



ST MARY ALDERLEY

 THE CHURCH
OF ENGLAND
Diocese of Chester

PARISH PROFILE



CONTENTS

1. Summary
2. The Church Building
3. Finance, Infrastructure & Buildings
4. Where we live
5. Our Vision for the Future
6. Who we are looking for
7. Appendix 1 (Questionnaire Summary)



SUMMARY

St Mary's Church is a faithful and committed congregation who worship in a well-maintained historic church building set in beautiful Cheshire countryside.

Our church has strong traditions upon which to build and a proven commitment to adapt worship in order to reach out to families with children.

There is a major housing development on our doorstep, which provides potential for significant congregation growth. There is also potential to develop a strong outreach ministry based on growing the number of weddings and baptisms.

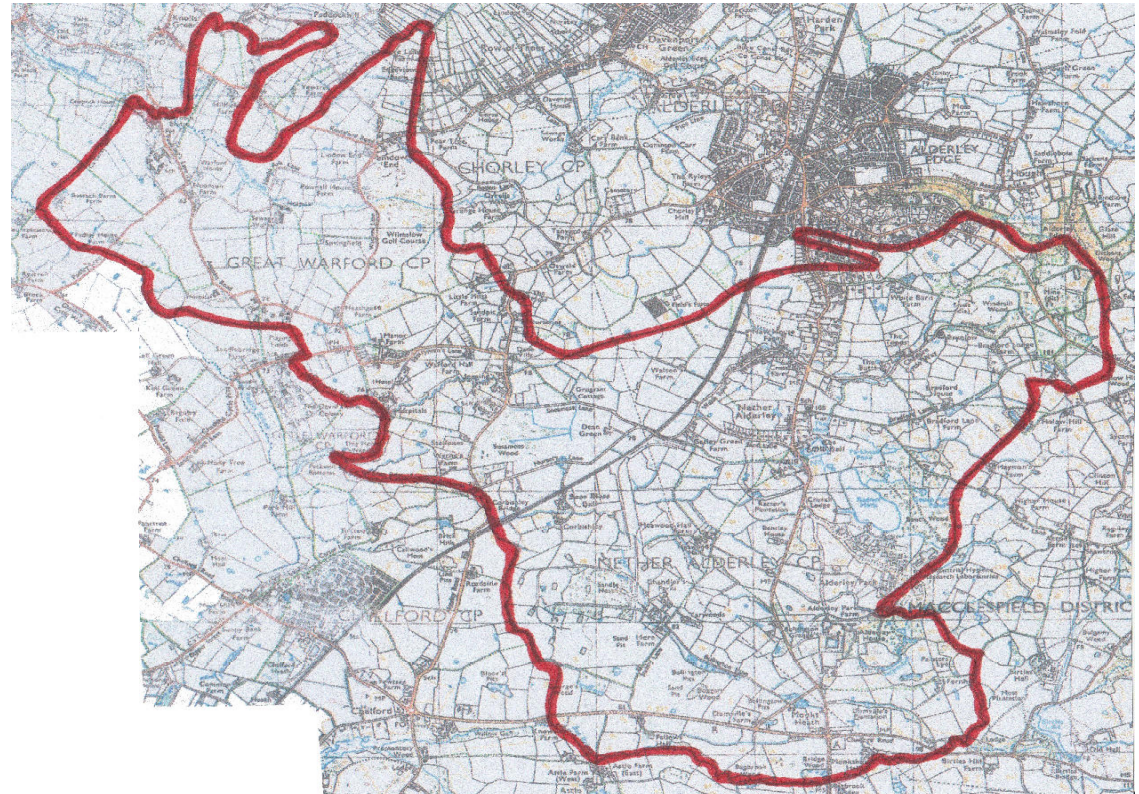
Initially hard hit by the covid pandemic, our congregation responded strongly by placing a strong emphasis on pastoral ministry, developing new ways to worship online and working more closely with neighbouring parishes.

We are now looking for a part-time Rector to build upon our traditions in ways that reach out to our community and who will:

1. Form a close relationship with the ministry team at the neighbouring churches of St Philip & St James Alderley Edge and St Catherine's Birtles with whom we work together closely.
2. Benefit from sharing the morning office with the ministry team from our two neighbouring churches and providing cover for annual leave and sickness absence, organising occasional joint services throughout the year.
3. Meeting together, four times a year, to discuss missional activities.
4. Benefit from the support of a paid administrator shared with our two neighbouring churches who will take much of the administrative burden from the shoulders of our new Rector.



