

North Essex Parish Partnership



Response to Diocesan Vision

North Essex Parish Partnership (PPs)

A Proposal for Renewal and Restructuring

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The North Essex Parish Partnership

Following the publication of the Diocesan “Vision Document” entitled “Shaping Our Future” (Advent 2018) a Parish Partnership was developed, as a temporary entity that “a Parish Partnership will work together to discern the best long term future for the Parishes that make up the Partnership”

The North Essex Parish Partnership is made up of

- ✦ Our Lady Queen of Peace Braintree
- ✦ Our Lady & St Anne Line Dunmow
- ✦ The Holy Spirit Great Bardfield
- ✦ St Francis of Assisi Halstead
- ✦ St Theresa of Lisieux Stansted Mountfitchet
- ✦ Our Lady of Compassion Saffron Walden

The Aim of the Parish Partnership is to:

Work together in Collaboration
Consult and discuss
Develop our Christian Community
Co-operate
Be Christ Centred

With this in mind the individual Parishes in the Partnership undertook to meet on a monthly basis, with representatives from the Clergy, Stewards of the Gospel and Parish Council members, coming together to, jointly develop, an approach to both Restructuring and Renewal across their Partnership. This approach was adopted to allow for each Parish to be given a full voice during discussions.

Shaping Our Future –

“Our Vision” (taken from the document published Advent 2018)

“Proclaim the Good News of Jesus Christ in Essex and East London”

The Church in Essex and East London working better and differently together to evangelise our Diocese. It is a vision of the people of God, here and now, collaborating to use our various Grace given gifts to evangelise our Diocese to the best of our combined ability with the help of God

Our Objectives

- 1. Maximise the opportunities for evangelisation**
- 2. Maximise Sacramental provision**
- 3. Maximise the opportunities for putting faith into action through charitable works**

Reflections on Renewal

North Essex Parish Partnership (NEPP)

The introduction of Stewards of the Gospel, by Bishop Alan, led to the development of regular Stewards' meetings in our partnership. This in turn engendered both enthusiasm and perseverance amongst the six parishes of Halstead, Dunmow, Saffron Walden, Great Bardfield, Stansted and Braintree. In this way communication between the parishes enabled sharing of evangelical and other planned activities between the parishes, on a continuing basis.

The Brentwood Diocese's *Vision Document: Shaping our Future* Advent 2018 emphasizes twelve strands of renewal. Not all the twelve strands match the needs and plans of each parish, such that each parish selects those strands which are appropriate for them at a particular time. We are also aware that the faithful in parishes continue to meet their baptismal obligations quietly, following the injunction: "But when you give to the needy, do not let your left hand know what your right hand is doing" (Matthew VI 3).

The following paragraphs outline a wide range of activities thus far in 2019 which connect with the strands of renewal and provide a good measure of the efforts and determination of the six parishes to work together under the guidance of the Holy Spirit. In this draft we have also included a series of discussion points for consultation with our parishes. These are indicated in *italics*.

Young people

All the parishes have catechists working with children and young people to prepare for First Holy Communion and the Sacrament of Confirmation. Examples of strong practice include the “CYMfed Faith In Action” group in Great Bardfield, a very strong youth activity group in Saffron Walden, ecumenical youth events organised by Braintree Area Churches Together in which Braintree Parish helps to take a lead; attendance of young people from our Partnership at FLAME2019. A series of partnership-wide Youth Masses, supported by the Walsingham House Team, began in Saffron Walden Parish in September and will continue in Braintree Parish in February 2020.

Limited public transport, distances in rural areas and the many commitments of young people and their families all present genuine challenges to our parishes. We are confident that these can be overcome. Our aim is to work together to set up a joint and structured youth programme, which will complement best practice in individual parishes.

Family

All Parishes are served by Children’s Liturgy Support Groups for at least one Sunday Mass. Parents are included in preparations for First Holy Communion. In Braintree, the Steward of the Gospel involves children and young people as “welcomers” and to take the offertory at one Sunday Mass. Some Parishes however report a falling away of families after First Holy Communion. Serving refreshments after Sunday Masses has fostered a sense of community. There is limited involvement of young parents in the wider life of our churches.

Some parishes have seen the benefit of an active social committee which encourages social interaction amongst families and all age groups.

