

THE PARISH OF STRATFORD-UPON-AVON

PARISH PROFILE 2024

AND VACANCY ROLE DESCRIPTION

**The Collegiate Church of
The Holy and Undivided Trinity
Stratford-upon-Avon
Warwickshire**

**with All Saints' Luddington and
St Helen's Clifford Chambers**



ASSOCIATE MINISTER

FOR OUTREACH AND NURTURE

The Parish of Stratford-upon-Avon

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Lives changed through God's love

 THE CHURCH
OF ENGLAND

Charity No. 1128665

WELCOME

Welcome to the Profile for the Parish of Stratford-upon-Avon. We currently have a vacancy for an Associate Minister for Outreach & Nurture. Within these pages you will find details of the role and, we hope, a good introduction to our parish. More information can be found on our website, www.stratford-upon-avon.org, and we are only a visit or a phone call away. The Vicar, Rev'd Patrick Taylor, along with the clergy team and PCC thank you for your interest. If you feel this is a parish where God can use your gifts, then we hope to hear from you soon.

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SCENES FROM PARISH LIFE



Holy Trinity's Community Fête



Holy Trinity and St Helen's Bellringers



Baptism and First Communion



Christmas Walkthrough Service



Trinity Players perform 'Witnesses' in Holy Week



Holy Trinity School Choir sing an Anthem commissioned for the Shakespeare Service



Blessing the Harvest at Luddington Orchard

INTRODUCTION TO THE PARISH FROM THE VICAR

For a wide variety of reasons, Stratford-upon-Avon, in the Diocese of Coventry, is a remarkable parish. Comprising three churches, at its centre is 800-year-old Holy Trinity, a thriving civic parish church with a large congregation, as well as a major international tourist attraction due to its connection to William Shakespeare. The church has a strong choral tradition and also creative liturgy which seeks to engage all ages in worship. Our two village churches, St Helen's, Clifford Chambers and All Saints', Luddington, play a central role in the life of their respective communities. More information about the parish can be found in Appendix One.

We are seeking to live out our vision - lives changed through God's love - through our six Focus Areas, explained in more detail on the next page. As we look at the progress we are making in each area, it is clear that there are currently significant gaps in three of them: Making Disciples, Outreach & Engagement and Welcome & Care. We are therefore seeking an Associate Minister who will lead us in developing these Focus Areas, where there are plenty of opportunities for growth and improvement.

The clergy team works in a collaborative way to lead the parish and is supported by a wider ministry team, which includes a number of retired clergy and readers. The parish is well resourced by our paid lay staff (see Appendix Two). A strong PCC and team of four churchwardens, supported by some 200 volunteers, express a wide variety of aspects of ministry, giving this parish a strong sense of collegiality.

As a parish, we take our safeguarding responsibilities very seriously with a dedicated Safeguarding Officer supported by the Parish Safety and Compliance Officer.

We're on a challenging but exciting journey and we look forward to sharing it with our new Associate Minister for Outreach and Nurture who will play a key role in enabling us to meet the aspirations of our current Five-Year Plan.

A note about Fosse Deanery

Fosse Deanery comprises the large town and suburban parishes in and around Stratford, a large village (Wellesbourne), and lots of smaller rural parishes. The Deanery currently has 8.5 stipendiary clergy posts, several self-supporting and retired clergy and 5 curates serving the 8 benefices with their 25 parishes. There is a genuine depth of friendship among the clergy and a number of the clergy meet together for a monthly prayer breakfast. We support one another through Chapter meetings over a shared lunch, co-operation and generosity in sharing resources and trying new ways of doing things as we re-imagine rural and town ministry for today.

The Rev'd Patrick Taylor
Vicar of Stratford-upon-Avon and
Area Dean of Fosse Deanery

OUR PARISH VISION & VALUES

We are fully committed to fulfilling our **Parish Vision** of:

Lives changed through God's love

through our **Parish Values** of:

Holiness, Hospitality & Humility

OUR PARISH STRATEGY – THE SIX FOCUS AREAS

In 2022, the PCC identified 6 Focus Areas to underpin the delivery of our Parish Vision. These form a common set of aims adopted by the whole parish which each church will achieve differently according to their congregations and needs. The Focus Areas are summarised as follows:

Worshipping God:

We encourage worshippers of all ages to learn of and engage with the love of God – Father, Son and Holy Spirit – through a variety of traditional and contemporary music and liturgy, encouraging everyone to use their gifts.