The Ecclesiastical Parish of St Mary, Alderley



THE CHURCH BUILDING

We are situated in Nether Alderley, a parish 2 miles from the neighbouring St Philips & St James in Alderley Edge, 3 miles from St Catherine's Birtles and about 12 miles south of the city of Manchester.

We are blessed with a magnificent 14th century Church and use of the Elizabethan School House. Our Church is hidden from the main road and yet only a few yards down a lane opposite the National Trust's Nether Alderley Mill. The grounds are well maintained and provide a perfect setting for our various services, which includes the traditional, based on the Book of Common Prayer and a less formal family friendly service. Some 70% of the congregation comes from outside the parish, attracted by the forms of worship we provide.

We aspire in excellence in all we do and we are especially proud of the work we have undertaken and continue to preside in conserving the Church's heritage. The Church is a Grade 1 listed building in an area of special conservation and is much visited by people from near and far who value its beauty and history. However, although we have this wonderful building in a beautiful setting it is the people who are the true heart of St Mary's.

The congregation has a strong sense of loyalty to St Mary's and they have a passionate desire to see the Church thrive and develop into the future.



MINISTRY

St Mary's works closely with
St Philips & St James, Alderley and St Catherines, Birtles

We hope to attract a dedicated proportional salaried Rector
to become part of the wider Team

ST MARY'S ELECTORAL ROLL

The Church Electoral Roll stands at 180
118 Non-Resident 62 Resident

OUR WEBSITES

St Mary's has two websites!
www.alderleychurch.co.uk

This site features the day to day running of the Church

www.stmarysaldlerley.com

This site is dedicated solely to St Mary's heritage

ECCLESIASTICAL PARISH OF NETHER ALDERLEY & GREAT WARFORD

The Ecclesiastical Parish is a rural community, which
provides its residents with the pleasure of the
countryside, whilst at the same time being within easy
access of villages such as Alderley Edge and Chelford and
towns such as Wilmslow and Macclesfield.

Data from 2020 indicates there are 1492 people living in
the parish. The population grew from 1415 in 2011 and
continues to grow as Alderley Park is further developed.

Nether Alderley & Great Warford have their own Parish
Councils

www.netheralderleyparish.com
www.greatwarfordpc.org.uk

MONTHLY MAGAZINE

The PCC produces a monthly magazine. The circulation
of this is 200. Past and present copies can be found on
the Alderley Church website

PERSONNEL

Rector – post advertised from May 2022
Rachel Roberts – Reader – on secondment from St Philips &
St James, Alderley
Ken Wilkinson – Church Warden
Norman Moore & Ivan Wright– Groundsmen & Parking
Will Ablett – Treasurer
Phil Kershaw – Secretary

VOLUNTEERS

Sidespeople – led by Fiona Ablett
Verger – role currently filled by team of sidespeople
Flower Arranging Team – led by Michael Penlington
Cleaning Team- - led by Michael Penlington
Coffee Team
Zoom Squad

SERVICES

Our church has a strong tradition of central churchmanship, worshipping with the Book of Common Prayer. This tradition brings in regular members of the congregation from a wide area. On the 1st, 3rd and 5th Sundays of the month, the main service at 9.45am is BCP Holy Communion. The average attendance at these services is currently 22.

However, on the 2nd and 4th Sundays we have replaced this with a Common Worship Service of the Word, which we call the Family Service and these have been well received by the whole congregation. The average attendance is 25 people.

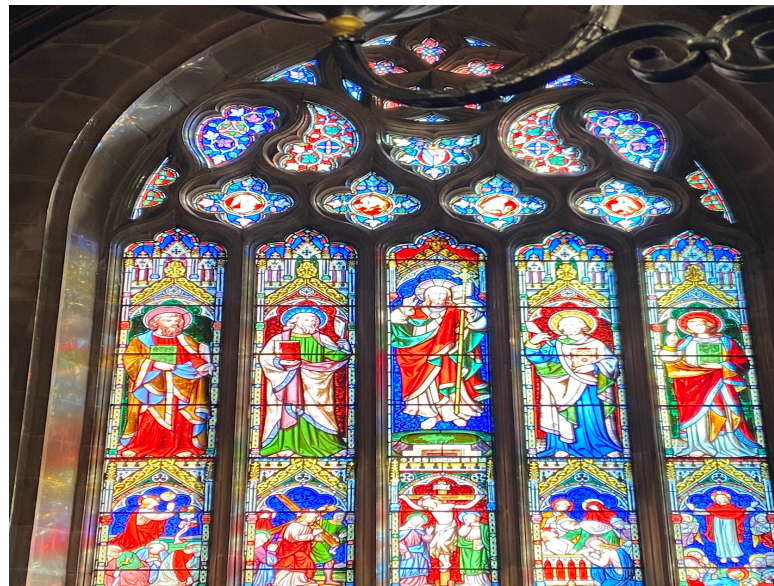
In our very recent past we have also held an 8am BCP Service of Holy Communion on Sundays, A 6.30pm BCP service (usually evensong) and a midweek BCP Holy Communion service and there is, of course, a desire to see these re-instated.

