

ROCK CONSULTATION FEBRUARY – MARCH 2018



RESPONSES FROM THE MEMBERS OF ALL SAINTS CHURCH

INTRODUCTION

Following the presentation of the ROCK proposals for the future of the Weston All Saints Church building and campus in February 2018, members of the church were encouraged to respond to the proposals in a consultation exercise.

193 individuals completed their responses by hand or on line. Many people wrote comments or asked questions. Some wrote extensively. There are 24 pages containing 16,000 words of comments. Where people wrote their comments, these have been transcribed into a single document by Chris Chatfield (Chris is not a member of the ROCK Team). 62 people put their name to their response; 131 were anonymous.

Anyone who wishes to read the complete set of comments can find the document on the All Saints website under the ROCK section, but two copies will be printed off and kept at the back of church. There will also be a copy in the Church Centre.

The rest of this booklet gives the results of the consultation exercise, with very little comment or interpretation.

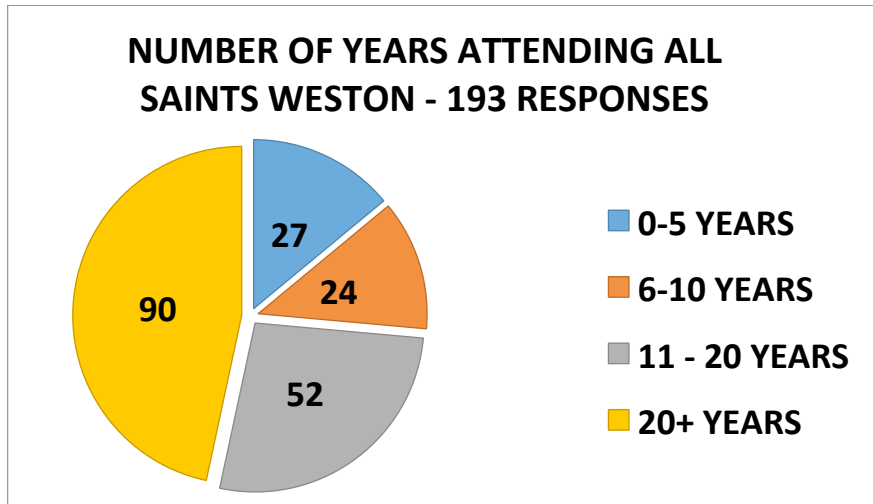
The ROCK Team and PCC are grateful to everyone who took the time to complete a response. Whatever your views on the ROCK Project and its different elements, we hope that you will feel you have been included.

PART ONE: NUMBER-CRUNCHING

There were 193 responses.

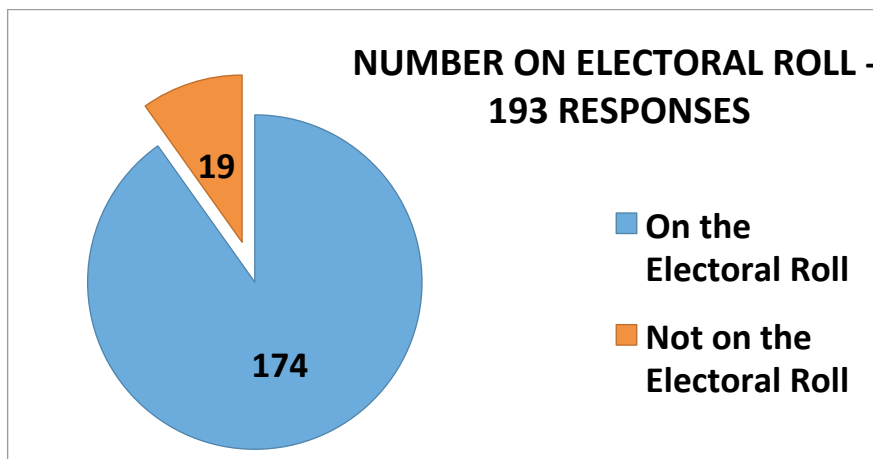
SECTION A: BACKGROUND INFORMATION TO RESPONDENTS

QUESTION 1: Number of Years as a Member of All Saints



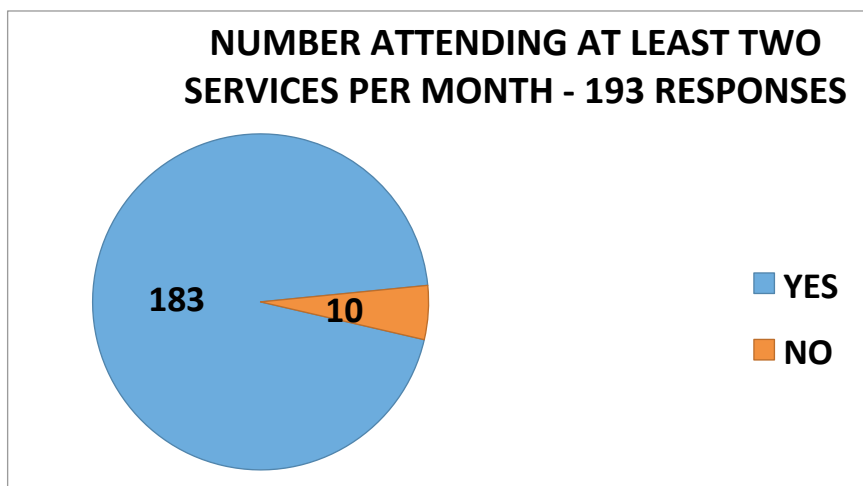
Of those who responded nearly 50% have been a member of All Saints for more than 20 years.