Christian Life and Worship

How do we share the Good News of the Gospel, and how do we make our liturgical worship as beautiful and appealing as we can?

Several parishes report having dedicated Liturgy Groups: perhaps these could be re-named “Liturgy Support Groups” to avoid giving the impression that the liturgy itself is open to alteration. Saffron Walden Parish initiated a successful “Bring a friend to church” scheme during Advent 2018; Halstead has introduced more and better music to its liturgical celebrations. Braintree and Great Bardfield jointly ran an Alpha course in 2018. Halstead is contributing to an ecumenical Alpha course in autumn 2019. Young people are actively contributing to Youth Masses.

We shall seek opportunities to explore the richness of the Liturgy, including Divine Office and the Rosary, enriching public worship and enabling individuals to deepen their faith and practice.

Prayer and Spirituality

We might compare our parish life to an iceberg: there is what you see above the surface, but a much bigger expanse below the surface, consisting of private prayer and devotion and those people who quietly go about their business for God, maintaining the stability of the whole structure.

How can we celebrate this, but also ensure that the different groups are welcoming to new members?

The timing of “events” and “activities” is quite important – linking things together, e.g. Rosary with Reconciliation opportunity, Adoration with Reconciliation / a sort of “two for one” that involves lay and priest (maybe tied into other things such as Holy Days of Obligation). Individual parishes have organised retreats.

All parishes have lay-led Rosary and/or adoration groups. We are using social media to promote online resources such as Thy Kingdom Come <https://www.thykingdomcome.global/> Great Bardfield Parish organised a day of prayer in preparation for Pentecost 2019. Also during 2019 Sister Frances Moore is leading four days of a prayer course, alternately in Great Bardfield and Braintree. Some parishes have a prayer request book which is open to all and taken up to the altar during the offertory at Sunday Masses. Stansted Parish has a Divine Mercy Devotion. Braintree Parish has a lay-led Faith Group which is open to all.

Formation

“is a Lifelong process”. Examples of formation opportunities in Parishes include catechesis of children and young people, marriage preparation, RCIA, faith and prayer groups. Some excellent training is provided by the Vicariate for Evangelisation, but this is not just for Stewards (some of whom feel overburdened).

How do we prioritise which aspects to take further, and encourage others within our parishes to come forward to help?

We need leadership from our Priests and clarity about what it is appropriate to delegate to laity.

Integration and Ecumenism

All parishes are working with Christians from other traditions, mainly via local Churches Together groups. Examples include joint youth events offered by Braintree Area Churches Together, Halstead ecumenical Alpha course, Saffron Walden monthly ecumenical prayer; Great Bardfield Prayer Course; Lent lunches; Ecumenical Stations of the Cross in Dunmow on the first Monday of Holy Week, Holy Week walks of witness, etc. Polish Catholics in Braintree have the choice of celebrating Mass in Polish or participating in the regular Parish Masses. Some do both and have held events to celebrate and share their culture. We could do more to appreciate that we are a multi-ritual church by taking every opportunity to become acquainted with other legitimate forms of Mass than the *Missa Normativa*. The Franciscan Convent in Braintree is soon to be taken over by the Coptic Orthodox Church, presenting an opportunity to learn more about their Christian tradition.

Priests, Clergy and People; Leaders and Leadership

These are inextricably combined. We very much value the attendance of our priests and deacon at NEPP meetings, their prayerful contributions to discussion and the insights they give us into their lives. As stated in the *Vision Document* we are very grateful for their guidance in learning “together about how we can work better and differently”.

On a general point – what “training” or preparation have the clergy had from the diocese to take on the changing roles? Some clergy may be “lukewarm” or even opposed to the types of changes that we may be dealing with – their engagement, involvement, co-operation and commitment is essential if we are trying to frame new “scenarios”.

We have observed that effective leaders have emerged from the faithful in parishes challenged by infirm priests. Divine Renovation <https://www.divinerenovationuk.org/> is a possible model of shared leadership and evangelisation which advocates priests setting up leadership teams of trusted people who can work together respectfully but are unafraid of challenging one another. It is essential that the parish priest initiates any such development, but other resident faithful, including deacons, are able to provide continuity and momentum in a parish.

