

Wareham Family of Churches

Parish Profile

Team Rector

October 2024



WAREHAM'S
Church of England Family
Making Jesus known

Five Churches – One Benefice – One Family – One PCC

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Parish Profile – Team Rector

Table of Contents

- From the Bishop of Sherborne* 3**
- Rural Dean’s Statement* 4**
- Welcome to the Parish* 5**
- Who We Are and What We Do Now* 5**
 - Five Churches One Benefice One Family One PCC**.....5
 - Priory Church of Lady St Mary, Wareham.....5
 - Sandford St. Martins6
 - St. Martin on the Walls7
 - St Nicholas Church, Arne7
 - St. John the Evangelist, East Holme8
 - Mission and Outreach**.....8
 - 1. To proclaim the good news of the kingdom.....8
 - 2. To teach, baptise and nurture new believers.....10
 - 3. Responding to human needs by loving service.....10
 - 4. To seek to transform unjust structures of society.....10
 - 5. To strive to safeguard the integrity of creation.....11
- Our hopes for the future* 11**
 - Priorities for Mission and Growth**12
- Who we are looking for*..... 12**
 - Person Profile**12
- What can we offer?*..... 13**
 - Support of a great team**.....14
 - Parish Infrastructure**14
 - A Good Place to Live**15
 - The Local Area15
 - The Rectory.....16
- Appendices* 17**
 - A. Financial Overview of Income and Expenditure**17
 - B. Service Statistics**18
 - Worship Pattern and Attendance.....18
 - Life Events.....18
 - C. In Our Own Words – Comments from the Congregation**18
 - D. Useful Websites:**.....19
 - E. Contact Us**19

From 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 Team.

We are looking for an experienced and enthusiastic Team Rector who can work with and build upon all that is already happening across the team, offering oversight to each of the churches, encouraging the team of ordained, self-supporting, lay and retired ministers and bringing out the best in them; leading in vision and mission and helping create and sustain important links into the community including with local schools.

The parishes in the Wareham Team enjoy a good location with access to the Isle of Purbeck, the edges of Poole Harbour and not far from the sea. The town of Wareham and surrounding villages have a welcoming feel with newcomers, long-standing residents, and visitors all feeling at home, and the churches set in key positions and playing important roles within them. There are good transport links as well as a train service from Wareham, along the coast and to London Waterloo.

Therefore, there are many opportunities to engage with regular congregations and visitors alike and to build up links by maximising the resources available so congregations can be developed in an outward direction and the varied worship pattern continues to attract newcomers and lead people on in faith. As team Rector, you will act in a civic capacity across the town and continue the tradition of the church playing an important role in the life of the local community.

In turn, the benefice offers a rectory within walking distance of the town centre, some excellent schools and leisure activities for all ages on the doorstep. Poole and Swanage are lively places not too far away, with good beaches, golf, theatres, and cinemas. The Isle of Purbeck also has many walking opportunities for those who love beautiful countryside.



Ministry in Dorset is rewarding and enjoyable. In recent years, significant changes have been made in the way clergy are supported and encouraged, leading to a greater sense of collegiality. 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 Ven Penny Sayer (01305 269074).

We look forward to hearing from you.

+Karen

The Rt Revd Karen Gorham
Bishop of Sherborne



Rural Dean's Statement

Introduction to the Purbeck Deanery

The Deanery of Purbeck is, as Bishop Karen describes, 'small and beautifully formed'! It covers an area of outstanding natural beauty, and more importantly, its churches are made up of engaging and mission-minded clergy and laity.

Comprising just four benefices: The Swanage and Studland Team, The Wareham Team, The West Purbeck Benefice and The St Aldhelm Benefice, alongside an Army Chaplaincy in Bovington and West Lulworth. There is a keen sense of collegiality amongst the clergy, who meet together regularly as Chapter for mutual encouragement and support. The Deanery Synod meets three times per year, and this year has been focussing on the Diocesan Vision, 'Making Jesus known' and 'Engagement with our Church of England Primary Schools' – three of which are in the Wareham Team, alongside a summer Eucharist and time of fellowship for synod reps.

This is a time of change in the full-time clergy within the deanery: many of us have been in post for less than three years, and we recently welcomed two Curates to the deanery at Petertide. So this is a time of building new relationships for the clergy finding good and convenient ways to meet and share our common mission, and we look forward to welcoming the new Team Rector of Wareham into our midst, with your own good ideas!

