



The Benefice of St Paul's, Tupsley with St Andrew's, Hampton Bishop

July 2024

From the Bishop of Hereford

Welcome to the Diocese of Hereford!

We may be the smallest mainland diocese in the Church of England, but we think small is beautiful. It means you can know your colleagues and be known and we hope supported to exercise your best ministry.



We believe the local is the best place to discern God's call. Our parishes and benefices are the centre of the diocese not the Diocesan office. Our diocesan strategy seeks to unite us around a common purpose of 'Proclaiming Christ and Growing disciples' lived out in three values of Prayerfulness, Christlikeness and Engagement. We recognise our parishes and clergy are diverse and we encourage people to live out these things in line with their own giftings, individual and communal.

We have just started a rolling programme to help embed the values in our churches. 2023 was a year of prayer, with events around the diocese, including communion services on the hills covering every deanery, exploring prayer workshops and more intense times of prayer for our common life. 2024 is a year of faith, seeking to grow our discipleship, and 2025 will be a year of outward looking engagement with our communities. The senior staff seek to model these values and join with parishes in activities to deepen our spiritual life.

I hope you will feel led to join us in this beautiful corner of God's creation, in particular to consider the Benefice of Tupsley with Hampton Bishop. It is a place of great potential, gifted people and excellent community relationships. May you know God's wisdom as you prayerfully consider this opportunity.

Every blessing

The Right Reverend Richard Jackson
Bishop of Hereford

From the Archdeacon of Hereford

Thank you for your interest in the post of Tupsley with Hampton Bishop. This is an exciting opportunity in a vibrant and friendly Benefice for the right person. We are looking for someone who can work in a genuine collaborative spirit with clergy and lay colleagues and can love people before trying to change them. We are looking for someone with a heart for mission and who longs to see young and old come to living faith in Jesus Christ and be supported on their journey of discipleship. A great deal of prayer, thought and planning has gone into the

We see parish ministry as the centre of the Diocese

preparation of this profile. It provides an outline of the role, the skills and experience that we are looking for.

This is an exciting time to join in the work of these two churches in this parish, and the Diocese. As Vicar, you will have strategic and pastoral oversight for the communities and churches that make up the benefice. There is considerable potential for growth and a willingness to engage in mission, especially with the schools, which include a Church of England Secondary School and Primary School.

As a Diocese, we are committed to spiritual and numerical growth, growing Christians of all ages. We see parish ministry as the centre of the Diocese and are seeking to ensure all our clergy are well supported and cared for so they can minister fruitfully. It is important to us that we genuinely work together. The challenges we face are too much for individual parishes or clergy to go it alone, and the central structures of the Diocese operate in partnership with the parishes, so that each level of the church is doing what only it can do best.



There are exciting developments in our diocese, which have been expressed in our refreshed Diocesan strategy. We want to see both revitalised parish churches and new worshipping communities engaging with groups where our incarnational connection has been lost. We are looking for engaged, Christ-like and prayerful people at the heart of our local communities.

A warm welcome awaits the right person. We look forward to working with you to inspire new generations, proclaim the Gospel and develop disciples.

Derek Chedzey
Archdeacon of Hereford



www.stpaulshereford.org.uk



Where we are

The benefice is comprised of the two parishes of St Paul's, Tupsley and St Andrew's, Hampton Bishop. Straddling the eastern boundary of the City of Hereford and the countryside



immediately adjacent, both parishes are primarily residential, but within easy reach of the city centre. Hereford is surrounded by beautiful countryside and is famed for its agriculture, especially its cider, hops and Hereford cattle. Its cultural associations include the Mappa Mundi, David Garrick, Nell Gwynne, Alfred Watkins, and the fondly remembered goal scored by Ronnie Radford against Newcastle in the third round of the 1972 FA cup.

The parish of St Paul's, Tupsley is primarily residential, with a wide range of mixed housing, both old and newer. Its proximity to the city centre and to popular schools and colleges makes it a desirable location for individuals and families of all ages. Its socio-economic character is varied, with pockets of deprivation, as well as more affluent areas. Shops within the parish include a butcher, Tesco Express, Co-op, three hairdressers, Post Office and pharmacy, along with a medical centre, dentist and a pub (The Cock of Tupsley).



The parish of St Andrew's, Hampton Bishop sits outside the city boundary to the south-east of Hereford, approximately three miles from St Paul's. It is bounded to the south by the River Wye, and to the north and east by the River Lugg, which flows into the River Wye. The village is a close-knit community, containing four farms, a pub (The Bunch of Carrots), and a variety of residential housing of varying ages.

Within walking distance of the city centre, with easy access to transport links allowing travel to areas further afield, Tupsley is considered a desirable residential area and is popular with those commuting both to shops and businesses in the city centre and to towns and cities further afield. Hampton Bishop is a little further out, and popular with those who want to live

in a village and commute to their place of education or employment. Trains run directly from Hereford Railway station to Birmingham, Cardiff, and London, as well as to smaller towns nearby, while the nearby M50 and M5 motorways allow easy access to the rest of the country.

The City of Hereford is the administrative centre of the County of Herefordshire, a predominantly rural county in the west of England, bordering Wales.

www.herefordshire.gov.uk/

The city offers a range of shopping and cultural amenities, including The Courtyard Arts Centre, the Odeon Cinema and Hereford Cathedral. Further afield are events at the Malvern Theatres, and the world-renowned Hay Festival.

www.courtyard.org.uk/

www.odeon.co.uk/cinemas/hereford/

www.malvern-theatres.co.uk/

www.hayfestival.com/home

Local leisure facilities include gyms and various sporting opportunities including www.thepoint4.co.uk/ which is based at the Royal National College for the Blind. In addition to this Hereford is the home of Hereford Football Club www.herefordfc.co.uk/ and Hereford Racecourse www.hereford-racecourse.co.uk/

As a predominantly rural county we are surrounded by beautiful countryside, with opportunities for walking, cycling, riding, and other outdoor activities. The nature reserve of Lugg

Meadow www.herefordshirewt.org/nature-reserves/lugg-meadow borders our two parishes, while the Malvern Hills, Black Mountains and Brecon Beacons are within easy reach. The River Wye runs through the parish, with opportunities for kayaking, wild swimming, and other water sports. Within the parishes we have playing fields and picnic areas.

