Welcome to Bushey and our Parish

Thank you for taking the time to read about Bushey Parish. We are excited about the opportunities that await our Associate priest. Through reading this profile you will discover what an exciting place Bushey is to minister in. We worship in three different churches - St James, St Pauls and Holy Trinity. Every congregation is friendly and prayerful, each distinct in character and church tradition, but together looking to grow in our relationship with Jesus.

We are seeking an Associate who will work with the Rector, a curate and with able and committed lay people towards reshaping the parish for mission following significant changes in the clergy team in 2017/2018. The need is for a colleague who will work collaboratively with the rector in all three worship centres, paying particular attention to the oversight of pastoral ministries, youth and children’s work and the development and outward-looking churches and a culture of whole-life discipleship.

We are a diverse parish with a wide range of spirituality. We are well-connected with the neighbourhood in which we worship through Messy Church, coffee mornings, musical events and the work of the Red Trust. We are a parish who look after one another and know how to have fun and enjoy our social activities. Whilst there are significant challenges in the areas of finance and the age profile of congregations, we are very positive about our future. There is so much going on that it has not been possible to cover everything in this profile so do look at our Facebook pages and website. Bushey as a place and Bushey as a Parish together offer an exciting opportunity for worship and witness.

You are assured of a warm welcome and we hope that this profile leaves you wanting to serve us as our new Associate Priest

With our prayers and good wishes

All at Bushey Parish
We are looking for

We are looking for an Associate Priest who will:

- Sustain and develop pastoral care across three churches, collaborating with the rector and lay pastoral teams.
- Promote and develop a culture of whole-life discipleship through the three churches.
- Support and develop children’s and family work in the three churches.
- Contribute to the formation and implementation of a Mission Action Plan for the parish.
- Share in the work of Liturgy, Worship and Preaching across the three churches.
- Engage visibly with the wider community in Bushey.
- Undertake a substantial share of the work of occasional offices.
- Meet weekly with the rector and other staff members for prayer, mutual encouragement, sharing of best practice and planning of work.
- Contribute to the wider life of the Deanery and Diocese.

We hope our Associate Priest will have:

- Solid experience in mainstream Anglican ministry, with an appreciation of, and ability to work with a variety of traditions.
- Strong pastoral skills delivered with warmth and wisdom.
- A strong and deep spirituality and love for God.
- The ability to encourage, train and supervise others in pastoral care.
- Commitment to collaborative working, and the ability to inspire others to participate in and lead church activities.
- The ability to think and work strategically towards the realization of vision.
- Experience in either youth or children’s work, or young adults ministry.
- Good leadership and organisational skills.

We offer:

- Well-established and efficiently structured teams of lay people supporting many activities in our churches, and pioneer projects.
- Strong and well-established governance structures.
- An experienced Rector, a part-time priest with PTO, strong Administrative Support, and trained and committed lay pastoral ministry.
- Good connections with local schools and community groups.
- A local community supportive of initiatives within the Parish.
- Great hospitality, shown by our recital lunches, cafes and hot chocolates.
- A plethora of musical talent, including choir, bell ringers and an experienced Director of Music, supporting both contemporary and traditional worship.
- Three churches which between them, cater for many forms of worship.
• A wide range of different ministries across our Parish
• Recent experience of successful and sensitive Youth outreach
• A strong tradition as a training parish for new Curates
• A great location as an excellent transport hub to London and the South East
So, Where is Bushey and What does it offer?

Bushey is a small town in Hertfordshire, just north of London, within the M25. It retains a village feel and its High Street is alive with local shops, Post Office, pubs and restaurants to suit all palates. St James, our historic parish Grade 2 listed church (Grade 2 listed), has a lych-gate, fronting onto the green with cottages and a pond complete with resident ducks. It is at the heart of the village. St Pauls is an attractive multi-purpose building on the Watford side of Bushey with a small well-established congregation, active in hospitality and community events. Holy Trinity is a more recent purpose-built church and community centre in Bushey, which has offered Anglican witness to a less prosperous part of Bushey for more than six decades.

Bushey is a friendly place to live and work. It offers an exciting cultural mix, including the annual Bushey Festival, a local museum, a long tradition of art and a season of Saturday recitals at St James’s Church.

Bushey has great transport links and is a 20-minute rail journey into Euston. It is also very accessible to open countryside. A walk-through St James’s churchyard leads you directly into Merryhill Open Space and Attenborough Fields. The churchyard itself is the largest in the South of England and is a fascinating place to see abundant wildlife or simply trace the history of Bushey through those who rest there. It also has 31 war graves.

As a Parish we like to immerse ourselves in the life of the wider community. Many of our congregation are active members of the Bushey Festival, stewards at Bushey Museum, attend and input into the Bushey Forum. St James’s Church is used as a venue for Bushey Festival events.

