

andwehilton@waitrose.com

28 May 2020, 12:07 (20 hours ago)

to John, Mary, Colin, Janice, Maria, Diana, Peter, me, Brian, Sue, Debs, Paul

Hi everyone,

Two pieces of Stewards' business that need your attention, please.

thanks,

John H

1. Background:

The circuit is wanting to develop a "mixed economy of ministry" to try and make sure that the ordained ministers are not overloaded by having direct responsibility for too many churches. Hence, John Y will have ministerial responsibility for Dorchester only. Broadmayne and Bere Heath will come under the responsibility of a paid lay worker. Add into this the facts that Debs Brazier will cease employment with the circuit as an outreach worker at UCD, on 12th July and Peter Jenner's fixed term contract as Youth and Family worker for the circuit will end on 31st August 2020.

John Yarrion will take up his post here on 1st September 2020 and the circuit wish to re-appoint Peter J from 1st September in a slightly modified role as Outreach and Families worker, based at UCD but with a major contribution to church life at both Bere Heath and Broadmayne, particularly pastoral support and "ministerial presence" added to the Y&F outreach he has been carrying out there.

The current job description (attached) is estimated at 15 hrs per week and Peter J is expected to spend a substantial part of his paid work at UCD, leading and encouraging youth-facing outreach activities such as: Story tots, Journey to the Stable, County Show, etc.; things he has been heavily involved.

By keeping Peter J's hours at 15 hours per week, an additional 15 hr per week would be available for John Y to deploy later, as and when he sees fit. Some of the roles played by Debs will cease from her leaving date until John Y comes. This will include chairing the outreach group and outreach development work but Peter J would hope to do some pastoral outreach (coffee shop and Wednesday morning). John Y taking on some of the outreach leadership role initially but with the possibility of re-instating some outreach work at a later stage using an extra 15 hr per week by a lay worker.

Circuit have asked us to respond to this draft job description with our thoughts by the middle of June.

2. This resolution should really go to church meeting but that is not possible at the moment. Given the circumstances Paul felt the URC Listed Buildings group will have to be flexible and hope that a Stewards council agreement will suffice. This is just a request to get permission to do the work, which may well take up to a year to get. It doesn't mean that it will be done, particularly since we have no idea how our finances will stand in a year's time. However, if we wait until we know what the finances are like to start the process, it may well be two years plus before we actually have any possibility of doing anything. Do you agree the resolution?

"The Stewards of the United Church Dorchester resolved to seek permission of the URC LBAC and the Finance and Property Committee to undertake the modification of the internal roof structure of No 51 Charles Street, so as to improve the access within the loft space and to construct a stairway between the second floor of No 49 Charles Street and the loft."



**John Parson**

28 May 2020, 13:37 (18 hours ago)

Dear John, It's OK by me. Best wishes, John John Parson Sent from Windows Mail

**Ian**

28 May 2020, 13:41 (18 hours ago)

All ok by me as well Diana x

**Debs Brazier**

, 28 May 2020, 13:41 (18 hours ago)

All fine with me. Peter J's work and mine does overlap considerably so this makes a lot of sense. He will be a great help and support to John Y when he arrives,



**Janice Young**

28 May 2020, 13:45 (18 hours ago)

All ok with me as well Janice Sent from Samsung tablet.

**Mary Martin <amjmartin@btinternet.com>**

28 May 2020, 15:27 (16 hours ago)

to Janice, jandwehilton@waitrose.com, John, Colin, Maria, Diana, Peter, me, Brian, Sue, Debs, Paul

Hi John and all,

I seem to be a bit out of step with everyone else, but I have a few issues about the planned change to the job description in order to morph Debs and Peter J into Peter J plus.

Presumably the circuit leadership team have checked that their proposals comply with employment law - it seems that the JD is written around & for

Peter J ( PLEASE DO NOT TAKE FROM THIS THAT I AM IN ANY WAY UNHAPPY ABOUT EMPLOYING PJ ) & that feels dubious to me - if there is a vacancy I would have thought it should be advertised and the appointment made in a clear & transparent way (& Peter J encouraged to apply).

Thankfully I am no longer a member of the circuit meeting, but I am intrigued to know how the ministerial cover ( for baptisms, communions, funerals etc) is to be managed at Bere Heath & Broadmayne - surely they will expect a level of ordained ministerial input too.

The JD appears to require a great deal more than 15 hours per week.

Clearly from a UCD point of view, we do not exactly lose out, but it still feels slightly wrong to me.

Very happy about Paul S's building proposal.

