



**St Thomas'
Church
Parish Profile
The Benefice of
Fair Oak
&
Horton Heath**

www.sttoms.co.uk





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DIOCESE of
WINCHESTER



Tim Dakin

The Bishop of Winchester



Debbie Sellin

The Bishop of Southampton

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.](#)

www.winchester.anglican.org

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, a network of historic rivers 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 from the current Bishop's aMAP. (Please request these documents if it would assist your deliberations). We look forward to meeting and talking with you, as you consider joining our Deanery.



eastleighdeanery.org.uk



Richard Wise
Area Dean



Sarah McClelland
Assistant Area Dean



Danny Stupple
Lay Chair

Introduction to the Benefice

The benefice comprises two growing villages in South Hampshire, four miles east of **Eastleigh** town and about halfway between the main centres of **Winchester** and **Southampton**. Fair Oak and Horton Heath is mostly an urban Parish with residential areas and local shops, with rural areas in the east.

St. Thomas Church, hereafter **St. Tom's**, has developed strong relationships within the local community with schools, the **Parish Council**, nursing homes and Guiding and Scouting groups. We have close links with other churches in the parish and across the wider Eastleigh Deanery, partnering with mission events on a regular basis. We partner together to host annual **Remembrance services** and '**Carols in the Square**' events – both valued opportunities for our village communities to come together.



**FAIR OAK
FAMILY CHURCH**
LOVING LIKE JESUS



At the heart of the church campus is our beautiful 158 year-old church building, the fabric of which requires significant regular upkeep. We have an attached extension that has a maximum of two meeting spaces, a recently refurbished kitchen area, a small office and vestry room. The building and extension have a modest amount of floorspace, with limited flexibility of use, which causes difficulties in servicing everyday church ministry activities. We also have an adjacent separate two-storey 'Stables' building, where the ground floor is currently hired by a pre-school, whilst the first floor has space dedicated to youth ministry.

Two school campuses are situated within the parish in Fair Oak: one is home to **Wyvern College** and **Fair Oak Infant** and **Junior Schools**, attended by 2,000+ students each day and the other is **The Kings School**, an independent Christian school, teaching primary and secondary students. A new primary school in Horton Heath is planned. We have invested in growing relationships with each school.

The current population of the parish is 11,000 people, and is growing in size due to increased housing development in recent years. A further 2,200 homes are planned over the next 10 years.

The villages contain two excellent parks and open spaces, which together with Stoke Park Woods are valuable green assets that are enjoyed and appreciated by the whole community.



Our Vision

Direction of Travel

The underlying vision for St Tom's for almost **20 years** is based on an understanding of a **'sacred district'** that is defined by the shape and layout of the biblical tabernacle or temple, with four constituent parts:

Our personal encounter with Jesus and one another is the heart of the church, and is understood as the **'Holy of Holies'**.

The different gatherings of the Church represent the **'Holy Places'** for our community to likewise encounter Jesus, through His people,

The church serves the community within the **'Outer Courts'** of everyday Parish life. Additionally, the church supports the mission of Jesus, through establishing trusted partnerships with those called to the serve outside the Parish, defined as the **'Nations'**.

This temple 'shape' is summed up by the mission 'strapline' for St. Toms' of **"knowing Jesus better and making Him better known"**. This is the underlying vision that underpins day-to-day church ministry at St Tom's and also continues to inform our 3-year pMAP cycle, *defined later in this profile on page 15.*



Homes are Central

In 2003, our existing home fellowship groups became known as 'Home Churches', in recognition that home-based ministry had become increasingly relevant for busy 21st Century lives, where for many people, Sundays are taken up by social, sporting and family activities. Consequently, Home Churches have gradually become the heart of personal discipleship and pastoral life within St Tom's and they are the reason we have developed into '**A Family of Home Churches**'.

