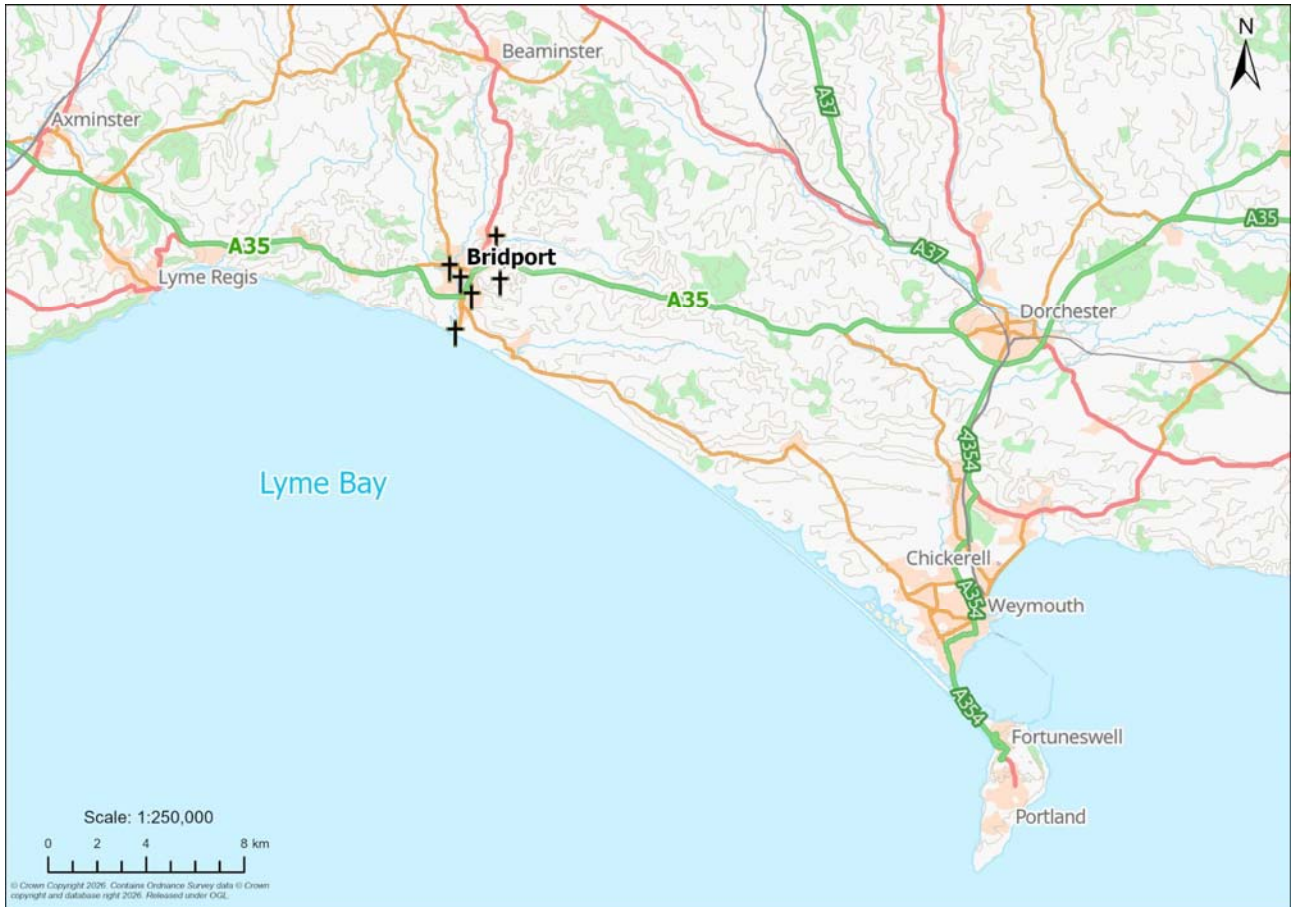


PARISH PROFILE

Parish of Bridport



www.parishofbridport.org

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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 the leading of a varied, developing and welcoming team, where there is one parish; where each church has its own unique ministry and where there are great opportunities in a significant seaside town and beyond.

Bridport and West Bay enjoys both a seaside and a town outlook, with holiday makers, weekenders, walkers, artists and craftspeople, and long established residents all feeling at home here. Ministry is varied: there are excellent opportunities for outreach; for nurturing the existing congregation and newcomers; for establishing relationships with those

seeking spiritual refreshment away from the busyness of day-to-day life; for building on the variety of church traditions present in the team churches; for developing the gifts of lay leaders and bringing new vision for a one parish team.

If you are an experienced leader, looking for a new challenge in a welcoming vibrant community, with vision for bringing churches together as well as encouraging their particular charism; if you can support and develop clergy colleagues and lay leaders then this post may be for you. The clergy team comprises a fulltime pioneer minister colleague, two associate priests and some retired priests, and they seek a new Team Rector passionate for people and place.

The benefice offers much for those who enjoy the outdoors. There is plenty to do for all the family. Unlike some seaside towns Bridport and the Jurassic Coast remain popular even in winter with a significant population of all ages, as well as many visitors who enjoy walking, a weekend away, many interesting shops, a variety of places to stay, seeing the real 'Broadchurch' and good local pubs and restaurants. Further afield is Dorchester, Weymouth and in the other direction Lyme Regis and Axminster. Road links between Bridport and the West Country are relatively good (this is 'slow Dorset'!).

The Lyme Bay deanery, in which the Bridport team is situated, seeks to be a supportive place bringing together the rural clergy with those in the seaside towns. There will be a warm welcome amongst this clergy grouping for whoever comes to this benefice.

We are looking for a priest with the energy to build on all that is already happening, and who can see the huge potential to work with others in Making Jesus Known.

Should you wish to know more about this post please do not hesitate to pay a discreet visit to take a look around or contact the Assistant Archdeacon, Lucy Holt (07713 490076) or me for an informal conversation. We look forward to hearing from you.

Bishop Karen (01747 811960)

2. Welcome and Introduction

Welcome to the Parish of Bridport on the wonderful Jurassic coast, and thank you for considering the role of Team Rector. Although Bridport is a single Parish, we have six active and very different Churches, which between them serve the town of Bridport and surrounding villages. We have a great team of ordained and lay leaders who help us to reach out to the people of Bridport and its visitors.

We have identified key Parish priorities to Make Jesus Known as you will see from this profile. Some progress has been made but we are seeking to prayerfully move forward with your leadership and guidance.

Our six Churches represent the breadth of Anglican tradition; most are broadly central tradition, with St Swithun's offering catholic worship and Holy Trinity Bradpole being central/evangelical. We enjoy being able to offer worship in these different ways and see this as a strength to our team. We also enjoy meeting in smaller groups; we have Lent and Advent Courses and two study groups and recently ran an Alpha course.

Although our congregations are primarily elderly, we are seeing younger people join us and we have a monthly Parish Wild and Messy Church and a strong presence in local Primary schools.

We are delighted to have a Pioneer Minister as our Team Vicar. Her role is to be outward facing in the community, particularly with reference to the Arts and reaching the missing generations. She is looking forward to working collaboratively with the new Team Rector to Make Jesus Known outside the existing Church structures within our vibrant community.

Our history of offering strong pastoral support to our town and villages is being enhanced through a growing team of Lay Pastoral Assistants.

We believe that now is the time to seriously identify the vision of the future use of each of our six churches, which are within walking distance of each other. We want to adapt our church buildings, which are much loved by our town and village communities, so they can be even more effective in serving God's mission in this place. We are being supported by the Diocese in projects at both Swithun's and St John's West Bay. We also recognise the need to work with the adjacent Benefice in addressing the challenge and opportunity offered by the large Foundry Lea housing development being built at the edge of town.

We want our new Team Rector to have the skill and experience to lead us in addressing these opportunities for mission, while recognising the significant financial and people challenges involved.

Therefore, what do we need from our future Team Rector:

- An enabler who will work collaboratively with both our clergy team and laity
- An encourager who will motivate both lay and the clergy team and encourage giftings and vocation
- A stable presence to embed the changes of the last few years in terms of governance and structure. To have the wisdom and experience to continue taking us on into a holistic vision for the whole town of Bridport based upon common needs and opportunities, from separate churches to one vision
- Secure in their own skin and in their faith – a humble disciple
- A calm presence who will be able to handle difference well

In turn we offer you....

- A prayerful, collaborative and supportive team of clergy and laity
- Support, through all the joys and challenges of leading this wonderful Parish in its spectacular setting on the Jurassic Coast
- Encouragement to take time off, holidays and retreats
- A rectory in the centre of the town adjacent to St Mary's Church
- An experienced and capable part-time Parish Administrator

3. Clergy Licensed to the Parish

Revd Cally Burch - Pioneer Team Vicar

I was ordained in Guildford Diocese in 2021, after a career as a lawyer and 15-20 years of being a lay leader, mainly in an all-age context. My title post was in Fleet, a multi-generational parish with two churches embracing the breadth of the Anglican tradition, which I so enjoy. With university aged children and a semi-retired husband, we moved to Dorset in Spring 2024 when I took up my current appointment as Pioneer Vicar focused on engaging communities beyond our existing congregations, particularly through the arts and creative mission.



