

Profile for a **Priest in Charge** for the benefice comprising the 4 parishes of
Baughurst and Ramsdell and Wolverton with Ewhurst and Hannington
In the Basingstoke Deanery within the Diocese of Winchester



We rejoice in our Christian faith and pray it will become an increasingly mainstream part of the lives of our communities.

We are strongly supportive of the **Church's Five Marks of Mission** and want to put them into action in an enthusiastic and caring way.

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WELCOME TO THE DIOCESE

Thank you for your interest in coming to minister here in this Diocese.

We serve a whole range of diverse communities, from the historic city of Winchester with our glorious Cathedral, to the great port city of Southampton, the burgeoning boroughs of Basingstoke, Bournemouth and Christchurch, thriving market towns such as Andover, Alton, Alresford and Romsey, and innumerable picture-perfect Hampshire villages. In all that there is much wealth – but there is also significant deprivation in our large urban conurbations where our churches are supporting some of the Diocese’s poorest communities.

In every context, we are committed to making the love and life of Jesus Christ known, through our churches, schools and chaplaincies, in a way that makes a tangible difference to those communities and their people.

In many ways the Diocese of Winchester is in transition, as is the world around us. In parish ministry, we seek people who are aware of the challenges that we face, but who are motivated above all by faith, hope and love in addressing them. We welcome those who are committed to help God’s church to be the very best it can be, in the power of the Spirit, releasing all God’s people into the mission and ministry to which they are called. And we recognise too our need to develop in diversity.

We are excited by the opportunities before us, and warmly invite applications from those who want to join us in addressing them.

With the assurance of my prayers as you seek God’s best next step for you.

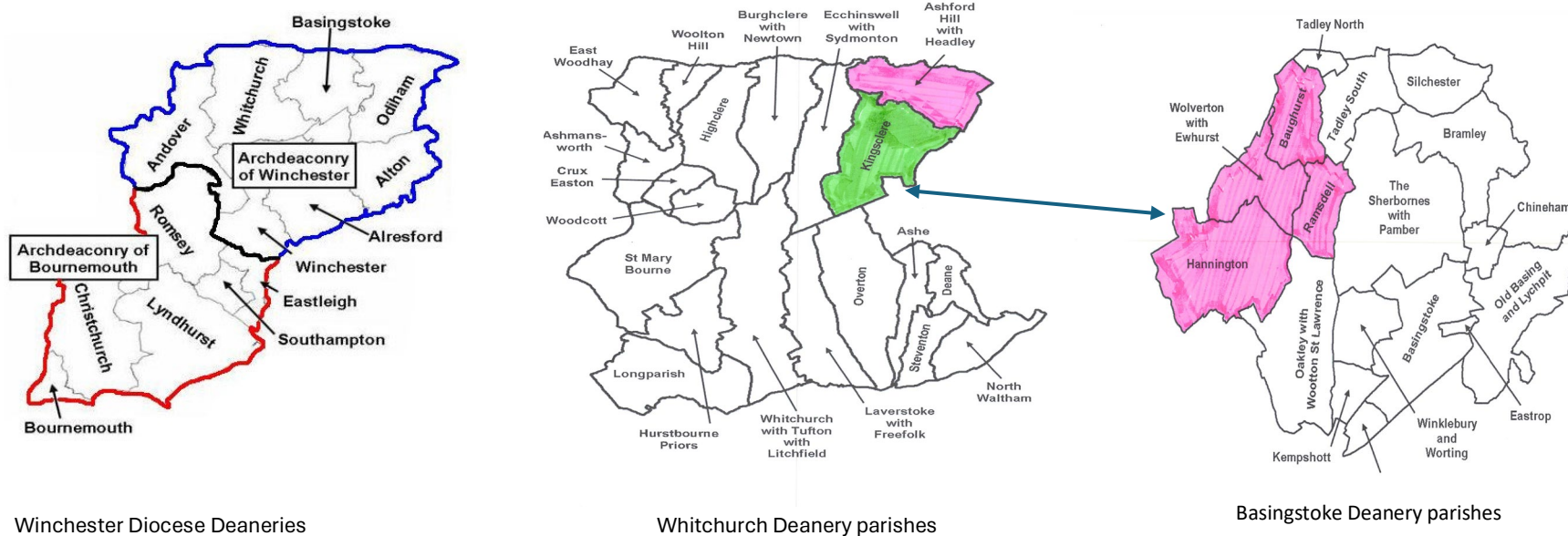


*The Rt Revd Philip Mounstephen,
The Bishop of Winchester*

THE PROPOSED WAY FORWARD FOR OUR PARISHES

The 4 parishes of Baughurst and Ramsdell and Wolverton with Ewhurst and Hannington, known locally as the “Hampshire North Downs benefice”, fall within the Basingstoke Deanery. We are seeking a Priest in Charge for this Benefice. He/she will be offered the Vicarage house, which sits next to St Paul’s church in the adjoining parish of Ashford Hill with Headley, which parish is currently within the benefice of Kingsclere and Ashford Hill with Headley (“Kingsclere benefice”), falling within the Whitchurch Deanery.

Given that the successful applicant will be living in the parish of Ashford Hill with Headley, it is proposed that the newly appointed Priest in Charge will also take responsibility for the parish of Ashford Hill with Headley, this being by agreement with the current incumbent of the Kingsclere benefice. In due course, it is proposed that a Pastoral Scheme will be entered into whereby (a) the parish of Ashford Hill with Headley will become part of the Hampshire North Downs benefice, and (b) this benefice will be transferred into the Whitchurch Deanery. The process for such a Pastoral Scheme has not yet commenced and, if approved, could take up to 2 years to implement.



BASINGSTOKE & WHITCHURCH DEANERIES

Basingstoke Deanery

The Basingstoke Deanery currently comprises some 16 parishes with a total population of approximately 143,000 people. The town of Basingstoke has a population of approximately 112,000 and is ranked amongst the best places to live in the country. Around it, lie some of the most beautiful villages and countryside in Hampshire. The town is planning to continue increasing its population in the next 15 years. Employment is amongst the highest in the country. Different communities get on well together. Basingstoke & its environs is a good place to live with wonderful links to London, the West Country and the North, both by road and rail.

The Deanery chapter is amongst the largest in the Diocese with 16 parishes, and chaplains from the hospital and hospice. We are focussed on supporting our clergy and building cooperation between our parishes for the sake of mission. We have great ecumenical networks, and growing partnerships with other churches in mission.

We want enterprising clergy, who are team players, to join our chapter. We offer a rich depth of experienced leaders, great lay leadership, ecumenical prayer networks and a generous and diverse spiritual life. We have challenging times ahead, but a strong willingness to support our clergy and their families in the demands of ministry.

