

St. Mary The Virgin, Amersham



PARISH ⊕

PROFILE



All Saints', Coleshill



Bishop Alan

This excellent profile gives a clear snapshot of the life and vision of this historic market town parish in South Buckinghamshire. The churches have excellent links with their local community and St. Mary's plays a significant civic role within the town.

The churches have recognised that they are at an important time of transition and new opportunity. They've used the vacancy well and consulted widely with both congregations, their schools and the wider community about what God is calling them to be and to do as they go forward under the leadership of the new Rector. They recognise the challenges before them and they're committed to building on their strengths and being true to their calling within the mainstream of the Anglican tradition.

Their joint vision, close relationship with each other and shared clergy team are strengths that can form a base for the next stage of their journey. Both churches have strong lay leadership which make this an exciting and supportive context for ministry.

The role calls for a priest who enjoys building relationships within and beyond the churches and has experience of working collaboratively with able ordained and lay teams. Community presence is a key aspect of this role. The new Rector will enable and inspire the churches to build on their existing strong foundations, and will challenge the churches where change is needed.

The new Rector will be committed to the diocesan vision of becoming a more Christ-like Church for the sake of God's World – contemplative, compassionate and courageous – and to model and enable a flourishing ministry for all, in line with the diocesan adoption of the Covenant for the Care and Well-being of Clergy in November 2019.

I commend this profile to you and warmly encourage those who want to discuss any aspect of the post to phone me (07525 655756).

Rt Rev'd Alan Wilson,

Bishop of Buckingham

Welcome

Thank you for taking the time to read this profile. We hope it will help you to find out more about us, what we need and what we have to offer our new Rector.

Our intention is to share an honest reflection of our parish and the direction, we feel, God is calling us. We hope this helps you to discern whether this is the next role God has for you, your service and ministry.

Our two different, but closely connected churches are blessed to be nestled in an **Area of Outstanding Natural Beauty**.

We'd be delighted to welcome you to visit or to join us as a mystery worshipper, or contact Bishop Alan for a further conversation.

This brings out the best in our community, **renowned for its kindness** and we are also conveniently close to the capital.

The **popularity of Amersham and Coleshill** has kept house prices high, especially during the pandemic. There is however a variety of families, business people and the active retired who represent an **excellent opportunity for mission and outreach** and who also contribute to making this a lovely place to live.

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BREAKING NEWS
COMMUNITY SUPPORTS LOCAL CAFÉ
STUFFING CHEQUES IN LETTERBOX



1

Our Vision

★ *To build on the close connection between our two churches, as both churches strive to:* ★

Extend Our Welcome

To be friendly and inclusive to all people, families, ages, and those at all stages of faith.



To take God's love out into the community: to continue to stream services, to build on our close relationships in schools and to continue to be approachable beyond early education.



To be a congregation mindful of, and committed to, the needs of the wider world, taking action in supporting others.

Encourage a Deeper Journey in Faith

To be supportive in prayer and receptive to the insight and guidance of our new Rector, as they seek to deepen our faith from their own reflective theological practice.



To continue to develop our mission with our new Rector.



To be ready for the challenge to grow and deepen our own spirituality whatever our age.

Nurture God's Gifts in Our People

To discern and nurture the gifts of all: deepening our welcome by encouraging participation and ownership of our church community.



To further develop our pastoral care teams, bible study and house groups, to support different needs and experience in living out the Gospel message.

Stay True To Ourselves

We acknowledge that change is hard for some, but we know we need to move forward.



To keep our choral and musical tradition at our core, as we facilitate its growth and development.



To continue to differentiate ourselves locally by staying true to being in the mainstream of the Anglican tradition.

2 *Our Strengths & Our Challenges*

We will build on our strengths in order to meet our challenges.

In preparation for developing this document, we consulted the congregations, our schools and the wider community in an anonymous survey, to determine an accurate snap-shot of where we are now.

While many things are going well, we want to avoid complacency and recognise the opportunities presented by addressing our challenges head-on.

The following points were made by our consultation survey.

Our Strengths

- Our community values
- Our committed clergy
- Our style of services
- Our music: selection and performance
- Our fellowship within the church

Our Challenges

- We need to grow: numerically, spiritually and our stewardship
- We want to attract more families and young people



3 Our Parish

Our parish of Amersham and Coleshill serves a population of circa 8000, with two churches. The Church of England's Parish Map shows the parish in the context of its neighbours.

[Parish Map GIS system](#)

St. Mary the Virgin is in the bustling market town of Old Amersham, with a population of 7000. ▶

Its excellent transport links make it home to many London commuters.

The majestic St. Mary's dates from around 1140 and is in excellent order. Its present structure was formed after additions in the 14th/15th centuries. The building has recently undergone significant repairs, including a full internal decoration and organ restoration. The churchyard is closed, and well maintained by Amersham Town Council.



◀ *All Saints' serves the village of Coleshill, with a population of over 500.*

Set in the tranquil greenbelt, it has a quieter, close-knit, warm and welcoming, village feel.

Originally part of the parish of Amersham, the beautifully proportioned, unpretentious All Saints' was built in the 1860s. Designed by the architect GE Street, it remains one of the few examples of a basically unaltered Street-designed Victorian church, in good order. It has an open churchyard.

The two churches are closely linked and although presently they operate independently, we're doing more to bring them closer together.

At the Advent Carol Service, held at St. Mary's, the choirs unite. We've also recently decided to combine both bank accounts and as both churches are governed by a single PCC, it makes sense to manage them as one.

There are two non-stipendiary associate rectors, one lay minister and 3 authorised preachers who serve both churches. They are supported by a large and active team, see [page 18](#) including a part-time parish administrator.

Our churches have been recognised by the Diocese as wonderful places for curates to

train, and we hope that our new Rector will continue this tradition.

Yet each church retains its own service schedule, character, church wardens, church committees, choirs and music directors.

The Parochial Church Council meets quarterly under the chairmanship of the Rector. The PCC provides active support and expertise in the running of the parish, making good use of the professional skills of the congregation. Responsibilities include Charitable Giving, Health & Safety, Safeguarding, GDPR and insurance.