QUESTION 2: On the Electoral Roll of All Saints



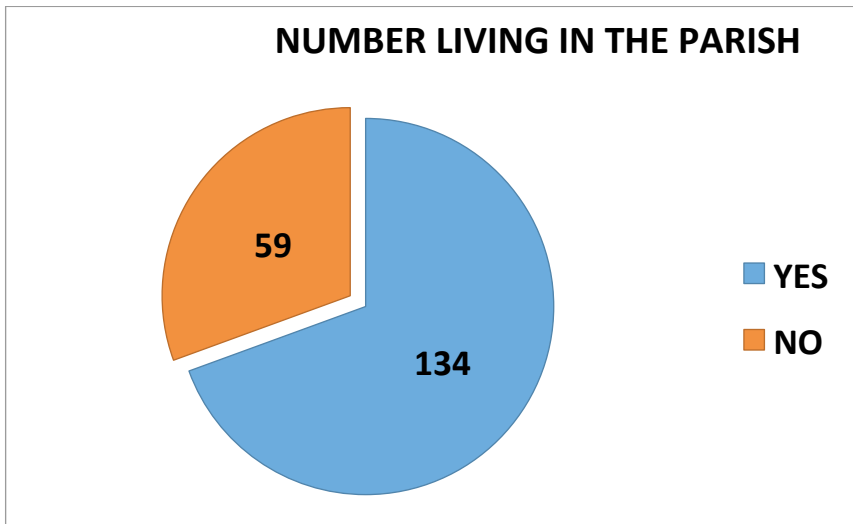
90% of respondents are on the All Saints Electoral Roll.

QUESTION 3: Attending At Least Two Services Per Month



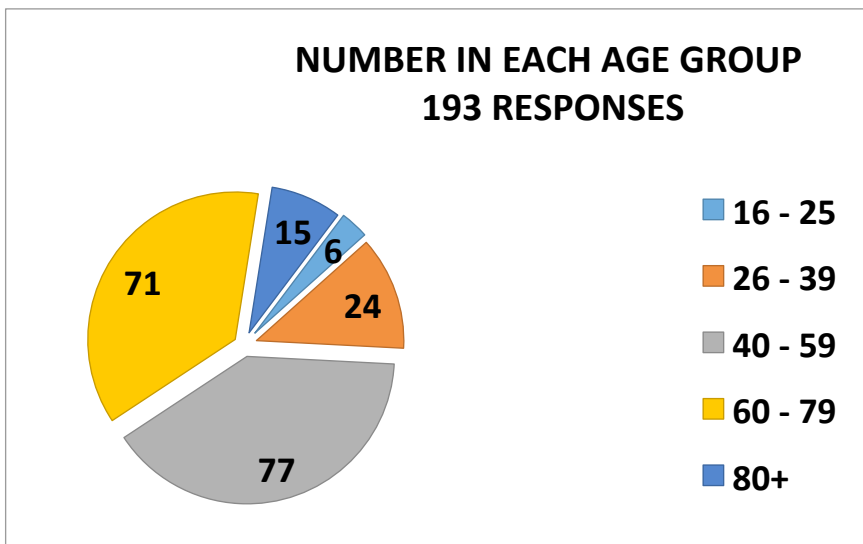
95% of respondents attend at least 2 services per month

