

Archdeaconry of Bedford

Amphill and Shefford Deanery

Profile for the Benefice of Clifton and Southill



All Saints, Clifton



All Saints, Southill

CONTENTS

	Page
A LIVING GOD'S LOVE	3
B THE BENEFICE	3
1. LOCATION.....	3
2. MINISTERIAL TEAM	3
3. EXPENSES OF OFFICE.....	3
4. OUR NEXT INCUMBENT	4
C THE PARISH OF ALL SAINTS, CLIFTON	5
1. LOCATION.....	5
2. STRENGTHS AND WEAKNESSES	5
3. COMMUNITY	6
4. EDUCATION	6
5. LEISURE AND RECREATION.....	7
6. WORSHIP.....	7
7. PASTORAL AND ECUMENICAL.....	8
8. LEADERSHIP	9
9. MINISTERIAL TEAM	10
10. ELECTORAL ROLL	10
11. ORGANISATIONS	10
12. BUILDINGS.....	10
13. FINANCE	12
14. COMMUNICATIONS	13
D THE PARISH OF ALL SAINTS, SOUTHILL	14
1. LOCATION	14
2. THE COMMUNITY	15
3. THE CHURCH.....	16
4. THE CHURCHYARD.....	17
5. WORSHIP	17
6. LEADERSHIP.....	17
7. FINANCE.....	18
8. COMMUNICATIONS.....	18
9. STRENGTHS AND WEAKNESSES.....	18

A LIVING GOD'S LOVE

Our Vision is

Our churches full of people worshipping and praising the living God

Mission Action Plan (MAP) 2016

Our priorities:

- To reach out and encourage all to join or progress on the faith journey of exploring, learning and experiencing the love of the Living God.
- Valuing our heritage and spiritually and numerically build for a sustainable future.
- Have a pattern of serving each person in every corner of our lives through God's love so that all feel included, valued, and cared for in our community.

In the light of these priorities our goals are:

- To be a growing community filled and empowered by the Holy Spirit
- To develop the opportunities to work with younger people spreading the kingdom of God.
- To build on the music tradition within the churches including the links with the schools
- To develop our outreach across all areas of the community
- To reach out, encouraging others to join the faith journey of exploring, learning and experiencing the love of the Living God.

B THE BENEFICE

1. LOCATION

The Benefice comprises the neighbouring parishes of Clifton and Southill in Central Bedfordshire which is a unitary authority.

2. MINISTERIAL TEAM

An Associate Priest (SSM) and a Lay - Reader are licensed to the Benefice. Support is also given from an active retired minister living in Clifton.

3. EXPENSES OF OFFICE

It is our practice to encourage that all expenses of office are claimed in full. During the last two years, expenses claimed for the benefice have approximated to £130 each month. There is no financial provision for secretarial or office support, although voluntary help may be available.

4. OUR NEXT INCUMBENT

We are looking for

- A collaborative leader who will work as part of the team to inspire people and impartially oversee the growth of the churches in ALL aspects
- Someone who will offer strong spiritual and pastoral leadership which challenges with the new, respects what is already established and moves us forward as a benefice at a pace that takes people along
- Someone who will reside in the Rectory and actively engage in the growing community in all aspects of life in the villages (Church, School, local businesses, other groups and societies) so they are recognised and respected by most villagers as the spiritual leader in the community
- Someone who will demonstrate sensitivity and wisdom to balance the diverse needs and wishes of all parts of the church community
- Someone to foster good links in the Benefice between Clifton and Southill and look for opportunities to join together where appropriate
- Someone who will stimulate Christian and spiritual growth within the congregation and develop ministry of lay people.
- Someone who will present a good sermon communicating a clear message in an inclusive and engaging manner.

In return we will offer you

- A body of motivated, supportive and energetic contributors to the life of the Church
- An efficient and organised structure that is able to sustain a well-established pattern of services and other Church activities
- A body of people looking to be led to enhance their engagement with the love of the living God and to be guided to further enhance God's kingdom in Clifton and Southill
- A body of people who are looking to very clearly love, nurture and cherish their new Incumbent

C THE PARISH OF ALL SAINTS, CLIFTON

1. LOCATION

Clifton is located close to the A1M (approx. 4 miles) and M1 (about 20 miles) and the nearest rail link at Arlesey is about 2 miles away, for trains to London Kings Cross (35 minutes) and to the north via Peterborough.