Alongside this deanery support, each of us also shares ministry with various full-time, house-for-duty, part-time, SSM and retired clergy colleagues, as well as a number of LWLs and LPAs. Your ministry in the Wareham Team will be enriched by the ministries of dedicated clergy colleagues, and some very committed lay people who have worked tirelessly, particularly through the vacancy.



I hope you will seriously consider this post, which lies at the heart of Purbeck Deanery, and if you are the person whom God has chosen to come here, we look forward to ministry with you soon. If you have any questions, please don't hesitate to get in touch with me: vicar@westpurbeck.org.uk 07711 701910.

The Revd Canon Richard Bartlett
Rural Dean of Purbeck



Welcome to the Parish

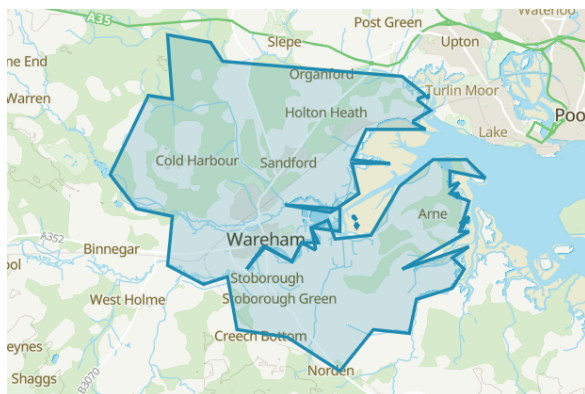
We are delighted you are exploring the possibility of becoming our new Team Rector. We hope this profile helps you discern whether God is calling you to make your home here and to walk alongside us, shaping the next chapter of our spiritual growth and outreach.



It will give you some idea of the diverse mission opportunities within different communities within the Wareham family of churches and outline the sort of priest we are looking for, to work with us in moving forward.

Who We Are and What We Do Now

Our Benefice sits at the gateway to the Jurassic coast and in an area of outstanding natural beauty. Our beautiful surroundings attract many visitors, especially during the summer months. We are a family of five church communities spread across the historic market town of Wareham and the surrounding expanding suburban and rural communities with a total population of around 10,000. We have three C of E Primary Schools, and there is also a secondary school. We are an active and engaged Benefice with established outreach and fellowship groups.



Five Churches
One Benefice
One Family
One PCC

Each church has its own distinctive character, and each has its own committed worshipping community, but all five churches are part of a single Benefice under one PCC.

Priority Church of Lady St Mary, Wareham

Place

The largest of our churches, Lady St Mary's, sits within the ancient walls of Wareham. It was a Saxon church which underwent a makeover in 1841. It is famed for its artefacts and spectacular stained-glass windows. It is a popular tourist attraction and is kept open for visitors every day.

The church is valued in the town, with an annual civic service to welcome the new mayor and a packed service on Remembrance Sunday. It is frequently used for weddings, funerals and baptisms. It's also used to host both amateur and professional concerts, and we are increasingly showcasing more high-profile events.

The church has a fine peal of 10 bells, a strong ringing band and a parish hall, which is regularly used by community groups.

Churchyard - The benefice does not have responsibility for the churchyard at Lady St Mary's. It closed in 1881 and is maintained by the Wareham Burial Joint Committee.



Worship

All services here are Holy Communion. On Sundays, there is an 8 am (BCP) and a 10 am service. Attendance for the 10 am service is between 60 and 100, with many more (sometimes standing room only!) on feast days, services of remembrance, carol services, civic service, etc. Singing is led by a committed choir of 15 – 20 people.

Once a month, the 10 am Service is an All-Age Communion service with contributions from a vibrant children's choir, 'Angel Voices' and the Handbell Ringing group for younger people.

On the 3rd Sunday of each month, the 10 am Communion is a praise service with more contemporary music from a worship band. (Details of the pattern of service and attendance for each can be found in *Appendix B.*)



People

The regular congregation is largely made up of older people, but the popular 'All Age' services and Baptisms attract significant numbers of children, younger people and families.

Sandford St. Martins

Place

Sandford St Martins is based two miles north of Wareham in the village of Sandford. The church shares premises with Sandford St. Martins C of E school, with which it has close links.

Worship

There are two services each Sunday:

- **Breakfast Church** is an inclusive, informal service serving breakfast that attracts families and young people. It includes contemporary music from a worship band. Members of the congregation offer leadership, teaching, worship, catering and welcome on a rota basis. Average attendance 46.
- **Morning Worship**, at 10.30 am, is a more traditional service and alternates between Holy Communion and a Service of the Word. Average attendance 18.

Additionally, we have our **Going Deeper** service - an evening of refreshment, prayer and teaching once a month for deeper exploration of the Gospel. Average attendance 18.