Our parish continues to differentiate itself locally and grow in faith, by focusing on being in the mainstream of the Anglican tradition.



4 *Worship* *Regular Services*

The pattern of services across the parish is designed to offer the congregations a range of liturgy, while maintaining a manageable level of commitment for our clergy.

Time	Venue	Service	Mean Attendance		Online/Zoom Viewings
			2019	2021	
Sunday 8am	St. Mary's, Amersham	Holy Communion (BCP)	14	X	X
Sunday 9am	St. Mary's, Amersham	Matins (BCP)	14	X	12 (on Zoom)
Sunday 9am	All Saints', Coleshill	Holy Communion (alternating BCP & CW weekly)	28	23	X
Sunday 10.30am	St. Mary's, Amersham	Family Eucharist (CW)	92	71	131
Sunday 6pm	St. Mary's, Amersham	Evening Prayer (BCP) (Choral Evensong, 4th Sunday of the month)	20	12	72
Sunday 6pm (first Sunday of the month)	All Saints', Coleshill	Choral Evensong	15	X	X
Wednesday 10am	St. Mary's, Amersham	Holy Communion (BCP)	9	X	8 (on Zoom)



Our churches are at the centre of our communities, and we have traditionally very high attendances over the Christmas period, Easter Sunday and Remembrance Sunday.

The total number on the ecclesiastical roll, for both churches, is 309.





Regular Worship Online

Streaming Services

During the pandemic, both churches have embraced the opportunity to stream services online.

Although live attendance numbers have fallen (because of Government restrictions), both churches continue to stream live services, to an enthusiastic response.

St. Mary's has a live **Facebook feed** and we recently upgraded



the broadcast technology to continue to stream services after restrictions ease.

Although, of course, online services are never intended to replace face-to-face, the Family Eucharist at St. Mary's has attracted over 200 online worshippers. We see this as making us more accessible than ever before to people unable to come to church in "normal" times.

Occasional streaming for special services continues at All Saints'. The Mothering Sunday service, when our church reopened after restrictions eased slightly, attracted 50 worshippers online, as well as a live attendance similar to pre-COVID numbers.



The online experience at St. Mary's is now as close as you can get without being there!

Refreshing our online presence

We have recently redeveloped the parish website to make it clearer and easier to navigate.

The Parish website

Occasional Worship and Offices

Our beautiful church buildings, our welcoming clergy and our talented support teams are part of the framework of life in the community.



The size and demographics of the congregation and the town mean that the parish hosts significant numbers of baptisms, weddings and funerals.

Baptisms typically take place during the Family Eucharist service at St. Mary's or the morning Holy Communion service at Coleshill.

The Chilterns Crematorium is located in the parish and

the clergy team work closely with the staff there.

The parish is popular for weddings. The majority are held in St. Mary's. In 2019 there were 37 baptisms, 18 weddings and 47

funerals (11 in church and 36 at the Crematorium). In 2021 there were 12 baptisms, 24 weddings and 4 funerals in church and up to July 2021, 24 at the Crematorium.

Since 2017 a number of baptised children, after suitable preparation, have been admitted to communion before confirmation and a number of adults have also been baptised and confirmed.



Occasional Worship Themed Services at All Saints'

While both our churches hold community services, such as Remembrance Sunday and Mothering Sunday, All Saints' especially has a strong team who support occasional and themed services, to engage with younger members of the community.

Once a term, a short service is held in church to encourage and welcome non-regular churchgoers from the local school.

Three or four times a year, midweek communion is held at midday, instead of 9.00, for those who may find it hard to make the earlier time.

Many festival services include active participation for the local children. Festival stories

are narrated while children dress in a variety of costumes. A part is found for everyone, it's a lot of fun and completely ad-lib for our young actors!

We also run an annual pet service in our churchyard, where our special guests are some local alpacas, as well as the usual cats, dogs, rabbits.

Our annual Bee Service recognises the contributions to the environment made by these amazing creatures and supports the youngsters' Bee Club, with our own hive in the All Saints' churchyard. It's also a great opportunity for our clergy to dress up too!



While we take what we do VERY seriously, we don't take ourselves too seriously!



Active Worship and Groups

We have a wide range of activities across both churches, which continue to support the congregation to express and explore their faith.

The interruption of COVID has given us an opportunity to reframe and refresh how we approach some of these activities.



Choirs and Music

Both churches have well established choirs, each with their own musical director. Festival choral services take place during Christmas, Easter and other festive seasons.



Bell Ringers

St. Mary's has a committed team who ring our 12 bells. In addition to regular services and offices, they have done well when they represent the parish in striking competitions.



Creche/Sunday School

While attendance fluctuates, we have had eight to ten children in 2019 and now have a new volunteer dedicated to running and developing our Sunday school.

Walking Groups

Both churches have had active walking groups where a ramble was often followed by a pub lunch. For both churches there was an annual walk followed by communion at a local farm as well as an annual charity walk for Christian Aid week, followed by a soup lunch held in church.



Whenever there's a job to be done, people are there with an abundance of skill & experience to draw upon.



Taking care of our village

At All Saints' the village and congregation come together for regular litter picks and shrub management to keep our village beautiful.



Flower Arranging

Both churches have a team of talented volunteers who keep our churches beautifully decorated with elegant, seasonal floral arrangements, and who host occasional flower festivals.



Prayer and Bible Study groups

Prayer and Bible Study groups convened regularly before the pandemic. They are very likely to recommence, Covid restrictions permitting.



Weekly Coffee Morning

Normally at All Saints' during term time, a weekly coffee morning is held in the village hall for parents with young children.



Overseas Support

Both St. Mary's and All Saints' contribute regular and substantial support to a number of charities at home and overseas, including two mission partners from our congregation who work with homeless children in Central America.



Fetes and Festivals

Before the pandemic St. Mary's always held an annual church fete raising significant funds for mission and charitable giving. St. Mary's also hosts the local music and flower festivals and plays a key role in **Heritage Day**. All Saints' holds a joint church and village fete.

