

FUNDING STRATEGY FOR HOLY TRINITY, HARTSHILL

Index

Chapter	Pages
1. Parish of Hartshill	2
2. Holy Trinity Church	3
3. Current Situation	4
4. The reasons for Church Project	5
5. Principles adopted by PCC on 13 th January 2025	6
6. Schedule of Works agreed by PCC on 13 th January 2025	7
7. Changes to the Project	8
8. Funding implications of the Project.	9 to 10
9. Commentary of Funding sources so far explored.	11 to 14
10. Community Initiatives	15 to 20
11. Benefits and Outcomes of successful implementation of Project	21 to 21

Appendices

Appendix 1- Involvement in project.

Appendix 2- National Lottery Heritage Fund- response to Project Enquiry.

Appendix 3- Benefits/outcomes for Heating proposals.

Appendix 4- Benefits/outcomes for Other internal and external work to Building.

Appendix 5- Benefits/outcomes for Wheelchair access.

Appendix 6- Benefits/outcomes for Heritage Group.

Appendix 7- Benefits/outcomes for Community Group.

Appendix 8- Benefits/outcomes for Men and Women in Shed.

Appendix 9- Benefits/outcomes for Arts and Crafts.

Appendix 10- Benefits/outcomes for Community Music.

Appendix 11- Benefits/outcomes for Performing Arts.

Appendix 12- Benefits/outcomes for Schools for new room.

Appendix 13- Benefits/outcomes for Working in areas of Deprivation.

Appendix 14- Benefits and outcomes of working with LBGTQ+

Parish of Hartshill

Hartshill is a village in the Borough of North Warwickshire with the towns of Atherstone 3 miles to the north-west and Nuneaton 3 miles to the south-east.

Lewis's Topographical Dictionary of 1849 refers to Hartshill as a hamlet in the parish of Mancetter. About 400 people were employed in ribbon-making while the main male occupation was engaged in agricultural work. Some stone was being mined as well as manganese. Hartshill was one of the few places producing manganese at that time and become a very important supplier.

Census figures show there was a growth of almost 1100 people between 1801 (population just 398) to 1891 (population 1485).

Families moved into the village from Nuneaton and were employed in silk ribbon weaving, mining, quarrying and agriculture.

From 1891 to 1911 the population grew steadily by another 1000 people. These arrived because of the expansion of local coal mines, quarrying and brickworks. There were also expanding textile industries in Nuneaton.

All those industries that were in Hartshill and nearby have largely disappeared. There is one active quarry. There are a number of businesses in the village particularly in the service industry, including 3 pubs and a good number of shops.

The village is largely a residential area where most people commute to work or work from home.

The population of the Church parish is 5400 (2021) and 48% have indicated they are of Christian faith.

One of the main characteristics of Hartshill is it has three large schools serving a much wider catchment area than the immediate village.

In terms of deprivation the parish ranks 4404 out of 12178 between 30% and 40% which makes it a 'relatively deprived area' according to the English Indices of Deprivation 2019.

Holy Trinity Church.

Holy Trinity is in the Diocese of Coventry and within the Nuneaton Deanery.

The Church holds one Sunday service each week and in addition also has baptism, wedding and funeral services. It also has some special services such as Remembrance Day, Carol Services and the Christingle service. These services see a lot of people attending the Church from the wider community.

Schools use the Church building for visits as part of their curriculum and for Easter and Christmas services.

Atherstone Choral Society also uses the Church for concerts.

However, for much of a normal week the building is not used at all, and the Church is not kept open outside services.

Physically, the Church has a great presence in the street scene and was built partly as an expression of worship to God's glory.

It was built in 1848 and underwent a major renovation in 1938 and 1949. It is an attractive building from the outside and is Grade II listed.

It is a well-loved building in the village, including those who do not have faith or do not have the same faith. This was shown in a recent questionnaire to the community.

Current Situation.

The Church Building has existed for over 175 years as a witness to worshipping God and a focal point both physically and emotionally for the community of Hartshill.

We owe it to the previous generations and to God to try and secure its long-term future.

The Church in both financial and manpower resources is not in a sustainable position for the future. Like most rural churches our Church membership is shrinking and aging.

To achieve sustainability, we need to achieve a more community focused approach to our Church building and surrounding land.

We have not been able to carry out all the recommendations in the last two quinquennial reports due to lack of finance and manpower.

We need to take a holistic approach to securing the building's long-term future.

In 2019, a project team was set up to look at the future use and sustainability of the main Church building of Holy Trinity, Hartshill.

Although Holy Trinity Church is much more than its Church building the building is nevertheless a key element of the Church's ministry in Hartshill.

Progress on the project came to a halt, largely due to the disruption caused by the Covid pandemic and a number of other unforeseen challenges. As a result, no further development was carried out during that period.

A significant change occurred when a committed church member died and left a generous legacy to the Church. This gave the Church impetus to move the project forward.

The PCC resolved that this legacy should be designated for the Church Project. This was felt appropriate given the deceased church member who was very involved in looking after the Church Building and grounds.

A new project team was formed and has been working on proposed ideas since then.

The reasons for the Church Project.

Immediate Comfort and Accessibility

- Warmer winters: Electric heating systems offer more consistent and controllable warmth, which is crucial for elderly congregants, families, and vulnerable groups
- Extended use of grounds: With better heating indoors, we can confidently expand activities to outdoor spaces, knowing people can return to a warm environment.

Environmental Responsibility

- Zero on-site emissions: Electric heating eliminates carbon monoxide and greenhouse gas emissions, aligning with climate goals and ethical stewardship.
- Support for net-zero targets: The UK aims to phase out gas boilers in new buildings in the near future. Early adoption positions our church as a leader in sustainability within our community.
- Maintaining Church of England's Five Marks of Mission.

Financial and Operational Efficiency

- Lower maintenance: Electric systems are simpler and safer, reducing upkeep costs and eliminating risks like gas leaks.
- Energy efficiency: Electric heating converts nearly all energy into heat, reducing waste and lowering bills over time.

Strategic Community Impact

- Increased community use: A reliably warm space enables year-round programming - support groups, youth activities, food banks, and more.
- Public perception: Demonstrating environmental leadership can attract support, funding, and partnerships from local councils and green initiatives.

Why Now?

- Rising energy prices and climate urgency: Delaying the switch could mean higher costs and missed opportunities to benefit from government incentives or grants.
- Infrastructure readiness: As electric heating technologies become more accessible, early adopters benefit from better installation options and support.

Principles adopted by PCC on 13th January 2025

- 1.To bring the Church Building into a sound and sustainable structural condition by implementing the actions identified in the quinquennial report. Also including the replacement of gutters and downpipes.
- 2.Retain the Church Building primarily for the Worship of God which involves making the internal layout suitable for Sunday Services, Life event services (Baptism, Weddings and Funerals) as well as special services/events such as Remembrance Day, Christingle and visits from Schools.
- 3.Retain the features that make it feel like a Church such as the Pews, Organ, Font and Lecterns.
- 4.Make the interior of the Church welcoming and inviting including redecoration, soft furnishings and adequate heating for the purposes that the building will be put to.
- 5.In relation to heating and other energy use to identify solutions to meet the aim of the Church of England target for zero carbon by 2030. This involves looking at zoning of the building and heating solutions bearing in mind that the use of the Church Building will still be infrequent.
- 6.To reach out to the community for involvement in looking after such a significant and historic building in the village given the aging and shrinking membership of Holy Trinity. This could include encouraging community gardening on parts of the open land around the Church and setting up a heritage group and heritage resource use for the building.
- 7.Despite the building remaining primarily for worship look at more community events that can make the Church in general more sustainable- this could include income generation events such as concerts and other organisations' use of a large space that can accommodate a lot of people. It could also be used by schools for educational reasons.
- 8.To look at new technology requirements such as Wi-Fi, sound and display systems for a modern use of the building.
9. To use a will legacy of a past Church member and seek grants to help finance the implementation of the plans and actions identified, for successful implementation, and completion of the project.

Schedule of Works agreed

The PCC at its meeting on 13th January 2025 also approved the following-

1. Carry out repairs and maintenance to the exterior of the Church Building as set out in Quinquennial Report July 2023.
2. Install bigger guttering and downpipes.
3. Installation of theatre-type curtains in the nave and at the front of the gallery either side of organ pipes.
4. Relocation of the oak pulpit and lectern slightly further west down nave to enable the installation of curtains. This involves removal of 2 side aisle pews which will be relocated to the area to the east of the curtains.
5. Installation of carpets to the area between the curtains and sanctuary, along the north and south aisles, and in the open area in front of west entrance porch.
6. Relocation of 2 existing central pews on the western end of the nave to the area east of the curtains.
7. Installation of new heating systems comprising pew heaters for the side pews to the east of the curtains, 3 infra-red heaters in the apse, two convection heaters on eastern wall of the nave, installation of electric boiler, upgrade all radiators and reposition some in the nave.
8. Installation of glass walls and doors under existing balcony to create two new rooms either side of existing entrance lobby each with an integrated light and infra-red heater.
9. Relocation of existing font slightly further eastwards to enable a new room to be created under balcony.
10. Install two new display screens in the curved wall sections to the north and south of the sanctuary.
11. Installation of new audio system and Wi-Fi to serve the whole church.
12. Installation of 3 phase electricity supply.
13. Repairs to north and south leaded windows.
14. Repair of damaged plaster and redecoration using water-based paints to match existing colour scheme.
15. Disposal of redundant kneelers and service books.
16. The establishment of a heritage resource for the village including displays, talks and resources for local history study, building on that provided by the Community Library.
17. Use of Church grounds to establish a community garden and a new memorial garden including removal of flat gravestone and monument.

Changes to the Project

Since the PCC meeting on 13th January the details of the proposals have been developed with the aid of a great deal of involvement which is set out in Appendix 1.

Following a meeting with Colin Angus significant changes were made and approved by the PCC on 8th September 2025 as follows-

No requirement for three-phase supply

No requirement for convection heaters

No requirement for theatre curtains

No requirement to move pews to the front of church

Purchasing 20 additional under pew heaters and personal heated pads

The PCC also made the following resolution-

‘The Holy Trinity Parochial Church Council agrees to the submission of a faculty application for

- the installation of pew heaters including floorworks and electrical wiring, and new control panel to enable the installation of the heaters to the pews.
- The purchase and use of heated pads for those pews without heaters.
- The removal of the existing gas boiler, pipework and radiators for the existing heating system.
- Removal of the two redundant storage heaters at the western end of the Nave.
- Installation of infrared heaters in apse and behind electric piano and organ.
- Where necessary plaster patching.’

