

The Benefice of St Mary de Haura, New Shoreham
and the Church of the Good Shepherd,
Shoreham Beach

THE PARISH PROFILE 2022



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I. The Benefice

1. The benefice was established in 2015 and comprises St Mary de Haura, New Shoreham, and the Church of the Good Shepherd, Shoreham Beach. Both parishes are part of Shoreham-by-Sea which also comprises the parishes of Old Shoreham and Kingston Buci. About 6,100 inhabitants live in the parish of St Mary de Haura and about 4,900 in the parish of the Church of the Good Shepherd. The Diocese of Chichester has confirmed that no 'parish reorganisation' is planned or contemplated.

2. The incumbent of the benefice is responsible for both parishes and provides the strategic leadership for the benefice as a whole. About 90 per cent of their time is devoted to the parish of St Mary de Haura, and 10 per cent to the parish of the Church of the Good Shepherd, where a part-time Associate Vicar is based. A full-time curate (at present), lay readers and retired clergy provide strength in breadth and depth to the ministries of both parishes.

3. St Mary's and the Church of the Good Shepherd work well together by respecting their separate and distinctive histories, identities and the communities they each serve. This profile has been developed by both parishes jointly. It is presented to those applying to be our new incumbent on the assumption, and with the wish and belief, that the mutually respectful and cooperative relationship which exists between the two continues to provide a sure footing upon which the insightful leadership and teamworking of the new vicar can be confidently based.



Precious Green Spaces in the Churchyard (St Mary de Haura)

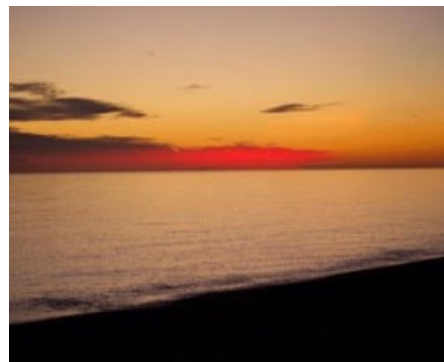
II. Shoreham-by-Sea

4. Shoreham is a thriving town situated in the middle of a ribbon of coastal urban development between Brighton and Worthing. With a population of 30,000 (socio-economically defined as largely C1/C2) it has a good train service to London, Gatwick and the rest of the rail network, and good road connections too, such that many live here and commute from it. The town has many local non-retail businesses employing local people, a lively day-time economy and has two secondary schools and several primary schools including a C of E Voluntary Aided Primary School. The town's amenities include a large recreational park, sports clubs, a variety of water sports facilities, the Ropetackle arts centre, a range of smaller shops, and hospitality venues as well as a library and civic centre which hosts various social activities.



East Street pedestrian precinct

5. The once largely older population of the **parish of St Mary de Haura** now has a more youthful complexion. The increase in house prices in Brighton has boosted interest in Shoreham which has seen the building of a lot of new homes and which the availability of desirable local amenities has encouraged. Also meeting the needs of children and young families are the three primary schools in the parish. Even the 2011 census recorded over a quarter of households in the parish as having dependent children. There are pockets of deprivation which is reflected in the parish ranking 5,135 out of 12,302¹ where 1 is the most deprived. Just over eight per cent of those living in the parish are from an ethnic minority background.



The Church of the Good Shepherd enjoys a unique shoreline location

6. The Church of the Good Shepherd has a unique position directly on the coastline, in between two local nature reserves. With the reflected light from the sea streaming in through the big mullioned windows and skylights, it is a very special place to worship. The population² of the **parish of the Church of the Good Shepherd** is culturally diverse, open and social with little deprivation. It is considered by many a desirable place to live, and architect-designed seafront properties sell for high prices. There is a strong artistic heritage to the

¹ <https://cuf.org.uk/parish/100102>

² <https://cuf.org.uk/parish100101>

area - it was once home to people from the music hall theatre and early film industry. It now has a large bohemian houseboat community. Shoreham Airport (officially Brighton City Airport) is within the parish boundaries, and there are a number of shops and small businesses as well as its own Primary School.