I am delighted that you are interested in this Team Rector role and look forward to working alongside you as a colleague in shared ministry. Bridport is a wonderful place to live and work. It is a beautiful, happy, vibrant town, although there are areas of significant deprivation and an ageing population – both of which provide opportunities for the support we can offer as Christian ministers.

As Vicar with particular responsibility for pioneer ministry and fresh expressions, I am excited to have a colleague who will lead the team while I focus on developing creative mission through the arts and new expressions of church. I passionately believe in our shared mission of making Jesus known. Together, we will bring complementary gifts to build the Kingdom of God in this place. I hope

that together we can play our part in sharing our faith and its associated traditions with future generations and with those who are struggling or seeking to know Jesus better. I also think it is life-enhancing to observe God already at work in communities around us.

This is a busy parish with lots going on; there's never a dull moment! When you join us, you will find wonderful colleagues, lay and ordained, offering a wealth of experience and commitment. The team structure here allows for genuine collaborative ministry, with clear spheres of responsibility that will enable both of us to flourish in our respective callings.

Revd John Rees - SSM Associate Priest

I was ordained in Bristol Diocese nearly 20 years ago and during my SSM curacy led a village church alongside a demanding career in defence communications. I loved encouraging others in growing in faith and using their gifts, and also enjoyed strengthening connections between the Church, the village CofE primary school and the wider community. This has been a key focus of my ministry ever since.



In 2010 I moved to full time stipendiary ministry in Salisbury Diocese and for nearly 13 years I was Rector of two different multi-parish Benefices in Wiltshire. In this role I was a training incumbent and developed lay ministries. I had a particular focus on school ministry.

My wife Anne and I have been delighted to be part of the Bridport ministry team since 2024 after our move to Bradpole following my retirement from stipendiary ministry in 2023. Alongside leading worship in a variety of ways, my ministry has often had a schools' focus. I am the Church lead for a CofE National Flourish Pilot at St Mary's CE Primary School, an initiative building partnership between Church, school and home, as explained in a later section.

Bridport is a lovely town in a beautiful area with rich ministry opportunities for the coming years.

I hope that I will be able to continue to offer, once a new Rector is in place, 2 Sundays a month and reduce my other ministry hours to around 20 a week, not all of which will be in the Parish but will include our Flourish work. I am also an air ambulance chaplain and a ministry development scheme peer reviewer.

When not involved in Church life Anne and I enjoy visiting family, walking, theatre and exploring the country in our campervan.

Revd Lorna Johnson - Associate Priest

Thank you for your interest in our parish! My name is Lorna, I am an associate priest who works full time for the Diocese of Salisbury as Growing Faith Adviser, supporting churches to work at the crossroads of church, school, home and community, leaning in to listen to young people's voices. My work has a particular focus on creation care and climate action and supporting churches to welcome young people and families to lead in this space, as an all-age discipleship journey. I am therefore really glad that this parish values its schools' work and the nurture of young people and their families as well as cherishing the natural environment of our churchyards.



I trained at Sarum, was priested in lock down and licensed to Bridport in 2022. My background prior to working for the church was community development, youth volunteering and family support work in Dorset.

In the Parish of Bridport I join in with the ministry team, leading worship, pastoral visiting and supporting the growing new worshipping community that is Wild and Messy Church.

I welcome the opportunity to be part of a parish which recognised the value of the many community and art groups in this vibrant market town. I learn every day from the faith of the people here. I look forward to meeting you!

4. The Ministry Team and Other Key Leaders (*names correct at 01.04.2026*)



PtO Clergy: Janis and Margaret
- also Ann



Licensed Lay Ministers: Peter and Graham



Lay Pastoral Assistants: Diana, Anne, Ginny, Helen, Jane and Caroline - also Kathrine.



Lay Worship Leaders: Anne, Martin and James



Lay Administration Team Michele and John (Churchwardens), Bridget (PCC Secretary), Janet (PCC Treasurer), Wendy (PSO) and Di (Administrator)

5. Our Pathway for Making Jesus Known.

As a Parish we were excited to receive details of the new 2023 Diocesan vision, 'Making Jesus Known'.

The five priorities outlined in the mission document chimed with our thinking at that time but we felt that it would be more productive to think and pray, and then use the stimulus of the Diocesan vision to create our own development plan.

In January 2024 our PCC engaged in a lively and inspired discussion at the end of which we were able to identify four key areas of focus:

***Discipleship and Growing in Faith,
Engagement with Families and Young People,
Eco Church and Sustainability, and
Outreach to Tourists.***

In subsequent months we were able to identify key aims and actions for each identified area of focus; our actions being both at local church level and Parish wide.

We then started to make things happen and one year later, in January 2025 we were able to publish a document which highlighted areas of real progress and areas where more work was needed.

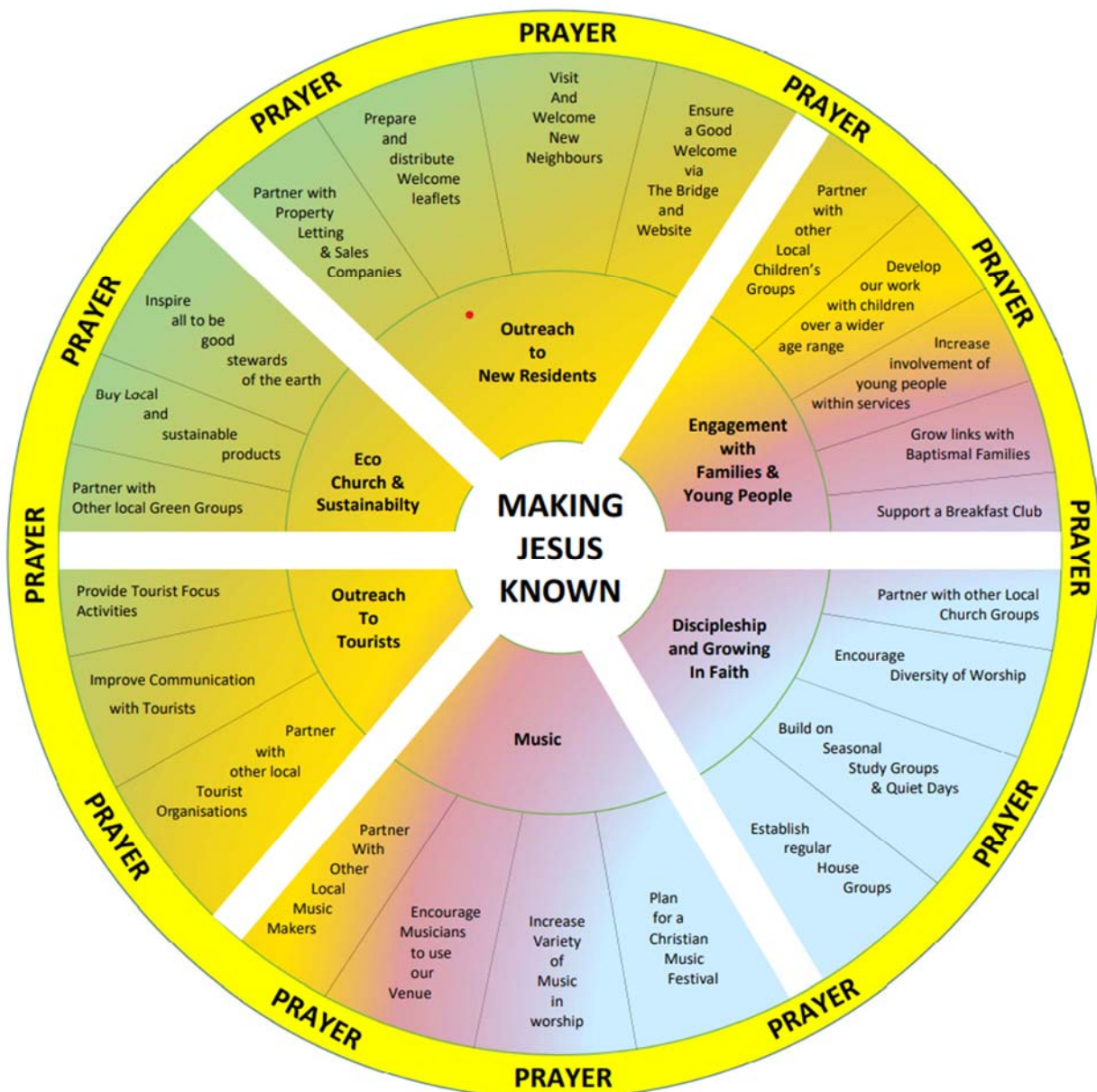
In April 2025 our new PCC was elected, and following a day of prayer, induction and planning, we felt that it was right to expand our vision. We added 'Music' and 'Outreach to New Residents' to the wheel and recognising our need to underpin all our actions with prayer, we added a strong prayer band encircling the action plan.

