



Profile

For the position of
Rural Dean & Team Vicar
of the Alderbury Deanery
and in the Clarendon Team Ministry

2024

Our Prayer

*Gracious God, we thank you for calling us into the fellowship of your Son;
empower us by your Spirit to seek your Kingdom, here and now,
that together we might make Jesus known
in the Alderbury Deanery and The Clarendon Churches;
by your Holy Spirit guide those discerning the right person,
and inspire the one whom you are calling to this role.
for your name's sake. Amen*

Contents

Contents.....	2
Welcome	3
Overview	4
The Diocese of Salisbury	4
The Alderbury Deanery	5
Map of the Clarendon Team – Parishes, Churches and Features	7
Introduction to the Clarendon Team	8
The Bourne Valley Benefice	9
The Forest and Avon Team.....	10
The Parishes.....	11
The Parish of Alderbury	11
The Parish of West Dean with East Grimstead	16
The Parish of West Grimstead	19
Other Parishes in the Clarendon Team	21
Whiteparish	21
Winterslow.....	22
Farley with Pitton	23
Meet the Ministry Team	25
What we are offering.....	27
Role Descriptions	27
Role of the Rural Dean	27
Role of Team Vicar	29
Person Specification	30
The Rectory	31
Appendix Information	33
Population, Electoral Role, Average Congregation.....	33
Funerals.....	33
Weddings.....	34
Baptisms	34
Sunday Service Pattern	35
Financial Overview	36
Brief History of the Clarendon Team and Team Council	37



Overview



The Diocese of Salisbury

Making Jesus Known is the new vision for the Diocese of Salisbury. It was affirmed by diocesan synod in June 2023.

The vision pledges that together, as Christians in the diocese, we will make Jesus Christ known in every place, so that all might flourish and grow, seeking his Kingdom, here and now.

It sets out five clear priorities for us all to work to establish over the next decade – developing courageous Christian leaders, working together for justice, developing creative partnerships in local mission, championing climate justice and finally – if we are to achieve the first four priorities- ensuring we have a sustainable financial basis for mission.

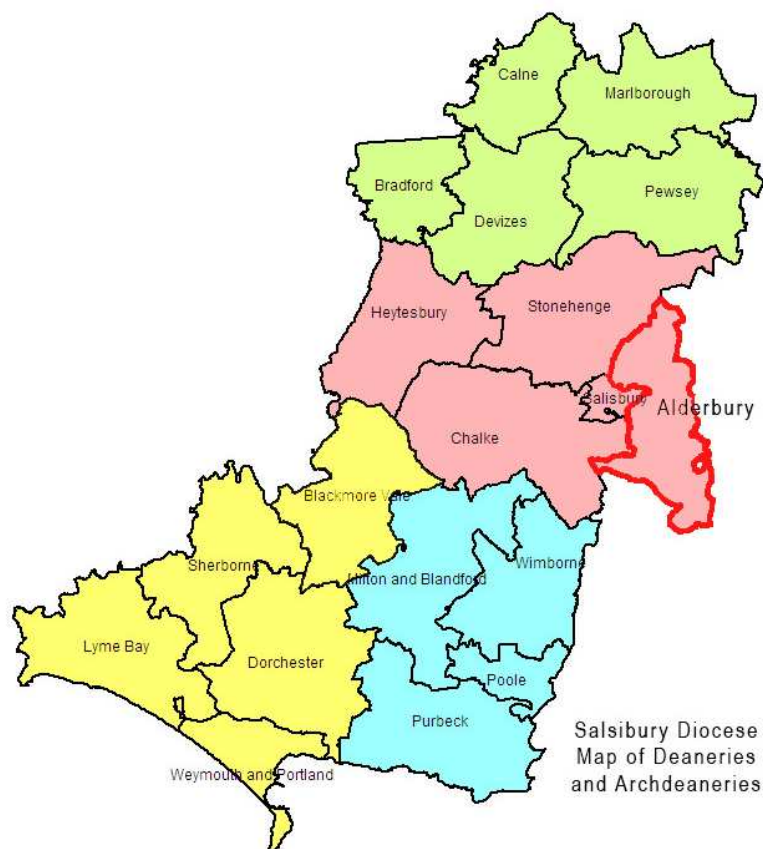
At the heart of the priorities is a commitment to revitalise churches for mission.

More information can be found at

<https://salisbury.anglican.org/howeare/making-jesus-known-/>

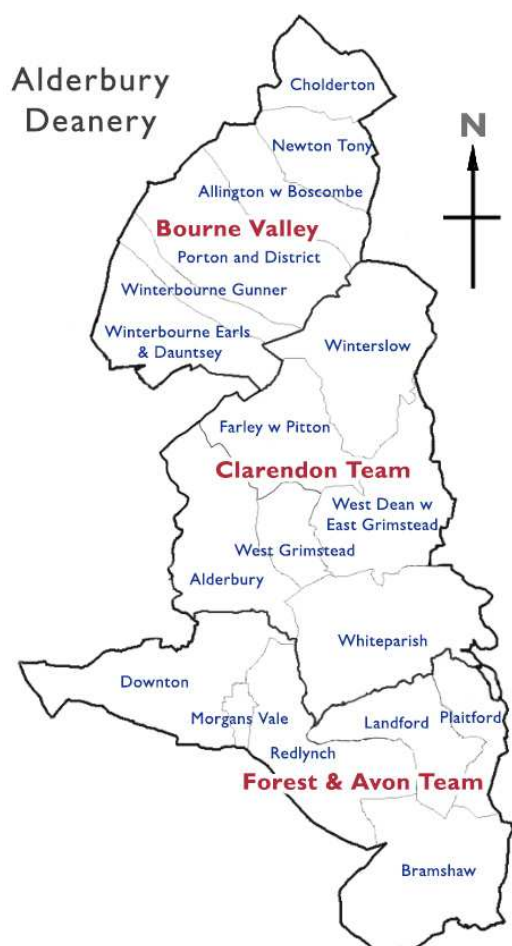
The Alderbury Deanery

As Rural Dean and Team Vicar in the Alderbury Deanery, you will be joining a Deanery which has had good and recent experience of supporting and encouraging the person in this combined role. As Rural Dean in the Alderbury Deanery you will provide overall guidance and direction to the Deanery and be 'pastor to the pastors'; as Team Vicar you will be grounded in your own three parishes in the Clarendon Team with its long experience or working in a collegiate and a co-operative way. Our experience of this way of working is good for Chapter, good for parishes and is rewarding for someone with the skills, aptitude and enthusiasm to do ministry in a new way.



Salisbury Diocese
Map of Deaneries
and Archdeaneries

The Deanery covers the rural parishes around the eastern side of Salisbury from below the A303 and the edge of Salisbury Plain to the north near to the edge of the New Forest in the south. Alderbury itself is about 3 miles from Salisbury.



It consists of the Bourne Valley benefice, Forest and Avon Team, and The Clarendon Team all profiled below. There are five larger churches in the Deanery: Downton in Forest and Avon; Alderbury, Whiteparish and Winterslow in Clarendon; and Winterbourne Earls in Bourne Valley.

There are currently 4½ stipendiary clergy posts in the Deanery and a full-time non-stipendiary Team Vicar in Clarendon. We enjoy the ministry of a range of ministers both lay and ordained and invaluable support from churchwardens and others. We have an able and committed Deanery Treasurer.

Chapter has been described by our previous Rural Dean as 'open, warm and supportive'. We get along well and enjoy being and working together. Regular Chapter meetings offer good fellowship, shared prayer and a forum for mutual support and robust discussion. Food is often involved as well!