7. The largest increase in the population in recent years is among those aged 25-44 years, so the Beach is getting younger, although a third of the population is older and currently the average age of members of the congregation is over sixty. The congregation has a range of social backgrounds; and on the electoral roll, 79 are from within the parish and 56 mainly from Shoreham but there are some from Worthing and Southwick too.



Houseboat at Shoreham

III. St Mary de Haura

Church Life

8. Around 4,500 people in the parish identify as Christian, and 280 on our Electoral Roll sustain an engaged and committed membership of a church with a flexible approach to worship within a broadly catholic tradition.

9. The location of the church in the centre of the town and at the focal point of its conservation area symbolises an important part of church life, in and with the community, and it is one of its particular attractions and strengths. The church is fully open daily as a place of worship and as a place of prayer and quiet reflection for everyone in the town as well as for visitors (about 30,000 visit each year out of interest). In recent years we have succeeded in strengthening the church's links with the community and have partnerships with the Local Authority, the local schools, the Shoreham Society which has a conservation focus and the Shoreham Centre which provides a venue for a wide range of community activities and which is close to the churchyard. We additionally host local community activities including concerts – the charity



Farmers' Market Stall



Light up Shoreham Festival

'Music at St Mary's' which is accountable to the PCC plays an important part in these – art exhibitions and events as part of the town's annual literary festival 'Wordfest'. With a maximum capacity of 600 the church also holds civic services such as the annual service of

Remembrance and the Town's Carol Service. The church's central location also enables us to put on a range of activities which, subject to pandemic restrictions, include offering support to the homeless, and hosting stalls complementary to the monthly farmers' market.



Revd Steve (Curate) and friends at the annual duck race

10. Our practice of worship is broad church so as to welcome and include a range of traditions within the church family and those not formally members. It is sacramental, scriptural and spiritually focussed. So, for most services vestments are worn and candles are lit, the sacrament is reserved and there is a robed choir. Our services also embody the importance of scripture through the Ministry of the Word and the biblical basis of personal faith. And in all our services and activities beyond, we seek to discern and receive the gifts of the Holy Spirit to guide us in all that we do.

11. There are three **church services** every Sunday: a communion at 8 o'clock; the Parish Eucharist at 10 o'clock, both with a sermon; and an evening service, which alternates between Choral Evensong, Compline, a Taizé-style service of reflection and a Tea Time service for young children (although children are welcome at all our services). On the third Sunday of the month, the 10 o'clock service is an all-ages communion. Children who are ready are admitted to communion before confirmation after an appropriate course of preparation. There is also a said Eucharist at 11am each Tuesday; and the main feast days and Holy days are observed. At each of these services vestments are worn and the choir is robed at sung services. Evening prayer is said six days a week at 5.30pm without robes.

12. St Mary's continues a strong **musical and choral tradition** - with a choir and a professional Director of Music. As well as the enrichment of church services, this tradition is reflected in the series of concerts organised by 'Music at St Mary's', and other *ad hoc* musical events we host which in the last 18 months have ranged from jazz to the singing of sea shanties! In addition, the belfry's full English style of eight bells are rung by a dedicated band of campanologists.



Choir at St Mary's (with extra members at Christmas)

13. St Mary's is committed to the **Shoreham Churches Together** collaboration which brings together the Methodist, Baptist, Roman Catholic and Free churches – all located within a quarter of a mile of St Mary's. Its most visible activity is its cooperation in the work of Shoreham food bank.

14. Our commitment to nurture new members of the church and to support family life is undimmed and is reflected in the work of our **Children & Families** Coordinator. This work forms a very vibrant, successful and important part of our ministry to reach out. Our Children & Families activities include:

- Shine Sunday school on 2nd and 4th Sundays of the month with an average attendance of up to 25 (though currently reduced due to the Pandemic.)
- Assisting clergy at the all-age Eucharist (on the 3rd Sunday of the month) and Teatime Worship (on the first Sunday) at 4pm for young families
- An average of 17 families attends the very successful weekly 'Mary's Music', a drop-in for preschool age children and mums / carers; and a weekly 'Mini Disciples' is also run for the very young – both these activities help socialise and introduce new parents and pre-school age children to the church – even in the pandemic
- Additionally, seasonal services for young children and a Summer holiday club, take place.



