



WARBLINGTON  
with EMSWORTH

# Parish Profile for the Recruitment of a Pioneer, Families and Fresh Expressions



## Minister 2022



St Thomas à Becket & St James

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## 1. Welcome!

Thank you for taking time to consider the role of 'Pioneer, Families and Fresh Expressions Minister' in Warblington with Emsworth. We hope that this profile will give you more insight into both the role and the parish.

Our desire is to share with all the people of this Parish, the good news that Jesus came to announce – news that offers love and hope to all who will receive it. Ultimately, we are praying that the Kingdom of God will be extended and that lives will be transformed by Jesus in this area, and we are looking for someone who shares this vision to join us.

We also wish that God's Kingdom values will shape the way we work and serve here and will be reflected in the loving Christian community we are building in St. James' and St. Thomas à Becket. This begins with our staff and ministry team, and we are committed to supporting one another and praying regularly together. I have been delighted by the way we have been able to work together with staff and volunteers in a supportive environment over recent years and count it a privilege to serve in such a loving Christian community.

Our first 'Pioneer, families and fresh expressions' minister joined us nearly 4 years ago, building on great foundations in this Parish and we have been very encouraged by the signs of God's work amongst us since then. We are very committed to this work continuing and praying for it to grow further.

It is a source of great joy to serve Jesus in such a beautiful part of His world, and we would be delighted to receive an application from you, if you sense God may be calling you to join us here.

In the meantime, if you would find it helpful to have an informal conversation with me about anything that you have read here, please feel free to contact me. If you would like to visit the parish ahead of interviews, by all means contact the Parish Office and we can arrange it.

Yours in Christ

*Andrew*

Andrew Sheard

Rector

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## 2. Jo, our previous Pioneer says:

Emsworth has been a wonderful place as a pioneer. It has a great sense of community as a town and within the churches. Being part of Emsworth Resident's Association was invaluable for getting an insight into wider issues for the town and to be part of the body who could help all sorts of community groups to flourish.

One of the needs highlighted was for youth and children's provision in the town. We set up 'Teas in the Park' as part of a response to this providing a gathering point for families one day a week after school. This has been a great way to serve the community and be able to invite people to come and see.

'Wild Church' developed out of conversations with families, responding to their need for gathering outside in the post pandemic months, and responding to the desire of so many to engage more in the natural world. As well as meeting in the church grounds, we have had trails in the woods, trips to the meadows and a walk to the foreshore.

Our long time fresh expression of 'Breakfast Church' has also evolved from a monthly meeting to now meeting twice a month in the hall over breakfast snacks. The worship is informal, includes discussion/response time and children are an integral part of the worshipping family sometimes together and sometimes in their own groups. It's developed into a worshipping community in its own right, which is really exciting to see!

There are so many opportunities to get involved in the community, the church school St James are really receptive in their collective worship and there are opportunities for clubs and prayer space days there.

If you have a heart to serve both the fringes of established church, lead a lively fresh expression and explore new ways of bringing families to Christ I could not commend this fantastic opportunity more.



### 3. An overview of Warblington with Emsworth

Warblington with Emsworth is a benefice with two churches in one Parish – **St Thomas à Becket in Warblington and St James in Emsworth**. We have one of the largest congregations in the diocese with 390 on the Electoral Roll and on a typical Sunday we can have between 250 and 300 worshippers across the various services. We achieve this by offering a wide spectrum of services and worshipping styles, from BCP to Fresh Expressions.

Our congregations span a broad age range, although many in our churches are over 50. We have a significantly increased number of families with younger children in our Parish although they presently number fewer than we would wish.

We have a strong partnership with St James Church of England Primary School, where the Rector is an ex-officio governor. The Parish also has two foundation governors on the governing board and we take an active role in many of the school activities including collective worship (assemblies). These happen on a weekly basis and are led by the clergy, pioneer and others.

We are building connections with two other local schools and are pleased to welcome them at Christmas for their

school carol services as well as for various community events that happen through the year. All the local schools are welcome to use the church.

Like most churches we really want to see an increase in young families and teenagers. We have been greatly encouraged in this by the strong Pioneer and Fresh Expressions work in recent years.

Whilst the main church congregations have remained relatively static over the last three years, we have seen growth in the development of alternative forms of worship. Breakfast Church now meets twice a month and attracts c60 people regularly across all ages. Wild Church, a new venture, is attracting up to 50 people and reaching families who have previously had little contact with us.

The opportunities in the Parish are considerable, especially with an increasing number of new houses being built or planned in the Parish over the next 10 years. We are looking to move forward, pursuing the vision God has given us and reach out into our community with the good news of God's generous



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## 4. Parish Mission Action Plan 2022-25 (PMAP)

The Parish vision was established in 2019 and the new Parish Mission Action Plan was launched at our Annual Parochial Church Meeting this year.

The vision of our Parish is

***‘To see our lives and community transformed and renewed by encountering God and responding to His love in Jesus’***

In order to make progress towards this vision the way we live matters.

### **Values to live by and to shape our Parish**

More influential than what we do is **who we are** and so we continue to affirm these 9 core values that we will strive to live by with the help of God’s Holy Spirit

#### **Inspired Worshippers**

We worship wholeheartedly offering ourselves to God in the power of the Holy Spirit.

#### **Prayerful Disciples**

We seek through prayer and faithfulness a deeper relationship with God through Jesus to bring healing and peace.

#### **Loving Community**

We love our community and care for one another with the love God gives us.

#### **Welcoming and Inclusive**

We welcome all newcomers and strangers with the understanding that God loves all people.

### **Learning and Growing in Groups**

We learn from the bible and grow as disciples in small groups and other contexts.

#### **Willing Servants**

We are each called to use our gifts in the service of God, one another, and the wider community.

#### **Faithful Witnesses**

We share with others God’s message of love, through our words and our actions.

#### **Wise and Thankful Stewards**

We are thankful for the gifts we have been given and use these to achieve our vision, and to play our part in caring for God’s beautiful world.

#### **A Family of all ages**

We are all God’s children and a family of all ages, living together and honouring one another



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## (PMAP) Strategic Priorities and Goals

In order to make progress towards our vision, we have also identified these 4 strategic aims:

### **Grow in depth**

Depth of love and faith in God

### **Grow in impact**

Impact for good in our community and the wider world

### **Grow in number**

Adding to those who follow Jesus and join our parish

### **Grow younger**

Investing especially in work amongst families, young people and children

There is already a very significant amount of important work and ministry happening in our Parish that contributes to these strategic aims and it will continue. The following major goals we have set in this Parish Mission Action Plan will aid us further in achieving this over the next 3-4 years.

