The Grouped Parishes of Pentre Broughton and Southsea

Parish Profile February 2016
A Profile of the Diocese of St Asaph

The Diocese of St Asaph is a diverse and hopeful community of faith. With roots in the Celtic church and a wealth of character and tradition, we seek to continue to uncover our shared vocation as God’s people in the Church in Wales in the north east of the Province. We are a Diocese in good heart and seek to persist in responding joyfully to God’s challenge.

The Diocese follows the English/Welsh border in the east, whilst the western edge is delineated by the Conwy Valley. The northern boundary runs along the North Wales coast as far as Llandudno, but only takes in part of that town. The southern boundary runs from the lower end of Llyn Tegid (Lake Bala) across to Dolfor, just south of Newtown in Powys. Ecclesiastically it is bordered by the Dioceses of Chester, Lichfield and Hereford on the northern and eastern sides. To the south we border Swansea and Brecon Diocese and to the west, Bangor.

The Diocese is predominantly rural, with many parishes having populations of less than 1000. However, there are important and continually developing industrial and commercial areas around Deeside (one of the largest industrial parks in Europe) and Wrexham and significant smaller developments along the two main arterial roads (A55 and A483).

The coastal strip is home to traditional holiday resorts and tourism is an important industry in many parts of the Diocese. The largest employers are the local authorities through education and the health services with two large general district hospitals at Bodelwyddan and Wrexham. Wrexham hosts a refugee and asylum seekers support centre (supported by the Diocese), while migrant worker groups in the region (largely white EU) are involved in both industry and agriculture. A significant number of care workers come from the far-east. Together with many of the rural areas in the UK, the agriculture sector within the Diocese has endured many shocks and changes, including the foot and mouth crisis, the changing structures of agricultural support from the EU, increasing fuel costs and the unfolding impact of global warming. Welshpool and St Asaph have two of the largest livestock markets in Europe.

The Diocese has 51 Church Schools, nearly a third of the total Church in Wales schools, and these are spread across 6 local authorities. St Joseph’s Anglican and Catholic High School in Wrexham is the only shared faith school in Wales and all our schools are an important way of providing mission and ministry to the young people of Wales.
The Church in Wales Review

The Bishops commissioned a team of advisers in 2011 to conduct a root-and-branch review of the Church in Wales. The three members of the team were:

- Lord Richard Harries, the former Bishop of Oxford, who chaired the group;
- Professor Charles Handy, former professor at the London Business School;
- Professor Patricia Peattie, former Chair of the Episcopal Church in Scotland’s Standing Committee.

Your say

The Review Group travelled to every Diocese in Wales and met more than 1,000 people in public meetings to find out what changes they wanted to see. They also invited people to write to them with ideas for shaping the Church of the future.

At the open meetings people were asked what aspect of both their Diocese and the Church they felt most positive about and what changes they would like to see to make its ministry more effective. They were also asked how they would address challenges such as the predicted fall in clergy numbers and financial resources.

Findings

The Review was published in summer 2012 with 50 recommendations. At its heart was transformed ministry. To help arrange the recommendations in a way that is manageable and understandable for the Church, an Implementation Group has focussed initially on what it sees as the core vision of the Report and the recommendations that are designed primarily to achieve that vision:

- The formation of Ministry or Mission Areas across the Church in Wales.
- The provision of ministry via Ministry Teams, incorporating lay and ordained ministers working to a collaborative model
- An integrated programme of training for ministry for laity and ordained ministers intended to develop leadership skills and collaborative working practices.

“The Review Team found the Church in Wales to be very warm and welcoming and there are many good things happening. But in order to serve the people of Wales effectively, particularly its young people, we believe some radical re-thinking is necessary.”

Lord Harries Chair of the Review Group
“This is our review as a Church – we asked for it and we contributed to it. The report is our framework, not our blueprint. Its vision is transformed ministry and that is what we need to focus on. It’s an exciting time for us and one which offers great opportunities for the Church to thrive.”

_Helen Biggin, Chair of the 2020 Vision Implementation Group_

You can read the Church in Wales Review in its entirety online at [www.churchinwales.org.uk/review](http://www.churchinwales.org.uk/review)

**Engaging with 2020 Vision**

Why do things need to change? 2020 Vision’s proposals are pretty radical so this is the first question anyone will ask when they hear about this new initiative for our churches.