In addition to the development of the proposals for the Church Building, the project team has progressed the community initiatives which underpin the success of the project. In addition to the proposed setting up of the Community Garden and Heritage Group there is another new initiative with the setting of a Men and Women in Shed Group. The project team is also exploring other initiatives around Arts, Music and Performing.

Funding implications of the Project.

The total cost of the project is currently estimated as £288,208.

This requires considerable grant funding to achieve the outcomes of the project which are set out later. Without grants the holistic approach to making the Church Building sustainable for the future will not be achieved.

The experience of the Hartshill Community Centre scheme has influenced our strategy for funding the Church Project. The Community Centre was financed by a big Lottery Grant and a few smaller ones but because the whole scheme was dependent on the Lottery Grant, at one point due to legal problems it almost collapsed.

So, in the case of this project we have tried to break the project into distinctive areas which we will try and attract different funding for. If one is unsuccessful then it is only the one area that will have to be reviewed.

The overall project has been split up into the following phases for the purposes of submission of faculty and funding applications as follows-

Proposals	Costs Exclusive of VAT	Grant(s) **
Phase 1 Asbestos and structural surveys; digital church drawings; planning permission for Men's Shed and subsequent installation of Shed; Removal of wet system and storage heaters; all electrical works, installation of under pew heating and infrared heating at front of church; installation of internet and heating control system; update audio visual; photovoltaic cells & battery storage; plastering works; structural survey; crack stitching and repair of other cracks, Installation of wheelchair access; and carpet at front of church and main isle; skip hire; and miscellaneous	£121,490	National Church Medium Works National Lottery CofE Mission Fund CofE Building Fund Net Zero Net Zero Quick Win
Phase 2 All glazing works; underpew heating for back of church; move font; install two new rooms below balcony; and re-establish entry and install new wheelchair ramp to side door	£ 80,150	Church Care National Lottery CofE Building Fund Net Zero
Phase 3 Install combined infrared and light units in 2 new rooms; decorating the church and vestry,	£ 42,306	Net Zero

repair wood block flooring in the nave; carpets for new rooms, Heritage Zone and isles; and fit out Heritage zone and two new rooms.		National Lottery
Phase 4 Repositioning headstones; upgrade guttering and downpipes; formation of a community garden; and quinquennial works	£44,263	National Lottery CofE Mission Fund National Church Small National Church Medium Historic Churches Trust
TOTAL	£288,208	

Breakdown of Finance.

Legacy- £78,000*

Grants - £210,000

*Some of the legacy received would be invested and the interest used for a community award to an individual adult and child who has made a significant contribution to the community. This would be a lasting memorial for the very valued church member to reflect the major contribution he made to the community of Hartshill.

** Please note that the grants column is intended as a guide only and should not be viewed as a definitive or prescriptive list. It offers indicative information to support planning and discussion, rather than a confirmed source of funding.

The combined value of in-kind contributions, fundraising efforts, and donations will help offset overall project costs, thereby reducing the amount of grant funding required.

Commentary of Funding sources so far explored.

Diocesan Grants.

The two grant sources so far explored is Net Zero Carbon reduction up to £25,000 grant and the Quick Hit Net Zero Carbon reduction up to £1500 grant. Both require 50% match funding which will come from the designated project fund.

We intend to submit a quick hit application for pew cushions and associated equipment. We will also submit an expression of interest for the larger fund which would cover items like new wiring, installation of pew heaters and 3 infrared heaters, and control panel.

A further quick hit application will be made to change light fittings

National Lottery Heritage Fund.

The Fund does not define heritage instead it asks the applicant to say what they think is important and should be preserved. It gives the following guidance.

But this is their guidance - From historic buildings, our industrial legacy and the natural environment, to collections, traditions, stories and more – **heritage can be anything from the past that you value and want to pass on to future generations.**

Your heritage project could include:

- **Nature** – works to improve habitats or conserve species, as well as helping people to connect to nature in their daily lives.
- **Designed landscapes** – improving and conserving historic landscapes such as public parks, historic gardens and botanical gardens.
- **Large-scale rural projects** that help improve landscapes for people and nature by, for example, restoring habitats and celebrating the cultural traditions of the land.
- **Oral history recordings** of people's stories, memories and songs, as a way of communicating and revealing the past.
- **Cultural traditions** exploring the history of different cultures through storytelling, or things that you do as part of your community. This could be anything from dance and theatre to food or clothing. It could also include the heritage of languages and dialects.
- **Commemorations and celebrations** – telling the stories and histories of people, communities, places or events related to specific times and dates.
- **Historic buildings, monuments and the historic environment** – from houses and mills to caves and gardens. Areas that are connected to history and heritage.
- **Community archaeology** involves the active participation of volunteers in archaeological activities, everything from investigating, photographing, surveying, excavation and finds processing. Sometimes it is called public archaeology.
- **Museums, libraries and archives** – making the collections that museums, libraries and archives hold more accessible through new displays, improving public buildings and galleries, or engaging people with interpreting new and existing collections.

- **Acquiring new objects** – help towards the cost of acquiring one-off objects or collections as part of a collections development policy.
- **Industrial, maritime and transport** – places and objects linked to our industrial, maritime and transport history.

It is clear that the Church project meets a number of these areas so is highlighted as a key source of funding.

There are two levels of funding-

Projects between £10,000 and £250,000

Projects between £250,000 and £10 million.

Not surprisingly the level reflects the amount of information required in applications to the fund. Although the total of our project exceeds £250,000 by eliminating the elements such as our net zero carbon items, we should be applying for a lot less than £250,000.

A project enquiry was submitted, and the response is attached in Appendix 2. We feel we can meet all the points raised in that response and are optimistic that an application could be successful.

Other funding which we have an initial look at include.

National Churches Fund – DEADLINE 16th December for medium and small grants

The areas of funding they support are-

Urgent and structural repairs to our church building

For example, re-roofings, stone repairs, etc.

Works cost over £80,000 including VAT and fees.

See our: [Large Grant Programme](#).

Install toilets or a kitchen in our church, or improve existing facilities

This would involve alterations to the church building to install or improve kitchen and toilet facilities.

This could be as an extension, but not as a separate building from the church.

Works cost over £30,000, including VAT and fees.

See our: [Large Grant Programme](#)

Help to develop a church building project

These are projects that are centred around an existing church building.

For example, researching issues through in-depth structural reports, or identifying possibilities through feasibility or options studies, in order to develop a more sustainable capital project and/or to prepare projects to a point you can apply to major grant bodies.

See our: [Medium Grant Programme](#)

Fabric repairs to the church building

Works are to the fabric of the building and are urgent and essential.

For example, roof work or stone repairs.

Works cost between £20,000 and £80,000 including VAT and fees.

See our: [Medium Grant Programme](#)

Funding maintenance works to our church

For example, fixing slipped roof tiles, clearing gutters, improving rain water goods and drainage.

Works cost under £20,000 excluding VAT.

See our: [Small Grant Programme](#)

<https://www.nationalchurchestrust.org/get-support/grants/which-grant>

[Swire Charitable Trust](#)

The Swire Charitable Trust is an independent UK grant making charity. Since 1975 the Trust has supported a wide range of charities that share its commitment to delivering positive and lasting change to UK society. The Trust receives its funding from John Swire & Sons Ltd, the parent company of the Swire Group.

Its areas of funding are

Regeneration through restoration

They are keen to fund heritage restoration, regeneration, or conservation projects that have the potential to deliver significant social and economic benefits. We favour grassroots organisations that strongly engage with their local communities.

Supporting and developing heritage skills

We also fund charities working to protect, nurture, and cultivate the skills, knowledge, and expertise underpinning the UK's heritage sector. We are also interested in projects that open up opportunities for training and employment within heritage.

<https://www.swirecharitabletrust.org.uk/our-funding/>

[Ann Rylands Small Donations](#)

Sir Jules Thorn's endowment was provided primarily for medical research and medical care. Sir Jules was also a great humanitarian and, in accordance with his wishes, the Trustees allocate resources each year to support smaller charities across the UK.

The Ann Rylands Small Donations programme is designed to help smaller charities that work exclusively to provide health and care services. The programme offers unrestricted funding to charities providing practical and emotional support to people with physical or mental ill health, people living with a disability, and their families and carers.

<https://julesthorntrust.org.uk/programmes/ann-rylands-small-donations/>

[Lloyds Bank Foundation](#) – Unrestricted grants of up to £75,000 for small charities tackling complex social issues, alongside capacity-building support.

[Sorbus](#): <https://sobus.org.uk/2025/04/grants-to-promote-wellbeing-reduce-social-isolation-england/>

[Government grants for Internet Connection](#)

[1. Gigabit Broadband Voucher Scheme](#)

This scheme helps small businesses and local communities by contributing toward the setup cost of a [gigabit-capable](#) full-fibre broadband connection.

The grant covers between £500 and £2,500 of the supplier's incurred installation costs, per small business, and can also contribute £500 toward residential setup costs. To qualify for the grant, the resulting speeds must be at least double what was available before, and capable of delivering 1 Gbps (i.e. 1,000 Mbps) download speeds. This grant is likeliest to apply to [wireless community broadband](#) projects. If you're not sure whether your installation is eligible, ask your supplier.

As of May 2019 there is a specific Rural Communities fund for group projects in hard-to-reach areas, offering £3,500 for each small business (or SME) and up to £1,500 per residential premises.

2. Better Broadband Voucher Scheme

If your current broadband speeds are less than 2 Mbps (download), the Better Broadband Voucher Scheme may be able to contribute up to £350 toward the setup of a new broadband service with Standard speeds of at least 10 Mbps. This scheme is open to residential addresses and businesses, so church buildings may be eligible under the second criteria as long as they are not expected to benefit from a Superfast broadband infrastructure roll-out within the next twelve months. This grant is likeliest to apply to [mobile-signal broadband](#) projects or new [fixed-line phone and broadband installations](#). If you're not sure whether your installation is eligible, ask your supplier.