Nativity play



Handicrafts



Fun outdoors at Summer Holiday Club

15. In addition to our formal links with St Nicolas and St Mary's C of E Primary School³ of which the vicar is an *ex officio* governor, we are developing closer links with the other two primary schools Swiss Gardens and Buckingham Park, and the latter held a Christingle service in St Mary's last year for the first time. Our curate is currently a governor at Swiss Gardens. Two nearby secondary schools, Shoreham Academy and Shoreham College, also use the church for seasonal services.

16. Sustaining the life of the church's range of activities are us, its **people**. Our vicar is currently supported by a curate, as we are a training parish, and a licenced Lay Reader. We are fortunate too in the support provided by retired clergy who are members of the church. In addition, we have four salaried, part-time members of staff: the Director of Music, the Children & Families Coordinator, the Parish Administrator and the Verger. Adding life and reach to our activities are our committed team of volunteers – our sidespeople, servers, cleaners, flower arrangers, coffee servers and those who take particular interest in the fabric of the church and the state of the churchyard. The Parish Centre and Parish Office close by provide a venue for small meetings and an administrative base for our activities.

Attendance at services	2018	2019	2020 ⁴	2021
Baptisms	36	30	7	12
Confirmations	8	4	0	0
Admission to Communion before Confirmation	3	2	0	0
Easter Communicants	263	237	0	89
Christmas Communicants	179	227	0	144
Church attendance on an average Sunday	194	189	c.75	c.90
Weddings and Marriage Blessings	7	7	5	5

17. There is an active Mothers Union which includes younger members, occasional bible study groups, annual Lent groups, a book group, and a Julian Group. As well as these, each week Lectio Divina, meditation with prayer, takes place in the church followed by refreshments and discussion in the Parish Centre. Also an active Cursillo Group meets on Zoom.

³ Full details of the school are available at: <http://www.stnicolasmary.w-sussex.sch.uk>

⁴ Inevitably the numbers in 2020 and 2021 reflect the impact the pandemic has had.

Church Buildings

18. Founded in c.1103 the stunning Grade 1 listed **church of St Mary's**⁵ is the largest church between Brighton and Worthing. In his book *England's Thousand Best Churches*, Simon Jenkins describes it as "a magnificent church with a superb Choir, a textbook of comparative 12th century style." It sits in its large churchyard which is crossed by public footpaths and has considerable footfall. The churchyard is no longer used for burials but has a Garden of Remembrance. Its lovely trees, quiet ambience and seating make it an attractive place to pause and ponder, and it is well used by townspeople and visitors – including during the pandemic. The maintenance of the churchyard is the Local Authority's responsibility. All these features strengthen the role of the church as a focal point in the town and as a hub of church activities embedded in and with the community.

19. The church is on the Historic England Churches at Risk Register due to the detrimental effect of the marine environment on the soft stone used for the building. The last



Internal repairs

Quinquennial Inspection was carried out in late 2017. Work to address the urgent issues that inspection raised, largely concerning the stonework, has been completed but inevitably with a building some nine centuries old in parts, other work remains to be done. This includes major work on the tower, repairs and redecoration to the interior masonry and the re-leading of south aisle windows and repairs to choir east window.



Inspection of tower stonework

20. Grants from bodies such as Historic England and the charity, the **Friends of St Mary's**, of which the vicar and churchwardens are the trustees, provide most of the funds required for major repairs. The Friends of St Mary's has raised over £3 million in the last 50 years.

21. Through the charity the **New Shoreham Church Trust**, which has been incorporated as a limited company and of which the vicar and churchwardens are the sole trustees, the church owns the freehold of a large two-storey property beside the churchyard. This has long been in need for substantial refurbishment or development. Plans for its redevelopment are now well advanced (and outlined below) and the project to implement them is a central feature of the parish's strategic development in the next few years.

22. The **Vicarage** lies to the West of the church just outside the churchyard. It is a large house with five bedrooms, a sitting room, dining room, study, kitchen and small breakfast room, a utility room, two bathrooms and a downstairs cloakroom, as well as a garage and a small walled garden. It was modernised in the 1990s. It is expected that it will undergo a refurbishment before the new incumbent moves in.