People

A mixed congregation with a cross-section of age with emphasis on younger families in Breakfast Church and largely senior citizens at Morning Worship.

The Sandford community values outreach to younger people and families in their community and invests a lot of time in groups, like Toddler groups and a thriving youth club. Sandford also has strong lay leadership and engagement.



St. Martin on the Walls

Place

Founded by St. Aldhelm in the 7th century, the current church was built over 1000 years ago. St Martin on the Walls is the oldest church in the Benefice and one of the oldest in Dorset, retaining some original Anglo-Saxon features.



Many visitors and holidaymakers visit the church because of its Anglo-Saxon origin and position within the ancient defensive walls of Wareham. Additionally, it boasts early medieval wall paintings (12th Century) depicting the life of its patron saint, St Martin and frescoes commemorating plague death (17th Century). It has strong links to Lawrence of Arabia, and his effigy, housed in the church, attracts many visitors.

Worship

The church remains active in its second millennium with weekly (Wednesdays 11 am) traditional Holy Communion service (BCP). Holy festivals are marked with special services, and the church is also used for baptisms, weddings and funerals, as well as cultural activities such as concerts and music recitals.

People

Small, enthusiastic, devoted congregation. Average attendance 11.

St Nicholas Church, Arne

Place

Situated next to the beautiful RSPB nature reserve of Arne (which regularly hosts BBC Springwatch), this small, Grade 1 listed building is open 24 hours a day. We know from the steady stream of comments in the visitors' book and the book for private prayer that the church is valued by visitors. Some example comments from the visitors' book:



'Thank you for keeping this such an open, welcoming place of prayer.'

'Thank you for the love and care you give to this place of peace.'

'Heaven on earth'

Worship

Holy Communion service (BCP) twice a month. Average attendance is 15 plus one regular attendee under the age of 16. We encourage each other and all contribute to the running of the church and making it welcoming and presentable for all. It is easy to sense God's presence at St Nicholas, and we are grateful for our place of prayer and peace.

People

The atmosphere is relaxed and friendly. After service, there are frequent visits to the RSPB café for good conversation and support. St Nicholas has changed little since it was built, and whilst we have electricity, there is no running water.



St. John the Evangelist, East Holme

Place

East Holme is a classic rural Parish with approximately 40 persons on the Electoral Roll. Festivals and events particularly bring the community and past residents together.



Worship

Holy Communion service (BCP) every 2nd and 4th Sunday at 10 am (attendance 10). During summer, Evensong (BCP) replaces Holy Communion on the 4th Sunday (attendance 8)

People

Most of those attending church services are from the older age bracket; however, events and festivals attract a range of ages. Past residents of the village and those with local connections to the area come together to organise an annual flower festival and fete. We also hold an annual service of Hymns and Pimm's and an outdoor service of hymns with the Lady St Mary choir, which is a popular event. A traditional Carol Service is also held, which is well attended by many ex-parishioners and normally attracts 60+ people.

Mission and Outreach

To give an additional overview of ministry across the Benefice, we have summarised and grouped our activities within the structure of the Five Marks of Mission. Some of these 'Marks' correlate with the Salisbury Diocesan vision for mission.

1. To proclaim the good news of the Kingdom

Life Events

- We seek to view all the occasional offices as an opportunity for mission, sharing the love of Jesus and the good news of the kingdom, albeit not always with words. See *Appendix B: Figures for Life Events*
- The majority of the funerals clergy officiate at are held in the churches. Bereavement support is currently provided to individuals on a needs-led basis by clergy and other members of the congregation.
- Couples are warmly welcomed to celebrate their marriage at our churches, with the majority held at Lady St Mary's. A Marriage Preparation Day is held annually.

Younger Generations

We have close links with our three Church of England Primary schools, enhanced by the work over many years of the Revd Hilary Bond, Pioneer Priest and Schools Worker. Church members support the schools in varied ways, such as serving as governors and helping with reading. A member of the congregation from Breakfast Church is Chair of the Board of Governors for Sandford St Martin's school. Clergy also serve as governors, in addition to:

- Leading Collective Worship in each school at least once a week
- Supporting specific learning and teaching activities and pastoral initiatives for staff and children
- Engaging with children in church – for concerts, festival services, storytelling



Primary Schools

- Wareham St Mary Primary School, a member of the Multi Academy Trust, Coastal Learning Partnership (CLP) - www.warehamstmary.dorset.sch.uk
- Stoborough VA Primary School, a member of the Multi Academy Trust, Coastal Learning Partnership (CLP) - www.stoborough.dorset.sch.uk
- Sandford St Martin's VA Primary School - www.sandfordprimary.dorset.sch.uk

