



Priest in Charge

The Benefice of Milford-on-Sea

In the deanery of Lyndhurst



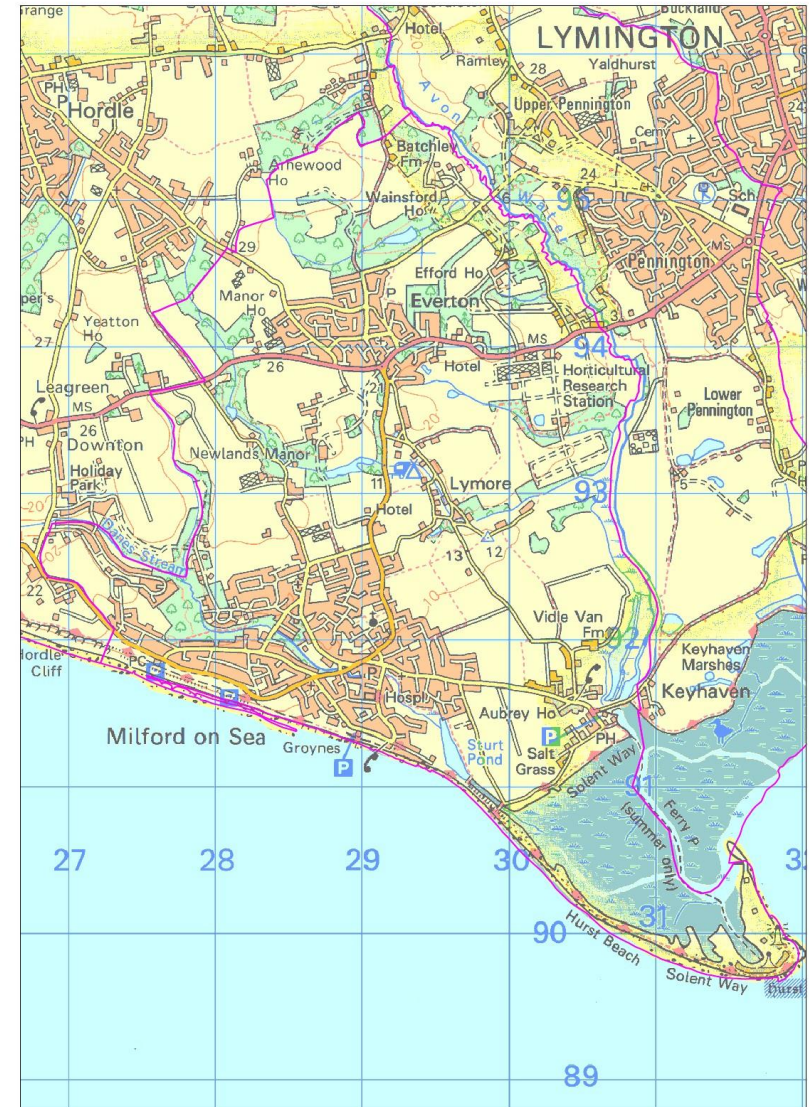
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LINKS

- <http://allsaintsmilford.co.uk/>
- <https://www.mosps.hants.sch.uk/>
- <https://moscommunitycentre.org.uk/>
- <http://www.milfordonsea.org.uk/history>
- <https://www.milfordhistory.org.uk/>
- <http://www.milfordonseanews.org/>

- Parish website
- Primary School website
- Community Centre
- Parish Council website
- Milford Historical Record Society
- Milford's local "news" website



WELCOME

Welcome to this parish profile and role description ... and welcome to the Diocese of Winchester!

At the heart of our life here is a 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 at the moment. We wait with eager anticipation to see how this process will unfold. We pray that, if God is calling you to join us in his mission in this part of the world, he will make his will abundantly clear to you.

'As the Father sent me so I send you ... Receive the Spirit.' John 20:21

Read more about [Winchester Mission Action Planning](#) here.



Tim Dakin
Bishop of Winchester



Debbie Sellin
Bishop of Southampton

LYNDHURST DEANERY

The deanery has a mix of suburban, market town and village parishes and is located in the south of the diocese, within the archdeaconry of Bournemouth. The life of the deanery includes an active Synod and a friendly and supportive Chapter. We work together to find ways to enable all the people of our parishes to live out their calling in our shared mission and ministry. To do this we have formed partnerships and groupings amongst our benefices to help make the best use of our resources. We encourage all our stipendiary clergy to be active within the deanery so that their skills and gifts can be used to build up the whole deanery.

