

The benefice of All Saints Weston, Bath  
with St Mary Magdalene Langridge and St Martin North Stoke

## PARISH PROFILE



**A warm welcome from our church family**

**We are looking to appoint a new church leader, and have prepared this Parish Profile to introduce you to our churches, and to show you our visions and our priorities. Thank you for looking at it, and we look forward very much to meeting with you.**

### **Our vision**

Imagine a loving community of people from every generation and every background becoming more like Jesus. Committed to growing together. Continually being filled by God's Holy Spirit. Going into our communities and embodying the Gospel in what we say and do. This is the kind of church family that we want to become. We have not arrived yet, but we are a "Church on the Way".

# Welcome!

When the people of God move in the power of the Holy Spirit, and carry the presence of God into the world, then his Kingdom will come, and the world will be changed.





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**APRIL 2022**

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# THE WAY AHEAD

Looking at our current situation, we are emerging from a period of challenge but we have great hope for the future. So there's bad news and good news.

**The bad news** is that we've been through the pandemic and it's been tough.

- The pandemic has been a challenge that we faced in common with every other church
- Online services have been beautifully prepared and very well led, and kept lots of us going in a wonderful way. But they weren't the same as face to face fellowship.
- During the last year, a number of people have left our staff team through retirement, moving away, ordination, new jobs and other reasons. Some people have not yet returned to our congregations after lockdowns.
- So we all share a real longing to come together again, meeting in every way possible in order to rebuild our church community.

**The good news is this**

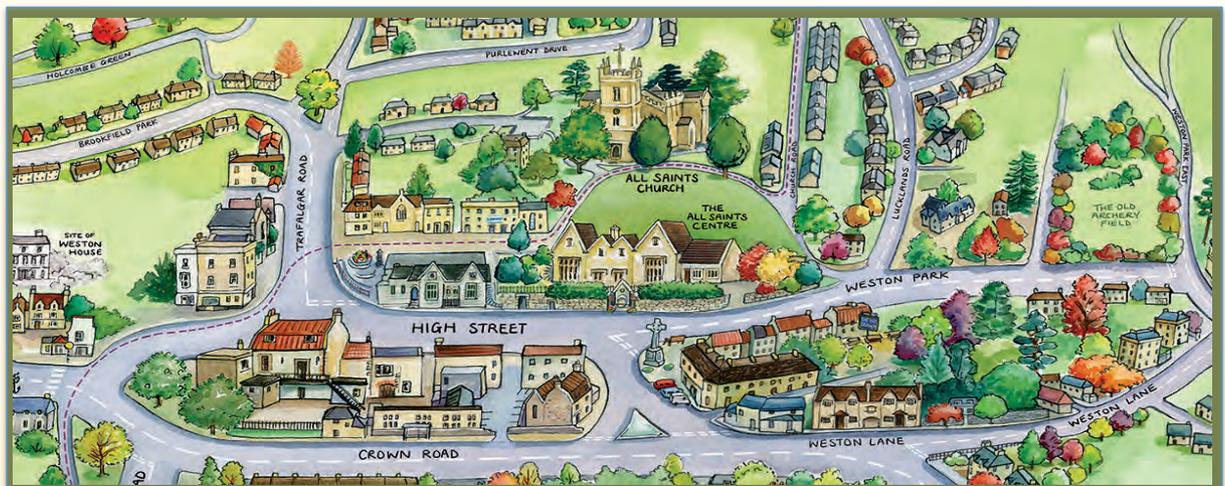
- We are really excited that this is a new beginning. The future looks good. We are all enjoying in-person worship again, and it's wonderful to be together.
- Even though some people have not yet started to come back to services, we have new people joining. Our services in our three churches meet the needs of a church family that has a diverse range of preferences when it comes to worship styles and service structure.
- Our home groups are buzzing. The children's work is going well. We have great people in key roles.



**The church family is faithful and committed**

- There is strength and depth in the areas of sound scriptural preaching and teaching, and we are blessed with many highly organised and committed members who give of their time and talents sacrificially year after year.
- We are consistently strong in the areas of pastoral care and generosity.
- Many of us are part of the New Wine movement and attend New Wine conferences.
- We are about to renew and extend our All Saints church building.
- We are prayerful for the future. We are expectant for what it will bring.

## THERE IS A JOURNEY AHEAD OF US



**We are looking for a spiritual leader who is empowered by The Holy Spirit, and looks to release that power into the church, as we all share this exciting journey together.**



We would love to have an **inspiring and enabling leader** who is warm and approachable, compassionate and encouraging, discerning gifts and skills in our people, and equipping and discipling us to become what God has called us to be, teaching us at every age and stage of our journey of faith.



We are looking for someone with a **good sense of strategy**, who has experience leading and managing change and in setting clear vision and direction, and is able to prioritise and delegate, managing organisational structure and honouring and encouraging the leaders on the ground.



We need someone with a heart for **taking Jesus out of our church buildings** and into our local areas, so that we can be part of our village communities and alongside those in need.  
*More details on Page 28*

**WE LOOK FORWARD TO MEETING YOU!**



# ABOUT US

## WHERE WE ARE

Our benefice lies close to the beautiful city of Bath, at the southern end of the Cotswolds.