Secondary School

Great potential exists for further engagement with The Purbeck School in Wareham - www.purbeck.dorset.sch.uk

Church Groups

- 'Angel Voices' is a children's singing group (of 15-20 children aged 4-9 years) who participate in the monthly All-Age Communion Service at Lady St Mary's Church. The group, facilitated by lay leaders and parents, meet to sing in the Parish Hall before taking an active part in the service.
- Our handbell ringing group for 9-13-year-olds also contributes to the All-Age service. Both groups aim to be a gateway to encourage and welcome parents, carers and children and for all to grow in faith.
- The Friday Night Youth (FNY) group based at Sandford St Martin's Church is for children aged 10 -13 years (years 6-8). This has been very popular, attracting around 35-40 young people each week. Several children from FNY have attended Spree Southwest, a Christian camping and activity weekend. FNY is in the process of change as we seek to increase volunteer leadership support.

Care Homes

As an important adjunct to our pastoral visiting and outreach, clergy-led worship is held once a month in our two local care homes: Anglebury Court, Wareham and Pine Martin Grange, Sandford.

Ecumenical Working

The ecumenical witness has fluctuated over the years. There is potential to strengthen and re-imagine how we could work together more closely to proclaim the gospel. Examples of unity in the past year include:

- The Good Friday Walk of Witness through Wareham
- Purbeck Leaders Lunch gatherings – leaders from local Free Church, Methodist, Baptist and Anglican backgrounds, from Wareham and Swanage, meet for mutual support and prayer.
- All the churches play a role in supporting the Community Fridge and the local Foodbank.

International Mission Partnerships

Our partnership working to share the good news globally includes supporting Ruth Guinness, serving with SIM in Malawi and Malcolm and Yanet Taylor and family working with YWAM in the Dominican Republic. We also support the Mission to Seafarers and provide financial and prayer support to St Stephen's School in Terekeka, South Sudan, as part of Salisbury Diocese's partnership with the Sudan.



2. To teach, baptise and nurture new believers.

Baptism

We are delighted to welcome children and adults for baptism at all of our churches. See *Appendix B: Figures for Life Events*. The baptism team currently comprises of Clergy and two Lay Pastoral Assistants, supported by the Parish Administrator.

Learning, Teaching and Nurturing Faith

- Home Fellowship Groups – lay-led, these provide opportunities for prayer, bible study and pastoral support. Multiple groups run at different times of the week.
- Lay-led Parish Prayer Group meets once a week for informal prayer.
- Retreats and annual parish pilgrimages this year include a Breakfast Church weekend away at Lee Abbey, a Parish Pilgrimage to York and a walking pilgrimage along the St Edward's Way, which begins in Lady St Mary finishing at Shaftesbury Abbey.
- Alpha groups have been run regularly in the past, the most recent in 2022. This was positively received, and following this, a new Home Group was set up, in part to support new believers.

3. Responding to human needs by loving service

Outreach and community activities

- Toddler groups - Sandford Seedlings and Wareham Baby and Toddler Group. The Wareham group, based in the Parish Hall, has an average attendance of around 25 children.
- Open House – once a month in Sandford St Martin's Church, is a valued opportunity for older members of the community to socialise and hear invited speakers.
- Men's Breakfasts – meeting monthly, with a varied programme of guest speakers and in-house talks/discussions. Around 20 older men regularly attend
- Ladies that lunch and pray – lay-led, offering friendship, faith sharing and bereavement support
- Community Food Share – members of Sandford Breakfast Church collect food donated by local supermarkets and distribute it, including providing an 'Open Table' at Sandford School and Church
- The church supports two emergency funds providing grants to people in need.
- The Parish Hall, near Lady St Mary church, houses the Parish Office and acts as a valuable hub for a variety of community groups and organisations as well as church-run activities. Regular events include an older people's lunch club and a very popular Saturday coffee morning on market days. The hall has a well-equipped kitchen and audio-visual facilities and is available to hire for private events.



4. To seek to transform unjust structures of society.

Partnership Working - Not Just Sundaes is an independently run community café in Wareham, originally a church-inspired project. It started 13 years ago, created as a place where everybody would be welcome and to be "a demonstrable expression of God's love for all." It has recently been relaunched, working in partnership with Allsort'd, an organisation working with young adults with learning disabilities, who run the café three days a week.



