

Partnership for Missional Church : Listening Portfolio

These worksheets that make up the listening portfolio give an opportunity to pay attention to what God might be saying to us through ourselves, others in our community, our history, our context and cultures. It's not primarily about finding data and filling in the boxes, it's about listening to the voice of the Spirit, about paying attention to what God is showing us from the hard work of research. Reflecting on what you notice from the data you collect in the Steering Team will be vital for discovering God's preferred and promised future for you. There are helpful questions for you to ponder in each section to help you with this work. One principle needs to be understood by the Steering Team - the more information you collect across all the sections, the more you interpret it and make sense of it, the clearer will your understanding be of what God is doing amongst you and how you are being sent by God in your community.

Between the Listening 1 and Listening 2 events worksheets 1 (this one), 2, 3, 4, 5 and 7 (the listening leaders interviews) are completed. The Community Interviews (worksheet 8) will hopefully be started before the Listening 2 event, and should be completed along with the remaining worksheets in advance of Listening 3 Event. In addition to the information recorded here, it is helpful to keep a record of any supporting documentation (such as your Statistics for Mission data or Parish Spotlight) as separate files. Together with the summary of your Timeline event (top of worksheet 6), these will all help you to "arrive where you are" in advance of Year Two and identifying your adaptive missional challenge. In each worksheet you decide what is the minimum amount of knowledge you need to discern what God is up to there. Once you have completed as many of the worksheets as you can and reflected upon them you will need to prepare a summary of your learning to share with the congregation, this could be in many formats depending on your preference.

If you are engaged in Partnership for Missional Church as a team or benefice, you will need to consider before starting whether to complete these questions for each congregation/church or as a one larger group(s) of churches. There are no hard and fast rules, it's about paying attention to God, however in our experience the more you complete this process together the more God might bring you together with a sense of common vision and calling. If you do complete the congregational interviews as one then you will need to decide how many of the 24 to complete in each congregation.

In addition to these worksheets, your diocesan office can gladly supply geographical maps, and other information which may be of use. Do contact us for more.

Name and physical address of Church, Parish or Benefice:

All Saints Church. Church Close, Boyn Hill Rd, Maidenhead SL6 4HE

If you have a congregational mission or vision statement, please add it below. If you do not please state that it does not yet exist:

To be a welcoming church family, encouraging and supporting people of all ages on their journey to faith and relationship with Jesus; through vibrant Eucharistic worship, supportive small groups and strong community and schools c

Three questions for your Steering Team to discuss, in light of the above:

What is this congregation's community - is it defined by a parish boundary/ies or something else?

We feel that the All Saints congregation is defined by the style of worship offered. Interestingly, over 50% of the congregation are from outside the Parish boundary. Those who do attend from within the Parish boundary tend to be of the older generation.

Notes on printing and saving

This Listening Portfolio can be printed or turned into a PDF both as individual worksheets or as a whole.

When saving below the file name it should offer you 'Save as type' (the exact wording varies between different versions of Excel). From the drop down bar select PDF

When printing to print just one worksheet select 'Print Active Sheets'. To print the whole Listening Portfolio select 'Print Entire Workbook' from the drop down bar. Again exact wording may vary version to version but if in doubt select Help!

2. Demographic and Deprivation data

Download your Parish Spotlight from here <http://www.leicester.anglican.org/census-data/> (in Leicester) or by contacting your diocesan office in other dioceses. Use the following questions to reflect on what the Spirit might be saying to you:

What stands out or surprises you? (up to three things)

The average age range is from 30-44. This is not reflected in our 10am Sunday service congregation.

What encourages you? (for example, where an existing ministry meets a need)

We have a variety of groups covering all age ranges who meet in our church buildings from Tiny Saints to Mother's Union. We have strong links with local schools and care homes.

What challenges you?

Getting enough willing volunteers to help with the various church related tasks needed for not only the daily running of the church, but also developing new ideas.

What potential 'people of peace' are highlighted in this report? What relationships, if any, do you have with groups or organisations in the community?

We have good relations with organisations in our community for example Larchfield Open Table, Foodshare, Street Angels, Open the Book, Churches Together in Maidenhead.

Does the congregation/s reflect the community it is set in? What are the reasons this might or might not be so?

The largest population group for our Parish is 16-64. We struggle to attract the younger age range but not the upper age range. Parish ethnicity is 71% British with 89% having English as their first language.

What might God be doing in your community now you have learnt more about it? How, if at all are you participating in this movement of God? How might you participate more?

At this stage we are still gathering this information.

What is the story you will tell someone having read this data?

All Saints Church is located in an area where there is a wide age range giving us the opportunity to be a thriving Church. Our challenge is to attract younger members, in particular families.

3. Building Use and Travel

Write a 300 word narrative about the use of the church building (and any others owned by the congregation) and how it/they affects the life of the congregation. If there is a church hall and/or dual use in the church include this usage, talk to some of the users about their experience of using the building/s. What is the average 'footfall' per week and what is the occupancy as a % of what is possible? What relationships exist with other user organisations, if any, or are they just seen as income generation? How does this church see the use of its building as participating in the mission of God?

How accessible is the church by a) car b) foot c) public transport:

The Church is easily accessible by car and by foot. Public transport is available to several locations near the church.

Is there good access for people with disabilities?

The church as a whole has reasonable access for people with disabilities.

What on-street and off-street car parking spaces/availability are there? Does this limit the number of people who could attend? Are neighbours affected by this situation?

We have limited parking spaces available off road which are used by the clergy. On road parking is good but we do affect a small amount of residents in an adjacent road. We do not believe that parking would limit our number dramatically.

Describe the picture as you stand at the main entrance of the church and you are looking outwards? What is striking? Are there any public buildings in view? What is the Church's relationship with them?

As you stand outside of our church you are greeted with a picture perfect tree lined residential area. We do not have any public buildings in view.

Now walk about 250m from the church (choose a suitable direction) and look back to it. How visible is it? What else do you notice?

Our Church is visible in all directions with its beautiful spire. When I look back I see typically roof tops and houses. However from one road the church can be seen for 500m as if at the end of a long drive way lined with trees and large houses.

What public buildings, if any, (health centres, schools etc.) are within 250m of the church building (draw a circle on a map)? What is the Church's relationship with them?

Boyn Hill Infant School with whom we have a very close relationship.

Find one or two people (a pair?) to spend a spare weekday morning or whole day at the church site from before schools are open. Count the number of people who pass by on foot over a set time. Do people stop to chat with each other or even meet together near the church? Draw the paths people take as they pass by on a map of the surrounding area of the building and record what you notice below:

Over a two hour period only 6 people passed the Church (typically just passing by to get to work 8am to 10am Monday). No-one used the Church as a meeting point.