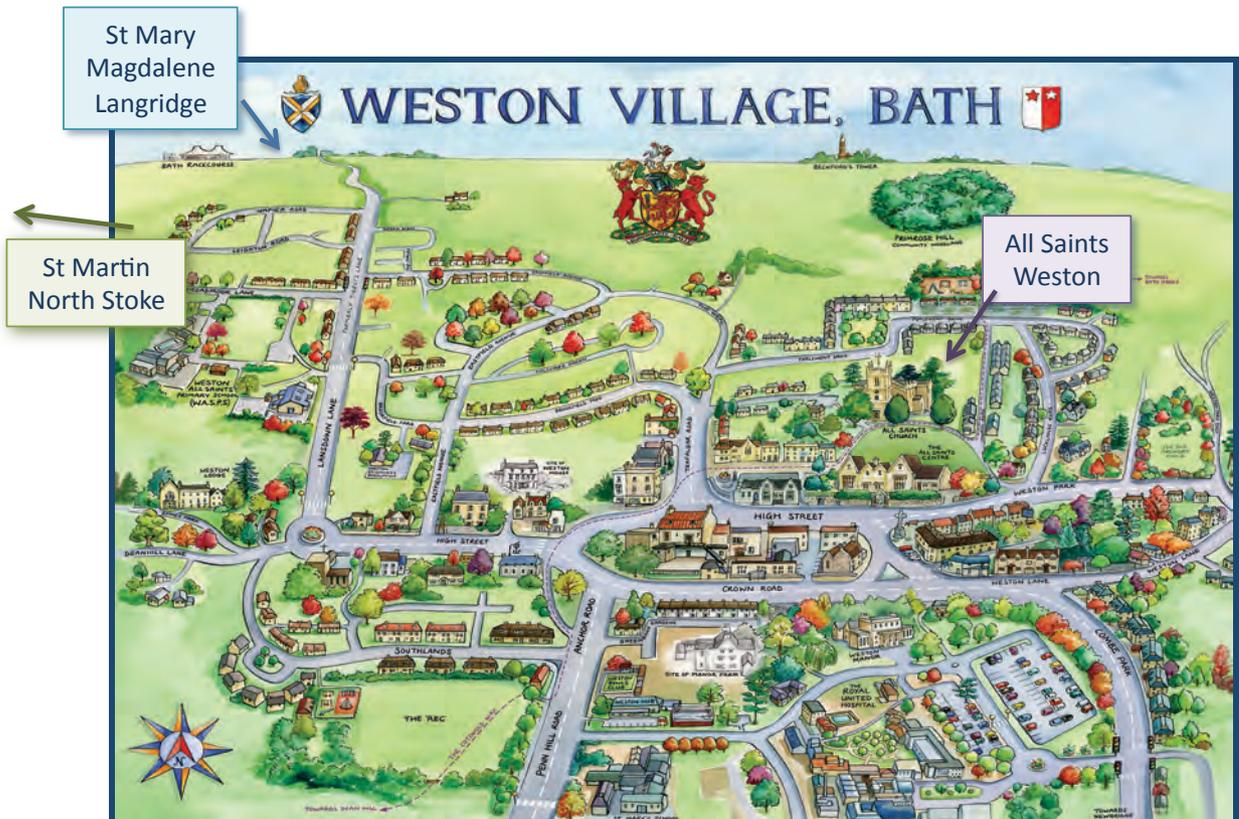


**Weston village** has about 10,000 inhabitants, and is surrounded by hills and countryside, while being close to the city with all its facilities, shops and tourist attractions. The All Saints church building overlooks the centre of the village, and the adjacent Church Centre is on the High Street. Weston has a supermarket and a number of shops, and is also home to the Royal United Hospital. The church is closely connected with Weston All Saints Primary School, and Oldfield Secondary School is also in the parish.

**The village of North Stoke** is about 4 miles north west from Weston. It has just 27 households, with currently 46 adults and 12 children under 16. The church sits above the village at the end of a no-through road. There are a further 15 houses in the parish, but the road links are poor for the majority of these.

It is set in a beautiful location with far-reaching views towards Bristol and the Welsh hills beyond. This quiet rural setting, with its close links to Bath and Bristol, attracts many walkers and cyclists to the village, who often visit the church.

**Langridge village** is 3 miles north of Weston. The parish contains 30 houses, mostly scattered along Langridge Lane and on the top of Lansdown. The church nestles in isolation on the hillside of a beautiful, predominantly agricultural valley of rural tranquillity, popular with walkers and cyclists.



## HOW MANY OF US

There are large numbers of us who contribute wholeheartedly to the life of our church communities.

### All Saints Weston

- **Electoral roll:** 231 at APCM in May 2021
- **Average adult attendance** on Sundays in October (2016 -2019) was 267 spread across three services plus an average of 18 attending the Tuesday morning service.
- During lockdown we produced **pre-recorded or live services** for two services each Sunday with more hits on Facebook and viewings on Youtube than people attending in person prior to lockdown.
- Since last autumn when live services returned, numbers attending have not yet returned to pre-pandemic levels and are currently around 110 – 180 on a Sunday (sometimes two, sometimes three services) and around 20 on a Tuesday; the online service and DVDs are watched by up to 80 other people.
- We have 18 **home groups** with 186 members and 27 leaders.



### St Martin North Stoke

- **Electoral roll:** 8
- **Average number** attending services: 6-10
- **Attending at major festivals:** 40-50

### St Mary Magdalene Langridge

- **Electoral roll:** 14
- None of the regular worshippers live in the parish, but travel from the surrounding villages and from Weston.
- **Average number attending services:** Currently 8 in the church plus 3 by Zoom.
- More attend for **festival services**.

In the past our three churches have operated quite separately, with occasional visits from clergy and lay readers to the smaller churches. We would like to draw together more in the future, to provide greater support to the smaller churches and lay leadership, and think that our new church leader could help us work that out.

# OUR BUILDINGS



All Saints Church

## All Saints Weston

A traditional English village church that has been extended several times over the centuries, with a capacity of 350-400 people. It is surrounded by a large churchyard. A major rebuilding and refurbishing programme will start soon, to improve accessibility and provide better facilities including a room for a creche. (See page 25 for further details).



St Martin, North Stoke

## St Martin North Stoke

St Martin is a small Grade II listed village church, which can comfortably accommodate around 50 people, or up to 90 for some village weddings, at a squeeze! There is a small car park but no heating, mains water or drainage. A major restoration work was completed in 2012. It is possibly the third oldest church in England.



St Mary Magdalene, Langridge

## St Mary Magdalene, Langridge

A small village church of Norman origins seating 60 people, in an isolated position serving the scattered houses of the Langridge valley. It has an open graveyard and a car park, but no water or toilet/kitchen facilities. There are several items of historic interest. There has been continuous worship here since the Domesday Book entry in 1086. Here there is a spiritual element of peace and inspiration where individuals can truly relax.



Weston Hub

## Weston Hub

A village community centre with its own ball-court that is on a long lease to All Saints from the local Council. It hosts many groups and activities run by the church and by other local organisations, and was the base for our village Youth Club before lockdown.



All Saints Centre

**All Saints Centre**

A major building on Weston High Street that used to be the village school. Fully equipped for any type of event and activity, with a large modern kitchen. The building hosts many church activities, and rooms are constantly rented out to local groups and organisations.

The church offices are in the building, where our facilities management team are located.



All Saints Centre



All Saints Church

**Other Properties**

The church also owns the Parish Hall and the Scout Hall in Weston that are both on long leases and managed independently. We also own some almshouses, and a residential house in Weston Village.

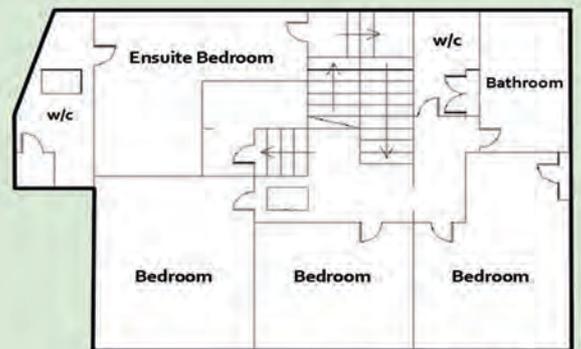
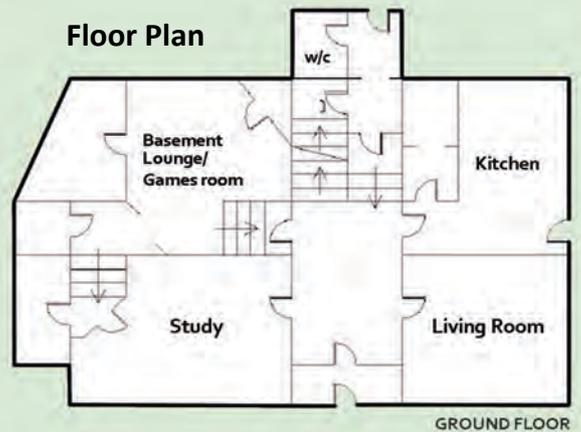
**The Rectory**



**Your new home!**

A large 18<sup>th</sup> century house adjacent to All Saints Church, with plenty of parking and a large garden. The house was fully modernised 5 years ago, and is in good condition.