Fairtrade - as a Parish, we seek to support and promote the Fairtrade Movement and the status of Wareham as a Fairtrade town through the use of Fairtrade products at church events and by using Fairtrade Communion wine.

5. To strive to safeguard the integrity of creation.

Situated in a nationally recognised area of outstanding beauty, the stewardship of creation is an important priority for the Benefice. We are uniquely placed to draw attention to our mission to care for creation because of the local context. Evidence of our commitment to care for creation and climate action includes:

- Eco-church/A Rocha Bronze Award achieved by two of our churches.
- Reducing our carbon emissions through a long-term project at St Martin's on the Wall to install underfloor heating powered by an air source heat pump.
- Regular wildlife surveys of the churchyards by our Eco-Church group
- Outdoor activities and alternative worship, facilitated by our Pioneer Priest, create a connection with God through the natural world, highlighting how the care of creation is an integral part of the expression of Christian faith.

Our hopes for the future

We have been blessed by a supportive local community and the faithful commitment of Christians who bring a rich variety of skills and gifts to the Church. We live in a wonderful area that attracts many visitors and tourists. Ours is an active and engaged parish with many positives.

We now see tremendous opportunities for mission and growth, engaging with people of all generations both inside and outside the Church. Our vision for the future is to enhance the lives of people in our local area, 'making Jesus known' and sharing the love of Christ. We pray that our new Rector will give strategic direction and inspiration across the Parish as we seek to fulfil our calling.

We recognise the key challenges facing our Benefice: finances, unwieldy administrative systems, overdependence on clergy for leadership and worship, a lack of coordination of pastoral care and support and the challenges of caring for and maintaining our four listed churches.

However, we are excited by the opportunities that also lie before us. The list below summarises those areas that people in our church family feel are priorities for Mission and Growth. We do not have a prescriptive plan for the way forward, and we welcome the creative contribution that a new Team Rector would bring, working collaboratively with us and with other ecumenical and deanery colleagues.



Priorities for Mission and Growth

- Provide strategic leadership to help us prioritise mission and create a fresh vision
- Review and renew worship – valuing the different styles in our churches and bringing a creative approach to new forms of worship
- Promote ‘seeker’ and Alpha groups and explore new ways to engage with ‘missing generations’ and older people
- Further develop children and youth ministry, especially with teenagers.
- Increase lay ministry and leadership
- Re-energise pastoral care
- Serve the wider community - identifying unmet needs and building partnerships to bring about social justice
- Strengthen our commitment to climate action
- Engage with practical management issues, reviewing processes so they can better support future mission work and ministry

Who we are looking for

We are a diverse parish with a range of views, worship styles and priorities. There are those who love the tradition afforded by the BCP, those who value the inclusivity of contemporary, informal worship, those who have a heart to reach out to young people, and those who wish to see that same energy for the more mature. All, however, share a love of God and a desire to build God’s kingdom in this place. We hope our new Rector will see the advantages in this diversity and will bring leadership to harness it, furthering mission and growth.

Person Profile

Christ-centred... Creative... Collaborative... Caring

We asked for comments from across our church communities about the kind of person we are looking for in our new Rector. In summary:

We are seeking a **person** who:

- Is warm, welcoming and delights in people
- Enjoys their ministry, has a sense of fun and doesn’t take themselves too seriously
- Has a mature personal faith nourished by prayer, worship, reflection and study
- Is inclusive in attitude and action, offering a genuine welcome and acceptance of all, irrespective of age, wealth, gender, sexuality, race, ability or faith

We are looking for a **leader** who:

- Follows the servant leadership example of Christ
- Has the capacity to work collaboratively and cooperatively
- Can think strategically, handle complex workloads and competing demands

We would value a **pastor** who:

- Has compassion for the most vulnerable and disadvantaged in our community
- Can walk alongside people of all kinds and feel at ease doing this, whether it is working with the elderly, children and families, or single people.
- Has the pastoral skills, experience and emotional intelligence to lead others with pastoral responsibilities



We would like to learn alongside a **teacher** who:

- Has a love of the Bible, believing in the authority of Scripture and the power of the Holy Spirit to transform lives
- Can preach and teach clearly and practically, with relevancy to 'seekers' and contemporary life, building up disciples
- Is willing to teach from God's word on difficult and challenging ethical subjects

We would like a prayerful **priest** who:

- Is comfortable leading different styles of worship, both sacramental and non-sacramental, informal and formal, contemporary and traditional
- Values creativity in worship, encouraging others to use their creative gifts and skills to enrich the life of the church
- Seeks to make worship welcoming and accessible for all ages and abilities

We seek an **evangelist** who:

- Can share the Gospel in word and action, communicating effectively, both from the pulpit and in the community
- Is passionate about sharing the Gospel with young people, children and families
- Strongly believes in worldwide mission, including supporting our existing mission partners

We would support a **prophet** who:

- Will challenge us to engage with social justice and environmental issues
- Will encourage us to acknowledge and accept differences of understanding within the family of the church
- Can humbly and gracefully lead people through conflict, demonstrating perseverance in the face of difficulty

What can we offer?

