Welcome to the Diocese of Worcester!

Title Parishes 2019
Kempsey with Severn Stoke & Croome d’Abitot, Norton Juxta Kempsey
Parish Profile

Keywords: Missional / Pioneer; large villages in city suburbs; new housing development; mixed worship styles; schools; youth & children; creative...
Bishop John Inge, Bishop of Worcester:

“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;

In 2015:

- 12,300 people attended a church service on an average week
- 10,400 attended a church service on an average Sunday
- There were 14,400 on the electoral roll of our churches
- 16,800 people attended Easter Services
- 37,900 people attended Christmas services
- 2,250 children and adults were baptised in our churches
- 890 weddings were conducted, and 2,950 people had a Church of England funeral in church or crematorium cemetery

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 877,000. We have 98 benefices, 172 parishes and 275 churches.
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

- Committed to making our buildings fit for purpose as a spiritual and community resource.
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. There is an extensive lay ministry in the diocese with 180 Licensed Lay Ministers (Readers) and a large number of Authorised Lay Ministers, who have completed a year’s training course in areas such as worship, children’s and youth work, evangelism and parish administration.

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.
Title Parish General Information

Parishes:
Kempsey with Severn Stoke & Croome d’Abitot, Norton Juxta Kempsey in the Diocese of Worcester

Incumbent

Reverend Mark Badger
31 Napleton Lane, Kempsey.
WR5 3PX
01905 820057 / 07828 233049
Email vicar@stmaryskempsey.org.uk

Date of ordination:
June 1996

Length of time in present role:
6 years

Personal information, previous posts and experience:
Born and brought up in Worcestershire, I was ordained deacon in the diocese in 1996 after training at The Queen’s College in Birmingham. I have spent most of my ministry in the Diocese with only one sojourn in the Diocese of Oxford where I was Chaplain to Thames Valley Police leading a multi-faith team of 30 plus voluntary chaplains. Since ordination I have experienced a fairly broad range of ministry and have served in a number of differing roles and contexts, including: Curate St Stephen’s Barbourne, Priest in Charge St George’s Worcester & Chaplain to Royal Grammar School Worcester; Chaplain with West Mercia Police & Hereford & Worcester Fire & Rescue Service. I have also served in an MSE capacity within the Bowbrook Group whilst working as CEO of the Motov8 charity working with disaffected young people in Worcestershire & Herefordshire, a project that I started whilst at St George’s.

Within the Diocese I serve on the Parsonages Board, Diocesan Mission and Pastoral Resources Committee, Diocesan Synod, Bishop’s Council Board of Patronage and the Vacancy in See committee. I have just completed my first 3 years as a TI with my curate colleague moving to her first incumbency in Sept 2018.

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

The context & churches:
The ecclesial parish includes the churches of Norton St James the Great, Kempsey St Mary the Virgin, Severn Stoke St Denys and Croome St Mary Magdalene (redundant).

Norton is an area of some 3500 inhabitants and has a pub and village hall with coffee shop and two nursery schools and a nursing home. There is a large sports club and very busy garden centre with which we have good links and where we have conducted children’s activity clubs. We have a good relationship with the local Methodist Chapel with whom we share joint services on a monthly basis. The C of E first school has 140 pupils and has an OFSTED rating of Good and an Excellent SIAMS rating. It is likely to become a primary within the near future. We conduct a weekly assembly, after school club and Open the Book assembly.

The congregation is small with some 7-10 regular attenders. However, we have established a Messy Church which has an average attendance of around 25 children. In March 2017 the Bishop of Dudley conducted a Messy Licensing and there were over 50 children in attendance.
June witnessed our first Xcite (family service) when we welcomed 20 children and 30 adults to celebrate Father’s Day. A regular Xcite Messy Café’ began in Sept which builds upon interactions through School and Messy Church. The PCC has been successful in a stage 1 HLF bid for repairs and improvements to the church and this involves the establishment of a number of heritage and community projects.

Regular Services @ St James Norton

1st Sunday 11.00 am Informal Worship
2nd Sunday 11.00 am Morning Worship
3rd Sunday 11.00 am Joint Service
4th Sunday 11.00 am Holy Communion Order One (with hymns)
4.00 pm Messy Church/Xcite Cafe

Kempsey is a village and civil parish in the Malvern Hills District of the county of Worcestershire. It is bounded by the River Severn on the west. The A38 runs through it and is about 1 mile from the edge of Worcester. The village has 5 pubs, 2 nursery schools, a local shop, doctor’s surgery, village hall, youth centre, community centre and nursing home with plans for a new community / sports centre. One of the significant networks within the parish centres on the primary school where we conduct a weekly assembly, run an after school club and an Open the Book assembly. It is also the venue for Messy Church and our twice yearly holiday club. We have also used the school for community engagement events and Café Church. In the past 5 years, the school has grown from 240 pupils to 305 and has an OFSTED rating of Good.