**Floor Plan**

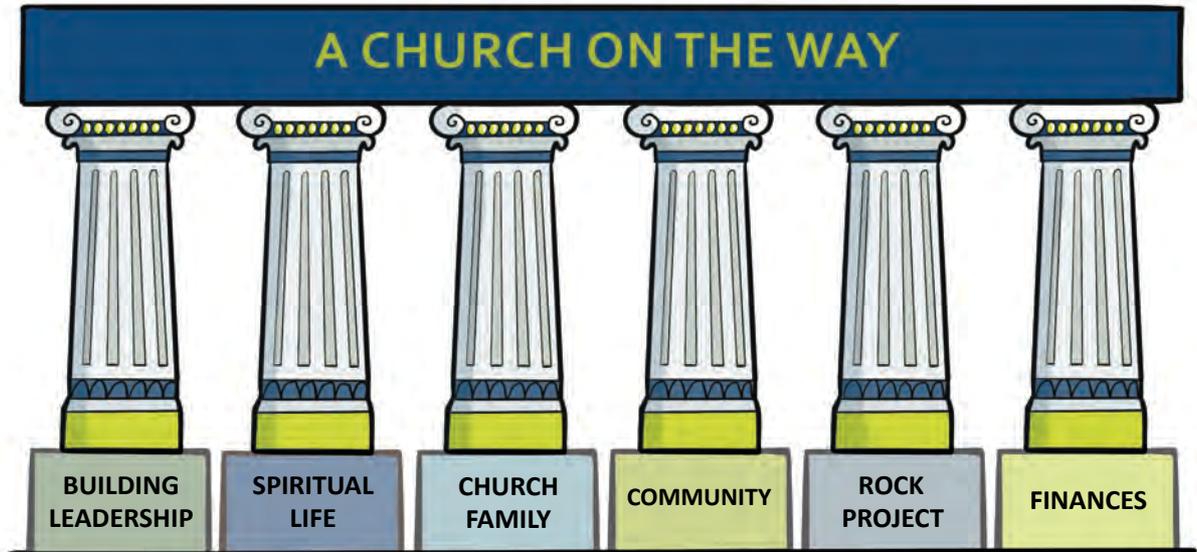


A glimpse of our church communities...



# OUR VISION AND PRIORITIES

As we move out of the pandemic, we are enthusiastic about the journey ahead. We have many ideas and plans which we would like to share with you. Some are work in progress, and some are new. For the purposes of this Profile, we have grouped them under six pillars, that all support our shared journey.



**Pillar 1** Building Leadership

**Pillar 2** Building our Spiritual life

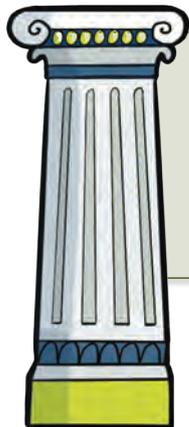
**Pillar 3** Coming together as a Church Family

**Pillar 4** Being part of our wider Community

**Pillar 5** Restoring and extending our All Saints Church building

**Pillar 6** Managing our Finances well

Let's look at these 6 pillars in turn....



## Pillar 1 Building Leadership

Although we know that God is in charge and the Holy Spirit is guiding us, leadership comes with many challenges. However, we don't expect you to lead alone. There are many teams and individuals here to support you.

### All Saints

#### Here are some of our strengths at All Saints

- Experienced committees covering key areas
- Dedicated staff team, including administrative support
- Prayerful congregations – but longing for more of God's presence
- Experienced service leaders, preachers, and musicians
- Professional property management team
- Financial management system
- Many committed volunteers
- Strong engagement with the local community
- Wide support for the ROCK building project
- Buildings that are used by the church and for the community
- Robust and extensive IT systems

“To equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ”

**Ephesians 4:12-14**

### Existing church structure

The existing church structure is provided as a separate document. This shows the strength of the support that is available to the incumbent. There are also active teams taking responsibility in every area of church life including the parishes of Langridge and North Stoke.

### New leadership team at All Saints

It has become apparent that, in a church of our size, it would benefit the incumbent to have some additional support in leadership from a small decision-making team, consisting of the incumbent and some other senior members of the leadership, to relieve the burden of everyday management decisions all falling on the incumbent.

The PCC has agreed with this proposal in principle, but the appointment of the team and its remit is yet to be finalised and will remain flexible until the new incumbent is in place.

### The Staff Team

The staff team comprises the Church Centre and Hub staff, currently managed by Gary Oaten, and the Ministry Staff Team, a mixture of paid staff and volunteers.

## Church Centre and Hub Team

**Gary Oaten**  
**Community Resources and Communications Coordinator (CRCC) (pd, F/T)**

Gary has a key role in developing our resources in the fulfilment of our mission in new, fresh and imaginative ways. This involves efficient use and care of our employees, maximising the use of our buildings for the mission of the church, and communicating vision to the church members and beyond through electronic communications, networking and websites.



**Naomi Cox**  
**Assistant Centre Manager (pd, F/T)**

Naomi is responsible for the day-to-day running of both the All Saints Centre and Weston Hub. In addition, she assists the Church and Community staff team with a wide variety of admin and communication tasks.



**Lisa Vernalls**  
**Assistant CRCC Finance Officer**

(pd 15h pw)  
Lisa handles the church's day to day finances.



**Barbara Kaehler**  
**Events Assistant**

(pd, 33h pw)  
Barbara assists with managing our buildings and handling events.



**Simon Briffett**  
**Caretaker (pd 20 hr pw)**  
Simon maintains our buildings and handles our maintenance projects.



**Peter Room**  
**Cleaner (pd 24hr pw)**  
Peter rises early every morning to clean our buildings.



## Ministry Staff Team



**Tali Garan**  
**Rector's PA,**  
**Life Events Coordinator**

(pd 16h pw)  
Tali provides administrative support to the church and coordinates life events.



**Penny Faux**  
**Seniors Pastoral Care**  
**& Mission Coordinator**

(pd 16h pw)  
Penny's work includes exploring and developing ways to work with seniors in the community.

**Gary Oaten**  
(as above)



**Joe Tomkinson**  
**Contemporary Worship Pastor**

(pd 6h pw)  
Joe heads up the Worship Team and helps with the sound system.



Vacancy - **Pastoral Care Coordinator** (pd 18h pw)

Vacancy - **Youth Worker** (hours to be determined, previously F/T)

Vacancy - **Children & Families Worker** (hours to be determined, previously pt time)

Vacancy - **Community Outreach Coordinator** (not currently in budget)



**Pippa Page**  
**Reader**

Pippa is involved in leading services and preaching at All Saints, and occasionally at other churches. She is also a member of the Music Worship Team.

Pippa is currently the Lay Dean of Bath.



**Tom Peryer**  
**Reader**

Tom regularly leads services and preaches at All Saints as well as being a member of the PCC. Tom is also chair of the ROCK Team (Reimagining Our Church buildings for the Kingdom).