2. STRENGTHS AND WEAKNESSES

What are our strengths?

- The church is an established part of the community and church members are active in a wide range of activities and organisations
- A resourceful, committed and friendly congregation prepared to take responsibility for church activities
- Variety of worship and willingness to consider new formats
- A strong tradition of church music with choir and Father Willis organ which supports most services including evensong
- Proactive management of resources and facilities to attain financial stability
- The attractiveness of the church building, grounds and surrounding village
- An enthusiastic and active bell-ringing team
- A self-supporting and dedicated Messy Church team

What are our weaknesses?

- We find it difficult to encourage new members into the church; to grow wedding couples and baptism families into regular worshippers and to maximise our links with the school and other village organisations to encourage their members to participate in our church life
- Although there is a wide range of ages in the congregation, we currently have a reduced proportion in the under 40 age group
- We currently have no junior members of choir and would like to encourage more children to join.
- We do not have full access and facilities for people with disability and impaired mobility in the church
- We would like more links to other churches in area

3. COMMUNITY

The housing in the village consists of a mix of old houses, cottages, housing association properties, modern estates and a few private estates. There is significant ongoing development; recent developments have not been reflected in the size of the congregation. The village is surrounded by farms and has many well established routes for walkers and riders. The population of approximately 2500 is very much a mix of age groups and the majority of people work in the towns nearby or commute to London. There are a number of small local businesses serving the needs of the community.



The village is served by an active Parish Council. The village Community Centre, Church Hall and School are used regularly for both public and private events including sports and exercise classes. There is a Residents Association, a Street watch group, and a very active and well supported Care Scheme operates within the village. There are two Baptist chapels in the village and Methodist and Roman Catholic churches in the surrounding area.

4. EDUCATION



Bedfordshire currently operates a three-tier education system but it is likely that this will change over the next few years to a 2-tier system. Children from 4 to 9 years of age attend Clifton All Saints Academy (A Church of England school) in Clifton which shares its site with The Woodlands nursery unit both of which have had outstanding Ofsted Reports. <http://www.cliftonallsaintsacademy.co.uk/>

The 9-13 year age group is usually educated at Henlow Academy or Robert Bloomfield Academy in the adjoining villages and the 13-16+ group at Samuel Whitbread Academy.

Some children attend schools in Bedford (both public and private sector) and those aged 11+ may also attend the single sex schools in Hitchin.

5. LEISURE AND RECREATION

There is a general store with Post Office, an independent butcher, a hairdresser, two public houses, a popular Indian restaurant and a garage/petrol station in the village. The nearby town of Shefford has a modern health centre, supermarket, chemist, library, bank, public houses, restaurants and take-aways. There are many excellent restaurants within easy reach.

There are many interest groups for all ages: WI, Rainbows, Brownies, (Cubs and Scouts meet in Henlow), an active craft and chat group which meet at the church, Elder People's Club, an excellent football club and a cricket club based at a picturesque ground on the outskirts of the village.

6. WORSHIP

The current pattern of worship is:

8.00 am	2 nd and 4 th Sundays	Said Holy Communion (2 nd BCP, 4 th Common Worship)
10.30 am	1 st Sunday 2 nd , 3 rd and 5 th Sunday 4 th Sunday	Family Communion (simpler format, Common Worship, occasionally non-Eucharistic service) Parish Communion: sung Eucharist, (Common Worship) Morning Worship (non-Eucharistic) Messy Church which is held in the Church Hall
6.30 pm	1 st and 3 rd Sunday	Sung Evensong (BCP)

10.00 am	Wednesdays	Said Holy Communion, Common Worship
----------	------------	-------------------------------------

In addition to the variety of liturgy in our regular Sunday services we celebrate most major festivals and have other special services, many of which are during the week. Most services are based on Common Worship and we have produced, in-house, a number of service booklets to cover the range of services. Special services include: Ash Wednesday, Ascension Day, Maundy Thursday, Healing Service at St Luke's Tide, Holy Week daily services, Nine Lessons and Carols, Christingle, Advent Carol Service, Christmas Eve Crib Service, Candlemas, Commemoration of the departed at All Souls, Mothering Sunday, Harvest Festival and a dedication at the War Memorial followed by a service in Church on Remembrance Sunday. Most of our services are led by our organist and choir and we have occasional anthems and choral evensongs. We also have a clavino and a wireless speaker for alternative musical presentation.

