



**House for Duty Minister**  
**The United Benefice of North**  
**Waltham, Steventon,**  
**Ashe and Deane**  
In the Deanery of Whitchurch



# INDEX

Page	Title
3-4	Welcome
5	Introduction
6	Our Vision
7-15	Parish Profiles
16	Finances
17-18	The House
19-20	Role Description
21	How to Apply
22	Appendix



North Waltham WW1 Memorial

## WELCOME

Welcome to this benefice 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:



David Williams

Bishop of Basingstoke

- ✦ Passionate personal spirituality
- ✦ Pioneering faith communities
- ✦ Prophetic global citizens

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.



Winchester Cathedral

## Whitchurch Deanery

**Whitchurch Deanery** is as beautiful as any other part of Hampshire, an area of rolling downland in the north together with the upper Test valley, bounded by the Berkshire border and the A303. Our 25 churches serve a population of some 25,000 many of whom take advantage of our excellent transport links to work in London or the large towns that surround us. As a deanery we seek to enable our seven benefices to respond to the diocesan vision, and in particular we are developing our capacity to support each other and to engage with new forms of ministry. Our clergy chapter offers encouragement to its members and the space for reflection on our shared ministry. A notable feature of the deanery is the dynamism and warmth of our links with the diocese of Mityana in Uganda and many visits in each direction have been undertaken over recent years



Rev. David Roche  
Area Dean and Priest in Charge  
Whitchurch.



## INTRODUCTION

### PRIEST IN CHARGE



*My name is James Russell and I am the Rector of Overton and Laverstoke with Freefolk and Priest in Charge of North Waltham, Steventon, Ashe and Deane. I am married to Annabel and we have three adult children. I was previously the Vicar of two village churches near Chichester so I understand both the many great opportunities and also some of the challenges that rural ministry brings. I am very much looking forward to working alongside a new colleague as we share the good news of Jesus Christ in our villages and local community.*

Whilst James provides support and guidance his role and that of his predecessor Rev. Ian Smale is predominately to leave the day to day running of the United Benefice to the House for Duty Minister. James is also supported by a very good team including a Curate Rev. Amy Roche. During the interregnum James has officiated at one service a month for North Waltham & Steventon. A service alternating months for Ashe & Deane. This has been very much appreciated.

The United Benefice of North Waltham, Steventon, Ashe and Deane is an attractive rural benefice, not far from Basingstoke, with excellent communication links to London and Winchester.

This document contains the parish profiles of the parishes that make up the United Benefice of North Waltham, Steventon, Ashe and Deane. For more information please also visit our web site [nwsadchurch.org](http://nwsadchurch.org)

Although each parish is different, they have much in common and work well together. The preparation of this document is a good example of joint working on the part of the 4 sets of Churchwardens. These Churchwardens and the 4 sets of Treasurers meet regularly to discuss matters of shared interest.

The United Benefice services on 5<sup>th</sup> Sundays are held at the various churches in rotation and are well supported. There is a United Benefice choir that are involved in this service too.

Confirmation classes are usually held on an annual basis for adults and young people. ALPHA courses have been held in both North Waltham & Steventon. Some members of the Benefice's congregations have also participated in courses in other local churches. A Lent Study course has been held annually in 3 locations across the Benefice. Bible Study/cell groups have been held in North Waltham and Steventon although due to Covid these have not been meeting during the last 18 months. A Men's Fellowship group meet with members of Overton Church approximately once a month and this has now re-started from July 2021.

A magazine to which all four parishes contribute is published 10 times a year. Its editor and advertising manager are based in North Waltham. It is delivered to subscribers (other than postal subscribers) by volunteers from the parishes or forwarded by email if this is requested.

The tradition of all four churches is that vestments are worn, a full range of Communion vestments is available for each church.

## OUR VISION

Our benefice vision statement “Growing together in love for God and for one another” underpins all that we seek to do as churches in our communities. We seek to maintain a visible Christian presence and to be ‘salt and light’ in our villages, loving our neighbours and supporting all that goes into building a community and common life. Our benefice has an overarching Benefice Mission Action Plan, with a focus on reaching the local community especially young families, children and those who need support to find wholeness and fulfilment in life.

