

A Feasibility Study Report on behalf of the Bangor and Holyhead Methodist Circuit by John Hay, March 2024



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Section A: Introduction



A1. Purpose of Feasibility Study

The general purpose of the Feasibility Study is set out in the proposal put forward and agreed by the Bangor and Holyhead Circuit Meeting on 14 June 2023 which stated as follows:

“It is proposed that the Circuit appoints John Hay to undertake a feasibility study to look at the life of the Circuit and its future, with a view to the appointment of a Church and Community Lay Worker for the Bangor and Holyhead Circuit. The study is to be carried out between September 1st 2023 and February 29th 2024, under the supervision of the Rev’d Nick Sissons and the Circuit Stewards and a report will come to the March Circuit Meeting, which will then be given priority consideration in the period before the Superintendent goes on sabbatical in late May 2024.”

Broadly speaking the study explores the worship, life and mission of each of the five churches in the circuit and in particular how each church connects and engages with its community, the wider Methodist Circuit and other local Christian churches and organisations. The emphasis is on not just what happens now but on looking at how each church and the circuit generally can best be equipped to sustain and extend its life, worship and mission going forward. Finally, there is a specific section on vision and development, which includes the Methodist initiative known as New Places for New People (NPNPs) with ideas and suggestions about how our churches and Circuit may get involved with this and how doing so might have a positive impact in the life of the churches, the Circuit and area generally.

A2. Methodology

The methodology adopted has largely involved meeting with people from our churches, their communities and other church groups or Christian organisations; listening to and prayerfully reflecting on their stories; wide reading, study and analysis; idea and vision-making; small group discussion groups (for example, a NPNP group has been formed); regular discussions with Rev Nick and Circuit stewards to talk over issues; attending church councils and other meetings; attending relevant webinars and courses and naturally, drinking lots and lots of coffee!!

Section B: Results of Conversations with members of the five church congregations



The process

These conversations were generally conducted in people's homes, sometimes as one to one or more frequently as one to two or three. They would last for 1 – 2 hours duration, during which people were encouraged to share their views on a range of topics relevant to the church and circuit which they felt to be important. Most of the time they would set the agenda of what was spoken about, but sometimes if particular key topics did not emerge naturally, they would be gently led on to them. The key thing was to give opportunity for people to voice what they really felt, rather than what they thought we might want them to say. I was encouraged early on that this was a good approach to take when one person told me that this was the first time they felt really listened to by someone perceived to be in church leadership.

I did not speak to absolutely everyone from the congregations, but tried to pick a cross-section of people I thought would be representative of different elements of each church.

I took as few notes as possible when speaking to people, so as to not disrupt the flow of the conversations but made sure I wrote substantial notes up straight afterwards. I would reflect and pray both for the people seen and issues raised, making a separate note of any thoughts or observations which came to mind. This was a slow but important part of the process.

From my perspective, I found the conversations a real privilege and blessing to have. People were welcoming and hospitable, and it was a genuinely pleasurable experience to get to know them and hear what they thought important to say.

Contents

Rather than fill the main body of the report with all the relevant points made by people in the conversations, which might create a situation of “not being able to see the wood for the trees,” I have set these out as separate appendices. The summaries for each church can be found as follows:

As can be seen from the summaries, there are a variety of views and ideas expressed. Some of the content focuses on existing ways things are done and suggesting tweaks as to how they may be improved. Some of this is at a micro level, relevant only to that particular church, whilst others do have general application. There are ideas for new projects and in some instances, a suggestion that a different culture or way of approaching things may be required.

I would suggest that the stewards and church council members for each church work their way through the comments for their particular church and decide what follow up may be appropriate. Circuit Stewards and members of the Circuit Meeting will need to look at it the broader picture and again, decide what follow-up is appropriate.

The following are three general observations, common and applicable across the circuit, arising from the conversations upon which we might want to act:

1. A view expressed more than once and across different churches is that encouragement should be given to those who are involved in their communities in what might be described as “mission” type activities and that the church should embrace and recognize this as part of its mission strategy. Some feel that in some situations rather than trying to do new mission activities with limited resources when other well-organized community groups are already out there doing it, those motivated and able to do so, should join them. Salt and Light in the world. It is also worth underlining that many from our congregations are already actively involved in their communities in this way. To reflect this, I suggest we ensure this point is clearly set out in to our Mission and Development Plans.
2. People generally agree that the way forward for church-based mission given diminishing resources is to combine forces with other local churches and Christian organisations. For the most part this will be a case of prioritising Cytun involvement and ensuring that we support and are involved at the heart of what goes on there, using it as a springboard for action. In other cases, there are individual churches such as the Lighthouse Church in Llangefni or Christian organisations such as Christian Vision for Men with whom we might want to encourage collaboration. The conversations I have had with other church leaders have been very insightful – it is clear that many are having similar conversations to what we are having about how the future may look, and reaching the same conclusion that the time is ripe to work more closely together. We need to make sure the conversations continue and be willing to commit resources when appropriate opportunities arise.