At the heart of our worship is the sharing of Holy Communion. Across a range of different services, we will offer worship that is inspiring, draws people to God and encourages all ages to worship together and learn from one another.

Making Disciples:

We seek to nurture faith and discipleship for people of all ages and at any stage in their journey of faith.

We will provide regular groups and activities, to learn about and encounter God within supportive and inclusive environments.

We will develop knowledge and understanding of Jesus' teachings and our Christian faith.

Outreach and Engagement:

We will encourage, support and enable our congregations to be 'good neighbours' in the community where they live, work or serve.

We will develop opportunities to engage with the global Christian community and for our town and villages to be involved with our churches.

We will be outward-looking and pro-active in strengthening our relationships. We will work in partnership with others to promote social justice and the common good.

Welcome and Care:

We will demonstrate God's love by providing a safe, warm, compassionate and inclusive welcome to everyone, both within and beyond our Church community.

We will strengthen the bonds between our congregation and the wider parish offering Christian compassion, support and fellowship to the lonely, bereaved, sick and struggling.

Buildings and Environment:

We will conserve the heritage buildings entrusted to us, preserving them for future generations.

We are committed to conserve the environment through the responsible use of natural resources and protect it from harmful human activities.

We will maintain and enhance all our buildings and church grounds in harmony with the environment and facilitate their use to the benefit of parishioners, visitors and the wider community.

Financial Sustainability:

Our aim is to have stable finances for all our churches across the parish and ensure there are sufficient resources to support our own activities together with our Deanery and Diocesan obligations. We will carefully manage our finances and will be transparent and accountable in all our activities.

We will aim to encourage a culture of volunteering and of stewardship and investigate new initiatives which can help improve our resources.

Our current 5 Year Plan identifies our priorities under these Focus Areas and can be found on this link: [Parish Vision and 5 Year Plan](#)

OUR STRENGTHS - OUR NEEDS FOR THIS ROLE

As we review the Focus Areas in our 5 Year Plan, we feel that certain areas, although never perfect, are being given sufficient attention: Worshipping God, Buildings & Environment and Financial Sustainability. These are generally well cared for within the expertise and commitment of our current clergy, PCC, staff and volunteers. We are also often complimented on the welcome and inclusivity of our churches and have a very strong sense of hospitality.

However, we know we are falling short in other areas, especially in our outreach to the wider community, nurturing our youngsters and fledgling Christian newcomers, deepening the faith of our existing congregations as well caring for those in need.

There are many skills and expertise within our congregations, but we feel these need identifying and nurturing to unleash their potential. We seek someone caring, compassionate and able to act as a catalyst to give our congregations the strength to build on their talents – someone with the energy to motivate those who are reticent to start. So, our new Associate Minister will be given the scope to develop these areas, matching their own skills and talents, with the freedom of knowing that the basics of running the parish are in good hands.

ROLE AND RESPONSIBILITIES FOR THE POST OF ASSOCIATE MINISTER FOR OUTREACH & NURTURE

Overview:	
Location:	Stratford-upon-Avon, Warwickshire
Salary level:	This an ordained Associate Minister post with stipend at that level.
Hours:	Priests in the Church of England work a 6-day week. Evening and weekend work will be required.
Housing:	2 St Johns Close, Stratford-upon-Avon CV37 9AB A 4-bedroom semi-detached house within easy walking distance of Holy Trinity Church.
Deadline for applications:	12 noon on Friday 19 th April, 2024
Interview Date:	Wednesday 8 th May

Role Profile:

This is a role with responsibility for significant areas of ministry in a vibrant parish, which includes the Major Church of Holy Trinity and two village churches, working closely with the vicar and other members of the clergy team in the leadership of the parish.

The Associate Minister for Outreach and Nurture will play a key role in the delivery of our strategic plan by having oversight of three of our six Focus Areas: Making Disciples, Outreach & Engagement, Welcome & Care. Oversight of the three other areas (Worshipping God, Buildings & Environment, Financial Sustainability) lies with the vicar.

The primary focus of this role is to motivate, inspire, train and equip others in their ministry and service. Whilst being expected to lead by example, the emphasis should be on recognising gifts and callings in others and supporting, coordinating and supervising lay people across the parish as we work towards fulfilling our strategic aims across all the six Focus Areas.