Hereford is the home of both the Hereford County Hospital www.wyevalley.nhs.uk/ and the private Nuffield Hospital www.nuffieldhealth.com/hospitals/hereford, as well as a range of general practices and other allied health services.

Hereford offers a range of educational opportunities, from early years education, through primary and secondary schools, to the highly-regarded Hereford Sixth Form College www.hereford.ac.uk/. Tertiary education opportunities are provided by the New Model Institute for Technology and Engineering www.nmite.ac.uk/, the Hereford campus of the Herefordshire, Ludlow and North Shropshire College www.hlnc.ac.uk/, Hereford Arts College www.hca.ac.uk/ and the new Beacon College www.thebeaconcollege.org/

The parish of St Paul's Tupsley is the location of many of these educational establishments, offering education from early years to university level. The vicar of St Paul's Tupsley is an ex officio trustee of St Paul's Childcare www.stpaulschildcare.co.uk/, as well as an ex officio governor of St Paul's Primary School www.stpaulsprimary.com/ and the Bishop of Hereford's Bluecoat School www.bhbs.hereford.sch.uk/

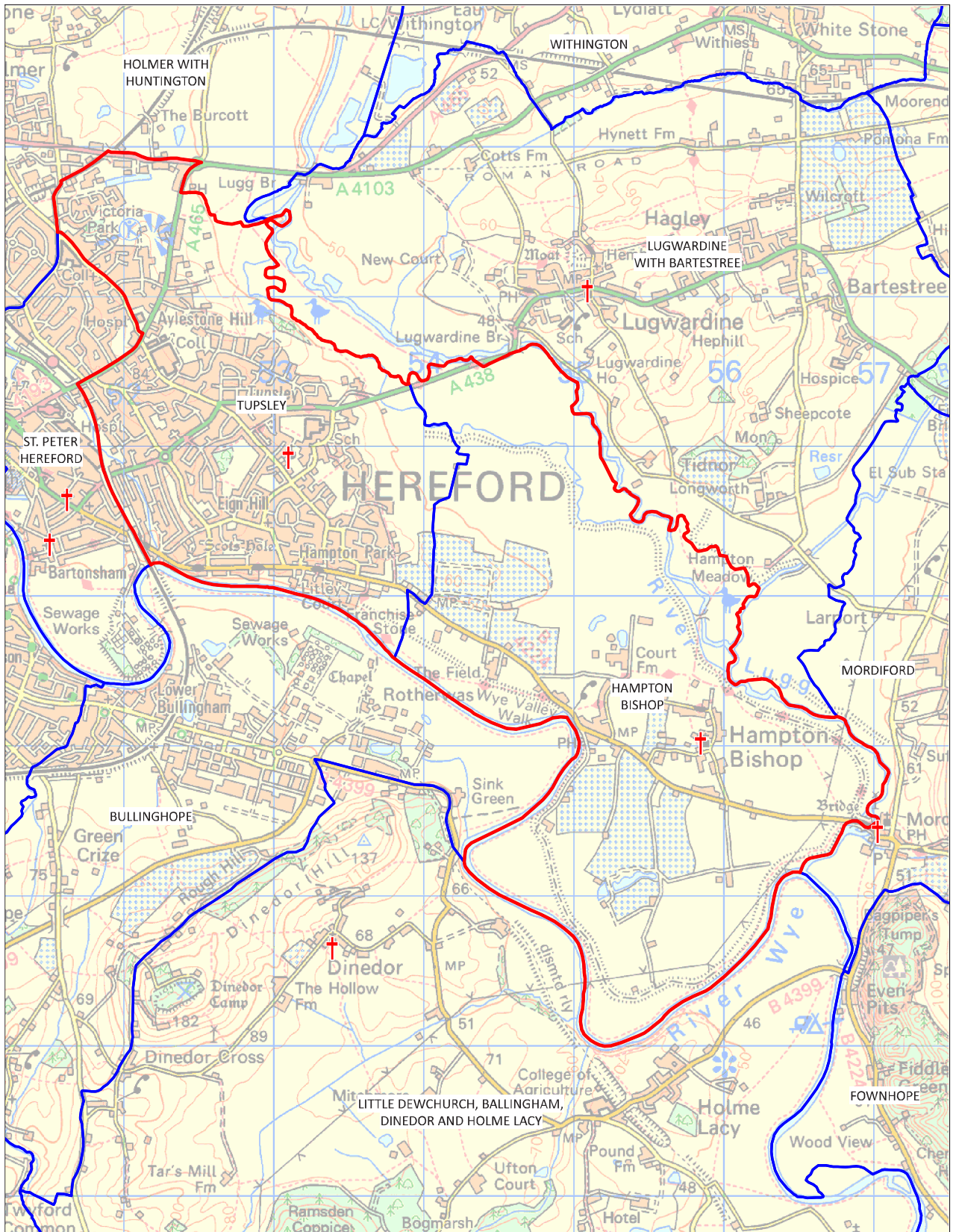
Our Parishes



The two parishes in the benefice have different characteristics, and separate PCCs, but enjoy a mutually supportive relationship. Between them they offer a wide range of services. St Paul's PCC meets six times a year, while that of St Andrew's meets four or five times a year as necessary. St Paul's also has a Standing Committee which meets monthly, consisting of the incumbent, Curate, churchwardens, Treasurer and the Lay Reader.