There are currently 16 Home Churches that meet, usually weekly, on weekday evenings and they are the primary place for pastoral care within the life of the church. They are multigenerational, from teens to young families, to those of more mature years. This is where our passionate love for Jesus is centred, where we grow in our relationships with one another and where we get to '**know him better**'.

Currently, 85% of our 'Worshipping Community' is part of a Home Church. The remainder, as well as attending Sunday services, are cared for by our Pastoral Strategic Team or are part of our **Band of Brothers** men's ministry or our **With Love** women's ministry. Both of which hold a range of regular fellowship events.

Our Church Life



Our Services



The worshipping family comes together at our regular meetings, primarily still on Sundays, to present our love of Jesus within the Parish:

Pre-COVID : Morning Prayer / 9.30am 'Common Worship' / 'The Gathering' / 'Deeper' / Wednesday Mid-Week Communion

'**Common Worship**' is held within the main church building, is traditional in its style and is typically attended by the older members of our congregation.

'**The Gathering**' meets at the nearby Village Hall and mainly ministers to families with children and young people of all ages, along with those who enjoy a more contemporary style of worship.

'**Deeper**' is a more informal meeting held in the main church building and, as the name suggests, focuses on a deeper level of bible study, personal worship and ministry through the power of the Holy Spirit.

During COVID : 9.15am Morning Prayer (Monday-Saturday) / Sunday 10am 'Church Together' (on Facebook Live) / 2.30pm Family Church / 7pm 'Deeper' on Zoom

We hold quarterly '**Half-Nights of Prayer**' meetings (8pm-12am), where we dedicate time to corporately hear from God.

We also regularly conduct Baptisms, Weddings & Funerals which provide important opportunities to share the love of Jesus with our local community



Missional Initiatives



Four years ago, a helpful prophetic picture from God was shared that has shaped the subsequent development of **Missional Initiatives**. The picture was of a walled garden full of vibrantly coloured flowers and plants. The flowers had burst out through a gap in the wall seeding and flourishing outside the walls. This is the background image on *pages 7 and 10 and the picture above*.

Therefore, we believe it is important that we are an active presence in our local community within the **‘Outer Courts’**, to share God’s blessings and love in visible and practical ways.

In **‘making Jesus better known’**, we look to engage with the people of our Parish regularly, by inviting them to community events. The various Missional Initiatives overseen by St Tom’s are shown on the diagram on *page 14* under the **‘Get Togethers’** heading around the outer edge.

The Fountain Café is our primary missional initiative, where we currently enjoy a close working relationship with the Parish Council and are working with them on exciting plans for a new community café at New Century Park.



Opportunities & Challenges

Some of the key challenges and opportunities we are facing include:

Growing our regular worshipping community, following several years of reducing numbers.

Reconnecting with our worshipping community as we recover from the Covid-19 pandemic.

Recruiting new leaders for our Youth and Children's ministries and a new Parish Administrator.

Sustaining and resourcing 'Missional Initiatives' that show the love and compassion of Jesus to our community.

Engaging with those who move into the new One Horton Heath development, with the ministry offer available at St. Tom's.

Redevelopment and upkeep of the church campus to meet the ministry and outreach needs of this growing Parish for the 21st Century.



Our Team

Who we are

The licensed and/or authorised ministry leaders at St Tom's are:



Bob Nicholls

Part-time SSM Assistant Curate



Dave Owens

LLM



Danny Stupple

LLM



Bruce White

LLM



Bob Carkeet

Churchwarden



Julie Waterman

BCM** Pastoral



Beth Alford

BCM** Worship



Ethan Heaselden

BCM** Worship



Neil Osborne

BPP*



Matt Nicholson

BPP* & Churchwarden

*Bishops Permission to Preach - Winchester Diocese

**Bishops Commission for Mission - Winchester Diocese

Staff

To enable our love of Jesus to be expressed more fully within the Church and the wider Parish, our team are also joined in ministry by a paid team of staff, comprising of the following roles/persons:



Julie Waterman

Elderly Persons' Minister



Abbie Marsh **

Children and Families Minister



Sean Marsh **

Youth and Families Minister



***Pam Alford**

Parish Administrator



Gary Stupple

Digital Content Creator

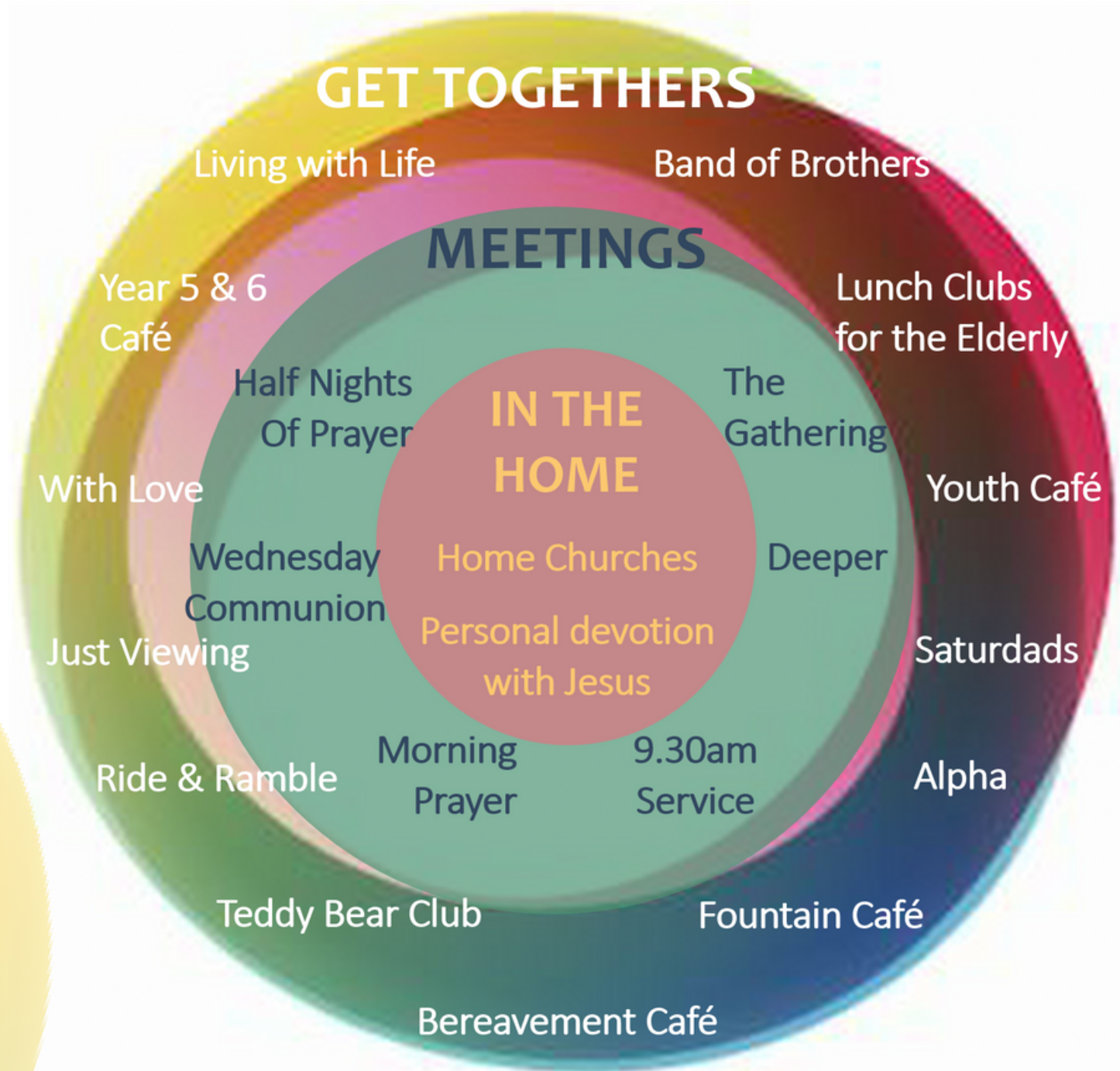
***Sean and Abbie are due to leave their posts at the end of August 2021*

