



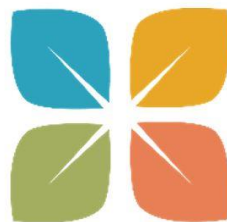
# All Saints Church

W O K I N G H A M

## Parish Profile



A church seeking to be:



Loving  
Inclusive  
Flourishing  
Exploring

## **Foreword: The Archdeacon of Berkshire**

The job of Associate Priest at All Saints, Wokingham is a very attractive one. The parish has an excellent set of buildings situated between the centre of the town and the most deprived community in this privileged market town. It is a single-church benefice, led by a very able incumbent. The parish has recently completed its *spaceforall* building project – it is now time to recruit a mission-focused associate priest to exploit the missional opportunities of this outstanding resource and to build up the missional capacity of the congregation.



All Saints is a church which knows where it stands on the key issues of the day and which is determined to make a difference to the parish and the world. All Saints is a church with a strong tradition of engagement and of thinking that you cannot separate the gospel from the world we live in. The profile sets out the church's passionate commitment to mission and to its particular areas of focus including environmental action and the inclusion of everyone in the life of the Church.

This is a vital moment for the new associate priest to be joining the team. Who else can be brought in to share the building? How can new connections be made? How can All Saints find people where they are? And how can the congregation grow?

The foundations are secure. All Saints know who they are and they are committed to that vision of the world. The resources, relatively speaking, are in great shape. A lot of the hard yards have been done in the last few years, especially around the church building. And now the congregation are praying and waiting for a new Associate Priest who will see what is here already as something to celebrate, while seeking to build on it with passion, generosity and life. It is a fascinating job for someone who is committed to reaching out into the community. If you would like to talk through anything you read or anything you wonder, please don't hesitate to contact me.

Ven Stephen Pullin

**Archdeacon of Berkshire**

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## Introduction to All Saints Church

Welcome and thank you for your interest in our Parish Profile.

I am the new Rector of All Saints, Revd Hannah Higginson, having been in post since July 2024. Prior to that I was the Associate Priest at All Saints for 6 years. All Saints is a wonderfully warm and welcoming church, there are many fantastic and willing volunteers and there is a real passion in this church for sharing the love of God with the community. We revisited our vision in the autumn, and it is now focused around LIFE – loving, inclusive, flourishing, exploring – these are words which I believe sum up what we are seeking to be as a church. But they also tell you something of what the church is like now. We are now looking for an Associate Priest to join us on this adventure as we seek to discover for ourselves, and to share with the world, the love of God. As we look to move forward with our priorities, we are especially keen to have someone join us who might have a passion for creativity and music, or for work in developing community relations, but we are open to whoever God may beckon our way.



We hope that this parish profile gives you a flavour of who we are and do feel free to get in touch with me to chat and learn more!

## Who are we?

All Saints Church is inclusive and welcoming with a strong sense of community. We value women's ministry and are members of Inclusive Church. We are an exploring community, open to the challenges of living out the love of God in the world and discerning what that looks like today. We care passionately about the environment, and are Silver Eco-Church winners, now going for Gold, and we seek to maintain our large churchyard as a space for both reflection and biodiversity.

We have a talented clergy team – a Rector and honorary priest - and good involvement from all members of the church community. There is a strong tradition of biblical teaching and a desire for spiritual growth, including a deeper prayer life and more structured teaching outside of the main services. We offer Celtic spirituality once a month and are looking to develop our offering of extra services like this. On a Sunday we have holy communion at 8am and parish communion at 9.30am, where clergy are robed. During this service we offer junior church and youth church, run by lay volunteers. We have two midweek communion services and we say Morning Prayer 3 days a week. We observe a variety of occasions and enjoy the chance to hold All Age parish communion services on special Sundays such as Harvest, All Saints, Easter, Christmas etc. We had 254 people on our electoral roll in 2024.

We often host civic services for the town for Remembrance Sunday and St George's Day and are active in ecumenical activity with Churches Together in Wokingham. Last year we hired a donkey for Palm Sunday and visited churches across the town in procession, singing songs. It

was a great way to witness to the town but also involve many of the churches in Wokingham. We plan to do the same again this Easter! We have a history of representation on the Oxford Diocesan Synod and one of our members was elected to General Synod in 2021. We have a track record of people going forward for ordination.

We have a heart for the community through pastoral care (marriage preparation, bereavement care etc.), social justice (foodbank etc.) and relationships with local groups (LINK Visiting Scheme, First Days etc.). We have a large, two-storey community building (The Cornerstone) which is let out to local community groups (counselling, employment groups, uniformed organisations etc.), and individuals (clubs, wedding receptions, birthday parties etc.), and used by the church.

We run Junior and Youth Church groups during term times and have good relationships with local schools, including [All Saints School](#) (our local Church of England school). A number of our church volunteer with a youth charity, Soulscape, in local secondary schools (predominantly St Crispins). They help with mentoring, 'Mind The Gap' programme (those moving to St Crispin's for the first time), running courses and a wellbeing group (The Lounge). The church also supports the work of Soulscape financially. We run a weekly service aimed at parents and pre-schoolers and have recently started up a baby and toddler group, weekly during term time.

We hold confirmation classes and faith exploration courses as well as Lent and Advent courses. We have an active Mothers Union branch. We want to encourage greater youth involvement, both from those inside the church as well as those in the community.

Musically, we have a church singing group and organist for the main Sunday service. We do not currently have a Director of Music, but that may change in future. We have experimented in the past with rock and jazz as part of our worship and used to have a robed choir who now sing at special occasions. We would like more musical variety and creativity in our worship, as we seek to welcome more people into the church.

Our spaceforall project has occupied most of our time for the last decade. This includes raising funds for a £1.5 million refurbishment of the church building, including better disabled access, toilets, a community café and the flexibility to use the building as a



community hub and a space for hire. We re-opened in June 2023 and have hosted a variety of events such as an Earth Fayre, Heritage Week, Flower Festival, Christmas Fayre, plus live concerts. Our café already opens four days a week, including one day where it is run by one of

the local community groups. We are already seeing our spaceforall project bringing more new people to our events and services. For a quick summary of our spaceforall project, watch the [video](#) on our home page: 'Changes at All Saints Church' (a third of the way down the page). For church attendance statistics, **see Appendix 11**.

