St James’ Church West End
Southampton

Parish Profile
2018
Welcome to this Benefice Profile and Role Description…and welcome to the Diocese of Winchester!

At the heart of our life here is the desire to be always ‘Living the Mission of Jesus’. We are engaged in a strategic process to deliver a mission-shaped Diocese, in which Deanery, parochial, pastoral and new forms of pioneering and radical ministry all flourish. Infused with God’s missionary Spirit, we want three character traits to be clearly visible in how we live:

- Passionate personal spirituality;
- Pioneering faith communities;
- Prophetic global citizenship.

The Diocese of Winchester is an exciting place to be right now. With a grant of £4.3m from the Strategic Development Fund, we are investing in missional projects across the diocese which are aimed at **strategic growth for the common good**. We pray that, if God is calling you to join us in his mission here, he will reveal this to you clearly as you consider this post.

‘From his fullness we have all received grace upon grace.’ *(John 1:16)*


---

**Eastleigh Deanery**

Welcome to the Eastleigh Deanery! We believe that the historical development of our Deanery confirms the Lord’s intent for us to be a place of ‘connection’. We have the M3 / M27 road network nexus, the South Coast London rail-link northward and Eastleigh Airport. We are almost identical to the Borough of Eastleigh demography and therefore look to play our part in collaborative initiatives for social transformation with the authorities, as we seek to share the values of the Kingdom of God in our region.

We have devolved our Deanery business into 4 Mission Clusters under our newly published Deanery Mission Action Plan (dMAP 2018-20). This is to help resource and empower our 12 Parishes in their upcoming pMAPs, and vision for mission. (Please request the dMAP, if it would assist your deliberations). The Southern Archdeaconry aMAP is also available – ask about this too! We look forward to meeting and talking with you, as you consider joining our Deanery.

**Fiona Gibbs - Area Dean**

**Richard Wise – Assistant Area Dean**

**Danny Stupple – Lay Chair**
The People, Mission and Vision of St James’ Church ................................................................. 4
Worship ..................................................................................................................................... 6
  Services .................................................................................................................................. 6
  Festivals .................................................................................................................................. 6
  Music ....................................................................................................................................... 7
Nurture, growth and discipleship ................................................................................................. 8
  Children and Youth Work ........................................................................................................ 8
  Home Groups, Study Groups and Quiet Space ........................................................................ 8
Community, outreach and common good ................................................................................... 9
  Our School – Saint James’ CE Primary School ...................................................................... 9
Community activities .................................................................................................................. 10
  Social Group ........................................................................................................................... 10
  Lunch Club .............................................................................................................................. 11
  Stay and Play .......................................................................................................................... 11
Churches and other religious establishments .............................................................................. 11
  Project Aurora ........................................................................................................................ 11
Who we are ................................................................................................................................. 12
Our Parish ................................................................................................................................... 15
The Vicarage ............................................................................................................................... 16
Role Description ........................................................................................................................ 17
Appendices ................................................................................................................................ 19
  A1: Occasional services and pastoral ..................................................................................... 20
  A2: Church Groups ................................................................................................................ 21
  A3: Public and community services and groups in our parish ............................................... 21
  A4: Brief description of Church and Hall ............................................................................... 22
  A5: Communications ............................................................................................................. 22
  A6: Finance ............................................................................................................................. 23
  A7: Demographics and statistics ........................................................................................... 24
  A8: Photos ............................................................................................................................... 25
The People, Mission and Vision of St James’ Church

We are looking for a priest who seeks to discern how we can join in with God’s mission here in West End, who will share our passion for traditional and Choral worship, alongside more contemporary and informal services, at the same time continuing our work in finding ways to encourage others of all ages, to join us in worship and fellowship to spread the Christian message in the Parish.

Our vibrant church strives to be at the centre of the community, with opportunities throughout the day for quiet prayer and contemplation. We have a committed and established lay team, keen to embrace a developing vision for St James’ Church. This team also acknowledges the needs and requests of our varied Church community by providing a mix of house groups and quiet spaces.

With the addition, in January 2016, of our contemporary service ‘Church Alive’ we have begun to expand our congregation to incorporate more families and younger people. We are looking for someone with imagination to see how we can build on this and to drive it forward to help it thrive.

Our traditional services allow for prayer and reflection from the congregation and with a robed choir, celebrate the musical aspects of worship. Built in 1890, our building is a fitting setting for a Sung Eucharist, something which we value highly at St James’.

We are keen to see our new incumbent work with us on developing our vision. Key aspects include:

Worship

- Develop, grow and refine contemporary and creative forms of worship.
- Maintain and incorporate our established rich Anglican choral tradition and to help it grow.
- Share the passion of our vibrant and varied musical ethos, working with our new Music Director, which extends across both our traditional and contemporary worship.

Christingle Service on Christmas Eve
Nurture, growth and discipleship

- Continue to encourage participation in all aspects of the church community, harnessing people’s gifts and talents throughout.
- Support and innovate our current work with families, youth and young people.
- Develop our house groups and outreach across all age groups, including the ‘missed generation’ (20-35).

