



PARISH PROFILE  
ST ANDREW'S CHURCH  
KINSON

For the role of Rector of  
St Andrew's Church  
Millhams Road, Bournemouth, BH10 7LN





## Welcome to St Andrew's Church, Kinson

"Grace, mercy and peace to you in the Lord Jesus Christ..."

We would like to begin by saying thank you, for taking the time to download and open this document and for starting the process, under the Holy Spirit's guidance, of exploring the current vacancy here at St Andrew's. It is our hope that the document will give you sufficient information about the gathered community here and the role we are looking to fill.

If you have any questions concerning the contents or the role please contact one of the church wardens using the contact details at the end of the document.

This document signifies a very exciting time in the life of the gathered community here at St Andrew's and in the wider Kinson community. As we look to discern who the next incumbent of St Andrew's will be to join us in the journey that we are on here as disciple making disciples.

We are looking to our Father in heaven to reveal to us his sovereign will, to show us, and potentially you, who the right person is to join us as a fellow co-worker with Christ in the work of the kingdom in this place. Now what could be more exciting than that, to be about the Lord's business?

So, please enjoy a walk through this document. Its aim is to give a thumbnail sketch of the parish, of parish life and the worshipping community here. By nature it cannot hope to be an exhaustive view of us and of what goes on here, but what it should do is give a flavour of things, so as to whet your appetite to know more.

Have a look through and as we said above please feel welcome to speak to either of the church wardens to fill in any gaps that you may wish to fill.



## Introduction to the vacancy by the Bishop of Sherborne

This post offers an excellent opportunity for the right candidate to bring their own skills and gifts to a welcoming, and lively parish.

The recent dissolution of a Team Ministry has meant that St Andrew's have now been able to look at their own vision in relation to the local community, and the role of incumbent, with an emphasis on building congregational life and reaching out. The visibility of a vibrant church within the midst of Kinson is important, and a new incumbent who can raise this profile further is being sought.

We are looking for an incumbent in the evangelical tradition, committed to playing their part in the life of the local community, and to the deepening of discipleship within the church. The development of lay ministry is important as resources in that part of the diocese are shared, to meet the needs of those more deprived communities within closest reach. We encourage partnership working within the deanery, and this is particularly evident in some of the social outreach which happens across the town between churches and through other partnerships, including Faithworks, a local Christian charity.

This role also offers a great opportunity for someone to come and bring their own gifts to the life of a local church, so worship and outreach can continue to attract newcomers of all ages and they be led on in their faith. St Andrew's has much to offer and we look forward to seeing its vision and its contribution to the life of the diocese increase in the coming years.

The large Poole and North Bournemouth deanery is extremely supportive and has worked hard in recent years to cluster its clergy in smaller groups. The deanery shares good practice, and is working together on a number of initiatives, which straddle parish boundaries across the conurbation. The deanery has very much adopted the values of the Salisbury diocese, and with its aims and objectives for the future sees Making Jesus Known very much as its priority.

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## Introduction to the vacancy by the Bishop of Sherborne (*continued*)

In turn the parish offers a well-appointed vicarage, some excellent schools and leisure activities for all ages on the doorstep. Poole and Bournemouth are lively places, with good beaches, theatres, and cinemas.

Should you wish to know more about this post please do not hesitate to pay a discrete visit to take a look around or contact the Archdeacon, the Venerable Penny Sayer (01305 269074) or myself.

We look forward to hearing from you.

Bishop Karen (01747 811960)

## Introduction to the vacancy by the Rural Dean of Poole & North Bournemouth Deanery

The Deanery of Poole and North Bournemouth is the largest in terms of population within the Diocese with around 187,000 people and growing. It comprises 21 parishes with 27 churches + Poole Missional Communities offering a diversity of worshipping life and expressions of church.

It is served by 24 clergy of incumbent status in addition to many chaplains, curates, assistant and associate ministers, Licensed Lay Ministers and Lay Pastoral Assistants and very many others who contribute wholeheartedly to the life of the church.

Social demographics are interesting within this deanery with the very rich and wealthiest parishes sitting alongside the poorest. Like many seaside areas we are blessed with fantastic leisure opportunities and yet many within our communities struggle with issues of deprivation and poverty.

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## Introduction to the vacancy by the Rural Dean of Poole & North Bournemouth Deanery (*continued*)

The Deanery itself is vibrant and there is a real sense of collegiality across different churchmanship and expressions of Church. The recently developed Deanery plan has collaboration across different parishes at its heart, encouraging working together across parish boundaries and offering support for different groups of ministry.

The Chapter meets regularly as a whole group and also in smaller cluster groups generally, for lunch, support and prayer.

As a Deanery we share training for Lay Pastoral Assistants and Lay Worship Leaders, and our synod meetings regularly address wider issues of mission and ministry and explore new ways of working and being Church post-pandemic.

Whoever comes to be incumbent will be well supported by local clergy colleagues throughout the Deanery.

Revd Canon Simon Evans  
Rural Dean, Poole & North Bournemouth



## Location

The parish is located in the north-west corner of Bournemouth and is part of the wider Bournemouth, Poole and Christchurch conurbation, which is served by a single unified council (BCP). However, Kinson predates Bournemouth by a long way, it has been in existence for a long time; it is in fact mentioned in the Domesday Book and it is believed that there has been a worshipping community on the site since Saxon times.

Bournemouth is on the south coast of England in Dorset. Also within the conurbation is Poole which sits on Poole Harbour the 2nd largest natural harbour in the world. The area is a tourist centre with plenty of high quality beaches close at hand and is only a short distance from the world heritage listed Jurassic Coastline and the New Forest National Park.

Communication links to the town are good. There is a local airport which is used extensively by travel companies for flights to many European holiday destinations. Poole offers regular ferry crossings to France and the Channel Islands. Road links are good and London and both main UK airports at Heathrow and Gatwick can be reached within 2 1/2 hours. There are also good rail links to the rest of the country.

Overall the conurbation is a busy place but you are never far from the sea or from open countryside.

The parish is part of Poole and North Bournemouth Deanery within Salisbury diocese.

Further details about the local area can be found on the local council website:

<https://www.bcpCouncil.gov.uk>



## Kinson “village”

Kinson has a village feel whilst still being part of the larger conurbation. There is a local community centre run by BCP council, which is centred in a large park with green space and a play park. There is a library, the Kinson Hub, which also acts as the base for the local Citizens Advice Bureau. There is also a large modern gym and swimming pool which is run by BCP council, which attracts a lot of visitors throughout the week. It has a small retail area which is now dominated by a medium sized Tesco supermarket. There are a number of coffee shops and takeaway food outlets, and a number of hairdressers and barber shops. Many of the former household provision shops have now been replaced by charity shops. A post office remains as part of a general store but there are no longer, not surprisingly, any retail bank branches.

## Schools

Within the parish there are two schools, both of which are primary schools for children from Reception to Year 6.