3. Many people across our churches feel that there is a real need for people to come together in fellowship, whether that is specifically for bible study and prayer, or simply to spend time together, and have welcomed the various initiatives and start-up groups that have occurred in the last 12 months. In particular, the new groups meeting at Holyhead and St John's in people's homes, and the Time and Space group which meets for coffee and chat in Menai Bridge once a month have all been started in that time to meet perceived needs and have been well received. Signs of growing fellowship and discipleship.

The view expressed by many is that more such groups would be beneficial, and a group similar to Time and Space at the Llanfairfechan and Penmaenmawr end of the Circuit is to start in March. Additionally, a Lent Group for those from the Amlwch church meeting in a café at Benllech has been started this year. Might this also in time be extended to include Holyhead and Amlwch on a more permanent footing?

Another idea expressed was that it would be good to start a Circuit Walking Group which would fulfil a similar function. This very much fits in with the sense of encountering God in the outdoors with Wild Worship which many have joined in with over the last 12 months and the NPNP idea currently being developed by the Circuit NPNP group (see Section G).

Some from our churches are not used to the idea of housegroups, but indicated they would be willing to give them a go and this may be a positive step forward to grow fellowship and discipleship further. Certainly, those who currently attend such groups speak very highly of what they have gained from doing so, not just in terms of "fellowship" but also in terms of spiritual and discipleship growth. Thinking specifically of those who live on Ynys Mon, there may be some benefit in looking at arranging home groups based on where people live rather than purely on church locations as some of those who live on the island live reasonably close to each other whilst attending different churches. This would also have the added effect of increasing a sense of identity and unity across the Circuit.

Section C: Circuit



1. Circuit identity

There are varying views held by members of the five congregations about the Circuit.

There are many - probably a majority, and mostly those who have been many years in Methodism - who perceive it to be important as an entity in and of itself, as it serves as a vehicle to provide mutual support and encouragement to Methodists and the individual churches across the area. In one sense the Circuit is well shaped for close involvement due to its small size of member churches. There is one full-time Presbyterian who is also the Superintendent and 4 active supernumeraries with a relatively small pool of Local Preachers to draw on who will each frequently get around the different churches. Many of these same people will be evident at Circuit events, often travelling some distance and going out of their way to do so. Additionally, the benefits of Zoom and technological advances mean it is now possible for many to be involved who would not be beforehand.

However, there are others for whom the Circuit is merely an administrative necessity and whilst they remain committed to their particular church and community, they have no inclination to be involved in Circuit events, travel out of area to do so or otherwise be involved with the Circuit any more than they have to. These people tend to vote with their feet and not attend events, whether live or on zoom. The situation is not helped by the geography of the area with the Circuit being geographically long and thin, spreading some 40 + miles from Holyhead to Penmaenmawr, which makes it difficult and expensive to get around for many. Some of our churches, notably Amlwch and St John's, also have accessibility issues which put people off from visiting. There is also still a significant number who do not have access to zoom, either because they do not have the right equipment or know-how.

There are some key questions we need to answer. Is this disconnect experienced by those described above something we need to be concerned about (this may be the case across most circuits, a case of just the way things are)? Do we want to commit time and effort to improve Circuit identity, unity and help people and our different churches be better connected to each other? If so, how?

First, we need to look at the different reasons people may not currently be involved in the Circuit. Some people may need to be convinced that the Circuit has a relevance beyond an administrative tool which can enhance their own faith

experience and the life of the church. Others may need help to get to events or to be able to access technology.