As we move into 2026 we look forward to being part of God's action plan for Bridport and trust that our model, in some small part, acts as an enabling tool for the work that we are called to do.

Section 6 details how we are progressing with our Action Plan, shown overleaf.



Bridport Bright & Beautiful - Quilt and Flower Festival in St Mary's Bridport



Key Area One:

6a. Discipleship and Growing in Faith.

Diversity of Worship:

We enjoy coming together for monthly Parish Services, held in different churches; they reflect some aspects of the breadth of churchmanship within the parish and involve a different mix of laity and clergy on each occasion.

Across the Parish alongside our regular weekly services of traditional BCP Holy Communion and the Eucharist, we offer Celtic Morning Prayer, Centring Prayer, Contemplative Church, Scriptural Meditation, Franciscan Morning Prayer, Wild & Messy Church, Wholeness and Healing, creative prayer stations, online Compline, Civic services and lay-led worship.

Partner with other local Church Groups:

During the year, engagement with Churches Together in Bridport and District, enables joint working across the different churches in Bridport.

Establish Regular House Groups

An 18-session discipleship course based on “Discipleship Walk This Way” by Guy Donegan-Cross has recently been followed by a small group from across the Parish who were seeking to develop their understanding of being an everyday Christian disciple.

One of the churches hosts a regular Bible Study Group. An Alpha Course was held for enquirers in 2025, which we hope to repeat.

Build on Seasonal Study Groups and Quiet Days

For the last three years Quiet Days have been held twice a year at Othona, a community near Bridport on the Jurassic Coast or at Hillfield Friary, a Franciscan community in rural Dorset. They are led by clergy from within the ministry team or outside the Parish, giving opportunity for reflection and growth.

Advent and Lent study groups, following a chosen seasonal book, are held across the Parish at different times and venues giving an opportunity to share with and learn from others across the different churches. Since our records have been kept 95 people have engaged with these quiet days, study books or have dipped into groups, many on multiple occasions.

Key Area Two:

6b. Engagement with Schools, Families and Young People.

Bridport Schools:

The Parish has a long and strong connection with Bridport St Mary’s CofE Primary School, which is part of the Initio Academy Trust. A Parish team leads weekly collective worship; we would want our Team Rector to join that team. The whole school comes to St Mary’s Church for Harvest, Christmas, Easter and the end of school year services. The PCC approves the appointment of local governors, which includes our Associate Priest Revd John Rees.

“The partnership that St Mary’s CE Primary School has with the Bridport Parish is integral to the school’s identity and mission. It allows us to deepen the spiritual, moral, social, and cultural development of our children, providing a foundation of Christian values that extends beyond the classroom. We value the Parish’s consistent presence and support in worship, pastoral care, and community outreach, which enriches the lives of our entire school family.”

Katharine Anstey, Headteacher St Mary’s CE Primary School

For the last 18 months the Parish and School have been a pilot location for the CofE National Flourish project in which schools and churches work closely together to develop worshipping communities. We are giving young people a key voice in what we do; school children have helped to lead recent after school events in school.

Our Christmas Experience led by church members and young leaders, involving a physical journey exploring the Christmas story from school to St Mary’s Church. This involved children from both St Mary’s CofE School and Bridport Primary School. Revd John is Chaplain to both schools; Bridport Primary School, a community school, is also in the Initio Academy Trust.



The Christmas Experience Trail in St Mary's

In the future we would like to extend our partnership working to include the Sir John Colfox School (Bridport's secondary school); we are exploring this ecumenically with Churches Together.

Ministry with Families and Young People:

St Mary's Church has a core and growing, number of families who regularly attend Sunday morning worship. We are gently encouraging both young people and their parents to be involved in services and during the last year we have introduced an All-Age Communion service in which families participate. We use the opportunity for teaching and explaining each part of the service.

On other Sundays, St Mary's young people meet in the meeting room at the west end of church for their Sunday School. Near the beginning of the service they leave after a prayer for their own teaching, returning for communion and then they share what they have been doing.

We believe there is considerable scope for developing our outreach to families within our Sunday worship in the different churches across the Parish, both through Eucharistic worship and in new forms of worship such as Café Church.

We have a monthly Parish Wild and Messy Church which has been developed at St Swithun's over the last two years, using the hall and church. This is attended by up to 60 parents/carers and their children, with a core group of about half that number, led by a dozen church members from across the parish. We enjoy crafts, worship and food. There is a clear theme each time we meet.



Wild & Messy Church activity



The set up for a toddler group

We have two active toddler groups at St Mary's and Holy Trinity Bradpole. They both meet weekly during term time and are much appreciated by local families. Families enthusiastically attend worship at Christmas and at the end of the school year. We are working at extending our welcome at other times.

Key Area Three:

6c. Eco Church in the Parish of Bridport.



We are living our Eco Church journey in the six churches of the Parish, like this beautiful tree embedding the roots of positive change into all that we do and slowly growing the branches of a new way of living well in Creation. Working gently together encouraged small changes and by sharing ideas we have made good progress and gained awards (two silver and three bronze).

We see the importance of communicating within the Parish using weekly Pew News and the Bridge magazine with ideas about reducing plastic waste and being outside in nature. We recognise that everybody needs to be on board for this exciting journey so the PCC has the relevant information needed to further our progress as custodians of creation and to agree parish-wide changes to practices and green worship initiatives.

All the churchyards have wilded areas. We are fortunate to have team members with excellent knowledge of plants, grasses etc. and many non-churchgoers are involved with the church garden projects. We have facilitated two inspiring Parish Green Days which have enabled us to establish collaborative working with other green groups in Bridport, including forging links with the Edible Garden Project at St Mary's School, sharing our commonality of purpose as we work towards a more resilient and sustainable Bridport.

There have been challenges, and becoming Net Zero within the next five years will be tough as our church buildings are of mixed ages and we do not have large congregations. We will review progress using the Energy Footprint Tool and pray for God's guidance. We shall look for ways to further engage with our young eco champions and the children from Wild and Messy Church, hearing their concerns about climate change and nature. They are very much part of our Eco Church Team and inspired many at the last Green Day.

In addition, we recognise that making changes to our lifestyles and how we live impacts the lives of other communities who are suffering because of climate change. Kindness and respect for each other and the flora and fauna of the natural world have taken us this far; we continue our journey with prayer, joy, love and hope – do come and join us – together we are making a difference.

Key Area Four:

6d. Outreach to Tourists:

In the summer months, Bridport is quite a different place! Both Bridport and West Bay throng with tourists with an estimated 120,000 people staying here each year.

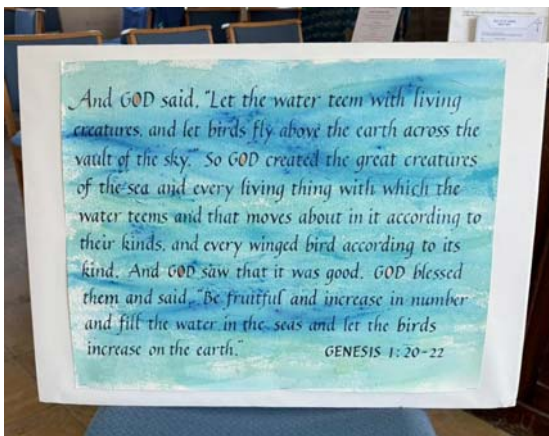
As a Parish we believe that it is part of our calling to welcome visitors and offer generous hospitality. All our churches are open every day and use a variety of approaches in welcoming those who visit.

St Mary's Church stands in the middle of the town and in the summer we regularly expect over a 100 visitors to the church each week. On Wednesdays and Saturdays the church is surrounded by the vibrant street market and, on those occasions our number of visitors increase.

In recent years we have felt called to plan, and engage in some intentional outreach to tourists. Starting small, we began a monthly Saturday Coffee Morning at St Mary's to encourage conversations with those attending the market. Some three years later we have a loyal following who make the church their refreshment stop of choice, and it is usual for there to be upwards of 80 people stopping by. They come to try their hand at bellringing, to learn more about the history of the church and to find friendship in meeting with others.

Seeking to develop this work, and in line with the aims of the Diocesan vision of 'Making Jesus Known', we launched our Parish '*Come and Sea*' project based at St John's West Bay. Our aims for this project were:

- To provide a time and place for conversations about faith
- To stimulate curiosity about Jesus and the church
- To create an 'offer' for transient visitors and worshippers
- To demonstrate Christian hospitality
- To maximise the location and particular opportunities that a church in West Bay affords by opening the building to a range of activities which are about giving and receiving from those who visit.