We have a history of events and gigs, including an annual lecture on a major topic (e.g., John Bell from the Iona Community speaking on sexuality), exhibitions (e.g., The Forgiveness Project) and discussion panels (e.g., Inter-faith engagement) as well as a variety of musical genres (brass bands, classical quartets, acoustic singer-songwriters, folk groups, tribute rock bands etc.) with artists such as Martyn Joseph, Dame Emma Kirkby, Graham Kendrick and Martin Simpson performing here. We have built a good reputation as a centre for music and the arts.

We currently give a percentage of our annual income to mission partners (such as USPG, Bible Society, Christian Aid etc.) plus smaller agencies. We have good financial management in place and always pay our full parish share but we need to encourage more regular giving going forward. The church community has been very generous in the past.



Layout of the church following the spaceforall refurbishment

## **What is our vision?**

We recently revisited our vision, under the leadership of the new Rector.

### **A church seeking to be Loving, Inclusive, Flourishing, Exploring (LIFE)**

#### **Loving**

Share the love of Jesus with one another and the wider community, and demonstrating this love through caring for others and the amazing world God has created

#### **Inclusive**

Welcome all people by making the church facilities (church building, The Cornerstone, the churchyard) and its worship and activities accessible to all, regardless of age, ethnicity, ability, sexuality and social background

#### **Flourishing**

Enable people to grow in the Christian faith, improve their wellbeing, develop their relationships and become the people God intended them to be

#### **Exploring**

A place to explore Christian faith and spirituality, growing in understanding and the love of God, encountering God through the arts and the creative gifts of one another.

## Our priorities are:

- Increase the diversity of worship that we offer through a variety of music and services
- Support those seeking to discover more about the Christian faith and wanting to grow in their understanding and love of God
- Improve the welcome we offer to people coming to church and provide greater accessibility to our worship and church activities
- Help everyone grow as followers of Jesus Christ, developing our provision for families, children and youth
- Reach out to the community with the love of Jesus, making the best use of our church buildings and facilities, The Cornerstone and the churchyard

*(Updated January 2025)*



Children in our church children's area

The works which have take place within the church building, as part of the spaceforall project are a critical component of the future vision of the church. We believe it will transform the way we worship and engage with the local community. It will allow us much greater flexibility in sharing the good news of Jesus Christ to our neighbours while making a difference to the town we live in. We are still finding our feet as to how this will work out in a series of activities and programmes, but we are excited at the possibilities this project offers.

## What opportunities are open to us?

Like many churches, we are looking to grow and increase our numbers of young people and families – that was one of the reasons we implemented spaceforall. The need to grow disciples of Jesus Christ is a major goal and presents us with opportunities to listen to what God is saying.

- **Work with our community to make our services more accessible to attract new members.** We are keen to explore new ways of being church for a generation that is perhaps unclear or unfamiliar with the more traditional ways. For this we need to be creative and the hope and prayer is that the building works we have done with our spaceforall project will facilitate welcoming new folks into the church to explore faith and what it means to be a follower of Jesus. This may involve services of quiet and reflection, as well as experimental approaches and outreach using music, for example. We are keen to move away from the risk of simply going back to the way we operated before spaceforall but with a different physical set-up.

- **Provide activities that will attract more people so that we can simply get to know them better.** Then we can start to build relationships that may, later on, lead to greater involvement. Part of our spaceforall project aimed to draw people into the building for any number of reasons helping them to feel more comfortable in the space and providing a community space for people to enjoy - this could range from friendship tables, events sponsored by community groups, art exhibitions, acoustic gigs, book clubs, Open Mic nights for teenagers, repair cafe, exercise sessions or simply a chance to drop in, relax and have a coffee and chat. Where possible, we would seek to provide a Christian perspective on any content we share. However, there may well be occasions when all that is needed is to share love and community.
- **Adopt a new model of volunteering.** Already we have noticed that there are community groups who are happy to support us and use our refurbished space to help their clients. LINK, for example, runs our community café one day a week. They have people to help but no space; we have space but a shortage of volunteers. In 2024 we secured some funding to develop our community work and this is in the process of being developed but we are also looking for someone with a passion and drive for work in the community to help develop this part of our vision.
- **Become more community-oriented.** Paradoxically, we need to focus more on getting out into the community and understanding their needs and issues – not focus on drawing people into a building, no matter how good it is. Some people will struggle to cross the threshold of a church and so we are called to go out to them. This could be especially true of our neighbours just down the road on the Norreys estate, who are part of a community that does not have access to the resources and skills typically available to the rest of (affluent) Wokingham. We need to use our links with groups working in the town to understand where the difficulties lie and see how we can be part of the solution. There are examples of this happening already, for example, Grub Club – an ecumenical initiative providing meals and food education which we support.



Norreys estate



We believe that we have a unique opportunity in Wokingham. The town is growing significantly (see **Appendices 1 and 2**) which provides us with a larger community to serve, but also more people who need to experience the love of God. The spaceforall project is a key element in engaging with a growing population. We are excited at the potential for reaching out with the good news to our neighbours.



## **What qualities are we looking for in an Associate Priest?**

This role will involve working alongside the Rector in supporting the growth and outreach of the church, bringing their own skills and passions, whether that is in developing relationships with our town and community groups, helping people to engage with and explore the Christian faith, develop our offering and variety of worship and/or exploring new ways of welcoming people into church. There are significant opportunities for being creative in this role. We are looking for a supporter of women's ministry, someone who is inclusive, happy to work ecumenically and passionate about the love of God. Might this be you?