Our benefice priorities are to:

- Explore how we can better engage with the wider community, making our vision statement more visible in the community.
- Strengthen our links across the benefice through regular united benefice meetings and identifying ways in which our four parishes and deanery can share resources to work together more closely.
- Develop our link with the benefice of Overton, Laverstoke and Freefolk exploring areas where we can work more closely together.
- Review the style and pattern of services seeking to attract more young families.
- Identify opportunities for strengthening faith through benefice study groups and other initiatives.
- Enhance lay ministry across our benefice by encouraging people to use their special gifts.
- Deepen prayer life in our benefice, inspired by ‘Thy Kingdom Come’ global wave of prayer.

Each parish has also produced their own Parish Mission Action Plan, dovetailing with the Benefice Mission Action Plan, setting out their planned objectives for growth and the activities that they will lead over the next few years.

The following is a summary of the main priorities for each parish:

- North Waltham - to actively grow our church, deepen our faith and further develop our involvement with the community.
- Steventon - to further develop our church’s connection with the local community by identifying and providing support where needed.
- Ashe - to deepen the faith of our congregation and share our worship with the wider community through attractive, friendly and meaningful key services.
- Deane - to continue to satisfy the spiritual needs of our community and to embrace community activities with the church as the base.
- The Benefice Mission Action Plan and Parish Mission Action Plans are due to be reviewed.

## The Parish Profiles

Differing priorities and worship patterns make it inappropriate to amalgamate the parish profiles, so these are set out below.

### Parish of St. Michael, North Waltham

#### The Parish

St. Michaels is a Rural parish 7 miles from Basingstoke and 12 miles from Winchester. There is easy access to junction 7 of the M3. The original church dates back to 1200AD and rebuilt around 1865/1866. (See 'A New Guide' by Richard Tanner). The population of the village is c900 and on the electoral roll there are 72.

The Quinquennial report in 2019 identified some repair work was needed for the Church roof. This has now been completed in 2021 and the North side roof will continue to be monitored. The addition of the disabled toilet, relocation of the kitchen area and removal of the side pews has result in the increasing use of the church for events other than regular worship services. The Village Hall (Rathbone) and School Hall has been used for Social events, but the preference is always to use the Church if possible.



#### The Parish Team

Churchwarden - Jan Woodfin

Lay Chair – Andrew Berkley (also Organist)

Treasurer – Terry Woodfin

Secretary – Steve Jeffersen (Safeguarding officer for the Benefice)

Deanery Representatives – Trish Wyatt, Dave Hugman

Pastoral Bishop's Commission for Mission – Anne Stokes.



Andrew Berkley



Jan Woodfin



Anne Stokes

## The Church Life

### Church Services *(these have not been maintained during the Pandemic)*

1 <sup>st</sup> Sunday – 10am Family Service (informal)	av. 28 adults, 6 children
2 <sup>nd</sup> Sunday – 9am Holy Communion (Order 1, sung)	av. 23 adults
3 <sup>rd</sup> Sunday – 9.45am Family Communion (Order 1, sung)	av. 22 adults, 3 children
4 <sup>th</sup> Sunday – 9am Holy Communion (Order 1, sung)	av. 25 adults
5 <sup>th</sup> Sunday – 10.15am United Benefice Service held on a rota basis across the benefice.	
Occasional evening services – Songs of Praise/Evensong.	
Full range of services for Easter, Christmas and Harvest.	



Since services have recommenced following Covid we have held an informal service on 1<sup>st</sup> Sunday at 10am and Rev. James from Overton has led a communion service at 9.30am on the 4<sup>th</sup> Sunday. We are now trying to increase services by using the clerical registry and a local retired priest Rev Jonah Watts.

A prayer meeting is held every Tuesday morning at 9am in Church. This lasts approximately 30 mins and is open to everyone. Usual attendance is 4 or 5 adults.

North Waltham has a village School, Pre-School and After School club all with strong links to the Church.

Two PCC members are school Governors and the House for Duty Minister is invited to lead some assemblies and Godly Play sessions.

The school holds festival and end of term services in the church.







A Summer Holiday Club has been held in the past but currently replaced by Messy Church that meets once per half term on a Saturday afternoon at 3pm. Little Angels for babies and toddlers meets once a month on the 2<sup>nd</sup> Friday. These are supported by families across the Benefice. Children are actively encouraged to participate in the informal 'First Sunday' service and welcome at all our services.

The annual church fete is the largest fundraiser and is now combined with the Village "Big Lunch".