The simple answer is this: it’s not sustainable for the Church in Wales to continue operating in the way it is at the moment. Congregations are declining, clergy are retiring and the numbers of people training for ordination will not fill the gap. Something needs to change.

We are still using the parish model in the same way we did in 1920 when the Church was disestablished. Without change the Church in Wales will continue to decline as it heads towards its centenary in 2020.

The Church in Wales Review was published in 2012 and made the case for change clear. It talked about the need for change being “urgent” – particularly in the way our churches are set up.

The Review proposes a move away from the parish model of ministry towards a new model of church. Ministry Areas – or Mission Areas as we are calling them in St Asaph – will see churches partnering together with a shared leadership team to make them more sustainable for the future and prepare them for growth. The Review also calls for more training for ministers – ordained and lay – to help make this model of ministry a reality.

So we have to change if we want to see our churches flourish. We have to be willing to do things differently if we want the Church in Wales to have a viable future – particularly with reference to families and the younger generation.

The Review points out that the number of young people engaged with Church life is “miniscule” and adds: “This situation cannot be addressed as the church is organised now.” It’s time to move forward.
Why?
The Bench of Bishops and the Governing Body asked for the Church in Wales Review to find out if our leadership, structures and resources are ready to take God’s mission forward in Wales, as we approach our 100th birthday. 2020 Vision looks at the challenges and recommendations which the Review gave us.

What?
2020 Vision says that “We are stronger together” and suggests we form Mission Areas – partnerships between congregations, clergy and lay ministers – to unlock our potential as the people of God answering His call in today’s Wales.

When?
Now. We don’t have to wait for someone else to give us permission to start building relationships and partnerships in worship, witness and mission. God’s call is for now.

Who?
Everyone. All the baptised are commissioned as disciples and witnesses of Jesus. 2020 Vision wants to see us renew and invigorate our churches. You can take the initiative, and our vicars, area deans and archdeacons are there to enable you to move forward.

Where?
Every church is in a local area of community and mission with other churches. It might be your deanery but some deaneries are too big or no longer reflect the population of our communities so we might look at new boundaries. We are God’s family and we want to partner with each other so we are strengthened to travel together in fellowship.

How?
You are the Church, and you will have the ideas. What can you share to help God’s mission where you live and worship? What can you stop doing to help free you up to serve in new ways? How can you partner with brothers and sisters in other churches to tackle things which may seem too great to tackle as a single congregation?

2020 Vision offers us three points of focus for our mission:

Serving community, inspiring people, transforming Church
A Profile of Alyn Deanery

Alyn deanery is within the county borough of Wrexham. The deanery comprises of various satellite villages to the north, west and east of Wrexham town. The deanery was formed in 2012 from two smaller deaneries (Minera and Gresford). It consists of 12 churches in 6 parishes or groups of parishes, situated in communities that in many cases grew up around the former collieries, quarries and steelworks that once were once the major employers. However, some parishes on the north-east border of the deanery look more towards Chester. One small parish in the east is a very distinct rural community. Although Welsh is not widely spoken, there are 2 Welsh medium schools in the deanery and one community in the western half has a Welsh linguistic heritage and the language can be heard spoken there, especially by older residents.

The parishes are served by 6 incumbent clergy. The deanery has also been privileged to be seen as good training ground for assistant curates. There are a handful of active lay readers and a few active retired clergy. In 2014 the deanery commissioned 7 worship leaders. Deanery clergy meet monthly for worship, planning and mutual support. Recent vocations nurtured in the deanery include a reader in training and an ordinand. A few other lay people are following the “Exploring Faith” course.

Aside from bi-monthly conferences, the deanery comes together for occasional special acts of worship and has hosted some innovative events including a “Question Time” evening in 2013, modelled on a format piloted at the 2012 diocesan conference. The deanery’s main year of pilgrimage event was a pilgrimage to St Asaph cathedral incorporating a Eucharist in stages. In 2013 the deanery also carried out a ministry audit of its parishes and is now working through the findings from that. The deanery is committed to supporting study and lay training and is working towards becoming a mission area. Clergy in the deanery have a wide range of churchmanship, interests and styles of ministry, but share a common commitment to ministry and mission.

