



## Stepping into the Future The Parish of Fawley

### Stepping into the Future

Although the Parish has been without full time clergy leadership for some time, as soon as background checks have been completed, Ven Caroline Baston will be licenced to serve in Fawley as Interim Priest in Charge, and Revd Anne Faulkner as Interim Associate Priest.

Caroline and Anne, together with Phyllis whose ministry is so greatly valued, will be a fresh clergy team for a fresh start. They will be joined by a fresh senior lay team in the shape of the recently elected churchwardens, Colin Bottre~~il~~ and Lawrence Rideal.

We intend to both licence the new clergy and admit the new churchwardens to office at the same time, bringing to the parish a fresh team for a fresh start, and will publish a date for this as soon as we can.

### Why have things worked differently for this vacancy?

Those who attended the service before Christmas where I was able to talk with the congregations will understand why it is not presently possible to appoint a new permanent Priest in Charge. Parish life has been challenging over the last 12-18 months, with some relationships being strained and difficult. There are people feeling hurt and bruised by circumstance and by each other. A new permanent appointment will only become possible when it is clearly seen that the parish can run itself prayerfully, take and implement clear and well-founded decisions, deal with inevitable differences of perspective, and do so respectfully, carefully, and faithfully. A new permanent member of clergy cannot be appointed where there are concerns that this may be a risk to their health and well-being.

**The aim is however to get to a situation where a permanent appointment can be considered once again, and to do so as swiftly as we can.**

### A few important “thank yous”

During the difficult recent period so many things have simply moved forward “as usual”. Despite the difficulties it is right to recognise and value the contributions made, and a big thank you then to everyone who has contributed to keeping things together.

I would like to thank in particular your outgoing churchwardens. Even in the best of times to be churchwarden is to offer a significant gift, and your wardens have worked hard, doing their best to serve the parish. A fresh start would not be possible however without a fresh senior lay team, and I am grateful for the grace and wisdom they have shown in being willing to step down so that fresh elections can be called. Going above and beyond the call of duty, Roger will continue to hold responsibility until we can licence and admit your new team together.

Thinking of your new wardens, I would like to thank all who stood for these positions – Colin, Lawrence and Matthew. To step forwards being aware of some of the challenges of the next period of life is something for which it is right to express our respect and thanks to all three. I hope very much that all of you will express your thanks to all of them.

There may be some questions in your mind. The answers to some of these will emerge over time, but I have done my best to answer a few likely ones over the page.



### Who are Caroline and Anne?

Caroline has ministered in several dioceses, including as an Archdeacon. She brings experience of working with parishes in difficulties, like Fawley. This is a ministry that she has previously exercised in partnership with Anne. There are very few Church of England clergy with the particular experience of Caroline and Anne. We are extremely fortunate that they are available and willing to work with Fawley.

### When will Caroline and Anne be licenced?

Clergy can only be licenced to a new role once satisfactory background checks have been completed. These are in hand and we will proceed to licence as soon as we can once they have been received.

### Will Caroline and Anne be stipendiary i.e., paid clergy?

Caroline and Anne will be sharing ministry in the parish with Caroline being the stipendiary Priest in Charge and Anne a self-supporting Associate Minister.

### Will they be living in Fawley?

No, both Caroline and Anne have accommodation elsewhere, but both can commute to Fawley relatively easily, and are likely to work out of the parish office at All Saint's.

### You say "Interim Priest in Charge", what does that mean?

Interim appointments are not intended to continue indefinitely. They are made for a period of time with a specific task in mind. In this case that is to help the parish to a point when a permanent appointment can be considered. We will keep the situation under review and assess options in the light of progress being made.

### Will a permanent Priest in Charge be appointed after that?

It is certainly the aim to get to a place where a permanent appointment can be considered once again. It is however important that the kinds of issues with which the parish has struggled are seen to have been addressed since they are currently preventing a permanent appointment.

### What kind of things need to be addressed for the future?

A parish is a charity in its own right. Yes, it is part of the Church of England, which implies certain things about what it is there to do and how it goes about it. When it comes to it however, a parish itself is responsible for the proper conduct of its life and mission. The Churchwardens and PCC, together with licenced clergy, are very much like the trustees of any other charity. They must be active in collaborating together, and with the people of the parish, in good governance and the furtherance of mission. Together they should forge a way of operating in which there are good and secure processes, clarity in roles and responsibilities, a proper understanding of confidentiality, well-considered and well-founded decision making, and evidence of proper conduct, care and mutual respect even when from time to time there are differences of opinion.

### Does any of this affect the future of any of our church buildings?

Certainly there are questions about how church buildings are sustained or used, but they are complex. At the moment the parish does not seem to be managing well with much more straightforward business. The priority for Caroline and Anne will then be to help the parish to a situation where it has the capacity to think and pray well together about such things.

### Does any of this affect the current schedule of activities or pattern of services?

There is no "background plan" about such things. Patterns of activity or worship do of course change and develop over time. If it will help the life and mission of the parish for a development to be made we would expect to see this addressed collaboratively under the leadership of your Interim Priest in Charge.