

Wareham Family of Churches

Parish Profile

Team Vicar

May 2025



WAREHAM'S
Church of England Family
Making Jesus known



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I. Foreword by the Bishop of Sherborne



This post offers an excellent opportunity for the right candidate to bring their own skills and gifts to a welcoming, and lively team.

The parishes which make up the Wareham Team enjoy a good location with access to the Isle of Purbeck, the edges of Poole harbour and not far from the sea. The town of Wareham and surrounding villages have a welcoming feel with newcomers, long-standing

residents, and visitors all feeling at home, and the churches set in key positions and playing important roles within them. There are good transport links as well as a train service from Wareham, along the coast and to London Waterloo.

We are looking for an enthusiastic Team Vicar who can work with and build upon all that is already happening in each of the churches, who will bring their own gifts and experience to share with the team here and who will enjoy creating important links into the community and with the local schools. As this profile describes, there is significant scope to develop ministry outwards into vibrant and attractive communities and to build on the charisma of each church. If you are wanting to join an energetic and supportive team in serving the needs of the varied congregations and reach out in new ways, where you can share your gifts with us, we would love to hear from you.

The benefice offers a well-appointed vicarage in Sandford, some excellent schools and leisure activities for all ages on the doorstep. Poole and Swanage are lively places not too far away, with good beaches, golf, theatres, and cinemas. The Isle of Purbeck also has many walking opportunities for those who love beautiful countryside.

Ministry in Dorset is rewarding and enjoyable. In recent years, significant changes have been made in the way clergy are supported and encouraged, leading to a greater sense of collegiality. Should you wish to know more about this post, please do not hesitate to pay a discreet visit to take a look around or contact the Team Rectors.

We look forward to hearing from you.

+Karen

2. Rural Dean's Statement

Introduction to the Purbeck Deanery



The Deanery of Purbeck is, as Bishop Karen describes it, 'small and beautifully formed'! It covers an area of outstanding natural beauty, and more importantly, its churches are made up of engaging and mission-minded clergy and laity.

Comprising just four benefices: The Swanage and Studland Team, The Wareham Team, The West Purbeck Benefice and The St Aldhelm Benefice, alongside an Army Chaplaincy in Bovington and West Lulworth. There is a keen sense of collegiality amongst the clergy who meet together regularly as Chapter for mutual encouragement

and support. The Deanery Synod meets three times per year, and this year has been focusing on the Diocesan Vision, 'Making Jesus known' and 'Engagement with our Church of England Primary Schools' – three of which are in the Wareham Team; alongside a summer Eucharist and time of fellowship for synod reps.

This is a time of change in the full-time clergy within the deanery: many of us have been in post for less than three years, and from Petertide, we will have three Curates in the deanery. So, this is a time of building new relationships for the clergy, finding good and convenient ways to meet and share our common mission, and we look forward to welcoming the new Team Vicar of Wareham into our midst, with your own good ideas!

Alongside this deanery support, each of us also shares ministry with a variety of full-time, house for duty, part-time, SSM and retired clergy colleagues, as well as a number of LWLs and LPAs. Your ministry in the Wareham Team will be enriched by the ministries of dedicated and experienced clergy colleagues and some very committed lay people.

I hope you will seriously consider this post, which lies at the heart of Purbeck Deanery, and if you are the person whom God has chosen to come here, we look forward to ministry with you soon. If you have any questions, please don't hesitate to be in touch with me: vicar@westpurbeck.org.uk 07711 701910

The Revd Canon Richard Bartlett

Rural Dean of Purbeck

3. Welcome from the Team Rectors



Thank you for your interest in the post of Team Vicar, in the Benefice of Wareham, which is a wonderful place to live and work. The role is full of potential for you to flourish and grow, using your God-given gifts and calling, to help build God's kingdom in this place. We want to offer you space, time, support and opportunity, to enhance your church leadership skills and ministerial experience, whilst also valuing your contribution to enriching mission and ministry here. As a Ministry Team, we enjoy working collaboratively and will be open to learning from you and hope you will be open to learning with us, as we seek to serve God and the people of this Benefice.

We are blessed with supportive local communities and congregations that include many faithful and gifted Christians, from diverse church backgrounds and understandings. You will also be able to work with some great clergy colleagues in the Benefice, Deanery and Diocese, as well as other experienced ecumenical leaders.

As recently appointed clergy to the Benefice, we are at the start of a new stage in the life of the Church in this place. We have yet to review the vision and missional priorities for the way forward, and we would welcome the creative contribution that a new Team Vicar would bring. There are tremendous opportunities for mission and growth in the Benefice, particularly for building on the existing work with children, young people and families.