Traditionally a training parish, the ministry team covers both

Benefice of Tupsley with Hampton Bishop



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

churches, and is comprised of the incumbent, Curate (when in post), Lay Reader, and our newly-commissioned team of worship leaders and preachers. Our current pattern is that the preacher for any given Sunday preaches at all three services in the benefice, except the first Sunday of each month, when St Andrew's has a Family Service.

The Reader licensed to the benefice is Deborah Hartland, who also chairs the trustees of St Paul's Childcare. A part-time Administrator is employed by the Benefice.

Further information about the parishes can be found from the Census 2021: www.ilivehere.co.uk/statistics-tupsley-herefordshire-39789.html

Safeguarding Officers

St Paul's – Rose Burrow

St Andrew's – Julia Pearson and Sue O'Gorman

St Paul's Tupsley



Consecrated in 1865, the church of St Paul's, Tupsley was built to accommodate the growing population of the parish as the population of the area increased with the advent of the Great Western Railway and the growth of the city of Hereford.

An official record of the time declared that 'The Township of Tupsley in the Diocese and County of Hereford, and Parish of Hampton Bishop... containing an increasing population of 800 souls is without any church accommodation, the small church of Hampton Bishop being distant upwards of three miles from the chief part of the inhabitants, who consist principally of the poor.'

The church is open each day, but locked at night. The building contains some fine examples of stained glass windows, designed by Henry Dearle of the William Morris Company. The windows show ideas from the work of the Pre-Raphaelite Edward Burne-Jones, with one being allegedly based on a design by Burne-Jones himself.



The church is generally well-maintained and in good condition. Everything essential which was identified at its last quinquennial has been done and its next quinquennial inspection is due towards the end of 2024. In 2023 its oil central heating boiler was condemned and the worshipping community met mainly in the adjacent Community Centre Hall during the coldest months of the winter of 2023/2024. The congregation and its leadership were keen to find a solution for the future which would both ensure adequate heating and be in keeping with their concern

for the environment. To that end a faculty has been granted for a hydrogen-compatible boiler, and quotes are currently being obtained with hopes that it will be installed before the winter of 2024/2025. Money for this project has been raised through congregational giving and the use of some of our financial reserves. Grant applications are currently in process.

St Paul's Church Community Centre



Linked to the church is St Paul's Church Community Centre, which was opened in 2001. Its importance as a community building and its relationship to the church is demonstrated by the physical link between the two buildings. The building contains a large hall, a kitchen, two classrooms, and lavatories on the ground floor, while upstairs are a large and small office, a small kitchenette and a large storage room. There is a small, newly-formed, maintenance committee which oversees the building and all

necessary repairs. It is envisaged that the Community Centre kitchen will need replacing in the near future. The cost of this will be shared between the PCC and St Paul's Childcare and may require additional fundraising.

St Paul's Church has a formal agreement with St Paul's Childcare, and they have sole use of the small upstairs office, and the two downstairs classrooms. During the week they also have sole



use of the rest of the downstairs space and the Community Centre garden during their working hours. St Paul's Childcare runs a breakfast and after school club in addition to a day nursery, and is seen by the church as an important part of its presence in the community. St Paul's Childcare employs approximately 20 staff is run by the Childcare Manager.

St Paul's Childcare was rated Good at its last inspection, and is a popular choice with parents from the area. Its position between the two primary schools of St Paul's and Hampton Dene makes it ideal for those wanting wrap-around care while parents work.

St Paul's Childcare grew from a church play group, and became a separate charity in 2017 when it became too large to be adequately managed by the PCC. It is overseen by a group of Trustees, the majority of whom are nominated or appointed by the PCC. The Childcare and the St Paul's Church have a close relationship, with the Childcare using the church building for festivals such as Harvest, Christmas and Easter productions. Volunteers from the church community visit the Childcare on a weekly basis to read with the children. The vicar is an ex officio member of the Trustee board.

When the Community Centre is not in use by the Childcare it is used by other community groups, which currently include a local Brownie group, and a Slimming World group. It is also available for hire for parties.

St Paul's Church graveyard



The graveyard to the rear of the church is cared for by a loyal team of volunteers, who meet each Friday morning during most of the year and work hard to keep the area in good condition. This graveyard team includes local people who are not regular worshippers, and is a good way to encourage community involvement in a space which many value. The church owns several pieces of necessary equipment which are kept in good repair. The water table in the lower part of the graveyard is high, and can result in small areas of localised flooding at certain times of the year. Some areas of the graveyard are intentionally left wild at certain times of the year, to encourage wildlife and the growth of wildflowers. This accords with our concern for Caring for God's Acre and our EcoChurch credentials.

The graveyard is closed for everything except burial in existing graves and interment of ashes. It contains approximately 2500 graves, and a Garden of Remembrance for interment of ashes. The graveyard has been comprehensively catalogued and contains the grave of Florence Canning, an early suffragette and the daughter of a previous incumbent.

The church drive was resurfaced in 2020, and has space for approximately 32 cars to park. A tarmac footpath runs through the graveyard from the south door of the church to a pedestrian entrance to St Paul's Primary School. It is anticipated that this will need remedial work to eliminate potential trip hazards caused by tree roots.



The Worshipping Community

If pressed to define its churchmanship, St Paul's would call itself Open Evangelical, and places a high priority on biblical teaching. However, it also takes seriously its role as a parish church and aims to cater for the spiritual needs of all its inhabitants. It currently has 183 members on its electoral roll. Each Sunday there is an 8am spoken eucharist, with BCP on the

first Sunday of each month. This service has a small but faithful congregation numbering 10-12 communicants.

