



Vicar  
St Luke's Church,  
Parish of Hedge End  
In the Deanery of Eastleigh



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## 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.



## EASTLEIGH DEANERY

Welcome to Eastleigh Deanery! We believe that the historical development of our Deanery confirms the Lord's intent for us to be a place of "connection". We have the M3 / M27 road network nexus, the South Coast London rail-link northward and Eastleigh Airport.

We are almost identical to the Borough of Eastleigh demography and therefore look to play our part in collaborative initiatives for social transformation with the authorities, as we seek to share the values of the Kingdom of God in our region.

We have devolved our oversight into 4 Mission Clusters to facilitate sharing of resources and empowerment to each of our 12 Parishes in their pMAPs, through the implementation of our dMAP. (Please request this if it would assist your deliberations). We look forward to meeting and talking with you, as you consider joining our Deanery.

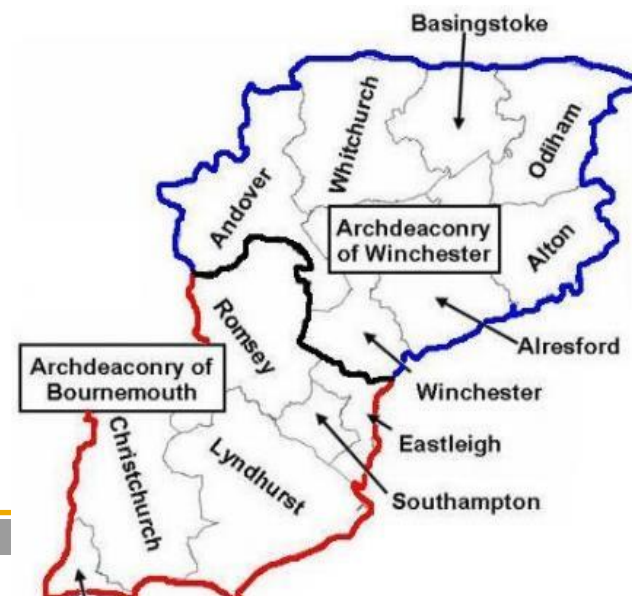
Richard Wise  
Area Dean



Sarah McClelland  
Assistant Area Dean



Danny Stupple  
Lay Chair



# INTRODUCTION

We are looking for the person God is sending to us – are you that person?

We have a [modern church](#), modern vicarage and a predominantly modern estate parish, so if you like old character, Victoriana and organ recitals, this is not for you!

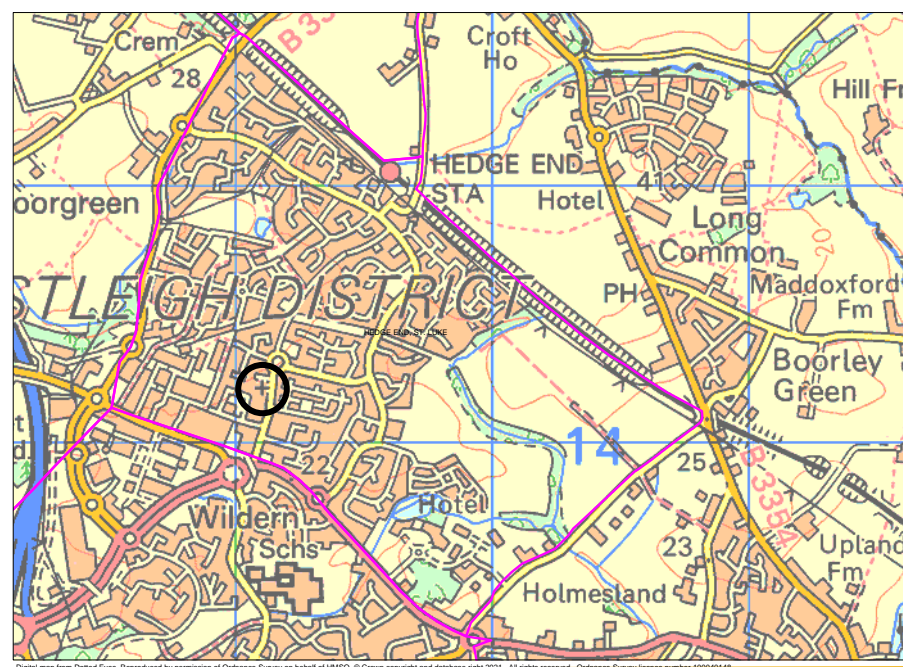
What we do have is a welcoming, friendly, Christ-centred fellowship who loves to worship. We need someone who will lead, inspire and support us, as we look to continue the outreach work previously undertaken, and to help us discern God's will for the future.