What proportion of the worshipping community travel in from outside the Parish boundary to worship, how many live within the boundaries and are they spread evenly or clumped in a certain part of the parish. This might help surface how the congregation reflects its community, and what other distinctions (e.g. class or insider/outsider) may exist. Parish boundaries and maps can be found at: <http://www.achurchnearyou.com/parishmap.php> An example of the kind of survey which members could be asked to complete is included in this section. Record below what you notice:

Over 50% of our congregation are from outside the Parish Boundary.

What schools, both Primary and Secondary, serve the children and young people in the Parish/es and what is the relationship of the local church to them – perhaps use a scale of close to distant or hot to cold and explain why:

All Saints CE Junior School. Altwood CE School. Boyne Hill CE Infants School

Three questions for your Steering Team to discuss, in light of the above:

To what extent does the building/s enable mission and in what ways is it a barrier?

The Church complex offers a good way of allowing mission to take place. For example use of the Parish Centre for various groups. The style of the church building lends itself well to our style of worship.

4. Numerical Growth and Decline

Download your Statistics for Mission returns from here <http://www.leicester.anglican.org/statistics-for-mission/> (in Leicester) or by contacting your diocesan office in other dioceses. This information hopefully saves going through registers but this might be helpful to briefly do so as to supplement what is provided. Use the following questions to reflect on what the Spirit might be saying to you:

Going back as far back as is practically possible, describe trends in the size of the worshipping community: (i.e. how big are the congregations and how has that changed). As well as looking at the last decade, or so, it might also be helpful to delve into registers from some decades ago to get a snapshot as to the size of the worshipping community then (and test any assumptions, such as the building was full in the 19th century or there was a certain 'golden age'!)

Over the last decade there has been a general decline in numbers attending and worshipping at All Saints.

Compare the Sunday attendance with weekday attendance and the overall size of the worshipping community and those joining and leaving it. What do you notice?

The 10am Sunday morning service has the highest attendance numbers. We hold an 8am BCP Sunday service which attracts a smaller congregation but is a very popular style of worship, regularly supported by a small number. There is also a Wednesday morning 10am communion service which is well supported.

What are the main other Christian denominations active in your area? Some may be larger "eclectic" churches that gather people from afar – including your area.

The main churches/communities close to All Saints are a Sheikh Gurdwara, Baptist and Methodist Chapels, Salvation Army Meeting Place.

What do you know of the wider attendance trends in local churches, Deanery and Diocese (again Stats for Mission might offer some help here, plus anecdotal awareness and other sources):

One of the most popular and well attended churches is St Marys' church located in the town centre. They seem to attract younger worshippers and are able to offer different services for various age ranges.

What are the long term attendance trends within your Diocese and Denomination (over the past hundred years):

There is a lot of movement of population in and out of Maidenhead. Young families seem to be transient Maidenhead dwellers.

What one aspect of your own membership/attendance encourages you most? What might God be up to in that?

What one aspect of your own membership/attendance challenges you most? What might God be up to in that?

Reflect on attendance and communicant numbers at Easter and Christmas compared with the normal week. What does that tell you about the wider community:

The church is always full at Christmas and Easter. There were over 400 at our Crib Service on Christmas Eve.

Reflect on the number of weddings, funerals, baptisms and thanksgivings. What do you notice? How 'sticky' are these contacts? - i.e. what proportion of them stay worshipping with you? What might be the reasons for them staying or not? What could you do to encourage more 'stickiness'?

In 2015 there were 9 weddings and 24 baptisms.

Have any churches closed in your benefice/parish in the last twenty years? If so how many, which denominations and why did they close?

None known

What else do you notice which doesn't fit in any box above which it is important not to forget:

Three questions for your Steering Team to discuss, in light of the above:

Can you account for rises and falls in the membership and worship attendance patterns? What might God have been doing at those times?

Although there has been a gradual decline in congregation numbers, there are still new faces appearing who are perhaps "testing the water". Maidenhead is a transient, commuter town so people do tend to come and go. The numbers on the Electoral Roll have remained stable.

5. Finance and leadership

Refer to your annual financial returns to the Diocese (or if not to hand they should be available from your diocesan finance team). Alternatively find copies of the Church Council annual accounts. Use the following questions to reflect on what the Spirit might be saying to you:

Going back as far back as is practically possible, describe the main trends recorded in the accounts, including noticing what money has been (and hasn't been) spent on. You also need to include any reserves the church keeps and the policy around their usage or otherwise.

Our financial pattern shows that spending exceeds our income and the shortfall from this reduces our reserves. We have estimated that it costs £2500 to run the church each week.

What one thing encourages you most? What might God be up to in that?

We recently needed a new boiler for the heating system at a cost of £12,000. After an appeal in church and the pew sheet, this money was raised within a few weeks. This demonstrates the generosity of our congregaion.

What one thing challenges you most? What might God be up to in that?

Our Planned Giving envelope scheme numbers are reducing and ths has the potential to reduce our long-term finances.

Turning to leadership, perhaps with the help of a board in your church building denoting how long incumbents have been in post for, describe what you notice (for example, people staying long or short, maybe a pattern of people retiring from this post, or even leaving stressed or dying in role):

Our current incumbent has been in position for just over 10 years. We are also fortunate to have a non-stipendary curate, a lay-reader and a retired female minister to suport the delivery of our services.

Describe the 'model' of leadership and/or how things get decided and done in this congregation? Some examples at the extremes might be 'Father knows best' to 'we all muck in and no one person's voice is valued above any other.' What is the relationship between ordained and lay leadership, how does communication flow amongst the leaders? How effective is the leadership at all levels within this congregation - what works well and what doesn't? What does all this tell you about how you think God is at work amongst you?

Our Church Wardens and PCC work closely with our current incumbent to maintain the worship offered at All Saints. The views of our congregation are also important.

What else do you notice about finance and leadership which doesn't fit in any box above which it is important not to forget:

Three questions for your Steering Team to discuss, in light of the above:

What is the culture of giving and stewardship in this congregation? What biblical or other images guide the congregation's understanding of giving? Do you run regular stewardship campaigns? Do they make a difference?

We have a stewardship group who have been giving serious consideration to the issues of giving and stewardship.

6. Civil Society and Culture

Summarise the main aspects of the congregational timeline event (as a guide, to fit on a page of A4)

We held our Congregational Timeline event on Sunday 29th November (Advent Sunday) at both our 8am BCP service and 10am Family services.

Define the community in which the congregation exists (historical neighbourhood). Is it the same as the community it serves?