The Jurassic Coast provides such a wonderful opportunity for conversations about our Creator God; our challenge for the future is to become more confident in deepening the dialogue and sharing our faith with those who visit.

*August 2025's theme: 'Ocean Treasures'
in St John's West Bay.*

At the time of writing we have hosted three '*Come and Sea*' events largely focussed on children and families; an outreach weekend of craft activity in August 2024, modified and repeated in August 2025 and also in 2025 an Easter Experience Day led by Rev Lorna Johnson.



£346,934
2025 CHURCH INCOME

£572,566
2025 CHURCH EXPENDITURE
(with major expenditure on St Swithun's)

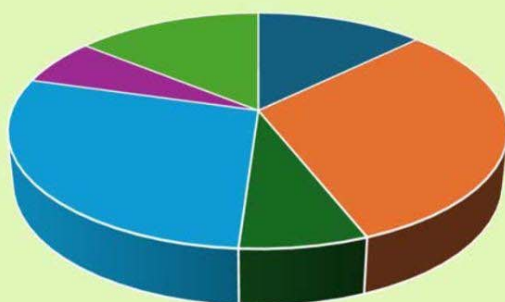
£448,149
UNRESTRICTED RESERVES

ADULTS ON ROLL
196

**TOTAL ENGAGED WITH LENT
AND ADVENT STUDY
MATERIAL = 95 SINCE 2022**

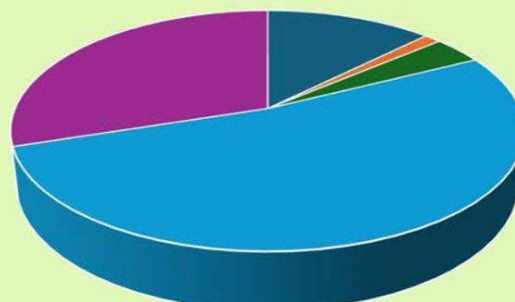
WORSHIPPING COMMUNITY

WEEKLY ATTENDANCE:
Total 141 in 2025



HTBOT - 18 HTBRA - 44 SJWES - 10
SMBRI - 40 SMWAL - 9 SSALL - 20

OCCASIONAL OFFICES:
Total = 80 in 2025



Baptism - 10 Confirmation - 1
Wedding - 3 Funeral - 42
Crematorium - 24

"Bridport is the county's happiest place to live" and of the 75 towns rated across Dorset in 2025, Bridport is praised for its combination of a lively market town atmosphere with the allure of the Dorset coast, a strong arts and culture scene, excellent local amenities and access to stunning natural landscapes.

PARISH OF BRIDPORT

c14,000 RESIDENTS

4,171 HOMES (58% OWNED, 23% SOCIAL)

33.8% OVER AGE OF 65 (16-64=53%)

96.1% WHITE ETHNICITY

46.5% DECLARED NO RELIGION

44.2% IDENTIFY AS CHRISTIAN

35% (OF EMPLOYED) WORK PART-TIME



It is hoped that this profile document inspires you to consider whether Bridport might be your next home; a parish where you can bring your God-given gifts to support your work as Rector and enable you to live a full and enriched life in this community.

However, as our next Rector we recognise the need for a person of wisdom with the ability to lead us through the challenges that we have identified, and the resourcefulness and maturity to handle the ones that are as yet unforeseen. We would want you to bring your experience to lead on a number of significant issues:

- You will see from this profile that across our six churches in the Parish of Bridport we are keen to both grow in faith and serve our communities, but have identified the need to build confidence in sharing our beliefs with others. We are also still working out the ways in which we are best working together, using our resources for the benefit of the whole Parish and community, and where we allow each church to have some autonomy to plan and lead. This is causing some tension - for example each church has its own financial resources. As charity trustees the PCC is obliged to manage the charity assets prudently but we sometimes struggle to agree how to use our resources for the buildings and for mission. We need our new Rector to be able to help passionate people to work together.
- The recent development of the ministry team, both lay and ordained, are a resource to be nurtured and encouraged within the whole parish. Currently, often in a focused church model, you may see it as important to make a shift to a more collaborative and parish wide approach to ministry. There is a clear need to ensure strong succession planning in all areas of church life and continuing the growth and empowerment of lay leadership to balance the ministry team.
- The Parish Action Plan demonstrates that we can work together creatively, and this is a sound basis for discussions about how we minister and use our buildings in the future. This is an ongoing discussion which will need leading alongside others within the team.
- Finances are becoming increasingly stretched but we pay full share, drawn from the individual churches' accounts. Changes to our worshipping communities across six buildings will require a more parish-wide approach to finance and perhaps requires separating funds for local fabric maintenance from the other expenses of the parish.
- Alongside the Pioneer Team Vicar we are working hard to establish creative partnerships in local mission, we would want you to be confident and engage fully with us in the civic life of the town; modelling positive relationships with the wider community. Collaborative working with ecumenical partners, and developing how we network with other community groups whilst not compromising our faith, are areas for development and we have much work to do on resourcing the use of communication media both within and beyond our churches.
- We have a number of beautiful church buildings and would want to make them more available to the local community. As Rector of a town with such a diverse and strong community spirit, we see you as helping us to develop valuable networks; building on the work that we have already begun – note our 2025 events! You will also be aware that Bridport has a vibrant arts scene and we would like to see our Rector supporting and encouraging our Pioneer Team Vicar as new connections and exciting projects are identified and brought to fruition.

9. Pastoral Care

We were delighted to have a group of seven LPAs commissioned by Bishop Karen in 2025. There is a strong pastoral tradition in this parish and this is very much a growing area as we seek to work together to provide parish wide pastoral care working with the clergy; we see this as both pastoral and missional.



We are developing a model where LPAs support the clergy in their pastoral work with visiting, taking Home Communion, partnering Baptism families, and widening the support offered to the bereaved.

There is an established bereavement support group which meets monthly at Bridport Hospital involving those LPAs who feel called to this ministry.

LPAs are also involved with the schools' work and Wild & Messy Church.

Each church has established its own style of care; some run lunch clubs, regular community coffee mornings, or take Communion to care homes in their locality. Two churches run a monthly mid-week Communion for those unable to attend on a Sunday, when more transport help is available.

10. Safeguarding

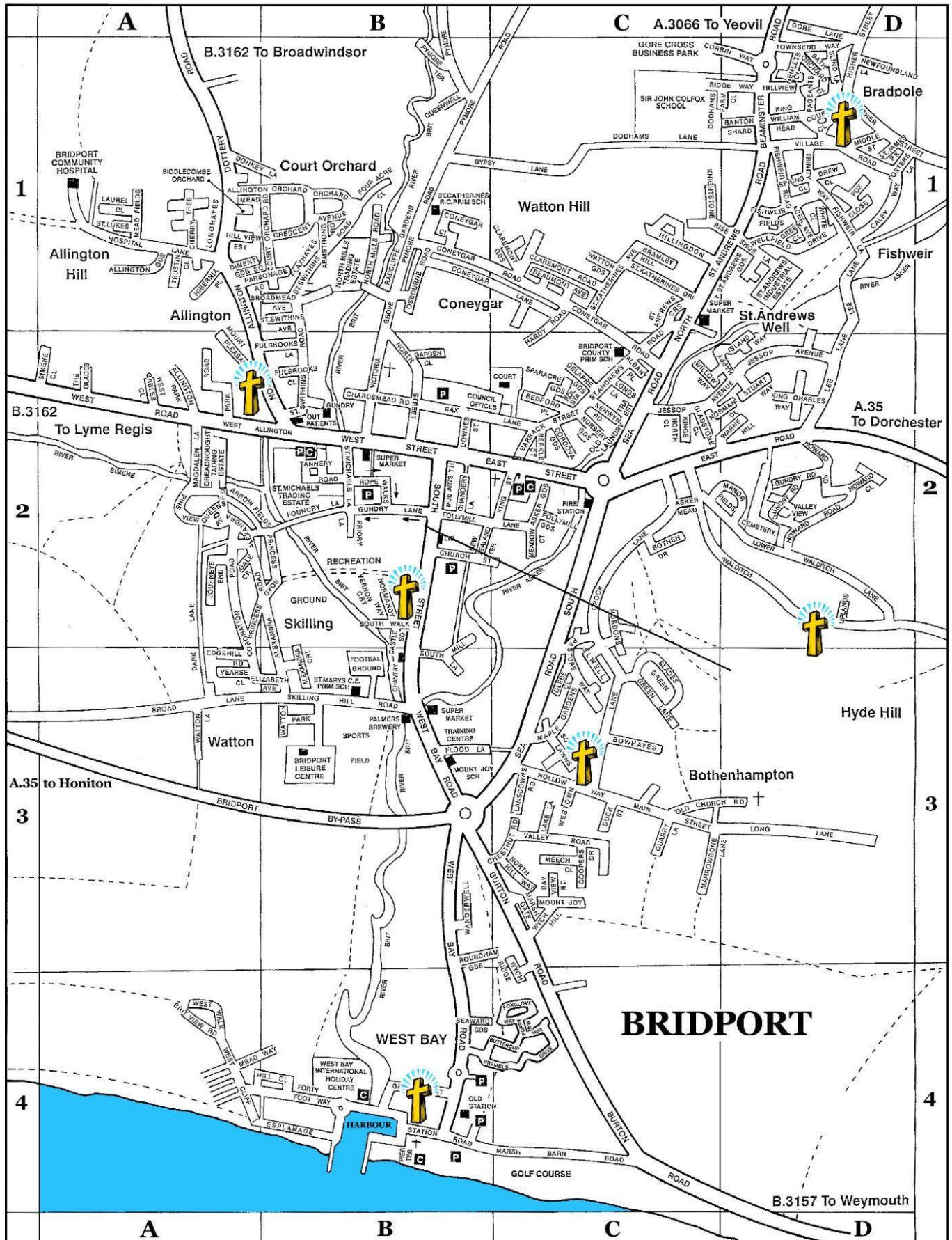
Wendy, our PSO, is a level 6 National Trainer for Partnership in Safeguarding. She sits on the National Panel as a scrutineer, conducts peer reviews, writes Serious Case Reviews and delivers training through the Association of Child Protection Professionals (AOCPP). We are fortunate to have her as a member of our team.