There are many things we value in our Benefice and strengths we can offer to support the new team Rector in their role.

Our Strengths

- People - their faith, prayer, support and gifts
- Community service and outreach
- Choice and variety of churches, traditions and worship styles
- Bible-based teaching and preaching
- Music and singing
- Lay-led, small groups for Bible study, prayer and fellowship
- Children's work
- Inter-generational worship
- Bells and bellringers at Lady St Mary
- Cultural, historical and environmental heritage



Support of a great team

Team Vicar – Revd Neil Kelly and Revd Deborah Swann fulfil this role as a husband-and-wife team, job-sharing and co-leading across the Benefice. They were licensed to the Benefice in February 2024, with an understanding that they would be supporting the Parish through the Vacancy. They have a passion for working pastorally and practically and encouraging a mission-focused approach to ministry.



Pioneer Priest and Schools Worker – Revd Hilary Bond works closely with each of the church schools in the Parish. Drawing on her love of story-telling and passion for social justice and the environment, her role encompasses climate activism and advocacy work with the Gypsy and Traveller community.

Priest with Permission to Officiate – Revd Michael Young has had a longstanding presence within the team and local community. His role includes providing valuable pastoral care, leading Sunday and weekday services and contributing to team support by taking occasional offices.

Parish Wardens - Hilary Goodinge and Mike Quinlan are invaluable sources of support and encouragement within the team, possessing a range of skills and experience. Mike is a retired structural engineer and the church Fabric Officer. Hilary has been a teacher, businesswoman and involved in hospitality. Both are closely connected to a range of community activities and organisations.

Local Wardens (and the Churchwardens for East Holme) support the effective running of each of the five churches. Lady St Mary's has a volunteer Verger and Assistant Verger who set up and are on duty for regular services, baptisms, marriages and funerals.

Other lay leaders include Lay Pastoral Assistants, Home Fellowship Group leaders and those who take a lead within prayer and worship.

Parish Administrator - Debs Barclay underpins the effective working of the whole team. She has worked in different capacities within the parish for many years and has made a significant contribution pastorally as well as administratively. Her roles and responsibilities encompass finance and parish administration, organisation of the parish office, PCC Secretary and Safeguarding Officer.

Parish Infrastructure

Governance

The Parish Wardens and local churchwardens serve on a single PCC, together with clergy and other lay members who are elected by their individual churches in proportion to the relative sizes of their congregations. The PCC currently has 20 lay members. The Parish of Wareham is a registered charity, and members of the PCC are the Trustees.

The PCC usually meets six times a year. There are sub-committees covering Fabric, Finance, the Parish Hall, Mission, Reordering of Lady St Mary's, Environment/Eco Church and Children/Youth. There are also five Congregational Committees, which all report to the PCC. The Standing Committee meets before each PCC meeting.



Safeguarding

Promoting a safer church and encouraging safer working practices is a priority within the Benefice. Safeguarding administration is managed by the Parish Safeguarding Officer, who is supported by Sandford St Martin's Safeguarding Officer.

Finances

We offer a Church Treasurer and a Finance Officer who seek to support the PCC in securing a financially sustainable future.

A key role of the Rector's strategic oversight will relate to finances and working with the PCC, making changes linked to the Diocesan vision for mission. This will include discussion and teaching linked to faith, giving and stewardship of resources.

Our Treasurer has highlighted future challenges for us as a church:

- Encourage generous regular giving through the parish giving scheme with a focus on mission
- Look for innovative ways to raise funds
- Reduce our running costs
- Seek grants for projects and running costs
- Encourage parishioners to remember the church in their wills
- Seek support from the Diocese regarding our contribution.

For further details, See *Appendix A: Financial Overview of Income and Expenditure*.

Buildings – condition and repairs

One of the Parish Wardens acts as the Fabric Officer with responsibility for four of the churches. The churchwardens for East Holme look after their own church. Sandford St Martin's Church is part of the church primary school, which was built in 2015, and the parish is only responsible for internal maintenance. The other three churches are Grade 1 listed, and St Martin on the Walls is a Scheduled Monument.