Community, outreach and common good

- Expand the geographic spread of our local mission, especially sharing our Christian faith and values with our local schools.
- Embrace new technology across all areas of the Church and complete our ongoing Lighting and AV project ‘Project Aurora’, target completion 2021.

Our Journey

We would like our new incumbent to lead us on our journey:

- To Help us to prioritise what is important in the next few years and develop a working plan to achieve these priorities
- A vocation for local mission is important as we reach out to our community

Where we are now:

- New young families and long term worshippers are keen to develop discipleship
- A big building project for lighting and AV, which will help open up our wonderful building for the community
- We have little connection with local schools, apart from Saint James’ School
- Local geographic areas, especially Harefield just across the A27 and the new housing estates, are still outside of our reach

Our recent milestones:

- Church Alive has become an established part of our worshipping community
- Regular musical events welcome our community into our buildings
- New life has been injected into our Parish Eucharist
- Many more church members have become actively involved with church life, no longer just looking in from the edges
- Linda has recently been appointed as Chaplain to Saint James’ School
Services

Our Sunday Services

8.00am Said Holy Communion (last Sunday of each month)
A quieter said service, without music, that follows Common Worship Order One in Traditional Language.

9.30am Parish Eucharist
Central to our worship, the Parish Eucharist is our most popular service and is attended by a mixed congregation ranging from toddlers to seniors.

The service follows a traditional format using Common Worship Order One. It includes a sermon and both choral and congregational music, led by our robed choir. Vestments are worn according to each liturgical season.

Pathfinders (our children’s group) takes place during this service.

11.00am Church Alive
This is our most recently introduced service (2016) and was originally started to attract those who may not have attended church before and to provide a welcoming space for the younger generations. It now has an established congregation of both mature and seeking Christians.

The service is more informal and includes a time for interactive learning spaces for adults and children, with congregational music led by our Musical Director and an informal group of instrumentalists.

On the first Sunday of the month Church Alive celebrates Holy Communion.

6.30pm Evening Service
Evensong is celebrated twice a month. This is a traditional BCP Choral Evensong led by the church choir.

Other evening services include Prayer and Reflection, Prayers for Healing and Wholeness, Informal Worship and Taizé.

The congregation at these services has slowly grown in number and is attended by mix of different people depending on the worship style.

Our Weekday Services

- Tuesday, Thursday and Friday 9am Morning Prayer.
- Wednesday 10.00am Holy Communion – this is a said service that follows Common Worship Order One in Traditional Language. This is some of our congregation’s main weekly service.

Festivals
Festivals are celebrated throughout the year, in particular Holy Week and Easter, following our choral tradition (occasionally with incense). In addition, we celebrate some with joint morning services throughout the year.
Music

Music at St James’ is at the core of our worship and our choral tradition is highly valued by both our congregation and wider community. We have recently appointed a new Director of Music (a paid role), Myles Tyrrell, who will continue to develop and grow this provision. Myles will be focusing on the recruitment of new members of all ages.

The Choir

We have a robed choir, affiliated to the RSCM, currently with 16 members. The choir leads the 9.30am Sung Eucharist every Sunday and 6.30pm Evensong twice a month. At festivals and special services, such as the Patronal Festival, Advent etc, the choir often provides extra music, augmented by several regular visiting singers.

Folk Group

Our folk group consist of instrumentalists and vocalists and leads the worship at our Taizé and informal Worship services.

Instrumental Group

Our instrumental group is more informal and helps provide the music at Church Alive. Our Musical Director has recently taken on responsibility of leading the music for this service.

Organ and Piano

Our traditional services benefit from the use of our two manual organ (which underwent a complete refurbishment in 2010). We are fortunate to have a team of organists who are willing to play at services when required, sometimes at short notice. We have recently been gifted a good quality grand piano that is used primarily in our Church Alive service.

Community Concerts

The church has been successfully used as a venue for concerts and rehearsals by visiting musicians and ensembles, widening our reach into the local community. We have also hosted massed ‘come and sing’ events and hope to further grow our concert series in the future.
Nurture, growth and discipleship

Children and Youth Work

Our outreach and ministry to make Christ known to children, young people and their families is key to us here at St James’ and one that we wish to nurture and grow in the years to come.

Pathfinders

Children meet every Sunday at 9.30 in the Church Hall to share the Bible story of the day, which usually follows the lectionary, and then we explore its meaning through craft, games and discussion before joining the congregation in church for communion and a blessing. We currently have six to eight young people from the age of 4 up to 14 who attend regularly. All our young people are invited to be part of the wider congregation by serving or singing in the choir.

Church Alive

Our service at 11.00am each Sunday welcomes families and those exploring church. Children are encouraged to take an active part in all aspects of the service, they love to play instruments, wave flags and take part in the story telling. Within this service there is a time for the congregation to engage in various stations including all-age and children’s activities based on the theme for the day.

Youth Club

We have recently relaunched this under the new title of Ignite and we welcome 11- to 14-year-olds. We meet fortnightly on a Friday evening and each session follows a pattern of gathering together, free time and tuck shop, then a more structured activity before coming together to end in prayer. We have achieved a varied programme over the last year including donutting, drama, boogie bounce, a sleepover in church and a Ready Steady Cook session.