QUESTION 4: Living In The Parish



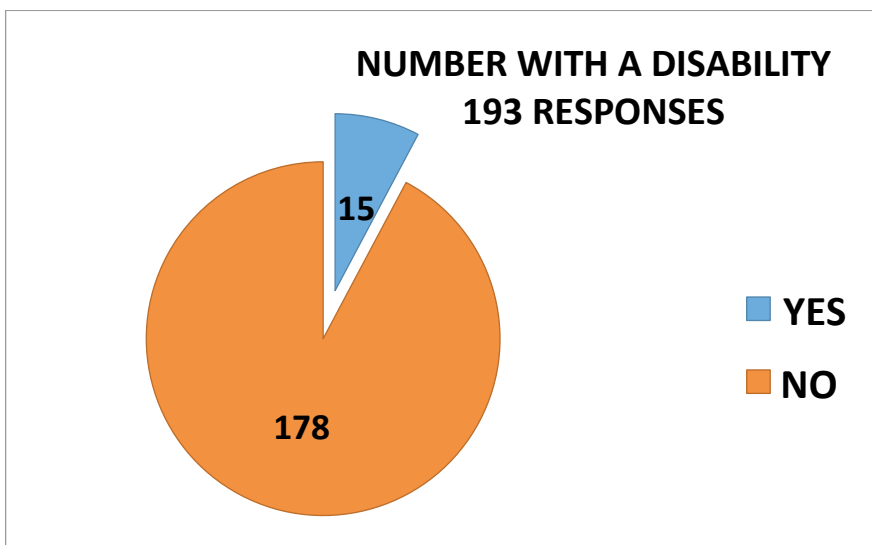
70% of respondents live in the parish

QUESTION 5: Age Group



Only 30 (15%) of respondents are under 40

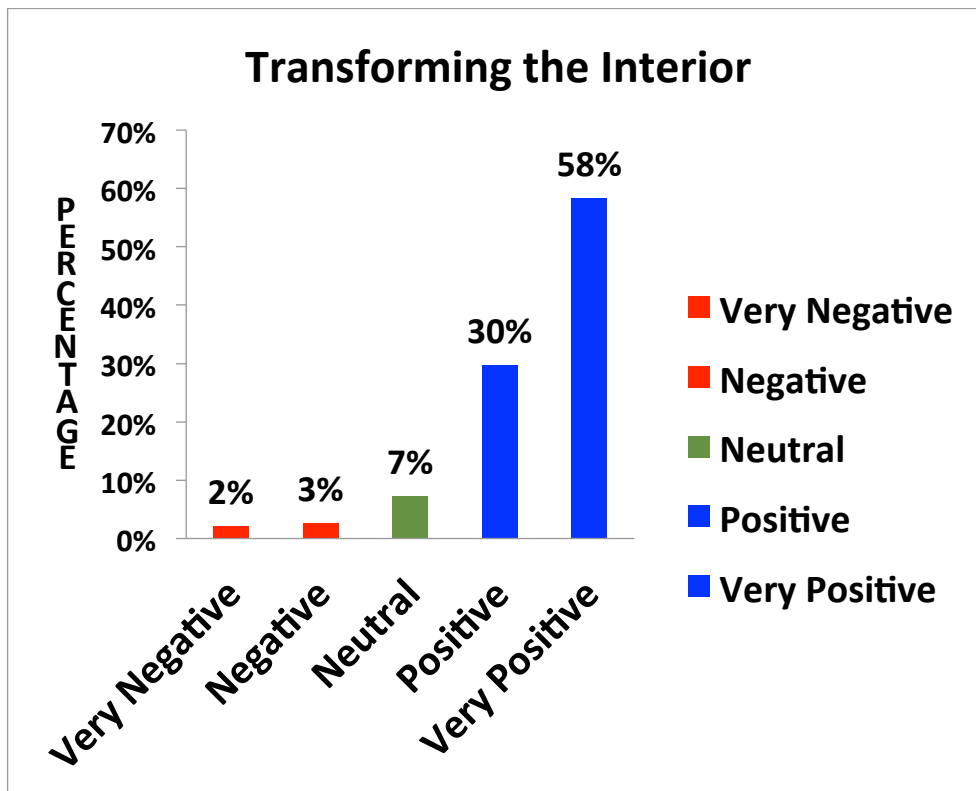
QUESTION 6: Disability



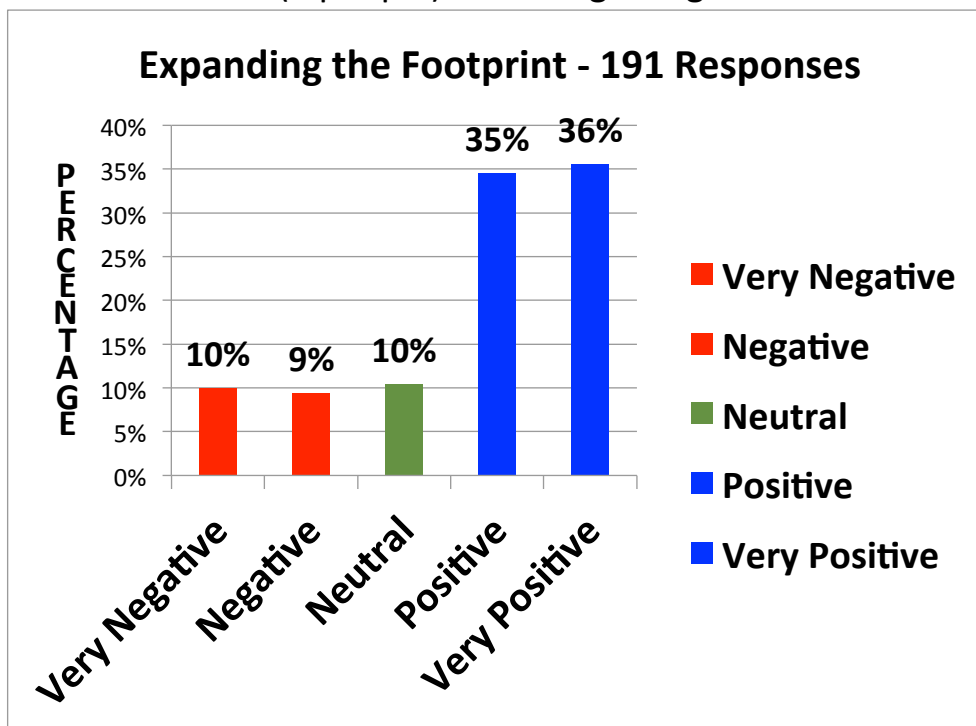
15 respondents said they had a disability of some kind