Given the nature of Holy Trinity's worship and tradition, the post would be most suited to someone from an open catholic or open evangelical background.

Key Relationships:

- The Vicar of Holy Trinity, Stratford-upon-Avon
- The PCC of the Parish of Stratford-upon-Avon
- Key lay leaders within Holy Trinity, Stratford-upon-Avon, All Saints', Luddington and St. Helen's, Clifford Chambers
- Accountable to the Vicar, the Rev'd Patrick Taylor.

Main Activities and Responsibilities:

The role of Associate Minister for Outreach and Nurture includes:

Outreach and Engagement

- develop the profile, presence and involvement of the three churches in the parish in their communities, so that we are a more outward-looking parish
- lead the setting up of a New Worshipping Community in the parish
- encourage and support us to express faith in daily life.

Making Disciples

- oversee spiritual growth and nurture in our congregations
- provide opportunities for everyone to offer their gifts for ministry and service
- have oversight of Soul Space (existing enquirers' course), other nurture groups, home groups, and our teaching programme
- prepare adult candidates for baptism and confirmation
- nurture leaders and vocations to lay and ordained ministry

Welcome and Care

- hold oversight of the different elements that make up our pastoral care ministry
- lead the Pastoral Care Team which coordinates the Bereavement Team, Lay Chaplains, Welcome Team, care homes, home communions and general pastoral care
- line manage the Parish Nurse (a new position to be appointed).

The post holder will be expected to participate fully in the life and ministry of the parish, conducting occasional offices and leading worship and preaching on a shared basis with the other licensed clergy. They will also be expected to line manage some staff, as agreed with the vicar.

Monitoring and Evaluation

The Associate Minister will be subject to reviews of progress every 6 months with the vicar. They will also be part of the diocesan Ministry Development Review (MDR) scheme.

Person Specification

Essential skills

- capable of significant leadership responsibilities in a large and complex parish
- ability to nurture and develop others to discover and fulfil their calling and use their gifts
- teacher and communicator who delights to see people become disciples of Jesus Christ
- able to engage with passion and creativity in eucharistic worship which is for all ages and outward looking
- a person of compassion with a heart for pastoral care
- works well as part of a team and able to share leadership with others
- self-motivated with the ability to work on their own initiative, as well as collegially as part of a team
- good time management skills.

Desirable experience

- delivering an enquirers' course
- developing the role of small groups in the life of a church
- managing paid staff and volunteers.

AN INVITATION

We hope that you have learnt enough about the role to engage your interest and, if so called, consider looking further into applying for the post of Associate Minister for Outreach and Nurture in Stratford-upon-Avon Parish.

We welcome informal, confidential, conversations about this role. You may contact:

- the Vicar (who is also Area Dean), the Rev'd Patrick Taylor on 01789 508155 or at vicar@stratford-upon-avon.org, or
- the Associate Archdeacon, the Rev'd Gail Phillip on 07983 300675 or at Gail.Phillip@Coventry.Anglican.org

The application form for this role can be found by visiting the Coventry Diocesan website (<http://www.dioceseofcoventry.org/vacancies>) or the Holy Trinity Church website (<http://www.stratford-upon-avon.org>).



The Vicar supports the Community Fête



**Pageant at St. Helen's,
Clifford Chambers**



**Luddington Carols on the Village Green
(wet weather alternative!)**

APPENDIX ONE - ABOUT THE TOWN & PARISH

THE TOWN OF STRATFORD-UPON-AVON

Stratford-upon-Avon is an attractive market town on the banks of the River Avon in South Warwickshire, famous as the birthplace of William Shakespeare. The town is the home of the Royal Shakespeare Company (RSC) with its theatres. As a result of the Shakespeare connection, and its proximity to the major population centres of the Midlands, the town is much livelier than would be the case in most towns of a similar size. The schools are very good and it is a very pleasant place to live and work.

Stratford is within easy reach of Junction 15 of the M40. There are regular services from Stratford station to Birmingham, and on to Worcestershire, plus an excellent service to London from Warwick Parkway and Leamington Spa. The Cotswolds are within easy reach by car or bus.