Worship is predominantly Eucharistic. In some places family services have had only limited success, whereas Messy Church has been more productive. The deanery plans to learn from and build on local successes, as well as developing the example of successful work with teenagers in one parish. Deanery worship (often on the fifth Sunday of the month) has sometimes worked well in the past but needs re-examining. Ecumenical activity occurs in the deanery, though it is patchy and predicated very much by the strength, willingness and availability of ecumenical partners.
There is much ministry in educational institutions across the deanery, both in church and community schools, even though this is currently very much a clerical ministry and is more embedded in English medium schools than Welsh medium ones. Laity play some role in supporting clergy to ministry to the nursing homes and this is an area where recent moves to train worship leaders and pastoral assistants can be built on. Many churches are collecting points for local food banks. One church is actively engaged in the Wrexham churches’ “Feeding the Roofless” project.

Mission is affected by the nature of our available buildings. All Saints, Gresford is an ancient architectural gem. Some churches, notably St Martin’s, Llay and the recently refurbished church-cum-hall in Southsea, are flexible multi-purpose spaces. Others are about to begin reordering projects (St Mary’s, Minera) or are developing plans (St Mary’s, Brymbo). For one or two other churches closure may eventually need to be a serious option.

Administrative and financial collaboration across the deanery needs to be developed. At the western end of the deanery parish regrouping has been a relatively recent process and new relationships are still being built up. The eastern end of the deanery has seen some pastoral reorganisation in the recent past too. Two parish priests have been replaced in the past year. In addition the deanery is a recent consequence of the 2012 merger. Nevertheless, these changes are just the beginning. There is a growing awareness of the 2020 vision process and the inevitable and necessary nature of the cultural changes that have already begun. A transition mentor will be able to play an invaluable role in helping our churches identify more clearly how this change and development will unfold in this particular part of the teulu Asaff.

- Parishes of Broughton with Berse and Southsea (2 churches)
  Vacant
- Parishes of Brymbo and Bwlchgwyn (2 churches)
  Revd Chancellor Pam Powell (also serves as Diocesan Transition Missioner)
- Parishes of Gresford and Holt (2 churches)
  Revd Canon Tudor Hughes
- Parish of Gwersyllt (1 church)
  Revd Paulette Gower (Area Dean elect from 31.03.16.)
- Parishes of Llay, Rossett and Isycoed (3 churches)
  Revd Huw Butler
- Parish of Minera with Coedpoeth (2 churches)
  Revd James Harris (Area Dean until 31.03.16.)
The Grouped Parishes of Pentre Broughton and Southsea

St Paul’s Church is located in the Parish of Broughton and Berse Drelincourt, and All Saints Church is in the Parish of Southsea. They are in the Alyn Deanery. The parishes were grouped earlier this year but the churches are still run as separate parishes with their own PCCs.

**St Pauls** was built in 1889 and became the Parish Church of the new Broughton Parish in 1909. At that time there was a second church, Brynteg, in the Parish. This was closed in 2006. In 2007 after the closure of another church, the Parish of Berse Drelincourt was joined with Broughton Parish.

**All Saints** church was established in 1884 and became the church for the newly established Southsea Parish in 1921.

**Location of the Parishes**

![Map showing the location of St Paul's and All Saints churches]
Broughton and Berse Drelincourt, and Southsea Parishes

Broughton and Southsea parishes are together located in north east Wales in the County Borough of Wrexham, less than ten miles from the Wales/England border. The County Borough has a population of approximately 135,000 centred on the town of Wrexham, a short distance to the south east.

The parishes are semi-rural and hilly which does allow, especially in the eastern part, views of Cheshire Plain, and as far as Liverpool on a clear day. The parishes are within the Broughton Community Council which comprises a number of interlinked villages including Pentre Broughton, Moss, Brynteg, New Broughton, Tanyfron and Southsea and part of Lodge. The total population is about eight thousand. The area was a centre of coalmining and steelmaking for well over two hundred years, however there is little evidence of these former industries remaining.

There are areas of Council and Housing Association estates in some of the villages. Many of the traditional stone houses have been replaced by modern housing and housing estates. In a survey carried out by the Welsh Assembly about ten years ago some areas of the parishes were identified as “Deprived Areas”. An initiative called the “Broughton Project” was set up to manage the local areas with co-operation between the local Council, Assembly, local Council, the Police, Social Services and church clergy, with help from Lottery Funding.