Seven Trent Community Fund

<https://www.stwater.co.uk/about-us/severn-trent-community-fund/new-project-funding/>

Webinars

<https://www.churchofengland.org/about/environment-and-climate-change/webinars-getting-net-zero-carbon>

Other grant sources as highlighted in phasing plan will be explored

Community Initiatives

The community initiatives are such an integral and important part of the project. In many ways it is easier to put the church building in good shape for the future if you have the right solution and the money. However, with the reducing and aging church members if a community focus towards the care of the building is not achieved all the structural work could be wasted. The long-term future of the Church in Hartshill is uncertain unless we can get community involvement in preserving and using it.

In 2005 the Hartshill Parish Plan was adopted. After extensive consultation with the residents of the village the following issues were highlighted.

- Litter (residents)
- Children hanging around on street corners (residents)
- Secure play area for Children (residents)
- Traffic Calming / Excessive Speed (residents)
- More Police presence (residents)
- Lack of safe Sports / Play areas (school children)
- Very positive response to benefit of a Community Centre (both areas; in excess of 75% in favour)

The results showed a great deal of agreement from both residents and school children. The residents suggesting the most significant area for development within the village is the same; that of lack of safe sports play facilities for the young. By addressing this issue, it is felt that the perceived issue of 'Children hanging around on street corners' could be reduced. The Parish Plan focused on addressing those issues and some of those have been successfully tackled.

One of the big successes of the Parish Plan was the opening of the Community Centre in June 2012 and it has become a big success hosting a number of community activities including preschool play groups, karate club, Girl Guide groups, Community Café, walking group, poetry group and a Needles and Natter Group.

After Warwickshire County Council announced that it was closing the County Library that was in the Church vestry, a community library was set up by the Parish Council and this too opened on the same day as the Community Centre.

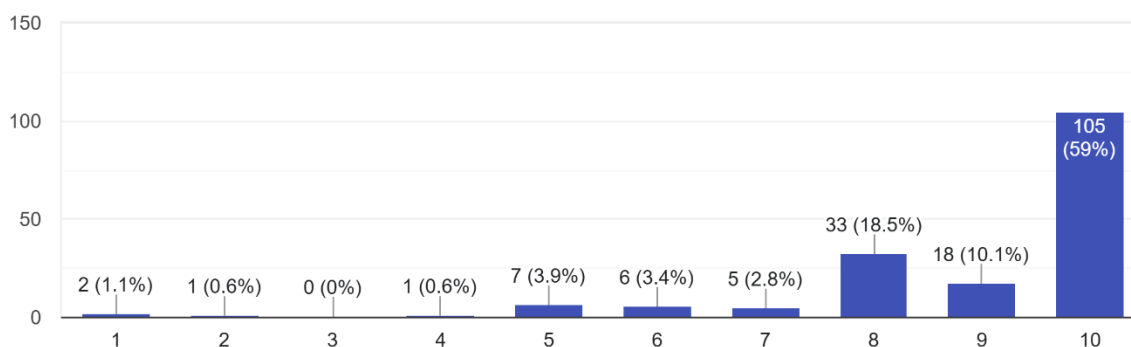
A well-established management committee looks after the day to day running of the library. In line with national trends the lending of books is on the decline, but the community library provides computer facilities and also hosts family history and a book reading groups.

In summer 2025 the Church project team carried out a questionnaire with the community, which was included in social media, school newsletter, hard copies in the community centre, local surgery and in some shops. We had a good return.

The questionnaire results showed that residents of the village do consider the retention of the church building as being extremely important. This was the result of this particular question.

On a scale of one to ten with 1 being not at all and 10 being absolutely crucial. 5. How important is the building to you as a resident of the local area?

178 responses



We know that the community does see the Church as being very important in life events such as baptisms, marriages and funerals. We also know residents turn to the Church when they are facing problems and grief from losing a loved one. The Church is so important at that time, and it is often at those times that people find the love of God.

Holy Trinity should do everything it can to meet the spiritual needs of the parish.

Two specific areas to achieve a more community focus for the use of the Church building and its grounds were identified by the project team. These were the setting up of a heritage group based at the Church and the establishment of a community garden based on the Church grounds.

Heritage Group

A local historian wrote a book on the history of Hartshill after a great deal of research and that showed that there is a considerable number of historical records and information which could provide resources for the three local schools and the community. Consultations with the schools have confirmed that would be extremely useful. There is therefore the potential to set up a Heritage Group and resource centre at the Church.

Community Garden

There are a number of national studies that have shown the impact of the stresses of life are having on the mental health of people. The importance and benefits of open spaces, natural environment and beautiful spaces to reduce stress and give peace and time for people to reflect has been shown to be of great benefit.

There is potential to do more with the Church grounds with the possible setting up of a Community Gardening Group. There is also a need for a memorial garden as the rose garden at the front of church which was used for the interment of ashes is full.

Our recent questionnaire tested the community's support for those two ideas.

There was overwhelming support for the setting up of a heritage group (97.8%) and for the setting up of a community garden (97.2%).

Since the questionnaire one further initiative has been identified which is the setting up of a Men and Women in Shed group.

This is a national organization which has been very successful. Recognising that isolation can affect people of all ages, the group offers a welcoming space where individuals can share and develop woodworking, construction, and repair skills while connecting with others who share similar interests. Nuneaton has a Men and Women Shed group but with their existing Sheds now oversubscribed, there is strong enthusiasm for establishing a new facility in Hartshill - one that places greater emphasis on practical skills. These capabilities could also support the delivery of works identified in the Church's Quinquennial report.

There were lots of ideas of other community initiatives arising from our questionnaire that could be pursued, and the project team are working their way through these. Some of those include around Arts and Crafts, Community music, and performing arts. The benefits and outcomes of pursuing these areas are set out in the Appendices (9,10 and 11).

Through the successful implementation of those initiatives the Church does hope it can bring more people to Christ.

The Diocese of Coventry mission statement has three objectives:

- Worshipping God
- Making new disciples
- Transforming communities.

Our project plan by including these community initiatives is helping to meet the 3rd objective Transforming communities and hopefully the other two.

Holy Trinity's mission statement is-

HOLY TRINITY CHURCH IS COMMITTED TO SHARING THE LOVE OF JESUS WITH ALL.

By:

- *Providing Bible-based teaching, which makes the gospel of Jesus relevant to everyone.*
- *Providing witness which welcomes the Holy Spirit, is God-centred and changes lives.*
- *Sharing how God's Word can shape our Church and how our Church can shape society.*
- *Encouraging those in the wider community, by example, to find the strength and joy that Christianity can bring.*
- *Encouraging each other to grow in the faith and power of Christ and being witnesses to his love in our lives; and*
- *Providing fellowship and love to those we meet.*

Through-

Pastoral Care

Prayer

Worship

Service to the Community.

Fellowship

Leadership

Outreach.

Use of God's Gifts.

One of the objectives is 'Encouraging those in the wider community, **by example**, to find the strength and joy that Christianity can bring' and it is through the community initiatives that hopefully bring people to Christ.

The key word is by example and despite a smaller and aging church membership one event which has proved very successful is called the Sausage sizzle.

This is a free event for the community held in July which local businesses support with the supply of sausages. We put on activities for children, and this definitely attracts families.

But we also know the barriers that exist in people's minds about coming into the church building. At weddings and baptisms people much prefer to wait outside than come and sit in the pews. In a way people see it as uncomfortable and alien experience.

As part of the sausage sizzle we had a treasure hunt within the church, and we were amazed at how many families came into church to do that. The more we can get people familiar with using the church building for community focused activities the more chance we have of achieving growth in the Church enabling a sustainable future.

It has been suggested to us that we should achieve growth by match funding a mission grant to employ someone to work part time with families. We have had some experience of this type of approach with Youth 180 which we supported financially to work in the Secondary School, and some progress was made. However, when the funding stopped all progress was lost as there was no continuity in support.

We believe the organic approach we are adopting with community involvement in initiatives around the use of the church building and grounds will result in a much more likely long term sustainable future for both the building and the Church.

However, the National Lottery Heritage Fund response (see Appendix 2) did highlight a particular issue for the project team which was as follows-

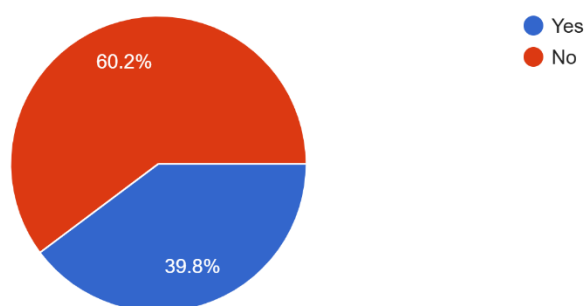
'Project focus and activities

A range of activities are currently included in the project. You may wish to consider if this is proportionate and feasible within your capacity, resources, and grant request.'

The Heritage Fund response is quite right we do not have the capacity in the Church membership to set and run these community initiatives. We feel we can only act as a catalyst to the setting up of the groups by seeking people in the community who are willing to get involved. We were encouraged by the response in our questionnaire

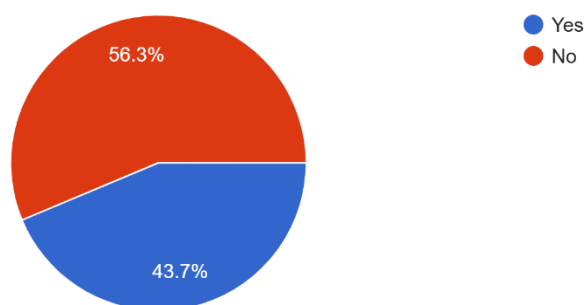
10. Would you be interested in getting involved with the Heritage Hub?

176 responses



11. Would you be interested in getting involved with the community garden?

174 responses



We do realise that the expression of the willingness to get involved is unlikely to result in that number actually getting involved for lots of reasons. But if we work on the 80/20 rule just alone on the questionnaire response there could be about 14 people who were willing to work for these groups. Certainly, for the Heritage Group we already have a number of people interested in being part of the group. For the project team the task is to find those people in the community who can bring about those groups. One of the best ways of supporting the emerging groups is to affiliate them to existing groups.

For the Heritage Group there is already a Nuneaton and North Warwickshire Local and Family History Society who may be able to support a local based group. A local heritage group could also have close links with the community library especially as its survival depends on widening its core services. The Library Management Committee have already shown a willingness to have a dialogue with us over the possibility of their volunteers being able to man the heritage centre for visitors. The Parish Council may be happy to be the umbrella organisation that the Heritage Group reports to.