The following information will give you some idea of the many opportunities within the Wareham Family of Churches. We also outline the sort of priest we are looking for to work with us, moving forward.

We hope the information within this profile helps you in discerning whether God may be calling you to make your home here and to walk alongside us, shaping the next chapter of our spiritual growth and outreach.

If this role resonates with you, or you have any further questions, do get in touch with us for an informal chat. Please also feel free to come along to any of our services and events, as part of your discernment process. We hope to make you welcome!

We pray for you, as you seek God's guidance and wisdom, for your next steps in ministry.

Deborah *Neil*

Co-Team Rectors of the Benefice of Wareham

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4. A Great Team

Come and join a supportive team

Team Rectors - the Revd Neil Kelly and Revd Deborah Swann, as a husband-and-wife team, fulfil the role of Team Rector, job-sharing and co-leading across the Benefice. They were licensed to the Benefice as Team Vicars in February 2024 and have subsequently been appointed as our new Team Rectors this year. They have a passion for working pastorally and practically and encouraging a mission-focused approach to ministry.

Pioneer Priest and Schools Worker – Revd Hilary Bond works closely with each of the church schools in the Parish. Drawing on her love of story-telling and passion for social justice and the environment, her role encompasses climate activism and advocacy work with the Gypsy and Traveller community.

Priest with Permission to Officiate – Revd Michael Young has had a longstanding presence within the team and local community. His role includes providing valuable pastoral care, leading Sunday and weekday services and contributing to team support by taking occasional offices.

A new Curate will be joining the team later in the year, bringing further opportunities for learning and growth.



Parish Wardens - Hilary Goodinge and Mike Quinlan are an invaluable source of support and encouragement within the team, possessing a range of skills and experience. Mike is a retired structural engineer and the church's Fabric Officer. Hilary has been a teacher, businesswoman and involved in hospitality. Both are closely connected to a range of community activities and organisations.

Local Wardens (and the Churchwardens for East Holme) support the effective running of each of the five churches. Lady St Mary's has a volunteer Verger and Assistant Verger who are on duty for regular services, baptisms, marriages and funerals.

Other lay leaders providing support include Lay Pastoral Assistants, Lay Worship Leaders and Home Fellowship Group leaders, as well as many others who do not have formal titles or a commissioned role, but who enable and enhance our life and work together.

Parish Administrator - Debs Barclay plays a key role in supporting the effective work of the whole team. She has worked in different capacities within the parish for many years and makes a significant contribution pastorally as well as administratively. Her roles and responsibilities encompass finance and parish administration, organisation of the parish office and Safeguarding Officer.

5. Overview of the Benefice

The Benefice of Wareham sits at the gateway to the Jurassic Coast and an area of outstanding natural beauty. Our beautiful surroundings attract a number of visitors, especially during the summer months. We are a family of five church communities, spread across the historic market town of Wareham and the surrounding expanding suburban and rural communities, with a total population of around 10,000. We have three Church of England Primary Schools, and there is also a secondary school. We are an active and engaged Benefice with established outreach and fellowship groups.

