

Church Planter Mission Priest

PROFILE –
ST PETER & ST PAUL, FAREHAM



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BISHOP'S WELCOME

I am delighted you are seeking to discern whether Jesus is calling you to serve with His beautiful people in Fareham. Be assured of our prayers in the diocese for you and those you love as you step into a time of discerning.

The Diocese of Portsmouth is a community of communities focused and centred in Jesus, and seeking the Father's heart of love for the world. We shall be praying fervently for you as you discern your next step of faith in response to God's faithfulness.

With love, in Christ,

'As God's chosen ones, holy and beloved, clothe yourselves with compassion, kindness, humility, meekness, and patience. Bear with one another and, if anyone has a complaint against another, forgive each other; just as the Lord has forgiven you, so you also must forgive.'

Colossians 3: 12-13

Jonathan Portsmouth



**THE RT REV JONATHAN FROST,
BISHOP OF PORTSMOUTH**

a Rejuvenating community of Jesus-centred, Kingdom-seeking disciples



THE PLAN TO PLANT

Our hope is to plant a new congregation into St Peter and St Paul from St John's, while the existing Anglo-Catholic congregation could be rehoused in a reordered Lady Chapel. The plan is to revitalize and grow the church community in Fareham, under the Diocese of Portsmouth. The focus is to be on renewal (the new church plant) at St Peter and St Paul as well as on the revitalization of St John's. Key objectives include attracting younger, more diverse congregations, increasing community engagement, and expanding discipleship opportunities. The overarching goal is to grow the combined congregations (St John and PandP) from 110 to over 450 within five years. To this end, we have applied for and successfully obtained SSMI grant money to help fund this mission.

KEY ELEMENTS OF THE STRATEGIC PLAN:

- 1. Vision and Strategy Alignment:** Aligns with the Church of England's goals to double young disciples, diversify church demographics, and create new Christian communities. Intends to foster discipleship, expand worship styles, and implement social action programs.
- 2. Proposed Activities:** St Peter and St Paul will host a new church plant aimed at young adults, leveraging innovative worship styles and creating a vibrant young congregation. St John's will offer contemporary family worship alongside traditional services, establish children's and families' ministries, and outreach to schools.
- 3. Infrastructure Plans:** St Peter and St Paul requires significant building improvements to support broader use, including repairs, rewiring, heating upgrades, and accessibility features. Plans also include reconfiguring spaces for flexible worship and community activities. There are also some lesser infrastructure works to be carried out at St John's.

- 4. Phased Timeline:** So far, we are working on a five-year plan. Key milestones include recruiting staff, launching new services, building repairs, and preparing for future church plants (potentially into the Welborne Garden Village development [6,000 homes]).
- 5. Budget and Resources:** Total funding obtained: £1,281,067 from SMMI over five years. Total project cost: £2.45 million, with additional funds sourced from parish contributions and grants. Staff roles include a planting mission priest, operational officers, worship leaders, and family workers.
- 6. Staffing:** Over the next year or so, subsequent to the recruitment of the Mission Priest, we envisage recruiting a head of operations to serve both St John and PandP, as well as a children's worker and worship leader for PandP. We are planning to structure the staff in such a way that administration and operations are managed across both St John and PandP combined, while mission and pastoral based staff will be dedicated to the individual churches.
- 7. Sustainability Goals:** Plans to achieve financial self-sufficiency by 2029 through increased giving, diversified income, and stewardship efforts.
- 8. Projected Outcomes:** Increased attendance at both traditional and contemporary services, growth in discipleship groups, and new faith conversions. Establishment of new worshipping communities and leadership development.
- 9. Risk Management:** Key risks include delays in recruitment, and funding shortfalls. Mitigation strategies include pre-emptive planning and diocesan support. There will also need to be sensitivity in integrating the current congregation during the initial stages of transition.

It is hoped that this plan will serve as a model for church revitalization, aiming to foster growth, community engagement, and sustainability within the Fareham area.



PARISH OVERVIEW

St Peter and St Paul is situated in Fareham, a coastal market town with amenities including schools, shops, transport links, and healthcare services. between Portsmouth and Southampton.

Population: Approx. 14,200 within the parish, with Fareham town having a population of about 40,000, and the broader borough population of over 114,000.

St Peter and St Paul stands just a few minutes walk to the north of Fareham's town centre, with shops, restaurants and the recently-completed theatre 'Fareham Live'. The church is also situated close to the civic offices and hosts civic events. The geographic parish also extends out into farmland, and villages like Wallington, Knowle, and the new development at Welborne Garden Village.



