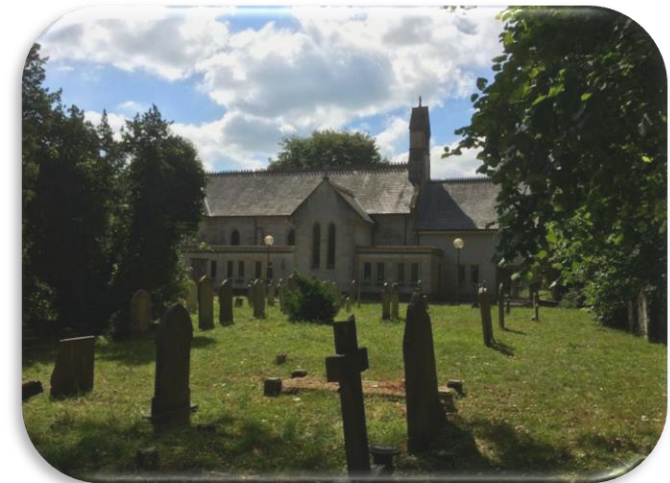




Vicar

The Benefice of Highcliffe

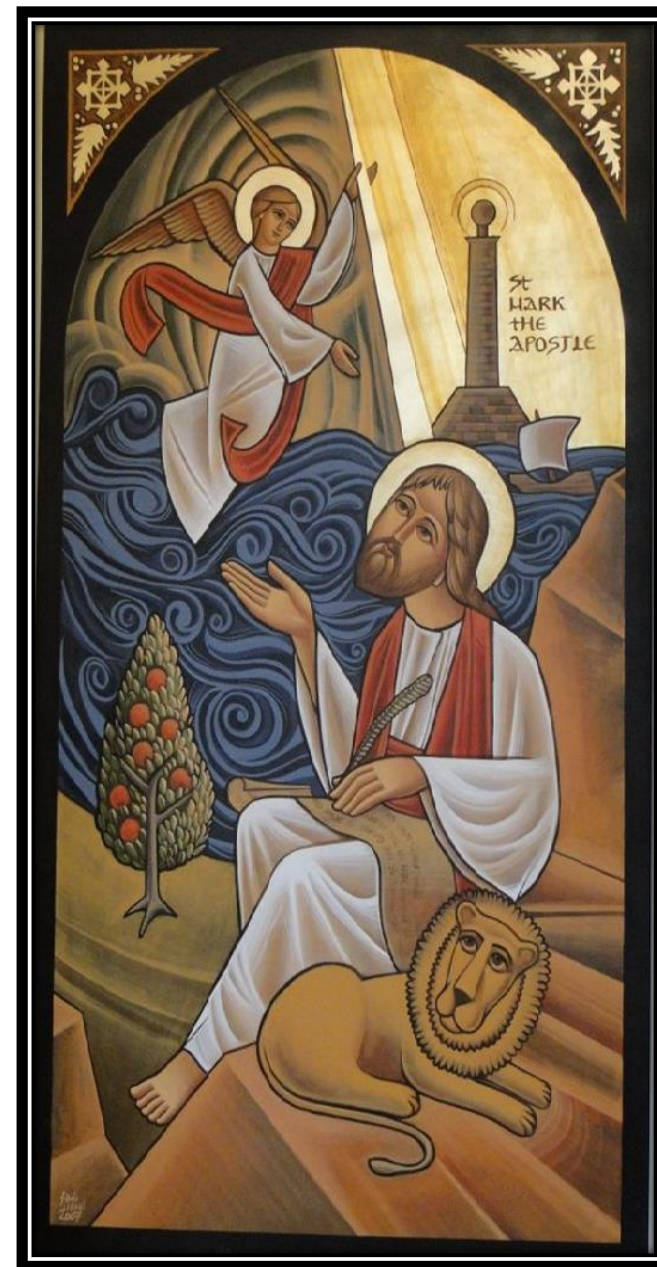
In the deanery of Christchurch



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Near to the Chancel an original modern icon reflecting the life of St Mark, our Patron Saint



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



CHRISTCHURCH DEANERY

The Deanery of Christchurch covers the Avon Valley from Fordingbridge and the surrounding villages in the north, to Christchurch and other parishes along the coast in the south – a rich variety of types of parish and styles of worship and service.

