

Sheffield Methodist District Leading Team

Meeting on Tuesday 9 July 2024 at 7.00 pm via ZOOM

<https://zoom.us/j/91297481998?pwd=RFJpamRSNWVoQIRiVTRNZUQwZEwwdz09>

Meeting ID: 912 9748 1998

Passcode: 854808



Preliminary items			
1.	19:00	Opening worship	
2.		Apologies for absence	
3.		Minutes of the DLT on 8 May	attached
4.		Matters arising from the minutes <ul style="list-style-type: none">District Vacancies<ul style="list-style-type: none">Lay Stationing RepPioneering Rep to DLTVisit of President & Vice-President in 2024/25	
5.		Decisions made between meetings for recording	
Items for discussion and decision			
6.		Treasurer's Report – Neil Harland	Attached
7.		Grants Overview – Neil Harland <ul style="list-style-type: none">The Terminus – Elaine Hollings/Jonathan HaighPersian Ministry Progress	Attached Attached Attached
8.		One Programme update – Vic Loveday	
9.		Post Conference report	
10.		Supervision of Lay Employees – Julie Coates	
11.		Property Consents update – Tom Rattigan <ul style="list-style-type: none">Update on confidential item	Attached
12.		Permission to Cease to Meet <ul style="list-style-type: none">Silkstone Common (Barnsley North West Church)Gleadless Valley (Sheffield Circuit)	Attached Attached
13.		Enhancing Heritage Buildings – Tom Rattigan	Attached
14.		Urban Theology Union - Erica Dunmow	
15.		Mission Enabler update – Neil	Attached
Other matters			
16.		Equality, Diversity and Inclusion – <i>standing item</i>	
17.		Safer Recruitment – role descriptions	
18.		Dates for meetings 2024/25 (see below)	
19.		AOB	
20.	20:55	Closing worship	

Suggested Dates for DLT meetings 2024/25

- Tuesday 3 September
- Wednesday 13 November
- Thursday 23 January 2025
- Thursday 20 March
- Tuesday 6 May
- Tuesday 8 July

Sheffield Methodist District Leading Team

Meeting on Wednesday 8 May 2024 at 7.00 pm via ZOOM

Present

Julie Coates (JC) (Acting Chair); Sean Adair (SA); John Simms (JS); Neil Harland (NH); Gill Daly (GD); David Burton (DB); Grace Leigh (GL); John Henry (JH)

Erica Dunmow joined at 19:50

(non-voting) Katrin Hackett (KH);

Opening Business

1. Opening worship

JC opened the meeting with a prayer from the EDI training kit.

Julie welcomed the new members and invited them to introduce themselves – Grace Leigh (Youth Rep) and John Henry (Superintendent Rep). The rest of the team introduced themselves to the new members.

2. Apologies for absence

Gill Newton (Presidential duties); Claire Rawlinson (sabbatical); Romeo Pedro ; Margaret Mwailu; Jon Bellfield; Amiee Roddam

3. Minutes of the DLT on 8 March

These had been circulated and were accepted as an accurate record Matters arising from the minutes.

4. Matters arising

- District Vacancies

Lay Stationing Rep – This is still vacant, those approached so far had declined. NH asked about the time commitment – there are busy times in May & October, with training and conversations, although things can come up at any time – eg curtailments. GD would be around to support and be shadowed. Superintendents were again asked to consider who might be possible within their circuit churches. GD was a church steward when she was recruited, nominees don't need to be in a circuit role. There is an ongoing overhaul of the process, planned to come into effect for Stationing 2026.

Item 4 was taken at this point

Pioneer Rep – ongoing, NH hopes to have a name for the next meeting

- President's visit – initial plans have been sent in to the Conference office.

5. Decisions made between meetings for recording

-
- Ceased to Meet requests
Litton & Walkely Ebenezer sent formal requests. These were circulated among DLT members and received approval.

Items For Discussion and Decision

6. Employee Assistance programme

(19:24) A presentation was given by Helena Wall from Westfield Health.

The demand for such a plan is increasing. The Health Cash Plan is designed to help with pinch-points. The plan is paid for by the employer (the church), premiums don't increase with age, but members can increase their own entitlement. Key features: no medical required; not waiting times, no limit to the number of claims (up to agreed level); include pre-existing conditions; children are covered up to age 22. Can also include a scanning service (MRI etc); Claims process gives money back on healthcare bills, direct with Westfield, can be claimed via their App, processed within 2 days and credited into bank account. A paper form version is also available. Claims need to be submitted within 26 weeks.

As well as cashback, there is also access to a health and wellbeing services such as 24 hour advice line; on medical, legal and domestic issues, also has up to 6 structured therapy sessions with the same counsellor, which can be phone, online or in person.

There is a Wisdom App, which gives access to courses, mood trackers, self help

Doctor line – 24 hours access, also covers resident family members.

The counselling element can also include the Doctor line, this can be separated from the Cashplan

There were no questions from DLT about the presentation.

The slides from the presentation will be shared after the meeting.

The brochure for the Assistance programme will be shared after the meeting.

Helena was thanked for her time and left the meeting at 19:42

DB suggested that the cash plan be something offered to employees as something they could add in.

NH as treasurer - the budget was around £6/month for each employee. Lighthouse Homes have signed up to a similar scheme and are using the resources. Space to Breathe had done a report on youth workers, employees can be reluctant to speak to line managers with health concerns in the first instance. The suggestion is that this is trialled with the District employees, to see if this is something to be recommended to circuits (and churches). This is a way of demonstrating that the employees are valued.

Freedom Community Project are also exploring this.

DLT approve of this proposal to purchase this for the District Lay Employees.

7. Grant Application

A report has been circulated including some grant evaluations. An application was planned to come from the Terminus Project, but they have decided to wait until they have a fuller financial picture.

There were no questions on the Grants report

8. Treasurers' Report

The report has been circulated.

District Finances seem to have a bit more money than expected, it is hard to predict the amount of money will come into the accounts.

Darlington District are now employing Andrew Crawford for 8 hours a week, through our payroll

Dave Burton will become a signatory on the CAF bank account, following McCauley Key's resignation.

SA offered to also become a signatory as the Synod Secretary. **DLT agreed with this.**

9. Communications Officer update

The report has gone into the Synod Report Book. JC reported her gratitude to Sam for her work, the podcasts and magazines are very positively received. Sam's hours have been temporarily increased from 16 to 24 / week. The proposal is to make this permanent. **DLT agreed with this. KH will confirm with payroll**

10. Mission Strategy update

The report has been circulated.

A steering group has been set up for the Metal Methodists, grant applications are ongoing,

New Beginnings Seed Funding – not had many applications yet, so do keep reminding about this. NH is meeting with Carla Quenet & Martyn Atkins around possible training opportunities.

God for All funding, NH hoping to have a conversation with Eunice Atwood about what this will look like practically but won't be until 2025. NPNP funding needs to be allocated by May 2026 as a requirement of the funding. The District will offer £60,000 over 5 years for projects, of which £20,000 comes from the connexional grant

NH would like some feedback on where the priorities should be for next year. He will approach people on this.

SA would like to note that there is also funding from connexional and Cliff for Heather Major, doing research into NPNP, she is an excellent communicator so could be a resource for the District.

11. Property Update

Tom Rattigan joined the meeting. His report has been circulated.

CONFIDENTIAL

TR raised that there are some concerns around the Barnsley Circuit. There are a number of property issues that need attention, primarily around the use of buildings, in some cases the licences need to include licence to worship, the consent site shows only 11 projects since its inception, there appear to have been letters sent out saying that buildings can be sold at less than market value. Grants have been given to non-methodist organisations (SO 915-917), the circuit have 5 manses, some may be rented out without consents or tenancy agreements. There is a culture within the circuit which seems negative, some of the issues are ingrained. Currently more than 50% of TR workload is taken up with the circuit. TMCP are giving scope to try and resolve this, but this is limited.

The legal issues also have an emotional toll, DLT would want to support TR in his work. There are some sensitivities, it was recognised that they are in a difficult and vulnerable space. TR has not had a chance to start to look at the Manse issues, which may have legal implications.

It is hard to know what the best outcome would be. As a charity, the governance culture seems weak. TMCP are referring to potential breaches of trust, four members of their staff there are working on this.

TR identified two businesses inhabited space with potentially inherited rights; two licenses may need to include the licence to worship, the underselling could be an issue if there were bids and a lower bid was accepted. The worry is that the circuit have been made aware that they have not followed due process, and seem not to be doing anything about it – hence the potential breach of trust. The breadth of work is more than TR can manage on his own.

TR has never been invited to a Barnsley Circuit meeting, so has had difficulty in creating relationships. **DLT agreed to send a letter to the Circuit**, offering District support and requesting an action plan to address these circumstances and some evidence that work has been started. We expect an update in early Autumn, otherwise we may need to invoke SO 512B .

Ideally we would want to have a District representative at Circuit meetings (including CLT and Property) – we would like this invitation to be extended by the Circuit, as a forced presence would not encourage the Circuit to maintain open dialogue. The best outcome would be for the Circuit to understand the importance of and take responsibility for resolving these historic issues. TR can keep TMCP informed, and they will also support writing such a letter. 12 months would be a sensible timescale to see significant progress on outstanding issues.

12. Urban Theology Union

Deferred to the next meeting

Other Matters

13. Methodist Council report

The report has been circulated.

