



Rector

St Matthew with St Paul

In the Deanery of Winchester



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WELCOME

Welcome to the Diocese of Winchester.

As you read this profile you will discover a church community that is generous and hospitable and is eager to serve the community. Describing themselves as ‘pilgrims on a journey’ they show many signs of grace and a beautiful combination of confidence and humility.

There are challenges that face us as a diocese and indeed as a community that are brought into focus by the events of the last year. It is my prayer that you will find an irresistible urge to apply for this post and we look forward to discerning God’s call with you.



David Williams
Suffragan Bishop of Basingstoke



Karen Kousseff
Area Dean of Winchester



WINCHESTER DEANERY

Welcome to Winchester Deanery. Centred on a historic cathedral and university city, this is a diverse and lively deanery that has communities ranging from rural hamlets to urban post-war estates and new developments.

We are passionate about living the mission of Jesus and engaging effectively with people of all ages and backgrounds.

To do this our Deanery Mission Action Plan focuses on the diocesan strategic priorities of growth and reimagining the church, and we work together so that resources can be shared and all forms of authorised ministry are valued and nurtured.

To find out more about the Winchester Deanery please contact the Area Dean (01962 850956) or find us on Facebook.

If God is calling you to live and work here we look forward to welcoming you, and in the meantime please be assured of our prayers for this time of discernment.



INTRODUCTION



St Matthew with St Paul
Pilgrims on a journey

We are looking for a new rector.

While this parish is already flourishing there is clear potential for further growth and development not just in numbers but in activities, in our spiritual life and in our impact in the community. We are sacramentally focused, prayerful, delighting in theological exploration and determinedly inclusive. Like the pilgrims of our strapline above, we see ourselves as being on a journey and are looking for an individual who feels called to lead us.



Winchester is an ancient and largely prosperous city, rich in history and in civic, religious, educational and military institutions. The Parish of St Matthew with St Paul occupies much of the northwest of the city and its inner suburbs.



There are two primary schools (Western is our voluntary-controlled church school, and our previous incumbent was an *ex officio* governor), a large all-through school, Westgate, and Peter Symonds College, a successful sixth-form college (of which the rector is also part-time chaplain). The city is home to the University of Winchester with which the parish has close links.

St Paul's is one of the best attended churches in the diocese. With St Matthew's it has a worshipping community of some 200, and many worshippers are attracted from beyond the parish boundaries.

OUR VISION

Our aspiration is to continue to be an inclusive and welcoming Anglican parish for all ages, open to all whether their inclinations and preferences are catholic, evangelical or broad. The gradual growth in our worshipping community over recent years suggests that this can prove attractive.

With the strapline 'Pilgrims on a journey', we articulate our aspirations and our mission as follows:

Provide a rich variety of worship relevant to our community;

Encourage, challenge and enable people to explore and grow in their faith;

Act beyond ourselves, both locally and globally;

Commit to the challenge of resources to make this possible, now and for future generations;

Effectively proclaim our faith and values through active collaboration with the community, offering caring pastoral support to all.

Building for Life

A major focus over the last few years has been the refurbishment and development of both churches to be beautiful, accessible, prayerful, flexible spaces for worship and for a range of community activities. Thanks to the generosity of many we have achieved all of what we hoped for and are ready to think carefully about the next stage.

We now look to use our churches and their buildings in the service of our congregations and our wider community.



Clarendon Way annual charity walk



Parish lunch, August 2021



OUR CHURCH LIFE

St Matthew's

The original parish church, St Matthew's is a small grade-2-listed medieval building of great charm and simple beauty. Its maximum capacity is about 55 people, and it feels comfortable with attendances of 10–40. Completely reroofed, reordered and refurbished less than five years ago thanks to a grant from the Heritage Lottery Fund, a generous legacy and successful local fund-raising, it is now in good decorative order and boasts a modern toilet and a kitchenette as well as a new electronic organ.



St Paul's



The main church, St Paul's was built between 1870 and 1910 when population growth had rendered the old country church of St Matthew's inadequate. It is a much larger neo-gothic building occupying its own site on a hill above the railway station.

