

HOLY TRINITY ROEHAMPTON REPORT ON CONGREGATIONAL CONSULTATION

Prepared by:

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Background, procedures and design

In response to the sad loss of our vicar of 22 years, Rev Jim McKinney, the Holy Trinity PCC commissioned a small Working Group to consult the congregation about their priorities and views in order to inform the creation of a Parish Profile as well as the Person Specification and Job Description for a new incumbent.

A questionnaire was created by Prof Jill Francis and revised by members of the Working Group. It was then sent to the PCC for further comments and changes before being issued to the congregation. The questionnaire was sent out a full week before the Annual Parochial Church Meeting (APCM) on 14 April 2019. The circulation, collection and production of this report proceeded as follows:

1. Paper copies of the questionnaire, including large print version, were made available after the morning service on 7 April
2. A link to the questionnaire was circulated via the church's online newsletter, *InSpire*, on 7 April
3. Further paper copies of the questionnaire were available at the APCM on 14 April (at which the church wardens encouraged anyone with writing difficulties to dictate their responses to someone who could write them on the questionnaire form)
4. A paper copy of the questionnaire was posted to all members on the electoral roll who were not present at the APCM.
5. The cut-off date for replies was 22nd April, although it was made clear that members of the congregation would always be welcome to write to the wardens with further concerns or views at any time.
6. A draft version of this report was discussed by the Mission Action Planning (MAP) group where a number of helpful clarifications were suggested. This final version will inform the Wardens as they draft the Parish Profile and other recruitment documents.

The survey asked people to rate the importance of a range of key activities and events in the church's life, which of these could be improved, and which goals for outreach in the wider parish may be realistically contemplated over the next five years. After these three questions, respondents were asked to state three priority attributes of a new vicar. Next, they were asked for some personal information so that we could key our findings to positions of responsibility, length of time in the church etc. Finally, at the end, there was an opportunity to record more general or personal comments.

It is important to note that Questions 1-3 (on important things, how to improve, and immediate goals) were addressed via fixed response options using tick-based answers that could be compiled in a straightforward quantitative manner. Each of these, however, was followed by an optional free-text area where additional comments or clarifications could be written. Question 4, on preferences for the new incumbent, was purely in free form, as also the optional closing comments.

In the analysis that follows, after a brief report on who completed the surveys, we offer first a commentary on the responses to Questions 1-3, where activities and issues were rated on a scale of importance or, for Question 2, scope for improvement. Following this, we analyse the text-based responses to Question 4 on the new incumbent and then all other comments made elsewhere on a variety of points. It should be pointed out that fewer people felt the need to add comments of this kind and that these should be read as clarifications or illustrations of the main trends expressed in the grid-based responses to Questions 1-3.

The findings of this exercise are presented briefly below.

Findings

Quantitative analysis of Questions 1-3 and 5

Who completed the questionnaire? (Question 5)

We received completed questionnaires from 21 people, although two people did not answer a third or more of the questions. Sixteen people reported holding a position of responsibility at Holy Trinity. Fifteen reported attending Holy Trinity services every week. Twelve lived a mile, or less, from the church building. Responders had been attending Holy Trinity for an average (median) of 30 years, with seven people starting to attend in the past 10 years or less. For the findings reported below, the views and priorities of people who reported holding a position of responsibility (e.g., PCC, sidesperson) were broadly similar to the views of other responders although PCC members tended to have more diverse views.

Importance of current aspects of church life (Question 1)

Four aspects of current church life were rated as 'Extremely important' by 75% or more of responders: 10am Parish communion, Worship style, Preaching, Music/choir and the Sunday school. Also very important (to more than 50% of responders) were Special services, Communication, Pastoral care / home visits, Links with the school, Ecumenism, Fellowship / social activities and Mission.

What could we improve? (Question 2)

Two aspects were regarded 'Good as it is' by 50% or more. These were the Music / choir and Preaching / teaching. The top four aspects regarded as requiring improvement were Mission, Pastoral care, Youth work and Prayer/Bible study. However, the responders were evenly balanced (i.e., about half saying aspects were 'good as they are' and about half wanting to see improvements) for six aspects of church life: Number and types of services, Range of worship styles, Fellowship / social events, Ecumenism, Links with the School and Communication. Aspects that a majority felt require improvement were: Sunday school / youth work (but see the sections below for more detail about this), Prayer / Bible study, Mission and Pastoral care.

Considering Questions 1 and 2 together, there were two aspects of church life that were regarded by the majority as both extremely important and requiring improvement. These were Mission and Pastoral care.

Potential for growth, mission and service (Question 3)

The most important areas (rated as extremely important by over 75% of responders) of potential growth, mission and service that Holy Trinity could realistically focus on over the next 5 years were children / youth, families and younger adults. Focusing on older adults, lonely people, people of no faith and University students and staff also presented extremely important potential opportunity to 50% or more of responders.