All Saints Church was founded in 1855 and was built on land purchased by the Hulme sisters, Emily and Maria. The foundation stone of this Grade 1 listed building was laid by Bishop of Oxford (Samuel Wilberforce). Initially, the church would have served a mainly rural community. Maidenhead is now a busy, developing town with Crossrail services having a huge impact on its current developments. There are a lot of new housing developments in process, some very close to our church. These are attracting younger, working people to the town many of whom work in London,

What are the important or definitive symbols, rituals and metaphors for the community in which the congregation exists? How do these intersect with the congregation? Write a short (as a guide 300 words-ish) narrative describing your findings.

While there are a lot of new people coming into Maidenhead with the new housing developments, there is also a core of older people who have lived and worked in Maidenhead all their life. Our lay-reader recently undertook a large piece of work which looked at the involvement of Maidenhead men and women in the 1st and 2nd World Wars. This information was used in several services in church over the last few years where we have been able to remember by name, people from our local area who lost their lives during these campaigns. There are several schools in our local community and we have close links with them. They use the church during the year for various services and we are active within them through assemblies and Open the Book.

Identify at least three of the primary symbols, rituals and metaphors that shape the congregation's self understanding for ministry. What symbols, rituals give life to this congregation and what metaphors are used to describe this congregation's life? How are they used? (250-300 word narrative)

There are various prominent symbols within our church. As an Anglican church we value the sacramental life of the church using things such as incense and icons to heighten the presence of Christ in the Eucharist.

Identify the functional values that presently shape the congregation's identity and ministry. Write a short (250 - 300 word suggested) narrative of your findings in the text box.

Our Vision is to be a welcoming Church family, encouraging and supporting people of all ages on their journey to faith and relationship with Jesus; through vibrant eucharistic worship, supportive small groups and strong community and schools outreach to build a joyful and sustainable future, enabling our community to live and share in the life of God.

Three questions for your Steering Team to discuss, in light of the latter four questions above:

How do the rituals of the congregation affect its ability to be an open door into what God is doing in the world?

The sacramental style of worship we offer is eucharistically based so symbols and rituals form an important part of this (candles, vestments, icons, statues, incense, windows).

7. Congregational Discovery Interviews

Options for Ethnicity:

A = White (English/Welsh/Scottish/Northern Irish/British); B = White (Irish); C = White (Other); D = Mixed/multiple ethnic group (White and Black Caribbean); E = Mixed/multiple ethnic group (White and Asian); F = Mixed/multiple ethnic group (Other Mixed); G = Asian/Asian British: Indian; H =Asian/Asian British: Pakistani; J =Asian/Asian British: Bangladeshi; K = Asian/Asian British: Chinese; L = Asian/Asian British: Other Asian; M =Black/African/Caribbean/Black British: African; N = Black/African/Caribbean/Black British: Caribbean; P =Black/African/Caribbean/ Black British: Other Black; Q = Other ethnic group: Any other ethnic group; R = Other ethnic group: Arab; S = Other

Interviewee Code:	Date of interview:	Age	Gender	Membership years (0–2; 2-5; 5-10; 10+) & Ethnicity	Outside Stranger / Inside Stranger / Inside Family
A	02 November 2015	30-39	M	10+ A - White	Outside Stranger
B	31 October 2016	40-49	M	10+ A - White	Outside Stranger
C	04 November 2015	40-49	M	0-2 A - White	Outside Stranger
D	14 November 2015	30-39	M	2-5 - S - Egyptian	Outside Stranger
E	11 November 2015	40-49	F	2-5 - A White	Outside Stranger
F	17 November 2015	70-79	M	10+ - A White	Outside Stranger
G	30 October 2015	50-59	F	10+ A - White	Inside Stranger
H	29 January 2015	30-39	M	5-10 A - White	Inside Stranger
I	21 October 2015	90-99	F	10+ A - White	Inside Stranger
J	14 November 2015	50-59	F	5-10 - A White	Inside Stranger
K	14 November 2015	50-59	F	5-10 - A White	Inside Stranger
L	17 November 2015	40-49	F	2-5 - A White	Inside Stranger
M	18th November 2015	60-69	F	10+ A - White	Inside Stranger
N	19 November 2015	20-29	M	10+ A - White	Inside Stranger
O	15 November 2015	60-69	F	10+ A - White	Inside Stranger
P	12 November 2015	80-89	F	10+ A - White	Inside Stranger
Q	13 November 2015	90-99	F	10+ A - White	Inside Stranger
R	22 November 2015	30-39	F	0-2 C - White Other	Inside Stranger
S	13 October 2015	80-89	F	10+ A - White	Inside Family
T	12 October 2015	70-79	F	10+ A - White	Inside Family
U	13 November 2015	30-39	F	5-10 A - White	Inside Family
V	05 November 2015	50-59	F	10+ A - White	Inside Family
W	12 November 2015	50-59	M	10+ A - White	Inside Family
X	12 November 2015	40-49	M	2-5 A - White	Inside Family

i. Tell a story about how you sense God's presence and activity in this congregation:

Interviewee A	There is a real Christian ethos, and a feeling that people treat others as they would like to be treated. Fr Jeremy keeps people focused. There are so many volunteers – tea/coffee after church, church wardens, flowers, choir etc.
Interviewee B	Congregation contributes to help the community, especially those in need e.g. Street angels, Christmas lunches, harvest festivals, and people give their time e.g. school governors, Open the book, Sunday school.
Interviewee C	During the greetings at the peace, you can sense that God is with everyone. There's a welcoming and a warmth on show that you don't get anywhere else.
Interviewee D	The interview between Fr Jeremy and Street Angel rep very touching experience.
Interviewee E	Personally I feel peace. I like to be involved and to relate to the teachings. Eucharist.
Interviewee F	Don't know how to answer that I can only say at a time when I was involved in a great tragedy our vicar at the time always seemed to appear to offer support and the support received from the congregation was second none.
Interviewee G	By talking to people, you can witness God's presence in others. Also in quiet prayer individually and collectively in prayer.
Interviewee H	By their actions. A large number are actively involved – doing lots of different things e.g. Rock shop, Tiny Saints, film club. Also financially e.g. boiler appeal.
Interviewee I	When we greet each other in the knowledge of the service of Christ and the acceptance of his care for us, we can all bond together.
Interviewee J	Seeing people come to faith through sharing is our services and Eucharist.
Interviewee K	Café church. Children really want to be there. Touched by the Spirit when are there. One child asked 'Please God stop world war III', when it was the last prayer.
Interviewee L	During the Eucharist and praying in the church before the service commences.
Interviewee M	I think seeing our leader come through adversity and still have such faith and commitment makes me aware of God's presence. He is inspiring.
Interviewee N	This comes from the friendly nature of the people, however I have probably forgotten what it is like to be a new person to the church.
Interviewee O	I feel comfort when I go. There are so many lovely people there and going there is a way of getting support and feeling his presence there.