All of the churches are in reasonably good condition, and St Martin on the Walls and St Nicholas Church, Arne, have recently had Quinquennial repairs carried out. The major issues are with Lady St Mary's, which needs a significant amount of work.

A Good Place to Live

The Local Area

Wareham is a small, friendly market town on the west side of Poole Harbour and within easy reach of Poole, Bournemouth, Dorchester, and Swanage. It was originally an important Saxon stronghold and port with a history extending back to pre-Roman times. It has Saxon wall ramparts on three sides and is immediately bordered by forest, common and floodplain.



There is a vibrant community in Wareham with a selection of artisan and independent shops and plenty of restaurants, cafes and public houses. The railway station is on the South Western line and connects directly to Waterloo. As well as the busy Saturday market held each week on the Quayside, the town has two small supermarkets, a cinema, and plenty of service outlets.

The total population of the parish, according to the 2021 census, is 10,035, of whom about 5,900 live in Wareham and 4,100 in the surrounding villages of Arne, Ridge, Stoborough, East Holme, Sandford, Holton Heath and Organford. 97.7% of the population are from white ethnic backgrounds. 18.2% are below the age of 20, and 24.4% are over the age of 70.

There are three primary schools, all closely connected to the church, and one secondary school adjacent to which is a leisure centre with an indoor swimming pool. The housing is representative of the social diversity, and the population is a mixture of longstanding families as well as newcomers, including the full range of families and retired folk. There are a limited number of second homes.

The coast and river afford several water sports, and the surrounding countryside is ideal for hiking and cycling. The town also has active Rugby and Football clubs and a Golf Club. There are plenty of social clubs and societies with church members particularly well represented. The volunteer sector is also very strong, with an annual carnival and other summer events and a Christmas street procession showcasing the town.

The Rectory

Wareham Rectory is a detached house in good order, about 10 minutes' walk from the town centre. At ground floor level, there is a large sitting room with access to a substantial conservatory, a dining room, a spacious kitchen with an Aga, a second kitchen/utility room and a toilet. There is also a separate entrance to a lobby, giving access to a study, a storage room and a second toilet.

Upstairs there are five good-sized double bedrooms. The master bedroom has its own dressing area with built-in wardrobes and en-suite bathroom with bath and separate walk-in shower. There are two other bathrooms, one with a bath and the other with a shower. The house is heated by gas-fired central heating. There is an attached garage, parking for several cars and a large rear garden, mainly laid to lawn.



Appendices

A. Financial Overview of Income and Expenditure

Overview of 2023

In 2023, our income from donations and regular giving declined by **20.3%**. This is in large part due to the loss of some generous givers and parishioner numbers not increasing. However, the generosity of our parishioners was demonstrated by a gift day, which generated twice the income received in 2022.

The expenditure in the parish increased by **2.6%** compared to 2022. This is actually a good result, considering that inflation reached a level not seen for some years. The major expenditure is our diocesan parish share, followed by the cost of running our buildings and administration.

Please see the table below for a detailed breakdown of the finances. You will notice the exceptional item 'Insurance settlement £53,669'. This relates to the break-in and theft of silverware from the safe in Lady St. Mary's church. We have spent almost £13,000 to replace some of the lost items. This item is the major contributor to our end-of-year surplus. Without this payment, we would have reported a loss of £7,576.

Income and expenditure analysis for the year 2023 (unrestricted and designated funds)

Income	£	%		Expenditure	£	%
Gift Aided planned giving	54,590	22.1		Diocesan parish share	117,415	58.5
Donations and gifts	34,203	13.9		Church running	33,641	16.8
Tax recovered and recoverable	20,537	8.3		Administration	31,710	15.8
Collections	17,501	7.1		Parish hall running	6,545	3.3
P.C.C. fees	11,500	4.7		Clergy	6,222	3.1
Parish hall hire	8,340	3.4		Building & fabric repair	1,937	1.0
Gift day	16,020	6.5		Sundries	1,020	0.5
Offertory boxes	7,593	3.0		Miscellaneous	837	0.4
Other non gift aided planned giving	4,378	1.8		Staging fund raising events	568	0.3
Refreshments	5,760	2.3		Schools/Youth work	410	0.2
Parish fund raising	4,670	1.9		Home & overseas mission	250	0.1
Insurance settlement	53,669	21.8		TOTAL EXPENDITURE	200,555	100.0
Other	4,955	3.2				
TOTAL INCOME	246,648	100.0				

Finances at the end of June 2024

The pressure on our finances will continue. Our projection, based on first half results (end of June), is that we will have a deficit of £47,707. We will, therefore, have to make this up by drawing on our reserves, which would take them down to £42,293, below the level we



regard as 'safe', £60,000. We are actively seeking grants to ease the burden on our parishioners and have faith that the Lord will provide as he has done previously.