Thanks to the success of the *Building for Life* initiative, it now provides an imposing main space with a capacity of 200+, a small side chapel for reflection and prayer (below), a gallery for meetings, exhibitions and music-

making, a glass-sided meeting-room looking down over the main body of the church, a good-sized kitchen with servery, accessible toilets, parish office, vestry and storage space. A lift, ramps and disabled toilet mean that every part of the church is now fully accessible, making it particularly attractive for functions and events of all kinds.



Next to the church there is a recently redecorated hall, used by the community-run St Paul's Pre-school, among others, and another building with rooms also available for hire. The rest of the site is given over to car parking and a grassed area about the size of a tennis court ('the meadow').

Worship

Before the pandemic, and now gradually being restored, the pattern of worship was on Sundays to hold:

- Holy Communion (BCP) at 8 am (attendance 4–10). 1st Sunday at St Paul's, Sundays 2–5 at St Matthew's. A quiet, reflective service with no music.
- Parish Eucharist (Common Worship) at St Paul's at 9.30 am (attendance 75–125 including children and young people). The parish's 'flagship' service with attendance of all age groups, including many working-age families. 1st Sunday, a Family Eucharist with children and young people doing the reading and leading the prayers. Organ music and hymns with a singing group and occasional piano and instrumental contributions. Followed by refreshments.



- Holy Communion (1st Sunday), Mattins (Sundays 2–5) at St Matthew's at 11.15 am. The BCP service with organ music and congregational singing of hymns, canticles and a psalm (attendance 10–25). Followed by refreshments.



On Wednesdays Holy Communion (BCP) is celebrated at St Matthew's at 11 am followed by discussion over coffee (attendance 10–15). There are also other services held less regularly, such as an afternoon service for young families, or for special days (Holy Week, Ascension Day, carol services, etc.).

In addition to its organist the parish has a number of talented singers and musicians. There is considerable scope for these to be used to enhance worship in new and imaginative ways, drawing on a wide repertoire of styles including, especially in Holy Week, music from Taizé.



A sung Advent carol service at St Matthew's and a Christmas carol service at St Paul's are particular highlights of the year. At St Matthew's the congregational singing of psalms and canticles, with a rota of volunteer organists, is a valued characteristic of worship.

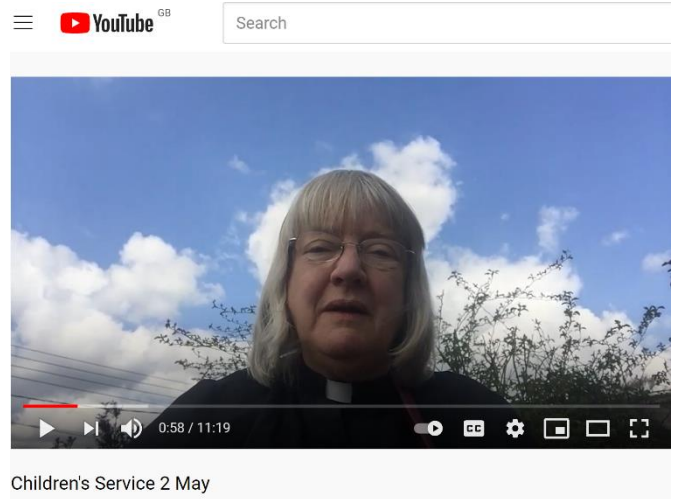
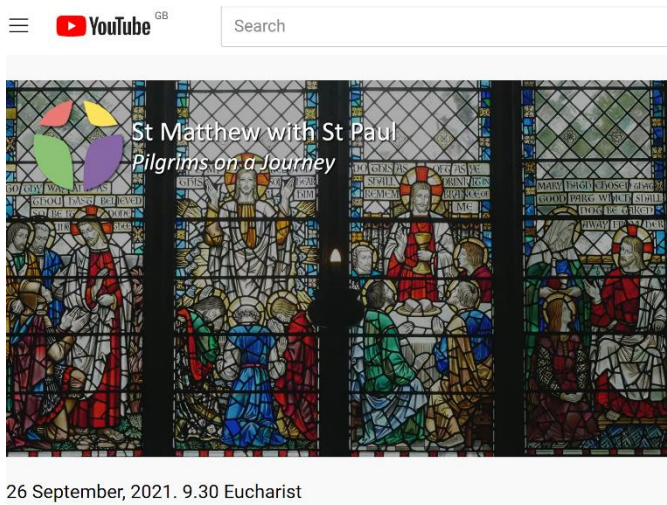
The parish has good connections with a number of semi-professional and amateur choirs, orchestras and chamber groups in the city, many of which use St Paul's for rehearsals and performances.



