ST PAUL’S CHURCH, SLOUGH
PARISH PROFILE
Welcome

Welcome to St Paul’s, Slough and thank you for expressing an interest in being our next Vicar. We are looking for a person of the Lord’s choosing to become our first new incumbent in over 20 years. We hope that this Parish Profile will give you a detailed insight into our church, its life, mission and ministry and the exciting opportunities we see for the future. Our prayer, as we work with the Diocese, Church Pastoral Aid Society, our other Patrons and Deanery is that the Lord will guide and encourage you as you seek His will and consider applying for this unique role.

From the Archdeacon….

St Paul's Church has a unique identity as a lively family of Christians from many backgrounds and nations. St Paul's is a place of belonging and growing faith which has the capacity and potential to grow strongly and to become a "hub" for supporting new and renewed congregations around the Diocese of Oxford and the wider region. To enable this, St Paul's has been identified as a priority for investment in the Diocese's recent funding bid to the Church of England's Strategic Development Fund. A final decision will be forthcoming later in 2020.

Guy Elsmore
Archdeacon of Buckingham
ABOUT ST PAUL’S

St. Paul’s has a strong evangelical tradition among only a few other evangelical Church of England parishes in the town and indeed the Deanery. The parish has been very limited in its co-operation with other churches in the area which we would seek to improve. Outreach always has been, and will continue to be, very important, both in support of overseas mission and in the local area particularly to the multi-cultural community represented in our Parish.

There are many gifts available in the membership, but confidence is sometimes lacking and enabling skills are needed. We are a welcoming church and visitors often remark on the positive welcome they receive. There is great pastoral care for church members with close counselling and mentoring when needed.

Work with children and young people is important to us. There are provisions for all age groups and this work has been identified as needing special attention, in particular among the teenagers and young people because of the pressures and attractions that might draw the youth away from Christ.
The scope of our mission has diversified extensively over the last 25 years and St Paul’s is now regarded as an exemplar of multicultural ministry in the Diocese of Oxford. Several nationality groups worship at St Paul’s, with particularly significant numbers of Asian and African members.

A vision to re-order the building took root in the early 2000s and these plans are well on their way to fruition as construction is nearing completion. The £1.75m major re-ordering and refurbishment project aims to provide a building to meet the needs of current and future generations. This is particularly good timing as the Canal Basin area around the church is about to be redeveloped to include over 200 apartments and and 40 houses located to the north of the church site which, together with significant development already completed since the 2011 census, increases the local population considerably.

St Paul’s, Slough was originally built to meet the needs of a growing population due in part to the influx of workers associated with the Great Western Railway. We now find ourselves again at the threshold of opportunity with a new building in a developing area. This presents a great opportunity for a new Vicar to lead the next phase of the life of St Paul’s bringing the Gospel to this part of Slough and to be a welcoming, multi-cultural, caring beacon for Christ for all.
Our Vision

St Paul’s is a Christ centred traditional evangelical church, which seeks to witness to the ethnically and culturally diverse community in Slough and further afield. We seek to meet both spiritual and social need through Bible based teaching and fellowship in a joyful and welcoming manner.

Our Values

- We seek to be an evangelical church in the Anglican tradition; we believe in the truths of the Bible as the word of God and encourage the spread of the Gospel through Bible based teaching aiming to bring everyone we engage with into the Kingdom of God.

- We seek to embrace Cultural Diversity; we value and celebrate the wide ethnic and cultural diversity of our church membership, whilst encouraging integration between them.

- We seek to be a Welcoming, Praying and Praising Church; ministry through music is an integral part of our worship services where we seek to extend a hand of welcome to all and recognise the value and benefit of both individual and corporate prayer.

- We seek to be a Church that both Reaches Out and Sends Out; we recognise the importance of mission and evangelism together with the development of the Christian faith and spiritual maturity of our church membership, whilst supporting missionary organisations and individuals both in the UK and abroad through prayer and financial contributions.

- We seek to be a Church that is Caring and with a Community focus; through several church and secular organisations that use our facilities, we aspire to meet the needs of young and old alike who live within our Parish boundaries and more broadly in Slough.
MISSION ACTION PLAN

The Mission Action Plan (MAP) flowing from our Vision and Values contains three core areas: Mission to our church; Mission to the UK and overseas; Mission to the parish:

MISSION TO OUR CHURCH

ST PAUL'S, SLOUGH

Worship in several styles
Home Groups
Sunday school and Evolvers
Women’s Conference
All members’ ministry
Prayer meetings
Campaigners
Music Groups
Urdu speaking Asian Fellowship
MISSION TO THE UK AND OVERSEAS

ST PAUL’S, SLOUGH

- CCiS
- The Church Pastoral Aid Society
- Interserve
- Rooted in Jesus
- Christian Concern
- Youth with a Mission YWAM
- Barnabas Fund
- Crosslinks
- Asian Ministry Fund
MISSION TO THE PARISH

ST PAUL’S, SLOUGH

- Christians Against Poverty - CAP
- Carer and toddler groups
- CAMEO lunches
- Community groups using church facilities
- Asian fellowship outreach
- Campaigner Youth camps
- Schools’ Programmes
Arising from these our priorities are:

- To complete our building project and use it to maximise our MAP vision and objectives.