The parish contains two estates, one from the late 1990s and another built in the mid-2000s, along with two primary schools. The 2011 census reported that Hedge End Grange Park had a population of 7,748 which represented a 33% rise from the previous census. A further estate of 605 dwellings is planned together with a secondary school, due to open in September 2021. There is some commercial/light industrial use as well.

Hedge End town has a small shopping centre, but there are large out of town superstores including Sainsbury's, Marks and Spencer, Currys, B&Q, a new Lidl store and many others. These are outside the parish.

The coastal beaches along The Solent and the countryside of the Meon Valley are beautiful areas to explore. Hedge End train station offers direct lines to London and Portsmouth. The M27 lies close by for easy access to Southampton and Portsmouth and the routes to the north via the M3 and A34.

Please visit [St Luke's Church website](#) and [Facebook page](#) to find out more.





## OUR VISION

St Luke's vision has been constructed through prayerful consideration by the congregation and PCC. There are opportunities to build upon established initiatives and explore new ideas for growth and development.

The church's sacred, prayerful, and peaceful atmosphere seeks to encourage inclusion in the worshipping community to the praise of God. We want to build people up, both spiritually and pastorally.

We believe in Jesus' transformational love. Our vision is to demonstrate this through modern, relevant worship provided by a collaborative leadership team who value and encourage people to use their gifts. We would like people to feel able to be themselves in worship and have authentic relationships with God. St Luke's invites a wide range of ages and facilitates friendships across generations. We pray for further opportunities to attract and support those in their 20s/30s/40s including Alpha Courses and Small Groups.

We believe in living out our faith through action. We have a strong focus on outreach and community involvement. We welcome hundreds of schoolchildren into the church each month through the thriving Youth Café. Our hope is this initiative grows even further and we develop ways to encourage the children to strengthen their relationships with God and join our youth groups. We also engage and share our faith with many children at school through our Open the Book and Prayer Spaces initiatives. We desire to have a strong presence in the community and to reach out to our neighbours in the new secondary school and housing development being built in the parish. We endeavour to meet the needs of our community by seeing our church premises utilised even more as a local hub.

We aim to tackle social injustice and be good stewards of God's creation, loving and reaching out to our global neighbours, and developing our identity as an Eco Church. Our aim is to achieve Silver and Gold Eco Church awards. We want to continue our active support of Christian Aid and local charities through prayer, resources and physical help for those in need.

Please visit our [pMAP](#) for further details.



*St Luke's characteristics, as defined by the congregation*

## OUR CHURCH LIFE

St Luke's welcomes all ages and provides a variety of [services](#), [church activities](#) and [projects](#).

### CHILDREN AND YOUNG PEOPLE

- **CHILDREN:** During Sunday services children learn about the Bible and take part in drama, crafts and activities, returning to show the adults their work. We aim to give children an understanding of Jesus and to help them develop their own personal relationship with God. Children also play an active part in the all-age service ("All In Worship") each month.
- **MINNOWS PLAYGROUP:** For parents, carers and under 5s for play and crafts with a healthy snack for the children and a hot drink and cake for the adults.
- **MUSIC BUGS CAFÉ:** For parents and carers during Music Bugs for toddlers (which is run by a local group). Refreshments are available and a small area is sectioned off for toys. We have a good number attending and enjoy a chat together.
- **OPEN THE BOOK:** School assembly dramas at two primary schools in the Parish bimonthly. We use the storyteller Bible Society *Open the Book* programme to act out Bible stories, complete with costumes and props. We encourage the children to participate.
- **YOUTH CAFÉ:** A very popular fellowship and food themed café held weekly after school during term-time for local secondary school students. Approximately 160 schoolchildren come for free food and chat to the team of volunteer helpers and to their friends. It is a safe space for youngsters to enjoy.