Mary

Sent from my iPad

**Peter Clark**

28 May 2020, 18:19 (13 hours ago)

to Mary, Janice, John, John, Colin, Maria, Diana, me, Brian, Sue, Debs, Paul

Thanks one and all and thanks John H for your clear intro.

In reverse order - Firstly I am happy to support the resolution.

Secondly - a little background as I was unsurprisingly aware of this suggestion regarding the revamped JD and Peter's post. Indeed I need to start with an apology, John, as I had intended to chat with you and blooming missed the opportunity on our phone call t'other day cos I plain forgot!

OK - my view is that this has been suggested for I think sensible and pragmatic reasons, namely a) we have in one post a committed and effective person, known to us and respected for his work, b) he has a contract and is in post and so all previous application protocols (application, interview, DBS etc.) have already been followed and in place, c) It is not as I understand it problematic employment-law-wise to convert someone on a fixed term contract onto a permanent one even with an altered Job Description (Mary Martin's concern which I do understand) as long as the alternation to the JD isn't massive, d) there is already a degree of overlap with with the role that Debs fulfilled and indeed they worked together a lot as we know, e) it offers a degree of continuity so some our work can continue uninterrupted by transferring some of the excellent work carried out by Debs to Peter, obviously at the cost of him dropping some of his existing duties (which is again something Mary M wisely is I think highlighting - more of this in my 'However' section) and finally f) it has a degree of flexibility for the future, offering a further 15 hours potentially of a post that John Y and I as the Ministers at UCD can work out, together with the UCD Stewards to meet needs beyond those met by this post. Can I add an addition of g) which is hot off the press and I haven't had a chance to share it with you as I only completed Angela Fisher's Appraisal yesterday, during which she has decided to step down as our paid Pastoral

Visitor, leaving during June. That gives us potentially a further 5 hours that could be added to the 15 already on offer and make an even more attractive post to a potential applicant?

However, (I promised this) there are a couple caveats, even if minor in my mind: a) Peter is a very conscientious and hard-working employee but can only offer 15 hours and might end up working more hours than he should, to the detriment of his role as supporter for Steph, b) long-term it might be more helpful to have the 15 hours of this post, combined with the other 20 to make a post closer to full-time one? c) he is interested in the post but does not wish for the step to be potentially viewed by some as a 'stitch up' and might prefer to have an application and interview stage to be added so making it formal and kosher and d) (The Big One in my opinion) I have expressed the view to CLT members that it is absolutely vitally important that this is something that UCD itself would welcome and think is positive. This is not a fait accompli and must not be one. It absolutely must be decided upon and agreed by at the very minimum the Managing Trustees (i.e. us, the Council of Stewards), preferably with some sort of check that the Membership would be happy with this step. I don't know in the lockdown scenario how we do that additional step but we can certainly agree as we are now at the very least as John is suggesting by email (or if necessary with a Zoom CoS)? This is a UCD decision to say yay or nay to and not a Circuit one, albeit as I have indicated above, one that I think makes sense.

Enough already But I hope that is helpful?

Blessings

Peter

Rev'd Peter Clark  
01308 425978  
URC Minister of the Bridport & Dorchester Joint Pastorate

**Paul Smith**

28 May 2020, 19:01 (13 hours ago)

to Peter, Mary, Janice, John, John, Colin, Maria, Diana, me, Brian, Sue, Debs

Thanks one and all,

And thanks John H for your clear introduction to both issues.  
May I also thank you all for your specific encouragement, I will endeavour to put the necessary documents together and send them off to Graham Barber @ the Wessex URC.

Every blessing

Paul

**Brian & Jonai** <mailjb@uwclub.net>

28 May 2020, 13:28 (19  
hours ago)

to jandwehilton, John, Mary, Colin, Janice, Maria, Diana, Peter, me, Sue, Debs, Paul

Dear Fellow Stewards,

Thank you, John H, for putting these two issues so clearly.

1. We are fortunate in having John Y as our "own" minister in the sense that John H has described it. I am also really pleased that Peter J is willing to continue his outreach work, and I support the flexible proposals outlined. I believe that flexibility is important because, at this stage, we cannot be certain what the needs will be as we come out of lockdown - the future may well have some surprises for us all.

2. Seeking permission to do the building work - yes, certainly, with thanks to Paul S for his continuing hard work.

Warm wishes,

Brian

**Sue Bird** <suebird1063@gmail.com>

28 May 2020, 13:37 (18  
hours ago)

to Brian, John, John, Mary, Colin, Janice, Maria, Diana, Peter, me, Debs, Paul

I second the thanks to Paul Smith for carrying property matters through. Also, well done all for your continued hard work. Best wishes Sue, Circuit Steward