

**COUNCIL FOR CHRISTIAN UNITY  
FRESH DIRECTIONS IN UNITY IN MISSION**

**Part 2: D Unity in Mission in New Housing Areas**

1. The current projection of housing needs<sup>i</sup> presents a challenge for the Churches in England<sup>ii</sup>. The latest projection is that there will be 6.3 million new households by 2031, over and above the number of households estimated for 2006, amounting to an increase of 252,000 new households each year. There is a large gap between need and availability. The number of new houses completed in the first half of 2010 was 50,000, half the number built in the same period in 2007, although the amount of social building has remained steady at about 20,000. The housing gap has serious consequences for homelessness, the quality of housing and the cohesion of communities.

**The Church of England's Mission**

2. The Church of England has traditionally maintained a presence in every parish through the parochial structure, and understands itself as having a mission to the whole community in its pastoral and sacramental ministry. The challenge of new housing areas puts extra strain on the parochial system.

3. Every new housing area is situated in one or a number of existing parishes. The crucial strategic question for the Church of England is how to maintain this aspiration to provide pastoral and sacramental ministry for every community. One important part of this strategy is to work in partnership with other churches so that providing pastoral and sacramental ministry can be shared with partner churches, and in some cases entrusted to them. The examples below demonstrate that this approach is a viable and successful option, which is consistent with the Rules and Canons of the Church of England.

**The Response of the Church of England at National Level.**

4. The Church Commissioners has pledged a total of £7 million to fund special projects over a period of three years in new housing areas.<sup>iii</sup> An analysis of projected new housing development in each of the dioceses indicated a core group of 15 dioceses which were invited to submit plans for projects which could attract this funding. The range of projects included:

- a. School based mission: including the building of one new church school, and the appointment of school focussed workers.
- b. Appointment of a total of 20 pioneer ministers to work in a variety of contexts.
- c. Church building projects.
- d. Provision of a mobile resource for use as a base by pioneer ministers.
- e. Resourcing the strategic thinking of the diocese.

5. Although these are Church of England projects, there are examples of them being developed within a wider ecumenical framework. In Northamptonshire, the project

includes the establishment of two teams of pioneer ministers to carry out themed work across a number of new housing areas in Corby and Kettering. Each team includes two pioneer Church of England ministers and a Methodist deacon. Appointments have now been made, and the projects are in their first stage of delivery.

6. The project in Liverpool to establish a network of cells (River in the City) in the commercial and retail district of Liverpool One exists alongside the appointment of a United Reformed Church special category minister, and a fresh expression of Church, staffed by a Methodist minister, in the same area and also the ministry of the city centre Parish Church. The shape of collaboration, if any, will depend on how much these initiatives interact at ministerial level and on the ground.

7. The intention of the Church Commissioners is to monitor the progress of the projects it is funding. It is very important to acknowledge the relationships of these projects to partner churches and to include the ecumenical dimension of these projects in the monitoring exercise. For some of these projects, ecumenical collaboration on the ground is integral to their success.

### **Responding to the Challenge at Intermediate/County Level**

8. Responding to these challenges the churches are working together at local government area level. Here are some examples of this being done ecumenically:

- a. In 2006, aware that there were likely to be at least two significant housing developments in the county, Churches Together in Devon resourced a secondment from the Diocesan Office to represent the churches at planning meetings, to research and keep up with new proposals, and to work closely with the County Ecumenical Officer to brief the church leaders and support local churches.
- b. Northampton and Northamptonshire is part of the Milton Keynes and South Midlands expansion area. Through Shire and Soke, the County Churches Together body, the churches have funded and appointed a Church Officer for New Communities for the last four years. The officer liaised with planning authorities, kept up with developments, and produced resources for the use of local churches. He also worked very closely with the Diocese of Peterborough to develop a portfolio of projects for Church Commissioners funding. A key issue that had to be faced here was to secure funding from each partner Church for the agreed period. In projects such as this, if one Church feels it is underwriting the appointment, the partnership is likely to be drastically weakened.
- c. Milton Keynes Ecumenical Partnership employed a Development Chaplain, who took a key role in the partnerships' engagement with the new expansion areas of the city to co-ordinate the Churches of the partnership to review together their mission in these areas<sup>iv</sup>.
- d. In Worcestershire, the Diocesan Ecumenical Officer has worked with the ecumenical officers of partner Churches to engage with all the local