Interviewee P	I can feel its presence with us in church and we can pray for each other and for the world outside.
Interviewee Q	It's nothing tangible, we don't always feel the presence of God if other things are on our mind. It's more in our actions and what we do. Some are more holier than others.
Interviewee R	Two things stand out: so many people attended the 10 o'clock Eucharist on Easter Sunday that we almost ran out of Communion wafers & wine. As the priest said when he shared this with the congregation - "It's a good problem to have". The second thing is when the husband of a much-loved member of the congregation died so many people attended his funeral that there was standing room only.
Interviewee S	I have enjoyed some very good sermons and services. I feel God's presence and activity in the church but cannot recall a special occasion.
Interviewee T	I don't think you can, I have sensed it personally but I can't speak for the congregation.
Interviewee U	I love to see the families coming to church together and to see the children grow in faith and confidence over the years. It's lovely when the children lead or take a big part in the services especially Rock Shop.
Interviewee V	When I was going through a bad patch, many prayers were said for me as I was getting better I realised that all the prayers said for me had helped me come through it. God does answer our prayers but always in the way we expect.
Interviewee W	Visit to house bound member. Hearing them speak about what the church means to them and wants to participate if they could.
Interviewee X	I feel at home here. Warm feeling used to high church, it's like going home.

ii. Describe an experience of profound worship you have had:

Interviewee A	My mum's funeral. There is a strong family bond with the church and people supported and helped me with my loss at a sad time and afterwards.
Interviewee B	My wife's confirmation. The culmination of the journey and the service itself with the Bishop.
Interviewee C	After an event of sadness, experiencing the healing in the Lady Chapel and interpreting that there is a greater Spirit there was comforting and reassuring. It felt as though it was an arm round the shoulder which I needed. Although I felt sad, I felt He understood and shared my sadness.
Interviewee D	Fr Jeremy sermon on church member experience being told.
Interviewee E	It was in a different church. There was a person there who helped me to understand Revelation. Christian Union brought me close to the church.
Interviewee F	I don't think I have.
Interviewee G	Midnight communion on Christmas Eve. It's the atmosphere – candle light, full choir. Everyone comes together. I come either with my family or on my own but enjoy the service either way.
Interviewee H	Easter just gone. The church was full – everyone there at the same time. The atmosphere felt razor sharp.
Interviewee I	The services of healing and reconciliation at the Shrine of our Lady of Walsingham. At the sprinkling of the water from the well and washing my hands in the water, I was able to straighten my fingers which are arthritic and put my hands together.
Interviewee J	At a funeral that was very profound. Felt God's Presence.
Interviewee K	I worship. Praying with Taize.
Interviewee L	During a visit to Walsingham. I felt profoundly close to Jesus. I had time to be still and listen to the word of God. I felt I was the person God wanted me to be. Also during church services in particular during
Interviewee M	Really hard, I think my brother's funeral, two factors helped, my mother's gratitude for his life of 24 years and the congregation's strong faith helped me to come to terms with his loss. I felt God helping my mother to rise above the tragedy and in doing so she showed us the way.
Interviewee N	This is very difficult to answer I have been to several moving services in various parts of the world. I do find my own vicar very good and uplifting in terms of his sermons for example. Much of course is also
Interviewee O	At the end of Communion Service, my prayer is always 'stay with me'.
Interviewee P	Visiting war memorials, Burma railway and coast of D-Day landings extremely profound.
Interviewee Q	At remembrance day service of St Peters, Maidenhead when we lit candles for people we had lost.
Interviewee R	(a) Taking Holy Communion every Sunday. (b) Serving as an acolyte & raising the candle as the priest raises the host saying "This is the body of Christ, this is the blood of Christ." (c) When the sunlight streams through the Victorian stained glass windows during worship. It really looks & feels like a divine kiss.
Interviewee S	The occasion of my confirmation is the most profound I have experienced and remains with me today.
Interviewee T	Many years ago my husband and I went away with a group of friends to a wonderful area. On the way home we stopped off at Walsingham and we stepped down into Holy Water, this left a profound and lasting memory.
Interviewee U	I love doing the Stations of the Cross and in particular on the last Sunday before Holy Week we have a 6pm Sunday service of Stations with music and hymns. I can remember singing "It is a thing most wonderful" and there's a verse which goes - "I sometimes think about His cross, and shut my eyes, and try to see the cruel nails, and crowns of thorns, and Jesus crucified for me". When I sing this verse I close my eyes and try to visualise what I'm singing. That's very powerful and for me a truly profound worship experience.
Interviewee V	Visiting Walsingham and experiencing the procession of the Shrine of the Virgin Mary around the garden. Felt very close to God and able to talk to him. Enjoyed sitting in the garden.
Interviewee W	Eucharist. Unite with Jesus to the father. Embraced by Jesus to be offered to the father.
Interviewee X	When I was confirmed around 30 years. Very important to me. When I pray he listens to me. When I have nowhere to go he listens.

iii. Tell about the ways people fight in this congregation. Tell about a situation where you and other people were involved in a problem at church and how it was handled:

Interviewee A	I haven't experienced it but, anecdotally, I've heard of frustrations. Keeping the place running takes a lot of people without clear guidance and responsibilities.
Interviewee B	I've never openly witnessed any fighting within the congregation, although I've anecdotally heard about some disputes that have arisen.
Interviewee C	Not in this church.
Interviewee D	No experience of this.