The principal service of the day is at 10am and is more relaxed, with a mixture of traditional and contemporary hymns and songs. The first and third (and occasionally fifth) Sundays of each month are eucharistic, while the second and fourth are morning worship. Communion is distributed using both the Common Cup and intinction by a minister. This follows changes as a result of Covid and allows us to accommodate the concerns of communicants and ministers. Clergy generally robe for the 8am service, but not for the 10am.



A new AV system was recently installed in memory of a dearly loved former parishioner and the 10am service is run by means of a power point presentation. Music is led by a group of musicians and singers, who meet to practise on Thursday evenings.

There is a Discoverers group which runs each Sunday during school terms and has approximately 50 children on its register, although attendance varies.

A prayer ministry team is available after the 10am service each week, and members meet to pray on zoom and in person a couple of times a week.

A short online service is produced each week. This began during the pandemic period, but has continued due to the numbers still accessing it regularly.

Until our vacancy a midweek communion took place on Thursday mornings, usually led by our curate. This is currently in abeyance.

Other services during the year include Remembering Loved Ones, Quiet Christmas, Candlelit Carols, All Together in Bethlehem (Christmas Eve). These services allow us to retain contact with those in our community who are not regular members of the congregation but have contact with us for significant life events and Christian festivals.

Home groups meet on a regular basis, sometimes following a common Bible Study focus.



These provide valuable opportunities for both discipleship and fellowship. The church gained a lot from following the Bible Project for a year and this has encouraged personal Bible study among many. In previous years Alpha courses have been run. Other groups include a walking group, two book groups, a bi-monthly men's breakfast and Time to Sing. Occasional social events are organised, sometimes with a fund-raising purpose, and more are planned. These provide opportunities to involve members of the wider community.

Both our local primary schools use the church regularly. St Paul's Primary School uses the church each week for an assembly, while our Open the Book team works with Hampton Dene Primary School each week, helping to foster warm relationships with both schools. In the past Messy Church was offered on a monthly basis. Changes following the Covid pandemic mean that this now happens on an ad hoc basis at particular points in the church year.

We are committed to the idea of generous giving as we look out toward the world. The church therefore has a Horizons Committee which is responsible for distributing money to causes locally, nationally and internationally. Since 2021 the PCC has allocated 10% of annual giving to

We look out toward the world

the Horizons Committee for them to distribute as appropriate (£7,629 in 2024). This commitment is renewed each year by the PCC, and it is intended that this will continue in the future. In addition to this, there are collections for urgent appeals which arise during the year. Lent traditionally sees a collection for Water Aid, and CMS boxes are collected annually.

The church has a concern for mission and has established links with organisations in the UK and overseas. We support the work of Wycliffe Bible Translators in Nigeria, New Life Nepal and projects in Tanzania and Uganda. A member of the congregation is also involved in work in South Sudan and visits regularly. We include regular updates of the work of Open Doors and include prayers for the persecuted church on our weekly news sheet.

We are a Fairtrade church, and have so far achieved an EcoChurch silver award, which we



received in 2022. We fully support the Church of England's aim to meet its target of becoming carbon neutral by 2030. We seek guidance from organisations such as Herefordshire Wildlife Trust, and A Rocha, and support the work of A Rocha through the giving of our Horizons team. We intend to work towards our gold award, and to continue encouraging members of the congregation to adopt environmentally friendly habits in their personal lives. These things reflect our concern for justice and a care for God's creation. We intentionally try to cultivate a culture of generosity in all areas of time, talents and money and this is reflected in the number of volunteers involved in the work and mission of St Paul's.

Finances

We aim to be both generous and responsible in the way in which we manage our parish finances. 34 members give via the Parish Giving Scheme. 30 give via standing order, and a further 9 give through the envelope scheme. Others use our contactless machine, and a small number give via cash on Sundays.

Following a donation from a parishioner, to which others have added, we offer financial help when necessary to church members who are struggling with bills through our Acts 244 fund.

There is an expectation that this will continue into the future.

We aim to be generous and responsible

In addition, members show generosity in giving towards specific appeals. In Autumn 2023 the old church oil boiler was declared unsafe. After careful consideration, and with a desire to become a Gold Mark EcoChurch, we are currently committed to replacing it with a hydrogen compatible gas boiler.

This project involves installing new gas pipes from the main road to the church. Estimates suggest that between £30,000 and £50,000 will be needed for this. The project will be funded by a combination of grants, donations and parish giving. The PCC has agreed to release Reserves of up to £20,000 if required. At present donations, from members of the congregation, amount to £20,000.

St Paul's parish offer for 2024 is £81,000, which will increase by 4.9% in 2025, giving a total of £85,000.

Please see Appendix A for further information about our finances.

LifeLink Chaplain

As we seek to reach the young people of Hereford with the good news of Jesus, this role is part of a five year project shared with Hereford Diocese. The cost is shared between the diocese and the parish, with the parish gradually funding a greater proportion. Abbi Scott has been in post since September 2023, and regular sponsorship is currently being sought amongst members of the congregation. Abbi updates the congregation regularly with reports of progress and requests for prayer.



Her vision for her role is:

- To see more young people engaged with faith.
- To develop strong connections with primary schools to help children explore faith.
- For youth provision to be set up in the local area.
Eg. Whitehouse

Her role helps link together school, church and home. She works in Bishop of Hereford's Bluecoat School and in St Paul's and Hampton Dene primary schools and continues to establish good links with them.

Her heart for the role is for there to be lasting impact in the lives of young people as we reach them and show them the love of Jesus. Crucial to this is the support and leadership of the church to make this sustainable into the future. Our hope is for the new incumbent to get behind this vision and partner together with us to reach young people in the area.

