well as others not mentioned) will need to be done at some point over the next twenty years. The question is whether there should be a continuous stream of projects and appeals for money over that time - or whether we should take a deep breath and seek to do it all in one go.

Once completed, the result will be a wonderful combination of old and new, creating a space that will lift the spirits of all who come through the doors, as has been seen time and again in other churches.

EXPANDING THE FOOTPRINT

As a result of many hours of deliberations, the ROCK Team is convinced that to fulfill the vision, we need to expand the footprint of the church – but in a more modest way than was originally suggested.

One of the key tasks of the ROCK Team following the March 2015 consultation was to obtain early views from the B&NES Planning Officers on our initial ideas around the extension as well as the car park and Rectory. As expected, the planning officers were very wary of an extension running the full length of the north side of the church. Their initial view was that this might come close to harming the character and significance of the listed church building. However, a smaller extension located in northeast corner of the church is likely to be more sympathetically received.

Shown here are a single storey addition and a two storey one (with a greater floor area). It is important to stress that the sketches of the appearance are by no means a finished product.



They are still at concept stage showing the scale of an extension in relation to the church and the churchyard. Much more work is required as to the final appearance, as well as the exact floor layouts.



Included in the extension are the following:



- A glazed draught lobby for storage of buggies
- A meeting or gathering room for 20-40 depending on the type of event
- Servery or small kitchen
- New toilets
- Additional storage
- Open plan workspaces
- Vestry
- 2 small interviewing or counseling rooms
- Small group breakout space around a table



RENEWING THE LANDSCAPE

We are fortunate that the church is set in a green campus with a churchyard as old as the church itself. Like the church it is a place to be valued and protected but it also needs some attention so that it can be more fully appreciated by all who come that way.

Our initial ideas have been scaled back to the following:

- **Allowing more light into the churchyard** - There are too many trees at present and many of them, especially the yew trees are overgrown, blotting out light; they need extensive pruning and thinning out
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- **Renewing the pathways** - with good quality paving because they are not in good condition and at some point have had unsightly and now deteriorating tarmac laid on top of gravestones. Improving the pathway between the Church Centre and Church. Car Park access will be improved and we will explore other possible improvements as well
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- **Improving the Lighting** – for health and safety reasons as well as enhancing the night time appearance of church and garden
- **Garden of Remembrance** – We would love to create a better space as a place for scattering ashes and for people to remember those who have died
- **Rectory** – A future Rector may well live in a different house. If that happens then an alternative use will need to be found for the Rectory – ideally a use linked to or sympathetic with the mission of the church. This is primarily a decision for the Diocese of Bath & Wells.

We may not be able to recreate Eden or the arboretum at Victoria Park but we can ensure that the green setting of All Saints Church speaks not just of death and those who have passed on but also of growth and life. It can also tell the story of the church and of our faith.

AND THE COST IS....

Clearly a project on this scale does not come cheap. Using materials and craftsmanship that will stand the test of time is an expensive business. Estimating costs for a complex project involving listed buildings with an unknown start date does not make it easy either. However, we are fortunate to have as a member of the unpaid ROCK team, Geoff Evans, one of the most experienced Quantity Surveyors in the country with vast experience of church and cathedral projects.

Working with Geoff Evans we have calculated that the costs of the whole project will be nearly £3,000,000 made up as follows:

We are very keen to be as honest and accurate as we can about costs, which is why we have tried to include everything - and at 2018 prices.

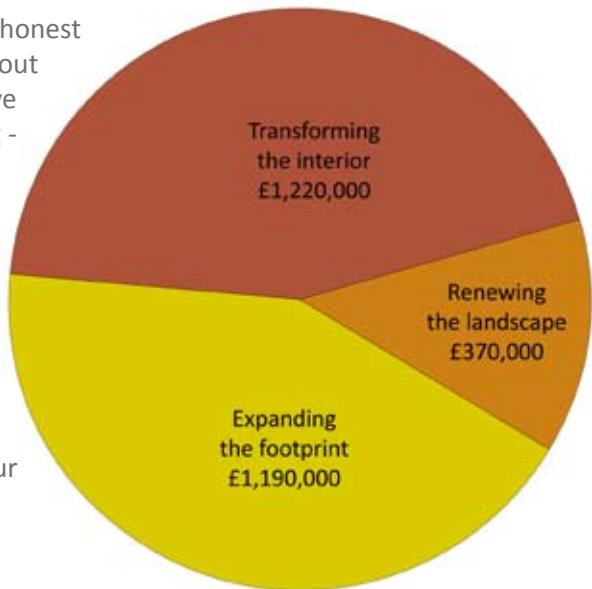
This is how we did it:

Firstly, we applied recent average building costs for church projects and the cost of materials to each item to give us our base cost.

