



# Hermitage Team

Benefice profile: Team Rector



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# Welcome from the Archdeaconry

## ► **Associate Archdeacon – Reverend Canon Liz Jackson**

Oxford Diocese seeks to encourage our local church communities to be a more contemplative, compassionate, courageous and Christ-like for the sake of God's world. We do this by directing our attention to key common themes: the environment, discipleship, growing new congregations, children and young people and addressing poverty and inequality. The Hermitage Team sits within the Berkshire archdeaconry.

The Hermitage Team is situated slightly north of Newbury in beautiful Berkshire countryside. The parishes that make up the Team sit on either side of the M4, making the benefice particularly accessible for east and west. There is also easy access to London from the nearby stations | Newbury, Theale and further east, Reading.

The team is well resourced in terms of Licensed Lay Ministers, Clergy with PTO and active and missional lay teams.

Serving small rural villages and larger villages with shops and schools there are plenty of opportunities to reach out to local communities and build strong relationships. Someone pastoral who is able to offer stability and a strategic approach as well as a willingness to empower pioneering colleagues would help the Team to flourish.



# Welcome from the Deanery

## ► Area Dean – Reverend John Toogood

The seven churches of the Hermitage Team form the North-Eastern component of the Newbury Deanery - itself formed of 11 benefices or teams. There are a total 42 churches in the Deanery, with 14 full-time stipendiary clergy (a 15th post currently suspended), and 2 House-for-Duty clergy. There are a significant number of active, licensed and authorised lay ministers, together with retired clergy and others with Permission to Officiate (PTO). The clergy meet regularly as a Chapter, and there is an annual meeting which includes lay ministers and clergy with PTO.

The Deanery Synod meets three times a year to consider matters of concern and interest to the Deanery as a whole. With new people recently taking up the roles of Area Dean, Lay Chair and Secretary, a new Treasurer appointment imminent, we are now beginning a review of the Deanery Mission Action Plan to ensure we can properly address the needs of the Deanery and the Diocesan Synod's call to significantly increase our engagement with children, young people, families and schools. We hope to welcome a colleague to the Hermitage Team to work with us in this vital mission.

# Mission and Vision

- Recognition of what God is already doing and a vision for the future came from Bible study, prayer and discerning together. There are many **outward focussed** initiatives in place throughout the Benefice and it is our prayerful desire to see these initiatives and new endeavours develop and flourish with the enabling and encouraging leadership of you, our new Team Rector, and a Team Vicar who you will have a central role in recruiting.
- Each of our rural churches has a **unique identity** which seeks to be recognised and celebrated. Our numbers are small, but our members are fully committed and wanting to develop new ideas for service and worship to grow our congregations and spread the Gospel to all ages in our communities.
- The benefice has a vision of our churches at the **centre of our communities**. For that to become reality we recognise our church buildings need some development and re-ordering with the provision of toilets/heating and Wi-Fi as a minimum and with the dream of chairs replacing pews and multimedia facilities in some of our church buildings to facilitate more flexible use of our buildings not just for our own worship but for community group use too. Several plans are in progress to achieve that goal. We want community groups to use our buildings and for our premises to be a welcoming environment.
- **We long for** our churches to be **full of all ages** and with that vision we see the need to have a **greater presence** in both our Primary schools and in the Secondary School in Compton, and creative projects for children and young people in our communities. We are alert to the potential for partnership in this work.
- We envision our churches and church halls being open and **active in mission 7 days a week**. Where the church does not have a useful hall, we see greater use of the village hall to provide lunchtime or after school events. There is the opportunity for new leadership to bring **fresh ideas** to the benefice and to work with people ready and willing to be part of such projects with the right enabling, encouragement and support. This is a **wonderful opportunity** to see faithful people of God grow in faith and skills and a **privilege to see God at work** in the lives of His flock and communities.

# Who we are and what we do

- ▶ [This link takes you to a page that will tell you about our licensed and authorised team](#)

From the page that opens, use the Meet the Team drop down (top left) to get to know some of the people who will work alongside you.