Seasonal activities

As part of our outreach we run other seasonal events which include Christmas and Easter activity mornings each of which attract approximately thirty children, we hold a Light Party as an alternative to Halloween and we have two very popular Christingle services which always fill the church to bursting point.

Home Groups, Study Groups and Quiet Space

Church members are encouraged to join different groups to support each other through a wider view of faith. As well as covering fixed time periods such as Lent, the frequency and number of groups are often demand led. Our home groups usually follow courses lasting a few weeks each, and recent topics have included Hebrews, Justin Welby’s Dethroning Mammon, John Pritchard’s Ten, and several books by Paula Gooder. The most recent study group is Alpha. Another recent initiative is Quiet Space, when small groups meeting to explore being quiet in God’s presence; this is led by Brenda Holden and follows unprompted requests from the congregation.
Our School – Saint James’ CE Primary School

My name is Michelle Marsh and I am the Head Teacher of Saint James Church of England Primary School. We are aiming to offer high quality education within a Christian context and, as such, have very close links with Saint James’ Church in West End. We teach RE in line with the Hampshire Agreed Syllabus and are using ‘Understanding Christianity’ as a tool. We hold a daily act of collective worship and one of these each fortnight is led by a member of the Saint James’ clergy team. We are hoping to increase this to weekly worship sessions led by the clergy team. Our worship, timetabled for the year, is planned carefully by the school in liaison with Linda Galvin. This ensures that we are able to make the most of the festivals and the Church calendar. We have recently appointed Linda as our school Chaplain and are excited about the opportunities this presents to further strengthen the relationship between the school and church.

It is our vision to be the best church school we can be, creating links and opportunities for the school and church to work together in numerous exciting ways. As a vital part of this journey we are looking for opportunities to work with the church community and have begun this with a programme of intergenerational projects. It is our rich curriculum alongside our distinctively Christian nature that enables us to flourish. Our education is underpinned by Christian values. We are walking in the footsteps of Jesus in love, respect and courage.

I have had the privilege of being the headteacher of three different schools over the past 15 years but this is the first time I have had the wonderful opportunity to lead a church school. I have been the Head Teacher of Saint James Church of England Primary School since February 2015. I believe the relationship between the school and church is of vital importance and am eager to nurture it and look for opportunities to further develop this.

Photos in this section: Mrs Michelle Marsh; visit to St Mary’s Stadium, home of Southampton Football Club, as part of the Intergenerational Project
Community activities

St James’ hosts a variety of events aimed at community outreach and raising funds for our Church and beyond, such as Christmas Fair, HOPE Family Quiz night, Glee Club music afternoon, and a host of other music concerts. We also have a reputation for providing an impressive BBQ at West End Carnival on Hatch Grange in the village. We have a direct involvement with this event which takes our church into the heart of the community.

Christmas Tree Festival

Our first Christmas Tree Festival was held in 2006, and was such a success that we have been holding this event on a two-yearly basis ever since. Trees are decorated by various community groups and the church is open over a whole weekend during Advent with refreshments and craft stalls. A variety of musical entertainment is provided by local schools, musical groups and our own church choir and organists. One of the original aims of the festival was to make St James’ better known and, with over 1,000 visitors from across the Diocese as well as from our local area each time, this has definitely been accomplished.

Christingle Services

As our most attended service (864 over two services last year), the Christingle plays an important part in connecting with many members of our community who do not attend the church on such a regular basis. As well as allowing us to spread the Christian message, this service is also important in reminding people that they are always welcome at St James’.

Remembrance Day Service

St James’ plays an important role in the service and dedications for our parish Remembrance Service, both in the church and at the War Memorial. This is an annual event that is organised in conjunction with West End Parish Council with participants from the local community, including many young people from the Scout and Guide movement.

Social Group

This non-profit making group, founded six years ago, brings parishioners (not just the congregation) together through social events. Over the years events have become an opportunity for older parishioners...
to get together once a month for teas and outings. The weekend events have also been attended by a more active and younger section of the church community.

**Lunch Club**

A not-for-profit organisation with strong links to St James’, the lunch club was formed in 1984 and provides a two course meal for elderly or housebound parishioners each Monday, with games and entertainment after the meal. Volunteers help out on a regular basis, and grants are received from Hampshire County Council towards hall hire and transport costs.

**Stay and Play**

A weekly toddler group held in St James’ Church Hall, which now comes under the jurisdiction of the PCC for Data Protection, Health and Safety, and insurance purposes. Parents and carers are offered friendship within a nurturing Christian environment where their children develop independence, creative play and social skills in the safety of a well-run session. Children enjoy taking part in craft, singing and story time. We are lucky to have a core group of volunteers from the congregation to help with providing tea and coffee for parents and carers, whilst using our ‘sparkling new’ kitchen to offer healthy snack time for the children.

