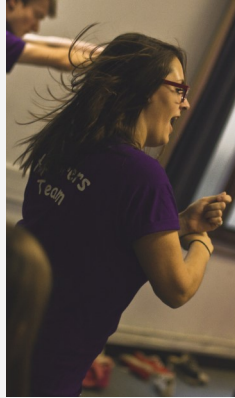
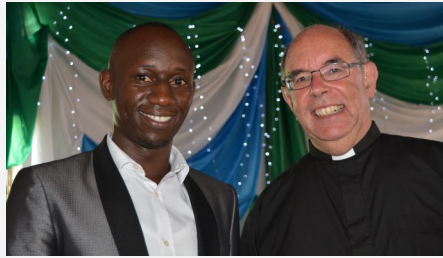


# CHRIST CHURCH WINCHESTER



## PARISH PROFILE



Welcome to this Benefice Profile and Role Description... and welcome to the Diocese of Winchester!

At the heart of our life here is the desire to be always ***Living the Mission of Jesus***. We are engaged in a strategic process to deliver a mission-shaped Diocese, in which parochial, pastoral and new forms of pioneering and radical ministry all flourish. Infused with God's missionary Spirit we want three character traits to be clearly visible in how we live:


- Passionate personal spirituality;
- Pioneering faith communities;
- Prophetic global citizens.



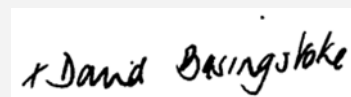
The Diocese of Winchester is an exciting place to be right now. With a grant of £4.3m from the Strategic Development Fund, we are investing in four major missional projects across the diocese which are aimed at ***sustainable growth for the common good***. We pray that, if God is calling you to join us in his mission here, he will reveal this to you clearly as you consider this post.

"From his fullness we have all received grace upon grace." (John 1:16)

<https://www.winchester.anglican.org/winchester-mission-action/>



**Tim Dakin – Bishop of Winchester**



**David Williams – Suffragan Bishop of Basingstoke**

### The Area Dean of Winchester writes:

Welcome to Winchester Deanery. This is a substantial and lively Deanery offering the rich variety of an historic Cathedral and university city that also has post-war estates and new developments, and is surrounded by beautiful countryside. Our Deanery Mission Action Plan focusses on the Diocesan strategic priorities of growth and re-imagining the church: the population profile is changing and we are passionate about engaging effectively with people of all ages and backgrounds. As we work towards a reduction in stipendiary posts, we are forming clusters of parishes to make a collaborative fellowship that is both empowering and enriching: resources can be shared and all forms of authorised ministry are valued and nurtured. To find out more about the Winchester Deanery please visit [winchesterdeanery.org.uk](http://winchesterdeanery.org.uk). You, and the parishes, are in my prayers at this time of discernment.



**Karen Kousseff - Area Dean of Winchester**



Hello,

Thank you for reading this profile and considering Christ Church. We are writing to introduce ourselves. We trust that what you read here will resonate and help you discern whether Christ Church is the right place for you personally and for God's calling on your ministry.

We hope the profile captures the heart and soul of who we are, and the direction of travel in which we can journey together. Our approach is to be as authentic as possible, open and candid, celebrating our many blessings as a congregation but expressing our challenges as well. We have tried to make it real so that you will find us much as we have described ourselves here. We have devoted time, individually and together, to prayer as part of the process of writing this profile. We have also consulted with our congregation and our local community links.

We are a large church passionate about Jesus and committed to becoming more like Him. In a recent sermon to the church, the Bishop of Winchester spoke of the many good things Christ Church does in the life and ministry of the Diocese and its importance to its strategic vision for the future. We were encouraged to continue to go deeper, wider and further.

We are a church in transition following the relatively short tenure of our previous vicar and changing times both locally and nationally which inevitably creates some uncertainty. We therefore feel that we need to refresh our identity as believers and as a church which is part of the challenge for our new vicar and why your leadership is going to be crucial.

Our hope for all those who come to Christ Church at whatever stage of their Christian journey - whether young or old, staff or volunteers, clergy or laity - is that they are enabled to fulfil Jesus' call on their lives. We want to be recognised as joyful, liberated and authentic disciples, empowered by the Holy Spirit, faithful to His Word and sustained by prayer. The realisation of this hope is vital and much needed in our church, our city and beyond.

We are ready and willing to respond to your leadership and trust you will share our hopes, and further build on the vision laid out in this profile.

We very much look forward to meeting you.

**On behalf of the PCC of Christ Church Winchester**

# SNAPSHOT OF CHRIST CHURCH



**800+** CONGREGATION

**6** different  
SERVICES



**CONTEMPORARY**

&  
**TRADITIONAL**

worship styles



Bible **32**  
SMALL GROUPS



**3** Church  
PRAYER GROUPS

**373**  
VOLUNTEERS



**10** regular  
ON-SITE  
GROUPS



**18** STAFF  
members



Bi-annual  
CHURCH  
WEEKEND  
AWAY

# TABLE OF CONTENTS

Understanding our church context.....	6
Strengths and challenges.....	10
Vision and future direction.....	11
What we can offer you .....	14
Church building .....	15
Role profile.....	16

## ***Appendices***

<i>Appendix 1: The city of Winchester and its cultural context.....</i>	<i>18</i>
<i>Appendix 2: Our local and global partnerships .....</i>	<i>19</i>
<i>Appendix 3: PCC and staff structure .....</i>	<i>20</i>
<i>Appendix 4: Finance.....</i>	<i>22</i>
<i>Appendix 5: Summary of consultation feedback .....</i>	<i>24</i>



# UNDERSTANDING OUR CHURCH CONTEXT

## Who we are

We are an eclectic and parochial church in: membership, theology, geographical reach, and our range of workplaces and leisure pursuits. Additionally, our congregation is distinctive for being truly multi-generational with a strong profile of young families and students and an increasing number of seniors, many who have been long standing members of Christ Church. We welcome anybody and everybody on the journey of faith from curiosity to conviction to commitment.