Until recently an evening service was held every week which was in the form of Evensong or New Worship (a more informal service which attracted a varied congregation). Occasional healing services were also

held on a Sunday evening. Since August 2015 we have held 2 evensong services a month. Some members of the congregation and choir attend Deanery Evensong about 4 times a year.

The numbers of occasional offices in the last year are: 23 Baptisms; 4 Weddings and 12 Funerals. There are currently 11 weddings books for 2016.



There is regular lay participation within the services as welcomers, readers, intercessors, crucifers, chalice assistants and choir. Children sometimes take some of these roles in the family services and we serve Fair Trade tea and coffee after all the 10.30 am services as part of our outreach and welcome. We have also welcomed children from the local Academy to sing at the Carol Service and Mothering Sunday service.

There is a full range of vestments in both traditional and modern styles. An alb and chasuble (or stole) are worn for most communion services. For evensong a surplice and stole are usually worn.

Our monthly Messy Church is attended by families to participate in crafts



and fun around the theme for the month, followed by messy worship and finishing with lunch. At Messy Christmas (held in November), children are given a toy/knitted sheep to look after and bring to the Crib service on Christmas Eve. There is also a Clifton Messy Church Facebook page. Attendance at the May 2016 session was 25 adults and 37 children plus 15 helpers, a total

congregation of 77.

7. PASTORAL AND ECUMENICAL

The Church plays an active role in the social calendar of the village and in the organisation of community events. In recent years we have held very successful, cross community events to celebrate the Millennium (2000), the Golden Jubilee (2002), the Diamond Jubilee (2012) and fund raising events for victims of the tsunami (2005) (in collaboration with the Baptist church) and the Year of the Child (2009). The organising committees for these events consisted of members of the congregation working with representatives of other village groups. A similar group is currently

organising a celebration for the Queen's 90th birthday including a service of Thanksgiving. Other Church events have included Barn Dances, Open Garden Weekends, Gardens Competitions, Summer Fetes and Christmas Fayres – again all well supported by members of the village community; some of these events are jointly organised with the PTA at the Academy.

The church is open on a Monday morning for an informal craft and chat gathering. This has proved very popular attracting non-church members who are able to exchange knowledge and ideas and make friends. This group also organise lunches out within the Friendship circle. The Church is also open on Sunday between services and plans are in place to open it every day.

A village magazine, Clifton Chronicles, is produced under the leadership of the Church by a team of over 40 volunteers a month. There are eleven editions per year delivered free to each of the 1400 dwellings in the village. It is entirely self-supporting, income coming from advertising of local businesses and services and a grant from the Parish Council. Each issue includes a letter from the Rector, contributions from the school and other village groups. <http://clifton-beds.co.uk/ChroniclesPB/Chroniclesboard.htm>

A web site, www.clifton-beds.co.uk is managed by the church and financially supported by the Parish Council for the benefit of church and village. This contains a calendar of church activities and entries from the many rotas for lay involvement in services. It also contains information about the many organisations within the village. There is also a Facebook page.

Clifton All Saints Academy receives a small donation from the Church each year and the church pays for bibles for the new pupils each year. Many Church members serve on the Governing body and the new incumbent would be expected to take an active role in the school by continuing the tradition of weekly assemblies and services in Church each half term, one of which is a Eucharist service. By virtue of the appointment, the Rector is a member of the Governing Body and the Academy Trust.

In addition to the high levels of lay involvement in services the incumbent will receive support from home communion visitors, a wedding administrator, the Baptism Group, a Pastoral Care team, a Bereavement Group and we hold marriage preparation days. We have an active prayer group which meets monthly for group discussion, meditation and prayer. The services in Holy Week are sometimes led by this group. We have also had a number of Quiet Mornings and Evenings led by our Reader. We have held both Alpha and Emmaus courses and more recently Faithfull courses.

8. LEADERSHIP

Currently we have a team of 4 churchwardens, each serving a 4 year term progressing from deputy warden to warden. We have found this arrangement shares the load and gives new wardens confidence and experience.

The PCC consists of the incumbent, two churchwardens, 12 ordinary members and 2 members who also represent the parish at Deanery Synod. The age range of members is from 50-80 with the average age about 60. The group meet 10 times per year. A Standing Committee, consisting of the incumbent, churchwardens, PCC secretary, PCC Treasurer and one member elected from the PCC meet as necessary during the year to agree the agenda for PCC meetings and discuss any other issues.

