



**UNITED BENEFICE OF ABBOTTS ANN,  
UPPER CLATFORD, AND GOODWORTH CLATFORD**

**VACANCY FOR A PRIEST-IN-CHARGE**



## BENEFICE PROFILE AND ROLE DESCRIPTION



DIOCESE of  
**WINCHESTER**

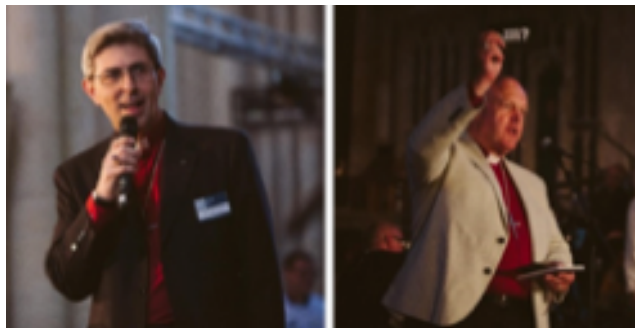
Welcome to this parish profile and role description ...  
and welcome to the Diocese of Winchester!

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



**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 increasingly 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

## **ANNA BENEFICE ABOUT US**



We are a benefice of three small parishes spread for five miles along a pleasant valley two miles from Andover. This market town lies in the NW of Hampshire up against the boundary with Wiltshire. Our churches are well established and there are real reserves of strength and ability in our communities. We have considerable resources to work with and great communities to work in, we have weathered the Covid period well and now have a flourishing on-line presence. We are eager to get back to normal patterns of worship while keeping the best of the new, and we extend a heartfelt invitation to a new priest in

charge to sustain and encourage us in our faith and worship.

## **WHERE WE HAVE BEEN**

Rev'd Katrina Dykes has been with us for over four years and under her leadership the benefice is working very closely together. There is a vibrancy throughout the parishes with Messy church and a pilgrimage to Iona being just two of our recent initiatives. In terms of governance we now have a pattern of meetings for the PCCs where we hold our official meetings together four times a year thus lessening the need for separate meetings. Together with a paid administrator this has freed our priest-in-charge from more routine tasks and enabled her to spend more time on mission. We wanted this recent incumbency to be one of renewal and it has indeed proved to be so.

## **WHERE WE ARE GOING**

Our new management structure has made easier our work to achieve the objectives we set ourselves in the 2019 benefice Mission Action Plan.

*Our vision is to be a joyous, welcoming, caring church family in the heart of our village communities, open to all and working together to bring the good news of Jesus to everyone*



We do this by developing our discipleship and by promoting Christianity in the community, and are currently focused on three priorities:

### ***Our discipleship***

Create opportunities and encourage people to grow in their discipleship

1. All members of the church growing in their discipleship
2. More people attending church led activities
3. More members of the church confident about living out their faith, including sharing it with others
4. More engagement with the local community

### ***Pastoral care***

Continue to provide and develop pastoral care to those in our communities

1. The local communities are aware of the church's pastoral ministry and know where to seek help.
2. Fewer isolated and lonely people.
3. More support for vulnerable people groups – new parents, elderly etc.

