

# THE FOUNDRY @ TRINITY WOKING

A vision to re-imagine Trinity Methodist Church to better share the gospel and the love of God and to serve the needs of a fast changing suburban town

## PROJECT PROSPECTUS

April 2019 Edition - Phase 1



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## Abbreviations

|       |  |
|-------|--|
| CDM   | Community Development Missioner (also “Missioner”) |
| CFCC  | Church & Foundry Centre Co-ordinator               |
| CTiW  | Churches Together in Woking                        |
| DBS   | Disclosure & Barring Service                       |
| GDPR  | General Data Protection Regulations                |
| HSE   | Health, Safety, Environment                        |
| LT    | Leadership Team (of Trinity Methodist Church)      |
| Q4/18 | Quarter four of 2018 (others similar format)       |
| ROC   | Redeeming Our Communities (a charity)              |

# 1 The Vision

The vision behind The Foundry Project is to see Trinity Methodist become a church where people want to be for all sorts of positive reasons. It will be a church where the presence of God is tangible and a welcome assured. Those in need will be able to confidently expect to find care and safety.

The Foundry Project is about building links into and relationships with our local community. The vision is for people in the community to be enabled to serve others and to express kindness. We will link volunteers with people and activities where help is needed. Through joint engagement in such activities and through our actions, we will seek to demonstrate the love of God as we experience it in Jesus. We will seek to create positive environments where people of little or no faith become curious and can ask questions. Through a caring gentleness, The Foundry will introduce people to Jesus. We will support and encourage them. We will pray with and for them. And when the time is right, we will joyfully welcome them into the Church as believers.

To support these new believers, we need to address how we 'do church'. The vision is to have a variety of worship styles, to suit different people at different stages of their journey. We will take seriously the growth in faith of all members, ensuring a healthy balance between worshipping, learning and serving. We will encourage accountability for one another in matters of faith and living. Our vision is to do all we can to enable people to live 24/7 as Jesus would wish them to live.

Our primary vision is about people, not premises. However, we see as part of the vision the re-purposing of our premises to support what we do. We see premises adapted to make us as effective as possible. We see premises that are our servant, not our master.

The sections that follow explain how we are setting about to deliver this vision. Section 2 gives some general background. Sections 3 – 5 explain in a bit more detail the reasoning behind our approach. Section 6 outlines the plan (as it is at present). Sections 7 and 8 cover the practical details of organisation and funding. Section 9 considers the relationship between The Foundry and our local Methodist circuit.

## 2 Some Background

### 2.1 What is Woking like?

Woking is a busy, exciting town, undergoing a major modernisation. The population of the borough is about 100,000 and is set to rise as high rise blocks of apartments are built in the town centre - some 34 storey blocks are already under construction, more are planned. There is to be a mixture of social housing and buy to let 1 and 2 bed room apartments. It is anticipated that most will be occupied by young professionals, many of whom will commute to London. Woking also has many offices, and large numbers of people commute in to the town.

Woking is a local shopping destination. The retail space is being significantly increased. During the day the town centre is generally busy with a combination of workers and local residents. In the evenings Woking is much quieter. It has a good range of restaurants and night clubs, a

multiplex cinema and a regionally significant theatre. Despite this, the town centre is generally quiet in the evenings, though in summer there are more people about with eating outside cafes. The building of so many new dwellings literally over the town centre is expected to change this dynamic.

In terms of health care, Woking has generally good provision. There is a community hospital just south of the town centre. Major hospitals are about 5 miles distant in various directions. In terms of the post-code lottery for health care, Woking fares quite well.

Education provision is varied. Whilst Woking has some of the best state schools in Surrey, some schools could be better. Private schools in Woking are to primary level. Some secondary schools have 6<sup>th</sup> forms, but most students will go to Woking College or travel further for A-levels. Woking has no higher education provision and consequently no student population.

Recreation provision in Woking is good. There are several sports centres and gyms. There is the full range of young people's provision (Guides, Scouts, Dancing, Drama etc.). For adults there are many clubs and organisations to be a part of.

The town has a very mixed socio-economic structure with some of the most expensive housing in Surrey being close by some of the poorest areas in the county. There is a sizeable ethnic mix although more than 80% of the population is white. The age profile is heavily dominated by the 30 – 60 years group.