- Kinson Academy (part of the Authentic Education Trust) - this is the oldest school in Bournemouth originally established in 1836. Historically St Andrew's has had strong pastoral links with school, with both clergy and members of the congregation being involved in the governance of the school. Their website is...<https://www.kinson-academy.co.uk>
- Christ the King Catholic Primary School Academy (within the Roman Catholic Diocese of Plymouth and is part of the Catholic & Anglican Schools Trust) - this is a faith centred school with a large and diverse pupil population. It has been popular with members of St Andrew's because of its strong Christian ethos. Their website is...<https://www.ckkcps.com/web>

There are many and varied senior schools on offer in the conurbation, a number of mixed comprehensive schools. There also 4 grammar schools locally all of which are single sex, two for boys and two for girls, all of which have controlled admission criteria.

There is also a varied nursery provision across the immediate area, including at both primary schools mentioned above.



## Other worshipping communities

### St Philip's West Howe

On the 1st December 2024 a new pastoral scheme was enacted bringing about the dissolution of the Benefice of Kinson and West Howe Team, and the creation of two new benefices. The Benefice of Kinson, the parish of St Andrew's Kinson (for which this is the profile) and The Benefice of West Howe, the parish of West Howe St Philip.

The church at St Philip's was a plant from St Andrew's in the 1950s when the West Howe estate was originally built post the Second World War. In the early 1980s a team ministry was established and a new rector appointed at St Andrew's and team vicar post was created for St Philip's. The team functioned very well but has in recent years been less of a functioning team but rather operating as two separate churches.

This being the case it was agreed by both PCCs and Salisbury diocese that the formal dissolution of the team should take place and the two churches continue their missions in their own distinctive patches.

### Other denominations

Within the boundaries of the new benefice (see map in appendix 1) there are two other main Christian churches operating.

Cornerstone Church - this is located right on the south-west border of the parish. It was formally West Howe Baptist church and St Andrew's had done some ecumenical work in the past but there has been no recent working contact.

Christ the King Roman Catholic Church - not far from St Andrew's (see schools section above), this is part of the Roman Catholic Diocese of Plymouth. St Andrew's did share contacts with them in the past as part of a Kinson united churches initiative (see comments above) but this is no longer active.





# Population

Here are some of the statistics about the parish from the last census in 2021 and the 2024 year mission statistics for our gathering:

Parish population 13,579

Parish number of occupied households 5,917

Area (square miles) 1.7

Population density (people per square mile) 7,775

Deprivation rank (1=most deprived, 12,239=least deprived) 2,244

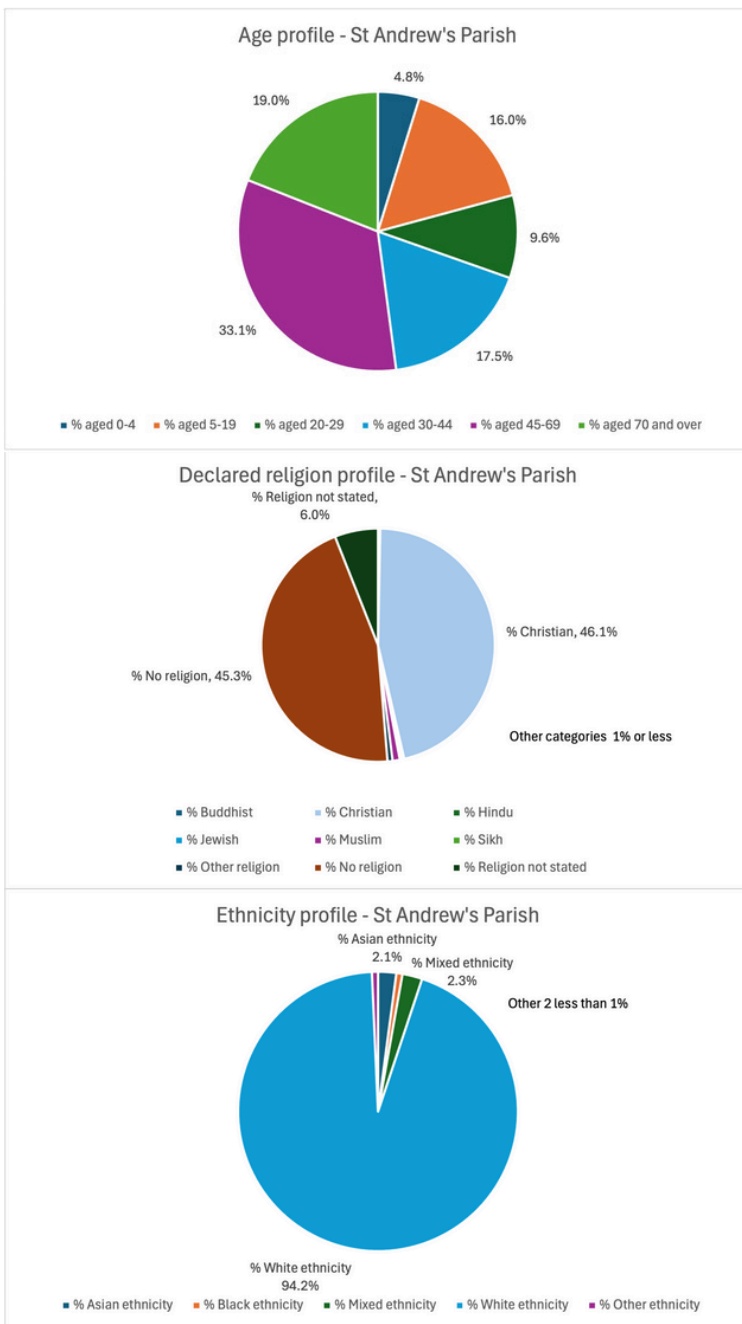
## Gathered community statistics

Worshipping community (2024) 99

Age 0-17 20

Age 18-69 39

Age 70+ 40





## Building community and living for God

For centuries, St Andrew's Kinson has provided a Christian presence in the communities of Kinson and Northbourne. As we look to the future and a new chapter in the story of the gathered community here, we remain committed to "Building community and living for God" through our Mission and Vision of growing disciple-making disciples of the Lord Jesus, serving each other and our local community and supporting local and international ministry.

### Our community

All that we have as a church community has been handed to us through the faith, obedience, hard work, dedication and foresight of the many generations that have gone before us.

We are primarily a community of people with a passion to see this Christian community grow in maturity in Christ and through that reaching out to the wider community of Kinson and Northbourne with the transforming love of our God.

In recent times we were challenged to remember that God's powerful generosity through the gospel not only saves us, but that it sets us free to live new lives, lives which are no longer turned inwards towards ourselves, but outwards towards others with generous, open hands, following the Lord's command to love our neighbours as ourselves.

This commitment to loving God, with all our hearts, and building community, is the basis for our mission and vision, spurring us on to allow the Holy Spirit's transforming work in us and looking for the same transformation in our local community in this generation and on until the Lord returns.

Over the last 10 years, the church leadership has been working to discern and ground in the life of the gathered community a mission and vision that shapes the way we live and conduct ministry here.