### ***Children, youth and their families***

Engage with children, youth and families

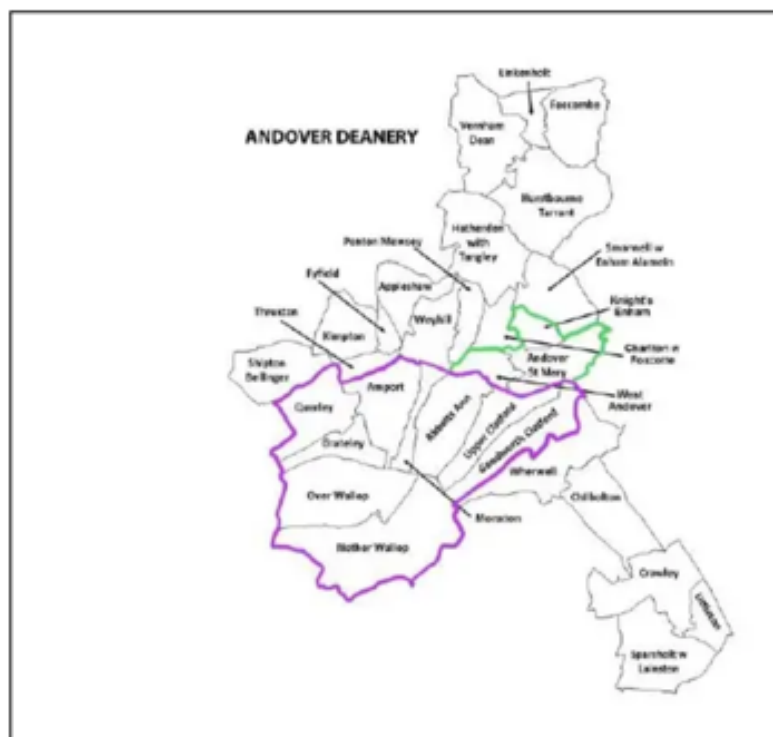
1. Developing existing relationships and reaching new people in the community with the good news of Christianity
2. More children and young people part of the church community.
3. More adults (under 50) contributing to the life of the church, serving on PCC, engaged in activities etc.

We have been very successful in delivering our bMAP with notable success in establishing better patterns of worship, Messy Church, Family services, Café Church, Toddler Group, Care for the Family parenting courses, Men's Café, two lively Bible Study Groups, an Alpha Course, a bible study course with two groups, pilgrimages to Iona and like, attendance at Spring Harvest, much increased involvement with our two highly successful schools

(including 'Open the Book'), and a considerable following for our online services, and the St. Mary's After School Fun Club continues. We are striving to engage more with young families and children in our worship and outreach activities, and have a benefice-wide pastoral visiting team.

The pandemic has presented problems and opportunities. Because of the various restrictions, we adopted a new approach via Zoom and Facebook with: 6.00pm compline Monday to Saturday; and Sunday - 12 noon ; 6.00pm a service of praise with contributions from many different people and being joined by people in Canada, USA and various parts of Britain. The daily compline has gained a significant following and has been appreciated as a source of friendship and spiritual comfort. The Men's Café evolved from a monthly into a weekly group and has grown in number. Members of the pastoral team have attempted to keep up with people using the telephone, but it is a poor substitute for physical company. We hope to build on these experiences by continuing and developing online activity to complement face-to-face activity. We recognise the importance of reaching younger people, and we were particularly disappointed that Bertha, a youth worker from Ghana through 'Time for God', had to return home shortly after arriving because of Covid. There is generally excellent support for the church throughout the villages as witnessed by the wonderful responses to fundraising for the major fabric appeals of the last twenty five years. All Saints has installed solar panels; St Peter's has renewed their cedar shingle spire and recently completed roof repairs; and St Mary's has completed their major external restoration project (largely funded by the Heritage Lottery Fund and their own Church Building Trust); and all the benefice church buildings are in good order and carrying out work identified by the quinquennial inspections when finance allow. All the churches have recently been meeting their CMF share and are generally financially sound.

In their opening contributions to this brochure our bishops have explained the need for change in governance structures as a result of the many societal and financial problems suffered by the diocese. For us in this benefice it may mean combining with six other local churches as shown in this diagram if the conditions are acceptable to each PCC.



The exact structure has yet to be agreed, and the new incumbent will be an essential part of the discussions in the formulation of this plan. At this stage the overall aim is for our incumbent to be the senior clergy person in the possible new grouping assisted by an associate vicar (yet to be appointed) located in Over Wallop. If the proposals for merger are acceptable to PCCs it is hoped that the new arrangement might come into force in 2022. Thus in the immediate future we expect the new person to keep delivering the pattern of current in-person and online worship while adapting to further relaxation of Covid rules, and crafting the future benefice structure.