Of course, we face the same challenges as many rural churches in the country – ageing population, declining congregations (and collections) and a challenge to find people willing to be churchwardens, PCC members – and Deanery Synod reps. But we think that we are well-placed to address these challenges constructively, and creatively with a Rural Dean expressly recruited to that role embedded in specific parishes.

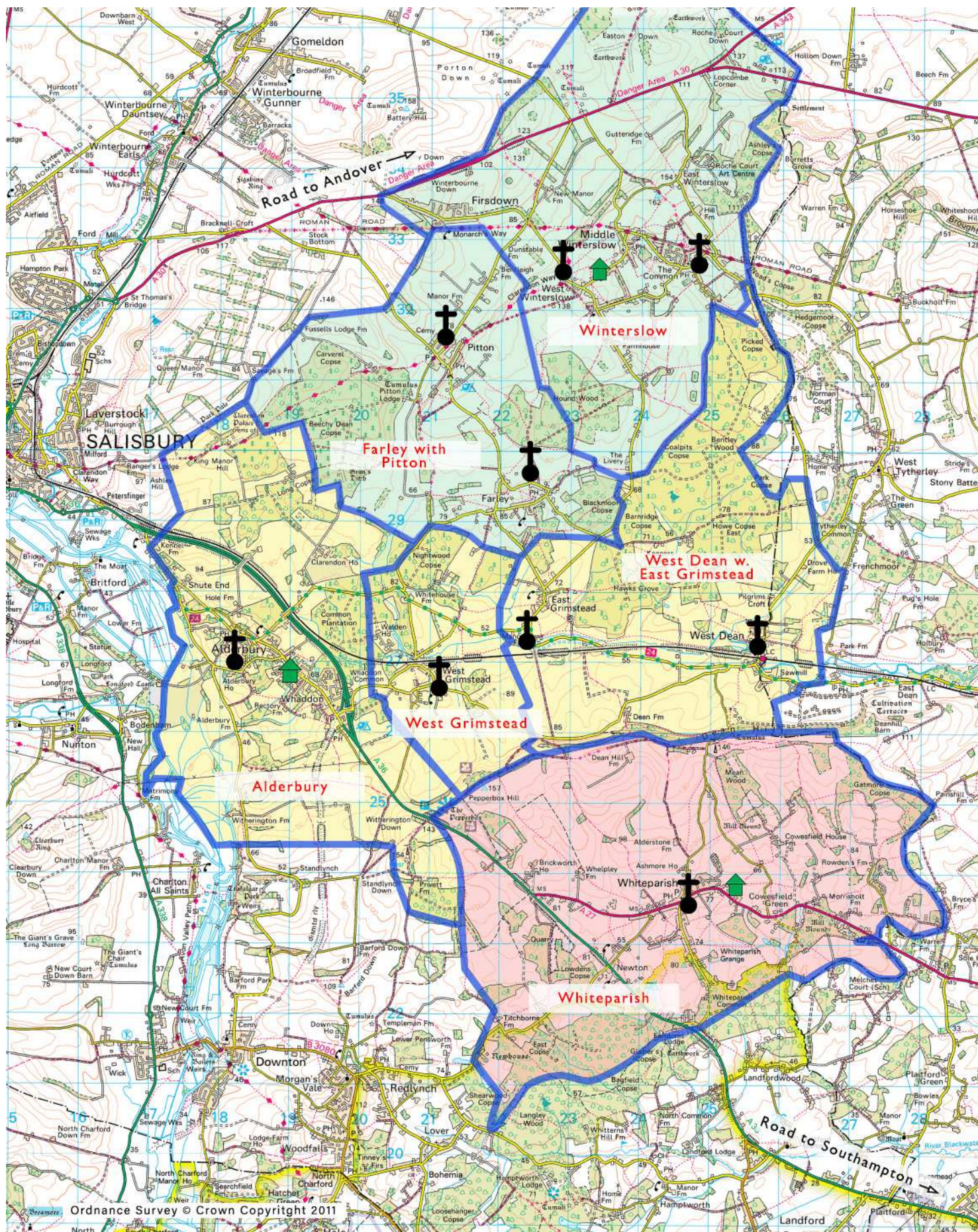
Deanery Synod meetings have taken various formats. For some years, there has been a pattern of gathering for Shrove Tuesday with pancakes, Ascension Day and a business meeting in October. A couple of years ago we asked Synod members what they wanted on the agenda and since then meetings have focussed on matters of specific interest to parishes and parish representatives and have recently included advice from the Parish Giving Advisor and Bishop Andrew Rumsey in his role as National Co-lead on Church Buildings. For many years the Deanery has chosen a Christian charity to support with all churches holding fundraising events.

Together, we seek to make the Deanery a source of encouragement, support and training. We have, for example, conducted Deanery-wide Lay Pastoral Assistant and Lay Worship Leader training. There are preliminary discussions about creating a post of Deanery pastoral officer responsible for pastoral co-ordination and support, compliance and aspects of administration across the Deanery.

Alderbury Deanery is seeking to implement the Salisbury Diocesan Vision and Strategy of *Making Jesus Known* in ways that meet the needs and aspirations of the congregations in the various parts of the Deanery with the resources available. There is interest, for example, in establishing a network of Anna Chaplains who have already trained as LPAs and our Licensed Lay Ministers are exploring providing Bereavement Courses to the people in the area. There is active engagement between churches and schools.

If you would like to know more about the Deanery – or any other aspect of this role – please do not hesitate to contact me.

Revd Jane Dunlop -Acting Rural Dean



Introduction to the Clarendon Team

The nine Clarendon Churches are situated in the rural villages to the East of Salisbury. One of the joys of living here is that we have all the benefits of close village communities with their own personalities as well as all the facilities of the City of Salisbury only ten minutes away.

Our churches are geographically divided into three pastoral areas and you, as Team Vicar living in Alderbury, will have responsibility to serve, shepherd, inspire worship and 'walk with' the people of the parishes of Alderbury, West Dean with East Grimstead and West Grimstead.

The four villages for which you will be responsible are different. Alderbury being the largest and the other three being small village communities. Alderbury (where you will live) is a medium sized village of around 1,000 houses. It has a two shops, one with Post Office, Primary School, Pub and Social Club. Although the church building is in the old part of the village, the church is very active within the community running a weekly coffee shop, monthly Café style church in the Village Hall and outreach to young and old within the village. We are open to all styles of worship from Common Worship Communion to a livelier All Age Service. We are well served by LPAs and LWLs and an LLM who has recently moved to the village.

West Grimstead is a friendly village, with a good mix of housing types, long-term residents and newcomers. The church congregation is small and self-reliant, but we aim to be very welcoming to all who come to church, even if very seldom. We love singing hymns!

West Dean offers opportunities to engage in a friendly village with a strong community spirit. We would like our Vicar to support us in making the Christian faith more part of village life. East Grimstead, although a separate village with its own identity, is within the same church parish as West Dean. It is a welcoming village with an active social life. Holy Trinity East Grimstead is a good place for contemplative worship.

The ministry team consists of: Simon, the Team Rector who has pastoral responsibility for Winterslow and Farley with Pitton in the north; Jane, SSM Team Vicar, with responsibility for Whiteparish in the south, and you based in Alderbury. We have three LLMs and we meet weekly to plan, pray, exchange news and to share what we are going through. We are supported by an experienced team administrator who deals with many administrative tasks.