Some preliminary ideas as how to better unite the Circuit can be found at **appendix 6**. These are intended only as a starter for discussion and definitely not a full worked through action plan. **If the Circuit feels that this is an area worth putting some time and effort into, then it would be best to form a small group with voices from each of the churches to do so, which could report back to the Circuit Stewards and Circuit Meeting with an action plan.**

2. Merge for Mission

A different way of coming at it would be to consider a major structure change in the way the Circuit runs by moving to a one church circuit footing. This is something very much promoted by Connexion and there is a helpful section on the Methodist Website about church mergers which provides a great deal of information and stories from those who have been through the process. See link below:

www.methodist.org.uk/mergeformission

At present we have five different societies across five different sites each with its own church council and officers (stewards, treasurer, property steward etc). There is then a Circuit Meeting, where representatives from those churches come together. In a Circuit like ours, where there is one full-time Presbyterian Minister who is the Superintendent and who must then attend each meeting, this means a great deal of time spent in what is essentially administration. This applies not just to the Minister, but also to key active people from our churches who often find themselves tied up in a round of endless meetings at certain times of the year. Arguably, meetings are by no means the best way of doing business nor very appealing to many within the churches who vote with their feet. **Some Circuits have sought to change this and intentionally liberate people for mission by moving to a one society, one church circuit structure.** In this scenario, though one church it would be across different sites, with worship and mission activities continuing at the different sites. Each church would provide a certain number of stewards and representatives to the Church Council (many opt to do this by allocating a certain number per church, rather than based on membership) and effectively the Circuit Meeting would become a quick technical meeting rather than what it is now, as the real work has been done in the Church Council. There would be small teams of people responsible for say property, Finance etc rather than each society having to have its own office holder.

The other factor to bear in mind is the size of membership. Four of our five churches currently have membership lists below 20 and with an aging demographic there may come a point in the next 5 – 8 years when it may be difficult for some to continue as they currently are.

I have been on courses in the last 12 months when various speakers have extolled the benefits of this type of structural change which has released people and brought

new life and vitality. Resources (people and money) can be shared according to need in a targeted and strategic way. One such speaker was David Speirs from the Northampton Circuit where ten churches became one church across ten sites. He spoke in very positive terms as to his experience of what it has been like since. See appendix 7 for a fuller account of what he said and what else was said on the course about it.

This is something to give thought to in our Circuit.

Any such change would need the agreement of each church. Having mentioned this to a number of people in conversations after I had been on the course, it is true to say that there are very mixed views on this. Some can see the benefits, others fear loss of having a say and loss of control over what happens at the site. As in the Northampton experience, this would involve a great deal of time and effort now to go through the process of consultation and meetings, to bring all of this together and some may question whether we have the willpower and energy to do this as a priority, when we are all so busy anyway. Is there a danger it would detract from exciting mission ventures which are coming to fruition now? There is also the feeling some in our congregations may have, of feeling yet further from the seat of power, from the place they can have say and influence over the way things are run on the church site they attend. A less democratic state of being.

Is this the best way forward for the Bangor and Holyhead Circuit at this time? I am not sure, but it may be and I suggest that as a first step we have a conversation about it at church stewards level, within our churches and at circuit level..

Section D: Community



I have attempted to analyse and understand each of the communities where we have sites and undertook an analysis of the Census 2021 data in an attempt to get a better understanding of community needs. This was time consuming, but the data has thrown up some interesting insights which may be of use in determining the mission direction for each of our churches. There are also some interesting differences between the communities.

The Circuit area generally, apart from Bangor, lacks diversity and broadly speaking has an aging population with higher than national average number of people living in single households. Bangor, as you would expect being a university city with many students drawn from overseas, has a higher than average number of people aged 15 – 25 and is more ethnically diverse than the rest of the area. Holyhead bucks the trend of the other areas as it has a high number of young people aged under 15 compared both to the rest of the area and the rest of Wales, and in fact, has more aged under 15 than it has aged over 65. In Llanfairfechan and Penmaenmawr there is a high rate of home ownership without mortgage, which is consistent with the perception that many move into the area to retire. There are indicators of deprivation in Holyhead and Amlwch.

I have saved the Census data if anyone is keen to see it but have not produced it as part of the report appendices as I feel it does not show anything beyond what might have been expected and does not warrant the space it would take up.

I have also spent time in each of the respective towns and spoken to people in café's, shops and on the streets to get their views on what they feel about their community. As a starting point I used the basic format of the community audit form which can be found at **appendix 14**. Churches may wish to use this form from time to time to check on the key issues in the locality, which may well change with time.

