



Associate Minister- House for Duty The Benefice of Milford-on-Sea

In the deanery of Lyndhurst



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LINKS

- <https://www.allsaintsmilford.org.uk>
- <https://www.mosps.hants.sch.uk/>
- <https://moscommunitycentre.org.uk/>
- <http://www.milfordonsea.org.uk/history>
- <https://www.milfordhistory.org.uk/>
- <http://www.milfordonseanews.org/>
- <https://visitmilfordonsea.co.uk>

- Parish website
- Primary School
- Community Centre
- Parish Council
- Milford Historical Record Society
- Milford's local "news"
- We Love Milford on Sea



WELCOME TO WINCHESTER DIOCESE

Thank you for your interest in coming to work in the diocese of Winchester where we are committed to serving people and communities across Hampshire and East Dorset. Our vision is to 'Live the Mission of Jesus' and in doing so we want to make a difference and see lives transformed through the love of God.

We serve a range of diverse communities, from rural to urban, with our Cathedral being sited in the historic city of Winchester. From coastal Bournemouth to Andover, Southampton to the villages around Basingstoke, ministry takes place through our churches, chaplaincies and schools and we are delighted to encourage lay ministry in all its varied forms.

We are committed to being a truly representative diocese and we recognise our need to develop in diversity.

The Diocese of Winchester is an exciting place to be and we look forward to receiving your application.



The Rt Revd Debbie Sellin, Bishop of Southampton and Acting Bishop of Winchester

LYNDHURST DEANERY

The deanery has a mix of suburban, market town and village parishes and is located in the south of the diocese, within the archdeaconry of Bournemouth. The life of the deanery includes an active Synod and a friendly and supportive Chapter. We work together to find ways to enable all the people of our parishes to live out their calling in our shared mission and ministry and encourage all our stipendiary clergy to be active within the deanery so that their skills and gifts can be used to build up the whole deanery.



Simon Newham
Area Dean



Alison Bennett
Assistant Area Dean



Bill Andrews
Lay Chair



INTRODUCTION

The Parish of Milford on Sea (population 6,000 as of census 2021) comprises the villages of Milford and Everton and the hamlets of Keyhaven and Lymore. It is situated between Southampton and Bournemouth on the edge of the New Forest. All Saints', an historic Norman church, is in Milford whilst St Mary's is a 20th century building just 1½ miles away in the centre of Everton.

The parish has a broad demographic – school age families, retirees and seasonal visitors, who are attracted to the beautiful coastline and situation on the doorstep of the New Forest National Park. The population is likely to grow – there are plans for the approval of 191 houses in the village.

Milford Village Green, surrounded by a variety of independent shops, cafes, pubs and great restaurants is a natural focus of this busy coastal village with its many clubs and societies catering for all ages and interests. The Green is the venue for many annual events and festivals in which the church is actively involved.



We have good links with the 'outstanding' Church of England Primary School of 317 pupils, and a newly appointed Families and Schools leader.

St Mary's in Everton is a smaller church but with a big heart. It is central to village life along with the social club, pub and thriving village post office and store.

We are looking for a House for Duty minister for our Benefice to support Tasha Anderson, our vicar, along with our ministry team. We see this as a wonderful opportunity for us as a Benefice and the new Associate Minister. The Associate Minister role is subject to a locally supported ministry post agreement (refer to draft statement of particulars for more information). As a church we are deeply aware of the challenges for present day clergy, and are therefore committed to looking after our new Associate Minister well to enable them to flourish in the role and develop their gifts in keeping with their calling.

As a church we see this as an exciting time and have a real sense of God at work reflected by:

- The growing congregations at both churches
- The encouraging response from the community to Tea, Toast & Toys (toddler group) and Messy Church
- The generous financial giving enabling both this new role and that of our new Families and Schools Leader
- The active church prayer life and the introduction of a monthly Prayer & Praise meeting
- The growing number of home groups that meet during the week, currently 13

OUR VISION

We want “To Share the Love and Life of Jesus” and be at the heart of the community.