Peter Salisbury
Area Dean



Jo Elvidge
Assistant Area Dean



Bill Andrews
Lay Chair



INTRODUCTION

The Parish of Milford on Sea (population 6,100) comprises the villages of Milford and Everton and the hamlets of Keyhaven and Lymore. It is situated between Southampton and Bournemouth on the edge of the New Forest with the attractive market town of Lymington just 4 miles away. New housing development is adding to our mission opportunity. Milford and Everton, each with their own church, are separated from each other by an area of greenbelt. All Saints', an historic Norman church, is in Milford whilst St Mary's is a 20th century building just 1½ miles away in the centre of Everton.

The parish benefits from an influx of visitors, especially in the summer, thanks to its beautiful coastline and situation on the doorstep of the New Forest National Park.

Milford Village Green, surrounded by a variety of independent shops, cafes, pubs and great restaurants is a natural focus of this busy coastal village with its many clubs and societies catering for all ages and interests. The Green is the venue for many annual events and

festivals, as is the community centre.

We have good links to the 'outstanding' Church of England Primary School of 311 pupils.

The Medical Centre in Milford serves the entire parish, leading to close links between the villages.

Everton's smaller but active church, together with the social club, pub and thriving village post office and store form the hub of the village. There is a good working relationship with the community association.

The Priest in Charge will lead a team comprising a full time Youth Minister, retired clergy, lay ministers and volunteers, supported by two part-time administrators.



OUR VISION

To “know Jesus better and to make Jesus better known” is the heart of all that we desire, yet we struggle to shape and co-ordinate our efforts to achieve this.

We need a pioneering imaginative, wise leader to galvanise us into action so that we will see both spiritual and numerical growth. We seek a Christ-centred, Spirit-led, Bible-based and mission-focussed leader who can listen, discern and compassionately inspire change for the next stage of our journey.

Our vision is to be a thriving, accepting yet challenging Christian family, guided by the Holy Spirit, sharing love and fellowship within our churches and active community so we:

- ‘know Jesus better’ - growing in God through our prayer life, deepening our Bible knowledge and building on our sense of unity and preparedness for change
- ‘make Jesus better known’ – in imaginative and creative ways, growing in relationships and outreach, actively seeking opportunities to love and serve our neighbours.



Our future leader will help develop a coherent and challenging strategy for us to:

- develop our pastoral teams and outreach opportunities to build relationships outside church
- become a diverse growing congregation, resolving the low numbers of young families and appealing to the many older people in our villages who have felt threatened by modern forms of worship
- offer inspiring worship with both traditional and modern expressions using our varied musical gifts to enhance our services.
- disciple, motivate and inspire the congregations to discern and deploy their spiritual gifts in active service
- encourage more leaders

OUR CHURCH LIFE

People tell us that we demonstrate Christian love in our welcome, outreach and care for each other. We have benefitted from a history of strong biblical teaching in our churches as well as good school, ecumenical and community links.

- All Saints' is a place of peace yet alive with the presence of God. It has a prayerful and reflective atmosphere.
- St Mary's is a smaller church with a big heart, a family feel and a sense of belonging. Everyone is known and everyone matters. One of our Lay Ministers, Gillian, has been called specifically to St Mary's where she coordinates services, pastoral care and activities.

Our retired clergy, lay ministers and Youth Minister are supported by the office administration team and volunteers— see Appendix 5.



Worship and Fellowship

Both churches are lively and welcoming with time for coffee and chat after the 10am services. They have recently been equipped with modern AV systems.



We average around 130 worshippers each Sunday at All Saints' and 45 in St Mary's. Appendix 2 shows the variety of services offered from traditional (BCP) to contemporary (A-Live). Recent introductions include café church at St Mary's and Taizé-style worship at All Saints'. St Mary's offers a very successful two-day Holiday at Home as one of the many other opportunities for fellowship. Six years ago the traditional congregation of All Saints' and a freer, more interactive Hall congregation were brought together in one service on a Sunday morning. The necessary compromises caused by joining these two very different worshipping communities led to losses from both congregations.

Since then we have been well taught and are now united, alongside St Mary's, in our desire for a vision and leadership that will take us forward, celebrating our diversity and bringing God glory in our Parish.

