



Vicar
The Parish of Hythe
In the deanery of Lyndhurst



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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.



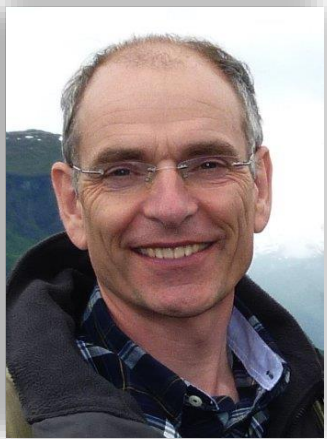
Tim Dakin
Bishop of Winchester



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

Vacancy
Assistant Area Dean



Bill Andrews
Lay Chair



INTRODUCTION

The parish of Hythe is a small parish in Hampshire situated on the Waterside, lying between the New Forest and Southampton Water. We have two churches – St John the Baptist and St Anne’s, and a church hall. We serve a local population of around 9 000 with the larger secular Hythe & Dibden Parish population totalling approximately 21 000.

The Parish boundary takes in several significant areas of local authority and social housing developments, and this is reflected by the band `C` Common Mission Fund classification. In addition, the parish will be part of the new Totton & Waterside Group ministry which has been formed to provide support by sharing resources, training, and IT/social media development. There are also pockets of new housing proposed within the group footprint which will offer opportunities and challenges alike.

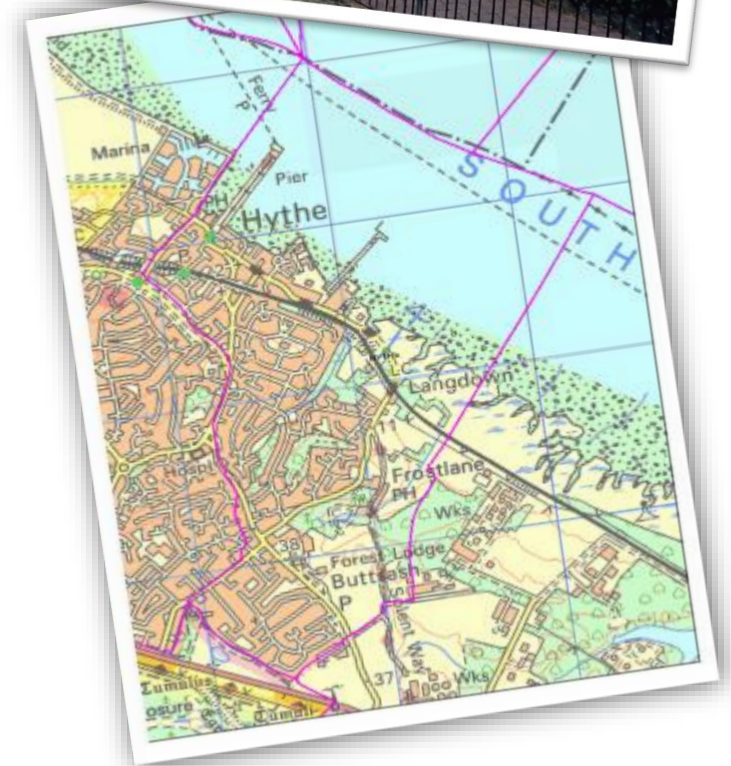
Excellent transport facilities exist including bus and passenger ferry to Southampton plus links to the motorway and Rail networks and access to Southampton Airport.

There are two primary schools within the parish plus two more and two Secondary schools in the adjoining parish of Dibden. They are supported by a specialist school for children with learning difficulties and a school for children excluded by other schools.

There is one GP practice within the parish, one dental practice and a high street pharmacy.

With the opportunities offered by the New Forest and the Solent, recreation is well catered for.

Hythe has a good selection of restaurants, public houses and take away outlets.



OUR VISION

The vision of our church in Hythe is to serve the work of God's Kingdom in our Parish and beyond, in partnership with our fellow churches and with all people of goodwill.