In both parishes English is the predominant language and very little Welsh is spoken. In the 2011 census less than 10% of people in the Wrexham County Borough claimed to “read, speak or write Welsh”.

There is little industry within the villages except for some small scale employers. However there are several small/medium Industrial Estates in the County Borough as well as the Wrexham Industrial Estate. The latter have light engineering factories and service and food industries. The villages therefore have the character of dormitory areas for employment opportunities nearby, or further afield at Vauxhalls Ellesmere Port, Airbus in Broughton (near Chester) and Deeside.

There is a mainline railway station in Wrexham which affords rail links to Merseyside, Manchester, Crewe and London via Chester twelve miles to the north; and links to the Midlands, London, mid and south Wales via Shrewsbury thirty miles to the south. A dual carriageway which on the western outskirts of Wrexham provides links to the M6, M53, M56, M54, motorways and the A55 Chester to Holyhead trunk road.
Introducing St Paul’s Church

St Paul’s is architecturally a traditional cruciform stone church, with bellcote. The church has fixed pews, for two hundred and twenty worshippers, either side of a single aisle. As there are no columns there is a clear view for members of the congregation to the pulpit and altar. There are excellent stained glass windows at the east and west elevations, and each side of the nave. Behind the choir stalls there are two vestries, one each for Vicar and choir. The choir vestry also doubles as a kitchen area. There is an area at the rear of the nave which is used as a social area once a month for tea and biscuits after the morning service.

The church is in a good state of repair, and the 2013 Quinquennial Inspection required only minor remedial action. The choir has about six to eight members for the weekly Sunday sung Eucharist and is accompanied by a full time organist at the excellent pipe organ. The acoustic quality of the church is well known in the area and is used for recordings by visiting choirs.

The church is surrounded by a churchyard, now full to capacity, planted with mature trees. The Broughton Community Cemetery has a contiguous north boundary with the churchyard. Parking is limited in the vicinity of the church, but the present Vicar permits parking in the Vicarage grounds across the road during services.

The PCC for Broughton and Berse Drelincourt is made up of all the main officers of the Parish in addition to eight members of the congregation.
Welcome to All Saints Church

All Saints is a compact stone church with movable seating for about one hundred worshippers, and stained glass windows in both end elevations. There is a churchyard immediately across the road and a parking area for the use of the congregation around the church. The church has been extensively refurbished and modernised in 2015 and is now a multi-functional church for the community.

The building also encloses a social area/function room (see above) with a separate kitchen, and toilets. The social area is normally cut off from the church but, by opening intervening doors, and removing seating, the two areas may be combined into one for social and other purposes. The social area is in continual use for Monthly Bingo; Fish and Chip Suppers, including a quiz Night; and All Day Breakfast. In 2015 the congregation embraced “Holiday Hunger Gap”, a social engagement project designed to feed children during the school holidays and to reach out to the community. This autumn a season of invitation was launched.
Church Services and activities of the Clergy

At the beginning of 2015 when the parishes were grouped, we were fortunate to have support from retired clergy for Sunday Eucharist Services. This has meant that the services at both churches have carried on as before although the current arrangements are now under review.

Present Service times:

St Paul’s:  9.30  said Eucharist  
           11.00  sung Eucharist 

All Saints:  11.00 service 

At All Saints the normal pattern of service is Eucharistic, but there is also morning Worship or Morning Prayer led by Lay Readers. There is a Midweek Service of reflection, meditation and healing.

On the first Sunday in the month there is a Family Service each with a special theme.

At St Paul’s Church, Rob Warren is a Worship Leader at the 11.00 services.
At All Saints Church, Shirley Cleverley is a Worship Leader and there are two Lay Readers, Kath Evans and Heather Shotton.

There are forty-nine parishioners on the Parish Register of St Paul’s church and twenty-one at All Saints. At St Paul’s, the congregation numbers are 5-20 at the 9.30 services and 35-50 at the 11.00 services. At All Saints the congregation numbers are 15-20 at the 11.00 service, when young people assist during the Eucharist service, and everyone is encouraged to take part the non-Eucharist services, reading and leading the intercessions. There are 7-10 people at the Midweek service which is mainly lay lead. The congregation at St Paul’s has a broad age range from very young to old and it is good to see that families regularly attend services. Younger members are encouraged to participate as helpers in the Communion preparations and other congregation members read lessons. The congregation can best be described as conservative and prefers the traditional form of service. Occasionally, e.g. Mothering Sunday, the Eucharist service is replaced with a “Songs of Praise” service at which hymns chosen by the congregation are sung.