Stratford town has been expanding continuously in recent years and now contains 14,000 households, comprising 30,500 people (2021 census). Ethnic diversity (non-white) is low at 7%, 25% of the population is over 65 and 19% aged 19 or under. 55% identify as Christian and 36% as having no religion. House prices are high for Warwickshire and while there is a predominant sense of comfortable affluence, the town does contain areas of considerable need and a, not insignificant, drugs problem.

THE PARISH AND ITS PLACES OF WORSHIP

Stratford-upon-Avon Parish is part of the Fosse Deanery in the Diocese of Coventry. There are currently 339 people on the Parish Electoral Roll, representing the three churches in the parish.

Holy Trinity's regular congregations vary from 150-200 at the 10am Parish Eucharist to around 50 for the evening services. Major festivals see congregations of 350+. Vestments are worn and the sacrament reserved in a church encompassing a broad range of Christian worship and a strong choral tradition. The church also plays an important role in the civic life of the town.

The Grade 1 listed building, where William Shakespeare is buried in the Chancel alongside members of his family, attracts over 200,000 visitors a year from all over the world. Inevitably the life of Holy Trinity is split between its role as a centre of worship and a heritage site. We aim to unite these roles by considering the Heritage role as an integral part of our Christian ministry, striving to give visitors a positive experience, emphasising the peace and tranquillity that visiting a House of God can bring.

Our congregation is very active in supporting the life of the church in every way possible. We count around 200 volunteers who help in their teams as bellringers, sidespeople, readers, welcomers, flower arrangers, home-communion assistants and maintenance volunteers, to name but a few, and have thriving hospitality and social teams. Holy Trinity also has a very strong music tradition, supported not only by our own church choirs but also by the Friends of the Music who organise weekly lunchtime concerts throughout most of the year. Trinity Players, the amateur dramatic group based at Holy Trinity, regularly performs Shakespeare or moral-themed plays in the church. We have close links with all the local schools, especially

Holy Trinity Primary School where we have a mutually supportive relationship and the church is represented on the Board of Governors. We are also members of the Inclusive Church network as well as the Major Churches Network.

The Covid-19 pandemic brought an opportunity to re-assess our methods of worship, so we now regularly live-stream our Parish Eucharist on a Sunday morning, following which a recorded version is available on our YouTube page for people to view at a time that suits them. For these services, we have replaced service books with on-screen liturgy, which not only cuts down on paper waste but provides us with the opportunity to modify the wording, to better fit with the theme of a particular service, without compromising the integrity of the Eucharist. Another change was the introduction of Worship Teams, which enables the lay members of the congregation to be directly involved in the planning and delivery of services. Perhaps our most successful addition to worship was the introduction of the 'Christmas Walkthrough Carol Service'. This was born out of necessity for social distancing and now brings over 1300 people, from across the town and beyond, through our doors on Christmas Eve.

All Saints' Luddington is a thriving village church with a congregation which totals over 30 people. A small and friendly congregation of between 15 – 25 people attends each Sunday. The Grade II listed church has a capacity for about 90 people in the nave and during the festivals at Christmas, Easter and Harvest the church is full.

The village, on the north bank of the River Avon, approximately 3 miles south-west of Stratford town, was listed in the Domesday Book. The recent construction of 20 new houses and the introduction of new forms of service, such as 'Hymns & Pimms' and 'All Souls', has enabled All Saints' to welcome some new people to the church. In addition to the teams of volunteer sidespeople, readers and cleaners, we are fortunate to have volunteers from the village who help maintain the churchyard. The introduction of various events in the Village Hall, by the previous Associate Minister and the All Saints' Team, in a village with no pub, plus attendance at the Village Coffee Mornings, has brought All Saints' and the village communities closer together.

St Helen's Clifford Chambers was in the Diocese of Gloucester until 2001, when it joined the Stratford-upon-Avon Parish. The church has a similar sized congregation to All Saints' and plays an integral part in village life. The charming village, situated approximately 2 miles south of Stratford town, comprises some 100 households. The Grade 1 listed church has Saxon and Norman features and owns the second oldest surviving chalice in the country, dating from the 1490s and surviving the Reformation when most church silver was melted down and re-modelled.