Five Churches – One Benefice – One PCC

The Priory Church of Lady St Mary, Wareham



Sandford St Martin's Church



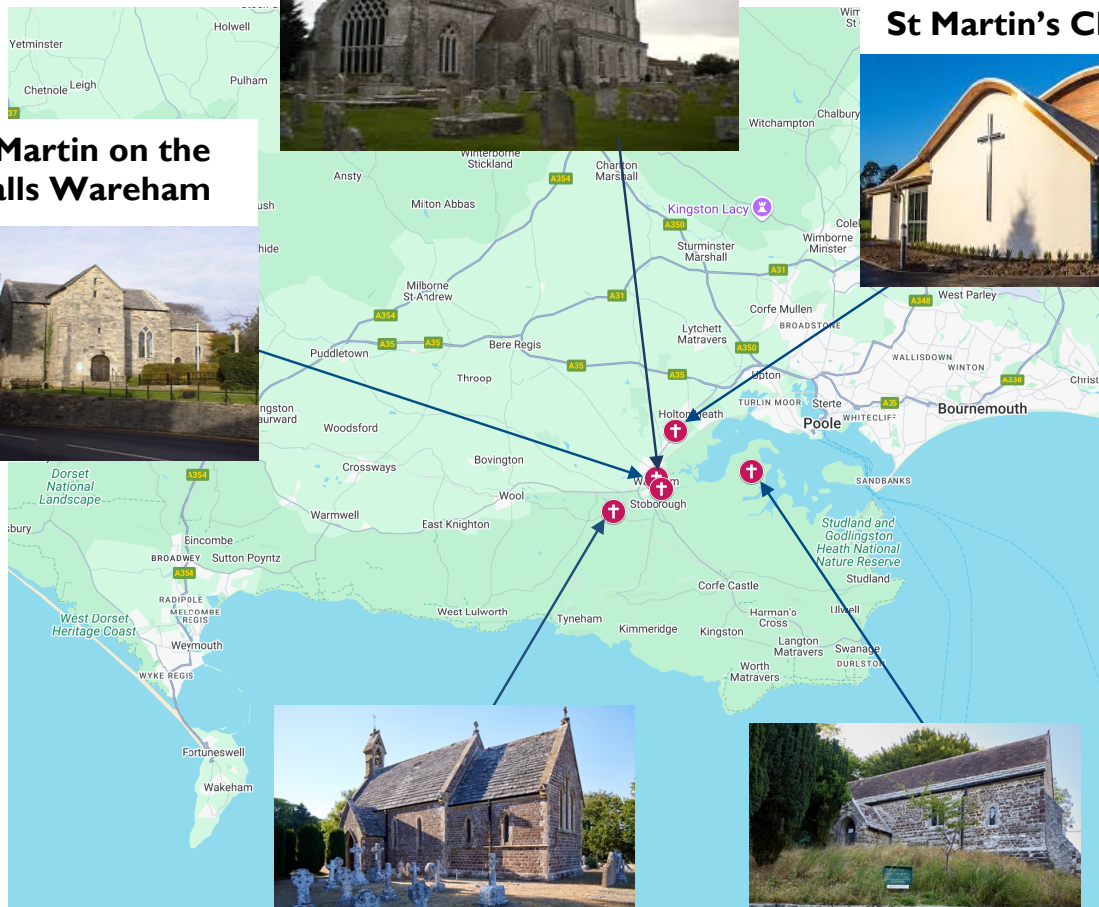
St Martin on the Walls Wareham



St John the Evangelist East Holme



St Nicholas, Arne



Each church has its own distinctive character
and each has its own committed worshipping community,
but all five churches are part of a single Benefice under one PCC

www.warehamchurches.org.uk

The Priory Church of Lady St Mary, Wareham



The largest of our churches, Lady St Mary's, sits within the ancient walls of Wareham. It is a popular tourist attraction, a concert and events venue and also has an important civic role within the life of the community. The Church is a wonderful sacred space for worship and gathering for life events, such as weddings, baptisms and funerals.

Regular Sunday worship here is currently Eucharist based with some variety in the style of services of Holy Communion. For example,

including Book of Common Prayer (BCP) services, Sung Communion with an enthusiastic choir and an All-Age Communion service with contributions from a vibrant children's choir, 'Angel Voices' and the Handbell Ringing group. (Details of the pattern of service and attendance for each can be found in *Appendix B*.)

Many members of the congregation are older people, but with a very youthful approach to life! In addition, the All-Age services, Festival and Civic services, such as Remembrance, attract significant numbers of younger people and families, as well as Uniformed groups.

The Parish office and Parish Administrator are based nearby in the Parish Hall, where there are also facilities. The hall is a great asset for creating community and attracting interest groups and local activities.

Sandford St. Martins

Sandford St Martin's Church is a small multi-use modern church, sharing premises with Sandford St Martin's Church of England School. The large School Hall and the church space are used for both school and church activities and services.

Worship at Sandford St Martin's includes:

- Breakfast Church - a popular, All-Age, café-style informal church gathering, in the School Hall. Currently, members of the congregation as well as clergy offer leadership, teaching and creative activities, worship and breakfast. It aims to be a hospitable space for those new to church and for families and children to come along, feel welcome and have fun.
- Morning Worship at 10.30 am - attended by an older age group and the service alternates between Holy Communion and a Service of the Word. The average attendance is around 20, and this more intimate gathering, with time after the service for refreshments, provides an important pastoral gathering for many faithful worshippers.
- 'Going Deeper' is an evening of refreshment, informal prayer, praise and teaching. Held once a month for deeper exploration of the Gospel.

Sandford church members value outreach to all ages in their community and have invested a lot of time in community groups. Currently, there is a thriving Friday Night Youth (FNY) group, with around 40 children attending during school term time. FNY is run by a team of church and school-linked volunteers.



Overall, Sandford has strong lay leadership and engagement, with great potential to further enhance and empower members of the congregation to grow the church together.

St. Martin on the Walls

Founded by St. Aldhelm in the 7th century, the current church was built over 1,000 years ago. St Martin on the Walls is the oldest church in the Benefice and one of the oldest in Dorset, retaining some original Anglo-Saxon features. Many visitors and holidaymakers are attracted to it as a result, and because of the effigy of T. E. Lawrence, who lived not too far from Wareham.