An annual report is produced which contains entries from the many sub-committees and groups within Church. The Report for 2015 can be found on the website

<http://www.clifton-beds.co.uk/ChurchPB/APCMBooklet2016.pdf>

Committees and groups include: Missions, MAP, Fabric, Worship, Social, Baptism, Church Hall, Bereavement, Prayer, Messy Church and Pastoral.

9. MINISTERIAL TEAM

There is active ministerial support for the new incumbent. We have an ordained SSM living in the parish, a licensed Reader who has developed his ministry within the parish and two Lay Leaders of Worship (LLW) in training who will be licensed to this parish. Support is also given from retired clergy (one of whom lives in the parish). They are all keen to continue contributing to the life of the parish.

10. ELECTORAL ROLL

The electoral roll currently has 99 members, 30 are from outside our Parish. We have added 4 new entries to the roll in 2016 all of whom are regular Church attendees. The average attendance at the main Sunday service is 51 adults and 2 children under 16. We are aware that, apart from Messy Church, we have an aging congregation and would see addressing this as a primary focus.

11. ORGANISATIONS

Organisations within the Church include Bellringers, Choir, Church cleaning, Craft and Chat, Flower arranging, Mothers Union and Refreshments team. There is an active Friends of Clifton Church organisation which attracts members from around the village and beyond. They hold regular events and their focus is the maintenance of the building.

12. BUILDINGS

The church is a 13th/14th century listed building (Grade 2*) containing many interesting features, such as a restored Rood Screen (late 14th or early 15th century). The tower contains eight ringing bells, three chiming bells and the only working carillon (commissioned in 1879) in Bedfordshire. The organ is

a 'Father Willis', built in 1886 by Mr. Henry Willis. We have a guide to the church which is available free in the church and can also be accessed on the website <http://clifton-beds.co.uk/ChurchPB/ChurchGuide2011.pdf>

The fabric is in generally in good order; there are items now requiring attention which were highlighted in the last Quinquennial report in 2013. It has been identified that some of the battens in the roof need replacing and rainwater drainage repairs are necessary to cure the problems of damp around the church. Following this redecoration will be desirable. Our sound enhancement system incorporates a hearing loop but we recognise it needs updating; we have removable ramps and handholds to improve access for people with disabilities. We have a toilet and a small kitchenette. In recent years restoration work has been carried out on the Tower, sound control has been installed for the bells, the lighting system



has been replaced and the bells themselves have been refurbished.

Where possible, members of the church and community maintain the fabric and grounds of the church through the Fabric Committee, regular working parties and a grass cutting rota for the front churchyard. A paid contractor carries out grass-cutting in the rear Churchyard; a small grant from the Parish Council offsets the cost of this to the PCC. In addition to the closed churchyard surrounding the church we have an open churchyard for burials and a Garden of Remembrance for the interment of ashes. Wherever possible the

churchyard is managed to maintain and develop the biodiversity of the area and we have two areas identified as of special interest which are managed on a separate cutting scheme.



The church building is also used for occasional concerts and for meetings.

The Church Hall is located separately from the church and is administered by a sub-committee of PCC. It is self-funded and its accounts are incorporated within the general church account. The hall is in regular use by village and church based organisations.

The Rectory is a relatively modern, detached four bed-roomed house with a large garden and double garage, situated in a small close to the rear of the Church in a quiet cul-de-sac. The PCC have installed, and fund the annual maintenance of a burglar alarm. Double glazing was installed in 2006 and a new central heating boiler has recently been installed.



The Quinquennial Inspection was carried out in 2015, no major works were identified. A ground floor room in the Rectory, separate from the main house, serves as a study for the incumbent.

13. FINANCE

The full Financial Statements of the PCC for the year to 31 December 2015 are available on request to the PCC Treasurer (01462 851 816).

Total income in 2015 across all categories was £82,934 and we showed a surplus on the unrestricted undesignated funds of £6,429 over the year. This surplus is the result of a financial stewardship campaign held in the autumn of 2014, at a point where reserves had become very low. The current level of unrestricted undesignated reserves stands at approximately 2 ½ times average monthly spend.

The Parish Share has been paid in full every year; in 2015 it was £35,813.