CHURCH BUILDINGS

The church of St Peter and St Paul Fareham is a Grade 2* listed building and the historic church of Fareham with the Lady Chapel dating back to the twelfth century. It is a fine church building with a tower, large main church sanctuary, various side rooms and delightful old lady chapel. To the rear there is a well laid out suite of halls with kitchen and toilets. The building is now in need of some refurbishment and reordering.



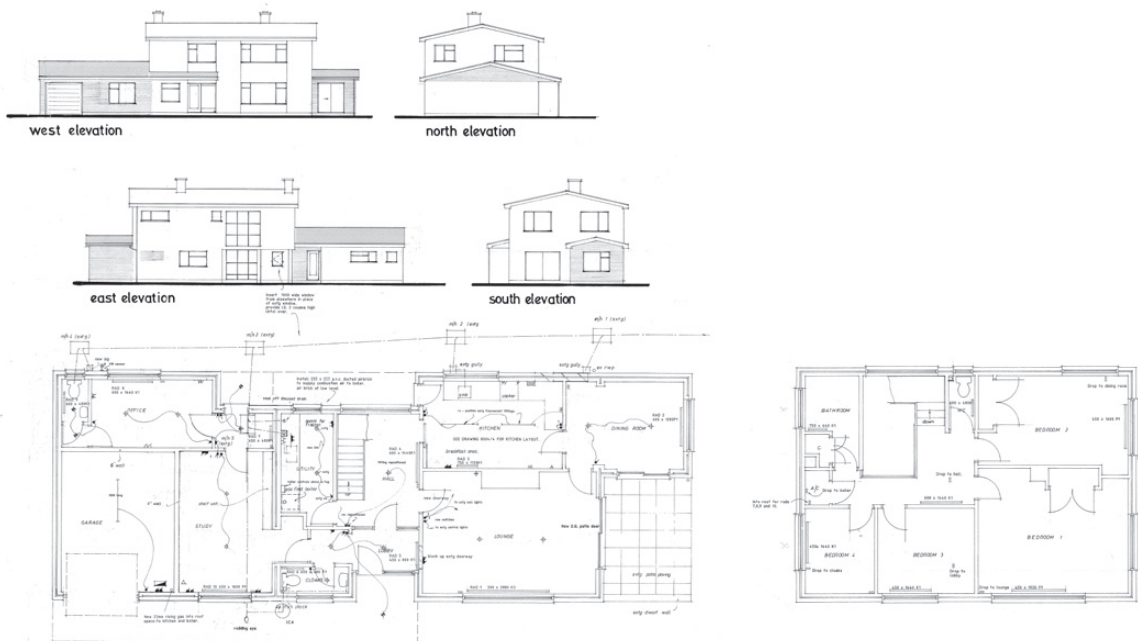
CHURCH SERVICES

A small, committed congregation of around 25 meets at 9:30am for Sunday and monthly mid-week weekly eucharist in the style of traditional Anglo-Catholic liturgy.



THE VICARAGE

The Vicarage is a pleasant four bedroomed modern detached house set in a good sized garden in a residential road within an easy walk from the parish church. It is conveniently placed for the Town Centre and local superstores, etc. The accommodation comprises: Entrance hallway, large lounge, separate dining room, spacious study/third reception Room, additional room to rear of study, two downstairs WC's, large kitchen, separate utility room, two large bedrooms, two smaller bedrooms, family bathroom with shower over bath, good sized front and rear gardens, off road parking and single garage, double glazing and gas central heating. The vicarage is currently being upgraded.





FINANCES

St Peter and St Paul has healthy reserves, including a recent bequest, although current giving income is significantly less than parish costs.



JOB DESCRIPTION

CHURCH-PLANTER MISSION PRIEST

- Responsible to: the vicar of St John's Church, Henry Kendal
- Work base: Initially at St John's but, after the plant launch, at St Peter & St Paul
- Hours of work: Full time
- Salary: Stipendiary with vicarage provided

INTRODUCTION

The 800-year-old church of St Peter and St Paul is situated adjacent to Fareham Town Centre. Over the last year a vision has emerged to plant a 'contemporary Anglican' (evangelical-charismatic) church aimed at the younger generation, from St John's Fareham, into this historic church, in partnership with Portsmouth Diocese. This is a stipendiary post, and the grant money has been awarded by the national Church's SMMI Board to re-order the church, employ initial staff, and kick-start this incredible faith venture.

PRINCIPAL OBJECTIVE

To plant a new worshipping congregation into St Peter and St Paul's Church (hereinafter called P&P)

MAIN DUTIES AND RESPONSIBILITIES

LEADERSHIP RESPONSIBILITIES

- Raising, empowering and leading a team to initiate and then lead the plant at P&P.
- Planting and establishing a new worshipping congregation at P&P.
- Seeking the Lord for vision and direction and communicating and delivering this ongoing vision for P&P.
- Helped by the incumbent, recruiting, deploying and managing staff.
- Leading and preaching at P&P, including the new planted congregation and the existing parish Eucharist.
- Taking a leading role in the emerging governance structure for the church.