Being a 'wealthy' town makes Woking an expensive place to live. This aggravates social issues such as homelessness, poverty, debt and drug-taking. There is limited unemployment. Since funding restrictions mean the Council has less money to spend on care and support groups, it is anticipated that more issues will emerge as the population increases, for example, with more people living in small apartments, loneliness will become a bigger issue.

## 2.2 What is the local church scene like?

Compared with many towns, Woking has a healthy church scene. Churches that would consider themselves to be 'town centre' include the following:

- Christchurch. Vibrant Anglican church. In the town centre. Leverages its excellent location. Effective work across all ages. Coffee shop. Excellent facilities. Has plans to further develop premises (increased conference space etc.) to better serve the community.
- Welcome Church. Commission/New Frontiers. Very active in serving the community. Located on western edge of the town centre. Currently undergoing a major building re-development to give state of the art facilities.
- Woking URC. Mainstream church. Located just south of the town centre. Excellent, recently refurbished premises. Work across all ages. Active in supporting town centre initiatives.
- St Dunstan's RC. Located about 10mins walk South East of the town centre. Excellent modern facilities. Active church in the community and CTiW.

- Emmaus Road. New community, recently moved from town centre to local school. It is the main church involved in The Lighthouse which gives it a town centre base. Very active. Growing fast.
- Trinity Methodist. Traditional in style. Bias to older age range. Pastorally strong. Located just north of the town centre. Well used but 'tired' premises

There are also churches based further from the centre that are very active in supporting the community and 'town' initiatives.

In terms of serving and reaching out to the community, churches and/or church members support Street Angels, CAP, Healing on the Streets, The Lighthouse (Foodbank, life skills training, clothing bank, jigsaw, art therapy), York Road (homeless), neighbourhood parties, Lark in the Town Square and many others.

### 2.3 Where does Trinity Methodist fit into the local scene?

30 years ago Trinity was one of the larger and more active churches in Woking. This is no longer the case. Relatively speaking we have moved towards the fringe of local ecumenical activity. It may be argued that this stems from our numeric decline (350+ members down to ~130) and increase in average age (estimated from ~40 to ~70 yrs), however our current demographic is almost certainly a function of us having not responded to societal change as adeptly as other churches. Consequently younger Christians moving to Woking have not been choosing Trinity as their home church, resulting in the age demographic we now have.

It is worth noting that as a church we have probably been one of the least evangelical in outlook of the local churches. This has sometimes meant it is uncomfortable working closely alongside them.

*The analysis of our decline warrants further comment. Most members at Trinity have a sense of needing to be led by their minister. But minister's have increasing workloads due to tightening and increasing regulation and governance. Methodist ministers also have circuit responsibilities. With finite energy, ministers have difficult decisions to make as to where to focus. Whilst none have been against local ecumenical involvement, few have provided a strong proactive lead in this direction. The vision of The Foundry is for it to be 'Methodist', but very much in the local ecumenical context. A challenge that is noted, and already being seen, is that this creates a 'local' vs 'wider church' tension. This needs to be recognised so that it can be managed appropriately.*

Despite the above, our situation is improving. A number of our members are regularly involved in the initiatives listed in section 2.2. More significantly, our children & families worker has been involved in a number of local ecumenical events. Although as a church we are not very proactive in the ecumenical work taking place in Woking, we are 'still in there' and hence have the contacts and a basis from which to build.

## 2.4 About our premises ...

Trinity moved from the town centre to the current edge of town premises in 1965. Our octagonal sanctuary with feature stained glass window is perhaps one of the best 'spaces' in Woking, especially now pews have been removed and replaced by chairs.

The same cannot be said of the premises at the back. They are utilitarian and 1960's in character. Clearly serving the church well in the early days (large choir, active drama group, uniformed organisations, youth club), the original layout 'separates' rather than 'brings together'. Changes over the years have improved this, but it is still a fundamental challenge of the current layout.

Despite the above, the premises are well used. Uniformed organisations, choirs, ballet dancing, keep fit, music exams, citizens advice, lace makers are just a few of the diverse groups regularly renting space. This popularity is helped by our being central (but not dead centre) and having our own, reasonably sized car park.

The current property is single storey throughout. This provides good disabled access. It is, however, one of very few buildings this distance from the town centre that remains single storey. Surrounding buildings are 3-storey in height. Our buildings also have space around them. Recent investigations suggest scope for redeveloping the rear of the premises. Depending on the scale and nature of the project, the sale or rent of any extra space created could make such a project self-funding. This frees us to dream with some ambition as to what the future could be!