We are a Stewardship Parish encouraging planned regular giving by bank standing order or envelopes and utilising Gift Aid. We also raise funds through events designed to embrace outreach and fellowship including; Lent Supper, Open Gardens, Summer Fete, and Christmas Fayre.

It is the policy of the PCC to support mission and charitable causes each year by regular donation from our undesignated income, in 2015 this amounted to £1,500. We also organise specific fund-raising events and appeals for charitable purposes, and during 2015 we supported; Christian Aid, the Bishop of St Albans Harvest Appeal, Save the Children, British Legion, The Children Society, St Johns Moggerhanger Hospice, The DEC Nepal Disaster. The total giving in this respect was £2,515 during 2015.

There are no major debts, but we do have the prospect of extensive roof and rainwater drainage repairs to the church. The total cost of this work is estimated to be around £127,000, of which some £67,000 is already in place. The balance of £60,000 is the subject of a current grant application

to the Listed Places of Worship Roof Repair Fund scheme - the outcome will be known by the end of June 2016.

Our Church Hall operates within a designated fund and is financially self-sufficient.

The restricted funds include the Church / Village magazine, a monthly production that pays for itself entirely by revenue from advertisers and donations/grants. Also included in the restricted category of funds are the self-sufficient activities of our successful Messy Church.

We also have an active Friends of Clifton Parish Church group that operates as a separate charity to support the maintenance & repair of the fabric in the church and churchyard.

14. COMMUNICATIONS

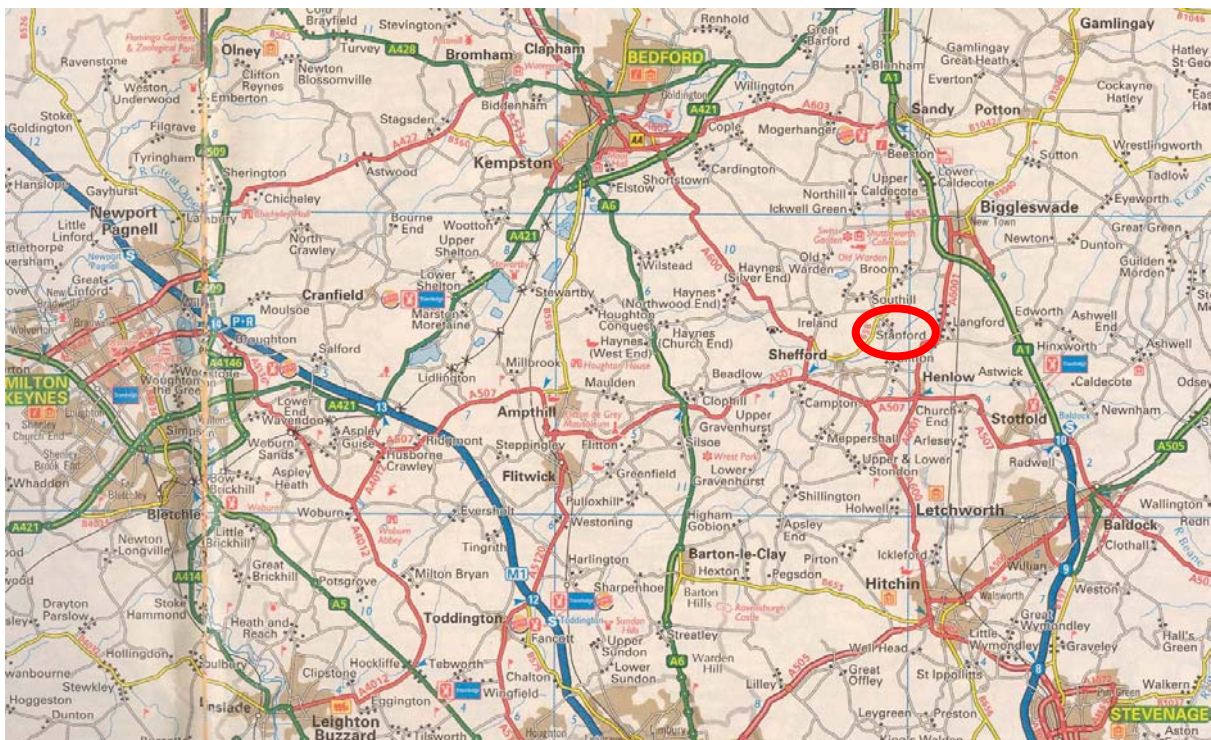
A weekly pew notice sheet is produced which contains contact details, information about weekly services and meetings, a prayer list and the Sunday readings together with other notices of interest (e.g. village/benefice events). The pew sheet and service sheets are produced in large print for those with visual impairment. Church activities are also promoted and recorded in the Clifton Chronicles and on the church/village website; Church and Messy Church have their own Facebook pages.

