St Mary the Virgin



MAY 15, 2025

Church Walk, Weston Turville, Aylesbury HP22 5SQ



St Mary the V	Virgin3
Parish Profil	e3
category of town, com details of a nonhomog	escription of the population, industry, size and physical features of the parish and the general f the parish (e.g. UPA, inner city, UPA housing estate, urban, suburban, market town, small town, new muter village, village/rural). Depending on circumstances, this heading may also need to include ny predominant age and/or social groups, the ethnic mix, whether the population is eneous and/or particularly mobile and/or rising/falling, and any special social problems e.g. nent;
b) a de	escription of the churches and licensed places of worship in the parish;
type of chu	of the services in the churches and licensed places of worship, including the forms of service used, the irchmanship, the average attendance figures and the number of baptisms/persons /marriages/funerals (in the church etc. or crematoria) in say the last 12 months;
	ails of the congregation e.g. any predominant age/social groups, what proportion live outside the significant presence of ethnic minority groups;
	escription of Churches or other denominations in the parish and the state of relations between the rch and those Churches, including any involvement in local Councils of Churches or joint activities; 8
f) a copy	of the annual accounts and the latest electoral roll figures;
any other n	details of the financial position e.g. any major works to the church etc. in progress or anticipated, and najor capital projects, whether quota and parochial expenses of clergy were met in full (and, if not, Il in the last accounting year), whether stewardship/planned giving is in operation
lay workers	ails of any pastoral or other assistance available to the new incumbent (assistant curate, deaconess, s, lay readers, or non-stipendiary and retired clergy living in the parish who are willing to assist) and ther clergy in the team/group where applicable;10
i) a list o	of church organisations and groups, the numbers attending and any buildings or other facilities or them;10
j) details	s of any church schools and other schools in the parish;12
	pecial responsibilities to a local institution (e.g. a local hospital) and any special links with the local or specific civic responsibilities of the incumbent;12
	of pastoral or other ministry apart from those under the previous headings (e.g. to industry, prisons, , the sick, handicapped or disabled, single parents, the homeless and unemployed, young people);13
m) sup	port for home and overseas missions and charities;13
n) a de	escription of the housing available for the incumbent;14
o) idea	as as to any potential developments or other new pastoral or other opportunities;
	nerally, a statement of the qualities and attributes the PCC would wish to see in the new incumbent in the other factors set out in the statement
Appendices.	
Accounts	
Safeguardin	g Children and Vulnerable Adults18

Oxford Diocese	19
Wendover Deanery	20

St Mary the Virgin

Parish Profile

St Mary's Church stands at the end of Church Walk (HP22 5SH), a leafy lane on the eastern side of Weston Turville village. This is a conservation area. The Church, with its fascinating and diverse architecture dates back to the 13th century, although an earlier 12th century church likely existed on the same site. Our 12th century Aylesbury font probably comes from this earlier church.



"To provide an inclusive community where all are invited to encounter the love of God"

Vision statement: Celebrating diversity, embracing questions, and journeying together in faith, love and service. All are valued, no matter their background, identity or beliefs. Contact information: Phone: 01296 424982 Websites: A Church near you and St Mary's website. A Facebook page "Let's celebrate at St Mary's", which is a public site. 3

 a) a description of the population, industry, size and physical features of the parish and the general category of the parish (e.g. UPA, inner city, UPA housing estate, urban, suburban, market town, small town, new town, commuter village, village/rural). Depending on circumstances, this heading may also need to include details of any predominant age and/or social groups, the ethnic mix, whether the population is nonhomogeneous and/or particularly mobile and/or rising/falling, and any special social problems e.g. unemployment;

Weston Turville is a predominantly rural village that blends rich history with a future of rapid growth. Partly situated within a conservation area, at the foot of the Chiltern Hills in an area of outstanding natural beauty, the village has public footpaths and canal towpaths offering plenty of opportunities for outdoor recreation.

Weston Turville is home to a diverse community, and some pockets of the population face economic challenges. These include residents in three council housing areas, elderly individuals living in historic properties, and young families burdened with large mortgages and high commuting costs.