SECTION B: FEELINGS TOWARDS THE ROCK PROJECT PROPOSALS

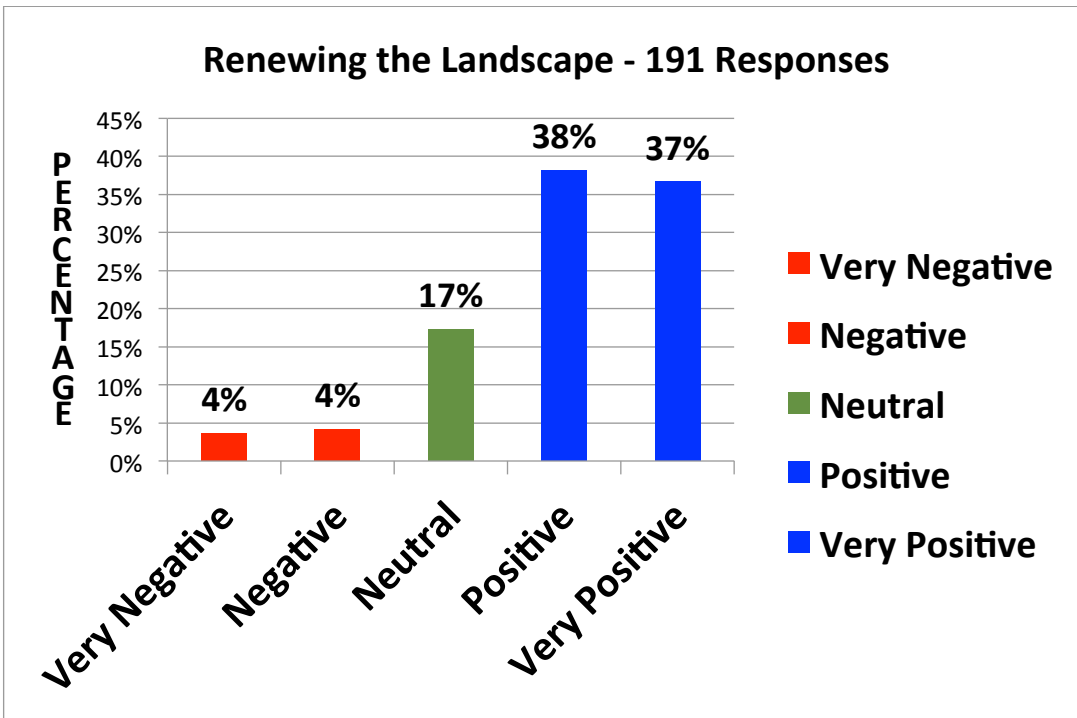
QUESTION 8:



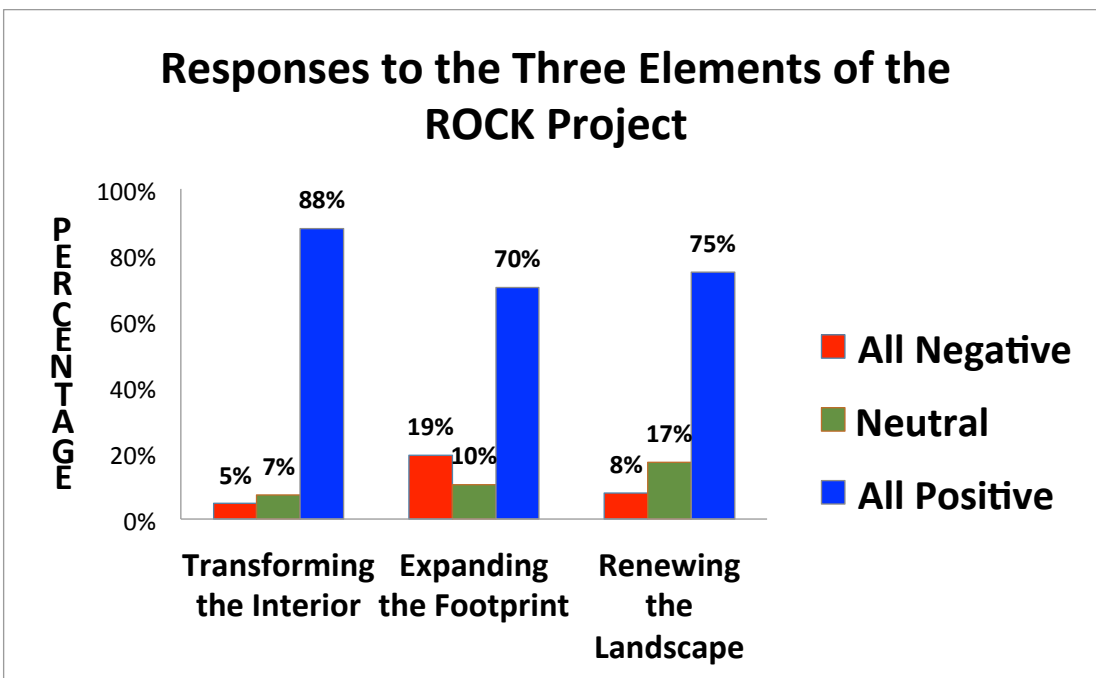
88% (169 people) recorded a positive attitude towards the proposals on the interior with 5% (9 people) recording a negative attitude.