## 2.5 How the Foundry Project has come about?

The Leadership Team at Trinity has recognised for 10+ years that we are a church in numerical decline. Previous initiatives (e.g., Robert Warren's Healthy Churches programme) identified actions to take, but these never gained traction.

More recently Trinity developed a project to address some of the layout challenges of the premises. This was not well received by the wider membership. Church Council concluded that a project to improve the premises would not impact the underlying causes of decline, and that any major building projects be put on hold until we have addressed the underlying issues, i.e., we have a plan to reverse spiritual and numerical decline and have evidence that it is effective – people before buildings.

At this point a coincidence of conversations led quickly to the idea of the church becoming a hub of organisation and activity to support outreach activities. The concept was to change the church from a 'can't do' place (law & rule bound) to a 'can do' place (freedom in Christ). Any building project would be to support what transpires. The focus short term would be to (i) transform our personal understanding and confidence so we are comfortable living and sharing our faith and (ii) be more outward looking, making positive efforts to engage with the community outside the church

We initially called the project "Trinity Hub". However, we quickly became aware that 'Hub' is much used in society and is not a distinguishing brand name. Another small run of coincidences brought us to the name Foundry, which is the name we are running with.

# THE FOUNDRY



John Wesley's first HQ in London was in an old Foundry. The faith, actions and energy of the early Methodist's transformed this country, something to try and copy.



Needing change – no longer as useful



Melting – Heat of the refiners fire



Casting – Creating new shapes from the old



New – Ready to serve a new purpose

From the start we have thought in terms of a 5 year project. Such a project cannot be fully defined at the outset. We will move forward in a given direction, and through prayer and the guidance of the Holy Spirit, add detail as we progress. This allows input from those who will join the project as we progress.

We have sought to ensure that the whole church is behind the project. This document is a part of this process – it seeks to set out in sufficient detail what The Foundry Project is about. In this way we want to try and ensure that everyone is aligned. To date the Project has had the full support of the Church Council.

*Alignment of understanding is key if The Foundry Project is to be 'owned' by the wider membership of Trinity. This Prospectus sets out our reasoning and provisional plans. It provides an agreed understanding against which to make decisions. In a church which is theologically broad, it is perhaps inevitable that there will be pulls in all sorts of directions. A key objective of this prospectus is to have any resulting discussions up front.*

### 3 Core Values

The calling of the Methodist Church is to respond to the gospel of God's love in Christ and to live out its discipleship in worship and mission. It does this through Worship, Learning & Caring, Service and Evangelism. In fulfilling this The Foundry Project has set its own underpinning core values:

1. To worship God for what he has done for us in Jesus;
2. To grow our understanding of God in Jesus, and reflect that in our lives;
3. To engage with the local community so we can serve its needs;
4. To encourage each other to gently share the gospel of Jesus with those we encounter;
5. To challenge people to accept Jesus and to join us in worshipping God;
6. To sustain all we do through prayer

*At Trinity, value expressions such as the above have tended to become implicit and private rather than explicit and communal. Unanimity of purpose, particularly in relation to 4 and 5 (Evangelism), has not been strongly evident. Decline in membership is complex, but a factor must be our corporate attitude to evangelism. The statement of Core Values above is intended to ensure that the community supporting The Foundry Project is aligned in purpose, and that evangelism is an explicit purpose of what we are doing.*

### 4 A Balanced Approach

The Foundry Project seeks to share the gospel whilst serving the needs of the community:

**Sharing the gospel:** The Foundry Project is about growing Christ's church. This requires engagement with the wider local community so we can form relationships that will give opportunity to share the gospel. We will develop a culture built on our core values – this will involve study and training directed at helping us talk about our faith. We will seek to develop closer ties with the users of our premises. However a key area will be to reach out to the 'new' population of Woking, many living in apartments in the town centre. This will form the other approx. 50% of the CDM's focus.

**Serving the community:** Trinity currently has a number of church run projects that serve those in need in the local community, e.g. neighbourhood party for the housebound. The Foundry Project will add to these by working with other churches and local agencies to identify (i) current gaps in provision and (ii) where anticipated future need lies. This will form approx. 50% of the role of the Community Development Missioner (CDM). The ROC conversation will assist in engaging with local agencies. It is noted that Trinity's premises have scope for redevelopment, and we could be quite ambitious in terms of how we could serve future needs.