The village is expanding, with approximately 1,760 homes and a population that numbers between 4,000 and 5,000 people. New housing developments are contributing to rapid growth, bringing in more families and changing the demographic makeup. The population is predominantly between the ages of 18 and 65, with 24% of residents aged over 65. The community is largely homogeneous, including a designated Traveller site. A significant portion of the population, 57%, identifies as Christian, with 36% reporting no religion.

Key features of the village include:

- Education: The Weston Turville CofE Combined Primary School and Nursery serve local children.
- Work: The rural character is preserved by the three farms in the village. There is also a small amount of light industry. The rest of the working population is a mix of craftspeople and artisans, technicians and professionals, and those employed in diverse jobs. Some people's work is based in the village, whilst others commute to work elsewhere.
- Shopping and Amenities: While there is no post office, the village has a range of facilities, including a general store, takeaway, hairdresser, and a "healing temple." Three pubs serve food, and one provides accommodation, and there is a Dobbies Garden Centre.
- **Care and Support**: The village is home to the Hampden Hall care home, Oak Mead residential house for adults with learning disabilities, and several other care facilities, including a new one planned for children. Charitable organisations include "Heart of Bucks" (charity coordination), the "PACE" centre providing educational and therapy support for children with neurodisabilities, "Calibre" library for the blind, and "Lindengate" (providing social and therapeutic horticulture).
- Leisure and Recreation: A variety of recreational spaces exist, including a golf club and a rugby club (both with restaurant facilities), playing fields with multi-sport facilities (football, tennis, basketball,

outdoor gym, and skateboard park), and a sailing club and a fishing club at the local reservoir. The village also boasts a parish council office with a village hall, which is a hub that is available to hire and hosts several community events, such as ballet for children, keep fit, a repair café, school events, monthly street food festivals (during spring and summer), and coffee shop.

Weston Turville is well connected, with regular bus routes to nearby towns Aylesbury and Wendover. The Grand Union Canal Wendover Branch and the surrounding countryside offer scenic walks linking with footpaths to the Chiltern Hills, making it an attractive location for commuters and nature lovers alike.

The village offers a blend of old and new, with a mix of historical properties, modern homes, and farmland. It is a village with a deep sense of community, with many elderly residents whose families have lived in the area for generations. However, there is a noticeable divide in economic circumstances, with some residents living in valuable properties on fixed incomes, while others struggle with the high costs associated with modern life.

b) a description of the churches and licensed places of worship in the parish;

St Mary the Virgin Parish Church is a Grade I listed building with a rich history dating back to the 13th century. It features architectural additions from the 14th and 15th centuries, and underwent significant restorations in the mid-19th century and again in the 1960s. These restorations helped preserve the church's historic character while ensuring it remains an important place of worship and community gathering.

A notable addition to the church is its new accessible extension, completed in 2021, which enhances the church's ability to serve all members of the community, providing a more inclusive space for gatherings and activities.

The churchyard surrounding the church is still open for burials, and features a highly-used public footpath running through it to footpaths across the farmland behind.

As well as the parish church, there is a small non-conformist chapel, which offers additional space for spiritual reflection and services, contributing to the diversity of worship practices within the village.

As a historical and architectural gem, St Mary the Virgin remains central to the spiritual and cultural life of Weston Turville.

c) a list of the services in the churches and licensed places of worship, including the forms of service used, the type of churchmanship, the average attendance figures and the number of baptisms/persons confirmed/marriages/funerals (in the church etc. or crematoria) in say the last 12 months;

St Mary's Parish Church offers a welcoming community for worshipers of all ages. The regular Sunday service at 10:00 am is a sung Eucharist, using the traditional Common Worship liturgy. The service is enriched by a robed choir affiliated to the RSCM (Royal School of Church Music), accompanied by the organ, with robed clergy and

servers. On the first Sunday of each month, the service is preceded by a breakfast, fostering a sense of fellowship, with around 20 attending. On other Sundays, coffee and tea are served after the service, offering an opportunity for members of the congregation to meet and greet, including newcomers and visitors.