**Churches and other religious establishments**

Within Eastleigh Deanery, St James’, St John the Evangelist Hedge End and St Luke’s Hedge End together form a cluster, linked by a strongly collaborative approach to life and witness. In recent years the congregations have seen joint events mostly around music and choirs, but also on World Prayer and Christian Unity days; in line with the Deanery’s mission focus we would like to further develop our links. Hopeweavers is an Anglican Religious Community a couple of minutes’ walk from St James’, and there are close ties between the community and our Ministry Team.

Churches within the parish include St Brigid’s Roman Catholic Church, Thornhill Baptist Church, and most recently, Life Church which runs from the Parish Centre.

St James’ is a member of the Churches Together in Hedge End, West End and Botley.

**Project Aurora**

The Lighting and Sound systems in our fine church are in need of attention. Thus we are in the middle of a project to raise £250,000 to replace them, and to decorate the upper walls of the church while we have access in place.

This project has been going on for 2 years, during which time, many contractors, consultants, architects and other experts have been consulted. We have a working group working on the practical aspect of the project, led by Steve Wiseman, who is also the H&S officer for the PCC.

There is a fundraising group, arranging events and looking into grants and funds from the local community/businesses. This group is being co-ordinated by Noel Becket who is confident that we will have raised much of the funds by 2021. The work can be carried out in phases, as we raise the money, so by the time that we have a new vicar, we may have already completed part of this project.
Who we are

Janet Barrett - Church Warden
My family and I have been part of the St James’ church family for over 20 years. I soon became involved in the Sunday School and have now run it for 18 years along with seasonal activity mornings and various other projects for young people. I am very privileged to have been Church Warden for three years now and feel we are truly blessed at St James’ to have a large team of dedicated people to call on to support us in this role. On a personal level I am a teaching assistant in a local infant school and a grandmother of seven so life is busy but any spare time is spent walking or spending time with family and friends usually over coffee.

Scott Langridge – Church Warden
I have lived in West End all my life and attended St James’ from a young age. The church is a central part of my family life with my wife, son and mother all worshipping here. This is my first year as Church Warden and I have been so grateful for the support I have received from the many wonderful people that make St James’ such a special place to worship. I am lucky to have a job I enjoy as the Head of Music at a large secondary school in Gosport. A trumpet player, I try to make the time to continue to play in different ensembles and performances. I enjoy being outdoors and will happily spend my weekends gardening with my son.

Linda Galvin - Associate Priest and Chaplain to St James’ School
I am the Associate Priest at St James’ and work as part of the ministry team and love being part of our many and varied styles of worship and other initiatives. I came to St James’ as a curate and felt called to remain here, but with an additional new and innovative school chaplaincy role at our local Church of England primary school. I trained at Ripon College, Cuddesdon, but previous to that worked as a Higher Level Teaching Assistant after a period of being a full-time mum to my two now grown up daughters. I am a member of the Hopeweavers Community and enjoy writing, blogging and creating devotional artwork. I also love creating prayer spaces both in church and at the school. I have been known to have moments of madness, like skydiving from 15,000 feet despite a great fear of heights! I am really looking forward to working with our new incumbent to develop the mission of God in this parish.

Carol Kidd – LLM, Safeguarding Officer, Pastoral Team Coordinator, Deanery Synod representative, Chair of the Friends of St James’
I need to learn to say ‘No’! Sometimes I hold back: God patiently called me for decades until (after 35yrs midwifery) I said ‘Yes’ to training for lay ministry. A people-person, I enjoy sharing time, conversation and just being with others, yet I also love listening to music, gardening and getting out for a walk and exchanging life’s rush for spiritual space and peace. Thanks be to God I discovered meaningful worship at St James’ in 2007 and am privileged to share in the ministry and mission in West End and beyond.
Brenda Holden – LLM As a Licensed Lay Minister I assist in the worship at Sunday and weekday services in church, rest homes and with Home Communions. My pastoral ministry involves visiting and supporting the elderly, the sick, the bereaved and the lonely as well as maintaining various church and community links. In my role I value the broad spectrum of our worship from the traditional to the less formal services and I welcome the opportunities for prayer, spiritual growth and friendship in the small groups that are established within our church. My hobbies include reading crime and thrillers, writing, knitting sweaters for the family, sewing, gardening, rambling in the wonderful British countryside and occasionally doing jigsaw puzzles.

Parish Administrator We haven’t got one yet! It was recently decided to recruit a part-time paid administrator, and we hope this person will be in place by the time we have our new vicar.

Donna Matteucci – voluntary administrator With no previous administrative experience, many of my tasks here over the last three years have been learned on-the-job, and hopefully the fun and challenge will continue with changing parish needs! Outside of St James’ I spend most of my time trying to keep up with my twelve- and ten-year-olds. For my day job I turn the maze of pension rules and regulations into something more user-friendly for my fellow actuaries, generally hoping to fit in as many numbers as possible.

Sue Overell – PCC Secretary and PCC Member I have been PCC Secretary at St James’ since 2008. I grew up in the West End area and was baptised and married at St James’. As well as being a member of the choir, the flower arranging team and helping to organise fundraising events I take a great interest in both the history and the future of the church. My part-time day job as PA and office manager sees me involved in anything from project managing and overseeing the company accounts to walking the boss’s dogs.