Examples of leadership and initiative in our Parish Partnership include

- www.groundswellprayer.uk set up by a Steward of the Gospel in Great Bardfield in response to clerical abuse;
- different models of Parish Pastoral Councils, notably those which have provided continuity and leadership when priests have been ill;
- Extraordinary Ministers of the Eucharist who, where appropriate, come forward to lead worship;
- senior altar servers helping to train others.

While many people take on roles there is a concern that the same people volunteer for everything and attracting “new blood” is an issue. The roles for lay people can be more closely defined so that the emerging “structures” can prepare people to fill in the “jobs” that need to get done when we have only three priests. Some direction about “job/role” descriptions would help.

Vocations to the Priesthood, permanent Diaconate and Religious Life

We celebrate and affirm Rev. Des Connors' recent ordination to the permanent Diaconate in Stansted Parish. We are so grateful for his generosity in accepting this vocation.

We propose inviting our priests to speak to us about the roads they have travelled towards their vocations. Great Bardfield Parish holds a monthly Rosary for Vocations before Mass. And let's not blindly target only the young, or men. This could be a wellspring of people into the religious life.

What support would there be for new "vocations" to the Diaconate and what would be the role of Deacons in the newly emerging scene? Age limits (if any), previous education background and accreditation of prior learning (APL) and work experience might help.

Charity, Justice and Social Action

Examples provided include supporting Braintree foodbank, Mary's Meals (Great Bardfield) and the Rosary Project (Halstead). Parishes hold regular retiring collections, as they always have, throughout the year. Individual parishioners and groups within parishes fundraise for good causes with sponsored events or social activities. Communication within the Parish Partnership has encouraged us to share in one another's initiatives. The new Caritas Brentwood website provides the opportunity to link with others and avoid duplication.

In addition to supporting initiatives by our individual parishes we shall also develop an overarching project for the partnership.

Education

Saffron Walden Parish maintains close links with St Thomas More School. St Francis School in Braintree invites parishioners to their special termly Masses. There is no Catholic Secondary School located within the Parish Partnership. Families wishing to send their children to Catholic Secondary schools incur considerable transport costs. This is unaffordable for many, especially large families.

Material Assets

This is something of a grey area as ultimately financial decisions rest with the Diocese. Some parishes in our partnership have made more progress than others in auditing resources. One example is the best use of our presbyteries, many of which were built with accommodation for several priests. How can we best maintain the comfort and privacy of our priests – already “living on the job” – but also create flexible space for other uses, such as small group meetings? Great Bardfield Parish is refurbishing their (unoccupied) priest’s house for possible accommodation for retired priests; Halstead has recently refurbished their parish hall. Thaxted (Great Bardfield) is in discussion with the Diocese about the long term future of their Mass centre. Braintree is fundraising to renovate the church organ. At Halstead the Priest lives upstairs (although the kitchen is downstairs as you would expect). It means that they have a functioning Parish Office with a meeting room that provides a venue for prayer groups, first Holy Communion etc. as well as meeting parishioners, bereaved, marriage, baptism etc.

A tenet of our response to restructuring is that we find ways of enlarging the capacity of some of our existing churches to enable priests to say fewer Masses to larger congregations. This clearly has major financial implications.

As parishes merge, link or work more closely together they will need to plan their human resources so that there is a fair distribution of expertise in, for example, administration and general maintenance. Economies of scale are likely to be possible. As people move around to Masses outside their home parish ways must be found to ensure their ‘home’ parish gets their planned giving envelopes, local newsletters etc. How do we increase our financial resources? What employees do we need to share across the partnership? To some extent a standardised method suggested by the Diocese would be welcome.

Summary and Conclusions

North Essex Parish Partnership was formed with the specific task of responding, by Advent 2019, to the Brentwood Diocese *Vision Document: Shaping our Future*. Since the partnership covers the same group of parishes as our Deanery there will already be a structure in place to advance, subject to our Bishop's approval, our ideas for renewal and restructuring. We would like to recommend these objectives as a starting point in our shared renewal:

- to produce a joint and structured youth programme throughout the Deanery
- to put together a programme to explore the richness of our Liturgy
- to hold one or more events when our clergy will talk about how they discerned their vocation – and the continuing journey
- to instigate a joint project for our Deanery, with time-limited, measurable outcomes, to advance charity, justice and social action.