Since Tasha’s arrival in April 2021 both churches have united behind her leadership; we have seen God at work – there has been spiritual and numerical growth.

We are now looking for an Associate minister with complementary gifts to work alongside Tasha for the next stage of our journey.

We are intentionally working towards the Church of England vision for the 2020s of being younger. Mindful of a recent survey which suggested around 80% of our congregations are over 65 years of age, we are looking for a pioneer to nurture and develop relationships in the church and community to take forward our vision.



These are some of the potential areas in which our new Associate Minister could get involved. There is flexibility around the responsibilities to fit in with the part time role. They could:

- Develop intergenerational opportunities in worship and in relationships; we envisage a partnership with the elderly in the community and the young of our primary school with which we have strong links. We see this as being beneficial to all and demonstrating the love of Jesus
- Identify, support and equip future leaders in our church. A key area would be the nurturing of our 13 home groups
- Expand our pastoral care. We have a heart for our community and would like to offer greater pastoral support for those with ill health, or who are bereaved or lonely. The Associate Minister could take a lead role in supporting and developing our pastoral care team
- Use occasional offices to develop outreach and build relationships in the community
- reach out to the teenagers in our villages
- Lead or assist in succession planning at St Mary’s

OUR CHURCH LIFE

There are usually 3 services between the 2 churches on a Sunday with an Average Sunday Attendance (ASA) of 150. Here are just some of the events we run within our Benefice.



Visit to church from Milford on Sea Primary School



Tea Toast & Toys: a weekly toddler group



Nativity – annual event at St Mary's involving the young and old



Sea Baptism held at the seafront



Café church held regularly at St. Mary's



Tasha leading worship at Messy Church



August service held at the sea front with our worship band



Sunday worship at All Saints' Church

OUR CORE TEAM

Tasha Anderson, Vicar

I joined Milford on Sea Benefice in April 2021, whilst we were still under lockdown measures and it has been both humbling and exciting to see what God has grown here over the past two years. I became a Christian in my early childhood years, rededicated my life to God as a teenager and ever since then, have developed a deep love for God's church and people. After serving as Director of Children and Families Ministry for Christchurch Winchester, I spent two years at Wycliffe Hall and was ordained in 2018. I love the beauty and blessing of being close to both the sea and the forest and connecting with God in and through his creation.

Rebecca Webb, Families and Schools leader

With a background in primary teaching, and having raised three young people of my own, I'm delighted to have been recently called to this role after several years volunteering in the church and wider community. I am passionate about Kingdom-building and I'm excited to be part of a new season where we have the opportunity to focus on building relationships and sharing God's love with local families and within our church school, in new and innovative ways, whilst also looking to develop links with those attending secondary school.

Olivia Doull, Operations Manager

Having worked in Church Administration in the USA and UK I am delighted to finally return home to my family and the role of Operations Manager at Milford-on-Sea Benefice.

Lesley Prince, Parish Administrator

I am privileged to work in the admin team. We have several key volunteers and between us we support the Parish, often being the first point of contact for both churches.

Val Hanson, Churchwarden

Having spent time regularly in Milford and become members of All Saints', whilst still living in Newbury and being very involved in our church there, my husband, Pete and I moved to Milford in 2020. We had found All Saints' to be a welcoming, prayerful community and were convinced we needed to be a part of it full time.

Eddie Donaldson, Churchwarden

I am excited by my appointment this April as churchwarden at a time when we are seeing God at work amongst us in many different ways. Having stepped down recently as Deputy Chair and Treasurer of the RNLI, I feel this is a God led opportunity for me to share my experience from a business career combined with active charity chair/trustee appointments, including those working alongside youth and children, and my involvement in leading worship and speaking. I am already enjoying serving together with the rest of the team.