Whitchurch Deanery is as beautiful as any other part of Hampshire, an area of rolling downland in the north part of the county together with the upper Test valley, bounded by the Berkshire border to the north and the A303 to the south. Our 25 churches (21 parishes) serve a population of some 28,000, many of whom take advantage of our excellent transport links to work in London or the large towns that surround us.

As a deanery we seek to enable our seven benefices to respond to the diocesan vision, and in particular we are developing our capacity to support each other and to engage with new forms of ministry. Our clergy chapter offers encouragement to its members and the space for reflection on our shared ministry. A notable feature of the deanery is the dynamism and warmth of our links with the diocese of Mityana in Uganda and many visits in each direction have been undertaken over recent years.



Revd Dr Ben Kautzer
Area Dean and Rector of
Oakley with Wootton St
Lawrence



Revd David Roche
Area Dean and Priest in
Charge of Whitchurch

INTRODUCTION

We are seeking a Priest-in-Charge for our 5 rural parishes, i.e. including that of Ashford Hill with Headley. We hope to find a compassionate, energetic leader who loves our Lord and will speak out with confidence about the joys of the Christian faith.

We would like to find someone who is keen to get to know our communities; who will lead and grow our dedicated lay ministry team; and who will be passionate about pastoral care and visiting people, particularly in times of need.

Residing in the vicarage at Ashford Hill, there is a lovely garden with extensive views of the surrounding countryside. The house has recently been completely renovated by the Diocese. See page 17 for details. The PCCs have funds to assist the incoming Priest-in-Charge with the costs required to fit out the house.

The 4 parishes of the Hampshire North Downs benefice have been without an incumbent for over 4½ years, during which time they have become increasingly united as a leadership team, assisted by a number of regular retired clergy who have been enormously supportive. Ashford Hill with Headley has been in a benefice with Kingsclere for approximately 15 years. As a parish, the two villages are closely united. Their characteristics as rural villages are similar to those of the other 4 parishes.

The 5 parishes are within the North Hampshire area, sitting between Newbury to the north and Basingstoke to the south. To the west, is the large village of Kingsclere (pop'n: over 3k) and to the east is Tadley (pop'n: nearly 15k), from which many of the normal services can be



accessed – shops, doctors, dentists, etc. The 5 parishes have a total population, according to the 2021 census data, of 3,603 souls, of which approximately 55% have given Christianity as their stated religion. This is generally a well-off area with many of the working population commuting into London. There are a number of schools in the area – see page 30 for more details.

Each of the 4 parishes of the Hampshire North Downs benefice has its own church, while the parish of Ashford Hill and Headley has 2 churches, one for each village. Of the 6 churches, 2 are Grade 1 listed buildings (Hannington & Wolverton), the other 4 being Grade 2 listed. See Appendices 3 & 4 for a short description of each parish and their churches.



OUR VISION

While each parish has its own PCC (and we wish to retain these), we are open to considering the establishment of **benefice wide teams** to support our new leader in matters such as ministry, mission, pastoral care and visiting, training and social activities. Teamwork is the key to growing our church family . and to make sure our leader is not put under unreasonable pressure.

We wish each church to hold **regular services**, usually but not exclusively, on a Sunday of both a traditional and contemporary style. Of course, this poses logistical challenges for the Priest in Charge, who will need to be prepared to conduct more than one service each Sunday. It is also important that we maintain and develop a **strong supporting Ministry team** of both lay and ordained people. We already enjoy benefice wide services in months containing 5 Sundays and for other special occasions.

We believe one of the best ways to grow our Christian community is to **know the people** whether they be of a Christian or other faith, or indeed of no faith. Knowing people, showing that we care for them, is the cornerstone of growing a strong and happy community. There are many events and activities across our villages that will enable our new Priest in Charge to get to know the community and build ongoing relationships with groups in and outside of the regular church congregation. The villages have a rich and varied programme of church and village events including fetes, concerts, quizzes, picnics to name but a few.

Our communities have a **strong youth element**. We would like to become more active within our local schools and more active with the youth (some 20%) of our communities. We would like our new Priest in Charge to help in the recruitment of a youth and children's worker as a priority. We are already developing children/family services.

A foundation stone of our Christian communities should be **home, prayer and Bible study groups**. These should be actively encouraged with new people being welcomed and then new groups being planted in new communities. We are keen to run courses such as Alpha, Christianity Explored, Discipleship Explored, not only in our churches or village halls but also in our homes.

Methods of communicating: We have 2 successful benefice/parish magazines. We would like to have a more active social media presence. A new benefice website should be developed.

On the **financial front**, while none of our parishes are currently under pressure, we recognise we should be more active in gaining the support of our communities.



OUR CHURCH LIFE

During the vacancy of over 4½ years, our leadership team has valiantly “kept the show on the road”. There are many initiatives that we want to get on with, but these have been kept on ice until we have a new leader in place and an agreed way forward.

Services

Our 5 parishes – and 6 churches – currently reflect the pattern in many parts of the UK, i.e. a small number of regular congregants, mainly comprising older people, but a significantly larger number, including children, for the festival occasions through the year, i.e. Christmas, Easter, Remembrance Sunday, Harvest Festival. Many of our churches enjoy between 100 to 150 people for these services but for a regular Sunday, this number is normally between 15 and 25 in each Church. We variably use the liturgy of the Book of Common Prayer and Common Worship. In leading services, our clergy and lay readers are flexible in wearing robes or not, depending upon the occasion and style of the service. Music for our services is generally provided by organ but some of our churches do have sound systems whereby digital music can be provided. We would welcome to have live music to lead some contemporary style services.



Our current service patterns can be found in Appendix 2 on page 20.

Hannington, Wolverton and Baughurst churches have a wonderful peal of bells which, joyfully, are heard regularly.

Some of the initiatives we would like to focus on are:

- Benefice wide services and activities, e.g. courses.
- Children’s services, at least once a month. We are currently exploring the possibility of adopting the Bubble Church format.
- In churches where the facilities allow – kitchen, seats not pews, toilets – we would like to have services around a lunch for all.



Mission and Discipleship

We do have some Home Groups, Bible study and Prayer groups but these are organised by the groups themselves. They are not coordinated nor are they a springboard for new such groups to be formed. We would like to encourage more of these to be established.

Likewise, we have held courses of various types – Alpha, Christianity Explored, Discipleship Explored – but these are spasmodic. We would like these to become a regular part of our church life and could be coordinated with adjoining benefices. The locations for such initiatives need not be our churches; indeed, holding them in people's homes is often a better way to achieve fellowship and thus take up.