Christmas Eve Nativity 2018, before the Building for Life project

Services online

During the pandemic, thanks to the specialist technological knowledge and dedication of a member of the congregation, cameras and a broadcasting system have been installed at St Paul's, enabling services to be live-streamed. This practice has continued even though congregations have been allowed back. From the beginning the Parish Eucharist was available online, first filmed from the rectory, then at St Matthew's, and later at St Paul's once it had reopened after *Building for Life* work was completed. Children's services, often filmed outdoors, kept families closely in touch.



Pastoral

The parish is proud to have pioneered pastoral support for older people and for all those in need through its parish visitor scheme (see p. 5). More than 20 volunteers have undergone training and pay regular visits to people who find themselves lonely or in need of regular human contact. These are not necessarily church members. The visitors themselves meet up regularly to exchange experiences and for supplementary training.

During lockdown parish visitors developed a comprehensive telephone support network for all those in the parish.

Their example has proved attractive elsewhere in the deanery and the parish visitors are hosting an autumn 2021 training programme for neighbouring parishes and the St John's Winchester Charity. The intention is to further develop the links they already have with local GP surgeries to offer help when their patients require social as well as medical care and attention.

Faith development and discipleship

Encouraged and co-ordinated by the Faith Development subcommittee of the PCC, a variety of groups meet and activities take place designed to deepen faith and develop discipleship.

- Homegroups meet regularly for discussion based on the Bible, books or films.
- A men's group and a women's group involving members of the parish meet regularly for fellowship and informal discussion, often in one of the three pubs in the parish.
- Advent and Lent courses
- Christian meditation
- The Bible Reading Fellowship and a weekly email prayer group are also active in the parish
- Parish away days for meditation, prayer or study are held at various locations.



Children and young people

The parish attaches great importance to working with children and young people.

For many years there has been a drama workshop open to the whole community which culminates in a show put on at St Paul's. Easter and Christmas also see a wide range of child-friendly activities and there are camping excursions in the summer and other ad hoc events designed to attract children, young people and families.



The parish has very close links with Western Church School, where we held our 9.30 Eucharist for seven months while building work took place in St Paul's. During the past 20 years the incumbent has been a regular presence at the school, networking and building up links with children, staff, parents and all who make up the school community. There has been a regular pattern of visits by the school to St Paul's for shared services such as Christingle, Nativity, Mothering Sunday, Easter, Harvest and Remembrance. Year-group and other visits have also been regularly arranged at St Matthew's and St Paul's.

The church maintains strong links with the community-led pre-school that meets in the church hall and in the grounds, holds a weekly toddler group that attracts families from the wider community, and is increasingly forging links with Westgate Lower School. The rector is also the official part-time chaplain at Peter Symonds Sixth-form College.

During the pandemic we managed to maintain good communications with families via text, phone and email, holding online children's services and meetings. We even managed to hold a Zoom Nativity!



Environmental issues

The parish believes that responding to climate change is an essential part of our Christian duty to safeguard God's creation. In response to growing concern with environmental issues a Green Group was set up and has achieved the Bronze Eco Award for the parish. Initiatives have included talks on environmental issues, campaigns such as to reduce the use of plastic and the introduction of wildflower-rich unmown areas in St Matthew's churchyard. The group works to achieve carbon neutrality, encourages ethical investment and develops links between the parish and other eco-friendly groups in the community.

The community

Our services actively invite those who might not see themselves as churchgoers to join us. St Paul's Remembrance Sunday service is attended by local scouting groups and their families, the Advent and Christmas carol services attract many who do not normally worship in church, and our policy of open baptism is well known and often availed of by non-churchgoers.