Margaret Warren, Deputy Churchwarden
Annabel Taylor, Deputy Churchwarden
Vera Peters, Deputy Churchwarden St Mary's

MINISTRY TEAM

Tasha Anderson -Vicar
Eddie Donaldson – Churchwarden
Anne Jablonski – Retired Clergy
Andrew Jablonski – Retired Clergy
Barry Kent – Retired Clergy
Douglas Marcuse -Licensed Lay Minister
Gillian Peard - Licensed Lay Minister
Kate Pinnell – BCM worship

OUR ORGANISATION

Governance

St Mary's has its own District Church Council, Deputy Churchwardens, Treasurer and volunteer teams. Both churches have halls with full kitchen facilities. The PCC, which covers both churches, meets five times a year. There are Teams which meet as required and report to the PCC. In addition, the PCC has an away day for spiritual development. The PCC is united, prayerful and purposeful in support of the vicar and ministry team.

Size

There are 248 parishioners on the Electoral Roll. The ASA is 150 across 3 congregations. In 2022 the Ministry Team held 11 baptisms, 8 weddings and 24 funerals.

Finances

Through the generosity of our congregation at our last Gift Day in September 2022, we raised sufficient funds (£300,000 over the next 3 years) to enable this role, our new Families and Schools Leader and other roles to be funded for at least the next 3-5 years. The Associate Minister role is subject to a locally supported ministry post agreement. We hope and pray that these ministries will see God's purposes being fulfilled in our communities, and that our congregation will be moved to continue this funding further into the future.



THE HOUSE

43 Carrington Lane is within Milford on Sea, off the road to Keyhaven, the local sailing harbour and is a short walk to the village, church and seafront. It is a detached house with 3 bedrooms and a garage. It is currently being modernized. Downstairs is a combined lounge/diner, a kitchen (which will be newly fitted), utility room and a cloakroom. There is access to a wooden patio, and a good-sized garden. Upstairs there are 3 bedrooms and a family bathroom.



ROLE DESCRIPTION

House for Duty Minister

This Role Description should be read in conjunction with the Parish Profile and the Guidelines for the Professional Conduct of the Clergy that apply to all the ordained.

Our Parish is seeking a warm hearted, experienced minister, to work together with our Vicar in both our church family ministry and to help us to reach out and serve our communities more effectively. We are looking for someone who will help disciple growth and our existing congregations both spiritually and numerically, whilst up for the challenge of exploring new and creative ways of connecting with local residents. We are looking for an Associate Minister who will provide complementary support to our ministry team. Therefore the role has the opportunity to have a stronger focus either on outreach and community or pastoral care and discipleship, dependent on the passions and giftings of the person. As an overview, we are looking for someone who:

Spirituality

- Is passionate in sharing the life and love of Jesus with others
- Is sustained by an ordered devotional life of bible study, prayer, spiritual reflection and fellowship
- Demonstrates a full dependence upon God and eagerly desires the gifts of the Holy Spirit for all God's people
- Displays wisdom and resilience in balancing the demands of ministry to enable personal well being

Worship & Preaching

- Evidently values and actively supports diversity in the offering of worship in different styles and contexts with confidence, creativity and warmth
- Preaches and communicates in an accessible and inspiring manner with relevance to everyday life and its challenges
- Welcomes, develops and releases the gifts of others in the leading of our worship e.g LLMs, retired clergy and lay people



Leadership & Collaboration

- Is a team player and servant leader, committed to working collaboratively with the Vicar and leadership teams
- Chairs meetings confidently and with impartiality, open to the views of others: allowing, encouraging and valuing the participation of all, whilst ensuring that clear decisions are reached and implemented
- Leads with emotional intelligence that accommodates those of differing understandings and experiences; nurturing and encouraging those exploring their gifts and callings
- Is an efficient decision maker and delegator, able to effectively manage their workload and time whilst under pressure
- Builds on existing ecumenical links within the parish and is open to working with our other local churches
- Plays an active part in Deanery and Diocesan life, and has a collaborative and flexible approach in responding to their developing initiatives