The Clarendon Churches have operated in different ways over the last decade or so. Currently, we think our way of working, which gives each village/church their own 'vicar', works best for us as clergy and for our parishes. To gain a depth to our ministry and an understanding of each other's churches and communities we occasionally take services in each other churches. This richness and breadth of ministry enables each of our churches to keep their own identities while benefiting from being part of a larger group. It makes ministry in the Clarendon Team rewarding and we look forward to you bringing your own gifts and experience. We also look forward to sharing food, friendship and laughter as we serve God and our communities.

The Bourne Valley Benefice

The Bourne Valley Benefice consists of five Parishes, in which there are five open, active Parish Churches, one Chapel of Ease and two closed Churches. There is a Methodist Church in Winterbourne Dauntsey, and a Baptist Church in Porton. The Benefice is formed by the 'ribbon development' of villages and hamlets along the Bourne river and the A338 trunk road, out of Salisbury. It is the smallest, in terms of population and geography, of the three Benefices which make up the Alderbury Deanery, and is at present unique in the Deanery in having just one full-time, resident stipended priest – the Rector.

Since emerging from Covid-related restrictions, the pattern of regular Sunday worship in the Benefice has developed to enable three of the five Parishes to have a Sunday morning Service (mostly Holy Communion) on three Sundays each month, and the other two Parishes are content to hold fortnightly Services. At Festival times, the Chapel of Ease, in Boscombe, holds Services as well. On the fifth Sunday of any given month, the Benefice holds one morning Service to which everyone is invited. Average attendance at Sunday Services ranges from 4 to 40, with Festivals often attracting a greater number of less regular attenders.

In addition to the Rector, there is a part-time Associate Priest, who is mainly based in Hospital Chaplaincy, so his availability to lead worship in the Benefice is limited. There are currently five retired clergy locally and two PTO LLMs who offer to assist in leading worship.

In terms of pastoral work and occasional offices, in the past 12 months, we have had 17 Funerals, 5 Weddings and 6 Christenings attended by myself as Rector or one LLM in her 80s.

There are three CofE Primary Schools and one Community school in the Benefice, and church links are good and all schools hold several services in church each year.

At present all Parishes pay what is requested by the DBF in terms of Fairer Share each year. They also develop their mission externally in giving financial support to charities which are better placed to fulfil specific tasks in the wider community and the world.

Given the demographic profile of the church-attending communities in the Benefice, resources are limited and this often leads to a sense of fragility and weariness within our churches, particularly in terms of individuals with capacity and willingness to contribute to the structural organisation of the Parish, PCC etc.

Rev'd Peter Ostli-East, Rector Bourne Valley Benefice

The Forest and Avon Team

The Forest and Avon Team was formed in 2006 out of 3 existing benefices. For many years the Team functioned more as a Group Ministry with the clergy meeting together and supporting each other while the parishes remained in the original three groupings. Recently we have tried and struggled to encourage closer working together. Having originally had 2 full-time stipendiary clergy plus a House for Duty post, we currently have 1.5 stipended clergy assisted by an associate priest and 3 PtO clergy.

The parishes are very diverse. Bramshaw and Plaitford are in Hampshire and look south to Southampton or east to Romsey. The others look to Salisbury. Some church buildings are remote from their communities and lack facilities. Geography does not work in our favour either in working as a team or in making links with the remainder of the deanery. We are bordered by Winchester diocese on three sides.

The largest parish is Downton where we see the greatest possibilities and the greatest challenges: a large secondary school and Downton's large Grade 1 listed church building. We seek to work closely with ecumenical partners with Redlynch and Morgans Vale working closely with local Methodist congregations. We are strengthening ecumenical working in Downton.

There are 3 C of E Primary Schools each with close links to the local churches. a wide variety of worship is offered across the 6 parishes from the formal to the very informal but currently Downton has a clergy-led service every Sunday of the month. Two parishes have regular Café-style services with the possibility of a third. One of the churches operates as a "Festival Church" with 5 well-attended services a year. Each parish has a PCC, but we are struggling to find church officers, with some of those in post seeking to retire and finding no-one willing to take up the reins.

Finances are as varied as every other aspect of church life. Two parishes benefit from historic resources and so are well resourced. Three others have in the past met their Parish Share request but may struggle to do so this year. For some years one parish is currently unable to pay its full share and we are trying to see this as a "Team issue".

Lots of good things are going on across the team, with churches firmly embedded in their local communities. The fear is always that we find ourselves so pre-occupied by buildings and finance, that we have no energy left for the Kingdom.

Canon David Bacon
Team Rector
Forest and Avon Team

The Parishes

The Parish of Alderbury

The Church and Congregation

Rebuilt in 1857 on the site of the medieval church, the church of St Mary's Alderbury is set half a mile from the main village road and centre. This in itself gives us a real challenge, as few walk past the building.



There are 71 people on the electoral roll. Since 2021 our worshipping community has risen to 67 Adults and 8 Children with average Sunday attendance of 40-50 rising to 100+ at major Festivals. Some of our older folk now attend the mid week communion in our Whaddon Hall, as it is easier for them to access than the steep path up to the church. We are aware that there are some villagers who regularly worship in Salisbury; some of these however do join in with our house groups.

Refurbishments over recent years have provided a disabled toilet and a new hospitality unit at the west end. In 2021 we completed a project to convert the area in the bell tower over the toilets into an 'Upper Room'. This was originally conceived as an area where our young people could meet on a Sunday Morning – but will have many other uses. Under pew heating was fitted in 2017 and a new handrail along the path to the church was installed in 2018. The font has been reset to its original location near the west entrance and lighting changed to more eco-friendly LED lighting. In 2023 we commissioned a new Altar Frontal from Sophie Hacker to replace our 3 ageing Frontals.



Children and families work is of particular importance. We have 4 children who regularly attend a Sunday service ranging from 3yrs – 17yrs. On the 2nd Sunday of the month, we have Sunday squad for the 3-11yr olds.



The decision was made in 2022 that our focus would be on work with families rather than our previous monthly children's clubs, so we have had bi monthly events on various days and times.

A Pancake party on Shrove Tuesday attracted 31 children from 16 families,

Experience Easter on Good Friday, Messy church and Muddy church have also been popular with at least 10 families at each. During December we have a Posada (Mary and Joseph figures) travelling round to 14 families. They will be brought to our Crib service on Christmas Eve. Our children's work team have also made nativity figures to go in an old unused bus stop at the top of the village. This has received over 100 likes on the Village Facebook Residents page.





Our weekly Baby and Toddler group welcomes many village families and has also resulted in several baptisms during 2023

Worship at Alderbury and West Grimstead school is led every Wednesday by members of St. Marys and the incumbent - and once a month by our very enthusiastic Open the Book team



Under the strapline "St Mary's In The Community" the church runs a Coffee Shop in the village hall one morning a week. This has proved very popular and has met a real need within the village. Average attendance is 40 plus each week.

Many of those who come have little or no connection with the church, and there is a real opportunity to get to know these people better and how we can best serve them. For a number of years income generated by the Coffee Shop has funded the purchase of Bibles for each Year 3 child at Alderbury and West Grimstead School.



The church finances are in a relatively healthy position thanks to the overall reserves that have been built up in recent years. We currently give 10% of our offering income to mission groups and charities. The majority of church members now give regularly to St. Mary's via the Parish Giving Scheme.

The last Quinquennial Report was completed in October 2023 and we are working on carrying out the priority repairs. Wildlife areas have been created in the churchyard in the last couple of years.