*Maintaining the balance between evangelism and serving is fundamental to the vision. We are aware of other projects where the 'serving' element has totally taken over, and except for the involved few, has ended up having no real impact on the sponsoring church community in terms of new direction or growth. We believe that by building the*



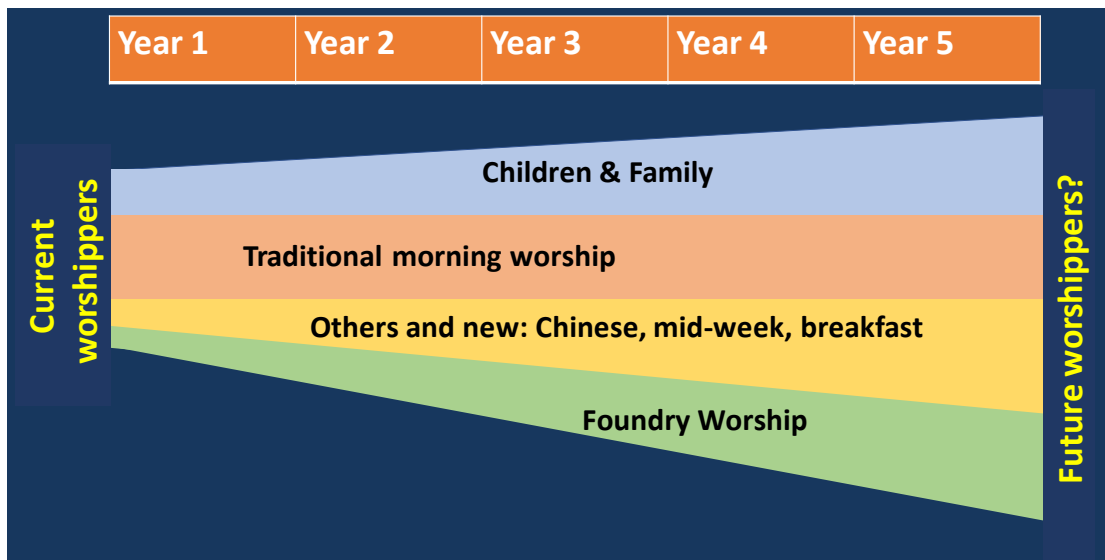
*worshipping community at Trinity, both in terms of personal commitment and numbers, we will be better placed to serve the community. Therefore, however exciting a particular community project may be, we will always be checking ourselves to ensure that resources committed to it (human and financial) are balanced relative to the total resource available.*

## 5 New Worship - 'Additional to', not 'instead of'

The Foundry Project will be 'additional to' rather than 'instead of' what we currently do. This does not mean that every activity taking place at Trinity will continue as it is, but it does mean that in terms of worship and pastoral support none of our existing members should be in a position where they feel uncomfortable in worship or neglected in pastoral care. Since the focus of The Plan is to grow membership in the under 50's age range, we see significant opportunity through encouraging "inter-generational" activity to enhance the life of the existing church. The project aspiration is to maintain the numbers worshipping at our traditional Sunday morning service and ensure the service is of the highest quality.

Despite this, it is essential that we make space to do new things. This particularly applies to worship. Several opportunities are seen:

- Children & Family worship. At present this is neither separate from morning worship nor totally a part of it. Under our children and families worker this is already an area of growth. A challenge exists to provide appropriate spiritual and pastoral support to the older children and to parents. We will explore whether making Children and Families work a more independent stream within the whole will enable us to disciple this group better and foster a better sense of community and belonging for families.
- Foundry Worship. This started in October 2018. It is an informal time of Spirit led worship and prayer. The initial intention is to grow a group that will commit to each other and be the driving force and prayer support for The Foundry Project. It is the anticipated worship home for new Christians that form the missing generation at Trinity. Despite the radical difference from the traditional Sunday morning service, a key objective of The Foundry Project is to ensure that the community built around FW sees itself as a part of Trinity, and therefore Methodism in general.
- Others and new: Chinese, mid-week
  - Chinese. We already have a Chinese congregation worshipping weekly and represented on our Church Council. The plan is to work ever closer with them. We are already experimenting in integrating the work amongst the older children.
  - Mid-week service. The Foundry Project will investigate reinstating a midweek service we used to have. This served the needs of people who for various reasons struggle to get to Sunday morning worship. Our premises are particularly suited, being on the level with two drop-off zones. The service should be offered as a joint initiative with other churches, pooling resource and maximising the numbers who can benefit.