Bushey Parish

We are blessed with three churches which make up the Parish of Bushey. Each church offers a distinctive style of worship and so, across the Parish, there is something for everyone. Bushey Parish certainly worships Jesus in all the colours of the liturgical rainbow! St James's and St Paul's are proud members of the Inclusive Church Network.

It is essential that our new Associate Priest, should understand, value and respect the diversity of approaches to theology, ministry, mission and liturgical practice within the Church of England. The Parish has a long tradition of being a training parish and has helped shape and form many curates in the past, and we have a new curate joining us in July of this year. In recent years, an ordinand from Westcott House has joined us at Christmas, Holy Week and during the summer. He has been supported by all in the Parish and this has greatly enhanced his knowledge and skills before his ordination last summer.
Since 1974, Bushey has been part of Hertsmere Borough, an amalgam of the communities between Watford and Barnet. With the Council Offices in Borehamwood, Bushey has found itself on the edge of the Local Government area. There is no parish council, but the Bushey Forum is seen by many as an effective local pressure group. As well as the three Anglican churches, there are Roman Catholic, Methodist and Baptist Churches in the Bushey Village. In North Bushey near Holy Trinity are a Baptist Church and Wellspring, a Pentecostal church with whom we have a developing partnership. There is a significant Jewish community, which is growing in numbers.

The area covered by St James’s consists of a mixture of owner-occupiers, social housing and privately rented accommodation. House prices are some of the highest in Hertfordshire. Many long-standing residents are asset rich and cash poor, this can give the outward impression of affluence. There is a mix of those who could be described as professionals as well as many tradespeople. This make-up is reflected in the congregation. Each July there is a highly successful community festival. Originally based on the patronal festival of the parish church, this is now managed by an independent committee, but there is still a great deal of involvement by church members.

In the St Paul’s area, the older housing stock is mostly privately owned, with the modern dwellings a mixture of private and social housing. Small industrial areas are being converted to housing.

In the 1950s estate covered by Holy Trinity, council and housing association properties represent a sizeable proportion of the total, the balance being privately owned or rented. There is a good mix of working and retired people.

Many people in the parish, particularly those with young families commute into London daily and as a result their family time is limited. This impacts on time left for worship and involvement in the church.

St. James’s and St. Paul’s churches have halls which are much used by nurseries and by the wider communities. At Holy Trinity the church itself is used for similar activities. Individual church members are involved with many groups and local organisations.
Education

Education is well provided for in the area, with Bushey being in the catchment areas of some of the country’s finest maintained schools. The Parish has three academy-status secondary schools – Queens’ School, Bushey Academy and Bushey Mead School. Bushey is also within the catchment area of other very highly regarded schools including Parmiter’s School, Rickmansworth School, Watford Grammar School for Boys and Watford Grammar School for Girls. Within the Parish and neighbouring Parish of Bushey Heath are two infant schools, two junior schools and six primary schools. Provision of nursery education and day nurseries is also very good. Several prestigious independent schools are close by including the world-renowned Purcell School which is a specialist music school. Tertiary education is available in Watford and nearby Harrow.

Whilst there are no church schools in the Parish, the church has had a strong relationship with many schools. In recent years several of the clergy have been school governors in local schools, and our youth worker a governor at Falconer Special School. We celebrate two eucharists a term at St Margaret’s School. Schools use St James’s for Harvest Festival services. In 2018, there were 9 school carol services in St. James’s.

We also host school visits as requested. The quote below is from the RE Teacher of a local school who visited St James’s in January 2018.

‘Words cannot express how thankful myself and the students were for such a fabulous morning yesterday. They actually had the best time - as some said ‘ever.’

Leisure and Recreation

Opportunities for leisure and recreation in the area are many and varied. Bushey has a golf club with an attractive course. Dance, drama and music are well provided for in the area, as are fitness classes such as pilates and yoga.

The weekly Saturday lunchtime recitals in St James’s church attract a regular following and act as a focal point for many villagers who enjoy the hospitality and lunches provided. Excellent transport links offer access to theatres, concerts, ballet and opera in central London, St Albans and Watford. Local leisure centres have a wide range of facilities and activities. Watford F.C. and Saracens R.F.C. play nearby. Bushey High Street offers a wide selection of fine restaurants and public houses.

The University of the Third Age is active in the area, with separate Bushey and Watford groups. There are also many opportunities for walks and cycling in the surrounding countryside.
St. James’s

Worship

The Eucharist is at the heart of worship at St James’s. Incense is used once a month and at festival times and vestments are worn at every celebration of the Eucharist. The Blessed Sacrament is reserved in the aumbry. Cross and Acolytes lead processions at the Entrance, Gospel and Recession. A team of lay people lead intercessions and read the lessons. There is a well-supported team of servers and a helpful and knowledgeable Sacristan.