- **SMALL GROUPS:** St Luke's has 4-5 groups who meet to provide fellowship, teaching and pastoral care. Each small group leader chooses material that is best suited to their group. We often follow set Lent Courses and have joined with another church in the past.

## PROJECTS

- **ECO CHURCH:** We're passionate about demonstrating good stewardship of God's creation and the love of our global neighbours through action on the climate and ecological crisis. We've switched to renewable energy, supported and promoted Fairtrade products, lobbied our MP (see photo right), provided Eco Church-led services, committed to Net Zero by 2025, and are on our way to a Silver Eco Church Award.
- **CHRISTIAN AID:** We are actively supportive, holding 3+ events a year such as: Christian Aid Week services, collections in May, Harvest services alongside Eco Church and the Christian Aid Christmas Appeals. We join with Churches Together in street collections. We are an Emergency Church, responding to disasters by raising money to support people in the aftermath of a disaster. The church membership is encouraged to take action to campaign to tackle poverty.
- **MONTHLY SUNDAY LUNCHES:** St Luke's holds a monthly Fellowship Lunch following the morning service attended by 35+. We have a varied menu catering for all preferences. Funds raised go to the work of the church and once a year to Christian Aid.
- **HEWEB:** We are part of Hedge End, West End and Botley Churches Together and as a church we participate in joint ventures and services, especially at Easter and Christmas.



## PASTORAL MINISTRY



Our Lay Pastoral Assistant oversees the pastoral care of the church, the prayer tree and weekly prayer ministry. We have a team who do home and hospital visits and some are commissioned to give Home Communion. Pastoral support also takes place through small groups, Sunday mornings and Encounter (see below). We aim to look out and care for those who do not belong to a small group.

- **ENCOUNTER:** Afternoon tea for anyone on a Wednesday afternoon. Serving tea, coffee and homemade cakes. The tables are laid with tablecloths and flowers and the drinks are served in china cups. A very popular place to come and chat.
- **HOPEWEAVERS:** A community of friends who want to seek God together through stillness and silence, conversation and food, sharing the ups and downs of life wherever we are called to live. Anyone is welcome regardless of faith, beliefs or circumstances. We meet with others from different churches, alongside those not currently in a church or expressing a particular belief.



## **SOCIAL**

- **ISRAELI DANCING:** Meets monthly in the worship area to do Israeli Circle Dancing. The music is wonderful, the steps quite easy and you do not need a partner. It's open to any age or gender. The origins of the dance are explained and the meaning of the Hebrew songs are explained. It is an evening of worship, fun, fellowship and great exercise.
- **WALKERS:** Members of the congregation go for 5-7 mile walks bimonthly, plus an all-day walk in July. They take place locally in the New Forest, Test Valley, Meon Valley and across the borders of West Sussex. The circular walks start and finish at a pub or café where lunch can be had. There is a core group of 12 with others who join in when they can. Not all walkers are from St Luke's so it is a good outreach group.



- **LADIES GROUP:** Ladies at St Luke's meet monthly and gather for coffee and activities ranging from Bible studies to speakers enlightening us on their faith and jobs. We have had: a guest GP speak on mental health, older persons' luncheon groups, testimonies, quizzes, and a Christmas meal arranged and cooked by the ladies hosting 30 guests - both church members and visitors.
- **MEN'S GRUB CLUB:** The recently formed group that has met on a few occasions at Shamblehurst Barn pub which is in the parish. About 20 men of all ages come along to enjoy a hearty meal or just a snack and to share fellowship. It provides a great opportunity to deepen friendships and to get to know newcomers.
- **BOOK CLUB:** A social and supportive group for church members and others that meets monthly. Over the years we have enjoyed many interesting and stimulating discussions, sometimes opening up areas of our faith.
- **FESTIVALS:** Large groups join with others at annual gatherings such as New Wine (see photo right) and Spring Harvest.



The activities described above are an accurate reflection of all that went on before covid and will hopefully continue again in the future.