- Someone who is equally at home either walking round the town, meeting local people and building relationships with community leaders or leading church services, preaching and teaching and offering pastoral support to members
- Someone who is happy to work for the long-term good of the community, and has experience in community development programmes
- Someone who will enjoy creatively engaging with the arts and culture and may have musical gifts
- Someone who can encourage the growth of new disciples of Jesus Christ, while stretching those who have been followers for many years
- Someone who works effectively with volunteers

**See Appendices 8 and 9 for the full Role Description and Person description.**

## **How will we support you?**

We are a single church parish with a highly competent clergy team and volunteers. The building is modern and inviting, including the flexibility to support a variety of events and services. We have a large, dedicated team of 100+ volunteers who undertake a number of essential tasks (e.g., prayers, readings, flowers, pastoral care, singing etc.) as well as paid staff to run the office. Our members are generous, willing to experiment and are open to change.

We will offer our care and support and encourage you to maintain a sustainable ministry, including days off, holidays and time for family, friends and recreation. We will support you by giving time and resources to enable you to continue learning and develop your ministry.

You will be assisted by the Ministry Team, Churchwardens, PCC, Pastoral Team, Standing Committee and other groups within the church, who are committed to working with you to meet the challenges and blessings of our parish.

Outside the parish there will be support from the Area Dean, and the Deanery Chapter, who



The Market Place

meet monthly in The Cornerstone, Wokingham, as well as the Archdeacon of Berkshire, the Ven. Stephen Pullin, and the Area Bishop of Reading, the Right Revd Mary Gregory. Other support will come from the Parish Development Adviser and colleagues in Church House, Oxford.

The deaneries of the Reading episcopal area are Bracknell, Bradfield, Maidenhead & Windsor, Newbury, Reading and Sonning. All Saints, Wokingham is in Sonning Deanery which has 24 churches and the Area Dean of Sonning is currently in vacancy. Our Deanery vision can be found here: <https://sonningdeanery.com/>

The Diocese of Oxford covers three counties (Berkshire, Buckinghamshire and Oxfordshire). There are 626 parishes with 815 churches, more than any other diocese in the Church of England. It is divided into four smaller 'episcopal areas' (Oxford, Buckingham, Dorchester and Reading).

The Diocese of Oxford is serious about a common vision and vocation: to be a more Christ-like Church for the sake of God's world; more contemplative, more compassionate and more courageous. <https://www.oxford.anglican.org/>

### The church office

We operate a church office team with an administrator (Jane Hodgson) who has also recently taken on the part time role of community relations co-ordinator, and a manager of The Cornerstone (Amanda Lambourne). Both started in August 2020. We publish a monthly church magazine and a weekly pewsheets which is also emailed out. All of the church computer records are maintained in a shared secure file space. All church officials have email addresses and have access to the files through Microsoft Teams.

### Worship

- **Servers:** we have a server at each Sunday service supported by lay volunteers.
- **Welcome team:** we have teams of people who provide the welcome at the main Sunday service.
- **Vestry guild:** we have a team of people who ensure the services run smoothly by preparing the chalice, cleaning linen and maintaining stocks of wine and wafers.
- **Intercessors:** we have a team of lay intercessors who share the weekly intercessions at the main Sunday service.
- **Readers:** we have a team of people who do Bible readings in the main Sunday Service.

- **Wi-Fi:** we have Wi-Fi in The Cornerstone and in the church building.
- **Audio-visual:** we have a TV screen which we use for Sunday mornings to promote activities before the main service starts. We have a number of lapel mikes and microphones. We have a screen for presentations and a projector that links to a laptop. We have a mixing desk at the back of the church. We had livestreamed services during the pandemic. The PA system is supported by hearing loops in the church. Portable devices (phones, tablets, laptops) can be connected either by Bluetooth or hard wired; we also play CDs.
- **Church organ:** this has recently been refurbished.
- **Bellringers:** we have a committed group who provide musical accompaniment before our main Sunday service.
- **Flower guild:** this group provides floral decorations for our worship.

### **Safeguarding**

We have a Parish Safeguarding Officer who is supported by the Churchwardens, and a Youth and Childrens' Advocate. We regularly receive and act on Diocesan safeguarding updates and new initiatives, including using the new Church of England safeguarding dashboard. The team ensures that all relevant church members have been through the appropriate training. We recognise that safeguarding is the responsibility of everyone in the church and observe Safeguarding Sunday annually.

### **Pastoral care**

We have a team who have been authorised by the Rector and the PCC after undergoing a diocesan accredited training course. The team offers a co-ordinated response to pastoral matters and works closely with other care groups in the church.

- **Home Communion:** this group consists of clergy and lay members. We visit church members who are unable to get to church and lead a short communion service. This happens once a month. We also visit four local Residential Care Homes (Down Lodge, Glebelands, Murdoch House and Suffolk Lodge) and lead services or visit residents in their rooms. We provide a short communion service. A clergy-led service also takes place at the community room on the Acorn Drive estate.

- **Infant and adult baptisms:** this group exists to make the celebration of a child’s new life as smooth and meaningful as possible. It allows parents to make special promises about bringing up that child, surrounded by godparents and the church community.



A baptism by our Rector, Hannah

We have an information evening to informally meet other parents, find out about the service and help them plan for the day. We provide a set of certificates for the family and godparents and a christening candle as a special memento. We have also recently done adult baptisms.

- **Bereavement care:** this group offers support to anyone in the parish who has been bereaved. We offer supportive listening for as long as someone needs us. The group meets four times a year. Training sessions are offered through the year. We hold a Memorial Service each November.
- **Prayer and Healing:** this group meets once a month. It is totally confidential and anyone can ask clergy or the parish office to put their name (or someone they know) on our list. We offer confidential listening and prayer after the main Sunday service. We also provide Laying On of Hands on the first Sunday of the month during the main Sunday service. All members of the team have received relevant training.
- **Marriage Exploration Days:** this course helps couples plan the ceremony and think about their future life together. We invite couples about six months prior to their wedding day. The course is delivered jointly by All Saints Church Wokingham, St Paul’s Church Wokingham and St Catherine’s Church Bearwood, Winnersh. Up to ten couples take part in each course. It has been attended in the last two years by virtually every couple who have been married in All Saints and received very positive feedback.