**Figure 5.1** Illustration of how we see numerical growth occurring over 5 years

*For many years Trinity has found it a challenge to satisfy all members worship needs in one main service. We have experimented over the years with different approaches, but have now come to the conclusion that a multi-worship approach is best.. We recognise some of the challenges this will pose:*

- *Stretching of resources*
- *Maintaining a sense of church unity*
- *Honouring Methodist culture & doctrine*
- *Membership*
- *Leadership & governance models*
- *Giving and the allocation of funding*

*Some of these challenges will need to be worked out at Circuit and District level. Our intention is for The Foundry Project to form something new within a mainstream Methodist Church.*

## 6 The Plan

### 6.1 Introduction

We are notionally working to a 5 year plan, however we accept that this could be shorter or longer. We would consider the start of the plan to have been Q4/18.

The plan involves recruiting a number of new staff as well undertaking initiatives intended to inform about local need and opportunity. The plan will therefore evolve as input is received from both new staff and these initiatives.

There is a tension to be managed between planning out everything now and the need to allow others who will join the Project in due course to have input. This will be managed by dividing the project into phase's. Each phase will be planned in detail at the end of the

previous phase, thereby allowing those who become involved in the project as it unfolds to contribute to the future direction.

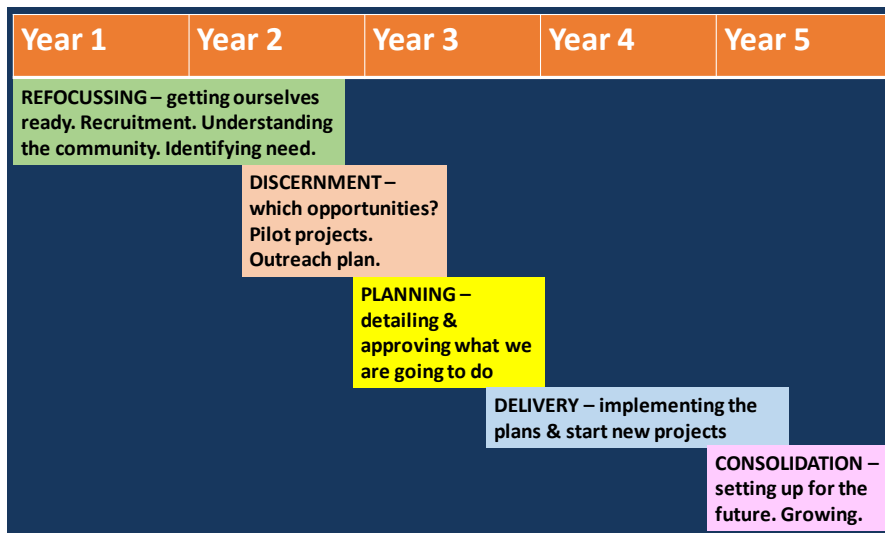
## 6.2 Anticipated phases

### High Level Plan – Key Phases & Objectives

| Phase | Title       | Objectives  |
|-------|-------------|---|
| 1     | Refocussing | <ul style="list-style-type: none"> <li>• Personal preparation to be more effective in engaging with and sharing faith in the local community</li> <li>• Obtain funding for, recruit and 'settle-in' the new staff who will be key in helping us move forward</li> <li>• Undertake initiatives that will inform on local need and opportunity</li> <li>• Establish a strong sense of being with and alongside other local churches</li> <li>• Review and modify our current leadership model to best support new staff &amp; the Foundry Project</li> </ul>    |
| 2     | Discernment | <ul style="list-style-type: none"> <li>• Compile a register of community needs and outreach opportunity</li> <li>• Determine those opportunities which we believe match our corporate gifting's &amp; God's calling to us</li> <li>• Undertake small scale pilot projects to test the opportunities and inform forward planning</li> <li>• Identify those activities to be taken forward and embed into a Foundry outreach plan</li> </ul>  |
| 3     | Planning    | <ul style="list-style-type: none"> <li>• Identify whether &amp; how the premises could be modified to support the proposed Foundry outreach plan</li> <li>• Develop a full funding model for the project, including for any staff req'd for Foundry activities</li> <li>• Investigate and resolve any legal and planning issues</li> <li>• Detailed programme that minimises disruption and enables church activities to flourish during the delivery phase</li> <li>• Obtain necessary church approvals to move the plan into the delivery phase.</li> </ul> |
| 4     | Delivery    | <ul style="list-style-type: none"> <li>• Start or continue outreach activities detailed in the plan</li> <li>• Recruit new staff and volunteers as required by the plan</li> <li>• Secure funding in accordance with the funding model</li> <li>• Appoint builders and make modifications to premises</li> <li>• Ensure all work is completed and signed-off by the appropriate authorities and effect handover.</li> </ul>   |