For the Community Garden as it is church grounds the group will report to the PCC who will be asked to nominate a person who can be part of the group so they can report back to the PCC meetings. We hope like the Library Management Committee that it will be empowered to do most of the planning and delivery of work.

In terms of budget the PCC already pays for grounds maintenance so that could be put to the new Group.

The Hartshill Men's and Women's Shed will definitely be affiliated with the well-established Nuneaton Men's and Women's Shed group. Meetings have taken place with their management committee who are willing to set up the Hartshill Shed. We have just got to provide the site and maybe some funding to get the shed up and running for which we will explore a community grant for.

Other initiatives are being looked at. The Hartshill Academy has a new Head of Music and Performing Arts who with some of her colleagues are visiting the church and meeting a music teacher in the village who used to work at the primary school who also have a Head of Music. There are already some exciting opportunities for some community concerts using the Church.

Further consultation with the community may well give rise to other groups that can be set up and use the Church as a base.

Benefits and Outcomes of successful implementation of Project

This is the most important part of a funding application because a funder giving a grant wants to know what the anticipated benefits that will arise from the implementation of the project proposals before approving any grant. It enables them to assess a cost/benefit measure of a particular part of the project.

For example, will our heating proposals lead to a reduction in carbon generation and move us towards the net zero carbon target of the Church of England?

Once the funder is satisfied that the benefits do justify the grant towards the cost then the funder will want to be assured that once the project has been implemented that it is giving the outcomes predicted. The outcomes have to be measurable, and the team will develop those measures depending on the grant application.

We have decided to be very detailed in setting out the benefits and outcomes of our project under separate headings which reflect the phasing shown on pages 9 and 10.

For this funding strategy we have split the project into distinctive and largely self-contained areas so if there are difficulties with obtaining permissions or funding for a specific part of a project it might be possible to proceed other parts which have been approved and attracted grants.

So, for the physical works proposed the benefits/outcomes are split up as follows-
Heating proposals.

Other internal and external works to church building.

New wheelchair access and other measures identified in a disability audit.

Then we look at some of the community initiatives that are being investigated as follows-

Heritage Group

Community Group

Men and Women in Shed.

Music and Performing Arts.

Arts and Crafts

Use by Schools.

We have looked at the benefits under headings such as-

Community Benefits

Social Inclusion and Support

Environmental Stewardship/Leadership

Health and Wellness

Education and Empowerment.

Spiritual growth.

These headings may change depending on the project works or community initiatives.

We have addressed two areas which might be covered by the above headings but are so important in the Parish of Hartshill.

They are benefits and working in areas of deprivation.

Although there are some substantial houses and modern housing in the Village there are also some Council and Housing Association Housing.

So, there is a real mixture of house types in Hartshill which does mean a diverse economic and social mix which is healthy in a community.

As page 2 showed Hartshill is also a 'relatively deprived area' and there is no doubt there are specific needs within the Parish. The Parish Council set up in the community centre a local food bank which is well used.

North Warwickshire Borough Council on its website does contain an equality and diversity profile dated May 2011 which is now not up to date but almost certainly show trends that are likely to be applicable today.

It showed measures of deprivation based on the index of multiple deprivation 2010 Super Output Areas (SOA). North Warwickshire has 32 Super Output Areas and Hartshill has been split into two output areas- Hartshill North and Caldecote, and Hartshill South. Hartshill North and Caldecote was the 7th most deprived SOA in North Warwickshire. It was also within the 10% to 20% most deprived for crime and disorder nationally and within 20% to 30% most deprived for employment nationally.

Whereas Hartshill South was 27th out of 32 SOA in North Warwickshire.

North Warwickshire also has a slightly higher proportion of people claiming disability living allowance than in Warwickshire as a whole. Also, a slightly higher number of 15 to 18 years who are not in education or training (NEET) than the county average. Some of those characteristics are likely to be reflected in Hartshill parish.

In addition to deprivation and housing needs there are the national trends of more mental health problems across all age groups.

The Charity Mind have estimated that 1 in 4 people in England are experiencing a mental health problem. Mental wellbeing impacts us all – whether it's our own experiences or somebody we know.

The World Health Organisation has estimated that globally, 1 in 7 10–19-year-olds experience mental health issues, including depression, anxiety and behavioural disorders. Without the correct support, these issues can extend into adulthood, preventing young people from reaching their full potential.

The project team will work to find specific information about the needs of the Parish by liaising with the Local Plans team at North Warwickshire Borough Council.

This information will influence the measures we will use for outcomes but will also influence dialogue about community initiatives with organisations such as the Parish Council and Local Schools.

Appendix 1- Involvement in Project.

<u>Holy Trinity Project Liaison-</u>	<u>Role</u>
Vicar	
Heather Barnes	Provided pastoral support and advice throughout the project period. In the last 18 months that has been hampered by a serious foot injury and a long period of sickness leave
Hartshill Parochial Church Council and Holy Trinity congregation-	The PCC retains overall responsibility but has empowered our Project Team to develop a plan to future-proof the church for both congregation and community. The team provides regular updates, and all decisions regarding direction and expenditure require prior PCC approval.
<i>Consultation by reports, regular updates, and presentations</i>	
Project Team	
Nick Blamire-Brown	Retired Town Planner and Corporate Policy Officer, Various PCC posts including Churchwarden and Treasurer. Extensive management and technical expertise
Kevin Essex	Previously the Chair of the Hartshill Allotment Association. Very keen gardener
Sue Foster	I've worshipped at Holy Trinity since age five and served in many roles—Sunday School teacher, parish magazine editor and Mothers' Union branch leader. I'm a Chartered Engineer and IT Professional, with a background in telecoms and small business leadership. I manage websites and social media for the church and Mothers' Union, and I'm passionate about digital outreach. As Church Project Team secretary, I built a team website to organise our work. My goal is to grow community involvement through a dedicated church project page and social media engagement. I love this church and its mission.
Councillor Katie Hobley	North Warwickshire Borough Councillor for Hartshill. Enthusiastic and effective local community advocate.
Nick Miles	Church Warden for x years Lay Reader for x years.
Simon Pearson	Headmaster of one of the biggest primary schools in Warwickshire. Wealth of experience in management, budget control, contracts, liaison with other schools and organisation. Designed and carried out community consultation
Jeff Robinson	Extensive experience in energy efficiency and environmental strategy worldwide, including transitioning ceramic industrial processes to low-carbon alternatives and advising on UK government schemes. Led insulation projects under the ECO scheme and contributed to ISO 14001 standards. Held senior roles in YMCA, supporting offender rehabilitation, care leavers, and vulnerable youth

	through housing, education, and health initiatives. Skilled in technical auditing, project planning, and community development
--	--

Church of England Officers	
Adrian Fox, Environmental Sustainability Officer, Cathedral and Church Building Department.	Adrian was one of the first people we contacted, and his support has been unwavering from the outset – and he said “It can seem a difficult task finding the right solution, but if you stay open minded, ask and let fact not feeling steer you, I’m sure you will reach the right conclusion”. Through a number of conversations, he provided expert guidance on how to make church buildings more environmentally sustainable - covering everything from energy efficiency and renewable technologies to adapting historic structures in line with Net Zero ambitions. He guided us to the comprehensive advisory resources provided by the Cathedral and Church Buildings Division.
Catherine Ross, National Sustainability Manager Church of England	Catherine helped to guide us towards relevant information, specifically in transitioning our church heating system away from fossil fuels toward electric solutions powered by renewable energy - while preserving the building’s heritage and meeting Net Zero Carbon goals.
John Beauchamp, Disability Enabling Adviser for the Diocese of London	By linking us to their 360 Accessibility Audit Tool, he gave us access to a brilliant self-help tool which advised us on how our church heating project can better support accessibility and inclusion for disabled people, ensuring that upgrades align with best practices for welcoming all members of the community.
<i>Consultation by phone and e-mail</i>	
Diocesan Officers	
Claire Strachan, Church Buildings Development and Project Officer	She helped us to navigate the practical, regulatory, and heritage-sensitive aspects of our church heating project - ensuring it aligns with diocesan guidelines, conservation principles, and Net Zero goals. We are sure that in the future she will help us develop our buildings, so it becomes a vibrant space for worship, mission, and community use.
Mark Seabourne, Operations Administrator and Assistant DAC Secretary.	As our contact increases, we are hopeful he will be able to guide us through the permissions process for our church project, helping us meet diocesan regulations and uphold key conservation principles.
Tim Latham, DAC Secretary and Operations Supervisor.	Hopefully, he can guide us through the faculty process, help prepare the necessary documentation, and ensure our project respects both heritage and sustainability goals.
Peter Bemrose, DAC Heating Adviser	Peter’s visit helped us assess the most energy-efficient and heritage-sensitive heating options for our church, guiding us to research technical choices, Net Zero compliance, and practical planning.
Andy Duncan, Church Buildings Funding Support Officer	Andy has begun contributed to the development of our vision and policy documents. He is helping us with potential funding sources for our project, focusing on grants that could cover feasibility studies, design costs, and improvements aimed at boosting energy efficiency.