Our parish Mission Action Plan lays out priorities for our life as a church over the three years, 2019-2022 as best as we can currently discern them. The pMAP directs the focus for our growth in each of the 3 years:

April 2019 – April 2020 – Growth in Faith and discipleship.

April 2020 – April 2021 – Serving our community for the common good.

April 2021 – April 2022 – Looking forward.

The pMAP sets the organisational structure of our church and brings the work of the 8 MAP teams back to the PCC. Our full 2019-2022 pMAP can be found [here](#).

Ongoing Vision and Challenges

- The continuing evangelism of the Butts Ash and Netley View areas of the parish.
- Managing our aging, and therefore diminishing congregation and its effect on the number of people prepared to participate actively in the running of church affairs.
- Greater participation of younger members of the community within our church fellowship.
- New ways in which we can develop services for our local community.
- The training of 7 people for the healing ministry.
- The recruitment of more Parish Visitors.
- The provision of training for study group leadership so that more people feel confident in leading Bible Study and Prayer groups.
- A new bereavement group.
- A conversation café to offer emotional support.
- The building of a team for Baptism family links.
- The continuation of our online presence will be reviewed.
- Upgrading of the lighting in St John's church and the refurbishment of St John's Hall kitchen.
- Encourage greater involvement in the parish giving scheme, aim to use Fair Trade products wherever possible and reduce our carbon footprint through participation in Eco-church.



OUR CHURCH LIFE

We have a wide range of worship styles from the ritual formality of the Eucharist to Messy Church. The use of robes, candles, Sanctus bell, and choral settings of the Liturgy appeals to the more traditional members of the congregation whilst Open House and Café Church services are enjoyed by those who relish these Fresh Expressions of church. Worship takes place in both St John's and St Anne's, where the increased regularity of services is helping to engage the neighbourhood.

Screens and a loop system allow our services to be more accessible, as does our ability to record and live-stream our worship. Those who are unable to come to church can access the services online through our web and social media pages, as well as receiving the provision for home communion if required.

Our bereavement and parish visitors spearhead the pastoral care across the community. The Lay persons and retired clergy, PCC and MAP team members, sides people and welcomers, the flower arrangers and brass polishers, event support teams, tea, coffee and cake providers and the innovative tech team all willingly contribute their time and talents to enrich both church and the wider community.

A welcome team meets and greets at both churches. The production of an explanatory leaflet about the Holy Communion service for visitors and new worshippers, the introduction of pew bags for families to use for the under-fives, plus an invitation for children and families to join us in the Sunday Club aim to make all welcome.

At St Anne's, the neighbourhood being an area of high deprivation, we are continuing to develop a variety of worshipping presences, including worship and prayer in our Toddler and Messy Church activities.

We encourage families to worship with us prior to Baptism at both churches and our home visits provide preparation for families. Last year a full immersion baptism took place.



The central location of St John's Church attracts high attendance for community worship; Remembrance Sunday, Christingle, Crib Service, school Carol Services and joint Deanery Services, plus personal services such as Weddings, Baptisms, Confirmations, Funerals, and Interments. As the graveyard is still open for burial of ashes the church provides a prayer space for mourners.

Our church participates in the Archbishop's prayer initiative 'Thy Kingdom Come'.

Ecumenical

An ecumenical link of all denominations, 'Waterside Churches Together', brings services to the Waterside and supports the Night Shelter, Waterside Food Bank, and local Street Pastors.

Discipleship & Spiritual Development

Members of our church family have undertaken courses including: Bishops Commission for Mission; Worship, Youth, Children & Families Work and Pioneering courses. Warden Training, Diocesan GDPR training, Safeguarding and Hygiene Certificates. Courses have been hosted/run in: Safeguarding; Discipleship; Lent; Alpha; Youth Alpha; Marriage by Design, The Marriage Sessions and Positive Parenting courses. The Alpha Course has always been successful as an outreach program.

The Authentic Disciples MAP team organised a successful and positive Vision Day that served as the basis for the new MAP group targets.

Two Pilgrim Groups complement a home Bible Study group and a small, long standing Prayer group.

Each year a quiet day, or half day, takes place in the church.

A library, sited at the back of the church, exists for private study or general interest.