- To maintain, develop and expand our current activities, particularly CAP (Christians Against Poverty) and multi-cultural mission which we see as key mission initiatives.

- To actively encourage engagement and contact with the community around us.

- To support a number of missions, at home and abroad, both prayerfully and financially.

- To visit every home and workplace in the parish over the next 2-3 years to share the Good News of Jesus and extend a warm invitation to St Paul’s.
Our New Vicar

We are praying for a Vicar who is a mission minded, forward thinker and strategic leader who will help us to deepen the understanding of God’s calling on us as a multi-ethnic, Anglican community as expressed in our Vision and Values.

The right person will be fully committed to sustaining our mainstream Anglican Biblical evangelicalism founded on the historic formularies of the Church of England which has been coupled with a gentle renewal emphasis, particularly through prayer ministry.

Key Attributes

• be a prayerful, faithful expository teacher and preacher of the Scriptures of the Old and New Testament, who will give priority to this in pastoring the church

• openness to the Holy Spirit

• be able to lead and encourage others in evangelism having ability in making the Gospel accessible to people of different cultures, ages and backgrounds

• be committed personally to prayer, humble self-reflection, the pursuit of holiness in devotion to Christ and seeking to be Spirit filled and led

• hold orthodox Biblical views on matters of human sexuality

• possess the passion, energy and creativity coupled with the personal charisma and communication skills necessary to lead St Paul’s

• be a collaborative leader and team player who readily delegates

• possess a warm, caring and sensitive pastoral style respectful of the cultural diversity of the church
• be a confident and secure person

• be able to discern the gifts of others, encouraging them to grow through the exercise of their gifts in ministry and other areas of church life

• be committed to visiting parishioners and congregants, especially those in need, and to personal prayer ministry

• be able to exercise responsible stewardship of the human and physical resources of the Parish, managing and organising these in partnership with the PCC to achieve our priorities

• be willing to collaborate with other parishes and their leaders in evangelism and other initiatives and to build links with other churches, schools, colleges and community organisations
WHAT WE OFFER

St Paul’s offers a unique opportunity in our Diocese to make an impact in a culturally and religiously diverse expanding community. We offer:

- a recently fully reordered and modernised main church building giving the new Vicar a fantastic opportunity to build on present work and develop new activities to reach those on the margins and serve the community

- a warm and welcoming diverse and relatively young (in age profile) but well-established church community, spiritually hungry and keen to grow and engage in mission at home and further afield

- a church which is open to both traditional and lively family services offering opportunities to work with a wide variety of styles and new initiatives

- Churchwardens and a PCC who were supportive of the previous incumbent and worked closely with him, alongside the various teams, to ensure God’s will was carried out in the church and who would seek to support the new Vicar in the same way
• an active team involved in all aspects of ministry, including an experienced LLM and a Parish Worker who has a focus on ministry to Asian communities and individuals

• a congregation with developed skills but needing encouragement to become more involved in a committed way to sustaining the church’s existing activities and using their talents to develop new initiatives

• some well-established links within the community particularly with junior schools and the pre-school nursery, based in our premises, which present opportunities for development

• the prospect of growing a fresh commitment to corporate prayer

• an opportunity to work in an area undergoing urban regeneration with many individuals and families arriving in the parish in the next few years

• a well-maintained, substantial and relatively modern vicarage nearby

• a currently financially blessed parish paying a Parish Share of 142% of the cost of ministry
Ministry

St Paul’s has a strong evangelical ministry. We seek to continuously improve what we do and explore how we can be more effective in ministry to the congregation and the community. We aim to improve and increase our relationships with mission organisations, including the depth of engagement, commitment and the numbers involved within our fellowship.

We encourage all members to be involved and we welcome, care for and encourage integration of all church members and newcomers into the fellowship of the church. We encourage faith development in each person and consider this to be essential discipleship for the future strength of the church. The parish has employed a dedicated Parish Worker for Asian ministry for over 40 years and is committed to continue this ministry. This has been very effective in growing the congregation and aligning it with the ethnic mix of the parish.
Worship

We hold three regular Worship Services each Sunday at 09.00am, 10.30am and 6.30pm.

• The 9.00am service is a quiet reflective service with or without music and with Holy Communion twice per month. Attendance is growing and is typically 20 to 35 adults with occasional children.

• At 10.30am the service is lively with contemporary music and singing and with Holy Communion once per month. Attendance is typically 88 to 159 adults and 20 to 40 children. It is our practice for children to be present for the first part of the service and leave for Sunday School after a time of sung worship. A crèche is provided during the 10.30am service. The first Sunday of each month is usually an All Age service. August services tend to be combined family services.

• The 6.30pm service has Holy Communion twice per month and an attendance of 10 to 15 adults. It is a less structured service with one service each month in a café format. We are reviewing this service with thoughts of introducing youth worship at least once per month.