**Pam is due to leave her post in May 2021*

Organisation

St Tom's is a warm and welcoming church that sees itself as a family, rather than an organisation, that seeks to love Jesus, one another and our community, where people are invited to join us, just as they are, to enjoy God's embrace and to experience his acceptance, healing and love.

The PCC has overall authority as the decision-making body of St Tom's and it devolves its authority for **pastoral care** and discipleship training to the **16 'Home Church Leaders'** and for the different spheres of ministry shown here (based on the tabernacle/temple shape), to the **8 'Strategic Team Leaders'**.



Mission Action Planning

The **'Parish Mission Action Plan' (pMAP)** is used every 3 years to translate the vision into action. The **2019-21 review** of our pMAP summarises our most recent missional work as per the 3 graphics below.

Our 3rd year revision, sought to identify and respond to the mission opportunities presented as we recover from the Covid-19 pandemic. Funding from the AllChurches Trust was secured for the **'St Toms Parish Care Connections'** project – which includes plans for **"Home Pastors"** who can befriend and spend time providing companionship to elderly people.

All 3-year Mission Action Plans have sought to respond to the prophetic scriptures received during our quarterly **'Half-Nights of Prayer'**, which are held in March, June, September and December. The most recent of which can be found [here](#)



Invest in redevelopment of our church campus building so it is capable of meeting the varied ministry and mission needs of St. Tom's for the 21st Century



Develop a series of 'Missional Communities' as the focus for outreach and evangelism

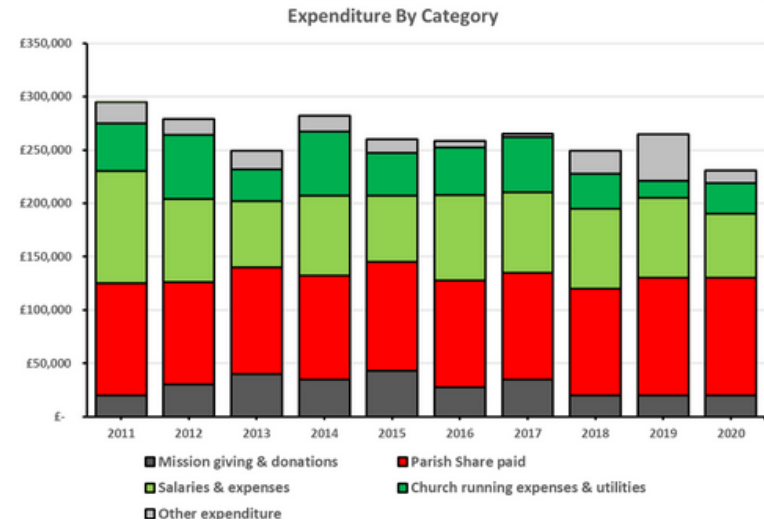
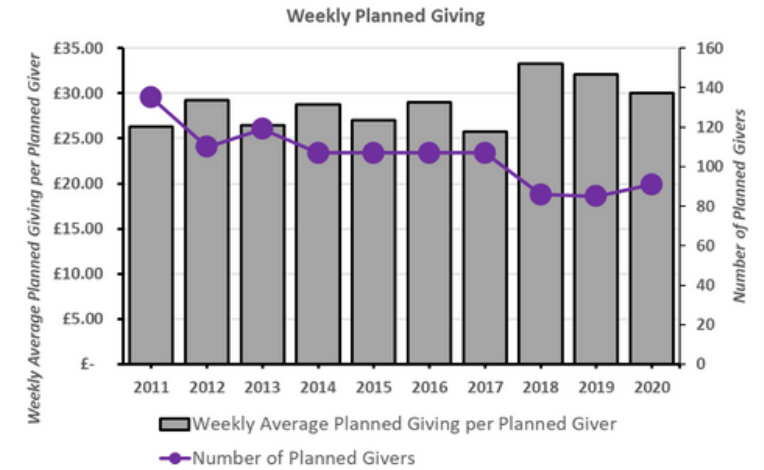


Look to better understand the needs of our local community to identify gaps where we can help.