Since 2008 the parish has held an imaginative and fun annual Community Day to emphasise its wider appeal, in the grounds of St Paul's on a Saturday in early May. This event, which is a major undertaking, attracts some 800 visitors.



St Matthew's and St Paul's participate in 'Ride + Stride', a fund-raising initiative run by the Hampshire and the Islands Historic Churches Trust which sees local enthusiasts visiting as many churches as possible on foot or bicycle. The parish also provides support for the Trinity Centre and the Nightshelter (recently renamed the Winchester Beacon), which help the homeless in Winchester, and the Basics Bank which provides food (see p. 4). The Wheeler Jones Trust, which covers the old parish of Weeke and thus includes the neighbouring parish of St Barnabas, provides modest relief to needy local parishioners and those who work in the parishes. The trustees are drawn from the three churches.

St Matthew's has seen a flower festival, art exhibitions and various talks while St Paul's, even before its reordering, was well used for community activities such as dance groups, concerts, choir rehearsals and the like. There are ambitious plans to develop this aspect of the church's activity in order to provide a reliable funding stream and also to increase its salience in the city and region.



Outreach (*Beyond Ourselves*)

The parish aspires to set aside 10% of its income for charitable causes, though inescapable expenditure often prevents it from making the full contribution. This programme of charitable donations is overseen by the *Beyond Ourselves* committee, who make recommendations for disbursements to the PCC. The donations are divided between causes that are local, national and international, and between regular recipients such as USPG, CMS and Bible Society and less regular or one-off recipients whose needs seem particularly deserving.

OUR TEAM

There is an active support team of the laity and churchwardens, and a growing number willing to use their skills in ministry and church organisation. The rector is assisted by:



Mary Copping,
Assistant Priest, SSM



Liz Stuart, Curate,
SSM



Katy Palacio, Parish
Administrator



Ursula Payne,
Rector's Assistant



Bill Lucas,
St Paul's
churchwarden



Christopher Seaman,
St Paul's
churchwarden



Alexa Heady,
St Paul's assistant
churchwarden



Mike Russell-Smith,
St Matthew's
churchwarden



Dick Wilkinson,
St Matthew's
churchwarden



Ian Rees,
Organist



Tim Stannard,
Honorary Treasurer



Nathalie Schulz,
Honorary PCC
Secretary

Mary Copping is also employed by the parish as part-time Children's and Youth Work Co-ordinator. Liz Stuart, ordained in autumn 2020, will be licensed as an associate priest in the parish in 2022; her main job is First Deputy Vice-Chancellor of the University of Winchester. Up to 100 church members volunteer for some 450 specific duties within and beyond the faith community. A special feature of the parish is the strength and depth of its lay leadership team.

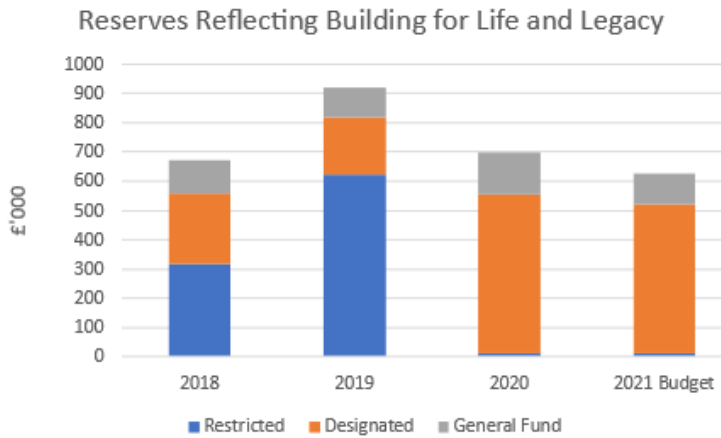
OUR ORGANISATION

The PCC numbers around 18 people, *ex officio* clergy and elected lay members. It meets about eight times a year and is chaired by the rector or the Vice-Chair. Its meetings, indicative of the leading role played by the laity in parish life, are lively and well informed.

The PCC is supported by various subcommittees – Faith Development Group, Finance Committee, *Building for Life* Development Board, Pastoral Care Group, *Beyond Ourselves* Committee and St Matthew’s Planning Group.