Relationship with Hampton Park

St Paul's has a longstanding relationship, based on an ecumenical covenant, with Hampton Park URC congregation, which is the only other church in the parish. This relationship takes the form of bi-monthly combined services, alternating between the churches. In addition, a regular Wednesday morning coffee shop and a Tea and Tots group are run jointly by members of the two churches. A community magazine (Tupsley Voice – see below) is also produced. These initiatives have both been running for many years and provide an important service for the local community. The Coffee Shop has been running since 2002, and frequently attracts up to fifty people, and provides an opportunity for fellowship and social interaction which is greatly valued by local residents. It also has a regular fairtrade stall. Pre-Covid it also organised an annual Holiday at Home, offering activities and outings for up to thirty people.

Tupsley Whitehouse Community Hub (Tupsley Whitehouse Project)



The project is a registered charity and a charitable limited company by guarantee. The hub is located in a low income area on a large, dense housing estate of mixed social and private housing, central to a wide range of educational establishments for all ages, all situated within a mile. It was formerly a public house, derelict inside and in a very poor state of repair outside. The ongoing renovations have been carried out by volunteers. It was acquired for the community after a local action group approached the then Vicar to help purchase it in order to use it as a community facility. Currently the hub is entirely maintained and operated by volunteers. The Management board is made up of members of the church congregation and

local residents. The previous Vicar and Curate were both members of the board.

The hub provides both meeting rooms and a craft room. It is financially stable and well supported by the local community. It is used for a variety of regular events, private hire, counselling, faith-based activities, combating social isolation etc. It has an active Facebook and links to the Central Tupsley Community Group and their Facebook, so opportunities for outreach are significant, especially youth work.

Examples of present activities are: weekly community walks, Lighthouse Prayer and study group, weekly Café, community breakfasts and community social events, Christmas Carol Café and other faith-based meetings, 'Families at the Whitehouse' craft and social gatherings, Winter Warmers, fund raising, book exchange, Food Bank collection, Growing Local Meals, Friday Morning Prayer, WI Book Club, Townswomen's Guild, Talk Community, WHIST, polling station and much more.

www.tupsleywhitehousecommunityhub.co.uk/

www.facebook.com/Tupsley/

Tupsley Voice

Tupsley Voice is a quarterly publication, spanning 12 pages, and partly in colour. It is produced and delivered by hand, by a team of volunteers. This community magazine is delivered to each of the 4,200 houses and is an important part of our presence in the community. It celebrates local successes and achievements, and keeps local residents informed of events in the local community. It always includes a contribution from clergy, and parish notices. Costs are covered by advertisements for professional services and forthcoming events. Editorship of the magazine has recently changed hands, and although the new Editor has no immediate plans to change the successful format, she is open to any suggestions or ideas for development.

Occasional Offices during 2023

Baptisms	5
Weddings	1
Funerals in church	17
Funerals at Crematorium	24
Burials St Paul's Churchyard (body)	3
Burials cemetery (elsewhere)	2
Interment of ashes	15

St Andrew's, Hampton Bishop



The beautiful Norman church of St Andrew stands at the centre of the village of Hampton Bishop, which is mentioned in the Domesday Book. The parish is conscious of its heritage of continuous worship over 900 years and keen to preserve it for future generations. The church has a Lady Chapel and contains beautiful stained glass windows, including an excellent example of the work of Thomas William Camm. The fine organ was built by Nicholson and Lord and was played by Sir Edward Elgar during his residence in Hereford.

Much work has been done over the years to keep the church in good repair, and is currently in excellent condition. Recent work has included new tiles on the south side of the building and repairs to cracks in the walls. We are currently two thirds of the way through a programme of repair costing approximately £95,000. This has been paid for through a mixture of fundraising, grants and donations. The church is open during daylight hours, and receives frequent visits from tourists. There is currently no mains water supply to the church. This is a project which may be considered in the future, once the current renovation work has been completed.

St Andrew's offers a warm welcome to those who prefer a more traditional style of worship. The congregation is small in number, but large in heart and commitment, supporting and caring for one another and keeping the church at the heart of the village community.

There is a service each Sunday of the month, following this format:

1st Sunday	11am Family Service
2nd Sunday	6pm Holy Communion (CW)
3rd Sunday	6pm Evening Worship
4th Sunday	6pm Holy Communion (CW)
5th Sunday	6pm Holy Communion (BCP)

Clergy usually robe for Communion services and music is provided by an organist.

In addition to these regular services, St Andrew's hosts an annual Light Up a Life service to support St Michael's Hospice, Ascension Day and Harvest services, a Carol Service and Christingle, and a Christmas Midnight Communion.



There is a monthly Chapel Café, which is attended by up to 30 people and offers a welcome opportunity for fellowship, drawing in residents of the village who are not part of the usual congregation. In addition, there is a regular CAMEO (Come And Meet Each Other) group, and an Easter Egg Hunt, along with annual Summer and Christmas fetes, which are supported by the whole village. The Village Scene magazine and a village WhatsApp group keep everyone informed of church and village news and activities.

St Andrew's Church graveyard

The graveyard adjacent to the church is now closed. There is a Garden of Remembrance in the new graveyard, which will soon be full. The PCC is looking around the village to identify land which could be used for a future graveyard.

Finances

The church finances are stable, despite having spent a considerable amount on recent work. Phase three of the current project will be done when finances allow. Regular giving is done by means of the Parish Giving Scheme and standing order, with one person using the envelope scheme. The annual Summer and Christmas Fetes help to boost church funds, as well as being important community events.

Please see Appendix B for further information about our finances.

Occasional offices during 2023

There were no baptisms or weddings during 2023.

There were 2 funerals during 2023.

Number on electoral role: 23

The Vicarage



Tupsley Vicarage was constructed in 1962 and comprises a sitting room, dining room, study, office, kitchen, cloakroom and utility room. On the first floor is a family bathroom and 4 bedrooms. A single attached garage is provided.