The Deanery Chapter of Clergy meets regularly for prayer, discussion and mutual support, and there is a good deal of informal care between clergy. The Deanery Synod Meetings (nearly always open meetings) aim to support the mission of the Parishes with a minimum of business and a maximum of useful input and discussion.

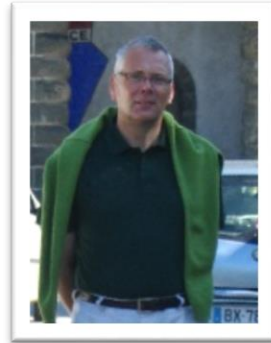
The Deanery Mission Action Plan (October 2014 – soon to be revised) outlines our vision for the next stage of our mission together, in line with the Diocesan Strategic Priorities, and hopes to engage all of the parishes of the Deanery in new areas of mission in the coming years.

We are very eager to welcome anyone to the Deanery who is called to serve here, and would encourage you to commit to the wider life of the Deanery as a way of supporting and enhancing your ministry in the place to which you are called.



A handwritten signature in black ink, appearing to read 'G. Philbrick'.

Revd Canon Gary Philbrick
Area Dean of Christchurch



A handwritten signature in black ink, appearing to read 'Mark Ward'.

Mark Ward
Lay Chair of Synod

INTRODUCTION

St Mark's Church is situated close to the thriving heart of Highcliffe on Sea. Bordering the New Forest to the east and north, and with the historic town of Christchurch and the contemporary vibrancy of Bournemouth to the west, Highcliffe is a popular place to live, and a community in transition. The reputation of a retirement destination is fast giving way as families and younger professionals move into existing housing and significant new developments. Children's activities, our church school, and the local secondary school with 6th form provision are flourishing.

Just as our area is developing so are we. Our church was built in 1842, but was extensively remodelled in 1991, and we conducted further modernisation in 2012. Conscious of the opportunities as well as challenges of change in our community, we want to develop more all-age activity. The previous few years have seen a renewal of our life and capacities as a parish church. We have consciously turned outwards in mission towards our community and diversified our capacities in commissioned lay ministry. We understand that in the next phase of our life, this must go further. We invite you to ask God whether you may be called to lead us in this journey.



The High Street



The Nature Reserve



The Coast



The Castle

OUR VISION

Our Christian faith is at the heart of our mission. We meet together to worship and work together to share our love of God.

“Serving God, each other and the community”

At St Marks prayer is central to both our own spiritual growth and development but also to our outreach and mission to the local community.

While we seek to build one another up in our faith through pastoral support, a midweek prayer group, social events and home-groups, we are a church looking outwards – not just to our local community but to the wider world through our support of deanery projects and charities at home and abroad that tackle the very real issues of climate change, poverty, abuse, displacement and natural disasters.

Through the development of our website, Facebook pages, Highcliffe Dorset local web-site and use of more traditional publicity, including a Parish Magazine, we demonstrate an eagerness to engage with our local community that both challenges people with the Good News of the Gospel and supports them through life’s ups and downs. In so doing, we are keen to build on existing cooperation and participation with the other Christian churches in our neighbourhood.



OUR CHURCH LIFE

We believe that St. Mark's is a place of fellowship where spirit and body are fed, not only regular worshippers but offering a warm welcome to all. More than being the focus of Sunday services our buildings offer space for a range of activities for Church and community, to offer comfort during difficult and challenging times, a forum for questions, discussion and support for the marginalised. Whilst serving the wider community we offer a variety of services and imaginative ways of worshipping and praising God together with fellow churches in Highcliffe.

SERVICES

At 8am Sunday morning a said Communion

At 9am Breakfast @ 9 is an informal service that is beginning to attract younger families.

At 10am Parish Communion attracts on average 70 +

The prayer team offer one-to-one ministry in the foyer meeting room during the service.

Our Home Communion team visit those who cannot come to the services.

At 11am on Fridays communion is followed by coffee.

At 6.30pm on the first Sunday of each month Communion includes the Healing ministry.

At 6.30pm on the third Sunday our Taizé style service is increasingly popular.

PRAYER and HOME GROUPS

At 7pm on Tuesdays an informal prayer group meet in the foyer room.

Two mid-week home-groups meet in private homes for study, discussion and prayer.