Weekday services are held on the principal festivals including: Ash Wednesday, Maundy Thursday, Good Friday (family), Ascension Day, Christmas Eve (midnight) and Christmas Day (family), New Year’s Eve and New Year’s Day.

Most Holy Communion Services follow Common Worship Order 1.

Except for the 9.00am and 6.30pm services, which tend to use printed service sheets and music books, the services use an Easy Worship system of projected liturgy and words. The music groups are active mainly at the 10.30am service with keyboards, guitar, bass, and other instruments including drums.

“For God so loved the world that he gave his one and only Son, that whoever believes in him shall not perish but have eternal life.”

- John 3:16
Staff and Lay Assistance

The parish has an LLM and a full time Parish Worker who has a focus on the Asian congregation. Lay involvement in services is extensive. A good number of the congregation take their turn at Bible reading and leading prayers and a smaller number share in the leading of worship and in preaching. Planning teams operate for All Age and other special services and the music group assist in the choice of worship songs.

Home Groups

There are four home groups of which three are held in the evenings and one during the daytime. These groups choose their own study theme.

Asian Fellowship

The Asian Fellowship Group (Urdu home group) meets on Friday at 8pm in the Gilliat Hall with attendance of between 30 and 50. There is a fellowship meal after the meeting, with a different family providing food each week.
Sunday School

The Sunday school meets three Sundays per month during the 10.30am service. Each week approximately 20 children attend one of the following groups: Bubbles (0-5-year olds), Splash! (school years 1-3) and X-stream (school years 4-6). We also encourage the children to take an active role during the monthly All Age services.

Evolvers

Evolvers group meets during Sunday 10.30am morning services and is for secondary school age young people. The aim is to strategically inspire, equip and develop young people in understanding and sharing their faith. The group play an active part in the monthly All Age Services.

Campaigners

Campaigners England & Wales is an interdenominational Christian youth organisation providing a structured, fun packed and safe environment for children and young people between the ages of 4 and 18 – split into four age groups. We run all four of the age groups at St. Paul’s and have done for over 75 years.

Most of the children who come to our groups have no other contact with any Church which means that they are learning about God’s love in the Bible time part of the evening.

Young Adults

A young adults’ group meets regularly on a Thursday evening, normally starting off with a chat over tea or coffee with the odd biscuit or two.

This is followed by praying together and studying God’s word, sharing experiences, concerns and difficulties encountered along the way. Regular social events are also held.
Alpha

Alpha courses have been held from time to time. These have been both daytime and evening and have been led by the Vicar, using the videos but with a supporting lay team as discussion group leaders.

Music Group and Choir

The music groups meet to practice weekly. There are three groups, one from mainstream members, one formed of the youth and young adults and one with a more Asian style. There is no regular choir, but at Christmas a special choir is assembled.

Parish Lunches

Informal ‘Bring and Share’ parish lunches are held on occasions as an opportunity to get together after a service.

CAMEO

Come And Meet Each Other lunches are held once each month (except January and August) on a Wednesday for the over 60’s. This has been temporarily suspended while the building work is in progress.

Chat ‘n’ Child

Chat and Child has been held on Wednesdays in the Gilliat Hall and has two leaders and one helper. This has been temporarily suspended while the building work is in progress.

Schools’ Programmes

We operate popular schools’ programmes in church at Christmas and Easter in partnership with Christian Connections in Schools (CCiS) to introduce children to church and the Christian faith.
Christians Against Poverty (CAP)

Since 2016 we have run a Christians Against Poverty (CAP) Debt Centre, a service run by our Church in partnership with Christians Against Poverty. We subscribe to the CAP debt management service based in Bradford and employ a part time Centre Manager. We have positive relationships with referral agencies across Slough including Housing Associations and Slough Foodbank.

Pastoral Care

Excellent pastoral care was delivered in an informal way by our Vicar and continues to be given by the Parish Worker and LLM as well as through Home Groups and Communion Service Prayer Ministry.

Hirers

Several independent organisations regularly use church premises on a hire basis.

Be Happy pre-school use the Gilliat Lounge Monday to Friday in term time. Wing Chung martial arts run classes for children and adults on a Tuesday evening in the Hall.

Christ’s Embassy prayer meeting is held in the Gilliat lounge on Saturday afternoons. There are frequent ad hoc hirings of the Hall and rooms for parties, social events and church related events.
THE TEAM

St Paul’s Church
Vicar

Kevin Isles
Churchwarden

Chris Broadbent
Churchwarden

Nadeem Azam
Parish Worker

Sarwat Azam
Parish Worker

YOU?

Helen Broadbent
Licenced Lay
Minister

Ray Lewis
Treasurer

Mike Langworth
Deputy Warden

Ronie Twumasi
CAP Manager

Judy Giles
Administrator

St Paul’s, Slough: reaching out, supporting and welcoming for Christ
STRENGTHS, CHALLENGES, OPPORTUNITIES
## CHURCHMANSHIP

### STRENGTHS
- Christ centred, Bible-based teaching with an evangelical conviction benefitting from our CPAS patronage.
- Commitment to mission with strong missionary links in both the UK and abroad.