Prior to Covid, services were offered every Sunday. Unfortunately, in common with many village churches, it struggled to regain its pre-covid congregation numbers, so a decision was made to reduce the number of services to two per month. This, plus the decision to change one of these services to an informal Morning Praise service with the Phoenix Band, has now raised the average congregation number to 18. The church has a capacity for about 100 people and during the festivals at Christmas is full. The Friends of St Helen's charity is very active and raises much needed funds for the church's maintenance needs. Following a major refurbishment of the church bells, St Helen's now has an enthusiastic bell ringing band and, for the first time in over 20 years, the bells are regularly rung for Sunday services.

Clifford Chambers is a friendly supportive community which runs several activities throughout the year - including a soup café during the winter months (a joint venture between the church and the village hall committee), a monthly village cinema, and a social

club. In 2022, to mark the coronation, the whole village came together to put on a pageant depicting the history of Clifford Chambers.

Other places of worship within the parish include:

- **The Guild Chapel**, a small historic jewel located in the centre of Stratford. Here a midweek Eucharist Service is held every week (see Appendix Two)

- **The Ken Kennett Centre**, a Community Hall in Stratford where a weekly Stay & Play, for under-fives, and a Coffee Stop is held with the aim of reaching people to the North of the parish who may feel separated from the location of Holy Trinity Church.

- **The Parish Centre**, which is situated opposite Holy Trinity Church. In addition to being used occasionally for more informal services, this building contains the Parish Administration Office and offices for the clergy. There is also a large hall, lounge and fully equipped kitchen, all of which are used for church functions and also let to outside organisations. There is a small car park with reserved spaces for Clergy.

FURTHER INFORMATION ABOUT OUR PARISH & TOWN

There is much more to our parish than we can convey within these pages. We have tried to keep its content concise to give you the essence of who we are but hope you have learnt enough about us to engage your interest. If you wish to seek further information on the parish and surrounding area, please see the links and suggestions below.

Church Website: www.stratford-upon-avon.org

Facebook Page: <https://www.facebook.com/HTCStratforduponAvon>

Instagram: <https://www.instagram.com/holytrinitychurchstratford/?hl=en>

YouTube: [Holy Trinity Church, Stratford-upon-Avon - YouTube](https://www.youtube.com/channel/UC...)

Trinity Times: <https://www.stratford-upon-avon.org/trinity-times-2023>

5-Year Plan: [Parish Vision and 5 Year Plan](#)

Stratford Town: [Stratford Town Council \(stratford-tc.gov.uk\)](http://stratford-tc.gov.uk)

Stratford District: [Home | Stratford-on-Avon District Council](#)



APPENDIX TWO - OUR CLERGY TEAM & STAFF

The Rev'd Patrick Taylor



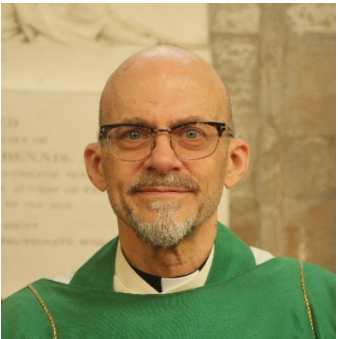
**Vicar of Stratford-upon-Avon
& Area Dean**

The Rev'd Kay Dyer



Associate Priest

The Rev'd Thomas Powell



Curate

The Rev'd Emma Harrington



Curate

Phil Harper



**Children and Families
Minister & Reader**

Douglas Keilitz



Director of Music

Assistant Director of Music – Rebecca Mills

**Office Staff: Lola Spetsioti – Visitor and Marketing Manager
Liz Marshall – Safety and Compliance Officer
The Rev'd Sarah Cushing – Parish Administrator**

The Clergy Team and Staff are actively supported across the parish by six Honorary Assistant Ministers (Retired Clergy), and two retired Readers, as well as a team of paid part-time staff and volunteers who enable Holy Trinity to be open beyond its Services and provide a positive experience for all visitors.