Pastoral Care and visiting

Most of our churches do make wonderful venues for weddings, baptisms and funerals. St Paul's church at Ashford Hill, for example, can seat up to 275 people and has in the past been the venue for some uplifting Thanksgiving services.

We would encourage our new Priest in Charge to develop a team of people who visit the sick and troubled; give home communion where this is wanted; who will visit the bereaved; and will also go to welcome new people into our communities. This already happens but it could be greatly enhanced with better coordination.

Children and Young People

Following the Covid pandemic, we have already started to re-introduce children's services and want to extend these further. We have recently started to attend assemblies at Ashford Hill Primary School and would like to extend this to other schools within the benefice. We like to encourage school nativity plays and carol concerts to be held in our churches. As has been mentioned elsewhere, we would love to employ the services of a Youth and Children's worker.

Social and Community Outreach

Jesus taught us to love our neighbours, and we strongly believe the foundation of any happy and vibrant community is an active interchange with our fellow villagers and neighbours. We want our churches to become places where concerts are held; where lectures can take place; where meals can be shared. To achieve this, we need not only to have the right facilities in the right places, but we also need to have an active organising committee. This is often difficult for each village to achieve but across the benefice, it should be possible. One initiative we are currently exploring starting is a choir for dementia sufferers and their carers / loved ones.



We currently support Food Banks and Community Larders in adjoining parishes. Likewise, we have regularly supported a homeless charity in Basingstoke, the Camrose Centre.

Summary

In summary, we have plenty of ideas. We are looking forward to having a leader with whom we can create an agreed plan; and then to implement it with regular reviews of progress.



OUR TEAM

Below are brief details of the key people in each of the 5 parishes.

Hannington:

Martin Frewer - Churchwarden, Chairman of the PCC and brought up in a family with a Christian ethos. He is married to Caroline, with one married son and has lived in the benefice for 27 years. He has been Churchwarden for a couple of years; works full time and travels extensively.

We have an active PCC of seven who meet quarterly with a secretary to the PCC and Treasurer. Six experienced Ex Churchwardens and regular parishioners act as lay readers, a rota of 20 lesson readers and 24 flower arrangers and church cleaners, along with working parties for the churchyard, and a team of bell ringers all testify to a widespread enthusiasm for the wellbeing and life of the church. Reader, service takers and organist rotas are all arranged by members of the congregation.

We also have a charity “The Friends of All Saints” which has its own management committee who are proactive in putting on events in the church to help fund the upkeep of the fabric and keep the church the centre of village life.

Among the strong and dedicated Hannington team are:

- **Mark and Juliet Burton** have lived in the parish for 43 years. Mark has done 2 stints as Churchwarden and been leading Morning Prayer services in Hannington for over 30 years. Juliet, Chairman of The Friends of All Saints and Secretary to the PCC, has helped lead several Alpha courses and further study courses and led a Bible study group in Abu Dhabi. She did a year’s course at Waverley Abbey and is a Christian counsellor.
- **Sarah Maitland** has lived in the village for 35 years and has been a Churchwarden for many of these. Sarah is a member of the PCC and founding Trustee of the Friends of All Saints. She has been a Relate Counsellor and worked for some years for the CAB in Newbury. Sarah also currently arranges our Sunday church readers.
- **Tracy Dickinson** - Treasurer of the PCC and Hannington Village Hall. Tower captain with a band of 8 bell ringers. Tracy is married to Mel and has lived in Hannington for 17 years and has a son, daughter and 4 grandchildren. She wrote and presented the monthly quiz in the Vine for 12 years until it closed in January 2024.



Juliet Burton and Martin Frewer

Wolverton with Ewhurst:

Simon de Boinville - Churchwarden (seated far right) I have lived in the Benefice since 1980 and am a widower with a loving family of children and grandchildren. I was married in this church 43 years ago and have been a regular worshipper. I was a member of our PCC for a number of years before becoming Churchwarden in 1995. I grew up in a Christian family; my grandfather and 2 cousins were priests, and over the years I have attended various gatherings to experience different approaches to worshipping. I am now retired and continue to enjoy the challenges a Churchwarden can face.

Members of our PCC – Fortunately we have a team of 6 who, without fail, help share the responsibilities of maintaining and running our lovely church including Sarah Maltby, our Secretary (seated centre) who runs our administration, and ensures we have rotas for cleaning, readers, sidesmen, and flowers for the year; David Tosh, our Treasurer (seated far left); Sarah Sladen (standing left) sorts the lighting, heating and other practicalities and Lucy Daniel (standing right) runs the occasional choir and masterminds special events in the church.



Ramsdell:

Our **PCC** comprises 7 active and supportive members, who live in or around the parish. The PCC meet each quarter and are in almost daily contact looking after the church, services, village activities, and supporting the community.

David Finch is our **Churchwarden**. He moved to Ramsdell in 1996 and was elected churchwarden in 2002. A retired mechanical engineer David is also a trustee of the village hall. During the interregnum David worked tirelessly to ensure all services across the benefice continued to take place, coordinating with the Church Registry, and in its absence during Covid, worked directly with a brilliant small team of retired clergy from quite a large surrounding area who have become much loved leaders of our services. David recently helped raise funds for the church clock to be restored.



James Lee, a qualified accountant working in London for a large Bank, is our **Treasurer**. James and his family moved to the village 15 years ago with their three children. A passionate sportsman, he spends most of his spare time driving his children to football and cricket practices and matches. James keeps us and our books and various church returns in order, most recently auditing the village hall annual accounts.

Sue Bailey has been on the PCC for many years and recently became our **secretary**. Sue has lived in the village with her husband Paul and their family for over 30 years. Recently retired, having worked for Home-Start, a charity supporting early years children and families - <https://homestart-basingstokedeane.org.uk/> - Sue continues to bring her skills to the PCC in helping us support the younger parishioners.



Janet Markwick is a Mgt Consultant working in the Creative Industries sector. She joined the PCC 15 years ago. Janet leads our lay family services. These services push the boundaries, actively engaging the younger congregation in the service with great success. These imaginative services are well attended and help introduce Christianity to a younger demographic and show how church can be fun and interactive. We need more services to grow our youth contingent. Janet is Chair of Trustees for the Village Hall.



Miles Roberts is one of our other lay preachers. Miles never fails to inspire and teach us. Using his wit, sincerity, and curiosity, he challenges our thinking and opens all our minds. Retired, married to Vivian they share many grandchildren, Vivian loves to help with the church flowers and grows the most magnificent dahlias. Miles prepares keenly and diligently for Matins, and we are always the better for his study, observations, and message. Miles holds together the Christmas choir with his deep bass voice along with several other men in the choir.