In the Parish the Administrator verifies personal documents and maintains the records of all those for whom DBS clearance and training is a requirement. The dashboard is live and we're working towards full compliance. The paperwork is in place and all the groups for which the church is responsible are up to date with training, both online and in person. The SG Assistant is the third member of the SG team and works with our groups focused on children and young people; walking alongside the leaders of the groups and assisting with safer recruitment. Ideally we are seeking to recruit a SG Assistant to focus on Vulnerable Adults in a similar way to the role with children .

Raising awareness across our wider community to issues of safeguarding was the aim of the publicity generated for Safeguarding Sunday last November. It was positively received and verbal responses to Wendy and the clergy reflected the personal experience behind some of the resulting discussions. We plan to extend this to the whole month of November in 2026 thus allowing more time and space for such an important subject.

St Swithun's church recently put on a complex play about suicide, which was well attended. Feedback was positive in relation to the narrative of the play, shining a light on the complexity of risk in such situations. The production was supported by local mental health professionals with great debate about safeguarding.

Parish of Bridport Churches



11. St Mary's Church, Bridport

Here at St Mary's, we believe that God has called us from many different walks of life, backgrounds, and traditions to come together and be transformed by the saving love of Jesus. We seek to be a nurturing church, growing together as a family, and becoming increasingly relevant in all we do in the local and wider community.

On Sunday mornings at our 11am service, our regular congregation of about 30 people includes 5 families. We value the contribution of the children and seek to grow their faith through the provision of a Sunday School and occasional All Age services.

We have a small core of committed, active members in a wider congregation who are open to new ways of working and worship. We are not driven by fund-raising but recognise that our increasingly limited funds impact our care of the building.

We strongly believe that the church should be at the heart of the community, and to that end, we ensure that the church is open every day, particularly for those who appreciate a quiet and private time for prayer and reflection. We also encourage and host a whole range of events including :

- Civic Services
- School Visits
- Concerts and Exhibitions (*photo of the Quilt and Flower Festival, June 2025*)
- Weekly sessions of: Tots Time, the Gardening Group and the Bellringing Band
- Market Day Coffee Mornings to welcome visitors alongside our local residents
- Bridport Food Bank, twice weekly (Monday evenings and Wednesday mornings).



St Mary's Bridport set up for Bridport Bright & Beautiful, June 2025

11. St John's West Bay.

Set in the heart of the busy, thriving harbourside resort which welcomes visitors and holiday makers during the season, St John's church offers a quiet, nautical-themed sacred space for those seeking to pause in their day.

The small, faithful congregation welcomes those who visit the church to join the congregation for their regular services or for the opportunity to offer a friendly word at other times. There is a strong connection with the neighbouring care home, Harbour House, who come to worship in church when physically able. The building is open daily from dawn until dusk as an offering to the community.



The flexible space can accommodate creative worship or activities and over the last two years our parish missional focus has been based here.

We supplemented the lead volunteers from across the parish and together we have seen how creative we can be with our offering to our visitors with the alternative use of the building.

The success of these days encourages us to continue to pursue the required remedial and restoration work, which is being managed by a local task group.

It should be noted however, that we have just completed the third winter without proper heating and this is having a detrimental effect on the fabric of the building and the morale of the local congregation.

11. Holy Trinity Bradpole

Holy Trinity Bradpole is a flourishing worshipping community which is much valued by many in the village and the wider town; our worship tradition is central/evangelical.

Relatively recently the church replaced the pews with flexible seating, installed a small servery and toilet thus enabling a wider use of the space for worship, social events and community use. A modern AV system linked to screens and an updated lighting system together with a new altar and lectern, enhance our worship. The Friends of Bradpole run social events to help fund fabric projects for the church and churchyard.

Music is an essential part of our worship, with the music group, including singers, piano and guitar, supporting our Morning Praise Services and the organ accompanying our monthly Sunday Communion. They all come together for festivals - which have recently also been enhanced by our new Simple Harmony group singing an anthem.

Bridport St Mary and Holy Trinity Bradpole have rings of 8 bells and flourishing bands of ringers. They have different but cooperative and friendly traditions. Both have regular practices and ring if possible for all services and other notable occasions. Visiting bands and individual ringers are welcomed. Bradpole, having a ground-floor ringing chamber and a simulator system, has become a much-used training hub for West Dorset.



In addition to the thriving Tots group, church members also support the local care home and pre-school. A lunch club meets monthly in Bridport and a small Prayer & Fellowship Mothers' Union group meets in a private home. We also organise a wide range of events to make connections with the wider community.

11. Holy Trinity Bothenhampton

Holy Trinity Bothenhampton is a beautiful 19th Century Arts and Crafts building and a centre for community life. The church has a small but dedicated and welcoming elderly congregation which is gradually reducing in number. It has an enthusiastic but small, ageing choir. There is also a hand bell group who provide seasonal entertainment at social meetings or before a service (such as harvest). The church is kept unlocked during the day, and many villagers use the church for quiet prayer or reflection. A new service of Choral Evensong attracted a significant number of people and it is hoped that this ministry will develop.



A Taizé service

The church has a capable heating system and a servery. This facilitates the monthly church led community coffee morning. This is a great success with up to 70 villagers attending, many of whom are on their own and these mornings allow them to meet up with friends and neighbours in a safe and neutral place.

The village also has the chancel of the original medieval church, maintained by Dorset Historic Churches Trust. The church cares for the village churchyard which is still open for full-body burials and cremated remains.

11. St Swithun's Church, Allington

St Swithun's was built in 1827 to replace the medieval church when the town population expanded. It is a galleried church with an organ built by Peter Conacher of Huddersfield. It is this asset, together with a recent gift of a grand piano, that has been of value to the local musicians, choirs and audiences.



We would describe ourselves as a community in the modern Catholic tradition with an open and inclusive theology, where everyone is welcome.

Our liturgical life is focused largely around the Eucharist. Two Masses are celebrated each week as well as a monthly Franciscan Morning Prayer. Our spiritual life is further enhanced by Centering Prayer, with Lectio Divina, Contemplative Church and the Parish Wild & Messy Church for children and parents.

This is our spiritual life, but Allington is also a distinct community within Bridport and to connect with our community there are regular social events – such as fairs and concerts – as well as monthly coffee mornings. We also host the Glut free food stall and a clothes bank, which are both held on a Thursday morning, when refreshments are also offered.



A hall extension to St Swithun's was completed in the 1980s to accommodate community events and is the only church hall belonging to the parish. It has a fully equipped modern kitchen.

Apart from serving the parish with various activities, organisations including charities such as Alzheimer's and Parkinson's, as well as local groups like St Swithun's Band, the Bridge Club and Yoga all use this facility.

St. Swithun's has been in the midst of a repair programme, looking at ways in which the church building can serve both the worshipping congregation and our local community. In terms of the building, we have just completed the complete restoration of the exterior of the building, at a cost of £350,000. The plan calls for us to continue that work on the interior, in time to make progress and celebrate our 200th anniversary in July 2027.

St Swithun's has some links with St. Catherine's Catholic Church and holds a joint service of Nine Lessons & Carols each year.

11. St Mary's Church, Walditch

Walditch, just over a mile from the centre of Bridport, is a village where people show concern for each other and are truly neighbourly. Residents are a mix of established families and incomers. St. Mary's Church and the Old School Room, leased by the Church to be a village hall, are situated beside the village green.

St. Mary's is a small church which was founded in 1534 and rebuilt in 1863. There is a small, faithful congregation and many villagers, who are not regular worshippers, support the Church practically and financially. Festivities are celebrated enthusiastically by the village. The churchyard is well-maintained by a dedicated team of volunteers and is part of the Living Churchyard Project.