Colin Angus, Net Zero Carbon Project Officer.	Colin's visit was hugely significant. He helped us to conclude that our church did not need full-building heating and guided us towards low-carbon, cost-effective alternatives that align with Net Zero goals. He strongly advised against replacing our aging gas boiler and encouraged us to reconsider our approach, particularly around zoned control and the use of convection heating as our approach change away from space heating.
Jo Hands, Governance and Grants Officer	Jo has started to help us navigate the grant application process and ensure our church project complies with diocesan governance requirements. We see her as a key contact for funding and regulatory alignment.
Godfrey Armitage, Diocesan Environmental Officer	We have only recently connected with Godfrey, but we are confident he can provide strategic, faith-rooted guidance to help ensure our church project is both environmentally responsible and spiritually aligned with the Church of England's Net Zero Carbon vision.
David Poultney, Nuneaton Area Dean	As our contact with David increases during our project, we believe he will offer pastoral and strategic guidance to ensure our church project supports mission, worship, and community engagement - while aligning with diocesan values and practical realities. His site visit led us to re-visit the opportunity for solar power.
Dean Moore, Deanery Environmental Representative for Nuneaton	We know that Dean will offer practical, faith-driven advice on making our church heating project more sustainable, helping us align with Eco Church principles.
<i>Consultation by meetings and e mails.</i>	
Steven Matthews, Church Architect	Steven provides expert guidance on integrating a new heating system into our church's historic fabric - balancing technical feasibility, conservation principles, and Net Zero goals. He has been supportive all the way through. He continues to supply us with all the right contacts as our project progresses.
Revd Charles Higgins, Diocesan Disability Adviser in the Diocese of Coventry	He offered valuable guidance to ensure our church heating project supports accessibility, inclusion, and comfort for all—especially disabled and vulnerable individuals.
<i>Consultation by meetings, e-mails, and phone.</i>	
North Warwickshire Borough Officers	
Jeff Brown, Head of Development Control.	He advised us on planning permission requirements for the Men's Shed programme, especially as our church is listed, and help ensure our project complies with local development regulations.
Christina Fortune, Planning Officer	Christina advised us specifically on the external alterations required and their potential effects on the historic fabric of the building.
Jennifer Leadbetter, Heritage and Conservation Officer.	Jennifer guided us in choosing heating solutions that preserves our church's historic character, prevent damp and structural damage, and support Net Zero

	goals through practical, conservation-sensitive strategies.
Margaret Bell, Borough Councillor representing Hartshill and surrounding areas in North Warwickshire.	She has played a key role in local governance, particularly in health, planning, and is actively involved in environmental and recycling initiatives. Has given support throughout the project.
<i>Consultation by meetings and e mails.</i>	
Other Areas of Consultation	
National Heritage Lottery Fund	We submitted a Project Enquiry to get feedback on our project ideas before applying for a Places of Worship grant. The feedback was not only encouraging but clearly highlighted the areas that were weak, and we need to strengthen should we progress with an application.
<i>Consultation by online project enquiry form and e mails</i>	
Probation Service	Their Team in Nuneaton has been approached and are delighted to be asked to help us re-decorate our church building, as they did in the early 2000's.
<i>Consultation by meetings and e mails on decoration of church.</i>	
Ecclesiastical Insurance	We have sent to our plans to them for confirmation that the work will not invalidate our insurance policy with them. Their only concern was to let them know when works was due to commence.
<i>Consultation by e mails and phone.</i>	
Parish Council and Local Councillors.	We have had several meetings both formally, and informally to help us better structure our involvement with the local community. They will play a vital role in their ongoing supporting our church project. They offer funding advice, planning guidance, and help with community engagement. Their advocacy and local connections can unlock resources, build partnerships, and ensure our plans reflect community needs while gaining broader support.
Dr Helen Bradstock, Eco Church Facilitator	Helen directed us to guidance on aligning our church project with Eco Church principles— supporting environmental stewardship, reducing carbon emissions, and enhancing community engagement.
<i>Consultation by meetings and presentations.</i>	
Schools- representatives of Nathaniel Newton Infants. Michael Drayton Junior Hartshill Academy	Partnering with local schools strengthens community ties, fosters youth engagement, and opens opportunities for shared learning and events. It helps our church support education, offer pastoral care, and remain relevant to younger generations - building lasting relationships that enrich both the church and the wider community.
<i>Consultation by meetings.</i>	
Hartshill Parish Plan Company	This is a community-led organisation in Hartshill, which was set up the successful community centre for which they have a 25-year lease from the Diocese of Coventry. It operates as a private company limited

	by guarantee without share capital. We will need their guidance when it comes to the installation of photovoltaic cells and battery storage.
<i>Consultation by e mail on solar panels on Community Centre roof.</i>	
Local Community	
Consultation by social media, questionnaire, a drop-in at Sausage Sizzle, word of mouth.	We believe that our community consultation ensures our project reflect real needs, build trust, and gain local support. It has already uncovered valuable insights, which should help prevent costly mistakes, and fosters shared ownership - making outcomes more sustainable and inclusive.
Nuneaton Men's and Women's Shed	They are community group based at the Bermuda Phoenix Community Centre that supports mental health, wellbeing, and social connection through practical activities and DIY.
<i>Consultation by visits and meetings.</i>	
Companies	
Geo Green Power	Advice on installation of solar panels.
Nick Bayliss- Architectural Glass Ltd- leaded windows	Nick came with a conservator's viewpoint and advised us on how we can restore and protect our church's leaded windows in ways that support heating efficiency, prevent heat loss, and preserve historic character.
Camstage	Guidance on the installation of theatre curtains to form 'zones' within the church building.
National Grid	Direction on what was required for us to upgrade to three phase electricity supply.
Midland Carpets and Flooring	Specialist flooring advice
Prime Electrical Services	They advised us on the electrical infrastructure needed to support modern heating systems, including power supply upgrades, safe wiring for electric heating, and integration with renewable technologies.
Asbestos Inspection Services	They helped us identify and manage any potential asbestos risks before starting heating upgrades, ensuring legal compliance, safety for contractors and congregants, and protection of our church's historic fabric.
BN Thermic Ltd – specification, design, and installation advice on underpew heaters	They have supported us in designing a low-carbon, energy-efficient heating system that is carefully matched to our church's layout and usage - focusing on under-pew and radiant solutions that deliver comfort directly to occupants without the need to heat the entire space.
Dyson Group – advice on convection heating	Whilst the Dyson Group is not a traditional heating contractor for churches, they did advise on innovative, energy-efficient heating solutions for our church, particularly their convection heating options.
Stadium Solutions	Advice on heated stadium seat options.
PASMA	Advice on training courses for tower scaffolding erection & certification.
Lucion Surveys Ltd	Advice and survey using digital laser technology.
Palmers Plumbing and Heating	Specification for removal of wet heating system.

Infrared Heating Panels Ltd	Specification for infrared heaters
Marley Alutec	Specification for upgraded deep flow guttering and downpipes.
EH Smith	Advice on sourcing blue special bricks
HeatinGlobal Ltd	Advice on design requirements for single phase control systems
J M S Engineers Ltd	Structural survey undertaken on cracks on internal church walls.
Institute of British Organ Building	Advice on temperature and humidity considerations for the church organ
Millercare	Advice on structural requirements to a wheelchair ramp
Other Churches	
St Mary's Atherstone	Meeting with their Vicar re their heating system.
Holy Trinity Attleborough	Visit to see the layout of their church.
All Saints, Bedworth	Phone call regarding their experiences of installing solar panels.
St Michael, Baddesley Clinton	Visit to see and experience their under pew heaters during December 2024
Christ Church, Cockermouth	Visit to explore how the church's interior has been thoughtfully reconfigured to better serve the local community throughout the week.
Keswick Methodist Church	Visit to experience how their plans have brought warmth and comfort to their tall church building during the winter season. Robert North told us that this was not a sprint, do not rush this part of the process, and ~ 2 years will be time well spent.

Background Reading	
Cathedral and Church Buildings Division Publications	
1. Heating principles	Helped us to appreciate that the way our churches are heated is vitally important for comfort, for the climate, and for conservation. It can also be complicated, with a variety of sometimes conflicting objectives. Different people understandably put different emphasis on aspects of church heating.
2. Heating perspectives	Helped us to appreciate that when exploring options to replace our church heating system, we will encounter a range of opinions - from within our congregation and among the professionals you consult. It helped us to consider the various perspectives early in our planning, to help in make informed, balanced decisions that reflect both practical needs and shared values.
3. Heating approaches	We learnt that church heating options vary widely - from full space heating to none - using different fuels and emitters. Each setup has pros and cons, so it is essential to assess our needs and explore alternatives through an options appraisal before deciding.
4. Decarbonising and the future of heat	Made it clear that futureproofing our heating by considering climate change, emerging technologies, funding opportunities, and regulations was key, and that from fossil fuels is essential to meet net zero goals.
5. Heating checklist	Emphasised that before planning, we needed to assess our current heating needs and constraints. We used the checklist to record relevant details, which helped clarify our situation.
6. Heating pitfalls	Guided us that there is no one-size-fits-all solution, and careful planning and proper operation are key to choosing the right system and ensuring long-term success.
7. Options appraisals, and getting advice	Evaluating our heating options is a crucial step. We needed to begin by identifying what our system needs to achieve— we use the checklist to clarify where and when warmth is required. Then, we shortlist feasible solutions and assess them for effectiveness, sustainability, cost, and lifespan.
8. Heating Permission and Regulations	Clearly stated the heating work must meet safety and quality standards, that Church heating upgrades often need faculty and planning permission, and larger projects may require Building Regulations approval. However, smaller works are usually self-certified by accredited installers.
9. Heating Costs and Funding	This section outlined the relative costs of heating projects, offering broad comparisons rather than exact figures. It showed the costs vary widely based on church size, system type, grid connections, and fittings.
10. Temporary Heating Options	Highlighted that replacing a broken boiler with a like-for-like model may seem quick, but it misses the chance to improve heating and cut emissions. It also told us the updated faculty rules require an options appraisal and permission, encouraging churches to consider low-carbon alternatives.

Equal Access to Church Buildings	This two-part guide explores inclusive thinking around disability and offered us practical steps to improve access throughout our church. It reports that each action you take enhances welcome and inclusion, even if full accessibility is not immediately achievable.
CBI - Net-zero: The Road to Low-Carbon Heat	This joint report by the CBI and University of Birmingham highlights the urgent need to decarbonise heating in UK buildings - a key challenge for reaching net-zero and that collaboration across business, government, and communities is essential to shape effective policies and delivery strategies.
Church of England - Condensed Heating Guidance	This Church Buildings Council document offered guidance to balance sustainability, heritage, and mission. Heating often sits at this intersection. Conservation means managing change responsibly - essential now to address climate challenges and ensure churches remain both functional and sensitive to their historic value.
Historic England – Heating Places of Worship	A clear simple message that we needed to begin by keeping our building well-maintained - making sure it stays dry and free from damp. A sound structure helps retain heat and improves overall efficiency.
GreenMatch - Ground Source Heat Pumps in the UK	Gave good background knowledge of ground source heat pumps.
Daikin - Air Source Heat Pumps	Gave good background knowledge of air source heat pumps.
Church Care Guidance Note Statements of Significance and Statement of Needs.	Provide guidance that explained what these statements are, their purpose, and how to write them.
Church Care Choosing the right heating system	This guide helped us to plan and decide on upgrading or installing heating by addressing our church's needs for cost-effective, tailored comfort.
Historic England Heating Systems for Historic Buildings	This publication looks at the types of heating that can be used to heat a historic building. Their advice covers central plant, flues, differing heating systems and their suitability as well as heating controls. It clearly steer us away from considering convection heating to heating people where they sit.
Ecclesiastical Insurance Church Guidance Note Heating in churches	As expected, it told us that Church heating systems vary and pose fire risks and that all equipment must meet British Standards, follow Building Regulations, and be installed and operated per manufacturer instructions.