Discipleship, Learning & Nurture

- Has an active commitment and creative approach to developing faithful discipleship in people of all ages
- Will share their own knowledge, experience, and gifts with others; being tactful and respectful when challenging others, and open to such challenge themselves
- Enables individuals to discern their gifts for ministry and supports them in developing and using these in our worship and outreach
- Will lead or co-lead discipleship and exploratory courses such as Alpha, The Marriage Course, Hope Explored and is committed to the nurturing and growth of home groups

Evangelism & Engagement with Social Justice

- Presents the Gospel clearly, confidently and creatively, in ways that resonate with contemporary life and encouraging and inspiring others to do the same
- Deliberately keeps their knowledge and understanding of contemporary mission up to date, with particular emphasis on mission that seeks to engage children, families and young people as well as connecting with the older members of the community
- Contributes to the life and mission of our Church of England primary school, supporting its foundational values (Courage, Aspire, Respect, Explore) and helping us to build relationships in which we can share the love and life of Jesus with children, parents, and the wider community

Stewardship, Pastoral Care and Parish Organisation

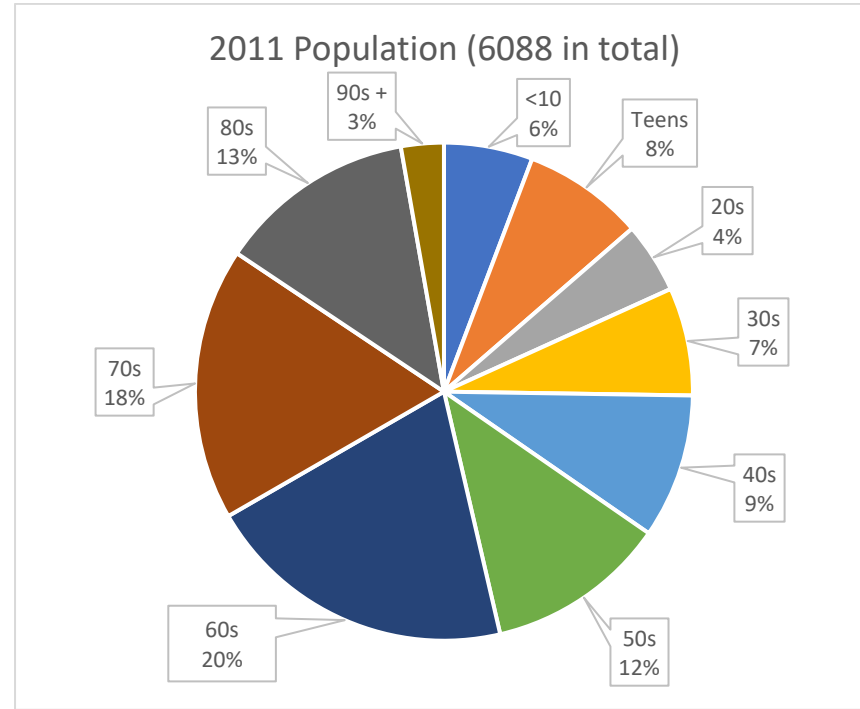
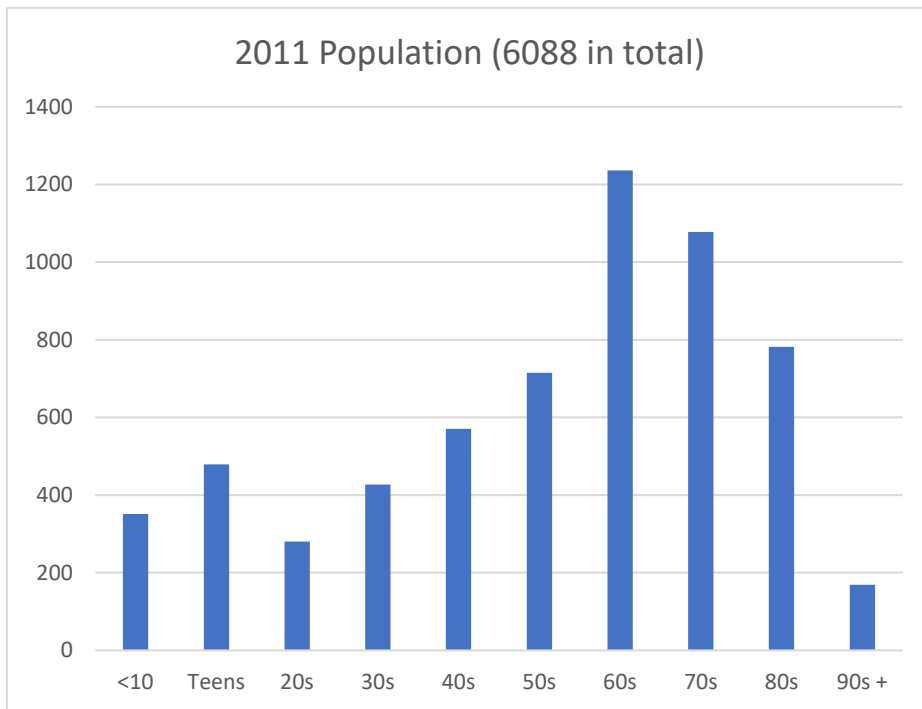
- By regular teaching and personal example helps church members to appreciate the link between mission and resources and their shared responsibility for resourcing mission within the wider diocese in the offering of their time, talents and money
- Is an approachable and wise pastor, who encourages and helps lead our pastoral care teams
- Is a competent manager of their own time and resources, with the ability to organise, manage and complete administrative tasks effectively