5 Our Community Amersham

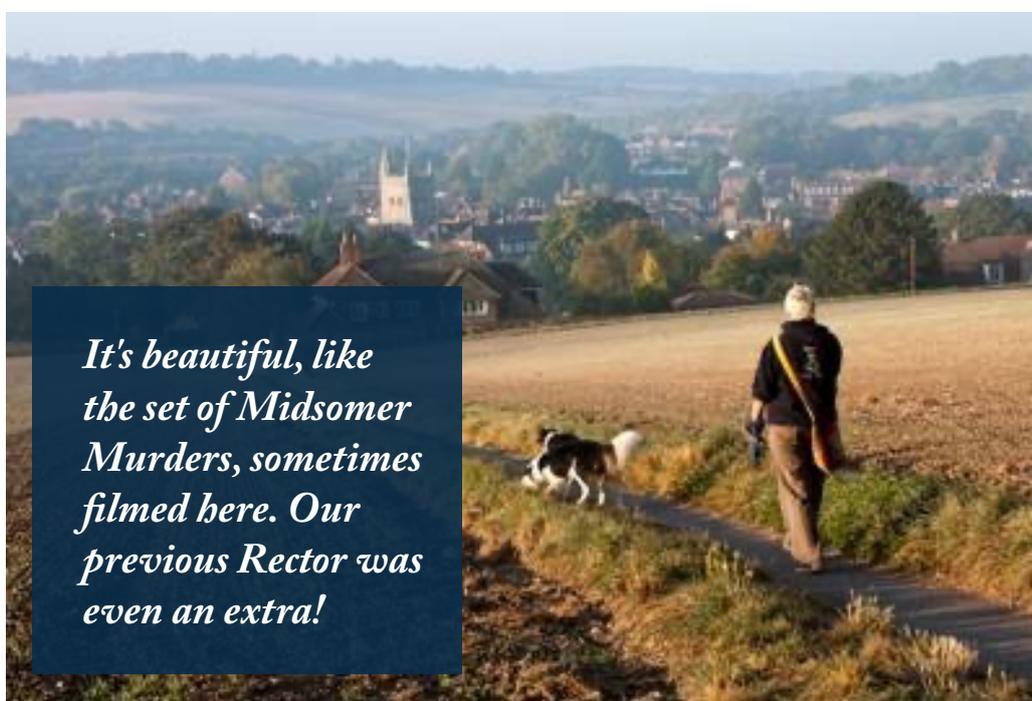
The Area

In an Area of Outstanding Natural Beauty, Amersham was named in 2021 by The Sunday Times as one of the Best Places to Live.

It's divided into two parts. The Old Town is a historic market town in the Misbourne Valley, where St. Mary's is centred. Amersham on the Hill developed at the end of the 19th century with the arrival of the railway.

Today, Chiltern Railways run direct trains from the station on the hill, taking just 35 minutes into the capital. Amersham is also the last stop on the Metropolitan line, making for great connectivity with London while also remaining at a comfortable distance!

Set apart from the parish of Amersham on the Hill, Old Amersham has a relaxed, vibrant atmosphere. It has award winning restaurants, friendly / trendy cafés, and characterful pubs, and is home to the excellent Amersham Museum.





The People

Amersham has a total population of around 23000, of which approximately 7500 are in the parish of Amersham and Coleshill. While precise figures are almost impossible to assess, the 2011 census suggested:

People are overwhelmingly middle class and well educated:

- 47% of the adult population have at least level 4 qualifications, degree or equivalent (double the national average 2011)
- There are however pockets of deprivation

The area is not particularly religiously or ethnically diverse:

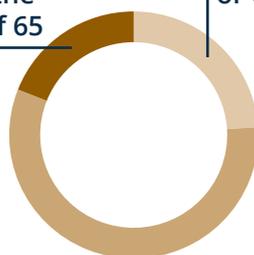
- Over 90% of the population is white – although this is expected to change in the 2021 census
- 66% identify as being Christian
- Under 5% identify as any other religion

Most people are employed

- Very low unemployment rate
- Only 2.6% were out of work in 2011

The age range is broadly in line with the national average

19% are over the age of 65



24% are 19 or under

Amersham Martyrs Community Play



St. Mary's Church hosts the Amersham Martyrs Community Play which will be performed for the fifth time from 15-26 March 2022. Involving 150 people of all ages, the promenade play tells the story of a small Tudor town traumatised/engulfed by two Lollard heresy trials in 1511 and 1521, which resulted in seven people burned at the stake on the hill above the town.

The eponymous Dr. Chaloner was also the Rector of Amersham between 1578 – 1621.

The Local Schools



St. Mary's Amersham is a Church of England primary school rated 'Good' by Ofsted and 'Outstanding' by SIAMS and has a close connection with our church that's very important to us. Regular services and assemblies are held for the school on notable dates throughout the year.

Buckinghamshire operates a wholly selective secondary education model. Most secondary children attend the Amersham School, OFSTED rated 'Good' which is also located within the ecclesiastical parish.

Both Dr. Challoner's Grammar (for boys, located in Amersham) and the High School (for girls, located in Little Chalfont) are selective schools rated as "Outstanding" by Ofsted.

They both have links with St. Mary's, running occasional services at our church each year, including carol services.

Amersham School

Dr. Challoner's Grammar School

St. Mary's C of E Primary School

Local Leisure & Music



The Amersham area has a range of sports and leisure activities including cricket, football, rugby, judo and equestrianism. Many are nationally competitive.

Just outside the parish, a new state-of-the-art leisure and community centre is due for completion at the end of this year. Perfect for indoor climbing, swimming, the gym or even a relaxing spa visit!

Among other music making events, St. Mary's hosts the Amersham Festival of Music, each year. One of the top annual musical events in South Bucks, this is designed to promote music making of the highest professional quality in the local area. ▶

Local Churches



Amersham and Chesham Bois have an abundance of local churches with whom we keep in touch.

Amersham on the Hill is in the parish of St. Michael and All Angels, in the catholic tradition.

St. Leonard's, Chesham Bois and King's Church, Amersham, are both in the Evangelical / Charismatic tradition.

Catch-up lunches and coffee mornings happen regularly for the clergy to keep each other up-to-date.





