Title Parishes 2019
Parish of Holy Trinity, Redditch: St Leonard’s Church, Beoley
Parish Profile
Bishop John Inge, Bishop of Worcester:

“Thank you for showing interest in serving your curacy in this diocese. I believe it to be a one full of potential at a creative moment in a diocese where exciting things are happening”

It is exciting because...
we are developing creative new patterns of ministry in these changing times: though there are fewer stipendiary clergy than in the recent past there are now more people offering licensed and authorised lay ministry than ever before;

we are implementing, after much reflection and consultation, an imaginative ‘Kingdom People’ vision which seeks to envision our people in their core task of proclaiming the Kingdom;

differences in ‘churchmanship’ are not divisive in a diocese which has a genuine ‘family feel’ to it;

we have a dynamic and mission minded Bishop’s Staff team committed to working with lay and ordained colleagues throughout the Diocese to join in God’s mission;

About the Diocese of Worcester
the Diocese of Worcester is one of 41 (42 including the Diocese in Europe) that make up the Church of England.
the Diocese of Worcester also forms part of the Province of Canterbury.
the diocese covers an area of 670 square miles and includes the County of Worcestershire, the Metropolitan Borough of Dudley, and a few parishes in northern Gloucestershire, south east Wolverhampton and Sandwell - so we are not short on variety (it’s a great place to serve a curacy, because we have nearly ever context you could imagine!)

From the urban north, with its impressive history and cultural mix, to the agricultural south where the rich colours of rural life flavour many people’s day to day experience, the diocese has much to offer to visitor, resident and worshipper alike.

The diocese was founded in around 679 by St Theodore of Canterbury for the tribe of the Hwicce. Today the diocese covers a population of 890,000. We have 93 benefices, 169 parishes and 276 churches.

In 2017:

11,600 people attended a church service on an average week
9,700 attended a church service on an average Sunday
There were 14,500 on the electoral roll of our churches
15,700 people attended Easter Services
39,600 people attended Christmas services
2,000 children and adults were baptised in our churches
780 weddings were conducted, and
2,700 people had a Church of England funeral in church or crematorium cemetery
Kingdom People

In 2010, a 2020 Vision Group was set up by Bishop's Council to try to discern what God's future vision might be for the Anglican Church in Worcestershire and Dudley. Discussion in this group identified that our churches should be places where the Kingdom is our core conversation and where the Kingdom values set out by Bishop John of love, compassion, justice and freedom are evident.

Following research undertaken in 2012 into what churches were already doing and what factors helped or hindered them in their activities, a Kingdom People vision has been set out. This is a vision for a Church which enables its people to be...

- Deeply rooted in prayer and study of the scriptures
- Renewed and transformed by regular worship
- Equipped to witness to the gospel of love, compassion, justice and freedom
- Dedicated to helping children, young people and young adults to belong and be nurtured in faith
- Devoted to growing deeply in discipleship, offering our time and talents and money to God
- Resourced and released to minister to others
- Ready to engage with and serve our community

The Kingdom People initiative aims to be a gift to the parishes and not an additional burden. It aims to provide a framework in which churches might flourish and grow rather than impose a blueprint of how every church should look. It has been promoted to parishes from autumn 2013. This includes the temporary employment of a Kingdom People Development Officer to encourage parishes to take up the “gift” and identify and train a network of volunteer facilitators to help them discern God’s way forward.

Ministry

There is a broad range of Churchmanship within the Diocese of Worcester. The Diocese has around 120 full-time stipendiary clergy, plus around 40 Non-stipendiary and Ministers in Secular Employment. We are also blessed with a large number of retired clergy, who continue to provide ministry to parishes across our diocese.