14. Peak Park Rural Development Enabler

The report was included in the Synod book

15. Worship and Preaching

The report was included in the Synod book

16. The Foundry

It is noted that Richard Dearden has been nominated to be the Methodist Trustee for The Foundry

17. EDI

This will be deferred to the next meeting

18. AOB

Dates for DLT meetings 2023/24

- Tuesday 9 July – JC will chair this as part of the hand-over

Synod / District Gatherings

- | | | |
|----------------------------|-------------------|------------------------|
| • Autumn Gathering (Synod) | 14 September 2024 | Trinity – The Crossing |
| • Spring Gathering (Synod) | 5 April 2025 | Sheffield |
| • Autumn Gathering (Synod) | 13 September 2025 | Doncaster |
| • Spring Gathering (Synod) | 18 April 2026 | Sheffield |

The meeting closed with prayer at 21:24

SUMMARY

Treasurer's reports are circulated to each District Leading Team meeting, to keep members informed of the financial position of the District. Key points to note in this report are:

- General fund expected lower deficit than budgeted
- Advance fund receipts higher than budget for this year, and grant claims are being received slower than expected
- Some trustees will have received communication from Charity Commission – no action is required
- Stewardship Generosity Repot suggests giving to churches could be significantly increased

CURRENT YEAR DISTRICT FINANCES (Appendix 1)

General fund

General fund is expected to be a lower than budgeted deficit of £21k. Cost of additional hours for Communications Officer (currently on a temporary basis) is offset by lower travel costs whilst Gill is serving as President of Conference.

Advance fund

We have received significantly higher distributions from Circuit Model Trust Funds and Property Fund levies than budgeted. These are inherently hard to predict. There remain a number of potential New Christian Community applications in the pipeline, albeit progressing slowly, but fewer applications for building projects and other employed roles than we have seen previously. See discussion in strategy update about size of grants for New Christian Communities. We will carry forward approximately £550k of uncommitted funds into the next Connexional year.

Restricted funds

These continue to perform largely in line with budget.

The Peak Park Rural Development Enabler fund needs to raise a further £13k between now and 2026.

Conversations will be held in the coming months with funding partners for the Persian Ministry Development Enabler to confirm funding for years 4 and 5 of the project. Our contribution is already confirmed for the full five years, subject to the viability of the role.

We will likely carry forward a small deficit of less than £2k on the Learning Network regional fund. This carries the cost of regional retreats and events. It is funded through individuals paying to attend retreats, districts subsidising ticket prices for events their members attend, and occasional top up funding from districts. With the region having increased from three to five districts this year, we will not be able to agree priorities for future events and funding plan until all the Chairs have had opportunity to meet with Learning Network staff.

Because accounting rules do not permit a restricted fund to be in deficit, we will make a temporary transfer from the general fund at the year end to cover this.

CHARITY COMMISSION

I have still not been able to submit our annual return, because the Charity Commission website upgrade is unable to cope with people like me who use different email addresses for different trusteeships. The Charity Commission website states they are alert to this situation and that charities will not be penalised. I have however received and replied to an email from Charity Commission asking that we update our details. Other trustees may have received this communication too.

STEWARDSHIP GENEROSITY REPORT

Stewardship is a Christian charity supporting churches in their fundraising and administration. They have recently released [results of a detailed survey of charitable giving by Christians](#). In a context where lack of income is regularly felt to be a limiting factor on our mission and ministry, their key findings seem relevant and helpful for us:

Active faith



Active disciples donate more of their income to all causes than the general population. People whose faith is considered engaged (which Stewardship define as reading the Bible independently at least a month) give donate twice as much of their income vs people who attend church regularly (at least monthly), and five times as much as people who attend church less than monthly ("cultural Christians"). There are obviously

many reasons why we would want to encourage people to deepen their journeys of discipleship

Connection to causes



Most people give or give more in response to an appeal or personal approach, rather than being pro-active in seeking causes to donate to. **How often do we talk about giving, generosity and use of money (beyond praying over the offertory plate) in our worship, preaching and teaching? How could we support Local Preachers, stewards and treasurers to talk about this more?**

People give more when they feel connected to a cause that can make a difference. **How often do our churches make explicit links between giving and the positive impact that this money will achieve through mission and ministry? How does this compare to communications from other charities you support?**

Unlocking the giving potential



50% of people cannot afford to give any more than they do. But 50% can afford to – these people refrain from giving more because they do not trust that donations will be used well. **How do you decide you can trust a charity with your money? What can our churches do to convince those in our congregations who can afford to give more that increased giving will make a difference?**

People who discuss their giving (e.g. to encourage others to support a cause) give more themselves. American Methodist Robert Schnase talks about the importance of testimony about tithing in the *Extravagant Giving* chapter of [Five Practices of Fruitful Congregations](#). **What causes/ charities do you talk publicly about your support for? Could you invite someone to share testimony about their giving in their church?**

Neil Harland

2 July 2024

APPENDIX 1 – YTD FINANCES

	Actual YTD	Budget YTD	Var	Forecast FY	Budget FY	Notes
UNRESTRICTED FUNDS						
District assessment	87,818	87,818	-	117,091	117,091	
Other income	3,400	189	3,211	5,000	250	1
	91,218	88,007	3,211	122,091	117,341	
<u>Manse & flat</u>						
Letting income	8,280	8,442	(162)	11,045	11,261	
Costs	(10,688)	(13,257)	2,569	(15,000)	(17,673)	
	(2,408)	(4,815)	2,407	(3,955)	(6,413)	
<u>Safeguarding</u>						
Employment costs	(21,276)	(21,276)	-	(28,366)	(28,366)	
Other	(1,468)	(2,142)	674	(3,000)	(3,000)	
	(22,744)	(23,418)	674	(31,366)	(31,366)	
<u>HR</u>						
Income	12,296	9,576	2,720	16,788	12,768	2
Employment costs	(21,792)	(17,649)	(4,143)	(27,557)	(23,537)	
Other	(1,515)	(1,494)	(21)	(2,000)	(2,000)	
	(11,011)	(9,567)	(1,444)	(12,768)	(12,768)	
<u>Retreats & events</u>						
Income	380	3,500	(3,120)	500	3,500	
Costs	(10,963)	(17,378)	6,415	(15,000)	(18,000)	
	(10,583)	(13,878)	3,295	(14,500)	(14,500)	
<u>Other costs</u>						
Admin & comms employment	(36,966)	(35,802)	(1,164)	(50,255)	(43,775)	3
Other office costs	(17,371)	(16,466)	(905)	(22,300)	(22,300)	
Chair & volunteer expenses	(2,479)	(10,494)	8,015	(6,000)	(14,000)	
Learning & development	-	-	-	-	-	
Surplus/ (deficit) before transfers	(12,344)	(26,433)	14,089	(19,054)	(27,781)	
Transfer to Learning Network	(1,607)	-	(1,607)	(1,607)	(2,000)	
Transfer to other funds	-	-	-	-	-	
Surplus/ (deficit) on unrestricted funds after transfer	(13,951)	(26,433)	12,482	(20,661)	(29,781)	
Advance fund						
Income	413,175	180,000	233,175	415,000	180,000	4
Transfer to other funds	-	-	-	(21,954)	(26,000)	
Mission employment costs	(72,966)	(74,047)	1,081	(98,413)	(99,494)	
Mission other costs	(3,111)	(5,337)	2,226	(10,000)	(10,000)	
ONE Programme	(3,770)	(15,003)	11,233	(7,500)	(20,000)	5
Energy survey grants	(1,249)	-	(1,249)	(4,000)	-	
Other grants	(21,000)	(74,997)	53,997	(41,000)	(100,000)	
Other costs	(1,497)	(747)	(750)	(5,000)	(1,000)	
Surplus/ (deficit) on advance fund	309,582	9,869	299,713	227,133	(76,494)	

- 1) Higher interest income than budgeted
- 2) HR Officer now also providing hours to Darlington District, at no extra cost to our district
- 3) Increase in Comms Officer hours
- 4) Property fund levy, CMTF distributions and interest income higher than budgeted
- 5) 3 interns appointed vs 8 budgeted

	Actual YTD	Budget YTD	Var	Forecast FY	Budget FY	Notes
RESTRICTED FUNDS						
MDSW						
Employment costs	(3,371)	(2,290)	(1,081)	(3,371)	(2,290)	6
Other costs	(31)	-	(31)	(163)	-	
	(3,402)	(2,290)	(1,112)	(3,534)	(2,290)	
Peak rural enabler						
Income	49,210	45,830	3,380	59,578	47,000	7
Transfer from other funds	-	-	-	9,954	14,000	8
Employment costs	(29,730)	(29,700)	(30)	(39,599)	(39,599)	
Other costs	(13,337)	(13,752)	415	(18,338)	(18,338)	
	6,143	2,378	3,765	11,595	3,063	
Learning Network region						
Income	14,649	-	14,649	14,700	10,000	
Costs	(17,789)	(9,000)	(8,789)	(18,500)	(12,000)	
Transfer from other funds	1,607	-		1,607	2,000	
	(1,533)	(9,000)	7,467	(2,193)	-	
Persian ministry						
Income	7,971	32,000	(24,029)	33,580	32,000	
Transfer from other funds	-	-	-	12,000	12,000	
Employment costs	(30,150)	(30,150)	-	(40,198)	(40,198)	
Other costs	(3,457)	(7,452)	3,995	(9,500)	(9,937)	
	(25,636)	(5,602)	(20,034)	(4,118)	(6,135)	
NPNP Pilot						
Income	10,000	30,000	(20,000)	30,000	30,000	
Costs	-	(30,000)	30,000	(26,000)	(30,000)	9
	10,000	-	10,000	4,000	-	
Surplus/ (deficit) on restricted funds	(14,428)	(14,514)	86	5,750	(5,362)	
Total all funds	281,203	(31,078)	312,281	212,222	(111,637)	

6) Using up remainder of Mission Enabler grant, thereafter part of Advance Fund cost.