| Phase | Title         | Objectives  |
|-------|---------------|---|
| 5     | Consolidation | <ul style="list-style-type: none"> <li>• Move-in staff to modified premises and create new ethos &amp; presence within buildings</li> <li>• Review the running of project and premises to ensure efficiency and life balance for staff &amp; volunteers</li> <li>• Build the volunteer base so that initiatives have broad ownership beyond that of the staff team</li> <li>• Modify leadership model to one supporting ongoing outreach rather than one supporting the delivery of a project</li> <li>• Celebrate the completion of the project and the ongoing opportunity to serve God.</li> </ul> |

The figure below shows an interpretation of key activities from the high level plan.



### 6.3 Phase 1 in more detail

Phase 1 objectives are to be delivered through a variety of actions, as detailed below:

- ***Foundry Worship.*** Fortnightly opportunities to worship God and share with each other. Worship is informal and contemporary. Space to pray and minister to each other as led by the Spirit. The need to integrate this with a time of children and family worship is recognised and will be developed.
- ***Expanding group sharing and learning.*** Starting new house groups. Providing opportunity for larger group learning, e.g., Mission Shaped Intro with Graham Horsley. Encouragement for groups to



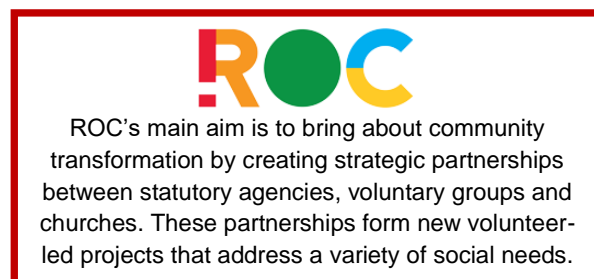
study “Talking of God Together”. In due course, study material specifically to address Foundry related issues. Investigating the options for making small groups more central to the pastoral support and discipling of members.



- Prayer support. Much of what we do will be challenging, both at personal and church level. We will seek to ensure members are kept informed so that prayers can be directed to the changing needs. We will publish regular prayer cards.
- Recruiting key staff.
  - Church & Foundry Centre Co-ordinator (CFCC). Current part-time administrator role to be made full-time. Additional 50% to be Foundry focused supporting ROC, new initiatives, and establishing a best-in-class approach to complying with safeguarding, GDPR, HSE etc.
  - Community Development Missioner (CDM). New full-time role. To engage with local community and identify/initiate outreach projects alongside existing members. To determine any opportunities to serve the community coming from the ROC conversation. To map out the local volunteer scene.

Positions are grant funded from church, circuit and district. The need to allow these staff, along with our new minister, to be in post prior to ROC will drive the timing of the ROC conversation and our move to Phase 2.

- ROC Conversation. Trinity, via The Foundry Project, will provide local leadership and support for a ROC facilitated conversation between statutory agencies (e.g., council; police; probation; social services), voluntary groups and local churches. Both relationship establishing and need identifying. Anticipate the conversation to be Q1/20. This is an ecumenical (CTiW) initiative