B. Service Statistics

Worship Pattern and Attendance

Service Pattern: **2023 average attendance in red: adults/under 16 yrs**

	Sunday	WK 1	WK 2	WK 3	WK 4
Lady St Marys	8 am	Holy Communion (BCP) 14/0	Holy Communion (BCP) 14/0	Holy Communion (BCP) 14/0	Holy Communion (BCP) 14/0
	10 am	All Age Communion 91/20	Sung Communion 72/1	Praise Communion 59/2	Sung Communion 72/1
Sandford St. Martins	9 am	Breakfast Church 35/11	Breakfast Church 35/11	Breakfast Church 35/11	Breakfast Church 35/11
	10 am	Morning worship 18/0	Holy Communion 18/0	Morning worship 18/0	Holy Communion 18/0
	6 pm		Going Deeper 17/1		
St. Nicholas, Arne	10.30 am	Holy Communion (BCP) 15/1		Holy Communion (BCP) 15/1	
St John the Evangelist, East Holme	10 am		Holy Communion (BCP) 10/0		Holy Communion (BCP) in winter 10/0
	6 pm In summer				Evensong (BCP) 8/0
St. Martin on the Walls, Wareham	Wednesday 11am	Holy Communion (BCP) 11/0	Holy Communion (BCP) 11/0	Holy Communion (BCP) 11/0	Holy Communion (BCP) 11/0

Life Events

January 2023-January 2024

Baptisms	11
Thanksgiving for the birth of a child	2
Funerals	
• Church	50
• Crematorium	8
• Burial of Ashes	2
Weddings	6

There are a range of worship and other services across the churches throughout the year.

C. In Our Own Words – Comments from the Congregation

Comments from the Angel Voices families:

- 'Angel Voices is a relaxed introduction to the church and liturgy'.
- 'Family Communion is a very welcoming service'
- 'My daughter likes singing in the church. She enjoys hand bells, bell practice and learning about Jesus'.
- 'I like singing lots of different hymns and songs'.



Comments from adults in our churches

- *'I think that when you are choosing a new rector that it does need to be someone genuinely interested in and responsive to the needs of the wider community and not just regular churchgoers.'*
- *'Maintaining said BCP services is important.'*
- *'Carefully manage relationship between tradition and modernisation,*
- *Be open to 'broad church' worship; alternative forms of Christian spirituality.'*
- *'The candidate would also need to be able to walk alongside all people who make up the community of Wareham and feel at ease doing this, whether it is working with the elderly or children and families or single people.'*
- *'We are looking for someone with the confidence and enthusiasm to lead and inspire missional imagination across the Team, enabling us to look forward, develop fresh vision and be united in working together for our town and its communities. Together we want to make the Gospel relevant today, effectively communicating this message so we can see the Church grow.'*
- *'I believe the following are essential:*
 - *A firm belief in the authority of God's written word - something at the heart of the Church of England's foundation documents*
 - *The ability to preach clearly from the Bible*
 - *A willingness to teach from God's word on difficult and challenging ethical subjects.'*
- *'We would love to see someone come to Wareham who is committed to creating a culture within the church which is acknowledged by the wider community as a place of love, hope and action.'*
- *'Most important - A team builder who empowers others to grow and contribute and can create a genuine sense of unity amongst the leadership and the wider church body.'*
- *Outward perspective - Meeting people of the town where they are, rather than just looking for people to come in. And valuing life flourishing wherever it is.'*
- *'From a parent point of view I love to go to breakfast @9. I love the community and all the caring people. I love the open concept, the singing and that everyone can participate. Anyone is welcome. And it is not too long...'*
- *I hope we keep this special Sunday morning concept of a family friendly service. ❤️'*
- *'What do I think the new rector should look like? – A person who is a follower of Jesus, a compassionate, strong leader and teacher who acknowledges the importance of traditional worship services for the majority of Wareham residents but seeks to introduce contemporary services to Lady St Mary for the many who travel to churches away from the town or, more importantly, those who have ceased to belong to any church. I also believe that a more relaxed, contemporary approach would have greater appeal to many wishing to explore the Christian faith.'*

D. Useful Websites:

www.warehamchurches.org.uk www.facebook.com/warehamcofe www.visitwareham.com

E. Contact Us

If you would like to know more about our Benefice, please contact:

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