7) Three year TMCP grant received as lump sum

8) Part of our current year contribution was made last year to avoid deficit on the PPRDE fund

9) Payments to Derbyshire North East reprofiled to help their budgeting

Applicant	Grant Description	Total offered £	Prior years payments/ lapses £	Paid this year £	Lapsed £	Remaining to pay £
GRANTS FROM PREVIOUS SCHEME						
Doncaster Circuit	town centre outreach worker	33,000	23,000			10,000
Edale MC	historic chapel renovation (up to 10% of project)	20,000	19,600			400
Sprotbrough MC	families worker	12,000	5,000			7,000
Peak Circuit	Hub at Hope development worker	27,000	19,000	8,000		0
TRANSFORMING MISSION GRANTS						
Derbyshire North East	Left Behind Places	20,000	5,600			14,400
Manor Church & Community Project	community cohesion & outreach worker	23,023	10,341	5,008		7,674
Sheffield Circuit	mental health coordinator	20,000				20,000
Doncaster Circuit	NPNP Rossington (phase 1)	20,000				20,000
Trinity Circuit	Facilities & Community Manager	20,000		10,000		10,000
PROPERTIES FIT FOR MISSION GRANTS						
The Grove	Growth of the Grove	20,000		20,000		0
Peak Circuit	Peak Wesley Way	14,000		14,000		0
Stocksbridge Christian Centre	community hub & food matters	20,000		20,000		0
SAPLC	emergency spire repair	12,000				12,000
St Johns Swinton	youth house roof	4,000		4,000		0
Totley Rise	riverbank stabilisation	3,000			3,000	0
Broom	AV & kitchen	4,000				4,000
		0				0
Total main grants		272,023	82,541	81,008	3,000	105,474

	31-Aug-23 Actual £	30-Apr-24 Actual £	YTD Movement £	
Fixed assets	211,898	209,621	(2,277)	
Debtors and prepayments	25,030	80,857	55,827	Includes £30k to Edale Methodist Church, £11k to Enable Housing repayable in instalments by 2029, £38k to Freedom repayable by 2028.
CAF	12,087	17,036	4,949	
TMCP	525,250	770,580	245,330	
MWiB	1,824	1,824	-	
CFB	80,274	12,976	(67,298)	
Total cash	619,435	802,416	182,981	
Grants payable	(165,264)	(101,256)	64,008	
Held for other organisations	(538)	(538)	-	
Other	(10,477)	(29,011)	(18,534)	
Total creditors	(176,279)	(130,805)	45,474	
Net assets	680,084	962,089	282,005	

FUNDS	31-Aug-23 Actual £	30-Apr-24 Actual £	31-Aug-24 Forecast £
Unrestricted funds	296,752	283,577	276,091
MDSW	3,534	132	-
Peak Rural Enabler	-	6,143	11,595
LN region	646	(888)	(1,547)
MWiB	1,824	1,824	1,824
Persian ministry	32,547	6,912	28,429
NPNP Pilot	14,000	24,000	18,000
Restricted funds	52,551	38,123	58,301
Advance Fund	330,782	640,391	557,915
Total funds	680,085	962,091	892,307

Unrestricted liquid funds (months spend held)			
General fund	6.3	5.2	4.8
Advance fund	24.4	56.8	49.5

MISSIONAL GRANTS OVERVIEW

9 JULY 2024

District funding is available to support Transforming Mission and Properties Fit For Mission projects. Full details of our current scheme and what we have said we will prioritise are available at <https://www.sheffieldmethodist.org/what-we-do/finance-fundraising.html>



NEW GRANT APPLICATIONS

The Terminus Initiative

Application for £20k grant towards core costs of this ecumenical Christian charity over the next three years as it undertakes a period of significant growth. In practice the hardest cost for them to seek non-church funding for is the Community Outreach Manager/ Chaplain (in the budget as “Manager”), as this role includes significant elements of evangelism and discipling within its remit.

Terminus has previously been supported by District and Connexional grants at earlier stages in its development. We have previously supported other organisations, such as Freedom Community Project, with grants to support incremental phases of growth.

Sheffield Circuit have recently confirmed a fresh grant towards Terminus.

The finances of the charity currently rely on restricted grants from several organisations, plus a small amount of locally earned/ donated income. The enclosed budget shows ongoing income and expenditure, and excludes capital costs, the associated funded Operations Director role, and the long term income streams which are intended to flow from this investment and expansion.

EVALUATIONS FOR EXISTING GRANTS

Persian Ministry Development Enabler

Technically not a grant, since the finances are recorded as a restricted fund in our accounts. However in practice we are one of several Methodist organisations that provide fixed funding towards this role. As noted in the evaluation, this work is making progress notwithstanding significant challenges over the last three years.

Neil Harland
Mission Enabler
3 July 2024

APPLICATION TO SHEFFIELD METHODIST DISTRICT 2024

Dear Friends

Would you please prayerfully consider this application for a grant of £20,000 to enable The Terminus Initiative to move forward with its exciting expansion plans to reach a wider demographic on the estates of Lowedges, Jordanthorpe and Batemoor.

Although you have previously funded towards the role of the Community Outreach Manager/Chaplain over the last 3 years, the fruit of this work is the emerged ecumenical church at the margins with a ministry of 30 regular attendees at Friday Worship. The Terminus is supported by the local Anglican, URC and LEP churches, however it has always been recognised that it was birthed by Greenhill MC, and continues to be supported by them with volunteer and financial support.

The Terminus reaches out to and serves in excess of 200 people from the community, with numbers of more than 400 people being reached at specific community events.

OUTLINE OF PREVIOUS 3 YEARS

The Terminus Initiative serves a community on the social housing estates of Lowedges, Batemoor and Jordanthorpe. Lowedges is situated in the Beauchief and Greenhill ward, which is ranked the 10th most deprived ward in Sheffield, and 65% of people living in Batemoor and Jordanthorpe are amongst the 10th most deprived in the country. The estates also have the third highest number of elderly residents in Sheffield, with many of these suffering from isolation and loneliness.

THE VISION

Successes of The Terminus Over the Last 3 Years

The work of the Community Outreach Manager has been successful enough for the Trustees to prayerfully consider moving to a bigger space more centrally located on the Estate, where there is opportunity to reach out to a wider demographic of people.

This move has sparked interest from the Michael Church, which belongs to the URC (and whose minister sits on our Board of Trustees), as they are in the process of closing down their worshipping community because of numbers being so small. Negotiations between TTI and The URC have culminated in an agreement for The Terminus to take over the management of the Michael Church, utilising the income from the community groups who rent the space. The Michael is also the home of Grace Food Bank, which is a much needed and ever expanding resource on the estate.

In addition, the Community Outreach Manager has made contact with a local Christian businessman whose company has a Trust – The Gavins Foundation - and he has agreed the purchase of an additional building which sits adjacent to the Michael to enable the Terminus to really expand its reach in sharing the gospel through worship and practical ministry. He is currently working with us in an advisory and mentoring capacity to recruit other Christians and members from the community with skills to ensure that the 'new' Meeting Place is the central hub for the community, with as many people as possible being invited to come to know Jesus.

The future of the new place will include a space for mothers and babies, a daily drop in for school children, community lunches, citizens' advice and debt services, groups for men, art

and crafts groups, recovery church, support for domestic abuse victims, youth club, continuation of Friday worship, alpha type courses and discipleship courses. These groups will be facilitated during the day as well as in the evenings to ensure that working people from the community are included in our outreach. In addition, the services will include the Health and Wellbeing team work, funded by Sheffield City Council, and the Warm Welcome Spaces Worker (also funded by the council). The new and bigger space will enable the work of the Community Outreach Manager to expand the reach of the community on the estate, and actively recruit able and skilled volunteers to facilitate the new missional programs too.

There are also plans to host seasonal events including Easter, Christmas, Summer Fayres etc.

Between the new Meeting Place and The Michael Church building, there is multiple opportunity to offer mission and worship.

Funding by the Gavins Foundation is providing us with the new building, money towards fixtures and fittings and making the building fit for purpose, and part-funding for the role of the new Operations Director (for 3 years) to manage the staff, oversee the day to day operations of TTI (strategy, finance and budgeting, and to manage the move to the Michael and the new Meeting Place.

This leaves us with a shortfall to secure funding for the new ministries, equipment (furniture, appliances, flooring, shelving, soft furnishings, pa equipment, internet installation etc, as well as our regular and ongoing core costs.

THE JOURNEY

We have arrived at this proposal through two factors:

1. The success of the face to face ministries created and facilitated by the Community Outreach Manager, means that the community space is at capacity in terms of numbers, particularly when it comes to Friday Worship. This means there is no further room for growth in this group.
2. The current premises rented by The Terminus is no longer fit for purpose, both in terms of limited space (due to the success of its growing community of faith and outreach programs), and poor condition of the building which falls victim to leaks and other faults, every time there is significant rainfall. In addition, the rent has been up for renewal and The Terminus are facing a 60% rise in rent fees.