## Mission

Our mission statement:

*We exist to worship, love and serve God; to be generous church, sharing God's love with each other and the wider community, committed to prayer, fellowship and mission.*

## Vision

Our vision is:

*We aim to be a Christ-centred, Spirit-led church, demonstrating the love of Jesus by:*

- *Growing and nurturing disciples.*
- *Serving each other and the wider community.*
- *Supporting mission locally and globally.*

## Our Core Biblical Values

Our mission and vision, and indeed all we do, are underpinned by 10 Biblical values:

Prayer

Forgiveness

Biblical teaching

Spiritual growth

God focused

Godly servant leadership

Loving people and serving others

Stewardship

Meeting together as members of God's family

Evangelism

For more detail behind these values please refer to Appendix I



## Missional stance

We value the faithful and orthodox preaching of the inerrant word of God in gatherings together, whether on Sundays or when we meet together during the week. This standpoint has been the key driver in our response to the current developments in the Church of England in respect of the “Living in Love and Faith” initiative.

As the discussions and decisions in General Synod progressed during 2023 (and subsequently further moves during 2024), the St Andrew's PCC felt compelled to make its position very clear on where we stand as a gathered community on this whole matter.

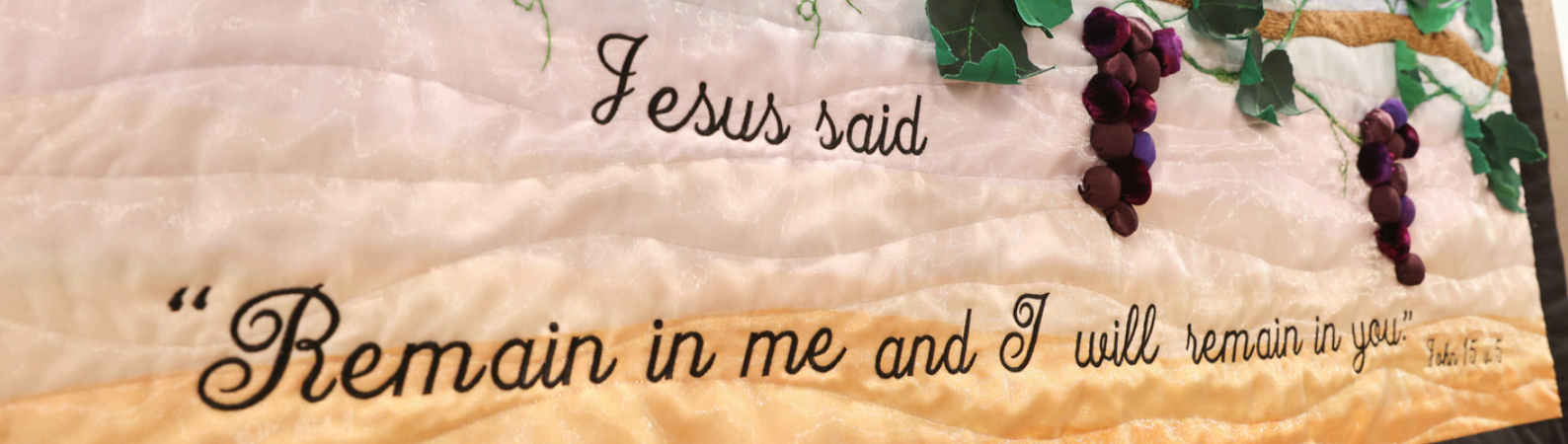
At the PCC in September 2023, two resolutions were passed stating our position and since that time, there has been nothing that has taken place at General Synod that would cause us to change our position.

In summary our position is captured by two points, one from each resolution:

- affirms its commitment to the biblical and Anglican understanding of marriage and sexual activity that 'Marriage is in its nature a union permanent and lifelong... of one man and one woman, to the exclusion of all others on either side' (*Canon B30*) and that 'Sexual relationships outside marriage, whether heterosexual or between people of the same sex, are regarded as falling short of God's purposes for human beings' (*Marriage: a teaching document of the House of Bishops*)
- our established theological and missional values are aligned with the ReNew Agenda, but we do not believe in the complementarian standpoint within that wider agenda.

The full details of the resolutions are available on request from the Church Wardens.

There are 8 CPAS parishes (including St Andrew's) in Poole & North Bournemouth Deanery, as well as a vibrant and active Salisbury Diocesan Evangelical Fellowship. In addition to this, there is also regular, well supported local regional ReNew network hub which St Andrew's participates in.



## Our Life Together

Our gathered church services are a vital part of our Christian life; allowing us to worship, learn and pray as a whole community.

However, there are some things that are best done in small groups.

Therefore, developing our LIFE Groups continues to be our top priority, as we seek to grow our church family through discipleship and sharing life together. Becoming a member of a LIFE group is the most effective way of enabling any individual member of the church to grow in spiritual maturity as “disciple-making disciples”, experience community and receive pastoral care.

We are committed to further grow and develop the LIFE groups. They form a central part of the DNA at St Andrew’s Kinson - facilitating, encouraging and holding before members the Parish Mission and Vision. They are intended to lead on Discipleship, providing an environment in which Pastoral Care, Mission, Service, Training and Equipping can flow.

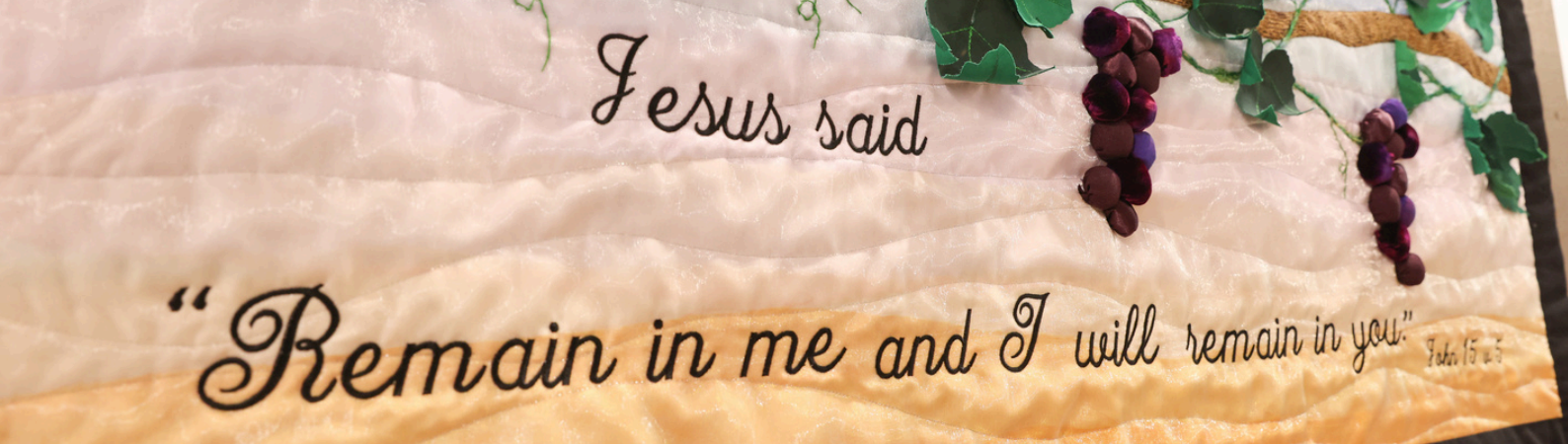
The LIFE Groups are founded upon and enable our community, to be rooted in the Parish Mission and Vision, and supportive of our 10 core biblical values. The PCC has underlined its commitment to the principles of the Vine Project and feels that our focus needs to continue to be:

1. Building Christian Community
2. The Spiritual Growth of all who attend
3. Outreach and Evangelism

All with the expressed aim of reaching out to the wider community.