## **BENEFICE LIFE**

The Benefice is part of the Andover Deanery. Andover on average is just two miles away and has 45000 inhabitants, but is undergoing a rapid expansion with new housing developments likely to bring the population up to 65000 within five years. The town has excellent employment opportunities in the many trading estates and small businesses which surround the town. The expansion of population is bringing challenges for the Deanery team as they reconfigure to provide clergy cover for the changing layout of people in relation to the fixed places of worship. It is anticipated that the Priest-in-Charge will take some wider role within the deanery suited to the special skills of the individual.



## **MEET THE TEAM**

Our previous Priest-in-charge was with us for nearly five years. During her time she was assisted by Reverend Nicky Judd a SSM who has looked after us together with Licensed Lay Ministers Tim Taylor and Peter Eastwood. Tim and Peter live in the benefice and Nicky lives in nearby Andover. We have 2 BCM Worship Leaders and 3 BCM Pastoral people, and through the Registry can call on a number of retired clergy to officiate when needed during holidays and busy periods.

There is a benefice treasurer, and a benefice administrator. We have a most able organist, Paul Timms, who directs the benefice choirs and plays the organ in each church. Each church has two church wardens and an active PCC who offer a great wealth of knowledge and experience to support the smooth running of the benefice.

## **LIVING HERE**

The Benefice is situated in North West Hampshire and is close to the small market town of Andover. The three parishes are in a five mile long arc in a gently undulating valley. The villages are all thriving centres of population where the majority of people work in the town or further afield. There are excellent connections to surrounding cities and Andover has a range of shops for basic needs, together with doctors, dentists and a very good cottage hospital. Nearby Stockbridge has an outstanding range of bespoke shops and slightly further afield more comprehensive shopping can be found in Salisbury, Winchester, Basingstoke, Newbury and Southampton.

The road network provides excellent east/west travel on the A303, and the nearby A34 gives north/south passage and there is easy access to both the M3 and M4 within 30 minutes of the town. In ordinary times a very good train service runs either to Exeter (155 minutes), or London ( 68 minutes). Flights to all parts of Europe can be taken from airports in Southampton and Bournemouth with Bristol just a little further away, and Heathrow and Gatwick only one hour's drive for those far away holidays.

There are three shops including two post offices in our villages, and a good variety of pubs to quench a thirst after a brisk walk with the dog on the rolling countryside or perhaps spotting trout in the world famous chalk streams which abound locally.

Culture can be found in the Andover Lights theatre, the nationally rated theatres in Salisbury, Newbury, Chichester and Southampton, and also the many musical concerts at Winchester and Salisbury Cathedrals, and the Anvil at Basingstoke, plus many opportunities in Oxford. There's also a well equipped and modern sports and leisure centre in Andover.



Finally to schools where we have outstanding Church of England primary schools in both Abbotts Ann and Goodworth Clatford (both graded 'Outstanding' by Ofsted), good secondary schools in Andover, and sixth form colleges in Andover, Basingstoke, Salisbury and Winchester, where the Peter Symonds College is a nationally rated establishment. We enjoy living here where we think we have many advantages of a traditional village existence but with golden opportunities for so many other aspects of 21<sup>st</sup> Century life on the doorstep.

## THE HOUSE

The house is just a three minute walk from All Saints church and is on the edge of the village of Upper Clatford. There are four houses within 300m, and the adjacent old part of the village has a good pub with decent food. The other two churches are a short drive away (four and ten minutes ). It has good parking and easy access onto the road, with Andover just a five minute drive away.



The house is a 1960s modern brick type with four bedrooms and has recently had new windows and solar panels installed which have greatly reduced the fuel bills. The layout of the house gives a spacious airy feel with windows and French doors looking out on the garden and rolling countryside.

The rooms are well-sized and include a modern kitchen plus a study/office which has a separate entrance. The house is in good decorative order and has a welcoming feel. The garden is well stocked, has three separate easily managed areas, and includes a greenhouse and a small fruit and vegetable patch. The floor plans and further photos of the property can be found at appendix D.