### CHALLENGES
- Prayer ministry tends to be individually focused or within small groups with no regular “whole church” prayer meetings.
- Limited engagement within the Deanery structure and other churches within the Deanery.

### OPPORTUNITIES
- To be a leading evangelical light in Slough and surrounding areas with a focus on regular corporate and cell group prayer.
- To reassess our vision and purpose, recognising our history and heritage, and our passion to be a beacon for Christ in our parish.

## CULTURE

### STRENGTHS
- Culturally diverse membership with a positive welcome and acceptance of all who attend.
- Strong fellowship ethos with a lively worship music group.
- Proactive pastoral ministry, particularly for those most in need.

### CHALLENGES
- There is a tendency for groups to meet along cultural and ethnic lines with limited social integration outside of church.
- Harmonising the ambitions and aspirations for the church across different ethnic groups.
- Not digitally aware or developed impacting on our connection with youth and young adults.

### OPPORTUNITIES
- To be a welcoming church capitalising on our cultural diversity.
- A new church building and significant housing stock development within the parish.
- Use the vacancy period to come together as a church membership in prayer to seek God’s guidance and direction and to provide practical support where needed.
### RESOURCES

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<tr>
<th>STRENGTHS</th>
<th>CHALLENGES</th>
<th>OPPORTUNITIES</th>
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| • Active, willing and engaged core membership with a strong leadership team.  
• Community engagement through employed parish workers, debt counselling (CAP) and hosting of pre-school nursery.  
• Recently developed church building to optimise the use of space for worship and community use.  
• Well located and obvious presence in the centre of the parish on a busy trunk route close to the town centre. | • Transient congregation with a significant dependency on a limited core of the membership.  
• Lop sided age profile distribution with many of the active membership nearing or at retirement age and diminishing youth numbers.  
• Whilst financially stable, there is a dependency on a limited number of the church membership and external, albeit regular, third party funding. | • The vacancy period has been a catalyst for those not currently involved to offer their time.  
• Significant property development within the parish boundaries is likely to attract young adults which could help bridge the skills gap of the current membership.  
• Redevelopment of the church building opens up huge opportunities for increasing our presence and impact within the parish. |

"Enlarge the place of your tent, stretch your tent curtains wide, do not hold back; lengthen your cords, strengthen your stakes."

- Isaiah 54:2
### ACTIVITIES

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<th>STRENGTHS</th>
<th>CHALLENGES</th>
<th>OPPORTUNITIES</th>
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<tr>
<td>• Efficient and effective administration with well-resourced financial support and a lively PCC.</td>
<td>• Historic tendency to try to do too many activities with insufficient buy-in and resource.</td>
<td>• Maximising the benefit of the enlarged and redeveloped premises with focus on pre-school, and school age children and their parents, youth, young adults and senior citizens.</td>
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<td>• Long established ministry to the Asian community.</td>
<td>• Sunday school activities have diminished over time suffering from a lack of leaders.</td>
<td>• Establishment of a youth and young adult ministry supporting the likely change in demographic profile from new housing stock.</td>
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<td>• Developed outreach-focussed children’s ministry through well established Campaigner group and schools’ ministry in and beyond the parish boundaries.</td>
<td>• Risk of ‘sacred cows’ being cherished and retained.</td>
<td>• Expand our profile in the community though open events, drop-in café and support Be Happy pre-school nursery.</td>
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<td>• Established home groups that meet most weeks of the year.</td>
<td>• Faith Group demographics of the parish (and town as a whole) show a marked numerical increase in those following other faiths.</td>
<td>• Collaboration with like-minded churches.</td>
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“Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. For we were all baptized by one Spirit so as to form one body.”

- 1 Corinthians 12:14
CHURCH, PARISH AND TOWN
TOWN

As of 2018, the population of Slough was 164,000. Slough has a highly diverse population according to the 2011 census.

The percentages of people from Pakistan, Poland and Zimbabwe are the second highest in England and Wales compared with the total population of Slough.

Indians are mainly in the South of Slough. Only 56% of households have members from the same and not mixed ethnic groups. Language; 67% have English as the main language.

Migration; 61% of Slough residents were born in the UK compared with the average of 87% for England and Wales. Migration has increased from 64 people arriving in 1941 to 3,093 in 2010.

At primary school 33% of children are white and 45% Asian or Asian British. At secondary school these are 29% and 50% respectively.