Interviewee E	People can be sensitive at times. Without knowing it you can upset people.
Interviewee F	I do not get involved with decisions that are made within the church and I do not get involved in the arguments between members of the congregation if there are any.
Interviewee G	Not open conflict but subtle disapproval at times. People's efforts are not always recognised and sometimes criticised.
Interviewee H	There are natural tensions within a diverse group with different ideas (e.g. Rock shop getting barked at for practicing before 10.00 am service). Generally the balance isn't bad, taking into account the differing views, wants, needs. Tension is positive; otherwise things become stale.
Interviewee I	Witnessed an altercation at one of the church activities in the kitchen but no actually involved. Father Jeremy involved people involved to his house to try to resolve the situation and this did much to improve the relationship.
Interviewee J	Different styles of music . Older members want it to stay the same. People need to take responsibility. Fr Jeremy cannot always be the inbetween. Rock Shop find it hard to rehearse.
Interviewee K	Sometimes things are introduced into the services that are not always welcomed by some but they are not handled because people walk away from them rather facing them.
Interviewee L	In a close community you are bound to have some disagreements. People usually speak to one another. They usually pass over quickly. I have not been involved in any disagreements and try to keep out of them if I see them.
Interviewee M	Sometimes things are introduced into the services that are not always welcomed by some but they are not handled because people walk away from them rather facing them.
Interviewee N	I have never really experienced any real 'fights' as it is put. Most problems in our church are discussed and worked through. Yes there may be some disagreements, but I consider we work through them. Running a church itself can be a problem and raising money to keep it going is a constant issue. Nevertheless our church is still running, and has a reasonable turnout for most Sunday services
Interviewee O	No experience of this.
Interviewee P	Found a previous Vicar of the church to be remote, did not like broken services where clapping was allowed. Also Vicar would not allow a wake to take place in the parish hall. Tried a different church but decided to return and attend 8am services.
Interviewee Q	Have not been involved in any fights or unpleasantness.
Interviewee R	People fight in a very British way. There can be back-biting. There is a fear of confrontation & even a culture of anonymous complaints
Interviewee S	People differ rather than fight over styles of worship and music used. Too many people think they are chiefs and do not consider the needs of the Indians. There have been unfortunate situations from time to time and they haven't always been dealt with in the best possible way.
Interviewee T	You can't say people fight in church you just come up against difficult personalities. Some people are very bossy, personally I try and be diplomatic and avoid them. We do have a very pedantic member of our clergy and I have, in the past found to be a little difficult to deal with.
Interviewee U	This is hard as I've not really been aware of anyone fighting in the congregation. There are often different ideas expressed but that's healthy and natural. When Rev Debbie left suddenly I felt there was a bit of an undercurrent although I'm not sure what it was all about. I was sad when she went as I felt she was a lovely person who had a lot to offer us at All Saints. As a congregation we never really got an explanation as to why she left so suddenly. It might have been good if we had as it may have avoided unnecessary speculation and gossip.
Interviewee V	Never been involved in any disagreements.
Interviewee W	Tight knit groups. Can get emotional. Means a lot to them. They fester. Difficult issues if not resolved they remain.
Interviewee X	Back biting, we all have experiences of this. People sit on the fence. Step back let it go. No so easy for everyone.

iv. Tell a memory that gives you anxiety about the future of this congregation. Tell a memory that gives you hope:	
Interviewee A	Anxiety: not changing and adapting to attract a new generation. Hope: seeing the Church of England on Twitter. Seeing Fr Jeremy involved because he relates to different people.
Interviewee B	Anxiety: my biggest concern is that the congregation continues to dwindle because there are not enough younger families coming through. Hope: we find ways to attract and keep the younger generation.
Interviewee C	Anxiety: the core Christian message gets drowned out by negative messages of religion as a whole in the press. Plus the feeling of self entitlement that society has bred. Hope: that people are still going to church. When I needed it, the church and God were still there. Hope is that this is true for other people too.
Interviewee D	Medium age is 55 years. Age group is concerning, no younger age group.
Interviewee E	Congregation does not seem strong . Not enough young people, families. No progression. Not moving on. Children did not seem welcome. Now better, more of a willingness and understanding for young families. Nice to hear kids making noise. Rock Shop is struggling, shame, no commitment.
Interviewee F	The falling of social standards and external pressures, for example the number of hours of paid work people are now expected to undertake. No sure what has happened to the 1/3 play, 1/3 work and 1/3 sleep rule. My hope is that this secular society we now live in will wake up and adopt our country's Christian values.
Interviewee G	Anxiety: the numbers dwindling in the congregation and in the choir. It's difficult to keep young people engaged when they get to a certain age. Hope: we're listening to the congregation and planning how to move forward. We don't want to be too set in our ways.
Interviewee H	Anxiety: pervasive, negative attitude that we're in decline. Hope: God and all the things that are going on in the church. Scope for growth Diversity of the congregation and what they do.
Interviewee I	I have experienced a vicar leaving at another church which caused a lot of anxiety, so hope that our vicar will stay for a long time.
Interviewee J	Generally known falling members in the church. Across the church certain areas that are increasing.
Interviewee K	Conversation with leaders going to leave parish. Same old people doing same old jobs. Nobody new. Film club, young people helping out.
Interviewee L	The congregation is shrinking and we have less young people. We have recently had a few new people attend church. We have a multicultural church and everyone is always welcomed with love and openness.
Interviewee M	The biggest memory is of my teenage children not wanting to come to church and not having the power to bring them back. My hope was when my son and his wife wanted their baby son to be baptised made me realise their spiritual need was still there.

Interviewee N	My big anxiety is current and that is building the future congregation and the future life of the church. I have mentioned in another question on the need for continuity to some of the church's traditions, but we also need to embrace change in order for the church to survive.
Interviewee O	No anxieties. Taking part in the activities gives me hope.
Interviewee P	The Church of England is under pressure from multi- culturism, and I would not want our form of worship to be undermined. The enthusiasm of ideas to encourage younger people into church and that they are not frightened away.
Interviewee Q	Would like to see more of the traditional hymns used appropriate to the occasion as well as the more modern ones. Glad to see children very much involved in the services, serving and shoe box appeal.
Interviewee R	What makes me anxious is that when people think that our church isn't working they look in all the wrong areas. The one area they don't look at is the welcoming aspect, as they are too British in the old fashioned sense & think such things are too extrovert & tasteless. If people were made to feel welcome straight away the congregation would swell.
Interviewee S	It worries me that the future of the whole church is at risk through shrinking congregations and lack of giving with time and money. My Hope. The way people are reacting to PMC at the moment and the hope that this will spread throughout the congregation as it becomes better known and understood.
Interviewee T	As I see our Church, we need to attract younger members. Our congregation is elderly and we need younger members. There are so many other activities on a Sunday, even my own grandchildren are reluctant to attend church - needs to be more light hearted. Teh last fete was such a happy day I would like to think events like it will encourage more people to attend our Church.
Interviewee U	I guess for me it was when Father Jeremy went on his Sabbatical to Spain. Although the PCC and Church Wardens did a great job filling a rota with Father Neil and visiting preachers, it was strange not having Father Jeremy around. I feel very hopeful with the PMC process and it promises to give All Saints in terms of its direction.
Interviewee V	Going into church for a service and seeing a wide range of ages gives me hope. No anxieties.
Interviewee W	Coming into church on a Sunday so few people. 4-5 years ago there were more. Seeing Tiny Saints on a Friday.
Interviewee X	Seems to be a lack of commitment. Everyone does pull together ie the new boiler. Good people coming together in a positive way.

Question five How would you describe this congregation to someone new and tell how they would be nurtured?