Margaret Baker – Hall Manager As Hall Manager it is my roll to oversee the daily running of the hall, the bookings, cleaning, etc, which can mean frequent visits during a week, showing prospective hirers the facilities, locking and unlocking for casual bookings. St James' has been my spiritual home for over half a century, with the family being baptised and married in the beautiful building. To me it is a haven and I feel privileged to spend time in the church, doing what I can to maintain its purpose as a meeting place for worship and socialising. When not at church I enjoy working in my garden, crafting, reading and catching up with the grandchildren.
Noel Becket – Buildings Officer  A made up title to keep me in my place which, as well as being a member of the choir, has evolved to look after all things practical with the church buildings. A recent addition to my task list is to co-ordinate the fundraising for Project Aurora. My wife and I have been attending St James’ for almost 25 years, and enjoy taking part in the wide variety of services and activities. In the real world, I am a Southampton Pilot, which gives me the privilege of piloting some of the largest ships in the world in and out of the waters around Southampton. I also enjoy walking, visiting cathedrals and churches, and boosting local economies by spending time with my many friends in pubs throughout the country.

Myles Tyrrell – Director of Music  I have had the pleasure of directing the musical life of the parish since September this year, and will be involved in developing both the church choir and the Church Alive music group. I studied Music and French at Southampton University, with a year abroad studying at Rennes. Returning to Southampton I became the university organ scholar at St Michael’s church and senior organ scholar for Romsey Abbey. I teach music and French freelance in the local area and am currently training for my associateship of the Royal College of Organists. I’m looking forward to bringing lots of new and exciting music to St James’. When I’m not on the organ bench, I play the repenique with Big Noise Samba Band and I’m a fledgling motorbike enthusiast. Last but not least, I have a lifelong ambition to own an unconscionable number of cats.

David Forster – Treasurer, Gift Aid Secretary, Deanery Synod Rep and choir member  I have been attending St James’ and found God at the age of eleven, when I came along to join the church choir with a school friend. My involvement with the PCC began in 1983 when I was asked to be Church Hall Treasurer. I also served as a Churchwarden for 6 years, following in the footsteps of my late father. I took on the role of PCC Treasurer in 2003 and have been in office ever since, and am also currently a Deanery Synod rep. As well as being in the choir, I coordinate and play keyboard with the Folk Group who provide musical accompaniment for informal evening worship services. In October I am to be commissioned at Winchester Cathedral to be a Worship Leader as part of the Bishop’s Commission for Mission programme. This will allow me to prepare and lead evening worship of various kinds, something I feel an immense privilege to be able to do. By day I work as a Cashier at a locally based Business Finance company and in my limited spare time I enjoy baking and most weekends I can be found either relaxing at the spa or on a treadmill trying to keep fit.
Our Parish
St James’ Church is in the centre of the ecclesiastical parish. The parish is made up of three ‘community areas’: Townhill, West End village and the Harefield area of Southampton, each with its own local shops and community centres. There are many new housing areas, just completed or being built – all of which are ripe for contact from St James’.

The parish lies five miles to the northeast of Southampton city centre and twelve miles south of Winchester. It is home to about 17,000 people, the average age is mid-forties. The majority of the population regard themselves as Christian (30 people claim to be Jedi Knights), the ethnic diversity is limited, although the social mix is extremely varied. The majority of people living in the parish work outside it. Further information can be found at Appendix A6.

West End is an ideal place to live to fulfil most ways of life, hobbies and passions. There are endless country parks and the New Forest is within easy striking distance. Southampton provides all that one would expect from a large city in the way of shops, live music and theatres. It also has excellent road and rail links, an international airport, and ferries from Portsmouth connect easily to France and Spain. Beaches, sailing, and walking are all available in abundance around the Solent.

Map key:
- St James’ Church
- Parish of West End
- Eastleigh Deanery
The Vicarage is in Elizabeth Close to the east of the church. It shares the cul-de-sac with 10th Itchen North Scouts Group, four other houses, and Elizabeth Court which is a sheltered accommodation of eighteen apartments converted from the old Victorian Vicarage. The current Vicarage was built in 1980.

The property itself comprises three reception rooms, a large kitchen, and a spacious entrance hall with a cloakroom on the ground floor; and four good sized bedrooms, family bathroom, and separate wc on the first floor. There is a large storage / hobby room under the kitchen accessed from the garden. Further details provided by the estate agent can be viewed via our website [http://www.stjameswestend.org.uk/vicarage/2PageAd.pdf](http://www.stjameswestend.org.uk/vicarage/2PageAd.pdf) and [http://www.stjameswestend.org.uk/vicarage/RightmoveAd.pdf](http://www.stjameswestend.org.uk/vicarage/RightmoveAd.pdf).
ROLE DESCRIPTION
VICAR OF ST JAMES, WEST END

This Role Description should be read in conjunction with the Parish Profile and the Guidelines for the Professional Conduct of the Clergy.

We are praying for a Christian leader who understands the place of deep and vibrant worship in sustaining God’s people, sending them in mission, and embracing those who are searching. They will approach the ongoing development of traditional and new forms of worship with respect and creativity. With energy and vision, they will seek to lead God’s people at St James into mission that serves the common good, transforms lives, and grows the Church.