## Growing in depth – Loving God and one another

### #1 A programme to deepen faith

We will develop an annual programme of events to help people connect more deeply with God and grow in faith. This will include quiet mornings or days, a retreat and a 'Parish Weekend' in 2023. Alongside this, we want to encourage as many as possible to grow as disciples of Jesus and we will offer a 'Discipleship Toolbox' to help with this.

By whom? PCC Worship, Prayer & Teaching group and PCC 'Three Ships' group.

By when? A programme in place to begin in September 2022.

### #2 A Social Programme for the Parish

Develop a manageable calendar of Parish Social Events in each congregation and across the Parish to celebrate our life together, to deepen our love and to have fun!

By whom? Overseen by the PCC 'Three Ships' group.

By when? We begin in 2022 as we build community 'post-Covid'.

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## **Growing in impact – Loving our neighbour and our world**

### **#3 Housing people in need – ‘Hope into Action’**

We will provide housing and support for a family or families in need (perhaps refugees) through the **‘Hope into Action Portsmouth’** organisation.

By whom? Hope into Action project team  
By when? Presentation to Parish in May 22. Next steps depend on the response.

### **#4 Use the Trinity Trust to help ‘Transform Lives’**

We want the generous legacy from Janna Cundall to make a real difference to many lives in our Parish and across the Diocese. This will be achieved through the work of the ‘Trinity Trust Management Committee’ working to award grants under the direction of the PCC

By whom? Trinity Trust Management Committee.  
By when? Grants awarded from September 2022 onwards.

### **#5 Caring for the earth - attain an Eco Church Award**

We understand that the Gospel is Good News for the earth and we wish to live responsibly as stewards of the world God has given us to care for. To help us achieve this we will audit our environmental impact with the aim of reducing it and achieving an Eco Church award.

By whom? A small new team is needed for this.  
By when? We hope to achieve a first award in 2023.

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## **Growing in number – Adding to those who follow Jesus**

### **#6 St. Thomas à Becket Development and Outreach**

We will continue to pursue and build on the opportunity for development and outreach at St. Thomas à Becket with events in the Churchyard, exploring a new monthly Sunday afternoon service for visitors and building on the very large amount of goodwill and warmth towards the church in the local community



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By whom? St. Thomas à Becket Leadership team.  
By when? St. Thomas à Becket Leadership team New service trialled in May 2022 & an ongoing programme of events.

### **#7 Pioneering and deepening Community Engagement and Service**

We want to make a difference to peoples' lives in our community and draw people into Christian faith. As we emerge from the pandemic we will give focus to this through re-instigating '**Teas in the Park**', and building on '**Wild Church**'. We aim to 'build bridges into our Christian Community that make it easier for others to join us.

***Future direction in this area will be influenced by the appointment of a new Pioneer Minister.***

By whom? PCC Mission & Community Engagement group & Pioneer Minister plus team.  
By when? Teas in the Park' begin in May. Wild Church will continue.

### **#8 Improve our visible presence in person and online**

We want to be bold and improve awareness of who we are and what we offer and to present ourselves in an attractive manner. This involves our digital offering and all aspects of publicity.

By whom? PCC Communications & Technology group.  
By when? A new Website launched in April 2022 and from then onwards.

## **Growing Younger**

### **#9 Investing disproportionately to increase our growth amongst younger people**

We wish to invest disproportionately to help the Parish 'grow younger' and have a better balance of all ages growing as disciples of Jesus in the Parish. (If we don't do this, the Parish will get significantly smaller in number over the next 10-20 years).

It will involve reflecting on how we can be more 'child and family friendly' in St. James, building on the success of

Breakfast Church and Wild Church and developing opportunities to disciple children, young people and their families. Our partnership with St. James School is critical.

We will recruit a ***'Pioneer & Fresh Expressions & Families Minister'*** to replace Jo Northey and we will also ***employ of a (half-time) 'Children and Youth worker'*** to help achieve this, using the St. James Sunday School fund and other legacies.

By whom? Rector and PCC Youth, Children & Families group.

By when? Children and Youth worker in place by January 2023

### # 10 Making St. James Church building more welcoming & flexible to use

We do not have a clear idea of what this means yet, but we think the building should be used more for community engagement and offer better facilities to welcome families and others both on Sundays and during the week. A working group will develop plans in 2022

By whom? A specific working party led by St. James Churchwardens.

By when? A proposed way forward will be developed by end 2022



## 5. Worship

Naturally a key focus for the Pioneer Minister is the continuing development of the less formal worship to reach those not currently worshipping with us and discipling those who already come to Breakfast Church, Family Service and Wild Church. The existing clergy team take responsibility for our more established regular service

### Our Current Services

- † We provide a wide spectrum of services. **St Thomas à Becket** offers more traditional worship, predominantly from the 1662 Book of Common Prayer and some 'Common Worship' services.
- † **St James** offers services predominantly from 'Common Worship', but also offers more informal styles of worship shown below.
- † The **8am Holy Communion** congregation is to a large extent common to both churches and services are held alternately between the two.
- † The **10am and 11am Services at St James and St Thomas à Becket** respectively attract worshippers according to their choice and we want this choice to remain within the Parish. On the fourth Sunday at St Thomas à Becket we hold baptisms after the morning service.
- † First Sunday **10am Family Services** at St James attract younger parents with their children, who enjoy the less formal worship. We include baptisms in this service.
- † Twice a month **10am**, there is **Breakfast Church** in the Parish Hall which is attracting good numbers of young families.
- † **4pm Wild Church** on the third Sunday is in the Church Garden or trails in the woods, trips to the meadows and walks to the foreshore
- † **6.30pm Service** is less well attended compared with morning services. The second Sunday is a reflective united service with our local Methodist Church and the style and format depends on the particular church hosting it. We occasionally hold a Taizé style service.
- † A midweek **10am Holy Communion Service** is held at St James' church on Wednesdays.