⁵ <http://history.stmarydehaura.org.uk/>



The Vicarage

Church Finances

23. In recent years our financial position has become healthier and more stable⁶. The pandemic has seen giving become more regularised through parish giving schemes; and while the diverse range of fund-raising activities on which we rely were inevitably curtailed, sufficient took place to provide important contributions. Historically, we have been able to meet our Parish Share until the pandemic but look set to meet it this year. The absence of a church hall from which we might derive a rental income has restricted the scope of our opportunity. However, we are cautiously optimistic about the prospect of a potentially larger and more permanent income from the redevelopment of the New Road/East Street property in years to come. This project is outlined below.

24. Our budget for 2022, summarised in the following table, anticipates a small operating deficit which we hope will be turned to a surplus as the full range of fund-raising activities recommences, and if not, it will be covered by our reserves which we maintain at the level of three months' operating costs.

2022 Forecast Income	£	2022 Forecast Expenditure	£
Planned giving	58,500	Parish Share	58,500
Other donations	36,000	Clergy expenses	6,000
Fund-raising	10,500	Staff	29,500
Other income (fees etc)	13,700	Maintenance, other running costs	32,000
Total	£118,500	Total	£126,000

⁶ Further information about the finances of St Mary's, the Friends of St Mary's, the New Shoreham Church Trust and Music at St Mary's can be found via the Charity Commission website here: <https://register-of-charities.charitycommission.gov.uk/charity-search>

Church Prospects

25. This summary of our prospects reflects the consideration we gave to the strategic development of the parish as part of the Diocese of Chichester's *Vision for Growth 2020 – 2025* which resulted in our *Mission Action Plan*. Our contribution to that plan was, naturally, less expansive and ambitious than it might have been had we not been anticipating the Vacancy. It is therefore important to add that our prospects aren't confined by the scope of the ambition and aspirations outlined here or in that plan. We recognise that the advent of a new incumbent with a fresh perspective will help us see things differently and more clearly. As a consequence, what we do to enrich our faith and the church's objectives may be subject to change. However, the plans we do have do not lack ambition. Indeed, their central feature which involves the redevelopment of the **New Road/East Street** property offers, once completed in two- or three-years' time, the prospect of greater financial security and the provision of bespoke parish administrative and meeting facilities.

26. This property has been in a poor state and under-used for several years. It is becoming a potential embarrassment as it occupies a prominent site in the town centre. The accommodation comprises a large hall on the upper floor with adjoining offices/rooms; and the income from three retail lets on the ground floor is below market rate because of the sub-standard accommodation it provides. Previous attempts to address these shortcomings, which included selling the property, were not successful. We are therefore most encouraged by current plans for its redevelopment which we have drawn up with the range of professional advice necessary, and which will involve public consultation and a formal application through the planning process. These plans will substantially redevelop the property and generate a larger and more reliable income which will enable us to increase our giving as well as provide better accommodation of some of our activities.

27. Among the other features of our contribution to the *Mission Action Plan* are our commitments to:

- continue to reduce the environmental impact of the church;
- improve our understanding of local need and opportunity, and to strengthen and diversify our local partnerships in the delivery of our ministry; and to,
- consider how to embed bible groups which attracted sustained interest throughout the pandemic into a more regular part of parish practice.

28. We are mindful too of practices which were once strong but which in recent times due to the pandemic, have been less strong and which we hope to revive, which include the ministry of healing. We also see opportunities to develop discipleship (an Alpha course or another approach) and work to make provision for our children as they enter their teenage years, along with the development of appropriate support and encouragement for younger parents.

29. We need also to consider how the layout of the church might enable as many people as wish to take advantage of the spirit of the building. This will mean considering how we might offer better hospitality and access, particularly for those who are disabled, and the forms of our worship. For example, our church building needs to be able to accommodate the more informal and shorter services that appeal to young families. This means not just installing modern facilities – better heating, lighting, sound systems and simple catering and

loo arrangements – but making sure that there is sufficient flexible space to allow alternative seating layouts. We think there is scope too to enhance the amenity the churchyard provides and have thought how we might achieve this. Inevitably, the context which our nine centuries old church provides will continue to present challenges as well as opportunities.