**Rachael Stone**  
**Prayer Pastor**

Rachael has been part of the All Saints community for many years. Her role is to teach and encourage everybody and anybody to pray with confidence and authority and to help establish and maintain prayer at the centre of our life and mission.



**Don Hewit**  
**Prayer Ministry Coordinator**

Don coordinates prayer ministry and leads Alpha courses regularly.



**Sara Layen**  
**Interim Children & Families Leader**

Sara is responsible for coordinating volunteers to run the younger children's Sunday groups, and for constructing their programme to link with the church's Engage service programme.

## Other Key Leaders



**Peter Ward**  
**Church Warden, All Saints Weston**

Peter is a long-standing member of All Saints and became a Church Warden in January 2021. Peter is also part of the Music Worship ministry team as well as Sound and Audio-Visual Team.



**Paddy Gleave**  
**Church Warden, All Saints Weston**

Paddy is one of the Church Wardens and started in the role in October 2019



**Rob Gray**  
**Church Treasurer, All Saints Weston**

Rob manages all the budgeting and financial management of the church. He runs the Finance Committee and reports to the PCC.



**Peter Heywood**  
**Community Outreach**

Peter coordinates the “Welcome Café and Food Club” and other community activities in the local area, including Future Weston, and is on the More to Life team linking us with other local churches in shared outreach.



**Cathy and Rick James**  
**Community Transformation**

Cathy and Rick are committed to the church’s call to social justice in this country and internationally. They are helping All Saints apply learning from Eagles’ approach in the ‘Discover God’s Heart’ process so we break barriers between church and community and work together to transform lives, especially of the vulnerable.



## North Stoke

The PCC provides the overarching leadership at North Stoke. There is no standing committee, but the 2 church wardens provide day-to-day leadership.



**Peter Durman**  
**Church Warden**  
**St Martin North Stoke**  
Peter has lived in North Stoke for eight years and been Church Warden for five years.



**Mike Martin**  
**Church Warden, St Martin North Stoke**  
Mike Martin has been a North Stoke resident for 20 years and is in his first year as a Church Warden. He is a retired Royal Navy Captain Engineer.

## Langridge

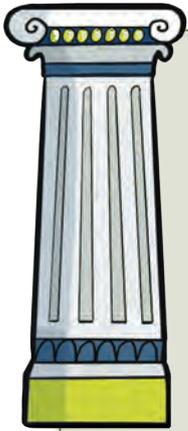
The sole Church Warden at Langridge steps down in May 2022 after a six year term. No successor has emerged. In recent months Langridge PCC has extensively discussed how, and if, the church should continue thereafter. Currently there is commitment to keeping the church alive for the next generation, both as a place of worship and, increasingly, as a hub for the valley community. The emerging strategy is to achieve this by sharing out all of the roles, some to PCC members and others to a wider group of supporters.

**Tony Davies, Church Warden**  
**St Mary Magdalene Langridge**  
Tony completes his 6 year term in May 2022, and will then step down as Church Warden. He was Treasurer at Langridge before becoming Warden.



## Our Aims for the Future...

- To establish the new leadership team in All Saints
- To work with the senior leadership team to clarify the responsibilities of leaders and committees
- To recruit and appoint some new members of staff
  - to lead our children's work and our youth work. We would like both these roles to cover what we do in the church community and in the wider community.
  - to lead our pastoral work. This could be a paid post, or voluntary.
  - to serve as Community Outreach Coordinator, although we do not have the budget for this at present. We hope to take this forward.
- To strengthen our worship team, especially encouraging more young people to join this and the related audio-visual team.
- To work alongside Langridge to establish its new leadership structure and plan for the future.
- To identify areas where the three parishes can work more closely together.



## Pillar 2 Building Our Spiritual Life

Many things are happening in our church life, as we seek God, welcome the Holy Spirit and follow Jesus. But much more could happen, and this is what we seek.

- As we follow this journey together, we know that it will include praying, discipling, training, encouraging, supporting, giving... and this is where we need real leadership at this time.
- The demographic make-up of our church family has shifted over the last decade and we have fewer young people in their teens, twenties and thirties. We need to reach them for Jesus and bring them in.
- We need to model and train people in the ministry of the Holy Spirit, and attract more young people into leading worship and prayer.
- The many changes and disruptions that we, in common with all churches, have faced over the past two years have had the positive effect of releasing gifts and talents across the church family. Individuals and families have stepped up to lead services and groups as well as stepping out in hospitality and training in new skills. We'd love to build on this.

## Here's the situation now, in All Saints

### Home Groups

We have 18 home groups, most of them meeting weekly, and normally choosing their own programmes.

### Prayer Triplets

We have 21 prayer triplets, some shared with people in other churches.

### Youth and Children's work

**Rendezvous** for teenagers meets midweek. They are also involved in planning and leading an evening service once a month. 12 to 18 members.

**Deeper** is a short-term group currently meeting the needs of sixth formers.

**Toast** is for ages 10 to 13. They meet during the 11am Sunday service and for a half an hour zoom meeting midweek. About 5 to 6 regularly attend, but more on the fringe.

**Climbers and Explorers** groups for primary age children during the 11am Sunday service.

22 members.

**Tumblers.** A small group for babies and preschool during the 11am service.

### Prayer

Prayer weaves through every part of our community in diverse and creative ways and is at the centre of our life and mission. People pray in **Triplets** and **Home groups** and there is a **prayer chain** which can mobilise prayer quickly in emergencies.

We have a long established group dedicated to **praying for the persecuted church** as well as an **Intercessory Prayer Team** that has been meeting weekly when possible to pray into issues that arise within the church but also in the wider community.

Eighteen months ago, the voluntary role of **Prayer Pastor** was created to help encourage everyone to pray with confidence and authority and to help people with prophetic gifting to develop their ministry.

There is a dedicated **Prayer Ministry Team** who are available to pray with people on an individual basis and after services. Many answers to prayers including healing have been observed as the Lord has ministered in the power of His Holy Spirit.





## Alpha

A number of Alpha Courses have been held over the years, both face to face and recently online. The Lord has blessed the participants, with most guests making a commitment to Jesus by the end of the course.

## Pastoral Care

The Pastoral Care team, who are all DBS approved, support people in our church and in our community with phone calls and visiting people at home, hospital visits, care home visits and services, delivering DVDs of services and providing meals.

The care offered to one another and the wider community is in the heart of All Saints. There is an instinctive response of practical care for those who need a visit, prayer, a meal or other support.

## Seniors

Twice monthly outreach events, **Connect 1&3**, offer lunch with a Thought for the Day, a walk or a faith themed film.

'**Strollers**' offers exercise and fellowship for isolated older men (mostly church members), and 4 **daytime home groups** attract more seniors.

Around 20 seniors act with our two **Open the Book** teams at the assemblies at Weston All Saints Primary School.

Covid apart, services and a home group have been held alongside visits in **care homes**.

Occasional **events** are also run, with cream teas, teens and seniors games afternoons, city-wide conferences on age related issues hosted at All Saints.

## Missions Team

All Saints gives 10% of unrestricted voluntary giving to external mission projects, both international and UK based.