## THE PARISHES

### **ST MARY THE VIRGIN ABBOTTS ANN**

Abbots Ann is the most northerly in the benefice. It lies in the valley of the Pilhill Brook and there have been settlements here since before Roman times. It has a strong and welcoming community spirit with an award-winning community shop and post office at its heart, a highly rated Church of England primary school, a nursery school and two pubs. The village proper is an attractive conservation area. Enclaves and ribbons around it include a small mobile home park, affordable housing (more affordable housing is planned by Abbots Ann Community Land Trust), 'executive' housing

and a mixture between. The parish is relatively, but not exclusively, affluent, Today there is little employment in the village, but the land around it is still farmed as it has been for over two thousand years, allowing Abbots Ann to retain the peaceful setting.



The Church is a rare survival of a largely-unaltered Georgian church dating from 1716. Listed Grade I, its design has been ascribed to John James, who oversaw the completion of the West front of Westminster Abbey. The lovely boxed pews constrain our use of the church (for example, we hold family services in the village hall), but many locals, supported by the Georgian Society and others, would object strongly to their disturbance. We intend to provide toilet facilities and have raised part of the expected cost.

Church Finances are sound but with little to spare. The congregation is small, but we have always managed to pay the agreed parish share. The St Mary's Abbots Ann Church Building Trust (a registered charity) was formed in 2010 to seek the support of the wider community for the church building as a community asset. The Trust has met the cost of some repairs and provided 'pump-priming' for others, and expects to continue to do so. The churchyard is closed and the Parish Council, not the PCC, is responsible for its maintenance.



## **ALL SAINTS' UPPER CLATFORD**

Upper Clatford is a picturesque village, where water meadows and the A303 form a natural boundary to the south of Andover, between Abbots Ann and Goodworth Clatford. The first inhabitants were probably those at the Iron Age hill fort at Bury Ring. Upper Clatford, as a community, dates from the Saxon era and takes its name from the Saxon for 'the ford where the burdock grows'. There was extensive farmland by 1086 and farming remained the principal activity until the early 19<sup>th</sup> century. The parish includes Anna Valley and Redrice. We will continue to use a historical connection to the Mayflower to engage with the local school and the wider community, thus increasing the visibility of the church and pursue international links.



All Saints' is a Grade 2\* listed building dating from the early 12<sup>th</sup> century with extensions in the 19<sup>th</sup> century. Features include a double chancel Norman arch and Jacobean pulpit. The last Quinquennial report (2016) noted that the North aisle roof would require major work in the next 5 -10 years. The churchyard contains a garden of remembrance. A meeting room, vestry, kitchen and WC were built in 1998 and solar panels added in 2012. The church fabric has been beautifully enhanced in recent years by professional artists. A major appeal is underway for roof repairs and other essential tasks.



All Saints' finances are stretched but the agreed parish share has been paid in full for the last five years and some additional funds have been generated from fundraising events. There is a restricted fund for Fabric which developed from the recent church extension fund after building costs had been met. We currently have no unrestricted reserves but are intending to build these following financial advice.

Church ministry and regular worship has been supplemented by Benefice wide study groups and Quiet Days. There is an active 'Little Steps' toddler group meeting weekly. Social activities are aimed at those who are retired, Meadow Room Lunch being the main one with occasional others. The worshipping community here comes from not just the villages a significant number come from Andover who seek a more traditional form of worship in a rural setting

## **ST PETER'S GOODWORTH CLATFORD**

The village is the most southerly in the Benefice and is located in the valley of the River



Anton, a tributary of the renowned trout river -The Test. The village is home to a warm friendly community of 320 houses in the village housing some 800 people. As there are only a small number of affordable houses, it is difficult for young people to settle in the village. There are two public houses, and the Community shop and Post Office is run by a volunteer committee and staffed by three paid staff plus volunteers. There are few opportunities for permanent work in the parish so most people of working age travel away from the village for employment.

The Village School (the Clatford Church of England Primary School), which is shared with Upper Clatford, is graded outstanding. Our clergy team makes weekly visits to the school and regular school services are held at St Peters. We also participate in 'Open the Book' and currently send the school episodes made by our team.