We have 12 flourishing home groups providing good Bible teaching, opportunities for prayer and pastoral care. Diocesan Lent studies happen annually and we have recently offered The Bible Course and Alpha.

Prayer and Pastoral Care

Weekly Parish Prayers and St Mary's Prayers provide opportunities to pray for individuals, the Parish, nation and world. Our Prayer Team are available at services and can be contacted by individuals in need of specific prayer. We have supported the Thy Kingdom Come Prayer Novena with prayer walks and 36-hour Prayer Rooms. A team of Parish Visitors is available to visit anyone in need of support or company.

Schools, Children, Youth and Families

We have a good relationship with Milford Primary School Academy Trust, which holds celebrations in the church each term.



The School welcomes the Priest in Charge, Youth Minister and previously the Family Worker, into school to lead Collective Worship, workshops and prayer spaces. We

meet an increasing number of children and youth through church-led groups and our Youth Minister's weekly support of the Community Centre Youth Club. St Mary's Family Services and monthly Family Tea are growing and we have recently introduced an after-school café in All Saints' Church. Families of younger children enjoy joining us for our Palm Sunday donkey procession at St Mary's, Christingle and Crib services at All Saints' and for Good Friday's Easter Craft morning. We sense a need for a Priest in Charge who has a natural affinity for young families, especially parents, to help us connect better and see rising numbers of young families joining our worshipping communities.

Mission and Outreach

Both churches regularly support several missions from their tithed income and support Deanery initiatives and specific missions from special events and services. Local outreach activities are listed in [Appendix 3](#).



OUR CORE TEAM

Matt Allum, Churchwarden

A retired teacher, I moved to Milford in 2000. After 54 years of marriage I was widowed 18 months ago. I have 3 children and 4 grandchildren. God prompted me to become Churchwarden for a second time in April this year.

Alan Chapple, Treasurer

As a retired finance director of an international company, I felt called to use my skills and experience to serve as Treasurer. I am supported by a group of volunteers and consider it a blessing to fulfil this role.

Phil McNinch, Youth Minister

Hailing from the Scottish Highlands, I grew up desiring to serve with the Church in local communities. After my Theology degree I felt called to serve in this parish. My 5 years here have seen my relationship with the Lord deepen and enriched my passion to share the gospel.

Gillian Peard, Licensed Lay Minister

After 25 years as an infant-teacher, I felt God calling me to church ministry. For nearly 20 years I have been privileged to serve as an LLM, with pastoral responsibility for St Mary's.

Lesley Prince, Parish Administrator

I am privileged to work in the admin team along with Caralyn. We have several key volunteers and between us we support the Parish, often being the first point of contact for the Church.

Olga Soper, Churchwarden

I heard God calling me to the huge privilege of being churchwarden 4 years ago. I was a Magistrate for 25 years and have been involved in a church plant, Alpha courses, house groups – and grandchildren.



OUR ORGANISATION

Governance

Our two churches function fairly independently. St Mary's has its own District Church Council, Churchwardens, Treasurer and volunteer teams. Both churches have halls with full kitchen facilities. The All Saints PCC meets ten times a year, alternating between business and spiritual issues. The average age on the PCC has been getting younger in recent years. It is united, prayerful and purposeful in support of the Priest in Charge and LLM teams.

Size

There are 234 parishioners on the Electoral Roll. Average weekly attendance in 2018 was 167 adults and 7 children across our two churches. Historic data is in Appendix 3. Attendance increases at major festivals: over Christmas last year we had 412 worshippers. In 2018 there were 8 baptisms, 2 marriages, 38 funerals in church and 20 funerals at the crematorium.

Finances

Most of our funding comes from 140 regular givers with a high proportion from a small number of older members of the congregation. In 2018, income was £263,000 and we ran a deficit of £73,000, partly due to previously funded capital expenditure. We have also run deficits in the 3 previous years. Reserves at 31 December 2018 stood at £179,000. Further details are in Appendix 4. The accounts can be found at <https://beta.charitycommission.gov.uk/charity-details/?regId=1128038&subId=0>

Our congregations are generous over specific projects, but we seek a leader able to motivate the congregation to reduce our deficits and ensure our work is sustainable. The parish employs a Youth Minister and 2 part-time office admin staff. Our Family Worker moved away in July and our choirmaster died in May 2018 leaving a vacancy.