A recent Remembrance service held at the village War Memorial

Church Services

On the first Sunday of the month a Café style church service is held in the village hall. This is open to all and is well attended. Different groups within the church community sometimes lead these services. The second Sunday of the month is generally Holy Communion with Sunday squad.

The third Sunday is All age Worship , which is lay led. PowerPoint is used most months at this Service when there is a small music group instead of the organ. The fourth Sunday is a Healing communion with the laying on of hands

There is a robed choir of ten which is augmented to 20 for special Services. There is an active lay ministry, with intercessions, administering the chalice, and laying on of hands at healing services undertaken by lay people. Those that have completed Lay Worship Leaders



training also take services. There is a mid-week Communion each Wednesday in the small church hall at Whaddon.

There are currently three House Groups, two of which are ecumenical. Two meet weekly, and the other twice a month. These groups are attended by almost half of the church fellowship. There are also three prayer groups; a Julian group, a Healing group, and a group that meets on the first Sunday of the month to pray specifically for the life of the village.

Ministerial Support

There is one Licensed lay Minister, three Lay Pastoral Assistants and two Lay Worship Leaders in the congregation. We also have 2 retired ministers who have Permission To Officiate.

The Lay Pastoral Assistants provide pastoral care for individuals, families and groups within the church and neighbourhood, and meet regularly with the incumbent

We are fortunate to have a number of volunteers to support our children's work – all suitably DBS checked and monitored by our St. Mary's Safeguarding officer

Our building work and renovations are overseen by one of the Wardens, and we have an active Lay Chair to the PCC.

The church sponsors a number of activities and organisations under the strapline "St. Mary's In The Community":

- A weekly Coffee Shop, as detailed earlier.
- A lunch club for older people in the village.
- A Men's Breakfast which meets 5 times a year and brings men of the village together for fellowship.
- Tear Fund Quiz Evenings
- Mothers Union, Baby and Toddler Group and Wives Group.
- A monthly village magazine is published and distributed throughout the villages of Alderbury and West Grimstead.

Locale

The village of Alderbury lies just off the main A36 Salisbury to Southampton road, and is five miles to the south of Salisbury. It has a population of around 3,000. There is a popular Public House and two shops including a Post Office. In the centre of the village is a newly refurbished village hall and social club. Village activities include a Parent and Toddler

Group, Guides, Rainbows, Beavers, Cubs, Scouts and Explorers. There are also very active Tennis and Football Clubs; a Lawn Bowls Club; an Amateur Dramatic Society, a Gardening Club and a weekly Church-run community coffee shop.

There is a good regular bus service on the main route to Southampton, Romsey and the New Forest. The M27 is about 10 miles south of the village, and access to the M3 at Basingstoke is 30 miles north-east. The New Forest is ten minutes away. The main Salisbury Station is about 5 miles away, with services to London, Southampton and the West Country via Yeovil. There is a small rural station at West Dean on the Salisbury – Southampton line.

The nearest Supermarket is a large Tesco and a Lidl approximately 3 miles away towards Salisbury. There is a Sainsburys and a Waitrose/John Lewis within the city, and an Aldi on the north side of Salisbury.

Alderbury and West Grimstead Primary School

In 1993 a new Church of England Voluntary Aided Primary School was built in the village to serve the villages of Alderbury and West Grimstead. There are currently 146 children on roll and the school has recently become an academy as part of the Pickwick Academy Trust. There are strong links between the churches and the school and several church members are



Foundation Governors. The SIAMS inspection in November 2023 concluded that 'Alderbury and West Grimstead is a highly successful church school with strong Christian leadership'. The report states that 'Leaders live out the distinctive Christian vision of building strong foundations for life. They are inspired by the biblical underpinning of the parable of the wise and foolish builders. Leaders' strategic oversight and day to day management of school improvement is strong and purposeful.'



Alderbury and West Grimstead Primary School
Christingle Service held in St. Marys Church.

Alderbury Pre-School

The village has an excellent pre-school which is co-located with the school. Its mission is to provide; high quality, accessible and affordable care and education for all children from the age of twelve months to the start of primary school. The pre-school was rated as 'Good' in all areas by Ofsted in January 2023.

The Parish of West Dean with East Grimstead

The Parish of West Dean with East Grimstead comprises two rural villages in farming countryside located about 2 miles apart, each with a church and its own distinct and separate community. There is one PCC and a Churchwarden for St Mary's church. The position of Churchwarden for East Grimstead is currently vacant.

The Community in West Dean

The village of West Dean is nine miles south-east of Salisbury and approximately mid-way between Salisbury and Romsey. It is on the Hampshire-Wiltshire border and lies in both Hampshire and Wiltshire. It has a railway station on the Salisbury to Southampton line with hourly links in both directions. There is also a bus service connecting the village to Salisbury and Romsey. The village has a population of about 300, and residents are a mix of those who commute to work, some work locally in the village sawmill, surrounding farms, or small rural business park, and an active group of retired folk.



The number of children in the village is around 50, with primary school age children attending the nearby C of E school in the Hampshire village of West Tytherley (in the Diocese of Winchester) and a pre-school group meets weekly in the village hall.

The village has an active social life

centred on the Church, the Village Hall and Parish Council who between them organise numerous events through the year, reflecting a strong community spirit in the village. The largest of the events is the Fete, organised jointly by the church and the village, which attracts more than 1000 people from the surrounding area and is recognised for its great variety of attractions.



There are regular quiz nights, Over 60's lunches, coffee mornings, and annual Harvest Supper, Christmas parties and Panto. Newcomers to the village remark on how welcoming and inclusive the village is.

Communication with the villagers is mainly through regular emails from 'The Friends of West Dean', a service voluntarily run by a local family, the monthly Dun Valley News (DVN), a printed village magazine for West Dean, East Grimstead, Farley and Pitton, and flyers advertising forthcoming social events.

The Church of St. Mary's West Dean

St Mary's Church was built in 1866 on the road leading out of West Dean to West Tytherley. It replaced a much older, mainly 14th century, St Mary's church which lay 300 yards north east of the current church. Part of the old church remains on the original site as the De Borbach Chantry which is maintained by the Historic Churches Conservation Trust.



The Norman Font bowl, 13th Century piscina and a shaft with a decorated capital, made into a lectern, were moved from the former church to the current church. The Church is Grade II listed with William Morris stained glass windows.

St Mary's has seating for about 80, excellent acoustics and sits in a well-tended graveyard. An extension was built in 2005 to create a small room used as a chapel and PCC meeting room, and a disabled toilet, and wheelchair access. This was mainly funded by a grant given by the C of E following the sale of the Vicarage as a private home.

Currently, the church has recently completed 4 main schemes of work; repairs to the church roof, new rainwater soakaway and drain, replacement of timber floors in the nave and complete internal redecoration. We are continuing our campaign to explain where church funds come from, how we use them and the need to raise additional funds for further maintenance. Previous appeals have proved positive.

Average attendance at services is about 13. Attendances at Easter, Remembrance Sunday and particularly Christmas are much higher. Many villagers, while not regular attenders, do support the church in other ways such as financially or with church maintenance. There is potential and willingness for the church worshippers to work in partnership with the vicar to grow the congregation.

There is a small, committed group of worshippers who take an active role in church. They are keen to share the Christian message in a relevant way to all villagers. A small bible study group used to meet regularly and we are considering how we revive that. One PCC member helps regularly at the village Toddler Group called Busy Bees. During 2019 we started to run an informal Breakfast Church service once a month where croissants, toast and drinks were served prior to a half hour all age service, which increased attendance. We have previously held a Christingle service in the village social club.