Once a month we run an afternoon pre-school Play and Praise informal service in Church.

On Mondays our Little Fishes mother and toddler group meets.

Pattern of Services	
Sundays	8.00 HOLY COMMUNION
	9.00 BREAKFAST @ 9 Informal family worship
	10.00 PARISH COMMUNION
Fridays	11.00 HOLY COMMUNION
1st Sunday +	18.30 HOLY COMMUNION with Healing Ministry
3rd Sunday +	18.30 Taize-style WORSHIP

OCCASIONAL

A workshop for children on Good Friday, an ecumenical Palm Sunday walk of witness, Harvest Festivals, Christingle and Nativity services: are just some of our occasional services and celebrations. Throughout the year we hold times of quiet meditation and prayer. Lent courses are well supported both by our fellowship and our ecumenical friends. We support the Archbishops National Prayer Initiative, *Thy Kingdom Come*. We actively support local and worldwide causes as much as possible: the Deanery Link with Kinkizii, Christian Aid, The Children's Society, Bournemouth Women's refuge, Christchurch Food Bank, Salvation Army Mary's Men, Poole Premature Baby Unit, Shoe Box appeals and other charities plus natural disaster appeals when they occur.

SCHOOLS

We enjoy a good relationship with the head and staff of Highcliffe St. Mark Primary School, a three form entry Voluntary Controlled School Primary school. Weekly provide Lay-led Open the Book assemblies, Awesome After School Club and a lunchtime Church Club. We recognise the need for, and look forward to developing, closer links with Highcliffe School (Secondary).

PUBLICITY

All of our activities are published on our website www.stmarkshighcliffe.org.uk on Facebook and in our Parish Magazine.

OTHER CHURCHES

Although we have maintained links with other local churches organised Churches Together in Highcliffe was abandoned 5 years ago; but times have changed and together we want to build a stronger Christian presence in the Community.

PARISH OFFICE

Our Parish Office is run by Lorna, our salaried Parish Administrator who deals with Baptism, Wedding and Funeral requests, all general public enquiries plus the day to day tasks such as printing, ordering, deliveries etc.



OUR TEAM

We have the wide ranging and active support of many people willing to use their skills and gifts in ministry and organisation including:



Ann... I come from an education background, moving to Highcliffe 22 years ago on retirement. I joined the Church to do flowers initially, then became PCC secretary, & have been Church Warden for last 3½ years.

Sue...currently in my second year as Churchwarden, I'm also our Safeguarding Officer. I represent our parish on the Deanery Standing Committee and am a member of Deanery Synod.



John...I trained in the Gloucester School for Ministry and licenced as a Reader in 1983 (now LLM). I moved to Highcliffe and joined St. Mark's in 1996 after a career in high voltage electrical engineering.



Colin...Licenced in 1979 I have been a Reader (now LLM) initially in Southwark until moving to Highcliffe and joining St Mark's in 1999. Since retiring from managing a busy Lloyds Syndicate Legal Department I have continued my interest in training and communication.

Maureen...My career began in teaching, in the UK and abroad, before moving into Professional Development and Training. In retirement I worked with people in Mission experiencing transition. I moved to Highcliffe in 2015 and was Licensed as a Lay Worker in 2018.



OUR ORGANISATION

The PCC is committed to enabling as many people as possible to worship at our church and to become part of our community at St Mark's. The PCC supports our Priest, maintains an overview of worship and makes suggestions on how our services can involve the many groups that live in our parish. The PCC meet four times a year. There are also a number of ministry groups covering Worship and Outreach, Pastoral Support, Charitable Support together with Finance and Fabric; these groups provide regular reports and realistic recommendations. We have a dedicated Safeguarding, Health and Safety officer and a led pMAP review.

Ministry support is supplied by two LLMs, one LLW and currently three retired priests.

We have a strong choir and musicians who enrich not only our regular worship but contribute much to our social life.

The PCC has the responsibility of coordinating and promoting the mission of St Mark's pastoral, evangelical, social and ecumenical plus liaison with the other churches in Highcliffe.



There are 144 parishioners on the Electoral Roll, average weekly attendance is 114 adults and 2 children but this number increases at festivals and the total number of worshippers at the Christmas Day services last year was 123 adults and 16 children.