Where would we be without our organist, **Alison** who as a music specialist teacher in Hampshire has been playing the church organ here for over 30 years. Music is one of the strengths of Ramsdell church and unites us all. Our Carol services includes two or three special carols rehearsed in the lead up to Christmas and a big children's choir formed and rehearsed on the day. This service created and led by Alison is well attended with over 120 parishioners and families coming together followed by mulled wine and mince pies in the village hall after the service.



Baughurst:



Les Hensman - Churchwarden - I have been married to Rowena for 56 years and we have 3 children and 6 grandchildren. I came to work as a scientist at AWE (Atomic Weapons Establishment) in 1969 and we lived first in Baughurst. In 1981 we moved to Tadley. We attended St. Stephen's Church as parishioners on arrival to the area. In 1980, I became a sidesman and have been Churchwarden since 1998 with just an 18-month break. This is my second interregnum. I retired from work in 2006. My hobbies include walking, gardening, running, croquet and singing in the Kingsclere Singers' choir.



Rob McMordie - Churchwarden - I have attended St. Stephen's church for over 30 years and married my wife, Paula, there in 2004. We live in Basingstoke with our teenage son. After regularly reading lessons, first in Family Services and our Nine Lessons and Carols service, then later at other services, I became a sidesman and member of the PCC in 2009 and a Churchwarden in 2015. Outside church I work full-time as a software engineer and, when I have any free time, I enjoy playing the clarinet and piano, and reading.

Members of the PCC - There are an additional 5 very supportive members of the PCC who actively work for the benefit of the Church and the wider community and assist the Churchwardens.

Others without whom the Church would not function: People in the wider community work together with Churchwardens, PCC members and Parishioners to do all the unsung work that makes all the difference. This includes the flowers, cleaning, Churchyard maintenance, bellringing, upkeep of memorial book and organising various events.

We all try to help provide support to all who need it within our Church and the wider community. The charity we support and work together for is the local Home-Start. We collect food to provide food packages just after Christmas and in the summer school holidays when these are most needed. We also collect toys and presents for our Toy Service to be distributed to those who may not get a present at Christmas.

Ashford Hill with Headley:



Penny Stewart – Churchwarden – I am married to Graham and we have lived in Headley since 1973. We have 3 children and 8 grandchildren. I am involved in Kingsclere Charities and help run the local Riding for the Disabled Group. As a Churchwarden, I am also a trustee of the Ashford Hill Education Trust.

I grew up in a Christian family and have been a member of the Ashford Hill with Headley PCC and Churchwarden for over 15 years. I have seen both of our daughters married in St Paul's and am anxious for our churches to be as ecumenical as possible. In St Peter's, we enjoy traditional services and are often joined by members from Kingsclere and Ashford Hill.

Patrick Taylor – Churchwarden – BCM Creation Care; BCM Worship Leaders - I have lived in the parish since 1984 and have been a regular worshipper in both of our churches. I have been a member of our PCC for a number of years, and more recently have been one of our two churchwardens. I have responsibility for St Paul's at Ashford Hill. I was brought up in a devout Christian family but have greatly enjoyed learning more about the Christian faith having attended various course including Alpha and Christianity Explored courses. I have completed 2 BCM courses and am keen to carry on with further training. I happily lead services and give homilies in St Paul's.



I am now retired having had a very fulfilling career. I am blessed to have a wonderful and loving wife and family.

Other members of our PCC: we have a strong PCC of an additional 6 people, including Rodolph de Salis, who has completed a BCM Worship Leaders course and who regularly takes Morning Worship services at St Peter's, Headley.

We are supported by a retired priest, Revd Neil Britton, who lives in Kingsclere, together with a number of Kingsclere based lay preachers, who have indicated their keenness to continue supporting us. Additionally, Bryony White provides Holy Communion to several parishioners at home.

Other people:



Emma Rivers – Kingsclere Benefice Administrator and BCM Worship Leader

Emma currently acts as the administrator for the Kingsclere with Ashford Hill & Headley Benefice. She also provides support to the 4 parishes of Hannington, Wolverton, Ramsdell & Baughurst.

OUR ORGANISATION

Governance

We are keen to become an increasingly united benefice and are prepared to consider the establishment of standing committees to deal with matters such as ministry, mission, and pastoral care across the benefice. However, we are not prepared to combine our finances or overall governance into a single PCC because we believe our current decentralised approach is much more effective in building local links and retaining commitment. We will, however, work hard to make sure that the incumbent's focus is on ministry and mission rather than on administrative governance.

We have a wonderfully active lay ministry team. We hope that the new incumbent will give encouragement and guidance to these people by, for example, issuing a guidance note each week as to the messages to be given when preaching on the forthcoming Sunday.

Safeguarding

We understand the importance of safeguarding in order to ensure that our churches are safe places for all those who come to them. We are committed to following good safeguarding policies and practices across all of our parishes.

Administration

In the 4 parishes of the Hampshire North Downs benefice, much of the day-to-day work continues to be undertaken by volunteers. In the parish of Ashford Hill with Headley, we are fortunate to have the support of Emma Rivers – see page 15. Emma currently provides limited support to the 4 parishes of the current benefice by helping with arrangements for weddings, funerals and baptisms. She has offered, if required, to extend her involvement with this benefice. This will be a matter for discussion with the appointed Priest in Charge.

Finances

Despite losses made by 4 of the 5 parishes in 2023 due largely to one off costs, each of our parishes is currently financially sound with aggregate reserves in excess of £324,000. Brief financial statements are given in Appendix 5 on pages 27 to 29. The only significant church needing work to it is St Paul's, Ashford Hill where the floor will need extensive repair within the next few years. However, the PCC there is confident that the funding to do this work will be readily achievable.

All our parishes are committed to paying their Common Mission Fund requests once we have an incumbent in post.

THE HOUSE

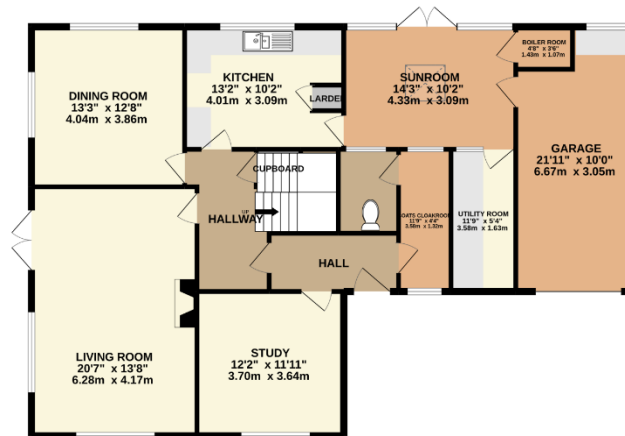
Ashford Hill Vicarage is situated in a rural setting adjoining St Paul's church, Ashford Hill. It is accessed by a private driveway which comes off the church carpark. It stands within its own garden overlooking the beautiful surrounding countryside. There is parking for several cars on the driveway. The vicarage is just a few minutes walking distance to the village primary school and the centre of the village.