The above sparked a discussion about the Terminus' future, and began discussions with the Yorkshire Congregational URC to potentially move into the Michael Church, and take over the management costs, thus providing a continued home for the foodbank and other community users, as well as providing a bit extra space for Terminus Outreach activities.

The Community Outreach Manager initially secured funding from The Gavins Foundation, to enable this move to take place. However upon really seeing the work being done so far by The Terminus, and the potential of this move to reach a much wider community, an offer was made to purchase an empty shop unit (formerly a co-operative building and 6 times the size of our current premises) located adjacent to the Michael Church.

During this process, we have listened to, and taken the advice of a Management Consultant, who has been working with us over the past 12 months, as well as the Chief Executive of The Gavins Foundation, who is a Christian, keen to reach as many people

on Lowedges as possible with the gospel, and has a successful multi-million pound Global Enterprise, and is providing us with mentorship.

There are approximately 10,000 people living on the estates of Lowedges, Jordanthorpe and Batemoor, meaning that to date we have been able to reach only a small proportion of the community, with much scope for expansion. Our ideas have been tested over the last 3 years through the success of our existing groups, and networking with other organisations in Sheffield who offer services that we currently don't for example, recovery church, freedom course for victims of domestic abuse. We will continue to connect with partner organisations throughout the wider reach of Sheffield in places which include Dore, Totley, Woodseats, Greenhill, Norton, city centre and Mosborough. We already network with these areas through Sheffield and individual area Leaders in Prayer Network meetings.

TEAM

The Terminus employs a **Health Improvement Worker**, and part-time **Operations Administrator**, who are funded out of Sheffield City Council's People Keeping Well grant. This grant has supported the Healthy Living Team for some 17 years and has committed to securing this funding for at least the next 5 years. The core aims of this money is to fund the staffing and outreach work which addresses the physical, mental, and emotional wellbeing of the community, through various activities such as support for carers, local sports, arts & crafts, out in nature and healthy holidays (formerly school holiday hunger).

There is a 3rd staff member, **Community Development Worker for Welcome Place**. This role is funded by another local authority grant to connect and link welcome spaces in the immediate community and other surrounding areas.

The Terminus holds such a position of trust, that in the last 18 months, we have become the lead partner for the People Keeping Well fund, and as such now hold the entire fund for the South Sheffield Local Area, distributing money to other community organisations to promote health and well-being throughout the South Sheffield Region. The Health Improvement worker delivers some of these groups. namely Women's Conversation Club, Health Walk and Arts and Craft Group.

The Community Outreach Manager/Chaplain

The Community Outreach Manager's post started in March 2021, and was initially funded as a part-time post (3 days a week) by The Methodist circuit, district and connexion. It soon became clear that the post warranted a full-time position, and so The Lauderdale foundation agreed to fund a 2 further days per week, making this a full-time position for 3 years. The funding for this role is due to run out in June (Methodist funds) and December (Lauderdale funds) of this year. Continued funding for the next 3 years has been granted by The Sheffield Circuit, and there is a further application pending with Lauderdale.

New Post : Operations Director

The Terminus is currently in the process of recruiting an Operations Director to take on the overall management of TTI, and to oversee an exciting move to a bigger premises, funding for which is being granted by a Sheffield Trust (The Gavins Foundation) and Sheffield City Council. More details can be found later in this document.

The members of the Team responsible for steering and directing this project to date are the Trustees of The Terminus, and the Community Outreach Manager, with mentoring from the Chief Executive of The Gavins Foundation. There are a variety of skills here from business operations, finance and ministry.

Oversight of the project will be managed by the newly appointed Operations Manager, who will be accountable to the Trustees, and The Community Outreach Manager who will lead and support the day to day activities. The team financed by Sheffield City Council will continue to lead in our health and wellbeing work, and any future staff employed will be to assist the lead roles of outreach and health and wellbeing.

Markers of Fruitfulness

The project has 4 steps of fruitfulness, following the model we have successfully achieved through Friday worship. This we envisage to grow over the next 5 years:

Step 1 Inviting community to a safe space in which they feel loved and cared for through our ministries outlined above, eg youth work, mothers and toddlers, singing group, coffee morning, community lunches etc.

Step 2 Exploring God, Jesus and the Bible through discussion groups and exploration courses, eg Alpha etc. Expanding our reach through our Friday Worship : extra space means extra capacity.

Step 3 Growing and nurturing discipleship and lives being shaped by relationship with Christ. Smaller groups, bible study groups.

Step 4 Nurturing new leaders emerging from the project.

RISKS/RESPONSE

The greatest risk is that money will run out – the response is, with mentoring help from The Gavins Foundation, we are formulating a plan of Long Term Sustainability.

The Gavins Foundation is granting TTI these funds on the basis that we agree to work towards becoming self-sustaining in the next 3-5 years. On this basis, he is providing advice and mentoring on establishing an enterprise within the new premises alongside the outreach work, which will go some way to securing the future of the Outreach Manager's role, as well as other staff costs. In the first instance, the enterprise will most likely be a retail premises (charity shop), as there is nothing of this kind at present in the community. The building is located in a prime position on a parade of other shops and services, so should attract a healthy footfall.

We are launching a 'Friends of Terminus' Group to invite members of the community and beyond to join us on our journey through support with time and finance.

Donations: we receive regular cash donations at our groups, as well as a TTI 500 Club initiative which invites people to donate regularly to the Terminus by Direct Debit. This is a small club at the moment, but there are plans to have a re-launch once we are established in our new premises.

FINANCES

Please find attached our annual accounts as well as our recent financial statement together with an annual costing forecast of the ongoing and new ministries we wish to offer in year one.

I believe we have secured £24,000 from the Sheffield Circuit towards the Community Outreach Manager's role, spread over 3 years.

We have requested £49,000 from Lauderdale to cover the Community Outreach Manager's role, spread over 3 years.

Sheffield City Council has granted £7,700 split between the Community Outreach Manager's role, food costs and core costs.

The Gavins Foundation - Funds towards the new Operations Manager post, purchase of the new premises, £30,000 towards refurbishment.

Gavins Foundation has also invited us to apply to them for £9,800 towards the cost of the childrens and youth work.

Laing Family Trust – application in for £10,000 towards the children and youth work.

B&Q/Screwfix – to apply for kitchen installation and appliances

Other funders we will be applying to are Benefact, Trusthouse Forte, Joseph Rank.

The Terminus Initiative

Financial Activities by Class - Cash

Forecast

	Y1	Y2	Y3
Income			
Subscriptions 500 Club	1,010.00	1,010.00	1,010.00
Donation from Breakfast Club	280	280	280
Donation from Coffee Morning	100	100	100
Donation from Fellowship Income	600	600	600
Donation from Singing Group Income	500	500	500
Donation	2,000.00	2,000.00	2,000.00
Upper Rooms (General)	5,000.00	5,000.00	5,000.00
Total Income	£9,490.00	£9,490.00	£9,490.00
Grants			
Dementia Grant	5,000.00	5,000.00	5,000.00
PKW Income	53,298.62	53,298.62	53,298.62
Management fee	4,036.00	4,036.00	4,036.00
Resilient Communities Grant	25,000.00	25,000.00	25,000.00
Healthy Holidays Income	3,800.00	3,800.00	3,800.00
The Meeting Place Income			
Homework Club Grant (TTI Squad fund)	500	500	500
Warm Spaces income	500	500	500
Lauderdale Trust Grant	20,000.00	20,000.00	0
Gavins Foundation	3,800.00	3,800.00	3,800.00
Methodist	8,000.00	8,000.00	0
Women's Conversation Club (WCC)	4,000.00	4,000.00	4,000.00
Total Grants	£127,934.62	£127,934.62	£99,934.62
Michael Church Rentals	20,000.00	20,000.00	20,000.00
TMP Room Hire	3,445.00	3,445.00	3,445.00
Total Income	£160,869.62	£160,869.62	£132,869.62
Cost of Sales			
Healthy Living Centre Expenses			
Dementia	5,000.00	5,000.00	5,000.00
PKW Expenses	53,298.62	53,298.62	53,298.62

Resilient Communities Spend	25,000.00	25,000.00	25,000.00
Healthy Holidays Income	3,800.00	3,800.00	3,800.00
Women's Conversation Club (WCC)	4,000.00	4,000.00	4,000.00
Total Healthy Living Centre Expenses	£91,098.62	£91,098.62	£91,098.62
TMP Expense			
Friday Fellowship spend	200	200	200
Homework Club (TTI Squad fund) expenses	200	200	200
Coffee Morning	100	100	100
Breakfast Club	200	200	200
Singing Group	200	200	200
Warm Spaces	500	500	500
Managers wages	35,965.44	37,763.72	39,651.91
Total TMP Expense	£37,365.44	£39,163.72	£41,051.91
Total Cost of Sales	£140,636.01	£140,636.01	£140,636.01
Expenditures			
Staff Expenses	0	0	0
Upper Rooms payroll (Domestic)	2,379.48	2,703.96	2,912.04
volunteer expenses	100	100	100
Staff Training	200	200	200
Travel	200	200	200
Total Staff Expenses	£2,879.48	£3,203.96	£3,412.04
TTI GENERAL EXPENDITURE	2,500.00	2,500.00	2,500.00
Admin Expenses	200	200	200
Insurances	1500	1700	1900
IT Expenses	200	200	200
membership fees	180	180	180
Stationery	150	150	150
Telephone	1,200.00	1,200.00	1,200.00
Total Admin Expenses	£5,930.00	£6,130.00	£6,330.00
Premises Costs			
Rates	0	0	0
Rent	0	6,580.00	6,580.00
Repairs & Maintenance	0	0	0
Cleaning	5353.92	6084	6552
Electricity	5000	5000	5000
Gas	4000	4000	4000
Water	1000	1000	1000

Total Premises Costs	£15,353.92	£22,664.00	£23,132.00
Professional Fees	600	600	600
Website expenses	200	200	200
Total Expenditures	£24,963.40	£32,797.96	£33,674.04
Net Income/(Expenditure)	-£4,729.79	-£12,564.35	-£41,440.43

INTRODUCTION

The Persian Ministry Development project started in August 2021, whilst the covid pandemic was still impacting church and other activities. Evolving plans for the project had already been discussed with stakeholders for some time. This report summarises progress to date against the originally planned programme of activities and sets out priorities for the coming year. It also recaps the five year objectives of the project, and gives an early indication of progress towards these.