Finance

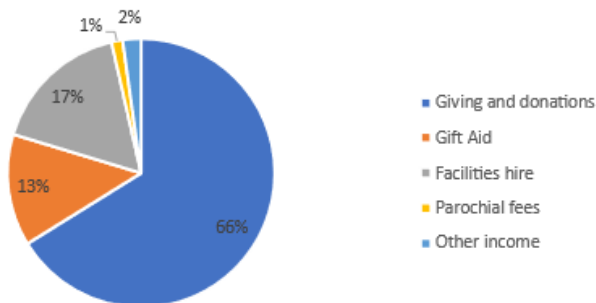
Recent fund-raising and expenditure have been dominated by our *Building for Life* campaign, which in 2017–20 raised over £1 million for the reordering of St Paul’s. Our ambition is that, after a reflective pause, we should consider how best we can further develop the St Paul’s site.



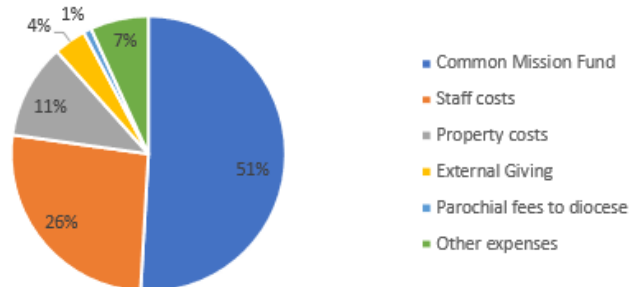
In recent years the parish has tended to generate a small surplus on its current expenditure and has been able to meet its target of retaining some six months’ expenditure as reserves. In 2020, like almost every ecclesiastical organisation in the country, income was down, with smaller receipts from envelopes, collections and the hire of facilities. Some savings were achieved but at the end of 2020 there was a deficit of some £25,000.

Much the biggest item in our current-year budgeted expenditure of some £260,000 is the contribution to the diocese’s Common Mission Fund of £133,000 pa. While the current deficit is significant, we still maintain reserves of some £100,000, equivalent to five months’ expenditure. Our aim is to reduce the deficit over the next two years by increased giving from the congregation and also increased income from the hire of our facilities now that the recent building project is completed. Detailed accounts are available from the parish website.