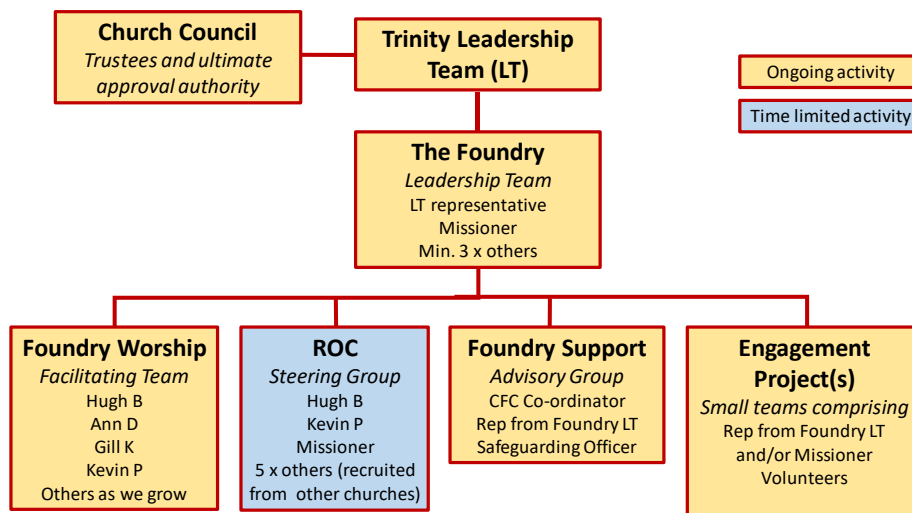
- Renewed focus on current 'church' initiatives. We plan to build on some of our current and past strengths. The Neighbourhood Party and work amongst parents and toddlers are two particular areas. The need for an occasional ecumenical midweek service for those who can't get out on a Sunday morning will be assessed and actioned if demand exists.
- Inter-generational volunteering. Part of the work of the CDM will be to engage the wider local community, especially young adults, by encouraging volunteering. This is anticipated to be inter-generational (e.g., befriending, home visits, helping with neighbourhood parties). Safeguarding and controls will be administered as part of the CFCC's Foundry 50%. This work will familiarise the CDM with the local voluntary sector, helping them identify where we can best be involved.

- Engagement events. Church members have proposed events that may help us to engage with people new to Woking, and/or to the younger generation (e.g., jobs club; “Welcome to Woking” sessions). The appetite for these will be tested.
- External communication. The CFCC, CDM and key church members will work together to establish the most effective ways to communicate with local residents. This will involve developing databases that are GDPR compliant. The ease with which we can reach out to different groups of local people will be important in implementing any plans.
- Interim building changes. The current premises will be adapted to provide office space for the staff teams and key volunteers. A private meeting room (confidential meetings; hosting external visitors) is also required. Where practical, the premises will be adapted to try and support the ethos of the project, e.g., to make certain areas informal and comfortable.



## 7 Organisation

The Foundry Project is part of Trinity Methodist church. We operate as a charity, and as constituted our trustees are the members of the Church Council. To ensure legal accountability, the proposed initial organisational model is shown below:



**Figure 7.1** Initial Foundry Organisational Model

*We do not want to set up lots of meetings and committee’s – time is better invested in the work of the project. However, the project does involve the expenditure of resources (staff costs; use of buildings; advertising; project costs and expenses). As we move forward it will be necessary to put detail to plans and assign responsibilities. It is therefore necessary to have a process of accountability.*

Trinity’s minister is not explicitly included in any of the teams/groups. This is on the basis that The Foundry should be able to functionally operate without reliance on ministerial

input. However, it is anticipated that the Minister will have significant interest in the work and direction of the Foundry, and therefore attendance and input into any meeting is assumed and welcomed.

A brief description of the Foundry team/group responsibilities is given below:

- Foundry Leadership Team. Reporting to Trinity LT and Church Council. Setting priorities. Ensuring balance in approach. Reviewing new opportunities. Developing plans. Obtaining approvals where necessary. Maintaining prayer focus. Encouraging and energising. Generating ideas. Promoting 'Foundry' culture. Point of contact on Foundry matters. Maintaining budget. Advising on premises. Ensure regulatory compliance for Foundry activities – safeguarding, GDPR, HSE.
- Foundry worship – facilitating team. Planning worship. Prayer. Encouraging wider involvement. Ensuring accessible to families. Developing routes to spiritual growth and membership.
- ROC – Steering group. Ensuring the ROC exercise has wide ecumenical support. Establishing contacts in statutory agencies and encouraging support. Detailed planning of conversation. Liaising with CFC co-ordinator to effect plans. Budget control. Identifying suitable follow-up projects. Coaching projects into independent operation.
- Foundry Support - Advisory Group. Support the Church & Foundry Centre co-ordinator in Foundry related activities. Propose and review nature of information held in databases. Ensure GDPR compliance. Agree and monitor Foundry operational processes. Maintain an effective forward diary. Identify training needs. Keep pace with developments in multi-media for communication effectiveness. Incorporate new thinking to keep operations 'best in class'.
- Engagement project teams. Defining project. Safeguarding & DBS (via CFC Co-ordinator). Budget definition and controls. Booking premises. Liaising with CFC Co-ordinator for publicity. Pastoral responsibility for new volunteers.