We love to have Weddings & Christenings and they are always wonderful events



## Parish of St Nicholas, Steventon

### The Parish

**Steventon** is a small village set amidst farms and woodland with a population of 250.

On the Electoral Roll there are 71 parishioners, 24 of whom are not resident within the 'church parish'

There has been a place of worship in Steventon since Saxon times. The existing church is 12th Century.

A separate leaflet on the history of the church is available.

Steventon enjoys a very strong community spirit with many and varied activities.

There is no pub or village shop but there is a Parish Hall (usually referred to as the 'Village Hall') which is owned by the church and let to the village for a peppercorn rent. This is a great asset as a venue for many of the community activities, as well as being one of the few publicly-available meeting places within the Benefice.

Steventon is proud of its connection with Jane Austen, being the birthplace and 'cradle of her genius' for her first 25 years and enjoys welcoming visitors from all over the world.



### The Parish Team

*Churchwarden* Mrs Marilyn Wright

*PCC Treasurer* Mrs Shona Gruzelier

*PCC Secretary* Mr Tim Sennitt

*Deanery Synod Rep* Mr Ian Stewart - Lay Chairman



Marilyn Wright



Ian Stewart



## Our Church Life

Throughout the year two services are normally held each month. The second Sunday of the month is Holy Communion, and the fourth Sunday is Matins, Evensong or a less formal service. This is occasionally replaced with 'Breakfast Together' on a Saturday morning in the Village Hall. Apart from enjoying a delicious breakfast, this is an opportunity for anyone within the Benefice (whether church-goers or not) to enjoy a time of very informal fellowship together. We also usually invite a guest speaker from a Christian organisation or background to give a very short presentation.

A Rogation Walk is organised by Steventon parishioners usually in May starting at Deane and visiting Ashe, Steventon and finishing in North Waltham, A short service is held in each church.

Several additional 'seasonal' services are also held during the year, typically a devotion service during Holy Week. Holy Communion on Ascension Day, a Jane Austen Choral Evensong in July, Harvest Festival Evensong in September, All Souls and a Remembrance service in November and a Carol Service in December.

As Steventon was her birthplace and home for most of her life, Jane Austen continues to exert a significant influence on the parish.

The church continues to provide a regular ministry of welcome to visitors from all over the world. Members of the congregation meet and greet organised groups of 'Jane Austen' visitors and help to raise additional funds by ensuring that a range of cards, leaflets and other Jane Austen merchandise are always available for sale.

Music also plays a very important role at St. Nicholas. A small but devoted group of singers, plus an accomplished organist, accompany most of the services. It is thanks to their skill and enthusiasm that such a high standard and variety of church music is available, particularly for the special services at Christmas, in Holy Week and other significant occasions. A community choir, the Steventon Singers, meets fortnightly and performs locally as well as occasionally joining with other choirs in the Basingstoke area to sing at the Anvil.

A biennial pantomime is performed by the Steventon Players, invariably involving a large proportion of this multi-talented village – few manage to escape it...not even the vicar!!! In the alternate years some sort of variety show is usually produced instead.

The annual Fete results in much-needed substantial donations to both the Church and Village Hall. A 'Bluebell Morning' is usually held in May in aid of St Michael's Hospice, whilst the Village Christmas Fair also raises money for local charities.



## Parish of Holy Trinity and St Andrew, Ashe

### The Parish

The church is situated at Lower Ashe which, with Ashe Warren, lie to the north of the Overton – Basingstoke road (B3400). Upper Ashe and South Litchfield lie to the south. The official source of the River Test is in the field to the south of the church.

The parish is essentially rural. It contains several very large houses and a few more modest dwellings, of which many are former farm or staff cottages. Most of the houses and cottages were built in the 19<sup>th</sup> century or earlier. The only “community” building in the parish is the church. The population is c90 with 35(11 non-resident) on the electoral role.

The majority of children in the parish are privately educated so many are away from the parish during term-time.

The parish has associations with Jane Austen; in particular, the former Rectory (now Ashe House) was the home of Jane’s great friend, Mrs Lefroy.



### The Parish Team

<i>Lay Minister Emeritus</i>	Mr Simon Wainman - Lay Chairman
<i>Churchwardens</i>	Mrs Sue Headley Mrs R Fiona Price
<i>PCC Treasurer</i>	Mr Simon Wainman
<i>PCC Secretary</i>	Mrs. Sue Headley
<i>Deanery Synod Reps</i>	Mrs R Fiona Price



Simon Wainman



Sue Headley and Fiona Price

## Our Church Life

Pre-Covid there were services at 11am on the 1<sup>st</sup> and 3<sup>rd</sup> Sundays. The average attendance in 2019 was 11, but it can exceed 100 on Christmas Day, including many children and young adults.