Worship in the village is conducted at the grade one listed church of St Peter's in Church Lane. The church began as a small nave and chancel, and the north and south aisles, transepts and a tower were added in the 12<sup>th</sup> and 14<sup>th</sup> centuries, followed by an octagonal shingle spire in 1860. The St Peter's Room, with facilities for social activities including Way Inn lunches, was added in 1995, allowing St Peter's to remain well connected to the life of the community. The churchyard is open and well maintained.



Finances are well ordered; we met the agreed Parish Share in 2020. There are many contributors through the parish giving scheme and there are regular social events which include the Summer Fete, Open Gardens, and Harvest Lunch.

## **UNITED BENEFICE OF AMPORT, MONXTON, GRATELEY, QUARLEY, OVER WALLOP AND NETHER WALLOP**

*This benefice is not yet a legal whole with the Anna Benefice but may be so within the next year.*

### **ABOUT US**

Since the establishment of this “Portway and Danebury” Team by a Pastoral Scheme in March 2009\*, we have been a benefice of six rural parishes to the west and south-west of Andover and one town parish. Each parish has remained distinct with its own PCC, but an important feature for us has been the Team Council whose Constitution\* was approved by the Bishop’s Council in July 2013. This has enabled us to build relationships as a Team and to discuss matters of common interest under the chairmanship of the Team Rector (now under the Lay Vice Chair). We are keen to foster and develop the rôle of this Council under the new Incumbent. Under the new diocesan proposal, the town parish is to be withdrawn. Our village churches have all stood for many centuries and are well respected in their communities. Like those of the Anna Benefice, we have had a flourishing online presence during the pandemic but we have begun to resume normal patterns of worship. We are particularly looking forward to the arrival of an Incumbent and an Associate Priest to provide leadership and to guide us as we build relationships in a larger benefice.

\*Copies of these documents are available on request to the Lay Vice Chair at [pa2pdteam@gmail.com](mailto:pa2pdteam@gmail.com)

### **WHERE WE HAVE BEEN**

At the outset, our benefice had three full-time stipendiary Priests: the Incumbent (Team Rector) who lived in Andover and two Associate Priests (Team Vicars) living in Ampport and in Over Wallop. The Priest in Ampport had previously presided over a benefice of four churches (Ampport, Grateley, Monxton and Quarley) and the Priest in Over Wallop had the two Wallops churches. As time passed, Priests moved on and in 2015 the full-time Priest in Ampport was replaced after a two-year vacancy by a part-time house-for-duty Associate Priest (the Revd Matthew Grayshon) who is to remain with us until December 2022. Since July 2019 the post of Team Rector has been vacant through retirement and the Revd Vanessa Cole who had lived in Over Wallop resigned her post with effect from Easter Monday 2021. During the various vacancies and the Pandemic, we have continued to support our worshipping community, to maintain a Christian witness in our villages and to fulfil our responsibility to the Common Worship Fund. Today, the Revd Matthew Grayshon and the Revd Christopher Walker (retired Army Chaplain with PTO living in Quarley) lead our ministry team which includes one LLM (Geoff Wortley) and three lay worship leaders - Stephen Baldock, John Searles (from 2019) and Marilyn Childs (from 2019).

### **WHERE WE ARE GOING** (excluding West Andover)

The lockdown restrictions have inevitably curtailed many of our outreach activities or driven them online, but with the easing of restrictions, there are plenty of opportunities to revive some or all of them. For example: in the Wallops: weekly mid-morning “Little Angels” (mothers and toddlers), monthly mid-morning coffee club; Communion or Morning Prayer in Winton House Nursing Home; in Monxton, “coffee, cakes and praise” evenings, and “messy church”; in Quarley monthly Great Lives” evenings; School Assemblies (Ampport CofE Primary, Wallops Primary, Grateley Primary), various fellowship and prayer groups. There are two parish magazines which have been maintained without a break, one for the Wallops and one for the other four parishes.