The following will be important:

Spirituality
- One whose faith is evident in the way they live, and who will share that with us, encouraging us forwards in a pro-active, vibrant but prayerful, and caring parish
- Sustains their faith with an ordered rhythm of prayer and study, retreat and spiritual direction
- Maintains a balance in their own life between work, recreation, family and friends

Worship & Preaching
- An enthusiastic preacher and teacher, interpreting the Christian message in ways that connect with contemporary life and its challenges, and with people for whom it may be unfamiliar
- Is completely at home leading and developing worship in the inherited traditions of the Church of England, but also draws upon wider resources, using these imaginatively to help us further develop a pattern of worship that engages a wide diversity of those in our parish e.g., Church Alive

Leadership & Collaboration
- Consults and collaborates deeply in developing plans, building broad-based commitment to new initiatives
- Will lead the ongoing development and implementation of mission plans, holding us firm to our commitments, and ensuring that vision becomes action
- Has excellent communication skills and will use these to set forth our vision in a way that inspires the commitment of our church and community
- Is a team player but also a team leader, sharing significant matters in the leadership of the parish without losing the authority needed for good oversight.

Discipleship, Learning & Nurture
- Has a longing and commitment to develop discipleship in people of all ages, and will bring the experience to enable this
- Will enable individuals to discern their gifts for lay ministry and is committed to supporting them in developing and using these in worship and outreach
- Is open to personal challenge in their own discipleship, and displays the courage, commitment and interpersonal skills to challenge others as well
Evangelism & Engagement with Social Justice

- A persuasive yet sensitive evangelist, presenting the Gospel clearly and confidently and helping us learn to do so too
- Will prioritise the development of our work with young adults and families, leading us in growing authentic, life-long disciples
- Displays active understanding of the importance of the Church’s mission in education, serving as a governor at St James CE Primary, supporting the work of the chaplain there, and developing links with Townhill and Harefield schools
- Actively committed to being a visible and accessible Christian leader to the whole community of the parish, including areas where our connections are less strong e.g., Harefield

Pastoral Care

- An approachable and active listener who exercises pastoral care in a sensitive yet practical way, not only to worshippers and their families, but also to members of the wider community
- Provides active oversight and support to further develop the team of lay pastoral carers

Stewardship & Parish Organisation

- On an ongoing basis will help us recognise the link between our vision and our commitment in time, talents, and finances
- An experienced chair of meetings, ensuring that good listening is perceived as a gift, voices are heard, discussions crystallised, and decisions reached and implemented e.g., the current AV and lighting development
- An effective manager of their own time and a competent delegator, making good use of voluntary resources and valuing their contributions

Ecumenism & Links with Other Bodies

- An active contributor to the life and mission of deanery and diocese who helps us understand and live our belonging with and to others
- Will work enthusiastically with others e.g. as part of the local Churches Together grouping
Appendices

What do I like about this church: the friendliness, the building, the people, the whole atmosphere. I’ve been coming for many years and hope to continue.

Church Alive offers a friendly community in an informal setting. It’s a brilliant way to welcome people who are more comfortable with the informal.

I like the way that you have cookies after the service. I want our new vicar to be kind and caring and fun.

I like the musical evenings and concerts held in the church and the quizzes in the church hall.

Our new vicar will have to be kind, listen to what we say, be fun and funny.

I appreciate the wide range of styles of worship from Sung Eucharist and Evensong to Church Alive, Informal Worship, Taizé and the observation of important festivals.

All the additional things we do for the community is a great contribution enabling members of the congregation to take part. St James is my extended family that we have been blessed with (over the last 15 years).

A special place which provides an open welcome where all can come to worship and pray, to rejoice and celebrate the good times and find compassion and care for difficult days.

One of the joys of coming to St James is the friendliness of people, the variety of forms of worship and the wonderful music. Long may it continue!
**Occasional services and pastoral**

**Baptisms**

Baptism services are usually held once a month on the second Sunday for three or four families, although numbers can vary — for example, in October Linda baptised ten candidates from one family, ages ranging from babies to adults! Baptisms of regular members of the congregation often take place during the 9.30am Parish Eucharist.

To be baptised at St James’, we ask families to attend at least two Sunday services and a preparation evening before the baptism service, and to return to one Sunday service afterwards to receive their baptism candle and be formally welcomed into the church family.

**Weddings**

Being a Grade II listed building, St James’ is a popular church for local weddings, and bookings for 2021 are already taking place. In line with national trends, we have recently been seeing more weddings during weekdays.

A marriage preparation course is run twice a year. This is usually a fun occasion, providing pastoral support as well as giving local wedding couples a chance to meet up and share notes!

St James’ has re-married couples after divorce over a period of 30 years and, in appropriate circumstances, would wish this opportunity to continue to be available.

**Funerals**

About half of the funerals led by our ministry team now take place outside of St James’ Church. The majority of committals and almost all funeral services outside church are held at Wessex Vale Crematorium, a couple of miles from the Church.