There are church representatives on a local charity which gives financial support to those in need in the Parish.

East Grimstead village

The village of East Grimstead is closer to Alderbury and Salisbury and has a population of about 200 which has been growing in recent years. The children attend primary school in Alderbury or go to boarding school. The households are a mix of active retirees and working age families who commute to work or work from home. The village is welcoming, friendly and has an active social life. The 'Reading Room' which is the village hall, is the venue for the well-attended village breakfasts and other social events throughout the year.

Holy Trinity East Grimstead

The church in East Grimstead, Holy Trinity, is small and has often hosted Holy Week Iona services. It is a good place for contemplative worship especially in the summer months. One service a month is usually held at the church, with average attendance only a few, although the church is always full for the annual carol service. Consideration needs to be given to the future status and uses of this church, due to the age population and decline in community engagement which is changing the nature of this Church.



West Dean and East Grimstead Parish Finances

The accounts for both village churches are held in the same bank account. In a typical year the giving from the Parish Giving Scheme, standing orders, envelopes and cash, together with the reclaimed tax, just cover the Parish Share payment. Everything else; utilities, insurance, cleaning, churchyard costs and routine repairs – have been financed by fundraising. The annual West Dean village fete allocates us half of the profits, typically about £4k and East Grimstead usually run several community events which raise funds. We have persisted with our plans to use all the money in our investment account, except for a reserve for further repairs at St Mary's.



The Parish of West Grimstead

The small village of West Grimstead has a population of about 300.

When the school closed in the early 1990s, fewer families moved into the village for a while but there are now an encouraging number of younger people to balance the retired population (a number whom have been living here since they were new parents).

The church is small, in good repair and is probably the oldest church in the Team with records showing the first Vicar as Ricardus Brione in 1274. Visitors often remark on the calm and holy atmosphere in the church, and this is something much appreciated by the small but very committed congregation generally numbering about 13 (more on special occasions). Our average Sunday attendance has been stable for more than a decade. One Sunday of the month, people gather in a home for informal hymn singing, discussion on a Christian theme and prayer. Coffee after morning service provides a valued opportunity for fellowship.

The church itself is kept clean and full of flowers by a rota of helpers. Recently, two local young people have chosen to make cleaning the church part of their community service for their Duke of Edinburgh Award. The churchyard is mowed by helpers, too. While the grass around the graves is kept mown, the grass closer to the church is allowed to grow longer and is sometimes grazed by sheep. This area has also been extensively planted with snowdrops and daffodils, and looks beautiful.

We have a Lent Group each year which numbers about nine people including one member of the Baptist Church.

Although we no longer have a school building in the village, we do have a share in Alderbury and West Grimstead School (located in Alderbury). During the summer term Year 6 children come to St. John's for a 'Retreat Day'. Some of our church members help (most theatrically) with 'Open the Book' in school.

Each Christmas we hold a tea party where guests (mainly senior citizens) are treated to a delicious tea with plenty of cake (!) followed by carols led by our vicar. This event attracts people who do not attend church at any other time. We also have monthly tea parties, which are enjoyed and well attended.

Pastoral care and visiting is undertaken by our vicar and members of the congregation who are attentive to the needs of their neighbours as part of our service to the community. The Village Hall Committee hold a coffee morning four times a year at which church members run a home produce stall including cake, eggs, vegetables and other home-produced items. This is a great opportunity for the vicar and church members to have pastoral contact with villagers and it also helps to raise money for church funds and mission projects.



It has been exciting returning to pre-Covid life. In the past 2 years, we have revived the Animal Service, returned to our much loved and well-attended Carol Service and have tried new ventures, too: a Pimms and Hymns evening at midsummer was enjoyed by many; a Crib Fest has become a new tradition for the beginning of December and a Harvest Supper was well attended by non-church goers as well as the congregation, who made cottage pies, apple crumbles and supplied entertainment. We are a resilient group and can be self-reliant when necessary, but look forward to an enriching partnership with a new vicar.



Other Parishes in the Clarendon Team

Whiteparish

A village of 1500 people, Whiteparish is the most southerly of the Clarendon parishes. It has the usual large village amenities as well as a doctors' surgery.

The Church in Whiteparish is situated in the centre of the village and dates from the 13th Century. The original church was very small, consisting of just the whitewashed chancel from which the name of the village, Whiteparish, came. The Church is always open during daylight hours and is available for individual prayer and contemplation.



Dawn Service on
Easter Sunday 2023

A variety of services are held to cater for our congregations. Breakfast Church with Family Communion was introduced five years ago to encourage families and to give them another Sunday with an all-age focus. We hold an annual Pet Service at the local stables and a 'Songs of Praise Service' in the Memorial Hall. The Church has a talented choir and we also have a Music Group, including both adults and children which plays for the All-Age Service.

All the work of the Church is upheld by prayer. We have a well-attended Julian Group which meets weekly and operate an active prayer chain which prays for individuals in need when requested.

There is a thriving Home Group which meets twice a month and more frequently in Advent and Lent.



Our aim is to serve the community. We try to reach out to everyone: the youngest members, through our thriving Baby and Toddler group which is held weekly in the Church and the Youth Group of secondary aged young people who meet monthly. We cater for many other groups of people through the monthly coffee morning and the very well supported Lunch Club. Our Harvest Lunch and Auction is always well attended by many in the village.

There is a very active group of Lay Pastoral Assistants in Whiteparish who care for all those in need and welcome newcomers to the village.

Church members have been instrumental in organising village-wide picnics and other events for national celebrations and, together with the school, organise the annual village fete. Our 'Music in Whiteparish' team promotes several concerts each year, fundraising for the church and local charities.



Salisbury Cathedral Choir

July 2023



Preparing for an Open the Book
Collective Worship 2023

Our links with Whiteparish Church of England Primary School are strong with Foundation Governors being regular visitors and together with other members of the Church community present Open the Book in collective worship once a month. The Vicar leads worship in the school on a regular basis.

Winterslow

Winterslow is a large parish including East, West, and Middle Winterslow, Lopcombe Corner and Firsdow with a total population of about 3,000. The two latter developments are post-war but the 'old' village contains a mixture of old and new properties plus some estates which attract young families. There is a good age mix. The Central Stores /Post Office, the surgery and pub are well patronised.

Winterslow Primary School is C of E Aided of about 180 children with strong church links. The Rector leads collective worship and the parish church's Open the Book team regularly visit the school. About once a term, the school, including parents, attend the church for a school service.

The Village Hall is heavily used by organisations and is the hub of village life. It includes a daily Coffee Shop run by ecumenical church volunteers which raises c £1,000 p.a. for charities.

The Parish Magazine, run by the church, includes news from many societies including three local Free Churches. Inter-church relations are good.

Church Life

"The Church is here in Winterslow to be a community of Christian love which seeks to give glory to God and to cherish the people" (Vision Statement). Services at All Saint's include Parish Eucharist and All Age Morning Worship services. Attendance is typically about 32. At St John's there is an early Eucharist on alternate Sundays with an attendance of 10 to

15. We have recently introduced Breakfast Church in the Village Hall to encourage new and younger members. House Groups meet regularly, the Intercessory Prayer Group meets weekly. A Parish Life Committee organises social and fund-raising events as part of the Church's Outreach programme.



Church Buildings, administration and Finance

The main church, All Saints', has an ancient core, Victorian extensions and a north porch/toilet added in 2000 AD. It seats about 160.