THE VICARAGE

The Priest in Charge was built about 30 years ago. An attractive red brick detached family home, it has half tile walls and a delightful garden. Conveniently situated on the Lymington Road, it is a short walk to the village centre and access to All Saints' church is just across the road. The "outstanding" Primary School is a 5 minute walk away. Since the photograph opposite was taken, solar panels have been installed on the south-facing roof.

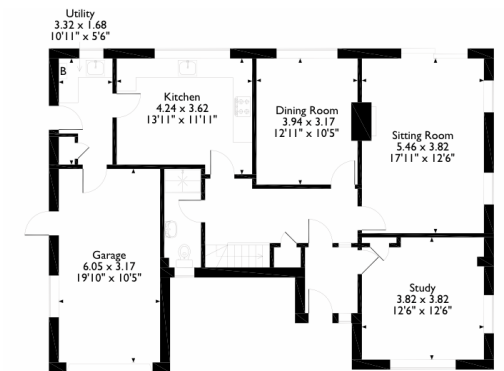
The accommodation comprises;

Ground floor: entrance vestibule with coat hanging space and doors to study (north & west facing) and hall, so visitors to the study don't need to enter the family home. Sitting room (south & west facing) with wood block flooring, open fireplace and glazed door to patio/garden. Dining room (south facing) with wood block flooring. Kitchen breakfast room (south facing) with modern fittings. Utility room with modern fittings with back door to garden and door to integral garage. Downstairs WC with shower.

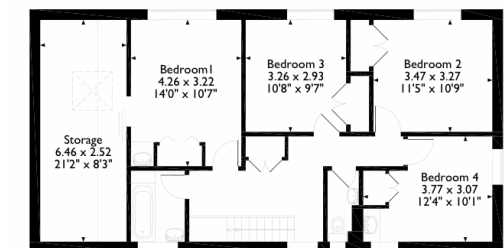
First floor: 4 good-sized double bedrooms mostly with fitted wardrobes, family bathroom, landing, separate WC, large storage area accessed from main bedroom.

Outside: a driveway at the front of the house leads to a single integral garage and there is outside parking space for several cars. There is a good-sized secluded rear garden (south facing) laid out for ease of maintenance with many established shrubs and a large area of lawn with surrounding hedging and trees.

Services: all main services. The property has the benefit of full gas-fired central heating; upvc double-glazed windows, solar panning and mains drains and electricity.



Ground Floor



First Floor



ROLE DESCRIPTION

This Role Description should be read in conjunction with Our Vision set out in this profile and also the Guidelines for the Professional Conduct of the Clergy that apply to all the ordained.

Our Parish is seeking a warm, confident and outgoing Priest in Charge, who relishes the opportunities of our lively village communities and their two active churches. We are praying for a Christian leader who will build on our existing strengths and work with us to shape vision, and carry forwards coherent plans to develop our mission and life. We are seeking someone who:

Spirituality

- Is sustained by their ordered devotional life of study, prayer, scriptural reflection and Christian fellowship
- Experiences conscious dependence upon God and the empowering of God's love and spiritual gifts as a daily aspect of your own life, and eagerly desires that same filling by the Holy Spirit for all God's people
- Displays wisdom and sustainability in balancing the needs of ministry with commitment to your own family and friends

Worship & Preaching

- Evidently values and actively supports diversity in the offering of worship, and will lead in different styles and contexts with confidence, creativity and warmth
- Preaches with clarity and accessibility in ways that inspire and engage with contemporary life and its challenges
- Welcomes, develops and releases the gifts of others in the leading of worship e.g., LLMs, retired clergy and lay people

Leadership & Collaboration

- Will be a visible and accessible Christian leader, working with the PCC and others to shape clear and coherent mission plans, and building collaboration for delivery across the parish and both churches
- Chairs meetings confidently and with impartiality, open to the views of others: allowing, encouraging and valuing the participation of all, whilst ensuring that clear decisions are reached and implemented
- Leads with emotional intelligence that accommodates those of differing understandings and experiences; overseeing the energies of the eager, and supporting and encouraging those who find change challenging



Discipleship, Learning & Nurture

- Has a longing and active commitment to developing faithful discipleship in people of all ages, including through small/home groups
- Will share their own knowledge, experience, and gifts with others; tactful and respectful when challenging others, and open to such challenge themselves
- Enables individuals to discern their gifts for ministry, and is committed to supporting them in developing and using these in worship and outreach