	<b>Baptisms</b>	<b>Weddings</b>	<b>Funerals</b>
<b>2016</b>	<b>45</b>	<b>6</b>	<b>68</b>
<b>2019</b>	<b>24</b>	<b>2</b>	<b>27</b>
<b>2024</b>	<b>14</b>	<b>2</b>	<b>18</b>

Source: All Saints Church

## Families and young children

There are a variety of groups:

- **For little ones:** we have a children’s area set up in the church during our main Sunday service, where parents are welcome to sit with their children. This is especially aimed at pre-schoolers and is set up for every church service.
- **Little Steps:** our new baby and toddler group which meets weekly in The Cornerstone and includes play, snack, story and songs

- **Junior church:** this takes place in term times during our main Sunday service and is for children of primary school age. Children meet in The Cornerstone while their parents/carers attend the main service.
- **Youth church:** this takes place in term times during our main Sunday service and is aimed at young people aged 10+.
- **Wednesday Mums:** this group meets every Wednesday (including during school holidays). This includes a communion service for parents and carers of pre-school age children. We run throughout the holidays and older siblings are welcome during school holidays.
- **Celtic worship:** a quiet, reflective session once a month on Sunday evening, based on scripture, poetry and prayers in the style of the Iona Community.



Colin, our honorary priest, ringing the bell with some little helpers

### Music and arts

The church is a large and beautiful space that is now flexible and open to arts and cultural events. It is a great opportunity for artists wishing to showcase their work. Choirs, bands or classical groups can hire the church for an evening concert. We operate a licensed bar, as needed.

### Café and community

With a new café, Wi-Fi, disabled access and toilets, we provide a place to relax and make friends. We are open Monday, Thursday, Friday and Saturday. We offer extras such as regular piano recitals to encourage folk into the café space.



TheCafe@AllSaints – and some of our volunteers

### Other church groups

There are other groups who meet regularly:

- **Mothers Union:** this group meets once a month in The Cornerstone or in our newly renovated space in the church. There are a range of speakers on various topics, plus cake baking and refreshments as well as community fund-raising events. They organise evening and afternoon meetings and help mothers, especially those attending Wednesday Mum's, to think about spirituality in parenting. There is also an annual dinner.
- **Climate Matters:** this group helps shape our response to the climate emergency. We aim to significantly reduce our carbon emissions as a church, encourage creative and

imaginative responses to the climate crisis, consider our own personal lifestyle choices, advocate for urgent and effective responses to the climate crisis and support those agencies (such as Christian Aid) which advocate nationally and globally. We have been awarded a Silver Level Eco Church Award and are now working towards our gold award. We have hosted an Earth Fayre in the church for the last two years, including a variety of talks and stalls.

- **Flower Guild:** this group arranges flowers in church throughout the year, except during Advent and Lent. In 2024 they had a [Flower Festival](#) for the first time in the newly refurbished church. The group support weddings and large festivals, such as Harvest.
- **Bell Ringers:** this group keep the bells at All Saints ringing for our services and the local community, passing on the tradition of English-style bellringing for future generations. They ring for special services and regularly teach new ringers.
- **Singing group:** this is a volunteer group that formed during the pandemic and supports the main Sunday service.



The flower festival



### **The House (This section needs to be updated with details of the Associate Priest's House – address, floor plan etc)**

The diocese-owned Associate Priest house is a mile from the church – approx. 25mins walk.

The house is located in the new estate Montague Park (Drew Crescent, Wokingham RG40 1GD) is a spacious new build, four bedroom detached family home with a small back garden including a patio area, and large garage, overlooking a natural green space. It is located a five-minute walk from an excellent primary school and small shop. There are beautiful walks nearby.

Ground floor rooms include a lounge, fitted kitchen/dining area; utility, toilet, a study. Upstairs there are four bedrooms. The first floor also offers a family bathroom and an ensuite shower room to the master bedroom.

Externally, there is space for two cars on the drive. Access is available to a front garden which has stones and space for pots, and access through a side gate to the rear garden.



Wokingham town and nearby walks

## APPENDICES

### 1 Location and setting

All Saints Church is on London Road at the east end of Wokingham town centre in Berkshire, seven miles south-east of Reading and 40 miles west of London. It is the administrative centre of Wokingham Borough, bordered by Bracknell in the east, Reading in the west, the Thames in the north and Sandhurst in the south. The Borough is characterised by small historic towns with rapidly expanding suburbs separated by corridors of agricultural land. Wokingham was small and Victorian in character until the 1960's when the western suburbs of Joel Park and the eastern Norreys Estate were built, more than tripling the size of the town. Bean Oak, Ashridge Park and Woosehill estates were added in the 1970s, and Keephatch in the 1990s.