FAITH GROUPS IN SLOUGH

In the ‘Other’ category, 12% of ‘Other’ are of no religion and with the rest, each less than 10%, all add up to 26%.
PARISH OF ST PAUL’S

The parish is densely populated with 18,200 people (2011 census) in only 1.1 square miles. It has areas of urban deprivation and is in the bottom 17% of parishes (2069 out of 12,443, where 1 represents the most deprived). It has a relatively young population; the largest group aged 30-44 followed by 18-29, 5-17 and 45-64. There are many churches in or just outside the parish, including:

- St Mary’s Church, Church Street
- Slough Baptist, Windsor Road
- St. Ethelbert’s Catholic Church, Wellington Street
- St Anthony’s RC Church, Farnham Road
- Church of the Holy Redeemer, Wexham Road
- St. Andrew’s Methodist Church, Merton Road
- Trinity United Reformed Church, Windsor Road
- Kingsway United Reformed Church, Church Road
- Full Gospel Asian Church, Farnham Road
- Salvation Army, Stoke Road
- African Church, Mill Street
- A group meeting at the Community Hall on Wexham Road
- RC Polish Church of Divine Mercy, Pitts Road

Several of the above also host services and meetings in Urdu and other languages.

Other religious faiths include:

- Kingdom Hall of Jehovah’s Witnesses, Sheehy Way
- Slough Hindu Temple, Keel Drive
- Guru Maneyo Granth Gurdwara, Bath Road (Sikh)
- Ramgarhia Sikh Gurdwara, Woodland Avenue
- Siri Guru Singh Sabha Gurdwara, Sheehy Way (Sikh)
- Jamia Masjid Islamic Centre, Stoke Poges Lane (Muslim)
- Jamia Masjid Ghousia, Diamond Road (Muslim)
- Masjid al-Jannah, Stoke Road (Muslim)
St Paul’s has 227 on the electoral roll with 87 residing in the parish and 140 outside. The average total Sunday attendance is 120 aged 16 or over (range 88-159), and 24 children. Total attendances at Easter and Christmas are 336 and 241 respectively.

The worshipping community, as defined by the Church of England, is 294.

Our multi-cultural church membership closely matches that of the parish, as can be seen from the respective pie charts.

In 2018 there were five baptisms, two weddings and five funerals with three, one and four in 2017 respectively and slightly more in 2016.
MISSION PARTNERS

Our support of home and overseas mission has been a defining feature of St. Paul’s over the years. The church currently financially and prayerfully supports ten missionary organisations and charities. They are:

- The Asian Ministry Fund
- The Barnabas Fund
- Christian Concern
- Christians Against Poverty (CAP)
- Christian Connections in Schools (CCiS)
- The Church Pastoral Aid Society (CPAS)
- Crosslinks
- Interserve
- Rooted in Jesus
- Youth With A Mission (YWAM)

We are linked with missionaries in Colombia through YWAM and in Pakistan through Interserve. We also have links with a Schools’ Worker through CCiS. We seek to maintain and extend our links with the organisations we support and to encourage increased involvement of our members in this work. We also send an annual donation to The Buckingham Clergy Charity, The Evangelical Alliance and St. Luke’s Hospital for the Clergy.
ST PAUL’S CHURCH

St Paul’s, Slough was opened in 1906 to meet the needs of a growing population and followed the earlier establishment of a mission church and a pledge by Mr Algernon Gilliat that when this was full, he would build a permanent church. With a strong evangelical, Bible based ministry and a clear sense of mission and a reputation as a sending church, St Paul’s has flourished over the years.

The church building is of traditional high Anglican style, it is faced internally and externally with red brick with stone columns and features. The steep pitched roofs were retiled in 1975. The pulpit and font are in alabaster; both were carved from the same huge block of stone.

To the rear is the Gilliat Lounge and Hall which were added in 1970. This includes a kitchen, toilets, a lounge area with an adjoining meeting room and a large octagonal hall. Underneath the lounge is a large area that is used for storage. A driveway down the south side of the church leads to a car park adjacent to the hall.

We are near to completing the construction phase of a £1.75m re-ordering project of the Church and choir vestry. This project was conceived in the early 2000s and is funded through the sale of a separate church hall site and a part share in a house, together with significant parishioner giving and a donation from a local Trust which has long supported St Paul’s financially. The project will make our building fit for the future in all respects.

By creating a new main entrance in the south wall of the side chapel, the chapel and chancel has become a new foyer and hub for the building. The nave remains as the worship space with a new dais and seating facing North. This creates more usable space and a better organised building.

The new lounge/foyer has a fully equipped servery for after-church refreshments, a new meeting room, admin office with a storage room above and toilets with a door to the choir vestry and the hall at the back. New underfloor heating, lighting, electrics, flooring and audio-visual system creates a building equipped for the next 100 years!
VICARAGE

This was built in 1975 when the original Vicarage was sold. It is located in a cul-de-sac just off the main Stoke Road five minutes’ walk from the church.

It comprises a large lounge, dining room, study, kitchen and cloakroom. Upstairs are four bedrooms, one with an en-suite bathroom and dressing room and there is a family bathroom.

All is in reasonably good condition, with a well-kept large enclosed garden on the south side, and a large area of grass and trees to the front, leading into a double garage.

CHURCH HOUSES

There are two church houses which are both occupied at present and kept in good order, together with their gardens. One is a four bedroomed house built in the early 1980s with a large garden intended as a Curate’s house and is currently let. The rental income is important to parish finances.