authorities of the County. A consultation<sup>v</sup> was held with planning officers and church representatives which demonstrated to the planning officers that the churches had a significant contribution to make, not only in the planning process but also in building community. The Churches were also challenged to work very closely together in order to relate effectively to the planning process. Subsequent meetings have been held. The question of how this work is to be sustained needs to be addressed.

- e. The County Ecumenical Officer of the Cambridgeshire Ecumenical Council is a member of Cambridge City and South Cambridgeshire Local Strategic Partnership, which brings together at a local level the different parts of the public sector as well as the private, business, community and voluntary sectors. The aim of this partnership is that different initiatives and services support each other and work together.

9. These examples show different ways in which churches are engaging ecumenically with the planning process at local authority level. The churches in each area need to find the best way to do this in their situation but there are some common principles:

- a. ***There is strategic value in working ecumenically*** with the support of church leaders throughout the County, and having a representative voice which can engage with the planning authorities.
- b. ***There is added value in resourcing a development worker*** who can represent the churches in consultation meetings, and establish relationships with planners, councillors and other interested parties. All the churches need to have a stake in the appointment, funding and resourcing of a development. It is vital that each partner church is willing to commit funds for an agreed number of years, and to deliver on that commitment. The experience has been that this work has been most successful when a development worker has been deployed over a period of at least five years. However, the long lead time of new housing developments usually requires a longer period of commitment.
- c. **It is essential to**
  - i. learn the language of the planning process, and to interpret this to the churches,
  - ii. keep up with the sometimes rapid developments in the planning process and to contribute with knowledge and credibility,
  - iii. manage deadlines and attend meetings at short notice - it is crucial to attend all meetings, otherwise one quickly goes out of the loop,
  - iv. help to resource and co-ordinate local task groups working out vision and strategy at local level, and
  - v. liaise with other community and faith groups.

10. ***The examples above suggest four different pathways for delivering this work:***

- a. The churches at county level contribute funds so that one church will act as the lead church, who will second a member of staff to take on that role.
- b. The churches at county level agree to fund a new appointment.
- c. The County Ecumenical Officer takes a key co-ordinating role.
- d. A network of more local appointments engages with the issues at local level as an extra piece of work.

### **Engaging with New Housing Areas at Local Community Level**

11. At the more local level it is essential for churches to work out their common vision and mission strategies within new housing areas. In some places, local churches together groups have provided a launch pad for some serious work. In other places it has needed a lead to be taken by a key person or by one church in order to get started.

12. The experience in some areas is of tension between and within local churches neighbouring new housing areas. Some local people will be vehemently opposed to a new development, and this opposition may make addressing the needs of mission in that area very difficult for them. Some local churches may feel that the challenges are far too great for them. For these reasons, the local churches may not always be the best vehicle of developing vision and strategy, especially in the larger developments. Partnerships between churches at a wider level may be appropriate, such as at circuit or deanery level. However, local churches cannot undertake this task in isolation. Local task groups benefit by being resourced, supported and co-ordinated in the context of the wider church. This has been done effectively where churches have worked well together at county level.

13. The vision and strategy adopted locally will depend on a number of factors:

#### ***The scale of the new housing development***

14. New housing areas come in many shapes and sizes. The strategy in smaller expansion areas of existing communities may require a combination of working from existing churches, smaller mission initiatives leading to the establishment of fresh expressions in the new community, and projects which engage with a number of smaller developments across a wider area, such as the Northampton project.