70% (134 people) recorded a positive attitude towards the proposals on the extension with 19% (37 people) recording a negative attitude.

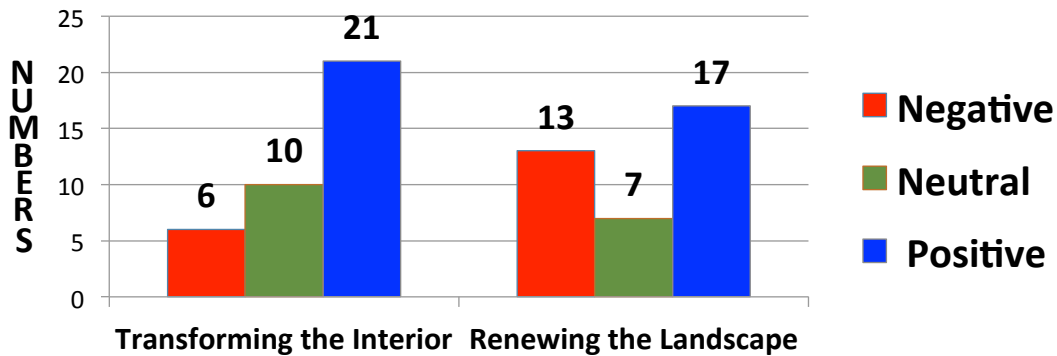


75% (176 people) recorded a positive attitude towards the proposals on the extension with 8% (15 people) recording a negative attitude.



Clearly all three elements of the project have large majorities in favour, although as far as the extension is concerned nearly one in five people have recorded negative attitudes towards the proposals. Of those who are negative towards the extension, more than half recorded positive scores towards the interior and nearly half were positive about the landscape proposals. See next chart.

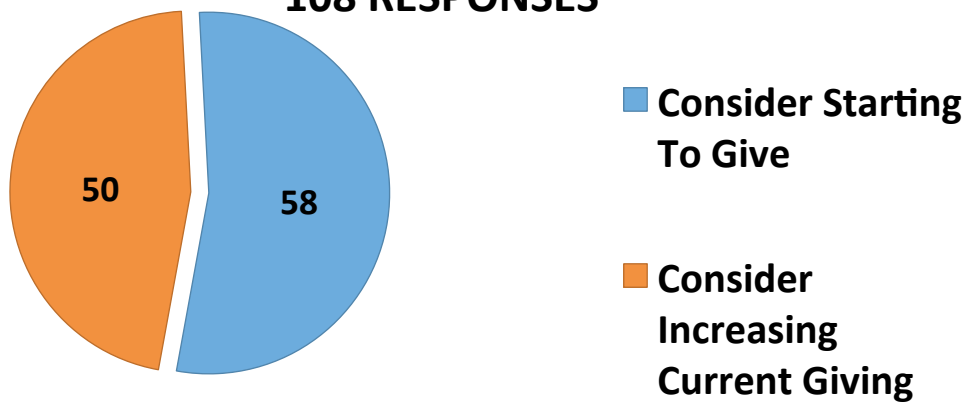
Attitudes of the 37 people who are negative about the extension to the other two elements of the ROCK Project



SECTION C: INDICATION OF COMMITMENT TOWARD THE ROCK PROJECT

QUESTION 10: Indication of possible future financial giving

FUTURE INTENTIONS REGARDING GIVING - 108 RESPONSES



58 respondents said they would consider starting to give to the project and 50 respondents said they would consider increasing their giving. 85 respondents did not tick either box. It would not be unreasonable to assume that many of those are currently giving but are unable or unwilling to consider ncreasing their giving,

Nearly half of respondents (90) said they would like to be involved in the project in a practical way.

PART TWO: WRITTEN COMMENTS

The complete set of written comments is contained in a separate 26- page document that will be seen by the Rock and may be seen by anyone else on request. Two copies of the document will be available at the rear of church. Many of the comments are given in similar ways by more than one respondent. The following is a brief summary of the comments, grouped by topic and using '(x3)' for example when 3 people make similar comments.