The 1<sup>st</sup> Sunday service was generally a celebration of Holy Communion for which Common Worship Order 1 is used. The 3<sup>rd</sup> Sunday service was normally Matins from the BCP.

In alternate years an open-air service of thanksgiving for pets and other animals has been held at the church. This has been well supported by members of the United Benefice, as well as by non-churchgoing members of the community.

The general style of worship is traditional. The regular congregation prefers well-known hymns to modern worship songs and, at Holy Communion; the Peace is acknowledged. Ashe is very fortunate in having an organist who travels from beyond Salisbury for most of the Sunday services. The congregation enjoys singing, even when few are present. Intercessions are often led by one of the Churchwardens or Mrs Wainman

The Churchwardens and the PCC Treasurer currently deal with most of the day-to-day administration and work relating to the maintenance and repair of the church and the churchyard.



## Parish of All Saints, Deane

### The Parish

The hamlet of Deane consists of 22 houses and the Church and is just off the B3400 road between Oakley and Overton. There are approximately 40 residents including 6 children. On the electoral Roll there are 17 (4 of which are non-resident).

The Church was built in 1818 on the site of the old Church. The history of the Church is much admired by visitors, many of whom are from overseas and visit the Church on the 'Jane Austen Trail'.

Some seven years ago three pews were removed from the north side of the back of the Church which has made space for socializing after Church Services.

There is a nursing home, Oak Lodge, which is part of Oakley Hall, a mile east of Deane and within the parish boundary. A short service is held there every second month.

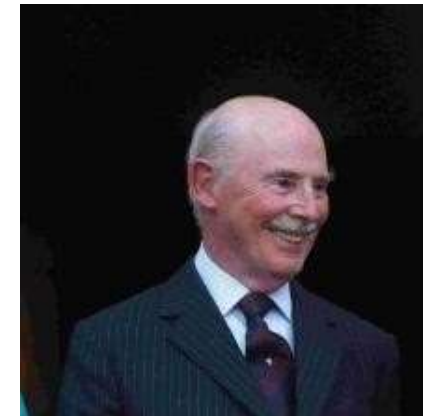


### The Parish Team

Churchwardens	Mrs Deirdre Coles Captain Christopher Fagan
Treasurer	Mr Geoff Law
Secretary	Mrs Clemmie Paine
Deanery Synod Rep	Mrs Clemmie Paine.



Deirdre Coles



Christopher Fagan

## Our Church Life

For the last 2 years on the first Sunday of the month we have had a Lay-led Matins at 10.15 am from the Book of Common Prayer and on the third Sunday of the month a celebration of Holy Communion for which Common Worship Order 1 is used. The average attendance is about 9. The attendance is greater for special events, Harvest, Easter & Christmas.



The bell Tower has a ring of 8 bells. Pre-Covid there was bell ringing practise every Monday evening. Over the years campanologists from other areas have asked to come and ring the bells in Deane and they have always been welcomed.

The Parish has an excellent support team who look after the day to day administration, flower arranging and church cleaning. We have an excellent gardener who attends to the grass-cutting and strimming in the summer months.

Pre-Covid, two parishioners started 'Get Togethers' on Monday evenings in the Church, asking villagers who would like to attend to bring their own beverages and snacks. One hopes that once all the restrictions are lifted that these evenings will re-commence.



## Finances

### The Parish of North Waltham

Finances are reasonably sound, though it's always a challenge to maintain a positive balance. We pay the requested Common Mission Fund each year working towards a higher target set by the diocese following a revised method of calculation. The Friends of St. Michael's provide contributions towards specific building related projects. We aim to have several Fund-raising events each year with the main one being the Church Fete that is now incorporated within the Village Trust 'Big Lunch' annual event.

### The Parish of Steventon

Finances are reasonably sound, and we pay the requested Common Mission Fund each year working towards a higher target set by the diocese following a revised method of calculation. We receive invaluable financial support from the Jane Austen Societies of North America and Australia. There are a number of ongoing repairs required and an upgrade to the lighting is planned. Much of the funding is in place for this work. The 'Friends of St. Nicholas' provide financial support for some repairs.