The accommodation consists of 5 bedrooms, a family bathroom and separate WC on the first floor. Downstairs there is a large study and cloakroom, living room, dining room and kitchen. A sunroom and utility room are accessed through the kitchen and/or garage.

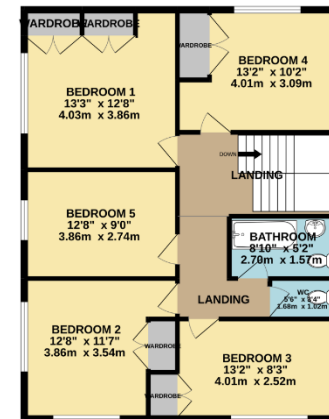
The Diocese property department has recently undertaken extensive renovation works on the house following many years of letting to a 3rd party tenant. In addition to the funds provided by the Diocese for moving to the Benefice, the Ashford Hill with Headley PCC has retained some funds to help the successful candidate with the costs of equipping the house.



GROUND FLOOR
1397 sq.ft. (129.8 sq.m.) approx.



1ST FLOOR
873 sq.ft. (81.1 sq.m.) approx.



TOTAL FLOOR AREA : 2271 sq.ft. (210.9 sq.m.) approx.

Whilst every attempt has been made to ensure the accuracy of the floorplan contained here, measurements of doors, windows, rooms and any other items are approximate and no responsibility is taken for any error, omission or mis-statement. This plan is for illustrative purposes only and should be used as such by any prospective purchaser. The services, systems and appliances shown have not been tested and no guarantee as to their operability or efficiency can be given.
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ROLE DESCRIPTION

The role is for a Priest in Charge for the so called “Hampshire North Downs” benefice comprising Baughurst and Ramsdell and Wolverton with Ewhurst and Hannington plus, by agreement with its current incumbent, the parish of Ashford Hill with Headley. The PCCs will encourage the successful candidate to balance his/her time with family and friends with the demands of parish life.

As our Priest in Charge, we are seeking someone who:

Spirituality

- Follows an ordered personal, spiritual life of daily prayer and Bible study and shares the fruits of his/her own discipleship with others.

Worship and Preaching

Will -

- lead the Church community in worship and prayer through an active programme of services, Bible reading & prayer groups and other channels that are deemed appropriate.
- lead worship and preach in a variety of services across the benefice.
- preach the Word of God clearly in ways that connect with and enthuse those listening.
- welcome people who are at different stages of their faith journey, and to welcome different styles of faith and forms of worship.
- support and lead outreach initiatives to those outside the church family.
- encourage individual reading of scripture.
- support and encourage the ministry of lay people.



Leadership and Collaboration

- Understands “servant leadership”, is a proven team player and is committed to working collaboratively with the worship team and PCCs.
- Will develop our existing benefice wide ministry team.
- Will develop, with the PCCs, a clear vision of how to grow our church community and will develop a strategy to deliver that vision.
- Will be supportive of and involved with the Diocese and the Deanery, including Chapter and Synod, so as to ensure that our church family is actively and enthusiastically represented; and so that the interests of the wider church are supported.

Discipleship, Learning and Nurture

- is open and creative in his/her approach to Christian discipleship and spiritual growth, and is strongly committed to seeing God's people grow and mature in faith and use their gifts in God's service.
- Will develop a programme of learning and fellowship through courses.
- Will build on the relationships we have with our local schools.
- Will actively encourage home groups and draw others in to begin or develop their discipleship.
- is prepared to lead or co-lead outreach and discipleship courses and committed to the growth of small groups.

Evangelism and engagement with social justice

- is proactive and persuasive in sharing their faith with others and can enable others to gain confidence to do the same.
- See that traditional services are helpful to many and that God uses old and new.
- Reflects theologically and looks to see where God is working.
- Has a missionary heart.

Pastoral Care

- is approachable and sensitive to varied pastoral needs of our church family and wider community.
- Will build an enthusiastic and dedicated team to undertake pastoral care work.
- Wants to be at the heart of our parishes and has a passion for rural ministry.
- Will involve him/herself in the life of the local community by attending events throughout the benefice.

Stewardship and Parish Organisation

- Will exhibit and proactively encourages generosity in the discipleship of church members, in the giving of their time, talents and money.
- Will fully participate in and contribute to the life of the deanery (including synod and chapter) and diocese.

The role description should always be read in conjunction with the [Guidelines for the Professional Conduct of the Clergy](#)



In order for the successful applicant to undertake the role of Priest in Charge, we believe he/she should be a person with the following specific **personal attributes – a person who:**

- is a strong, experienced and inspiring leader who has a warm empathetic character; is clearly interested in people and will share and discuss his/her thoughts about plans, issues and/or problems with the key members of the support team.
- is willing to delegate responsibilities to his/her core support team, for example in the sharing of the chairmanship of PCC meetings.
- is passionate about pastoral care and visiting at times of need, particularly for those who are ill, infirm or nearing end of life.
- has an open mind as to allowing people to use our churches for community-based events such as concerts, debates etc.

HOW TO APPLY

A full application pack, along with Terms & Conditions, is available from the Diocesan website, [here](#).

For an informal conversation about vacancies in the Winchester Archdeaconry please contact:

The Right Reverend David Williams
Bishop of Basingstoke 07889 547095
bishop.david@winchester.anglican.org

Jane Hammond
Clergy Appointments Assistant
clergy.appointments@winchester.anglican.org



APPENDICES:

Appendix 1 - Some key statistics regarding the 5 parishes: Source – CofE parish data

Population data	Pop'n	Area sq m	Pop'n density per sq m	Deprivation rank (12,239 being the least deprived in England)	No. of occupied households	% of pop'n Christian	% of pop'n no religion
AH + Headley	1,747	6.4	273	10,457	665	54.2%	44.1%
Hannington	332	7.8	43	4,713	144	58.8%	40.2%
Wolverton	215	3.5	61	8,550	94	57.5%	40.6%
Ramsdell	511	2.4	213	10,921	204	49.4%	47.9%
Baughurst	798	3.0	266	10,136	317	57.6%	39.8%
	3,603	23.1	156		1,424	54.9%	43.1%

The age profiles of the 5 parishes are broadly similar:

<u>%age population by age:</u>	<u>AH + H</u>	<u>Hann.</u>	<u>Wolv.</u>	<u>Rams.</u>	<u>Baug.</u>
% aged 0-4	5.2	4.4	3.2	4.1	3.1
% aged 5-19	19.4	13.3	16.1	19.6	16.4
% aged 20-29	6.3	9.4	8.6	4.5	6.7
% aged 30-44	16.0	12.5	13.0	15.0	13.9
% aged 45-69	38.9	39.9	41.2	40.6	39.3
% aged 70 and over	14.3	20.6	17.9	16.2	20.5

According to the Diocesan Common Mission Fund figures, the worshipping communities, averaged over the past 5 years, for each parish are:

<u>2024 worshipping community:</u>	<u>AH + H</u>	<u>Hann.</u>	<u>Wolv.</u>	<u>Rams.</u>	<u>Baug.</u>
per CMF figs	26	18	10	20	14
%age of Christian pop	2.7%	9.2%	8.1%	7.8%	3.0%

Appendix 2 - Our current order of services – April 2024:

Hampshire North Downs Benefice

<u>Date</u>	<u>Church</u>	<u>Service type</u>	<u>Time</u>	<u>Leader</u>
7-Apr	Ramsdell	Holy Communion	8:00am	BCP
Easter 2	Hannington	Children's Service + HC	9:30am	CW
	Wolverton	Holy Communion	11:00am	CW
	Baughurst	Songs of Praise	11:00am	Lay led
14-Apr	Ramsdell	Family Service	9:30am	
Easter 3	Hannington	Morning Prayer	9:30am	Lay led
	Wolverton	No Service		
	Baughurst	Holy Communion	11:00am	CW
21-Apr	Ramsdell	Morning Prayer	9:30am	Lay led
Easter 4	Hannington	Holy Communion	9:30am	BCP
	Wolverton	Morning Prayer	11:00am	Lay led
	Baughurst	Informal Service	11:00am	Lay led
28-Apr	Ramsdell	Holy Communion	9:30am	CW
Easter 5	Hannington	Morning Prayer	9:30am	Lay led
	Wolverton	No Service		
	Baughurst	Holy Communion	11:00am	BCP

Services which are not shown as lay lead are taken by one of the regular ordained clergy, who have been supporting the benefice; and have indicated their willingness to continue to do so.

Ashford Hill with Headley Parish

<u>Church</u>	<u>Service type</u>	<u>Time</u>	<u>Leader *</u>
Headley	Holy Communion	9:30am	Revd. Neil Britton
Headley	Morning Worship	9:30am	Lay led
Ashford Hill	Morning Worship	9:30am	Lay led
Ashford Hill	Holy Communion	9:30am	Revd. Pete Williams

Appendix 3 - A brief description of each parish:

Hannington:

Hannington is in an area of outstanding natural beauty on the Hampshire Downs and is surrounded by farmland with spectacular views in all directions. The outlying hamlets of North Oakley, Ibworth, White Lane and Plantation Farm are close by.

The population of approximately 332 covers all generations with a lot of young families having moved into the village in recent years. As a result, there is a thriving monthly Children's service and other activities for the children in the church, such as film shows, Easter egg hunts, a Christingle service and more.

Services are held every Sunday at 9.30am. On the first Sunday of the month a short Holy Communion service follows on from the Children's service and one of several retired clergy come to take another Holy Communion service a fortnight later. On the Sundays in between there is a lay-led Morning Prayer - or occasionally Evensong - taken by one of the six experienced parishioners who share these services between them. In addition to Christmas and Easter, we have a full church for Harvest Festival, Mothering Sunday, Remembrance Day and a Pet service.

It is a very welcoming and friendly community with the village pub "The Vine" soon to be reopened, village WhatsApp and email group, a wine society, a book club, playgroup, coffee morning and many different keep fit classes. The village also hosts a biennial Country Fair which attracts several thousand people and makes a substantial profit which after donations to local charities, is shared among all the various activities that take place in Hannington, including All Saints Church.

Wolverton with Ewhurst:

This is a rural parish of predominantly arable and woodland covering several settlements: Wolverton Common is a hamlet of some 40 dwellings. Wolverton Townsend is another hamlet with nearly 30 dwellings, a pub and a village hall. Further settlements are at Kingsclere Estate Farm on the A339 and at Ewhurst Park. Most parishioners are in full time employment. Many of the children either attend the Clere School at Burghclere, or the primary school at Ashford Hill, or are privately educated. The Parish has few retired people.

St Catherine's Wolverton is a Grade I listed church, described by Sir Nikolaus Pevsner as 'the finest example of an early Georgian church in Hampshire'. The bell tower was built in 1716 or thereabouts. In recent years we have installed sound reinforcement and a hearing loop, a biodegradable w.c. and kitchen facilities within the original vestry. We have access for the disabled and a car park.



We used to have three services a month offering Common Worship and Common Prayer on the 1st and 3rd Sundays respectively. The 2nd Sunday was a lay led 'Family Service' for the young. However, the vacancy has taken its toll. The church is always full at Christmas and Easter.

We have only one churchwarden. The PCC is well supported with 8 members, all of whom contribute fully. There is an organist who has rarely missed a service in over 43 years. There is a rota for the year covering cleaning, flowers, and readings. The churchyard is kept in excellent order by a volunteer system.

Ramsdell:

Ramsdell is a typical English village. The focal point of the village is the crossroads right in the centre. Christ Church is located on one of the corners with the village hall next door. There are approximately 320 homes with an increasing number of younger families moving into the village in recent years.

Events in Ramsdell include weekly cricket matches in the summer months, a bi-annual Fete, and an annual village tennis tournament. There is also a monthly ladies' club meeting in the village hall. The local pub is called the White Hart.

In 2023 the village shop was re-opened and is now a bustling café, shop and regular stopping point for cyclists and passing traffic. The village shop run a Friday evening curry night – eat in or takeaway which has become a hugely popular spot and place to catch up with village gossip, friends, and colleagues. Along with the recently opened village hall, we now have more regular classes, events and activities taking place.

The new village hall

In 2016, the village realised that their much-loved village hall, a WWII Nissan hut, had finally reached the end of its life.

A small working party was formed to prepare a future facing plan. In December 2017, planning permission was granted to build a new village hall. The new site being adjacent to the church, at the very heart of the village on glebe land was secured on a 125-year lease from the Diocese of Winchester. The project has taken 5 years to complete and involved raising just shy of £900,000. The project rallied the villagers together around a common shared cause and became a positive force for change and evolution. Through a range of fundraising activities involving everyone in the village, we successfully secured the funds from a wide range of national and local councils,





heritage, and other trust funds. Over half of the money was raised through community activities from Buy a Brick schemes, auctions of promises, tea and cake stalls and were often in association with matched funding grants and local business support. The hall was built during covid and opened in October 2022 to much applause. Included here are a few images.