We have also had study days based around a film, followed by discussion groups, which have proved popular and generate much interest.



Young People

Children and young people, being the future, are well provisioned within the parish with Baby signing, Little Footprints, Toddler Winks, Messy Church, Sunday club and Youth club (Vision) being run throughout the year and Holiday club, Easter Craft Hop-in and Make Lunch (Transforming lives for good) occurring in the school holidays.

Close links with the two primary schools within the parish are maintained with the children worshipping in the churches at Leavers, Harvest, Christingle, and Carol services. A small group take bible stories into the schools with 'Open the Book'. Diocesan Education Projects, such as Ewe Matter, and the Shoe box appeal are also hosted. However, whilst recognising the great success of the Children's and Family's activities, they have yet to translate into a participation in church services by the younger age group, teenagers, and particularly young adults.

Social

Many social events are held in both churches and the hall. These include, on a weekly basis: lunch club; coffee and chat in different locations on different days; a craft and chat club; an indoor market and a Renew and Wellbeing Drop in. We also host an Alzheimer's Association drop in and the Crossings group for the homeless.

Some annual events include: Lent Lunches; the Patronal Festival celebration; fetes; plant and jumble sales; flower festival; Harvest Supper/talent night and the Christmas tree festival (in conjunction with a local charity, Hythe 2000); the celebration of national events, quiz nights, including a fortnightly ZOOM quiz during lockdown. A branch of the Mothers' Union, 1 of only 3 remaining in the deanery, is hosted and a Dementia friends link is maintained.



OUR TEAM

There is an active support team of the laity, retired Clergy, churchwardens, office staff and unpaid volunteers.

David Blomley, Church Warden.

'Now well into my "wrinklies", I see myself, as perhaps most people see themselves, as a "middle of the road" character, having what might be called a wide range of interests but with more of a country rather than city disposition. I have been fortunate to have travelled a little and consequently appreciate that there are always at least two sides, if not more, to every story. And new stories unfold every day which generally help me to count my blessings.'

Andy Pearce, Church Warden.

'I have been part of the church family here at Hythe for the last 6 years and Warden for the last 2. I am a full-time shift worker and spend my spare time divided between church and family. Being practical, I play an active role on both the Buildings and Maintenance and Tech Teams. I also enjoy singing in the choir with one of my granddaughters.'

Susan Blomley, LLM.

'A born and bred Anglican, I am also a retired language teacher and have lived in Hythe since 1988. I am married with 4 sons, grandchildren, and great-grandchildren. We lived in France for 18 years following retirement, and it was there that I finally listened to my calling and was licensed as a LLM in 2012. Since our return to the UK in 2015 I have been very involved with leading worship, preaching and all aspects of parish matters'.

Chris McMahon,

'Hi, I have worked here as the Children's and Families Ministry Coordinator since August 2016, having previously worked as a Family Support Worker within Children's Services. I have 3 grown up children and remarried in 2019 gaining a new husband and stepson. It is lovely being a part of and working with such a warm and caring fellowship. I feel truly blessed'.



OUR ORGANISATION

Our full PCC, that holds Registered Charity status, meets 6 times a year, with eight MAP teams meeting in alternate months. The Buildings and Maintenance MAP team work to ensure that routine maintenance to the churches, halls, and churchyard is carried out and is responsible for management of the results of the Quinquennial report. There is a 'Parish Expenditure Policy' in operation, in addition to a 'Procedure for Project Oversight Policy'.

We have an appointed Safeguarding Officer and, as a church, are wholly committed to the House of Bishops' Safeguarding policy for children, young people, and vulnerable adults. Our DBS Officer carries out regular DBS checks on all paid workers and volunteers.

We have six paid members of staff: a Children's and Families Ministry Coordinator; a Parish Administration Assistant, who works directly with the incumbent; a Community Outreach Worker; an Organist/Choirmaster and two Cleaners.

In addition to our experienced Organist/Choir master, a small but enthusiastic choir and Junior choir is augmented with a music group playing guitars, keyboard, clarinet, flute and violin for Café Church, family and Taizé services.