We encourage all members of the St Andrew's Parish, to join a LIFE Group (as attendees or associate members). But currently we have some capacity issues.

There are currently 5 LIFE groups accommodating 50% of the adult congregation.



## Pattern of Worship

Currently we have one Sunday service, when we gather altogether at 9:30am. The service varies week to week with children and young people's work operating two weeks out of four. It follows a liturgical base and is focused predominantly on the word and culminates with the celebration of communion. Children are in the service to begin with and then, on weeks when there are groups, they depart for their own age appropriate teaching. They then rejoin the service to join in communion with their families.

In the services members of the LIFE groups participate in welcoming, reading the passages of Scripture, leading the intercessions and helping distribute at communion.

Following the service there is a time of fellowship and refreshments in the Church Centre.

## Mission and Outreach

The mission focus of the church is that all Christians are called to be disciple making disciples. This is one of the key principles laid down in the Vine Project and is something we have been working on over the last 10 years. This is why we view the LIFE groups to be the fundamental building block of our ministry. We believe that it is important to establish and equip every member of the congregation to be confident in the message of the gospel and be able to share with others, both believers and not yet believers, why they believe. Thus the mission and outreach strategy is for members to be ready to be in relationships with one another and others so that they can engage and evangelise on a relational basis.

This part of our work is still very much work in progress and the enabling and furthering of this work will be an important focus for the new incumbent.



## Occasional Offices

Various services are held using both in-house clergy and a number of retired clergy who help out across the year. The statistics for 2023 and the 2024 year to date are as follows:

	2023	2024
Baptisms	7	6
Weddings ( <i>in 2023 one service of prayer after civil ceremony was held</i> )	4	5
Funerals	13	13
Committal and interments of ashes	10	12
Burials at other locations	5	1
Cremation services	4	2



# Kinson & West Howe Foodbank

## Together with Trussell

### Ministry of the Kinson and West Howe Food Bank

The Kinson and West Howe Food bank is a project founded by St Andrew's church. We work together with partner agencies to combat food poverty in Kinson, West Howe and beyond. The Food bank in partnership with Trussell Trust began life in 2015. One of the key drivers behind our desire to operate the Food Bank was the pattern established in the early church... "All who believed were together and had all things in common; they would sell their possessions and goods and distribute the proceeds to all, as any had need." *Acts 2:44-45*

The Food Bank is staffed by 1 paid member of staff (funded by grants received principally from Sainsbury's) and an amazing team of volunteers.

It operates on a voucher basis, whereby each client talks to an agency about their needs. The agency will then issue a voucher number which the client brings to the foodbank to exchange for a food parcel. Agencies include many BCP departments, schools, Citizens Advice, social services and local doctors practices.

As the cost of living continues to be high, so do the number of clients and households we are both seeing, and supporting. In the first 9 months of this year we have given out 1,729 emergency food parcels - these parcels have fed 4,260 people. Over the exact same time period in 2023 we gave out 1,618 food parcels which fed 3,472 people. This ongoing demand places significant stress on the stock we have available via donations and also makes the two sessions a week increasingly busy and demanding.

The Foodbank also provides other support. Each session there is a representative from Citizens Advice providing financial inclusion advice to clients. Weekly there is also a representative from Help and Care who are social prescribers, giving mental health and loneliness support in conjunction with local health care providers.

There is a Food Bank Management Team which meets monthly to manage the ongoing operation of the Food Bank and this group reports monthly to the PCC who are the ultimate trustees of this project.





## The Parish Buildings

### St Andrew's Church and churchyard

St Andrew's Church is the oldest in Bournemouth built on an ancient site going back over 1,000 years.

In Anglo Saxon times, Kinson was already a small settlement when St Andrew's was built on an earlier raised site next to a small brook. All traces of this era have vanished with the possible exception of the foundations of the base of the Norman Tower (rough ironstone c. 1100). The nave arcades, piers and chancel arch are late 13th century. Considerable rebuilding work was carried out on the church in 1827 and the two side aisles were added in 1894 using dressed Ironstone with Purbeck stone corners and coping. The church now finds itself on the northern edge of Kinson as all development has taken place to the south.

The church and churchyard are a place for various archaeological groups and, with its ancient history, for many local visitors, including the primary school. It has been said that the churchyard is one of the most picturesque in this part of Dorset.

The interior of the building as it is today, is following a significant refurbishment completed in 2016. Prior to this work, the building had been closed for use for a number of years due to the deteriorating condition of some of the internal fabric of the building. The overwhelming comment that visitors to the church now make, is what a wonderful space it is to come into. The gathered community here take very seriously the wonderful legacy of the building left to us by our forebears.

Our most recent change has been to replace the old solid wooden church door with a glass one. The beautiful new glass door has a vine design, the artwork for which was drawn by a member of the congregation. The glass door was fitted in late 2023 and has transformed the experience for those entering the church.

The church building is open 3 days a week and sees a steady stream of visitors, some coming to be quiet, some to pray, others just coming to enjoy the space.



## St Andrew's Church and churchyard (continued)

The most recent quinquennial inspection took place in October 2022 and currently due to cost constraints very little of the required work has been undertaken. A schedule of works for roof repairs has been prepared with our architect and fund raising for this project is underway.

The churchyard is still open for burials and is lovingly maintained by an enthusiastic group of volunteers from the congregation. It does have various ancient memorials some of which are deteriorating because of age and this is beginning to present a significant headache for the PCC in terms of maintenance and the cost thereof.

The churchyard is a beautiful open space that is frequented by many people on a daily basis. People come in to tend graves, to pass through whilst out walking or simply to be in a peaceful space away from the hussle and bustle of the rest of the town.

## The Church Centre

The Church Centre sits adjacent to the main church building and was completed and opened in 1986. It is a large, modern, well-equipped building that operates on two floors. It acts as the administrative and social hub for the church family and is used for all of the children's and young people's work on a Sunday morning. It has recently had a solar panel array fitted to the roof and in 2023 all of the windows were replaced as the previous double-glazed units had reached the end of their useful life.

Alongside our use on Sundays and during the week the Centre is used everyday. Most of the downstairs space is used to house the Kinson and West Howe Food Bank (see section earlier) and as you will have seen there is significant footfall in that part of the building. The main rooms on the main floor of the building are hired by various groups from across the community including the local council, Slimming World, a Karate group, the Dorset Accordion Orchestra, two different dance groups, a Pilates class, an art group and even a group of bee keepers! It is also hired out for wedding receptions and family parties.



## The Church Centre (continued)

There is a commercial grade kitchen (put in place when we ran a community lunch) that is attractive to some hirers and in the future could allow for an expansion of the buildings use for weddings and the like.