General

1. I am sure our mission will carry on whatever changes we do or do not make. Sensitivity and wisdom will be needed to avoid disunity and upset which is such an unhelpful witness (x2)
2. It will be impossible to please everyone (x3) ... Hope it will bring people together and not drive them apart.
3. I want to acknowledge all the hard work, vision and prayer that has gone on to get us this far on our journey (x10). ...Thanks for the sacrifices you have made in time and for the gifts you have deployed in seeing through this project and for your obedience for God's call on your lives
4. Ticking the boxes on the form doesn't represent my mixed feelings about extension and landscape.
5. My concern is that the Rock project is primarily about buildings and we should also be thinking about other ways of meeting the needs of the community (Patrick's original ideas)
6. Over the last 15 years, numbers have dwindled so I don't understand the need for all this, though some work obviously has to be done. Am more concerned with seeing a packed-out Tuesday prayer meeting.
7. Before stepping out in faith, we need to make sure this is God's will.
8. No mention has been made of planned giving to Enrich and Eagles.
9. What is the purpose of all this? Will it help mission, making disciples etc? (x4) ... If the church exists for its non-members (as said in church), why are we spending all this money on 'ourselves'? ... Will this become so all-consuming that we put too much emphasis on building and not enough on mission?
10. Original needs were identified as level access, flexible space and greater weekday use. Yes, plans give level access, but are they where we want them to be? ... Chairs will give more flexibility, but have we analysed how

we will use this? ... As for weekday use, I can't see the benefits of the proposed work. How will we man the building during the week?

11. We must change from a comfy, settled, slow decline. But I have heard very little about what the actual renewal plan is, away from the Rock project. What is it we are planning to do that is currently impossible, perhaps with a more modest modernisation program? I have seen several renewal projects, some for churches that were bursting at the seams (obviously needed), while others failed to plan for what they were going to do with the space and growth remained elusive. If concrete plans do not exist, then I am not sure prudence is a driver.
12. I have never heard of anyone who came to Jesus because of a building.
13. Let's make sure we get the details right when it comes to things like lights and A/V ... Can save time and money by making the right choices now.
14. The Rock proposals keep changing and I don't understand the reasons for this.
15. The decision to proceed should be made by the whole congregation, not just the PCC (x2).

Disability problems

1. Hearing (x5). Like the inductive loop system
2. Being partially sighted, I find the plans impossible to read and look forward to seeing the screens using white on black for all services. The large print hymn books are too heavy to hold with a magnifying glass.
3. Ease of access more important as I reach my late eighties. More disabled parking required (x2). Consult people with disabilities to see what changes are required. The walk up to church is hard. Access for Mums with babies/toddlers is poor ... Need ramps at entrance and up steps to chancel ... Levelling the floor space will be good.

TRANSFORMING THE INTERIOR – 192 Responses

Very Negative	Negative	Neutral	Positive	Very Positive
2%	3%	7%	30%	58%

1. **General Comments on the Interior:**The current plans are over-ambitious, but we do need better disabled access, better lighting, better heating and replacing the pews with chairs. Several people said we desperately need

better lighting and sound ... Refurbishment of interior would be good to make it more flexible and comfortable. We have neglected the church for 5 years while discussing Rock and the architect's fees could have been spent on paint, repairs and a new heating system ... Making everything more user-friendly is great as long as you don't destroy the beautiful look and feel of the church and surrounds. I don't want anything too modern ... Current building and campus are suffering from neglect and are uninviting, but have the potential to offer much more ... I want it all to remain as it is, especially the interior (x2) ... Losing the historical look of the church would be a shame (x2).

2. **Lighting and sound:** Upgrades are essential if we are to make newcomers welcome. (x10) ... LED bulbs need to be dimmable stage lights rather than cheap spotlights ... Can we stream services to different parts of campus? Can we have more detail on A/V? Need to be able to black out church ... Get services of an acoustic engineer.
3. **Heating:** Need new boiler but not underfloor heating which is very expensive to install (2) ... Have solar panels on lower roof (out of sight) for energy conservation
4. **Pews and Chairs:** I am against removal of pews, as they are part of heritage and should be passed on to future generations, like the memorial plaques (x2) ... Don't remove the pews. I love the wonderful solidity of the pews and regret plans to remove them ... I don't like stackable chairs and pews should be retained ... Chairs will be expensive, messy, untidy and a health and safety risk on handling ... The plans show 178 chairs in the main part of the church. This is significantly less capacity than currently – please comment ... I am concerned the removal of the pews will lead to insufficient space for people ... With a growing church, we need more seating, not less ... Now we have the Hub, perhaps we don't need to remove them as can have concerts there ... Would like to retain pews but make them more comfortable with proper seat cushions ... Older people with back problem have difficulty sitting in pews and chairs may need a back cushion. The pink chairs in church are useless as a cushion falls through, but the blue ones are ideal. The chairs illustrated for the Rock project do NOT look good ... Who will be responsible for storing/setting out chairs? Will throw burden on younger/stronger members of congregation ... Keep some fixed seating to reduce work needed in changing layout?

Removal of pews would be good. (x8). Could line North and South walls with pews to increase seating capacity (x2) – see St Michaels without. Selling pews will raise money. Pews are a comfortable link with past but alien to people with no church background.

