



HOLY TRINITY CHURCH LEAMINGTON SPA

VISION 2020

THE PATHFINDER DOCUMENT

Our Hope for the Future



*The Reverend Esther Peers the Pioneer Priest
responsible for Holy Trinity Leamington Spa*

Holy Trinity Parochial Church Council has been asking how we should move forward and develop both the mission and vision of the church. now that the building project is completed.

Last January, I invited a small Steering Group, to begin to consider how to re-envisage our church for a new generation.

Their task was to produce a proposal about where we feel God is calling the church, and how we might get to that place.

This Pathfinder Document is the result of their work. I commend it to you.

Esther

June 2020

WHY?

Why the church is important

The Church is, of course, both the building and the people.

The church building is a powerful symbol of God's presence in the parish and the community. Coming into the church, provides everyone with a unique opportunity to experience God's transforming presence, in the place where many have worshipped and met with God over many generations.

The church community is only 'being the church' if it is for others, through its witness, outreach, care and service.

In the words of the Coventry Diocesan Mission Statement: "Worshipping God, Making Disciples, Transforming Communities".

Why change?

Without change the future of the church will be in doubt.

The church and halls, date from a time when patterns of life, and people's priorities and expectations, were totally different from today.

As members of the church we are custodians of the legacy we have received in trust: our faith and the heritage of the church building and the halls.

Our responsibility, in this generation, is to ensure that the life of the church is healthy and growing, and that the buildings and facilities are 'fit for purpose', 'carbon neutral' and 'future proofed'.

What people do in church on Sunday, and also throughout the week, is dependent on the quality and the range of the church facilities.

At present, the church is only open, and used, for a few hours a few days a week. It is an underutilised asset for God and the community.

A redeveloped church with flexible modern facilities, will become a spiritual, social, educational and cultural hub with an exciting future.

Why now?

This is our time.

The last three years at Holy Trinity have been quite extraordinary. After nearly 20 years of 'being becalmed', an application to the heritage Lottery Fund was successful and a part-time Pioneer Priest was appointed, with a vision for the church. The church community has begun growing in numbers, depth and breadth.

When we emerge from living under the threat of Covid-19, the world will be a different place. We will have to respond with flexibility, imagination and openness to the needs of the people in the Parish. It will affect our worship, the way we meet and the ways we meet the needs of the people around us - the young and old, the lonely, the students, the families, those in-work and those with work, those working from home and those travelling to work, those who have time to volunteer and those with needs. We must be a church where all are welcome and feel equally at home.

We are at a Kairos moment with the opportunity to ensure that Holy Trinity is 'future proofed', 'carbon-neutral' and 'fit for purpose' for the bi-centenary in 2047.

Kairos

In the New Testament the Greek word 'Kairos' is about opportunity, a special, or opportune moment, when something crucial, or significant, happens, with God's grace.

Our 175th anniversary in 2022 provides an ideal moment to launch this major project.

WHAT?

What is our Church Vision for the future?

Before considering our future strategy, we have thought carefully and prayerfully, about what we believe is important to us as a church.

Our new vision and strategy for Holy Trinity Church Leamington Spa will equip the church for mission and ministry and take us towards our second centenary in 2047.

This is what we mean by purpose, vision and values:

- Our purpose sets out why Holy Trinity Church exists - why we do what we do
- Our vision describes the future we want for Holy Trinity - the impact we aim to have within our Parish, our Town and beyond
- Our values are what we hold to be important at Holy Trinity - the standards we expect, the way we behave and the priorities we choose as Christians

Our Purpose

To worship God, proclaim Jesus and make a lasting difference in our community, through the power of the Holy Spirit.

Our Vision

To be an innovative and creative Christian community hub, where people of all ages feel equally at home, and gather to worship and work, to serve and to socialise, in buildings equipped for the 21st century.

Our Values

As a church we are called to be a place and a people where God is honoured through:

- Worship that leads people into a transforming encounter with God
- Teaching, and nurturing, both new and existing members, to grow in Christ
- Responding to the needs of others, so that our church is “good news” for the Community
- Seeking justice and reconciliation in society, by putting our faith into action
- Caring for creation, in ways that sustain and renew the life of the earth

The Values are based on the Church of England Five Marks of Mission (2012): Tell, Teach, Tend, Transform and Treasure

Our Strategic Plan

The strategic plan sets out our Church priorities for the next five years of our journey towards the vision.