The church of St Mary was built between the 12th and 15th centuries and is a grade 1 listed building. The church has modern facilities including toilets and a 4 screen audio visual system and there are plans underway to reorder the church to facilitate greater community use.

The congregation comes from a wide range of church backgrounds. The liturgical style ranges from the very informal family service (Xcite) through family communion (alb and stole) and contemporary communion (no robes) to a more formal Eucharist (vestments). The electoral roll has 137 members and an average congregation size on the 2nd, 3rd and 4th Sunday of approx. 57 adults 5 children. On the first Sunday of the month the Xcite family service & breakfast attracts between 25 and 45 children and 60 plus adults. Messy Church is well established and has an attendance of some 16-20 children.

Regular Services @ St Mary’s

1st Sunday
9.00 am Order Two Holy Communion
10.45 am Xcite breakfast & family service
6.00 pm Holy Communion Order Two (with hymns)

2nd Sunday
8.00 am BCP Mattins (lay led)
10.30 am Family Communion (screens)

3rd Sunday
9.00 am Order Two Holy Communion
10.30 am Contemporary Service (screens)

4th Sunday
8.00 am BCP Mattins (lay led)
10.30 am Formal Communion (Order One)
4.00 pm Messy Church/Xcite Cafe

5th Sunday
10.30 am Joint service
Thursdays
10.00 am  Holy Communion (10-15 people) followed by Age UK coffee morning.

The village of Kempsey has 1,713 properties with 2,801 electors; however, the area is in the midst of a great deal of development with the addition of some 600 new homes within Kempsey. The South Worcester Urban Extension has a proposed 20 hectares of employment land and a further 2,600 new dwellings at the Broomhall and Norton Barracks sites on the southern edge all of which falls within the parishes of Kempsey and Norton Juxta Kempsey.

In addition to the new housing the proposals include; a hotel primary school elderly person’s accommodation, retail uses, health facilities, indoor leisure and outdoor sport facilities. Maps of the proposed development are provided at the end of this document.

In response to this missional opportunity, the Rector of Kempsey and Severn Stoke has been appointed as Curate in Charge of the Parish of St James Norton Juxta Kempsey in the Deanery of Pershore. The village of Norton is adjacent to the new Broomhall development and will be the site of the new Worcester Parkway Regional Transport Hub. It is envisaged that this will also result in further new housing.

The village of Severn Stoke and outlying hamlets lies midway between Worcester and Tewkesbury on the A38. The church of St Denys (mainly 14th century but restored in 1890) sits adjacent to the very popular Rose & Crown pub and has a congregation of approximately 15 people. The village has a village hall but no school or other amenities. The parish includes Croome Park (NT). The mansion and grounds were designed by Lancelot “Capability” Brown for the 6th Earl of Coventry and it is now a major tourist attraction. The church of St Mary Magdalene which lies within the park has one of the highest footfalls for a Churches Conservation Trust church in the country with in excess of 42,000 visitors per year.

Regular Services @ St Denys’

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<thead>
<tr>
<th>Day</th>
<th>Time</th>
<th>Service Description</th>
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<tbody>
<tr>
<td>1st Sunday</td>
<td>10.30 am</td>
<td>Holy Communion Order One (with hymns)</td>
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<tr>
<td>2nd Sunday</td>
<td>3.15 pm</td>
<td>BCP Evensong</td>
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<td>3rd Sunday</td>
<td>10.30 am</td>
<td>Holy Communion Order 2 (with hymns)</td>
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<tr>
<td>4th Sunday</td>
<td>10.30 am</td>
<td>Informal Worship</td>
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<tr>
<td>5th Sunday</td>
<td>10.30 am</td>
<td>Joint Service</td>
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Occasional Offices per year (average)

- Baptisms 30
- Weddings 15
- Funerals 40

Daily Offices
We aim to say Morning Prayer Wednesday to Friday, and Evening Prayer Tuesday to Friday in St Mary’s.