Education

In the Diocese of Worcester we are committed to work in schools and tertiary education. The diocesan area includes three Local Authorities, Worcestershire, Dudley and Sandwell. There are 97 Primary Church Schools in the Diocese and three Secondary Schools. The Diocese also offers programmes and resources to all schools in the area. There are a growing number of schools becoming Academies in which the Worcester Diocesan Academies Trust is developing a key role in that process.
Training Incumbent

Reverend Paul Irving
St Leonard’s Vicarage, Beoley,
Redditch B98 9AR.
01527 435683
revpaulirving@outlook.com

Date of ordination:
July 2010

Length of time in present role:
Since March 2014

Personal information, previous posts and experience:

Born and brought up in rural Gloucestershire, I studied French at the University of Wales, Bangor, and worked in secondary education for eleven years as a teacher of Modern Languages in Gloucester. I went to Trinity College Bristol in 2008 for theological training and served my title parish as curate in Taunton, before coming to Beoley in Redditch in 2014.

My principal role is as Team Vicar responsible for St Leonard’s Church, Beoley, and I live in the vicarage adjacent to the church itself. I also have a responsibility for education across the parish: both ministry with local schools and discipleship courses within our churches.

I am a Foundation Governor at St George’s School in Redditch and have served on the Diocesan Board of Education. I also serve as a Bishop’s Advisor for selection to ordained ministry, attending BAPs on a regular basis.

I am married to Ami, a Teaching Assistant, and we have two children (Harriet, 11, and Joseph, 8). I am interested in almost any sport involving a round ball!

Nature of post:
Training post for deacon who expects to be ordained priest.

The context & churches:

The ecclesial parish includes the churches of St Leonard’s Beoley, St Stephen’s, Redditch, St Philip’s, Webheath. Our Team Ministry also includes St Bartholomew’s, Tardebigge, and St Mary’s, Lower Bentley.

Redditch is a new town in a very accessible location, found within the Birmingham commuter belt and with excellent transport links and no more than two hours from London, Nottingham and Cardiff. Birmingham Airport also provides international travel with ease and we have an excellent road system.

Most shops in the town are situated in the Kingfisher Centre, and the town’s road system is modern and easy to navigate. We have a three-tier education system (first, middle and high schools), and many opportunities for recreation within the immediate and wider area.
The Holy Trinity Team
We are increasingly looking to work together as individual churches within the combined team of Holy Trinity, Redditch. We held a Vision Away Day in March 2017 and are continuing the process of discernment this Autumn and into Spring 2019.

We have four licensed LLMs (Readers) who are deployed across the team.

We have strong links with our local schools, especially at first-school level, and our clergy lead collective worship at eight different schools. Equally, our lay-led Open the Book team visit five schools, too, supported by enthusiastic and committed volunteers.

The team clergy currently hold five governor posts between us across the parish, retaining a keen interest and participation in educational management. Schools regularly visit our churches for educational purposes and seasonal services.

Regular Services @ St Leonard’s, Beoley
8.00am BCP Holy Communion
(first, third and fifth Sundays)
9.30am Informal Worship
(first Sunday Communion)
11.00am Holy Communion
(second and fourth Sundays)
11.00am Worship Service
(first and third Sundays)
3.00pm Baptism Service
(second and fourth Sundays)
5.30pm Healing Eucharist
(first Sunday)

Beoley is a small village on the outskirts of Redditch, and its ancient church is one of the oldest and most picturesque in the area, dating from around 1170.

We run regular courses across the parish, including at Lent, and have recently enjoyed the Bible Course through the summer of 2018, enabling church members to engage with Scripture on a new level.

The congregations come from a wide range of church backgrounds and we offer a number
of different worship styles: the quiet, reflective 8.00 BCP Communion; the informal, more contemporary style at 9.30, supported by our newly-formed music band; the traditional, liturgical services at 11.00.

Our Junior Church started in 2015 and is now an established part of our regular Sunday life, running initially monthly and recently having expanded to twice a month, planned and supported by a group of dedicated volunteers.

We have an active bell tower, an open churchyard, a faithful Mothers’ Union branch and a choir. St Leonard’s enjoys a high number of occasional offices, and its annual fundraising events are always highlights of the year – not least our very popular Summer Fête.