We have built our strategic plan around three core goals and three themes.

Our three core goals are **growth, transformation and sustainability**

Our themes, which underpin everything we do, are **creativity, service and prayer**

The four facets of the strategy

The Project to adapt the church to become a spiritual, social, educational and cultural hub, is made up of four inter-related facets:

<p style="text-align: center;">Worship</p> <p style="text-align: center;">High Quality Worship Pattern, Planning and Style of Sunday Services and Mid-Week Prayer Outreach, Welcome, Preaching, Music & Hospitality Growth (numbers and nurture) of all ages</p>	<p style="text-align: center;">Activities</p> <p style="text-align: center;">Community & Service Hub Social, Cultural, and Educational Other Institutional, Local Authority and Voluntary Sector Partners</p>
<p style="text-align: center;">Buildings</p> <p style="text-align: center;">Facilities that are <i>'fit for purpose'</i> with flexible spaces, lighting and audio-visual equipment, toilets, heating, café/kitchen, accessible, ecologically sustainable</p>	<p style="text-align: center;">Governance</p> <p style="text-align: center;"><i>'Purpose, Vision & Values'</i> Parochial Church Council Standing Committee Finance, Parish Share & Giving Parish Leadership & Succession Parish Staffing Sustainable and 'future proof'</p>

The development of each facet will be rewarding and demanding and will need to be kept in balance.

HOW?

I Overview

The Holy Trinity Church Strategy Steering Group had a brief to develop a strategy for the Church for the next five years 2020 - 2025, in order effectively to support our future ministry and mission, to the town and beyond.

It is increasingly clear, that if Holy Trinity is to be '*fit for purpose*', and have a future, in the 21st Century then it must 're-invent itself', as a spiritual, social, educational, and cultural hub for the community

Meeting basic needs transforms a church, makes it a welcoming environment and encourages continuous use throughout the week.

Installing toilets and a kitchen/café, creating flexible spaces making the building accessible for all, ensuring that it is comfortable, warm, well-lit and ecologically sustainable will transform both the life and the ministry of the church.

It is important that, in weighing up our strategy, we consider the problems and possibilities offered by our primary asset - the whole Holy Trinity Church site (the Church, the Halls and the Church Gardens) with its prime position, at the top of the Parade.

2 Concept

To redevelop Holy Trinity Church Leamington Spa, and the adjacent site, to create a multi-purpose, sustainable, and contemporary space which is '*future proofed*, '*carbon-neutral*' and '*fit for purpose*' for use as both a church and a social/cultural/educational centre for the local community and other partners.

It is conceived, that this new Holy Trinity Church Hub will:

- be financially enabled by the sale of the site of the church hall for redevelopment as housing, and/or as a result of grants and an appeal
- be a place that preserves a prayerful, peaceful space for people seeking an encounter with God
- encourage and facilitate new patterns of worship and expression
- be able to incorporate meeting/counselling rooms, toilets facilities, a coffee bar, a kitchen and servery for refreshments and light meals and feature an extension to the existing building
- be a place to demonstrate our love, in practical ways, for those in need
- be a flexible multi-purpose space for cultural and community activities (such as, concerts, meetings, public lectures and talks), with sufficient storage for furniture and audio-visual equipment
- be accessible to those with any kind of disability

- be environmentally sustainable
- utilise natural light and ventilation
- wherever feasible, use timber in construction and in interior finishes
- be designed to minimise the inherent tension between religious and secular use
- have an architectural expression which complements the existing church
- surround an enclosed garden which will be a natural oasis
- incorporate space for use by the Scouts
- planned to incorporate the features necessary, to optimise safe and healthy usage, as a result of COVID-19

3 Testing the options

3.1 Refurbish and modernise the Church Halls

advantages

- an asset to the church and 'shop-window' for the Church
- increased lettings and rental income, if run as a commercial business venture
- opportunities to use for family and youth activities

disadvantages

- the resulting lettings income would not justify the investment
- operating a stand-alone business venture, is not in line with our vision or values
- the Church would still not have WCs, a kitchen/coffee bar, eco-friendly heating or be 'fit for purpose'
- the cost would have to be raised by an appeal
- the facilities would still be cut off from the church