### The Parish of Ashe

Despite the small size of the regular congregation, the church is well-funded and maintained. We were able to pay more than our allocated Common Mission Fund last year and our charitable giving has increased. About half of the money covenanted to the church is given by people who are not regular churchgoers. There is no major work outstanding, and there are no outstanding loans.

### The Parish of Deane

Church finances continue to be difficult due to the small size of the community and congregation. It has not proved possible to pay the whole of the requested Common Mission Fund each year. Church building work and repairs receive financial support from the 'Friends of All Saints'.



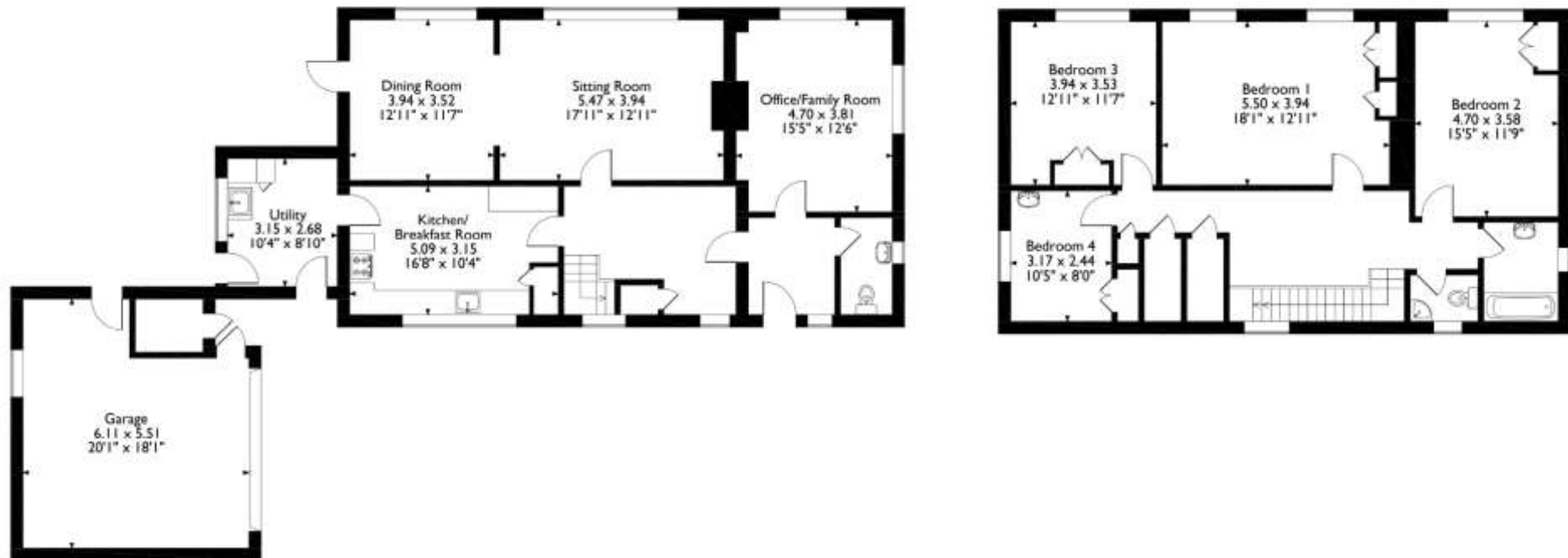
## THE HOUSE

The Rectory, built in the late 1960's, is located in the centre of North Waltham just a few steps away from the village pond and shop.

It has 4 bedrooms all with fitted wardrobes. There are handbasins in 3 of the rooms. The bathroom has been refurbished and there is a large open plan sitting/dining room, a fitted kitchen and a utility room. There is easy access to the downstairs study for interviews and meetings, and a downstairs cloakroom. There is plenty of storage space on the landing and in the loft. The house is heated by oil-fired central heating and is double-glazed throughout. There is an open fireplace in the sitting-room for wood or coal. All fitted carpets and curtains will be left. There is a double garage, a large open garden to the front and a fenced garden to the rear.