Evangelism & Engagement with Social Justice

- Is a persuasive yet sensitive evangelist, presenting the Gospel clearly and confidently and helping us learn to do so too
- Displays creativity and is proactive in ensuring that we continue to explore how to present the faith in ways that resonate with contemporary life, even for those who give little thought to faith
- Deliberately keeps their knowledge and understanding of contemporary mission up to date, with particular emphasis at this point in our lives on mission that seeks to engage children, families and young people as well as the connecting with the older members of the community
- Evidences active commitment to the life and mission of the CE primary school in the parish, supporting the school in its work and governance, and through the school, helping us to build relationships with children, parents and the wider community
- Is committed to supporting the spiritual foundations of the Primary School's 'We CARE' values (Courage, Aspire, Respect, Explore) by encouraging pupils to explore big questions, thoughts and ideas that arise out of these values, through the story of God
- Displays a sophisticated understanding of the place of the church in the common good of our community and advocates for the place our community should take in the common good of the wider area and world; maintaining a visible presence as a Christian leader in our local community

Pastoral Care

- Is an approachable and wise pastor, exhibiting Christian faithfulness yet respectful sensitivity to the pastoral needs of our church and wider parish
- Exercises active oversight of our established team of Parish Visitors and support them in growing their capacity, numbers and skills

Stewardship & Parish Organisation

- By regular teaching and personal example helps church members to appreciate the link between mission and resources, and their shared responsibility for resourcing mission within the wider diocese, and encourages them in the thankful offering of their time, talents and money
- Exercises effective management of parish paid and voluntary staff to ensure that God's gifts to the local church are used to the greatest effect
- Is a competent manager of their own time and resources, and surefooted in their oversight of parish processes of communication, administration, governance, consultation and decision-making.

Ecumenism & Links with Other Bodies

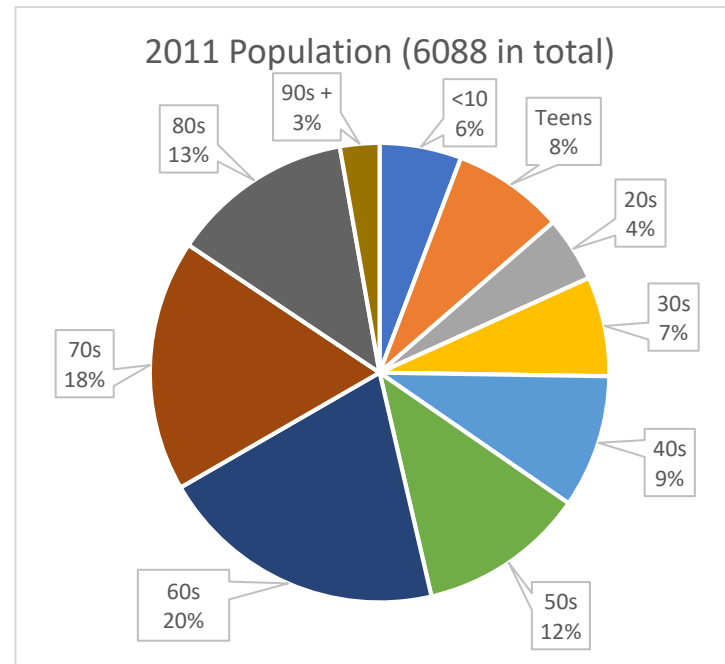
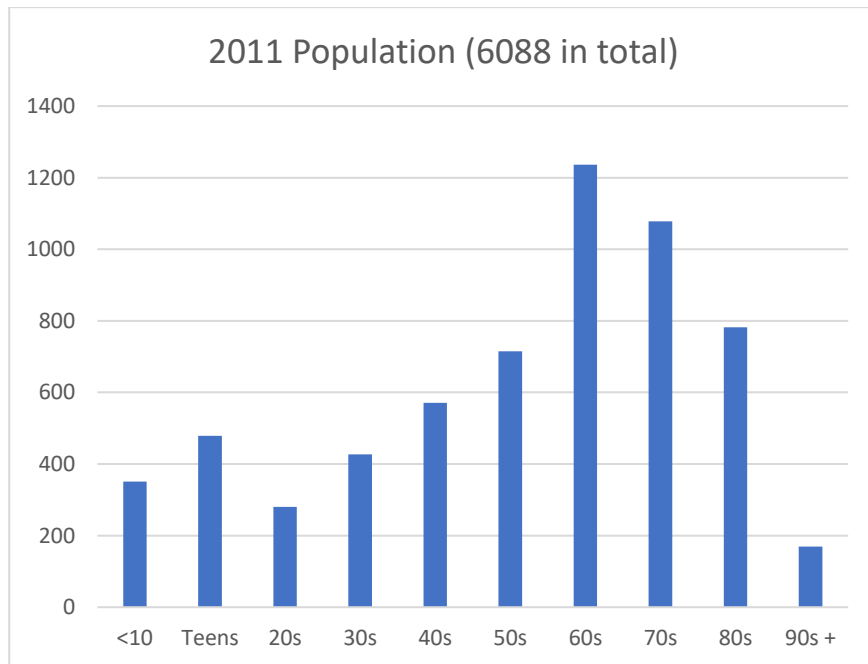
- Builds on existing ecumenical links within the parish and surrounding area, e.g., Christians Together
- Demonstrates active encouragement for the missions we support and for our Mission partners
- Plays an active part in Deanery and Diocesan life, and a collaborative and flexible approach in responding to developing initiatives e.g., in planning for mission and deployment in deanery and diocese.