In Llanfairfechan it was noticeable that many of those 75 and over who have lived in the town for many years feel that the strong knit community of the past has been eroded by new incomers who do not engage in a community way. The loss of the carnival is seen as symptomatic of this. There is concern over the difficulty of getting doctors' appointments and overcrowding in schools and a feeling that this will get worse with new housing developments expected to start shortly.

In Bangor, there is a perception that the foodbank is getting busier and that some international students are struggling financially. There are still many empty shops down the lower end of the High Street and most economic activity has moved to the retail parks on Caernarfon Road. The student population, as it has done for many years, dominates the city.

In Amlwch, a town with a rich history of commerce and industry, many spoke with concern at how shops are empty, industry all but gone, few jobs and sense a mood of despondency. This is in contrast to Holyhead, a much larger town which despite having pockets of greater social deprivation, has more of a vibrant feel to it. There is a sense of activity and new life emerging there. Businesses are reopening and there is a better sense of hope for the future as money invested from various schemes such as the levelling up fund and the Free Enterprise Zone starts to have an impact. It is also noticeable in Holyhead that there are more obvious places to get help and assistance for those who are struggling. There are also many community centres offering a variety of wellbeing type activities.

Penmaenmawr has a very defined community and a strong sense of identity.

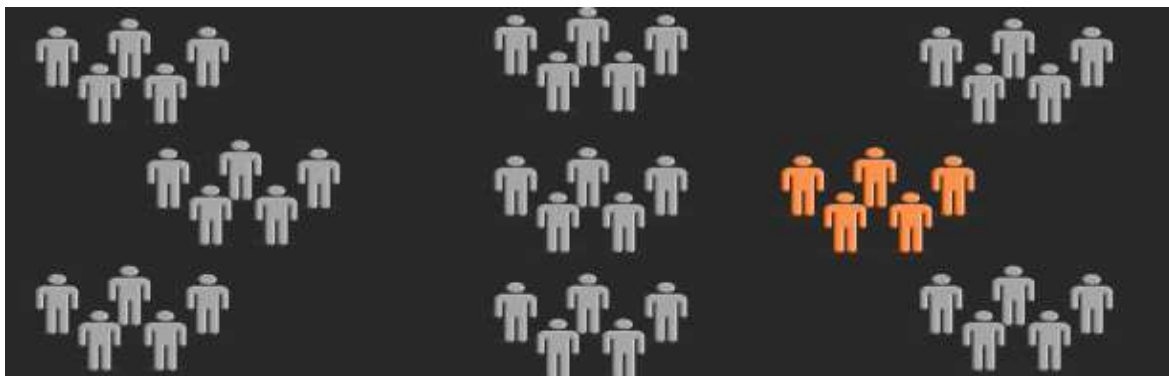
Anglesey, though made up of smaller, often very different communities with a variety of towns and small villages spread across its area, does have a unique identity derived from its island status. It is a distinct county authority with its centre of administration at Llangefni, and there are some people who are reluctant to go over the bridges to the mainland.

Many different people across all the areas mentioned a sense of social isolation, and many of those aged 75+ commented that things have not been the same since the Covid pandemic, with some groups not having re-started and a sense of anxiety prevalent. With the exception of Holyhead, many also feel that wellbeing is not taken seriously enough, and many did not know seem to have much idea about where they might get help with wellbeing type issues or what groups were out there which they might benefit from joining in with, even if they could muster courage to get out and give them a try.

This seemed to confirm my original perception that our churches could make a difference to their respective communities if they focused on wellbeing issues and things that bring people together as part of their mission strategies.

I spent some time reflecting on that, and how we might perceive our activities, church-life and mission through the lens of wellbeing. **See appendix 15.**

Section E: Discussions with other church leaders and Christian organisations



This aspect of the study has been the most interesting and stimulating part for me, but also at times the most frustrating. Stimulating, because it raises all sorts of possibilities for new ways of being and doing. Frustrating, because trying to tie some leaders down to talk about what they are planning, let alone actually doing anything with them, has sometimes been difficult.

Nevertheless, I have had the opportunity to talk to many people from different denominational traditions and have been struck by how many are dealing with similar

issues to us and have picked up many useful insights as to how they are approaching things.

In some instances, there are organisations and leaders who are going through a review and envisioning process very much along the lines of what we have been doing, reaching similar conclusions and with whom it is not hard to see us being able to work with on joint projects. I am thinking particularly of the Anglesey situation, with the very positive resurgence in Cytun at Holyhead and the possibility of developments at Amlwch following initial exploratory talks with Rev Jenny Clarke of St Eleth's, but the same also applies to Bangor and Penmaenmawr Cytuns where our churches play a prominent role. Capel Zinc has a good history of being involved in joint services at significant times of the year and are a visible presence at many of the civic events in the town (such as the Remembrance Day Parade).