Appendix 1 – Demographic Data

This data is taken from Church of England statistics last updated in July 2019 based on the 2011 census data. The 2021 census data has yet to be released at parish level.

Age Distribution

There were around 6,000 people in our Parish. The graph below shows how they were distributed across the age ranges in 2011. It clearly demonstrates that, whilst we have an excellent, significant-sized primary school which attracts good numbers of young families into the parish, on completion of their education many move away for work. Many more choose to move into the village later in their life.



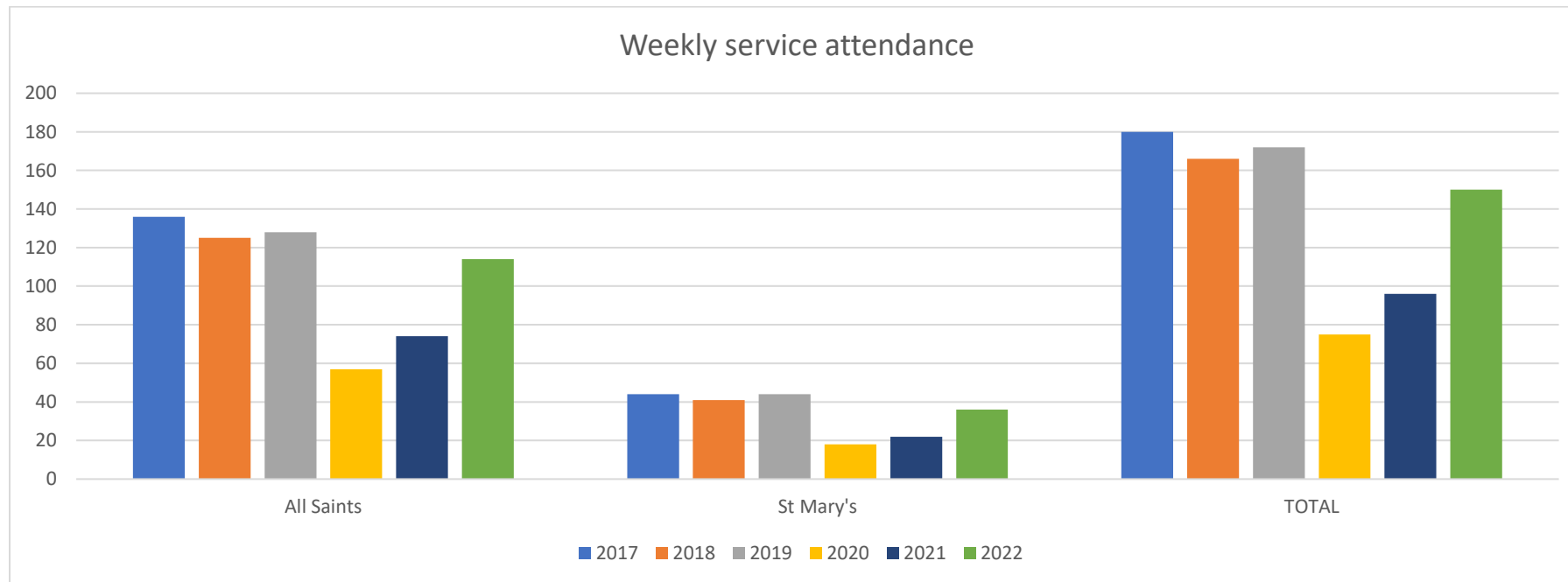
Appendix 2 – Service Patterns