Coleshill is an idyllic village. Open, with a warm welcome...



Our Community Coleshill



Coleshill is a peaceful, picturesque village, immediately south of Amersham, on the other side of the Misbourne Valley.

With a population of 525 in 2019, the village is centred around All Saints' Church, its village hall, the infant school, the common, the village pond and the **Red Lion Pub**.

Coleshill is steeped in history, but also a thriving modern community. While many of the congregation of All Saints' have lived in the village for many years, there is still a regular turnover of new people moving into the area.

The village infant school is popular, with small classes drawing children from beyond the Coleshill catchment from surrounding villages and Amersham. **Coleshill Church of England Infant School**

(Ofsted and SIAMS rated 'Good') has a very close connection with All Saints' Church. Outside of pandemic restrictions, the school holds regular services and assemblies there.

Coleshill hosts events such as Village Day, and has active cricket and tennis clubs, a Women's Institute and a quarterly newsletter which keeps the residents up to date with what's happening and when.



6

Our Resources Our Personnel

Our Clergy Team



Rev'd Tim Barnard
Associate Rector



Rev'd Sue Gill
Associate Rector



Sheila Shield
Licensed Lay Minister

Operations



Dorothy Potter
Parish Administrator



Loraine Hollett
Sacristan and PCC



Edward McCall
Organist & Musical Director



Simon Hollett
Children's Worker



Jan Galloway
Tower Captain

St. Mary's CE Primary School



Julie Hills
Headteacher



Jacquie Rouse
Chair of Governors



Jo Coldham
Flower Co-ordinator



Howard Hughes
Chief Sidesperson



Ruth Murphy
All Saints' Organist & Musical Director



Dumpy Swerling
All Saints' Sacristan

Lay Leadership



Steve Johnson
PCC Secretary and Safeguarding Officer



Graeme Coles
Treasurer & Deanery Synod



Susan Pounce
Church Warden



Valerie Simmonds
Church Warden



Peter Clackett
Coleshill Treasurer



Sarah Ainsworth-Coles
Electoral Roll Officer
PCC member



Clare Atkinson
Planned Giving & PCC Member



Louise Baneke
Mission, Charitable Giving & PCC Member



Nadia Daly
GDPR, Insurance & PCC Member



Clare Samuels
Safeguarding & PCC Member



Petrina Clackett
Coleshill Church Warden



Howard Pool
Coleshill Church Warden



Lucy Brown
Website & PCC Member



Mark Paton
Marketing & PCC Member



Melissa Jackson
Parish Profile & PCC Member



Roy Evans
PCC Member



Bart Schmal
PCC Member



Karen Martin
PCC Member



Our Buildings

The Rectory

The Rectory designed by architect Basil Spence, is a 35-year-old building within a hundred yards of St. Mary's Church. It's a beautifully positioned detached home with a large wraparound garden and ample parking, within the old town. Downstairs, there are four good sized reception rooms, an eat-in kitchen and utility room. Upstairs, off a wide landing, are four double bedrooms and a large, family bathroom.



The Church Rooms

The Church Rooms stand across the road from St. Mary's Church. This part-flint-knap-part-timber building was recently redecorated. There's a main hall with kitchen and a meeting room. This is mainly used by the Church or for casual letting, such as local art, music and fitness groups, children's parties as well as the local parent/carer toddler groups (pre-COVID). The lack of parking on-site does present a challenge for some users, but the centre of the Old Town has plenty of parking nearby.

31 Piggotts End

31 Piggotts End is a semi-detached property, dating from the 1960s, which is owned by the Parish as accommodation for a curate. It is a few minutes' walk from St. Mary's church. The accommodation comprises a living room, kitchen, three bedrooms and a bathroom

Coleshill Village Hall is just opposite All Saints'. It is not church property, but is often used for Church events such as the harvest lunch or coffee after the family service.

and small back garden. It is in good condition and is currently let with the permission of the Diocese through a local estate agent.

Amersham Almshouses

There are two sets of almshouses provided by Amersham United Charities. The Rector is an ex-officio trustee.



Our Financial Health

The Parish has a volunteer Finance Team that has two key objectives, to:

Implement strategies and controls to maintain a financially sustainable future for the parish

Provide financial and strategic guidance to support both Mission & Fabric projects across the Parish.

Our churches are in good financial health: which is amazing given the recent challenges of the pandemic.

The Parish generates income from our four buildings: our two churches, community bookings in our Church Rooms and rental generated at our Piggotts End house.

As a parish, we have spent in excess of £200k in the last two years on improving our buildings to uphold a good standard.

We are committed to managing our operational cashflow efficiently. This is evident in showing an operational cash surplus in seven out of the last eight years, including COVID 19 affected 2020.

This is achieved by doing the basics well, for example generating income (services/planned giving/community bookings etc.) and

controlling our costs (currently c£17k per month). We are committed and proud to pay our Parish Share in full, every year.

We have a strong balance sheet (c£600k), even with the exceptional spend in last two years, with a good spread between Unrestricted/Restricted and Endowed Funds.

From 1st January 2022, the Finance team will implement our One Parish Finance Strategy. It will provide further support to cashflow and financial controls across the parish.

A full financial report is presented at each quarterly PCC (please refer to the Annual Treasurer's Report in the Appendices).

Steve Poulson is our link missionary working through the Church Mission Society. After serving as a youth worker at St. Mary's Church in Amersham, Steve followed his call to work with Street Kids Direct in Honduras. Steve works with street-connected vulnerable children and young people ensuring mentoring programmes are in place and that safe spaces for at-risk children and young people are created. He also supports local project development and helps those projects start small businesses to create sustainability.



Steve Poulson
Church Mission Society



Our New Rector We're Looking For...



We realise – like all parishes – we're asking for a member of the angelic host to become our new Rector, but we're also realistic enough to accept that while they may not have everything we're looking for, we can trust God to fill in the gaps!