## Our Month of Sundays – our traditional Sunday worship and current *Fresh Expressions*

<b>1st Sunday</b>	8:00am 10:00am 11.00am 6:30pm	Holy Communion (said) (St James) <b>Family Service (St James) with Baptisms</b> Holy Communion (St Thomas à Becket - traditional) Holy Communion (St James)
<b>2nd Sunday</b>	8:00am 10:00am 10:00am 11:00am 6:30pm	Holy Communion (said) (St Thomas à Becket) Holy Communion (St James) <b>Breakfast Church (Parish Hall)</b> BCP Matins (St Thomas à Becket) Reflective Service (Emsworth Methodist Church)
<b>3rd Sunday</b>	8:00am 10:00am 11:00am 4.00pm 6:30pm	Holy Communion (said) (St James) Holy Communion with <b>Bible2Go Youth Church</b> (St James) Holy Communion (St Thomas à Becket - traditional) <b>Wild Church (St James Garden)</b> Evensong (St Thomas à Becket)
<b>4th Sunday</b>	8:00am 10:00am 10.00am 11:00am 12:30pm 6.30pm	Holy Communion (St Thomas à Becket) Holy Communion with children's group (St James) <b>Breakfast Church with children's group (Parish Hall)</b> BCP Matins (St Thomas à Becket ) Baptisms (St Thomas à Becket ) "Seek the Lord" (informal worship, teaching and prayer)
<b>5th Sunday</b>	8:00am 10:00am 11:00am 12:00pm 6:30pm	Holy Communion (St James) Holy Communion with <b>Bible2Go Youth Church</b> (St James) BCP Matins (St Thomas à Becket ) BCP Holy Communion (St Thomas à Becket) Ecumenical Service (Rotates around Churches in Emsworth)
	In addition we hold Holy Communion services in three local care homes and visits as requested to the bedbound. We regularly take Holy communion to a dozen parishioners in their homes.	



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## 6. Pioneer and Fresh Expressions

Over the last four years this programme has significantly increased our congregations, especially amongst young families and children.

### Pioneer

Joining the Emsworth Resident's Association has been a big positive in keeping abreast of local events and to help get to know the area and issues of local concern. Through this we have been able to build relationships with key players in town and build trust with leaders of community groups and the councillors. We are part of the team to build a new early years and youth community centre in the North of Emsworth.

We have been working with the interdenominational Christians Together in Emsworth to develop a pattern of Christmas & Easter family activities in town. These happened occasionally but we now have an ecumenical group who enjoy working together to provide opportunities for families to engage with the Christian Story.

### Teas in the Park

This is a well-supported summer-time weekly venture. Approximately 30 families come to have tea and cake from the park pavilion and use the park on a Thursday or Friday after school.

Covid was devastating as we were just launching our environmental Lent challenges when lockdown struck. Our aim was to see which families would

engage with that to be able to move onto the next step in the pioneer pathway?

We have restarted this in 2022.

### Fresh Expressions

#### Wild Church

Seeing that families were more comfortable meeting outside and concerned about the environment, we have started our own wild church. This meets mainly in the church garden at St James with occasional sessions in other areas around Emsworth.

We have engaged totally new families and it has been very positive for our many families on the fringes of the church community. It has a 'light touch' with a theme, activities relating to it using a bible passage and we have fires and toasting marshmallows/ crumpets/apples etc.

The plan is to develop this, find people with different skill sets locally to widen the activities we are able to offer and develop relationships/ build on links with other community groups.

**Breakfast Church** now meets twice a month in the Parish Hall and has survived Covid restrictions thanks partly to Zoom. This involves a café format, bacon sandwiches, a more informal style of worship and opportunity for all ages to discuss and reflect on the theme of the week. This brings in a congregation of young families and children together with older members who enjoy the style of Breakfast Church. We are building this into a regular congregation.

## Families' ministry within the wider church

### School

Collective worship has built relationships and given a good opportunity to invite children to events – e.g. Teas in the Park and Wild Church gained families advertised in this way.

Lunch club – before covid – hoping to do something like this again soon!

Prayer space – a couple of prayer spaces have been run at St James and this will be easy now to build on.

We have also run some collective worship and got to know the school at St Albans too.

### Babies

A team support baptisms now that we are getting them back in church. We encourage engagement in the way we deal with paperwork, bringing forms to a service and having a small team to make them welcome.

**Babies, Biscuits and Banter** came into its own as a support group for new mums as we were able to meet post lockdown. It has proved popular and is run weekly.

Whilst we have made great strides to provide a full provision for children and young people each Sunday, we are hoping to build on that further.

### Adult Discipleship and Fellowship

For adults we have strong and established structures for discipleship and fellowship. There are 20 home groups meeting weekly or fortnightly for Bible study, prayer and fellowship. In addition there is a strong pastoral care team, a committed prayer ministry team and two support groups for the bereaved. We have a prayer tree (network of prayer) and daily prayers on zoom six mornings per week. Mothers' Union and Emen (men's group), are also active in the Parish.

## Youth and Children

Developing different groups with the change in circumstances and with the work coming out of Lead academy.

**BibLE2GO** remains popular with some families staying in session together as well as children being dropped off.

Our Youth Ministry needs more work as we have a good number of year 6/7 but sporadic in attendance.



### Family Service

We have an average of about 40 children on a 1<sup>st</sup> Sunday which is really encouraging and shows our reach into families' lives is really increasing.

We have much to do on discipleship, there is much to be done in bringing our large fringe to be more regular. It feels that we are making a start on this.

## 7. Mission

The churches in Warblington with Emsworth have consistently tried to have an outward looking focus over many years, reflecting the missional heart of God.

### Enquirers Courses

Over a good number of years we have offered a course for enquirers (Christianity Explored or Alpha) on a regular basis. These courses have attracted good numbers of people and have often led to the forming of a house group afterwards, encouraging people to continue in discipleship. A similar course is being planned for this autumn.

### Ministry to the bereaved

We come into contact with a lot of families who are experiencing bereavement especially because of the location of St. Thomas à Becket beside Warblington Cemetery. We seek to offer God's comfort and hope through pastoral care at this time, through a monthly 'drop in' for those who are bereaved, and through our annual services of memories.



### Summer Teas at Thomas à Becket

Each summer we serve teas in the church yard on Saturday and Sunday afternoons. This attracts lots of visitors who are walking in the area and enjoying the beauty of Chichester Harbour, as well as those visiting the cemetery.

### Schools

Our strong links with St. James' C of E school and other schools in the Parish are an important focus for mission.

### Care Homes

We have a pastoral care team who regularly take services in two local residential care homes and also visit residents.