During the covid-19 pandemic, we reimagined how we worship and keep connected. We've reached out to the congregation, and beyond, through weekly [online services](#). Those without internet access have hard copies distributed to them. We set up a Facebook group to share our news. Many of our in-person activities have shifted online including our Small Group and Eco Church meetings. Our talented Open the Book drama team recorded themselves acting out Bible passages. At Christmas in 2020, a team produced and hand delivered to every church household, a homemade bag with a Christmas card, quiz, prayer stars, candle, a chocolate, a word of encouragement, and details on how to access support from the church. These actions have helped us to support one another, grow our faith and stay connected, throughout this time.





## OUR TEAM

There is an active and committed [team](#) who give their time and skills to support the work of St Luke's Church. Profiles of the churchwardens, the Ministry Leadership Team (MLT) and the Parish Administrator are provided below.



**JACOB BLAMEY**

I am a Churchwarden at St Luke's. I have lived in Hedge End since my wedding 4 years ago. My wife and I are blessed with a baby daughter. I have a

passion for environmental justice and am a member of our Eco Church group. I work at the National Air Traffic Services (NATS). My hobbies are cycling, web design and DIY.



**KAREN COTTON**

I have been attending St Luke's Church for 3 years and I am the newest elected Churchwarden. I am a retired specialist nurse and

pleased to be able to use my time serving God. I am married to Graham and we live local to St Luke's.



**REV HAYLEY RICHENS**

I have worshipped in the congregation at St Luke's since 2004. I was baptised in 2007 and embarked on a journey seeking God's call on my life leading to my

ordination in 2018. I served my curacy at St Luke's as an NSM signed off in June 2020. I will be leaving around June 2021 to be deployed in the Deanery.



**LIZ WILLIAMS**

I have been a member of St Luke's for 7 years. I am currently in training for ordination,

due to take place in July 2021. I will then continue as a SSM Associate Curate at St Luke's for 3 years. I am currently working part time as an Associate Learning Support Assistant at a college in Southampton.



**MARTIN PHILLIPS**

I have been an LLM since 2000 and have been at St Luke's since 2013. I am a Chartered Surveyor by

profession and combine both roles, hopefully successfully. In my previous church, I served several years as a Churchwarden. I am married to Sue, our Lay Pastoral Assistant and have two grown up children and two grandchildren.



**REV DAVID SNUGGS**

I am a retired Vicar with PTO, and with my wife, Diana, have been worshipping and ministering at St. Luke's since

retirement in 2014. We have four children and six grandchildren. I also serve as a Spiritual Director, Visitors' Chaplain at Winchester Cathedral and chair the Eastleigh Churches' Twinning Group. I work as a Tour Guide. My hobbies include



**JEANETTE HARRISON**

I have been the Vicar's PA/Parish Administrator at St Luke's for the past two years and

am Secretary to the PCC. I am a regular user of St Luke's online services. My hobbies are papercrafting, gardening and keeping fit.

gardening, walking, singing, reading and language study.

## OUR ORGANISATION

### GOVERNANCE

Governance is provided by the PCC which each meets every two months. The PCC comprises 11 members; 6 ex officio (which includes 2 Deanery Synod representatives) and 5 laity representatives. A subset of the PCC members are on the Standing Committee. There are a number of sub-committees: Buildings, Children & Youth, Eco Church, Ministry Leadership Team (MLT), pMAP, Publicity, and Social.

The PCC has the responsibility of co-operating with the Vicar and Ministry Leadership Team in promoting the whole mission of the church: pastoral, evangelistic, social and ecumenical. The PCC endeavours to join and liaise with the other churches in the Deanery in the pursuance of these objectives.

We employ a paid Vicar's PA/Parish Administrator who works 10 hours per week. She does an excellent job managing the hiring bookings, which includes managing the key holders, insurance and data protection, as well as many other administrative tasks.

Roles in addition to those mentioned include: Treasurer, Safeguarding Officer, Data Protection Officer, Health & Safety Officer and the Maintenance Team.

There are 106 parishioners on the Electoral Roll. The average weekly attendance is 63 adults and 8 children, but this number increases at festivals and the total number of worshippers at the Christmas (Eve and Day) Services is typically 123 people. There are about 7 baptisms, 1 marriage, 1 funeral in church, and 6 funeral services conducted at a crematorium or cemetery per year.