Documents produced	
Vision Statement	Adopted by PCC on 10 th February 2020
Flow Chart on Options	Agreed by PCC on 13 th January 2025
Principles of Project	Adopted by PCC on 13 th January 2025
Schedule of Works/initial costings	Adopted by PCC on 13 th January.2025
First Drafts of Statements of Need and Significance	Sent to DAC for comment- 4 th March 2025
Project Programme	Ongoing, Updated regularly by Project Team
Revised Drafts of Statements of Need and Significance	Sent to Claire Strachan on 6 th May 2025
Communication Plan	Adopted by Project Team on 2 nd June 2025
Risk Assessment Strategy	Adopted by Project Team on 2 nd June 2025
Contingency Plan	Adopted by Project Team on 2 nd June 2025
Changes to Project Proposals	Agreed by PCC on 8 th September 2025
Amended Statement of Need	Sent to DAC on 18 th September 2025
Heating Resilience Plan	
Funding Strategy.	

Appendix 2 - National Lottery Heritage Fund

Response to Project Enquiry.

Based on the helpful information you provided, you may wish to consider the following points before developing an application.

Investment Principles

All the projects we support need to take all 4 of our investment principles into account. Looking at the 6 points noted in your enquiry, it seems that the protecting the environment principle has not been considered. Therefore, please consult our [environmental sustainability guidance](#) to see how your project might consider this principle.

Project focus and activities

A range of activities are currently included in the project. You may wish to consider if this is proportionate and feasible within your capacity, resources, and grant request.

Need and demand

You mention the restoration work being identified by the QI findings. However, I was unsure how the proposed changes to layout and heating had been informed by energy audits, community consultation, etc. It's important in an application to provide supporting evidence to demonstrate why the project as proposed is the best option for the heritage.

Project costs

All projects we support need to include costs for contingency, inflation, evaluation, and grant acknowledgement. Contingency and inflation for capital projects should consider and mediate against the instability of material and labour costs being seen across the sector. You may wish to check whether other relevant costs need to be included, for example: consultancy support, piloting community engagement activities, recruiting and training a wider range of volunteers. For an application, you would also need to state where the remaining £103,000 for the project would be coming from and whether it's secured.

Other

- Relevant permissions, such as Faculty, would need to be in place for an application.
- You may need to check that your planned procurement of goods works and services would meet our requirements.
- We have a range of [good practice guidance](#) that you may find useful. We also have [places of worship guidance](#), which links to relevant examples of funded projects.
- The [National Churches Trust have a range of free events coming up](#), which may be useful to you (there is one in May focused on heritage funding).

Next steps

Please continue to liaise with your Diocese Team and read the [application guidance](#) in full before applying to ensure you are aware of our criteria and requirements. A copy of the application questions is available to view and download from the left-side of the guidance page. Unlike the application portal, this includes prompts.

You are also welcome to attend one of our [free webinars](#), which is designed for people considering or working on an application.

The National Lottery Heritage Fund
2 Snowhill, Birmingham B4 6GA

Appendix 3 – Benefits/Outcomes of Heating proposals.

Community Benefits

Replacing our gas-fired central heating system with a modern all-electric solution offers a cascade of community benefits - some immediate, others long-term. Here's a breakdown of the most meaningful impacts:

Expanded Community Use

- Year-round accessibility: A warmer, more comfortable church building invites broader use for events, meetings, and support services even in colder months.
- Outdoor activation: Reliable indoor heating makes it easier to host outdoor activities with confidence, knowing people can warm up inside.

Social Inclusion and Support

- Safe haven for vulnerable groups: Elderly residents, families with young children, and those experiencing hardship benefit from a consistently warm and welcoming space.
- Increased programming: From food banks and youth clubs to mental health support groups, a well-heated space enables more frequent and diverse offerings.

Environmental Leadership

- Cleaner air and reduced emissions: Electric heating eliminates on-site combustion, improving air quality and reducing carbon footprint.
- Community inspiration: Our church becomes a visible example of climate action, encouraging others - homes, schools, businesses - to follow suit.

Educational and Cultural Opportunities

- Workshops and learning spaces: A warm, adaptable environment supports adult education, arts programs, and intergenerational learning.
- Cultural events: Music, theatre, and seasonal celebrations become more viable in a comfortable setting.

Economic and Funding Potential

- Attracts grants and partnerships: Sustainability upgrades often qualify for government or charitable funding, especially when tied to community benefit.

Energy efficiency and sustainability

Upgrading our church's heating system to a modern all-electric solution offers powerful benefits in energy efficiency and sustainability – both of which align beautifully with stewardship values and long-term resilience. Here's how:

Energy Efficiency Gains

- High-efficiency systems: Electric heating technologies deliver enhanced efficiency.

- Zoned heating control: Modern systems allow precise heating control in different areas, reducing waste and optimising comfort.
- Smart technology and automation: Helping to manage energy use intelligently, adjusting heating based on occupancy and time of day, plus they can be controlled externally

Sustainability Impact

- Zero on-site emissions: Electric heating eliminates combustion - related pollutants like carbon monoxide and nitrogen oxides - improving indoor and outdoor air quality.
- Renewable energy integration: Subsequent pairing electric heating with solar panels or green electricity tariffs allows our church to run on clean energy, reducing its carbon footprint dramatically.
- Supports national climate goals: The UK's commitment to net-zero by 2050, plus the Church of England's target to achieve net zero carbon by 2030, includes phasing out fossil fuel heating. Our upgrade aligns with this trajectory and may qualify for government incentives.
- Future-proofing: As gas infrastructure is gradually retired, electric systems ensure our church remains compliant and operational without costly retrofits.

Ethical and Community Leadership

- Demonstrates environmental stewardship: Churches are often moral and cultural anchors in their communities. Leading by example in sustainability reinforces our values and inspires others.
- Educational opportunities: Our transition can be used to teach congregants and local schools about climate action, energy conservation, and responsible living.

BUDGET CLARITY & VALUE FOR MONEY

Upgrading to an all-electric heating system offers strong budget clarity and long-term value for money, especially for a community-focused building like a church. Here's how:

Transparent Costs and Predictable Budgeting

- Simplified installation and maintenance: Electric systems have fewer moving parts than gas boilers, reducing installation complexity and ongoing maintenance costs.
- No fuel storage or delivery: We eliminate the need for gas supply contracts, streamlining our operational budget.
- Stable energy pricing: Electricity prices are generally more stable than gas, and we can lock in green energy tariffs for predictable costs.

Long-Term Savings and Efficiency

- High efficiency = lower bills: By heating people rather than the building, we will gain more effective heat per unit of electricity, meaning lower energy consumption for the same warmth.

- Zoned heating = smarter use: Modern systems allow us to heat only the areas in use, reducing waste and saving money.
- Smart controls: Helps avoid heating empty spaces, further cutting costs.

Value for Community Investment

- More usable space = more revenue potential: A warmer, more accessible building can host more events, rentals, and programs - generating income or offsetting costs.
- Reduced carbon = increased funding eligibility: Many grants and charitable funds prioritise sustainability. Our upgrade may unlock financial support from local councils, national schemes, or faith-based environmental initiatives.

Future-Proofing and Avoided Costs

- Avoid costly retrofits later: Gas systems will face stricter regulations and potential phase-outs. Switching now avoids future penalties or emergency upgrades.
- Lower insurance and compliance costs: Electric systems reduce fire and gas leak risks, which can lower insurance premiums and simplify safety compliance.

ORGANISATIONAL CAPACITY

Upgrading our church's heating system to a modern all-electric solution should significantly enhance organisational capacity - not just in terms of infrastructure, but also in how our church operates, serves, and grows. Here's how:

Improved Operational Reliability

- Fewer breakdowns and disruptions: Electric systems are simpler and more reliable than gas boilers, reducing downtime and emergency repairs.
- Consistent comfort: A warm, dependable environment makes it easier to plan and deliver services, events, and outreach without weather-related limitations.

Strategic Planning and Resource Allocation

- Predictable energy costs: Stable electricity pricing and smart controls allow for better budgeting and financial planning.
- Reduced maintenance burden: Less time and money spent on servicing complex gas systems frees up resources for mission-driven activities.

Volunteer Empowerment

- Easier system management: Modern electric heating systems are user-friendly, often controlled via apps or smart technology - reducing training needs and empowering volunteers.
- More flexible scheduling: With zoned heating and rapid response times, we can open the building without long warm-up periods.

Capacity for Growth and Outreach

- Expanded programming: Reliable heating enables more frequent and diverse use of the space.

- Partnership potential: A sustainable, well-equipped building is more attractive to local councils, charities, and community organisations looking for venues or collaboration.

Leadership and Influence

- Model for other institutions: Our church becomes a beacon of responsible stewardship and innovation, inspiring other faith and community groups to follow suit.
- Stronger grant applications: Demonstrating organisational readiness and infrastructure investment strengthens our case for funding and support.

LONG-TERM IMPACT

The long-term impact of transitioning our church to a modern all-electric heating system is profound - touching environmental, social, financial, and spiritual dimensions. This isn't just a heating upgrade - it's a transformation that strengthens our church's role as a resilient, inclusive, and forward-looking community anchor. Here's how this upgrade becomes a legacy investment:

Environmental Legacy

- Carbon reduction for generations: By eliminating fossil fuel use, our church contributes to long-term climate stability and cleaner air for the community.
- Renewable-ready infrastructure: Electric systems can be paired with solar panels or green energy tariffs, creating a pathway to full sustainability.
- Preservation of creation: Aligns with faith-based stewardship principles, showing care for the planet and future generations.

Community Resilience

- A hub in times of need: A warm, reliable space becomes a refuge during extreme weather, energy crises, or social hardship.
- Expanded outreach: With better facilities, our church can host more programs - education, health, food support - building deeper community ties.
- Intergenerational engagement: A comfortable, accessible space welcomes all ages, fostering continuity and shared purpose.