Outside of Cytuns, there are other churches in areas such as Llangefni where the Lighthouse Church is located and other Christian organisations such as Christian Vision for Men with whom we might be able to collaborate if we are prepared to commit time and effort to do so. But herein lies the problem. For the most part, church leaders across our area are hard-pressed, under resourced, stressed out and struggling to juggle too many balls as it is. This is particularly true of those from the Church in Wales. To work effectively with others across different churches and organisations will take time, effort, patience and a willingness to give up control. But it does seem to be very much the way forward.

For a more detailed summary of what those leaders have been saying to me, see **appendix 8**

The Church in Wales currently has two major projects in our area. The first is based around developing certain key buildings and is called "The stones shout out". See at <https://bangor.eglwysyngnghymru.org.uk/llefarcerrig/> This has led to significant work at St Cybi's in Holyhead and at the Cathedral in Bangor. The second, based very much around mission is called the Llan Project, and this will have big implications for parts of our area. Full details on the Diocese of Bangor website can be found at this link <https://bangor.eglwysyngnghymru.org.uk/llan/> and I have prepared a summary which can be seen at **appendix 9**.

I have set this out in a way which hopefully people will be able to see exactly how much thought and effort they have put into this, and how much it mirrors the language used by the Methodist Church, particularly with regard to community engagement and development of NPNPs.

A key figure locally, particularly on Anglesey, is Archdeacon John Harvey with whom I had a very productive discussion on 26 February. He indicated that a key focus of the Enterprise element of the Llan project relates to Holyhead and is in conjunction with the building development at St Cybi's. In short, they are creating a modern and adaptable space, which will include a café, which they hope will become the focus

for community projects and other church groups to make use of. This may well become highly relevant to Holyhead Cytun with its Renew Wellbeing project and the Methodist Church should we be looking for venues for any new ventures we seek to be involved with. The other key takeaway from this conversation, is that John fully recognizes the importance of working more closely with other Christian organisations and churches such as ours, and gave every impression that he wishes to make it happen. We need to foster this connection and keep the channels of communication open now that they have been opened.

Section F: New Places for New People (NPNPs) and other missional ideas



Another part of the study has been to consider where God may be leading us in terms of mission; to consider new ways of being church outside of buildings and specifically, to consider whether there may be scope for our Circuit to be involved in giving birth to a NPNP.

NPNPs are new Christian communities in new places for those not yet part of an existing church. Connexion considers NPNPs are the most effective means of connecting new people, new people groups, and new residents to Christian exploration and community. The emphasis is very much on encounter.

New Places for New People is a major Methodist project promoted by the Evangelism and Growth Team to which substantial funding has been made available both at Connexional and at Synod level. Each District, and each Circuit is being encouraged to initiate a NPNP project. The Methodist Church has a major section on its website about how to do so which can be found at this link:

<https://www.methodist.org.uk/our-work/our-work-in-britain/evangelism-growth/new-places-for-new-people/begin-a-new-place-for-new-people/>

The Wales-Cymru District has been given £1 million to fund schemes submitted before September 2026 (final committee in May 2026), at which point the fund closes. At the moment, there is only one funded scheme in Wales, that being Llanddysgwr (Learners Church) near Wrexham but there is another in the pipeline in South Wales. I have prepared a brief summary of some of the projects which have

been granted funding which can be found at **appendix 10**. These give an insight into what NPNPs look like on the ground.

Having read the various publications produced about NPNPs and the website links, I have spoken to key people at Connexion and Synod, and spent time considering the possibilities. **Given what was being said to me by people in our churches and the communities, I was initially drawn think to Wellbeing issues and put together some ideas about this.** These can be found at **Appendix 11**. Views were invited from the Circuit and three suggestions made. These are also included in **Appendix 11**.

In January 2024 a NPNP group was formed to take the thinking forward with an experienced Pioneer, Gavin Mart assisting us. A project idea has come out of this process, and Gavin has put together a basic initial draft which can be seen at **appendix 12**. **Essentially, the NPNP idea is to connect with the outdoor pursuits community and those who are drawn to the Eryri area. It seeks to explore the connection between outdoor engagement and the Christian tradition.** This idea needs to be further developed and information/evidence provided sufficient to be able to submit the application form at **appendix 13**.