There are more people who'd love you to tell you what excites them about their church and about their hopes for the future: [Click here](#)

And [here's a](#) flavour of some of what we are involved in week by week (including an Abba parody with sheep!).



Some of our church wardens, looking forward to working with you

# Welcome

Thank you for your interest in our unique Team of seven churches who are working hard to support their communities in this beautiful rural part of Berkshire.

Are you the person who could be part of an enthusiastic team of clergy and adaptable, flexible lay volunteers to help us support our churches, communities, schools, and unique pastoral needs?

We are united in our desire for our Team Rector to lead an outward looking, community focused and missional benefice.

We will support and encourage you with your spiritual journey and family life, offering a choice of three homes within the Team.

**Are you ready to join us in our mission?**



# What do we do?

The church images and some of the others are linked to further information

Cold Ash



Compton



East Ilsley



Hampstead Norreys



Hermitage



Yattendon and Frilsham



Click on pictures for more →



Common Worship



All-Age Worship



Living Room

Working with our schools



Café Church

We work together with our local communities on a number of missional activities (click for more details)



THE FILLING STATION  
Download



Community Choirs



Parable PUPPETS

The Hermitage Team Puppet Ministry

parablepuppets@gmail.com

Dave: 07768 005908

Robyn: 07548 885716

←Click for more



BCP services

Coffee Mornings and Lent lunches



COMMUNITY LUNCH





# The Hermitage Team Ministry: Service Rota for June 2024

Version 3  
12/05/2024

CW = Common Worship, BCP = Book of Common Prayer 1662

**VESTRY**

Church	2 <sup>nd</sup> June Green	9 <sup>th</sup> June Green <i>No CJ - Confirmation service at Upper Basildon</i>	16 <sup>th</sup> June Green <i>No WWP, CH, MF</i>	23 <sup>rd</sup> June Green	30 <sup>th</sup> June Green <i>No CH</i>	
	Trinity 1	Trinity 2	Trinity 3	Trinity 4	Trinity 5	
<b>Cold Ash</b>	8.00am RC Holy Communion (BCP) 11.00am WWP All Age Praise 12.30pm Baptism WL	11.00am WL Parish Communion (CW)	8.00am RC Holy Communion (BCP)	11.00am MF Morning Prayer	<b>Team Service 10.00am</b>  <b>Hampstead Norreys</b>  Celebrate <b>CJ</b> Preach <b>WL</b> Reading <b>MF</b> Gospel <b>RWH</b> Prayers <b>WWP</b>	
<b>Compton</b>	11.00am Home Team All Age Praise	9.30am RWH Parish Communion (CW) 6.00pm CH Time with God (Zoom)	9.30am CJ Parish Communion (CW)	9.30am CJ Parish Communion and Baptism (CW) <b>CJ</b>		
<b>East Ilsley</b>	9.30am WL Parish Communion (CW)	No Service	11.00am CJ All Age Praise	No Service		
<b>Frilsham</b>	9.30am WWP All Age Praise	8.00am RC Holy Communion (BCP)	9.30am RC Parish Communion (CW)	No Service		
<b>Hampstead Norreys</b>	10.00am Home Team The Living Room 6.00pm ST Evensong (BCP)	11.00am CH All Age Praise	11.00am WL Parish Communion (CW)	8.00am RC Holy Communion (BCP)		
<b>Hermitage</b>	9.30am CJ Parish Communion (CW)	9.30am WL Parish Communion and Baptism (CW) <b>WL</b>	6.00pm CH Songs of Praise	10.00am Home Team Café Church 12.00pm Baptism <b>WL</b>		
<b>Yattendon</b>	11.00am RC Parish Communion (CW)	11.00am Morning Prayer (CW)	No Service	9.30am RC Parish Communion (CW)		
<b>Tuesday Communion</b>	4 <sup>th</sup> June - 10am Hermitage - CJ	11 <sup>th</sup> June - 12.00pm Hampstead Norreys - WL	18 <sup>th</sup> June - 10.00am Cold Ash - WL	25 <sup>th</sup> June - 12.00pm Hampstead Norreys - RC		
Thursday, 20 June 2024: 7.30-9.30pm Downland Filling Station H. Norreys Village Hall						