30. Overarching all our plans is the need to ensure a sustained and confident recovery from the pandemic, not least in meeting the changing needs of the community. While we have reflected on what the last 18 months have taught us, we have more to learn as the passage of time provides a richer perspective, and a new incumbent with their own experience will help deepen our understanding and help strengthen the plans we make.

IV. The Church of the Good Shepherd

Our Vision for our Parish

31. Our vision is the outcome of the work we undertook to contribute a Mission Action Plan to the Diocese of Chichester's Vision for Growth 2020-2025. Our Vision is for the little church on the beach is to have a big welcome, a big heart and a big journey. By having a **BIG welcome** we seek to be an inclusive community, affirming diversity and welcoming to all. By having a **BIG heart** we seek to bless our neighbourhood, contribute to the common good, cherish the environment and look after each other. And by having a **BIG journey** we seek to know God, rejoice in our creative gifts and the spiritual life of abundance given to us in Christ.



Singing outside the church during the pandemic.

32. In growing our **BIG welcome** we will:

- Join the Inclusive Church network as a visible sign of our generous welcome.
- Host a welcome party for newcomers in the vicarage.
- Better publicise our existing groups and make sure they are reaching out to newcomers.
- Improve our online welcome by updating and refreshing our church website.
- Install a permanent internet cable into the church to better facilitate the streaming of services.

- Amplify, strengthen and continue to offer our children's services and activities as a priority: monthly All Age service, Sea lights, Messy Church, Lamb's Tale, Young Voices choir and children's garden.

33. In developing our **BIG heart** we will:

- Promote the use of the church by the wider community as an arts and community events venue.
- Work towards our silver Eco Church Award.
- Increase our stewardship by dedicating a Sunday service to generosity, focusing on financial giving, also time and talents offered to the church

34. In setting out on our **BIG journey** we will:

- Build up our variety of services, including non-Eucharistic and special services, aimed at newcomers.
- Look for opportunities to use outdoor space as appropriate. These include a pet service, a sunrise service at Easter, a special Sea Sunday event.
- Develop our new Taizé healing service and bring on a leadership team capable of leading this monthly evening service.
- Strengthen our existing partnership with the Brighton and Hove Centre for Spirituality, hosting more labyrinth walks in church and on the beach.

The Church Team, People and Activities

35 Revd. Jane Bartlett is our Associate Vicar, who lives in the vicarage next to the church and oversees the running of the Good Shepherd. She is supported by the curate of the Benefice, several retired priests and two licensed lay readers under the oversight and with the support of the vicar. We also have a part-time family and children's co-ordinator and an authorised lay minister who helps with pastoral care.

36 Our worship is Eucharistic focussed, in the broad and central church tradition. There are two Sunday Communion services: a said service at 8am and a sung at 10am. A talented team of church musicians accompany the small choir in leading the worship. We have servers and a procession at the 10am service. There is a relaxed and joyful quality to the worship. Our choir and servers do not robe. A few well behaved dogs attend with their owners. The church is friendly and welcoming. We are an inclusive church which celebrates and affirms diversity. Before the pandemic we usually had about 70-80 people attend our 10am service. This has dropped to about 60 people, but some also join us by watching our livestream on Facebook and You Tube.

37. The first Sunday of the month is 'All Age Service'. This is an informal service with a worship band (ukulele, flute, violin, cello, double bass and piano accordion!) and an interactive talk. There is a Tuesday morning informal said service of Holy



Revd Jane Bartlett brings in the Easter Candle.

Communion at 9.30am. Additionally we offer a mixed ecology of services to meet people at different stages of their spiritual journey.