The church has seen a rise in attendance, with an average of around 40 people attending each service, mostly communicants, alongside up to five children and a couple of disabled adults. Children are an active and valued part of the service, participating in various roles. On the third Sunday of each month, a short service is held for very young children, drawing up to seven or eight families. This service is designed to engage young children through Bible stories, prayers, singing, craft activities, puppets, and percussion instruments.





St Mary's is also known for its well-attended seasonal services, including Christmas Midnight Mass, the carol service, Christingle, and Nativity services. Many of these services are part candlelit, creating a peaceful and reflective atmosphere. Other special choral services are held throughout the year, such as those for Ash Wednesday, Maundy Thursday, Good Friday, the Patronal Festival, Harvest, and All Souls. The church occasionally hosts sung evensong or choir recitals, further enriching the worship experience.







The church's commitment to nurturing spiritual growth is evident in its increasing number of baptisms, with 10 baptisms in 2023 and 11 in 2024. Three weddings took place in 2024, in addition to 18 funerals (including burials of ashes) and a number of crematorium services took place in 2024. Although no confirmations took place in 2024, the church remains a vital part of many life events for the community.

A popular feature for young families is the church's toy corner, filled with a wide variety of toys that children can enjoy while their parents participate in services or other church events. This space provides a welcoming environment for families and is a testament to the church's commitment to being inclusive and family-friendly.

 d) details of the congregation e.g. any predominant age/social groups, what proportion live outside the parish, any significant presence of ethnic minority groups;



St Mary the Virgin Parish Church serves a diverse congregation, with a mix of long-standing residents, newcomers, and families from surrounding areas. The congregation has a significant number of retired and elderly residents, many of whom have lived in the area for years, but there is a noticeable rise in the number of young families and small children, particularly those moving into new housing developments. Some of the congregation reside outside the parish, with attendees coming from Tring, Bedgrove (which was once part of the Weston Turville parish), Wendover, and Bierton. All are welcome, and the church is inclusive, and welcomes all irrespective of their background,

diversity, and ethnicity, same sex couples are welcome, as are those from the LGBTQ+ communities.

Although the congregation remains predominantly homogeneous, there is a small presence of ethnic minority families. The church also plays an important role in the lives of the local Traveller community, with children from Traveller families attending the village school and participating in church groups such as the Explorers (Wednesday group). The church has had the privilege of conducting baptisms, weddings, and funerals for members of the Traveller community, further strengthening its commitment to inclusivity and support for all members of the village.

This diversity within the congregation reflects the changing demographic of Weston Turville, where new families, including young children, are increasingly engaging with the life of the church alongside the longestablished members.



e) a description of Churches or other denominations in the parish and the state of relations between the parish church and those Churches, including any involvement in local Councils of Churches or joint activities;

The parish is home to a small non-conformist chapel with an unknown and small membership. The chapel does not currently have a minister, but there are good relations between the parish church and the chapel. While there are no ongoing joint activities at present, the chapel is given space in the parish magazine to share updates and announcements.



Chapel funerals occasionally take place in the parish church, with interment in the churchyard.



Prior to the COVID-19 pandemic, the two churches participated in annual joint services, and there are plans to renew these collaborative efforts in the future. Additionally, both churches come together for the joint Remembrance Sunday service at the village memorial, marking a shared commitment to honouring those who served in the armed forces.

The parish church values its relationship with the non-conformist chapel and looks forward to strengthening ties and engaging in future joint activities.

f) a copy of the annual accounts and the latest electoral roll figures;

The current electoral roll of St Mary the Virgin Parish Church includes 83 names, though fewer than half of these individuals regularly attend church services or participate in the Annual Parochial Church Meeting (APCM). The upcoming revision of the electoral roll in 2025 presents an opportunity to engage with the congregation, encourage greater participation, and promote a deeper sense of financial commitment to the church's mission and activities. This revision is seen as a chance to connect with both active and inactive members, fostering a stronger and more engaged church community.