D THE PARISH OF ALL SAINTS, SOUTHILL

1. LOCATION

The Parish of Southill comprises three villages – Broom, the largest, Southill and Stanford – which together with the hamlet of Ireland totals 2291 hectares. It is situated in lovely countryside in Central Bedfordshire between the local market towns of Biggleswade and Shefford, which together provide the essential amenities. Both of these towns has a Health Centre with associated medical practices, a selection of shops including supermarkets, public lending libraries, a variety of restaurants and schools catering for pupils aged between 4 and 18 years: there is a school in Southill for pupils aged 4+ to 8. Biggleswade also offers a recently opened retail park, a leisure centre and indoor swimming pool. A regular bus service links the villages with both these towns, whilst a half-hourly train service runs from Biggleswade to London (Kings Cross). Road links are good with easy access to the A1.

Slightly further a-field, at some 10 miles' distance, lies the county town of Bedford which offers a better selection of shops and both a multi-screen cinema and theatre. One of the two local hospitals is situated in Bedford: the other is at Stevenage. The historic university city of Cambridge which offers many cultural attractions, is some 25 miles away, as also is Milton Keynes, renowned for its indoor shopping centre, theatre and the largest indoor ski centre in Great Britain.

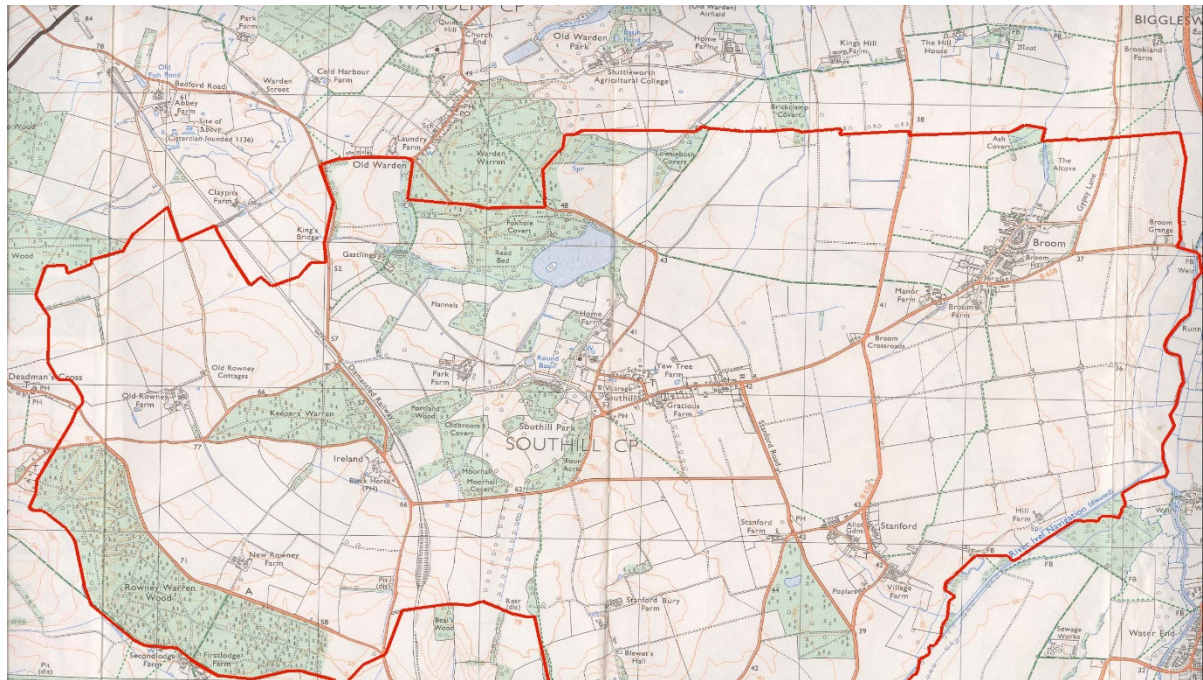


Local facilities are available to watch or play all major sports, both indoor and outdoor, and in addition to several nearby golf courses the championship courses at Woburn are only a short drive away. There are extensive walks in the local area and the Headquarters of the RSPB, which provides opportunities for nature study walks, is very close. Also nearby is the Swiss Garden, a beautiful example of an early 19th century garden combining ornamental features and picturesque architecture, and the Shuttleworth Collection housed at Old Warden Airfield. This is a unique collection of historic aircraft, dating from 1909 up to World War II and just beyond, which are flown

regularly on programmed flying days from May to September: there is also a museum containing both aircraft and motor vehicles.