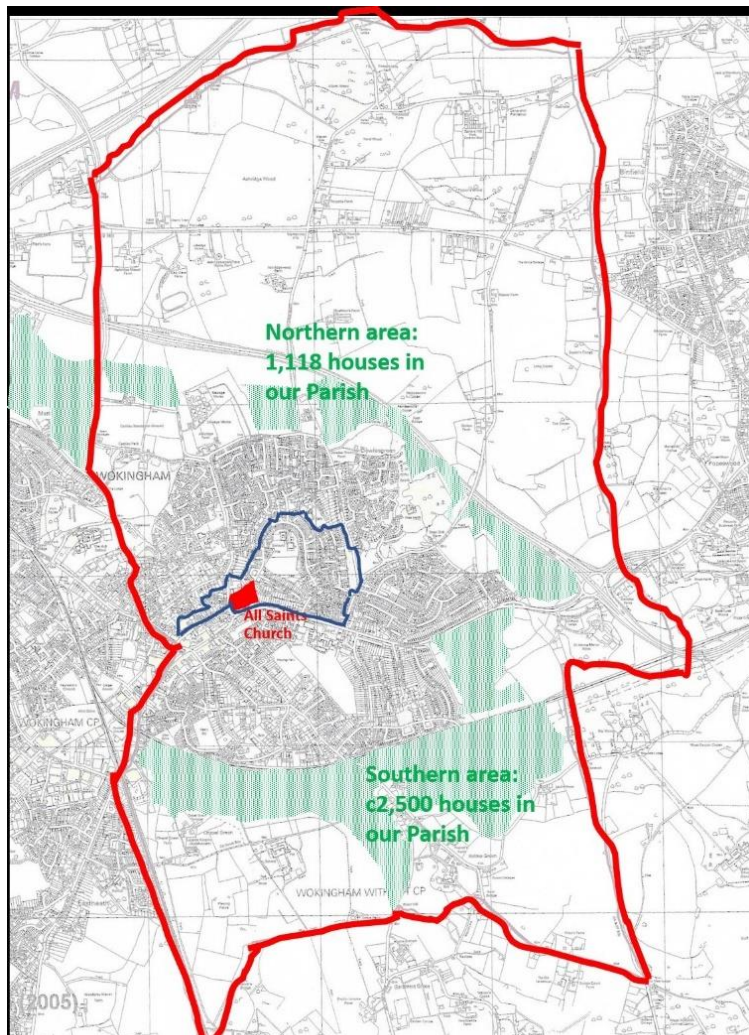
A birds-eye view of Wokingham

Major housing development is now underway to the north east and south east of the old town, some of it available under shared ownership schemes. By 2021 the borough will be 50% larger than it was in 2011 with an additional 3,500 houses in the parish of All Saints - an increase of 40%.

The church is at the centre of the housing development and less than two miles from all the new housing in the Parish. The planned new housing to the north of the railway line is now built. Work is imminent on the land to the south all of which will be within the Parish.



All Saints Church is at the edge of the Norreys Estate (outlined in blue in the diagram below). Compared to the rest of Wokingham (an affluent town), this is a significantly deprived area of mainly council housing. There are 658 households with 198 children living on the poverty line and 211 families with incomes below the income standard.



A map showing where All Saints Church fits into the parish

In 2010 Wokingham Enterprise Limited was established to manage a £100 million regeneration project to redevelop the town centre to serve this rapidly increasing population. It has completed the redevelopment of the train station and the area surrounding it. The town centre development is shifting the civic services to the south side of the town whilst the major housing developments and the area of greatest need are in the east, with All Saints Church being located at the centre of these.

A market town from the 13th century, the main sources of employment in Wokingham are now the service, light engineering, and technology industries, the latter two largely based in the industrial estate to the south of the town centre and

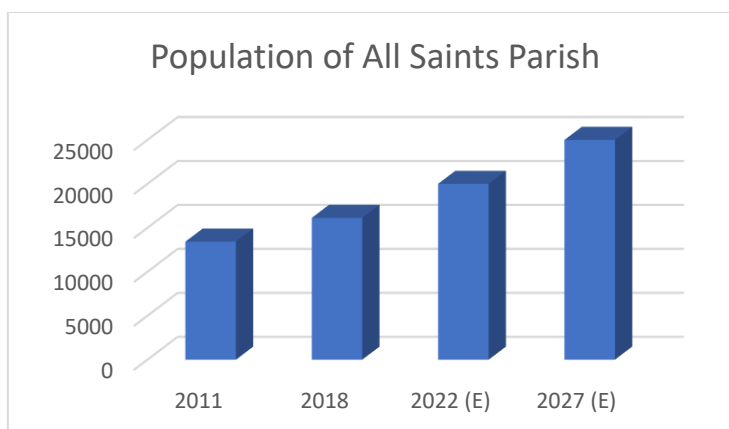
outside the Parish. The town's location at the centre of the Thames 'Silicon Valley' is reflected in the occupations of the church members. Salaries are high: 32% above the national average.

The town has excellent transport connections via road. The M4 lies immediately to the north and the M3 to the south. There are good rail links, including Great Western (GW) and the Elizabeth Line from Reading to Paddington, South Western Railways to Waterloo and a GW Reading-Gatwick line.

Local leisure provision is also good. There are eight public parks and two sports and leisure centres, including a swimming pool, a library, a cricket club and an open air cinema. Indoor provision for cultural activities is not as good. The popular Wokingham Festival takes place outdoors in Cantley Park. The main hall in the Town Hall seats a maximum of 120. This makes All Saints Church the largest indoor civic or performance space.

## 2 Demographics

The 2011 census recorded a Parish population of 13,431. This is about 40% of the current size of Wokingham. The diagram below shows that our size is increasing rapidly.



Source: Census and Labour statistics, Nomis

Wokingham's population is older than the national average, particularly in the 65-84 age group. We are very conscious in the church of a high number of people coming to Wokingham to be closer to their children, often to help look after grandchildren.

Age group	Wokingham 2011	National 2011	National 2021
45-64	28	25	26
65-84	15	9	10
85+	3	2	2
All over 45	46	37	38

Source: Census and Labour statistics, Nomis

Average pay is very different from the regional average. For men it is 30% higher than the south east average; for women it is only 12% higher. The most likely reason is the high level of employment of women in areas like teaching and medicine where salaries are generally fixed on a national basis.

£k	Wokingham	South East	Great Britain
Full-time male	24.2	18.5	17.0
Full-time female	18.2	16.3	15.5
Any full-time	21.1	17.6	16.4

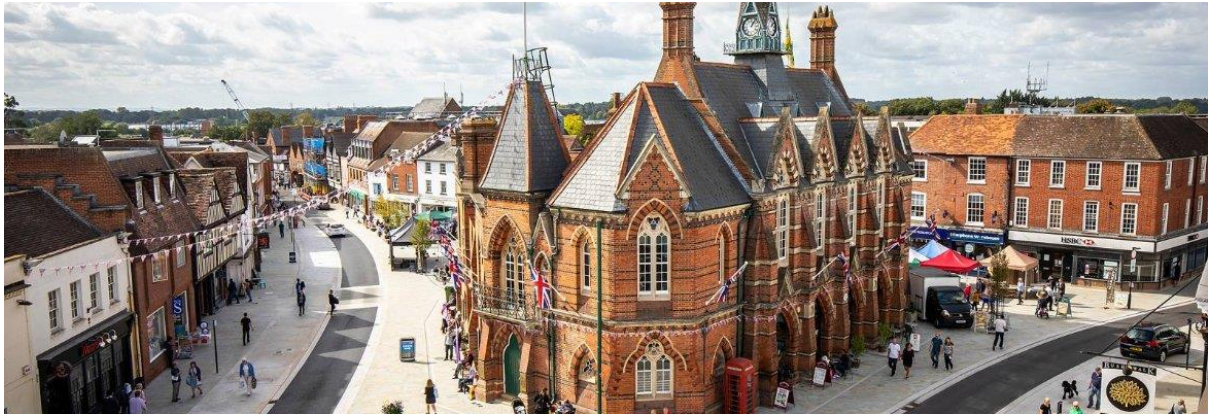
Source: Census and Labour statistics, Nomis