North Essex Parish Partnership (PPs)

Proposal for Restructuring

Introductory Notes

- 1. This proposal is based upon a phased approach to the restructuring of our Parish partnership. Phase 1 is based upon an allocation of 3(+1) = 4 Priests to six Parishes; and Phase 2 upon a reduction to the Priests with one Priest to each pair of Parishes, and one Sunday Mass per Parish.**
- 2. The single Priest allocated to each pair of Parishes would need to be active and capable of handling the work load of two Parishes and of travelling between Parishes on a regular basis.**
- 3. This Proposal recognises the contribution that Deacons make to the Evangelical life of a Parish and the support they provide to our Priests in the provision of Liturgical, Sacramental and Pastoral services to our Parishioners. Hence the term “Clergy” used in this Proposal, refers to Priests and Deacons.**
- 4. For the proposal to be effective our Parish councils, Parishioners, and stewards would take on the responsibilities of Parish administration, maintenance, finance, and fundraising; and would provide secretarial and liturgical assistance to their Clergy. This would give full support to our Clergy enabling them to concentrate upon the provision of Masses, Sacraments, pastoral care, religious guidance and formation to Parishioners. The members of each Parish council would work together in an atmosphere of collaboration and mutual agreement in order to achieve this sharing of responsibilities for the benefit of their community.**
- 5. After due consultation, and with the full support of our Clergy and Parishioners, this Draft Proposal will be presented to Bishop Alan and his team for approval at Advent 2019.**

Phase 1 – 3(+1) = 4 Priests

Starting this phase as soon as possible and maintaining the (+1) priest for at least a period of time sufficient to enable “capacity increases” to be completed for Phase 2.

NB: Capacity increases would be necessary for the larger Mass attendances at Braintree and Saffron Walden when two Sunday Masses become one Sunday Mass in Phase 2 with an allocation of three Priests.

In this phase the four Priests would be allocated as follows:

One Priest each to the larger “3 Masses” Parishes of Braintree and Saffron Walden and One Priest to each of the remaining two pairs of Parishes.

Notes

- 1. The pairings would be agreed by the Clergy and the Parishioners of the individual Parishes.**
- 2. There would be no change to the present three Mass times at Braintree or Saffron Walden, giving them time to concentrate on planning and implementing the capacity increases for Phase 2.**
- 3. The Mass times for the two pairs of Parishes with one Sunday Mass per Parish and one Saturday Evening Mass for each pair of Parishes would be agreed between the Clergy and Parishioners. Transportation, e.g. car sharing, would probably be needed for some Parishioners wishing to attend Saturday Evening Mass at another Parish.**
- 4. All changes to present Mass times, and pairing of Parishes, would be subject to the approval of Bishop Alan and his team**

Phase 2

Starting after Phase 1 and after capacity increases had been completed, a restructuring plan for the longer term and based upon an allocation of three Priests.

In this phase the three Priests would be allocated at one Priest to each pair of Parishes.

Notes

- 1. The pairing of Parishes would be agreed by the Clergy and the Parishioners of the individual Parishes.**
- 2. The Mass times of the three pairs of Parishes, with one Sunday Mass per Parish and one Saturday Evening Mass for each pair of Parishes, would be agreed between the Clergy and the Parishioners of the individual Parishes and would take into account the travelling times between Parishes. Transportation, e.g. car sharing, would probably be needed for some Parishioners wishing to attend Saturday Evening Mass at another Parish.**
- 3. All changes to present Mass times, and the pairing of Parishes, would be subject to the approval of Bishop Alan and his team.**

Concluding Notes for Phases 1 & 2

- 1. The sharing of Priests between Parishes during weekdays would need to be carefully planned by the Parishes involved in order to ensure a fair and equitable sharing and coordination of the priest's time between the Parishes.**
- 2. A list of supply Priests would need to be maintained and made available to all Parishes. Pre-booking would be an advantage. It is important to note that, in the absence of their Parish Priest, two Parishes would be without Masses and possibly HDO Masses. This means that the availability of supply Priests would be critical to the provision of Masses to Parishioners.**
- 3. The provision of accommodation for retired Priests within our partnership is a worthwhile and caring project, and has possible benefits for our Parishes in the form of additional Masses, Sacraments, pastoral care, and formation especially in the absence of their Parish priest.**
- 4. RE: Saturday Evening Masses mentioned in Phase 1 & 2: the paired Parishes could, if they preferred, alternate the Saturday evening Mass e.g. on a monthly basis.**

Linking Together Two Parishes

Introduction:

Bishop Alan’s “Vision” document of Advent 2018 introduced the concept of “Linked Parishes”, possibly with a formal agreement. As this Restructuring Proposal is based on three pairs of Parishes then each pair of Parishes could aspire to become a “Linked Parish”.