However, we are also serious about our orientation towards families with children and would like our new Rector to consider re-instating Sunday school and/or starting messy church services.

CHURCHES TOGETHER IN ALDERLEY

In the adjacent parish of Alderley Edge, there are four different Christian churches and denominations but all have the same basic calling – to worship God, to share the Good News about Jesus Christ and to work for the good of all people and in particular to those within our community. Often they need to work together, as well as co-ordinate the work they each do separately. When they do, they are acting as “Churches Together”. Being “Churches Together” means commitment by each church and denomination to deepen its fellowship with the others and, without losing what makes each interestingly different, to work with them towards a greater visible unity.

Churches Together in Alderley consists of Alderley Edge Methodist Church, St Pius X, St Philip & St James together with our own St Mary’s. We come together for combined services, the Good Friday walk of witness; the Easter Day Sunrise Service held outdoors on the Edge; Pentecost in the park and village carol singing.



PCC & SUB COMMITTEES

We have an enthusiastic PCC, which meets 4 times a year. It comprises elected members and the Deanery Representative who is ex-officio. In addition to the PCC we are fortunate to have a Standing Committee, Finance and Sites & Building Sub Committees.

SAFEGUARDING

We have a Safeguarding Co-ordinator who has the appropriate experience and has undertaken the appropriate training. All members of the PCC have undertaken the Safeguarding training.

HEALTH & SAFETY

The management of Health & Safety at St Mary's is carried out on behalf of the PCC through the Site and Buildings Committee. While the incumbent is primarily responsible for overall H&S Policy, our Churchwarden is responsible for the day to day running and administration. The Policy follows the direction set out in the Ecclesiastical Insurance H&S Guidance and is reviewed regularly. We will address any issues that arise from the next Quinquennial report.

THE ST MARY'S SOCIAL TEAM

The current Social Team is an amalgamation of the traditional Social Committee and also a younger Jubilee Committee, now working as one team to enhance the family life within our Church community. Naturally many are of working age and they bring many skills into their voluntary work within the Church. As their children grow we hope they will grow with us.

St Mary's introduced the concept of Zoom services, to bring together its congregation at a time when we were forced to be apart and it has been retained to reach out to those who are isolating or otherwise unable to join in worship at Church. Volunteer teams of 'camera operators' have learnt on the job and become skilled hands! Each Sunday there is now a virtual, as well as an actual congregation, with the service also streaming on Facebook. We've also introduced "Teatime Zoom" on Tuesdays, this was an early initiative to keep people who were isolating in touch with the Church. It also provided pastoral support and a place where Church topics could be shared and discussed.

Recently we have reintroduced coffee after the Sunday Service, serving it in the Church building, which has been enthusiastically received with both new acquaintance and old friendships benefitting. We have been keen to add to our growing number of Sides-people, cum Verger, cum coffee makers. Newly married and engaged couples are enthusiastically joining in building a real sense of community. Our first social coffee morning, at a nearby pub, started last year and continues on a monthly basis, becoming a hub for friendship and companionship.

The "social event of the year" is the fantastic Harvest Brunch after the annual Harvest Service, which is very well supported and great occasion. We have also hosted a "lasagne supper" after the Ash Wednesday Service, which have been enjoyed by everyone. The Christmas Fair in 2021 was a combined effort of Parish Councilors and Church members, which worked extremely well. The Social Team helped with the Christingle Service, which reintroduced after a gap of some years, becoming a real Christmas treat.

The Social Team have in the past supported the running of the Sunday School, providing valuable resources to enable craft work etc, an area of the Church which we dearly want to re-instate. Connections with the other Churches in the area are strong and all are welcome at each other's social events.

We want to see our social events once again become an integral part of Church Life. We would love to see our new incumbent lead and strengthen our Church community.