On March 7 a meeting took place with myself, Nick and Gavin from the NPNP team with the Chair of the District and Gill Peace, a key person from the Synod Finance team, in which this idea was presented. **It was received positively and they seemed very supportive, particularly with regard to providing a contribution to funding for preliminary work required prior to the making of a full application.**

A proposal is to be put forward to the Circuit Meeting regarding this with a request for some funding to be approved to engage Gavin to further work on the project and put the formal NPNP application together. We are very excited about where this might lead.

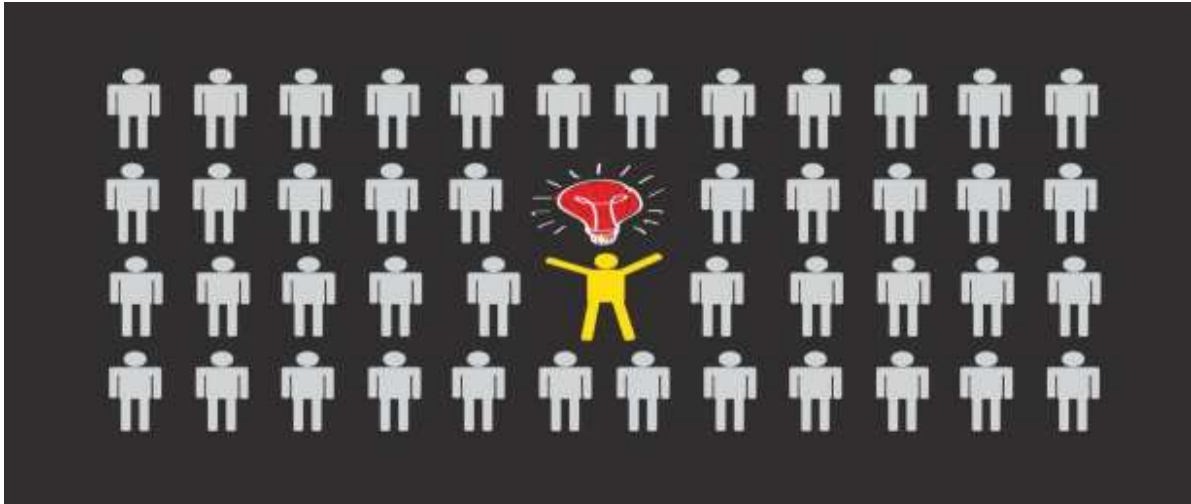
If this outdoor community engagement project does proceed then that will become our main NPNP focus but it does not necessarily mean that some of the other ideas set out in **appendix 11** cannot in time be tried out. There may be scope for development of those ideas outside of the NPNP regime, or indeed, in connection with them, particularly if the main proposal regarding a Lay Worker for Anglesey is accepted.

Section G: Conclusions and proposals

No silver bullet

From the outset I have been keen to play down expectations of what this period of review/feasibility study would produce at the end of it. **There never was going to be a silver bullet, an easy solution to the issues we face. And guess what.....I haven't**

found one! However, what I have found is hope for the future. Hope based on the fact that God is at work in our communities ahead of us, and there are some insights which have emerged as to how we might join in with what God is already doing. No great Giant Step, but certainly plenty of small ones!!!!



Participation, ideas and prayer

That hope is also based on the fact that so many people across our circuit have been keen to be involved in this exercise – whether it be from inviting me into their homes to spend time discussing matters with me, praying (at the weekly prayer meeting we have held throughout the six month period or using the weekly prayer sheets or as part of personal prayer times), offering ideas and speaking words of encouragement.

Journey not a destination

At no point have I felt alone with this, rather it feels like we have all been going on a journey together. And about halfway in, it occurred to me that **maybe the end destination is not as important as the journey itself.** I do feel that the process has galvanized us, brought us closer together simply by having a focus, a conduit which enables thoughts, ideas, frustrations to be voiced and channelled.