Prayer, Worship & Mission

- A creative and sensitive spiritual leader, able to point others to Christ by sharing their Christian convictions
- To preach and teach in a way that challenges, inspires and revitalises, to develop our faith
- To conduct worship at a variety of levels, including major festivals and formal occasions
- To further develop our vision for our mission and ministry and help us to achieve it
- To be committed to developing their own skills and understanding, with time put aside for reflection, quiet days and life outside the church
- Encourage financial stewardship including supporting charities



To discern, develop and make the most of people's gifts and skills, recognising and encouraging all contributions to the life of our churches.

“An organised and proactive leader, visible and listening to the community, playing a full part in it, building strong relationships”

Leading Our Congregations

With the ability to:

- Lead collaboratively, sharing the lead in worship with others
- Delegate effectively, working with and developing the skills of others to take on new roles, including
 - Supporting lay people in preaching and encouraging others to take on the task
 - To further develop a pastoral care team within the parish and make use of the gifts and skills of others, in addition to their own
- Nurture the growth of church membership of all ages, by understanding, relating to and responding to the needs of different generations
- Value our current mix of services, adding to and further enriching them to relate to younger families, children and young people, in particular

In The Community

Community development & leadership

- To engage and play a full part in community life;
 - To be visible, approachable and a good listener
 - With a willingness and ability to build relationships
 - To be sensitive and understanding of the varied pastoral needs in our communities
- To be proactive in developing links and partnerships with organisations, community leaders and educational establishments
- To lead and attend necessary meetings but delegate where appropriate to other skilled people
- To be involved in the deanery and diocese, both through chapter and synod
- To appreciate the need for good organisation within the parish to ensure that all administration is up-to-date and that the structures, processes and policies meet with legal and diocesan requirements



We Offer You

The opportunity to set a new direction, starting a new chapter.

- A strong, friendly supporting clergy team
- A committed and energetic team of lay people



- Well-loved and well-maintained historic church buildings
- A well-organised parish, in good health and eager for new direction



- Bright, receptive, enthusiastic and committed congregations, with skills to contribute and draw from
- The local amenities and support to enjoy a wonderful quality of life



Oxford Diocese and Amersham Deanery Information

The Diocese of Oxford

The Diocese of Oxford serves the mission of the Church in Buckinghamshire, Berkshire and Oxfordshire. The Diocese comprises more than 600 parishes, with over 800 churches, serving a diverse population of more than 2 million people located in all types of settings.

Due to the size and complexity of the Diocese, we have three Area Bishops who exercise considerable strategic and pastoral oversight for their Areas. The Bishop of

Buckingham is the Rt Rev'd Dr Alan Wilson who has been the Area Bishop since 2003. The Archdeacon of Buckingham is Ven Guy Elmore who has been in post since 2016.

Since the appointment in 2017 of the Rt Rev'd Dr Steven Croft as Bishop of Oxford, a new common vision has emerged for the Diocese of Oxford. The vision is based on the qualities described in The Beatitudes and addresses what kind of church we are called to be:

A more Christ-like Church for the sake of God's world: contemplative, compassionate, courageous.

Together we have identified seven themes for our common life. These are not a description of everything the Church does, but they do represent the areas God is currently calling us to:

- Making a bigger difference in the world
- Sharing our faith and growing the local church
- Growing new congregations
- Serving every school in our communities
- Setting the discipleship of all at the heart of our common life
- Celebrating and blessing the city of Milton Keynes
- Engaging in new ways with young people, families and children



These priorities are being supported centrally by resources, training, conferences, workshops, and much more. The diocese is inviting benefices and their priests to share a vision rather than demanding a response. It wants all its clergy to flourish in ministry and to deepen their enjoyment of God.

It is hoped that all clergy appointed into the Archdeaconry of Buckingham will want to commit to the Diocesan vision and to encouraging their benefices to share in becoming a more Christ-like church for the sake of God's world.

Amersham Deanery

With 12 parishes or benefices made up of 31 churches, Amersham Deanery is one of the largest and almost certainly the wealthiest deanery in Oxford Diocese. In addition to the four big towns of Amersham, Beaconsfield, Chesham and Chalfont St. Peter/Gerrards Cross, there are smaller rural villages. While many households could be described as 'comfortable' there are patches of significantly less prosperous housing.

There is an excellent spirit of co-operation between all the parishes in the deanery, and the clergy chapter is strong and meets four times a year. The Area Dean provides pastoral care and supervision for incumbents and can be relied on to provide a listening ear, help and advice, whenever needed. Deanery Synod meets three or four times a year, and elects 3 clergy and 6 lay members to the Diocesan Synod.

Click on the link below to learn more about the Amersham Deanery.

[Amersham Deanery Website](#)

Area Dean

Rev'd Peggy Ludlow





APPENDICES ►

Appendix 1 Parish of Amersham with Coleshill Details of the Post

Appendix 2 Amersham with Coleshill Treasurers Report 2021



SECTION ONE: DETAILS OF POST

Role title: Rector
Type of Role: full time stipendiary
Name of benefice: St Mary Amersham with All Saints Coleshill
Episcopal area: Oxford
Deanery: **Amersham**
Archdeaconry: Buckinghamshire
Conditions of Service: Please refer to Statements of Particulars document issued in conjunction with this role description

Key contact for

Clergy Terms of Service:

(use only for those on Common Tenure)

This role falls within the Clergy Terms of Service formally known as Common Tenure. The Archdeacon of Buckingham is the designated person by the Bishop of Oxford to issue the Statement of Particulars for the post holder

Accountability

Priests share with the Bishop in the oversight of the Church. Whilst, as an office holder, the individual is expected to lead and prioritise work in line with the purpose of the role, they are encouraged to inform the incumbent (in case of assistant priests) and Archdeacon and Church Warden/s (in case of incumbents) about any issues exceptional or otherwise that have the potential to affect ongoing delivery of ministry

Additional

Responsibility

N/A

SECTION TWO: CONTEXT Wider Context

The Diocese of Oxford and the Archdeaconry of Buckingham

The Diocese of Oxford serves the mission of the Church in Buckinghamshire, Berkshire and Oxfordshire. The Diocese comprises more than 600 parishes, with over 800 churches, serving a diverse population of more than 2 million people located in all types of settings.