Occasional Offices and other duties

The Vicar performs roughly fifty christenings, and ten marriages per year. There are typically thirty funeral services, plus services and committals at the local Crematorium, making sixty in all. There is active outreach work with the three local junior schools: each school is visited once a month to conduct morning prayers and the Vicar is on the Board of Governors at one of them. There is also involvement with pupils at St Josephs, our local Catholic and Anglican Shared Faith High School. Students are encouraged to visit the parishes to familiarise themselves with the churches. They decorate the church at Harvest Festival and participate in the Annual Carol Concert and Crib Service.

The Vicar visits many old and infirm parishioners at their homes, in Retirement Homes, and Hospital to give communion.
The local area

Local shops and facilities

There are Post Offices, general grocery shops, hairdressers, fast food outlets and a pharmacy within the parish areas. In nearby Wrexham there are branches of five major supermarkets, and clothing stores. Shopping areas in the Roman city of Chester, Liverpool and Manchester are easily reached by public transport.

In Broughton Parish there is Brynteg Library, with meeting rooms and access to computing facilities. There is one Medical Practice within the Parish boundaries at Brymbo and two a short distance outside at Brymbo and Summerhill. There is a large General Hospital in Wrexham with an A&E department about two/three miles from the centre of the parishes.

Education in the area

Within the two parishes there are four County Primary schools teaching through the medium of English. There are a number of Primary schools within easy reach that teach in Welsh.

Coleg Cambria’s campus in Wrexham is one of a group of colleges in north-east Wales offering many courses in vocational subjects such as plumbing, childcare and building. There are no Secondary Schools within the parishes but there are four within a radius of four miles.

Glyndwr University in Wrexham offers courses at Undergraduate and Post Graduate level in a wide variety of subjects, including Engineering and Physics, Business, Computing, Education, and Art and Design.

Recreation

The area of the Moss Valley on the eastern fringe of Broughton and Berse parish was previously the site of three collieries. This has been cleared and landscaped and is now the site of the Moss Valley 9 hole golf course, and a walking area. There is also the long established Wrexham Golf Club on the outskirts of Wrexham.

Adjacent to Glyndwr University is “The Racecourse”, the home of Wrexham Football Club for over a century. Besides the usual football programme, League Rugby is also played there.

There is a very active Local History Group based at Brynteg Library which is also a meeting place for a Craft Group.

On the southern outskirts of Wrexham there is a very popular National Trust property at Erddig. The local National Trust Group holds meetings at the Glyndwr University lecture hall as do the local branch of the U3A. There is the amateur Little Theatre in Wrexham and the professional Theatre Clwyd at Mold ten miles to the north. There is easy access to all the scenic beauty and coast of north and mid-Wales, and the Snowdonia National Park, an hour away by car.

The Vicarage

The Diocesan Parsonage Board is actively looking for a new property to replace the existing old vicarage that is expensive and challenging to maintain. It is hoped that this will be ready in time for the arrival of the new Vicar.
Joint Statement of PCC Members of St Paul’s and All Saints Churches

It is only a few months since the two parishes were grouped under one vicar, so the congregations are very ‘new’ to each other. However, we have coped with the small administrative changes and there is a strong feeling in the respective PCCs of active cooperation. We hope that we can play to each other’s strengths in the future, under the guidance of a new Vicar.

We hope that the present services, outreach and mission can be continued, with any additions where appropriate. Work towards 2020 Vision should be advanced during the next five years. The successful applicant should enjoy the traditions of the grouped Parishes and feel called to work and enhance the work of the parishes as we continue to engage with our ministering to the local area.