Some progress of this work has been slower than originally expected. This has in part been due to changes in personnel and circumstances for the churches and circuits involved. This includes the congregation (including its Farsi speaking members) in Hexthorpe, Doncaster, having left the Methodist Connexion. Notwithstanding this complication, Iranian Christians continue to relate across denominational divides. The Doncaster congregation are now paying Methodism in full for 12.5 hours per week of Arman's time. This report for Methodist stakeholders therefore speaks primarily to work being undertaken in Hull and Sheffield, but recognising there are some aspects where we work across denominational boundaries.

Not all of the people this work reaches out to are asylum seekers, but many are. Our ability to engage with people continues to be subject to restrictions on accessing the places where they are housed and their being relocated around the UK at short notice. We will often find that we are getting to know people and then they are moved elsewhere in the UK at no notice. Or that once they have been granted asylum they must quickly take up work wherever in the UK they can find it because government support with housing and other living costs is minimal. Hospitality is important in Iranian cultures, and so living in hotels without basic resources is limiting.

We are operating across cultural differences with people fleeing oppression, who have endured further multiple traumas during their journeys to the UK. These people may fear that the Iranian state will discover their location or relationship with us, and that this can put family in Iran at risk.

We also ministering in a context where Iranian asylum seekers having or exploring Christian faith has been a recurring focus of political "culture wars". The legal framework and Home Office ways of working have changed multiple times in recent years, with none of these changes being designed to make it easier for asylum seekers to feel welcome or build relationships in the neighbourhoods in which they are living.

ACTIVITIES

Focus	Planned actions	Progress	Next steps
TRUSTED ORGANISATION <i>improve networking/signposting</i>	Build relationships with governmental/third sector organisations, demonstrating our cultural understanding/track record/integrity/provision of supportive host church and Persian community.	In Sheffield Arman has some ongoing dealings with City of Sanctuary Sheffield (co-ordinating charity of asylum support), and his activities are based at 35 Chapel Walk (part of the Victoria Hall church premises) next door to CoSS. Arman attends Open Doors drop in sessions at Princes Avenue Methodist Church in Hull most weeks, offering translation support.	

Focus	Planned actions	Progress	Next steps
	Enabling them to signpost people expressing interest in joining a church group towards us	Bible studies follow on from this. Open Doors is a Methodist birthed charity, still working in close partnership with Princes Avenue.	
HONEST IMMIGRATION SUPPORT <i>increase effectiveness, efficiency of support</i>	<p>Respond pro-actively with support for asylum claims/appeals, often including confirmation of risk due to Christian faith. Provide letters and attend court cases as necessary.</p> <p>We have learnt what UK Visa & Immigration need to know, but take care not to make unverifiable claims about faith, stating only what we have observed.</p> <p>Only offer baptism on completion of baptism courses (own language/translated), regular attendance/participation.</p>	<p>Arman is now responsible for providing letters of support for asylum applications, with Rev Helen Hickson providing additional letters confirming the baptisms she has conducted. Previously letters of support relied on ordained ministers' time to write.</p> <p>There has been some Home Office acceleration of dealing with the backlog of applications this year. The Rwanda deportations policy is causing great anxiety amongst asylum seekers. Our ability to engage with and support asylum seekers will continue to be at risk from changes in government policy.</p> <p>We have always taken great care to ensure that baptism classes and conversations in all locations are not rushed and that applicants have an appreciation of the faith they wish to be baptised into. Most of those who have been baptised through the project have remained engaged with us afterwards. A greater challenge to ongoing discipleship development comes from people being required to relocate in search of work once they have been granted refugee status.</p>	It is likely that the asylum system will change again in the coming year, and we may need to respond to this.
ONGOING LEARNING & DISCIPLESHIP <i>allow regular teaching in Farsi, by staff, then Persian local preachers</i>	<p>Weekly study sessions, recognising that people may be keen to explore/have a strong faith, but lack inherited knowledge of Bible/Christian theology.</p> <p>Teaching has generally been from English-speaking ministers/preachers with translation</p>	<p>Bible studies in Hull have recovered from very small numbers after covid. We have provided Farsi Bible study plus a separate baptism and membership classes as required in both Doncaster and Hull. The majority of those attending are exploring Christianity.</p> <p>The Bible study started in central Sheffield has continued with a small but growing core membership.</p> <p>Translation into English of Farsi baptism course developed by Arman has started.</p>	<p>Develop and share English-Farsi teaching resources.</p> <p>We will focus on the Bible study group in Hull, and how we can make this more owned and shaped by its participants. From this we hope it will</p>

Focus	Planned actions	Progress	Next steps
			encourage greater depth of engagement for both longstanding and new members.
DISTINCTIVE INCLUSIVE LEADERSHIP <i>develop lay leadership, Methodist Way of Life as tool for ongoing discipleship</i>	<p>Through instruction, worship, modelled behaviour we teach Methodist understanding of Christian leadership.</p> <p>e.g. importance of consultative decision-making & lay leadership, equality of women</p> <p>Often requires taking great care not to inadvertently reinforce models of religious leadership previously subjected to under repressive regimes</p>	<p>In Hull we have had some Iranians starting to take on roles within the life of the church, and with gifts and willingness to do more. Some of these people have had to move away from Hull in search of employment. This remains a key challenge to developing lay Iranian leadership.</p> <p>The Sheffield group is still small and only started in December 2022. Regular attendees have been confident to invite new people and to record conversations and share these with distant family members.</p>	<p>To continue to be alert to potential emerging Iranian leaders in Hull, and to prioritise creating bespoke opportunities for people to grow as leaders.</p> <p>To explore whether Methodist Way of Life is a relevant framework for this ministry.</p>
OWN LANGUAGE WORSHIP <i>facilitate sharing of worship resources, Persian worship leaders/preachers</i>	<p>Weekly opportunities for people to worship in their own language.</p> <p>Could be a separate Farsi/other language or truly multi-lingual worship</p> <p>Already built resource bank of Farsi-language worship songs</p>	<p>In Hull Arman is now involved in leading worship approximately twice per month, attending worship planning on these weeks. Worship generally includes one Farsi song each week. Some Iranians take part in leading of worship.</p>	<p>Produce and share translations of key Methodist liturgies – Holy Communion, baptism, reception into membership etc.</p>
HOST CHURCH <i>support host churches in being even better hosts, understanding cultural differences</i>	<p>Persian Methodists have own identity, but are attached to host church.</p> <p>Provides stability/practical support, also opportunities for cross-cultural sharing, welcome, integration.</p>	<p>Arman is becoming more widely known within Hull and Sheffield circuits.</p> <p>In Sheffield, the Sunday morning congregation at Victoria Hall is growing and becoming increasingly international. They have been recently awarded Church of Sanctuary status.</p>	<p>Sheffield – build links with Victoria Hall Sunday congregation and explore possibilities for partnership with Highfield Trinity where several settled Iranians worship.</p>