15. The strategy in larger developments which aim to create new communities may involve establishing a new church, obtaining land for a church building, and setting up a new Church school.

#### ***The profile of the New Community***

16. It is very difficult to plan for mission in a new community without knowing who will be living there. Some of the questions which need to be asked are:

- a. What proportion of homes will be occupied by families with young children and teenagers?
- b. What is the expected proportion of elderly people in the community?
- c. Will there be a significant number of young single adults living alone?
- d. How much social housing will there be?

17. These are the sorts of questions local councils and estate agents, for example, will have researched. It is worth approaching these organisations for information.

18. Even after researching the expected profile of a new community, it is still possible to make mistakes. In one instance, a church family worker was appointed to a development which turned out to be very popular with young single professionals. A radical rethink in mission strategy was needed.

***What Community facilities will be part of the development?***

19. The plans for a new community may include community facilities. Shops, schools, health centres, open spaces and transport links may to a greater or lesser degree feature in the planning. The provision of community buildings may not be an easy option, and experience indicates that this has to be campaigned for.<sup>vi</sup>

20. The churches' approach will need to take account of what else is being offered. Where no other facilities are being provided, the churches' primary task will be to address community needs, and to build community. Where a new school is to be established, whether or not it is a Church school, it will be important to nurture good relations with the school as a hub of community.

***Which approaches to mission will be most suited?***

21. It is not possible here to explore different models of mission in detail<sup>vii</sup>. A local mission strategy may in practice combine any of the following broad approaches:

- a. **Community development:** focussing on building community and relationships at the early stages of an area of new housing, often through the deployment of a Church Community Worker, as was the case in Abbeyfields in Colchester.
- b. **Traditional Church Plant:** often done by a church planting team from another church or churches. Anecdotal evidence suggests that the team leader (possibly a pioneer minister) and others moving to live in the area is a decisive factor, as was the case in Grange Park in Northampton.
- c. **Ecumenical Chaplaincies:** these may be to particular institutions, such as schools, businesses, or to sectors such as retail or media. Examples include part time chaplains to supermarkets, the police and other emergencies services.
- d. **Diversity of grass roots initiatives by existing churches:** some new housing areas are an expansion of existing settlements, with their own network of churches, which are encouraged to develop local neighbourhood mission initiatives. This is the key strategy in Milton Keynes.
- e. **Cell church:** a pioneer minister may establish the life of the Church as a network of small groups, which may link up from time to time in

larger gatherings. This is the vision of River in the City in Liverpool One.

- f. **Network Church:** a church which is not so tied in to a local community or neighbourhood, as is being proposed in Harlow, Essex.
- g. **Themed work with target groups:** Groups such as youth, young families, retired people or single adults are targeted through specific projects, which may include a number of church partnerships, and be focussed in a number of new developments. This is one of the approaches in Northamptonshire.
- h. **School based mission:** both Church and state schools are recognised as being important hubs of community. In some areas, a schools worker may be deployed to work with all the schools of an area.
- i. **New Church Schools:** An important strategy is to establish Church schools in new areas. This could be a fruitful area of ecumenical collaboration: there are examples of ecumenical schools in some places, for example Christ the Sower in Grange Park, Milton Keynes,<sup>viii</sup> and the Vine Community School in Cambourne.<sup>ix</sup> The experience of joint Anglican – Roman Catholic Church Schools has been particularly fruitful, and has been monitored by the English Anglican – Roman Catholic Committee.<sup>x</sup> In the Riverside development in Barking, a Church school, a restaurant and a worship space have been integrated into one building complex.

### **To Build or Not to Build**

22. The most common way for the Church to obtain land for a church building has been through Section 106 Agreements, time limited, with a “revert to developer” clause if a church is not built within a certain time. There is an assumption in most Section 106 Agreements that buildings will be multi-use, which are open to all, for a range of activities and purposes which serve the whole community, sometimes including other faith groups, which will inevitably create tensions. A major challenge ahead is the change in funding arrangements for the social, physical and environmental infrastructure, which the coalition government has introduced. The Community Infrastructure Levy (CIL) is due to replace Section 106 Agreements in all but a narrowly defined range of situations by 2014. It is essential the churches work constructively with local planning authorities in order to establish ground rules for negotiating land for church buildings under the new arrangements.