On the first Sunday of each month a more informal All Age Eucharist is held. This is a popular service which appeals to many. There has been active Sunday school, which we are present working to re-establish. Choral Evensong is held once a month.
Music
St James’s has a very strong musical tradition. Music in Worship at St James is led by our RSCM affiliated robed choir. We have a new Director of Music, who is continuing and developing this tradition.

The Choir provides a good lead for most acts of worship. The Choir sing an anthem at the main Sunday Eucharist, as well as a Psalm, leading Hymnody and a sung Eucharistic setting each week. Once a month the Choir sing at Choral Evensong. At festivals the choir is often enhanced with members from local music societies and friends. In recent years the choir has sung services in many cathedrals, including St Albans, Canterbury, Chester, Lincoln and York Minster and Wells Cathedral.

Occasional Offices
Baptisms normally take place on the 3rd Sunday of each month after the 9:30am service. Lay-led Baptism preparation takes place on a Saturday morning prior to the service. There were 25 baptisms in 2016. Couples getting married at St. James’s are invited to attend a Wedding Preparation evening held in February. In 2016 there were 13 weddings. The Bushey team took 32 funerals in 2016, both in Church and at local crematoria. There were also 15 Burial of Ashes in the churchyard at St James’s. These figures are taken from the last Annual Report in April 2017.

Activities
For the last four years we have had a series of Saturday Lunchtime Recitals. In 2018 there were 31 recitals. Our new season starts in March 2019 and will run to Oct 2019. This promises to be a diverse programme from talented local and international performers, including appearances by acclaimed local community groups and choirs. The numbers attending these have grown over time and have proved to be very popular. There is no charge for the recital, but a retiring collection is taken. Prior to the recital, coffee and cake is served and afterwards light lunches are available in Church House. Many of those attending are not regular churchgoers and lasting friendships have formed over lunch.

Those that are on their own welcome and value the interaction and friendship provided on a Saturday. The 2017 recital season ended in October but due to demand the lunches continued and were very well attended. The St. James’s Monday Club for the over 60’s is very popular, meeting fortnightly in Church House. It offers talks, socials and trips.

There are three fairs held at St. James’s each year. All are well attended by the local community and each year they contribute over £10 000 to the income of the Parish. St James’s loves holding social events and some of the most popular ones in 2016 were a quiz night, New Year’s Eve Dinner/dance, Sri Lankan Evening, Whisky Tasting Evening and our annual Christmas Lunch for the older members of our congregation. In 2016 we provided a free lunch on Christmas Day for all who wanted one from our local community. We were overwhelmed with the generosity of those in the community who provided donations and support to enable this to take place. St. James’s is a meeting place and focus for the vibrant local Bushey Village community.

What does St James’s mean to me?

‘I love being part of a friendly community, who pray together and have fun together’

‘The history, tradition and rituals of St James’s are very important to me and provide a source of comfort in difficult times’

‘Happiness, community, things to do, always made to feel welcome’

‘Opportunity to worship through my love of music’
Worship

The Eucharist is also at the heart of worship at St Paul’s, with hymns from either AMNS or Mission Praise. Music is provided by our organist. Evening services make use of the flexibility in the layout of the church. There are plans for a meditative “Sanctuary Service”, making use of Taizé and Iona material, while the monthly ‘Evensong with Discussion Sermon’ draws in people, including those from outside the Parish to join in animated discussions of topics challenging to our faith, led by a guest preacher.

Our services (Sunday and mid-week) draw in some younger adults and children on a more occasional basis. We are looking for ways to encourage people of all ages to feel welcome and to join our spiritual journey, and Messy Church has proved popular, with a steady attendance of more than 30. Average attendances at a Sunday Eucharist are 25 and, at a Wednesday Eucharist, 10. The Christmas Carol, Crib and Christingle service draws in many who are “annual regulars”, so that the church is very full on these occasions.

Activities

Every Wednesday morning, our Coffee & Chat welcomes all who come along. The flexibility of the church layout is particularly useful for such events. Those attending are a mix of St Paul’s regular worshippers, young mothers with small children, and casual visitors. It is also well attended by those who worship at Holy Trinity and St James’s.

During the year St. Paul’s hold a number of social events, in the form of lunches, quiz nights, and dinners in the church or hall. These events are usually completely sold out. Each year we hold seven jumble sales in our hall. They raise significant sums for Parish funds and are eagerly-awaited by the local community. Our Christmas Fair, is a popular seasonal feature in the local area. We are delighted to receive regular help from “non-church” folk as well as the wider Parish.
On Monday afternoons, our Parish Youth Worker has run a very successful mission amongst the students who pass by on their way home from school. Many youngsters have become regular visitors to this Youth Club.