38. We have recently relaunched our monthly Sunday evening healing service, which had been on-hold during the pandemic. This is now a candlelit service with readings, Taizé music and quiet reflection. Healing prayer is offered by our healing team. Our healing ministry is supported by a healing book and many parish members pray regularly for those who are recorded both in the book and on the prayer board in church. There exists a prayer chain whose members are notified of the need and requests for prayer from a central contact. We offer a Celtic Evening prayer service every Wednesday at 6pm. Since the pandemic this has taken place on Zoom and we continue to offer it online. On Friday morning we join St Mary de Haura at 8am for Morning Prayer with Meditation, followed by breakfast and discussion in the parish centre.

39. On Saturday at 8am we have a meditation with lectio divina group at the Good Shepherd and also online using Zoom. We run this group in partnership with the Brighton and Hove Centre for Spirituality. This is followed by breakfast and discussion. We also offer occasional labyrinth walks. These are either in church, using a canvas labyrinth, or on the beach at low tide, built with pebbles. On the third Saturday of the month we have a Messy Church at 3pm. We are rebuilding this ministry after Covid and are successfully attracting new families to the church.

40. Regular Bible study groups are run in partnership with St Mary de Haura. We also have regular Lent study groups each year. Occasional retreat days with art are run by retired priest Revd Jess Aidley. The church is open every day 9am to 5pm for prayer and peace. There are regular visitors who sit and enjoy the quiet space.

41. Many groups use the church hall. Pebbles Pre-school regularly use the hall on weekdays during term time. At other times, the hall is used by the Brownies, Guides, Rainbows, a Tai Chi group, WI, a children's drama club, a ukulele group and the hall is the venue for children's parties and some local committee meetings. The Friday Club, now run by Age UK, also meets in our hall which is accessible for wheelchair users and has a toilet for the disabled. Some of our church members are part of these groups – especially the Friday Club and the ukulele group.



The church's flexible space in use for a Christmas fayre

42. Within the congregation there are a considerable number of talented people, flower arrangers, needle-workers, knitters and artists who all contribute to the beauty in our church. We have been experimenting with art exhibitions in the church which it is hoped will encourage visitors. We also run a very successful Christian Aid fundraising week each year and have a committed team which organises this.



Harvest donations for the local foodbank

43. The church has good provision for babies, pre-school and children up to eleven years. Our family and children's co-ordinator runs weekly Lambs Tails (parent and toddler group on Friday morning) and Sea Lights (Sunday School). Messy Church reaches out to new families. Many children are involved in Christingle and nativity services.



"Messy Church" activity

44. Currently we lack provision for our young people between the ages of 12-18. A new youth community choir has recently been set up in partnership with our family and children's co-ordinator, and it is hoped we might reach this age group.

45. We are seeking to build our connections within our local area. Emerald Quay is an example, a significant housing development on the beach where many young families live. Shoreham Airport is within our parish boundary. Revd. Pat Alden is Airport Chaplain. The Shoreham Dogs Trust is in our parish and is a large charity. Positive relationships have been built with the Shoreham Dogs Trust through inviting them to our pet service, and having a collection for them. Our church magazine is sold in local shops.

46. We have a small residential community on the beach run by Leonard Cheshire for adults with learning difficulties. They are regular attenders at our church and are offered good pastoral support. We are also part of Shoreham Churches Together.

Church Buildings

47. Shoreham Beach has been the home of a Beach Mission since the early part of the 20th century. At a service on 26 June 1912 the Bishop of Chichester, Dr Charles Ridgeway, said he had hoped for some time that “Bungalow Town” would have its own church building but, in the meanwhile, he proposed to appoint a Missioner to hold services on the beach, or, if the weather was bad, in local bungalows. By the following year the land had been purchased and the church built at a total cost of less than £750. It was dedicated on 16 July 1913.

48. After the outbreak of World War II, the military occupied Shoreham Beach giving residents 48 hours to leave. Everything was demolished but the church. Later a request was made to destroy the church too. An elderly resident tells how two officers were sent to decide the matter but on entering the church found fourteen men of the Northamptonshire Regiment saying their prayers and the faith and simple devotion of these men saved it. Following the arrival of the Revd Ken Clinch in 1967 the congregation rapidly expanded and, by 1970 had insufficient room. The church was enlarged in 1971/72. The “big storm” of October 1987 ripped off the roof of the new section of the church and the rain flooded in. Daily prayer continued in the church whilst the main services moved to the church hall. Repairs were virtually completed and the church reopened on Christmas Eve 1987. In January and February 1988 the opportunity was taken to update the Eastern end of the church.