23. Including a new church building in the vision and strategy for a new housing area may not always be appropriate. The Milton Keynes Mission Partnership concluded in its review that it would not seek to develop any more church buildings in the current expansion areas of the city, although some of the independent churches based in the city are adopting that strategy. However, there are instances of church planting which did not feature planning for a building right at the beginning, but as the church plant matured and became established in the community, the advantages of having a church building became apparent. By this time, it is often too late to obtain the land, which

has to be negotiated at an early stage. It is therefore imperative that the options are thought through carefully at the beginning.

24. There are severe constraints both on available land and on the funds available for church building projects. Imaginative schemes are needed, such as the Barking Riverside example above, which combine a number of uses under one roof, and which bring a range of partners together.

### **Examples of Ecumenical Engagement in New Housing Areas**

#### ***Establishing a Single Congregation LEP***

25. There are some very good recent examples of this approach. Here are two examples, which are very well documented<sup>xi</sup>.

#### 26. *Cambourne Church*<sup>xii</sup>

- a. Cambourne is a new community nine miles from Cambridge, with a population of 7,600 in 2009, but still rising. The story of Cambourne Church is an example of holistic mission: community building, advocacy for the whole community, evangelism, pastoral care. The minister was one of the first residents to move in, and is still there ten years later.
- b. The SC LEP is a partnership of four churches: Church of England, Methodist Church, United Reformed Church and the Baptist Church. From the Church of England's perspective, Cambourne became a separate parish, carved out of existing parishes in the Bourn Deanery<sup>xiii</sup>. The commitment of the participating churches to make the partnership work has meant that legal and constitutional matters have not prevented the church to be outward looking and to continue to grow and be at the heart of this new community.
- c. From the beginning, the vision was to build a church building, which would be not only the church centre, but also the community centre. A Section 106 Agreement enabled land to be set aside for the building, and ten years on a new building was opened in early 2010. Since then the Roman Catholic Church has also used the building as a mass centre.

#### 27. *Elvetham Heath*<sup>xiv</sup>

- a. With a population in excess of 5000, Elvetham Heath is a part of the market town of Fleet in North East Hampshire. The Church on the Heath is also a four way SC LEP, with an Anglican sole minister in charge, who has been the minister for 10 years since the beginning.
- b. In 2006, a new church building was built on land made available through a Section 106 Agreement. Before that the congregation used a community hall for worship and other meetings. Although the church has a challenge to pay for the new building, there is an air of optimism and a sense that the church is going in the right direction.

28. ***Lessons learnt from these examples***

- a. The ministers of the church plants need to be trusted by the participating churches to get on with mission.
- b. Establish a presence in the community early on. If possible, house a minister in the development.
- c. Consider carefully whether a church building should be part of the vision: there won't be a second chance to obtain land.
- d. See the initiative in developmental terms. Don't put anything in place which is not needed.
- e. Having a shared vision to guide the emerging congregation through all the options and stages of development is of paramount importance. Concentrate on the basics, but aim to have a holistic vision.
- f. Make sure that everyone involved is able to contribute to the developing initiative, and can affect its direction.
- g. Establishing a new church, whether ecumenical or not, requires long term commitment. In both examples, the ministers have stayed for the long term – 10 years in each case.

29. The Framework for Working Together in Unity in Mission, as set out in Part 1.C of this report lends itself to a developmental approach in establishing an SC LEP in a New Housing Area. The key points are that:

- a. The covenant, which establishes the LEP expresses the commitment not just of the local participating churches but crucially of the authority of each participating church, which for the Church of England is the bishop. The experience of the examples above shows that this commitment is central to the SC LEPs success.
- b. The form, which the SC LEP takes, is not predetermined: it is the result of development in a particular context, and should be open to further development.

