

ST MARY'S CHURCH, CUBBINGTON INDEPENDENT CONSULTANCY CONTRACT BUILDING FEASIBILITY PROJECT

Background to Consultancy Project

The parish church of St. Mary Cubbington is a Grade 1 listed building. Cubbington is a village located to the North East of Leamington Spa. It retains a strong village identity, despite its very close proximity to the edge of Leamington.

As part of St Mary's Cubbington desire to expand its ministry and address the needs of both the congregation and the community, some research is required into the feasibility of re-ordering the Church and/or building a new Church Centre.

There is a history of strong disagreement both within the church congregation and also within the village in relation to various options previously proposed. There has been therefore a hiatus in any development whilst viewpoints were so contrasting. The new Priest-in-Charge and the PCC believes there is now a pressing need to re-open negotiations afresh at all levels, both within the church and within the local community. All recognise that there will be conflicting opinions encountered, some of which have been, and are likely to be again, expressed vocally and vehemently. It is therefore proposed that a completely independent consultant be appointed to carry out this work, and present some realistic proposals to the PCC, outlining the advantages and disadvantages of each proposal.

The options which have already been considered should be reviewed, along with additional proposals or combinations thereof:

1. Nothing being built at all (ie 'We've managed for this long without, why bother now?')
2. Small redevelopment of part of the church within the existing envelope (ie 'We need at least a toilet and some office space').
3. A full development of a new build with extra meeting rooms (eg for children) extending the envelope of the church and attached to the church. (ie We need more than toilet and office space, we want rooms to have meetings in and work with children etc., and we shouldn't need to walk outside anywhere to it')
4. A full development of a new build next to the church. (ie 'We need more than toilet and office space, we want rooms to have meetings in and work with children etc., and we are OK about walking a little distance outside, but not far [25m?].
5. A full development of a new building on a site other than the church (eg on Glebe land about 100m away). (ie 'We need more than toilet and office

space, we want rooms to have meetings in and work with children etc., and we know that English Heritage and local people may object to the building over graves etc so we don't mind walking across to another building about 100m away).

ROLE DESCRIPTION

The Consultant will seek to make realistic proposals to the PCC of St Mary Cubbington for their building requirements. This will necessitate information gathering and very importantly, the opportunity to listen to anyone with a view to share on this matter. It will also require visiting other Churches in the area to gather information and ideas based on their facilities. The Consultant will be responsible for facilitating full discussions with all stakeholders, especially:

- Priest-in-Charge
- PCC (individually and corporately)
- Congregation
- Diocese of Coventry (including DAC)
- Residents of the village with a physical view/outlook over any proposed development.
- Other residents in the village
- English Heritage

Following these discussions the Consultancy will draw up:-

- Statement of need
- Prepare a written report of their findings
- Presentation - outlining the advantages and disadvantages of each proposal, to the PCC by September 2009.

Options considered must relate to the statement of need and include outline location plans, but not architect's drawings.

INDEPENDENCE

All tenderers will be asked to make a declaration that they have had no prior involvement in discussions about this project and no personal connections with Cubbington or its parish church.

TENDERS

Tenders are invited to be submitted to the PCC Secretary, Mrs S Holman, 3 Hillcrest, Cubbington, Leamington Spa. CV32 7ND.

PERSON SPECIFICATION

Anyone working on this consultancy will need the following:

Personal Qualities	<ul style="list-style-type: none">• <i>Approachable and friendly</i>• <i>In sympathy with the mission and ministry of the Church of England.</i>• <i>In sympathy with the aims of the local church in serving its community.</i>• <i>Honest and open. No hidden agendas.</i>• <i>Trustworthy and confidential.</i>• <i>Empathetic to differing views</i>• <i>Able to relate to a wide range of people</i>• <i>Calm</i>
Experience	<ul style="list-style-type: none">• <i>Previous consultancy which has brought about positive results (references from previous consultancy work will be required).</i>• <i>Enabling people to share their viewpoints, collating differing viewpoints and making positive suggestions for ways forward.</i>• <i>Understanding the nuances of both village and Anglican Church life.</i>• <i>Building Project Development.</i>• <i>Understanding of listed buildings</i>
Education, Training and Knowledge	<ul style="list-style-type: none">• <i>Facilitation skills</i>• <i>Knowledge of Anglican structures</i>• <i>Knowledge of the dynamics of village life.</i>
Abilities & Skills (Desirable)	<ul style="list-style-type: none">• <i>Ability to relate to, and win the respect of, congregation and local community.</i>• <i>Able to be completely impartial.</i>• <i>Good communication skills - verbal and written.</i>• <i>Good listening skills.</i>• <i>Perception and discernment – ability to ‘see’ behind face value and identify underlying trends/concerns/issues.</i>