Regular mid-week services are held here, with frequent visitors complementing the core and committed congregation. Additional festival services and cultural activities, such as concerts and music recitals, tend to be popular.

St Nicholas Church, Arne

Situated next to the beautiful RSPB nature reserve of Arne (which regularly hosts BBC Springwatch), this small, Grade I listed building is open 24 hours a day. From the steady stream of comments in the visitors' book and the book for private prayer, it is clear that the church is much visited and valued.



A Holy Communion service is held twice a month with an average attendance of 15, but other life events, mainly baptisms and festival services, attract larger congregations. Those who attend regularly all contribute to the care and running of the church, and many find a strong sense of God's presence at St Nicholas and are grateful for this wonderful place of prayer and peace. After the service, there are frequent visits to the RSPB café for good conversation and support.

St. John the Evangelist, East Holme

East Holme is a close-knit rural community, and this is reflected in the church. Most of those attending the regular services of Holy Communion, or Evensong, held twice a month, are from the older age range. Festival services, concerts and community events tend to be very popular, however, and are well supported, attracting a wider age range. For example, past residents of the village and those with other local connections come together to organise an annual flower festival and fete, and outdoor Hymns and Pimm's is another very enjoyable summer event.



Mission and Outreach



'Our vision is to make Jesus Christ known in every place, so that all may flourish and grow, seeking his Kingdom here and now.'

In order to give an additional overview of ministry across the Benefice, we have summarised and grouped our activities within the structure of the Five Marks of Mission. Some of these 'Marks' correlate with the Salisbury Diocesan vision for mission.

I. To proclaim the good news of the kingdom

Life Events

- We seek to view all the occasional offices as an opportunity for mission, sharing the love of Jesus and the good news of the kingdom, albeit not always with words
- See Appendix B: Life Events
- Most of the funerals that our clergy officiate at are held in church. Bereavement support is currently provided to individuals on a needs-led basis by clergy and congregation
- Couples are warmly welcomed to celebrate their marriage at our churches, with the majority held at Lady St Mary's. A Marriage Preparation Day is held annually.

Younger generations

Schools work:

We have close links with our three Church of England Primary schools, enhanced by the work over many years of the Revd Hilary Bond, Pioneer Priest and Schools Worker. Church members support the schools in varied ways, such as serving as governors and helping with reading. A member of the congregation from Breakfast Church is Chair of the Board of Governors for Sandford St Martin's school. Clergy also serve as governors, in addition to:

- Leading Collective Worship in each school at least once a week
- Supporting specific learning and teaching activities and pastoral initiatives
- Engaging with children in church – for concerts, festival services, storytelling.

Our three C of E primary schools are:

- Wareham St Mary Primary School, a member of the Multi Academy Trust, Coastal Learning Partnership (CLP). www.warehamstmary.dorset.sch.uk
- Stoborough VA Primary School, a member of the Multi-Academy Trust, Coastal Learning Partnership (CLP). www.stoborough.dorset.sch.uk
- Sandford St Martin's VA Primary School. www.sandfordprimary.dorset.sch.uk

Secondary School: Great potential exists for further engagement with The Purbeck School in Wareham. See <https://www.purbeck.dorset.sch.uk/>





Church Groups:

- 'Angel Voices' is a children's singing group (of 15-20 children aged 4-9 years) who participate in the monthly All-Age Communion Service at Lady St Mary's Church. The group, facilitated by lay leaders and parents, meet to sing in the Parish Hall before taking an active part in the service
- Handbell ringing group for 9–13-year-olds also contribute to the All-Age service. The aim of both groups is to be a gateway to encourage and welcome parents, carers and children and for all to grow in faith
- The Friday Night Youth (FNY) group based at Sandford St Martin's Church is for children aged 10 -13 years (Year 6-8). This has been very popular, attracting around 35-40 young people each week. Several children from FNY have attended Spree Southwest, a Christian camping and activity weekend. FNY is in the process of change as we seek to increase volunteer leadership support.

Care Homes

As an important adjunct to our pastoral visiting and outreach, clergy led worship is held once a month in our two local care homes: Anglebury Court, Wareham and Pine Martin Grange, Sandford.

Ecumenical Working

Ecumenical witness has fluctuated over the years. There is potential to strengthen and re-imagine how we could work together more closely, to proclaim the gospel. Examples of unity in the past year include:

- The Good Friday Walk of Witness through Wareham
- Purbeck Leaders Lunch gatherings – leaders from local Free Church, Methodist, Baptist and Anglican backgrounds, from Wareham and Swanage, meet for mutual support
- Christian Aid Lent Frugal Lunches, shared with the United Reformed Church
- All the churches play a role in supporting the Community Fridge and the local Foodbank.