**Safeguarding**

The Ministers, Church Wardens and PCC fully support the House of Bishops’ ‘Promoting Safer Church’ guidance, which is reflected in our safeguarding policies displayed on our noticeboards and website. Safeguarding is everyone’s responsibility with an onus on the Vicar to lead by example and work with parish and diocesan colleagues to ensure an inclusive welcome in Jesus’ name with safe care and nurture for all.

**Pastoral Team**

Recognising our clergy colleagues’ expansive workload the pastoral team strives to provide support through a wide range of pastoral care from congratulations to condolences, from contact with preschool and baptism families to bereavement support. We will be delighted to introduce our new Vicar to all whom we serve including residents of care homes and sheltered accommodation. Increasing demand for pastoral contact requires an evolving vision so we pray for a Vicar who will promote the BCM Pastoral Worker vocational pathway and help discern who God might be calling to join us.

Team members: Carol Kidd, Brenda Holden, Enid Plowman and Margaret Ball assisted by Betty Wood, Sally Redfearn, Maura Knights and Joan Earl.

13 people currently hold licences for the Administration of Holy Communion.
A2: Church Groups

HOPE (Home and Overseas Partnership and Education) Committee

This committee arranges fundraising events to meet the needs of others within the Church and the wider world, and over the years we have supported many diverse charities. This year beneficiaries have included, among others, Toybox, Safe Families for Children, St Luke’s Breakfast Club, the Lunch Club, the Red Lipstick Foundation and 23rd Itchen North Scouts. We have been very successful with our recent Toilet Twinning appeal, and since September 2018 we have chosen Doctors Without Borders as one of our charities.

Friends

The Friends of St James’ Church raise funds to help maintain the beauty and heritage of the Church, the Hall and the surrounding grounds. Among those who benefit are those who come to our regular or occasional services, people who pop in to look around and sit in peace and quietness or to say a prayer, all who walk by and everyone who joins us for events, concerts and activities, including school children who come to explore. Recent projects have included funding our new Nave Altar, new nativity figures and crib for use at Christmas, and funding the garden waste bins for use by churchyard gardeners and flower arrangers.

PALS

The PALS group (Parishioners At Lunch on Sunday) was recently formed by several members of the congregation to provide company on Sunday lunchtimes for those who might otherwise be alone. It has been very successful and currently has 27 members. It was recently agreed that the group should come under the umbrella of the PCC.

Churchyard Group

Care of the closed churchyard (now mostly laid to lawn with areas of shrubs and some very mature trees) is undertaken by an enthusiastic team of volunteers. Grass cutting is carried out on a rota basis with churchyard gardening days arranged during each season to keep hedges and shrubs under control and looking neat and tidy.

Flower Team

St James’ has a dedicated team of flower arrangers and beautiful displays are put together on a regular basis so that the church is decorated at all times. Wedding flowers including pew ends are also arranged and workshops in which everyone can take part are held before festivals and special events.

A3: Public and community services and groups in our parish

Schools and nurseries

There is a variety of day-care and pre-school education centres in the parish. Some of them use our church for Christmas services, end-of-year ceremonies and parties.

Within the parish there are three primary schools: Saint James’ Church of England Primary School, Harefield Primary School, and Townhill Infant and Junior schools. Mrs Marsh, Headteacher of Saint James’ School, introduces the school and our relationship on p.9. There are close links between the church and Harefield Primary School through Linda as a governor of the school. We have occasional contact with Townhill School, and would like to establish a much stronger link with them.
Healthcare

There are two NHS GP surgeries: West End and Harefield. Our previous incumbent, together with the Community Minister of Thornhill Baptist Church, has set up an ‘Open Door’ morning once a week at the Harefield Surgery where local people are welcome to pop in for a chat or a cup of tea.

On the old Moorgreen Hospital site which is now mainly housing, there are two NHS services; Countess Mountbatten House providing specialist palliative care for patients and support for their families and Tom Rudd Unit which provides community support to older people and has an inpatient unit for adults experiencing mental health problems.

There are quite a few care homes within West End. Our Pastoral Team brings Holy Communion and worship to some of these care homes, either regularly or over the Christmas and Easter periods.

Community Groups

There are many active community groups, such as uniformed organisations, YoutHouse, WI, West End Local History Society, Writers’ Group, Carnival etc, as well as a variety of adult education opportunities. More information can be found on West End Parish Council’s website.

A4: Brief description of Church and Hall

The church was consecrated in 1890, constructed to the design of Sir Arthur Blomfield in the decorated and perpendicular style. It is a substantial building, built in solid red brickwork with clay plain tiled roofs. The entire rainwater system was replaced in 2016 and the church is in good repair (Quinquennial inspection is due in 2018).

We have a large project underway to replace the lighting and sound system and to decorate the interior.

The large Church Hall was refurbished in 2018, with new heating, kitchen and various other improvements carried out. It is connected to the Church, but also has its own entrance. It is run by a manager on behalf of the PCC and is used both for church purposes and also let out for regular community groups (which largely cover the costs).

The churchyard and nearby burial ground are closed. There is a cemetery on the other side of the village which is managed by West End Parish Council.