Appendix 1 – Demographic Data

This data is taken from Church of England statistics last updated in July 2019 based on the 2011 census data.

Age Distribution

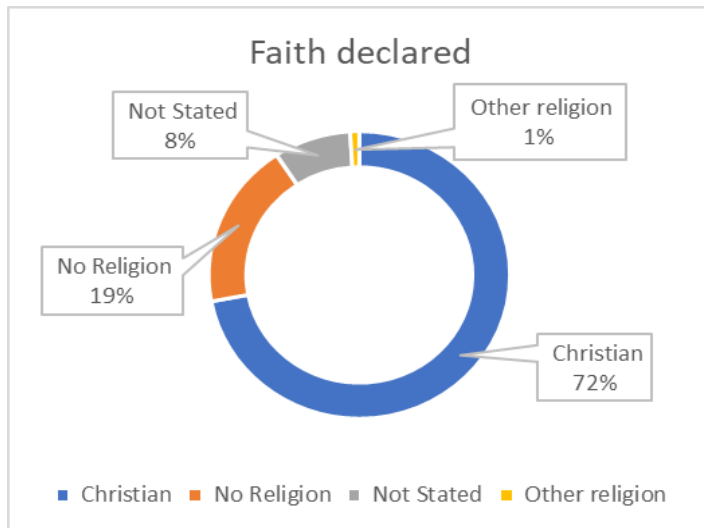
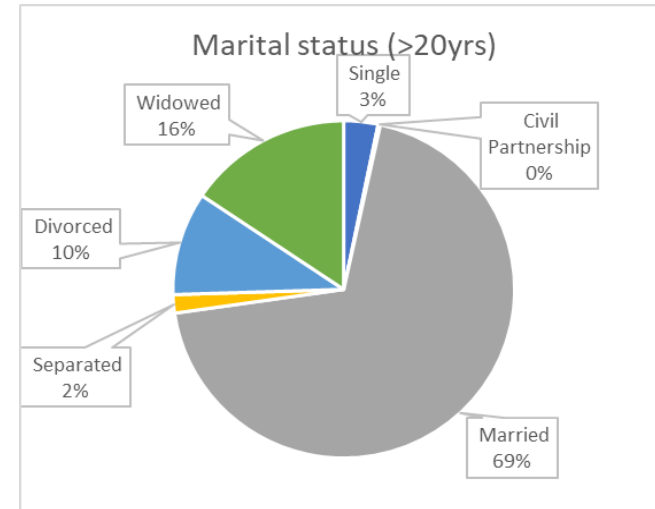
There are around 6,100 people in our Parish. The graph below shows how they were distributed across the age ranges in 2011. It demonstrates clearly that, whilst we have an excellent, significant-sized primary school which attracts good numbers of young families into the parish, on completion of their education many move away for work. Many more choose to move into the village in their later life.



Appendix 1 – Demographic Data (cont.)

Marital Status of the over 20s

If you remove the 800 under 20s in the Parish, there were 5,300 over 20 in 2011. The declared marital status of the over 20s is shown here, which demonstrates the substantial majority in the Parish that are, or have been, married.



