

New Leadership Structures and Staffing at St Andrew's & All Saints

- Over the last 6 years, St Andrew's & All Saints has increased hugely - the St Andrew's worshipping community alone has gone from 160 (2015) to 326 (2021), and the number of children and young people have doubled - and it is acknowledged, even before Peter's departure, that the current leadership models are no longer fit for purpose.
- The commitment to work even more closely together ("marriage phase") between St Andrew's & All Saints means that much more can be shared and more efficient structures put in place.
- Dave's role, if it is to be sustainable needs to change to stepping back from being at the centre of everything and creating a set of 'ministry leaders' who he works closely with who oversee different areas of church ministry and mission.
- The changes to the way that Parish Share (now called Ministry Share) is calculated, has given scope for significant rethinking and restructuring which hopefully will transition well across the whole Chase Team in the future.

We have therefore prayerfully designed a new leadership structure (see Appendix), in the light of the above, which, we believe, will enable us to continue to be a growing, healthy and sustainable church, serving our local communities and beyond.

A new Leadership Structure (see diagrams)

- 5 Key ministry areas identified which each have a 'ministry leader' to oversee
- A 'Core group' formed mainly from these ministry leaders to meet regularly with Dave to have 'oversight'
- Several other teams formed (congregational leadership teams – AS Ministry Team acts as AS congregational leadership team; prayer team; world mission team etc.) which allows leadership to be widened and focussed. Members would come from both congregations.
- A temporary 'Implementation Team' chaired by Chris Mesley to oversee this transition process in leadership structures in the next 12 months and to have oversight of recruitment etc.

New Staff Roles:

There are two significant staffing changes which we are looking for funding for:

Operations Manager (full time post. approx. £38k including on-costs)

- To oversee the operations and support of ministries thus releasing Dave from many of the extra 'operational' roles he does at the moment (e.g. publicity & communication, point of contact of ministry leaders for queries, programme and meetings oversight etc.)
- See further details of the role below.
- Sarah Yeadon will be retiring later this year, and we would not replace her in a like for like role, but the Operations Manager would take over her role and additional roles. We would continue to keep Kirsty on in a very similar role to what she is currently doing, offering admin support and St Andrew's Centre Bookings.

Associate Community Minister (full time post. approx. £40k including on-costs & expenses if lay, £54k if ordained*)

*As an ordained post includes housing and increased pension contributions on top of the £27k stipend.

- To lead the mission/Outreach strand – see below for further details.
- Particular remit of seeking to grow a team to set up a worshipping community at the Octagon – especially with the potential to link in with CAP clients etc. and potentially in time exploring other fresh expressions/church plants

How much extra would this cost?

In addition to the Youth Minister Salary (which we have already budgeted for):

2022-2024

Annual costs of new roles would be (p.a.)

Ops Manager	£38k	
Assistant Community Minister	£40k (lay)	or £54k (ordained)
Less £7k saving on retiring admin post	-£7k	

TOTAL EXTRA: £71k (lay) or £85k (ordained)

Our plans to fund this include...

1) Reducing our Ministry Share contribution by £20k

We are currently paying £122k between St Andrew's & All Saints. This would be reduced to **£102k from 2022** (and inflation linked from then). This would still allow us to cover the costs of Dave, and make a meaningful contribution to support ministry at Pickersleigh.

2) A grant of £51k (21k pa for years 1 and 2, then a further transition of £9k) from the new Healthier Churches Fund. We have made a request for support which has now been approved.

This leaves us to find the rest (up to £44k each year) through increased giving across our 2 churches, or further grants.

Further details of the New Roles:

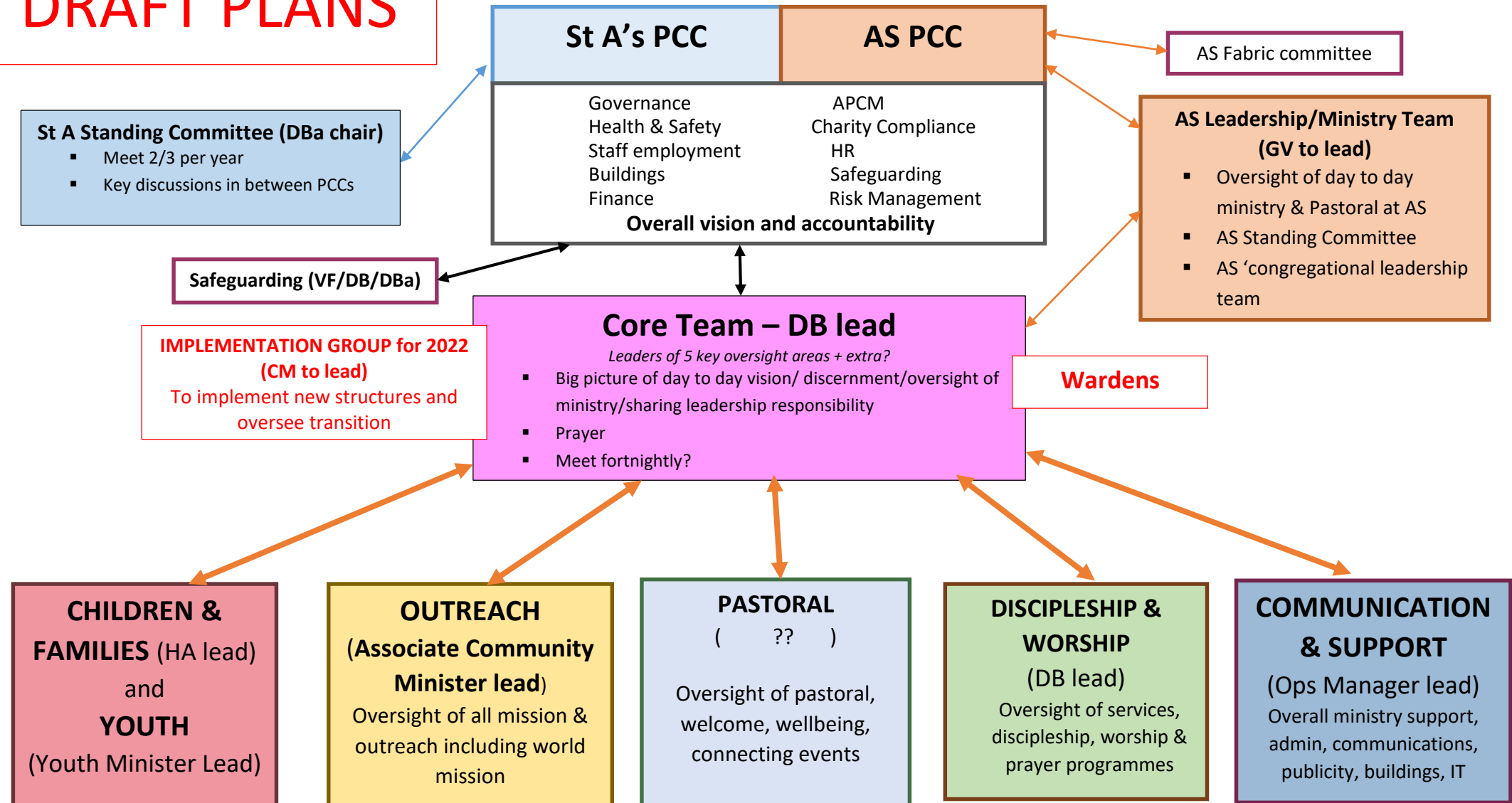
Operations Manger

- Strategic leadership of operations and admin
- Oversight of marketing and communications
- Support of mission & ministry leaders (regular communication, encouragement, praying with them, finding out what needs communicating & other support to make their ministries flourish).
- Grant funding & evaluation of vision & ministries
- Oversight of Governance & Policies working with Lay PCC Chair, PSO and PCCs Including (Risk assessments, H&S, Annual review production etc.)
- Oversight of planning and organisation of church events
- Line managing Administrator (KO) and St Andrew's cleaner
- Strategic Oversight of the St Andrew's Church Centre (working with Centre Bookings Manager (KO))
- Fabric & buildings of churches, together with wardens and fabric committees
- Financial support to treasurers and finance teams where required

Associate Community Minister (lay or ordained)

- Strategic oversight of Outreach ministry area
- To be 'on the margins' pioneering ministry with the unchurched
- Meeting regularly with mission area leaders to encourage, coach, support, pray with them.
- Developing and Leading new congregation/fresh expression at the Octagon, working closely with current team
- Leading and preaching regularly across all both churches
- Close colleague and 'right hand man/woman' to the Rector
- Evangelism and missional training as part of the discipleship strand
- Community networking (with Ocgaton Community, Local community providers, local councillors etc.)

DRAFT PLANS



MENTORING & LEADERSHIP DEVELOPMENT

Further Teams linked with Ministry Areas

CHILDREN & FAMILIES (HA lead)

Sunday 0-10 (HA)
 Toddlers (HA/MF)
 Messy Church (HA/MB)
 Primary School links (HA/DB)
 Holiday Club (HA)
 Early Bird (HA)
 Parenting Courses

YOUTH (Youth Minister)

Sunday 11-18
 Youth Church
 Secondary School Links
 Mentoring
 Youth Outreach

OUTREACH (Associate. Min lead)

Octagon Coffee Shop (AG)
 Octagon pantry/outreach (HA)
 Holiday@Home (PaB)
 Wells Club (KB)
 Alpha (CR)
 CAP (CM) & Blessings team (CR)
 Home for Good (AR)
 Toddlers (HA/MF)
 Occasional offices (DB & HWilk)
 Frontlines (DB)

Kintsugi Hope (AM)
Bereavement Café & Support (AG & JMc)

World Mission Committee
 Joint StA/AS Committee

PASTORAL (??)

Life Group Leaders (DB/VF)

St Andrew's Pastoral visiting team (HWilk)

AS Pastoral (MB & PB)

Welcome & Connecting Team (VF/AM)

DISCIPLESHIP & WORSHIP (DB lead)

Discipleship Program Team (DB)

Prayer Oversight Group

Preachers & Leaders Forum (GV/PH/DB)

MIDWEEK Congregational Leadership Team

10:30 Congregational Leadership Team (DB)

The SIX Congregational Leadership Team (HWilk)

Musical Worship Team

AS Congregational Leadership Team (GV)

COMMUNICATION & SUPPORT (Ops Manager Lead)

Program oversight/diary (Ops)
 Administration (KO)
 Website (Ops/DBa)
 Publicity (Ops/DB)
 Facebook (Ops)
 Mailing & communication (Ops)
 Database (NF/Ops)
 IT (DBa)
 StA Centre (Ops/KO)
 Buildings (Ops/DBa)
 Events (Ops)

Tech Team

Eco Team