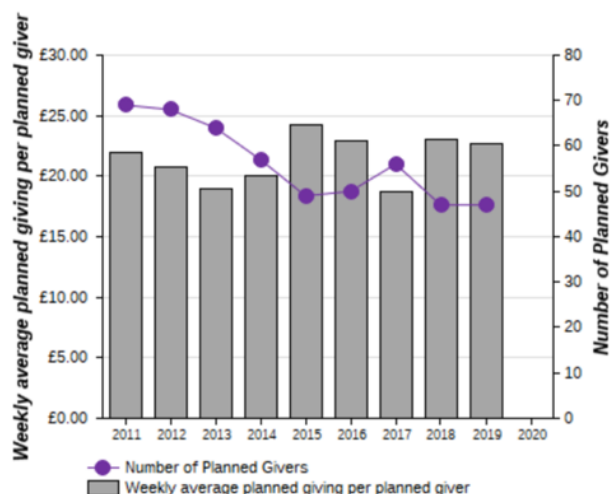
# Finances

The Common Mission Fund contribution is paid in full each year<sup>1</sup> and clergy expenses are reimbursed in full.

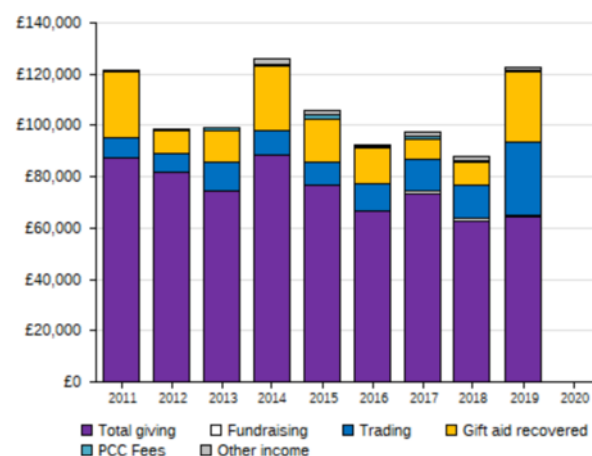
The PCC has agreed a £10k reserves policy that is intended to ensure that we can meet our commitments and deal with emergencies and opportunities, rather than build up large balances for unspecified purposes. The parish is blessed with 45 regular givers who each donate on average £111 per month to provide the financial basis for our work.

St Luke's Church attracts a significant number of hirers (see Appendix) who contribute circa £22k per year.

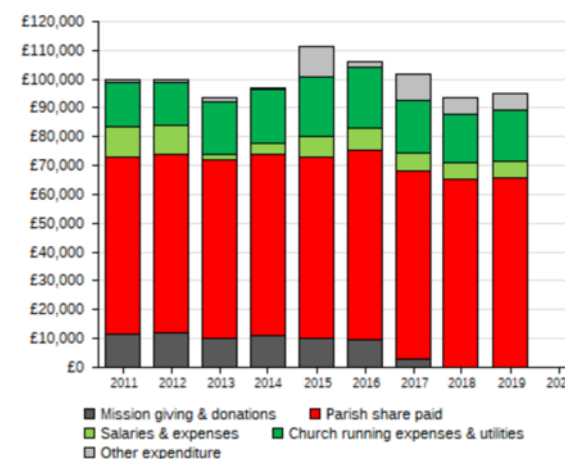
3. Planned giving & planned givers, (2011-2020)



4. Income breakdown, (2011-2020)



5. Expenditure breakdown, (2011-2020)



We support three charities chosen on an annual basis. Currently, these are:

- [Fledge](#)
- [Waterfall](#)
- [Hedge End Food Centre](#)

<sup>1</sup> In pre-covid times.