2. THE COMMUNITY

Southill Parish is geographically the largest in the Deanery, but sparsely populated. Much of the land is committed to farming, whilst Southill Park is extensively wooded. The population totals some 1350, of which about a fifth are retired people. All of the Parish lies within both Southill Parish Council and Central Bedfordshire Council. The only other place of worship within the Parish is a Strict Baptist Chapel in Southill. The Methodist and Roman Catholic churches are in Biggleswade and Shefford.



Almost all the houses in Southill are owned by the Southill Estate and provide rented accommodation for the villagers, some of whom work for the Estate or other local employers. There is a popular tearooms and Village Stores; a Lower School, which caters for up to 75 children in the first five years of schooling (4+ to 8+) and which has been assessed as good by a recent OFSTED Inspection.; a refurbished Parish Hall which provides facilities for both intra and extra village activities; a cricket team which plays its' home matches at one of the nicest grounds in Bedfordshire, situated within Southill Park; and a millennium wood - planted in 2000 to celebrate the event!

Broom houses the majority of the population of the Parish, mostly in privately owned properties built in the last 50 - 55 years, but there is some social housing and also rented accommodation: many of the residents commute to work. There is a village hall, providing facilities for a wide variety of activities, and a well-known public house which has no bar! These assets, together with various 'clubs', provide good opportunities for social interaction. The original gravel quarry between Broom and Upper Caldecote is now closed, following completion of the extraction process, and the restoration of the area provides a welcome additional recreational facility for the Parish and beyond. A second quarry is now in operation between Broom and Stanford.

Stanford has a similar population to Southill, has a thriving community playing field and a public house offering accommodation and large children's play area.

Ireland is a small hamlet, but has a public house with some accommodation and a renowned restaurant offering gourmet meals.

3. THE CHURCH



The Church, which is situated on the boundary of Southill Park, was at one time surrounded by estate workers' cottages, but a decision taken in the early 19th Century moved the villagers away from the Estate and left the Church in a somewhat isolated location on the edge of the village.

Set in a pleasant and tranquil churchyard, it is a simple, light and attractive building with interesting historical associations - the tomb of Rear Admiral Byng is contained with other family members in an attached columbarium.

Over the past 25 years various restoration works have been undertaken including three major programmes. In 1992 a programme of work to the stonework of the Nave was completed at a cost of £20,000. Then, in 1995, further repairs to the stonework of the tower were undertaken and completed at a cost of £57,500, whilst 2002 brought the end of work to re-roof the Chancel and North and South Aisles, repair internal ceilings and redecorate of some of the internal walls and ceilings of the church at a cost of £98,500. Affording these repairs was only possible by receiving generous grants from English Heritage and other charitable organisations, to support the efforts of the congregation.

More recently, since 2010, stonework repairs to the exterior of the building have been completed including extensive work on the tower. Further work has been undertaken on ground outside the church walls to improve the drainage of the surface water from the roof, which was necessary to tackle the problem of rising damp. On-site toilet facilities, with additional storage space, have been located outside the North door – a covered walkway has now been added -and



a pathway providing suitable access for the disabled constructed. Adequate provision has been made for the Sunday School, protective metal screens have been added to the stained glass windows and a fire escape system has been added to the ringing chamber in the tower. A plumbed in kitchen facility based on folding cupboards has also been installed enabling much better catering when refreshments are required. Finally, a new



computer controlled heating system has been installed, replacing a 60-year-old oil fired boiler; the church electrical wiring system replaced to meet the latest IEC standards; and through a generous donation from a member of the congregation, an audio system, including a loop for those with impaired hearing, has been installed with four radio microphones and a CD player. Together, these improvements have cost a further £145,000.