Due to the size and complexity of the Diocese, we have three Area Bishops who exercise considerable strategic and pastoral oversight for their Areas. The Bishop of Buckingham is the Rt Rev'd Alan Wilson who has been the Area Bishop since 2003. The Archdeacon of Buckingham is Ven Guy Elsmore who has been in post since 2016. In September 2020, Revd Canon Chris Bull was appointed Associate Archdeacon of Buckingham.

Through prayer, listening and discernment [a common vision has emerged for the Diocese of Oxford](#). The vision is based on the qualities described in The Beatitudes and addresses what kind of church we are called to be:

**a more Christ-like Church for the sake of God's world:
contemplative, compassionate, courageous.**

Our Common Vision continues to emerge as we identify together areas of our common life where we believe God is calling to focus. The [diocesan focal areas](#) are not a description of everything we do, but these priorities are being supported centrally by resources, training, conferences, workshops, and much more. The diocese is inviting benefices and their clergy to share a vision rather than demanding a response, motivated by hope not driven by anxiety, and thereby to flourish in their ministry. It is hoped that clergy appointed into the Archdeaconry of Buckingham will want to commit to this vision and encourage their benefice to share in becoming a more Christ-like church for the sake of God's world.

Local Context

For more detailed information, please refer to the Parish Profile.

Our parish of Amersham with Coleshill is made up of two churches: St Mary the Virgin, Old Amersham, and All Saints', Coleshill. Our churches are at the centre of our communities, and we have traditionally very high attendances for over the Christmas period, Easter Sunday and Remembrance Sunday. Both churches have long established choirs who sing services and monthly choral evensong. Festal services at Christmas and Easter are a regular part of the life of the parish. We want to build on our strong choral tradition, and we are keen that the new Rector works with our Directors of Music to do this. Thanks to the hard work by the Parish Treasurer, the financial position of the Parish as a whole and of both the churches is sound. We have a strong supporting team of clergy with committed and energetic lay people and we worship in well-loved and well-maintained historic church buildings. We need to grow, numerically and spiritually and we need to attract more families and young people. We are looking for a person with strong interpersonal and pastoral skills to provide leadership and encouragement for our journey in faith, to realise our vision and engage fully with our local community.

SECTION THREE: ROLE PURPOSE AND KEY RESPONSIBILITIES

General:

- A. To exercise the cure of souls shared with the bishop in *this benefice*¹ in collaboration with colleagues including the praying of the Daily Office, the administration of the sacraments and preaching
- B. To have regard to the calling and responsibilities of the clergy (as described in the Canons, the Ordinal, the Code of Professional Conduct for the Clergy) and other relevant legislation including
- bringing the grace and truth of Christ to this generation and making him known to those in your care.
 - instructing the parishioners in the Christian faith
 - preparing candidates for confirmation
 - diligently visiting the parishioners of the benefice, particularly those who are sick and infirm providing spiritual counsel and advice.
 - consulting with the parochial church council on matters of general concern and importance to the benefice
 - bringing the needs of the world before God in intercession
 - calling your hearers to repentance and *declaring in Christ's name the absolution and forgiveness of their sins*² *blessing people in God's name*²
 - preparing people for their death
 - discerning and fostering the gifts of all God's people
 - being faithful in prayer, expectant and watchful for the signs of God's presence, as he reveals his kingdom among us
- C. To share in the wider work of the deanery and diocese as appropriate, for the building up of the whole Body Christ

Key responsibilities specific to the local situation

Prayer, Worship and Mission

- To be a creative and sensitive spiritual leader, able to point others to Christ by sharing their Christian convictions
- To preach and teach in a way that challenges, inspires, revitalises and helps to develop our faith
- To conduct worship at a variety of levels, including major festivals and formal occasions
- To further develop our vision for our mission and ministry and help us to achieve it
- To be committed to developing their own skills and understanding, with time put aside for reflection, quiet days and life outside the church.
- encourage financial stewardship including supporting the mission and charity links of the parish

Leading our Congregations

- Lead collaboratively, sharing the lead in worship with others
-

- Delegate effectively, working with and developing the skills of others to take on new roles, including supporting the lay people who currently preach and encouraging others to take on the task
- To develop further a pastoral care team within the parish and make use of the gifts and skills of others, in addition to their own
- Nurture the growth of church membership of all ages, by understanding , relating to and responding to the needs of different generations.
- Value our current mix of services, adding to and enriching them to relate to younger families, children and young people

In the Community – Community development and leadership

- To engage and play a full part in community life
- To be visible, approachable and a good listener with a willingness and ability to build relationships
- To be sensitive and understanding of the varied pastoral needs in our communities
- To be proactive in developing links and partnerships with organisations, community leaders and educational establishments
- To lead and attend necessary meetings but delegate where appropriate to other skilled people
- To be involved in the deanery and diocese, both through chapter and synod
- To appreciate the need for good organisation within the parish to ensure that all administration is up-to-date and that the structures, processes and policies meet legal and diocesan requirements.

The key responsibilities listed above may be supported by long and short term objectives to be agreed between the post holder and the incumbent (in the case of an assistant priest) or the Archdeacon and Church Wardens (in the case of incumbents)

Other responsibilities

- Participate in the Bishop’s Ministerial Development Review scheme and engage in Continuing Ministerial Development
- Carry out any other duties and responsibilities as required in line with the benefice needs.
- Take care for their wellbeing including health and safety and building a good repertoire of spiritual and psychological strategies

SECTION FOUR: BENEFICE SUMMARY

The Benefice of

Benefice: St Mary Amersham with All Saints Coleshill

Patron William Tyrwhitt-Drake

PCC: Four Churchwardens:

Ministers: 2 non-stipendiary

Benefice paid staff: 1

Benefice unpaid staff n/a

Buildings: 2 x churches, 1 x parish room. Rectory

Churchyards: 1 closed, 1 open

Church Tradition: Mainstream Anglican
Pastoral Reorganisation proposals: None

For more detailed information, please refer to the Parish Profile.