As part of the leasehold agreement, the church has primary access to the hall free of charge on Sundays and can book the hall on four other dates across the year free, providing booking is made 3 months in advance. The hall now has a vibrant range of activities taking place on a regular basis and has enriched village life.

The space is perfect for running a messy church group and everyone is keen to bring young members of the community together in new and exciting ways. Our Harvest supper has already taken place twice in the new hall, with regular quiz nights, wine tasting and other community events bringing the parishioners and villagers together. The village hall is a registered CIO 1177240, and two trustees who must be members of the PCC or regular church goers.

The Ramsdell cricket club has a strong membership and has teams participating in four leagues, a youth team, and a pipeline of youth training groups. Situated on the village recreation field with the tennis court and children play area.



Baughurst:

St Stephen's parish covers approximately four-square miles in the North of Hampshire. It consists of around 320 homes inhabited by up to 800 people. Within its boundaries are two pubs, a well-known restaurant two nursery schools and Heath End Hall which is used for church events.

The church parish forms part of Baughurst civil parish with a total population of around 2460 and borders onto the small town of Tadley to the East of the village with a population of over 7600.

The church parish population is widely scattered across mainly mixed pastoral land with small woods and copses and streams criss-crossed with footpaths. The land is still farmed and there are long standing families in the area.

A large proportion of the inhabitants are retired. Those employed, work at the nearby Aldermaston Atomic Weapons Establishment, or further afield at Reading, Basingstoke and Newbury or even commute daily to London.

The nearby town of Tadley meets day to day needs with shops, doctors, dentists, library, three primary schools and a Health and Fitness Centre with a swimming pool, gym, and facilities for all ages.

Ashford Hill with Headley:

The villages of Ashford Hill and Headley are significantly rural communities. They look to Kingsclere or Tadley as their hub where we can shop and use other facilities such as doctors, dentists, library.

Both villages have a church, although happily there is a strong community approach with people from each village supporting services in the other. St Paul's is a large church with a capacity of 275 people. It is well known for its fantastic acoustics and large car park with the result that it is a favourite for weddings and funerals/thanksgiving services. We have plans to upgrade some of the facilities at St Paul's in order that we can enjoy a more active series of concerts, lectures and other community gatherings within the church. Headley's church, St Peter's, is a small cosy church having an intimate chapel feel to it.

Headley has a brilliant and well supported Community Shop. While neither village has a pub any longer, there are clubs that meet frequently in one of the two village halls. Both villages have lovely recreation grounds with children's playgrounds. Ashford Hill enjoys a very active cricket club, a football club and a gardening club. The beautiful Ashford Hill Water Meadows is a Site of Special Scientific Interest (SSSI). Our villages used to hold annual fetes in alternate years, although, since the Covid pandemic, in Ashford Hill this has rather fallen by the wayside ... but not so in Headley!

Appendix 4 - Photos of our 6 churches:



All Saints' Church, Hannington, with the north wall in the middle of the picture going back to Saxon times, is a Grade 1 listed building. The church has been added to over the centuries; latterly in the 1850's with an extension. Recently a full set of bells has been installed in a newly enlarged bell chamber.



Built in 1717, St Catherine's has been described as the best Early Georgian church in Hampshire. It has a very powerful, high and broad west tower of light red brick with alternately raised stone quoins, a doorway with big rustication of alternating sizes, and a top parapet. If the church appears disproportionately low in comparison, the reason is that it was only a re-casing; inside the roof is medieval. St Catherine's is a Grade 1 Listed building.



Christ Church, Ramsdell is a grade II listed building and was built in 1867 in brick and flint with a clay tile roof; the bricks provided by the Ramsdell brickworks. In 1876 the tower on the south-west corner was added; it contains a single bell which can be tolled and sounds the hour with the turret clock. This has recently been fully refurbished with the addition of an electric winding mechanism.

Inside there are simple pews seating approx. 120. There is a small pipe organ and choir stalls in the chancel which has a decorated ceiling.

The churchyard surrounds the church and accommodates burials and interment of ashes.



St Stephen's Church, Bournemouth is a Grade 2* listed building. It was erected in 1845 on the site of a previous 12th century building which partly fell down. It is built of flint and stone in the Early English style and consists of a Chancel, Nave and South Porch. It has a 100 foot spire containing six bells. The font is 15th century. The interior has a 15th century oak screen originally dividing the Chancel and Nave but now surrounding a large organ at the West end. Its pews offer seating for approximately 120 people.



St Paul's Church, Ashford Hill is a Victorian Gothic church with a spire whose foundations were laid in October 1844. The church was consecrated on 2 December 1845. The spire was completed in 1850. Set in its own large churchyard, this church building offers a light and airy and flexible interior with excellent organ and acoustics and can seat up to 275 people. It is often used for concerts.



St Peter's Church, Headley is a small red-brick chapel style church on the west side of the A339 next to the Village Hall. It offers a small intimate worship space, seating about 60 people in pews. It is surrounded by a peaceful and well-kept churchyard.

Appendix 5 - Financial Summaries for each parish – all for 2023 as presented to recent APCMs

Hannington:

	<u>2022</u>	<u>2023</u>	<u>Diff</u>
Income:			
Donations, incl Gift Aid	15,072	14,341	-731
Other income	2,390	9,859	7,469
	<u>17,462</u>	<u>24,200</u>	<u>6,738</u>
Payments:			
CMF payments	5,400	5,400	0
Clergy & administrator costs	0	563	-563
Capital expenditure	0	0	0
Running costs, incl. maintenance	6,057	7,564	-1,507
	<u>11,457</u>	<u>13,527</u>	<u>-2,070</u>
Net result for the year	<u>£6,005</u>	<u>£10,673</u>	<u>£4,668</u>

Bank accounts at 31st December:	<u>2022</u>	<u>2023</u>
Current account	57,002	67,675
Restricted accounts	0	0
Total funds	<u>£57,002</u>	<u>£67,675</u>

Note:
Our other income was up in 2023 largely due to the Hannington Fair - a biannual event - taking place in this year. We also received a donation of £3,000 from a local trust.

Wolverton with Ewhurst:

	<u>2022</u>	<u>2023</u>	<u>Diff</u>
Income:			
Donations, incl Gift Aid	4,161	5,388	1,227
Other income	4,238	33,679	29,441
	<u>8,399</u>	<u>39,067</u>	<u>30,668</u>
Payments:			
CMF payments	0	0	0
Clergy & administrator costs	580	0	580
Capital expenditure	0	0	0
Running costs, incl. maintenance	3,854	53,189	-49,335
	<u>4,434</u>	<u>53,189</u>	<u>-48,755</u>
Net result for the year	<u>£3,965</u>	<u>-£14,122</u>	<u>-£18,087</u>

Bank accounts at 31st December:	<u>2022</u>	<u>2023</u>
Current account	4,857	7,782
Restricted accounts	44,376	28,039
Total funds	<u>£49,231</u>	<u>£35,821</u>

Note: The large costs incurred in 2023 related to repairs required to the church roof and consequential internal decorative works. An insurance claim made a substantial contribution to these costs.