Contact Details

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**Profile Coordinator:**
Keith Herniman
Tel. 01978 357143
Email: [kherniman@aol.com](mailto:kherniman@aol.com)
## Financial Report 2014 and Treasurer’s Report for Broughton and Berse Drelincourt

### ANNUAL FINANCIAL RETURN FOR 2014

**BROUGHTON AND BERSE DRELINCOURT**

### INCOME AND EXPENDITURE

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|                      | £                  | £               | £                  |
| **OUTGOINGS**        |                    |                 |                    |
| Support for Ministry |                    |                 |                    |
| Parish share         | 32,921             | 0               | 32,921             |
| Parochial expenses   | 1,564              | 0               | 1,564              |
| of clerics           |                    |                 |                    |
| Other                | 0                  | 0               | 0                  |
| Parish Activities    |                    |                 |                    |
| Maintenance of services | 3,030 | 0 | 3,030 |
| General Parish expenses | 428 | 0 | 428 |
| Church Property      |                    |                 |                    |
| Maintenance of churches | 3,691 | 0 | 3,691 |
| Maint. of other property | 2,070 | 0 | 2,070 |
| Grants and Financial Support | 1,250 | 0 | 1,250 |
| Exceptional expenditure |            |                 |                    |
| Grants and Financial Support | Parish | 200 | 0 | 200 |
| | Home/W | 275 | 0 | 275 |
| Other Resources      |                    |                 |                    |
| Capital Payments     | 0                  | 0               | 0                  |
| Cost of Money Raising |                  | Cost of Money Raising | 262 | 0 | 262 |
| **TOTAL RESOURCES EXPENDED / PAYMENTS** | 45,691 | 0 | 45,691 |

### BALANCE OF TOTAL FUNDS INCLUDING CENTRAL INVESTMENT FUND

|                      | £                  | £               | £                  |
| Brought forward 1st Jan 2014 | 237,155 | 41,743 | 278,898 |
| Carried forward 31st Dec 2014 | 241,385 | 43,283 | 284,668 |
Statement of Assets-St Paul’s

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Treasurer’s Report Broughton and Berse Drelincourt

As the above Financial Return for 2014 shows, the financial state of St Paul’s church is satisfactory. However, in years immediately before 2014 it was necessary to use available liquid reserves to make up the shortfall in income over expenditure. This was around £8-10,000 per year. At the present time, there are three factors ameliorating this.

a). The Parish’s investments in the Common Investment Fund (from the sale of the church schoolroom ten years ago). We are able to apply for money from this to cover expenditure associated with maintenance of the church and any capital expenditure.

b). We have been able to make claims retrospectively for ten years from the Central Fund. However we are now near to the end of the ten years and will then only be able to claim for each current year.

c). Since we now share a vicar with Southsea the Parish Share for 2015 has been apportioned between us. This means that the Parish Share for Broughton is about £10,000 less compares with 2014.

This means that assuming that conditions remain more or less the same, St Paul’s will be able to pay its way in the short/medium term. As the Parish Share for Broughton and Berse Drelincourt is 65% of the annual expenditure, the future depends very largely on this being stable.

We are fortunate to be in a position to finance capital expenditure projects from the Central Fund. Provision of a toilet, replacing the central heating boiler, and fitting out and decorating the choir vestry with updated kitchen facilities are three possible projects.

To summarise, the parish finances are healthy and should remain so in the immediate future.
Financial Report 2014 for Parish of Southsea

<table>
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<th>INCOME</th>
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<tr>
<td>DONATIONS</td>
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<tr>
<td>GRANTS*</td>
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<tr>
<td></td>
<td><strong>£10000</strong></td>
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<tr>
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<td><strong>£27340</strong></td>
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<tr>
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<tr>
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<td><strong>EXPENDITURE</strong></td>
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<tr>
<td>GRASS CUTTING</td>
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<tr>
<td>REPAIRS &amp; RENEWALS</td>
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<td>LIGHT &amp; HEAT</td>
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<td>WATER RATES</td>
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<td>POST &amp; TELEPHONE</td>
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<td><strong>£16351</strong></td>
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<td><strong>TOTAL EXPENDITURE</strong></td>
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2014  EXCESS OF INCOME OVER EXPENDITURE £10989

(a)*Note that the Grant of £12750 may only be spent on current projects at the church

**Statement of Assets for All Saints**

<table>
<thead>
<tr>
<th>Assets</th>
<th>Amount</th>
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<td>Bank current Account</td>
<td>£819</td>
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<tr>
<td>Bonus Ball Account**</td>
<td>£12934**</td>
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<tr>
<td>Cash in Hand</td>
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<td><strong>TOTAL</strong></td>
<td><strong>£14624</strong></td>
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</tbody>
</table>

(b) **Note that a large proportion of this is also Grant monies which cannot be used for purposes other than renovations.