For a full area report on the civil parish of Wokingham please see:

<https://www.nomisweb.co.uk/reports/localarea?compare=1170221195>

### 3 The town

Wokingham Borough is a Unitary authority with a minority Liberal-led council. Wokingham Town has 25 Councillors and an outright liberal majority. Both councils have mayors. Our constituency is Wokingham and our MP is Clive Jones (Liberal Democrat).



The centre of Wokingham

#### Other churches

All Saints, the original Parish Church, was created from a chapel of ease in the 12th century. In the mid-19th century, the Parish was divided into three, including St Paul's to the west and St Sebastian's to the south. In addition to these parish churches there is Christ Church Wokingham (an evangelical Anglican church plant meeting at St Crispin's school, about 300 metres east of All Saints Church) and Woosehill Community Church (an Anglican-Methodist partnership linked to St Paul's). There is a Roman Catholic church (Corpus Christi), a Methodist church, a Baptist church, Norreys independent evangelical Church, The Salvation Army, The Society of Friends and Kings Church (an independent charismatic community).

All Saints is a member of Churches Together in Wokingham. We participate in a walk of witness to the Market Square at Easter, support a church stall at The Winter Carnival (December) and are involved in cross-church activities such as the [Foodbank](#) and [Grub Club](#), as well as hosting civic services, such as Remembrance Sunday.



Remembrance Sunday, 2023

## Schools

There are a number of schools within the Parish and we have engagement with most of them:

- All Saints CE Aided Primary (4-11 year olds): collective weekly worship; church services each term; a member of clergy is on the governing body; pastoral care
- Keephatch Primary (4-11 year olds): school assemblies and RE lessons; services at church for Harvest, Christmas and Easter
- Floreat Montague Park Primary (4-11 year olds): assemblies and RE lessons; Christmas drama with various churches; visits to the church
- Ludgrove (private boarding school for 8-13 year olds): clergy preach in their chapel one or two times a year
- Wescott Infants (4-7 year olds) and Westende Junior (8-11 year olds): annual Christmas event in church (Wescott) and RE lessons (Westende)
- High Close School (part of Barnardo's): annual Christmas event in church
- Holme Grange (private, independent co-educational, 3-16 year olds): occasional volunteering
- Chiltern Way Academy (8-16 year olds, for pupils with a primary diagnosis of autism spectrum condition): community volunteering at the church
- St Crispin's (co-educational comprehensive for 11-18 year olds): cakes for the staff room, mentoring, transition support (Years 6 to 7) and collective worship.

Our local Church of England school, All Saints, has recently undergone a number of changes, including joining the Frays Trust, a new headteacher and a new governing body. The changes have gone well and the school was awarded a grading of Good with Exceptional Early Years Provision from Ofsted. The church has been actively involved in the life of the school for many years with Collective Worship led weekly by clergy, regular services held at the church and the Rector on the governing body. The school reflects the demographic of the area with a high number of EAL (English as an Additional Language) students and students with physical difficulties and neurodiversity.

Within our part of the Borough are three other secondary schools (The Forest, The Holt and Emmbrook) and Evendons Primary. The Forest (boys only) and the Holt (girls only) are both academies with their own admissions criteria. The Forest became co-educational with the first cohort of Year 7 entry in autumn 2024. In the neighbouring Deanery is Ranelagh School, a Church of England academy based in Bracknell. It is a co-educational comprehensive school for 11-18 year olds.

Colleges of Further Education are located in neighbouring towns. These include Farnborough College of Technology, Farnborough 6th Form College, Bracknell and Wokingham College, Reading College of Art and Design and Reading College of Technology.

There are a number of universities within commuting distance from Wokingham. These include the University of Reading, University of Surrey in Guildford, Oxford University, Oxford Brookes University and The University of West London in Slough.

## **Health services**

Wokingham Medical Centre is located just off Rose Street (five minutes' walk from the Rectory). The much smaller Burma Hills surgery is a quarter of a mile away in Ashridge Road at the junction with Norreys Avenue. There is a wide choice of dentists but most are currently not accepting NHS patients. The area is served by two main hospitals, Frimley Park and the Royal Berkshire in Reading. There is also an urgent care facility at Brants Bridge in Bracknell.

## 4 Our campus: church, churchyard, The Cornerstone, car park and cottages

All the land and buildings we own are shown below.



### KEY

- A The Church
- B The Cornerstone
- C The Churchyard
- D The Rectory (diocesan)
- E Car Park
- F The Cottages
- G Piggott Court (not ours)

An aerial view of the church campus

### The Church

The church is a Grade II\* listed building. We have a detailed [Statement of Significance](#).

The present church dates originally to the late 14th century, with the oldest fabric being located in the nave. The tower and clerestory were added to the building in the



The inside of the church

fifteenth century, resulting in alterations to the arcades and columns. The oldest surviving part of the present church dates back to the 12th century.

Extensive work to the church was carried out by Henry Woodyer between 1862-4 and the extended chancel, aisles, south east chapel, vestries and porch date to this period. Further restoration work was carried out on the external stonework of the tower by Morris & Stallwood in 1880.

During the twentieth century, new pews were installed in 1923, the nave roof was restored in 1985-6 and a nave altar and dais was installed and the chancel screen relocated in 1995. Restoration work was also carried out on the bells in 1995 and, on the tower in 2005.

In 2016, a glass screen was installed in the tower arch and the chancel roofs, vestries and the north facing slope of the Lady Chapel were insulated and retiled.