On the 1st Wednesday of the month, Messy Church has proved an exciting new addition to our activities. The numbers have increased encouragingly since this was introduced in mid-2017. The recent events have drawn in as many as 45 participants (adults and children).

When the hall is being used for our regular jumble sales, the church is open so that anyone wanting or needing a quiet time to meditate or pray can come in for some peace and quiet. The jumble sales, themselves, have proved to be a means of reaching members of the community who would not have come in through the main church door. The St. Paul’s Prom happens once a month during the summer with a range of different musical styles and tastes being catered for.

St Paul’s has also established good relationships with those who have special needs and may feel socially isolated. Young residents from a local home and their carers attend the Coffee and Chat and have helped at the jumble sales and fair.

What does St Paul’s mean to me?

‘Coffee and Chat has given me back my confidence. I am able to come on my own and enjoy a chat, good company and a good laugh’

‘being part of a great community which brings people together’

‘part of a close family - we look out for each other’

‘the way we celebrate the Eucharist and fellowship’

‘a special place - I can feel the 110 years of worship, traditions and history’

‘supported me as a young mother many years ago and is always supportive of my music’
Holy Trinity

Worship

The core Sunday services are 9:15am Holy Communion and an 11am Contemporary Service.

Holy Trinity has been the base for Pioneer Ministry over the last four years with a pioneer curate, effective youth work and a

The 9:15am Holy Communion service has an average attendance of 18 mainly Holy Trinity’s older congregational members.

The 11am contemporary service is usually lay led has been supported by worship leaders from Soul Survivor. In recent months, this has combined with a local church plant form Wellspring church in Watford, and has excellent musical leadership for Contemporary Christian music, as well as vibrant children’s work. Early experience has been good, as and we are continuing to explore the future of the partnership.
Mission

Holy Trinity’s mission has in recent years been led by a Parish Pioneer Minister who has started a range of different projects. The work started with the reception of Soul61 interns from Soul Survivor helping to lead worship and shape the younger community. Holy Trinity has also had placement students from London School of Theology and Oasis College.

Initiatives that stand out are the Community Fair, held in the middle of July, which is part of the Bushey Festival which attracts over 1000 people every summer with local bands, stalls and range of free children’s rides and activities. ‘Hot Chocolate Wednesdays’ is an initiative where members of Holy Trinity serve hot chocolates to local families and students every Wednesday. Over 100 people pop in each week for a chat, to play on the bouncy castle and do colouring and crafts. On the second Friday of each month the youth team run Friday Films, showing popular children’s films, which are free for the local community to attend; generally, around 30 people come along. With the departure of the Pioneer Minister, and the youth worker’s successful candidacy for ordination training, a number of the initiatives will need to be picked up either by Associate Priest or curate.

Events

Holy Trinity has hosted a range of events and activities over the year. The Christmas Fair in 2015 was run in partnership with the local school and raised over £2000. The Burn’s Night Supper and Cèilidh is a popular regular fixture in January. Holy Trinity has run quiz nights, barn dances, murder mystery evenings and ‘minute to win it’ fundraisers. These attract both members from other local churches and the local North Bushey community.
What does Holy Trinity mean to me?

‘it feels like I come home every Sunday to my extended family’

‘Holy Trinity is fun – there is always something going on’

‘It is full of all ages, backgrounds with lots of love’

‘Sometimes I come to church feeling low, I always go home feeling uplifted’

‘there is always someone to support and help when I come to Holy Trinity’
Youth Work

This has been an area of exciting growth in our Parish of which we are rightly proud of. Our vision is, ‘To do our part in reaching many young people in Bushey with the good news of Jesus’. The aim being that through feeling loved and accepted by our church community and youth team, young people will encounter Jesus and worship Him for themselves. We have been blessed with an inspiring full-time qualified Youth Worker, assisted by an Oasis College youth work placement student. Following the departure of our Youth worker this summer, it is our hope that many youth work initiatives will be continued either by the new Red Trust Community Worker, by the Associate Priest or by our new curate.

Holy Trinity Youth – every Friday night after school we open the doors of the church in North Bushey to the local community. For two hours we provide a warm, safe place in which to talk, play games, do crafts and have a drink or snack. This provides ample opportunity to talk about real life, its struggles and faith. We currently see between 15 – 25 young people per week.

St Paul’s Youth – every Monday after school the team are at St Paul’s. This is one of our famous hot chocolate projects where we give out free hot chocolates to young people walking by. Alongside this we run a drop-in youth club with the usual games and craft. Currently we give out between 50 – 70 hot chocolates and have a group of 5 – 15 (depending on after school clubs) who stay for the drop-in club.