The Missions Team respond to requests for financial support, using guidelines approved by the PCC. Potential recipients are assessed for alignment with our core principles: Bringing long-term change; Local ownership; Getting everyone to play their part; Effectiveness; Motivated by God's power and love.

## **North Stoke and Langridge**

The two churches run joint Lent Courses, and Langridge also runs Quiet Days jointly with members of All Saints.

"Now the Lord is the Spirit, and where the Spirit of the Lord is, there is freedom. And we, who with unveiled faces all reflect the Lord's glory, are being transformed into his likeness with ever increasing glory, which comes from the Lord, who is the spirit."

**2 Corinthians 3:17-18**

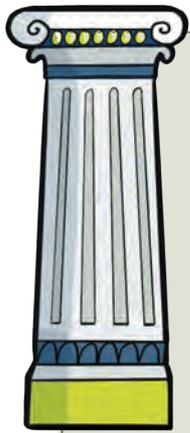


## **Our Aims for the Future...**

We know that when the people of God move in the power of the Holy Spirit, and carry the presence of God into the world, then his Kingdom will come, and the world will be changed.

If we believe that we exist to know Jesus and to make him known, we need to go deeper in our pursuit of Jesus, coming together in training, discipleship and worship so that we can be authentic in presenting the whole gospel message to the community outside. We would love to have a leader who helps us to achieve this.

- We look forward to open and honest conversations about our **hopes, dreams, visions and needs**, sharing this journey with members of all three churches.
- We hope to make sure that **everyone is included** in one or more small groups – home groups, prayer triplets, Alpha courses, prayer groups, men's groups, women's groups...
- We seek to build everything on a **shared life of prayer**.
- We are very keen to build our work with **children and young people**, supporting and expanding the wonderful team of volunteers who currently help with the youth and children's work.
- We would love everyone's **gifts** to be recognised and released, with a strong focus on **training and discipling**.
- We long for **renewal**, and a focus on the ministries of the Holy Spirit, including healing and prophecy.
- We aim to **nurture the gifts and talents** in all three churches to encourage individuals to take an active role in leading aspects of worship, and helping to provide new and varied service formats.



## Pillar 3 Coming Together as a Church Family

The lockdowns have presented significant challenges, but we have been held together by online services and zoom groups of different types that have appealed to many of us and brought in a wider audience as well. We are now in the process of rebuilding our church family and all that we do together.

The main way we come together is through our church services. At All Saints the services aim to provide variety from the more traditional to allowing extended worship with time and space for the Holy Spirit to move and minister. This means that there is something for everyone, and some services are led by different parts of our church community. The two village churches each have a mix of services to suit their local needs.

### All Saints

Here is our current service pattern.

This may change with time, as we rebuild our church family together.

#### **Sanctuary**

The Sanctuary service takes place at 9am on Sundays and is more traditional with some liturgy, and with Communion on alternate weeks. Worship style tends to be mainly hymns with some contemporary worship songs, either accompanied by the organ or keyboard, or recorded when no organist is available. Teaching is the same across the Sanctuary and Engage services. We are still live-streaming the Sanctuary services and recording them to put on DVDs for people who are not able to attend in person.

#### **Engage**

These services take place at 11am on Sunday mornings and include band-led worship, making space for the Holy Spirit to move, with teaching, testimony and prayer, and do not usually follow a set liturgy. On three Sundays a month the children start in their groups in the Church Centre, and we welcome them back into church for the final part of our time together.

#### **One Church**

On the first Sunday of each month, we hold just one service at 10.30am. This is a post lockdown initiative to try and draw different church 'communities' together for fellowship. It is effectively 'All Age Worship' and the hope is that everyone feels welcome and involved.

#### **Encounter**

The Encounter service is currently happening twice a month on Sundays at 6.30pm. These services are a fresh approach to the long established evening services that had to stop during lockdown. They are informal in style with extended contemporary worship and many voices leading us, including our young people as well as families from Weston Village who form the 'Pepper' group. This service aims to make space for those who may have little or no experience of the local church. Our hope is that on other Sunday evenings, we will be able to re-establish 'Celebration Evenings' which will focus on praise, worship and prayer and allow time and space for the Holy Spirit to move and minister.



## **All Saints** (continued)

### **Tuesday Morning Service**

This is a traditional liturgy based service of either Morning Prayer or Communion, with a short talk and hymns. The music is either organ or keyboard, or recorded if no organist is available. It attracts a small, close knit congregation of around 20 mainly older people.

### **Lunches**

We sometimes share lunch together as a church family after the services.

## **Langridge**

- We have services every Sunday at 9.30am, alternating between Communion and Morning Prayer and between BCP and Common Worship.
- The services are led by a rota drawn from five retired clergy, three All Saints lay readers and two laymen; and occasionally the Rector. We have a modern electronic organ and a rota of organists.
- Occasionally on sunny summer Sundays we worship in the churchyard.

## **North Stoke**

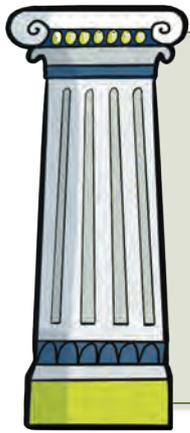
- **First Sunday** - a bible study-oriented meeting led by one of the Church Wardens, where coffee and pastries are also served.
- **Second Sunday** - normally a Common Worship service led by one of the lay readers from All Saints or a Holy Communion service led by the Rector.
- **Third Sunday** - BCP Morning Prayer Service, shared with St Nicholas, Kelston, a neighbouring village less than two miles away. The location alternates between the two churches.
- **Fourth/Fifth Sundays** - BCP Morning Prayer led by Colin Maggs, a Reader attached to Bath Abbey.

“Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ.”  
**1 Corinthians 12:12**



## **Our Aims for the Future...**

- We aim to make sure that we provide different **styles of worship** that will offer something for everybody, and will attract new members from our communities.
- **In Langridge and North Stoke**, we expect our worship models to change and evolve in the coming years, to better serve the local communities, with active members of all three churches working more closely together.
- **At All Saints**, we want to find ways to bring the whole church family together, not just physically in our services, but spiritually so we can **discern God's voice and calling** on our lives, individually and as a church.
- Aside from our services, we would like to come **closer together** as one church family from our three parishes, rather than as three separate families. This will involve more collective involvement, whether in home groups, social activities or cultural experiences.
- Our **church wardens** from our 3 churches plan to continue to meet together regularly.



## Pillar 4 Being part of our wider community

Over the years each church has built strong connections with its local community. But we would love to do more, so that we can be truly part of the whole community, connected with our neighbours in all three of our villages, fulfilling the Great Commission and bringing them the love of Jesus in every possible way. In serving our local community, we also provide a lot of facilities for Weston Village, including buildings, communications and events.



### What's On

We publish the local magazine What's On in Weston and Newbridge three times a year, and post it through every letterbox. It is an invaluable resource for the whole area, and provides the opportunity to showcase what we and others are doing in the village. See [here](#), and also the website: [www.wown.live](http://www.wown.live)

### Discovering God's Heart

Our vision is that our congregation should in every way possible be integrated within the local community, being alongside our neighbours, engaging with them in understanding each other's needs and looking together to support each other. Our home groups have been studying the Discovering God's Heart bible studies (see our website) and now we are engaging with local groups in a process of listening and discovery.