We have, excluding the Food Bank, 21 regular hirers utilising the building throughout the week and all of them report being very satisfied with the facilities available to them. The hire of the building by these groups is vital to the finances of the church, in the last financial year providing over £27,000 of income.

It is our hope that the use of the building will continue to flourish as it brings many people into the building and onto the church site, when ordinarily they would not come to, nor even know of the church community.



Picture taken during a recent APCM - our meetings take place after the morning service and are then followed by a shared lunch.



## The Rectory

The Rectory for St Andrew's is a large, Georgian five bedroomed detached house located a short distance from the church site in Millhams Road. It has a large secluded, walled garden mainly laid to lawn with flower borders, shrubs and a number of mature trees. It has off road parking and a large detached garage. It also has a large study which has direct access from the front door lobby, meaning there is no need for visitors to go into the main house.

The house is situated a short walk from the church site and across the adjacent lane is Pelhams Park a large municipal open space with a play park for young children and a wide open field. This space also houses the local community centre. Also attached to this space is the local leisure centre, run by the local council, which is very well equipped, includes a swimming pool and outdoor sports pitches.

The house is situated five minutes walk from the "village" centre with a variety of shops including a medium-sized Tesco supermarket and access to local public transport links.

There are various issues inside the building that have been identified to the property division at the diocese that need to be remediated. The PCC is proactively working with the diocese to ensure that this remediation will take place before the new incumbent moves in.





## PCC structure and operation

The St Andrew's PCC is made up as follows:

- the incumbent
- the 2 church wardens
- 7 elected members from the congregation
- 3 co-opted members (who are all employees)

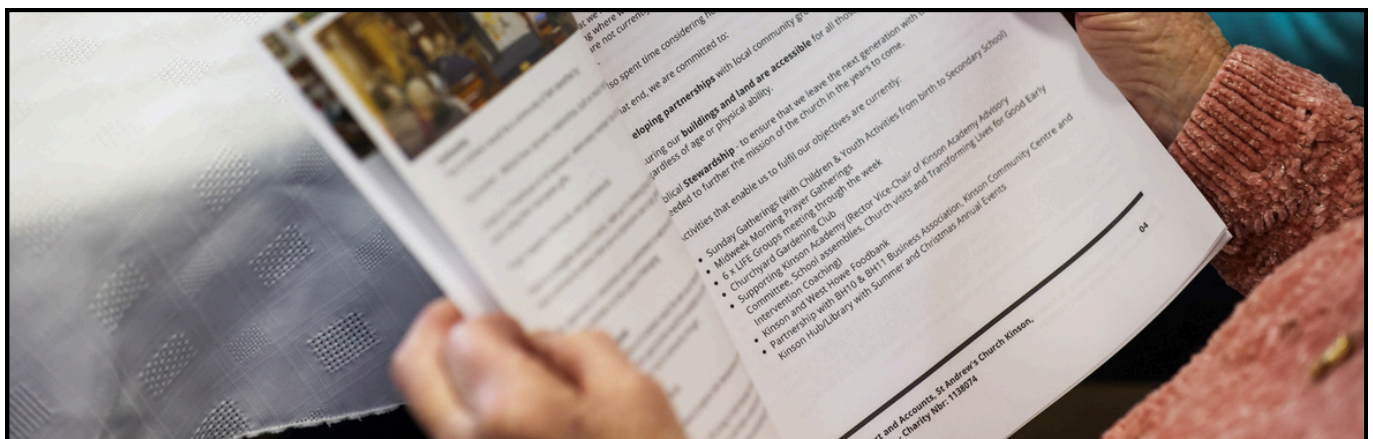
Currently, with one exception, all PCC places are filled.

The PCC meets every month (with the exception of August) and meetings are split into two main sections, the first focusing on the nuts and bolts of operation (Trellis matters) and secondly focusing on the more visionary and pastoral work (Vine matters). There is a genuine sense of harmony amongst the PCC with all members working towards the shared mission and vision of the gathered community.

There is a Standing Committee made up of the incumbent, the church wardens, the PCC secretary and one further PCC member. This group meets monthly ahead of the PCC. There is also a Treasury committee chaired by the PCC Treasurer that meets monthly, managing the day to day finance matters and this group reports at each PCC meeting.

There are two, part-time, paid administrative staff, working from the church office.

The PCC sends representatives to the Poole and North Bournemouth Deanery Synod which meets three times per year.





## Finances of the Parish

The latest set of financial accounts for the parish are included in this document as appendix III. A commentary on these financial statements is included in the 2024 Annual Report & Accounts to the APCM of March 2024, which has been sent out with this Parish Profile.

Over the last few years there has been a degree of financial stability. The congregation are generous givers, and following the running of the Generosity Project (mainly in the LIFE groups) in 2023, there was a significant response from the congregation to the challenges that we continually face (see below). From a position 10 years ago when the PCC were unable to pay any Share to the diocese we now pay in full every month. Cash is tight on a month by month basis but we are blessed by always having enough to pay our way and for the ongoing operational ministry to go forward.

In recent years we have also been provided with a couple of significant legacies that enabled us to do some major works both on the church building and the centre. We also used some, of one of the legacies, to set aside funds for the training and equipping of the congregation.

However, there are a number of challenges that remain for us as a congregation going forwards:

- the giving demographic is closely tied to the age split of the congregation with the most significant regular givers coming from the older part of the congregation. This will not be sustainable into the medium-term.
- the Share request from the diocese for 2025 to 2028 shows an increase of 31.2% over that timespan. This will be extremely challenging to be met, it is frankly a cause of real concern for the PCC, there are ongoing discussions with the diocese.
- the main church building and the churchyard present very particular maintenance problems all of which have significant price tags attached to them, often driven by the requirements of the faculty system. There are some grant funding sources which we have utilised in the past but accessing these is becoming increasingly difficult as all funders are facing increased requests for grants.



## Our Vision of the new incumbent

### Introduction

When the PCC met earlier in 2024 to discuss its vision for the new incumbent we spent some time studying Titus 1:1-9. Here Paul outlines his picture of what elders who love what is good might look like and we tried to describe what that might mean in terms of how that might play out in our context, for both our incumbent and the PCC.

We believed they need to be an overseer—observing, guiding— and working to God’s agenda not their own. They must be true to the gospel. As a gathered community we are drawing a picture of characteristics we are seeking, these need time to discern, so we will need to trust God has sent us the person of his choosing.

Paul set Titus a very specific task to do, therefore, we must discern the task the new incumbent is being called to do, and some of this is outlined below. But like Titus the new incumbent must lead by example in all aspects of life, they will need to have a collaborative nature, looking to encourage the flock towards Christ like maturity.

They will need to be open about themselves, trustworthy, have moral integrity, Biblically based, prayerful, living it all daily. Rooted and steady, understanding the qualities they have are not of themselves but a gifts of the Spirit.

They walk the talk and are hospitable to all, no cherry picking—they minister to all.

They display the fruit of the Spirit and that is what comes out when squeezed.