**PRIEST-IN-CHARGE  
UNITED BENEFICE OF ABBOTTS ANN, UPPER CLATFORD,  
AND GOODWORTH CLATFORD  
LEADING TO A NEW ENLARGED BENEFICE COMBINED WITH  
MONXTON, AMPORT, GRATELEY, QUARLEY, OVER WALLOP  
AND NETHER WALLOP**

**ROLE DESCRIPTION**

*This Role Description should be read together with the Church of England Guidelines for the Professional Conduct of Clergy*

The post is full-time incumbent of the existing Anna Benefice and subsequently the proposed new benefice consisting of nine churches where the two current separate benefices have no history of close working. An additional FT stipendiary priest will also be appointed.

The Incumbent's role will be to provide leadership and inspiration to the community and have the energy and wisdom to bring the churches into a creative and positive close working relationship with a single PCC serving the whole parish.

Learning the lessons of Benefice of the Future work and applying them to this benefice will be vital.

The successful applicant will:

**Spirituality**

- Be a prayerful and imaginative spiritual leader with a strong personal faith.
- Attend to their own spiritual health and wellbeing.
- Be creative and conscious of the needs of the benefice – the elderly and more traditional and with an interest and history of working with the younger generations.

**Worship and Preaching**

- Value both traditional and more contemporary styles of services across the benefice and be able to enrich them especially to attract families, children and young people.
- Review the pattern of worship to best fit the needs of the whole parish with the resources available.
- Use the gifts of others to lead worship and encourage others to contribute.

**Leadership and Collaboration**

- Be a team leader who inspires confidence and empowers others.
- Work collaboratively and identify, encourage and support lay involvement in developing the benefice.
- Be able to prioritise your own workload and help others to do the same.

### **Discipleship, Learning and Nurture**

- Provide direction, encouragement and training to the clergy and lay team.
- Discern and direct the gifts and skills of others in nurturing faith.
- Enable others to articulate and share their faith.
- Lead by example of a good, faithful and committed life balance.

### **Evangelism and Concern for Social and Environmental Justice**

- Build relationships with the wider community, and identify and increase the churches service of the common good across the benefice.
- Be involved with and fully committed to the schools in the benefice.
- Proactively forward the Church of England's Net Zero 2030 commitment across the benefice.

### **Pastoral Care**

- Build, encourage and support the work of pastoral visitors across the benefice.
- Encourage a healthy ministry of welcome and hospitality in each church.
- Attend to their (and their family's, where relevant) pastoral needs, health and well-being.

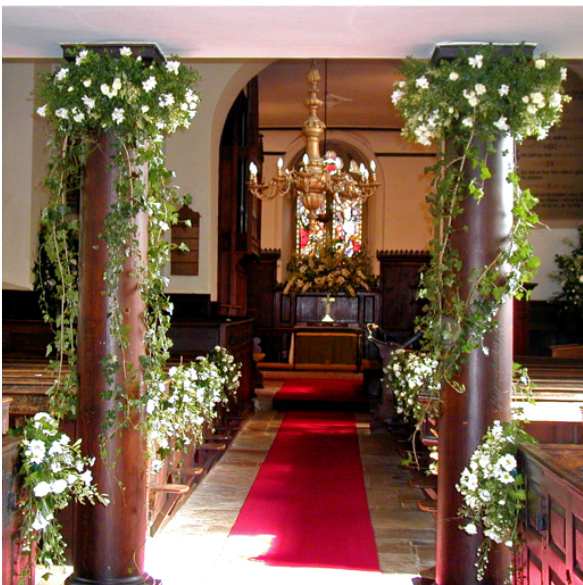
### **Stewardship and Parish Organization**

- Ensures efficient administration and good financial management and stewardship for the benefice.
- Be a confident delegator who can liaise with, encourage, and maximise the gifts of others.