### Drama

Every year or two we write and perform our own pantomime for the village, mostly centred around the mythical village of "Wefton". They are great fun and very popular.



### Future Weston

Future Weston is a community association in Weston Village with which the church is much involved. The purpose is to bring local people together to help each other and to develop local infrastructure and support. There is no parish council in the Weston area, so this is the nearest equivalent.



### Welcome Café

We set up the Welcome Café in Weston Hub after the first lockdown to help local people who were struggling. We provide a full lunch every Monday free of charge, and also a takeaway Food Club, clothes and toiletries. All the food comes from Foodbank and FareShare. Other agencies are joining us as we continue to build the services on offer, including money management, cooking and legal advice.



### WestFest

We have held many WestFest celebrations, some in summer, some in winter, indoors, outdoors, on the street, on the Rec. They bring together many local people to worship together, enjoy food, drink, sports, drama, crafts, music, fun, games...



### Ball court

The ball court at Weston Hub is being refurbished, and we will run it as a local facility for tennis, basketball and other sports. It will provide a focus for youth work in the future, involving young people from church and from the village.



### Youth and Children's work

For many years, All Saints has facilitated and run village toddler groups and community youth work. In the last couple of years, circumstances have caused this work to cease in its current form. Post-pandemic, we are keen to look at new ways that we can reach out to our local children and young people.



### More to Life

More to Life brings together church leaders and others from All Saints and the Methodist, Moravian and other Anglican churches in the Weston and Newbridge area to share together and organise local events.



### Craft Fayres

All Saints Centre normally arranges two craft fayres a year for the community. We have a wide range of stallholders and at Christmas we sometimes put on extra activities to create a 'Winter WestFest'.



### Genesis Trust

We are closely associated with the Genesis Trust, that links all the churches in the Bath area in helping disadvantaged and vulnerable people to gain confidence, learn new skills, overcome challenges and make choices to restore and rebuild their lives.



### Weston All Saints Primary School (WASPS)

With excellent facilities in Weston Village, the school has 550 children, with a strong Christian atmosphere, and with church members on the Board of Governors. We often lead school assemblies, especially our very popular Open the Book team presenting bible stories to the children. Pupils visit the church for special assemblies at Easter and Christmas and for celebrations at the end of the academic year.



The school's Ethos Committee monitors the provision of RE and Collective Worship, and the latest SIAMS Inspection graded the school as 'Outstanding'.



### Oldfield School

A popular coeducational secondary school in the parish with a wide curriculum and good Ofsted results. There is room for more connection between the school and the church in the future.

### 103 Childcare

The 103 Club is based in Weston Hub, as a nursery, an after-school club and a holiday club.



**Noah's Ark Pre-School** meets in the All Saints Centre. They hold Christmas and summer concerts in the church and sometimes take part in the all age services.

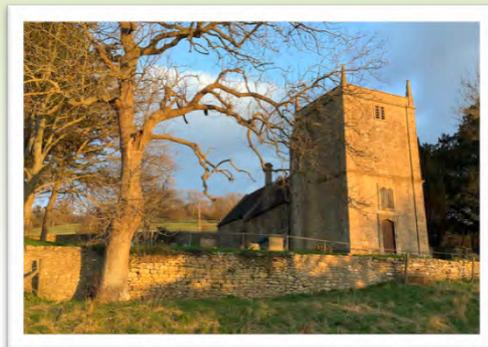
## Other activities in our buildings

Our aim is to use our buildings for reaching out to local people and engaging them with God's love. All Saints Centre and Weston Hub are busy buildings with baby groups, meetings, fitness classes, parties, wedding receptions and training days. They also host many church meetings and events, and the Hub hosts the Weston Welcome Café and Food Club.



## St Martin North Stoke

- A recent local survey tells us that St Martin is...
  - A focal point for us to meet together, worship God, celebrate the festivals and mark life's events.
  - A peaceful, spiritual place for quiet contemplation and meditation – our door is always open for the village and all visitors.
  - A variety of service types with the festival services and special services being particularly valued by the wider village community.
  - An historic building in a beautiful setting.
- The village is a strong, tight-knit community where the focal point to gather collectively is through events in either the village hall or church, since there is no pub or shop within the village.
- There is a good connection between the village and the church. This is demonstrated by the financial and practical support provided by the village.
- The annual working party typically attracts 15-20 volunteers to work on the maintenance and refurbishment of the church and churchyard.
- The village hall is held in a charitable trust and is managed by its own committee, which organises an active programme of village events such as Christmas meals, New Year's Eve parties, quiz and film nights, Burns Nights, summer barbeque parties, bonfire night and a monthly 'Friday Night Club'.
- The village hall is used by the church for events, such as the Harvest Festival lunch and auction.



## Langridge

- The Langridge team organises a Second Saturday coffee morning, monthly in the local Village Hall on Lansdown. It is popular with churchgoers from both All Saints and Langridge, and with other local people.
- We hope to re-establish the Friends of Langridge as an active community hub, arranging events of various kinds to bring valley-dwellers together.
- To address our imminent lack of a churchwarden we plan to involve a wider group of task-holders.
- Once or twice a year we hold a Quiet Day. It takes place in the converted barn adjacent to the churchyard, with the ability to go round to the church for worship sessions. It is both organised by, and attended by, members of All Saints and Langridge.
- Our occasional Flower Festivals are a huge magnet for the local community and are always well supported by local people creating displays as well as bringing friends.
- We have Recitals, and Christmas-time Choral Concerts.
- Local people help with churchyard maintenance.



## Our Aims for the Future...

- We aim to develop our **children's and youth work** in the **wider community**. We plan to appoint a Youth Worker and a Children and Families Worker, to lead these areas in our church and in the community. We also hope, through prayer and discussion to inspire some new volunteer leadership in this area.
- We would like to appoint a **community outreach worker** in the near future
- We will continue to encourage church members to **volunteer** for community-facing activities
- We are planning to develop our **Discovering Community** programme, which is emerging out of Discovering God's Heart
- We have an opportunity to strengthen our involvement in the **two schools**. The Governors and staff at WASPS are determined to maintain and strengthen the strong links with the church.
- We have an opportunity to draw closer to our **village communities** and participate in local events.

# Activities in our buildings



Conferences



Fitness Classes



Toddler Group



Festivals



Burns Night



Receptions



Panto!



Flower Shows



Holiday Club



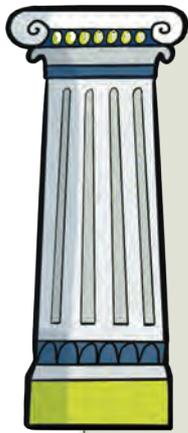
Fayres



Kids' Groups



Parties



## Pillar 5 Restoring and extending the All Saints church building

Nearly ten years ago, as a church we started to re-imagine how the main church building could become a more powerful tool for the kingdom of God for decades to come. And so the **ROCK Project (Reimagining Our Church for the Kingdom)** was born. Our vision is that this historic building should be a fully accessible, flexible, warm, comfortable, beautiful and welcoming place serving to the full both our own congregation and the local community. We are retaining the present dimensions of the church very much as it is now (but of course completely refurbished) and adding a full range of facilities in a new extension.