To this end this Restructuring Proposal includes a process for the linking together of two Parishes, as shown in Appendix 2. Thus far one pair of Parishes has begun the process towards linked status.

In all respects the linking together of two Parishes would be subject to the approval of Bishop Alan and his team.

Small Mass Centres

In addition to the six main Parishes in the North Essex Parish Partnership there are also three small Mass Centres located at:

- **Thaxted (The Church of the Holy Spirit Great Bardfield Parish)**
- **Sible Hedingham, (St Francis of Assisi Halstead Parish)**
- **Hatfield Broad Oak (Our Lady & St Anne Line Dunmow Parish)**

Each one of these small Mass Centres has been providing weekend Masses for some years to a well-established community.

After due consideration, and taking into account a gradual implementation of the Restructuring Plan by Bishop Alan and his team, the Partnership is of the opinion that these three Mass Centres should be able to continue their present Mass arrangements for the foreseeable future.

Summarising Points

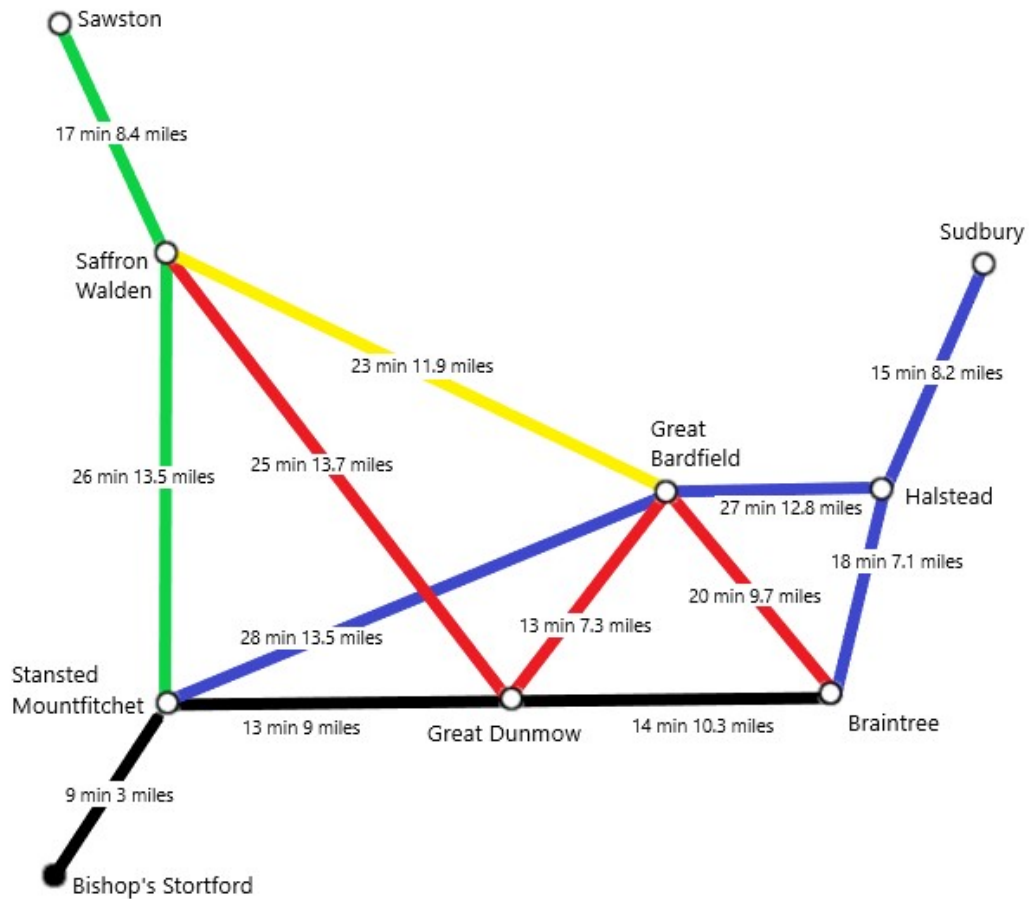
1. **The Parish Partnership, accepting that there are not enough Priests to serve all the individual Parishes, presents a feasible approach based upon the sharing of three Priests between six Parishes i.e. one Priest per pair of Parishes. This assumes that the necessary capacity increases will be implemented.**
2. **Every Parish would have a Sunday Mass, and each pair of Parishes would have a Saturday evening Mass giving three Masses per priest each weekend.**
3. **There would be sufficient capacity in every church for all Parishioners attending Sunday Mass.**
4. **Each pair of Parishes would have their own Parish priest.**
5. **The proposal gives minimum disruption for the Partnership Parishioners.**
6. **Due consideration has been given to the small Mass Centres of Thaxted, Sible Hedingham and Hatfield Broadoak.**
7. **There is a process for linking together Parishes (see Appendix 2)**