BELL RINGING

St Mary's has a ring of six bells, with a loyal group of bell ringers of mixed ages and experience. They are a keen team, who ring for half an hour before the morning services.

The bells are rung prior to and after weddings at the request of the couple and occasionally for funerals. The tradition of ringing out the old year and ringing in the New Year we hope to reinstate.

We ring a mixture of call changes and methods. We practice every week and welcome visiting ringers from other local towers and also encourage those wishing to learn the art of campanology.



THE CHOIR & ORGAN

Prior to Covid the robed choir sang every Sunday at the morning service and Evensong, apart from the 2nd evening in the month, which is kept free for any members to join the combined choir at the Deanery service. Morning Services and Evensong include hymns psalms and canticles.

Our church has a strong choral tradition. We have aspirations to reinvigorate this aspect of our worship and would be delighted if our new Rector had a passion for choral music.

The organ was fully restored and refurbished in 2008 and we have visiting organists at our Sunday services, weddings and funerals.





St Mary's has for many years been supporting The Oasis Centre in Gorton, Manchester.

"Oasis is a community project working with vulnerable and disadvantaged people based in Gorton, East Manchester which sits within the bottom 1% of the most deprived areas in the UK. The Centre is a lifeline for hundreds of people each week, including families living on benefits, long-term unemployed, asylum seekers, refugees, the homeless, ex-offenders and those struggling with addiction and mental health issues. For every person that arrives needing our help, we offer access to carefully structured support through 5 linked projects....RE-BUILD moves people from chaos to stability (via our emergency food and clothing provision and our Crisis Support team), RE-ENGAGE moves people from isolation to inclusion (through our free cafe, low-cost charity shop, group and leisure activities), RE-SKILL moves people from hopelessness to aspiration (via our education programmes, ESOL and life-skills sessions), RE-START moves people from worklessness to employment (through our one-to-one basic IT training and work skills/job club) and NEXT STEP moves people from inexperience to volunteering (through our mentoring, support and volunteering opportunities)."

St Mary's, through the Social Committee, donates money raised at social events to The Oasis Centre. We have a basket in Church, which is regularly stocked by parishioners with basic essentials including food items. A small group of parishioners makes regular visits to the Centre armed with supplies and items of clothing and furniture, which have been donated by people within our local area. These gifts, however great or small are welcomed with open arms and really do make a difference. We have a close connection to the Founder of The Oasis Centre, Victoria Armstrong and she has been to speak to our parishioners to update us on the work they are doing

FINANCIAL STATEMENT

It is fair to say St Mary's financial resources are significant compared with other small rural parish churches with its reserves standing at £208,700 at 31st December 2021. St Mary's was fortunate enough in the mid 1990's to receive a significant bequest of approximately £250,000. These funds have since been well managed and were shrewdly invested at the time. These funds have formed the backbone of the Church's finances ever since.

St Mary's has operated a regular deficit each year of approximately £15,000. This being the amount by which the annual expenditure of £80,000 exceeds the annual income of £65,000. This income is made up of regular giving of approximately £42,000 both by standing order, gift aid envelopes, collections on the plate and contactless collections. The balance of the income is made up of PCC fees, investment income, general donations and fund raising.

In the years 2015 to 2017 the Church was also fortunate to receive legacies amounting to £49,000 and these, together with other special donations, meant that there was an actual surplus for the 2016 year of £5,528 with much smaller deficits for 2015 of £,5771 and 2017 of £12,761. Also, special arrangements were made with regard Parish Share for 2020 & 2021 and those, together with St Mary's weathering the Covid-19 pandemic with great resilience, resulted in deficits of only £13,432 in 2020 and £5,541 in 2021. The Statement of Financial Affairs and Balance Sheet are attached to this Parish Profile for further information.

A relevant issue, which could affect the viability of St Mary's, being that the Church itself is a Grade 1 listed building and consequently expensive to maintain. However, whenever major expenditure is required in this way the money always seems to be forthcoming. As an example, in 2007/08 major repairs were carried out to the tower and the organ was refurbished. This work cost a total of £223,000 and the funds needed to cover it were raised within twelve months.

Following the interregnum, St Mary's will be paying a 65% proportion of the parish share, rather than the current 80% parish share, as St Mary's will no longer be part of a joint benefice. This is expected to ease pressure on the PCC's finances going forward. A significant number of weddings and funerals take place at St Mary's each year, which form the source of the PCC fees mentioned above. The fee income in 2021 was £7,493, although that involved pent up demand following the Covid-19 lockdown and is expected to run at a lower level for the future.