In recent years the house has experienced some cracking as a result of the presence of mature trees. This has now stabilised, and remedial works will be carried out during the vacancy.

Tupsley Vicarage has been chosen as part of an exciting project in line with environmental concerns and Church of England Net Zero Carbon

aspirations. As a result, during the vacancy period a whole house retrofit of the property will take place, funded by Central Church and the Diocese of Hereford. The proposed works will include:

- Installation of solar PV panels complete with battery storage and an electric vehicle charging point
- Replacement of the existing gas fired heating system with an air source heat pump and radiator upgrades
- Replacement doors and windows and insulation upgrades where required
- Improved ventilation
- Internal redecoration

This will result in an energy efficient building, to the benefit of the new incumbent.

The Mission of our Churches

In common with many parishes, both churches are concerned about aging congregations and declining membership, and are keen to involve younger people and families in our church life. Our vision is to share God's love with all generations in our local communities, and we consciously look for ways to engage with other residents. We are aware of social problems in our

parishes, including poverty, isolation, and a lack of youth facilities, and would like to be able to do more to help address these issues. We continue to offer a warm welcome to all who come through our doors. Our most recent incumbent has created a culture of great pastoral care, and this is an important feature of our benefice life, which we are committed to continuing.

*Our vision
is to share
God's love*

In the past, St Andrew's held village meetings in the Bunch of Carrots (village pub). These were well-attended, and resulted in interest for a few years, but this has diminished and the congregation is made up of a faithful core, with occasional visitors. Residents of the village willingly support activities such as the two annual Fetes and the Chapel Cafe, but don't come to church services. Pre-Covid, some children came to the monthly family services, but since then few children have attended. The church community is aware that services compete with other weekend activities for families and are open to considering other venues, times and activities which may be relevant and attractive to the wider village community. Our main hope for the future is for a larger congregation with a wider age-range which reflects that of the village residents.

St Paul's too is keen to find ways to engage with younger people and families. Although we have a Discoverers group, there is currently nothing to meet the needs of older children and teenagers. It is hoped that the work of our LifeLink Chaplain will prove a way of bridging the gap between school and church as children and young people hear the Good News of the Gospel. A lot of informal pastoral work goes on at St Paul's, partly through home groups. Previous, more formal, pastoral organisation has lapsed since Covid, and it may be time to consider a new way of looking at this.

We are hoping for an incumbent who will bring a fresh enthusiasm and encourage us in all the things we do now, while offering leadership for new opportunities. We are conscious that communication both within and between the two parishes would benefit from improvement, and this is something we are working on during our period of vacancy.



Statement of Need: Your Role

Leadership in Mission



We are looking for a leader who will help to shape our mission for the future, in line with the Diocesan Mission and Priorities, as we seek to share God's love with the world. The new Vicar should place a high value on the presence of the two churches within their respective communities, and be actively seeking ways to make contact with those outside the regular congregation. They should be willing to work ecumenically in ways which encourage our membership of the wider church

and in particular our relationship with Hampton Park URC. The new Vicar should have a keen interest in, and concern for, work with our childcare, schools and colleges. They should be able to communicate effectively with young people, and should be enthusiastic about the work of our LifeLink Chaplain in schools and the community, providing support, encouragement and assistance as appropriate.

Preach in ways which inspire and encourage

Collaboration, team leadership and ministry development

The new Vicar will be keen to work collaboratively with the existing ministry team, supervising, encouraging and enabling the development of knowledge and skills, and recognising new leaders as appropriate. Acting with humility, they should be willing to share their own wisdom and experience, while also

valuing that contributed by others. They should be willing to provide guidance and support to the church administrator and cleaner. Historically St Paul's has been a training parish, and it is hoped that this will continue in the future. The new Vicar should be willing to take on this role, and committed to helping curates to gain wide experience during their IME2 training.

Leading Worship

We value biblical teaching, and spirit-led worship and are looking for a Vicar who will lead our worship with wisdom, creativity and confidence. They should be flexible, and willing to embrace the different traditions valued by the two churches, while leading us gently to explore new ways as appropriate. They should be able to collaborate productively with others, including our musicians, in order to plan and conduct worship which inspires and challenges, seeking to meet the spiritual needs of diverse individuals.

Encouraging Discipleship

The new Vicar should have a heart for encouraging discipleship and nurturing mature faith. They should be a good communicator, able to preach in ways which inspire and encourage, as well as promote learning. In a congregation with a wide range of backgrounds and spiritual understanding they should be able to adapt to differing needs and encourage growth appropriately. They should value bible study and the importance of small groups in teaching and encouraging faith, as well as providing fellowship. They should have a broad understanding of discipleship which includes both individual and corporate spirituality, and a willingness to point others to helpful organisations and practices where appropriate.



Pastoral Care

We place a high value on pastoral care at St Paul's and St Andrew's and have been set an excellent example over recent years. We are looking for a leader who places an equal importance on this, and seeks to establish habits and structures which enable good pastoral care of all

members. They should have a concern for pastoral care of the wider community, using formal and informal opportunities to show the care and compassion of Jesus. They will be responsible for ensuring pastoral care during seasons of particular need, such as baptism and marriage preparation, care for the sick and dying, and bereavement visiting.

Administration and Parish Organisation

We try to avoid too many committees at St Paul's and St Andrew's. Nevertheless, the role of the new Vicar will involve leading and collaborating with the Standing Committee, PCCs and Churchwardens, in order to maintain efficient management and responsible stewardship of the resources of the two parishes. They will provide line management for the employed members of staff and will cultivate good relationships with the Childcare which uses St Paul's Community Centre on a daily basis during term time. Communication both within and between the two parishes is an important part of the role, and we are looking for a leader who will encourage the mutually supportive relationship between the two, as well as respecting their differing needs and characters. The new Vicar will also respect and uphold national, diocesan and parish policies and all necessary legal requirements, and will keep the congregations informed of events and opportunities.