Two miles away, St John's Church (1860) seats about 40 and is closer to population centres. All premises are in a reasonably good state of repair. The Schoolroom next to St. John's Church has been converted into the Clarendon Team Office and this is where the Team Administrator is based.

In recent years the budget has been balanced. The Reserve Fund is sufficient to cover one year's parish share and the Premises Fund will cover most eventualities. As a category B parish, which always pay its share on time, we meet our PCC policy of donating 10% of our giving income to charities (home and overseas).

The Parish is a lively and caring, but not complacent community which tries to live up to its Vision Statement.

Farley with Pitton

The Parish encompasses two rural villages about five miles to the east of Salisbury. The villages of Pitton and Farley are about 1½ miles apart. The road between the villages is narrow and busy and there are several indirect footpaths. The Clarendon Way footpath, connecting the Cathedrals of Salisbury and Winchester, passes through Pitton.

Pitton is tightly bound within its chalk downland setting, whereas Farley spreads out from a triangle. Approximately 140 dwellings in Farley and 190 in Pitton have a population of c750. Farley Hospital (Alms houses) consist of eight dwellings and the Wardenry and are immediately opposite All Saints' Church.

Pitton Primary School is C of E and is within the Pickwick Academy Trust and the former school in Farley now accommodates a privately run nursery school. A pre-school group meets at Pitton Village Hall. The post office in Pitton serves both communities and includes the village shop.

Both villages have a pub and a Village Hall. There are a range of social groups; such as men's and women's clubs, book clubs, theatre club and sporting activities, such as walking group, petanque and tennis.

Church buildings and Services:

All Saints' Farley was built in 1690 as a gift of Sir Stephen Fox. It can accommodate 150 people and has the benefit of Village Hall nearby. All Saints' has a particularly fine organ and a wonderful music tradition. It is host to Farley Music Festival each summer and is the venue for other occasional concerts, the proceeds of which are given to All Saints'.

St Peter's Pitton dates back to the twelfth century with a major Victorian rebuilding. It is a more modest building with a good stained-glass window. Some pews have been removed to allow a gathering space within the building.



A fundraising concert in Farley
Nov 2023

The electoral roll numbers are 41 (Farley) & 49 (2022 Pitton), with attendances averaging 12 (Farley) & 24 in Pitton. Pitton's church is used by the school for services. The Open the Book team goes into school weekly.

The Parish entered into a Declaration of Ecumenical Welcome on 9th May 2008 following the closure of the Methodist Chapel in Pitton. A Methodist service is held at St Peter's every month and the relationship with the Methodist Circuit and with Rev Bryan Coates is highly valued.

Church groups and Lay involvement

Informal prayers are held in St. Peter's Pitton every Tuesday at 9.15.—There is a Children's group called the PathFinders who meet at a bi monthly Family Service. Pitton's lay-led Tuesday Group meets weekly or fortnightly in term time for Bible Study and reflection. 'Tea, Cake and Chatter' is held on Tuesday afternoons for the community as a whole and is particularly popular with older people. Lent courses and Advent courses are run every year.

There is a village website (www.pittonandfarley.com). Communication with parishioners is principally through ChurchConnect which is then further circulated to a Pitton and Farley Church email list with additional local churches news.

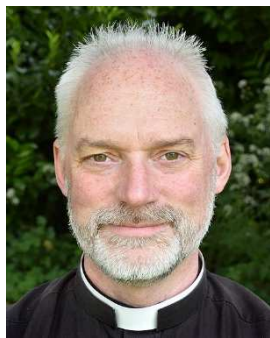
There are two lay pastoral assistants (LPAs) who work in Pitton but both villages have good neighbourly support. There are chalice administrators and intercessors in each church.

The Parish benefits from the skills and contributions of many lay people not all of whom are regular churchgoers, but it does evidence the important place of the churches in our communities.

And finally . . .

The Dun Valley Magazine is currently delivered monthly to both villages but will cease in March unless a new voluntary editor comes forward.

Meet the Ministry Team



Revd Dr. Simon Chambers – Team Rector

I joined the team in April of 2018, moving from the Team Ministry in Shaftesbury. I have a love of rural ministry, having served my last two posts in multi-parish rural settings. Ordained in the Diocese in 2002, I was previously the Technical Director of a small electronics firm just south of Dorchester, Dorset and I am still able to fix a microphone or get behind a website. I have a passion for vocations and how personality types connect with God, love Classic VW vehicles, music (now playing the Baritone), and of my family: Jenny, a professional cake maker, and our two children Grace (12) and Arthur (10).



Revd Jane Dunlop – Self-supporting Team Vicar

I have lived in Whiteparish for 27 years. We located here from Bermuda in 1997 because we needed to live near Southampton for my husband's job but yet wanted to be in the catchment area for the Salisbury Grammar schools. Whiteparish suited us very well and we have loved living here in this welcoming community. I was ordained in 2010 and my ministry has always been within the Clarendon Team, although since 2016 I have been working full time as Vicar of Whiteparish.



Lisa Rodrigues – Curate

I joined the Clarendon Team as an Ordinand in training at Sarum College in September 2019. Coming from a background of Cathedral worship and now specialising in rural ministry, I have been learning about the missional needs of village communities. Seeing the sacramental nature in all of God's creation, I have an interest in prayer walks that draw together churchgoers and the wider community.



Debbie McIsaac – LLM

I am Lay Chair of the Clarendon Team Council and a Licensed Lay Minister. I am Canadian, a lawyer by profession and Director of Development and Professional Standards at an international law firm. I did post-graduate studies at Wycliffe College Oxford and Ripon College Cuddesdon and taught on the diocesan Learning for Discipleship programme and was tutor to an LLM group of students at Sarum College. My academic interest is in the period between the Testaments. I have been a member of General Synod since 2010. Living in Pitton, I have two adult children in London and a lovely cocker spaniel.



Michael Barratt – LLM

I was licensed as a lay minister in 2013 and held a licence for the Clarendon Team ever since. Previously, I was a solicitor employed by a financial services company as well as holding elected political office as a Brighton Councillor between 1986 and 1997. I enjoy preaching and am also a Spiritual Director. I'm a keen amateur astronomer, a Member of the British Astronomical Association, and a fellow of the Royal Astronomical Society, writing a monthly "Sky at Night" article for each of the Team's parish magazines and currently writing a book on astronomy for beginners. I was brought up in the Lincolnshire fishing town of Grimsby and studied law at Liverpool. Married to Liz, a Spiritual Director and Counsellor, having five children between us, three of whom currently live abroad and two in Wiltshire.



Sharon Grant – LLM

I formally joined the Clarendon Team in December 2023, but before I trained and served in Spain for several years before relocating back to the UK. I live in Alderbury but take services across the team.



Team Administrator - Rachel Funnell

I have recently joined the Clarendon Team having previously worked for an NHS charity for a decade. I'm married to Simon Funnell and we have two grown-up children. When I'm not working I love walking, running and cycling, I enjoy entertaining hope to do lots of travelling. I have been an active member of Farley All Saints for over 30 years.

What we are offering

- A lovely place to live: great walks, good road and rail connections, five miles from Salisbury, 30 mins from Southampton, 45 mins to the sea and great beaches, all situated on the edge of the New Forest.
- Excellent schools locally and Secondary schools in Salisbury
- A warm welcome from our rural communities.
- An established and experienced ministry team.
- Our love and prayerful support.
- Our openness, commitment and hard work.
- A comfortable four bedroomed vicarage.
- All usual and reasonable expenses covered by the Clarendon Team Council.
- Support of a paid Team Administrator (mornings, four days a week)
- Access to a great theological college and its library (10 mins).
- Space for your own personal development and ministry.