Friday Films – once a month, we pause Holy Trinity’s youth club and put on a film night for the local community. The young people help the youth team with all that must be done to put on a great event, from tuck shop duty to making cups of tea for the parents. We currently see around 10 young people arrive to help and between 30 – 40 parents and children attend the film.

Youth Church – every Friday after Youth Club at Holy Trinity we have an additional hour that we call Youth Church. We study a bible passage, worship and pray. It was designed to be a place where those seeking more could find it without forcing other young people into faith they didn’t want.

St Paul’s Youth Church - the first will be to extend the St Paul’s youth group by an hour, similarly to Youth Church at Holy Trinity. This extra hour will be designed to be a time of discussion of important topics in which the team will be able to share Christian views. Eventually this may become a second youth church.
Red Trust Bushey

The Red Trust Bushey is an independent charity (1161424) originally set up to support the ministry of Rev Anne Underwood. It came out of a vision to build relationships in a part of the Parish that historically people had struggled to connect with. The underlying foundation for the work is that mission and discipleship develop out of relationship and trust. “We believe that people thrive in an active and supportive community, and we want to create friendly, hospitable spaces so that people can meet, connect, and help each other.”

Anne, then our Pioneer Curate, started working in the area with Little Reddings primary school, and was able to provide support with RE lessons, assemblies, creative clubs and prayer space. The work extended through giving out hot chocolate through a local schools. As relationships developed, she found that the local community and the Baptist Church had a common vision to run a community café for people in the Little Reddings area. The school became the initial venue for the cafe, which subsequently moved to the Phoenix Centre.

The school also provided the first major contribution to our foodbank which has been open for 18 months and now runs out of the church hall at St James’s every Friday morning. Many of the users come from the Little Reddings community, as well as form North Bushey, and it has been a delight to see many users volunteering to help with the running of the foodbank. The support of the Bushey community for the foodbank has been amazing and has also opened up new relationships with schools and other churches.

We have loved working with a range of different volunteers from Roman Catholic, Baptist, Methodist and Anglican backgrounds, as well as those of no faith. We’re excited that more people from the local community are joining in with what is happening and we’re grateful that many in our Parish are supportive and volunteer too.

Following the departure of Anne Underwood, the Trust has employed Lee Amena as its new youth and community worker. Lee will be starting work in July this year. There are many areas Red Trust is seeking to develop including workshops on ‘Smart Cooking’ and a mental health project involving growing food on an allotment.

For more information please see www.redtrustbushey.org

Pastoral Visitors’ Team

“It’s so lovely to keep my link with the church.”

This comment from someone who was being visited by one of the Parish’s pastoral visitors is a testament to the importance of the team.

There are four members in the team, who have all successfully completed the Diocesan Pastoral Visitors’ Course. The visitor will visit regularly, usually every three to four weeks and enjoy a coffee and chat. The group itself meets monthly for mutual support and to share worship. It has been running for about 2½ years and has the potential in the future to be a lay-led group, with perhaps occasional clergy oversight. There are others in the Parish who also “keep an eye” on vulnerable members of the community.
**Sheep and Shepherds**
This is a low key but effective way of checking that people don’t just disappear “off the radar”. Each shepherd is assigned up to 6 “sheep” to look out for. If a shepherd notices someone has not been in church, or has not been around, for while, they let a member of the clergy know. The clergy will then make contact to see if there are any pastoral issues.

**Home Communion Visitors**
Seven lay people, who are Eucharistic Ministers, take home communion to the sick and housebound. The group meets once a quarter for mutual support, and at present one of the clergy acts as a reference point for any queries. Members of the clergy also take communion to individuals either on a one-off occasion or as a regular commitment to both homes and hospital. Visits are recorded in the service books for the individual churches. The ministry team lead a monthly Eucharist at a local care home.

**Healing Prayer Group**
Our group for Healing Prayer is drawn from all three churches of the Parish, and meets monthly, for prayer and training. In the past, we have offered prayer for healing in the monthly All Age Eucharist service at St James’s, at the Summer and Christmas Fairs, and informally at home for any who ask. This ministry needs to be renewed.

The photo is of our Pilgrims at Walsingham in October 2017. This has become an annual event and we have booked again for October 2019.

**Bell Ringers**
Bushey possesses a fine ring of eight bells which were rehung and re-tuned in 2015, following a fantastic fundraising campaign which raised £100,000 to fund the bell project. The bells are rung for the 9.30am Sunday morning Eucharist and special services. A weekly practice is held on Thursday evenings. Ages of the ringers range from 11 to 85 with approximately equal numbers of each gender. The tower is popular for visiting ringers, quarter peals and peals. Tower tours and ringing demonstrations are included in some of the church’s events. Bushey ringers have held a very high reputation nationally and internationally for many years. Learners of all ages are made very welcome, as are experienced ringers moving into the area.
Ecumenical and Interfaith

The Parish is part of Bushey & Oxhey Churches Together, the focus of which is the Week of Prayer for Christian Unity and an ecumenical Walk of Witness on Good Friday. The churches in Bushey join in supporting the foodbank established by the Red Trust, and church leaders meet as part of a fraternal.