30. There are however particular issues which SC LEPs have to face. In establishing a new SC LEP in a New Housing Area, careful attention needs to be given to how the pressures on ministers can be reduced, and how effective and supportive oversight can be given.

***Church plant by one denomination with ecumenical commitments***

31. One Church may take a lead on behalf of other partner churches to establish a church plant in a new housing area. The traditions and missionary ethos of the partner Churches are given a place in the church plant through an ecumenical agreement.

32. *Sherford, Nr Plymouth in Devon*

- a. Sherford is a new community of up to 4,000 dwellings being planned for the edge of Plymouth in Devon. A local Baptist Church and the Church of England parish in which most of the develop falls have been developing a vision, with the support of other partner churches, to plant a church in the new community, which will be predominantly Baptist, but with openness and commitment to other traditions.



- b. This commitment will be expressed in the form of a Statement of Common Purpose and Partnership, which could develop into a Churches in Local Covenant Partnership LEP. The commitment will enable the traditions of the other partner churches, including the Church of England to be expressed in the life of the new church plant. The statement expresses the hope that a new church building will ultimately be built, which under a sharing agreement will enable the partner churches to contribute towards its cost, and to use it.

33. *Moreton Hall, Suffolk*<sup>xv</sup>

- a. Moreton Hall near Bury St Edmunds, is a development begun in the 1980's. It was designated as an area of ecumenical mission by all the participating churches and Churches Together in Suffolk. Land was set aside by the developers for a new church building on the condition that it would be open to all in community. A Church Army Captain was appointed in 1987. The area was established as a conventional district in Church of England in 1990. The new church was built in 1993/4 and became a parish church in 1994.
- b. While remaining a Church of England parish church, Christ Church has a commitment towards those of other denominations which enables their insights, strengths, gifts and graces to be incorporated into the whole life of the congregation. Members of other Churches are enabled to be elected to offices within the life of the parish, such as PCC members and churchwardens, by making full use of the Church Representation Rules, which allow members of other churches to be enrolled on the Church Electoral Roll. The traditions of other churches are affirmed by inviting ministers of these churches to preach, lead non Eucharistic worship, and occasionally to preside at the Eucharist in their own traditions, through the provisions of Canon B 43.

34. These ecumenical commitments are expressed in an agreement which is based on a Declaration of Ecumenical Welcome<sup>xvi</sup> and signed by church leaders and Churches Together in Suffolk, and are safeguarded by an ecumenical support group, including representatives of the partner churches, which meets at least twice a year.

***Ecumenical Franchising of Church Plants***

35. A possible approach to ecumenical co-operation in planting churches in very large new communities<sup>xvii</sup> would involve participating churches, either singly or in partnership, each planting a church in their own tradition in an agreed area of the development (hence the title 'Ecumenical Franchising'). From the outset, the church plants would co-operate with each other in mission across the whole new housing development, as well as each focussing on its own neighbourhood. This might include making contact with each family as it moved in, providing information about all the mission initiatives in the area, working with new schools in the area, setting up projects across the whole development, such as youth projects, and engaging directly in evangelism together. As each church plant developed, it would be committed to welcome Christians of all backgrounds and traditions, through a Declaration of Ecumenical Welcome, in which the traditions represented in the life of the church

plant would be recognised. As relationships developed, it would be possible, at an appropriate stage of development, for the church plants to covenant with one other, and so to draw on the new possibilities in shared actions, described in Part 1.C of this report, which covenanting makes available.

***Establishing a Local Mission Covenant in a New Housing Area***

36. In many instances, there may be a clear commitment by partner churches to work together in mission in a new community, but the shape, which a new church may take may not be clear.

- a. Should the vision include a new church building or not?
- b. Should it focus on developing fresh expressions of church, depending on the context?
- c. Should it engage with networks of people rather than focus on a geographical neighbourhood?