5. **Possible changes to rear of church:** Is another entrance near drinks area really necessary? (x6) Add an accessible entrance on North west side in welcome area ... Having a new door at the back of church on the North West side will enable the project to be phased ... North West door would not work because of ground levels ... Need to consider sunlight on North-facing doors (x2) ... I prefer to see brides and coffins come in the back of church and use the central aisle (x2) ... Not sure about the idea of having a self-contained space at the back of church. Where would refreshments be served after a service? ... I like the idea of making the back of church, the balcony and the area round toilets more useable spaces, but want to keep general feel.
6. **South Porch (Current Main Entrance):** . Not keen on re-ordering back of church or closure of South entrance ... South entrance better for getting the sun. Blocking off the South entrance would probably turn porch into a storage area. Please keep South door open as I do not want to do the 'walk of shame' if I arrive late. Keep South entrance ... What will happen to existing South entrance and lovely new door? Please leave South door which lets in light and warmth and is convenient for many locals. South door must be manned. (*NB: See also notes on entrance to extension*).
7. **Organ:** Don't renovate it, remove it (x4) Could we use its footprint? Organ music unlikely to be part of future spiritual world
8. **Repairs:** Please address condition of roof and other essential repairs/maintenance before other changes. (x2)
9. **Redecoration:** This is needed, painting, lighting and a new boiler
10. **Memorials and Pulpit:** Are they to be removed, and, if so, where? ... Please clarify what will happen to memorials and pulpit. They are part of our heritage (not averse to pulpit being moved, but not 'dumped' elsewhere.)
11. **Storage space:** Need more for groups' equipment and for chairs/tables.
12. **Remembrance Chapel:** Could the remembrance chapel become more of a useable place of worship rather than the untidy and little-used area it is now? (x2) ... I would like to see an area of church for peace and reflection, perhaps by glassing in the remembrance chapel.

13. **Security:** If staff are in extension, how will they keep an eye on people entering the South entrance. Or if we shut South entrance, we will compromise our outward-looking mission.

EXPANDING THE FOOTPRINT – THE EXTENSION – 191 Responses

Very Negative	Negative	Neutral	Positive	Very Positive
10%	9%	10%	35%	36%

1. **Comments on the Design:** This is a really exciting project! Best design yet ... Design needs simplifying. Too many doors and separate areas ... Don't like the shed-like angles of frontage. No connection between old and new as you approach the building ... Should we call the meeting room a worship space? Should it be a crèche? Can we partition space into smaller rooms as well as make a large room? Modernise interior of church with glass partitions so that extension is not needed. Renovate the vestries – much cheaper than an extension ... Don't like the juxtaposition of a modern glass building with an old church ... The timber lattice truss ceilings are possibly not great value and very much a 'nice-to-have'.
2. **North Side Versus South Side of Church:** The extension is on the North (shady) side of the church. Need to capture as much natural light as we can ... The big glass doors and skylight won't get much sun shining through them (x2) ... Patio area outside new entrance would be in shade. People like to gather where there is sun and light ... The development is concentrated on the North side, remote from village and not visible to them (x2)
3. **Scale of the Extension:** We do not need a flashy extension to grow as a church family. Unsure about the need for an extension as we haven't outgrown our space (x4) ... Unsure how much extra space will be created for the congregation. Or whether both the meeting rooms are necessary. Especially with the costs being so high ... Given the Hub and Centre, why do we need such a large extension with an additional 40-seat room? (x17) ... Planned extension fine but cost excessive. Is such a grand extension needed? The purpose of the extension is provide better disabled access, crèche, better toilet facilities and somewhere for a supervisor. – that's all ... Adding onto the existing building to be put on hold ... Want new entrance and new vestry/crèche, but not 40-seat room and 6 toilet
4. **The new main entrance:** The new entrance will be good. Should improve access for all. Latecomers will be conspicuous and potentially disruptive

entering at front. Need rear door for weddings etc. Is this really the only place for an accessible entrance? The position doesn't make sense to me. Problem with proposed entrance is that visitors can't see into church. So keep South entrance open as well? Can Welcome Teams cope with 2 entrances? (x2) Improve existing entrances. Lots of people come from village direction and will not want to go round the back of church. The South entrance is the natural welcoming point ... Concerned about the effect of the extension on the environment. However, I like the idea of a single entrance for everyone and for this to be a welcoming space.

5. **Toilets:** Are 6 toilets necessary? (x4) Need one or two disabled loos ... Separate male and female toilets?
6. **Costs:** How much money would be saved by not including this? ... What will be ongoing costs of maintaining and heating the extension? (x2) The extension will spread manpower and cost ... I hear church architects are very expensive and may be overdesigning.
7. **Creche:** Where is the crèche going? (x3) Current [crèche] provision unsatisfactory (x4). Vestry is cold, dingy and damp. Would be difficult to soundproof a room under balcony. Why not make a room under the balcony? Where can we store toys/resources for this age group? ... Surprised there is no specific mention of crèche. Having had toddlers, I see this as a difficult time for Mums when it is easy not to bother coming to church because so much time spent out of service
8. **Baptistery:** The idea of a new baptistery is inspiring (x4) ... Not sure if the cost of a baptistery can be justified when it is not in the main part of the church (x2) ... Having the event relayed on screens into main part of church detaches the congregation from what should be an uplifting event ... Someone thinks a baptistery could be fitted in church in the centre of the platform in front of the old screen position and others think this would be better if possible. ...Or use a birthing pool to save a lot of money.
9. Will we be able to use the kitchen area for arranging flowers?
10. Why do we need a kitchen when we have the Centre?