Staff Team
- Rector
- Stipendiary Curate
- 3 Retired Priests
- 5 Readers
- 1 Full Time Children & Youth Worker
- 1 Part Time Children’s Worker (from Oct 18)
- 2 ALM Evangelists
Lay Involvement
We have an enthusiastic team who help with children’s work and mission across the parishes. There is a strong serving team at St Mary’s and all the PCC’s are fully constituted. Grass Hoppers Little Angels, and Severn Stoke Stars toddler groups and the Come On In coffee drop-ins, Age UK coffee morning and Women’s Fellowship are all lay led. St Mary’s has a very successful annual summer fete which is also lay led. St Denys has a very active Friends’ group which makes a significant contribution to the running costs of the parish.

Study Groups
This is an area that needs development and innovation. Attempts to start traditional bible study and prayer groups have been initially moderately successful but have failed to take route and have been heavily reliant on the clergy. During Lent 2017 we introduced LentFlix, a Lent Course based around 3 mainstream Hollywood movies, and this proved to be more successful. We are therefore considering how we might further develop this idea in terms of small groups.

Areas of particular mission and ministry
We are deeply committed to work in our two schools and hope that the third school, (due to open in 2021 on the new development) will be a Church of England school (http://dowmat.education/free-school-proposal/). We have already invested heavily in work with primary age children including the engagement of a full time Children’s and Youth Worker and one-off events such as iSingPOP (www.isingpop.org) and 4Front Theatre (http://4front-theatre.com/). Through all of this activity, we have strong links with a large number of local families. We are now seeking to develop creative opportunities to begin the journey of discipleship (moving from ‘Sow’ to ‘Reap’) with these families alongside efforts to deepen the discipleship and missional intent of our regular congregations.

One of our challenges is the maintaining engagement with these children when they move on to Secondary School (predominately Hanley Castle and Pershore High Schools) outside the parishes. The Parish has committed to the employment of a Children’s and Youth Worker who works in the community to further develop these relationships and we have witnessed significant growth in attendance at our Xcite (family) service via work in schools and the wider community.

As part of the development of our strategy in this area, we have been thinking and praying extensively about how we develop liturgy that connects with a generation who are largely ‘unchurched.’ Our Xcite services already attract our largest congregations through a mixture of fun, creativity and scriptural teaching. Easter 2017 saw the introduction of a ‘Hot Cross Bun Bash’ on Good Friday at Norton which saw some 25 families attend.
We are seeking to extend this approach into sacramental worship alongside more traditional approaches and it is also proving popular with older members of our congregations.

Ministry to the elderly, lonely and bereaved also forms a large part of our work within the established communities and we continue to look for new ways to engage with and provide for these groups. 2017 has saw the establishment of Come On In, a twice weekly drop in coffee sessions in the local pub; this has been highly successful across a range of ages and we are now looking to expand and develop this idea. We continue to honour and provide for those who value more traditional approaches both in terms of worship and pastoral care.

Areas and types of co-operation with other local churches (either Anglican or ecumenical)
The Rector has the ecumenical lead for the response of Churches’ to the South Worcester Urban Extension and has been working closely with the Methodist Church (South West Worcestershire Circuit and Birmingham District), St Peter’s Baptist Church and All Saints Worcester (C of E Resource Church) in order to form an ecumenical mission partnership. We would envisage this partnership being an important part of our missional work on the areas of new housing developments. Our conversations have included the establishment of a Christian coffee shop on the new development, opportunities to establish a missional community, regular joint worship and joint finance. The only other Christian group which meet within the parishes is a small Methodist Chapel in Norton. Within Kempsey we are talking with other Christians to establish a regular gathering for worship and fellowship with a more contemporary feel.

We also coordinate a TLG - Transforming Lives for Good early intervention project in local schools and work closely with ecumenical partners to provide mentor support for vulnerable young people.

Opportunities for the development of fresh expressions of church
In 2017 the Rector and Curate together with 3 members of St Mary’s completed the Fresh Expressions Mission Shaped Ministry Course, and are involved in the Fresh Expressions Network in the Diocese. We are always considering new ways of being and doing Church within our established church communities and would see this as an important part of our outreach to the areas of new housing.

We have dipped our toes in the water in a number of ways. Café Church did not prove as popular as we had hoped. However, our popular traditional Christingle service has grown beyond all expectations since we adopted a more radical format. Star Wars Christingle in 2015 was followed up by Christingle: the Panto in 2016 and Star Wars again in 2017 all of which saw congregations that filled St Mary’s to capacity (up to 450). There is clearly an appetite for these less traditional ways of worshiping, which take the form of a community event and we expect that moving more in this direction will require us to rethink the focus and balance of our ministries.