The last few years have seen a number of people grow in faith and come to confirmation:

St Stephen’s has a prominent place at the heart of the town of Redditch and has a civic role. The Team Vicar is the Revd Paul Lawlor, who also works half-time for Faith at Work in Worcestershire as a town centre chaplain. Paul is also the Rural Dean of Bromsgrove.

St. Philip’s is situated in the relatively prosperous and expanding neighbourhood of Webheath on the western edge of Redditch. The church was built in 1869/70, designed by F. Preedy and paid for by the Earl and Countess of Plymouth. It was for many years a daughter church of Tardebigge.

With funds from the recent sale of a piece of land owned by the church significant modernisation of the building took place over recent years. The next phase is to extend St. Philip’s to provide a meeting room, toilets, and a small kitchen and coffee bar and storage space and so encourage more local community use.
St. Philip’s has strong ties with its neighbour, Saltways Cheshire Home. Residents attend church weekly and a monthly service is held in the home. Similar services take place in other residential homes, supported by members of the congregation.

The church is in the Central tradition, with attendance on an average Sunday around 40. Rev Richard Clark is responsible for St Philip’s and lives in the adjacent vicarage. Richard is also the Team Rector and oversees the strategy and direction of the whole parish.

Services @ St Bartholomew’s, Tardebigge

8.00am  BCP Holy Communion
         (Second and fourth Sundays)
9.30am  Café Church
         (First Sunday)
9.30am  Worship for All
         (Fourth Sunday)
11.00am Holy Communion
         (Second and fourth Sundays)
         Including Sunday Funday
11.00am Informal Worship
         (First and third Sundays)

St. Bartholomew’s is a very striking building set on a hill top roughly half way between Redditch and Bromsgrove and seen dramatically from the highway between the two towns. There has been a church on the site for more than a thousand years, testified to in the Saxon name Tardebigge meaning ‘tower on a hill’.

The parish is extensive but largely rural, with a total population of 6,000. More than half of these live within the outlying Redditch district of Brockhill. Although adjacent to older housing areas in Redditch this remained undeveloped until the late 1990’s and house building continues to expand.

Adjacent to the church, on the same site, is the Tardebigge Church of England (Aided) First School – the only school in the parish - and the modern and well-appointed Tardebigge Community Hall, as well as a separate Church Hall. The old school house is owned by the PCC and there is an extensive burial ground overlooking the Birmingham-Worcester Canal.

Links between the school and church are extensive. Assemblies are held in the church, including an Open the Book team, and members of the congregation serve as governors, including the incumbent, and there is an active team that work in the classroom with teachers.

A Sunday School, aimed at children and their parents and called ‘Sunday Funday’, meets on the fourth Sunday of the month at the same time as the mid-morning service. There are a number of social groups including the Spring Greens (young women); Evergreens (a fellowship for the older generation); and a men’s group.

St Bartholomew’s is an independent parish, with Rev Richard Clark as incumbent. The church shares in the team ministry, and all members of the clergy and Lay Readers are deployable here.
Services @ St Mary’s, Lower Bentley
9.30am Holy Communion
(Second Sunday)

St. Mary’s is a small brick built chapel seating 40 people in the hamlet of Lower Bentley. Built in 1885 it is situated in the heart of the farming communities of the Bentleys. There is a well-attended service once a month at 9.30 a.m. which is either Holy Communion (BCP or CW) or a family service. The chapel is licenced for weddings.

Lay Involvement
All of our churches are supported by dedicated and passionate lay teams in all areas of life and ministry. Increasingly, we have seen a desire to work together across churches in order to grow the kingdom, and this is something we hope and pray will continue.

Our strong team of church wardens (above) look after all kinds of areas of church life, and they are supported by any number of others. Some exercise ministry in formal ways (LLMs, ALMs etc) but most simply serve according to their gifts and capacity.

St Leonard’s is currently running a sermon series on ‘calling’, which is encouraging all members to reflect on what and how they can offer to the church. We pray it is a fruitful exercise.