St Mary's has supported
Christian Aid
For the last 30+ yrs

Over £7,500 has been raised over the last 15 years from collection boxes and donations from Christingle Service
Children's Society

Pre Covid
Carol Singing
Raised over £20,000 for local & National Charities

Regular collections of essentials go to the
Oasis Centre

NETHER ALDERLEY PRIMARY SCHOOL

St Mary's has had a long and much valued relationship with the only school in our Parish. The current Head Teacher, Richard Craven is extremely appreciative of all that has been done in recent years by the Rector of Nether Alderley and sincerely hopes that any new incumbent would continue to enjoy the close relationship with the school and carry this forward. The school has just over 100 pupils. Religious education is part of their curriculum.

The collective act of worship is mainly Christian, although reference to other religions and beliefs is made where appropriate. The Rector has previously run a whole school assembly every 2/3 weeks – traditionally with a short reading from the Bible, then plenty of audience participation and some pupils taking on various roles. Learning by fun being a key theme! The Rector has previously organized pancake making/tossing on Shrove Tuesdays, much to the delight of the children.

The school holds its annual Carol Concert at St Mary's and the Head Teacher hopes that in future more services could be held in the Church. Whilst there are not many children in the Parish the pupils from the Primary School have, during school hours become very important children in our Parish community.

Pupils benefit from the close relationships, which Nether Alderley fosters with its partner schools such as Wilmslow High School and Fallibroome Academy. There are also a number of other good schools in the locality.

The Head Teacher very much hopes the new incumbent would agree to become a Governor of the School to fill the vacancy left by our last Rector. This would involve just 2 meetings each term.



CHURCHYARD

The Churchyard is full so no new burials are possible. However, there is some space for the interment of ashes. It is the focus of much visiting and care and is well maintained.

Adjacent to the Churchyard is the Parish Burial Ground, which is Local Authority, owned. It has plenty of room for both burials and interment of ashes. It too is well maintained.



THE HISTORY OF ST MARY'S CHURCH

St Mary's is a treasure trove, steeped in the history of ancient Alderley and attracts many visitors.

Within the gate of the Churchyard stands a 1200-year-old yew tree. For more than seven centuries the church and the Elizabethan schoolhouse provided the village with education, a cemetery, a safe haven and a place of worship.

The porch and nave are the oldest parts of the building (AD1300). All the stone was quarried locally and the great roofs over the nave and aisles are made of Kerridge stone.

The fine tower, containing a peal of 6 bells as well as the unique barrel-shaped roof of the nave was added in 1530. At the west end of the nave there is a magnificent musicians' gallery (1803), which now houses the organ, presented to the Church by Lady Stanley in 1875. The Church also possesses a unique 14th Century font.

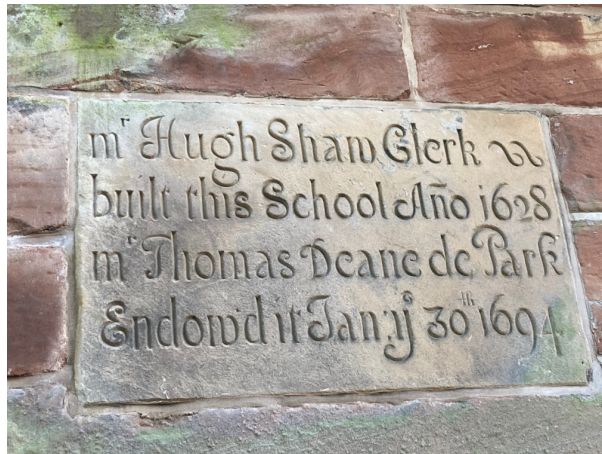
Like all great historic Churches, St Mary's owes many of its unique features to the patronage of the local aristocratic family – the Stanley's of Alderley. Their stamp on the Church is everywhere, from the impressive family mausoleum in the grounds, to the memorial tombs of the First and Second Lord Stanley's in the sanctuary, but perhaps their most unique addition to the Church is the Stanley Pew, elevated on the south wall of the Church like a royal opera box, sumptuously decorated with red furnishings.



THE OLD SCHOOL ROOM/PARISH HALL

At the entrance to the Church Yard stands the Old School, a lovely sandstone building. This is the free school built in 1628 by Hugh Shaw, Clerk and endowed by Thomas Dean de Park, January 1694. It is thought to have been built on the site of the ancient Court House and is reputed to be mentioned in 'The Old Curiosity Shop' by Charles Dickens. The School was where the boys of the parish were given the basic skills of reading, writing and arithmetic. In those days the school was in what is now the kitchen and the schoolmaster's accommodation was in the upper room. The Rev. Edward Stanley added a large room in 1817. In 1908 it was restored and presented to the parish by Lord Stanley of Alderley.