49. The church has achieved Bronze Eco Church award and is now working towards the Silver Eco award. A children’s garden (with hens) has been developed and the church offers some recycling bins for selected plastics.

50. The recent five yearly inspection (October 2021) has exposed some aspects of the fabric of the church that need maintenance. This inspection and subsequent work has and will be overseen by a member of the congregation with the required expertise, and who has also now put in place fire and risk safety policies and procedures for both the church and church hall.

Finance

51. The PCC is starting to consider ways of carrying out robust fundraising activities in order to keep the church in a good state of repair. Discussions with a bid writer will be taking place. We are hopeful that our deficit will be recovered by an increase in fund-raising and hall usage, but if not will be covered by significant reserves.

52. We have a very active fundraising group. As well as raising much needed money for the church, they also create enjoyable social opportunities, many of which are great outreach, such as summer and Christmas fairs, quiz nights and other assorted evening entertainment.

2022 Forecast Income	£	2022 Forecast Expenditure	£
Planned giving	49,000	Parish Share	54,500
Other donations	12,000	Office Share	7,500
Fund-raising	7,000	Wages	15,000
Hall Income	18,000	Maintenance, other running costs	20,000
Total	£86,000	Total	£97,000

The St Francis Fund

53. The Fund has full charitable status and was founded in 1986 to benefit parishioners who regularly worship at the Good Shepherd and who are in need of help. Members of the St Francis Fund Committee are elected annually. They are members of the Church of the Good Shepherd and are on the Electoral Roll. Grants are made following discussion by committee members with parishioners in need. Most of the St Francis Fund's income is generated through donations made at Healing Services, Bible Study Classes and through fundraising events. Since the Fund was founded, numerous grants have been made. There continues to be a great need for this support.

V. The Person we are looking for

54. We seek someone who is confident of the calling which has drawn them to apply to be our vicar; and who has the capacity and the capability to lead us and to learn with us as together we consolidate the benefice's strengths and meet the challenges we face. We believe that the person we seek will:

- Have experience of work and life relevant to the challenges and opportunities we face outside and as well as within the ordained ministry.
- Is an exceptional team leader and team player so they will work very well with the Associate Vicar at the Church of the Good Shepherd, with the Curate, with the Lay Readers, with the group of retired clergy, with the volunteers who support the work of both parishes, and with our partners in the local community.
- Be committed to sustaining and growing our broad Catholic liturgical tradition and able to engage through their ministry with different congregations, the entire church membership and the varied communities within the benefice.

- Be mission-minded with a vision of renewal and outreach.
- Have the gift to connect providing spiritual guidance and pastoral care.
- Be particularly keen to promote the development of young people in their Christian faith and their engagement in the life of the church, and to help them in sustaining their faith and to make the transition from young childhood through teenage to adulthood.
- Encourage more younger families with parents in their 20s and 30s to engage with the church by nurturing among the full membership a social support that helps underpin and sustain their faith.
- Be able to establish a high and respected profile in the community by forming a range of strong links with those organisations which complement our endeavours as a church.
- Bring to bear a perspective on contemporary ethical issues from a well-informed Christian viewpoint.
- Nurtures the strengthening relationships we have with the three primary schools by, for example, helping to bridge the gap between school and church for those families who are not drawn to the church at present .
- Bring a confidence in providing leadership to the team from the church and contracted professionals to enable us to take forward successfully the redevelopment of the New Road/East Street property and the possible future reordering of the church building.
- Encourage the lay members of the church who do not hold office so as to embolden their vocation, enrich their contributions and provide continuity and succession in the lay leadership of church activities.
- As the chair of various church bodies, bring to bear a wisdom and administrative competence to steer the business they are required to conduct with clarity and by judicious and supportive delegation engaging the talents of all those who support their objectives and activities.

55. Finally, at this time of change underpinned by the continued uncertainty the pandemic has brought about, we believe that for our new incumbent as well as ourselves, being attentive to the work of discernment will be very important.



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