Financial Sustainability

- Lower lifetime costs: Efficient systems reduce energy bills and maintenance over decades, freeing resources for mission-driven work.
- Attractive to funders: Long-term planning and sustainability make our church a strong candidate for grants, partnerships, and legacy gifts.
- Avoided future retrofits: Early adoption protects against regulatory changes and costly emergency upgrades.

Organisational Growth and Influence

- Model for others: Our church becomes a visible example of responsible leadership, inspiring other institutions to follow suit.

- Strategic capacity: Infrastructure improvements support long-term planning, development, and expanded programming.
- Faith in action: Demonstrates how spiritual values translate into practical, lasting change.

INCLUSIVITY & ACCESSIBILITY

Upgrading our church to a modern all-electric heating system is a powerful move toward inclusivity and accessibility - making our space more welcoming, usable, and equitable for everyone in the community. Here's how:

Physical Accessibility

- Consistent warmth for vulnerable groups: Elderly individuals, children, and those with health conditions are especially sensitive to cold. A reliably heated space ensures comfort and safety for all.
- Improved mobility support: Electric systems often allow for better zoning and heating control, which can be tailored to areas used by people with limited mobility or sensory sensitivities.
- Accessible controls: Smart app-based systems can be operated by volunteers with varying abilities, reducing barriers to managing the environment.

Social Inclusion

- Welcoming all backgrounds: A warm, comfortable space encourages participation from diverse groups - faith-based, cultural, educational, and support communities.
- Expanded programming: Reliable heating enables year-round events, including those for neurodiverse individuals, mental health support groups, and intergenerational gatherings.

Cognitive and Sensory Accessibility

- Stable indoor climate: Avoiding temperature extremes helps people with sensory processing challenges feel more at ease.
- Quiet operation: Electric systems are typically quieter than gas boilers, reducing auditory distractions for those with sensory sensitivities or anxiety.

Cultural and Spiritual Inclusion

- Faith in action: Creating a space that's physically and emotionally safe for all reflects core values of compassion, hospitality, and justice.
- Community ownership: A modern, inclusive facility invites broader engagement - from local schools and charities to interfaith and multicultural groups.

MAINTENANCE PLAN

Creating a robust Maintenance Plan for our new all-electric heating system is essential to ensure long-term performance, safety, and cost-effectiveness. Here's how we aim to structure it for maximum impact:

Routine Maintenance Schedule

- Annual professional inspection: Schedule a certified technician to check system components, electrical connections, and overall performance.
- Seasonal system checks: Before winter and summer, to ensure optimal operation.

Maintenance Log and Documentation

- Digital or physical logbook: Track all service visits, repairs, and upgrades. This helps with warranty claims and future budgeting.
- User manuals and service guides: Keep accessible documentation for volunteers to understand basic troubleshooting and controls.

Volunteer Training

- Basic system operation: Train key personnel on how to identify warning signs, and perform simple checks.
- Emergency protocols: Establish clear steps for handling system failures, including contact information for service providers.

Performance Monitoring

- Smart controls and alerts: Use app-based systems to monitor energy use, detect anomalies, and receive maintenance reminders.
- Energy audits: Conduct periodic reviews to assess efficiency and identify opportunities for improvement or upgrades.

Budgeting and Contingency Planning

- Set aside annual maintenance funds: Allocate a portion of our operating budget for inspections, minor repairs, and upgrades.
- Warranty and service contracts: Consider extended warranties or maintenance packages to reduce unexpected costs.

Sustainability and System Longevity

- Component upgrades: Plan for future enhancements like integrating solar panels or battery storage.
- End-of-life planning: Document expected lifespan of system components and prepare for phased replacements.

Appendix 4- Benefits/Outcomes of other internal and exterior works to building.

Appendix 5 - Benefits/Outcomes of Wheelchair Access.

Wheelchair Access

Installing a wheelchair access ramp at our church promotes inclusivity, complies with legal standards, and opens our doors - literally and spiritually - to more people in our community. It's a visible commitment to accessibility, dignity, and welcome.

Inclusivity and Accessibility

- **Welcomes everyone:** A ramp ensures that people with mobility challenges - including wheelchair users, those with walkers, and parents with pushchairs - can enter and participate fully in church life.
- **Fulfills legal obligations:** Under the Equality Act 2010, churches must take reasonable steps to ensure disabled people can access services and facilities.
- **Supports aging members:** Many older congregants benefit from ramps even if they don't use wheelchairs.

Spiritual and Social Impact

- **Embodies Christian values:** Providing access reflects Christ's call to love and serve all people, especially the marginalised.
- **Encourages participation:** Members who previously felt excluded can now attend services, events, and ministries.
- **Strengthens community ties:** Demonstrates our church's commitment to being a welcoming and inclusive space for all.

Practical and Structural Outcomes

- **Improves building usability:** Ramps can be designed to complement our church's architecture while enhancing functionality.
- **Increases event attendance:** Weddings, funerals, and community gatherings become more accessible, boosting engagement.
- **May qualify for funding:** Disability-related improvements like ramps may be eligible for grants and VAT relief.

Design Considerations

- **Safe and compliant:** Ramps must meet building regulations for gradient, handrails, and landings to ensure safety.
- **Visual harmony:** Thoughtful design can integrate ramps seamlessly into historic church buildings.

Outcomes to expect:

- Greater attendance and engagement from disabled and elderly members.
- Enhanced reputation as a caring, inclusive church.

Compliance with legal standards and potential access to funding support

Appendix 6- Benefits/Outcomes of Heritage Group.

Appendix 7- Benefits/Outcomes of the Community Garden

Community Garden

Establishing a community garden at our church can foster deeper relationships, provide fresh food, promote wellness, and serve as a powerful outreach tool. It's a way to nourish both body and spirit while strengthening our congregation and neighbourhood.

Spiritual and Social Growth

- **Fosters relationships:** Gardening is a shared activity that encourages collaboration, storytelling, and mutual support among participants.
- **Builds intergenerational bonds:** Older members can mentor younger ones, passing down gardening knowledge and life wisdom.
- **Creates a peaceful space for reflection:** The garden becomes a sanctuary for prayer, meditation, and quiet conversation.

Food Security and Outreach

- **Provides fresh produce:** Grow herbs, fruits, and vegetables to support church meals, soup kitchens, or food pantries for our local Food Bank.
- **Supports those in need:** Distribute harvests to families facing food insecurity or partner with local shelters.
- **Reduces food costs:** Use garden produce in church events or sell it to fund ministries.

Health and Wellness

- **Encourages physical activity:** Gardening offers gentle exercise for all ages, improving mobility and strength.
- **Relieves stress:** The repetitive, mindful nature of gardening helps reduce anxiety and improve mental health.
- **Promotes healthy eating:** Members are more likely to eat fresh vegetables they've grown themselves.

Environmental Stewardship

- **Revitalises unused land:** Transform vacant or neglected church property into a vibrant, biodiverse space.
- **Teaches sustainability:** Composting, water conservation, and organic practices can be integrated into the garden's design.
- **Supports pollinators and wildlife:** Native plants and flowers attract bees, butterflies, and birds.

Education and Empowerment

- **Teaches life skills:** Members learn about planting, harvesting, and caring for the earth.
- **Empowers volunteers:** Those who may not feel called to preach or teach can contribute meaningfully through gardening.
- **Inspires creativity:** Garden design, signage, and seasonal planning offer outlets for artistic expression.

Outcomes to expect:

- A stronger, more connected congregation and community.
- Increased visibility and engagement with the local community.
- A tangible expression of our church's mission to serve others.

- A beautiful, living testament to faith, care, and growth.

Appendix 8- Benefits/Outcomes of Men and Women in Shed

Men's Shed

Partnering with the Men's Shed Organisation can bring transformative benefits to our church and community - fostering connection, improving mental health, and creating a space where men can thrive through shared purpose and practical projects.

What Is a Men's Shed?

Men's Sheds are community-based spaces where men come together to work on practical projects - like woodworking, repairing, or gardening - while building friendships and supporting one another. They're often described as "community sheds" that replicate the camaraderie of a traditional backyard shed, but in a shared, social setting.

Benefits of Church – Men's Shed Collaboration

1. Combatting Loneliness and Isolation

- Many men, especially older or retired individuals, experience social isolation. A Men's Shed provides a safe, welcoming environment to connect with others.
- Our church can become a hub for meaningful interaction, reducing loneliness and promoting mental wellbeing.

2. Promoting Mental and Physical Health

- Men's Sheds are known to improve mental health by offering purpose, routine, and peer support.
- Activities like woodworking or gardening also encourage physical activity and skill development.

3. Expanding Community Outreach

- Hosting or supporting a Men's Shed aligns with our church's mission to serve and uplift the community.
- It can attract individuals who might not otherwise engage with church life, offering a non-threatening entry point to faith and fellowship.

4. Intergenerational and Inclusive Engagement

- Sheds can involve men of all ages and backgrounds, fostering mentorship and shared learning.
- Our model will also be inclusive of women and families

5. Practical Contributions to the Church and Community

- Shed members often take on projects that benefit the wider community - repairing furniture, building planters, or assisting with maintenance.
- Our church could benefit from these skills while empowering members to serve others.

6. Shared Values and Mission

- Both churches and Men's Sheds value community, compassion, and service.
- A partnership reinforces our church's commitment to holistic wellbeing - spiritual, emotional, and practical.

Expected Outcomes

- Increased use of church facilities during the week.
- Stronger ties with local men who may become more involved in church life.
- Enhanced reputation as a community-centered, inclusive, and proactive church.
- Opportunities for joint events, fundraising, and outreach initiatives.

Appendix 9 – Benefits and Outcomes of Arts and Crafts

Arts and Crafts

Creating an arts and crafts provision at our church can spark creativity, build community, and offer healing and hope. It's a powerful way to connect people of all ages and backgrounds while reflecting our church's values of service, compassion, and joy.

Community Connection and Inclusion

- **Brings people together:** Arts and crafts sessions foster fellowship across generations, cultures, and backgrounds.
- **Welcomes the wider community:** Non-members may feel more comfortable attending creative workshops than traditional services, offering a gentle path to deeper engagement.
- **Encourages interfaith and intercultural dialogue:** Art can bridge divides and create shared understanding.