There were 15 baptisms, 1 wedding, 44 funerals and burials of ashes.

FINANCES

Substantial increases in Parish Share have for the last few years proven a challenge often leaving us with a shortfall at the end of the year, however, legacies have enabled us to make payment in full.

To meet the financial challenge ahead the PCC has adopted the Parish Giving Scheme promoted by the Diocese, starting with those who are already giving by standing order. The remainder of the congregation are encouraged to move to this method of giving linked to an annual Stewardship campaign. The Diocese have supported us by agreeing a reduced CMF Contribution for the next 5 years.

We are a registered charity and file both Annual Reports and accounts with the Charity Commission.

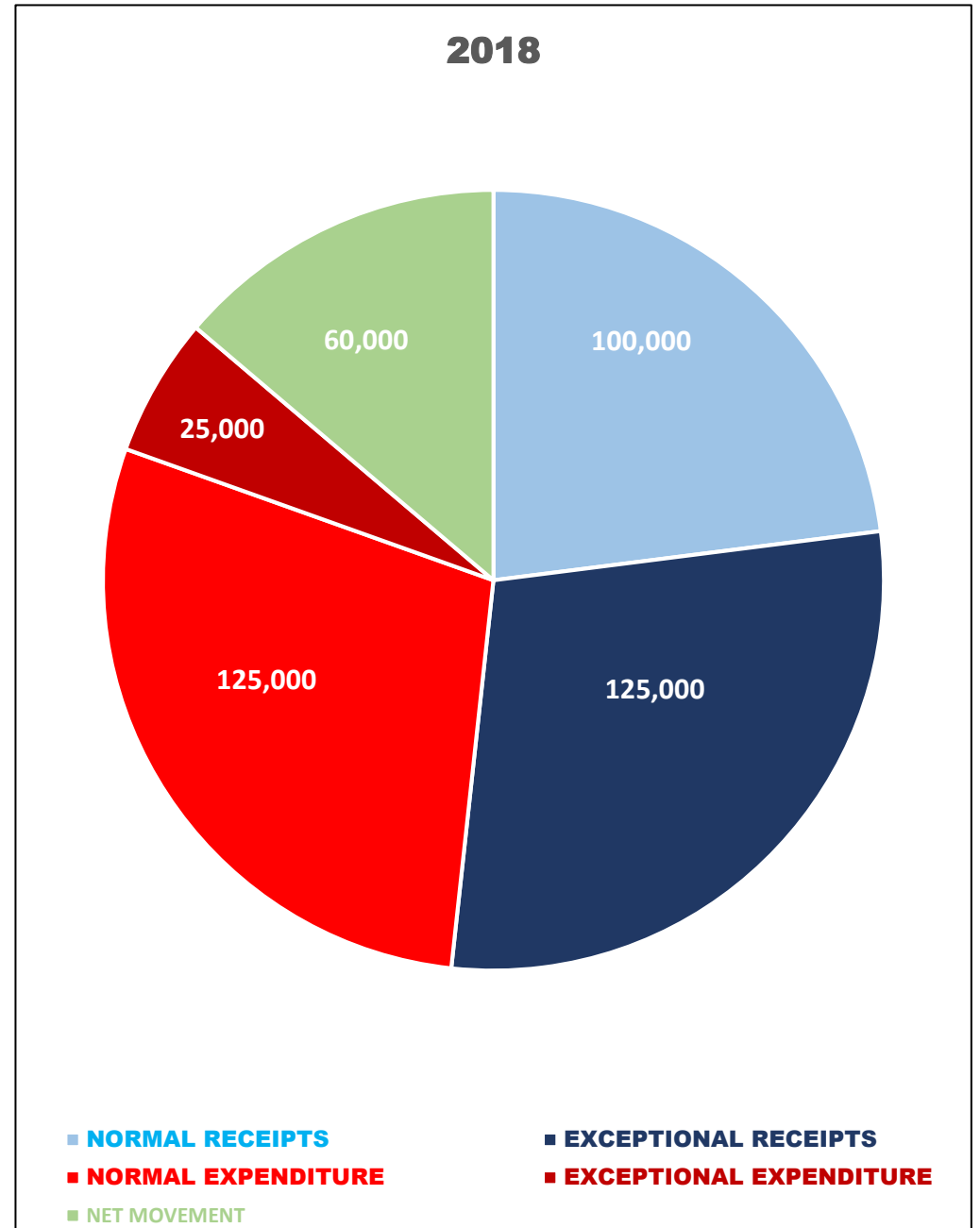
The Friends are a separate charity dedicated to raising funds for the maintenance of the church and hall.