Study Groups and Courses
We have worked hard in recent years to grow in this area. House groups were introduced around three years ago and are now firmly embedded, providing regular sustenance and fellowship.

Equally, we run regular study courses across the parish in order to grow in knowledge and faith. Lent Courses have been well attended, and our 2018 Bible Study Course proved successful, too.

We have run successful Alpha Courses, using a variety of different venues and formats. We are currently considering whether and how we might use the new Alpha material, and how best to engage in evangelism locally.
Areas of particular mission and ministry

We are currently considering our mission in the medium term and the HTV (Holy Trinity Vision) process consists of evening seminars in autumn 2018, followed by a parish away day in February 2019. This follows an away day in early 2017 facilitated by the Archdeacon of Dudley.

At the away day in 2017, the following outcomes emerged:

- Build Parish/team identity; more involvement together.
- Better sharing of information sharing resources and streamlining.
- Regular joint services (5th Sundays); annual parish service on Trinity Sunday.
- Joint social events.
- Exchange of lay worship leaders/teams.
- Evangelistic outreach to adults.
- Prioritise what we can do realistically.
- Open access to churches.
- Outreach to children.
- We acknowledged again St Stephen’s as the central or "hub" church building.

We are using these as a starting point for the current discussions, and hope and pray that God will lead us into a clear vision of where He wants us to go next.

Areas and types of co-operation with other local churches (either Anglican or ecumenical)

Redditch has a strong Christian community with representation from a number of different denominations. A monthly ministers breakfast enables leaders to meet informally, grow relationships and share together.

We are part of an active deanery, and our own Paul Lawlor is Rural Dean. Anglican clergy meet regularly, and our deanery synod also provides a forum for church members, lay and clergy, to come together.

Like many towns, we often find we work best interdenominationally through specific activities, and our Messy Churches, Open the Book teams and Foodbank would be excellent examples of this.

At the same time, seasonal opportunities arise for mutual cooperation with other churches. Carol singing is once again planned this Christmas at the Kingfisher Centre, and an Easter Walk of Witness always attracts strong support.

The ecumenical Walk of Witness at Easter outside St Stephen’s Church.

What is its vision of mission?

We are very much aware of the need to develop and explore new forms of being church in order to serve and attract people. It is fair to say that this is a work in process and we have a way to go still.

Informal Worship at St Leonard’s has developed a new worship band in the last year which has enriched our services a great deal. At the same time, our regular informal services at other churches are flexible and evolving.

Café Church has been born at St Bartholomew’s and offers a new and relevant way of doing worship and being Christians together. We hope and pray that this will grow further in the future.

We are anticipating the arrival of a Mission Enabler in the Spring of 2019 which will inevitably lead to a review of our work with young people and, we earnestly pray, help us to consider new and engaging ways of emerging new expressions of church.

Whilst we acknowledge that we have some ground to make in this area, there is no doubt we have a heart across all churches to see this develop.
How does the church in the relevant parish(es) see itself?

This is a good question and would depend very much on the particular church within the parish, since they are all distinct and have their own identities.

St Leonard’s, Beoley, has a traditional, picturesque building (less so, vicar), and has a considerable ministry in the occasional offices of weddings, funerals and baptisms. There is a strong sense of community: both within the church and in engagement with the local area.

St Stephen’s is more of a ‘civic’ church in the town, served by a relatively small but committed congregation. It is open through the week, and receives many visitors; it also hosts The Word Christian Bookshop. The church has an important symbolic presence in the town of Redditch.

St Philip’s, Webheath, is a modern church which is increasingly oriented towards being open to and serving the local community. Monthly Open Church Mornings are now held and weekly children’s groups offer a particular ministry to young families.

St Bartholomew’s, Tardebigge, is a village church, again picturesque, which has experienced a growth in baptisms recently, and has a particularly strong relationship with its neighbouring first school.

How does the incumbent understand the role of training?