General Fund Income Budget 2021

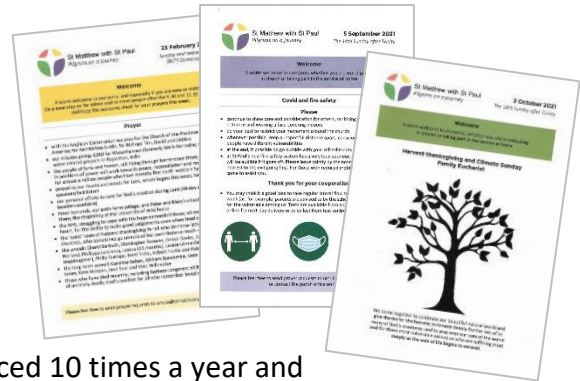


General Fund Expenditure Budget 2021



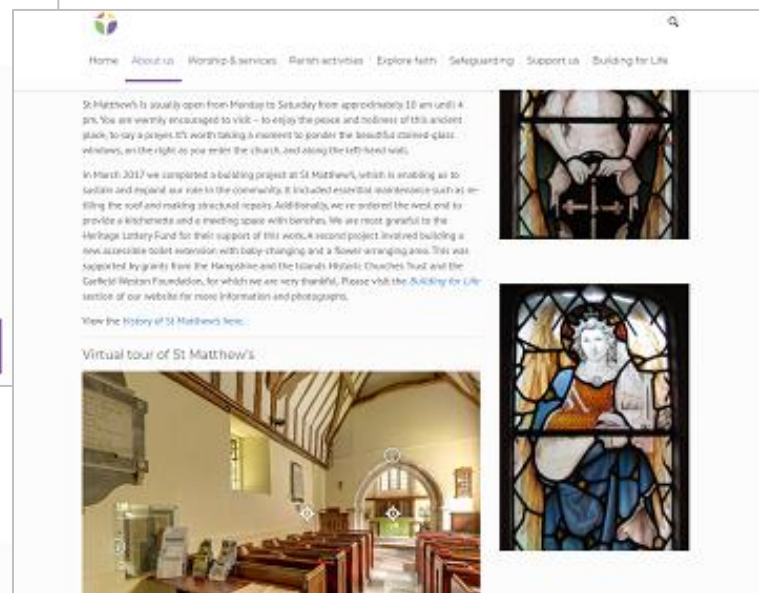
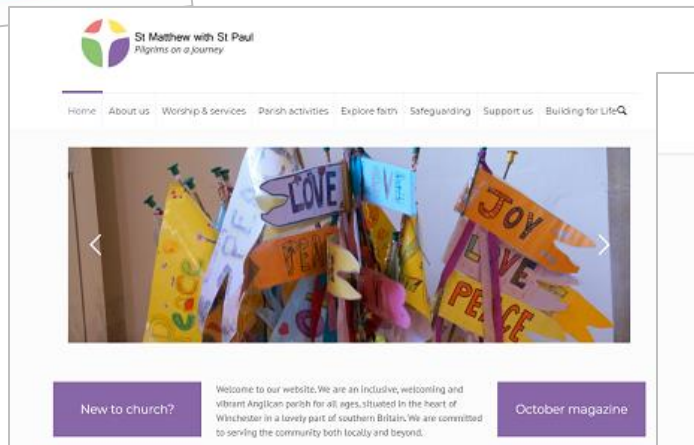
Communication

The weekly welcome sheet, put together by the Rector's Assistant, is distributed at Sunday services and available online. It contains details of all services and includes an order of service for St Paul's, prayer topics, and information about parish activities and other items of interest to the congregation.



The monthly parish magazine is produced 10 times a year and carries articles relevant to church life and of general interest. Some 200 copies are printed and distributed to subscribers. It is also available online.

The parish website (<https://stmatthewstpaul.org>), maintained and updated by the Rector's Assistant, gives comprehensive coverage and information about the parish and its activities.

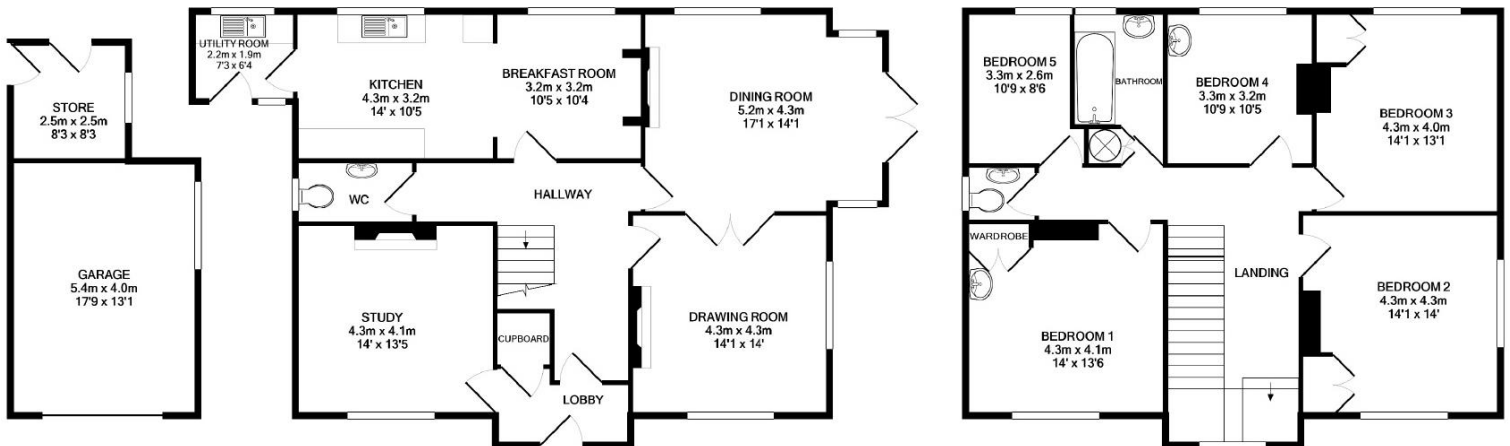


Annual camp in New Forest

THE HOUSE

The rectory is an aesthetically pleasing pre-war detached house with an attractive, well stocked and well cared for garden. It is located almost exactly half-way between the two churches, less than ten minutes' walk to each. The house is directly opposite Westgate School in a tree-lined street in a highly desirable place to live in Winchester.