Our income is supplemented by Hall lettings, Parish Magazine subscriptions plus generous legacies. Larger items of expenditure are often assisted by grants from the Friends.

Nothing major was highlighted in the Quinquennial Inspection and the cost of work required can be met from funds held by them.

The Statement of Financial Activities and last annual report are available

on the PCC page of our website www.stmarkshighcliffe.org.uk



THE HOUSE

33, NEA ROAD, HIGHCLIFFE-on-SEA,
CHRISTCHURCH, DORSET



Approximate internal area:
Main house = 244 Sq m/2617 Sq ft
Garage = 17 Sq m/185 Sq ft

Situated in a quiet road approx. ¼ ml from the church buildings this spacious and well presented home comprises:
a Sitting Room with open fire and bay window,
a Dining Room with glazed doors to the patio and rear garden,
A choice of two private rooms – study/snug.
The Kitchen has a good range of cream shaker style eye and base units,
a range-style oven and space for other appliances.
A separate Utility Room.
A Toilet/washroom.

UPSTAIRS are five Bedrooms, one single and four Double.
(the master with views over the rear garden/ensuite shower room/fitted wardrobes).
Family Bathroom with separate bath and large shower.

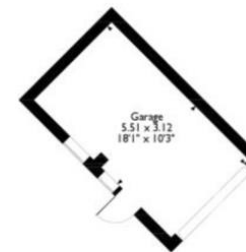
GARAGE and DRIVE there is a tarmac drive to the front of the property with parking for 4/5 cars and access to the detached single garage.

GARDENS and LAWN at the rear of the house are well kept.

The garden has a strip of land that is slightly semi-detached from the rest of the rear garden and has the potential for a road frontage. Active consideration is being given to the development of a small house on this land. As well as generating important income, we feel that this would enhance rather than detract from the vicarage, and we would expect the new vicar to work willingly and flexibly with the diocese to achieve such a development if it was found to be possible.



First Floor



ROLE DESCRIPTION

This Role Description should be read in conjunction with the vision, aims and priorities set out in this profile, and the Guidelines for the Professional Conduct of the Clergy that apply to the all the ordained. We are looking for a Vicar who will lead, nurture and support all those in our parish, build on our achievements and help us develop the mission of the church in the community.



Spiritually

- Actively follows a life of private and shared prayer and Bible study that reflects God's calling not only to them but to this fellowship.
- Balances time with family and friends alongside the demands of parish life.
- Is a creative and imaginative spiritual leader, pointing others to Christ.

Worship and preaching

- Is comfortable and skilled in leading and participating in existing patterns of worship but who has the knowledge, creativity and sensitivity to help us develop what we offer to engage the broadening demography of the parish which is rapidly becoming younger.
- Supports and encourages the ministry of lay people leading worship.
- Roots their preaching in the Bible, offering a lively and engaging approach that encourages us to connect faith to the issues and practicalities of contemporary life.

Leadership and Collaboration

- Is enthusiastic to lead the ongoing development, implementation and review of our mission plans, helping us to develop a coherent and strategic approach our ongoing mission, ensuring that vision becomes action.
- Consults and collaborates in developing plans, seeking to build broad-based commitment to new initiatives.
- Has good communication skills and will use these to further our vision in a way that inspires commitment.
- Is a servant leader who will be both an inspiring team leader and a team member as appropriate, and will use and develop the different teams in the parish, sharing and delegating whilst maintaining effective oversight.

Discipleship, Learning and Nurture

- Has commitment to develop faithful discipleship in people of all ages and will bring experience and resources to enable this.

- Nurtures and enables individuals to discern their gifts for ministry and is committed to supporting them in developing and using their gifts.

Evangelism and concern for Social Justice

- Is a visible and approachable presence in our local community, building good relationships with others, pursuing the common good, and displaying a Gospel-shaped life.
- Is a confident communicator of the Gospel, by word and example inviting others to faith in Christ, and helping us learn to do the same.
- Displays practical commitment to the work and mission of our CE school and continues to build healthy relationships with other significant local schools.