On a typical Monday to Friday our widely dispersed community is found in many different settings. You will find us in schools and colleges, in busy family lives and in active retirement. Our demographic and proximity to a local prison, hospital and university is such that there is representation across a broad range of medical, teaching and social care professions at services on Sundays. Many of us too have demanding lives in business and commerce with a significant proportion commuting to London and having to spend time away from both home and church.

There are many deep friendships and connections within the church, but about a quarter of us only know one of two others. It may be that people are passing through, but in many instances, we do not know each other well enough to be sure.

## Our life together

Christ Church is blessed with a sizeable staff team, who are all committed, talented and conscientious. The majority of the 'core' congregation regularly serve in areas of ministry, from children's work and hospitality to maintenance and sound, as well as in the wider community.

Today we have many regular groups running throughout the year which span across the generations such as Oasis for women, Third Way for our seniors, Men's ministry events, student nights and a strong Youth and Children's programme. Our regular courses include the Alpha, Parenting and Marriage Courses. These are seasoned with regular whole church events.

More recently we have increasingly responded to the pastoral needs within our church family. We have refreshed the small group structure and appointed mature Christians in our congregation known as Connect Pastors to support Small Group Leaders. Together, they support the staff team and other ministry leaders in providing for the pastoral needs of the congregation. Additionally, the introduction of Anna Chaplains is strengthening the oversight of pastoral care of the elderly.

## Looking back

In 1965 Christ Church was shortlisted for closure. Since then the church has been richly blessed with revival and growth. At its heart has been an emphasis on combining and aligning the preaching of the Word and work of the Spirit across the services and groups we host.

We can point to many significant things that have helped shape us over the years – here are just a few:

- Since 1989 hundreds of church members have attended New Wine setting the tone for our approach to ministry through its high premium on Biblical teaching and spirit filled worship.
- Significant unity was discovered through an explicit commitment to mission in Winchester. This unity has always embraced the Churches Together forum which has recently been Vineyard-led. The integration of the food banks, Nightshelter, Trinity day centre and church housing schemes are the most obvious products of this cross-denominational collaboration
- Time away together as a whole church every two-years has provided a great sense of community, fellowship and purpose
- A focus on global mission with a multitude of missional commitments in particular our links to Uganda in Kisoro and Kalerwe
- The investment in and exemplary reputation of our Children and Youth ministry across the age groups has had a significant impact on lives, supporting many young people in finding and establishing their relationship with God
- Training, equipping and sending out congregation members for ministry including curates for ordination, lay readers, missionaries and supporting the growth of local churches

## Beneath the surface

At first glance we may appear to be 'sorted'. That is often our external reputation. But this large church also 'holds' many personal needs and community tensions.

Across our membership and city, we need to understand the cultural norms and pressures that lead to people, especially the younger generations, being non-committal, superficial, or just too busy. We know we need to find fresh, relevant ways of engaging with our community so that Christ Church is radical and generous in its approach to caring for people's needs and in sharing the gospel.



We need to further explore our call to evangelistic outreach and dare to move out of our comfort zones. As disciples we want to be much more intentional about going deeper with God.

We hunger for strong biblical teaching, fresh expressions of worship and encounters with the Holy Spirit. However, we recognise that our desire for spiritual growth now requires us to be clear and united in our vision, enabling us to move forward together, not apart.

Competing priorities and stretch on the staff team has seen our Children and Youth ministry numbers decline over the past ten years. We are passionate about needing to seek a fresh and ever relevant environment for the youth and children of Winchester to grow in the knowledge and love of Jesus.

Additionally, as the church demographic becomes older we must respond with compassion to the diversity of their needs and harness their spiritual wisdom and life experience.

Whilst encouraging involvement in small groups, we know that as many as half our congregation are not part of one through choice or time constraints.

As Winchester's established cultures are encountered by new migrants, more students, ever-increasing numbers of commuters as well as several new housing estates under construction, we want to be deliberate in celebrating our differences to ensure that all ages, genders and ethnicities are valued, and individual needs recognised and catered for well.

Finally, in caring for one another we need to be mindful that our staff are supported, and their roles protected and developed, so they continue to feel appreciated and not taken for granted.

## Our Diocesan, Deanery and Parish context

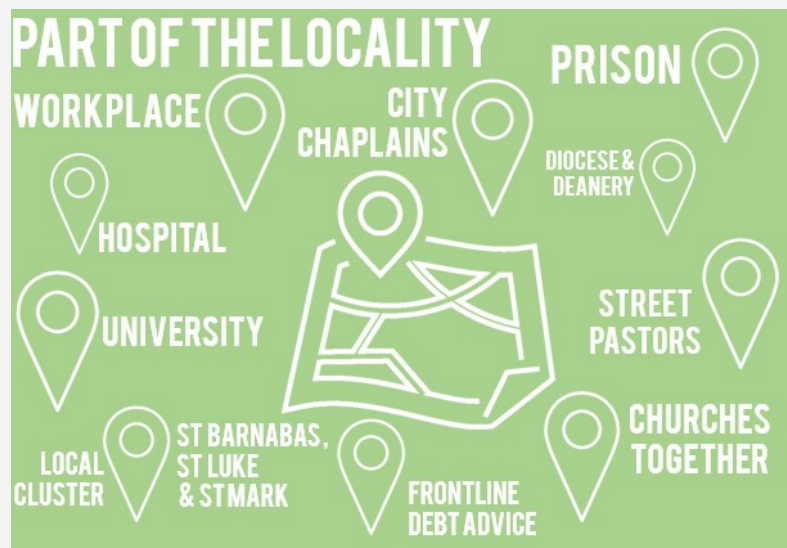
Christ Church is committed to the visionary aims of the Winchester Diocese which includes 4 clear priorities to: grow authentic disciples, re-imagine church, be agents of social change and practice sacrificial living and good stewardship. These are supported by four Diocesan projects:

1. Invest for growth - through resource churches, church hubs and pioneer hubs
2. Major development areas – to see Christian communities in six major development areas
3. Benefice of the future - vibrant and growing churches and the heart of rural communities
4. Student evangelism - encourage and establish disciple-making among students

We are a strategically important church to the Diocese in helping to support and deliver these goals, for example through our children, youth and student work and our designation of being a 'resource church'. As such, The Bishop of Winchester provides our church with specific Diocesan oversight.

Within the Deanery we are part of a cluster of churches that includes St Barnabas Weeke, St Luke's Stanmore and St Mark's Oliver's Battery, a partnership to which we are committed.

Our parish boundary is relatively small and is situated in a wealthy area of Winchester together with the prison, hospital and university. Our cluster churches cover a much wider demographic within the city, which includes less privileged and deprived areas.





# OUR LIFE TOGETHER

**236**  
CHILDREN  
DURING THE  
WEEK



**3**  
TEENAGE  
RESIDENTIALS  
PER YEAR

**6**  
GROUPS ON A  
SUNDAY



## BUMPS & BABIES



TODDLERS

MARRIAGE  
COURSE

MESSY DADS

OASIS BIBLE STUDY

NIGHTS  
OUT



NOSH

GROWING  
LEADERS

CHRISTIANITY  
EXPLORED



ALPHA

BIBLE  
BREAKFASTS

LIFE-STUDENTS

**1**  
SENIOR  
RESIDENTIAL  
PER YEAR

MID-WEEK  
COMMUNION  
VISITS



THIRD WAY ACTIVITIES

**77**  
ATTEND  
LUNCHCLUB

# STRENGTHS AND CHALLENGES

In consulting with the congregation and staff team who were asked a number of questions, the following themes emerged - also detailed in the 'word clouds' included in Appendix 5:

## Our strengths

- Accessible teaching and a hunger for God's Word
- A talented, committed staff and volunteer team
- Passionate spirit filled worship
- A newly formed pastoral structure with supportive small groups
- Truly multi-generational church
- Friendship, fellowship and community
- An evangelistic heart for our front lines
- Strong and effective youth and children's ministry
- Growing student ministry
- Links to university, hospital, schools and the prison close by

## Our challenges

- A depth of theological teaching
- Further strengthening organisational aspects and creativity in our style of worship
- Space and time for prayer ministry
- Embedding our pastoral structure and network so that it is accessible to our large and diverse congregation
- Lessening and irregular (though still high) attendance
- Ensuring we are truly inclusive across the age groups and social spectrum
- A growing older generation that can feel under appreciated
- Being relevant and responsive to the needs of the local community
- Welcoming and encouraging newcomers
- Training and equipping laity

# VISION AND FUTURE DIRECTION

With this context in mind and through concentrated times of prayer and discussion with the staff team, PCC members and sub-groups, key local partners and congregation, we have determined our vision and key priorities.

## Our Vision

We want to become more like Jesus through a deep love for His Word and Spirit, strengthened by a sense of community and belonging, and built up, equipped and released to serve God in our city, nation and the wider world.

Our priorities support this vision and broadly relate to the way we are organised as a staff team and PCC (see Appendix 4 for more details).

### 1. Deepening our faith in Jesus

We are serious about our relationship with Jesus. We want to love and know Him more deeply resulting in transformed, faith filled lives, for ourselves and those around us. Our corporate life of worship and discipleship is therefore essential. It is often in church services that we experience the presence of the Holy Spirit and can help each other recognise God in this way. We would like to strengthen this by:

- Deepening and challenging our knowledge and faith through consistent and passionate Christ-centred Bible teaching
- Creating space for the Holy Spirit to move and for people to respond as well as identify and learn to practise their spiritual gifts
- Ensuring our sung worship is vibrant, engaging and accessible across the generations, whilst releasing those with leadership potential
- Developing further our prayer ministry to encourage fuller participation and to build on the rhythm of prayer we have introduced, encouraged by an expectation of how God answers our praise and petitions

### 2. Our life together

Recognising the challenges that come with size, we yearn for a sense of togetherness and community, which knows no age or other social divides. We want to be a church in which individuals feel included, connected and valued. We want to be a church where members care for one another and where we can each explore our calling, seek prayer and practical support as we minister on our own frontlines.

We know there is more potential individually and collectively which we need to discover and release.

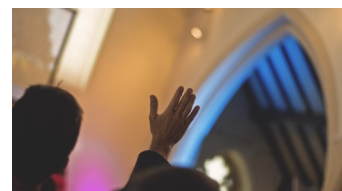


### 3. Serving Winchester and the wider world

We want to be alive and responsive to the needs of the world around us, in Winchester, the UK and abroad. We are excited to be amongst churches across the Deanery and denominations in Winchester which are growing, many of which have new leaders.

Areas for continued growth include:

- Our partnership with our deanery cluster churches
- Involvement in the ministries delivered by Churches Together and other Christian based organisations, such as; Street Pastors, City Centre Chaplains, Basics Bank, Soup Kitchen and Homeless charities
- Hosting and supporting the Deanery Schools ministry programme which delivers Christian teaching and assemblies to schools in the area
- Responding to social issues arising from migration, mental health, mobility trends and increased demographic diversity
- Addressing how Christ Church can build on its experience as the Hampshire hub for Westminster Theological Centre (WTC), where many of our congregation have studied
- Supporting our international partnerships, including our links to Uganda at Kisoro and Kalerwe as well as support for individuals in short and long-term overseas mission and exploring options for new avenues of mission with organisations such as Tearfund and CMS.
- Continuing to train, equip and support potential ordinands, lay readers and missionaries in their calling



### 4. Being wise stewards

We are blessed with an enormously generous congregation, a large church building and committed staff that enable the ministry of Christ Church. With this comes a responsibility which we take very seriously and the need to be progressive in the way that we operate to stay truly effective.

Recently, we have done much to develop our church structures and ways of working and have started to invest in our church building. We are also working towards improvements surrounding environmental stewardship and have begun to support Fair Trade.

We are pursuing the A Rocha's Eco Church award scheme in recognition of our responsibility to better steward resources. The local 'values-based' University is an important ally and partner on environmental stewardship issues.

## 5. Becoming a Resource Church

Christ Church has been designated within the Winchester Diocese as a Resource Church. The Winchester Diocese Mission Plan suggests that a Resource Church will have the following characteristics:

- A large and growing congregation
- High personal engagement in the mission of the Church
- Socially transformative investment in local communities
- Sharing resources with other local churches to stimulate missional endeavour.

As one of the established larger churches, Christ Church is linking into the Diocese church planting strategy and vision for growth. Mindful of this and our existing commitments which extend to supporting other churches within and beyond our deanery, developing a strategy for the next decade is a high priority.

In practice we are at the start of this journey and among other actions, we know we must join with our new vicar in the following tasks:

- Explore our commitment about what it means to be a resource church
- Understand our own resource needs and steward these well to maximise sharing
- Continue to encourage every member ministry so we serve, build up, grow, prepare and 'send' one another out
- Prepare and train our curates, lay leaders and members of the congregation to partake and lead in services
- Reach out to the community around us so we have impact where there is need
- Focus on the needs for coherent and cohesive community development in our newly diverse cultures, ensuring good relational networks and interactions are created with our local cluster partners and fellow



## WHAT WE CAN OFFER YOU

We hope that in providing a candid picture of our church that you will be able to see the 'gap' that you could fill with the gifts, abilities and heart God has given you. We are very aware of the challenge of leading any church including the particular complexities of Christ Church. We are not looking for the 'finished article' or someone who can do everything.

As well as there being a hugely supportive PCC and management structure, you will benefit from a legacy of well-established, good relationships with our deanery and external local partners. You will join a staff team who epitomise team work; all those involved willingly play their part and can be relied upon to provide you with their ongoing support. You will also find a loyal and generous congregation who will welcome you to Winchester.

### Your home – the Vicarage

A detached four-bedroomed house, in a quiet residential road, is located just over half a mile from the church, close enough to walk yet far enough from church for it to remain a place of sanctuary for you and your family.

The Diocese and PCC has in the past contributed towards the upkeep and modernisation of the Vicarage and there is every expectation we would continue to do so in the future.

There is no expectation for the Vicarage to be used for church meetings unless you should choose to do so. Your home has a well-specified study space which is ideal for personal study, reflection and sermon preparation although Christ Church will be your day-to-day working base.

As well as a garage and plenty of off street parking, a good-sized garden is ideal for families and entertaining.

### A vibrant local area

Winchester is a vibrant city with excellent schools at primary and secondary level and good transport links by air, train or car. The Vicarage is a short walk to the city centre in a family friendly neighbourhood with access to shops.



# CHURCH BUILDING

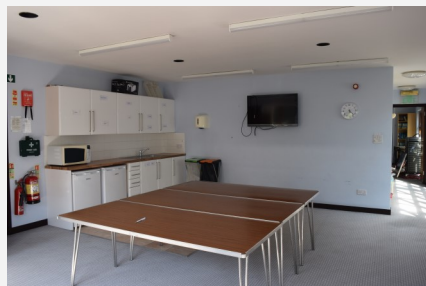


Our original church building has been extended and modified over the years to accommodate the needs of our growing congregation.

The main church is traditional with pillars and stained glass and has been painted in neutral colours with pew-less seating to allow for flexibility, e.g. 'in-the-round' layout for Sunday services.



It has an extension wing accessed from the concourse, which contains several offices and meeting rooms.



All the spaces are flexible and well equipped, providing a mix of formal and relaxing informal spaces, often being re-configured during the week for the diverse activities hosted: lunch clubs, courses, youth activities and services.

However, space remains a challenge for us especially during Sunday mornings when the children's groups are bursting at the seams.



There is a modern, well-equipped kitchen which serves meals and ensures warm and welcoming hospitality is a Christ Church hallmark, alongside its other activities.

The building is open and in constant use throughout the week, and staff have their offices on site. At present 14 regular programmes are operating and, in an average week, over 1500 people pass through.



We have recently undertaken considerable work to refurbish the Simeon room, the main meeting area creating a substantial improvement in our facilities. Now we are considering a need to upgrade both the sanctuary and the concourse which is frequently crowded and looks and feels tired – and offers wonderful possibilities as a flexible community space.

# ROLE PROFILE

As a church, we believe the role of our vicar is to keep focused on Jesus Christ, and to be disciplined and energetic about strengthening the core of our Christian faith. It is our faith in Christ which unites us through His Word and Spirit.

As you will have read in the profile, we are a large church which is multi-faceted and complex. We need to be realistic about that. There are many aspects to the role; we need someone who can build on our strengths whilst tackling the challenges we have identified and help us to sharpen our vision about where we should be heading. We are looking for someone who, under the authority of Christ, is primarily a leader. Our new vicar will generate excitement for the vision of the church, inspiring us all to live in Christ and bring Him to the community.

We have put emphasis on some of the key areas needed to take us forward in this section.

We are looking for someone who is:

## Personal spirituality

- Firmly rooted in God's Word and loves to study the scriptures
- Faithful in prayer
- Secure and confident in their relationship with Christ and alive to being led by the Holy Spirit
- Able to draw on their faith, a faith that is real and has been tested and searched

## Personal characteristics

- Willing to role model a healthy work-life balance so to cope with the demands of the job, supported by the existing structures
- Able to provide significant personal energy and presence
- An excellent communicator
- Strong when strength is needed, yet a person of humility who recognises their own weaknesses

## Worship, preaching and discipleship

- Able to teach and develop our personal knowledge and heart-felt understanding of the Gospel of Christ, strengthening our faith so it withstands challenge
- Willing to put prayer at the heart and centre of our church life. We want to continue deepening both our corporate and individual commitment to prayer and develop our experience, knowledge and expectation of prayer being answered
- Willing to encourage and develop the considerable talent we have surrounding sung worship, and provide opportunities for others to aspire to leadership in this area
- Able to guide us in becoming more Christ-like, strengthening our discipleship of one another in our church family life as well as on our own front-lines



## Human leadership and pastoral care

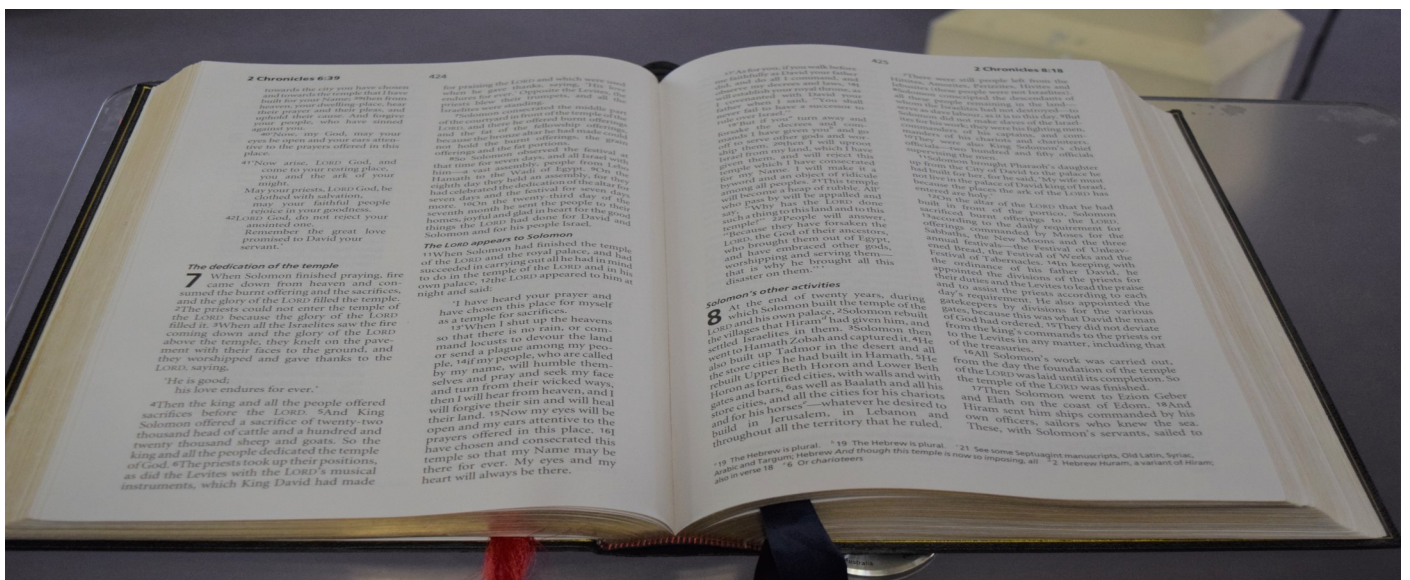
- Relational, approachable, and can connect with individuals across the whole church
- Able to encourage each of us in discerning our God-given gifts and talents and releasing that untapped potential for the glory of God
- Pastorally sensitive and aware of the needs of the congregation
- Able to help us live as community committed and supportive of one another

## Mission and evangelism

- Passionate about sharing the gospel, which excites and inspires us to ultimately lead others to Christ
- Able to lead us to fully participate and contribute to the life of the wider church across the Deanery and Diocese
- Able to develop a love for Winchester and join us in being deeply committed to this city
- Able to lead us into new and old mission fields with courage and creativity – but with a heart fixed on what the Holy Spirit is calling for - building on our strong commitment to mission over many years

## Vision and leadership

- A strategic thinker with a track record of developing and delivering plans
- Able to build on recent achievements but have the freedom to make this role their own, to have their own vision, and be able to inspire and lead us. This is particularly relevant as we seek to develop as a resource church
- Able to manage a large staff team, developing and encouraging team members, representing and being available for them
- Able to delegate and enable the team to lead in their own key areas of ministry
- Confident in their own leadership, with compassion and empathy to reach across the church and local community, mirroring the love of Christ
- Able to provide wise stewardship of our resources and share a commitment to environmental sustainability and fair trade



## APPENDIX 1: CITY OF WINCHESTER AND ITS CULTURAL CONTEXT

Winchester is a Cathedral city with flint-lined buildings and original city walls that are an integral part of its charm and beauty. The River Itchen runs through it and past St Catherine's Hill (which has a Christian labyrinth at its summit). Winchester's historical place as the capital of Wessex and then England after the Conquest, led to various large institutions being built here.

It is a relatively affluent area, but with pockets of poverty.

Many of the population commute to London for work or have moved in from London in recent years. The local schools are rated highly by Ofsted, and are supplemented by several well-regarded independent schools, including the famous Winchester College. The rail links and M3 provide easy access to the rest of the south as well as London.

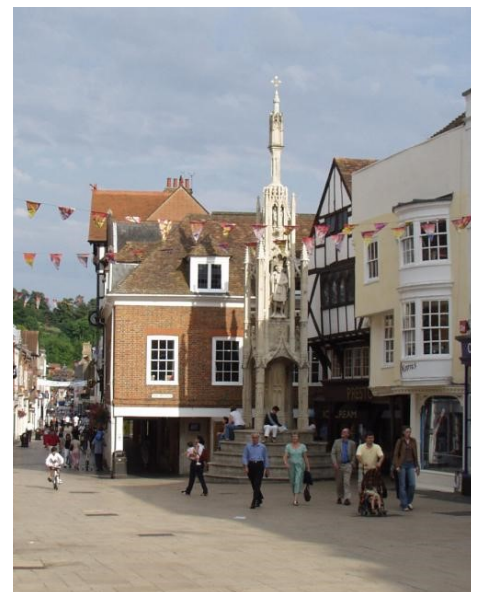
There are also many retirees and local-born families who are in the city or work locally and use the Church during the week day-time hours.

The High Street reflects the changing society with a wide-selection of high-end restaurants, coffee shops and the city has three theatre venues and a strong cultural dimension, with many festivals and concerts being hosted during the year.

Tourism is also a strong element of the city's life, with millions coming for the annual Christmas Market, and there is a large international presence from the students attending the School of Art and the University.

Christ Church is now one of a number of large evangelical church in Winchester. The New Frontiers and Vineyard churches are popular alternatives and the growth in Eastern European residents has contributed to the rapid growth of Roman Catholic church attendance since 2010. These churches and others have responded to the social needs of the city in response to reductions in local authority provision.

The issues of migration and mobility are now apparent in Winchester and the basic attributes of the Cathedral city are changing. The city is becoming identified as a progressive academic centre through the rapid development of its university whilst its pre-eminence as a county centre of public administration recedes. It is no longer a major military centre, although a training centre for all the armed forces remains in a nearby parish.



## APPENDIX 2: OUR LOCAL AND GLOBAL PARTNERSHIPS

Locally, we are a part of the network of Winchester Churches Together (an ecumenical group) that put on city-wide mission events and also work on initiatives such as climate change.

We are strongly committed to the Diocese and work closely with the Cathedral. We are part of a Deanery Cluster with St Barnabas, Weeke and St Luke, Stanmore.

Christ Church plays a part in a range of church-supported ministries across the city including:

- Prison ministry
- FrontLine Debt Advice
- The Basics Bank
- The Night Shelter
- Street Pastors
- City Centre Chaplains
- Causeway Prospects

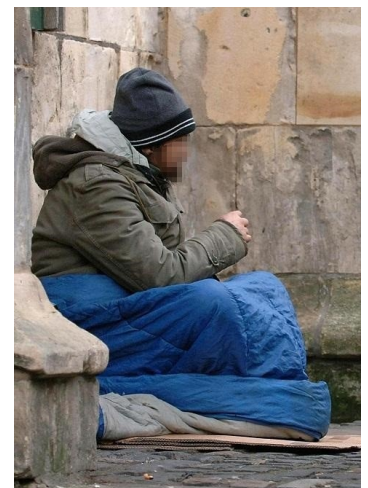
We also host of the Westminster Theological College Hampshire learning Hub.

Globally, we have partnerships with Kalerwe and Kisoro in Uganda. Kalerwe is a high density area in Kampala where we partner with St Nicholas' Church. The partnership operates at various levels:

- Family to family – where we work alongside the Karis Kids charity
- Church to church – particularly with the church school through the provision of school lunches and supplements to teacher salaries
- Pastor to pastor

Kisoro is in the far south west of Uganda (bordering Rwanda and DR Congo). We partner with the Diocese of Muhabura. We send teams out on a regular basis to share in the ministry and to learn from one another.

We also have a link with the diocese of Yei in South Sudan where we work alongside The Brickworks charity.



## APPENDIX 3: PCC AND STAFF STRUCTURE

The church is governed by a PCC of 30 people and managed day-to-day by a staff team of 18, including 4 directors.

The PCC is divided into 5 subgroups that capture the main elements of church life. Each group is led by a PCC representative and a staff director:

**God-ward**—oversees the ministry side such as worship, theology, prayer and teaching.

**Us-ward**—oversees the pastoral activities such as newcomer welcomes, housebound visits, lunch club, running courses such as marriage and growing leaders.

**Out-ward**—oversees the mission and outward facing activities such as mission support, Churches Together activities and other community work.

**Youth, Children & Families**—oversee the many groups such as youth clubs, residential, toddlers, bumps and babies, schools teams.

**Support**—oversee the operational and logistical activities required to support the other subgroups' work. Covers staff and HR, equipment, rotas and communications.

The staff team structure reflects these subgroups, with directors responsible for each area.

## CHURCHWARDENS, CLERGY AND DIRECTORS

### Judith Adams, Church warden

Newly appointed to the role. Paediatric nurse who works in the NHS in a leadership management role. Lives in Winchester and is married to Guy. Excited and expectant for what God has in store.



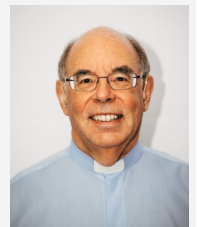
### James Kendall, Church warden

Third year as Churchwarden. Works as a management consultant in the sports industry, based in London. Married to Caz with four children aged 9-16. Committed to discerning God's heart for our church.



**George Watkinson, Curate** - point person for Sunday services; preaching, service leading, weddings and baptisms. Passionate about mission and evangelism, particularly finding new ways to engage the unchurched, and equipping and encouraging others to do the same.

**Brian Wakelin, SSM (Assistant Minister)** - acting director for Mission and Evangelism, Secretary to Diocesan World Mission Group and consultant theologian and missiologist.



**Dave Thornton, Youth, Children and Families Director** - leads the team which works with 0-18 year olds and their families. Passionate to build a team to teach God's word and practically care for young people in a challenging world. Six key words: Closer, Cherish, Real, Serving, Transform, Fun!

**Sue Collinson, Fellowship and Pastoral Director** - responsible for small groups, hospitality and pastoral care. Encourages us to live more like Jesus in loving others and use our God-given gifts to further his kingdom.



**Sarah Marshall-Ellison, Director of Operations** - responsible for the day-to-day operations including overseeing the running of the office and its staff, building management and church bookings, HR, policies and procedures. Sits on the PCC's Support sub-group.

# STAFF TEAM



Charlotte Pascall  
Youth and  
Schools Minister



Emily Bellerby  
Children and  
Families Minister



Rhian Bendall  
Pastoral Care  
Intern



Sam Dinsmore  
Student Minister



Jess Penberthy  
Student Ministry  
Intern



Deborah Chua  
Westminster  
Theological  
College Hub  
Director



Liz Ord  
Office  
Administrator



Sophie Davis  
Vicar's Personal  
Assistant



Carol Kent  
Assistant  
Treasurer



Ruth Kipling  
Housekeeping



Lin Brewer  
Administration  
Assistant



Paul Thomson  
Communications  
Manager



Chris Kipling  
Worship support  
for the Diocese

## APPENDIX 4: FINANCE

Our annual income is projected to be £688k in 2018 with the majority of this coming from regular giving by our congregation.

In 2017 we recognised the need to try and bring our income and expenditure towards a balanced position, given that for the previous few years we had chosen to progressively use a legacy from the mid-2000s to support our ministry; this legacy has now been fully used.

The Renewal of Giving appeal & Gift Day during 2017 resulted in an increase of £3k per month in our regular giving and additional one-off giving of £75k. In addition, a major refurbishment of the Simeon Room in the Church Centre was undertaken following a separate funding appeal. This has resulted in a wonderful updated facility together with renewed flooring, acoustics and storage and also new, larger monitor screens were installed in the Sanctuary to aid worship. This remarkable generosity from our congregation helped to raise c. £175k

Our largest recurrent expenditures are on staff costs, the common mission fund and giving to mission partners. Over 41% of our planned expenditure is directly on mission but most of our activities have a missional focus.

A breakdown of budgeted income & planned expenditure in 2018 is shown opposite.

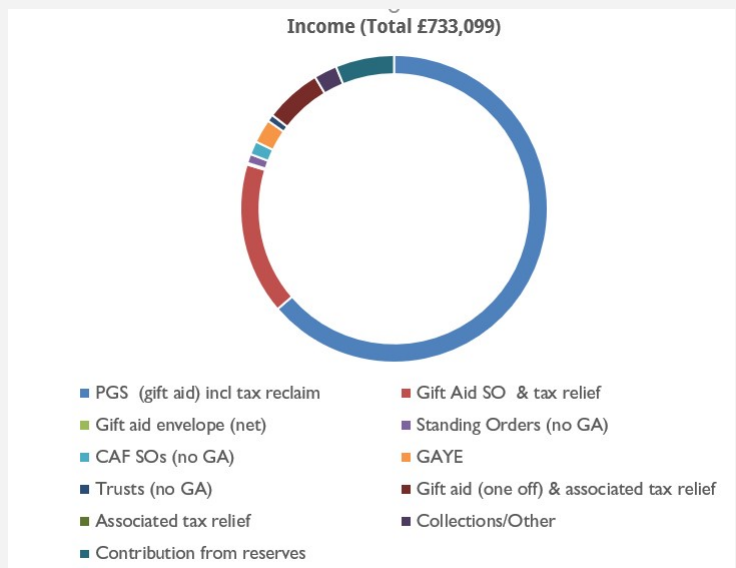
'Your gift will return to you  
in full measure, pressed  
down, shaken together to  
make room for more'

Luke 6: 38

The PCC has the objective of reaching a position of recurrent balance without reliance on one-off giving or the use of reserves. We seek to maintain reserves at the level of 2 months expenditure. Further repair and renewal of our church will continue to be kept under review and a Buildings Task Group has been established to take this forward.



Income	£'000
PGS (gift aid) incl. tax reclaim	466,908
Gift Aid SO & tax relief	117,048
Gift aid envelope (net)	1,284
Standing Orders (no GA)	7,040
CAF SOs (no GA)	10,386
GAYE	18,316
Trusts (no GA)	5,357
Gift aid (one off) & associated tax relief	43,750
Associated tax relief	
Collections/Other	17,807
Contribution from reserves	45,203
	<u>733,099</u>



Expenditure	£'000
Staffing	265,010
Common Mission fund	202,162
Mission Budget	100,000
Clergy & Lay expenses	29,950
Utilities/Insurance/Housekeeping	43,932
Support costs	18,816
Toddlers, Children & Young People	14,500
Students	6,275
Evangelism & Discipleship/Pastoral	6,454
3rd Way	1,000
Buildings/Maintenance	20,000
Capital spend/IT	19,000
Contingency	6,000
	<u>733,099</u>

# APPENDIX 5: SUMMARY OF CONSULTATION FEEDBACK

The 'word clouds' below capture the key points articulated in the consultation exercise. A commentary for each is provided highlighting strengths and possible areas to address. Whilst reference to these findings are evident throughout the profile, the 'word clouds' provide further emphasis:

## Q1 What do you value and appreciate about Christ Church.

The changing culture and expectations of children and younger people were highlighted. Identifying and not missing new opportunities for outreach were stressed; for example, as a result of new communications and social media particularly. The effectiveness and adaptability of Christ Church's ministry in this area was seen as a major asset, alongside the strengths of the teaching and music at services and tradition of open fellowship.



## Q2 What are the biggest challenges?

The biggest challenges were seen as coming from the size of our congregation. These manifests itself in many ways. We long to be one community, but it is hard to do that with such a large church, giving rise to concern that the emphasis is on one part of the church and not another. Continuing to find ways to reach out to people is a constant quest and we no doubt miss opportunities.







Q3 What are the areas in which you hope to see Christ Church thrive?

This is where we really saw people's heart and longing for community, continued emphasis on teaching, preaching, worship and pastoral care.

Q4 What do you see as the desired qualities of the new vicar?

The key qualities highlighted were leader, Biblical teacher and strong communicator.



## Useful Links

### Church Website

[www.ccwinch.org.uk](http://www.ccwinch.org.uk)

### Diocese of Winchester

[www.winchester.anglican.org](http://www.winchester.anglican.org)

### Deanery Cluster churches

St Luke and St Mark	<a href="http://www.stlukeswinchester.co.uk">www.stlukeswinchester.co.uk</a>
St Barnabas	<a href="http://stb.church">stb.church</a>

### Link Organisations

Churches Together Winchester	<a href="http://ctwin.org.uk">ctwin.org.uk</a>
Street Pastors	<a href="http://streetpastors.org/locations/winchester">streetpastors.org/locations/winchester</a>
Night Shelter	<a href="http://www.wcns.org.uk">www.wcns.org.uk</a>

### Local Area

Tourist Information	<a href="http://www.visitwinchester.co.uk">www.visitwinchester.co.uk</a>
---------------------	--

### Local Schools and Childcare

Ofsted	<a href="http://reports.beta.ofsted.gov.uk">reports.beta.ofsted.gov.uk</a>
--------	--

# CHRIST CHURCH WINCHESTER

Christchurch Road, Winchester SO23 9SR  
01962 854454  
[office@ccwinch.org.uk](mailto:office@ccwinch.org.uk)

Social Media: **#ccwinch**