### Personal Witness

Of course the personal witness of all the Christians in the parish is our greatest mission opportunity, and recently during the "Thy Kingdom Come" prayer initiative we had a special focus on "Praying for Five". Many parishioners have committed themselves to this and now carry with them a coloured string with 5 knots in it.

### Mission beyond the Parish.

We are committed to supporting mission beyond our parish through our giving and praying. We have consistently supported a number of projects and mission partners in various parts of this country and overseas. Overseas, we support a CMS Mission Partner working amongst Muslims, a Church Army project in South Africa working amongst those with HIV/Aids and a TEAR fund Church project in Nepal. We also support a Church Army project in Marylebone for homeless women.

## 8. Serving Together

We set great store by the empowerment of individuals and hope to set an atmosphere where people are not afraid to take responsibility for their own area of expertise, feeling free to experiment and overlay their own personality onto the task. Many members of our two churches serve the Body of Christ faithfully and enthusiastically using the gifts God has given them.

### Staff team

The Rector (Andrew) leads our staff team which additionally consist of a part-time Associate Minister (Julie Price), and a Pioneer Minister. In addition, we employ the following...

### Parish Employees

The Parish employs a Parish Administrator, working 18 hours per week. We have a Director of Music, and an organist. We are recruiting two vergers and intend to recruit a new part-time 'Children and Youth Worker' alongside the new Pioneer Minister.

### Retired Clergy and other ministers

Our three retired clergy, who are resident in the Parish, are welcomed as Honorary Assistant Priests. They have Permission to Officiate and take an active part in the life of the Parish. We also have a recently licensed Lay Minister

### PCC Composition

The PCC is a joint one for both churches with the Rector presiding. Ex-officio members include the Associate Minister, Pioneer Minister, the Treasurer [non-

voting], two churchwardens with four deputies and the parish warden. The congregations of both churches provide a further ten members. Four more members sit on Deanery or Diocesan synods. There is also a Standing Committee of eight PCC members chaired in succession by the three wardens. The PCC and Standing Committee meet in alternate months. PCC minutes are posted on notice boards.

We have recently developed six working sub-groups of the PCC to oversee our parish life, one of which is for Children, Youth and Families.

It is expected that the Pioneer Minister should attend the PCC meetings as a voting member as their duties allow.

### Groups and Rotas

The Parish is fortunate in having a large base of volunteers offering their time and talents from cleaning and maintaining the churches to helping in Services, and from editing the Parish magazine to leading Homegroups. This is actively encouraged as a means of promoting "belonging" and enabling everyone to play an active part in a living church; 'being' the Church, not just attending church.

### Parish Magazine

Our magazine "Running Free" is produced monthly by a team of highly dedicated members. It is read by both church and residents in the area. It is also handed out to visitors to the church and is available to read online.



## Relationship with Other Denominations

### Methodists

We have a close relationship with the local Methodist Church. This includes a pattern of evening services across the Anglican and Methodist churches.

### Christians Together

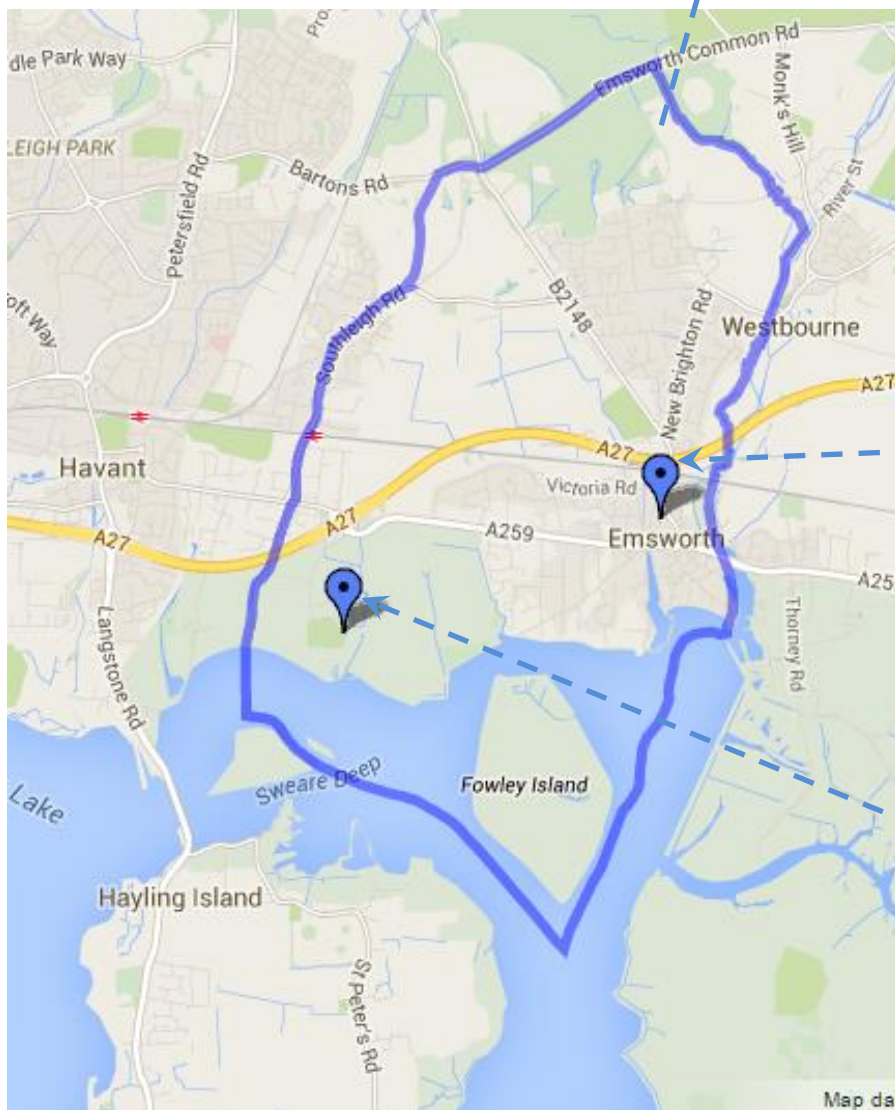
We work well with the other churches in Emsworth led by 'Christians together in Emsworth' and twice-yearly we distribute an invitation to every household in Emsworth to attend any of the Easter or Christmas services held in the area. The churches also come together for the Good Friday walk of witness through the town and a joint Easter morning sunrise service is held on the foreshore.