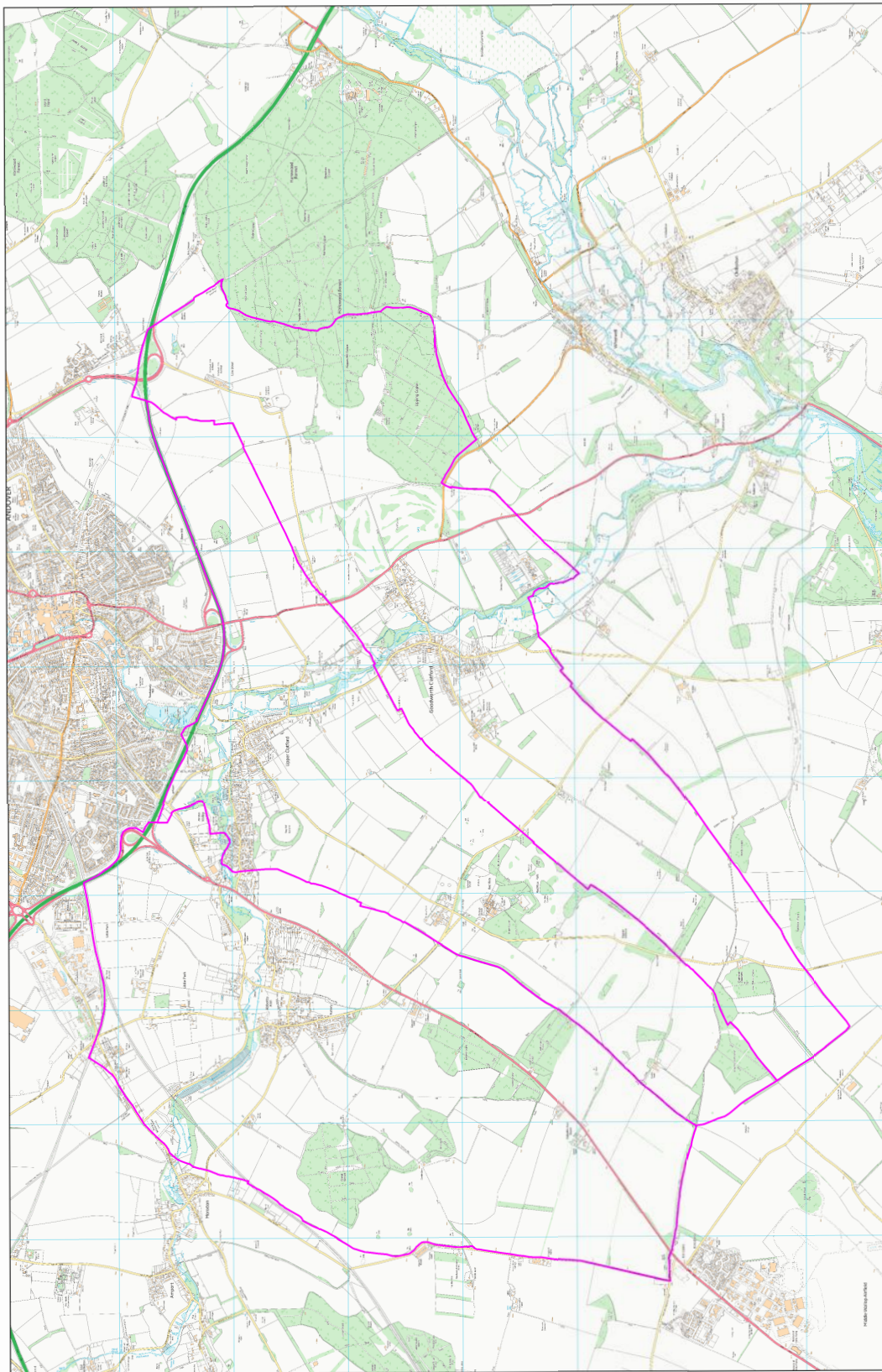
### **Ecumenism and Links with other Bodies**

- Build links and work with other churches and other organisations.
- Fully participate in and contribute to the life of the Deanery (including synod and chapter) and the Diocese.

Websites: <http://www.annabenefice.co.uk>; <https://www.abbottsann.com>; <https://www.goodworth-clatford.com>; <https://www.upperclatford.com>



Appendix A  
Benefice of Abbots Ann, Upper Clatford, and Goodworth Clatford.