## THE HOUSE

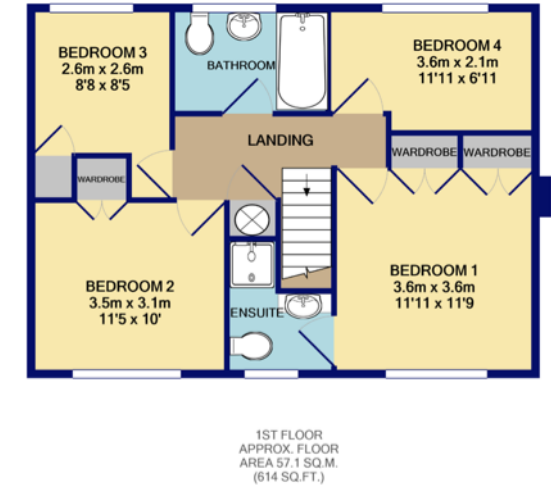
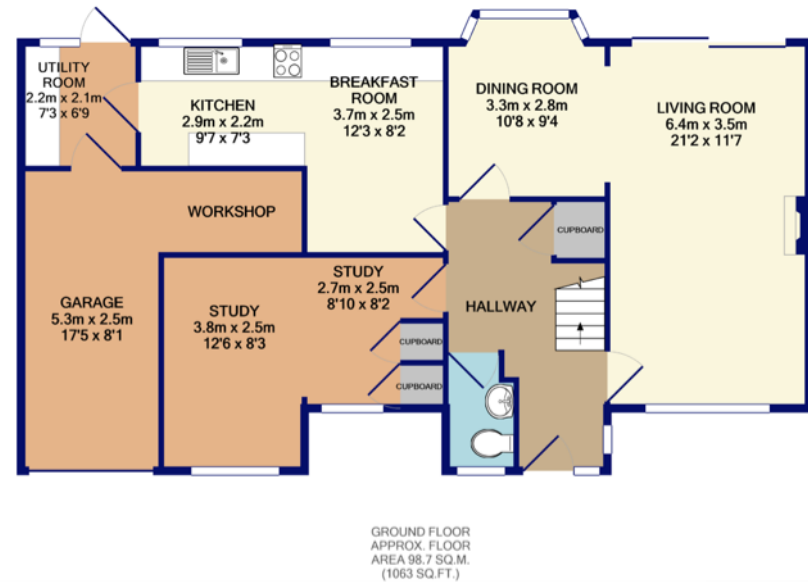
The Vicarage is a large, modern, four-bedroom estate house with a small/modest garden and single garage. The house is in excellent condition, has double glazing and solar PV panels fitted to the roof.

The property is set within the estate of Grange Park on the Northern perimeter of Hedge End. It is [located](#) within half a mile of St Luke's Church, local shops including Tesco Express, Doctor's Surgery, Dentist, Veterinary Clinic, and 2 Primary Schools.



The property consists of the following:

- Ground floor: hallway, double study, wc, spacious living room (which opens onto the garden), dining room, breakfast room, fitted kitchen, and utility room (with access to the garage, workshop and garden).
- First floor: landing, en-suite master bedroom, three other bedrooms, and a family bathroom.



TOTAL APPROX. FLOOR AREA 155.8 SQ.M. (1677 SQ.FT.)

Whilst every attempt has been made to ensure the accuracy of the floor plan contained here, measurements of doors, windows, rooms and any other items are approximate and no responsibility is taken for any error, omission, or mis-statement. This plan is for illustrative purposes only and should be used as such by any prospective purchaser. The services, systems and appliances shown have not been tested and no guarantee as to their operability or efficiency can be given.  
Made with Metropix ©2020

## ROLE DESCRIPTION

This Role Description should be read in conjunction with the vision, aims and priorities set out in this profile. The role is for a vicar who will lead, support and nurture the inhabitants of this parish. They will build on recent achievements to develop the mission of the Church in the community and ensure pastoral needs are met. As our vicar, we are seeking someone who:



### **Spirituality**

- Is a person who, empowered by their prayer life and personal Bible study, encourages our congregation to increase their knowledge and faith in Christ to deliver the Gospel message.
- Is a person of true integrity, who is committed to sharing their real relationship with God with the congregation through ministry and prayer.

### **Leadership and Collaboration**

- Is a personable, creative and inspiring leader who will guide our leadership team and whole church family to lead people to Christ.
- Works collaboratively and encourage others to do so. Discern the gifts and skills in others and be willing to share tasks as part of a team.

### **Evangelism and Engagement with Social Justice**

- Is eager to get involved with local schools and is committed to further develop our relationships with children and youth.
- Is passionate about stewarding God's creation and appreciates the importance of tackling the ecological, biodiversity and related social justice issues, continuing St Luke's support for Eco Church and Christian Aid.
- Is ready to support St Luke's chosen local charities as well as explore and implement new and effective ways to reach people in the community who do not yet know Christ.