CHURCH PLANTING, DISCIPLESHIP AND PASTORAL CARE

- Developing discipleship programme/structure for the adult membership.
- Developing and overseeing small group network, including recruitment, training and supervision of leaders.
- Developing and overseeing a pastoral team to care for both the new and the existing congregations.
- Encouraging the entire church to take on a lifestyle of caring for each other.
- Dealing with crisis pastoral situations.

TRAINING, DISCIPLESHIP AND DEPLOYMENT ROLES

- Developing a leadership pipeline to identify, train, mentor and develop current and new leaders.
- Delivering training courses and seminars.
- Recruiting, line managing and developing ministry staff & volunteers.

ADMINISTRATION AND MANAGEMENT

Overall responsibility for the management of P&P in association with an Operations Team to be formed to serve both St John's and P&P.

- Budget holding for the finances.
- Overseeing the refurbishment, development and maintenance of church facilities.
- Ensuring smooth running of administration of the church.

OTHER DUTIES

- Leading occasional offices including preparation and follow-up visits.
- Attending various deanery and area clergy and other meetings.
- Lead and teach at services and meetings at both P&P and St Johns, as required.

PERSON SPECIFICATION

The following qualities and experience are essential for this role, except for those marked with an asterisk, which are desirable, but not essential.

Requirements	Desirable	Essential
The right to work in the UK		*
Two satisfactory employment references and a clear DBS check ¹		*
There is an Occupational Requirement under the Equality Act 2010 for the applicant to be a committed Christian		*
To adhere to the Statement of Belief of the Evangelical Alliance		*
To be (or become) a committed member of St Peter and St Paul's Church, regular in Sunday worship, and actively volunteering in the life of the church and its ministries		*
To take an active part in weekly staff prayers of the St John's team of churches and any team away days and retreats		*
Skills, knowledge and experience		
Has an apostolic church-planting calling		*
Inspirational, collaborative, pro-active, resilient leadership skills		*
Committed to personal discipleship and growth in the Christian faith		*
Ability to plan, communicate and implement vision and strategy		*
Knowledge and experience of how churches are led, run and communicated to; and a track record of leading something that has grown		
Ability to identify, train and release leaders and servers		*
Theologically committed to both Word and Spirit		*
Big faith – Prayerful and full of faith; expecting great things of God		
Engaging communicator including excellent preaching skills		*
Ability to help integrate people from diverse backgrounds into church life		*
Skill in dealing with and understanding of a broad range of pastoral issues		*



Experience of managing a team with the attitude of enabler, problem-solver, delegator		*
Able to lead contemporary charismatic corporate worship (e.g. New Wine/Soul Survivor/Bethel), including experience in leading ministry in the power of the Holy Spirit		*
Experience and/or understanding/regard for integrating traditional worship		*
Ability to work with, and lead worship for, people of all ages		*
Ability to self-reflect with good self-awareness, emotionally intelligent, generous, releasing Charismatic, humble, fun-loving		*
Good team player and delegator, natural collaborator, and developer of people with excellent interpersonal/ communication skills		*
Highly confidential and trustworthy		*
Highly organised with good time management and scheduling skills with ability to multi-task and complete jobs		*
Ability to work with initiative with high capacity and remaining calm under pressure		*
Fluent, clear and concise spoken and written English		*
Experience of Office 365, Facebook, YouTube, WordPress, Instagram and video editing (or ability with similar digital office and media software and willingness to learn)	*	
Experience of a church management system e.g. ChurchSuite or equivalent	*	
Experience of managing a budget	*	
Training or experience in church-planting		*
An ordained priest within the Church of England		*
Completed initial Ministerial Education		*

NOTE

Plus for non-UK residents, a criminal record check or 'Certificate of Good Conduct' and anything else required by our current safer recruiting procedures.

INTRODUCTION TO THE DIOCESE OF PORTSMOUTH




The Diocese of Portsmouth stretches across south-east Hampshire and includes the whole of the Isle of Wight. It includes 133 parishes, from Botley in the west to Emsworth in the east, and from Blackmoor in the north to Ventnor on the south side of the Isle of Wight. It includes diverse communities, ranging from the densely populated and relatively deprived parts of inner-city Portsmouth, to rural villages in Hampshire; and from a range of seaside towns on the Isle of Wight to suburban communities west of Fareham and Gosport. In total, it covers 420 square miles and has a population of 784,000.