## What do we do?

The pattern of our corporate worship: an average month showing the deployment of the team's clergy and licensed lay ministers



# The job for our new Team Rector

- Oversight and leadership of activity that serves God's mission in and around our villages and a move towards our vision, supporting us as we build strategy. .
- Encouraging, enabling and supporting your ministry team and lay leadership team: building strong working relationships within a culture of trust; valuing, recognising and releasing skills; generously distributing leadership and holding to account.
- Enabling and overseeing the coordination of good pastoral care, building on the experience of those who are already faithfully engaged in this work.
- “Holding the space”: allowing voices with different views to be listened to, respected and valued.
- Encouraging and nurturing an outward facing church focussed on mission to all ages
- Being present amongst us as a church and in our wider communities
- One of our first jobs together will be the recruitment of our closest colleague: the Team Vicar. We were well advanced in the recruitment process for this role before the announcement of the early retirement of our Team Rector.



# Could this be you?

Someone who:

- is secure enough in themselves and their ministry to give their role away: generously distributing leadership, affirming others and gently holding to account
- notices where God might be at work across our community and actively responds
- values opportunities to build relationships whenever and wherever possible and is outward facing, able to lead us in evangelism and outreach
- bases their ministry in biblical understanding as well as opening the Bible to others
- is prayerful. It may sound obvious, but we are seeking someone who has confidence in who God is and their place in His plan and who lives out that life of trust.
- is flexible and versatile in the context of village communities and church cultures
- is passionate about others' discipleship and vocation
- is sensitive to the needs of others, emotionally intelligent and comfortable "holding the space"
- is an encourager
- will live out the gospel incarnationally in our benefice, be a visible presence and who is able to work with all ages, especially helping us in our mission to children and young people.



# Finance

## Parish Accounts

- ▶ All parishes in the Team are coping financially while using some of their reserves. The Parish Share for 2023 was £96K was paid on time and in full.
- ▶ The Parish share for 2024 is also £96k and all parishes are currently up to date with their payments
- ▶ Each parish also pays an annual amount of £2.5k into a Team expense account which covers all clergy expenses and some of the parish consumables which is managed by the Team Management Committee.
- ▶ Full details may be obtained from individual treasurers, and you will see information for each parish in Appendix 4 “Our Church Accounts”



# A Note about LLF

We are very aware of the importance of our church's approach to same sex relationships. For good reason (the health of our Team Rector) plans for the benefice to engage with the LLF discussion resources were put on hold. As you might expect there are different views within the church and wider community. We suspect that we would benefit from an incumbent who is comfortable with the broad tradition of our village churches: someone who will help us keep the focus on Jesus and who might accompany the benefice through this debate together in our diversity rather than someone with a strong campaigning commitment to a particular perspective.

# Your New Home

We have three houses within the Team. One is designated as the parsonage and another for the Team Vicar. Another house could be used for a House for Duty minister, depending on finances.

**Hermitage Rectory** is detached, has four bedrooms and a separate bathroom and toilet upstairs. There is an office space, a private garden with garage and additional off-road parking.

**Yattendon Rectory** is an older property on a large piece of land adjacent to the C-of-E school. It has a garage and off-road parking. It is detached and has five bedrooms and one bathroom. There is a separate study with an outside entrance.

**Compton Vicarage** offers a high standard of accommodation. It is a detached property with a shared drive. It is a relatively new build with a large office space. It has four bedroom and two bathrooms and off-road parking.

All three properties have a downstairs toilet. All three properties are within walking distance of local schools.

The house will be chosen according to suitability for your needs, missional priorities and following a condition and environmental assessment.