Positives and signs of God at work

There have also been many positives as we have been going along, many of them nothing to do with me or the study and some which had just started up in the months before the official start of the study period. Some might be deemed coincidences, but my feeling is that **when people invest time, energy and most importantly prayer into a venture, then “coincidences” occur more frequently. Signs that God is at work.**

There are some examples of these “positives along the way” set out at **appendix 16:**

General Suggestions and Proposals

- 1) Action the point raised at B.1 that “encouragement should be given to those who are involved in their communities in what might be described as “mission” type activities and that the church should embrace and recognize this as part of its mission strategy” by writing that into our church/circuit development and mission plans, giving space in services for people to give testimony about some of the activities they are involved in and making specific mention in the annual Vocations Sunday service.
- 2) Action point at B.2 re fostering working relationships with other local churches and organisations by making “sure the conversations continue and be willing to commit resources when appropriate opportunities arise.” Do this by making involvement in Cytun events a priority, being open and transparent about what doing in our dealings with the other churches and inviting early partnership with any ideas we might have.
- 3) Action point B.3 to foster fellowship and deepen discipleship by promoting more housegroups across the circuit and developing further the Time and Space fellowship meetings at café’s, to include Amlwch and Holyhead. Someone needed to coordinate this.
- 4) Action points raised in each of the churches conversations as set out in appendices 1 – 5. Each of the church stewards to work through together, and bring any of the ideas for development to their church councils or general meetings.
- 5) Action Circuit consultation on the desirability (or otherwise) of restructuring by moving to a single church circuit per section on Merge for Mission at section C above and appendix 7.
- 6) Action point C.1 above by forming a small group (Circuit Leadership team or volunteers) to receive and work on ideas for improving Circuit identity and connectivity including the starter ideas suggested in appendix 6. Conversations to be had about this across the circuit.
- 7) Action Community Audits (per section D): each church to consider if and when next to do.

Main Proposals with funding requirements

1. Layworker for Anglesey

The feasibility study was initiated to ascertain if there is a viable role for a layworker to support the Superintendent Minister within the Circuit, and if so, where might this be focused and for what purpose. My original vision and idea of the shape this might take was set out in a document presented to the Circuit Meeting on June 2023.

My view is that there is indeed a part-time role for a Lay Worker and that this should be based on Anglesey, where there is a unique sense of identity due to its setting as an island. It is also fair to say that of all our churches, Amlwch currently needs the most input now that David and Liz have stepped back from active ministry and other key members have left the area. Whilst arguably Holyhead is more self-sufficient and

has an active supernumerary in Rev Sue Altree to hand, it also has an exciting ecumenical venture starting up with the Renew Wellbeing Space and will need input and involvement in support.

The main purpose of the role would be to foster the working relationships with other church/Christian groups on the island, in particular at Holyhead and Amlwch, and to build on the relationships/connections already made. I have found from my dealings to date that there is a genuine openness and desire among many different church groups to work more effectively together, but it will need persistence and patience to ensure this grows into action as so many leaders are busy or preoccupied with their own projects that there is a risk good intentions go no further than that. Someone needs to be there to grease the wheel of change.

The role would also be to assist with pastoral and mission matters at Amlwch and Holyhead; to seek to develop a housegroup structure across the island based on where people live; and to look to develop some of the ideas for new well-being groups based outside of our churches and possibly at different locations. It could also include involvement in leading regular acts of wild worship, study/prayer groups, assisting with the implementation of the other suggestions/proposals set out above (including the circuit based hospital visiting suggestion set out in appendix 6) and acting as a link person to any NPNP project which develops.

It is my view that this role would build up over time as things develop but that for the first 12-18 months, the appropriate level of hours could be set in the region of 12- 15 per week (2 days), so that it remains affordable and sustainable. So far as funding is concerned we will make an application for funds from Synod and I feel there is a good case for this to be granted, at least in part but I suspect the Circuit will almost certainly need to fund some part of this too, hence the importance of making it affordable and sustainable. A formal costed proposal will be made at a future Circuit meeting regarding this.

2. NPNP project

The second proposal with funding implications relates to the NPNP project. The precise wording will be worked out in time for the March Circuit Meeting, but essentially the Circuit will be asked to support the Circuit NPNP Group in taking forward the idea of finding ways of connecting the outdoor spirituality in the Christian tradition with the outdoor community of Eryri and funding Gavin Mart to do the necessary groundwork in order to make a successful application later in the year. Again, it is envisaged, on the basis of what was said at the recent meeting with the Chair of District and District Finance officer that the Synod would match fund the expected costs for this, which would mean the Circuit will be asked to fund the remainder which it will do through the Turney Trust held at St John's. It is my recommendation that this be supported.

The End.....or is it just the end of the beginning!!!!!!