RENEWING THE LANDSCAPE – 191 Response4

Very Negative	Negative	Neutral	Positive	Very Positive
4%	4%	18%	38%	37%

1. Don't turn churchyard into park or playground. The piazza could attract local youths as a skate park. The piazza is unnecessary.
2. Most landscape changes are now taking place around new entrance rather than around the old entrance that I think is more photogenic, so I don't feel strongly about renewing the landscape
3. Do not fully understand each of the components of the landscape design, or their rationale. Main architects appeared to be more in tune with us than landscape architects. Nevertheless will trust Rock team's judgement.
4. Fixing the garden and pathways would be appreciated (x2). Well-lit and well-maintained paths are vital ... Need to make landscape more friendly and accessible for people with disabilities ... Pathways need attention but I can't see the benefit of other proposals
5. Apart from size of car park and ease of access, I consider cosmetics as being of second order importance ... Agree with better provision for access, parking and the memorial garden
6. Difficult to understand what new landscape would look like. How much is it costing?
7. Improve security lighting
8. Remember there is wildlife in the churchyard. (x2) Changing conifers to deciduous trees would make it look bare in winter. Am against cutting down mature trees (x2). Trees, even beautiful ones, can be replaced. Dedicate part of the churchyard as a 'wild space'.
9. The current disabled entrance is very dark due to trees and large tombstones and says 'death' rather than life.
10. The area behind church could be a place of refuge and tranquillity with some benches, if some trees were removed and tombstones moved.
11. Worried about the inadequate access via Lynfield Park (x3) ... Worried about inadequate parking space. If church is going to be used more during the week, what will local residents think? Can we use more of the rectory garden for parking? Should we involve local residents with landscaping ideas?
12. Landscaping should be focussed on South side that is seen by 'village'.
13. I would like to see a Christian labyrinth installed – details in the long document.
14. Disturbing gravestones for an extension is rotten and cruel and not a Christian thing to do. How would relatives feel? Don't sanitise churchyard by straightening gravestones into rows which would destroy the charming

country churchyard atmosphere. Don't move graves, headstones or memorials.

GIVING AND FINANCE

THE COSTS

1. I like the plans for bringing the interior up to 21st century standards and improving access, but it is very expensive and we need a contingency plan to prioritise work and drop anything unnecessary
2. Phasing this huge project would be my choice as finance becomes available (x4)
3. In Luke 14v28, Jesus' teaching is recorded: "For which of you when he wants to build a tower does not sit down and calculate the cost to see if he has enough to complete it? Otherwise when he has laid the foundation and he is not able to finish, all who observe it begin to ridicule him saying 'This man began to build and was not able to finish'. WAS does not have £3m to undertake this whole project. As a society, we currently spend beyond our mean and incur debt. This is not a wise, biblical practice, however tempting it is.
4. The proposals mentioned a mortgage to raise money. What would be used as collateral? I don't think we should take a mortgage.
5. Overall, £3m is a huge sum to spend, especially as church is already living above its means. (x2)
6. The deficit on normal running costs should be addressed and should not suffer from financing Rock project. We are always being asked to give more because church has overspent.
7. It would be helpful to have approximate costings for different parts of the project so we can better judge what is worth doing (x2)

PERSONAL GIVING AND COMMITMENT -109 Responses

I will now consider starting to give to the project	50 responses
I will now consider increasing my existing pledge	58 responses
Existing number of pledges	80+ representing around 140 people

1. An increase in giving is not practical for me at present (x6) ... I will continue with my current pledge (x9) ... I have given what I can. Please use it wisely.
2. Block donations easier than regular giving for me (x2)
3. Can't increase giving at present but will support in prayer (x2)

4. I will NOT consider giving to the project as it is greedy when we already have the Hub and Centre. So many people are in need so why spend so much money on the church which is fine as it is. We should be doing the Christian thing by helping those in need.
5. I will not be giving to ROCK. We have money pledged (£600,000) so let us live within our means and not spend £3m (x2). Don't want an enormous debt for the younger members of the church (under 16s don't get a voice) (x2)
6. Would like to give money towards the Remembrance garden if you can give me an idea what the costs might look like. Some people may like to give to a specific part of the project or to find a way of honouring previous members of the church. A name in a book that no one sees doesn't do it for me
7. I have moved a long way from Bath but am still contributing to the Rock project
8. I will wait to see what is decided before committing further (x7)
9. Can't remember what I pledged (x2)
10. Will support a decision of the congregation, but not the PCC or Rock Committee (x2)
11. Am currently giving, but will withdraw my support if extension goes ahead (x2).
12. Am willing to support modernising the interior, but am reluctant to support the extension.
13. Not ready to make a commitment yet
14. I will not continue giving as I have moved away

OTHER COMMENTS

1. As an electrical engineer, am happy to help with any technical aspects of the new sound system
15. Suggest involving church members with project management experience

Questions

There are 2.5 pages of questions, most of which are covered above.