International Mission Partnerships

Our partnership working to share the good news globally includes supporting Ruth Guinness serving with SIM in Malawi, and Malcolm and Yanet Taylor and family working with YWAM in the Dominican Republic. We also provide financial and prayer support to St Stephen's School in Terekeka, South Sudan, as part of Salisbury Diocese's partnership with the Sudans.

2. To teach, baptise and nurture new believers.

Baptism

We are delighted to welcome children and adults for baptism at all of our churches. The baptism team currently comprises Clergy and two Lay Pastoral Assistants, supported by the Parish Administrator.



Learning, Teaching and Nurturing Faith

- Home Fellowship Groups – lay-led, provide opportunity for prayer, bible study and pastoral support. Multiple groups run at different times of the week
- Lay-led Parish Prayer Group meets once a week for informal prayer
- Retreats and annual parish pilgrimages last year included: Breakfast Church weekend away at Lee Abbey, a Parish Pilgrimage to York and a walking pilgrimage along the St Edward's Way, which begins in Lady St Mary, finishing at Shaftesbury Abbey
- Alpha groups have been run regularly in the past, the most recent in 2022. This was positively received, and following this, a new Home Group was set up, in part to support new believers.

3. Responding to human need by loving service.

Outreach and community activities

- Toddler groups – Wareham Baby and Toddler Group, based in the Parish Hall, is very popular and has an average attendance of around 25 children. This was and still is a Church linked group, run by Church volunteers and parents
- Men's Breakfasts – meeting monthly, with a varied programme of guest speakers and in-house talks/discussions. Around 20 older men regularly attend
- Ladies that Lunch and Pray - lay led, offering friendship, faith and bereavement support
- Community Food Share – members of Sandford Breakfast Church collect food donated by local supermarkets and distribute it, including providing an 'Open Table' at Sandford School and Church
- The church supports two emergency funds providing grants to people in need
- The Parish Hall acts as a valuable hub for a variety of community groups and organisations as well as church run activities. Regular events include an older people's lunch club and a very popular Saturday coffee morning on market days. The hall has a well-equipped kitchen and audio-visual facilities and is available to hire for private events.

4. To seek to transform unjust structures of society.

As a Benefice, we seek to support and promote the Fairtrade Movement and the status of Wareham as a Fairtrade town, through the use of Fairtrade products at church events and by using Fairtrade Communion wine.

5. To strive to safeguard the integrity of creation.

Situated in a nationally recognised area of outstanding beauty, the stewardship of creation is an important priority for the Benefice. We are uniquely placed to draw attention to our mission to care for creation because of the local context. Evidence of our commitment to care for creation and climate action includes:

- Eco-church / A Rocha Bronze Award achieved by three of our churches
- Regular wildlife surveys of the churchyards by our Eco-Church group
- Outdoor activities and alternative worship, facilitated by our Pioneer Priest, create a connection with God through the natural world, highlighting how care of creation is an integral part of the expression of Christian faith.

6. The Role of the New Team Vicar

Summary

- Serve as Team Vicar, in the Benefice of Wareham, supporting ministry across the five churches and communities
- Work collaboratively with the Team Rectors, wider Ministry Team and volunteers
- Take a creative lead on ministry with children, younger people and families
- Have missional responsibility for the faith communities of Sandford St Martin's.

Key Responsibilities

Worship

- To share responsibility for renewing worship across the Benefice, contributing to reviewing worship, with the congregations at Sandford
- Explore and encourage new forms of contemporary worship across the age range
- Preach and teach the Bible, in Spirit-inspired ways, that encourage faith, discipleship and a love for God's Word.

Mission

- Explore new ways to engage with 'missing generations' across the Benefice and promote 'Seeker' groups, such as Alpha
- Identify the 'giftings' of others and empower and equip volunteers and Lay Worship Leaders to flourish and grow in their different callings
- Strengthen and enhance relationships with the local community, through engaging with schools, community organisations and by being a visible presence at community events
- Support and deepen existing community outreach activities across the Benefice, especially those focused on younger generations, such as the Sandford Friday Night Youth group
- Build up the church community in Sandford, encouraging discipleship and seeking to actively engage with the needs of the local community
- Work with the Pioneer Priest and Schools Worker to strengthen the connection between the church and schools.