An artist's impression of future spaceforall work



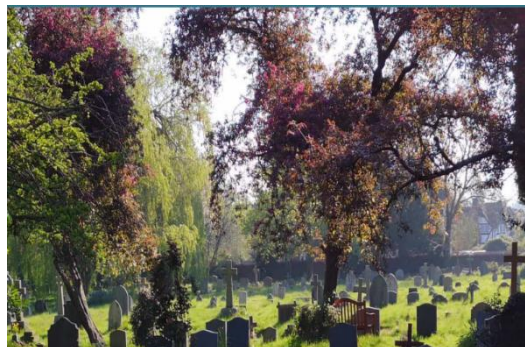
In 2023 the latest refurbishment work was completed. Our architect was David Finlay Acanthus Clews. The faculty was granted in 2020 to include the removal of pews, a completely new floor with underfloor heating, toilets, a servery, a mezzanine space above the former choir vestry, new lighting and a Parish Room which would add meeting space and connect to The Cornerstone. We have yet to raise the funds for the last two elements. The church can sit up to 400 people comfortably and did so for our recent civic services. For a typical Sunday morning we will have all 150 of our new chairs in use.

The Church Commissioners are liable for repairs to the chancel and as such paid for the chancel re-roofing in 2016 and the work on the chancel floor in the spaceforall project.

## The Churchyard



A working party



The churchyard

Our four acre churchyard is a graveyard, a restful green space and a haven for wildlife. The churchyard is still open for full burials, but not for the burial of cremated remains, unless there is an existing family grave or ashes plot. They

may be buried in the Garden of Remembrance. It is a true benefit to the community as one of the largest green spaces in the centre of the town.



Children from a local school visit the churchyard

We have a rich and rare diversity of grasses, flowers, fungi, birds and animals. It is therefore important, and our responsibility as carers for the churchyard, to preserve this habitat and encourage its flourishing.

We keep some areas as formal, while other spaces we allow to grow as a summer meadow. There was a full survey of the churchyard in 2019. The plan is [here](#) and the report [here](#). Work is done either by

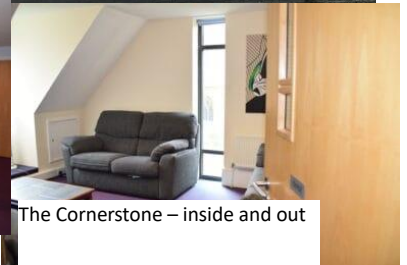
volunteers or through the Community Payback Scheme. We have a small annual grant from the Town Council covering equipment and its replacement.

### The Cornerstone

The Cornerstone is our church community hall. It was completed in 2004 replacing a single story uninsulated building.

It has three types of accommodation that are let for community and church use:

- The halls are hired by the hour. They are also used by the church. They are mainly let for regular use every week by dance groups, art societies etc.
- The small counselling offices are hired for whole day use and bookable for three months at a time. Income is around £10,600.
- A large office is leased to Wokingham Job Support Centre



The Cornerstone – inside and out

The Parish office, clergy and administration offices are in the Cornerstone and there is a huge loft for storage of items. In the past The Cornerstone has made a substantial surplus, but since the pandemic it has run a deficit each year. There are two members of staff: a manager who runs the bookings and a caretaker. Cleaning is by the caretaker and a contract company. The Cornerstone has solar panels.



## 5 Governance and organisation

Our electoral roll currently has 246 members. The PCC has 17 members:

- 2 church wardens (unusually, we have 3 church warden places, so there is a vacancy)
- 2 Deanery Synod members (we have 3 vacancies)
- 1 General Synod member (also on Diocesan Synod and Deanery Synod)
- 12 directly elected PCC members

### Our PCC 2024-5



Alun James  
Church warden



John Burbury  
Church warden



Revd Hannah Higginson  
Rector



Anne King  
Treasurer

All PCC members have additional roles. The people above are members of the Standing Committee which acts as something like an executive team.



Judi Arnold



Peter Barrett



David Chapman



David Fellows



Revd Colin James  
Honorary Priest



Roshney Jeyakumar



Claire Jones



Peter Mason



Beatrice Smiles



Jean Taylor



Ian Watson

## 6 Role description

### Details of the Post:

Role title:	Associate Priest of All Saints Church, Wokingham
Type of role:	Part-time stipendiary
Name of Benefice:	All Saints Church, Wokingham
Episcopal area:	Diocese of Oxford
Deanery:	Sonning
Archdeaconary:	Berkshire
Conditions of service:	This role falls within the Clergy Terms of Service formally known as Common Tenure. The Archdeacon of Berkshire is the person designated by the Bishop of Oxford to issue the Statement of Particulars for the post holder.
Key contact for Clergy Terms of service:	Archdeacon of Berkshire
Accountability:	<p>Priests share with the Bishop the oversight of the Church. Whilst as an office holder the individual is expected to lead and prioritise work in line with the purpose of the role, they are encouraged to inform the incumbent about any issues exceptional or otherwise that have the potential to affect ongoing delivery of ministry.</p> <p>The PCC has registered with the Charity Commission and enjoys charitable status; members of the PCC are also charity trustees and have regard to the law and regulations pertaining to registered charities.</p>

### Wider context

The Diocese of Oxford has a common vision. We are called to be a Christ-like church, to be the Church of the Beatitudes: contemplative, compassionate and courageous.

We are called to work together to:

- Make a difference in the world
- Support and grow the local church

- Establish new churches and congregations
- Serve our schools
- Renew discipleship and ministry.

These priorities will be supported centrally by resources, training, conferences, workshops, and much more. The diocese is inviting benefices and their priests to share a vision rather than demanding a response. It wants all its priests to flourish in ministry and to deepen their enjoyment of God. We take appropriate action to raise awareness about global peace and justice.

### **Local Context**

Following the recent refurbishment work in the church we are seeking an Associate Priest to develop the mission of the church in reaching out to and engaging with the local community. We would like the individual to bring their own passions and expertise to the role focused on one area of mission, such as community or diversity of music. They will be supporting the day-to-day work of the church and should enjoy working collaboratively with clergy, staff and volunteers.

