

## Proposal: Eagle Farm Pioneer Minister

This is a proposal for the appointment of a pioneer minister in Milton Keynes, based at St Mary's School Eagle Farm, in Walton Ecumenical Parish. The post is linked to the WG6 workstream focussed on building new Christian communities in Milton Keynes.

It is proposed that a ten-year qualified common tenure post be created as part of the normal deployment plan for Milton Keynes Deanery. This will replace the post currently set aside for the Christian Foundation, which means there will be no net change in the number of clergy assigned to Milton Keynes.

This proposal is dependent on housing being provided by the Diocese, since no existing properties are available.

### Why Eagle Farm? Why Now?

Establishing a Christian presence in the new estates on the eastern edge of Walton Parish is a strategic opportunity. The initial size of the Glebe Farm and Eagle Farm estates combined is approx. 1,600 dwellings (or 4-5,000 people), which is large enough in itself. However, Plan:MK, the latest major consultation on the future of development in Milton Keynes suggests that considerable future building is being considered within 1.5 miles of Eagle Farm, such that a new church in this area would act as a significant strategic hub for the eastern edge of the city.

The East Flank of Milton Keynes (situated entirely within the Parish of Walton) has been one of the primary growth areas of the city over the last decade. In that period, major housing developments in Broughton and Broughton Gate have been built, whilst Brooklands and Oakgrove are currently nearing completion – a total of around 7,500 new homes (or approximately 20,000 new people). The current ratio of clergy to population in Walton Parish is 1:29,000. This will rise to at least 1:35,000.

Eagle Farm will host a major new church primary school of up to 700 pupils, opening in September 2019. St. Mary's CofE school in Wavendon has recently been given go-ahead by Milton Keynes Council to relocate from its existing site in Wavendon Village to become this new school in Eagle Farm, approx. 1 mile away. This is a hugely exciting development in itself, however it also offers the chance for us to plant a new worshipping community in the school. We have permission from the existing head to do just that, and a very close working relationship with the school. Thus 'church' and 'church school' have a unique opportunity to be at the heart of the new development.

### Sustainability

The issue of sustainability is highly important to us. We have experienced unsustainable church planting in Milton Keynes and the Deanery has spent a great deal of time on redeployment and financial management as a result. We do not want to find ourselves in the same situation again.

Our aim is to have a sustainable worshipping community in Eagle Farm at the end of a ten-year period. This community will be expected to raise at least 80% of its related share costs locally. If this is not the case, we will need to consider a different deployment strategy – possibly involving shared clergy or local lay leadership.

We would not consider it a failure if the new worshipping community cannot sustain a full-time minister, as long as there is a plan which enables it to function and grow in depth, impact and numbers. The project would be regarded as a success if we can say that a viable worshipping community of around thirty to forty adults were continuing to meet as disciples for the common good of this area.

We would hope, however, for a worshipping community of eighty plus adults which is continuing to grow. This would be the preferred outcome, and we will be praying for this.

The funding for this post will come from the Deanery of Milton Keynes and Walton Parish with costs transitioning from Deanery to Parish over a ten year period (see the table of share projections).

Project costs will come from the Parish, but housing will need to be provided, and we will be asking the Diocese for this.

### Monitoring and Evaluation

The project will be supervised by the Team Rector. It will be overseen by the Parish of Walton and the Deanery Mission and Pastoral Committee (DMPC). The Team Rector will meet the pioneer minister for a regular one-to-one at least twice a month. There will be a report to Walton Churches Partnership and the DMPC every six months.

We will be watching a number of indicators, including:

- comments from the staff, governors and parents about the impact of the work on the school community
- the development of a team working with the pioneer – in terms of personal discipleship, strength of relationships and leadership capacity
- the size, depth and impact of the new worshipping community
- the sustainability of the new worshipping community in terms of finance and local leadership

These are mainly qualitative measures, which will be revealed through stories rather than numbers, but we will need to be realistic when it comes to financial and attendance figures, since the long-term impact of the project will be dependent on local funding.

There will be two major monitoring points at which decisions may be necessary:

**Five Years:** By this point, we would expect to see significant impact on the life of the school in terms of positive relationships, events and other activity. We would also expect to see the establishment of a local worshipping community which is vibrant in terms of discipleship and has a visible impact through some form of community engagement. We would not expect this community to be sustainable financially, but we would expect to see some form of leadership group.