Our electoral roll currently stands at 139 souls, the majority of whom can be described as retired. Our morning worship is predominantly a traditional and Eucharistic form of service. However, we have a more relaxed monthly family service and two evening services a month with different styles of worship. We divide our services between St John's and St Anne's. The church Electoral Roll shows two thirds of worshippers are from outside the parish.



FINANCES

The Parish leadership is supported by a well based finance team, including an experienced treasurer, accounting, and business members. Our current position is expected to weather the COVID pandemic reasonably well, as the finance team works with competent office staff and other MAP groups especially Buildings and Maintenance who have achieved significant grants, donations, and VAT recovery in support of Church based projects.

The finance team provides and advises on different levels of financial and budgeting information to the incumbent, wardens, and a PCC version is summarized to aid understanding. The annual cycle includes monthly statements, cashflow projections, project monitoring, annual budgeting and audit, statutory and Charity Commission compliance.

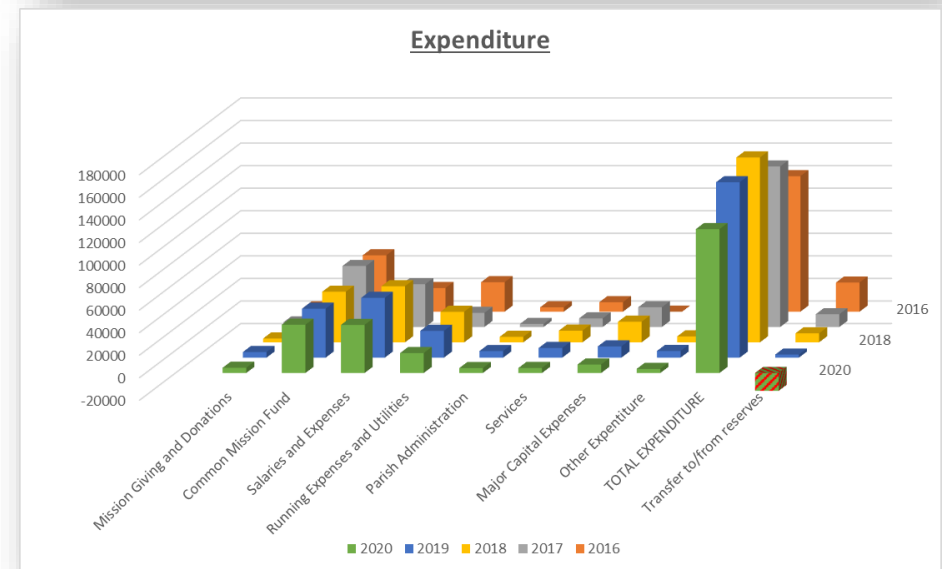
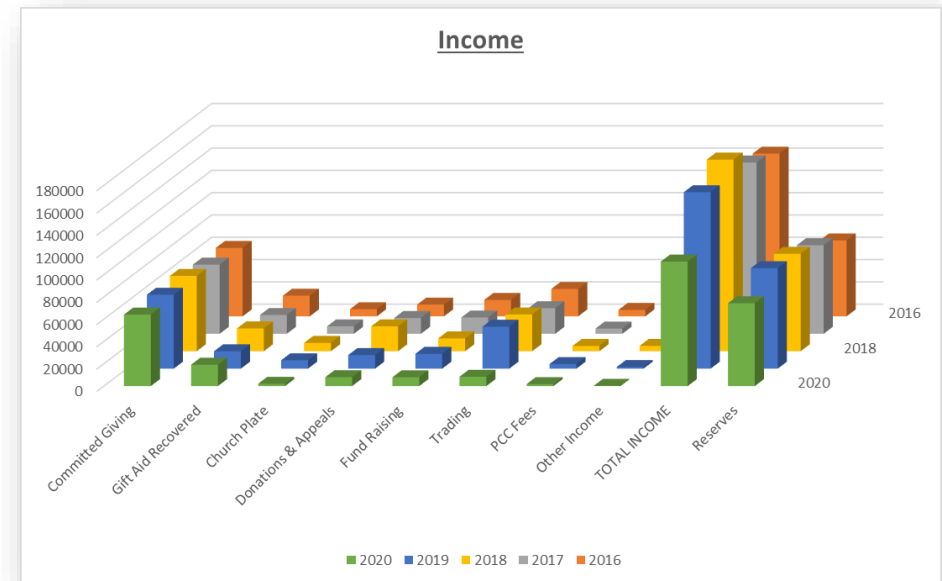
We have consistently met our Common Mission Fund obligation.