Hermitage Rectory



Yattendon Rectory



Compton Vicarage

# Appendices

- 1. Discerning priorities
- 2. Facts and figures: mission statistics

## **Separate Documents**

- 3. Exciting plans for the development of St Mary's Church, East Ilsley
- 4. "Project Vision": St Mary's Church Hampstead Norreys
- 5. Our church accounts
- 6. Role Description and Person Specification

# Appendix 1: Discernment: vision day summary (page 1 of 2)

*Please note that when this day took place we were recruiting for a Team Vicar before the announcement from our Team Rector that he was to take early retirement. Subsequent discernment led us to believe that the outcomes of the day are just as relevant to the recruitment of our new Team Rector. The subsequent recruitment of a Team Vicar can take place in the light of the skills and gifts of our newly appointed Team Rector*

As part of the process for compiling the Parish profile and advertisement for the post of team vicar for the Hermitage team Benefice, the extended family of God from all 6 parishes came together for a vision day. Out of Bible study and prayer came the following recognition and vision. There are many outward focussed initiatives in place throughout the Benefice and it is the prayerful desire to see these initiatives and new endeavours develop and flourish with the enabling and encouraging leadership of our Team vicar.

Each of our rural churches has a unique identity which needs to be recognised and celebrated. Our numbers are small but our members are fully committed and wanting to move on with new ideas of service and worship to grow our congregations and spread the Gospel to all ages in our communities.

The benefice has the vision of our churches at the centre of our communities for events/services/life. For that to become reality we recognise our church buildings need some development and re-ordering with the provision of toilets/heating and Wi-Fi as a minimum and with the dream of chairs replacing pews and multimedia facilities in some of our church buildings to facilitate more flexible use of our buildings not just for our own worship but for community group use too. Several plans are in progress to achieve that goal. We long to welcome community groups to use our buildings and for our premises to be a welcoming environment.

We long for our churches to be full of all ages and with that vision we see the need to have a greater presence in both our Primary schools and in the Secondary School in Compton, and creative projects for children and young people in our communities.

We envision our churches and church halls being open and active 7 days a week. Where the church does not have a useful hall, we see greater use of the village hall to provide lunchtime or after school events. There is the opportunity for our team vicar to bring fresh and new ideas to the benefice and to work with people ready and willing to be part of such projects with the right enabling and encouragement and support. This is a wonderful opportunity to see faithful people of God grow in faith and skills. And a privilege to see God at work in the lives of His flock.



## Appendix 1: Discernment: vision day summary (page 2 of 2)

Our prayers, study of the Word and discussions led us to formulate the following qualities for our Team Vicar. At the heart of our vision day was the desire to be deeply missional and outward focussed and for our leaders to reflect that aspiration with a Bible-based ministry. To successfully achieve positive results requires a priest who has lived the rural life or understands and appreciates the needs of rural ministry. They will need to be closely connected to and focussed on ministering to and caring for the village communities which they come to understand and love.

The team vicar role requires an out-going, approachable person who can be visible in village life and through that presence forge new relationships and links into the communities; Someone who shares our vision and has inspiration for new initiatives for ministry outside and within our churches. Our team vicar will be able to communicate with all ages in a clear, sensitive and emotionally intelligent manner.

We long for our team vicar to bring about change. Our team vicar will need to be someone who is comfortable 'Letting Go and Letting God' use others in His service. A leader who is comfortable delegating to others, not needing or wanting to do everything themselves. We need a team vicar who is an enabler and an encourager to allow others to grow in their service to God and thus achieving the vision of an active open church 7 days a week.

# Appendix 2: Facts and Figures

	Post code	Population	Electoral roll	USA	Communi-cants	Baptisms 2023	Weddings 2023	Funerals 2023	Church Room	Toilets	Church yard	Comm Services	Other services
<b>Cold Ash</b>	RG18 9PT	4023	43	18	15	7	1	5	Yes	Yes	Open	3	2
<b>Compton</b>	RG20 6RD	1792	48	22	21	6	3	4	Yes	Yes	Open	3	2
<b>East Ilsley</b>	RG20 7LP	599	15	10	10	0	1	2	No	No	Open	1	1
<b>Hampstead Norreys</b>	RG18 0TD	643	49	16	14	4	2	2	No	No	Open	2	3
<b>Hermitage</b>	RG18 9SU	2223	69	22	21	4	1	3	Yes	Yes	Closed Ashes	2	2
<b>Frilsham</b>	RG19 9UZ	324	41	15	15	1	0	2	No	No	Open	2	1
<b>Yattendon</b>	RG18 0UR	365		17	17	3	2	2	No	No	Open	2	1