Then we added the following elements:

- Predicted inflation in the building industry between 2015 and 2018 when we hope work might start
- Allowance for Furniture and Equipment
- Organ refurbishment
- Design and Planning fees
- VAT where payable

Obviously, any changes to inflation, VAT rules and rates or the scope of the works will change those figures. It does not include any interest charges incurred on loans taken out.

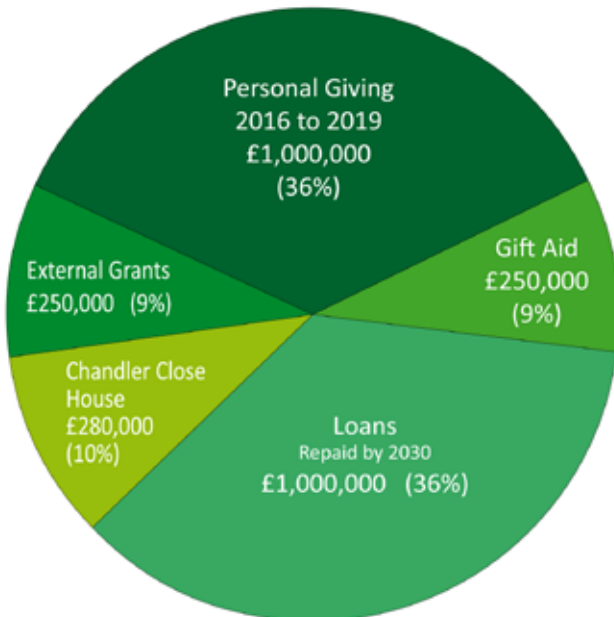


MAKING IT ALL ADD UP

We have started to think through how the project might be funded, over what period of time, cash flows and other financial aspects. So what are the sources we can draw on?

- All Saints financial assets/reserves – although we do not have cash reserves, we do have a capital asset because we own a house in Chandler Close (currently rented out)
- Grants - from external sources (as we did with the Church Centre Project)
- Loans – which will have to be repaid of course
- Giving - by church members and others
- Gift Aid – the tax reclaimed on those individual gifts, worth an extra 25%

If we are to complete the building works by 2020, we need to start in 2018 or 2019. The diagram below shows ONE WAY in which this could happen



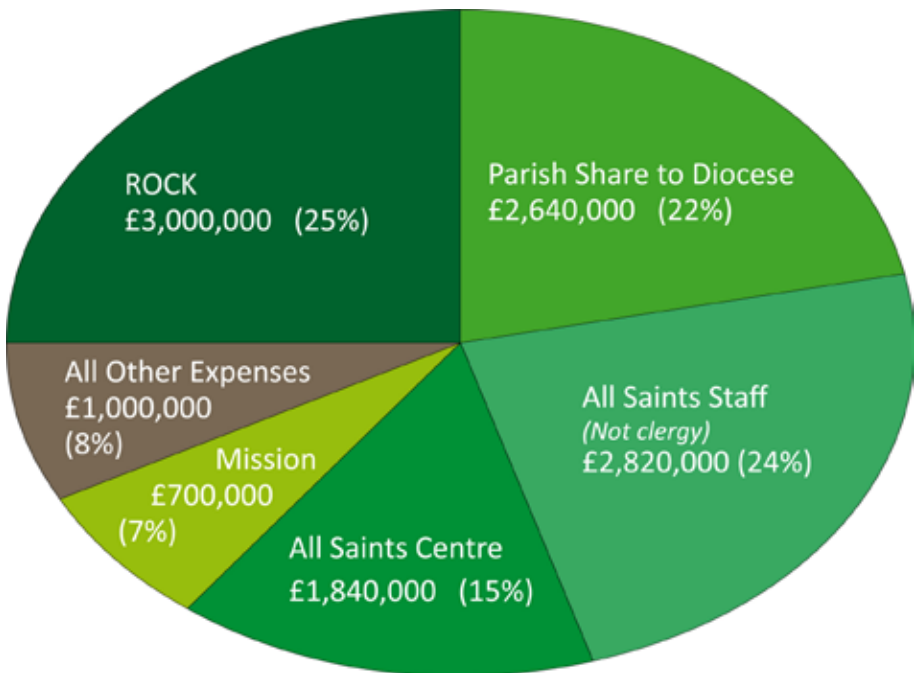
This model works on various assumptions, including an assumption that gifts and donations from individuals will total £1,000,000 in the next 4-5 years. A big challenge!