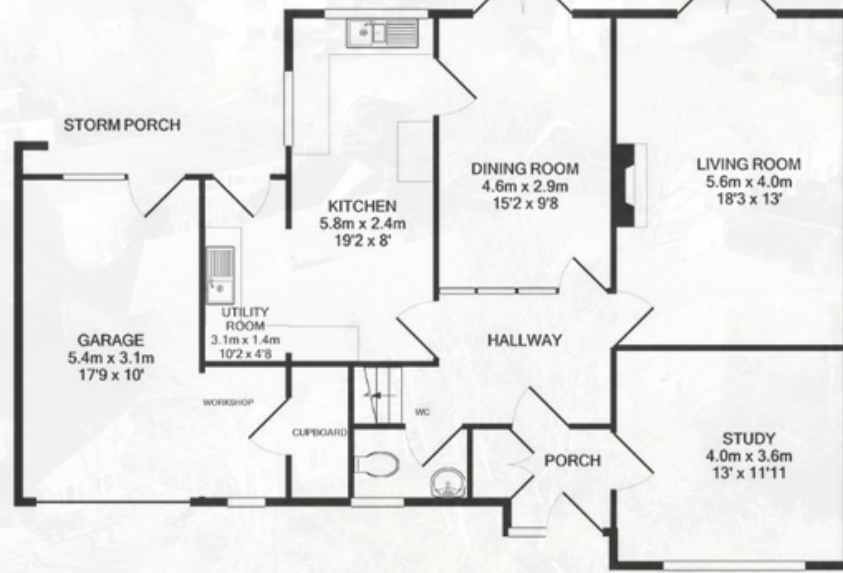
Finances

The annual budget is set each year by the PCC, and this is monitored by the Finance Team, who report to the PCC on a monthly basis. The Common Mission Fund contribution is paid in full each year and we are blessed and grateful that our regular giving was maintained throughout 2020. We have also been humbled to receive several significant legacy donations in 2020, from dear and faithful church members who have now gone home, to be with the Lord.

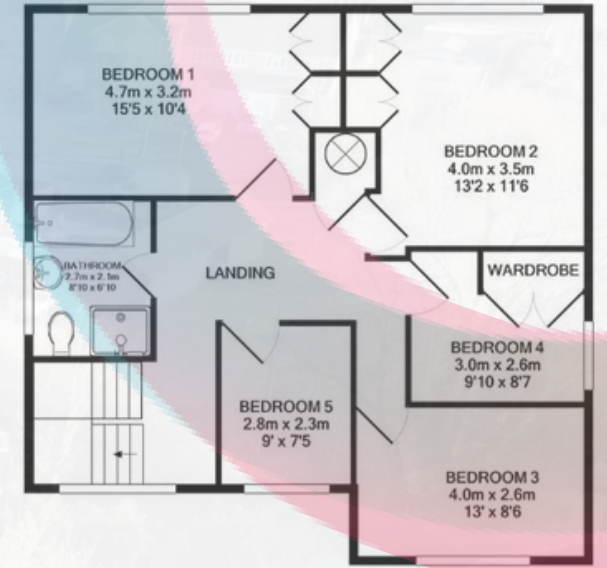
Our campus buildings and grounds overseen by our Fabric Team. The next Quinquennial is due in 2021 and the PCC are aware that some outstanding issues remain unaddressed. These will need to be considered carefully, alongside our ongoing and future missional plans and activities



House and Garden



GROUND FLOOR
APPROX. FLOOR
AREA 111.0 SQ.M.
(1195 SQ.FT.)