Role Descriptions

Role of the Rural Dean

The Rural Dean has a key role in both the Deanery and the Diocese. Within the Deanery the Rural Dean, working with the Assistant Rural Dean (ARD), sets the pattern for leadership, co-operative working and pastoral care.

The following Job Description sets out the role of the Rural Dean of the Alderbury Deanery.

Shares in the Episcopate of the Bishop and:

- is an expression of the unity of the Diocese of which the Bishop is the focus
- will develop a knowledge of and with the clergy, care for the parishes in the Deanery.
- enacts and promotes co-operative ministry.
- provides pastoral care to clergy and their families.
- is adviser to the Bishop on the needs of individual clergy and parishes and will report irregularities to the Bishop.

acts as **the representative of the Archdeacon** through:

- undertaking Visitations and Inspections to ensure the good order of the fabric and the general welfare of the parishes. (Canon C22.5, 23.3)

and

- will promote and nurture effective **Ecumenical** relations and working practice in the Deanery.
- together with the incumbents, will have the responsibility to monitor the financial health of the parishes and encourage and support them to pay the Fairer Share.

Resources the clergy, parishes and people of the Deanery by:

- providing expertise, wisdom and guidance and enabling others to make best use of resources from within and outside the Deanery.
- taking a strategic lead and helping others to think and act strategically.

- encouraging and facilitating sharing and co-operation within the Deanery and across geographical and other borders.
- working effectively and constructively with the Lay Chair and with the Assistant Rural Dean.

Is a **channel of communication** with the Diocese and within the Deanery and:

- is responsible for communication within the Deanery and between the Deanery and the Diocese.
- represents the Deanery at meetings of Rural Deans (and Lay Chairs), Archdeaconry Mission and Pastoral Committee and with the Bishop and Archdeacon.
- is responsible for: informing and advising the Bishop and the Archdeacon about matters affecting the Deanery; updating and advising chapter, the parishes (through their Churchwardens, Deanery Synod members or other responsible officers) and the Deanery Mission and Pastoral Committee on Diocesan developments.
- will liaise with the Diocese and within the Deanery on matters such as confirmations, licensings, institutions and visitations.

Guides and leads the Chapter and Greater Chapter (active retired clergy and LLMs) and, with the ARD is responsible for:

- pastoral care of ministers, ordained, lay and retired and encouraging clergy and all ministers to attend to their own wellbeing,
- planning, convening and facilitating Chapter meetings and Greater Chapter meetings as times of fellowship, study and spiritual growth.

Chairman of Deanery Synod tying in with the Diocesan Mission and Ministry plan:

- working closely with the Lay Chair to ensure efficient conduct of Synodical business (Canon C23.4).
- encouraging the development of new ministry initiatives at a local level.
- working with the ARD, Lay Chair and Mission and Pastoral Committee to formulate, implement, report on and keep current a Deanery Mission and Pastoral Action Plan approved by Deanery Synod.

In addition, the Rural Dean will:

- participate with the Bishop, Archdeacon and Patrons in Section 12 Consultation Meetings and help ensure that parishes understand the workings of the Patronage (Benefices) Measure and the process for appointments.
- during a vacancy, work with the Churchwardens to ensure the provision of services and pastoral care.
- arranging site visits with newly appointed clergy, Diocesan Surveyor and Churchwardens.
- assist in preparing and rehearsing the service of Licensing or Induction.
- Meet with new clergy and ministers to share information about the Deanery, both in terms of Deanery expectations and the support which it can provide.
- work with the Archdeacon to inform a new parish priest about a Benefice.

Role of Team Vicar

As a Team Vicar we are looking for someone:

- To provide pastoral oversight and leadership of the three Parishes of Alderbury, West Grimstead and West Dean with East Grimstead.
- To be a partner with the other clergy and with the ministry team in our common mission and ministry.
- Within your pastoral area to:
 - Encourage and support lay leaders, LPAs and other volunteers.
 - Recognise and equip others for ministry.
 - Endeavour to meet the pastoral needs of those in the parishes.
 - Be actively involved in children's and families work, working alongside existing teams.
 - Work with the elderly and the less elderly retired people within the Parishes.
 - Attend village events and participate in village life to establish and nurture relationships.
 - Oversee PCCs and work with lay chairs and office holders as required.
 - Lead and enrich worship, working together with others.
 - Be responsible for Occasional Offices.
- Take an active role as the *ex officio* Foundation Governor at Alderbury and West Grimstead Church of England Primary School.
- Act as Trustee of ecclesial connected charities (e.g. Alderbury relief in need).

Person Specification

We are trusting God for someone who:

- is grounded in prayer: good at listening to God and others.
- inspires people through their preaching and teaching.
- is able to work collaboratively and independently and recognises when to do so.
- is open and honest and finds it easy to connect with everyone in the communities.
- is pastorally gifted, has compassion for others and a will to serve.
- enjoys rural life and engaging with the personalities of different rural communities.
- is comfortable with sacramental/non-sacramental worship.
- works towards building unity with a joyful acceptance of diversity.
- will look ahead and look around, listening to colleagues and context throughout the Deanery and beyond.
- excels at working collaboratively with others, lay and ordained, across parish and other boundaries.
- is experienced and skilled in thinking strategically, and encouraging others to share in a common purpose.
- is able to navigate Diocesan structures and will imaginatively and constructively engage with the Archdeacon and other clergy in promoting the financial sustainability of the parishes, the Deanery, and the Diocese.
- ensures a balance between ministry and personal time, who takes days off and their annual retreat.
- has a full UK driving licence and access to a vehicle to be able to get around.

The Rectory

Alderbury Rectory (*historic name*) is a modern two storey house built in 1970, situated in a quiet cul-de-sac in the centre of the village. It is in good decorative order and has a fairly typical layout. It has a large lounge, dining room, recently refurbished kitchen with separate utility room and WC on the ground floor. It has four bedrooms, one of which is en-suite and a family bathroom on the first floor. It also has a double garage, a large patio to the rear and a large garden which backs onto a children's play area which is a part of the recreation ground. An extension has been built to the front of the house to provide a separate purpose-built study (seen on the left of the picture below). Its location means that anyone in the study can see those approaching the house and can meet them at the door without disturbing anyone else.

The Property has good broadband and mobile phone coverage.



Secondary and Further Education

Alderbury is within the catchment area of the Trafalgar School in Downton, 5 miles away, where secondary education (Yr. 7 -11) is provided. There are two grammar schools (yrs 7-13) within the city, and a mixed secondary school in Laverstock, on the North side of Salisbury. The same site is also home to St. Joseph's Catholic School. There are other secondary schools in the local area, in both Romsey and Fordingbridge.

Further Education is provided by 'Wiltshire College and University Centre Salisbury', on the Southampton Road into Salisbury and Salisbury 6th Form College located nearby on Tollgate Road. Brockenhurst 6th Form College and Totton College slightly further away. See links below for further information.