Pastoral Care

- Encourage a culture of inclusive welcome and hospitality, including supporting the importance of food and fellowship, at Sandford
- Support a team approach to enhancing pastoral care across the Benefice
- Share team responsibility for celebrating and marking life events
- Promote healthy safeguarding standards and a safer church.

Other

- Contribute to the long-term financial sustainability of the Parish, encouraging effective stewardship and giving initiatives, fundraising and developing volunteers
- Support wider Benefice, Deanery and Diocesan initiatives
- Engage with practical Benefice management issues, reviewing processes so they can better support future mission and ministry.

7. Who are we looking for?

We are hoping that our Team Vicar will possess skills and experience that complement and contrast with our existing team. The profile below is a summary of the kinds of skills, qualities and experience we are looking for. Many of the suggestions come directly from members of our congregations when consulted regarding the role.

If we had to sum up in just a few words, who we are looking for, it would be someone who is: 'Christ-centred, creative, collaborative and caring'.

We are looking for a Team Vicar who is:

- Keen to bring their own gifts and skills to energise mission and ministry
- A person of prayer, who believes in the authority of Scripture and the power of the Holy Spirit to transform lives
- A gifted and able teacher and expositor of the Scriptures, showing how God's Word is deeply relevant to everyday life
- Someone with a heart for evangelism and 'Making Jesus Known' to younger generations
- Experienced working with children and families in different contexts and creative ways
- A sociable person who enjoys getting involved with community events and activities and 'getting out and about'
- A team player and team builder who enjoys working collaboratively
- An encourager - helping individuals identify and develop their gifts, skills and callings
- Able to value and respect the diversity and differences in people's expression of faith and understanding across the Benefice
- Someone who cares about people.

In addition, we would value a specialist interest such as:

- Using digital communication and social media to support outreach and engagement
- Music and singing, with experience of using music as a tool for mission, e.g. contemporary worship bands, or youth choir.

If you consider you have some of the qualities, skills, or experience listed above, we would be delighted to hear from you.

8. Parish Infrastructure

Governance

The Parish Wardens and local church wardens serve on a single PCC, together with clergy and other lay members who are elected by their individual churches in proportion to the relative sizes of their congregations. The PCC currently has 18 lay members. The Parish of Wareham is a registered charity, and members of the PCC are the Trustees.

The PCC usually meets six times a year. There are sub-committees covering Fabric, Finance, the Parish Hall, Mission, Reordering of Lady St Mary's, Environment/Eco Church and Children/Youth. There are also five Congregational Committees, which all report to the PCC. The Standing Committee meets before each PCC meeting.

Safeguarding

Promoting a safer church and encouraging safer working practices is a priority within the Benefice. Safeguarding administration is managed by the Parish Safeguarding Officer, who is supported by Sandford St Martin's Safeguarding Officer.

Finances

We offer a Church Treasurer and a Finance Officer who seek to support the PCC in securing a financially sustainable future.

Our Treasurer has highlighted future challenges for us as a church:

- Encourage generous, regular giving through the parish giving scheme with a focus on mission
- Look for innovative ways to raise funds
- Reduce our running costs
- Seek grants for projects and running costs
- Encourage parishioners to remember the church in their wills
- Seek support from the Diocese regarding our contribution.

For further details, see *Appendix A: Financial Overview of Income and Expenditure*.

Buildings – condition and repairs

One of the Parish Wardens acts as Fabric Officer with responsibility for four of the churches. The churchwardens for East Holme look after their own church. Sandford St Martin's Church is part of the church primary school, which was built in 2015, and the parish is only responsible for internal maintenance. The other three churches are Grade I listed, and St Martin on the Walls is a Scheduled Monument.

All of the churches are in a reasonably good condition, and St Martin on the Walls and St Nicholas Church, Arne, have recently had Quinquennial repairs carried out. The major issues are with Lady St Mary's, which needs a significant amount of work.

9. A Good Place to Live

The Local Area

The Benefice is centred around Wareham, which is a small, friendly historic market town on the west side of Poole harbour and within easy reach of Poole, Bournemouth, Dorchester, and Swanage. There is a vibrant community in Wareham with a selection of artisan and independent shops and plenty of restaurants, cafes and public houses. The railway station is on the South Western line and connects directly to Waterloo. As well as the busy Saturday market held each week on the Quayside, the town has two small supermarkets, a cinema, and plenty of service outlets.

The Team Vicar will be living in the community of Sandford. The Vicarage is within easy walking distance of bus stops, Sandford St Martin's Primary School, a GP practice and pharmacy, pub and restaurant and the local Asda store and petrol station.