4. THE CHURCHYARD



The old Churchyard, surrounding the Church, is a closed churchyard, but it contains Whitbread family graves and a Faculty is in existence permitting further family graves within the specified area. To celebrate the Millennium, floodlighting of the Church was installed, the annual running costs being met by sponsorship which has proved very successful.

The new churchyard – some 180 years old - is still used for burials.

Grass cutting of the churchyards is done by a contractor and the PCC

receives a grant from Southill Parish Council for 25% of the cost.

5. WORSHIP

The Electoral Roll currently stands at 40 and the average weekly attendance is about 30.

A Service is held each Sunday starting at 9.00am. Currently, the 1st Sunday in the month is a Family Communion Service and the 4th Sunday of the month is an Order One (Traditional) service of Holy Communion: on the remaining Sundays an Order Two service of Holy Communion is provided. These are sung Services and our regular organist, a very talented musician, 'plays' a significant part, but on the 1st Sunday of the month an Order One (Traditional) said service of Holy Communion is celebrated at 8am. On the 3rd Sunday of the month a Sunday school is held and the bells are rung before the Service.

We have 5 members of the congregation qualified to assist the celebrant, 1 member qualified to give home communion and a Pastoral team to help and give guidance for baptisms, marriages and funerals. During the year baptismal services, weddings and funerals take place as required; and there are special services for Christingle, Harvest, Mothering Sunday and Remembrance Sunday. This last Service takes place at the village memorial. There is a need for the church's ministry within the Parish to be extended to appeal to young adults and children.

Being part of a joint Benefice with Clifton has worked well and given members of both congregations the opportunity to worship together at various times and to attend joint social occasions.

6. LEADERSHIP

The PCC comprises 12 members (including 2 church wardens and 2 deputy church wardens) with an age range of 50 to 80+. Routine meetings are held quarterly and special meetings can be called as required. Five sub groups are in existence, reporting to the PCC – Worship, Pastoral, Fabric, Fund Raising and 'The Friends of Southill Church'.

The Ministry team currently comprises an associate priest, an active retired priest and a licensed reader.

7. FINANCE

The Balance Sheet at the 31st December 2015 showed current assets of £19,652, of which £9,785 was unrestricted, £7,040 was designated, £19 was restricted and £2,807 in the 'Friends' account. The year showed a deficit of £1,251. Christian Stewardship is practised and together with visitor's donations raised £14,217, including a tax rebate of £2,913. The Parish Share, £16,364 in 2015, was paid in full as has always been the case in previous years.

Being part of a joint Benefice, the Parish Share and expenses of office are split between Southill and Clifton. At the beginning, based on the Electoral Roll and existing Quota, the division was agreed as one third to Southill and two thirds to Clifton and this ratio has remained ever since.

8. COMMUNICATIONS

A Parish and Community Newsletter, entitled 'Outlook', is produced monthly: the Editor gives his services for free. The incumbent traditionally writes a 'letter' for inclusion in each edition and other Church information on duties and services is included together with Village news. Advertising income is raised and is used to partially offset the production costs - the balance of the costs is split equally between the PCC and Southill Parish Council. There is also a pew sheet provided for each Sunday Service.

The PCC, together with the 'Friends of Southill Church', organise several community events each year. These routinely include a valentine's day pancake brunch, a spring walk, biennial open gardens, an autumn walk through Southill Park, a harvest supper and quiz, a Christmas bazaar and a Christmas tree festival: there is also a Tuesday Teas social group which meets in the Church between 2.30pm and 4pm every week. Broom also has a flourishing WI and a village lunch club which meets monthly.

9. STRENGTHS AND WEAKNESSES

We believe that a new incumbent would find the following **characteristics encouraging**:

- Loyal, hardworking, flexible and committed members of the congregation.
- Beautiful building in a beautiful location.
- Church open every day between 9am and 5pm
- Bells in good working order.
- Disabled Access into the Church and toilet.
- A Sunday School.
- Enthusiastic bell ringers.
- A talented organist.
- Audio system, with loop, available in Church.
- Tea and coffee served after Sunday Service to encourage social interaction.
- 'Navigation' study group held twice a month.
- 'Pilgrim' courses run weekly.
- Friendly local community.
- The use of the building by the Parish Council and village school.

He or she may consider the following **factors to be challenging**:

Widely spread and ageing congregation.

Little interaction with local school.

Few community activities attached to the church.

No choir or youth groups.