### Key features are:

- A large new, fully accessible entrance area and foyer
- Replacement of the pews by attractive, comfortable chairs, providing flexible seating
- Introduction of under-floor heating, new floor and a mix of new sources of heating
- Renewed electrical, lighting and audio-visual facilities
- A large kitchen and full toilet facilities
- An extended car park
- The restored and extended building can be open all the time, and will be ideal for a wide range of activities and events, meals and celebrations, music and drama, and a café, with virtual management systems from the church office



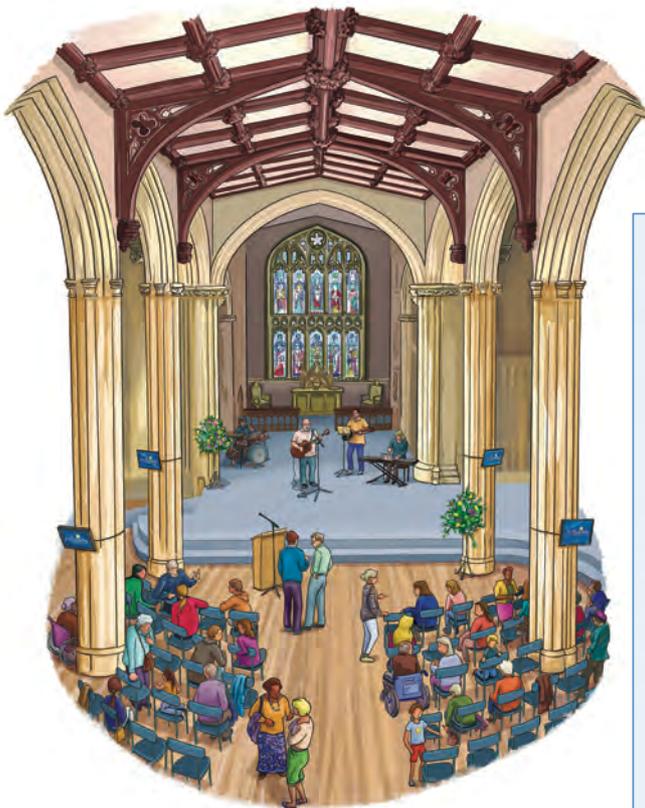
For further information look at these [videos](#) and this [brochure](#)

## The ROCK PROJECT (Continued)

**The new incumbent will not be expected to lead the project or to be the standard bearer for it! The ROCK Project is led by a team of people with substantial project management experience. Around 30 people from the congregation are also involved in the project in one way or another. Planning permission has been granted; faculty application is in hand; we are at detailed design phase, and we are aiming to start the work late in 2022.**

As with all church projects of this scale, it is very costly. At 2022 estimated prices, the cost of doing everything at once will be £3,250,000.

There was a first appeal to the congregation in 2016 which has raised £700,000. A second appeal to the congregation in February 2022 has so far produced gifts and pledges amounting to £650,000. Given that this second appeal took place whilst still in Covid, this is a further sign of the generosity and commitment of the congregation. Of course £1,350,000 is only 40% of the total needed...



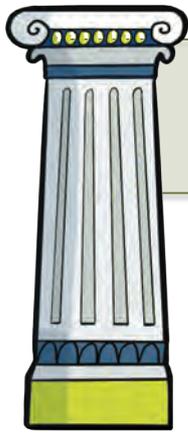
Other sources of income in the plan are estimated to be:

Sale of house owned by church	£350K
External grants	£200-£350K
Soft loans from congregation	£100-£150K
Hard loans via Diocese and other agencies where we have already had conversations	£500-£750K
Further giving by congregation	£200-£300K
<b>Totals</b>	<b>£1,350-£1,900K</b>
Giving already received or pledged	£1,350K
<b>Totals</b>	<b>£2,700-£3,250K</b>

If by the end of the year we do not have all the funds we need to do all the work we will aim to phase the work.

### Here are the key points

- The ROCK Project is widely supported by the congregation, but it is a major exercise and involves sacrificial giving by us all, which needs to be recognised – the pain and the gain.
- Fundraising is continuing, and will need to be encouraged and supported by all.
- During the building programme, our services will be disrupted, as we move them to our other premises.
- When the work is complete, we will need to manage all the new opportunities in the restored building. This will be a major development for our church community and for the village.



## Pillar 6 Managing our Finances well

Here is a brief summary of the three churches' finances.

### ALL SAINTS WESTON

#### Unrestricted income and expenditure (from congregation and from renting buildings)

Average (2018-20) annual unrestricted income	£435,000
Average annual unrestricted expenditure	£405,000

#### Bank balance

Unrestricted funds	£152,000
ROCK funds	£360,000
Endowments (providing income for fabric)	£45,000

#### Budget for 2022

Unrestricted Income	£390,000
Unrestricted expenditure	£409,000
Restricted income given/pledged to ROCK in Feb 2022	£550,000

*Note: figures are approximate*

### Payment of parish share

For the 3 years 2019-2021, for various reasons we have not paid our full parish share, but have paid £100,000 per year. We are still one of the six largest givers in the Diocese. This year, we are aiming to pay £128,818. Our 'full' parish share for 2022 is £156,737 but the Diocese has a relatively new system which gives an allowance 'back' to larger parishes which need to employ their own staff. This allowance this year would reduce our parish share to £128,818. It is too early to say if we will be able to pay this in full by the end of the year.

### Mission giving

We gave £13,000 to UK recipients and £14,000 to overseas recipients in 2021. This is based on 10% of unrestricted voluntary giving in the previous year. In addition to the mission giving channelled through our Missions Committee, anything above £73,000 of our parish share, which represents our own ministry costs and share of central costs, is in effect giving to support ministry elsewhere in the Diocese.

### Summary

Our commercial income from renting our buildings reduced during the pandemic, but is now showing strong signs of recovery. Our unrestricted congregational gifts receipts have remained fairly steady over the last few years. We expect to receive a substantial amount of restricted income over the next few years due to the ROCK funding drive. Our key tasks will be organising the funding for ROCK, whilst keeping the rest of the church finances healthy. For more details, see [link](#).

### NORTH STOKE

Our finances are in good shape despite a more recent challenging period where our income was significantly reduced by the pandemic restrictions on church services. Our income is from weekly donations and through special services and events; and we make full use of the Gift Aid scheme.

Our most successful fundraising event is the Harvest Festival and Auction, which typically raises more than £1,000 in a normal year. Our income exceeds our expenditure and we are able to pay our Parish Share (about £4,000) in full and make donations to local Christian charities. The church is well supported by the local community reflecting their faith and love for the building and its setting. Total reserves are almost £20,000.

### LANGRIDGE

Over the last 5 years we have seen a reduction most years in the money received through planned giving. However, there has been an increase in donations from worshippers, visitors and newsletter readers.