It takes around 10 minutes to cycle into Wareham from Sandford along the cycle route, and Wareham Railway Station is just two miles away. There is easy access from Sandford to open heathland and Wareham Forest, which is great for walking and cycling.

The total population of the parish according to the 2021 census is 10,035, of whom about 5,900 live in Wareham and 4,100 in the surrounding villages of Arne, Ridge, Stoborough, East Holme, Sandford, Holton Heath and Organford. 97.7% of the population is from white ethnic backgrounds. 18.2% are below the age of 20, and 24.4% are over the age of 70.

There are three excellent Church of England Primary Schools and one secondary school in Wareham, adjacent to which is a leisure centre with an indoor swimming pool. The housing in the Benefice is representative of the social diversity. The population is a mixture of longstanding families as well as newcomers. There is a limited number of second homes.

The coast and river afford several water sports, and the surrounding countryside is ideal for hiking and cycling. The town also has active Rugby and Football clubs and a Golf Club. There are plenty of social clubs and societies with church members particularly well represented.

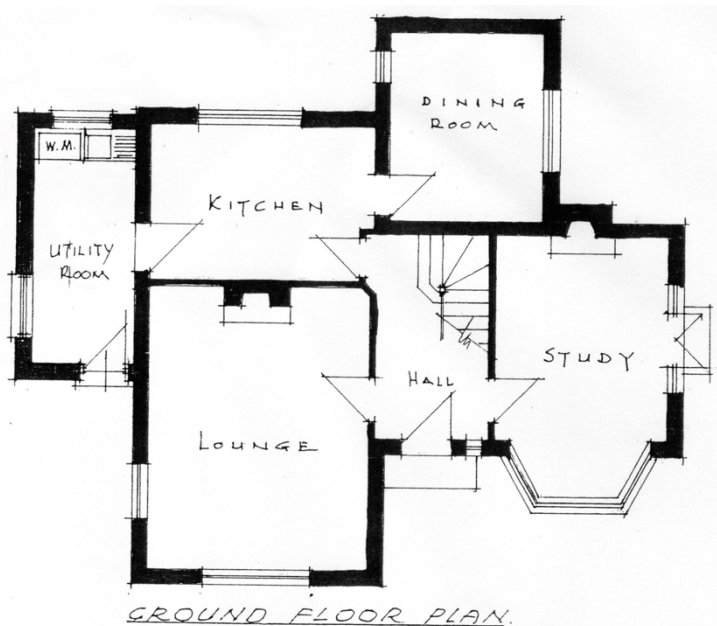
The volunteer sector is also very strong, with an annual carnival, other summer events and a Christmas street procession showcasing the town.



The Vicarage

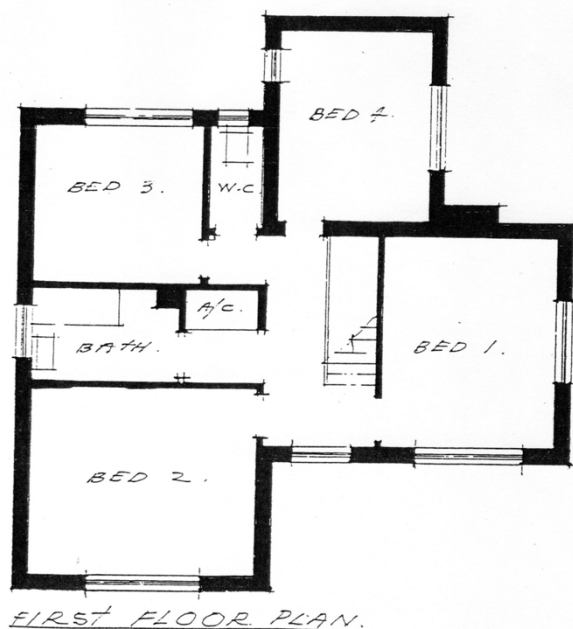


The Vicarage is a four-bedroomed house with gas-fired central heating situated in wooded grounds. There is ample parking. The downstairs front entrance contains a WC and a separate entrance to the study. The rest of the downstairs contains a large lounge, kitchen, utility room and dining room. Upstairs are three double bedrooms and one single, a bathroom with bath and shower and a separate WC.



The garden is a good size, private and easy to maintain because it is informal, with lovely mature trees.

There is a garden shed, garage, summerhouse and treehouse!



Appendices

A. Financial Overview of Income and Expenditure

Review of 2024 finances

In 2024, our unrestricted income from donations and regular giving declined by **17%** compared to the previous year. This appears to be a continuing trend and is in large part due to the loss of some generous givers, and parishioner numbers are not increasing. We have been encouraging generous giving through the parish giving scheme, and also by promoting gifts in wills. Several other initiatives were tried, such as gift days and an auction of promises. We hope to promote concerts in the church and seek more support from the town. We have sought grants through a number of organisations, which has yielded some success.