The house next door to the church is currently being used by the Parish Worker having originally been the Verger’s house. It is a three bedroomed end of terrace house with a garden. The house plays an important role in the Parish Workers’ ministry as it is used for associated activities.
Church income largely comes from three sources: general offertory giving, rental income from the Be Happy pre-school nursery as well as other hall hire and rental from a church owned property within the parish. Throughout the building project, hire income has been limited, but we expect this to return to historic levels at the very least on completion of the project. In addition, we are the beneficiary of income from the Bowyer Trust which funds the upkeep of the church building in line with the Trust’s requirements.

Unrestricted income in 2018 was £258k, with a further £134k of restricted income received together with £8k of designated funds (total £400k) requiring independent examination in line with the Church of England Church Accounting Regulations and the requirements of the Charity Commission. Restricted income in 2018 includes a substantial amount donated and raised by other means for the building project.

Unrestricted income was unusually high in 2018 due to unexpected one-off donations totalling £57k against an average in the previous 3 years of £15k and this is not expected to be repeated in future years. For 2019 the latest forecast suggests unrestricted income of £200k being slightly ahead of budget (£186k). There has been a decline in rental income and giving during the period of the building works which we would anticipate being restored to at least historic levels.

As with most churches, our largest area of expenditure is the Diocesan share - in the Deanery in 2018 we paid the second highest amount in pounds and the highest amount as a percentage of our ministry costs (142%). We have committed to pay our full share in 2020.

St Paul’s grants 20% of general offertory giving to mission work, with a missionary committee making recommendations to the PCC about how this fund should be distributed. Currently ten organisations receive grants and payments (a total of £25k in 2018) which are made twice a year.
We endeavour to maintain the church buildings proactively but inevitably compromises must be made from time to time. We benefit from the voluntary work of several church members who maintain and clean the church on a regular basis. We employ three members of staff; a full time Parish Worker with a focus on Asian ministry, a part time Parish Administrator (30 hours per week) and a part time Christians Against Poverty Centre Manager (16 hours per week). The total cost of staff in 2018 was £57k.

Day-to-day accounting matters are transacted by the Parish Administrator using proprietary software, with support from the Treasurer (a retired Bank Manager). Tax recovery is dealt with by a church member who is in full-time employment as a Financial Controller. Receipts and Payments accounts are prepared and presented to the PCC each month, with comparisons to a budget set annually. Fully examined accruals and prepayments accounts are prepared annually and tabled at the Annual General Meeting.

We endeavour to hold reserves at three times our monthly expenditure and a summary of the income and expenditure statement for 2018 is available on request. It is our experience over many years that God does provide for our needs. Gift days have been held for special requirements and these have been times of great blessing as we experience God’s provision. As a church we are not in the habit of holding fund-raising activities towards the cost of our general expenditure.
The Diocese of Oxford

The Diocese of Oxford serves the mission of the Church in Buckinghamshire, Berkshire and Oxfordshire. The Diocese comprises more than 600 parishes, with over 800 churches, serving a diverse population of more than 2 million people located in all types of settings.

Due to the size and complexity of the Diocese, we have three Area Bishops who exercise considerable strategic and pastoral oversight for their Areas. The Bishop of Buckingham is the Rt Rev’d Alan Wilson who has been the Area Bishop since 2003. The Archdeacon of Buckingham is Ven Guy Elsmore who has been in post since 2016.

Since the appointment in 2017 of the Rt Rev’d Dr Steven Croft as Bishop of Oxford, a new common vision has emerged for the Diocese of Oxford. The vision is based on the qualities described in The Beatitudes and addresses what kind of church we are called to be:

- a more Christ-like Church for the sake of God’s world: contemplative, compassionate, courageous.

Together we have identified seven themes for our common life. These are not a description of everything the Church does, but they do represent the areas God is currently calling us to:

- making a bigger difference in the world
- sharing our faith and growing the local church
- growing new congregations
- serving every school in our communities
- setting the discipleship of all at the heart of our common life
- celebrating and blessing the city of Milton Keynes
- engaging in new ways with young people, families and children

These priorities are being supported centrally by resources, training, conferences, workshops, and much more. The diocese is inviting benefices and their priests to share a vision rather than demanding a response. It wants all its clergy to flourish in ministry and to deepen their enjoyment of God.

It is hoped that all clergy appointed into the Archdeaconry of Buckingham will want to commit to the Diocesan vision and to encouraging their benefices to share in becoming a more Christ-like church for the sake of God’s world.
Burnham and Slough Deanery

The Deanery includes Slough and the surrounding rural areas and is in the Buckingham Archdeaconry of the Diocese of Oxford. Church tradition across the Deanery is diverse and, like other deaneries of a similar size, is enriched by the variety of worship that takes place daily and weekly within the 30 places of worship. The Deanery is a mixture of rural, semi-rural and urban parishes with one formal Local Ecumenical Partnership (LEP) working together to build up the life of the church locally.