The receipts and payments accounts are set out in an Appendix to this document.

g) other details of the financial position e.g. any major works to the church etc. in progress or anticipated, and any other major capital projects, whether quota and parochial expenses of clergy were met in full (and, if not, the shortfall in the last accounting year), whether stewardship/planned giving is in operation

St Mary the Virgin Parish Church has faced significant financial challenges over the last three years, struggling to meet the demands of the Parish Share. In 2024, we were asked to contribute £64,228, a sum that is almost double our total annual income and does not account for essential running costs such as heating, lighting, insurance, and the upkeep of our 13th-century Grade I listed building. We were able to pay £15,000 towards this amount, but the gap remains a major concern. The amount that we have been asked to contribute has increased significantly in recent years:

			Calculated Par	ish Share	
Parish	2024		2023	2022	2021
Weston Turville	£	64,228.00	£ 61,218.00	£ 62,036.00	£ 20,000.00



Three years ago, we completed a major extension to the church, which was built during the COVID-19 pandemic at a cost exceeding £400,000. This project was largely financed through a legacy trust, grants, and specific donations, with no reduction in regular giving. The extension includes a meeting room (available for hire), two toilets (one fully accessible with a baby-change facility), and improved storage, as well as providing accessible entry to the church. These improvements have made a significant difference, particularly for families with young children and for individuals with mobility challenges, such as the wheelchair-bound adult who regularly attends services. The extension has also benefited attendees of weddings, funerals, and other events.

Despite these improvements, we are facing ongoing maintenance costs. A quinquennial inspection conducted in August 2024 is expected to highlight additional capital works required, particularly the need to repair many of the church's windows, which are in very poor condition. A separate report is underway by a specialist contractor to assess the extent of the work needed. Recent repairs to the organ cost around £3,000, and heating repairs and maintenance have exceeded £2,000.

As members of the Parish Giving scheme, we are working to address these financial challenges. A new programme for increased giving will be launched in early 2025, with the hope of generating more sustainable financial support for the church's activities and building maintenance.

Weston Turville, while often perceived as an affluent area, has pockets of the community facing economic challenges. These include residents in council housing, elderly individuals in historic properties, and young families burdened with large mortgages and costly commuting expenses. This socio-economic diversity is reflected in the financial situation of the church, as we strive to balance the needs of the building with the financial realities of the community.

 h) details of any pastoral or other assistance available to the new incumbent (assistant curate, deaconess, lay workers, lay readers, or non-stipendiary and retired clergy living in the parish who are willing to assist) and details of other clergy in the team/group where applicable;

St Mary the Virgin Parish Church is served by a full-time selfsupporting priest, Revd Susan Fellows, who has faithfully held the position for 22 years. In addition to her pastoral role, Revd Susan also serves as the church's organist and director of music, playing a central role in the spiritual and musical life of the congregation and parish.



Currently, there is no additional known assistance available within the parish to support the clergy's efforts, making Revd Susan's dedication and multifaceted contributions all the more significant.

a list of church organisations and groups, the numbers attending and any buildings or other facilities available for them;

St Mary the Virgin Parish Church is home to a wide range of activities that serve the community and support the church's mission, led by Revd Susan Fellows and dedicated volunteers.

- RSCM Robed Church Choir: The church choir, consisting of five members, maintains a high standard of
 music, performing two anthems every Sunday, along with special services such as the Carol Service and
 other festivals. The choir also occasionally sings at weddings when requested, or other village events.
 The choir is directed by Revd Susan, who also serves as the church's organist.
- **Pipe Organ**: The church boasts a well-maintained Forster and Andrews two manual 1890 tracker-action pipe organ, which is kept in good working order and tuned regularly. There are occasional visits from organist associations.
- **Bell Ringers**: The bell ringing team forms an important part of village life, they practice every Thursday after choir practice and ring most Sundays, as well as for some weddings. With six bells and around a

dozen members, the team also trains beginners and occasionally hosts visiting teams. The bell ringers contribute funds to the church and maintain the bells regularly.