They see themselves as entrusted to preach the gospel – they see this as fundamental to their calling

This we believe gives a flavour of what we believe the essence of good godly leadership looks like.



## Our Vision of the new incumbent(continued)

### Key qualities

So from that description of good, godly leadership, we perceived these to be the key qualities we would be looking for in the new incumbent:

- Evangelical in thinking and alignment
- Deeply rooted in Biblical truth and ready to stand their ground for the gospel
- Preach in order to make those truths accessible
- Collaborative and encouraging able to discern the gifts of the gathered community and ready to use them in ministry
- Lead by life example in partnership with the PCC/leadership
- Heart for community engagement, looking to build on community links and outreach
- Hospitable and approachable, being able to relate to all ages and having a shepherd's pastoral heart
- Enabler for people to grow in Christ like maturity as disciple making disciples
- Pathways not programmes mindset and able to discern what is going on and what needs to be done
- Listens well, patiently and empathetically and being ready to walk in another's shoes
- Good communicator, knowing when to speak and when to remain silent-knowing when to teach, rebuke, correct or train, always looking to build up the body of Christ
- They know their own development needs and limitations





## Our Vision of the new incumbent(continued)

### **Key points of focus**

As the gathered community moves into this next season, these are the things that the PCC feel are the main points of focus. They are set under two main headings:

#### *Discipleship*

- How can I join this gathered community and then lead?
- Inspired by the Mission and Vision but not surprised by it
- Thankful and sees God's hand – no motives, no over thinking
- Nurture the LIFE group structure enabling others to be drawn in and to desire to be part of these groups
- Building of a discipleship culture
- Establishment of firm discipleship pathways
- Growing LIFE group leaders and other leaders
- Teaching our young people the discipleship culture – they too see the need to be disciple making disciples (keeping them onboard we have a good group)
- Need of an implementation driver, to enable us to carry forward the ideas generated through our leadership vision discussions

#### *Community*

- Relationship building with those who come in:
  - Via the occasional offices
  - Through the Food bank
  - With the people who hire the building
- Remembrance Day and similar "activities"
- Kinson Academy
- Building community links



## Our Vision of the new incumbent(continued)

### **What we have to offer**

First and foremost, the love of Christ to our new co-worker with Christ in this part of the kingdom.

The new incumbent will come to a gathered community that is eager to embrace our new partner in this work. By the time you arrive it will be over a year since our previous, much loved incumbent left and we are all looking forward to the new chapter in our ongoing journey of faith.

We are mindful that there is much to do in building on the recently laid foundations and we will be ready to continue to get our hands dirty alongside you as we attempt to share the goods new of Jesus with the people amongst whom we live and move and have our being. We passionately believe that all of us have a part to play in this work and we are eager to continue with the Commission we have received with your help and wise godly input.

The local context here in north-west Bournemouth is a very pleasant one but be that as it may, there are all of the issues of this very secular age in the UK and these are never far below the surface. There are challenges for the new incumbent to face in this respect but the PCC and the wider gathered community recognise this and are ready to stand alongside our new pastor and shepherd to fulfil our shared calling in this place.



**Churchwarden contact details:**

Simon Wareham

Mobile: 07787269362

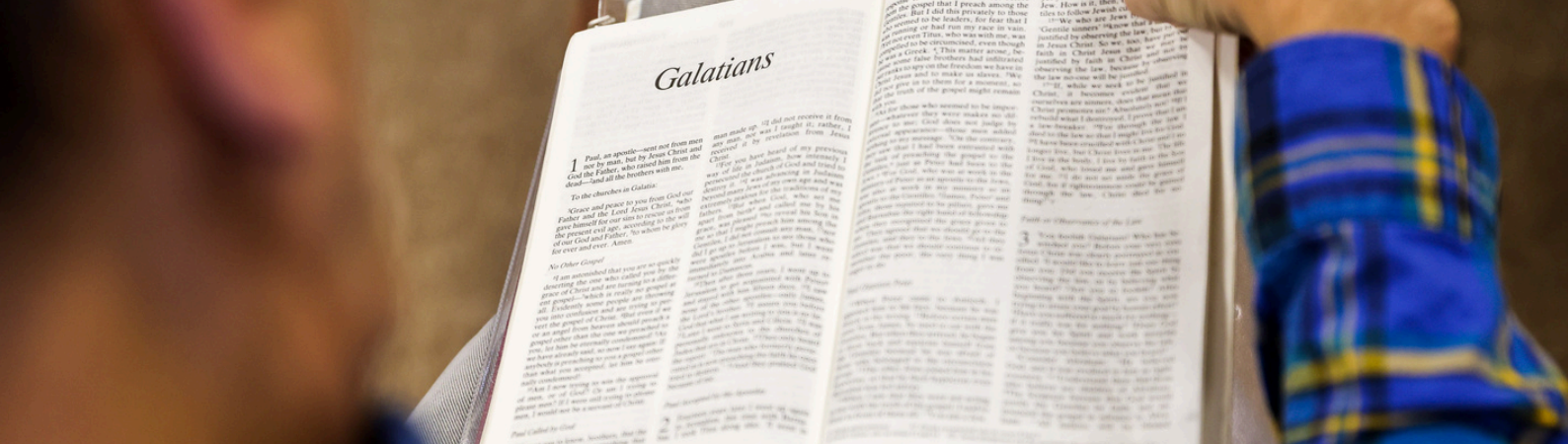
Email: [sjw@standrewskinson.org](mailto:sjw@standrewskinson.org)

Dave Aston

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Email: [d\\_aston@yahoo.com](mailto:d_aston@yahoo.com)





## Appendix I - Our Core Biblical Values

**We are committed to Prayer:** We believe that prayer is an expression of our dependence upon, and our relationship with, God our Father. We are determined to make prayer a priority in everything – individually, in groups and as a church. We know that God works by his Holy Spirit when his people pray. (1 Timothy 2: 1-4)

**We are committed to Biblical teaching:** We believe that the Bible is the inerrant word of God and is essential for knowing God and for life-changing transformation. The Bible is our standard for faith and conduct in all things and leads us to honour Jesus Christ as Saviour and Lord. (2 Timothy 3: 16-17)

**We are committed to being God focused:** We believe that the basis for God's relationship and covenant with His people is the biblical truth that He alone is Lord and that our faithfulness to Him involves every part of our being. We seek to love God with all our heart, soul, mind and strength; placing God the Father, Son and Holy Spirit at the centre of all we are and all we do in His name and for His kingdom. (Matthew 22: 36-38)

**We are committed to Loving people and serving others:** We believe that the commandment to love our neighbours as ourselves should be the basis of all our relationships within the church family and our wider community. We seek to ensure that our relationships and service bring honour to God and serve as an identifying mark of our Christian faith and witness. (Matthew 22: 39-40, 1 John 4: 7, 1 Peter 4: 10,11)

**We are committed to Meeting together as members of God's family:** We seek to be a community that meets together regularly for praise and fellowship and where every member is cared for pastorally and spiritually. We want to be recognised as a community of faith where each and every member is valued, inspired and equipped to grow as a Christian and to contribute as a team member in the church's task. (Hebrews 10: 25)