### **Role purpose and key responsibilities**

#### **General:**

A. To exercise the cure of souls shared with the bishop in this benefice in collaboration with colleagues, including the praying of the Daily Office, the administration of the sacraments and preaching.

B. To have regard to the calling and responsibilities of the clergy (as described in the Canons, the Ordinal, the Code of Professional Conduct for the Clergy) and other relevant legislation including:

- Bringing the grace and truth of Christ to this generation and making him known to those in your care.
- Instructing the parishioners in the Christian faith.
- Preparing candidates for baptism and confirmation.
- Visiting the parishioners of the benefice, particularly those who are sick and infirm.
- Providing spiritual counsel and advice.
- Consulting with the PCC on matters of importance.
- Bringing the needs of the world before God in intercession.
- Calling your hearers to repentance and declaring in Christ's name the absolution and forgiveness of their sins.
- Blessing people in God's name.
- Preparing people for their death.

- Discerning and fostering the gifts of all God's people.
- Being faithful in prayer, expectant and watchful for the signs of God's presence, as he reveals his kingdom among us.

C. To share in the wider work of the deanery and diocese as appropriate, for the building up of the whole Body of Christ.

### **Key responsibilities specific to the local situation**

#### **Mission and Outreach:**

- Focus on young families, children and youth and those in need in Wokingham
- Facilitate the church into a new area of mission/community development.
- Increase the depth of personal discipleship and spirituality.
- Encourage the arts and culture within the refurbished church building
- Deliver our mission in the local schools through assemblies, events, church services and continued clergy and lay appointments as Governors.

#### **Leadership and collaborative working:**

- Work collaboratively with the clergy team, volunteers and all church groups
- Work with other local Christian churches (CTW) and the Deanery of Sonning.
- Identify and develop gifts in others.

#### **Worship, preaching and pastoral care:**

- Share in leading worship and preaching on Sundays and mid-week services.
- Share in occasional offices.
- Identify creative opportunities for worship and preaching to reach those on the edges of the church community and those exploring a Christian faith.

#### **Personal development and spirituality:**

- Produce a personal development framework for your own ministry and leadership.
- Agree long and short-term objectives with the incumbent.

#### **Other responsibilities:**

- Participate in the Bishop's Ministerial Development Review scheme
- Engage in Continuing Ministerial Development.
- Carry out any other duties as required.

## **Benefice Summary**

Benefice: All Saints Church, Wokingham

Patron(s): The Bishop of Oxford

PCC: The Parochial Church Council of the Ecclesiastical Parish of All Saints Church, Wokingham (registered charity number 1127585). At present 17 members.

Synods: 2 Deanery Synod members, 1 Diocesan Synod member and 1 General Synod member.

Churchwardens: 3 posts, 2 filled

Ministers: 1 Rector, 1 Honorary Priest

Paid staff: Office Manager, Cornerstone Manager and Caretaker

Church, churchyard, vicarage, cottages and Cornerstone: See Appendix 4

Church Tradition: Broad Anglican but with a variety of worship styles

In the benefice:

- Church wardens – Alun James and John Burbury
- Clergy team - Hannah Higginson and Colin James
- All Saints School: Exec Head Teacher, Ms L Collinson

Support structures:

- Area Dean – tbc
- Area Bishop – Mary Gregory (elect)
- Archdeacon – Stephen Pullin

This role description is issued alongside and should be read in conjunction with the following documents:

- The Ordinal
- The Canons of the Church of England
- Guidance for the Professional Conduct of Clergy
- Bishop's Licence
- Statement of Particulars issued to the officeholder on successful appointment
- Diocesan Clergy Handbook
- Parish Profile
- Any objectives discussed and agreed between the post holder and the supervising minister

**Role description signed off by:**

The Venerable Stephen Pullin, Archdeacon of Berkshire

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## 7 Person specification

Area	Essential	Nice to have
<b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>• Ordained priest within the Church of England or a Church in communion with it, or a Church whose orders it recognises.</li> <li>• Have satisfactorily completed Initial Ministerial Education</li> </ul>	<ul style="list-style-type: none"> <li>• Local community development and engagement</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Pastoral support for people of all ages</li> <li>• Passionate about the church vision</li> <li>• Leading all age worship</li> </ul>	<ul style="list-style-type: none"> <li>• Experience working with youth and children</li> <li>• Developing house groups and discipleship groups</li> <li>• Experience leading a church into a new area of mission/community development</li> </ul>
<b>Skills and competencies</b>	<ul style="list-style-type: none"> <li>• A team player</li> <li>• Ability to lead services, including occasional offices</li> <li>• Can build relationships with individuals and community organisations</li> <li>• The ability to motivate, inspire and coordinate volunteers</li> <li>• Collaborative working, especially with volunteers and other churches</li> </ul>	<ul style="list-style-type: none"> <li>• Creativity in music, diversity of musical tastes and musical gifts</li> <li>• Ability to preach in an inspiring manner</li> </ul>
<b>General Attributes</b>	<ul style="list-style-type: none"> <li>• A prayerful person</li> <li>• In alignment with our commitment to being an inclusive church</li> <li>• Safeguarding experience</li> <li>• Enhanced DBS clearance</li> </ul>	<ul style="list-style-type: none"> <li>• Ecumenical, willing to work with local churches/faith groups</li> <li>• A passion for learning and personal development</li> <li>• IT/social media literate</li> <li>• Driving licence</li> </ul>
<b>Role</b>	<ul style="list-style-type: none"> <li>• 0.7 stipendiary post but with option for full-time role</li> </ul>	

## 8 Useful links

Our web site: <https://www.allsaintswokingham.org.uk/>

Our Facebook Account: <https://www.facebook.com/allsaintswokingham>

Deanery website: <https://sonningdeanery.com/>

Oxford Diocese website: <https://www.oxford.anglican.org/>

Wokingham Borough Council: <https://www.wokingham.gov.uk/>

Bracknell Forest Council: <https://www.bracknell-forest.gov.uk/>