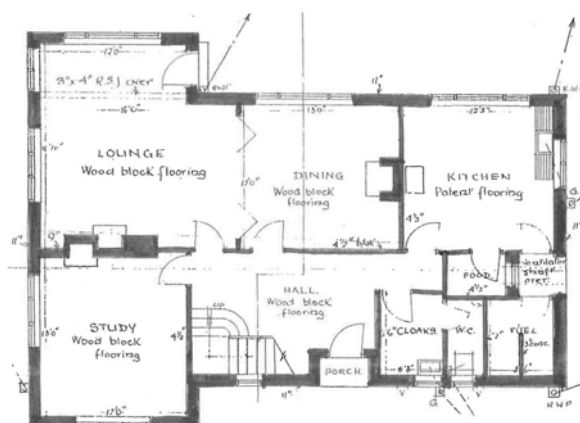
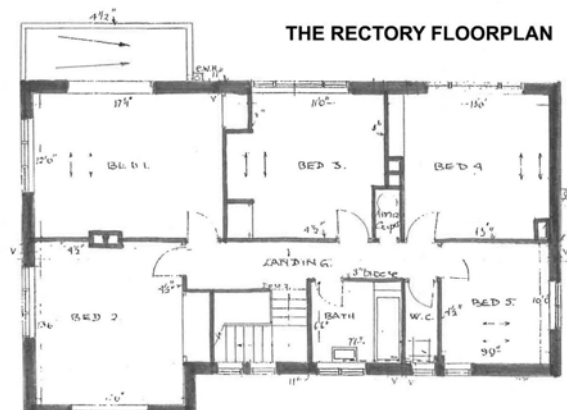
The Walditch gardening group maintains a designated area for re-wilding, contributing to the recent recognition of the bronze Eco award. Visitors enjoy the tranquillity of the Church and grounds, where they may rest and reflect.

Church members organise social events which are much appreciated by the village. These include a pancake party, Harvest celebration, a comforting Winter's tea and carol singing round the village. On Christmas Eve parishioners visit the Hyde care home for carols with the residents.

12. The Rectory

Centrally situated in the town immediately next door to St Mary's, the rectory has a large west-facing garden enclosed by walls of varying heights with a variety of mature trees. It is relatively low maintenance and believed to be 'dog-proof'. No 84 South Street is a two-storey brick house with a plain tiled gable roof with Finlock concrete gutters and cast iron rainwater pipes. Duotherm double glazed windows and parquet block flooring or vinyl tiles downstairs. The living room extends as a single storey to the west with a flat roof forming a balcony from the bedroom above. A single storey utility is formed at the northern end. Constructed of Roof: Traditional with purlins, collars and struts. Centrally boarded. The house was built in 1955.

A separate single garage constructed of similar materials is sited to the east of the house linked with a covered way incorporating storage sheds. [Constructed in 1986]. A part concrete, part tarmac drive and parking area is served directly from South Street. Parking for 3 cars.



13. Bridport Food Bank

Food Bank began in 2013 as Cupboard Love. This was in response to an increasing number of people approaching St. Mary's Church for help and support. Since 2013 it has developed from literally a cupboard in the church into a busy and well organised community resource. It became a registered charity in July 2021. It is still operating out of, though separate to, St. Mary's Church with three Trustees nominated by the PCC.



Under the current rules of Bridport Food Bank's constitution, The Rector of the Parish of Bridport is an ex-officio trustee of the Bridport Food Bank. In her capacity as Interim Rector, Revd Cally has taken up this role, and it may be prudent for her to continue as trustee, given the outward community focus of her pioneer ministry.

It is important that one or other of our two stipendiary clergy is a Bridport Food Bank trustee, but perhaps not both. The experience, qualities and skills required for this role include the following:

- Some experience of dealing with the issues facing those who feel marginalized or disadvantaged.
- An understanding of the issues facing those who struggle with everyday life.
- An understanding of the role of a trustee as defined by the Charity Commission.
- A commitment to supporting the Coordinator and volunteers of the Bridport Food bank.
- Working in collaboration with trustees in determining the future direction of the charity as it faces increasing demand and reducing donations.



14. Churches Together in Bridport and District

We are fortunate in Bridport to have good support from members of all the church denominations in Bridport. A truly ecumenical, outgoing group of Christians who meet four times a year to discuss the issues that are important to the whole group and to plan future events. During the last church year included:

- Combined Advent Carol Service, Nativity Enactment and Epiphany Carol Services
- Dawn Easter Day service on east pier West Bay
- Other services on the Harbour Green at West Bay in July
- Monthly evening prayer meeting
- Work to bring a group of young, teenage Christians together
- Sunday Tea and Chat event
- Christmas Day lunch for anyone on their own
- At the annual Melplash Show, we run a rest tent which serves refreshments and offers baby feeding and changing facilities, craft and a play area for young children



15. The Deanery - Revd Canon David Baldwin, Rural Dean

The Lyme Bay Deanery is made up of five multi-parish teams. These are The Beaminster Area Team, The Bride Valley and Chesil Benefice, The Eggardon and Colmers Benefice. The Golden Cap Team and of course The Bridport Team. These parishes are staffed by 6 full-time, 2 half-time stipendiary staff, 2 House for Duty and 3 Associate Priests and a small group of Licensed Lay Ministers.

We are supported by a wonderful team of clergy with PtO and a growing number of Lay Pastoral Assistants and Lay Worship Leaders. We also are blessed by two communities based in the deanery; The Pilsdon Community in the village of Pilsdon in the beautiful Marshwood Vale and The Othona Community, on the coast road near Burton Bradstock. Our Deanery Chapter are a happy bunch who support each with great fortitude. We meet 11 times a year at venues across the deanery. Our meetings are a mix of business, worship and support for each other. If you have a good sense of fun and humour then you will fit in well.

16. Closing Prayer

Loving God,

we pray for our Parish as we work together in this place.

Help us to grow in faith and in love for each other and those we seek to serve.

Give us the wisdom and strength to reach out to others,
and to offer a warm welcome to all in our communities.

Guide us during this time as we discern your plans for our Parish
and as we seek the person you want to join us as our new Team Rector.

May the person you have chosen to lead us
recognise your call and be joyful at the prospect of leading us
as we Make Jesus Known in this wonderful place.

Amen.

17. Appendix A – Finances: Parish of Bridport 2025 - Headline Figures from Year End Annual Accounts (including accruals)

Key, which is used throughout the appendices:

HTBOT – Holy Trinity Bothenhampton HTBRA – Holy Trinity Bradpole			SJWES – St John's West Bay SMBRI – St Mary's Bridport		SMWAL – St Mary's Walditch SSALL – St Swithun's Allington		
Church etc	Church/ Hall Hire Income	2025 Receipts (All)	2025 Expenses	Unrestricted Reserves (incl. CCLA deposits)		Restricted Reserves held?	Purpose
HTBOT	340	34,863	31,039	18,434	Current Acct only	Yes	Building Fund in CCLA Dep (£81,360)
HTBRA	163	47,434	51,802	96,923	Current Acct & CCLA deposit	Yes	Gifts for fabric (£6,080) & other funds (£1106)
SJWES	N/A	23,210	13,611	62,634	Current Acct & CCLA deposit	No	
SMBRI	3,325	62,726	69,733	37,491	Current Acct & CCLA deposit	Yes	Various funds (£16,662) & Cox endowment (£7348)
SMWAL	N/A	15,183	17,142	385,416	Current Acct, CCLA deposit, & School House	No	
SSALL	18,189	136,489	347,805	197,677	Current Acct & CCLA investments (about half is designated for R&R)	Yes	R&R funds (159,049) & Cox endowment (5,062)
BRIDGE	N/A	20,783	23,304	0	N/A	Yes	Bridge operations - current Account (£5742)
PCC (excluding expenses covered by church quotas)	N/A	6,246	18,130	9,574	Current Accts & CCLA deposit	Yes	Parochial Fees to pass on (£863)
Total	22,017	346,934	572,566	808,149	Total excluding property is £448,149		Total: Restricted £270,862 and Endowments £12,410

Appendix B - Mission Statistics 2025 (2024)
Parish Electoral Roll 163 at APCM May 2025 (297)

NB. Parish Electoral Roll 196 at 01.04.2026

Normal Weekly

Attendance:

HTBOT 18 (18)
HTBRA 44 (44)
SJWES 10 (10)
SMBRI 40 (43)
SMWAL 9 (9)
SSALL 20 (16)

Worshipping Community:

HTBOT 22 (16)
HTBRA 60 (64)
SJWES 10 (12)
SMBRI 78 (76) including 10 under 17yrs
SMWAL 9 (18)
SSALL 34 (46)

The Parish Wild & Messy Church is a fresh expression held monthly in St Swithun’s hall and church (2025 figures)