All Saints' Church currently runs a 9am and a 10.30am service each Sunday morning. The 9am service is more traditional with hymns and an organ. The 10.30am service is more contemporary with worships songs and a worship band. At 10am both congregations share coffee and cake. On the last Sunday of each month, there is a service of Praise and Prayer at 6pm. Holy Communion is provided every other Sunday. On the 5th Sunday in a month All Saints' and St. Mary's have a combined service.

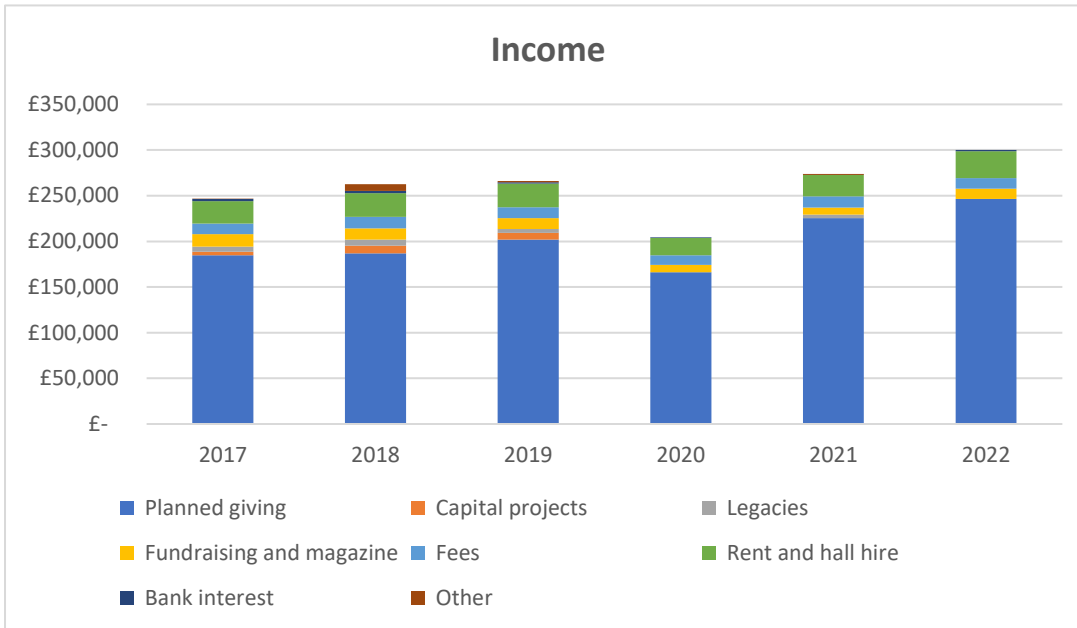
St Mary's Church currently runs a 10am service every Sunday with Holy Communion provided every other Sunday, alternating with All Saints so that it is available within the parish every Sunday.