(c) Note: All Saints Southsea, has a substantial historic debt of payments of Parish Share to the Diocese. The Parish is working with a team of Diocesan Officers to restore the parish finances to a more sustainable position in the medium term.
Job Description

Post: Vicar of the Grouped Parishes of Pentre Broughton and Southsea

Purpose: To support the Bishop as Chief Shepherd, Pastor and Minister of the Diocese, as a visible sign serving the Church’s unity and continuity in apostolic life, mission and ministry.

Responsible: In collaboration and full co-operation with the local church in the Diocese and Parish for:

People
Mission
Teaching
Preaching
Finance
Buildings and property

Principal tasks & duties (in collaboration and co-operation with others)

Preaching and teaching

1. To preach the Word
2. To administer the Sacraments
3. To lead people in praise and thanksgiving to God through the reverent, regular, careful and inspiring ordering of worship
4. To lead people in mission and evangelism.
5. To teach the Faith
6. To bring new members into the Church by Baptism including the appropriate preparation of candidates, parents and godparents
7. To prepare and present candidates for confirmation.
8. To prepare people for holy matrimony and officiate at the service.

Pastoral care

1. To minister to the sick and dying
2. To officiate at funerals
3. To minister to the bereaved
4. To offer a pastoral ministry to all people within the Parish
5. To share Christian service with others
6. To minister to all who are in need of support and spiritual counsel
7. To proclaim the righteousness, mercy and forgiveness of God to those who are troubled in spirit
8. To seek those who have strayed
9. To liberate and nurture God’s people for the good of all and the glory of God.
Administration

1. To encourage and enable the PCC to consider and define a mission policy for the church, taking into account:
   • the call of God
   • the needs of the local community
   • the needs of the Parish, Deanery, Diocese and Province
   • the needs of the wider church
   • the needs of the congregation
   • the promotion of Christian Stewardship in all its aspects

2. To comply with the law of the land and church regulations in relation to the following:
   • marriages and deaths
   • child protection
   • financial accountability
   • health and safety

3. To share in an effective, competent and courteous administration of the Parish

4. To consult and co-operate with churchwardens and the PCC in matters of concern and importance in the Parish

5. To maintain the necessary records of baptisms, confirmations, marriages, burials and other services (where appropriate)

6. To support the work of the Electoral Roll Officer

7. To encourage, support and participate in the administrative business of the PCC including:
   • appointments
   • organising meetings
   • maintenance of accounts
   • inventory of furniture, fittings and artefacts
   • care of church buildings

8. To ensure that the statutory requirements of the law, the services and procedures approved by the Church in Wales are complied with in a shared and collaborative ministry.

Church and community

1. To encourage good and courteous relationships with members of other Churches and Faith communities.

2. To support the laity in their social, pastoral and money raising activities which further the mission of the Church in the local and wider community.

Parish Appointments

Local needs and opportunities will also apply such as:
   • to enable and encourage Church members in developing their prayer life and worship
   • to encourage Church members to be ambassadors of Christ
   • to strengthen links between the Parish and local schools
   • to develop strong links with community groups and encourage their involvement in parish life
   • to liaise with statutory bodies where appropriate.
Person Specification

Post: Vicar of the Grouped Parishes of Pentre Broughton and Southsea

1. **Qualifications and Training**
Candidates for the post should:
- be a priest within the Church in Wales or an Anglican church in communion with it
- be theologically competent
- have satisfactorily completed Initial Ministerial Education
- be able to demonstrate a capacity to exercise priestly ministry as an incumbent, including the ability to develop a parish vision
- be able to demonstrate a willingness to engage in further appropriate training.

2. **Experience**
Candidates should be able to demonstrate experience and understanding in the following areas:
- managing the resources of a multi-church parish
- engagement with and pastoral support for people of all ages
- encouraging appropriate work and worship with schools, children, young people and their families
- care, maintenance and development of buildings
- the role of the church in the community
- the development of liturgy
- faith development
- encouraging lay involvement in parish life.