Key Point

It has to be stressed that the availability of supply Priests is of key importance because in the absence of their Parish priest, each pair of Parishes would be without Masses. The local accommodation of retired Priests being able to say Mass would help reduce this problem to some degree, and this point should be given serious consideration.

Appendix (1)

Parish Partnership Grouping Options with travel times



3+1 Priests	Group 1	Group 2
Option 1	Walden, Stansted, Bardfield	Braintree, Halsted, Dunmow
138 mins	77 mins	61 mins
Option 2	Walden, Stansted, Dunmow	Braintree, Halsted, Bardfield
129 mins	64 mins	65 mins

How Does It Work:

- This document sets out the proximity of each of the practical parish grouping options
- All practical grouping options are listed for each scenario
- The time to travel each route is given as an indication of the practical proximity of the grouped parishes
- For example: in the 3 priests scenario Option 1 would mean significantly less travelling over time than Option 4

Mass times and services in the Parish Partnership

Braintree Our Lady Queen of Peace	Stanstead St Therese of Lisieux	Saffron Walden Our Lady of Compassion	Bardfield Church of the Holy Spirit	Dunmow Our Lady St Anne Line	Halstead St Francis of Assisi
Monsignor David Manson	Fr John Garrett	Fr David Clemens	Fr Richard Rowe	Fr Martin Nott	Fr Joseph Whisstock
Mass times Saturday Vigil 6pm (200) Sunday 9am (160) Sunday 11am (190) Church fire certificate for 220 people	Mass times Saturday Vigil 6pm Sunday 10am (165-185) Church fire certificate for 403 people	Mass times Saturday Vigil 6pm (120) Sunday 8.30am (110) Sunday 10.30am (180) Church fire certificate 221 people	Mass times Sunday 9.30am (60) Church can hold 100+ steep stairs leading to upstairs church. Fire Risk Assessment	Mass times Saturday Vigil 6pm (30) Sunday 11am (57)	Mass times Saturday Vigil 6pm (30) Sunday 11am (55-60) Church holds 160 & upstairs chapel 30 Fire Risk Assessment
			Thaxted Church of Eng. Martyrs	Hatfield Broad Oak	Sible Hedingham
			Mass times Saturday 5pm (40-45) Church in need of repair	Mass times Sunday 9am (20)	Mass times Sunday 9am (25-30)
Confessions Saturday 10-11.30am	Confessions Saturday 9am	Confessions Saturday 12pm or by arrangement	Confessions By appointment only	Confessions Before any Mass	Confessions After any Mass by arrangement
Weekday Masses Monday-Saturday (x6) 9.30am	Weekday Masses Tuesday-Friday (x4) 9.30am (9-25 varies)	Weekday Masses Every weekday (x5) 9am (20 max but varies)	Weekday Masses Monday & Friday Service of the Word 10am (3-6)	Weekday Masses Mon-Friday (x5) 9am Replaced by SotWord when necessary	Weekday Masses Monday, Tues, Thurs & Friday 10am (3-9)
					Disability Access
Baptisms	Ad hoc Mass times	There are 9 Mass Centres in the PP Each priest can only serve a maximum of 3 Masses from Saturday Vigil to Sunday evening See chart below for Masses said in their Parish church	We have only been allocated 3 (+1) Priests	We have 6 presbyteries in the PP	Car Parking
Requiem					Hall with Kitchen
Weddings					Baby Change/Toilets
Easter Triduum	Traditionally Set				Audio Induction Loop
Christmas	Mass times				Maximum Masses
Shows church & priest have max Masses		Fr. David Manson - Can drive, not known if he would be willing to			2 Masses
		Fr John Garret - Not willing to drive			Maximum Masses
		Fr David Clemens - Cannot drive for medical reasons			Maximum Masses
		Fr Martin Nott - Cannot travel independently			Maximum Masses
		Fr Joseph Whisstock - Drives & willing to travel			Maximum Masses
		Fr Richard Rowe - Willing to drive but ill health often prevents him.			2 Masses