Links to Local Schools

Alderbury & West Grimstead Primary School: www.alderbury.wilts.sch.uk

Alderbury Pre School: www.alderburypreschool.org

Trafalgar School: www.trafalgar.wilts.sch.uk

Grammar School: www.bishopwordsworths.org.uk

Grammar School: www.swgs.wilts.sch.uk

Wyvern St Edmunds Mixed Secondary School: www.wyvernsted.org

Catholic Secondary School: www.sjcs.org.uk

Further and Higher Education: www.wiltshire.ac.uk/salisbury-campus

Salisbury 6th Form College www.salisbury6c.ac.uk/
Brockenhurst 6th Form College www.brock.ac.uk/sixth-form/
Totton College www.totton.ac.uk/

Appendix Information

Population, Electoral Role, Average Congregation

	Population (from 2021 census)	No on the Electoral Roll	Worship Community 2023
Alderbury	2,285	71	63
West Dean & East Grimstead	458	40	22
West Grimstead	358	25	19
Others	4,888	286	45, 53, 59
Total	7989	422	261

Funerals

	2023	2022	2021	2020	2019
Alderbury	10	6	4	4	6
West Dean & East Grimstead	2	4	1	3	3
West Grimstead	1	3	0	2	2
Other	24	8	25	29	34
Total	37	21	30	38	45

Weddings

	2023	2022	2021	2020	2024 Planned so Far
Alderbury	7	4	3	0	5
West Dean and East Grimstead	2	2	3	2	1
West Grimstead	1	2	2	0	0
Other	8	8	9	6	4
Total	18	16	16	8	10

Baptisms

	2023	2022	2021	2020	2019
Alderbury	5	4	5	3	8
West Dean and East Grimstead	2	3	2	0	0
West Grimstead	0	1	1	0	1
Other	15	13	7	2	15
Total	22	21	15	5	24

Sunday Service Pattern

1st Sunday of the Month									
	Alderbury, St Mary's	West Grimstead, St John's	West Dean, St Mary's	East Grimstead, Holy Trinity	Whiteparish, All Saints	Farley, All Saints	Pitton, St Peter's	Winterslow, St John's	Winterslow, All Saints
8:00am			BCP Eucharist						
9:15am		Parish Eucharist			Morning Worship				Parish Eucharist
11:00am						Parish Eucharist	All Age Service		
4:00pm	Café Church								
2nd Sunday of the Month									
	Alderbury, St Mary's	West Grimstead, St John's	West Dean, St Mary's	East Grimstead, Holy Trinity	Whiteparish, All Saints	Farley, All Saints	Pitton, St Peter's	Winterslow, St John's	Winterslow, All Saints
8:00am								Early Eucharist	
9:15am	Parish Eucharist	Morning Worship			All Age Eucharist with Breakfast				Breakfast Church / Parish Eucharist
11:00am			Parish Eucharist	Iona Service (Seasonal)		Morning Worship	Parish Eucharist		
6:00pm					Evensong or Compline				
3rd Sunday of the Month									
	Alderbury, St Mary's	West Grimstead, St John's	West Dean, St Mary's	East Grimstead, Holy Trinity	Whiteparish, All Saints	Farley, All Saints	Pitton, St Peter's	Winterslow, St John's	Winterslow, All Saints
8:00am					BCP Eucharist			Early Eucharist	
9:15am	All Age Service	Hymns at Hollyville	Breakfast Church (seasonal)						Parish Eucharist
11:00am					All Age Service	Parish Eucharist	Methodist Service		
4th Sunday of the Month									
	Alderbury, St Mary's	West Grimstead, St John's	West Dean, St Mary's	East Grimstead, Holy Trinity	Whiteparish, All Saints	Farley, All Saints	Pitton, St Peter's	Winterslow, St John's	Winterslow, All Saints
8:00am		BCP Eucharist						Early Eucharist	
9:15am	Parish Eucharist				Parish Eucharist				Morning Worship
11:00am				Parish Eucharist			Parish Eucharist		
6:00pm									
5th Sunday of the Month									
10:00am	Team Service in one church								

Financial Overview

The following table gives a briefest of overviews to the financial position of each of the parishes from the accounts in 2022. Reports for 2023 APCMs are published on our website <http://ClarendonCofe.org/tv2024>

	Diocesan Share	Total Income	Total Payment incl. share	EOY Assets Unrestricted	EOY Assets Restricted
Alderbury	£27,928	£52,943	£60,900	£130,396	£29,921
WD w EG	£13,745	£55,112	£59,170	£14,129	£3,000
W Grimstead	£7,167	£10,164	£9,751	£8,656	£1,960
Whiteparish	£24,302	£74,690	£71,384	£25,929	£26,338
Pitton	£14,399	£28,256	£27,534	£150	£5,112
Farley	£10,559	£50,749	£81,249	£9,921	-£2,564
Winterslow	£41,781	£60,566	£68,943	£81,446	£89,223

Brief History of the Clarendon Team and Team Council

There is a long and historic association between St. Mary's Church Alderbury and St. John's Church West Grimstead but whether it goes back as far as the Domesday Book, in which both villages are mentioned, is not known. There is also a long association between the churches of West Dean and East Grimstead and Farley with Pitton which are known as the Dun Valley. Having started under the auspices of the then Rector of West Dean in 1970, the Dun Valley News continues to be published and distributed to the people living in the four villages.

From the middle of the 1980s, ministry teams were being established. Then, as now, the teams usually comprised of a number of Parishes, each with their own or a shared Vicar and a Team Rector who also ministered to a Parish or Parishes.

On 21 May 1991, the Privy Council approved a pastoral scheme for the establishment of a new Benefice called the 'Alderbury (Team Ministry)' which consisted of the Parishes of Alderbury, West Grimstead, West Dean with East Grimstead, Farley with Pitton and Whiteparish. The Team Ministry was to consist of a Rector and two Vicars. A former Reader (and husband to the resident self-supporting minister) who lived in West Dean wrote in 2008 that on first establishment:

'There had been no formal advice from the Diocese, at that time or subsequently, as to what a Team should be, how it should operate, or how the individual parishes should relate to one another. Each Team was expected to work out what being a Team meant for them in their particular situation. Whether or not there was informal advice given to Rectors is only a matter for speculation.'

23 years on

The Clarendon Team is 23 years old this year. Shortly after the retirement of the Rector of Winterslow in 2000, a new team ministry was formed from the old Alderbury Team and the parish of Winterslow. The name 'Clarendon Team' was chosen "(mostly on egalitarian grounds) to avoid naming the new team after one of the parishes". Clarendon being a large (extra parochial) estate lying between Pitton and Alderbury which was a former royal hunting lodge. The original, time-limited, Order made in 2001 was replaced in 2005 with a new Order with no expiry date.

Since that time, there have been various iterations of what is meant by being 'team' in the relationship between the Clergy, the Parishes and Churches - and where the Rector is based. Initially, when Clarendon operated as a group of Parishes, little authority was delegated to the Team. The Parishes did agree to worship together on fifth Sundays, to delegate acceptance and approval of candidates for training as SSMS, OLMs and LLMs and to fixed service times across the Team, any variation to which required the consent of the Team Council. But an essential, then and now, is for the Team to have a Team Council to whom the right of appointment is delegated by each parish.



In 2012 it became clear that we needed to clarify how we operated as a Team Council. A Governance Working Party with all members of the clergy and one member from each parish was set up. In summary, our conclusion was to try not to change the legal basis of operations but to delegate greater responsibility and authority to the Team Council (excepting local finance and buildings) and to streamline policymaking and administration. To this end, we have Clarendon policies ranging from Admission to Communion to Safeguarding which are first reviewed by the Team Council and then adopted by each PCC. The Team Council, chaired by the Rector and the elected Lay Chair meets at least five times a year to discuss matters of common interest, work through an annual agenda, plan events and so on. We have employed a Team Administrator since 2007, who is paid by a precept from each PCC and by the retention of a percentage of the fees due to the parishes for pastoral offices.

December 2023

This is the Final version - 7th March 2023