It is now used as a Parish Hall, which our Parish Council have great plans to renovate in order to encourage much wider use through the growing population within the parish.



CHURCH LAND

Church Paddock – well maintained and used for occasional parking.

Car Park – well maintained

Rectors Field – Pastureland for use by the Church

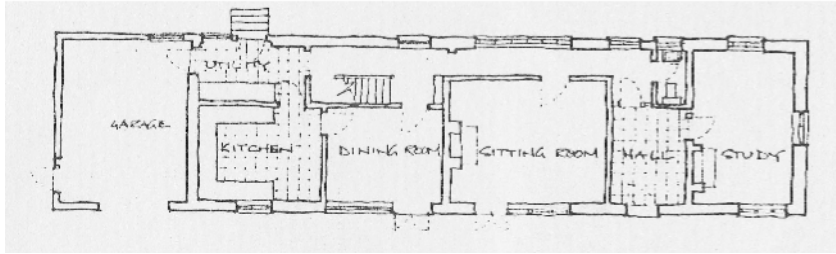


THE RECTORY

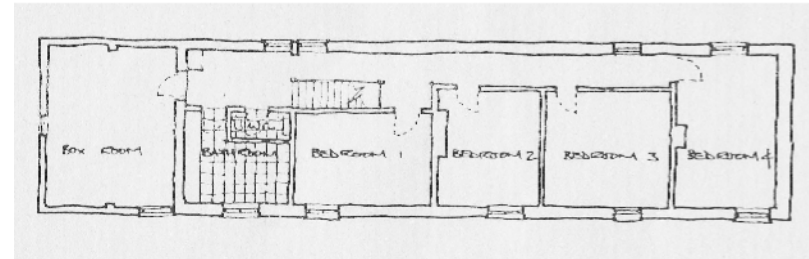


The present Rectory was created from the stables/barn of the former Georgian Rectory when the Diocese sold it in 1989. It is situated on Church Lane, a quiet “No Through Road” less than 100 metres from the Church.

Ground Floor Plan



First Floor Plan



The Rectory comprises generous accommodation with hall, toilet, two reception rooms, fitted kitchen and utility room downstairs.

There is a study (off the hall), which is used as the Parish Office and accessible to congregants. For security, there is a lockable door from the hall to the rest of the house.

Upstairs there are five good-sized bedrooms, 3 with washbasins, bathroom with bath and shower and a separate toilet.

There is an integral single garage with access from the utility room and ample additional parking with lovely gardens to the front and rear of the property.

The Rectory is in good decorative order, but can be redecorated in preparation for the arrival of the new incumbent.

NETHER ALDERLEY MILL

Dating from the 12th Century, Nether Alderley Mill is one of the oldest buildings in this area. Villagers used to grind their corn there by kind permission of the Lord of the Manor.

It was a working mill up until 1938 when Lord Stanley, forced to sell his estate to meet death duties, relinquished it for sale. In the 1950's the National Trust purchased the site and set about renovating it along with its Elizabethan timberwork and Victorian machinery. It has recently undergone another major restoration.



ALDERLEY PARK

Alderley Park (on our doorstep) offers a vibrant community and everything you could wish for in a local neighbourhood. Ranging from a choice of places to dine to state-of-the-art sports facilities, Alderley Park also offers a variety of scenic running and walking routes.

Alderley Park is literally across the road from the Church, on what is a science complex. Stunning parkland stretches over 400 acres with many scenic running and walking routes with breathtaking views to enjoy.

The Park offers a superb range of places to both eat and drink, from The Churchill Tree village pub, open to all, to a selection of coffee shops and the Park restaurant. The Churchill Tree is a quintessentially British pub and dining experience serving great food and drink in a classic and cosy setting.

Alderley Park isn't just a great place for science and business to flourish, it's also the perfect place to live life to the full. Nestled at its southern end, just a mile and a half from the sought-after village of Alderley Edge, lies breathtaking new and ever-expanding residential developments by PH Homes, PJ Livesey, Bellway Homes and Jones Homes. Together, these renowned home-builders are creating a vibrant community that combines style, elegance and craftsmanship with room to breathe and space to think and within walking distance of St. Mary's Church.