Fundraising

In addition to ongoing fund raising such as coffee mornings for The Children’s Society, dedicated fundraising events have taken place, for example a Hymnathon to raise funds for the Bell Appeal.

Charities

The parish sets aside 5% of its regular income for 'charitable giving' and each year the Social Transformation MAP team is responsible for making recommendations to the PCC regarding the local, national, and international charities that should be supported.



THE VICARAGE

Less than 5 minutes' walk from St John's, the Vicarage is a spacious, semi-detached, 6 bed Victorian villa with large dining and sitting rooms, both with bay windows and open fireplaces. There is a large kitchen with separate utility room, both with cream shaker style units, plus a study, cloak room and boiler room. On the first floor there are four double bedrooms and a family bathroom, with bath and separate shower, plus a separate cloakroom. On the top floor there are two further double bedrooms and storage room. There is off street parking for several cars and a single garage. There are lovely gardens to the rear of the house mainly laid to lawn with shrub borders and a terrace behind the house.



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 our parish and 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 will:

Spirituality

- Have a real relationship with God, committed to share that relationship with the congregation through preaching and prayer to lead us and to help us as a church grow as disciples of Jesus Christ.
- Be a strong Bible based preacher ready and able to encourage our congregation to increase their knowledge and faith in Christ to deliver the Gospel message through our own outreach activities.

Worship and Preaching

- Be a person who values the traditions of our current congregation whilst being committed to engage in Fresh Expressions of church, especially targeting younger age groups.
- Be a person who will share our deep connection with music, traditional and modern, as an integral part of worship.
- Have the capacity to develop styles of worship attractive to families, children, and young people, and be committed to the development of our children and youth ministry and involvement with the community.



Leadership and Collaboration

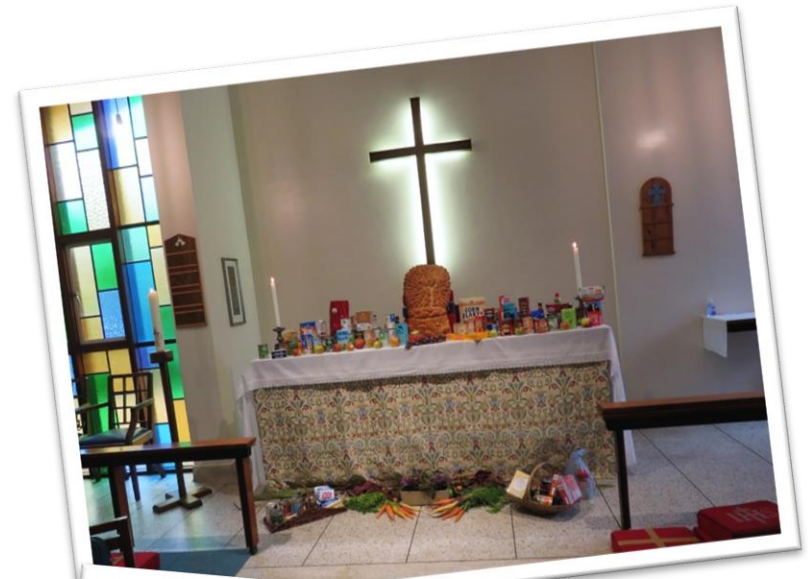
- Be a creative, inspiring, and empowering leader; an evangelist who will guide our church family to lead people to Christ while balancing the pastoral needs of our present congregation.
- Work collaboratively and encourage others to do so. Discern the gifts and skills in others and be willing to share tasks as part of a team.