Interviewee A	Congregation is older and small for size of church. People are friendly and very welcoming, both congregation and clergy.
Interviewee B	Congregation is predominantly older. Service is traditional. These go hand in hand probably. The service is not easy to access but new people are made to feel welcome. Congregation go out of their way to welcome but I'm not sure what follow up takes place to encourage people to return.
Interviewee C	It's a pleasantly surprising mix of age groups and ethnicity. There seems to be a good balance of respect for individual's own path to religion and humanistic approach from the ministers.
Interviewee D	Orthodox, calm, quiet, nice experience, traditional.
Interviewee E	Not many families/aging. Happy to have people to volunteer, alpha courses. Fr Jeremy approachable with any problems.
Interviewee F	Quite difficult to answer as I am not involved in services very much. However in my opinion there is a very welcoming community and I feel very comfortable. New members are given information and encouragement to participate in all the church activities.
Interviewee G	Friendly and welcoming. It is quite traditional. It's good that there are young families. It's a supportive environment. If someone is new, people make contact and make them feel welcome, as do the clergy. There are activities that attract people e.g. Tuesday club, men's group and social events.
Interviewee H	I genuinely think it's diverse in terms of age and background. It's friendly and welcoming, perhaps overly so – one size doesn't fit all. Then need intelligent follow up . There are plenty of people to talk to and things to get involved in outside of Sunday (e.g. courses, Tiny Saints, music)
Interviewee I	It is a large and welcoming congregation, very friendly and would accept you straight away into the heart of it.
Interviewee J	Factually across all age groups. Older age group attend more frequently. I like to think it is a welcoming congregation. Made aware of services, samll group meetings held through the year. Alpha courses.
Interviewee K	Loyal with a few exceptions. Same people attending in the year. Nurtured by personal involvement from ministry.
Interviewee L	The congregation is welcoming to all and has its worship based around the Eucharist. We have a variety of music and activities for young and old that anyone is welcome to attend.
Interviewee M	Welcoming, make sure people are not isolated. Offer hospitality and information regarding other church activities. Our vicar is alsways very friendly and welcoming.
Interviewee N	Our congregation is generally a fairly loyal congregation with fairly regular attendance. However I would say the average age would be sixty-five plus. There are younger members and they tend to fluctuate mainly because of jobs and work, or even all the other activities that children do today. Further to this I would say there is a predominance of females to males. In terms of nurturing we do try to identify new members when they come to church and see them through further visits. Nurturing also takes place with active groups such as the ladies Tuesday Group, Mothers Union and an embryonic men's group. The latter has fluctuated.
Interviewee O	Very friendly congregation. Help is always there if needed. Good friends amongst community. Clubs are good fun and I feel part of the community.
Interviewee P	Very friendly congregation. Because of my involvement in the church I see more of the older generation than the younger. They seem reluctant to go outside of the church because of having problems.
Interviewee Q	Very friendly. Taking notice of new people, greeting them and chatting to them. When they leave, saying 'See you again next time'. Nurturing.
Interviewee R	The eucharist is beautiful, but you have to be determined to stay as it is not an extrovert congregation, who are overtly
Interviewee S	Well I suppose mostly welcoming and friendly, faithful, open to all ages and ethnicity. People would be invited to join groups and participate fully in all activities. Encouraged to grow in faith.
Interviewee T	Our congregation is middle aged or elderly. We don't have any youngsters. The ones we do have disappear after a time. We have a band but we need more activity so the youngsters don't get bored. Older people don't like noise or disruption but you need to let children get the feel of the Church. Our clergy does encourage youngsters to take the lead with reading but it needs to be less staid, simple and more fun.
Interviewee U	I first joined the congregation at All Saints 7 years ago and can remember turning up for an Evensong service on a Sunday evening. There were only 4 or 5 people there but after the service one of them came over to me, introduced herself and welcomed me. I was new to Maidenhead so didn't know the various churches. She explained about some of them to me and suggested maybe I try one or two to see which one liked. I'd never been to such a high church before so the "bells and smells" were strange to me. Having tried a few churches I decided All Saints had the friendliest, welcoming congregation so that's why I stayed.

Interviewee V	Feels that it a very friendly church. Easy for new people to come to the church after being taken under peoples wing and given a good welcome. Anyone new is not made to feel isolated ecuase of the type of
Interviewee W	Friendly, committed. Wide age range. Mainly Sunday congregation coffee after for a chat. Opportunities to do courses. Walsingham to share with all and other churches.
Interviewee X	Mixed, mainly older people. Good Flexibility.

Question six (from 7 options below) What tells you God is present here in worship?

Interviewee A	The impressive building creates an atmosphere for me. Highlights are the scripture wording near the roof, stained glass windows, curtain. Also the atmosphere during the service, the feeling of communal worship.
Interviewee B	Fr Jeremy's enthusiasm and passionate sermons. Iconography around the church. Traditional form of service.
Interviewee C	The passion from the clergy is reflected in the positivity of the message. There's a feeling of God talking though the ministers with a human message.
Interviewee D	Where 2-3 people gathered together the presence of God is there.
Interviewee E	Don't know.
Interviewee F	It always feels very spiritual, not only at joyful occasions such as Christmas but also at times of distress.
Interviewee G	I feel God is present by sharing the sacrament, by being able to worship in a beautiful building (e.g. significance of stations of the cross, stained glass windows)
Interviewee H	There is a feeling in the church - on Sundays, particularly at communion - and at other times, even when empty. This is reinforced by practical things in everyday life that appear to be coincidences e.g. lessons from sermon or reading that provide comfort and hope for everyday life, pertinent to things happening in my life at that time.
Interviewee I	As I enter church there is a hushed feeling of something higher than normal concentration. I look at the East window and the stature of Our Lady which gives me a feeling of inner peace. Also I feel that the incense helps concentrate my mind ready for the service.
Interviewee J	Sense of his presence. Quietness, all singing and praying together. Joyful.
Interviewee K	Style of worship. People willing to give their time to help with music, runing the church and courses.
Interviewee L	You can feel God's presence in the church, in particular in the Eurcharist and during services such as Benediction.
Interviewee M	Personally just being in church helps me to communicate with God. The surroundings help me. I love the tradition. I find peace, it is my personal pilgrimage and knowledge of other peoples faith helps.
Interviewee N	For me this is a very personal issue, I feel God is present all the time in my daily life. Much also depends for me on things such as uplifting hymns and sermons. Beyond that I find my church itself quite an uplifting building. The people are generally very friendly and welcoming, it was the welcome that first brought me to the church.
Interviewee O	I feel his presence more since my husband died. I feel I get support from him. I've changed and that I am now a stronger personality coping well with things I didn't think I would cope with.
Interviewee P	Because I know the services so well and attend regularly I can apply praises I have to my outside life. I can say my prayers for anything I may have done wrong and also pray for the sick.
Interviewee Q	It's how you are in your own mind and heart rather than outward things.
Interviewee R	We celebrate Mass. In the sacrament of the eucharist the bread is the body of Christ, the wine is the blood of Christ.
Interviewee S	The Church is full of the presence of God and the practice of praye despite differences in the way worship is led.
Interviewee T	Difficult one! I only experienced a few weeks ago. My friend is very ill and I spent a long time in Church thinking about her. Yesterday I had a call to say her treatment was going well. That's how I know God was listening.
Interviewee U	I can sense God's presence as soon as I walk into All Saints Church. There's something about the beauty of the church, the smells of incense hanging around, the colours and pictures of the stained glass windows, the statute of the alters with their covers and candles, the flowers, the stations of the cross on the walls. The clerical team manage to deliver a variety of services to try to suit different tastes. My favourite are the quieter more devotional services, in particular during Holy Week. How can I miss God's presence during this time?
Interviewee V	When I walk into church I feel God's presence with me. Through all the prayers and services that have been said in the church. I don' feel at all isolated.
Interviewee W	Music, reading of the word, prayer.
Interviewee X	Good sense of community inside and outside of the church. Fr Jeremy is good at looking outside of the church.