Focus	Planned actions	Progress	Next steps
GATHERING & CELEBRATION <i>create regional/national Methodist gathering</i>	<p>Local social gatherings, travelling for regional/national conferences/celebrations are important features of Persian culture.</p> <p>Congregations hold periodic social/fellowship gatherings, often attended by community beyond the regular congregation/who have left the immediate area</p>	<p>“Iranian Nights” social gatherings are being held in Sheffield and Doncaster and engage people beyond those who attend the Bible study group.</p> <p>Occasional social events have been held in Hull. Keeness has been expressed to hold these more often, but volunteer capacity has been a limiting factor.</p>	<p>Work with national Methodist network to arrange national residential conference for Iranian Methodists. As a precursor to these we will host periodic ecumenical regional Sunday celebration gatherings.</p>
INFECTIOUS INVITATION	<p>Members are keen to share faith they have discovered.</p> <p>Some have developed secure methods of secretly relaying recording of services to friends and family in Iran.</p>	<p>Most people have joined our new Sheffield group have been through invitation from those who attend.</p> <p>In Hull invitation from existing study group members/ worshippers has been a key route by which new people join us.</p>	
PASTORAL SUPPORT <i>improve pastoral systems</i>	<p>Complex pastoral/mental health needs inherent in communities built largely of refugees</p> <p>Congregations and local ministers provide pastoral support as required.</p>	<p>In Hull in particular Arman has emphasised that he is available to provide 1:1 pastoral support, but this is not regularly taken up, potentially due to cultural sensitivities.</p> <p>In Sheffield the new group has been more relational.</p>	
CONNEXION & NETWORK <i>create systems/networks to link people into a new church, including launching new Methodist Persian congregations</i> <i>create recognised network of Methodist</i>	<p>Members of our congregations often relocate within the UK, breaking links to supportive Christian community (involuntary moves by Home Office/ in search of work)</p>	<p>We have started a national network of Methodists ministering with Iranians (including people from 13 circuits), which has now met twice, with plans to meet regularly. Some Methodists in London are looking at the work we are undertaking as a potential template for how they might grow their work with Iranians.</p> <p>We have also met with Rachel Lampard as part of her mapping of Methodist work with refugees.</p> <p>Arman continues to develop networks with other Farsi-speaking church leaders of different denominations across the UK. This helps put people</p>	<p>Regular meetings of national network, effective sharing of resources.</p> <p>Sufficient presence for Methodists starting to work with Iranians to know of and access our support</p>

Focus	Planned actions	Progress	Next steps
<i>Persian congregations able to support each other with preaching, common challenges; but also each relating to supportive local geographical circuits.</i>		<p>who are relocated in touch with churches in their new towns. Across denominations this work is often reliant on key individuals, and so fluctuates unpredictably in location and scope.</p> <p>In Sheffield Arman maintains links with other churches reaching out to Iranians (currently primarily Cemetery Road Baptists and Christ Church Central).</p> <p>In Hull there is now more ecumenical networking, led by Helen. Some other churches are providing excellent Farsi language activities, so it will be important for us to clearly identify what we offer that is most distinctive in this ecumenical context.</p>	

OUTCOMES

Through these activities we set out to achieve the following long term outcomes over a five year period:

Nurturing disciples Persian Methodists equipped to take up self-renewing leadership of congregations: hence better equipped to speak of Christ to others in their communities, continue to grow as disciples.

Outcome	Progress
Discipling Persian Christians/enquirers, through culturally-informed own-language studies	Studies are delivered weekly, but still reliant on Enabler and/or ministerial team
Identify/train/mentor leaders from within Persian fellowships	Most potential leaders we have identified have left due to relocation
Pathways to be in Connexion with wider Methodism	Not yet developed – currently largely ad hoc networks
Create trusted networks of churches to assist relocation within UK	Arman has links to increasing numbers of churches.

Equipping hosts English-speaking Methodists become excellent hosts to Persian and other new language-specific communities of believers, supporting nurturing of disciples

Outcome	Progress
Preachers, ministers, leaderships of English-speaking churches trained to respond to those whose prior experience of region is imposition by oppressive fundamentalist organisations/nation states	Not yet started beyond those directly involved
Churches equipped to better support claimants through asylum processes	Not yet started beyond those directly involved

Churches/circuits supported in starting new outreach to asylum-seeking communities	Not yet started beyond those directly involved
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Integrated kingdom work Methodism better able to support Persian Christians within/beyond our congregations, bring Methodist insights as historically lay-led marginal movement to ecumenical conversations

Outcome	Progress
Starting national Methodist Persian fellowship/network	Network for church leaders started. Not yet involving Iranian Methodists as a national network.
Create culturally appropriate/robust/pragmatic governance structures for Persian congregations/communities, compatible with Methodist ecclesiology	Governance primarily still led by Enabler and/or host churches
Bring strong authentic Methodist voice to ecumenical conversations	Informal ecumenical conversations with other churches engaged in ministry with Iranians maintained in Hull & Sheffield

Birthing new communities Impact: increased access to gospel for people that our experience tells will be keen to hear

Outcome	Progress
New Persian Methodist communities launched, with supportive host churches, most likely initially in Sheffield	New community in Sheffield starting to become established, but not yet with established relationship with circuit/ host church council.

Preparing for sustainable growth long term benefit from fixed term investment

Outcome	Progress
Lessons learned from this project transferable to other local migrant communities, e.g. Roma	Not yet applicable
Fixed-term role strengthens & equips local English-speaking and Iranian Methodists to continue to develop	Not yet becoming self-reliant

STEERING GROUP

The Persian Ministry Development Steering Group currently comprises Rev Leslie Newton (Chair of Yorkshire North & East District), Neil Harland (Mission Enabler, Sheffield District), Rev Helen Hickson (Hull Centre & West Circuit), Peter Vince (Hull Centre & West Circuit), Deacon Jackie Wright (Sheffield Circuit).

FINANCES

The table below shows only confirmed funding towards the project. Whilst we anticipated from the start that the project would likely need five years to embed change, different bodies are able to commit funding for different periods of time. The steering group remain grateful for the essential support of all financial contributors and will be holding conversations about funding for the remainder of the initially planned five year period with all partners this year.

Persian Ministry Development Enabler							
Financial summary							
31 May 2024	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	Total
	Actual	Actual	Actual	Forecast	Forecast	Forecast	
	£	£	£	£	£	£	£
CONFIRMED FUNDING							
Yorkshire North & East District		15,333	15,333	15,334			46,000
Sheffield District		12,000	12,000	12,000	12,000	12,000	60,000
Sheffield Circuit	14,000						14,000
Princes Avenue Methodist Church		3,333	3,333	3,333			9,999
Hull (Centre & West) Circuit		3,333	3,333	3,333			9,999
Doncaster Circuit		10,546	10,000				20,546
TKCC&J (Doncaster)				11,580	15,111	15,716	42,407
TMCP	15,000						15,000
Other funders	1,000		0	0			1,000
	30,000	44,545	43,999	45,580	27,111	27,716	218,951
EXPENDITURE							
Salary	2,050	31,299	33,089	34,604	36,958	38,436	
NIC		3,480	3,359	3,520	3,844	3,998	
Pension		1,539	1,925	2,076	2,217	2,306	
Travel		3,940	4,555	6,400	6,400	6,400	
Other event costs			40	1,000	1,000	1,000	
Other		671	49	2,077	1,537	2,537	
	2,050	40,929	43,017	49,677	51,956	54,677	
Surplus/ (deficit)	27,950	3,616	982	-4,097	-24,845	-26,961	
Balance carried forward	27,950	31,566	32,548	28,451	3,606	-23,355	

Notes:

- TKCC&J funding pays 100% of costs for time Arman spends working in Doncaster
- Sheffield Circuit contribution is lower than Hull because at the start of the project there were no regular Farsi language activities happening in Sheffield

Sheffield district consents

Barnsley update

Rev. Louise and the circuit have the letter that will be shared with the circuit meeting.
A number of other issues have come up in that time.

- **Darfield Vally** – This has come to light that a business has been using the premises on a license, they have made modification to the building with new carpets, decorating and removal of pews. We are unsure of what permission they were given to do this.
- Silkstone common – outstanding utilities have been found
- **Shafton** - outstanding utilities bill have been found that total 23k.
 - **Shafton** – despite still having community use, the circuit is moving towards sale. This would not meet the criteria that I give consent on and will be referred to the Property support group.
- Cudworth chapel is still licensed to Exodus youth, this is a religious charity that dose not have a 14a license to worship in place. A lease is being worked towards but will be met with a 14a question.

There are a number of highlighted issues on the consent excel sheet.

- There is a growing number of heating system replacements coming up, the district will at some point need to decide if it would like to aim for the 2030 new zero target.

DNE

- Hilston is licensed to freedom for exclusive use.
- Staveley is licensed to a church group for exclusive usage of part the building.
 - Both of these I've been told that the property steward dose not want to pursue a lease because of time and cost.
 - This is the position that Barnsley has found it self in.
- Inkersall legally is in a very tricky position with raising legal bills and liability.

Sheffield Circuit

- Work has been done on Coal Aston without conservation consent. This will likely be taken up with a retrospective planning application.
- Stocksbridge – The minster is pushing hard in timeframe despite being told by myself and TMCP that this would not be possible. They have already complained about me and TMCP to the super, I expect that this will come up again. I'm keeping notes of meetings and interactions with this person
- A grant application that I worked on for the circuit has been accepted with a partnership with the university of Sheffield – this is to look at heritage buildings and the use and need in the community.