### **Worship and Preaching**

- Values the informal style of our current worship whilst committed to engage in Fresh Expressions of church, especially those attracting families and young adults.
- Shares our deep connection with music as an integral part of worship.
- Will bring a ministry of preaching and teaching rooted and centred in the Bible, while being sympathetic to the broad spectrum of the Christian Church.



### Discipleship, Learning and Nurture

- Is open and creative in their approach to Christian discipleship and spiritual growth, strongly committed to seeing members of St Luke's grow and mature in faith and use their gifts in God's service.
- Is prepared to lead or co-lead discipleship nurture courses and is committed to the growth of small groups.
- Has the willingness and desire to challenge us and take us further in our journey as God's ambassadors.

### Pastoral Care

- Is committed to supporting the pastoral care team and caring for all who are part of the life of St Luke's.
- Is approachable and sensitive to the varied pastoral needs of the wider community.

### Stewardship and Parish Organisation

- Demonstrates and proactively encourages the generosity of the congregation, in the giving of their time, talents and money.
- Is able to plan effectively, organise, manage, and chair meetings and communicate well with the leadership team and the Vicar's PA/Parish Administrator.

### Ecumenism and Links with other bodies

- Is dedicated to working with local churches, especially HEWEB Churches Together and the Salvation Army, and encourages others to do so.
- Is actively involved in Deanery (through chapter and synod) and Diocesan life.



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 Bournemouth Archdeaconry please contact:

The Rt Revd Debbie Sellin  
Bishop of Southampton 01962 737315  
[Bishop.Debbie@winchester.anglican.org](mailto:Bishop.Debbie@winchester.anglican.org)

Mrs Emma White and Mrs Rhiannon Balme  
Clergy Appointments Assistant  
[Clergy.appointments@winchester.anglican.org](mailto:Clergy.appointments@winchester.anglican.org)



# Appendix

## Typical week of services and church events (pre-covid)

DAY	TIME	SERVICE/EVENT
Sunday	10:00-11:30	Sunday Worship
	12:00-14:00	Church Lunch (Third Sunday every month)
	19:00-20:30	Evening Worship/ Study Group
Monday	18:30-21:00	Women's Meeting (Second Monday every month)
	19:00-21:30	PCC (Third Monday alternate months)
Tuesday	09:00-09:20	Morning Prayer
	10:00-12:00	St Luke's Bugs Café
	18:00-19:00	Table Tennis
	19:00-20:00	Prayer Meeting
Wednesday	07:00-12:00	Regular Church Maintenance
	10:00-12:00	Small Group
	13:00-16:30	Encounter Tea Afternoon
Thursday	09:00-09:20	Morning Prayer
	15:00-16:30	Youth Encounter
Friday	10:00-11:30	Minnows
	14:30-17:00	Book Club (First Friday every month)
	18:00-19:00	Worship Group Practice
Saturday	06:30-10:30	Church Cleaning

## Regular hirers (pre-covid)

- Adventure Babies
- Hedge End Accordion Players
- Jiggy Wrigglers Southampton East
- Jazzitute
- Little Bear Baby Signing
- MFC (Counselling)
- Music Bugs
- Relate
- Slimming World
- The Daisy Foundation
- University of the Third Age (U3A)

## List of occasional hirers/users (pre-covid)

ORGANISATION	PURPOSE AND/OR FREQUENCY
Beaver Group Visit	To learn about the church
Scouts	AGM & Carol Service
Wellstead Primary School	School visits to learn about the church, School leavers service, Christingle – Rehearsals and service
Hamble Area Youth Band Concerts	Twice a year (maximum)
Southampton Youth Orchestra Concerts	Twice a year (maximum)
Bitterne Park Baptist Retreat	Annually
Eastleigh Borough Council	As needed for national/local elections
Hedge End Street Pastors Meetings	As needed
Life Matters Talks/Meetings	Two to three times a year
Private Parties	Three to four times a year
Deanery Chapter Meetings	As requested
Diocesan Synod Meetings	As requested
Diocesan Training Events	As requested

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

Diocesan Office, Wolvesey, Winchester SO23 9ND

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



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