3.2 Redevelop the site of the Church Halls

3.2.1 sell the site to a developer for town houses

advantages

- sale would fund/part-fund the project to transform the Church for 21st Century
- the project could greatly enhance Trinity Street

disadvantages

- sale of assets reduces the Church's equity for future generations
- loss of the Church Halls as a community social facility

3.22 sell the site to a developer for town houses which are eco-friendly and purchase one town house for rental income/staff member

advantages

- retain part of the Church's assets, as a housing resource, or as long-term income stream

disadvantages

- loss of capital to fund the transformation of the Church

3.23 redevelop the site, in partnership with a charity, an institution, or the local authority, for mixed use of service, education and/or care

advantages

- guaranteed long-term income
- increased usage of the Church and site by young people and their parents
- anchor tenants
- an endorsement when seeking grant funding

disadvantages

- potential limitations on our use of the facilities
- managing the usage and the on-going relationship

3.3 Redevelop the Church so that it is 'fit for purpose' in the 21st Century

3.31 Basic scheme with toilets and cafe within the church

advantages

- reduces the costs
- goes part-way to transforming the church for modern usage

disadvantages

- unsightly and basic catering facilities
- reduced circulation space
- the toilets, the kitchen and servery would either have to be sited at the West End, or in the North Transept – both options would be constrained by their location and the space available internally
- would always be second-best

3.32 Full scheme with a possible new entrance, flexible seating, external extension (hall, café, toilets) and which is sustainable and eco-friendly is an integrated concept

advantages

- enables the Vision and repositions the Church for modern worship, ministry and mission
- provides additional high-quality space for community, cultural, and educational use
- courageous, challenging and exciting
- sustainable
- ready for the next generation

disadvantages

- high cost and complex
- might be controversial
- requires long-term planning and inspired leadership

4 Next Steps

Before we can move forward and propose a strategy, we first have to do seven things:

1. resolve the legal and planning issues which will affect the project
2. explore whether there are any charities, institutions, or local government bodies, which would be interested in becoming partners in developing, or using, the new facilities on a long-term basis
3. obtain a professional valuation of the development potential for the site on which the halls are built
4. actively research the potential users of the new church hub, and the full range of activities which could take place within it, which are in-line with our vision and values
5. discuss with the Scouts how to strengthen their links with the church and the optimal solution for their future needs for space and storage
6. develop a robust understanding of the potential costs and the respective funding models
7. explore the architectural options, for developing both the halls, the church gardens and the church

5 Our hope for the future

This ambitious, but timely, Project is about re-inventing and re-building the church, both people and property, to be fit to support our future mission and ministry in the 21st Century.

We are at a crossroads.

We know that we have to go forward, but which way?

Hope is about the possibility of change.

This Pathfinder Document seeks to clarify the problems and possibilities, to explore the road ahead and to offer the exciting prospect of a church which is an invaluable spiritual and physical hub at the heart of the community.

Let us, since we are travellers and pilgrims in this world, keep the end of the road always in our minds – for the road is our life, and it's end is our home"

Columbanus 540 AD – 615 AD



'I rejoice with you at the wonderful work that has already been done at Holy Trinity over the last two years'

'This plan sounds like a church moving forward into the 21th Century. Use this time of lock-down to get ready'

'Rise up, let us be on our way' St John 14 v 31

*The Rt Rev Dr Christopher Cocksworth, The Bishop of Coventry
before commissioning the Reverend Esther Peers on Sunday 17 May 2020*

Strategy Steering Group

Mr Andrew Paine (Chair), the Reverend Mrs Esther Peers, Mrs Chris Spooner (Churchwarden), Mrs Rachel Middleton (Vice-Chair of PCC), Mrs Hazel Reese, Mrs Diane Holt and Mr Jon Randall

The Parish Prayer

God of creation and new beginnings,
Who alone brings growth to your Church.
Strengthen and renew the life of our church by your living presence.
Open our eyes to catch your vision.
Guide our decision making and empower our witness.
Make us one in heart and mind,
as we work with you to become a worshipping community,
of welcome, caring and service.
Through Jesus Christ our Lord. Amen

