

Immanuel Church

Hatch Warren & Beggarwood,
Basingstoke



Parish Profile for Priest in Charge (Interim Post)



Contents

About Immanuel Church

- Churchwardens' Message 3
- Our Parish 4
- Our Purpose 5
- Our Congregation 6

Immanuel Church Ministry

- Our Services & Worship 7
- Youth and Children 8
- Pastoral Care and Local Outreach 9
- St. Marks Primary School 10
- Our Reflections – swot 12

The role

- The Common Tenure Interim Post 13
- Role Description 15

Appendix

- Hatch Warren & Beggarwood i
- The House ii
- A map of the parish of Hatch Warren & Beggarwood iii
- Finance iv



Churchwardens' Message

Immanuel Church is a small but very supportive, hospitable and welcoming church. For the past four years our vision has been to build a church community capable of reaching the community of Hatch Warren & Beggarwood with the love of God.

During that time we have grown as a church community both spiritually and in unity. We have reimagined the interior of the church and it is a welcoming space, which can be used for services and other activities. We are blessed with people who have many different talents in our congregation and we want to use these to grow our church in relation to numbers, discipleship and contact with the wider community.

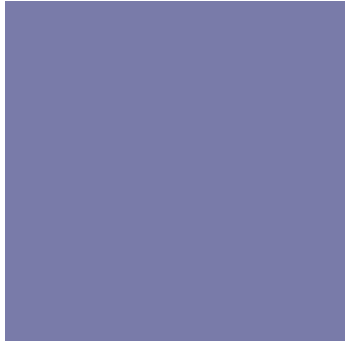
We share the building with St Marks C of E (Aided) School. We have a wonderful working relationship with the school and church members are encouraged to interact with them wherever possible.

Although a challenge, our aim for the future of Immanuel is to increase the number of regular church attendees.

We believe that the Lord wants us to engage and connect with the wider community more and to make a difference to them through our discipleship, social events and outreach.

As you read through this profile we hope you will prayerfully consider whether God is calling you to take this key role in the next chapter for Immanuel Church. The role is a challenging one but we know that, for the right person, it has the potential to be deeply rewarding. We are very excited about what God has in store for us in the future.

Primrose & Chris



About Immanuel Church

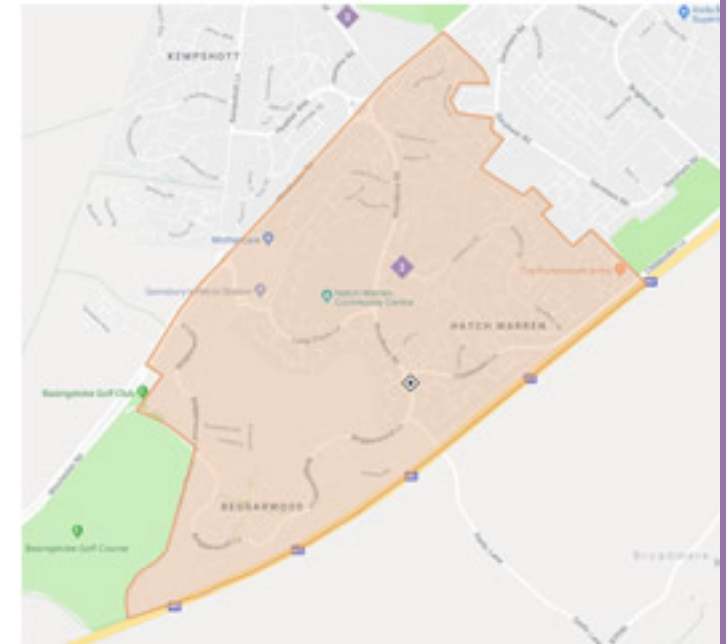
Our Parish

The Parish is on the South Western side of the town of Basingstoke. It is a new housing estate of two areas; the first area is Hatch Warren, which was started about 30 years ago. The second, Beggarwood, was started about 20 years ago.

Geographically the parish is a triangular parish with the M3 motorway on our southern boundary. This connects to the A30 at Junc 7, which makes our northern boundary, with the area of Brighton Hill to the east. The parish is made of newly built homes covering the last 30 years along with a large community centre and a large supermarket and other larger out of town shops. The parish has a population of approximately 10,000. Within the parish there are elements of affluence. People are often "Money Rich, Time Poor." The area is noted for its vibrancy and is a popular place to live and visit.

We have key relationships with St. Marks C of E Primary School, Hatch Warren Community Centre, Beggarwood Community Centre and the nearby Sainsbury's superstore. We have an historic link with St. Marks Church in Kempshott as prior to 2009 we were Immanuel with St. Marks, until the areas of Hatch Warren and Beggarwood became a Parish in their own right. It is proposed that we develop closer links and ties with other churches, to enable Immanuel to use their expertise and knowledge to help us in our mission.

A full size map of the parish is available in the appendix



Our Purpose

Immanuel Church is a caring, welcoming church that is passionate about living the Gospel message in Hatch Warren & Beggarwood, Basingstoke. We believe that God has called us into partnership with Him to see our parish and wider community transformed by His love.

In this mission, we are committed to playing our part as:

A WELCOMING community

- A church that seeks to be open and accessible to all, inviting everyone to experience God's infinite love and welcome;
- A caring community in which the needs of others are recognised and acted upon;

A LIVING & LIVELY Community

- A community in which real life is shared, lived out and celebrated;
- Where life in all its fullness (John 10:10) is something we work towards together;
- Where worship is marked by a sense of God's presence and life changing power;

A SHARING Community

- Where life, faith and hope are freely shared and lived out in our wider community;
- An outward looking, mission minded community that cares for the needs of others;
- A church that seeks to live out the gospel message of love, of freedom, of equality and of justice both locally and globally;
- A church where generosity flows in response to God's generosity – where we are all encouraged to give as well as receive;

A GROWING Community

- A church with a desire to know God better, where there is a need for us to engage with the Bible and to grow in prayer and service;
- A community with a desire to learn with and from each other as fellow disciples of Jesus Christ;
- A church growing spiritually and numerically, and growing in confidence as we experience God working in and through us in his world;

Our Mission Action Plan is

- To find new ways of reaching the community and bringing people to faith;
- To enable growth in confidence and spiritual maturity in our congregation;
- To encourage one another in our prayer life and to add to and develop our prayer ministry team;
- To discover new ways of reaching children, in church, school and parish with the Gospel; and
- To continue to build on our relationship with St. Marks School, and the community centres in Hatch Warren and Beggarwood.



Our Congregation



We have a steady number in the congregation, of around 40. This is made up of a core of about 30 regular attendees. We do have a very active group of new members who are keen and enthusiastic in helping the church to grow and develop. We have a number of families, whose children take an active part in our services.

We are not licensed to have any weddings in the church centre, but the incumbent can take services at other churches for Parishioners. On the other hand we carry out a number of baptisms. Our last vicar carried out 17 baptisms in his last 12 months. He also carried out 11 confirmations in the last 3 years. A number of the children are coming from our close connections with the school and parents. It is part of our mission to transform these families into regular church members.

The electoral roll is around 30 people, of whom only 3 live outside of the Parish.

The congregation increases during certain services. Especially over our special Christmas services where we have an average attendance of approximately 150 people. We also usually get larger attendances on Mothering Sunday, Easter Sunday, and Remembrance Sunday.

The congregation is enthusiastic for growth both spiritually and numerically.



Immanuel Church Ministry

Our Services & Worship

We aim to offer a range of worship and teaching opportunities, while reflecting elements valued by Christians of different backgrounds.

Our sung worship is a mixture of traditional and contemporary material with music supplied by a music system called HymnalPlus and an online service called iSing. We use the hymn book Songs of Fellowship. We have excellent audio-visual facilities for use when required.

Our Current worship is:

1st Sunday of each month a Breakfast at 9:30am followed by Refresh Service at 10am

1st Sunday of each month service with Holy Communion at 6:30pm

4th Sunday of each month a reflective service at 6:30pm

Remaining Sundays Holy communion Service at 10am

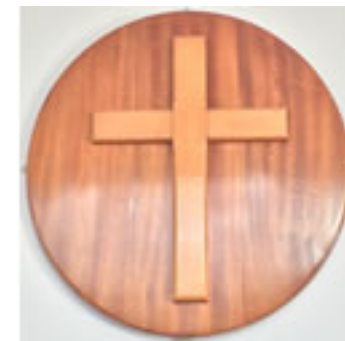
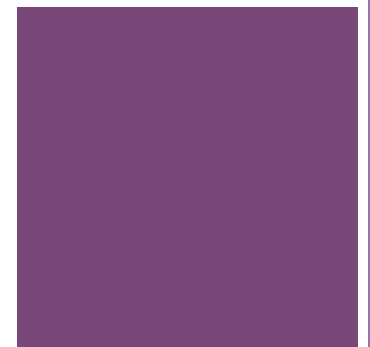
1st and 3rd Sunday Prayer ministry available after the service

Every Thursday Morning Prayer at 8:30am followed by Holy Communion 9am

Wednesdays Home Group at 7:30pm

Class worship every Tuesday

Xplorers (Sunday School) 4th Sunday every month



Youth & Children

The church shares its location and building with St. Marks School, we have a good relationship with the school and this needs to be continued and developed with the new Priest in Charge.

The church runs a local weekly mother and toddler group called "Little Angels". This has about 15 regular parents and their young children attend. It is not only attended by mothers but also dads, grandparents and minders. It is an opportunity to reach out into the community, to engage and inform them about Immanuel Church.

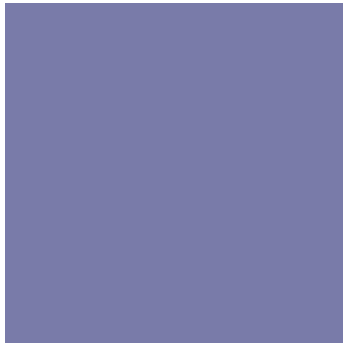
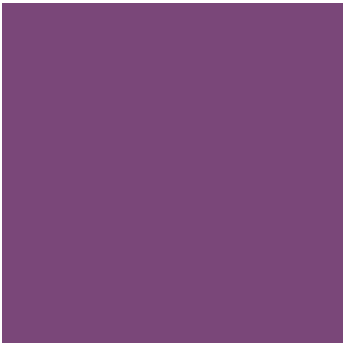
Xplorers (Sunday /school), this is currently being run on the 4th Sunday of every month.

Class Worship: The children of St. Marks Primary School come for worship on Tuesday mornings. The worship is delivered in a quiet contemplative style and age appropriate for all year groups. Each week a different year group come with their teachers and support staff for some reflective worship, which follows a regular pattern using everyday language suitable for the year group. Class worship is currently run by our LLM in training.

Some of the children participate in our Sunday worship by, saying prayers, doing readings and assisting the incumbent during Holy Communion.

On Shrove Tuesday we run a Pancake afternoon/evening. Many children and their families attend this from the school.

At the end of November we run an Advent Activity morning, which is well attended by children in the parish.



Pastoral Care & Local Outreach

The church has a monthly column in the Rabbiter Magazine called 'Spiritually Speaking', a community magazine for Hatch Warren and Beggarwood this is delivered free to about 5,500 homes. We have our own website: www.immanuelhwb.co.uk.

We have a Facebook page, which keeps members of the Church and community in touch with what is going on.

Our Golden Years club meets in the Church Centre every 2nd Friday

Our Little Angels mother and toddler group meets every week in the HW community centre.

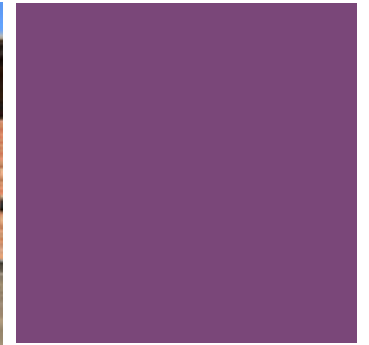
We have a Saturday Breakfast with visiting talk on the first Saturday of each month.

Create Pray every Wednesday during term time

Members of the church take part in Pastoral Care in the community.

We support a number of local, national and International charities

- St. Marks CoE school
- The Food Bank
- Camrose Centre
- St. Micheals Hospice
- Raising Hope Foundation in Ghana
- Macmillan
- May Place
- Christian Aid



St Marks CoE Primary School

Head Teachers Welcome



On behalf of our school community, it is my pleasure to introduce you to St Mark's!

We are a large and vibrant school situated in the shared catchment of Hatch Warren and Beggarwood. Our 630 pupils range from 4 to 11 years old, and we are very proud of them.

At the heart of our school are our four Christian values- love, hope, faith and forgiveness. More than just words, we believe these values have the power to change our lives, our community, and our world. Whilst these values apply to many cultures and religions, we take their meaning and value from a Biblical understanding and view-point, namely that:

- God loves us, and wants us to love one another.
- Just as God gives us hope and has a plan for us, so we have hope for each other.
- Faith helps us to experience God, and to have an understanding of things unseen.
- Forgiveness enables us to love ourselves and love others. As God forgives us, so we can forgive one another.

At St Mark's, we have an average percentage of pupils with SEND (11%) and pupils with an EHCP (3%). We are below the national average in terms of pupils with English as an Additional Language (6%) and also pupils eligible for Free School Meals (6%). Interestingly, we have approximately 6% more boys in our school than girls.

We are pleased to enjoy a close relationship with Immanuel Church; this is demonstrated through a variety of ways: Alongside our Christian values, we have 8 learning behaviours, which help our pupils to be excellent life-long learners. These are respect, team work, responsibility, pride, resilience, creativity, curiosity and risk taking.

We want our pupils to be emotionally healthy and resilient, too- i.e. to be *HeartSmart*. Boris the Robot helps us in this with his High-Fives. This diagram helps to show how these aspects are linked.



Hosting joint events such as Macmillan Coffee Mornings.

Immanuel members taking school worship and speaking to classes.

Representing Immanuel on our Governing Body.

Welcoming parents and pupils each morning at the school gates.

Presenting Bibles to our 'graduating' Year 6 pupils.

Meeting regularly to discuss aspects of church and school.

We recognise and welcome the fact that the new priest will have their own vision for the church, which includes what the interaction with our school will look like; however, we are very keen that the new priest would want to carry on and develop our close relationship.

I look forward to meeting you, and working together at St Mark's for the good of our school and community.

Charles Applegate, Head Teacher

www.stmarksprimary.net

10



St Marks CoE Primary School

Thinking about a new priest for Immanuel

At St Mark's, one pupil from each class is elected to be part of our Christian Voice Ambassadors; they help to embed our Christian values, learning behaviours, and HeartSmart High-Fives in our school. They have also been busy thinking about what qualities the new priest at Immanuel Church should have.



Don't Forget to Let Love in!

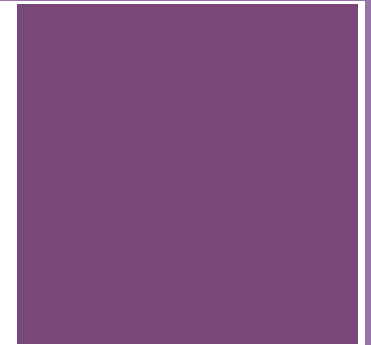
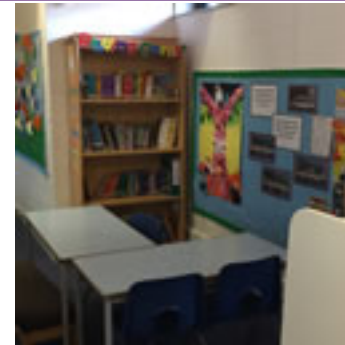
Don't Rub it in Rub it Out!

Too Much Selfie isn't Healthy!

Fake is a Mistake!

'No Way Through' isn't True!

THE HEARTSMART HIGH FIVE



Our Reflections - swot

STRENGTHS

Welcoming, Hospitable, Friendly, Family Church
Practice forgiveness of minor mistakes
Diversity of ethnic backgrounds
Low Maintenance Church Building and low overheads
We have an LLM in training - leads class worship
Work well with St. Marks sch community - help on events
Flexibility of worship & a willingness to try new things
Thriving "Little Angels" at HW community centre
"Golden Years" has been going for over 20 years

WEAKNESS

Small Congregation
No traditional Church Building
Too reliant on a small number of volunteers
Time challenged congregation
Locals often don't realize that there is a church here
Church difficult to access midweek because of school

OPPORTUNITIES

To expand work in St. Marks School & Families
To work in community to serve the vulnerable
Utilise congregation talent
Sizable population for potential growth
St Marks gives us opportunities for outreach & teaching
Links with the 2 local community centres
Opportunities for prayer ministry, & bible study

THREATS

Small number of parish activity leaders
Majority of HW & BW are cash rich & time poor
Deanery prioritization of finite resources
Not growing enough
If we don't grow, do we remain a viable church

The Common Tenure Interim Post

Benefice of Immanuel Hatch Warren and Beggarwood

Role Description in relation to
Interim Minister (Common Tenure Interim Post) 3 year Fixed

Priest in Charge:

Introduction

Immanuel, Hatch Warren, was formed out of the parish of Kempshott, St Mark's, just over 20 years ago. The population of the parish is currently over ten thousand and growing (this will likely increase with the golf course development, land recently transferred from Farleigh benefice, where 1,000 new homes are planned). The original vision was to build the church within the new Church of England (VA) Primary School (St Mark's C of E). The set up began as an LEP but this came to an end before the last priest was appointed, about four years ago. There have been four priests who have led Immanuel, at first through significant growth, then through decline and more recently renewed growth, but from a low base.

Currently the worshipping community figure for CMF purposes is 31.67 (three year rolling average). The 2018 CMF request is for £15,428. There is one Sunday service and one mid-week Communion and there is a key role within the school and a strong relationship with the school leadership team. There are occasional baptisms but it is very rare for there to be other occasional offices. There is no churchyard or historic fabric to maintain.

Given the above it is hard, on most counts, to justify a full stipendiary post. However, the population size, church school and new estates cannot be ignored. It is principally for reasons of the need to explore new ways to address these challenges that we are looking to appoint an Interim Minister.

Objectives

- To build on and develop the existing relationship with St Mark's School.
- To significantly build the size of the worshipping community in the parish.
- To discern and develop new ways of working collaboratively with St Mark's, Kempshott, to serve the new estates of both parishes and other mutually identified areas of ministry and mission across the parishes.



The Common Tenure Interim Post



Collegiality

Close working relationships are expected with

- The churchwardens and PCC of the parish.
- The Head Teacher of St Mark's C of E Primary School.
- The Vicar of Kempshott, meeting regularly for prayer and planning.
- The Area Dean of Basingstoke; who will work with you and the Vicar of Kempshott in discernment and prioritising.
- The Archdeacon of Winchester (see Oversight Arrangements below)

Outcomes

At the end of the specified period, we will see:

- At least 70 members in the worshipping community.
- Closer working, planning and delivery of ministry between Immanuel and St Mark's.
- A strong and flourishing relationship between St Mark's School and Immanuel Church.
- Greater clarity about the future ministry needs of the parish.
- A clear vision for the further growth of the body of Christ in Hatch Warren.

Development Aims for the Benefice

By the end of year 1	W.C. 50
By the end of year 2	W.C. 60
Early in year 3	W.C. 70

Oversight Arrangements

For the purposes of the IM nature of the post meetings will be with the Archdeacon of Winchester (AofW).

- IM and AofW should meet in first few weeks to confirm aims, tasks and frequency of meeting.
- IM should seek support from AofW as and when needed, in addition to agreed meeting dates.
- The benefice should be made aware of any changes to the IM tasks. An annual update should be given (possibly at the APCM).
- A year before the IM post is due to end the AofW should begin working on plans for what happens next for the IM and they should work with the PCCs on plans for what happens next for the benefice.

In the usual categories of a Common Tenure role within the Diocese of Winchester, the following are the competencies and behaviours considered necessary to be effective in this role, taken from the Benefice Profile:

14

Role Description:

The role is for a priest (priest in charge, Common Tenure Interim 3 year Post) who will challenge and open our eyes to new vision and lead our Church with conviction and passion, building on recent achievements and making a step change difference in growing and motivating the congregation so as to develop the mission of the Church in the community. A person with a passion and vision to evangelise, using creative methods, in the community of Hatch Warren & Beggarwood

We are looking for a priest who will:

Spirituality

- Be committed to the priority of prayer, study of the Word and sharing of the Sacraments, as the foundation for all our mission and ministry;
- Be a creative and imaginative spiritual leader, pointing others to Christ and deepening our spirituality;
- A gifted preacher and teacher who is able to teach and communicate the Gospel in a clear, contemporary and authoritative manner;

Church Tradition

- Be a person who is Faithful to Scripture but who also has compassion and an awareness of the challenges of sharing our mission within the diversity of church traditions;
- Recognise and encourage lay ministry and work sensitively to foster the gifts and talents of all;
- Respect the Anglican history and traditions of Immanuel Church;

Worship and preaching

- Be keen to lead and develop different styles of worship including contemporary expressions, in a way that respects and involves people of all ages, abilities and traditions
- Engage and enthuse the pupils of the St. Marks School;
- Be an effective communicator and teacher with a sense of humour, able to explain the Gospel in an enthusiastic and inspiring but engaging way;
- Inspire and revitalise the church family to develop their faith be more effective in the witness to the community

Leadership and collaboration

- Be a team builder with a collaborative and enabling leadership style;
- Discern the gifts and skills of others and willingness to develop and use them;
- Grow the church with a sensitive approach in helping people grow spiritually;
- Engage effectively and positively with the school, pupils, parents, staff and governors;



Role Description: continued

Discipleship, Learning and Nurture

- Develop and nurture the discipleship and spiritual growth of church members of all ages, growing disciples in number, wisdom and maturity;
- Encourage, enhance and equip lay ministry and lay leaders;
- Communicate Well and enable others to articulate and share their faith within the community of Hatch Warren & Beggarwood;

Evangelism and Concern for Social Justice

- Be committed to working in a school environment with knowledge and understanding of the issues regarding KS 1 & 2;
- Effectively bring people to Christ, and enable others in this ministry;
- Build relationships and engage with the whole community;

Pastoral care

- Balance time with friends and family with the demands of parish life;
- Have excellent interpersonal skills with an approachable manner and active listening skills;
- Lead and enable the provision of a collaborative pattern of pastoral care for the church family and the wider community through parish visitors, bereavement visitors, baptism preparation team;

Stewardship and Parish Organisation

- Ensure that structures, processes and policies meet both legal and diocesan requirements;
- Encourage generosity in church members, to provide for ministry and mission in the parish, the deanery, the diocese and beyond
- Be organised, able to prioritise workloads effectively and willing to delegate where appropriate;

Ecumenism and Links with other bodies

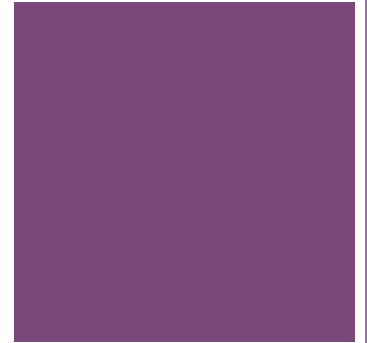
- Willing to work with other churches whenever and wherever possible;
- Work creatively with other churches and One Church, Basingstoke;
- Fully participate in and contribute to the life of the deanery (including synod and chapter) and diocese;

The role description should be read in conjunction with the guidelines for the Professional Conduct of The Clergy.



16

Appendix





The Community of Hatch Warren & Beggarwood

The Parish of Hatch Warren and Beggarwood is in the town borough of Basingstoke and Deane. Detail of the town, its history and interesting information can be found on WIKIPEDIA.

Hatch Warren & Beggarwood has one state funded school, within its boundary as well as three more that take pupils from the parish that are in close proximity to the parish:

- St. Marks Church of England Primary School (625 pupils 4-11years) ****Within Parish****
- Hatch Warren Infant School (267 pupils 4-7 years)
- Hatch Warren Junior School (342 pupils 7-11 years)
- Brighton Hill Community School (1094 pupils 11-16 years)

These schools have a mixed classification by OFSTED. St. Marks has recently had their inspection and were awarded a Good status as were Hatch Warren Infants in 2013. Hatch Warren Junior School have a good OFSTED rating from 2018 and the secondary school Brighton Hill Community College good from 2017.

The church has a close relationship with St. Marks School as we share our building and location with them. The incumbent would need to be closely involved in life at the school, as shown on page 6. St. Marks School is a large school with a special needs department, and as a Church of England school; faith is a central part of the school day. All classes have prayer time every day and there are assemblies and services every week. The school is invited to share in many of the services at Immanuel and Immanuel run Class worship for the school.

There are four nursery schools within the parish; there is Dandelions Pre-School on the St. Marks School site. Hatch Warren Under 5's meet at the community center with Busy Bees and Kiddi Kuru in commercial premises.

There are no care homes currently within the Parish, but there are plans for one in the future. At present any church members who need such care do move out from the Parish, but do still come to Immanuel Church.

There is a large community centre in Hatch Warren, which has a number of rooms available and they also run a number of local community events. There is a smaller, newer community centre in Beggarwood with 'Café in the Park'

There are a number of shops in the parish; we have a large Sainsbury's superstore which includes the Argos store. With a Mothercare and American Golf Store alongside. There is a small out of town development with a Dreams store, Pets at Home and a Poundstretcher. The local pub is the Portsmouth Arms and is a popular family friendly pub with a beer garden.



The House

The church house is located in Hatch Warren a short drive or walk from the church. It is a spacious and light 4 bedroom detached house of modern design.

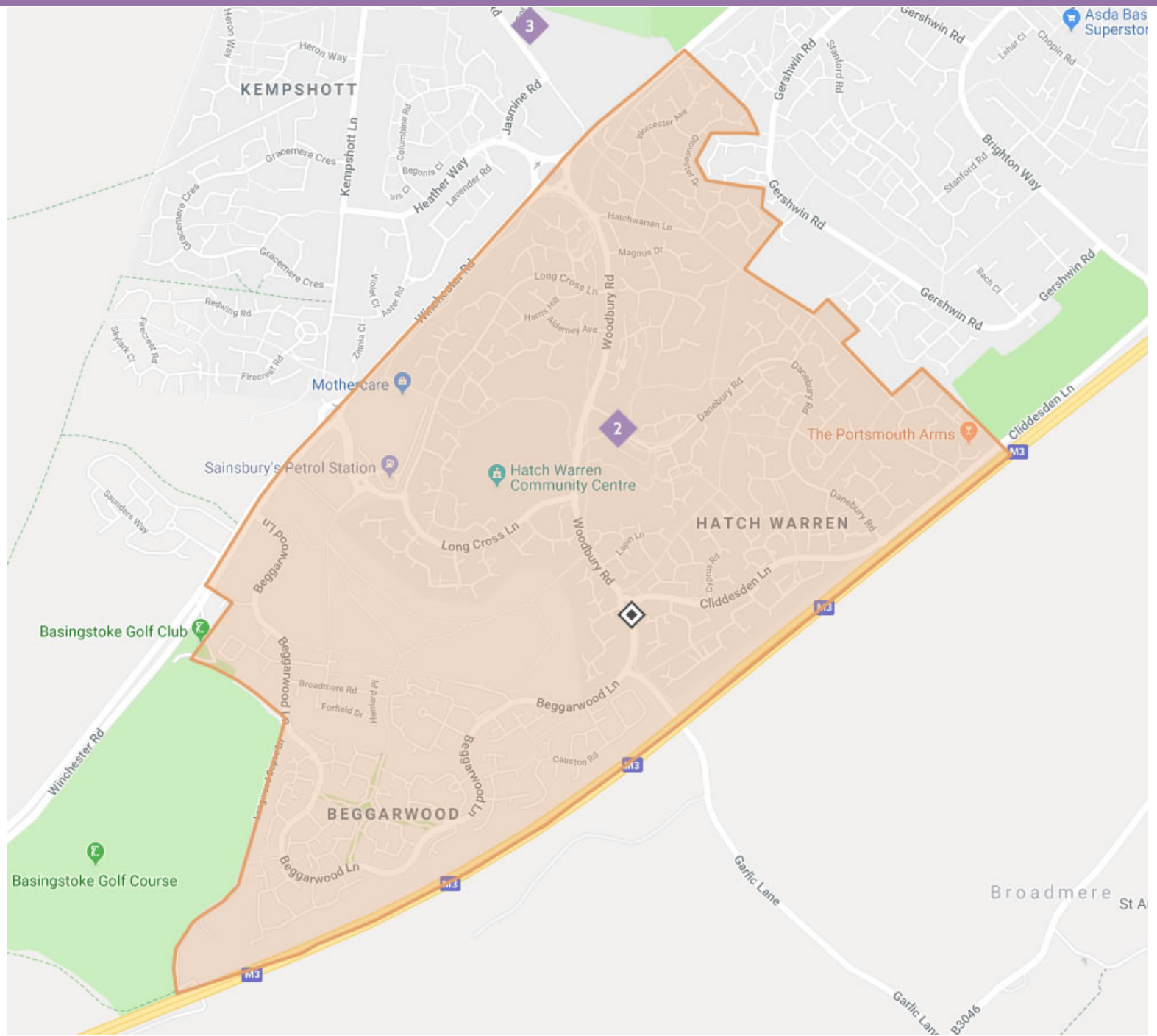
Downstairs there is a large sitting room, dining room, a kitchen breakfast room, utility, cloakroom and a large L shaped study. Upstairs there are four good size bedrooms with built in wardrobes, a family bathroom.

The study is one of the largest in the diocese and is large enough to hold meetings in.

Outside there is a large enclosed rear garden and a drive with parking for a number of cars



The Parish map of Immanuel Church, Hatch Warren & Beggardwood



Finance



Our latest financial statements (to 31st December 2017) showed income of just over £37,000. We ran a stewardship campaign at the beginning of 2018 and the vast majority of our income is via the Parish Giving Scheme which most members of our congregation use for their regular giving. This scheme automatically claims the gift aid element of the donation and pays this to us each month. The income in 2017 included a couple of larger one-off donations, which allowed us to purchase new chairs for the church. We are pleased to confirm that we have received a one off donation of £20,000 which includes gift aid in 2018.

Other income is generated by the toddler group, Little Angels, which runs weekly during term-time. After expenses this contributes approximately £600.

Our Parish Share quota for 2017 was £11,000 but we were able to contribute slightly more than this, paying £12,000. In 2018 our share has increased to £15,428 but we are on target to pay this in full.

Our outgoings for 2017 were £31,000 (including the parish share contributions). We are fortunate that we don't have the usual expenses associated with a church building and instead pay a small quarterly charge to the school as a contribution to heating/lighting costs etc. This is less than £1,500 a year. Our biggest expenditure in 2017 was the addition of the new chairs mentioned above.



Category	2017	Estimate for 2018
Parish Giving Scheme Income – including gift aid element	16,746	17,130
One-Off donations (through Parish Giving) – including gift aid element	8,620	20,000
Other Collections/Donations	8,455	5,800
Little Angels (Toddler Group)	1,211	1,200
Other Gift Aid Reclaimed	2,296	1,000
Total	37,328	45,130

Category	2017	Estimate for 2018
Common Mission Fund (Parish Share)	12,000	15,428
Diocesan Fees	1,534	646
Equipment	6,583	1,600
Building Costs	1,446	1,500
Insurance	189	189
Music	364	350
Printing/Admin/Phone	2,150	2,540
Little Angels (Toddler Group)	595	600
Refreshments	1,492	1,500
Education	852	864
Other Costs	4,199	4,200
Total	31,314	29,417



Thank you for
looking at our
Profile



Useful Websites

basingstoke.gov.uk

en.wikipedia.org/wiki/Basingstoke

immanuelhub.co.uk