37. In this case, establishing an ecumenical mission initiative may be the appropriate way forward. From the Church of England's perspective this may best be done under a Bishop's Mission Order, linked with a Local Mission Covenant, whether the new community was spread over a number of parishes or was confined within a single parish.

***Ecumenically funded and resourced Church community worker***

38. There are some examples where a church community worker has been ecumenically funded to live and work in a new community. The emphasis here is on making contacts in the community as new residents arrive, community development and building relationships. Where a house has been provided by the churches, this may provide a base. In one instance, a Methodist Deacon was housed by the Methodist Church, and funded by the Church of England. The ground floor of the house was used as a community space.

39. It is vital that there is a shared vision for the work, especially where the aims are emerging in response to the growing community. Great care must be taken in setting up an appropriate support and management system for such a project, which allows for a vision to grow in response to a new community, while keeping it connected to the sponsoring churches.

**Some Major Issues Facing the Churches**

***The scale of the challenge***

40. The New Housing Area Officer in Devon has observed that ecumenical engagement to ensure a Church presence in just two moderately sized developments has required substantial resources over a period of seven years<sup>xviii</sup>. These two developments are just the beginning: it is possible that a further five new communities or large urban expansions (over 5,000 population) will follow. He suggests that the churches do not have the resources either to:

- a. Engage with the planning process for such a scale of development, or
- b. Establish a sustainable presence in all these new housing areas.

41. He concludes: *'Nobody should labour under the misapprehension that we are well placed to meet the challenge that is evidently before us'*.

42. This scenario is repeated in all the regions and counties of the country, despite the excellent work which is being done by a relatively small number of people.

### ***Priorities***

43. Hard strategic decisions have to be made about the level of engagement with the planning process, whether to target efforts only in some developments, and how to develop approaches that minimise the use of resources and avoids the duplication of effort.

### ***44. Funding***

- a. At intermediate level, how much should funding be diverted from existing budgets, in order to resource mission in New Housing Areas?
- b. At national level will the Church Commissioners' funding bear sufficient fruit to encourage further funding to be drawn down in the future?

### ***45. Sustainability***

- a. At what size of new community should the churches aim to plant a new church with external funding?
- b. Should the aim of the churches' engagement always be to establish a sustainable presence in a new housing area?
- c. Where should the balance be between local initiatives and top down projects?

### **46. Conclusion**

47. There is an imperative for the Churches at national, intermediate and local level to respond together to the challenge of the Church's mission in New Housing Areas. The good practice described in this chapter demonstrates that it is not only cost effective, but also has an added value in terms of the fruits of mission. No single church on its own can hope to meet the challenge of mission in every new community.

48. Local churches working ecumenically in new contexts need to be confident that they have the trust and support of their church leaders. The issues raised by ecumenical collaboration do not then become barriers to effective collaboration.

49. Finally, hard decisions have to be made about the allocation of limited resources. However, sufficient resources need to be made available for the strategic preparatory work that is essential to decision making, and to position the churches so that they have a creative voice within the planning process.

## Notes

<sup>i</sup> The latest housing needs projection available was published on 11<sup>th</sup> March 2009. Go to:

<http://www.communities.gov.uk/publications/corporate/statistics/2031households0309>

<sup>ii</sup> The Church in New Housing Areas co-ordinating group of Churches Together in England maintains a useful website with resources, news and stories about the Churches' engagement with these areas. Go to:

[http://www.cte.org.uk/Groups/44993/Churches\\_Together\\_in/Working\\_Together/New\\_Housing\\_Areas/New\\_Housing\\_Areas.aspx](http://www.cte.org.uk/Groups/44993/Churches_Together_in/Working_Together/New_Housing_Areas/New_Housing_Areas.aspx)

<sup>iii</sup> For a report on this project, see: The Church's Mission in New Housing and Other Development Areas: A Church Commissioners' report on dioceses' role in supporting the Church's mission in new housing and other development areas -