Discipleship, Learning and Nurture

- Be able to Identify development and training opportunities in the congregation and community.
- Be able to embrace and help to deliver creative and innovative ideas.
- Work with our 'families' team' to create a church environment that is warm and inviting for families with children.
- Be willing to share their own knowledge and experiences, gifts, and skills with others.

Evangelism and engagement with social justice

- Fully understand and appreciate the challenges that people in socially disadvantaged areas face and be committed to find ways to support them.
- Make St Anne's a high priority to reach out to spread the Gospel, while working well with the outreach already in place.
- Engage with the local community at all levels to increase the church's presence in Hythe and the wider parish.
- Have the confidence and willingness to be a servant-hearted leader that is willing to 'get their hands dirty'.



Pastoral Care

- Be an approachable and active listener, a person who can mentor those wishing to further their spiritual path.
- Be willing and able to work with 'The Crossings', 'Street Pastors' and other organisations dealing with the local needs of the homeless.
- Be sensitive to the pastoral needs of all members of the community.

Stewardship and Parish Organisation

- Be organised, able to prioritise workloads effectively and delegate if appropriate.
- Recognise the importance of Safeguarding and Safer Recruitment and have a good understanding of HR, IT, and social media.
- Have a good understanding of finances and budgets.
- Be committed to and able to communicate effectively with staff, PCC, and parishioners.

Ecumenism and Links with other bodies

- Have a heart for the community of Hythe and the Waterside, with a willingness to get involved in the community.
- Be keen to work ecumenically with the other local denominations on the Waterside and as part of the new Totton & Waterside Group ministry.
- Play an active part in Deanery 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 Winchester Archdeaconry please contact:

The Rt Revd Debbie Sellin
Bishop of Southampton 01962 737315
Bishop.Debbie@winchester.anglican.org

Mrs Emma White and Mrs Rhiannon Balme
Clergy Appointments Assistants
Clergy.appointments@winchester.anglican.org

Appendix i

Pattern of services

DAY	ST JOHN'S	ST ANNE'S
1st SUNDAY	8am Eucharist Service 6pm Café Church	10.30am Eucharist Service
Monday	8.30 Morning Prayer 5.30 Evening Prayer	
Tuesday	8.30 Morning Prayer 9.00 Eucharist Service Coffee 10am - Noon, with "Pause for Thought" at 10.45 5.30 Evening Prayer	
Wednesday	8.30 Morning Prayer 5.30 Evening Prayer	
Thursday	8.30 Morning Prayer 5.30 Evening Prayer	
Friday	8.30 Morning Prayer 10.00 Eucharist Service 5.30 Evening Prayer	
Saturday		
2nd SUNDAY	8.00 Eucharist Service 6pm Evensong	10.30am Open House Family Service
3rd SUNDAY	8am Eucharist Service 10.30am Eucharist service	6pm Taizé Service
4th SUNDAY	8am Eucharist Service 10.30am Eucharist service 6pm Evensong	
5th SUNDAY	8am Eucharist Service 10.30am Special Service 6pm Choral Evensong	10.30am Special Service

Appendix

ii

Addresses and postcodes of Buildings.

St John's Church Hall & Parish Office

New Road
Hythe
Southampton Hampshire SO45 6BP
023 8084 4336

The Vicarage

14 Atheling Road
Hythe
Southampton Hampshire
SO45 6BR

St Anne's Neighbourhood Centre

Warrys Close
Hythe
Southampton
Hampshire
SO45 3QR

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Our Digital Presence

Website [The Parish of Hythe \(stjohnshythe.org\)](http://stjohnshythe.org)

Online services [The Parish of Hythe | Recorded Services \(stjohnshythe.org\)](http://stjohnshythe.org)

'Contact' magazine [The Parish of Hythe | Contact - Parish Magazine \(stjohnshythe.org\)](http://stjohnshythe.org)

Safeguarding [The Parish of Hythe | Safeguarding \(stjohnshythe.org\)](http://stjohnshythe.org)

Lunch club video <https://youtu.be/R3Whwn-Fe-U>

[St John's Church and Hall - Home | Facebook](#)

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

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