Whichever way you say or write it, nearly £3,000,000 between now and 2030 is a lot of money. We could be forgiven for being a bit daunted by the amount. But you might be surprised to know that over the next 20 years, as a church we are more than likely to spend at least £9,000,000 on all our 'regular' activities and commitments! That is what will happen if we simply project forward our 2016 budget for the next 20 years.



And of course inflation will ensure that it is more likely to be much bigger at the end of 20 years.

Put all this together with ROCK and our 20-year £12 million budget looks like this...



Nevertheless, adding the ROCK project to our existing outgoings will be a big challenge of our faith, our generosity and our steadfastness.

HOW SOON COULD IT ALL HAPPEN?

Given what we know about how the money for the Church Centre came in and other churches' funding of projects like this, we think the earliest physical work could start is 2018.



By 2018 we would have completed all the design work required and obtained planning permissions. We would also hope to have received or been promised enough money through gifts and loans to make a start.



If all the building works are done in one go then the build programme should not take more than 12-15 months, meaning it is not unrealistic to have everything completed by 2020.



If it takes much longer to raise the funds, then a later start will be needed or the project will need to be split into phases. But that would be more expensive in the long run and could risk a decade or more of building projects.



We would aim to have paid off all loans by 2030 or sooner if possible.



NOT ALL OUR EGGS...

As we have seen, not all our eggs are being put in the ROCK basket over the next few years. A huge amount of money and personal commitment from All Saints will be going into a wide mix of activities – fostering the wellbeing not only of our own community and locality but also far beyond.



Even so, we want to see how far our faith and generosity will stretch. Two things very dear to the heart of All Saints are our engagement with the local community, especially through Enrich and our involvement with the worldwide church. Although we do not have definite proposals to share at this stage we want to include those needs in our vision for the next few years.

That would mean:

- Finding a permanent home for our youth and community work within our existing mix of buildings or elsewhere in the parish
- Committing ourselves to support a project in a developing part of



the world, which would advance the kingdom of God

NOW WHAT?

This is how we see things moving forward over the next few months:

- 3 February – Presentation of ROCK Proposals
- 8 – 12 February – a Week of Prayer
- 8 – 29 February – opportunity for everyone to respond
- 2 March – ROCK Team meets to review all responses and prepare a report for the PCC
- 21 March – PCC meets to endorse, amend or reject ROCK proposals informed by all the responses from Church members

If the PCC decides to press ahead with the project in whatever form, then it is likely that we will formally launch the ROCK 2020 Project in the summer with a Gift & Pledge Day. That would enable us to appoint the full Design Team in the autumn and start the detailed Design Work on the Scheme.

This booklet is only a brief synopsis of our work. For further reading go to the All Saints website and look in the ROCK Section. There you should find, amongst other things:

- ***Vision Sunday*** – September 2013 ROCK Report and First Survey
- ***Exploring the Way Ahead*** - March 2015 ROCK Report
- ***A Time to Build Up*** – An eyewitness account of the 1892-94 Extension of the Church Project
- ***Frequently Asked Questions*** – Answers to more than 60 questions about the ROCK Project & Proposals
- ***Various Professional Site Surveys*** – Site Surveys carried out on the All Saints Campus e.g. archaeology, ecology and trees

DEVOTE YOURSELVES TO PRAYER, BEING WATCHFUL AND THANKFUL

Colossians 4:2

Much prayer has already been given to this project. It is vital that we approach this in a spirit of prayer.

As well as giving thanks for all the richness of our life together at All Saints we need to pray:

**TEACH US TO
PRAY**



- For unity as we consider and discuss the ROCK proposals
- For a sensitive listening to one another and to the Spirit
- For discernment –especially for the church leadership and PCC
- For us all that we might all see beyond the here and now
- That we might all grow as disciples and followers of Jesus Christ
- For our engagement with others in our community and far beyond



You might wish to use this prayer from a seventeenth century Bishop of Bath & Wells – Thomas Ken. He wrote a number of hymns and this prayer for a school, now adapted for our church.

O God, make the doors of our church of All Saints wide enough to receive all who need human love and fellowship and a heavenly Father's care, but narrow enough to shut out all envy, pride and hate. Make its threshold smooth enough to be no stumbling block to young or old, to rich and poor, to black and white, but rugged enough to turn back all that damages and divides. Make it a place of blessing and a gateway to your eternal kingdom. Through Jesus Christ our Lord in whom is fullness of life.

Amen