Age range:	W&MC Returns:	Of those Counted and worshipping at other churches	Those only attending W&MC
0 – 10 years	10	3	7
11 – 17 years	3	2	1
18 – 69 years	15	11	4
70+ years	2	2	0
Totals:	30	18	12

Occasional Offices

Church	Baptisms	Confirmations	Weddings	Funerals	Crem
HTBOT	1	0	2	9	0
HTBRA	5	0	1	11	9
SJWES	0	0	0	3	5
SMBRI	2	1	0	14	8
SMWAL	0	0	0	2	2
SSALL	2	0	0	3	0
TOTALS	10	1	3	42	24

Appendix C – Sample Service Rotas – Service Plans August and December 2025

August 2025 Rev2	1 st Sunday	Mon	Tue	Wed	Thur	Sat	2 nd Sunday	Mon	Thur	3 rd Sunday	Mon	Thur	Sat	4 th Sunday	Mon	Thur	5 th Sunday
	3 rd	4 th	5 th	6 th	7 th	9 th	10 th	11 th	14 th	17 th	18 th	21 st	23 rd	24 th	25 th	28 th	31 st
	7 th Sunday after Trinity						8 th Sunday after Trinity			9 th Sunday after Trinity				10 th Sunday after Trinity			11 th Sunday after Trinity
N/A	Parish												CB	CB			JR/AR
HTBOT							1100 MPPrs GP			1100 HC AA				1100 Matins GP			1100 HC ??
HTBRA			1430 HC JM				0930 MPPrs MW			0930 HC JR				0930 MPPrs AR/JR			0930 HC CB
SJWES		1000 MP PR				1000 C+Sea	1100 HC CB 1600 SoP	1000 MP PR		1100 MP PR	1000 MP PR		1800 W&H PR	1100 HC PR	1000 MP PR		1100 HC PR
SMBRI	0800 BCP PR			1430 HC CB			0800 BCP AA 1100 HC JM			0800 BCP JM 1100 MPPrs PW				0800 BCP PR 1100 HC JR			0800 BCP AA 1100 MPPrs PW
SMWAL	1000 Euc CB/AA						1100 MP JSC			1100 MP MW				1100 HC AA			1100 SoP AA
SSALL					1000 Euc DSh		0930 Euc PR		1000 Euc DSh	0930 Euc CB		1000 Euc DSh		0930 Euc LJ		1000 Euc DSh	0930 MP KO'B
	1600 CC DSh																

BCP = Book of Common Prayer (Holy Communion) / Euc = Eucharist / MP = Morning Prayer / HC = Holy Communion / C+Sea = Come and Sea / MPPrs = Morning Praise / SoP = Songs of Praise / W&H = Wholeness & Healing

Dec 2025 Rev5	Mon 1 st	Tue 2 nd	Wed 3 rd	Thur 4 th	1 st Sun 7 th Advent 2	Mon 8 th	Thur 11 th	2 nd Sun 14 th Advent 3	Mon 15 th	Thur 18 th	Sat 20 th	3 rd Sun 21 st Advent 4	Mon 22 nd	Wed 24 th	Thur 25 th Christmas day	Fri 26 th	Sat 27 th	4 th Sun 28 th
n/a					PR						CB	CB		JSC	JSC	JSC	PR/JSC	
HTBOT					1100 HC JR			1100 HC JR				1100 Matins GP		2000 HC JR				
					1600 Taize CTiBD							1600 Carols GP						
HTBRA		1430 HC JM			0930 MP Christingle MW							1500 Carols JM/JR		1600 Crib JM/MW	1000 Christmas Praise +HC JR			
														2200 HC JM				
SWES	1000 MP PR				1100 MP PR	1000 MP PR		1100 MP PR	1000 MP PR			1100 HC PR	1100 MP PR		1100 HC PR	Post Swim Carols PR		
SMBRI			1430 HC JM		0800 BCP CB			0800 BCP PR		1930 Blue Light Carols PR	Bridport Nativity 11am	0800 BCP AA		1600 Crib CB	0800 HC LJ 1000 HC CB			1100 HC CB
					1000 Euc CB			1100 AA HC CB				1100 MP + Carols PW		2330 HC CB				
SMWAL								1000 MP JSC				1500 Carols AA			1100 HC AA			
SSALL			1000 Euc LJ				1000 Euc PR	0930 Euc CB		1000 Euc CB		0930 Euc PR						
					1600 CC Dsh		1530 W&M LJ/AC					1600 Carols LJ		1800 Euc LJ				

MPrs = Morning Praise MP = Morning Prayer AA HC = All Age Holy Communion EveS = Choral Evensong SoP = Songs of Praise

Appendix D - Revised Parish Action Plan 2024 – 2027 DRAFT v2

EcoChurch and Sustainability	P R A Y E R											
	Partner with other local Green Groups We will actively seek to build creative partnerships with other environmental groups in Bridport e.g. Sustainable Bridport, Friends of the Earth, The Food Glut and Clothes Bank etc.	Buy local and sustainable products As a Parish we will always seek to buy local, sustainable and environmentally friendly products for use in our churches and church halls and where possible we will consider buying in bulk	Inspire all to be good stewards of the earth In all that we do we will present the stewardship of the earth and its resources as an important dimension of our faith.									
Engagement with Families and Young People	Partner with schools and other Children's groups We will actively seek to build creative partnerships with our schools – including engagement with the Diocesan 'Flourish' pilot at St Mary's CE Primary School. We will also partner with pre-school groups and others working with young people in the Bridport area.	Develop our work with children over a wider age range We will continue to develop our children's work throughout the Parish; supporting established groups, Tots@Ten, Bradpole Brunch, Wild & Messy Church, St Mary's Sunday School, and seek to develop a faith centred group for teenagers.	Increase the involvement of young people within services We will seek opportunities to enable children and young people to participate more fully in our services, in the first instance researching Children's Liturgy resources and all age worship services.	Grow links with Baptismal families We will foster ongoing communication with the families who bring children for baptism and actively welcome and support them into life in the wider church community.	Support a Breakfast Club We will consider holding a monthly Breakfast Church to include stories from the bible, songs and activities. Work required to possibly start the group in September							
Discipleship and Growing in Faith	Partner with other local Church Groups We will actively seek to build creative partnerships with other faith groups in Bridport through our links with Churches Together in Bridport and District.	Encourage Diversity of Worship We will continue to encourage a diversity of worship styles within our Parish and nurture new and alternative ways to worship e.g. Centering Prayer and Contemplative Church	Build on Seasonal Study Groups and Quiet Days We will continue to use the seasons of Advent and Lent as times for study based on a chosen text and we will promote the ongoing use of Parish Quiet Days as an opportunity for shared spiritual refreshment.	Establish Regular House Groups We will seek to set up further Bible study and fellowship groups across the Parish which will operate throughout the year. One of these groups to be focussed on enquirers and those new to faith in Jesus, and other groups to be for those who wish to grow and share their faith.								
Outreach to Tourists	Partner with other local Tourist organisations We will actively seek to build creative partnerships with those who work to welcome tourists to our area. We will explore the possibility for some of our churches, especially St John's West Bay and St Mary's Walditch, to encourage visitors by becoming part of the Small Pilgrim Places Network.	Improve communication with tourists We will seek to make communication with tourists an important focus of our work; this to be achieved through notices and posters at campsites and holiday parks, tourist targeted information on our website and up to date information on A Church Near You website.	Provide tourist focussed activities Use the location of our buildings to offer opportunities for those visiting the area e.g. explore the potential for offering a Champing venue at Holy Trinity, Bothenhampton and providing tourist focussed activity events based around St John's, West Bay. (Suggested theme for this weekend 'God as Creator')									
Music	Partner with other local Music Groups We will actively seek to build creative partnerships with the music makers in our local schools, music societies and local performers.	Encourage greater use of our church buildings as music venues We will encourage musicians to make greater use of use of our church buildings as performance venues. We will engage in networking and advertising to raise awareness of availability and work to ensure that the venue provides high quality performance experience.	Increase opportunities for music in worship We will bring together those who provide music for our services and develop a Parish wide team of musicians. We will aim to increase the diversity of music styles and service settings and recognise this as an opportunity for outreach and growth.									
Outreach to New Residents	Partner with Property Letting & Sales Companies We will actively seek to build creative partnerships with organisations involved in sales and letting.	Prepare and Distribute Welcome Leaflets We will work to prepare a Welcome Leaflet that brings together information about Bridport services alongside information about the Parish and church services.	Visit and Welcome New Neighbours We will use the prepared Welcome leaflet as an opportunity to visit and welcome new residents and neighbours.	Prepare a Good Welcome using The Bridge and the Website We will work with the editorial team to ensure that there is a dedicated welcome section on both the website and in The Bridge.								