Qualitative analysis of text-based responses

Key qualities needed of a new incumbent (Question 4)

In response to the question, 'What are the top three things we need in a new vicar?', of 21 questionnaires, 19 provided direct responses, with some answering indirectly elsewhere. The most frequently proposed attributes were (i) Good preacher/communicator/teacher (52%), (ii) Personal and relational qualities (52%), (iii) Commitment to mission and outreach (38%) (iv) Spiritual depth/pastoral sensitivity (29%) (v) Leadership (29%) (vi) Innovation and energy (24%).

Among the personal and relational qualities mentioned within response (ii) were being a good listener (x2), humble, kind (x2), welcoming, sensitive, wise, likable (x2), possessing a good sense of humour (x3), and most frequently, being able to relate well to a wide variety of people (x6).

Less frequently mentioned requirements for the incumbent included ecumenical commitment (x2) and previous parish experience (x2).

Other clarifications and notes (addenda to Questions 1-3 and final open section)

Of comments clarifying answers about worship, 14% of respondents underlined that it was important that the candidate respected or maintained the style of the main service. 24%, however, added they should be able to be flexible and/or use different styles on other occasions. These views were not exclusive, with two thirds of those seeking to maintain a traditional main service also commending flexibility, especially for different age or cultural groups.

Text responses clarifying points for improvement in answer to Question 2 or elsewhere were received from 6 respondents; the bulk of these highlighted provision for different age groups, asking for even better or expanded Sunday school provision, links with the school (x2), special youth services (x3), adult discipleship and/or small group provision (x2), care for the housebound and sick, welcome/fellowship facilities (including quality of coffee!), with one respondent highlighting care for the environment.

Text responses clarifying or adding to mission priorities over the next five years in Question 3 or elsewhere were received from 9 respondents; these highlighted issues such as developing new services for different groups (x3), children and youth (x2), school parents and families (x3) students and other adults, the housebound, ill and lonely. Others noted the need for a major overhaul of our facilities and widening the pool of volunteers as soon as numbers allow.

Of the above, supplementary comments for Questions 2 and 3, most clarified or restated answers given in tick-box form, but sometimes added useful detail. A higher frequency for particular comments, such as youth, school families and developing new services (3x each) should reasonably be taken to indicate even stronger support for points already logged as "very important" in the tick-box answers.

To finish, one respondent noted that they would have preferred a live discussion rather than a questionnaire to come to a common mind. It may thus be good to look at making as much of the subsequent discussion of this report open to the wider congregation in a process made as open as possible.

Jill and the Survey Working Group would like to thank everyone who contributed their responses to this exercise and to Sunny for administrative support throughout.

APPENDIX – CONGREGATIONAL SURVEY FORMAT

April 2019
Please return this form to Sunny Walker-Kier, Finance and Parish Administrator
Your answers will be anonymous unless you wish to write your name here

HOLY TRINITY ROEHAMPTON CONGREGATIONAL CONSULTATION



Why is the PCC asking for your views? Following the death of our vicar, Revd Jim McKinney, we feel that whilst we do not want to rush into a new appointment, we should make a start on *reflecting on the direction that this parish may take* in the future. We would like to get the experience and views of everyone in the congregation and would therefore very much value your considered and prayerful thoughts as you answer these questions. Please return this form by Monday 22nd April 2019.

To answer: For each row in the grids, please place a tick or cross in one box to best represent your opinion. After each section you may add your own comments, and there is space for further personal reflections at the end.

Please return this form to Sunny Walker-Kier, Finance and Parish Administrator

1. Thinking of usual church activities (to Christmas 2018), how important are these to you, personally?

	Extremely important	Fairly important	Not so important	Not sure/ no opinion
Morning prayer (8.30am)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Parish Communion (10am)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
BCP service (12.00)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Special services (seasonal, vigils, healing, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Overall worship style	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Preaching	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Music and choir	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sunday School (10am)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fellowship & social times	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Prayer & Bible study groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mission (outreach, welcome, events)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ecumenicism (links with Methodists)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pastoral care & home visits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Links with our school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
News, info & communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Specific comments / anything else? (please add)

2

Please return this form to Sunny Walker-Kier, Finance and Parish Administrator

2. Thinking of the future, what do you, personally, think we should strengthen or improve?

	Needs much improvement	Needs some improvement	Good as it is	Not sure/ no opinion
Number and types of service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Range of worship styles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Preaching and teaching	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Music and choir	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sunday School/youth services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fellowship & social times	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Prayer & Bible study groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mission (outreach, welcome, events)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ecumenicism (links with Methodists)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pastoral care & home visits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Links with our school	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
News, info & communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Specific comments / anything else? (please add)

3

Please return this form to Sunny Walker-Kier, Finance and Parish Administrator

3. Looking more broadly at the whole Roehampton parish, what do you see as important areas of potential growth, mission or service that Holy Trinity could realistically focus on over the next five years?

	Extremely important	Fairly important	Not so important	Not sure/ no opinion
University students / staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hospital patients / staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Local businesses & employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Those affected by poverty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of other Christian denominations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of other faiths	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of no faith	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The lonely (e.g. house-bound)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Homeless people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Different ethnic groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who don't speak English	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Children and youth	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
LGBTQ+ people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Young adults	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older adults	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Specific comments / anything else? (please add)

4