**We are committed to Forgiveness:** We believe we are called to teach and reflect the forgiveness of God. We seek to live out our Christian faith by responding to the grace given freely to us by God; being gracious towards others, especially those times when people fail in areas of their life. (Ephesians 4: 32)

**We are committed to Spiritual Growth:** We believe that in following Jesus, we are called into a life-long process of spiritual growth and discipleship. We seek to create an environment whereby everyone can develop their faith and grow more like Jesus every day; through bible study, fellowship groups, corporate worship and other mid-week activities that are designed to cater for all ages and stages of life. (John: 15: 4-5, Ephesians 4: 15,16, Philippians 1: 6, Colossians 2: 6, 7)

**We are committed to Godly Servant Leadership:** Following the example of Jesus (and with training, nurture and modelling), our leaders seek to selflessly nourish and guide those in their care. (John 10: 11, 1 Corinthians 3: 5-7)

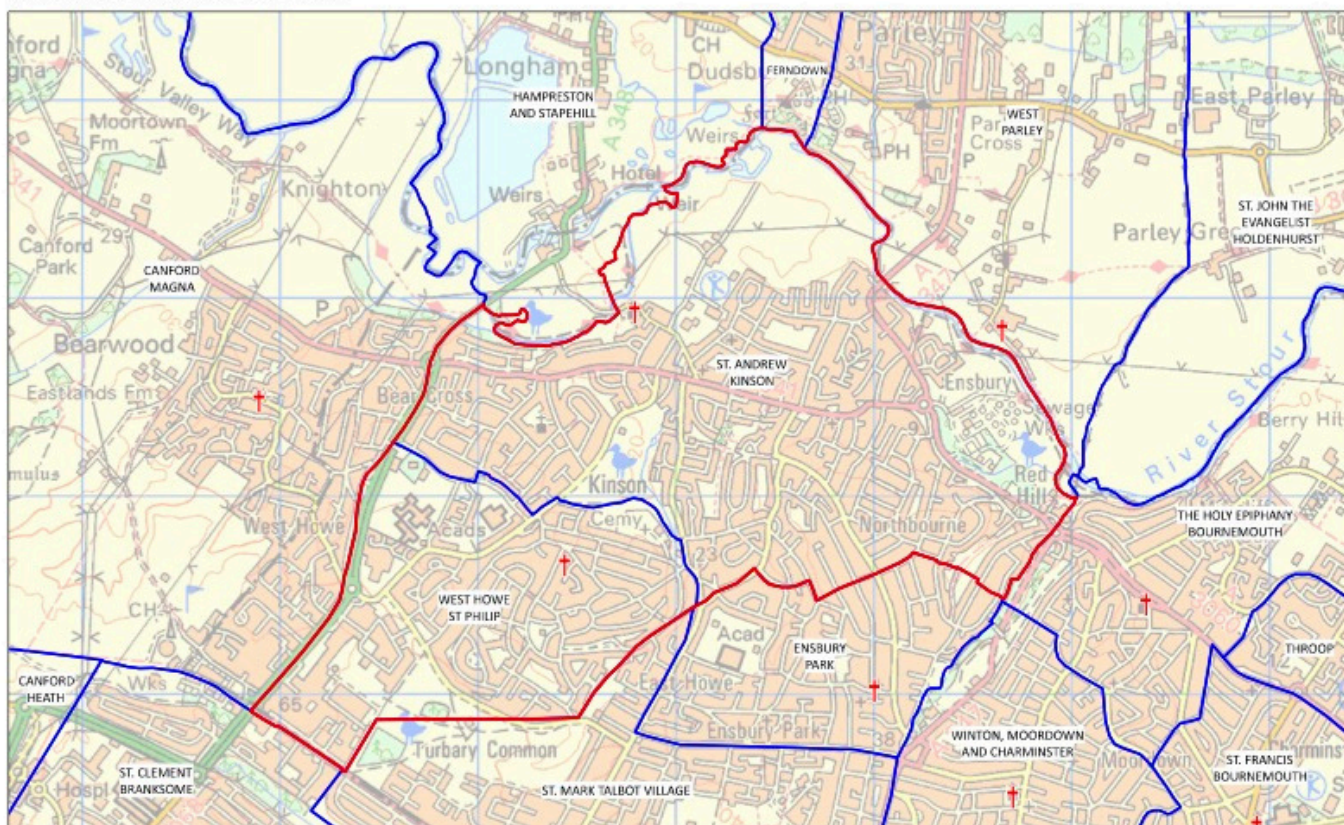
**We are committed to Stewardship:** We believe that the Bible calls us to a grateful and responsible use of God's gifts in the light of God's purpose, as revealed in Jesus Christ. Christian Stewardship involves sharing with God in seeking justice, peace, and the integrity of creation in an interdependent universe. We are committed to sharing the resources we hold and giving them in service; providing for future generations; sharing generously in the life, worship, and responsible stewardship of the Church and of its mission. (2 Corinthians: 8 & 9)

**We are committed to Evangelism:** We believe that there is no salvation apart from repentance and saving faith in Jesus. We believe that the responsibility to share the gospel of Jesus Christ with others is central to our calling. Whether locally or globally, by going, giving, or praying, the great commission remains the task of every believer and follower of Jesus. A call to mission will inevitably impact our daily lives as followers of Christ. (1 Peter 3: 15)



## Appendix II - Parish Map

Benefice of Kinson and West Howe



This map was compiled for the Diocese of Salisbury by Alistair Sutherland in March 2022 with digital data from Field Dynamics. It contains parish data supplied by the Commissioners of the Church of England, church location data from A Church Near You, and Ordnance Survey data reproduced with the permission of Ordnance Survey on behalf of HMSO. ©Crown copyright and database right 2022. All rights reserved. Ordnance Survey licences nos 100040148 and 100019918. Please note that some legal parish names may be abbreviated for clarity.

The map above indicates the parish boundaries after the completion of the new Pastoral Scheme, creating the Benefice of Kinson, the parish of St Andrew's Kinson, the area indicated at the top of the map labelled St Andrew's Kinson.

The wider area, represented by the red border, is the old team boundary.