Emotional and Spiritual Wellbeing

- **Supports mental health:** Creative expression reduces stress, anxiety, and depression, offering a therapeutic outlet for those facing challenges.
- **Provides a sense of purpose:** Participants feel valued when they create something meaningful, especially in group settings.
- **Reflects God's creativity:** Many Christians view artistic expression as a way to honour creation.

Education and Empowerment

- **Teaches new skills:** From painting and pottery to sewing and sculpture, arts and crafts build confidence and competence.
- **Boosts academic and career potential:** Young people involved in the arts are more likely to succeed in school and find employment.
- **Encourages innovation:** Creative thinking nurtured through art can lead to fresh ideas in other areas of life and ministry.

Outreach and Mission

- **Creates opportunities for service:** Handmade items can be donated to hospitals, shelters, or mission projects.
- **Supports local artists:** Hosting exhibitions or craft fairs can spotlight talent within our congregation and community.
- **Raises funds:** Art sales or workshops can generate income for church programmes or charitable causes.

Practical Outcomes

- A vibrant, welcoming space that draws in new faces.
- Stronger relationships among church members and neighbours.
- A reputation for creativity, compassion, and community care.
- Tangible expressions of faith through art that inspire and uplift.

Appendix 10 – Community Music

Partnering with our community to develop musical opportunities can deepen relationships, nurture talent, and create joyful spaces for worship and connection. It's a powerful way to unite generations, celebrate diversity, and amplify our church's presence.

Spiritual and Emotional Enrichment

- **Enhances worship:** Community music programmes can enrich church services with choirs, instrumental ensembles, or guest performances.
- **Fosters emotional healing:** Music is therapeutic - helping people process grief, anxiety, and joy through shared expression.
- **Celebrates faith and culture:** Diverse musical styles reflect the richness of our congregation and local community.

Community Engagement and Inclusion

- **Bridges generations:** Youth and elders can collaborate in choirs, bands, or songwriting workshops, fostering mentorship and mutual respect.
- **Welcomes new faces:** Music events attract people who might not attend traditional services, offering a gentle path to deeper involvement.
- **Builds partnerships:** Collaborating with schools, local musicians, and arts organisations strengthens our church's community ties.

Education and Empowerment

- **Develops skills:** Singing, playing instruments, and composing music build confidence and discipline - especially for young people.
- **Encourages leadership:** Participants can take on roles as conductors, organisers, or performers, growing their leadership capacity.
- **Supports academic success:** Studies show music education improves memory, focus, and teamwork.

Visibility and Outreach

- **Showcases our church's mission:** Hosting concerts, or music festivals positions our church as a vibrant cultural hub.
- **Raises funds and awareness:** Musical events can support charitable causes or church projects while drawing attention to our outreach efforts.
- **Creates lasting memories:** Music has the power to mark milestones - baptisms, weddings, holidays - with beauty and meaning.

Expected Outcomes

- A more connected and expressive congregation.
- Increased participation from youth and families.
- Stronger relationships with local schools and arts groups.
- A reputation for creativity, compassion, and community care.

Appendix 11- Benefits/Outcomes of Performing Arts.

Performing Arts

Allowing our church building to be used for community performing arts can transform it into a vibrant cultural hub - fostering creativity, unity, and outreach while preserving its spiritual mission.

Community Engagement and Inclusion

- **Strengthens local ties:** Hosting theatre, music, or dance events invites diverse groups into our space, building trust and familiarity.
- **Welcomes new faces:** People who may not attend worship services might engage through arts events, opening doors to deeper relationships.
- **Promotes intergenerational connection:** Performing arts bring together youth, adults, and elders in shared creative experiences.

Maximising Church Space

- **Increases weekday use:** Our church is underused outside of Sundays. Arts programming fills the space with life and purpose.
- **Preserves historic buildings:** Regular use helps maintain the building and may attract funding for upkeep through cultural grants.
- **Supports sustainability:** Rental income or donations from events can help fund church ministries and maintenance.

Spiritual and Emotional Enrichment

- **Amplifies worship and mission:** Music, drama, and storytelling have long been part of Christian tradition. Hosting performances can deepen spiritual reflection and outreach.
- **Offers healing and hope:** Artistic expression can be therapeutic, helping people process emotions and connect with others.
- **Celebrates diversity:** Inclusive programming reflects the richness of our community's cultures and experiences.

Social and Economic Impact

- **Creates volunteer and leadership opportunities:** Church members can assist with hosting, tech, hospitality, or promotion.
- **Builds civic pride:** A thriving arts scene enhances our village's identity and cohesion.

Expected Outcomes

- A more visible and accessible church presence in the community.
- Stronger relationships with artists, schools, and cultural groups.
- A reputation for creativity, compassion, and collaboration.
- A living space where faith and art meet to inspire and uplift.

Appendix 12- Benefits to Schools of new room in Church

Local schools have access to a room so that they can carry out their off-site meetings for school administration and children at risk of exclusion.

Offering a room in our church for local schools to hold off-site meetings - especially for administration and children at risk of exclusion - can be a deeply impactful act of service. It positions our church as a safe haven, a trusted partner, and a proactive force for community wellbeing.

Support for Vulnerable Students

- **Provides a neutral, calming space:** Our church's setting can feel less institutional and more welcoming, helping students feel safe and respected.
- **Reduces stigma:** Holding meetings off-site may help students avoid the negative associations of being pulled out of class or disciplined in school.
- **Encourages reflection and growth:** A peaceful environment can foster more constructive conversations about behaviour, support, and future goals.

Strengthening Church-School Relationships

- **Builds trust with educators:** Offering space shows our church is invested in the wellbeing of local children and families.
- **Opens doors for future collaboration:** This act of generosity can lead to joint programmes, mentoring, or shared events.
- **Demonstrates community leadership:** Our church becomes known as a reliable, compassionate partner in education and youth development.

Promoting Inclusion and Prevention

- **Supports early intervention:** Meetings focused on at-risk students often aim to prevent exclusion and promote inclusion - aligning with our church's values of grace and second chances.
- **Encourages holistic care:** Schools may invite parents, counsellors, or social workers to these meetings, creating a wraparound support system that our church can complement.

Practical and Logistical Benefits

- **Maximises use of church facilities:** Rooms that are unused during the week can be transformed into spaces of healing and hope.
- **Fosters volunteer opportunities:** Church members may assist with hospitality, refreshments, or even mentoring roles.

Expected Outcomes

- A stronger, more visible role for our church in local youth support.
- Improved outcomes for students at risk of exclusion - through early intervention and compassionate care.
- Deeper relationships with school staff, families, and community leaders.
- A reputation for being a church that listens, welcomes, and acts.

-

Appendix 13– Benefits/Outcomes of Working in Areas of Deprivation

Opening our church building to support community work in an area of deprivation can be a transformative act of hospitality, justice, and hope. It allows our church to become a beacon of practical help and spiritual encouragement - right where it's needed most.

Maximising Our Church's Mission and Space

- **Brings life to underused facilities:** Many churches sit empty during the week. Offering our space for community work ensures it's actively serving people every day.
- **Embeds our church in the heart of the community:** Rather than being a place people visit, our church becomes a place where people belong.
- **Demonstrates faith in action:** Providing space for support services, food banks, job training, or youth programmes reflects the gospel's call to serve "the least of these."

Meeting Practical Needs

- **Supports essential services:** Our building can host food distribution, debt advice, mental health support, or warm spaces—meeting urgent needs in a dignified setting.
- **Reduces barriers to access:** A local, familiar venue makes it easier for residents to attend programmes without needing transport or navigating unfamiliar institutions.
- **Encourages holistic care:** Physical, emotional, and spiritual needs can be addressed in one place, in partnership with other organisations.

Building Community and Resilience

- **Fosters trust and belonging:** People in deprived areas often feel overlooked or excluded. Our church can be a place where they are seen, heard, and valued.
- **Strengthens local networks:** Hosting community groups, support services, or social enterprises builds collaboration and shared purpose.
- **Empowers local leadership:** Community members can take ownership of programmes, gaining skills, confidence, and a sense of agency.

Long-Term Outcomes

- **Improved wellbeing and opportunity:** Access to support services can lead to better health, education, and employment outcomes.
- **Increased church visibility and relevance:** Our church becomes known not just for Sunday worship, but for weekday compassion and action.
- **Potential for growth and renewal:** As people encounter the church in a new light, they may be drawn into deeper relationships and spiritual exploration.

Appendix 14- Benefits and outcomes of working with LGBTQ+

Partnering with LGBTQ+ organisations can help our church become a beacon of inclusion, healing, and hope - fostering trust, expanding outreach, and living out the gospel's call to love without limits.

Spiritual and Social Inclusion

- **Affirms dignity and worth:** Collaborating with LGBTQ+ groups sends a clear message that all people are welcome and valued in our church.
- **Heals past wounds:** Many LGBTQ+ individuals have experienced exclusion or harm from faith communities. Our partnership can offer reconciliation and a fresh start.
- **Reflects Christ's love:** Embracing diversity and practicing radical hospitality aligns with biblical teachings of compassion, justice, and grace.

Community Engagement and Trust

- **Builds bridges:** Working together on events, support groups, or advocacy initiatives strengthens relationships between our church and the wider community.
- **Creates safe spaces:** Hosting inclusive worship services, discussion forums, or pastoral care sessions helps LGBTQ+ individuals feel spiritually supported.
- **Amplifies marginalised voices:** Our church can help elevate stories and perspectives that are often overlooked, fostering empathy and understanding.

Cultural and Educational Opportunities

- **Celebrates diversity:** Events like Pride-themed concerts, art exhibitions, or storytelling nights showcase the richness of LGBTQ+ culture and faith.
- **Encourages dialogue:** Workshops and panels on theology, identity, and inclusion promote learning and growth for all congregants.
- **Supports youth and families:** Partnering with LGBTQ+ organisations can provide resources for parents, teens, and allies navigating identity and faith.

Practical Outcomes

- **Increased attendance and engagement:** Inclusive churches often see growth in membership and participation from diverse groups.
- **Enhanced reputation:** Our church becomes known as a welcoming, forward-thinking space committed to justice and compassion.
- **Opportunities for joint outreach:** Collaborations can lead to shared service projects, mental health initiatives, or community care programmes.