OUR VISION FOR THE FUTURE

Our vision is to secure the future and ensure the growth of our local church at St Mary's, Nether Alderley. This will allow our local community to realise the benefits of an independent local church steeped in history. St Mary's is much loved for its traditional worship and we look to the future growth of the congregation from the wider community and the neighboring Alderley Park.

Our vision is split into 5 stages to take our Church to its next stage of growth and worship and we have already started this journey. We are looking forward to working with our new Rector in building and delivering this vision.

1. OPPORTUNITIES FOR THE NEXT INCUMBENT TO SUPPORT CHURCH WORSHIP AND PRAYER

To continue to grow an outward facing, expanding local community, increasing those regularly attending Church. We see this translating into people naturally giving their time, positive engagement in church life and an increase the level of giving.

Approach

- We have surveyed our congregants and Electoral Roll on Church Services, receiving feedback from the congregation and wider community. We canvassed views on the current order of services and their timings, exploring possibilities of new and a wider selection of worship styles to satisfy our regular congregants, reaching out to embrace family worship through an inclusive approach and a more friendly and welcoming style.
- Develop and strengthen our Service offering, heightening the experience of worship and engaging with new and wider audiences.
- Significantly increase the profile of the St Mary's within the parishes and the Diocese, through development and promotion of services to highlight our local and regional importance. Developing the local community through involvement our local Primary School and building stronger working relationships with key partners and community champions.

LEARNING

We will continue to provide opportunities to grow our faith, worship, mission and congregation, to develop learning and explore heritage.

Approach

- Reach out to those new to us, deepening the pastoral relationship of those who already worship with us.
- Develop an accessible child-friendly programme to assist and underpin our initial outreach to children and their families. Produce an innovative child-friendly trail creating a fun, welcoming, vibrant, easy to follow approach within the Church which welcomes and values children and families as both visitors and congregants.
- Identify funding sources to develop and implement an engaging series of encounters around the Church and its history, which interpret aspects of the building, its local history, and its faith, facilitating life-long learning, worship and greater pastoral care whilst reaching out to the local community to embrace and include them.
- Plan and deliver family focused days that follow on from the activities in the Schools Programme. These days will provide fun and engaging activity for the whole family.

WELCOME AND HOSPITALITY

We will offer a positive and fulfilling experience for visitors and worshippers, which will translate into congregation growth and regular attendance

Approach

- Ensure all areas of the Church provide first-class warmth of welcome to everyone, delivering warm, friendly visitor experiences.
- Review our welcome, ensuring that standards are high, and we give the very best first impression to all visitors. Review and improve our internal and external signage and marketing both direct and on-line.
- Provide a safe place for those in spiritual and physical need, detailing and clarifying to the local community within our Parishes, what advice and support and activities the Church can offer. Commit to the Church of England's policy on Safeguarding, ensuring the protection of vulnerable adults and children.
- We have invited all worshippers, volunteers, and those on the electoral roll to take part in our survey to identify the current strengths and weaknesses within the church, their expectations and wants. *Initial findings are included in the appendix at the end of the profile.*
- Further review the accessibility of the Church for the more elderly congregants and those with disabilities to accommodate them and further develop our facilities

SERVING OUR DIOCESE

We will develop, grow and nurture mutually beneficial relationships, which will translate into successful collaborative partnerships

Approach

- Work with Parish Council, the Diocese, local organisations, and businesses to identify and develop opportunities and initiatives that would be mutually beneficial to the Parish Council and the Church and the local growing community.
- Develop the fundraising programme, deepening relationships with existing contributors, exploring, and applying for grants where available and making new connections to local businesses and develop the connections made already with other local churches.
- Explore how the Church can enhance its reputation as a centre of excellence for the Parish and the Diocese, in worship, spirituality and education. Become a flagship for and enabler of the Diocesan Strategy for mission and ministry. Develop a stronger and more inclusive working relationship with the Archdeacon.
- Explore new ways in which the Church can work with our partner churches to support lay and ordained ministry (e.g., collaborative agreements between benefices).
- Develop our marketing strategy, communicating effectively, balancing the promotion of commercial activity with those focused on worship

SUSTAINABILITY

We must remain financially self-sustaining through a well administered and managed financial and commercial approach and continually look to innovate, develop, and exploit new opportunities that can bring in more financial support and backing to cover the day-to-day expenses and up-keep.