- Baby/Toddler Group: This group meets on the 2nd and 4th Tuesday of each month and is beginning to generate baptisms and new electoral roll members. Run by Revd Susan, the group currently includes 5-6 adults (mothers, fathers, grandparents, and carers), with numbers increasing to 9-10 during school holidays when older siblings are included.
- **Explorers (Bible Group)**: An after-school Bible group for 7-11-year-olds meets every Wednesday afternoon during term time. Run by Revd Susan, this group currently consists of approximately seven children, all of whom are neuro-diverse. The group is supported by three DBS-checked adult helpers.
- **Parish Magazine**: The parish magazine is edited by a dedicated committee that meets monthly. It is distributed locally by volunteers and serves as both a fundraising tool and a means of pastoral outreach, especially to those who may not attend services. Free copies are also distributed to local venues, including shops and charities.
- Flower Arrangers: A large team of flower arrangers provides weekly floral displays, many of which are financed by individuals wishing to celebrate special anniversaries or commemorate loved ones. The team is also responsible for stunning displays during major festivals such as Christmas, Easter, and Harvest.
- Lighting and Decorations Team: This team provides decorations, including bunting, banners, and lighting, for special occasions such as Christmas, Easter, and national events like the Coronation. They enhance the beauty of the church both inside and out, contributing to the festive atmosphere, which is much appreciated by the parish.
- Cream Teas and Fundraisers: A dedicated team organizes cream teas on the last Sundays of the summer months and on Bank Holidays, as well as a November Festive Tea. These events attract large numbers from the village and beyond, raising around £2,000 per year. Some members of this team, along with others, also organize a cream tea and soup lunch at the nearby Manor House to raise funds for Christian Aid.
- The Oak Room (New Extension): The Oak Room, part of the church's new extension, serves as a versatile meeting space used for various church activities, such as children's art and crafts during services, PCC meetings, and interviews. It is also available for hire for personal, group, charity, or business events, including meetings for local organisations such as the U3A. The room is warm and comfortable, with a small kitchenette, and is independently heated, helping to reduce costs for the main church building.



This space can be used simultaneously with other events taking place in the main part of the church, making it a valuable resource for the wider community.

j) details of any church schools and other schools in the parish;

St Mary the Virgin Parish Church has a strong and personally warm relationship with Weston Turville's Church of England assisted combined school, which includes a nursery and operates with a one-form entry. The church's partnership with the school is deeply valued and fosters a strong sense of community. The school's excellent OFSTED (2024) and SIAMS (2018) reports reflect the positive impact of this collaboration.

The church currently provides three foundation governors, further strengthening its support for the school's mission and values. Clergy attend the school's whole-school worship every Friday and take the service several times per term. Additionally, once or twice per term, the clergy (robed) lead a formal worship service at the school that mirrors the structure and feel of a church service.

The school is also invited to attend the church for Religious Education (RE) lessons, led by the clergy, enhancing the students' spiritual development and connection with the church. During the Christmas and Easter seasons, the school hold their carol and Easter services at the church, making these key moments in the school calendar.

Many of the children who participate in the Explorers club also come from the school, further strengthening the ties between the church and the younger members of the community.

k) any special responsibilities to a local institution (e.g. a local hospital) and any special links with the local authority or specific civic responsibilities of the incumbent;

St Mary the Virgin Parish Church is actively involved in the care and support of local residents, with a particular focus on those in care homes and special needs facilities.

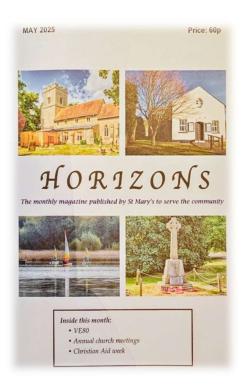
- **Special Needs Adults**: A small home for approximately five adults with special needs is located within the parish. One resident, who uses a wheelchair, attends church services most weeks with a carer, benefiting from the accessibility provided by the church's recent extension. The clergy also visit the home from time to time, offering pastoral care and support.
- Hampden Hall Care Home: St Mary's maintains a strong relationship with Hampden Hall, a large care home in the village. The clergy visit every fortnight to lead a Eucharistic service and to engage with residents through pastoral visits. Additionally, the clergy provide funerals upon request, offering comfort and support to residents and their families.
- New Care Home: A new care home is scheduled to open in spring 2026, with places for 53 residents. The clergy plan to visit regularly to offer Eucharist services and provide pastoral care for the residents, continuing the church's commitment to supporting the elderly and those in care.
- **Children's Home**: There are plans for a small new children's home to open in the near future, presenting the opportunity to further expand the church's role in supporting vulnerable members of the community. The clergy anticipate engaging with this home once it opens to offer spiritual care and pastoral support.