**APPENDIX B  
BENEFICE CHURCHES**

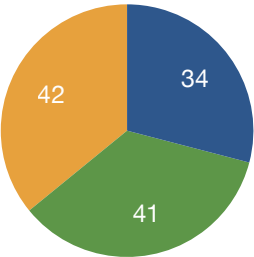
	<b>Goodworth Clatford</b>	<b>Upper Clatford</b>	<b>Abbotts Ann</b>
<b>Churchyard</b>	Open	Open	Closed. Maintained by Parish Council
<b>Church</b>	Early 9th century Open each day in non Covid times	Early 12 <sup>th</sup> Century Open each day in non Covid times	Rebuilt 1716 Open each day in non Covid times
<b>Public Halls</b>	Village Club	King Edward VII Memorial Hall	Abbotts Ann War Memorial Hall
<b>Church Rooms</b>	Yes	Yes	No
<b>Civil Parish</b>	Goodworth Clatford	Upper Clatford	Abbotts Ann
<b>Square miles</b>	3.44	3.45	5.31
<b>Dwellings in parish</b>	320	660	550
<b>Worship community</b>	47	52	38
<b>Average attendance at routine services</b>	24	25	14
<b>CMF 2020</b>	£34255	£27526	£23550
<b>Parish magazine</b>	Church produces monthly magazine for both villages	Joint with Goodworth Clatford	Produced monthly for the village by the church
<b>Primary School</b>	Clatford CofE Primary School	Farleigh School (Private RC)	Abbotts Ann CofE Primary School
<b>Local Shop/post office</b>	Clatfords Village Stores and Post Office	Farm shop	Abbotts Ann Village Shop and Post Office
<b>Pubs</b>	1. Royal Oak 2. Clatford Arms	Crook and Shears	1. Eagle 2. Poplar Farm Inn



**APPENDIX C  
BENEFICE FINANCES**

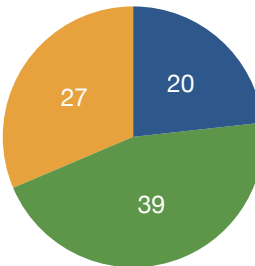
INCOME- £117k

● St Mary's   ● All Saints  
● St Peter's



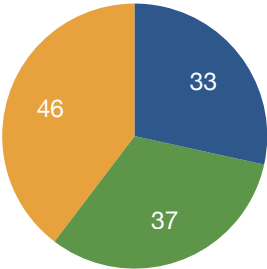
RESERVES- RESTRICTED- £87k

● St Mary's   ● All Saints  
● St Peter's



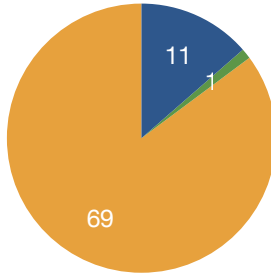
EXPENDITURE- £116k

● St Mary's   ● All Saints  
● St Peter's



RESERVES UNRESTRICTED- £80k

● St Mary's   ● All Saints  
● St Peter's

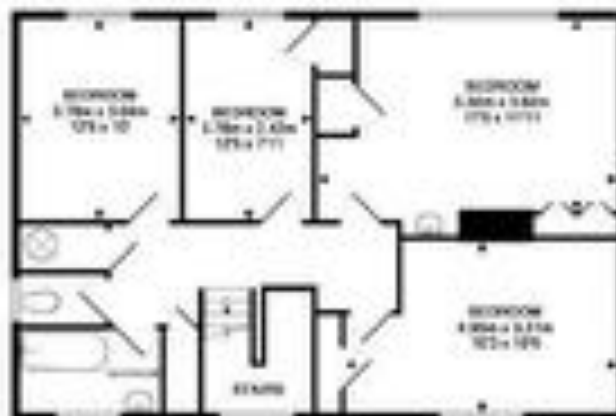


**Appendix D  
THE RECTORY UPPER CLATFORD**

South



THE RECTORY UPPER CLATFORD, WILTSHIRE  
 TOTAL APPROX. FLOOR AREA 2104 SQ M (2279 SQ FT)  
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North