The Burnham and Slough Deanery recognises the importance of outreach and many of the parishes are actively engaged in mission activity with strong links to schools in the area, including a number of Church of England schools.

Deanery re-organisation has resulted in four church groupings working collaboratively together and sharing resources. One incumbent is appointed to also be a Mission Enabler for the Deanery with a role to support and encourage mission across the parishes. Another has been appointed to liaise with the large number of schools within one of the groupings.

Ordained resources in the Deanery include 15 stipendiary priests, a full time Area Dean and ten permissions to officiate; there are two current vacancies. There are 14 Licenced Lay Ministers with three licensed to work across the whole of the Deanery.

St Paul’s is part of the Northern Group and currently has five elected representatives who report to PCC on Deanery issues. The Deanery struggles to meet its total Diocesan share contribution, and this is the subject of regular discussions as to how this should be managed.
The following provisional role description will apply from the date of licensing. It will be reviewed by the postholder and the Archdeacon of Buckingham approximately six months after the date of licensing. Amendments will be made where necessary, by agreement.

### SECTION ONE: DETAILS OF POST

<table>
<thead>
<tr>
<th>Role title:</th>
<th>Vicar</th>
</tr>
</thead>
<tbody>
<tr>
<td>Type of Role:</td>
<td>Full time stipendiary</td>
</tr>
<tr>
<td>Name of benefice:</td>
<td>Slough St Paul’s</td>
</tr>
<tr>
<td>Episcopal area:</td>
<td>Buckingham</td>
</tr>
<tr>
<td>Deanery:</td>
<td>Burnham and Slough</td>
</tr>
<tr>
<td>Archdeaconry:</td>
<td>Buckingham</td>
</tr>
</tbody>
</table>

**Conditions of service:** Please refer to Statements of Particulars document issued in conjunction with this role description

**Key contact for Clergy Terms of Service:**

Archdeacon of Buckingham

This role falls within the Clergy Terms of Service formally known as Common Tenure. The Archdeacon of Buckingham is the designated person by the Bishop of Oxford to issue the Statement of Particulars for the post holder.

**Accountability:**

Priests share with the Bishop in the oversight of the Church. Whilst, as an office holder, the individual is expected to lead and prioritise work in line with the purpose of the role, they are encouraged to inform the Archdeacon and Churchwardens about any issues exceptional or otherwise that have the potential to affect ongoing delivery of ministry

**Additional Responsibility:** N/A
SECTION TWO: CONTEXT

Wider Context

Since the appointment in 2017 of the Rt Revd Dr Steven Croft as Bishop of Oxford, a new common vision has emerged for the Diocese of Oxford. The vision is based on the qualities described in The Beatitudes and addresses what kind of church we are called to be:

a more Christ-like Church for the sake of God’s world: contemplative, compassionate, courageous.

Together we have identified seven themes for our common life. These are not a description of everything the Church does, but they do represent the areas God is currently calling us to:

• making a bigger difference in the world
• sharing our faith and growing the local church
• growing new congregations
• serving every school in our communities
• setting the discipleship of all at the heart of our common life
• celebrating and blessing the city of Milton Keynes
• engaging in new ways with young people, families and children

These priorities are being supported centrally by resources, training, conferences, workshops, and much more. The diocese is inviting benefices and their priests to share a vision rather than demanding a response. It wants all its clergy to flourish in ministry and to deepen their enjoyment of God.

Local Context

St Paul’s Church has a unique identity as a lively family of Christians from many backgrounds and nations. St Paul’s is a place of belonging and growing faith which has the capacity and potential to grow strongly and to become a “hub” for supporting new and renewed congregations of Black and Minority Ethnic Christians around the Diocese of Oxford and the wider region. To enable this, St Paul’s has been identified as a priority for investment in the Diocese’s recent funding bid to the Church of England’s Strategic Development Fund. It is hoped that further news on this will emerge in early 2020.

For more information, see the parish profile.
SECTION THREE: ROLE PURPOSE AND KEY RESPONSIBILITIES

General:

A. To exercise the cure of souls shared with the bishop in this benefice in collaboration with colleagues, including the praying of the Daily Office, the administration of the sacraments and preaching.

B. To have regard to the calling and responsibilities of the clergy (as described in the Canons, the Ordinal, the Code of Professional Conduct for the Clergy) and other relevant legislation including:
   - bringing the grace and truth of Christ to this generation and making him known to those in your care
   - instructing the parishioners in the Christian faith
   - preparing candidates for baptism and confirmation
   - diligently visiting the parishioners of the benefice, particularly those who are sick and infirm
   - providing spiritual counsel and advice
   - consulting with the Parochial Church Council on matters of general concern and importance to the benefice
   - bringing the needs of the world before God in intercession
   - calling your hearers to repentance and declaring in Christ’s name the absolution and forgiveness of their sins
   - blessing people in God’s name
   - preparing people for their death
   - discerning and fostering the gifts of all God’s people
   - being faithful in prayer, expectant and watchful for the signs of God’s presence, as he reveals his kingdom among us