A5: Communications

Because of various work and personal commitments, our Communications Group is feeling rather slim at the moment. But true to the spirit of a loving committed church, the congregation rise to the challenge and often voluntarily provide the support we need, from writing articles for the magazine, looking for sponsors and advertisers, to putting up banners and making contacts with other local community groups. There is much room for improvement on all sides of our communications; a leader to direct a coherent and up-to-date communication package would be most welcome.

Social media

The church Facebook page https://www.facebook.com/stjameschurchwestend/ is well liked by our community. Currently it’s used mainly to advertise social events, special services, and also to report on fun things we have taken part in.

Website

Our website provides longer-term information for those who might visit the church as well as day-to-day information for our congregation. It is currently designed and managed inhouse, and we are looking to update the package and possibly use a commercial designer. http://www.stjameswestend.org.uk/
Parish Magazine

The monthly Parish Magazine has a readership of around 400 households. This is where the community effort is really noticeable – many congregation members are more than happy to write an article when occasion arises! Donna our editor is good at letting the submission deadline drift, but with support of the Communications Group, we have yet to miss a publication deadline.

The black-and-white print is done in-house with our printer purchased in 2015. It is not published online, but to give a flavour of the product, one issue has been added to our website and can be accessed here: http://www.stjameswestend.org.uk/Newsletters/2018-10ParishMagazine.pdf.

A6: Finance

Under the guidance of our Treasurer, David Forster, the PCC review financial reports at their bi-monthly meetings and the standing committee meets annually to review fees and set a budget for the coming year.

We have been blessed with generous regular giving and donations from our congregation, those linked to the church, and visitors, so that over the past five years our general income has been enough to cover our regular spending. (Unaudited) net assets as at June 2018 stood at just over £47,000, of which £19,000 is unrestricted for day-to-day expenditure. Following a stewardship drive in 2015, most of the regular giving now comes through the Parish Giving Scheme.

Over the last couple of years we have had some major building work: roof repair in early 2016, and our ‘Warm Welcome Project’ improving our Hall and kitchen facilities towards the end of 2017. These two projects have been largely paid for by government and community grants. Our current project to upgrade the lighting and AV systems is expected to cost around £250,000, which will require some committed fundraising activities as further grants are unlikely.

Because of these projects, our financial statements have shown large fluctuations in income and expenditure over the last few years. Details of our financial position over 2012-2016 are published on the Charity Commission website http://apps.charitycommission.gov.uk/Showcharity/RegisterOfCharities/CharityWithoutPartB.aspx?RegisteredCharityNumber=1132863&SubsidiaryNumber=0 and our 2017 Annual Report and Accounts is available on our website http://www.stjameswestend.org.uk/Documents/AnnualReport2017.pdf
A7: Demographics and statistics

West End

At the 2011 Census, the Parish of West End had a population of 11,470. The following charts show some characteristics of the residents of West End compared to Hampshire and England and Wales. More information can be found on the Church Urban Fund website http://www2.cuf.org.uk/parish/410242, or Qpzm http://localstats.co.uk/census-demographics/england/south-east/eastleigh (the two West End wards can be found at the end).

Age

The population at West End is on average older than the county and National average.

Ethnicity

Similar to the rest of Hampshire, West End has a much higher concentration of whites (95%) compared to the National average (86%).

Employment status

More people at West End are employed or self-employed compared to the National average.

Education

Compared to the National average, fewer people at West End has no or only basic qualifications.
St James’ Church

Figures submitted for the Statistics for Mission do not tell the whole story. As well as the usual increase in attendees during Christmas and Easter, the number at each of the regular and special services also help inform our mission plan.

2017  2016

Life events
Baptisms     34     34
Confirmations 7      0
Weddings     13     13
Funerals at church 15     15
Funerals outside of church 14     12

Average attendance at Regular Sunday Worship
8.00am Eucharist (once a month) 10      9
Joint Celebration Eucharist 83     74
  (Under 16’s included above) (10)  (9)
9.30am Parish Eucharist 71     69
  (Under 16’s included above) (5)   (4)
11.00am Church Alive 41     37
  (Under 16’s included above) (12)  (11)
12.30pm Holy Baptism 123    178
6.30pm Evensong 21     18
6.30pm Prayer & Reflection including prayers for healing 10      6
6.30pm Informal Worship 14     11

Others
Wednesday Eucharist (average) 9      6
Home Communions per month (including care homes) 45     35
Easter Communicants 159    134
Harvest Festival (with Saint James’ School in 2017) 364    124
Christmas Communicants 187    168
Christingle services (combined) 864    756
Remembrance Sunday 616
Advent Carol Service 133
Lessons and Carols 154
Seasonal Children’s Workshops (average) 48     49
  (Under 16s included) (26)  (32)
School services (total number, including pre-schools) 2,175 1,114
Number of school services held 9      7

A8: Photos

The nave; Church Hall; Hall kitchen (refurbished 2017); Easter Vigil; children’s activity at Church Alive; view of St James’ Church from A27/West End Road junction; ‘come and sing’; Choir singing Evensong at Portsmouth Cathedral; Saint James’ School choir performing at Christmas Tree Festival; BBQ at West End Carnival; HOPE fundraising quiz night