Ministering in a wider context

The new Vicar should be willing to actively participate in the life of the Diocese and Deanery, attending Deanery Chapter and Synod. They should be keen to encourage collaboration and ecumenical partnerships with other denominations, and Christian organisations. They should place a high priority on our involvement with the various educational establishments within our benefice, welcoming them into our church building, acting as governor and trustee where appropriate, and advocating for the nurturing of healthy spiritual values within these settings.



Self-discipline, spiritual discipline and personal development

As a community which values spiritual nurture and personal devotion, we are looking for a leader who will make time for their own personal, spiritual and professional development. They should have an established devotional life, and a strong relationship with Jesus Christ, bolstered by supportive networks and a concern for continual growth. In a busy benefice they should be concerned to maintain a balanced pattern of life which nurtures personal, family and spiritual well-being alongside their ministerial responsibilities.

Our Role

We recognise the varied demands, and responsibilities of running the benefice, and are keen to effectively support you in your role. We appreciate you are human, with your own strengths and areas for growth, and we don't expect perfection! We respect your need for personal and family time, and a regular day off. We are blessed in having many volunteers who carry responsibility for various aspects of church life across both churches and we see ministry as a collaborative venture, with you as our leader.

*We will
welcome
you warmly*

We will welcome you warmly and treat you gently as you acclimatise yourself to your new role. We look forward to sharing our vision with you, as you share yours with us. As we hope to be encouraged and supported by you, so we will in turn encourage and support you. This will take the form of prayer support for you and your family, as well as practical support from our established ministry team, PCC and the wider congregation. We will encourage you to continue your own spiritual discipleship, making time to pray, read and think, and will help you to prioritise this by taking necessary times for retreat and fellowship away from the benefice.

Person Specification

Personal Qualities and Skills

Essential Desirable

An individual with strong pastoral skills and the ability to inspire and engage people of all ages to live out the Good News of the Gospel in the church and wider community.

•

A prayerful priest with a concern for biblically based preaching and Spirit-led worship and the ability to work flexibly across different worship styles.

•

A keen sense of the importance of the nurturing of gifts and discipleship in others

•

Proven Experience and Competencies

Ability to demonstrate teaching, mentoring and support skills to enable the growth of others

•

Ability to flexibly respond to differing situations and needs

•

Ability to lead in a way which values differing opinions and priorities

•

Knowledge and Personal Development

Commitment to ongoing personal study and training, including spiritual direction/mentoring

•

Ability to set realistic personal boundaries to maintain a healthy work/life balance

•



Appendix A

Our full set of accounts, as filed with the Charities Commission, can be viewed at <https://register-of-charities.charitycommission.gov.uk/charity-search/-/charitydetails/5007662/accounts-and-annual-returns>. This includes a Treasurer's Report. It is likely that the 2023 accounts will be similar to the previous few is no clear how much we will need to use some of our Reserves.

DRAFT

St Paul's Church, Tupsley

Statement of Financial Activities (including Income and Expenditure Account) For the year ended 31 December 2023

	Note	Unrestricted Fund	Restricted Fund	Endowment Funds	Total Funds 2023	Total Funds 2022
		£	£	£	£	£
Income						
Donations and legacies		83,009	-	-	83,009	77,151
Charitable activities	3	6,339	10,649	-	16,988	14,112
Other trading activities	4	11,305	-	-	11,305	361
Investment income	5	39,609	-	-	39,609	36,482
Other income	6	-	-	-	-	4,940
Total income		140,262	10,649	-	150,911	133,046
Expenditure						
Expenditure on charitable activities	7/8	142,709	9,834	-	152,543	134,659
Other expenses	9	-	-	-	-	-
Total expenditure		142,709	9,834	-	152,543	134,659
Net income/(expenditure and net movement in funds for the year		(2,447)	815	-	(1,632)	(1,613)
Transfers between funds		-	-	-	-	-
Reconciliation of funds						
Total funds brought forward		602,525	4,028	10,000	616,553	618,166
Total funds carried forward		600,078	4,843	10,000	614,921	616,553

All activities are classed as continuing
The notes on the following pages form part of the accounts

DRAFT

St Paul's Church, Tupsley

Balance Sheet

As at 31 December 2023

	<i>Note</i>	2023	2022
		£	£
Fixed Assets			
Tangible assets	11	523,605	519,624
Fixed asset investments	12	<u>10,000</u>	<u>10,000</u>
		<u>533,605</u>	<u>529,624</u>
Current Assets			
Debtors	13	3,798	-
Cash at bank and in hand		<u>78,988</u>	<u>89,854</u>
		82,786	89,854
Liabilities			
Creditors falling due within one year			
Other creditors		<u>(1,470)</u>	<u>(2,925)</u>
Net current assets		<u>81,316</u>	<u>86,929</u>
Total assets less current liabilities		<u>614,921</u>	<u>616,553</u>
The funds of the charity			
Unrestricted funds	14	600,078	602,525
Restricted funds	15	4,843	4,028
Endowment Funds	16	<u>10,000</u>	<u>10,000</u>
	17	<u>614,921</u>	<u>616,553</u>

The notes on pages 11 to 15 form part of these accounts

The accounts on pages 9 to 15 were approved by the governing body and authorised for issue on and are signed on their behalf by

Mrs K Bishop

Rev. Preb. N P Armstrong (Chairman)

Appendix B

St. Andrew's Church, Hampton Bishop
Annual Income and Expenditure - Jan 1st to Dec 31st 2022 and 2023