In contrast, our restricted income increased by **17.3%** compared to last year. This is divided amongst 17 separate funds and was used chiefly for fabric repair and overseas missions.

The expenditure from general funds in the parish increased by **15.2%** compared to 2023. There were some exceptional items, but the picture remains one of constantly inflating running costs.

The major expenditure is our diocesan parish share, followed by the cost of running our buildings and administration.

Our published accounts show a net negative movement of general funds amounting to £69,138. We carried forward £93,398 and regard £60,000 as the 'safe level'.

The picture so far this year

In the face of a rising deficit, we approached the diocese and requested a reduction in our parish share, which was accepted, and it has come down from £126,808 to £92,898. If we follow our revised plan, this will leave our reserves close to £60,000, the 'safe level'. Clearly, this solution is only likely to be available once.

It is rather early to comment on our financial progress this year, but there are hopeful signs in increasing collections and donations. Planned giving remains sluggish. We are seeking ways to reduce our running costs and have signed new utilities contracts, which should give some stability in this major contributor to expenses.

B. Worship Pattern and Attendance

2024 average attendance in red: adults/under 16 years

	Sunday	1 st	2 nd	3 rd	4 th
Lady St Marys Wareham	8am	Communion (BCP) 12	Communion (BCP) 12	Communion (BCP) 12	Communion (BCP) 12
	10 am	All Age Communion 84/17	Sung Communion 68/1	Praise Communion 59/1	Sung Communion 68/1
Sandford St. Martins	9am	Breakfast Church 38/8	Breakfast Church 38/8	Breakfast Church 38/8	Breakfast Church 38/8
	10:30am	Morning worship 18	Holy Communion 20	Morning worship 18	Holy Communion 20
	6pm		Going Deeper 19		
St. Nicholas Arne	10.30am	Communion (BCP) 15		Communion (BCP) 15	
St John the Evangelist East Holme	10am		Communion (BCP) 11		Communion (BCP) in winter 11
	6pm in summer				Evensong (BCP) 8
St. Martin on the Walls Wareham	Wed 11am	Communion (BCP) 10	Communion (BCP) 10	Communion (BCP) 10	Communion (BCP) 10

Life Events 2024

Baptisms	14
Church Funerals	36
Weddings	10

C. In Our Own Words – Comments from the Congregation

These were some of the key themes identified.

Our New Team Vicar Cares about ... has a heart for ...

Pastoral

- Cares about everyone's views and opinions
- Reaching out to those in need
- A pastoral heart for all ages
- Loves Jesus and loves people
- Accepting of everyone! Not homophobic and anti-LGBTQ+

Community

- Community building and outreach
- Cares for community ... for family and food
- Bringing people together and unifying our churches
- Supporting and growing the church community
- Enjoys networking and being with people
- Heart to run and develop more community activities and events
- Is inclusive and involves the whole community in the life and work of the church
- Strong presence in the Sandford wider community.

Faith and Worship

- Heart for Seekers and new Christians
- 2 Timothy 4: 1-5 '*Preach the Word*'
- Good solid following of Jesus
- Heart for contemporary music
- Open to the Holy Spirit
- Holistic love of the environment.

Children, young people and families

- A family person, gifted with families and children and good with family events
- Good at relating well to children, especially listening
- Relational, pastoral, creative worship
- Heart for welcoming people of all ages into the church, particularly young families.

Our New Team Vicar

Is good at ... enjoys ... skills and qualities

Qualities

- A teacher and a good disciple-er of people
- Listening to all
- Energetic, enthusiastic
- Is good at being fun, approachable, thinking outside the box, music events and messy church
- Lots and lots of patience
- A good team player, especially with the rest of the clergy team
- Loves digital communication
- Releasing people into their gifts
- A facilitator of ministering, “equipping the Saints for the work of ministry”
- Not necessarily like us (white British middle-class!) or able to naturally attract and engage with various cultures, backgrounds and classes.

Mission

- Seeks to listen to God for the way forward
- A spirit-led approach
- More outreach mission work and work with children and families
- Mission driven
- Lead Breakfast Church with a passion to take all further in their journey with Christ
- Family person and evangelist.

Worship

- Bringing in new ideas and a more modern range of worship songs
- Love of music and worship
- Heart for worship
- Is good at and enjoys All-Age worship and family worship
- Good at preaching relevant to everyday life
- Bible teaching, communicating the gospel, ministering the Holy Spirit
- Conveys the joy of the gospel.