We also work with the Emsworth Business Association at various events throughout the year, including the turning on of the town's Christmas lights and an open air Harvest Festival held in the Square.



## 9. Our Parish

### Parish of Warblington with Emsworth Showing Churches



St. James Church & Parish Office,  
20A Church Path,  
Emsworth, Hampshire  
PO10 7DP  
/// [policy.things.towns](http://policy.things.towns)  
07579 798010

St. Thomas à Becket  
Warblington,  
Church Lane,  
Warblington,  
Hampshire,  
PO9 2TU  
/// [vote.super.curve](http://vote.super.curve)

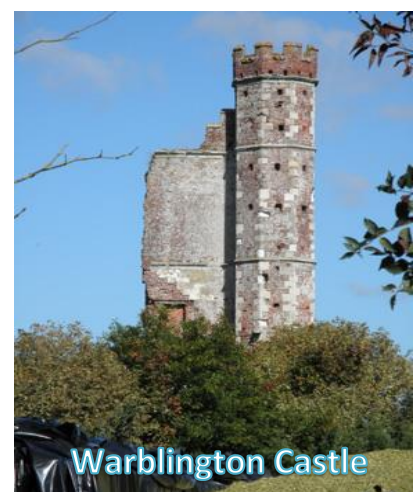
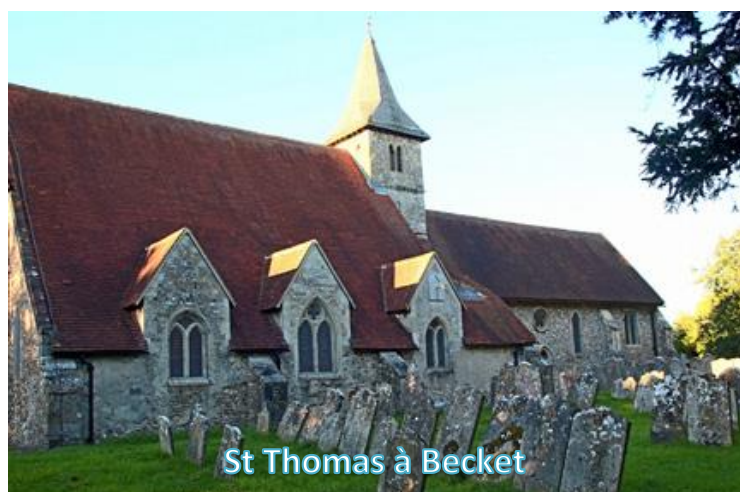
## Warblington

Warblington is a small hamlet now indistinguishable from its larger neighbour Havant. In the past it was a rural community with the houses close to the church. However, it is thought that during the Bubonic Plague in the 14th century the population moved about a mile further north to where the present centre of population is located.

There is much history associated with the area. It was settled by Saxons who built the first church and Romans who built a villa nearby. The remains of Warblington

Castle, latterly the house of The Blessed Margaret Pole, Countess of Salisbury, beheaded by command of King Henry VIII, stand adjacent to the church. Once a year a Roman Catholic congregation holds a service in her memory in the church.

Warblington provided the Church for Emsworth, thus necessitating a two mile walk across the fields for the Emsworth population, until 1840 when St James was built. Warblington Parish was amalgamated with Emsworth in 1924.



## Emsworth



Where the Roman road from Chichester to Winchester crosses the two streams of the River Ems and Westbrook on the border of Sussex and Hampshire, lies the seafaring village of Emsworth.

Given its coastal boundary the sea has played a large part in the lives of many members of the village over the centuries. At one time the mill ponds on either side of the village had working mills. Coal barges also tied up at the quay at the bottom of Queen Street. There was a large oyster fleet moored in the harbour and the remains of these boats could still be seen in the 1970s. Fishing boats still go out from the quay at the end of South Street, but today the waters around Emsworth are mainly used for recreational purposes. There are two sailing clubs, Emsworth Sailing Club at the bottom of Bath Road and Emsworth Slipper Sailing Club on the quay side.

Emsworth's location, bounded by countryside and sea and with main line rail connections to London, makes it a much sought-after place to live. Many move into the village prior to retirement and there are also holiday properties.

Community groups and organisations such as Beavers, Cubs and Scouts, Brownies and Guides exist in the village, together with the church based groups.

Emsworth has two primary schools. Secondary schools are in the neighbouring towns of Havant and Southbourne. Further Education Colleges can be found in Havant and Crookhorn. Chichester and Portsmouth have thriving Universities.

Emsworth has many adult organisations which are all well supported, a flourishing horticultural association and allotments. The Emsworth Show is held every August and many other events take place in the community centre. It is often remarked upon that there is something for everyone in Emsworth whatever the time of day.

The church plays its part within the community, including supporting the St George's Day Parade and Remembrance Parade Service.

Emsworth is a friendly and happy place to live whatever the age group and with its picturesque environment contributes to a splendid community

## People and Views of The Parish



## Our Buildings

### St Thomas à Becket

Church Lane, Warblington, Hampshire,  
PO9 2TU.

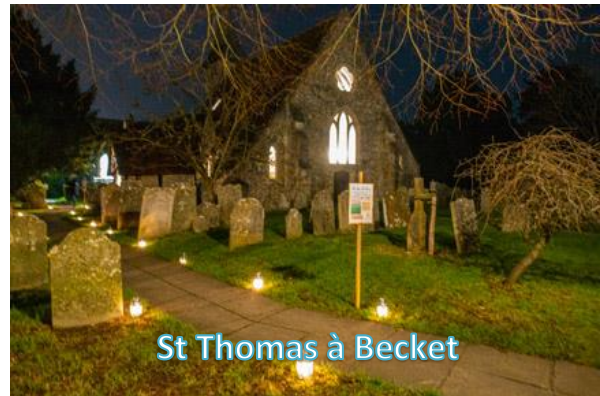
/// [vote.super.curve](https://vote.super.curve)

Warblington Church of St Thomas à Becket stands alone in the fields with a farm and a council cemetery adjacent to it. It has the remains of Saxon stone and tiles in its spire and was originally a small building holding perhaps 50 people. It was extended westwards in the 13th century and now holds 150 comfortably in the 'new' nave. It was renovated in the 19th century and the stained glass dates from then; it is of high quality and remarkable. The Watch Hut was renovated with a kitchen and toilet, together with updating the vestry, in 2021.