Pastoral Care

- Is a warm and compassionate pastor, displaying insight, tact and sensitivity in dealing with others in the church and the wider community.
- Takes responsibility for oversight and development of our established pastoral teams and contact groups to ensure an effective response to pastoral needs, offering direct pastoral care as appropriate.

Stewardship and Parish Organisation

- Will work enthusiastically with existing teams to help us recognise the link between our parish vision and our commitment in time, talents, and finances.
- Will guide and encourage us to develop as a Christian community that lives out the Gospel call to sacrificial living as a real response to God's goodness.
- Is an experienced chair of meetings; ensuring that voices are heard, sensible discussions held, decisions reached and acted upon.
- Is an able manager of their own workload and capable under pressure; displaying competence in administration and recognising its importance in parish life.

Ecumenism and links with other bodies

- Committed to work with/alongside other local churches and groups within our community.
- Recognises the place of our parish in the wider Diocesan family and will play their part in the life of the Deanery.

The role description should always be read in conjunction with the [Guidelines for the Professional Conduct of the Clergy](#).

HOW TO APPLY

A full application pack, along with Terms & Conditions, is available from the Diocesan website, [here](#).

For an informal conversation about vacancies in the Winchester Archdeaconry please contact:

The Ven Dr Peter Rouch
Archdeacon of Bournemouth 01962 710960
peter.rouch@winchester.anglican.org

Mrs Jane Hammond
Clergy Appointments Assistant 01962 710963
jane.hammond@winchester.anglican.org



Appendix

pMAP19 - Summary Plan

Your Objective #	Objective Description: What do you want to achieve?	Impact: How will this make a difference to your parish? We look for this to happen under God.	Strategic Priorities Engaged with	aMAP Objectives Engaged with
1	Continue to develop and build on activities from our last plan to grow new disciples and reaching out to our community	<ol style="list-style-type: none"> 1. Our church community will continue to grow 2. Members of the church community become more confident in communicating their faith to others 	SP1	10 12
2	To make our church more inclusive and accessible to all	<ol style="list-style-type: none"> 1. Our church will be better connected with the community 2. We will be better able to meet the needs of the community 3. We will have more impact when we engage with the local community 	SP3	6
3	To ensure wise stewardship of our church both physically and financially	<ol style="list-style-type: none"> 1. We will be able to meet our parish share 2. We will be more proactive planning and acting on the areas identified in the quinquennial plan 3. We will be on the way to becoming an Eco Church 	SP4	

We will continue to engage with, support and develop our work from our last pMAP. These activities will not necessarily be individually identified in this current plan as we see them as our on-going mission. This includes supporting and growing

- Breakfast@9
- Our work with children in church and school
- Using our “Welcome Packs” to show where we are and what we do
- Looking at ways to develop our churchyards to extend our environmental profile
- Continue our charitable support of Kinkiizi

Detailed Plan

Your Objective #	Evidence: What do you want to see happening as a result of delivering your objective? How will you know you have been successful? What can you count or measure?	Steps: What steps will you take to achieve this? What will you input to make it happen? Who does what by when? How will it be achieved? What resources will you need to make it happen?
1	<ul style="list-style-type: none"> • Annual Pattern of Discipleship courses continue within the parish. • Build on and continue to run follow up courses/study groups from Alpha • Home /Bible study groups continue and are well supported • Numbers maintained and increasing at B@9 • Play and Praise and Little Fishes continue to be well supported • School based activities continue to be well supported 	<p>Summer 2019 GN and SL to meet</p> <ul style="list-style-type: none"> • with the Primary School HT and look at ways of developing further links • with the High School to explore how to develop links with the High School • leaders of current activities to explore how they see their development <p>Autumn 2019 Worship and Outreach Ministry Group to lead</p> <ul style="list-style-type: none"> • Alpha Course <p>Ongoing activities to be supported by this ministry group</p> <ul style="list-style-type: none"> • Home/Bible Study Groups