SECTION FIVE: KEY CONTACTS FOR THE ROLE

Generic and specific to the role

Groups & committees

- The PCC(s)
- Deanery Chapter
- Deanery Synod
- Deanery Pastoral Committee

In the benefice

- Churchwardens
- Ministerial Colleagues
- Head teachers of St. Mary's C of E Primary VA Coleshill Village school VC
- Almshouse Trustees

Support structures

- Area Dean
- Archdeacon
- Staff at The Diocesan Office with key responsibilities for various aspects of supporting parochial ministry
- Area Bishop

SECTION SIX: OTHER

Relevant Documentation

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

The Ordinal

The Canons of the Church of England

Guidance for the Professional Conduct of Clergy

Bishop's Licence

Statement of Particulars issued to the office-holder on successful appointment
Diocesan Clergy Handbook Parish Profile

Ministry Action Plans (MAPs)

Role description signed off by: The Venerable [insert name]
Archdeacon of [insert area]

Date: XX.20XX

To be reviewed next on: XX.20

Person Specification

Qualifications/Training

Essential

- Ordained priest within the Church of England
- Have satisfactorily completed Initial Ministerial Education
- Willingness to engage in further training that enhances the skills of community leadership

Experience

Essential

- Engagement with and pastoral support for people of all ages
- Responsibility in a complex organisation with substantial resources (for example people and buildings) to manage
- Priestly ministry at incumbent level involving vision setting and team development

Knowledge/Skills and Competencies

Essential

- Ability to preach well in a variety of styles and formats to a broad range of listeners with varying outlooks, ages and understanding.
- The ability to identify and respond to opportunities for mission
- An ability to make and build on links with individuals and community organisations whose involvement with the Church is limited.
- Leadership skills including the ability to motivate, inspire and effectively coordinate volunteers

Desirable

- Collaborative working especially with volunteers and other churches.
- Ability to organise resources effectively to meet a large number of demands

General Attributes

Essential

- Empathy with the values of the diocese and those of the benefice
- Able to work in sympathy with the Eucharistic tradition of the Benefice.
- An appreciation of the opportunities provided by the Church's place within the existing secular structures for developing links with those not actively involved
- Evidence of a deep prayer life and ability to draw on a wide range of spiritual resources
- A love of church choral music in particular and an understanding of how it can draw people to God

Desirable

- An ecumenical outlook and willingness to work with local churches and faith groups
- Good singing voice

Other

A passion for learning and personal development.

To comply with the Diocesan Safeguarding Policy

**Amersham with Coleshill PCC
Annual Treasurer's Report
For the year ended 31 December 2020**

I am pleased to provide you with our annual accounts and this Executive Summary:

Key objectives for 2020 were to:

1. To continue to implement strategies and controls to following strong 2019 financial results in order to build financial sustainability that will future proof the finances of the parish.
2. Provide finance and strategic guidance to support both Mission and major fabric proposals at St Marys in 2020 and beyond.
3. Consider and deliver initiatives to support both fundraising and church giving.

As reported at our quarterly PCC meetings, the finance of the parish changed significantly with COVID (C19) Pandemic and whilst the key objectives above remained, the world in which we derived income changed substantially given church closure & social distancing.

Summary of Financial Performance for the year ended 31 December 2020:

- Operational Surplus: Unrestricted Funds has a surplus of £37,926. Given the extraordinary year, important to add much needed context to this figure.
 - Due to generosity of the congregation to support the parish, unrestricted gifts & cash offerings increased by £36,850 on previous year, therefore by deducting this amount we are produced an operational surplus of £1,076.
 - Tax Efficient Giving down £11,757 (11.5%) however due to good management of Planned Giving we have increased our recovery of Gift Aid by £6,182 (23%)
 - Cash Collections down £14,553 (73%) – largely down to church closure.
 - Income from Church Activities down £26,776 (43%)
 - Special Services – significantly down due to C19 – as a parish we were down £8,075 from 2019 due to significant reduction in weddings.
 - Church Rooms – significantly impacted due to C19 – however due to changes in volunteers we took decision to move finances of the Church Rooms within our main trading accounts. In summary & despite everything CR made a small surplus of £114. Good news that we now have a new team looking at how best we can use and market the Parish rooms as a valuable community asset.
 - PE continues to generate positive cashflow (not without its dramas) of £12k – due to significant capex in 2019 we did not spend much in 2020. However, we will need to work closely with Hadlands (property agents) to minimise any potential voids.
- Operational Expenditure decreased by £2,382. Key area that supported this was small (but very important) reduction in Parish Share – down 3.6k. Despite everything and unlike many parishes across the country we paid our parish share in full (£91k).

- We are very strong on controlling costs but would be fair to say given C19, it was bordering on obsessive in order to ensure we maintained strong cashflow during extraordinary times to cover fixed costs.
- Balance Sheet: down £94,177 (13.3%) to £613,434 from £707,611 – again, important context on balance sheet reduction is the significant fabric spend on St Mary’s Church & the Parish rooms.
 - Note – On the accounts there is a note stating “ An adjustment has been made to the brought forward restricted & unrestricted funds for an amendment to an item of expenditure in the prior year”. The adjustment to the brought forward balances (net nil movement) is to do with the special services fees and costs on page 6. This was incorrectly shown as unrestricted expenditure last year so I asked for an adjustment to the brought forward balances to be made and corrected it’s posting this year. Last year’s figure was £13,174 which is adjustment to the brought forward figures.
- It is important to understand when analysing Parish Finances that there are 3 types of Funds:
 - Unrestricted Funds – general funds for general objectives of the church – Day to day operational cash flow but does include unrestricted assets of which £89,000 is the Curate’s House – decreased by £51,604 to £243,857. The PCC is well endowed and has c£154k (not incl PE fixed Asset value) on unrestricted funds as at 31 December 2020. Funds also exist for the maintenance of both churches.
 - Restricted Funds –can only be used for the specific purpose for which they have been given e.g. Fabric – decreased by £53,327 to £198,137.
 - Endowment Funds – represent endowments where capital must be maintained and the dividend income used only for the restricted purposes specified in the establishment of the endowments – increased by £10,754 to £171,440.