Our small surplus is then put aside for exceptional repairs or maintenance of church and grounds. We always pay our Parish Share (about £6,000). The church also donates around 15% of planned giving income to local and national charities. The church is viable under its current financial model but this would be challenged if major church repairs were needed. Total reserves are around £12,000, of which about £3,000 is in a Roof Fund. We need to build up Langridge Church's financial resources to fund future expenditure as we adapt the church for the needs of the next generation.

## OUR NEXT CHURCH LEADER

In order to lead us in the future, and to help us to achieve our visions and priorities, we would love to find a new church leader with several years' experience of ordained ministry and leadership who can show the following skills and qualities. These have emerged from a recent survey of our congregations and relate well to the strategic thinking in this profile.

We are not expecting one person to have all of these skills. Every individual will be stronger in some areas than others, but we would hope for someone with a good number of these attributes. A key skill for our new church leader will be to be able to build the leadership and teamwork with the active involvement of everyone, so that we can all support each other and grow the Kingdom together.



### **A prayerful follower of Jesus**

Someone with a love of Jesus, and filled with the Holy Spirit, putting Jesus at the centre of their own life and of the church. Someone who prioritises prayer in both their personal life and in their ministry.



### **A pastor and teacher**

An experienced pastor who lovingly teaches and communicates the whole of God's Word from the Bible. Embracing a broad spectrum of expressions of worship, patiently supporting us to grow together in our differences to embrace and serve in God's Kingdom.



### **Relates well to people**

Someone who is an encourager, who has great interpersonal skills, who makes people feel valued, and listened to. Someone able to easily relate to people from different backgrounds and traditions.



### **A team builder**

An experienced and effective leader who is able to delegate. One who empowers and supports others, discerning gifts and skills, and inspiring and encouraging new leaders in the church. Able to hold together a large church and two much smaller village churches.



### **A builder of shared vision and mission**

An experienced and visionary leader with the wisdom and discernment to bring focus and direction to the ministry of the church. Someone with a faith and vision that will help to energise and inspire our church family and local community.



### **A heart for the wider community**

Someone with a heart for the wider community in our area, welcoming all with the love of Jesus. Passionate about mission both to serve peoples' practical and spiritual needs and to grow our local churches. Able to build and support our work with young people and with the local community.



### **Supporting ROCK and our finances**

Someone who engages with our ROCK project as it progresses, and can help us manage our finances with wisdom, grace and discernment.

## What our young people are looking for...

"I want our vicar to be someone who makes learning about the Bible accessible and fun"

"Engaging, honest. Friendly, chatty, fun, good with kids/teens. Inspirational"

"I would like our leader to be really connected to God and be there for people"

"I want our church to be open and available for everyone. I want us to invite in more people to meet Jesus"

"I think as a church we should be one that includes the community, and the services are based upon God's word. A church that includes everyone and makes sure everyone feels included. Also people who need prayers or support"

"I want an engaging church that gets people involved in the service. More worship and songs"

## WE LOOK FORWARD TO WELCOMING YOU

We very much look forward to meeting with you soon to talk through this profile and to answer all your questions.

## We are here to support you in every way possible, including...

- **Shared leadership** and decision making with experienced and skilled staff and Leadership Support Team members.
- Support and help with **day to day management**.
- Love and **prayer support** from our whole church family.
- Enthusiastic **volunteers**.
- A real heart for the **community**.
- A generous and loyal church family who are keen to learn and grow and open to **innovation** and trying new things.
- We encourage you to have regular **time off**, and space for **prayer** and **personal reflection**, and to have a mentor or similar support outside the benefice.
- We also encourage you to take advantage of **training opportunities** in the Diocese or elsewhere.
- **The Rectory** is a beautiful home with a large garden and parking for several cars.



Bath Deanery comprises the city of Bath and the surrounding villages. It is made up of 21 traditional parishes which comprise 39 church buildings. In addition, Grace Church is a Fresh Expression of church reaching out to families and those interested in sport and a Pioneer minister is working in the South of the city to imagine what expressions of church might be appropriate. Readers, retired clergy, self-supporting and stipendiary clergy contribute to the senior leadership of churches, working with Churchwardens and other lay ministers. Deanery Synod is a vehicle for mission and learning together and Chapter's focus is building prayerful partnerships and learning from one another. It has an active WhatsApp group for communication, prayer and building relationships. The emphasis for the Deanery is threefold:

**Prayerfulness:** valuing our different church traditions and the way these manifest themselves in the ways we pray. Seeking to understand, respect and value different ways of praying – from the liturgical to the charismatic. Encouraging ecumenical prayer and together discerning God's vision for mission around the Deanery.

**Hospitality:** understanding that we are one in Christ, our Christian hospitality means that nobody is in ministry alone, but we are all called to work together because (and not despite), of our differences. Partnership working over parish boundaries and between leadership and ministry teams is vital for enriching the life of the church, treasuring giftedness, and providing resilience through change. Ecumenical hospitality and through the CofE Living in Love and Faith conversations are priorities.

**Innovation:** the model of church most visible around the Deanery is the traditional one of church based around Sunday services, a building, and a Vicar. We are committed to innovating new ways of being the church. Apart from Grace Church and the Whiteway Pioneer mission, the Deanery supports chaplaincy in Bath College, at both Universities, at the Royal United Hospital and elsewhere. We work in partnership with other churches for youth ministry and many churches are operating a 'hybrid' model of on-site and on-line worship, connecting with broader audiences.

This is a demanding and exciting time to be part of Bath Deanery as we seek to follow God in His mission, to prayerfully work in partnership with him and with others.

**Revd Stephen Girling** – Area Dean

**Mrs Pippa Page** – Lay Dean



## Our Vision

**In response to God's immense love for us we seek to be God's people living and telling the story of Jesus.**

- Our vision speaks of the story of Jesus; his life, teaching and work, his death and resurrection; the story which is the context of our faith and the content of our message.
- We seek **to live** this story as disciples of Jesus Christ in the world and **to tell** it, both in sharing the good news and by the way in which our lives speak about Him.
- The diocesan strategy is built around three priorities:
  - To place mission and evangelism at the heart of all we do
  - To re-align our resources towards mission
  - To identify, develop and release the gifts of all our people
- The priorities provide a framework for decision-making and planning at parish, benefice, deanery, archdeaconry and diocesan levels.

More information on our websites  
[www.allsaintsweston.org.uk](http://www.allsaintsweston.org.uk)  
[www.allsaintscentre.org.uk](http://www.allsaintscentre.org.uk)  
[www.westonhub.org.uk](http://www.westonhub.org.uk)  
[www.stmarymagdalenelangridge.com](http://www.stmarymagdalenelangridge.com)

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For more details, or to express an interest,  
please contact office of Archdeacon of Bath  
Office 01749 685 278  
[denise.blake@bathwells.anglican.org](mailto:denise.blake@bathwells.anglican.org)

**We look forward to meeting you!**

Now the Lord is the Spirit, and where the Spirit of the Lord is, there is freedom. And we, who with unveiled faces all reflect the Lord's glory, are being transformed into his likeness with ever increasing glory, which comes from the Lord, who is the spirit.

**2 Corinthians 3:17-18**

Designed and illustrated by Finola Stack [www.finolastack.co.uk](http://www.finolastack.co.uk)