I was particularly fortunate in having an excellent Training Incumbent myself, and recognise the importance that this role has in the development of ministry.

Despite having been a teacher, I do not naturally adopt a ‘teacher-pupil’ relationship with adults, but rather a collegiate approach. My commitment would be to giving as much time and attention as is needed to enable the training to develop as well as possible. There is a key role as TI in being a model in ministry. This does not mean it should be ‘copied’ because individual styles and approaches vary, but nevertheless it is important to have a pattern to see.

Holy Trinity Parish brings a particular opportunity of having three very different vicars, all of whom offer distinct skills and gifts which would be valuable for a curate to learn with. Our current curate acknowledges the richness this has offered in her training.

In general, the process might be something like: observe-share-do. In practice, this means watching ministry being done; then moving to sharing in the task together; then taking on the task independently (with necessary support).

The likely role of the curate in future plans and areas of particular responsibility for curate in training

It is difficult to say what this might look like without knowing the strengths and gifts of the particular individual concerned.

Whilst there are certain generic aspects of training which need to be addressed, any particular roles would depend entirely on the curate and a period of discernment and discussion would be necessary to identify these.

Accommodation

Suitable accommodation in line with the diocesan specification will be provided.

Who should be contacted in the first instance?

Diocesan Director of Ordinands and Vocation
Revd. Dr John Fitzmaurice
The Old Palace
Deansway
Worcester
WR1 2JE
01905 732814 / 07950 163116
jfitzmaurice@cofe-worcester.org.uk
The process of formation, training and assessment in the Diocese of Worcester

Curacy is, first and foremost, a period of formation and training undertaken for future ministry. Although a curacy is an opportunity for ministry in its own right, it is undertaken with a view to preparation for the future – regardless of whether the curate is non-stipendiary or stipendiary. This training is the shared responsibility of the curate, the training incumbent, and the DOV. Primary resources for the successful outcome of this training are:

1. **The curate** – who brings experience, professional life, Christian faith and recent training from theological course or college to the new ministry. He or she needs to be allowed and encouraged to bring all of this into ministry and continued training – alongside a willingness to learn.

2. **The training incumbent** – who brings their own experience and needs to be able to share this, with vulnerability and responsibility, to help the curate find his or her own patterns of sustainable ministry.

3. **The parish** – which should have its own sense of vocation to train and develop the ministry of the whole people of God, and will provide the primary context for feedback in the curate’s early ministry.

4. **The Formation Criteria and Assessment** – which are national guidelines setting out the aims for the curacy, for all partners in the training relationship to work towards.

### The Diocesan IME programme

The primary training context is the parish (in the case of MSE curates, additionally, in the workplace). However, the diocese provides additional training for all curates. This is generally held on seven Saturdays in the year, with a residential weekend in February.

All curates, stipendiary and non-stipendiary are expected to attend the IME days. There is also one additional evening session for new deacons, an additional evening session for new priests and a full day for curates in the third year looking to a post of responsibility beyond the curacy. It has proved a good idea to invite training incumbents to one IME session, and this happens from time to time.

### The Training Programme

The Diocesan element of IME Phase 2 is based on a three-year rolling programme of study days, taught across year groups. The themes of these study days are closely related to the Formation Criteria and seek to amplify and add depth to the curates’ experience in their ministerial context. There is an annual residential weekend currently held at Sarum College as well as a Quiet Day. This year we will be trialling action-learning-set style theological reflection groups for an evening every month. It is expected that Diocesan IME Study Days take precedence over parish commitments on the same day.

Stipendiary curates undertake two short placements while self-supporting curates undertake one. Curates are encouraged to undertake these placements in contexts which their training parish are unable to provide.

### EKM Exchange

The Diocese of Worcester has a partnership link with the Evangelische Kirche in Mitteldeutschland and as part of their curacy Worcester curates both to visit newly-ordained pastors in Germany and to learn something of the challenges of ministry there and to host them in Worcester.