Data collected as of March 2019 (as above)

We are aware that there are changes that have occurred at St Theresa of Lisieux with regard to the ordination of the Rev Des Connors and the change in the Priest in Charge with Fr Lee Bennett joining the Parish in September.

Appendix (2)

Draft Process for Linking Together Two Parishes

PARISH 1:

PARISH 2:

Introductory Notes

1. This part of the draft restructuring proposal describes a process for two Parishes to consider when seeking “Linked” status. It would be subject to due consultation with the support of the Clergy and the involvement of the Parishioners in the individual Parishes. Subsequently the approval of Bishop Alan Williams and his team, at Advent 2019, would be sought. It is based upon the Linked Parishes sharing a Priest to be allocated by Bishop Alan.
NB This proposal does not preclude other types of linking between Parishes as in, for example, working together on evangelical and social matters, whether or not they share a priest.
2. It would be advisable to start the process ASAP in order for the Parishes to be linked in time for the arrival of their allocated Priests.
The participating Parishes would share their experiences and lessons learned during the process of achieving linked status with the other Parishes in the Partnership.

The Process

1. Representatives from each Parish would meet together to consider whether or not the linking of their Parishes would be both desirable and feasible, and would they be prepared to work together on the basis of mutual agreement, and the equitable sharing of their allocated priest. The representatives would include their Clergy, Stewards, and Parish Council Chair-Persons/ members.
2. Recognition of the independence of both Parish communities would be essential for the maintenance and continuation of their communities, and for the linking together to be successful, mutual respect would be essential.

“Linking” is not “merging”, and neither Parish should feel subsumed into the other.
3. After obtaining the agreement of their Clergy and their respective Parish communities for the commencement of the process the Parishes would establish a Joint Working Committee (JWC) comprising their Clergy, stewards, and council chair-persons/ members.
4. Whereas the established systems in each Parish for the present “one priest” per Parish arrangement would carry forward as the basis of operation, this process focuses upon

those new and extra requirements relating specifically to the sharing of a priest by the two linked Parishes.

5. The requirements for the JWC to consider would include, for example:

5.1. Sharing of costs

- Priest's stipend and vehicle running costs
- Equipment, stationery and printing costs related to administration, publicity and notices etc.

5.2. The Mass times for each Parish

- The agreement of Mass times for each Parish
- For weekend Masses, HDO's and the busier periods of Easter and Christmas
- For weekday Masses in each Parish – the Mass times would be subject to the approval of Bishop Alan and his team.

5.3. Sharing the Clergy's time, for example:

- For other sacraments, pastoral care and evangelical activities, the JWC would need to take a balanced approach when considering, for example, isolated Parishioners - housebound, hospitalised, and care home residents – especially those in rural areas
- The organising and/or participation in joint, or Deanery, events, both evangelical and social

5.4. Supplies of church equipment and consumables (e.g. candles, wine, Repository)

- Joint (or partnership wide) bulk purchasing would give a price advantage to the Parishes

5.5. The Priest's Diary

- A system whereby each Parish keeps their Clergy up to date with timely notifications for their diaries – this could be done electronically

5.6. Supply Priests

- As has already been mentioned in the other parts of the draft restructuring proposal – the need for supply Priests would become more significant in a situation where the absence of a priest would result in two Parishes without Masses and the other sacraments.