How does the church in the relevant parish(es) see itself?
The Church in Kempsey would see itself very much at the heart of the community, and is indeed involved in much of wider community life, being responsible for generating and sustaining a great many initiatives.
Consequently, there is a great deal of good will towards the Church. However, many of these initiatives rely on clergy input and affirmation. The ambivalence of the older and established community towards ‘incomers’ is reflected sometimes reflected within the congregation. St Mary’s would see itself as typically middle of the road C of E but with a strong but unarticulated desire for regular Eucharistic worship. There is an element of nostalgia which assumes a place for the church which is no longer borne out in modern society. This is undoubtedly due in part to the rapid expansion and consequent change in nature of the village.

The church in Severn Stoke is pretty much on the margins. Here a similar nostalgia to that seen in Kempsey is less justified and less positive. Although St Denys has an active Friend’s committee which raises a substantial sum each year towards the ministry and upkeep of the Church, there is not a great deal of interaction between the Church and the wider community. Although the churchmanship is similar to that of St Mary’s there is a higher proportion of traditional language worship and no appetite for more contemporary forms of worship.

St James Norton has undergone a period of sustained decline and has become somewhat detached from wider community life. However, over the past year things have greatly improved and a positive relationship with the wider community is being developed. The area has a great deal of opportunity for mission and evangelism and has been described as a ‘sponge’ in terms of its recent engagement with the church. Churchmanship is middle of the road and largely traditional; however, recent changes have seen the successful introduction of contemporary children’s worship.

What is its vision of mission?
Mission is a key priority! The PCCs have agreed a re-prioritisation towards deepening discipleship within our existing church communities and a more intentional approach towards mission with in the wider community.

We aim to Celebrate Life Together, by sharing in Friendship, Faith and Fun and a community that celebrates God’s goodness and faithfulness in our lives - one where everyday moments matter and where, big or small, those moments are celebrated. Working together, laughing together, crying together and celebrating differences we strive to be a church that worships God, serves the wider community and makes a difference in the world. We are committed to do all we can to make the church ‘the hospitable heart’ of our communities.

Our working vision for mission in the South Worcestershire Urban Extension is an extension of our existing model of engagement and interaction. i.e. being involved in the life of the community both takin and making opportunities to share the Gospel.

The Diocese has committed funds for the appointment of a New Communities Missioner to work within the new community at Broomhall, we hope to establish an incarnational presence which provides the stimulus and focal point for a new Christian community to grow. Our intention is that this Christian community’s worship will be an expression of how God is already at work in the lives of the people who move into Broomhall.

Our aim at Broomhall s to be on site from the beginning, working with neighbouring parishes, ecumenical partners and the people who move in to pioneer a new way of being church in this place and to forge a community with church at its heart.
How does the incumbent understand the role of training?
I understand that role of TI is to work in partnership with others in looking after the continuing development of the curate colleague entrusted to their care and guidance. That is, to nurture and supervise in order to enable the development of specific skills and the ongoing development of spirituality and ministerial character. This achieved through a collaborative relationship of practical experience, prayer and reflective practice, by encouraging and empowering; by leading, then walking alongside, then stepping back.

I strongly believe that we all bring skills and talents to our ministry and that these individual gifts should be allowed to flourish while providing other opportunities to develop new skills. Learning is something we do throughout our lives and I fully expect to learn as much from a curate colleague as that colleague learns from me. I would not expect a Curate to become a clone but to use the knowledge, skills and attitudes that they gain to find their own expression of the ministry that God has entrusted to them.

The likely role of the curate in future plans and areas of particular responsibility for curate in training
Alongside the ‘apprenticeship’ element of being a Curate, we are seeking someone who can assume an essential role in mission both within our established communities and within the areas of new housing. Working alongside our Children’s and Youth Worker, the Curate will also play a key role within our work with young people and their families.

In addition to the above, we will seek to exploit the particular gifts, talents and experience of the post-holder.

Accommodation
The existing accommodation is a 4 bedroom detached family house in the south of Kempsey.

Additional information
The outgoing Curate who is happy to discuss the opportunity with interested parties.

Rev Philippa Sargent - philippa.sargent@me.com

Who should be contacted in the first instance?
Diocesan Director of Ordinands and Vocation
Revd. Dr John Fitzmaurice
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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 the 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.
Appendix 2: Proposes Development with Ecclesial & Local Authority Boundaries