Declared Faith This chart demonstrates the preponderance in the parish of those declaring themselves to be Christian as opposed to any other faith. Within the Parish we have Catholic, Baptist and Methodist congregations with whom we frequently link up for services and fellowship. We are also aware that there are Anglicans in the parish who choose to worship in other parishes around us.

Appendix 2 – Current Services Pattern

Please find below our current schedule of services. The attendance numbers for the 6pm services have been ignored as generally they also attend one of the other weekly services, whereas the Sunday 8am and 10am services are different people as, in the main, are the Friday 10.30am people. The Sunday 6pm service has been reasonably stable at around 20-25 people.

Services at All Saints'	Services at St Mary's																								
<p>SUNDAYS 8.00am Holy Communion BCP (alternating with St Mary's at Everton)</p> <p>10am 1st Sunday – A-Live 2nd Sunday – Holy Communion 3rd Sunday – Morning Worship 4th Sunday – Family Communion 5th Sunday – Combined Service with St Mary's</p> <p>6pm 1st Sunday – Holy Communion with Prayers for Healing 2nd Sunday – Evensong 3rd Sunday – Informal Service 4th Sunday – Taizé-style worship 5th Sunday - Christians Together Service at Milford Community Centre</p> <p>FRIDAYS 10.30am Holy Communion (BCP) or Morning Worship if no clergy available</p> <p>OTHER There are several outdoor ecumenical services each year, including: Good Friday Service on the Green Music and Arts Festival Service on the Green (July) Songs of Praise with the Salvation Army Band at Keyhaven (July) All Souls' Service for the bereaved (November) Christingle and also Carols on the Green (December)</p>	<p>SUNDAYS 8.00am Holy Communion BCP (alternating with All Saints' at Milford)</p> <p>10am 1st Sunday – Holy Communion 2nd Sunday – Morning Service 3rd Sunday – Holy Communion 4th Sunday – Family Service 5th Sunday – Combined Service in All Saints'</p> <div style="text-align: center; margin: 10px 0;"> <table border="1" style="margin: 0 auto; border-collapse: collapse; font-size: small;"> <caption>Weekly service attendance (Estimated from chart)</caption> <thead> <tr> <th>Year</th> <th>All Saints</th> <th>St Mary's</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td>2014</td> <td>170</td> <td>40</td> <td>210</td> </tr> <tr> <td>2015</td> <td>160</td> <td>45</td> <td>205</td> </tr> <tr> <td>2016</td> <td>150</td> <td>45</td> <td>195</td> </tr> <tr> <td>2017</td> <td>140</td> <td>45</td> <td>185</td> </tr> <tr> <td>2018</td> <td>130</td> <td>45</td> <td>175</td> </tr> </tbody> </table> </div> <p>OTHER There are open air services in Everton for special occasions Everton Festival Songs of Praise Carols at the Post Office</p>	Year	All Saints	St Mary's	TOTAL	2014	170	40	210	2015	160	45	205	2016	150	45	195	2017	140	45	185	2018	130	45	175
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2017	140	45	185																						
2018	130	45	175																						

Appendix 3 – Activities within the Churches

Some Regular Social Events at All Saints' and St Mary's

Event	Description
Twinklers	Parent & Toddler Group
All Saints Café	Refreshments and company for all. Bible story to explore at 3.30pm
The Den (Yrs 7-13)	Games group with God slot or discussion and prayer for youth's issues
Pop In	Friendship & coffee for Christians Together in Village Hall
Scrufts	Pub lunch for widowers
Mothers' Union	Supporting families worldwide
Menmeet	Walks/Speakers & pub meal
Menmeet+	Ecumenical Bible Study
Big Community Breakfast	Ecumenical breakfast in the Community Centre twice per year
Friendship Coffee	Coffee group
Everton Toddlers	Parent & Toddler Group
Ready 4 the WKND Kidz (Yr3-13)	Games group with God slot or discussion and prayer for youth's issues
Friendship Lunch	
Bereavement Friendship Group	
Craft & Scrabble Afternoon	