		<ul style="list-style-type: none"> • Play and Praise in Church • Ongoing School Based activities <ul style="list-style-type: none"> ○ Open the Book ○ Lunch Time Church Club ○ Awesome After School Club • To provide support for Little Fishes <p>Spring 2020</p> <ul style="list-style-type: none"> • Explore additional forms of informal worship including evening services and Messy church • Develop Links with the Uniformed Groups • Report back to Ministry Group and prepare a plan/ suggestion to present to PCC
2	<ul style="list-style-type: none"> • Ensure the community knows where we are and what we have to offer • When members of our church community take part in community activities e.g. the beach clean they do so as church members 	<p>GN using ecumenical links to explore ways of getting invitations to attend local groups such as Highcliffe Action Team and the Local Council following the BCP merger in order to increase our visibility in the community and our opportunity to have a voice on local issues</p> <p>Autumn 2019/Spring 2020</p> <ul style="list-style-type: none"> • Invite Ruth Crossland to talk to the PCC about steps we can take to become a Dementia Friendly Church • A working group to be set up to produce a report/plan of what needs to be done • Ensure our building is physically accessible to all age groups • A working group to be set up to look at the physical difficulties encountered by users of mobility aids, those with mobility problems, physical disabilities, young children and to produce

		<p>a plan of needs to make the church itself more accessible</p> <ul style="list-style-type: none"> • Churchwardens to look at these plans and suggest the way forward to PCC <p>Ongoing development will include (a lead person to oversee this will need to be appointed)</p> <ul style="list-style-type: none"> • Engaging with all aspect of the media to include • Our church website, Facebook page and Parish magazine • Highcliffe Village website • Local newspapers, the Highcliffe Eye and Highcliffe Herald • Engaging with the Highcliffe Action Team which will enable us to be better prepared and able to take part in more community events, projects and activities
3	<p>To ensure wise stewardship of our church both physically and financially</p> <ul style="list-style-type: none"> • We will be able to meet our parish share • We will be more proactive planning and acting on the areas identified in the quinquennial plan • We will be on the way to becoming an Eco Church 	<p>The Financial and Fabric Ministry Group with Churchwardens to lead</p> <p>The PCC Treasurer, Stewardship Promoter and Legacy Officer to continue to engage with the Diocese and Deanery in order to support our planning and activities to increase Giving within our parish community. This will include</p> <ul style="list-style-type: none"> • engaging with Gordon Randall for support, • attending Diocesan and Deanery events, • continuing ongoing stewardship campaigns, • encouraging giving generously, • increasing online giving • increase numbers using The Parish Giving Scheme

		<ul style="list-style-type: none"> • running a legacy campaign <p>Summer 2019</p> <ul style="list-style-type: none"> • Churchwardens to ensure all works identified in the 2015 quinquennial inspection have been either completed, scheduled or underway prior to the 2020 inspection <p>Autumn 2019</p> <ul style="list-style-type: none"> • Discuss and explore both the usage and layout of the Church Building <p>Summer 2020</p> <ul style="list-style-type: none"> • Churchwardens to oversee Quinquennial inspection <p>Autumn 2020</p> <ul style="list-style-type: none"> • Quinquennial inspection report shared with FFMG and summary presented to PCC with actions identified the FFMG will ensure actions identified are undertaken <p>An Eco Champion has been identified ongoing activities to include</p> <ul style="list-style-type: none"> • Explore and begin developing ways to become an Eco Church by registering with the Eco Church accreditation scheme • Writing regular articles for the parish magazine to raise awareness • Using the Caring for God's Creation resource pack updates to inform and identify actions/activities
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pMAP Key

Diocesan Strategic Priorities

SP1 – we grow authentic disciples
SP2 – we re-imagine the church
SP3 – we are agents of social transformation
SP4 – we belong together in Christ

See <http://www.winchester.anglican.org/about-us/strategic-priorities/>

Mission Action Objectives (aMAP)

Four Major Step Change Projects	Three Smaller Projects	Five Projects in progress
AM1 – Rural Benefice of the Future	AM5 – Thy Kingdom Come	AM8 – Rule of Life
AM2 – Major Development Areas	AM6 – Social Transformation	AM9 – Companion Links
AM3 – FE/HE	AM7 – Vocations	AM10 – Schools
AM4 – Resource Churches		AM11 – FxC
		AM12 – Alpha/Pilgrim

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

Diocesan Office, Wolvesey, Winchester SO23 9ND

t: 01962 710963 w: www.winchester.anglican.org



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