The churchyard is closed to new burials.

The church is open every day except Fridays and is visited for reflection and interest by many walkers and cemetery visitors. It stands in a peaceful location and exudes a traditional, gentle and comforting ambience. It is a magnet for those desiring a traditional venue for baptisms, weddings and funerals and its average Sunday congregation over two services is 50. The BCP sits easily with this culture.

Churchyard Teas in July and August are popular.



## St James

Church Path, Emsworth, PO10 7DP  
///tight.lifted.shades

The Church is in the northwest of Emsworth Village; the foundation stone was laid on St James's day in 1839. It seats just over 300, which occurs a number of times a year. In 1985, to conform to contemporary liturgical practice, the altar was moved to the west end of the chancel enabling the celebrant to face the congregation.

In addition to its use as a place of worship, St James is regularly used for a variety of church, Parish and secular activities including bible study and prayer groups, worship committee meetings and concerts. It is also used for public Parish meetings of a non-political nature.



## The Pioneer Minister's House

A Diocesan house is provided for the Pioneer Minister. It is comparatively modern, detached, perhaps 1970s and is on a quiet housing estate just north of the town.

The accommodation comprises:

Downstairs:

- Kitchen
- Lounge/Diner about 6.6m x 3.7m
- Cloakroom
- Conservatory

Upstairs:

- 4 bedrooms – the largest about 3.5m x 3.3m and smallest about 2.6m x 2m.
- Bathroom, with bath and power shower, and lavatory

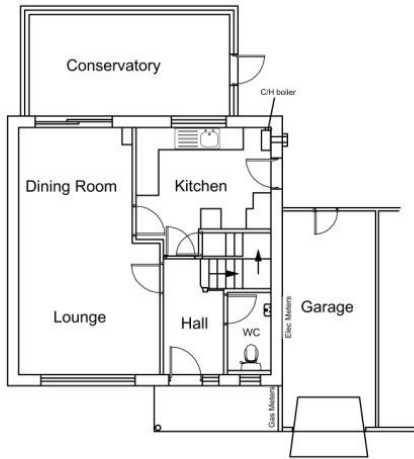
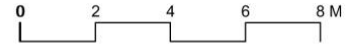
The tenant will need to supply their own Cooker (gas or electric) and White Goods for which it is understood that the Diocese may pay an allowance. There is a garage and a small garden.

The Parish will assist in any necessary refurbishment.





## The Pioneer Minister's House – Floor Plan



GROUND FLOOR



FIRST FLOOR



1 Godwin Close  
Emsworth  
Hampshire  
PO10 7XT

NOT TO SCALE

PLAN: EXISTING FLOOR PLAN  
27.06.2018

## Parish Hall and Office

### Parish Hall



Situated adjacent to St James Church, the Parish Hall was built in the 1920s. The Hall has a long history providing meeting space for the Parish and the wider community. On Sundays it is used by Young Church for their Lego Group 'Bible2go', as well as Breakfast Church, our family 'Fresh Expression' service. The Parish Hall is also the venue for the monthly Sunday evening informal worship, teaching and prayer service, Seek the Lord.

The Hall is used regularly for church activities including the Open-Door Prayer, Minus One Friendship Group, Lighthouse Group, Mothers Union as well as a range of church social activities and church meetings.

Community users include U3A, Flower Club and the Emsworth Concert Band. As well as a broad range of weekly classes including Yoga, Pilates, Qigong and Dance. The Hall is also a popular venue for children's parties.

A small Committee formed by volunteers is in overall control of the maintenance and finance of the building and the hall.

### Parish Office

20A Church Path, Emsworth, PO10 7DP  
 /// natively.finger.quest  
 07579 798010  
[parishofficewe@gmail.com](mailto:parishofficewe@gmail.com)

The Parish Office is situated between the church hall and the Rectory. It is fully equipped with internet, large TV monitor for seminars and presentations and a commercial printer/copier. It contains a resources library for the use of home group leaders and is also accessible to the wider congregation.

The office is staffed by the Parish Administrator – Selena Barber. There is 24 hour answer telephone monitoring when the office is closed.

The room is used for many Parish activities. It serves as a meeting place for the clergy and various parish committees and also Babies Banter and Biscuits, mother and baby group.



## 10. Who Are We Looking For?

**The pioneer will have two primary areas of focus based on the PMAP (above):**

Goal #7 Pioneering and deepening Community Engagement and Service.

Goal #9 Investing disproportionately to increase our growth amongst young people.

There are ***existing fresh expressions of Christian community and of worship***. Breakfast Church meets twice a month, Wild Church meets monthly. There is a need to think carefully and strategically about how we can build on these successes to develop worshipping communities that are readily accessible to those who are de-churched or unchurched and which can help to disciple them on a consistent basis. They offer a suitable alternative to more traditional ways of being Church.

There are tremendous ***opportunities to further develop pioneering ministry*** amongst those we have not yet been reached in any other way. We should not put a limit or boundary on what this may be, but the opportunities are significant. There is considerable ***new building of houses*** in the north, east and west of the Parish, and Emsworth is a centre for a great deal of community activity (two sailing clubs, a strong Business Association and many other significant community groups). We would hope that the pioneer minister would take the lead (guided by the Holy Spirit) in developing this ministry.

There is a need to further strengthen ***engaging ministry for children, young people and families*** that help them to be part of the whole church and to grow in faith and obedience as disciples of Christ. This will include Sunday groups but also ministry at other times. We face particular challenges with youth groups which struggled during the recent pandemic. Our aim is to recruit a part time youth and children's worker to support the Pioneer in this.



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## How can I expect to be supported and cared for as a Pioneer Minister in this Parish?

The health and well-being of our ministers (and indeed all employees and volunteers) is a high priority for us in Warblington with Emsworth. Here are some of the ways we hope to support you in your ministry

- The Pioneer is part of a close knit Ministry Team with the Rector and Associate Minister. We aim to offer mutual love and support.
- Our Wardens recognise that one of their functions is to look out for the well-being of our ministers and their families.
- Our pattern of ministry includes meeting daily for prayer (mainly on Zoom) with others in the parish who are committed to praying for one another as well as the mission of the parish.
- There is a core group of people committed to supporting the Pioneering work in the Parish.
- We respect one another's privacy, time off and need for rest and renewal.