The three churches based in North Bushey work closely together and are part of Churches Together North Watford and Garston. They have put on joint carol services, other joint services, ‘Eggsplore Easter’ events, prayer evenings and joint schools' work. There are further opportunities for growth in this area.

There is also a Bushey Interfaith Group. The appointment of a new Rabbi at Bushey Synagogue and the establishment of a new Jain Spiritual Centre in the parish have resulted in new opportunities for interfaith explorations and friendships.

Groups in the Parish

There have historically been discipleship groups in the parish, which have used material from the ‘Pilgrim’ course. There are two Bible study groups, with relatively small numbers attending each.

The Parish runs a Lent Course each year. The 2018 course was based on the film ‘The Kings Speech’, and course on contemplative prayer is planned for this Lent. In 2017 an Alpha Course was run in a local café in North Bushey and those attending Alpha went on to form a Life group.

Parish Structure

As a Parish we accept and acknowledge that good governance is key. Previous clergy have worked hard to establish a clear framework allowing Parish decision-making to function in an effective, transparent and accountable way, and to fulfil the parish’s statutory and compliance obligations.

There is one PCC (Registered Charity number 1130540) with representatives from all three churches. The PCC meets 8 times a year. Members of the PCC are elected for a three-year term, with a year out of office before they may seek re-election.

Each Church has its own Committee, which is a sub-group of the PCC. The church committees meet monthly; each meeting lasts for up to two hours.

There are two Parish Wardens, who serve the whole parish. In addition, St James has two pro-wardens and both St Paul's and Holy Trinity each have a pro-wardens.
PCC sub-groups include:

- Standing Committee
- Buildings Committee
- Parish Finance Group
- Communications and Magazine Group

Each group has Terms of Reference.

There are four Parish representatives on the Deanery Synod. A Parish Administrator, Jacqueline Birch, is employed for 20 hours a week in the well-resourced Parish Office located in Church House. There is also a Finance Officer, serving for 8 hours per week to support the work of the Treasurer. The Parish also has employed a full-time Youth Worker, who is now leaving for ordination training. We are unable at present to replace this post.

**Ministerial Team**

The ministerial team is made up of;

Rector – Revd Guy Edwards
Retired Clergy with PTO – Rev’d Verity Harvey 0.3 post
Lay Leader of Worship – Christine Cocks

A curate, Andy Burgess will be joining us in July of this year

The precise shape of the clergy team is under review, but it is expected that the Rector, Associate Priest, PTO Priest and Curate will meet weekly for prayer, worship and mutual encouragement, and for planning and shaping strategy.

The wider Ministry Team, including wardens, pro-wardens, clergy and lay leaders of worship have in the past met monthly. The focus of the meetings has been support one another, share information on mission and ministry of the Parish is working. Something of this nature will be re-constituted with the arrival of Associate Priest and Curate

**Communications**

Each Church has its own style and character in the nature of its communications. They all have a Facebook page, and St. James’s and Holy Trinity automatically feeds into a Twitter account. The St. James’s Facebook usually posts each day to inform its followers of what is happening at St. James’s and celebrates the Festivals and high days in the wider Church.
On a week-by-week basis each Church sends an email to subscribers via Mailchimp, again each has its own character, keeping them informed of anything coming up in the week ahead, and includes a list of the Sunday services across the Parish. Our fortnightly bulletin, called LOOK, is available on the Parish website, and in the three Churches. This has a calendar page listing all the services, meetings, and events going on in the Parish, it has space for notices about the same, and most importantly has a section of prayers for each Church, a list of those who need our prayers for healing of body, mind, or spirit, and a list of the recently departed and ‘year’s mind’.

Each month the Parish produces an excellent magazine featuring articles from various people and groups from across the Parish as well as listings and contact information for Parish groups and organisations. The Parish website has a separate page for each Church and includes pictures and information about past and future services and events in the Parish.

The Communications Group work together to improve and co-ordinate our information streams and to improve and standardise communications, and are considering how to develop the website and to co-ordinate more effectively the flow of information through print media, the website, email and social media, as well as how to develop the marketing of events.

Buildings

The Buildings Group is accountable to the PCC. It is responsible for maintaining all church buildings in the Parish. This includes the three churches, three halls and a flat let to a long-term tenant. The group is made up of two representatives from each church and meets the first Monday of every month. The group functions well and takes responsibility for the buildings budget.