The Rectory, Basingstoke  
Approximate Gross Internal Area  
Main House = 201 Sq M/2161 Sq Ft  
Garage = 32 Sq M/345 Sq Ft  
Total = 233 Sq M/2506 Sq Ft



## ROLE DESCRIPTION

**As our House for Duty Minister we are looking for someone who**

### **Personal Spirituality**

- Follows an ordered personal, spiritual life of daily prayer and Bible study and shares the fruits of their own discipleship with others.
- Seeks to follow the model given us by Jesus Christ of active ministry and time out for reflection and prayer in quiet days and retreats.
- Balances time with family and friends with the demands of parish life.

### **Leadership and Collaboration**

- Is a servant leader and proven team player, committed to working collaboratively with the Priest in Charge and the various teams in each parish, and can lead or be a team member, as appropriate.
- Is an effective delegator and decision maker, able to manage their workload and to recognise limitations and assertively say 'No'.

### **Evangelism and social engagement**

- Is proactive and persuasive in sharing their faith with others and can enable others to gain confidence to do the same.
- Enjoys involvement with the parishioners in a wide variety of spiritual and social activities.
- Is experienced in working with schools and is committed to further develop relationships with the local school in North Waltham.

### **Worship and Preaching**

- Is comfortable leading and participating in the current diversity of our parish services,
- Able to research opportunities to raise the profile of our churches within the communities.
- Supports and encourages the ministry of lay people in leading services and more contemporary forms of worship, from Matins to Messy Church!

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

- Is open and creative in their approach to Christian discipleship and spiritual growth, strongly committed to seeing God's people grow and mature in faith and use their gifts in God's service.
- Will actively encourage our home groups and others in their discipleship.
- Is prepared to lead or co-lead discipleship, nurture courses and is committed to the growth of small groups.
- Specific to Steventon, to have an understanding of the Jane Austen link and the demands/opportunities this places on St. Nicholas.

### **Pastoral Care**

- Is approachable and sensitive to varied pastoral needs of our church family and wider community and willing to share pastoral care with our team of lay pastors.
- Is able to show compassion and understanding with the elderly as well as the younger generations.
- Appreciates the churches should remain a vital part of the communities and continue to satisfy the spiritual needs of the villagers and embrace activities with the Church at its base.

### **Stewardship and Parish Organisation**

- Exhibits and proactively encourages generosity in the discipleship of church members, in the giving of their time, talents and money.
- Brings and displays the proven ability to plan, organise, manage, chair meetings and communicate effectively with the PCC's Churchwardens and Priest in Charge.
- The Treasurers and Church Wardens of all four churches will regularly meet.
- 

### **Ecumenism and Links with other bodies**

- Is committed to working with local churches, especially St Mary's Overton and encouraging others to do so.
- Plays an active part in Deanery (through chapter and synod) and Diocesan life.
- Able to recognise that members of other churches and non-church residents support our churches both financially and socially.

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

## HOW TO APPLY



Jane Hammond

Clergy Appointments Assistant 01962 737310

[clergy.appointments@winchester.anglican.org](mailto:clergy.appointments@winchester.anglican.org)

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

For informal conversations about this vacancy in the Winchester Archdeaconry please contact:

The Right Reverend David Williams  
Bishop of Basingstoke  
[bishop.david@winchester.anglican.org](mailto:bishop.david@winchester.anglican.org)

## Appendix

Example of the pattern of services using October 2021

	North Waltham	Steventon	Ashe	Deane
<b>1<sup>st</sup> Sunday 3<sup>rd</sup> October</b>	10.00 am Informal 1 <sup>st</sup> Sunday service			
<b>2<sup>nd</sup> Sunday 10<sup>th</sup> October</b>		9.30am Holy Communion. Rev. James Russell		6.30pm Harvest Festival
<b>3<sup>rd</sup> Sunday 17<sup>th</sup> October</b>	10..00am Harvest Thanksgiving & Family Communion. Rev. Jonah Watts		9.30am Holy Communion Rev. James Russell	
<b>4<sup>th</sup> Sunday 24<sup>th</sup> October</b>	9.30am Holy Communion. Rev James Russell			
<b>5<sup>th</sup> Sunday 31<sup>st</sup> October</b>			9.30am United Benefice	
<b>Other events/Services</b>				
<b>Every Tuesday</b>	9.00am Morning Prayer			
<b>Friday 8<sup>th</sup> October</b>	19 to 11am Little Angels			
<b>Saturday 9<sup>th</sup> October</b>	3 to 4pm Messy Church			

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

Diocesan Office, Wolvesey, Winchester SO23 9ND

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