APPENDIX THREE - SAMPLE PATTERN OF WEEKLY SERVICES

Sunday Services

	1 st Sunday	2 nd Sunday	3 rd Sunday	4 th Sunday	5 th Sunday
Holy Trinity	10:00am Parish Eucharist with choir 6:00pm Taizé	10:00am Parish Eucharist with choir 6:00pm Choral Evensong	8:00am Holy Communion 10:00am Parish Eucharist with Band (No choir) 6:00pm BCP Traditional	10:00am Parish Eucharist with choir 6:00pm Choral Evensong	10:00am Parish Eucharist with choir 6:00pm Evensong with Healing Ministry
All Saints' Luddington	9:30am Holy Communion	9:30am Holy Communion	9:30am Holy Communion	9:30am Holy Communion	9:30am Holy Communion
St Helen's Clifford Chambers	9:30am Morning Praise With Worship Band	No Service	9:30am Holy Communion	No service	No service

Occasional Offices

Christenings: 35

Christening ministry is seen as a very important activity involving several members of the Ministry Team and others. For pastoral reasons we conduct the majority in a separate service, normally at 12:15pm on 20 occasions in the year. The families are then encouraged to come subsequently to a 10:00am service to be welcomed into the Church where they are presented with their baptism candles. They are also invited to join the weekly parent-and-toddler club Trinity Tots.

Weddings: 20

Funerals: 63 - plus 10 ash burials

Midweek Services

Morning Prayer is said daily on Monday to Thursday at 9:15am in St Peter's Chapel in Holy Trinity Church.

Evening Prayer is said at 4:45pm Tues-Thurs, also in St Peter's Chapel.

Holy Communion is celebrated at 10:00am every Wednesday in the Guild Chapel which is attached to King Edward VI School and owned by Stratford Town Trust. This celebration generally attracts a regular congregation of up to 30, not all of whom are, by any means, regular Sunday worshippers at Holy Trinity. Retired clergy take some, though not all, of these services.

Civic and School Services

As mentioned earlier, Holy Trinity plays an important role in the civic life of the town.

Annually, there is a civic service to bless the appointment of the new town mayor.

The Shakespeare weekend (late April) sees, on the Saturday, thousands process through the church, led by the clergy, dignitaries, local school pupils and the general public, laying flowers on Shakespeare's grave. On the Sunday, we host the annual Shakespeare service with a guest preacher and contributions from actors and musicians from the RSC.



Both Holy Trinity and St Helen's play a key role in the Remembrance Sunday services at the war memorials in Stratford and Clifford Chambers.

Our clergy play an important part in many other activities in the town e.g. saying Grace at the prestigious Shakespeare lunch and blessing the annual Mop Fair.

In the weeks leading up to Christmas Day, the church plays host to the carol services for most of the town's schools. In addition, a number of schools hold services in church at important times of the school year, such as the end of term or Harvest Festival.

APPENDIX FOUR – FINANCE & STEWARDSHIP

The Associate Minister is paid an incumbent's stipend and normal parish expenses fully met.

From 2011 parishes have funded the costs of their own ordained ministry. This in effect means paying the full cost of all clergy. Currently a Vicar or Associate costs approximately £65,000 per annum. Our parish share covers the full costs of a Vicar and Associate. In addition, in accordance with Deanery policy, we tithes our unrestricted income to support ministry in parts of the diocese unable to fully fund their own. Parish Share as a result will be just over £138,000 in 2024. In addition, the PCC pays for a Children and Families Minister totalling £35,000 per annum (including all employment costs) and has made provision for a part time Parish Nurse in 2024.

FINANCE AND STEWARDSHIP (2022)

	Holy Trinity (£000's)	All Saints (£000's)	St Helen's (£000's)	Total (£000's)
Donations and legacies	312	11	12	335
Ancillary -- primarily visitors/fees	159	2	1	162
Investments	26	2	negl	28
Total Income	497	15	13	525
General Expenditure	367	7	6	380
Parish Share	110	4	4	118
Total Expenditure	477	11	10	498
2022 Surplus/ (deficit)	20	4	3	27
Unrestricted Reserves	121	72	13	206

The above table is a simple presentation of a complex financial picture, in which Holy Trinity income is supplemented by the large number of visitors attracted by the Shakespeare connection. Normal income is broadly sufficient to meet normal expenditure, although much of the upkeep of the church (and any necessary restoration work) is supported by visitor income. The village churches are clearly in a very different position. Both generally are close to break-even and while All Saints' has significant investments, reserves at St Helen's Clifford Chambers are very limited.

THE FRIENDS OF SHAKESPEARE'S CHURCH

A separate charity, Friends of Shakespeare's Church, was formed in 2003 to raise money from a wider pool of supporters. This organisation has raised over £1m+ to date, sufficient for repairs to the chancel roof and a number of other projects. At present we are working to create a new choir vestry and associated buildings. This aims to restore the north transept to be a public area improving facilities for both visitors and congregation.