- **Remembrance Day Service**: Our incumbent leads the annual Remembrance Day service at the village memorial, which is a key event for the entire community, including members from the school, Scout and Guide Movement, U3A, armed forces and Royal British Legion, offering an opportunity to come together in remembrance and reflection.
- **Parish Council Relations**: St Mary's has a good relationship with the Parish Council, working collaboratively on various local initiatives and fostering strong community ties.
- areas of pastoral or other ministry apart from those under the previous headings (e.g. to industry, prisons, old people, the sick, handicapped or disabled, single parents, the homeless and unemployed, young people);

St Mary the Virgin Parish Church offers a weekly Zoom Morning Prayer service, which is attended by about five regular members, including some who are unable to attend church in person. This virtual service provides an opportunity for those who may be isolated or unable to travel to stay connected with the church community.

The clergy are easily accessible, with contact details available by telephone, email, Facebook (parish and church pages), through notice boards and the parish magazine ("Horizons"). Revd Susan and the team are available at all times to offer guidance, prayer, and practical assistance to all parishioners of any faith or none in times of need. This includes providing support to those experiencing sickness, grief, or other challenges, whether physical, emotional, or mental.

The clergy are committed to being a source of comfort and support to all members of the parish, offering compassionate care during difficult times and ensuring no one is without spiritual guidance.



We are strongly committed to safeguarding, and our safeguarding policy can be found in an Appendix to this document. Our GDPR policy can be found on the church's website.

m) support for home and overseas missions and charities;

St Mary the Virgin Parish Church is committed to supporting a range of charitable initiatives, both locally and nationally. These include:

• **Children's Society**: The church actively supports the Children's Society, raising funds and awareness for this vital charity, which helps vulnerable children across the UK.

- **Poppy Day**: The church is involved in the Poppy Day appeal, contributing to the remembrance of those who served in the armed forces and supporting the work of the Royal British Legion.
- **Christian Aid**: The church participates in Christian Aid's campaigns, raising funds to support its work in tackling poverty and injustice worldwide.
- Air Ambulance: The church supports the local Air Ambulance service, helping to fund the life-saving work it carries out in the region.
- **Food Bank Collections**: Regular collections, and all of our Harvest gifts, are donated to support local food banks, providing essential supplies to those in need within the community.

Through these charitable activities, St Mary's continues to make a positive impact in both the local and global community, demonstrating a commitment to social responsibility and care for those in need.

n) a description of the housing available for the incumbent;

A modern, well-appointed 4-bedroom detached home located just a short walk from St Mary the Virgin Parish Church. The property features spacious rooms throughout, including two bathrooms, a study, and large, comfortable living spaces. The home benefits from air-source heating and double-glazed windows, ensuring energy efficiency and comfort.



Set within generous gardens, the property also includes a double garage, providing ample space for parking and storage. With its convenient location and excellent amenities, this property offers an ideal family home in close proximity to the church and village community.



o) ideas as to any potential developments or other new pastoral or other opportunities;

St Mary the Virgin Parish Church is facing an exciting and challenging opportunity with the planned large housing developments in Weston Turville. Over the next few years, more than 3,000 new homes (an estimated 7,000-8,000 new residents) are set to be built, which will likely treble the village's current population. The first phase of this development is expected to see at least 50 properties occupied in 2025.



Given this rapid growth, the church must prepare for a significant increase in its congregation. Even a modest 0.5% of new residents joining the church would result in a substantial rise in numbers, potentially filling the church beyond its current capacity. The population of Weston Turville has already doubled in the last decade, and there are no provisions for a new religious building in the 3,000-house development, in spite of requests to the developers. This means that the responsibility for supporting this growing community will fall on St Mary's and its new incumbent.