2020 was an exceptional year due to C19 impact. As a parish we used the St Marys Church & Church Rooms closure to complete important fabric works on both buildings:

- St Mary’s Church – 2 key projects were completed utilising Parker Trust monies – as previously reported to the PCC I had transferred £60k from PT in readiness of the start of the works and then transferred the remaining £79k in July 2020.
 - Electricity & Lighting – Lowe & Oliver £57,330 (incl VAT)
 - Decoration Project – Clarks Construction £75,182 (incl VAT)
 - Other additional costs including the [Comper](#) lighting units and Evan & Crawley project management costs
 - Due to the hard work from many but Susan Pounce in particular the projects were completed within timescale and budget.
- Church Rooms – significant works in in H1 / 2020 that cost £33,146 – this addresses a number of outstanding fabric issues from earlier quinquennial inspections in order to future proof the property.

Appendix 2 Finance

- Listed Places of Worship Scheme – we successfully claimed back & received £23,238 VAT paid for Church fabric works – this is timely as we are due a quinquennial inspection albeit with the major works completed at St Mary's & Church Rooms and with Peter Clackett working closely on All Saints then we should be able to manage any associated costs albeit with the ages of our buildings you never know.

The importance of the completed works in 2020 is that as we now move into post C19 recovery world, that all our buildings are in good condition to support our mission, community & income generation.

Planned Giving is our largest income source and we must thank every one of our congregation for their contribution. As stated earlier our congregation has been unbelievable and supported the church during C19. Although Tax efficient Giving & Cash collections were down for obvious reasons in 2020, we did receive £38,595 in unrestricted gifts and £5k specifically for the new Organ fund. Without ongoing Planned Giving and these generous "one offs" we simply cannot function. We are now in a position due to the generosity of our congregation to be able to look to increase our mission reach (consideration for Family / Youth Worker), access to our services (our own congregation & beyond), work in the community and support to good causes. Thank you for what you donate now. If you are able to give more then I can assure you that we will put it to very good use and that every penny is accounted for and nothing is wasted.

C19 severely impacted Mission Giving in 2020 due to not being able to hold annual church fete, church closures that has led to significantly reduced special services (weddings, funerals & baptisms) and restricted cashflow. We did continue to support [Steve Poulson](#) / CMS with his important work in Honduras but our support to other good causes was significantly impacted. Already, we can see that our Mission Giving in 2021 is increasing (Book & Plant Stall deserves a particular mention) and I will be working with the Mission Giving committee to ensure that we strive to get back to our pre C19 levels in 2021.

Good Box Contactless Machines has become an important part of church finances. In 2020, we had 292 transactions totalling £1651.00 – All Saints had 64 transactions totalling £493 and St Mary's had 228 transactions totalling £1168.00. Therefore after 2.5% charge and the 10p per transaction charge we as a PCC received £1580.53. Good Box continues to increase in importance in terms of income generation and we now have machines not only at both St Mary's and All Saints but also at the Book & Plant Stall. So far in 2021 after 5 months, we have already overtaken 2020 totals with £2080 from 396 transactions. It is proving popular with congregation, visitors and is supporting our Mission Giving with Book & Plant Stall.

Key Finance actions undertaken to address our key challenges and support delivery of sustainable 2020 financial Performance:

- Successful Listed Places of Worship scheme completed at StM – specific scheme to allow VAT re-claim on eligible fabric works on a 12 month basis.
- All Regulatory (incl Diocesan, HMRC & Charities Commission) returns up to date.

- Auditors have given us a clean report in the way that we are managing our finances and regulatory obligations.
- Comprehensive Treasurer's Report prepared and discussed at every PCC meeting.

Looking back on last year, and having spoken to numerous church treasurers and Rectors, we have fared better than most. We should be proud that we have continued to pay our Parish Share thus supporting Deanery and wider Diocese. We have used the closure to utilise restricted funds for the very purpose they were given to future proof our buildings and now we can look forward as the whole country comes out of lockdown to the new economic norm.

Looking forward post C19 and beyond, both Peter Clackett & myself have been working on our Parish Finance Simplification Strategy to help us move forward as One Parish. Given all that has happened, we have taken the decision to simplify our financial structure, have all accounts held together whilst each church would retain control of restricted funds. The benefits are many:

- Supports cashflow across the parish
- Provides a "One Parish" approach for all general "day to day" operations and will be more transparent when audited.
- The investments for both churches will remain separated. Each church will continue to maintain their investments to fund any unexpected fabric or operational costs.
- The church wardens for each church will continue to be responsible for the daily operation and maintenance of their building
- Have discussed with our Auditors Mercer Lewin who approve of this strategy.

We have already made changes to support successful implementation of this strategy by 1/1/2022 including closure of Church Rooms accounts, moving all Planned Giving to Clare Atkinson & key strategic cashflow changes to support All Saints. We have a detailed transition document that we are working through with milestones and regular reviews. I will be updating PCC on regular basis with progress.

Whilst we are working to deliver this important strategic objective, it is vital that we continue with focussed, disciplined management of our finances. Our 2020 cashflow showed that we needed £552 per day / £16,795 per month to run our parish, this is a significant amount of money that we need to raise just to stand still. The PCC is still well endowed with both unrestricted & restricted funds as at 31 December 2020 and as highlighted, funds also exist for the maintenance of both churches. As stated last year we do have ageing buildings that are expensive to maintain and keep to acceptable standards but we have gone some way in 2020 to future proof the buildings.

In summary, 2020 was an exceptional and difficult year. However, despite everything and with phenomenal support of our congregation we were able to show continued signs of financial stability & sustainability. Unfortunately, we had to postpone moving ahead with key strategic plans e.g. Family / Youth Worker but with our solid financial foundations we are in a good position to re-evaluate those decisions during 2021 / 2022.

Lastly, I would like to acknowledge the support from the Clergy, Church Wardens, PCC

Appendix 2 Finance

Members, Steve Johnson, Peter Clackett, Claire Atkinson. In particular, a special mention to Tim Harper for all his support during our time working together. Thank You.

Should you have any queries concerning the contents of this review or should you have any general questions about the parish finances, please do not hesitate to contact me via mobile 07703 963990 or email at treasurer-pcc@outlook.com.

Graeme Coles - PCC Treasurer
June 2021