The Quinquennial Inspection of 2015 is currently being worked through by the group and is managed by a ‘traffic light’ spreadsheet. This is visible and easy to track. At an inspection, in June 2017 by Ecclesiastical Insurance as part of the review stated: ‘a note of appreciation on the really good management and maintenance programmes at all of your buildings – a real pleasure to visit and to be made so welcome’

In 2016 the Parish sold one property which had previously been used to house clergy serving Holy Trinity and St. Paul’s. In 2017 the Parish sold Falconer Hall. This was a large hall sited away from St James’s church and required considerable sums spent on it to enable its ongoing use. In recent years the Parish had rarely used it. We were delighted that the Jain Community bought it and are investing in the building to bring it up to modern day standards for use by the community.

The PCC are working towards a re-ordering of St James’s Church. The initial priority is to introduce a modern lighting system which increases light levels, enhances the architecture and makes the building more welcoming. Further aspirations for the building include removal of some pews to open up the church to provide a flexible, useable space for concerts, dance and a wider use for all. Work to update the sound system and provide toilet and kitchen facilities in church also form part of the re-ordering. Although St Paul’s and Holy Trinity are not listed they are classified by the council as ‘Buildings of Local Importance’.

Halls

There are halls adjacent to St James’s (Church House) and St Paul’s (John Stobbart Hall) which are well used. The hall at St Pauls and the Gallery in Church House are currently let to local nurseries during the day and generate a welcome income for the Parish. The main hall in Church House is open to other users and is well used by local groups. Holy Trinity has Stockwell Hall, which is part of the church building and is used for meetings and community activities.
St. Paul’s
St Paul’s Church celebrated its 100th Anniversary in 2004. It was built in the arts and crafts style close to the western boundary of the Parish to provide a place of worship to a growing area of new housing associated with building the railway. It is a very flexible space and lends itself well to community use whilst still respecting that it is primarily a place of worship. There is a low-level gallery at the west end. A vestry, a very small kitchen and a toilet complete the facilities in the church. There is a small car park at the rear. St Paul’s has not been consecrated so is not subject to faculties.

St James’s Church
St James’s Church is a class II* listed Gothic building dating from 1350, with well-matched aisles added in 1870. The chancel is the oldest part, dating from around 1250, and the hammer beam roof of the nave is a remarkably well-preserved example of 14th century workmanship. It has been well maintained over the years; recent work has included refurbishing 3 stained glass windows, cleaning the Queen Anne Coat of Arms, and safety work on the tower. Areas of lime plastering were re-done in 2017 and a new central heating system installed in October 2016. The roof is in good condition. No major problems were identified at the 2015 Quinquennial Inspection. A new organ was installed in 1993 and is a key part of the strong music tradition at the church. The tower has undergone major safety improvements and is now open to the public on certain days of the year, after many years of closure. The church and churchyard have been used in recent years by the BBC for filming episodes of ‘EastEnders’ and for a variety of other television programmes. Parking is restricted near the church, but there is a free public car-park nearby. The closed churchyard is the largest in southern England and is maintained by the local council. There is a Garden of Remembrance for the burial of ashes. It has a public footpath running through it and it is very popular with walkers and dogs alike.

Holy Trinity
Holy Trinity celebrates its 60th birthday in 2018. It was built to provide a church in the post-war estate in North Bushey. The size of the building plot demanded that it be a dual-purpose building, and it was designed in a triangular shape. This design reflects it dedication in the name of Holy Trinity. The space is used for community use as well as worship. A small hall was added later. There is a meeting area at the entrance and a reasonable size kitchen. Holy Trinity is not consecrated and not subject to faculties. There is a small parking area.

Church House
Church House is the hall adjacent to St James’s and contains a main hall downstairs with kitchen and a Gallery upstairs with a kitchen area. The Parish Office is based on the first floor. A two-bedroomed flat is integral to the building. The flat was originally intended to provide accommodation for a curate. It has not been suitable for recent curates and has been let on an assured shorthold tenancy for the last ten years to the same tenants. The property does require some updating but this is reflected in the level of rent set.
Finance

Income and Expenditure
In 2016 total unrestricted income was £280,000, excluding building sales. Expenditure exceeded this by £76,000, this shortfall was met by reserves which enabled some of outreach projects and ensured our buildings were in a good state of repair.

In 2017 our unrestricted income is estimated be broadly static at around £285,000 and our expenditure will likely exceed this by around £60k. The Parish has again met its Parish share in full at almost £123,000. This includes the full contribution to two stipendiary salaries. The Parish covers clergy expenses and training requirements in full. The Parish gave around £12,000 to charities.

In 2017 the Parish instituted an integrated finance system, this consolidated the finances of the three churches into one budget and account. Part of this was setting cost centres and budget holders for each cost centre. This is bedding in and has enabled us to start to get a better grip on our finances. We have set a budget for 2018 which reduces reliance on reserves and aim for this to be zero reliance in 2019.