C. To share in the wider work of the deanery and diocese as appropriate, for the building up of the whole Body of Christ

Key responsibilities specific to the local situation

- To lead and support the church in fulfilling its vision, Mission Action Plan and priorities
- To help St Paul’s to grow and be a “hub” for supporting new and renewed congregations of Black and Minority Ethnic Christians around the Diocese of Oxford and the wider region
- To embrace the values and evangelical tradition of the church
- To encourage active engagement with the local community and other local churches
- With the PCC, to exercise responsible stewardship of the human and physical resources of the Parish
- To be a good delegator, a collaborative leader and caring minister
Other responsibilities

- Participate in the Bishop’s Ministerial Development Review scheme and engage in Continuing Ministerial Development
- Carry out any other duties and responsibilities as required in line with the benefice needs.
- Take care for their wellbeing including health and safety and building a good repertoire of spiritual and psychological strategies

SECTION FOUR: BENEFICE SUMMARY

- Benefice: Slough St Paul’s
- Patron(s): Bishop of Oxford, CPAS, Vicar of Stoke Poges
- PCCs: 1
- Churchwardens: 2
- Benefice paid staff: 3 (Parish Worker, Administrator, CAP Manager)
- Benefice unpaid staff/ volunteers: LLM, Treasurer, Covenant Secretary, PCC
- Buildings: One church and two houses
- Churchyard(s): none
- Church Tradition: Evangelical
- Pastoral Reorganisation proposals: None

For more detailed information, please refer to the Parish Profile.

SECTION FIVE: KEY CONTACTS FOR THE ROLE

Generic and specific to the role
Groups & committees
- The PCC(s)
- Deanery Chapter
- Deanery Synod
- Deanery Pastoral Committee

In the benefice
- Churchwardens
- Ministerial Colleagues
- Head teacher(s) of local school(s)
Support structures
- Area Dean
- Area Bishop
- Area Archdeacon
- Spiritual director, work consultant, etc
- Staff at The Diocesan Office with key responsibilities for various aspects of supporting

SECTION SIX: OTHER

This role description is issued alongside and should be read in conjunction with the following documents:

- The Ordinal
- The Canons of the Church of England
- Guidance for the Professional Conduct of Clergy
- Bishop’s Licence
- Statement of Particulars issued to the office holder on successful appointment
- Diocesan Clergy Handbook
- Parish Profile
- Ministry Action Plans (MAPs)

Any objectives discussed and agreed between the post holder and the supervising minister

Role description signed off by: The Venerable Guy Elsmore, Archdeacon of Buckingham

Date: tba

To be reviewed next on: tba
APPENDIX B: PERSON SPECIFICATION

Qualifications / Training

• ordained priest within the Church of England
• have satisfactorily completed Initial Ministerial Education
• willingness to engage in further training that enhances skills in community leadership

Experience

• priestly ministry involving vision-setting and strategising in pursuit of the church’s Vision and Mission Action Plan
• engagement with, and pastoral support for, people of all ages
• leading and encouraging development of mature, thoughtful, contemporary worship for all ages coupled with an appreciation of, and commitment to, continuing more traditional and contemplative forms
• evangelism and pastoring in culturally and spiritually diverse communities
• strategic leadership skills to forward plan and organise resources effectively through collaborative team working to meet priorities and function as effectively as a complex organisation with substantial resources

Knowledge/Skills and Competencies

• the ability to expound the Bible, preaching well in a variety of styles and formats to a broad range of listeners with varying outlooks, ages and understanding, including those on the margins, to make the Gospel accessible in engaging ways
• understanding cross-cultural mission, maintaining and growing the congregation reflective of the diversity of our parish
• be open to the guiding and leading of the Holy Spirit and comfortable with the exercise of personal ministry for those in need through prayer and other means
• tenacity to persevere in adversity and times of challenge
• the ability to discern other people’s giftings and encourage growth and development through the exercise of them in ministry and in other areas of church life as appropriate
• computer Literacy – Microsoft Office and internet – and understanding of the use of social media as a tool for outreach
• financially literate with ability to understand and interrogate financial information
• awareness of good practice and willingness to implement it when engaging, inducting, managing, developing and releasing staff
• ability to engage with local communities and develop links with those not actively involved with the Church or on the margins of it
• ability to identify and respond strategically to opportunities for mission in collaboration with other like-minded church leaders and churches

Other Attributes

• full alignment with and positive commitment to the evangelical tradition and values of the Benefice
• passion for evangelism and mission
• possession of a deep prayer life, the pursuit of personal holiness in devotion to Christ and ability to draw on a wide range of spiritual resources
• people centred, available and approachable coupled with well-developed listening and communication skills.
• possess a warm, caring and sensitive pastoral style, respectful and mindful of the cultural diversity of the church coupled with commitment to sustained visitation to parishioners and congregants, especially those with particular needs.
• commitment to understand and rigorously apply Diocesan Safeguarding policies and a willingness to undertake and prioritise all necessary mandatory and wider training.
• a sense of humour and the humility/honesty to laugh at one’s self and own up to foibles and faux pas