1ST FLOOR
APPROX. FLOOR
AREA 79.3 SQ.M.
(853 SQ.FT.)

TOTAL APPROX. FLOOR AREA 190.3 SQ.M. (2048 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 Metropia ©2020



Role Description

We are seeking an apostolically gifted leader to further develop the mission of St Tom's to '**know Jesus better and make Him better known**', who will embrace this value and endeavour to inspire it in others.

This leader will be able to encourage the existing ministry team to work collaboratively under the authority of the **Churchwardens** and **PCC**, to support and strengthen the **Home Church Leaders** and the **Strategic Team Leaders** and will ensure the overall pastoral needs of the Church are met.

Personal Spirituality

Is a committed follower of the Lord and demonstrates this through;

a deep personal faith and desire to seek and wait upon God and His will.

a disciplined prayer life.

faithful reading and understanding of the Scriptures.

moving comfortably in the gifts of the Holy Spirit.

Leadership and Collaboration

Is an experienced leader who can grow and develop our team of both paid and voluntary staff, whilst still enjoying a sense of fun and laughter!
Is able to be decisive, whilst having the skills and wisdom to engage well with others, through discernment, direction and clear communication.
Can work collaboratively and effectively by delegating and releasing gifts in others to develop the whole Body of Christ.

Will enable us to collectively discern and deliver God's vision and direction for our future, bringing fresh initiatives to reverse decline and re-start growth.

Evangelism and Engagement with Social Justice

Is passionate about sharing their love of Jesus with the whole community and enabling the whole church to do likewise.
Can be the public face of St Tom's in the Parish community, to develop links and build relationships for wider church engagement and sharing of our faith.

Can confidently lead public events with large numbers of parishioners, and will support joint initiatives with neighbouring parishes.
Recognises the importance of, and will be committed to new and ongoing 'missional initiatives' across the growing Parish.

Worship and Teaching

Is an enthusiastic and inspiring expository Bible teacher, who supports others to do likewise.
Is able to teach biblical doctrine deeply and faithfully.

Encourages leaders of musical worship to express their love of Jesus and to give glory to God.
Is comfortable with both traditional and contemporary worship styles and is able to facilitate Holy Spirit ministry.



Discipleship and Nurture

Will support the ongoing bible-based discipleship within our Home Churches as the primary means of growing and nurturing disciples. Demonstrates imagination and insight in discerning the gifts of others and will help them to grow and develop their gifting over time.

Will nurture the spiritual growth and development of our Home Church, Strategic Team, Youth, Children and Elderly Persons ministry leaders. Is committed to prioritising regular corporate prayer.

Pastoral Care

Will lead in pastoral care for the team, whilst also supporting pastoral care for the wider parish.

Will provide support to our Home Church Leaders in providing pastoral care to their members.

Will provide and enable ongoing pastoral care and connection with families that come to St Tom's for Life Events (baptism/marriage/funerals).

Stewardship, Finances and Parish Organisation

Can work collaboratively to establish high standards in personnel and administration, particularly in relation to the finances of the Church.

Is capable and experienced in chairing meetings, so that matters are addressed effectively and efficiently and all participants are heard and are able to contribute.

Is a competent user of IT and social media.

Ecumenism and links with other bodies

Will play their part in the life of the Deanery, both through Chapter and Synod.

Will seek to work collaboratively with Churches Together in Bishopstoke, Fair Oak & Horton Heath and the wider Borough on occasion.

Will investigate and develop inter-Diocesan and inter-Deanery possibilities for mission.



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 737330
Bishop.Debbie@winchester.anglican.org

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



Debbie Sellin

The Bishop of Southampton

‘From his fullness we have all received, grace upon grace.’

John 1:16

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www.winchester.anglican.org

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