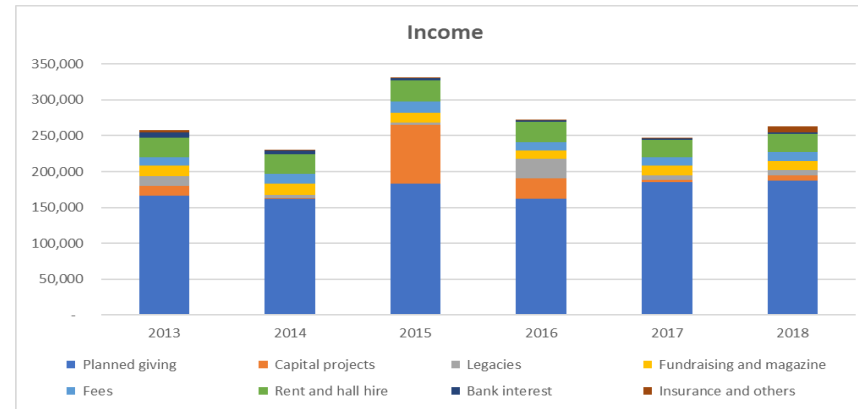
Volunteer Teams at All Saints' and St Mary's

Audio visual and sound teams	Home communion team	Sunday sidesmen and servers
Basics Bank deliverers	Offering counters & bankers	Toddler group helpers Twinklers team
Bell ringers	Parish visitors	Youth helpers
Bereavement visiting	Parish magazine	
Catering team (Harvest lunch etc)	Pastoral care team	<u>Ecumenical groups</u>
Children and youth volunteers	Prayer ministry team	Community Breakfast
Choir and worship band	Sacristans and vergers	Newcomers' Supper
Church cleaners	Sunday church transport	Street Pastors
Church Office volunteers	Sunday coffee team	The Crossings
Churchyard maintenance team	Sunday intercessors	Christians Together
Flower guild	Sunday lesson readers	

Appendix 4 – Financial History

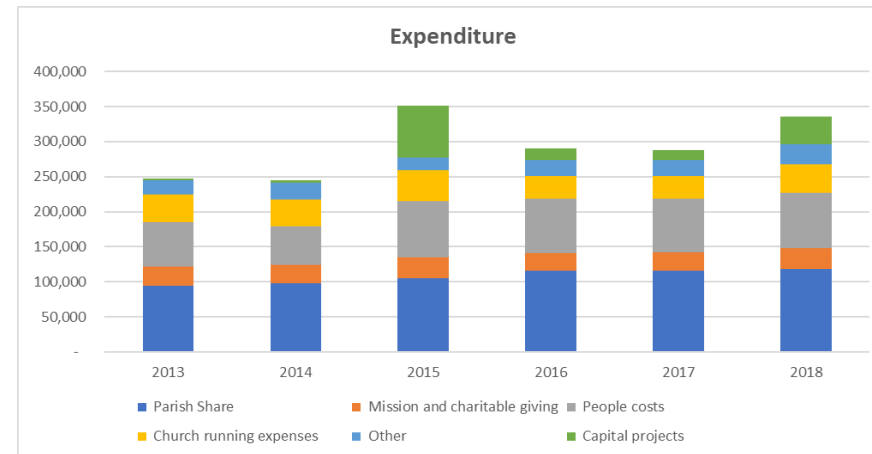
INCOME

Planned income has risen slightly in recent years, despite the fall in congregational numbers. We have written to our church family every two years, inviting them to review their level of giving. Our congregation has been generous in funding various appeals for capital projects, and our youth minister has been funded from a restricted funds donation.



EXPENDITURE

Expenditure has exceeded income every year since 2014. We have met our Parish Share in full until 2017 and 2018 when we agreed to meet what it would have been if we had been assessed as a Band D rather than Band E. We would like to restore our full subscription to the Common Mission Fund, but are also clear that we do not wish to damage our own mission work in Milford Parish. In 2018 the churches donated around £30,000 on top of Parish Share. All Saints donated £18,000 split between our own chosen Mission Funds in Rwanda, Ukraine, India, Uganda, plus The Bible Society and Mission Aviation Fellowship. St Mary’s donated £8,000 split between CMS, Church Army, Mission to Seafarers, SU and Tearfund. Both churches donated another £2,000 each to various ad hoc causes such as Basics Bank and Street Pastors



Appendix 5 – Current Ministry Team

Active Retired Clergy:

Rev'd Dr Bill Maxwell

Rev'd Barry Kent

Licensed Lay Ministers:

Gillian Peard

Colin Fry

Dr James Soper

Mary Sergel

Youth Minister:

Phil McNinch

'From his fullness we have all received, grace upon grace.'
John 1:16

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