## 8 Funding

The notes below indicate how costs directly related to the Foundry Project will be funded:

### CFC Co-ordinator & Community Development Missioner

3 year grants from District and Circuit. The grants will be topped up from Trinity revenue funds from the savings made by absorbing the current administrator role into the CFC Co-ordinator role. As we move to the 3 year mark, we will need to prepare to fund these roles from other sources. This is anticipated to be primarily from Trinity revenue.

### Immediate modifications to premises

Development of office and new reception hatch. Meeting room. Tidying up of East Entrance. This work is aligned to the objectives of the original Trinity 2020 project - the gift day funds currently set aside will be used.

#### Equipment, stationary, subscriptions, training

To be effective we will need to ensure that we are up to date with equipment and training. Costs to be funded from revenue with donations requested for one-off items.

#### Funding of ROC conversation

Estimated max £5k. Trinity will underwrite the costs and fund these from revenue. We will seek contributions from individuals and other churches/organisations.

#### Engagement projects - small

Small costs to enable straight forward projects to be initiated will be funded from Trinity revenue, guide funding level at circa £2k/yr each project. As appropriate, projects will be asked to seek contributions to reduce the net level of subsidy from church funds.

#### Engagement projects - large

We will require that large projects prepare a detailed budget and funding proposal. If significant costs are anticipated (e.g., for paid staff), these will be expected to be funded from new grants or revenue derived from sponsoring organisations. Suitable projects will receive limited assistance during their inception stages from revenue funds.

#### Future building projects

The nature of any future building project is unknown. The principle of funding will be that the project should not demand revenue support (other than for maintenance) beyond effective completion. Funding will be achieved by rent or sale of property, joint venture, grants and gift days. A requirement of any building project will be to have a fully detailed expenditure and income plan.

*It will be apparent that the plan requires increasing Trinity's revenue stream over a 3 year period such that staff levels can be maintained when the grant period runs out. It is anticipated that numerical growth will cover some of this revenue increase. however, any plans we have need to be 'imaginative' in how they raise funds (fund raising; grants; sponsorships). Beyond the end of the project it is anticipated that the growth in the number of committed members will generate a healthy revenue stream so that all our costs are covered.*



## 9 Relationship with the Wey Valley Circuit

The Foundry Project is an initiative of Trinity Methodist Church, Woking

In the Methodist tradition, groups of churches are arranged into 'Circuits', groups of Circuits into 'Districts', and then the Districts in a given country combine to form the Connexion. Trinity is part of the Wey Valley Circuit in the South-East District.

Different matters are dealt with at different levels within the Methodist church. Some examples are given below:

- Ministers are employed by the Circuit, and then given pastoral responsibility for one or more churches. They are not employed by the local church.
- Building projects need approval at District level
- Local preacher training and organisation is at Circuit & District level
- Training (e.g., for safeguarding) is usually run at District level
- Grants are available at Circuit, District and Connexional level. In general a grant will not be given at a higher level unless the lower levels fully endorse the proposal.
- Lay staff, although often working solely in one church, are frequently employed at Circuit level and are technically 'Circuit employees'

We are grateful for Circuit support that has been important in getting The Foundry Project this far – and there is considerable interest in how we progress. This rightfully extends to wanting us to share our experiences and learning across the Circuit. This is a real positive for enabling us to multiply successes. However, it also creates certain tensions, especially in the short term. For example, a fundamental objective of the Foundry is to engage with the local community and in the local ecumenical scene. A risk to Foundry success would be if too much time is directed towards Circuit matters, to the distraction of local engagement. For this reason, reporting to Circuit on Foundry Project progress will primarily be done via the existing structures. It is also proposed that the CDM does not engage in general circuit activity, other than is necessary for training and improving their effectiveness within the Foundry Project.