Appendix E - Local Facilities:

Bridport is an active, self-contained town, with year-round character. West Bay's numbers fluctuate enormously through the seasons with a variety of visitors pursuing leisure interests associated with the Jurassic coast, school holidays and the South West Coast Path. Bridport and West Bay are connected, but separate. Rural ministry here is different; we are a rural town.

Bridport Medical Centre (Ammonite Health Partnership) has the main base in Allington to the west of the town, with Bridport Hospital offering a Minor Injuries Unit, vaccinations and some Day Surgery Clinics. Dorchester County Hospital is on our side of Dorchester with all the usual specialisms, including Accident & Emergency. The Winterbourne Hospital, south of Dorchester has a range of consultancies offering private treatment. Weymouth Community Hospital has an Urgent Care Centre and serves our area too. The four residential care homes in the parish are visited regularly by our ministry team, serving both the staff and the residents.

Bridport Town Council is responsible for the Tourist Information Centre (on the prime site of Bucky Doo Square), 205 allotments (with a substantial waiting list), the twice-weekly street market and the cemetery. Numerous individual shops and businesses successfully trade alongside four supermarkets across the town. We have three independent butchers and the fishermen in West Bay who sell direct to the public. There is a widespread and extensive local arts network, numerous exhibitions, events, festivals and community groups; collectively contributing to "Dorset's Eventful Town". Bridport's pockets of industrial units are spread across the development and all have good access roads. The Household Refuse Centre is highly organised and well-used, and still 'free'.

Our central Post Office enables access to the banking network and always provides a friendly and helpful service. One or two banks and building societies remain in Bridport and there are others in Dorchester. Broadband signals are good across most areas. The library is open daily in the centre of town. It hosts a variety of engaging activities, access to information and resources through print and the computers, as well as the core function of a warm community space with books.

There are three primary schools (St Mary's CofE Primary, Bridport Primary and St Catherine's RC Primary) and most older students opt for The Sir John Colfox Academy sited in the north of the town, though some choose senior schools in Lyme Regis or Beaminster. Mountjoy School in Beaminster caters for those with different abilities. Coastland College (previously known as Kingston Maurward) near Dorchester is a college for land-based studies and is a university centre.

We also have dental surgeries, a leisure centre with swimming pool, community halls, a museum, Bridport Art Centre and The Electric Palace, a garden centre, pubs, hotels and restaurants. Sports clubs, holiday rentals, the Jurassic Coast and caravan parks, welcome thousands of visitors who come to enjoy this lovely part of the country.

West Dorset is a distinct area in itself with splendid hills, far-reaching views and the prevailing winds from the southwest. Surrounded by East Devon, South Somerset and South Dorset, whose topography is flatter and different but with 'interesting' roadlinks to our local airports of Exeter, Bournemouth and Bristol. Estate agents will tell you that the nearest station is Maiden Newton (for the slow train to Weymouth, Westbury, Bath and Bristol). We use Crewkerne or Axminster for the Penzance to London Waterloo line, calling at Salisbury en route travelling east, or Exeter going west. Dorchester West and South are two separate stations within walking distance and are accessible by bus from Bridport Bus Station.

We are at least an hour and half from Salisbury by road or rail, being almost on the edge of the diocese, so we are aware that messages take time to reach this deanery and it takes more effort to attend events or training at the centre. We enjoy a slower pace of compliance, perhaps reflecting the self-contained nature of the town.

Appendix F - Governance.

The PCC Standing Committee is made up of the following people, appointed after the APCM: Incumbent, Vice-Chair, Pioneer Team Vicar, PCC Treasurer, All churchwardens, four PCC members.

The PCC currently has 19 members: Three licensed clergy to the team and eleven members of the laity. Our allocation of Deanery Synod members is five, but we only have one in post. With five parish churches we could have ten churchwardens, but currently we only have two. We have two co-opted members; the PCC Treasurer and the Parish Safeguarding Officer.

The Parish Sub-Committees include PCC and non-PCC members, with the leader appointed for a one-year term following the APCM. Members' commitment is fluid, moving on and off a committee as their circumstances change. The size of each sub-committee reflects the capacity, interest or previous experience of the members. The Terms of Reference are dynamic and reviewed periodically, but they do give some recognisable boundaries and means of assessment.

We have the following eight Parish Sub-Committees: Children and Young People, Communications, Eco Church, Fabric, Finance, Governance, Mission and Faith and Pastoral Care. In addition, there are local church sub-committees, details below.

Terms of Reference for all Sub-Committees for the year 2025 - 2026

Introduction:

The Church takes the safety of everyone within the church very seriously and expects that everyone will work within the church safeguarding policy. In particular, the Church expects anyone who becomes aware of a safeguarding risk or of actual abuse, to immediately report it.

Principles:

- Treat individuals with respect.
- Recognise and respect their abilities and potential for development.
- Promote their rights to make their own decisions and choices, unless it is unsafe.
- Ensure their welfare and safety.
- The promotion of social justice, social responsibility, and respect for others; and
- Confidentiality, never passing on personal information, except to the person to whom you are responsible, unless there are safeguarding issues of concern (e.g., allegations of abuse).
- As a parish we are committed to the process of forward planning and in developing our plans for the future we recognise the need to be open to new ideas and approaches.
- These Terms of Reference will be reviewed annually, usually prior to the APCM.
- **Behind and underpinning all the work of all the sub-committees are the parish Safeguarding Policy, the parish Health and Safety Policy and the principles behind EcoChurch.**

The following is an example of an individual sub-committee's Terms of Reference.

Local Church Sub-Committees:

There are five Local Church Sub Committees: Allington Sub-Committee, Bradpole Sub-Committee, Bridport and West Bay Sub-Committee, Bothenhampton Sub-Committee and Walditch Sub-Committee.

Purpose: To maintain the day-to-day life of the local church.

Aim: To support the clergy and strengthen the work of the parish as a whole by seeking to ensure that the local church is well cared for, the church is prepared and made ready for events and services, and that there is a strong social and pastoral aspect to the life of the local church.

Attendees:

- All meetings are open meetings; all those on the electoral roll are welcome to attend meetings and contribute to the agenda items.
- There will be four core members who commit to attending all the meetings and to provide local continuity.

- Local consultation will bring forth the nominations for these positions, two of whom are PCC members and two others non-PCC members.
- The core will be appointed at the first full meeting of the PCC after the APCM.
- Their term of office ends with the conclusion of the APCM.
- One named member of the Churchwarden Team will be linked with each sub-committee too, to give a direct link and aid the flow of information to and from the PCC and Incumbent.

Meeting format:

- Echoing the PCC meeting dates, the meetings will be set in advance and the PCC Secretary informed.
- An agenda will be prepared by the Leader and circulated to the wider congregation, as all meetings are open meetings.
- Conflicts of Interest will be declared and noted.
- Notes will be taken of each meeting recording agreed actions/research and subsequently recommendations presented to the PCC for decision.
- Notes will be submitted to the PCC Secretary following each meeting.

Activities:

The following four areas have been delegated from the PCC to local church sub-committees since 2021.

- Day to day care of the church building and churchyard.
- Facilitation and practical preparation for services and occasional offices.
- Organisation and management of welcome groups and pastoral care at a local level.
- Maintaining and developing the social aspect of the life of the church.

These terms of reference give a wider explanation of what each of the four areas will entail:

- 1) Work with the Fabric Sub-Committee to ensure that the fabric of the church building and churchyard is well maintained.
- 2) Plan and manage the day-to-day care of the building and the churchyard, recognising that all decisions regarding work of significant impact will sit with the Fabric Sub-Committee who will make recommendations to the PCC.
- 3) Report to the Fabric Sub-Committee all work undertaken and to receive and act upon delegated actions from the Fabric Sub-Committee.
- 4) Work with the Parish Administrator and the clergy team to ensure that a calendar of services and events within the local church is kept up to date and that appropriate resources are made available for facilitating the smooth running of all activities within the local church.
- 5) Ensure that a calendar of services and events to be held within the local church is made known to the parish and publicised appropriately via the website, through the Parish News and on church noticeboards and facilitate attendance for those who might find it difficult to attend.
- 6) Publicise all activities being held across the parish.
- 7) Work with the Pastoral Care Sub-Committee to ensure that systems are in place to provide support and care across the parish.
- 8) Identify local needs and in consultation with others in the parish through the PCC, plan and manage the delivery of support and care at a local level.
- 9) Provide general information regarding the pastoral activity of the local group to the Pastoral Care Sub-Committee.
- 10) Be active in maintaining and developing the social life of the local church both amongst church members and within the local community.
- 11) Work with the local treasurer/bookkeeper to ensure that day-to-day church financial activities are represented and monitored according to the annual budget.
- 12) Consult with the local treasurer/bookkeeper about any financial implications for projects/works and through them defer to the Finance Sub-Committee if costs require a higher level of permission.
- 13) At the start of considering a major project to put a proposal to the PCC for guidance.
- 14) Work collaboratively ever mindful of the needs of the wider parish.