The Diocese of Portsmouth has 170 churches, ranging from historic listed buildings to brand new, purpose-built churches. There are around 150 clergy serving in those churches and their parishes, around 50 of whom are self-supporting. There are also around 70 licensed lay ministers who help with leading services and pastoral work. Around 13,500 people regularly worship in our churches, on Sundays and during the week. Attendance numbers have been declining over the past 10 years, but there are particular congregations that have grown. Only a tiny number of churches have been closed in recent years.

Parishes and chaplaincies within the diocese are supported by a small diocesan team, based in Peninsular House, Portsmouth. These officers support parishes and church schools, administer clergy housing and stipends, manage its property portfolio, promote social justice, handle communications, manage safeguarding procedures, and run a variety of training courses. The Diocesan Secretary oversees these staff. Separate teams of staff are employed in the bishop's office and for the three archdeacons. There is no suffragan bishop.


The diocese includes 44 Church of England schools in south-east Hampshire and the Isle of Wight. These are still mostly schools funded by the local authority, but the diocese supports them with regard to governance and admissions, building projects, Christian ethos, RE and recruitment of headteachers. The education team supports schools across both Portsmouth and Winchester



dioceses, under the authority of a Joint Board of Education. Two schools on the Isle of Wight are joint Church of England/ Roman Catholic schools.



Bishop Jonathan Frost was installed in March 2022, and has shared his vision for the diocese – a place where all are invited into a life-enhancing encounter with Jesus Christ. It should be a place where children, young people and young adults are given a particular priority; and where ministry to the elderly is supported by a network of Anna Chaplains, working in every locality.



The vision is encapsulated by a vocational call to all Christians, which has been supported by strategic funding from the national Church of England to promote the planting of new congregations and a network of pioneer ministers. You can read more about our vision and vocation at portsmouth.anglican.org/our-strategy.

The Diocese of Portsmouth is one of the smallest dioceses in the Church of England, but has often “punched above its weight”, with senior staff and diocesan officers involved in the national Church, managing joint projects or implementing innovative ideas. Financially, the payment of parish share has always been good – but the recent Covid pandemic has resulted in some financial challenges.

There is a range of churchmanship across all traditions within the diocese, few parishes deliberately exclude themselves from deanery and diocesan initiatives, and our smaller, family feel means that most clergy and lay leaders know and respect each other.

APPENDIX: ST JOHN'S CHURCH – A PROFILE



VISION AND MISSION

St Johns is a church committed to both Word and Spirit, and feels called to become a missional planting church.

The Vision statement for St Johns is:

*Loving [Jesus and others], Growing [committed and equipped disciples],
Overflowing [into Fareham by mission and planting]*

PRIORITIES FOR THE COMING YEAR:

- Excelling in welcome
- Growing in spirit-filled worship and ministry
- Developing our 10:30am service for families

In addition to this is a priority for 2025 to build a team to plant into St Peter and St Paul.



COMMUNITY AND PARISH OVERVIEW

The parish has circa 10,000 residents, with mixed housing and socioeconomic levels, including areas of deprivation. Close links exist with local schools and other churches, fostering a strong ecumenical spirit.

CHURCH LIFE

Two Sunday services: a traditional 9am communion service and a contemporary 10:30am service. A monthly “Messy Church” attracts families who don’t attend regular services.

STAFF

St John’s has an active employed and voluntary staff and is currently recruiting a children’s and families worker.

- Vicar: Henry Kendal
- Curate: Lou Collins
- Ordinand: Jane Kendal
- Administrator: Kerry Holcombe
- LLMs: Ian Cranstone, Jeremy Hicks, Brian Powell, June Haye, Jeannette Poulter.

STRENGTHS AND WEAKNESSES

St John’s is a welcoming and lively church with an active pastoral care, community events, and fellowship activities (eg. coffee mornings, social events, and outreach). The church is not as large as it once was, but is now experiencing some elements of revitalisation.

MINISTRY AND OUTREACH

- Focused efforts on children, families, and older adults.
- Past successful initiatives include youth programs and collaboration with local schools.
- Outreach includes Alpha courses, debt advice (CMA Connect), and participation in local social justice causes.

FINANCIAL AND STRUCTURAL CHALLENGES

In recent years St John's struggled financially principally because of historic numeric decline. However, currently the reserves remain strong, although we anticipate several Capex outlays, as repairs and improvements are needed for the church building. The church operates a hall, vicarage, and a house (rented out), which generate some income.

HISTORY AND LEGACY

Established as an evangelical outreach in Portsmouth and later relocated to Fareham. The current church building dates from 1963.



LOCAL CONTEXT

Fareham is a coastal market town with amenities including schools, shops, transport links, and healthcare services. The church benefits from a well-connected location within a vibrant community.





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of Portsmouth

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 THE CHURCH
OF ENGLAND