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## 11. Job Description

**Job Title:** Pioneer, Families & Fresh Expressions Minister - Warblington with Emsworth

**Job Location:** Warblington with Emsworth, Havant

**Start Date:** As soon as possible      **Length of funding:** 5 years (minimum)

**Hours:** Full Time, it is likely that evening and weekend working will be needed.

**The Pioneer Minister, who could be lay or ordained, will:**

- † Lead, develop and expand the existing fresh expressions, of Wild Church & Breakfast Church working with existing teams.
- † Support & encourage our existing work with children, young people & families.
- † Spend time listening to and connecting with the local community & local schools.
- † Draw together a team to develop new initiatives and work with existing members.
- † Work alongside the local ministry team to liaise with local community groups and partners and be a member of the Emsworth Residents Association (ERA).
- † Meet regularly to pray with the Rector, other parish staff and parishioners.
- † Use the Portsmouth Diocese Milestones Framework to guide, reflect and report on their ministry and mission.

*The nature of this pioneer role inevitably means that the areas of focus and therefore greater detail of the Job Description will evolve during the first two years of ministry by agreement with the Rector and PCC.*

### Colleagues

The Pioneer Minister will:

- † Be responsible to the Rector of the benefice and supported by the PCC from the benefice.
- † Be supported by the Diocesan Dean of Pioneer Ministry and be part of the Diocesan Pioneer Fellowship.
- † Be part of the life of Havant Deanery.

### Remuneration

This is a full-time role and remuneration will be the equivalent of a full stipend: £28,027. Pension and leave will be in line with Diocesan stipendiary guidelines (as appropriate). Housing will be provided in the local community or a housing allowance subject to tax.

**Appendix:** Milestones Framework Document

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## 12. Person Specification

### Essential

- † A lively faith and a personal confidence in the love of God, with the enthusiasm and ability to share that with others.
- † Relevant experience of pioneer ministry or transferable skills.
- † A passion for working in non-traditional ways that are appropriate to pioneering new Christian community.
- † Good interpersonal skills to work with people across different contexts: local councils, schools and community partners.
- † An ability to connect and communicate with people of different ages and backgrounds.
- † An ability to create and lead a team with a collaborative approach to leadership.
- † The ability to lead and encourage others on their faith journey
- † A desire and willingness to work with colleagues in ministry and an openness to share in elements of the life of the local parish.
- † Good organisational and communication skills and be computer literate
- † An active member of the Church of England or a church in good standing with the C of E.
- † Enhanced level DBS clearance.

### Desirable:

- † An innovative creativity.
- † A strong, active and infectious prayer life that inspires others
- † An experience of working with families from a variety of backgrounds
- † An experience of also working with young people

## 13. Useful Links and Data

Parish website- <http://warblingtonwithemsworth.org>

Portsmouth Diocese -<http://www.portsmouth.anglican.org>

Portsmouth Cathedral – <http://www.portsmouthcathedral.org.uk>

Church of England – <http://www.churchofengland.org/>

St James' CE Primary School – <https://stjems.org.uk/>

Emsworth-on-Line – <http://www.emsworthonline.co.uk/>

Emsworth Baptist Church – <http://www.emsbaptist.org.uk/>

Emsworth Methodist Church – <http://www.emsworthmethodistchurch.org>

QPZM Local Stats UK - <http://emsworth.localstats.co.uk/census-demographics/england/south-east/havant/emsworth>

### Households in the Parish (Experian Data provided by the Diocese of Portsmouth)

<i>Residents of isolated rural communities</i>	6
<i>Residents of small and midsized towns with strong local roots</i>	1,415
<i>Wealthy people living in the most sought after neighbourhoods</i>	0
<i>Successful professionals living in suburban or semi rural homes</i>	1,635
<i>Middle income families living in moderate suburban semis</i>	216
<i>Couples with young children in comfortable modern housing</i>	269
<i>Young well educated city dwellers</i>	0
<i>Couples and young singles in small modern starter homes</i>	34
<i>Lower income workers in urban terraces in often diverse areas</i>	9
<i>Owner occupiers in older style housing in ex-industrial areas</i>	90
<i>Residents with sufficient incomes in right-to-buy social housing</i>	232
<i>Active elderly people living in pleasant retirement locations</i>	859
<i>Elderly people reliant on state support</i>	232
<i>Young people renting flats in high density social housing</i>	46
<i>Families in low rise social housing with high levels of benefit need</i>	0
<i>Total households</i>	5,043
<i>Total population in 2011</i>	9,500

## 14. Appendix – Milestones Framework Document

### Milestones: Arriving at the best overall framework and language

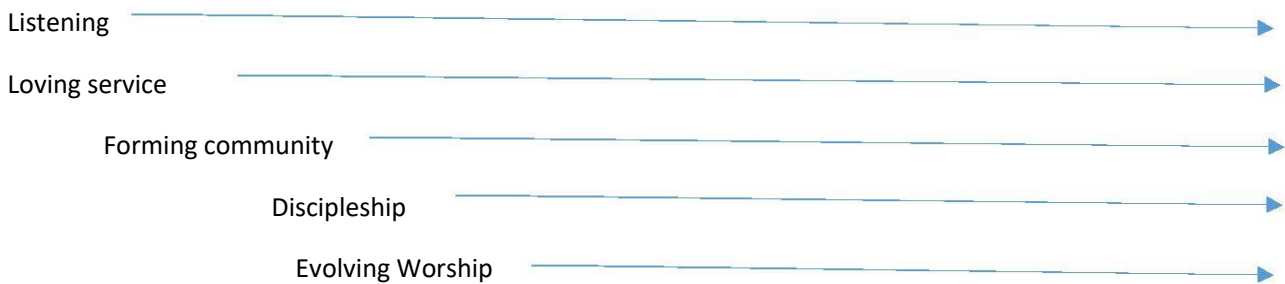
There are a variety of sources and images to describe and frame the process that begins with wanting to start something in an area or culture and seeing a young church begin and flourish that engages well with it.

Many approaches see it as a sequence. Do this first, then that, and then the other. There are three fundamental problems with this process and its associated diagrams. Let's take an example.



The deepest problem, despite the overlaps, is that it implies that a stage finishes. So, once you are at 'discipleship' don't bother with listening or loving service. That is neither true nor helpful. The second problem is that the order can vary according to context. The third is that it doesn't tell you when 'church' starts. That's complex because embryonic church, meeting privately, might have existed from the very beginning. The issue here is when to go public.