3. **Knowledge, skills and competencies**
Candidates will be able to demonstrate that they possess knowledge, skills and competencies as follows:
- an ability to make, and to build on, links with individuals and community organisations whose involvement with the church is limited
- collaborative working – especially with volunteers
- leadership skills – including the ability to motivate, inspire and effectively coordinate volunteers
- ability to preach well in a variety of styles and formats to a broad range of listeners with varying outlooks, ages and understanding
- ability to organise resources (own time, volunteers – individuals and groups, buildings) effectively to meet a large numbers of demands
- a sensitivity to Welsh language and culture.

4. **General Attributes**
Candidates should have:
- an appreciation of the opportunities provided by the parish’s place within the existing secular structures for developing positive links with those not yet actively involved in it
- evidence of a deep prayer life and of an ability to draw on a wide range of spiritual resources
- an ecumenical outlook and an interest in working with other local churches
- a willingness to enhance and encourage artistic activity within a parish church which is a popular venue for musical events and art exhibitions
- a sense of humour.
Role Description

Post: Vicar of the Grouped Parishes of Pentre Broughton and Southsea

The role of the person appointed as Vicar of the Grouped Parishes of Pentre Broughton and Southsea will include the following aspects:

1. Leadership and Working Collaboratively
   - developing a vision for the work of the church in the parish
   - inspiring, motivating, challenging and empowering members of the parish, individually and collectively, to work towards achieving that vision
   - sharing ministry as appropriate and working collaboratively with others – including clergy colleagues, churchwardens, PCC, lay ministers and other volunteers – so that individuals’ gifts and talents are recognised and used effectively in the service of God
   - encouraging and building up the community of faith in the parish.
   - encouraging sufficient change within the parish to enable non-church people to take steps towards faith and spiritual growth
   - ability to communicate with children and people of all ages and of all sections of society

2. Worship, Preaching and Teaching
   - leading worship prayerfully, competently and confidently so that worshippers are enriched spiritually
   - planning, organising and leading worship that supports the parish’s vision through the use of appropriate words and music, through preaching and teaching and through the use of other appropriate resources
   - encouraging the participation of lay people in worship
   - planning, organising and leading a programme of teaching which supports members of the church community, develops their faith and responds to the needs of different ages and levels of faith or knowledge
   - reflecting, interpreting, preaching and teaching the gospel in a way that will encourage faith development,
   - developing content and style of worship and teaching for the needs of different ages and levels of faith or knowledge.

3. Mission and Outreach
   - developing a ministry that encourages new people to Christian faith
   - developing a ministry to children and their families
   - strong sense of the mission of the church
   - encouraging members of the church to develop skills in evangelism and discipleship so that they gain confidence in their ability to show God’s love in action
   - developing relationships within the community and collaborating where appropriate with voluntary and statutory organisations
   - working with clergy and lay colleagues in the deanery to implement the diocesan priorities of:
     - enabling and encouraging the whole people of God
     - enlivening and enriching our worship
     - engaging the world.
4. **Pastoral Care**
   - identifying pastoral care needs and developing structures to ensure these needs are met
   - encouraging appropriate lay people to develop pastoral skills and supporting them in exercising these skills
   - giving support to those in need of pastoral care, particularly to those facing personal difficulties, to those facing critical times in their lives and especially to the sick and dying, their relatives and friends
   - communicating effectively and appropriately with people of all ages and situations within the church and community
   - an ability to demonstrate active listening and empathetic behaviour.

5. **Stewardship and Parish Organisation**
   - working with the churchwardens and PCC members to ensure that structures and resources for parish organisation are appropriate, including the development of clear boundaries and accountability of roles
   - ensuring that structures, processes and policies in relation to services (including weddings, baptisms and funerals), events, health and safety, finance, fabric and personnel meet diocesan and legal requirements
   - management of time effectively through personal administration, planning and organisation, working in a team, chairing meetings, interpersonal skills and taking appropriate breaks
   - following an appropriate pattern of work that enables a full spiritual and personal life, as well as meeting the demands of ministry.

6. **Personal Development and Spirituality**
   - continuing to develop personal skills and knowledge in relation to ministry through courses of study, reading, training courses and workshops
   - reflecting spirituality in everyday life
   - attending diocesan Continuing Ministerial Development days and events
   - maintaining a prayerful spiritual life with appropriate support networks
   - recognising the importance of continuing to develop personal theological understanding and spiritual reflection
   - inspiring spiritual growth in others through personal development in faith
   - giving time for personal family life, friendships, recreation, renewal and personal health through taking a weekly day off and full holiday entitlement