The All Saints' services are livestreamed to a faithful home congregation across the parish and further afield every other week. Live engagement is currently about a dozen viewings per Sunday morning, but during the week the viewings rise to 50+ per week. These congregants are excluded from the data below but, if added, suggest that our congregants may be more numerous than before the pandemic. We feel that our churches are growing.

The physical attendance numbers for the churches are shown below:



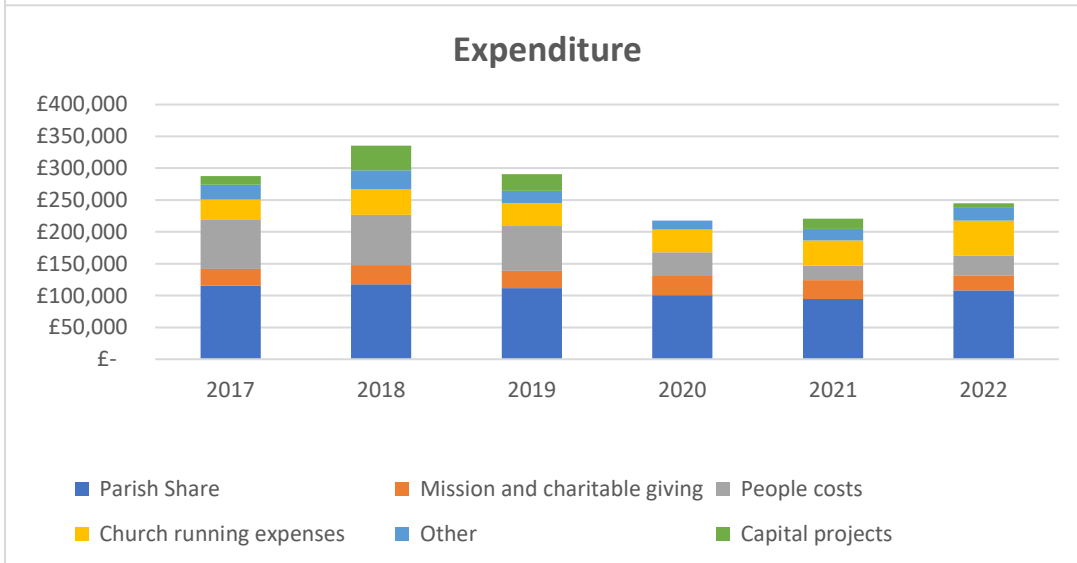
Appendix 3 – Financial Report



Income:
 God has blessed us with a faithful, generous congregation who largely continued their giving through the 2020-21 pandemic and the 2019-21 interregnum. Inevitably, donations for projects dropped in 2020, as did collections and hall hire as the pandemic put a halt to physical activities together.

2021 and 2022 have seen donations rising strongly as we have re-built confidence in our mission for the future.

Our Giving Day appeal in September 2022, in which we explained our vision for the future mission in Milford and Everton, saw £300,000 of new money pledged over the next 3 years.



Expenditure:
 Our Family Worker, Children’s Minister and an admin assistant left at the start of the interregnum just before the pandemic struck. This enabled us to balance the books as the pandemic struck, but left us very short of staff to continue our outreach mission in our community, although volunteers continued to do excellent work.

Now that we have the funding, our aim is to develop our pastoral care and our offering to families and our local schools in order to provide strong foundations for the future. The Associate Minister is very much part of that plan.

'From his fullness we have all received, grace upon grace.'
John 1:16

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