Ramsdell

	<u>2022</u>	<u>2023</u>	<u>Diff</u>
Income:			
Donations, incl Gift Aid	14,646	12,606	-2,040
Other income	3,937	9,848	5,911
	<u>18,583</u>	<u>22,454</u>	<u>3,871</u>
Payments:			
CMF payments	12,063	9,634	2,429
Running costs, incl. maintenance	6,587	17,668	-11,081
	<u>18,650</u>	<u>27,302</u>	<u>-8,652</u>
Net result for the year	<u>-£67</u>	<u>-£4,848</u>	<u>-£4,781</u>

Bank accounts at 31st December:	<u>2022</u>	<u>2023</u>
Current account	10,075	5,421
Investments	38,349	38,349
Total funds at our bank	<u>£48,424</u>	<u>£43,770</u>

Note: The high level of expenditure in 2023 was mainly due to repairs being undertaken to the church clock.

Baughurst

	<u>2022</u>	<u>2023</u>	<u>Diff</u>
Income:			
Donations, incl Gift Aid	4,993	4,732	-262
Investment movements	-3,002	496	3,498
Other income	7,010	3,116	-3,894
	<u>9,001</u>	<u>8,343</u>	<u>-658</u>
Payments:			
CMF payments	5,000	2,500	2,500
Clergy & administrator costs	391	723	-331
Capital expenditure	0	0	0
Running costs, incl. maintenance	5,239	6,375	-1,135
	<u>10,630</u>	<u>9,597</u>	<u>1,033</u>
Net result for the year	<u>-£1,629</u>	<u>-£1,254</u>	<u>£375</u>

Bank accounts at 31st December:	<u>2022</u>	<u>2023</u>
Current account	14,618	12,417
Investments	45,165	50,660
Restricted accounts	0	0
Total funds	<u>£59,783</u>	<u>£63,077</u>

Ashford Hill

	<u>2022</u>	<u>2023</u>	<u>Diff</u>
<u>Income:</u>			
Donations, incl Gift Aid	36,376	35,474	-902
Magazine - net result	5,203	-923	-6,126
Other income	7,015	4,725	-2,290
	<u>48,594</u>	<u>39,276</u>	<u>-9,318</u>
<u>Payments:</u>			
CMF payments	11,540	11,431	109
Clergy & administrator costs	9,796	10,677	-881
Capital expenditure	5,310	11,521	-6,211
Running costs, incl. maintenance	23,165	24,415	-1,250
	<u>49,811</u>	<u>58,044</u>	<u>-8,233</u>
Net result for the year	<u>-£1,217</u>	<u>-£18,768</u>	<u>-£17,551</u>

<u>Bank accounts at 31st December:</u>	<u>2022</u>	<u>2023</u>
Current account	82,732	62,361
Restricted accounts	49,996	51,599
Total funds at our bank	<u>£132,728</u>	<u>£113,960</u>

Notes:

1. Our accounts are made on a cash basis and thus are susceptible to large variances due to timing of cash received or paid. In 2022, the magazine income represented more than 1 year's income while in 2023 this income was for one year. The magazine runs at a surplus each year.
2. Our other income was down due to no fund-raising events being held.
3. In 2023, we incurred a large amount of capex, principally relating to architect's fees for various re-ordering projects for which a faculty will be required.

Appendix 6 - Schools in the parishes:

Within the parish of Ashford Hill and Headley, there are 3 schools, namely Cheam, Ashford Hill primary & Jiminy Crickets:

- **Cheam** - <https://www.cheamschool.co.uk/> - is one of the country's leading private co-ed pre-prep and prep schools, having approximately 400 children (aged 3 – 13) attending. Cheam is located in Headley. King Charles was a pupil here. Most of the children are now day pupils; so many of their families live within, or close to, one of the 5 parishes. Cheam refers to itself as “affiliated to the Anglican faith” and has a daily assembly and a Saturday chapel service to which parents are invited.
- **Ashford Hill Primary School:** This is an Academy school - <https://www.ashfordhillprimary.co.uk/> - with approximately 140 children (aged 4 – 11). The new Headmistress is very keen for the school to become closely allied to our local church. We have recently begun a programme of attending assemblies on a monthly basis. Additionally, the school performs its nativity play in the church. They also like to use the church for Harvest festivals and for their carol service.
- **Jiminy Crickets** is a pre-school based in the cricket pavilion on Ashford Hill recreation ground. It can take a maximum of 20 children per session (aged 2 to school age). Its aim is to provide a welcoming, safe and stimulating environment, where the child is valued as an individual and can learn through play and develop at their own pace. Childcare is provided by qualified and highly experienced staff, ensuring a high standard of care with low child to staff ratios.

Within the Baughurst parish there are two schools, namely:

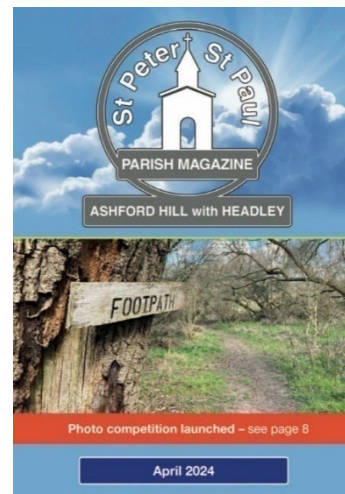
- The **Hurst School** sits on the boundary of the parish. It is a state secondary school run by the Local Education Authority, taking children from 11 to 16. It has approximately 1,000 students many of whom come from Tadley and villages to the east.
<https://www.thehurst.school/>
- **The Children's House** is a privately run Montessori school, taking children from 2 – 7 years old.
<https://montessorigranthamfarm.co.uk/>

In Ramsdell, there is another privately run Montessori school, **Tiny Tots**, for approximately 50 children aged up to 5 years old.

<https://www.little-tots.co.uk/stoney-heath>

Appendix 7 - Parish magazines

Ashford Hill with Headley has a vibrant monthly parish magazine which is a PCC property and is delivered to approximately 630 households free of charge. It contains articles relating to our Christian faith. It has in recent years become an increasingly popular magazine by celebrating our local communities and people. You can view the latest editions of the magazine by going to: <https://www.clerewoodlands.org.uk/magazine>.



The 4 core parishes have a joint benefice magazine which operates on a break-even basis. This is also distributed to all the households in the parish free of charge.