# Appendix III - Annual accounts 2023

The Parochial Church Council of the  
Ecclesiastical Parish of St Andrews,  
Kinson, Bournemouth  
Report and Accounts for the Year Ended  
31st December 2023

# Contents

1	Independent Examiners Report
2	Statement of Receipts and Payments
3	Statement of Assets and Liabilities
4 - 5	Notes to the Accounts

# Independent Examiner's Report

**Report to the trustees/ members of** The Parochial Church Council of the Ecclesiastical Parish of St. Andrews, Kinson, Bournemouth

**On accounts for the year ended** 31<sup>st</sup> December 2023 **Charity no** 1138074

**Set out on pages** 2 - 5

**Respective responsibilities of trustees and examiner** The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

**Basis of independent examiner's statement** My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

**Independent examiner's statement** In connection with my examination, no matter has come to my attention

1. which gives me reasonable cause to believe that in, any material respect, the requirements:
  - to keep accounting records in accordance with section 130 of the Charities Act; and
  - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

**Signed:**



**Date:** 09/03/2024

**Name:** BKB Accountants Ltd

**Relevant professional:** Chartered Certified Accountants

**Address:** 3 Vista Place, Ingworth Road, Poole, Dorset, BH12 1JY



## Statement of Receipts and Payments

	Unrestricted funds £	Restricted income funds £	Endowment funds £	Total this year £	Total last year £
<b>Incoming resources (Note 1)</b>					
<b>Incoming resources from generated funds</b>					
Voluntary income	149,285	-	-	149,285	127,983
Activities for generating funds	29,793	-	-	29,793	24,602
Investment income	962	-	-	962	190
Other incoming resources	15,150	-	-	15,150	14,978
<b>Total incoming resources</b>	<b>195,190</b>	<b>-</b>	<b>-</b>	<b>195,190</b>	<b>167,752</b>
<b>Resources expended (Note 2)</b>					
<b>Costs of Generating Funds</b>					
Grants	8,026	-	-	8,026	13,312
Ministry	74,152	-	-	74,152	77,943
Church/Hall Running Expenses	116,847	-	-	116,847	42,247
Worship Resources	1,085	-	-	1,085	1,383
Ancillary Trading	327	-	-	327	606
Support Costs	-	-	-	-	-
Administration	21,168	-	-	21,168	16,389
Miscellaneous	1,614	-	-	1,614	3,063
<b>Total resources expended</b>	<b>223,220</b>	<b>-</b>	<b>-</b>	<b>223,220</b>	<b>154,943</b>
<b>Net incoming/(outgoing) resources before other recognised gains/(losses)</b>	<b>- 28,029</b>	<b>-</b>	<b>-</b>	<b>- 28,029</b>	<b>12,809</b>
<b>Other recognised gains/(losses)</b>					
Gains and losses on investment assets	-	1,111	-	1,111	916
<b>Net movement in funds</b>	<b>- 28,029</b>	<b>1,111</b>	<b>-</b>	<b>- 26,918</b>	<b>11,893</b>
<b>Total funds brought forward</b>	<b>136,038</b>	<b>9,163</b>	<b>-</b>	<b>145,201</b>	<b>133,308</b>
<b>Total funds carried forward</b>	<b>108,009</b>	<b>10,274</b>	<b>-</b>	<b>118,283</b>	<b>145,201</b>

## Statement of Assets and Liabilities

	Unrestricted funds £	Restricted income funds £	Endowment funds £	Total this year £	Total last year £
<b>Fixed assets</b>					
Plant	19,175	-	-	19,175	18,737
Investments	155	9,743	-	9,898	9,054
<b>Total fixed assets</b>	<b>19,330</b>	<b>9,743</b>	<b>-</b>	<b>29,073</b>	<b>27,791</b>

### Current assets

Debtors	578	-	-	578	-
Bank Current Accounts	9,074	-	-	9,074	11,002
Bank Deposit Accounts	81,186	-	-	81,186	107,391
Cash in hand	112	-	-	112	472
<b>Total current assets</b>	<b>90,950</b>	<b>-</b>	<b>-</b>	<b>90,950</b>	<b>118,865</b>

**Creditors: amounts falling due within one year**

	1,741	-	-	1,741	1,455
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**Total assets less current liabilities**

	108,539	9,743	-	118,282	145,201
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**Net assets**

	<b>108,539</b>	<b>9,743</b>	<b>-</b>	<b>118,282</b>	<b>145,201</b>
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### Funds of the Charity

Unrestricted funds	110,394			110,394	136,302
Restricted income funds		8,813		8,813	8,899
Endowment funds			-	-	-
<b>Total funds</b>	<b>110,394</b>	<b>8,813</b>	<b>-</b>	<b>119,207</b>	<b>145,201</b>

Signed by two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	S. WAREHAM	9/3/2024
	D. ASTON	9/3/2024

**Note 1 Analysis of incoming resources**

	Analysis	This year £	Last year £
<b>Voluntary income</b>	Standing Order Receipts for Gift Aid Claims	48,492	41,933
	Envelope Receipts for Gift Aid Claims	6,230	3,853
	Tax Recovered From Gift Aid	13,470	15,135
	Other Planned Giving	11,056	14,202
	Donation Appeals	216	775
	One off Non Gift Aid Donations	23,116	1,496
	Legacies	-	-
	Loose Plate Collections	2,995	3,254
	One off Grants	10,110	1,919
	One off Gift Aid Donations	1,475	5,000
	Mothers & Toddlers	-	-
	Food Bank Income	32,125	40,415
	Messy Church	-	-
	<b>Total</b>	<b>149,285</b>	<b>127,983</b>
<b>Activities for generating funds</b>	Church Hall Lettings	27,520	21,595
	Bookstall Sales	144	113
	Other Funds Generated	2,130	2,893
	<b>Total</b>	<b>29,793</b>	<b>24,602</b>
<b>Investment income</b>	Dividends & Interest	962	190
	<b>Total</b>	<b>962</b>	<b>190</b>
<b>Incoming resources from other activities</b>	Fees from Weddings & Funerals	15,150	14,978
	<b>Total</b>	<b>15,150</b>	<b>14,978</b>

**Note 2 Analysis of resources expended**

	Analysis	This year £	Last year £
<b>Grants</b>	Mission	8,026	13,312
	<b>Total</b>	<b>8,026</b>	<b>13,312</b>
<b>Ministry</b>	Parish Share	67,406	65,442
	SDBF Assigned Fees	3,176	4,614
	Rector Expenses	841	5,224
	Visiting Speakers Expenses		
	Verger/Organist Fees	1,050	1,320
	Other Ministry Costs	1,679	1,342
	<b>Total</b>	<b>74,152</b>	<b>77,943</b>
<b>Church/Hall Running Expenses</b>	Electricity, Gas, Water & Insurance - Church	12,899	9,639
	Electricity, Gas, Water & Insurance - Hall	5,361	1,398
	Cleaner	6,379	5,855
	Cleaning Materials	556	383
	Church Repairs & Maintenance	22,801	64
	Centre Repairs & Maintenance	35,090	5,288
	Upkeep of Churchyard & Services	4,539	2,829
	Messy Church	-	74
	Food Bank Expenses	27,180	15,111
Acts 435	2,043	1,606	
	<b>Total</b>	<b>116,847</b>	<b>42,247</b>
<b>Worship Resources</b>	Worship Resources	1,085	1,383
	<b>Total</b>	<b>1,085</b>	<b>1,383</b>
<b>Ancillary Trading</b>	Book Stall	327	606
	<b>Total</b>	<b>327</b>	<b>606</b>
<b>Administration</b>	Parish Administrator & Expenses	11,184	8,223
	Stationery / General Administration	8,356	6,331
	Bank Charges	249	515
	Accountancy	1,380	1,320
	<b>Total</b>	<b>21,168</b>	<b>16,389</b>
<b>Miscellaneous</b>	Depreciation Charge	1,552	1,698
	Donations	62	1,365
	<b>Total</b>	<b>1,614</b>	<b>3,063</b>