In light of this, the following possible pastoral strategies include:

- 1. Welcoming and Integrating New Residents: A robust strategy will be needed to welcome and integrate new parishioners from the incoming developments. This will include outreach efforts such as welcome packs, invitations to church services, and social events designed to build community connections.
- 2. **Strengthening Ministry to Families**: With many young families moving into the new developments, there will be a greater demand for family-orientated activities. Expanding children's ministries, youth groups, and family services will be key to ensuring that families feel supported and connected to the church community.
- 3. **Developing Long-term Vision and Facilities**: As the population continues to grow, St Mary's will need to assess its long-term vision and potentially explore options for expanding or modernising its facilities further.
- 4. **Building Relationships with Local Authorities**: Engaging with local authorities will be crucial to ensure that the needs of the growing population are met, including seeking support for church infrastructure.

With careful planning and a proactive approach, St Mary's can effectively meet the pastoral needs of the expanding community while maintaining its welcoming, vibrant atmosphere.

p) generally, a statement of the qualities and attributes the PCC would wish to see in the new incumbent in the light of the other factors set out in the statement.

We are seeking an enthusiastic and energetic incumbent who is dedicated to serving the growing community of Weston Turville and to leading St Mary the Virgin Parish Church with compassion and vision. The ideal candidate will have a good sense of humour, be inclusive, tolerant, and able to engage with all members of the congregation, including young children.

The successful candidate should be willing to continue with the current style of Eucharistic worship, which has proven to be a meaningful and welcoming tradition for both our current congregation and newcomers. We are not seeking major changes in worship style, so it is important that the new incumbent is committed to maintaining and enhancing our strong musical tradition, which is a key part of our community life.

The incumbent should be capable of addressing occasional challenges, such as disagreements and churchyard regulations, with tact and understanding. The churchyard is open, and we also have ashes plots.

A key priority for the new incumbent will be to grow the congregation and engage with the increasing numbers of residents moving into the area. The church is currently facing financial shortfalls, and the incumbent will need to be a team builder, working with others to address these challenges and move the church forward.

This role will initially be a **House for Duty** position, requiring the incumbent to work Sundays and two additional days per week. The incumbent would need to be willing and able to expand the role to a third day in the future if the church can raise the necessary funds.

The ideal incumbent will be motivated to face these challenges, work collaboratively with the community, and help lead St Mary's into a bright and vibrant future.



Appendices

Accounts

St Mary the Virgin, Weston Turville

Financial Statements for the year ended 31st December 2023

Receipts and Payments Account

Receipts and Payments Account			Unrestricted			
		Unrestricted	Designated	Restricted		
RECEIPTS	Note		Funds	Funds	Total 2023	Total 2022
		£	£	£	£	£
Voluntary Receipts:						
Planned Giving		19,576		1,750	21,326	20,612
Collections at services		2.612			2.612	2.058
Other giving/donations		403		1,308	1,711	3,452
Gift Aid recovered		6,196		714	6.909	5.871
Grants received		0		20,000	20.000	5,786
Loan received from Diocese		0		0	0	14,000
		28,786	0	23,772	52,558	51,779
Activities for generating funds	2	2,254		0	2,254	919
Investment Income			20	0	20	0
Refund of Funds stolen in 2022	5	18,684		10,405	29,089	0
Church activities:		1.000 0.000		1000000000	CONTRACTOR OF CONTRACT	
Fees		3,418			3,418	5,572
Oak Room lettings income		550		610	1,160	1,132
Other receipts				347	347	0.000
Insurance claims		5,854	2.252		8,106	0
Horizons			3.547		3,547	3,888
Bellringers' account			506	0	506	1,230
Total receipts		59,545	6,325	35,134	101,005	64,520
PAYMENTS						
Church activities:						
Parish share		37,500			37,500	3,000
Clergy costs and organists		4,152			4,152	3,584
Church running expenses	3	19,174	0	87	19,261	10,682
Mission giving and donations		0			0	0
		60,827	0	87	60,914	17,266
Cost of generating funds		0		0	0	0
Other payments	4	167	0	0	167	168
Theft from PCC funds	5	0		0	0	29,089
Loan repaid to Diocese		1,000		8,000	9,000	5,000
Loan repaid to Harvey Wakefield Charity				24,000	24,000	
Horizons			2,838		2,838	2,246
Bellringers' account			178		178	842
Building contractors and fees				0	0	12,642
Total payments		61,994	3,016	32,087	97,097	67,253
Excess of receipts over payments		(2,448)	3,309	3,047	3,907	(2,733)
Transfers between funds	6	1,000	(1,000)	0	0	0
Cash at bank and in hand at 1st January 2023		2,779	14,012	4,707	21,498	24,231
		and the second se	The Party New York, Name of Street, or other		the second se	