So we need more accurate images and phrases. The Portsmouth language of 'timeline' helps.



There are three gains from timeline thinking. Firstly, this image suggests there is a likely order, but that they all continue. In that sense the journey continues – but it is not about stages – it is about adding levels at the right point. So, we have changed the section headings in the following document from 'phases' - which end, to levels – all of which continue. Secondly, it feels more like an organic model not an organisational plan.

Thirdly, the separate lines also embody another lesson that the levels are distinct. For example, it would be crass and controlling to try to combine 'listening' and 'evolving worship'. Other writers and practitioners<sup>1</sup> urge us to keep the stages separate, otherwise we can be guilty of 'bait and switch' tactics. Rather, we should be transparent about what we are inviting people to. These authors suggest three spaces or levels operate. In space 1, it is all about genuine friendships and meeting needs. Space 2 is by invitation, not deceit or coercion, and builds on relationships but adds exploration of the Christian faith – it could be in an unstructured or structured way. Those who come to Space 3, by invitation, will meet explicit worship and teaching – in other words public church.

One more thing. When does church start? It helps to distinguish 'private' and 'public' church. If the starting team are relating to God, to one another, to their context and in relation to those who sent them – that looks pretty much like church. Their challenge as they enjoy being 'private church' together during the earlier levels is to be willing to 'die to live' – that is put down how they like doing church to discover how to be church with and for those in the local community who are exploring and finding faith in Jesus.

<sup>1</sup>Andy Milne CA *The DNA of Pioneer ministry*, (SCM 2016). Steve Hollinghurst, *Starting, Assessing and Sustaining Pioneering Mission*, (Grove Evangelism 101, 2013). Laurence Singlehurst, *Sowing Reaping Keeping*, (Crossway, 1996).



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## Pioneer Ministry Timeline - First Five Years

### Level one: Listening and Mapping (typically year 1)

#### Milestones:

1. Gaining a thorough knowledge of the physical and social layout of the area, and resources to respond to it
  - 1.1. Becoming known in and engaged with local networks
    - 1.1.1. How many people have you spoken to?
    - 1.1.2. Who are the people I have build good relationships with?
    - 1.1.3. Have you visited groups in the wider community this year? (e.g. schools, hospitals, care homes, workplaces). If yes, please provide any details.
    - 1.1.4. Where are the places in the community / network I am beginning to belong?
  - 1.2. Understanding the needs of the community
    - 1.2.1. What are people's hopes and longings in the community?
    - 1.2.2. Of the people you have spoken to, how many were churchgoers and how many not? Of the latter, how many have had significant church experience?
  - 1.3. Identifying opportunities for future engagement
    - 1.3.1. How have people in the community reacted to your interest in starting something in the area and your presence?
    - 1.3.3. Where is God at work in their lives?
  - 1.4. Identifying potential team members, and how existing gifts, skills, passions can be used to serve or engage the community
    - 1.4.1. What opportunities to serve the community can you envisage?
    - 1.4.2. Has anyone expressed an interest in supporting this work? Either from within the church or the local community?
  - 1.5. Building links with wider church: support and accountability
    - 1.5.1. How well is this ministry understood and supported by the wider church?
    - 1.5.2. Who in the church 'gets it'? Who is confused by it? Who is antagonistic towards it?

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## Level two: Laying Foundations (typically year 2)

Milestones: and questions to provide evidence of outcomes

### 2. Loving and serving the local community and beginning the embryonic church

#### 2.1. Initiating groups/networks/events which promote new engagement

- 2.1.1. In what ways have you been loving and serving people?
- 2.1.2. Briefly describe one story that reflects this.
- 2.1.3. Record the numbers at your different events
- 2.1.4. From this what is the average number at your best events - at the start of year 2 and at its end?
- 2.1.5. What ideas for improvement have people suggested?
- 2.1.6. Overall what has surprised you and what have you learnt?

#### 2.2. Developing an outline vision for pioneering mission within the designated community

- 2.2.1. Experiment with different approaches to engagement and be open to change
- 2.2.2. Write down the vision as clearly as possible and also how it was developed and recorded

#### 2.3. Beginning to build a team/community to support the delivery of the vision

- 2.3.1. Describe how far your team building has got - how have you invested in the team?
- 2.3.2. What form[s] does your embryonic church take?
- 2.3.3. What stories illustrate the strengths and weaknesses of this community?
- 2.3.4. EITHER What criteria would you use to assess the health of your embryonic community? [quality of welcome, plenty of time to chat, opportunities to serve together, prayer, worship, getting to know others and their gifts - other]
- 2.3.5. OR When you meet as a team - how would you and they describe its purpose?
- 2.3.6. How well to the team understand the incarnational principle of 'dying to live'?

#### 2.4. Offer a distinct and separate space [2] to explore the Christian faith

- 2.4.1. What are the stories of the way people are growing in their openness to God?
- 2.4.2. How has a space been created to explore issues and questions people face and how are these being addressed?
- 2.4.3. How would you describe the good news to the community you serve, in their language?

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### Level three: Nurturing signs of growth (typically year 3)

#### Milestones:

3. A new Christian community beginning to emerge within the wider community
  - 3.1. Sharing the good news of the Kingdom in contextually appropriate ways
  - 3.2. Exploring contextually appropriate discipleship
  - 3.3. Enabling new disciples to begin the journey to faith in Christ
  - 3.4. Developing and sharing the vision for the growth of the new Christian community

### Level four: Building for the future (typically years 4-5)

#### Milestones:

4. The new community clearly emerging as a fresh expression of Church (new Milestones to be established for non-fxC initiatives)
  - 4.1. Growth beyond the original group
  - 4.2. Realistic potential for future sustainability, in spiritual, human and financial terms
  - 4.3. Development of a leadership team working at strategic and delivery level
    - 4.3.1. Moving away from dependence on pioneer, forming plans for succession if appropriate
  - 4.4. Making progress to being self-financing, encouraging members to contribute financially
  - 4.5. Considering the potential to replicate, scale up or reproduce similar initiatives or aspects of the project elsewhere
  - 4.6. A continuing Christian presence and engagement within the wider community

#### Sources and helpful reading

As per footnote 1, and from

Mike Moynagh, *Being Church Doing Life* (Monarch 2014)

George Lings, *Discernment in Mission*, Encounters on the Edge 30 (Church Army, 2006)