Question seven (from 7 options below) Tell how people participate in the life of this church?

Interviewee A	The notices show the variety of activities around church life that the congregation can get involved in e.g. pilgrimages, film club, special services, school links etc. On Sundays, many people have volunteered to help run the different aspects of the service.
Interviewee B	In church, a variety of people get involved on Sundays, e.g. Sunday school, serving, reading. Beyond the services, people are actively involved in other projects, e.g. Parish holiday (in the past), pilgrimages, men's society.
Interviewee C	There are a variety of things going on e.g. men's society, choir.
Interviewee D	25-30% active in congregation are very involved.
Interviewee E	Struggle at the moment. Society has changed. Only 90 attend. Events during the year. People can participate. Young families find it hard. Activities around. i.e. mens club trips help. Meaybe something more regular. Don't how you would change it.
Interviewee F	By attending regularly - helping with the admin of the church in so many ways, for example working in the office, cleaning the church, open the book at local schools, visiting Larchfield Home for the elderly, and so much more, including Tiny Saints, mens society and running courses.
Interviewee G	Lots of activities in church and linking with the community:- • Food share • Operation Christmas Child boxes • Driving people to church • Links with schools • Young Saints • Fete and fundraising • Members of congregation offer hospitality and share special occasions (e.g. anniversaries, birthdays)

Interviewee H	Church is not just Sunday morning. People participate in church activities during the rest of the week. Lots of things – the church extends beyond its buildings e.g. open the book, schools, food share, other activities.
Interviewee I	There are many activities for old and young such as Sunday School, Tiny Saints, Open the Book, Café Church, Rock Shop for the young, Mothers Union, Tuesday Club, mens Society, Alpha Course, Emmaus and Pilgrim courses for adults.
Interviewee J	Tuesday club, mohers union. Help in the office, sides people, servers, choir.
Interviewee K	Café Church, Rock Shop, music, readings, Christmas Dinners, Larchfield Open Table.
Interviewee L	There are a number of opportunities for people to help in church, however it mostly the same people who volunteer to help out. The activities include Services, Alpha Course, Mens Society, Rock Shop, Film Club, Tuesday Club, Mothers Union.
Interviewee M	Roles within the Church, there are so many jobs to be done from sides people, Sunday school, cleaning, PCC, reading and a million other things. Every job is important to ensure the organisation of the church runs smoothly.
Interviewee N	Mentioned previously we have some quite active groups, some could be better supported, and a good PCC who try within their capacity of working life to participate as much as possible. That implies everyone is working, but many are retired. Some people only participate in the church service, we don't know what else people do. However participation is open to all within the church.
Interviewee O	The fetes are good fun in preparation and taking part. Also participating in the Tuesday Club and helping with the Share Box Appeal.
Interviewee P	Through the Mothers Union who take part in the rota for the refreshments and presenting gifts, helping at the fete, supporting Tiny Saints. Also the amount of work that sides people do. If 8am congregation as
Interviewee Q	By going to church organisations and encouraging other people to join and having a vicar who can communicate well with all ages.
Interviewee R	By getting involved in serving in some capacity. Becoming a sidesperson, greeting people as they enter, serving as an acolyte or crucifer, doing refreshments, volunteering to do readings in church. Attending classes on weekday evenings summer fete.
Interviewee S	People are able to participate fully in the life of the church. Some are happy to participate in a lot of ways, others one more reluctant and need more encouragement.
Interviewee T	Well! We have Tuesday Club, Mohers Union, the fete and other social events, which are always well attended and bring all areas of the church together. We start little ones on the Christian road. Our special festivals services like nine lessons and carols, midnight mass, the crib service and Easter services always attract a large congregation.
Interviewee U	There are lots of ways we are encouraged to be a part of this church. For me it's being a part of the PCC. I decided when I joined it this year that I wouldn't be an inactive member; if I was going to be on the PCC I wanted to do something active and useful for All Saints. It seems though that most people who are involved and support All Saints do it because they love the church and want it to be successful.
Interviewee V	By doing a great deal of good within the church such as Tiny Saints, which encourages younger people into church. Through Baptism, Confirmation, Alpha Group, Emmaus Group. All the effort goes into the
Interviewee W	Many ways in worship, choir, flowers, servicing, cleaning, outreach to schools - Open the Book. Food bank, street angels.
Interviewee X	Everyone has gifts to bring to the church. There is a lack of commitment. If I have skills to bring I try to. People to happy to sit on the wall. Everyone has gifts if they would allow themselves to contribute.

Question eight (from 7 options below) If you were to leave this congregation for five years, without any contact, what would you expect to see when you returned? What would you hope to see?	
Interviewee A	I expect the church to still be there but half the congregation would have moved on for a variety of reasons. I'd also expect to see some familiar faces with a warm welcome. I hope to see a full church with multi-age congregation and modern technology incorporated in some way.
Interviewee B	I'd expect to see the church to be very similar to the way it currently is with a similar service and congregation profile. I'd hope to see a slightly more inclusive service for a younger generation which has resulted in attracting and retaining a congregation that will provide a sustainable future for All Saints.
Interviewee C	Expect: slightly larger congregation -10%, hopefully 20% and a lot of good things happening. Hope: to be welcomed back warmly.
Interviewee D	Needs to adapt Rock Shop. Different kinds of music. Younger generation should have more of a say.
Interviewee E	See fewer people, older congregation. Would hope for more family services to stay the same. Remain as a high church.
Interviewee F	Based on current trends a smaller congregation. My hope would be that the current global crises would be a wake up call and increase peoples propensity to adopt more Christian Standards.
Interviewee G	I'd expect and hope to see a large congregation that is still welcoming. We'd still have a Eucharistic service. I'd expect to see new faces in the congregation.
Interviewee H	What I'd expect: that the congregation is 20-30% bigger with more young families. (A pendulum swing, not a decline). What I'd hope to see: several services every Sunday. Different types for different people.
Interviewee I	I would expect and hope to see that the hands we have stretched out to the community and will have been grasped by the community and they will have become part of our church.
Interviewee J	Not much different in make up of congregation. Hope it had grown. More young people. Servies inclusive. Offer services to a wide range of people, young and old.
Interviewee K	Expect to see much the same as now or worse. Youth work cut back. Services the same. Hope to see younger services targeted for them. Not restricted to the communion model.
Interviewee L	I would hope to see the services still based around the communion model of the church as I feel this is very important. I would hope to see more young people and more people from the local community being involved in the church.
Interviewee M	I would expect the people that know me would welcome me back. This would also be my hope, that people wouldn't criticise me for the break but would welcome me the same s Jesus would.
Interviewee N	I would hope to see a lot of new and younger people, sadly some of those present now will no longer be there. I would like to think that we could probably meet the needs of a wider range of participants. I would expect to see some continuity but also some change for the modern age.
Interviewee O	Expect and hope to see a welcome.
Interviewee P	Would expect to see organisation tto still be struggling to keep its head above water. Would hope to see younger people filling the gap.
Interviewee Q	Would expect to see things very as they are now. Would hope to see an increase in the congregation and different denominations journeying together.