Approach

- Further develop our financial planning and budget creation model. Generate and analyse realistic cost benefit for all Church activities along with our neighbouring/partnering churches and using these outcomes to plan future activity and make general improvements.
- Produce a regular and diverse income, generating a cash surplus sufficient to deliver the Strategic Plan. Develop the profitability of our existing commercial activities, looking for new opportunities to increase income generation.
- Develop and strengthen our relationship with the local community and businesses and our external partners.
- Maximise opportunities for visitors to donate through regular giving and through encouragement to consider legacies. Develop fundraising techniques, which provide visitors with compelling reasons to donate and consider joining the congregation for regular inclusion in services/worship. Manage a transition from cash donation to new electronic opportunities. Look to have people and businesses sponsor specific as well as on-going costs for the church on an annual basis and for any repairs.
- Produce a 5-year development plan for new commercial activities that will contribute to the financial sustainability of the Church.

CONSERVING OUR BUILDING

We will conserve the Church's heritage allowing it to evolve and remain meaningful in today's world and in our community.

Approach

- Progress the 5-year estate development plan, identifying and working to fulfil at least one prioritised refurbishment project, whilst maintaining assets that have already been refurbished.
- Prepare and generate a priority list of maintenance requirements with cost estimates. Submit grant applications where available or seek to get sponsorship to cover such costs/expenses.
- Manage effectively through to resolution legal or regulatory issues, assessing and mitigating the financial and reputational risk to the Church.
- Maintain the safety and security standards in the Church. Liaise effectively and work in partnership with our Health and Safety Officer to ensure that we continue to minimise any security risk to our people, visitors and physical assets.

WHO ARE WE LOOKING FOR?

- Who has a strong and deep knowledge of the Christian faith, enabling him/her to enhance the spiritual life of the Church and encourage people to serve God and one another.
- Who through their faith, is pro-active and can provide us with strong, positive leadership and direction.
- Who is capable of providing a range of services from the Book of Common Prayer through to Common Worship.
- Who would be keen to encourage Bible discussion groups and teaching outside of services.
- Who is enthusiastic about pastoral work in the Church, and the local resident and farming community,
- To continue nurturing our links with the Primary school.
- Who will be warm, compassionate, approachable and a good communicator/ listener.
- Who is willing to work with the Wardens and the PCC and demonstrate diplomacy in a wide range of situations.
- Who will look to increase the congregation and encourage people of all ages, especially the young to play a more active role in the Church.
- Who has experience in parish work and, possibly, to have had a career outside the church.
- Who is a family-oriented person with good interpersonal skills and, very importantly, a sense of humour!

APPENDIX 1

QUESTIONNAIRE SUMMARY

In support of St Mary's "Vision for the Future" a questionnaire was circulated amongst congregants and church members, totaling over 150. The questionnaire was sent out in February 2022 and received 69 responses by the cut-off date of 8th March 2022. An initial short summary of results is outlined below:

Q1) The current family service

A strong view was expressed by over half of respondents that the family service would help attract more children to the church, with potential to interest them in joining the Choir. Two thirds of those surveyed felt that we should provide a Sunday school alongside the family service, possibly shorter in length by reviewing content.

Q2) Mattins

Most respondents either wanted a later time or to keep current arrangements.

Q3) Evensong

Evensong was sparsely attended prior to the Pandemic. Whilst 40% of replies were content to leave current arrangements in place i.e., suspended. Others suggested offering a monthly evensong, as it is accepted that some congregants have missed this service.

Q4) Time

Pre-Pandemic, two Sunday morning services were offered; 8am and 9.45am. 40% of respondents liked the idea of a monthly 8am service.

Q5) Thursday communion

There was a strong response and enthusiasm for a monthly Thursday communion.

Q6) Pattern of service

There was a perfect (50/50) split between those wanting to revert to our traditional pattern, whilst others wanting to review and possibly change.

Q7) Total number of services

Three quarters of those responding wanted the number of services to be kept the same.

Q8) Review of use of the fifth Sunday

75% of respondents were keen for a review of the fifth Sunday.

Q9) Sunday school

75% of replies were keen for children to be involved in the family service, rather than having a separate Sunday school.

Q10) Festal

Overall people were clear they didn't want screens or "happy clappy" and preferred a more conservative approach. However, they were keen to see baptisms included within the service and to ensure the Church service fits all ages.

Q11) Vision-Parish

There were very strong views on our Rector being open minded as well as being given a free hand to guide us as a congregation.

Q12) Rector - desirable qualities

BIGGEST scores:

- Welcoming, kind, personable gets on with people
- Works closely with the PCC
- Personality and team player
- Being approachable