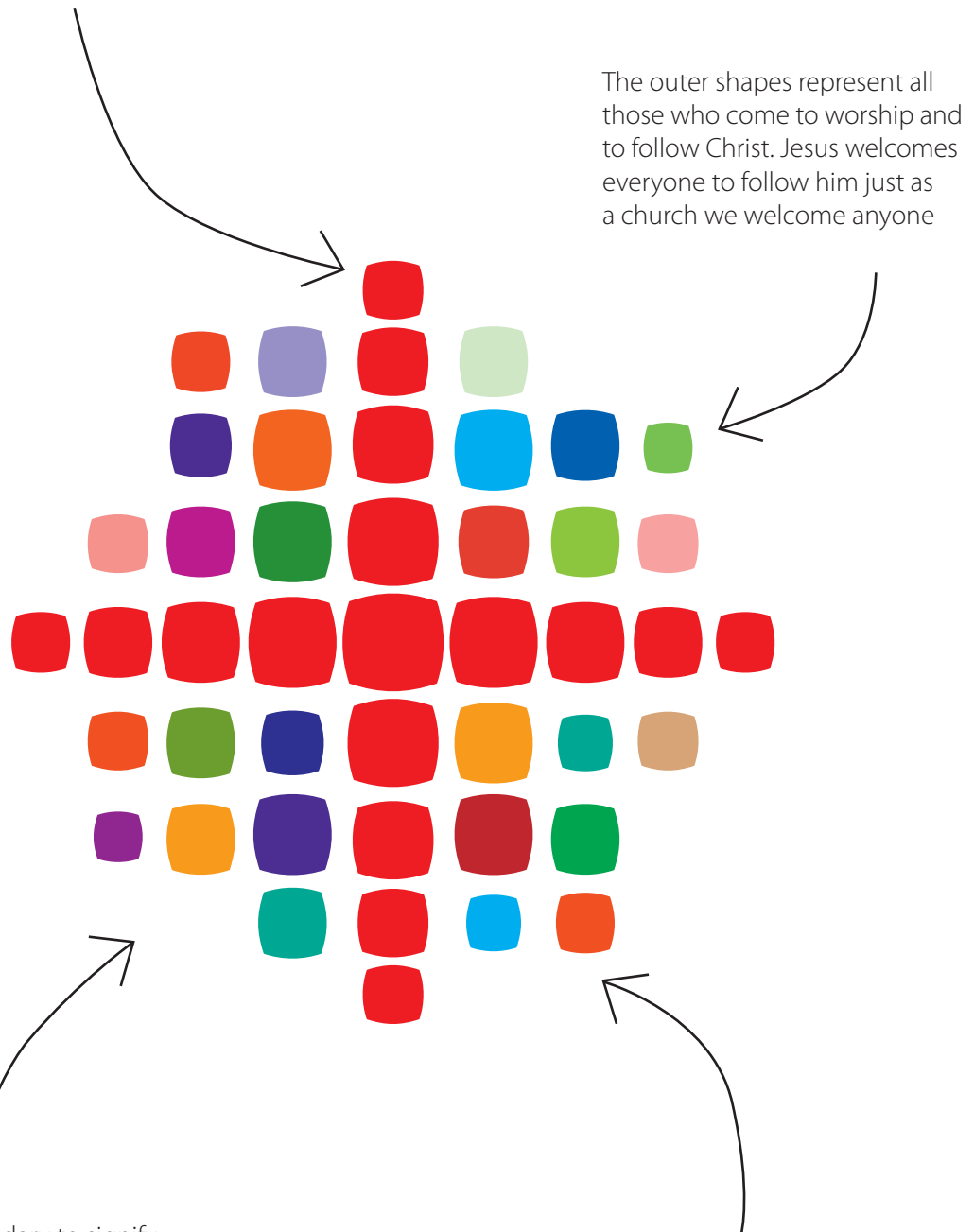
Row	Income	2022	2023
		£	£
1	Tax reclaimed	1563	0
2	Giving by Gift Aid	6120	6455
3	Cash at services	1028	1288
4	Sundry donations	2409	138
5	Offertory box	82	127
6	Chapel Café	461	565
7	Fund Raising and Xmas Fete	5514	12260
8	Dividend	36	27
9	Fees	1756	1188
10	LPOW	1776	73
11	Total Income	20745	22121
	Expenses		
12	Charities	25	530
13	Utilities	53	99
14	Parish Offer	6458	6760
15	Maintenance	13054	4291
16	Insurance	2425	2585
17	Fund Raising	1154	806
18	Upkeep of services	62	21
19	Upkeep of Churchyard	0	394
20	Organist	1080	1465
21	Church administration	288	320
22	Miscellaneous	150	78
	Diocesan fees	572	314
23	Total Expenses	25321	17663
	Surplus/Deficit	4560	4458

	Bank Accounts	1st January 2022	31st December 2023
		£	£
1	Lloyds TSB Current Account	34014	49302
2	CMCU	15405	0
3	Lloyds TSB shares	708	775
4	Total Assets	45552	50077

Review of recent and planned restoration work

Work identified in the 2022 Quinquennial was slow to start due to disruption in suppliers' capabilities during Covid. Phases 1 (external work) and 2 (internal work) but were completed recently although with some agreed changes in scope. A review of Phase 3 will be held this year, but completion of work is subject to discussions with the Diocese, contractors, and possible financial constraints.

At the centre is the cross of Jesus where we gather to worship. A sign of Christ himself and of the faith of Christians. The cross represents the greatest sacrifice ever made and the red signifies the blood Jesus sacrificed so that we might live



The outer shapes represent all those who come to worship and to follow Christ. Jesus welcomes everyone to follow him just as a church we welcome anyone

There is no boundary to signify that as a faith and as a church we are outwardly wordly looking. This is our mission to spread the love of Christ throughout our community and the world

Just as there is no boundary the overall shape and colour recalls the stained glass windows of a church thus this is our church where Christ is at the centre of our lives. This also signifies that Christ is a positive in our lives