Interviewee R	That everything would be pretty much the same which would be comforting. The Eucharist would be hopefully celebrated in the same Anglo Catholic tradition, with candles, & incense & the traditional choir in red. The same people who have been coming for years would still be there plus some new ones. But the important thing would be everyone would be happy to be there & would enjoy the style of worship & would not be agitating to change it to something less ornate & beautiful. Oh & perhaps the congregation might have had some training in welcoming skills by then !
Interviewee S	Can't image. No idea. I would hope to see a church alive with the love of God, partaking in vibrant Eucharist worship for all ages and out reach in to the community.
Interviewee T	Don't think our current congregation would change very much. I would hope to see young families enjoying church life.
Interviewee U	I'd like to see PMC established with lots of experimentation and new ideas having taken place and more importantly, given the church an idea for what God want's from it. Hopefully, there would be better numbers at services and a variety of weekday services as well.
Interviewee V	Would expect to see the congregation well on the way to working more with the community and would hope to see all this fulfilled.
Interviewee W	Much the same. More people of different ages. Lively. Friendly family worsip. Displays at the back of the church showing what the congregation have been doing outside of the church. Greater shared leadership. Confident vision holding it together.
Interviewee X	Older memers not here! Hope to see eucharist the same. Hope to see younger people in church. Variation is good.

If you were to leave this congregation for five years, without any contact, what would you expect to see when you returned? What would you hope to see?

Describe this congregation to someone new and tell how they would be nurtured here.

What tells you God is present here in worship?

Tell how people participate in the life of this church.

Tell about the learning opportunities here.

Tell about how you and others feel about the changes in this community in the past three to five years.

Tell about how you and others feel about the changes in this congregation in the past three to five years.

Four questions for your Steering Team to discuss, in light of the above:

Consider the accumulated insight provided by these respondents. What does it tell you about what God is up to in this congregation?

How do these responses show how God's love is lived out in this congregation?

How has worship impacted these congregation members?

What does the way people fight tell you about the congregation's ability to enter into and come out of conflict? How does that affect the congregations's ability to live out its mission?

Space to record any notes from team discussions on these questions:

8. Community / Civic Interviews a) Interview up to 12 community members (who are not members of the congregation) in the parish / neighbourhood surrounding the church. Try to interview a mix of

Options for Ethnicity:

A = White (English/Welsh/Scottish/Northern Irish/British); B = White (Irish); C = White (Other); D = Mixed/multiple ethnic group (White and Black Caribbean); E = Mixed/multiple ethnic group (White and Asian); F = Mixed/multiple ethnic group (Other Mixed); G = Asian/Asian British: Indian; H =Asian/Asian British: Pakistani; J =Asian/Asian British: Bangladeshi; K = Asian/Asian British: Chinese; L = Asian/Asian British: Other Asian; M =Black/African/Caribbean/Black British: African; N = Black/African/Caribbean/Black British: Caribbean; P =Black/African/Caribbean/ Black British: Other Black; Q = Other ethnic group: Any other ethnic group; R = Other ethnic group: Arab; S = Other

Interviewee Code:	Date of interview:	Age	Gender	Years of Residency (0–2; 2-5; 5-10; 10+) & Ethnicity	Role in community (anonymised sufficiently that they can not be identified, if not possible leave blank)
A					
B					
C					
D					
E					
F					
G					
H					
I					
J					
K					
L					

i. What do you know about this congregation?

Interviewee A	
Interviewee B	
Interviewee C	
Interviewee D	
Interviewee E	
Interviewee F	
Interviewee G	
Interviewee H	
Interviewee I	
Interviewee J	
Interviewee K	
Interviewee L	

ii. Have you ever interacted with this congregation?

Interviewee A	
Interviewee B	
Interviewee C	
Interviewee D	
Interviewee E	
Interviewee F	
Interviewee G	
Interviewee H	
Interviewee I	
Interviewee J	
Interviewee K	
Interviewee L	

iii. How have you seen this congregation involved in the community?

Interviewee A	
Interviewee B	
Interviewee C	
Interviewee D	
Interviewee E	
Interviewee F	
Interviewee G	
Interviewee H	
Interviewee I	
Interviewee J	
Interviewee K	
Interviewee L	

iv. What organisations function in this neighbourhood, village or community?	
Interviewee A	
Interviewee B	
Interviewee C	
Interviewee D	
Interviewee E	
Interviewee F	
Interviewee G	
Interviewee H	
Interviewee I	
Interviewee J	
Interviewee K	
Interviewee L	

v. What things do you think this neighbourhood/village/town finds important?	
Interviewee A	
Interviewee B	
Interviewee C	
Interviewee D	
Interviewee E	
Interviewee F	
Interviewee G	
Interviewee H	
Interviewee I	
Interviewee J	
Interviewee K	
Interviewee L	

vi. What concerns you about this neighbourhood/community?	
Interviewee A	
Interviewee B	
Interviewee C	
Interviewee D	
Interviewee E	
Interviewee F	
Interviewee G	
Interviewee H	
Interviewee I	
Interviewee J	
Interviewee K	

Interviewee L	
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vii. How do you think a congregation in this neighbourhood/village could partner with other organisations in the community?

Interviewee A	
Interviewee B	
Interviewee C	
Interviewee D	
Interviewee E	
Interviewee F	
Interviewee G	
Interviewee H	
Interviewee I	
Interviewee J	
Interviewee K	
Interviewee L	

Four questions for your Steering Team to discuss, in light of the above:

What is the community's awareness of the congregation?

What are some ways the congregation is reaching out to the community?

With what community organisations can the congregation partner in order to involve itself more fully in the life of the community?

What steps might the congregation take to make itself available as "public companion" in the community?

Space to record any notes from team discussions on these questions: