



The Pastrow Benefice

Sharing the love, grace and truth of Jesus Christ



House for Duty

(20-40's Engagement Minister)

3 Year Common Tenure Interim Post

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 missional projects across the diocese which are aimed at **strategic 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/>



+ Timothy Winton



x David Basingstoke

Tim Dakin
Bishop of Winchester

David Williams
Bishop of Basingstoke

Andover Deanery

There is a vibrancy and a sense of direction and purpose across Andover Deanery as we work together to deliver the Diocesan Mission Strategy. The deanery is in the Northern Archdeaconry and is made up of 31 distinct but unified parishes, each unique yet sharing the many gifts and God given talents in service to the communities where we live and work. At the heart of the deanery is the market town of Andover, with fast expanding residential housing developments, allied to light industry and commercial outlets, yet surrounded by significant rural villages and hamlets. Fresh Expressions and new ways of being communities of faith are developing, as an evolving leadership grows in collegial ministry confidence across the deanery.



Trevor Lewis
Area Dean of Andover Deanery

Welcome to the Pastrow Benefice!

These are really exciting times to be in the benefice as we have been embarking on a spiritual journey of looking deeply at how we connect individually, as distinct parishes and corporately as a benefice with the three major traits of Christian life: Prayer, Discipleship and Mission. Over the past two years there has been significant step-changes by laying firm foundations for growth in developing central administration and building teams to respond effectively to the needs of the communities that we serve.

Our mission plan at present is simple, concise and was developed after the “Big Ask” survey of members of the churches in the Pastrow Benefice in late 2016 which identified areas where people wanted to see growth or change. This resulted in the “rugby ball” diagram for the structure of the Benefice activities:



Benefice Vision

The Benefice vision is to bring the love, grace and truth of Jesus Christ into the heart of the Pastrow Benefice, so that every member of our community feels welcomed by our thriving and growing Christian family. The vision encompasses much of the dedicated work already in hand, but emphasises:

- i A Benefice with prayer at its heart.
- i Church communities that really seek to find ways to welcome newcomers into the life of discipleship through Christian teaching that is direct and informative.
- i A growth in community spirit to encourage more churchgoers across the age groups, particularly amongst the young, and for the young and not so young to take a more active role in the family.
- i The Church demonstrating that it is of clear value to the communities it serves, encouraging community connection with the church.
- i To continue to make the Church more relevant to daily life and to encourage our family in realizing and growing their own ministries as part of an active faith, using their gifts within the body of Christ.
- i Pastoral care for those in need, for those who wish to become more involved, and for those experiencing milestones of baptism, confirmation, marriage and bereavement.
- i That the churches within the benefice are fully integrated, working together for the common good.

Benefice of the Future

The Pastrow Benefice is one of three in the Winchester Diocese which are running pilot programmes to see how new ideas and ways of doing things can reach out to the people in our rural communities, particularly those in the 20-40's age bracket. This newly created HfD post is integral in helping us to discern this process and to develop a clear vision for our missions across the benefice in new and exciting ways.

The vision for the pilot programmes is to:

- grow vibrant rural churches at the heart of their communities;
- reach children, youth and under 35s;
- engage in meaningful social action;
- work creatively with each other and with other partners across the benefice;
- grow the next generations of lay and ordained leaders;
- make a strong contribution to the life of the wider church.

This vision fits in with our own vision that has been mentioned above, and our logo "Sharing the love, grace and truth of Jesus Christ." One benefit of being a pilot programme is that we get some additional resources from the Diocese, allowing us to do things we wouldn't be able to do otherwise. It also recognises that each church or parish is unique, but is part of the wider Benefice and the body of Christ and that we can achieve more working together than we can as individual churches. This will involve embracing new ways of doing some things and some changes in our "culture" as a community, so the programme consists of a series of projects.

The aim of the programme is to explore and recommend how the ministry and mission of our rural parishes may be renewed and revitalised within a wider Benefice organisation.

The programme is initially running for three years with additional funding from the Diocese. Results from the programme will be used to provide a report for other rural benefices across the Diocese and potentially nationally.

PROJECTS

There are seven initial projects which have been identified, although others may follow later. These are:

Future Governance Organisation

This project will conduct a review of the minimum legal requirements to be carried out by PCCs and Church Wardens and propose and implement a future governance organisation structure to simplify decision making and the day today running of the Benefice and Parishes.

Identity / Publicity

This project will review the identity, logo, strap line etc. for the Benefice and consider how Benefice events and services can best be publicised. This may be done in conjunction with external consultants funded by the Diocese.

IT Infrastructure

One way to improve communications and administration is to implement an IT Infrastructure to support the whole Benefice for administration, recording decisions and storing data (in particular the implications of the new Data Protection Act). The project will have to liaise with the Diocese, contractors and all the stakeholders in the Benefice. One element of this infrastructure is a Management Suite called Church Desk which the Diocese has bought and is already being implemented.



Benefice Finance

This project will review how finances are managed across the Benefice and investigate whether they can be simplified or centralised to reduce the administrative burden on Treasurers and PCCs. The project will have to liaise closely with the Future Governance Organisation Group.

Capturing the Story (Communications)

This project is focussed on recording the decisions and the process involved in making them for the reports on the programme. It will also publicise events and information as identified by the Identity project. A part time Communications Officer post is being created, funded by the Diocese.

Missing Generations Engagement

This is probably the key project in the programme which will review current activities aimed at children, young people and adults in the Missing Generations and make recommendations as to how the churches can reach out to them to get them involved in activities. This newly created HfD Post will oversee this project.

The Well (Retreat Centre)

This project is to create and run a Retreat Centre at Tangley Church, which will involve installing a toilet

and small kitchen facility in the church and work in the outside area to provide more accommodation space on a temporary basis as required. We are already active in running retreats at The Barn in Hatherden.



Support for Your Ministry – being part of an effective team

Three years ago, there was a full-time Priest-in-Charge and a part-time HfD priest as the ministry team. When you arrive sometime in 2019 there will be a ministry team of nine, which includes an Associate Priest, an Assistant Curate, two LLM's, a recently retired minister, our administrator, and a part-time (voluntary) Children's and Families Minister. We meet weekly on a Thursday for two hours to pray, study the Bible and discuss ministry across the benefice.

We also utilize retired ministers and our own team of Lay Worship Leaders to support ministry and services across the benefice on a Sunday and during the week. There are many newly established teams, such as a Prayer Team, a Pastoral Visitors Team, a Messy Church Team (there are currently three running at different locations across the benefice) and an Operations Team. Each parish has its own PCC and the churches are well cared for by churchwardens and by very loyal groups of volunteers.



The Benefice – what’s important here?

The Pastrow Benefice lies to the north and west of Andover and includes the parishes of Hatherden with Tangle, Penton Mewsey, Weyhill, Christ Church, Smannell with St George’s, Enham Alamein. Charlton is the only semi-urban parish encompassing the north-western area of Andover town. There are seven churches and it is planned to expand the benefice to include the benefice of Hurstbourne Tarrant which has four churches. Work on this merger has largely already been done over the past year, and we are working together on the Benefice of the Future projects and recently held a joint PCC Away Day.

As well as our vision of having prayer at the heart of everything we do, we are constantly exploring our ministries as individuals, as churches and as a collegiate benefice. We are a well-utilized benefice, with plenty of opportunity for contact with the communities. As well as our churches being used for meetings, keep-fit, playgroup etc, we conducted 44 weddings, 54 baptisms and 41 funerals last year.

Our Regular Services

We have introduced new services over the past two years, and these have grown steadily in numbers. The successful candidate will need to discern how they would like to spend their time in reaching out to people in the 20-40’s age bracket and where they would best be suited in outreach to this age group. An example of our current pattern of services is below:

| | St Thomas' Charlton | Hatherden with Tangle | | Holy Trinity Penton | St Michael's & All Angels Weyhill | Smannell with Enham | | Hurstbourne Tarrant & Facombe & Vernham Dean & Linkenholt | | | |
|---|---|--|-----------------------------------|--|--|-------------------------|---|---|--|-----------------------------------|--|
| | | Christ Church Hatherden | St Thomas' Tangle | | | Christ Church Smannell | St George's Enham | St Mary the Virgin Vernham | St Peter's Linkenholt | St Peter's Hurstbourne Tarrant | St Barnabas Facombe |
| 1 st Sunday 6 th Jan | 10.00 am Family Service | 10.00 am All age Worship with informal Communion | | 10.00 am Morning Worship | 10.30 am Family Service | | 10.00 am Holy Communion (CW) | 10.00 am Morning Prayer | | 10.00 am Family Service | 6.00 pm Holy Communion |
| 2 nd Sunday 13 th Jan | 9.00 am Holy Communion (CW) 6.30 pm Encounters | | 11.00 am Holy Communion (CW) | 10.00 am Family Service | 10.30 am Village Morning Prayer | 10.00 am Matins | 3.00 pm Enham Trust Service Michael Hse | 10.00 am Holy Communion | | 8.30 am BCP Said Holy Communion | |
| 3 rd Sunday 20 th Jan | 10.00 am All Age Worship | 10.00 am Family Service | 6.00 pm Reflection Service | 8.30 am Holy Communion | 10.30 am All age Worship with informal Communion | | 10.00 am Family Service | 10.00 am Family Service | 6.00 pm Evening Prayer with Holy Communion | 10.00 am Sung Eucharist | |
| 4 th Sunday 27 th Jan | 9.00 am Holy Communion (CW) 6.30 pm Encounters | 10.00 am Morning Praise | | 10.00 am All age Worship with informal communion | 10.30 am Village Service | 10.00 am Holy Communion | | | | | 10.00 am Benefice Plough Sunday Holy Communion |
| Other Services | 1 st Friday 2.30 pm Holy Communion 1 st Saturday Breakfast @ 9 | | Wednesday 10.00 am Holy Communion | | 1 st Friday 1.30 pm Holy Communion | | | | | Wednesday 09:30 am Holy Communion | |

Key Relationships – what’s important here?

Schools

There are four Church of England primary schools with which you will have the opportunity to be closely involved with. All four schools already have good, deep relationships with the church. They are:

Hatherden CofE Primary School
Smannell CofE Primary School
Vernham Dean CofE Primary School
Hurstbourne Tarrant CofE Primary School.

In addition, within the benefice, there is:

Charlton and District Play Group
Magic Tower Montessori Nursery School, Weyhill
The Avenue Day Nursery, Penton Mewsey
Little Fingers Nursery, Vernham Dean



Village Halls



Most of the villages in the area have thriving village halls. Charlton adapted the church as a community hall in 1978, Enham has the Landale Wilson Institute Hall, and Weyhill has a fairground craft centre and a village hall which supports the church.

Parish Magazines

There are Four monthly parish magazines which cover the benefices: The Village News, serving Penton, Weyhill and Hatherden with Tangle, The Oak covering Smannell and Enham, and the Charlton News. Charlton also has a Grapevine. Hurstbourne Tarrant benefice has its own parish newsletter and magazine. Each of them supports the churches with the times of services and includes articles from the clergy or supporting leaders.

Community Activities

The breadth of activities is tremendous. In addition to the many village summer fetes, there are for example:

The vibrant Enham Club, coffee shops, friendship groups, bible study groups, play groups, house groups, craft groups, youth groups, young church, Brownies, Rainbows and Slimming World, film clubs, cricket club, tennis club, Penton Players amateur dramatics, a walking group (the “Walkie Talkies”), Good Companions, Pilates, model railways, ping pong, skittles, quiz nights to name a few.

These rural villages really do have a great sense of identity and purpose to ensure that communities are well catered for. You will have plenty of opportunity to get out and meet parishioners amongst these friendly and welcoming communities.



The Pastrow Benefice - What's it like to live here?

The benefice is in the enviable and attractive countryside of North West Hampshire within easy reach of Winchester, Salisbury and Basingstoke. 23 miles from Salisbury, and 17 miles from Winchester there are many local attractions and places of interest. Stonehenge is about 20 minutes' drive away, and Andover has often been referred as the gateway to the West Country, with the New Forest, the south coast and Jurassic coast, the Isle of Wight and Devon and Cornwall all easy to reach. To the north lies the university city of Oxford and excellent road links make journeys to the Midlands and further north relatively straightforward.

Andover, our nearest town, is a small market town where housing for London 'overspill' was built in the 1960's and subsequently has expanded much further. It has an astonishingly wide choice of food shops, a multiplex cinema, it has the full complement of sporting facilities, for children and adults, including a sports centre, football, rugby and cricket and tennis clubs, and frequent trains to Salisbury, Basingstoke and Waterloo (1hr 10min).

Newbury is another market town, which has grown organically over the years, and has good shopping, a multiplex cinema, a theatre and a sports centre in the country. It is served by trains to Paddington.

The local demographic is changing, with many younger, growing families now living in our villages. With little local employment available most people work outside the community, commuting to Andover, other nearby towns and to London. This does lead to much more 'churn' of the population than happened in the past, so that that people do not know each other as well as they used to.

For the country lover the benefice sits on the boundary of the North Wessex Downs, an area of outstanding natural beauty (AONB). The river Test is renowned for trout fishing the world over, and the woods and fields around the benefice give opportunities for walking and hiking to those inclined towards an active lifestyle.



The Rectory

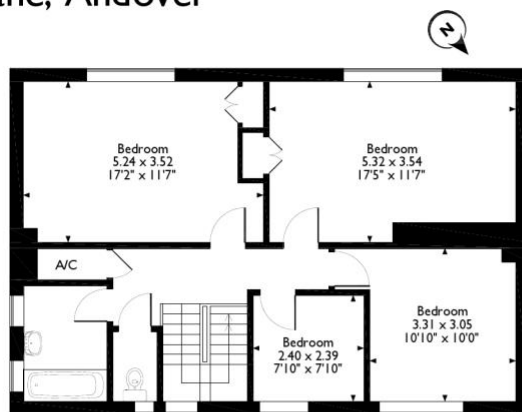
The rectory is in the village of Enham Alamein. A detached property built in the 1970's, it stands in a mainly grassed garden with a small vegetable plot and shale parking area.

It is a spacious 4-bedroom house. Downstairs there is a good sized eat-in kitchen with space for white goods, separate utility room with access to the garden and garage. There is also a study, large sitting room, dining room and cloakroom. Upstairs are 3 double bedrooms, a single bedroom along with a family bathroom.

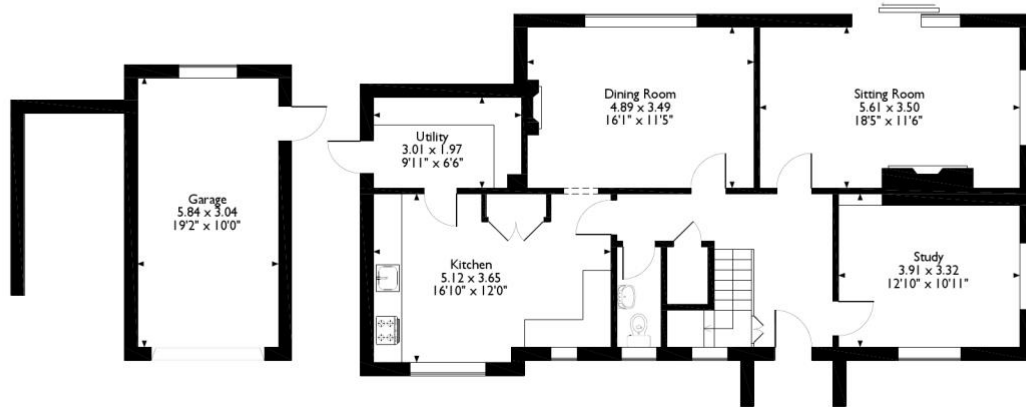
The Rectory is within 2 miles of Andover town centre which has a wide variety of excellent educational facilities for all ages, and there are numerous further education establishments with a very high reputation, in addition to those in Andover, in Salisbury, Basingstoke and Southampton.



Dunhills Lane, Andover



First Floor



Ground Floor

Please note that the location of doors, windows and other items are approximate and this floorplan is to be used for illustrative purposes only. Unauthorized reproduction is prohibited.

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Role Description for the HfD Priest (20-40's Engagement)

The role is for an Associate Priest (Common Tenure Interim 3-year Post) specifically committed to:

- Envision, enable and support the role of the Missing Generations Team in reaching and discipling 20s-40s.
- Support and assist the PCC's and Mission Groups in understanding how to engage the 20s-40s.

The Associate Priest will need to work collaboratively across the Benefice in shared ministry taking a share in the occasional offices and Rota as mutually discerned with the Priest in Charge.

Collegiality

Close working relationships are expected with:

- The Priest in Charge of the benefice and Associate Priest of Hurstbourne Tarrant.
- The PCCs and Missions Groups of the benefice.
- The Missing Generations Team, Messy Church Team and School's Groups.
- The Schools of the benefice.
- The Diocesan School of Mission.
- The Archdeacon of Winchester (see Oversight Arrangements below)

Outcomes

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

- At least 40 new members in the Pastrow family of churches from the target age bracket.
- Closer working, planning and delivery of ministry to 20-40s between the churches.
- People from the target age bracket in leadership roles.
- A clear vision and plan set in place for the further growth of the body of Christ in Pastrow regarding the targeted age bracket.

Development Aims for the Benefice

By the end of year 1

- A clear and comprehensive plan has been developed, agreed and started to be implemented.
- A 20-40s Missing Generations Team formed to help you achieve your aims and outcomes.
- The start of new ministries to 20-40s in some churches.

By the end of year 2

- At least 20 new members in the Pastrow family of churches from the target age bracket.
- A flourishing 20-40s Missing Generations Team who are being disciplined and are missionary-focused.
- Existing ministries that have been formed are successful and new ones being started.

Early in year 3

- A strong and well connected 20-40s Missing Generations Team that are leading the Pastrow Benefice forward with its vision to connect with the target age bracket.
- Members of the target age bracket taking on leadership positions in churches.
- Succession planning in place for existing and future ministry to Missing Generations.
- Numbers indicate successful reaching of 40 new members target.

Oversight Arrangements

Whilst day to day ministry oversight will rest with The Revd Alex Randle-Bissell (Priest in Charge of the Benefice); for the purposes of the IM nature of the post additional 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.
- The Priest in Charge and 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:

Our Vision is ...

Spirituality

- Be a creative and imaginative spiritual leader to those in the target age bracket, pointing them towards Christ.
- In his or her own life, able to model what it is to be in Christ
- Prayerfully discern how to connect effectively with those 20-40's in our congregations and in our communities.

Worship and Preaching

- Inspire and revitalize the Church family.
- Develop styles of worship attractive to those in the 20-40s age bracket.
- Gather those being reached into a new worshipping community or integrate into an existing one congregation

Leadership and Collaboration

- Discern a clear vision for mission and ministry to those in their 20-40s and work towards it.
- Share in the leadership of the benefice in achieving its vision.
- Give support and leadership to the Missing Generations Team, to develop their spirituality, pastoral care and promotion of the benefice vision.

Discipleship, Learning and Nurture

- Develop the discipleship of those in their 20-40's.
- Discern the gifts and skills of others.
- Enable others to articulate and share their faith.
- Lead by example of a good, faithful and committed life balance.

Evangelism

- Have a clear understanding of Fresh Expressions and other forms of pioneer ministry and an appreciation of how these forms might connect with those in their 20-40's.
- Understand the needs of 20-40s who are not church-goers and provide a flexible approach to making the Christian message more relevant to them.

Pastoral Care

- Be a visible presence to those in their 20-40's.

Stewardship and Parish Organisation

- Communicate effectively and appropriately in writing, verbally and through social media.
- Be a confident delegator who can liaise with, encourage and maximise, laity work.
- Encourage a generous response to God's goodness and blessings.

Ecumenism and links with other bodies

- Be willing to build links and work with other churches and other organisations wherever appropriate.
- Will fully participate in and contribute to the life of the deanery (including synod and chapter) and diocese.

Further Details:

For more details about this post, or for an informal chat, please feel free to contact the Priest-in-Charge, Revd Alex Randle-Bissell on 01264 512161 or at Revdalex@me.com

Alternatively, please contact Jane Hammond at the Diocese at jane.hammond@winchester.anglican.org

Useful Sites:

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

www.pentonmewsey.org.uk/

www.tangleyparish.co.uk

www.hbt.org.uk

<http://www.vernhamdean.com/church/>

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