The rectory is a good size, with five bedrooms, a dining room, a sitting room and a downstairs study. There is off-road parking for two cars.



ROLE DESCRIPTION

This is an exceptional opportunity for the right priest to serve God in the world by building on the strengths of the parish and developing its assets with vision and imagination. This priest will have the Eucharist (word and sacrament) at the heart of their spirituality and will love to celebrate Holy Communion with God's people and to worship with them. This person will probably have experience of running at least one parish and be looking for a new challenge, although we are open to considering a priest whose route into ordination has involved secular leadership and who is looking for a first parish.

St Paul's has invested more than £1 million as phase 1 of its *Building for Life* project creating a beautiful space for worship and community use. The redesigned building creates the opportunity for new and imaginative thinking with regard to the use of these resources for the parish, for the local community and for the wider diocese. The new incumbent will have a unique opportunity to shape the next stage of *Building for Life*.

In St Matthew's we have a resource that with imaginative development and promotion could make an impact beyond the parish. As a small, intimate church with an informal atmosphere it could be used to introduce ordinands, LLMs and confirmation candidates to some of the riches of the Church's heritage, and an imaginative incumbent could work on that and similar ideas.

This Role Description should be read in conjunction with the vision, aims and priorities set out in this profile and with the [Guidelines](#) for the Professional Conduct of the Clergy.

As our rector we are seeking someone:

- Who understands that Christian life is based on love of God as well as of one's neighbour; who believes that social justice in the community should flow from and be rooted in worship and love of God; who in their own life balances the busy life of a priest with reflection and prayer, rooted in the sacraments; who attaches equal importance to nurturing the spiritual life of the congregation by preaching and to developing parish outreach to the local community and beyond, believing that the Church of England exists not just to serve its practising members.
- Who has instinctive tact and real respect for different points of view and church traditions; who can work with people of often very differing political and social views, to whom their faith and religious observance may mean different things; who relishes all diversity and can harness it to the common good – attributes captured in a phrase often used in the parish that we are a church with 'soft edges'.
- Who is a natural team player, knowing when to give a strong personal lead and when to encourage others to step forward and take responsibility; who has the skills and self-confidence to work alongside many gifted and competent lay people; who has the ability to plan, organise and chair productive meetings in which everyone is listened to and wise decisions are taken. A particular challenge arising from the period of the pandemic will be to increase annual revenue through regular giving and hiring of the church and its facilities to new users.

- Who values the church buildings as places of witness, pilgrimage and prayer, and as the most visible physical presence of the Church in the community; who sees them as an asset to be used and enjoyed both for the furtherance of mission and also as a potentially valuable source of income; who can take *Building for Life* to the next level.
- Who will actively encourage our homegroups in their discipleship, and who is committed to nurturing and actively encouraging small groups to grow in faith and learning, always mindful of the importance of nurturing his or her own wellbeing.
- Who while imaginative and open to innovation and change sees the value of continuity and tradition; who is ready to explore new forms of worship and sees their power to attract, but at the same time believes in structure, dignity and beauty and that there is an important role for traditional forms of worship in today's Church.
- Who sees babies, children and young people as an integral part of today's Church and has imaginative ideas on how to include them in church life, while equally seeing the opportunities of supporting and nurturing the needs of older parishioners; who has experience of working with schools and is committed to developing our relationships with them; in short, who seeks to welcome people of all ages.
- Who is committed to working with local churches and the many other local organisations with which we have or would like to have relationships; who encourages the support of our mission partners and is ready to play an active part in deanery and diocesan life.

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:

Bishop David

07889 547095

bishop.david@winchester.anglican.org

For more information:

Mrs Jane Hammond

Clergy Appointments Assistant 01962 737310

jane.hammond@winchester.anglican.org

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

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