Sheffield district consents

		Period	April - May 24			
Requirements. (1) Before giving consent under Standing Order 930 to any project the appropriate bodies must be satisfied that						
the church court which constitutes the managing trustees or is their parent body has adopted a mission policy statement with which the project accords		the plans take into account any guidance supplied by the Connexional Team or the district officers;	the trustees will have sufficient funds at their disposal to meet the cost of the project as it proceeds and any loans will be repaid in accordance with Standing Order 933 or 934(2), as the case may be.	Tendered	Before considering any project requiring its consent and affecting a building on which there is or should be a current quinquennial report the appropriate district or connexional authority may, if it thinks fit, require such a report to be produced to it.	Conservation
	no	no	yes	na	no	na
	no	no	yes	na	yes	na
	yes	yes	yes	yes	yes	yes
	no	yes	yes	no	yes	na
	no	yes	yes	yes	yes	na
	yes	yes	yes	yes	yes	yes
	no	yes	yes	na	yes	na
	yes	no	yes	na	na	na
	yes	yes	yes	yes	yes	yes
	no	no	yes	na		na
	yes	yes	yes	na	yes	na
	yes	yes				
	yes	yes	no	na	yes	yes
	yes	yes	yes	na	yes	yes
	yes	yes	yes	yes	yes	yes
Dispite gudience given - miniter wants lease in place before possible timeline has already complained about myself and TMCP about not responding.						
Currently on liscence - reason given that lease was to expensive and complicated						
Currently on liscence - reason given that lease was to expensive and complicated						
	yes	yes	yes	yes	yes	yes
	yes	yes	yes	yes	yes	yes
	yes	yes	yes	yes	yes	yes
	yes	yes	yes	yes	yes	yes
	yes	yes	yes	yes	yes	yes
unsure of current postion - suspect work has already been done						

[illegible]

Sheffield district consents

	Period	Jan - April 24
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Requirements. (1) Before giving consent under Standing Order 930 to any project the appropriate bodies must be satisfied that															
PROJECT ID	CREATION DATE	TITLE	PROPERTY	TRUSTEES	CIRCUIT	DISTRICT	PROJECT STATUS	COST	PREVIOUS AMENDMENTS	the church court which constitutes the managing trustees or is their parent body has adopted a mission policy statement with which the project accords	the plans take into account any guidance supplied by the Connexional Team or the district officers;	the trustees will have sufficient funds at their disposal to meet the cost of the project as it proceeds and any loans will be repaid in accordance with Standing Order 933 or 934(2), as the case may be.	Tendered	Before considering any project requiring its consent and affecting a building on which there is or should be a current quinquennial report the appropriate district or connexional authority may, if it thinks fit, require such a report to be produced to it.	Conservation
53324	18-04-2024	New boilers and insulation	Nether Green, 89 Nethergreen Rd	Nether Green	Sheffield (1)	Sheffield District (25)	Proposed		0	Yes	No	Yes	no	yes	
53321	18-04-2024	Solar Panels	Greenhill Methodist Church	Greenhill	Sheffield (1)	Sheffield District (25)	Awaiting Circuit Support		0	yes	yes	yes	no	yes	no
53317	17-04-2024	Lease of Cudworth Methodist Chapel	Cudworth Methodist Church	MC Barnsley North East	Barnsley (15)	Sheffield District (25)	Proposed		0	no	no	yes	N/a	no	
53311	16-04-2024	Roof Propping to enable the building to be used whilst a long term solution is decided and agreed	The Wells, North Anston	North Anston	Trinity (19)	Sheffield District (25)	Proposed		0	yes	yes	yes		yes	yes
53307	16-04-2024	Broom- Replacement roof	Broom Methodist Church	Broom	Rotherham and Dearne Valley (17)	Sheffield District (25)	Awaiting Consent		0	yes	yes	yes	no	yes	
53300	13-04-2024	Replace wooden external doors to church hall with UPVC	Hathersage Methodist Church	Hathersage	The Peak (13)	Sheffield District (25)	Awaiting Consent		0	yes	yes	yes	yes	yes	
53289	45539	Internal reordering works	South Anston Methodist Church	South Anston	Trinity (19)	Sheffield District (25)	Awaiting Consent		0	yes	yes	yes	yes	yes	
53279	45355	Broomhill Capital Works	Broomhill, Fulwood Road	Circuit Trustees (Sheffield)	Sheffield (1)	Sheffield District (25)	Proposed		0	yes	yes	no	no	yes	yes
53276	45355	Stubbin Hall entrance roof repairs	Stubbin Lane	Firth Park	Sheffield (1)	Sheffield District (25)	Proposed		0	yes	yes	yes	yes	yes	
53200	13-03-2024	Lease for life for sitting tenant	7 Chapel Street	Mosborough	Sheffield (1)	Sheffield District (25)	Awaiting Consent		0	Yes	yes	yes		yes	
53149	45294	Refurbishment of ground floor toilets	Chapeltown Methodist Church	Chapeltown	Sheffield (1)	Sheffield District (25)	Consent given		0	yes	yes	yes	yes	yes	
53146	29-02-2024	Banner Cross Community Garden	Banner Cross Methodist Church	Banner Cross	Sheffield (1)	Sheffield District (25)	Proposed		0	yes	yes	yes	yes	yes	yes
53139	27-02-2024	AV System and Kitchen improvements	Broom Methodist Church	Broom	Rotherham and Dearne Valley (17)	Sheffield District (25)	Consent given		0	yes	yes	yes	yes	yes	
53121	22-02-2024	Phase 3 Adpations and new childrens room and storeroom to enable the church to host Food Matters	Church hall and associated small rooms	Stocksbridge Christian Centre	Sheffield (1)	Sheffield District (25)	Proposed		0	no	no	no	yes	yes	
53049	45293	Church Path Resurfacing	Storrs Road Methodist Church	Storrs Road	Derbyshire North East (2)	Sheffield District (25)	Proposed		0	yes	yes	yes	yes	yes	
48653	13-12-2023	Repairs to Spire	St Andrews Psalter Lane Church	St Andrew's Psalter Lane	Sheffield (1)	Sheffield District (25)	Consent given		2	VIEW	yes	yes	yes	yes	yes

[illegible]

Katrin Hackett

From: Nigel Bonson <treasurer.bnwc@outlook.com>
Sent: 04 July 2024 08:11
To: Katrin Hackett
Cc: lyn.gregg@methodist.org
Subject: Silkstone Common Methodist Church Cease To Meet/Future Plans

Good morning Katrin

On the recommendation of Neil Harland, I am writing to you on behalf of the Barnsley Circuit Resources Team in connection with the above.

Silkstone Common Methodist Chapel is part of the NW church in the Barnsley Circuit. It has been exploring its future actively since 2007 if not long before that. In the neighbourhood plan for 2022-2033 it is described as a "fine example of a primitive Methodist Church. Built in 1931 to replace a former building, it is the only place of worship in the village & has supported Anglican worship. Although as far back as 2007, 50 people in the community survey were prepared to support Methodist & Anglican worship but only 23 ecumenical worships.

There have been several serious efforts to move things forward. An architect was appointed in 2019 to produce sketches following a project brief to improve the building for users. As this was just pre-pandemic nothing seemed to happen further. Post pandemic it was proposed to set up a management group for the chapel. This would consist of a minister, 2 other managing trustees from NW church & around 8 members of the local community agreed by the church council of NW church each September. The paperwork was undated but more recent.

None of this work was successful and in January 2023 the members of the church council agreed with the members request to have a year to transfer, with a closing service in April 2023. The membership has all moved to Dodworth Methodist Chapel. At the NW Church Council held on 30th January 2024 the meeting accepted the proposal that 'following the exploration of the feasibility of running Silkstone Common, the NWCC request that the Circuit take the necessary steps to dispose of the building. The Proposal was accepted with 23 votes For, none Against, and 1 Abstention. This was passed to the Circuit Meeting & the decision made in March 2024 to close & sell the building.

This provoked media & local interest. It is clear that Silkstone Common Methodist Chapel has provided an effective community hub for many years. The chapel has sought to build links alter the building & create community management, but all attempts have failed. The community survey shows clear interest in a community hub rather than a church. The building has been listed as a community asset which affects the value.

The Parish Council are applying for grant funding to keep the building under community ownership & to develop the building. This is outlined in this letter from the Parish Clerk.

"Our bid to the COF is very detailed and explains to the evaluators how the Parish Council has the resource, energy, commitment, and experience to run the Chapel as a Community Hub; allowing current user groups to flourish and promote usage for other community groups in the parish and beyond. The Council also has ambitious plans to refurbish the Chapel, deal with all the required maintenance works and accommodate other types of leisure activities, groups and if there is appetite to potentially allow space for worship."

Decisions on this are time critical. The funding opens on May 30th & closes on June 26th. If they are successful, then it is likely funds will be released over the summer. Sadly, it is unlikely they will be able to move forward if the agreement is not in place. This community hub is part of the paperwork & sense of how the church sees itself. We hope that we can have agreement to the cease to meet & to the sale of the building. We will then be able to see how we can work back into the building in a new way.

The circuit has supported Silkstone Common and the North West Methodist Church in considering possibilities since 2007: by community survey and new building plans, but ultimately, the congregation was too tired. There was resistance to church leadership, particularly if Methodist, due to its regulations. In terms of our mission plan, we aim to work firstly where we have a congregation. Silkstone Common has not been meeting as a congregation for over a year. Even the most passionate advocate feels the community hub is the best way to go. There are no other significant community spaces in the area. The Parish Council are applying for funds to buy the building and fear that it could be sold for housing or similar.

Attempts by the chapel to develop an appropriate management body with church and community acting together to run, develop and maintain the building have failed as they could not get community members to work with the church [and struggled to get the members to take up the work]. Therefore, much as we see the possibilities [economic and evangelistic], the problem will continue if we hold on. We could use space in the community hub for new forms of worship if freed from the pressures of maintenance.

Elsewhere in both Circuit and Church, new things are beginning and monies arising from the sale would be directed into some of the excellent projects currently under consideration such as circuit youth work, lay worker(s) involved in inter-generational and ecumenical work, vintage Messy Church or something arising.

Subject to consent being given for ceasing to meet, we will proceed with the process of applying for consent to sell, and further our plans for a Replacement Project.