<http://www.churchofengland.org/media/1205116/new%20housing%20framework.pdf> . See also:

Resourcing Mission Bulletin: New Housing & Other Development Areas, Projects funded by the national Church: Update for dioceses March 2010, available at:

<http://www.churchofengland.org/about-us/structure/churchcommissioners/resourcing-mission.aspx>

<sup>iv</sup> For more information go to the Development Chaplain's website:

<http://www.webjam.com/developmentchaplain>

<sup>v</sup> Faith in the Future of Worcestershire Conference 2009, held at Worcestershire County Officers on 4<sup>th</sup> November 2009.

<sup>vi</sup> In some areas, these facilities may be provided up front. For example, in Milton Keynes, a new school was built in Priory Park in the eastern expansion area, before house building began in earnest. The development has been put on hold during the recession, so the school is operating well under capacity. In other areas, amenities will follow the housing. One area in Colchester will not even have a through road, linking the development to a main retail area, until the development is complete, an estimated ten years.

<sup>vii</sup> See a power point presentation about Churches in New Housing Areas, presented at the Mission 21 Conference 2009:

[http://cte.churchinsight.com/Articles/167076/Churches\\_Together\\_in/Working\\_Together/New\\_Housing\\_Areas/Presentation\\_re\\_Church.aspx](http://cte.churchinsight.com/Articles/167076/Churches_Together_in/Working_Together/New_Housing_Areas/Presentation_re_Church.aspx)

<sup>viii</sup> For the School's website, go to: <http://www.cts.milton-keynes.sch.uk/>

<sup>ix</sup> For the School's website, go to: <http://www.thevine.cambs.sch.uk/>

<sup>x</sup> For a briefing on Joint Anglican – Roman Catholic Schools, go to:

<http://www.churchofengland.org/about-us/work-other-churches/england/catholics.aspx>

<sup>xi</sup> Both these examples are featured in Lings, G. *New Housing New Partnerships?* Encounters on the Edge No. 23 (Sheffield: Sheffield Centre, Church Army, 2004). George Lings verdict was that establishing multi denominational church plants was the most effective way of planting a church in a new housing area.

<sup>xii</sup> For an update of the Cambourne Church story see the early 2010 article by The Revd Peter Woods at <http://www.cambridgemethodistcircuit.org.uk/ArticleCambourne.doc>. For the church's website go to:

<http://www.cambournechurch.org.uk/index.php>

<sup>xiii</sup> As the sole stipendiary minister of Cambourne is not a minister of the Church of England, one of the consequences of this arrangement was that Ely Diocese brought forward a motion to amend Canon B 44.5 to allow more flexibility in the frequency of Anglican Communion.

<sup>xiv</sup> For a resource paper on pioneer ministry in New Housing Areas, featuring Elvetham Heath, see Listening to the Pioneer Ministers in New Housing Areas: A report from a gathering at CTE on 24.02.09 by Captain Jim Currin, available at:

[http://www.churches-together.net/Groups/136071/Churches\\_Together\\_in/Working\\_Together/Evangelisation/Resource\\_Papers/New\\_Housing/New\\_Housing.aspx](http://www.churches-together.net/Groups/136071/Churches_Together_in/Working_Together/Evangelisation/Resource_Papers/New_Housing/New_Housing.aspx) . The Church on the Heath's website is at:

<http://www.churchontheheath.org.uk/>

<sup>xv</sup> Christ Church Moreton Hall website can be found at: <http://www.ccmh.org.uk/>

<sup>xvi</sup> The Declaration of Ecumenical Welcome is intended for situations where there is one Church in a community.

<sup>xvii</sup> The Revd Simon Taylor, previously County Ecumenical Officer in Devon has suggested this approach.

<sup>xviii</sup> Moffatt, E. New Housing Areas in Devon – a Forward Look, February 2010. A paper made available to the Church in New Housing Areas Group.