**Ten Years:** By this point, we would be particularly keen to see a self-sustaining leadership team which is renewing itself as new local lay leaders emerge. We would also expect to see a viable congregation which is contributing at least 80% of its ministry costs, including share contributions. These financial measures will be particularly important in any decision about future deployment. Paid staff will only be employed at this stage if the congregation is capable of raising contributions locally. It is possible that there will be a transition to shared clergy, paid local leadership or another arrangement.

The ten-year point will be the moment we present an end-of-project Review (the final 'monitoring point'). This will include: how much money was spent and what contribution it made to the outcomes; what were the outcomes; what was learned; and what is the legacy of this work?

### Next Steps:

- DMPC to adopt proposal
- DMPC and WCP to produce role description
- Diocese/Archdeaconry to explore housing

## MK Deanery Share Projections (2019-30) (£)

	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Cornerstone <sup>5</sup>	53,854	55,128	55,263	54,931	54,640	54,474	54,439	54,791	55,469	55,134	57,014	58,155
Stantonbury & Willen <sup>5</sup>	121,071	123,113	123,418	122,652	122,039	121,665	121,548	122,361	123,992	123,156	127,303	129,868
Walton <sup>6 &amp; 7</sup>	61,912	64,460	70,335	76,144	81,947	86,663	91,535	97,088	103,434	107,763	116,542	129,779
Watling Valley <sup>5</sup>	107,573	110,185	110,452	109,787	109,204	108,868	109,384	109,500	110,937	110,186	113,856	116,133
Woughton <sup>3</sup>	41,983	41,576	45,215	44,943	44,706	44,570	41,043	44,829	41,043	45,110	46,648	47,581
Whaddon Way	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200	1,200
Bletchley <sup>7</sup>	80,462	83,435	87,936	92,377	96,891	101,548	106,425	112,053	124,889	124,053	127,216	129,779
Fenny Stratford <sup>4</sup>	26,400	26,400	26,400	26,400	26,400	26,400	26,400	26,400	26,400	26,400	26,400	26,400
Stony and Calverton <sup>5</sup>	53,854	55,128	55,263	54,931	54,640	54,474	54,439	54,791	55,469	55,134	57,014	58,155
Water Eaton <sup>3 &amp; 7</sup>	21,555	25,255	27,130	31,448	35,739	40,126	49,490	49,810	50,426	50,122	50,851	51,888
Wolverton <sup>3</sup>	47,983	49,204	56,504	56,148	55,882	55,712	55,643	56,020	56,798	56,388	58,310	59,477
St Mark's <sup>7</sup>	6,715	7,603	8,767	9,974	11,155	12,380	13,570	13,677	13,868	13,784	13,274	13,559
Shortfall <sup>8</sup>	23,605	18,443	6,470	6,905	7,154	7,550	4,825	2,021	-4,495	6,190	-5,516	-16,060
Total <sup>1</sup>	648,167	661,130	674,353	687,840	701,597	715,629	729,941	744,540	759,431	774,620	790,112	805,914

**Notes:** This table is for illustrative use only and is based on a number of assumptions.

1. This projection assumes that the Deanery Share continues to rise at a rate of 2% per annum.
2. The allocation of share between parishes is based on proportion of costs, including curates, pioneers and house for duty arrangements.
3. Parishes in areas of deprivation (ie Wolverton, Woughton, and Water Eaton) will continue to receive some form of grant (10% from 2021).
4. Fenny Stratford will continue to be unable to pay a sustainable share and will require significant support.
5. Parishes who are not receiving a grant will be asked to contribute a 10% mission gift each year.
6. The Post at the Christian Foundation is transferred to Walton in 2020 to provide a ten year Eagle Farm Pioneer post.
7. Mission posts and clergy housing are phased in over a ten year transitional period. Those parishes in receipt of transitional support will not be asked to contribute a mission gift. This projection assumes that no further mission posts will be introduced. This is unlikely given the ambitious plans for growth planned as part of Celebrate and Bless MK.
8. From 2021, the predicted shortfall should be covered by our rebate, assuming parishes pay up on time.