Please contact me if you require any further information, and advise the outcome of the meeting that Neil mentioned to be held on 9 July 2024.

With kind regards

Nigel Bonson
Treasurer and Trustee
The Methodist Church Barnsley North West
Registered Charity Number 1135136
Buckley/Dodworth/Emmanuel/Higham/Kexborough/Pogmoor/Silkstone Common

Reasoned statement for the request to 'Cease to meet' from Gleadless Valley Methodist Church

Gleadless Valley Methodist Church Council met on June 7th 2024 on zoom. Our membership numbers are well below 12, with all the responsibilities falling on one person, which is unfair and unsustainable.

Traditional church has been declining for many years, and Covid brought us to a place where we had to either stop or change.

After the Covid19 pandemic we have been working hard to provide café church services twice a month for a new community gathered through the work of the food bank. However, due to the circumstances of the people coming to the services, we were constantly operating at a loss – providing a hot meal each time but with no money coming in. we managed to meet our assessment but only with the help of the rent coming in from the food bank.

After the change of circumstances with the food bank, where they are no longer meeting on the premises, all activities have had to cease in the building.

Our hope would be that in ceasing to meet and handing the church back into circuit trusteeship, the way would be open for new partnerships to be formed with other groups working in the community and a new way of working together for Gleadless Valley could be explored.

The vote at the church council for ceasing to meet was unanimous.

This has been a sad and painful decision, with much regret. However, we gave thanks for the life of the church over the last 60+ years and recognised all the work and mission and faith surrounding Gleadless valley Methodist Church. Many people in the Sheffield Circuit have called Gleadless Valley home over the years, moving on to new places and joining other churches, becoming local preachers and worship leaders.

The vision of a phoenix rising from the ashes has not gone away, but we recognise that things need to die before they can rise again, and our prayer for Gleadless Valley is that with a new way forward, with a new partnership, God will enable new hope to rise.

The Sheffield Circuit Meeting on 24th June agreed to the cessation of Gleadless Valley Methodist Church and recommends to the District Leading Team that permission be given by the Synod.

The Circuit Meeting also agreed to the transfer of the buildings and assets into Circuit trusteeship, and to consider alternative use of the building so that other work of God might be allowed to flourish in that place.

Enhancing Historic Building Conservation Across the Sheffield Methodist District

Proposal for Collaboration with Conservation Officer Joanne Balmforth

Introduction:

The Sheffield Methodist District is home to numerous historic and listed buildings that are integral to our heritage and community identity. To ensure their preservation and to promote best practices in conservation, we propose a collaborative project with Connexional Conservation Officer Joanne Balmforth. This initiative aims to leverage her expertise to benefit the Sheffield District and extend our learnings to the Yorkshire North East and Yorkshire West districts.

Project Objectives:

- **Assessment and Documentation:** Conduct thorough assessments of historic and listed buildings within the Sheffield District.
- **Knowledge Sharing:** Develop a comprehensive knowledge base on conservation practices, learnings, and methodologies.
- **Training and Workshops:** Organize training sessions and workshops for stakeholders across the Sheffield, Yorkshire North East, and Yorkshire West districts.
- **Employment of a Conservation Support Officer:** Employ a Conservation Support Officer to assist with project coordination and implementation.

Project Activities:

Initial Assessment Phase (Months 1-6):

- Collaborate with Joanne Balmforth to identify key historic buildings in Districts.
- Conduct detailed assessments and document current conditions and conservation needs.
- Conduct feasibility study's, support needs and surveys.

Knowledge Development and Sharing (Months 7-12):

- Compile findings into a comprehensive report highlighting conservation challenges and solutions.
- Develop training materials and resources based on these findings.

Training and Implementation (Months 13-18):

- Organize workshops and training sessions for conservation officers, building managers, and volunteers from the Sheffield, Yorkshire North East, and Yorkshire West districts.
- Share best practices and innovative conservation techniques.
- Share business planning tools, Connexional Team to share resources

Ongoing Support and Evaluation (Months 19-24):

- Provide ongoing support and consultation for conservation projects across the three districts.
- Evaluate the project's impact and document success stories and lessons learned.

Supporting the Mission of the Methodist Church:

This project directly aligns with and supports the mission of the Methodist Church within the Sheffield District and beyond. The preservation of historic buildings is not only about maintaining physical structures but also about honoring and perpetuating the spiritual and community heritage they embody. By conserving these spaces, we enable continued worship, community gatherings, and social outreach, which are core to our mission.

Community Engagement:

The project will foster deeper engagement with the local community by involving volunteers and stakeholders in the conservation process. Workshops and training sessions will empower individuals with the skills and knowledge to actively participate in preserving their heritage, thereby fostering a sense of ownership and stewardship.

Sustainability and Legacy:

Preserved historic buildings provide sustainable venues for worship and community activities, ensuring that these spaces remain active and vibrant parts of our districts. By sharing conservation knowledge and best practices, we ensure that other heritage buildings within the Yorkshire North East and Yorkshire West districts can benefit, creating a lasting legacy of well-maintained and cherished sites.

Funding and Resources:

We propose to apply for funding from the National Lottery Heritage Fund and English Heritage. This funding will support the employment of a Conservation Support Officer, project materials, and workshop costs.

Conclusion:

This project presents an opportunity to safeguard our historic buildings and share invaluable conservation, business knowledge and future planning across multiple districts. By working with Joanne Balmforth and securing funding from the National Lottery Heritage Fund and English Heritage, we can ensure the sustainability and preservation of our cherished heritage sites.

We seek the support and approval of the Sheffield Methodist District Leading Team to move forward with an application to the necessary grants.

FOR SUCH A TIME AS THIS

Our strategy for resourcing your mission 2020-25

LEADING TEAM PROGRESS UPDATE

9 JULY 2024



This paper sets out key actions and updates since our last meeting.

A copy of the full paper from September and the overall progress against this reported to our March meeting can be made available for new DLT members.

Our original strategy including the overall “theory of change” (what is our context, what do we hope will be different in the future, and what needs to be done in the meantime to enable this) is available for reference at: <https://www.sheffieldmethodist.org/about-us/for-such-a-time-as-this.html>

GROWING DISCIPLES

ONE Programme District interns

An updated implication pack is now available for the next intake, who will start their internships in September this year. Vic Loveday is in active conversations with circuits and churches, but please do speak with her if you know a young person who may be suitable. We hope to have more than the three interns we have had this year, but are unlikely to reach capacity within the scheme next year.

Supporting lay employees

We had six lay employees from our district attend the recent Lay Employees Retreat, up from three the previous year. Feedback from those who attend continues to be positive, and we hope to spread news of the event to employees and line managers.

Westfield Health will be presenting to DLT on their Employee Assistance Programme, which comes recommended by the Lay Employment Panel. The proposal is that this scheme first be trialled for district staff to see how it works in practice before recommending to circuits and churches.

Roll out of reflective supervision for lay employees will be discussed at the next superintendents' gathering.

Celebrating and affirming people in leadership roles

Since our last meeting we have held a first gathering for chaplains (organised by McCauley Allcock) and a celebration service for children and youth leaders and volunteers organised by Vic Loveday. Both attended by Julie as Acting Chair, and appreciated by those who came. We are supporting Deacon Emily Hoe-Crook in planning an LGBT+ Inclusion Day

PASSIONATE CONTEXTUAL WORSHIP

Metal Methodist - Digital expression of church

We have been successful in our application for £10k Digital NPNP funding for Metal Methodist which will be used for a fixed term social media manager (District employee or self-employed). A steering group is in place to oversee this work.

Growing District Youth Day and 3Generate

Bookings are currently open for 3Generate. We are once again anticipating an increase in the numbers attending from across our District.

SHARING STORIES

Media training

Media training from the Connexional Media Team has been provided to a range of people from across the district. Sam will be looking for opportunities to put this training to use and reflecting on how we best continue to spread training across the district.

New Beginnings seed funding

At the time of writing we have received four applications, with our first grant being awarded to Bolsover for a new Messy Church.

TRANSFORMING MISSION

New Christian Communities

I am continuing to work with groups within circuits exploring opportunities for new Christian communities which will require employment of pioneers. This is inherently slow work, understanding contextual opportunities, developing critical missional thinking and consulting with stakeholders.

During these conversations, it is clear that in some contexts there are genuine constraints on both circuit budgets and reserves. This will create barriers to long term investment in potentially fruitful new work. With the District Advance Fund holding more uncommitted money than we expected, I recommend that in the autumn we explore increasing the value of district funding for each pioneer (currently a maximum of £60k including Connexional match funding). We have discussed this as DLT within the last 12 months, but it feels to me that circumstances on the ground have changed.

PROPERTIES FIT FOR MISSION

Environmental policy

The Hope for Action report approved by Methodist Council includes allocation of funds to districts to finance moves towards net zero. Tom Rattigan has been involved in developing these proposals, and the Eco surveys he developed for use within our district are now being recommended to other districts. Our allocation is expected to be in the region of £185k. Accessing this funding requires having a district environmental policy.

Despite reaching the second round we were unsuccessful in our bid for Centrica's Energy for Tomorrow Midlands Campaign, which could have supported a part time fixed term District Eco Officer and support for property projects based within Derbyshire.

In the autumn we will create a working party, to draft an environmental policy, including how we would use £185k of Connexional funding available as part of the Action for Hope programme.