Stewardship
Each church in the Parish participates in the stewardship scheme and has a stewardship officer. 151 people are members. Income from planned giving was £81,500 in 2016, is likely to be lower at £65,000 in 2017, mainly because of people moving out of the Parish and the death of many older parishioners.

We will be launching a new planned giving campaign this year to try to secure a significant increase. We have maintained our fundraising through recitals, events, fairs and jumble sales and we are looking to increase this. We are also working with the Diocese on ways to simplify giving for the 21st century.

Reserves
The Parish has considerable reserves most of which are identified for specific mission and improvements within the Parish. Reserves are in the main from the proceeds of two property sales in the last two years. These funds are restricted for the following:

- Mission and priestly presence in North Bushey
- Re-ordering of St James’s, property improvements and youth work at St James

There are several other smaller reserves linked to St. Paul’s and St. James’s and is used to benefit both churches.

Accounts
For a copy of our 2017 Annual Report and our most recent accounts please visit our website www.busheyparish.org.

The annual report and accounts for 2018 are in preparation, and will be available on the website from April this year.
Strengths

- Three churches, each with a distinct mission and ministry
- A welcoming community with a core of hard-working volunteers
- Inclusive and welcoming to all regardless of age, gender, sexuality etc.
- Rector with 24 years of parochial experience
- Great relational youth work in two of our churches
- Well-established and effective lay and ordained pastoral care team
- Strong tradition of church music with an experienced choir and director of music
- Good governance with strong structures ready to take us to the next stage
- Effective church administration team and well-resourced church office
- Good church buildings, well-maintained and located in their local communities
- Well attended community events e.g. quiz nights, Burns Night, recitals & lunches
- Strong bell ringing group with national recognition

Opportunities

- Re-shaping of the ministry team to provide unified and effective ministry across the three worship centres
- Re-ordering of St. James’s Church to create a flexible space with facilities for wider use
- Working towards the renewal of the church through ecumenical partnership in North Bushey
- Youth work to be re-shaped following the departure of our full-time Youth Worker
- To grow and strengthen the relationship with the local community, especially with schools and local businesses
- Increased attendance at special services – All Souls, Remembrance Sunday, Christingle, Crib and Carol Services at Christmas – opportunity to help people grow in faith to be regular worshippers
- Stronger relationship with local schools

Challenges

- To attract people attending activities and events to the Christian faith
- To develop new avenues for articulating and demonstrating Christian faith in the communities of Bushey
- Increasing planned giving so that Parish Share is met by giving, and fundraising income can be applied to development
- Extending the age-range of worshippers in our congregations, particularly with younger adults
- Encouraging a greater pool of volunteers for the practical support of routine parish work – Hospitality, Building maintenance, Cleaning, etc.
- Grow work with families especially at St. James’s and provide regular and sustainable Sunday
Conditions of Service

The Diocese at present rents an attractive, modern 4-bedroom house to the East of the parish, which has recently been the home of the Associate Minister. The parish also owns a 3-bedroom flat, in St James Church House, at present rented to a tenant, but planned to be attractively refurbished to modern standards. There are also other possibilities for renting a suitable house for a new Associate.

The stipend is paid on the Diocesan Scale for Incumbents. All expenses of office are reimbursed.
The Diocese of St Albans comprises the counties of Bedfordshire and Hertfordshire, the Borough of Luton and part of the London Borough of Barnet. Within the three archdeaconries of Bedford, Hertford and St Albans there are 20 deaneries, over 400 churches, and 334 parishes, of which about one third are rural. There are about a dozen urban priority area parishes, mainly in Luton, Bedford and Watford. The population of the diocese is some 1.5 million and the parish electoral rolls total approximately 40,000. There are 235 stipendiary posts, 80 non-stipendiary clergy, and 300 Readers.

The diocese encourages clergy and Readers to continue their development through CME. Grants for reading and study are available, and these grants are allowed to accumulate over a period of not more than three years. There is a Local Ministry Scheme for the diocese and within deaneries and benefices the development of Local Ministry Teams of lay people and clergy is being actively encouraged.

The Diocesan Board of Finance provides for the payment of the actual reasonable costs of removal, normally the lowest of three quotations. A resettlement grant is payable and, if appropriate, a first appointment grant. Appointment to this position is subject to satisfactory enhanced disclosure via the DBS.

Diocese of St. Albans Vision Statement

Living God’s Love is the vision of the parishes, church schools and chaplaincies across Hertfordshire, Bedfordshire, Luton and Barnet. This Vision is grounded in our love of God and love of neighbour flowing from God’s love for us. Its three priorities are:

- going deeper into God
- transforming communities
- making new disciples

Using Mission Action Planning we are developing confident and outward looking mission and evangelism, leading to spiritual and numerical growth.