In 2022, the church suffered a fraud of £29,000 from several bank accounts. This money repaid by the bank in 2023, after intervention by the ombusman.

There is a separate legacy trust fund for maintenance of the church building.

Safeguarding Children and Vulnerable Adults

We expect a high standard of behaviour and responsibility from those adults within St Mary's who have contact with both children and vulnerable adults. We adhere very closely to the guidelines laid down by the Diocese of Oxford in their 'Safeguarding Handbook, for the Protection of Children and Vulnerable Adults'. Our PCC has adopted a Parish Safeguarding Policy based on the diocesan model, and a copy is available if you would like one. The diocesan safeguarding information can be seen at <u>www.oxford.anglican.org/mission-ministry/safeguarding/</u>

Any adult that takes on the supervision of children must have a valid and up to date Disclosure and Barring Service (DBS) certificate. So must volunteers working with adults (aged 18+) in need of support because of age, disability, illness, discrimination or at risk of abuse.

Our Safeguarding Officer is Sandra Reeves (01296 614684). The Officer ensures that the Diocese guidelines are followed and the appropriate checks and paperwork are completed.

The Officer is regularly updated by the Diocese and can access to the Safeguarding Advisor at the Oxford Diocese, for any extra advice.

For more information please email safeguarding@stmaryswt.org.

To report a concern about a child or vulnerable adult related to church, contact the Rector or another member of the ministry team.

DIOCESE of OXFORD

The Diocese of Oxford serves the mission of the Church in Buckinghamshire, Berkshire and Oxfordshire. The Diocese comprises more than 600 parishes, with over 800 churches, serving a diverse population of more than 2 million people located in all types of settings.

Due to the size and complexity of the Diocese, we have three Area Bishops who exercise considerable strategic and pastoral oversight for their Areas. The Bishop of Buckingham, the Rt Rev'd Alan Wilson sadly died in February of this year. He had been our Area Bishop since 2003. We are currently in Episcopal vacancy, which will hopefully be filled by Lent 2025. The Archdeacon of Buckingham is Ven Guy Elsmore who has been in post since 2016. In September 2020, Revd Canon Chris Bull was appointed Associate Archdeacon of Buckingham.

Through prayer, listening and discernment a common vision has emerged for the Diocese of Oxford. The vision is based on the qualities described in The Beatitudes and addresses what kind of church we are called to be: **a more Christ-like Church for the sake of God's world: contemplative, compassionate, courageous.**

Our Common Vision continues to emerge as we identify together areas of our common life where we believe God is calling to focus. The diocesan focal areas are not a description of everything we do, but these priorities are being supported centrally by resources, training, conferences, workshops, and much more. The diocese is inviting benefices and their clergy to share a vision rather than demanding a response, motivated by hope not driven by anxiety, and thereby to flourish in their ministry. It is hoped that clergy appointed into the Archdeaconry of Buckingham will want to commit to this vision and encourage their benefice to share in becoming a more Christ-like church for the sake of God's world.

Wendover Deanery

Wendover Deanery is made up of large and small villages to the south of Aylesbury with the edge of the Diocese of St Albans to the east and Amersham to the south. It is an area of outstanding beauty as well as good road links. Over recent years there has been significant housing development in some parts of the deanery; most notably Aston Clinton, Stoke Mandeville, Weston Turville and Great Kimble with more planned.

The deanery sits with the Archdeaconry of Buckingham in the Diocese of Oxford. We are 20 churches grouped together into 8 benefices. These are ministered to by 6 stipendiary clergy and 2 House for Duty priests (when appointed) and a full-time self-supporting priest who has been running the parish of St Mary's Weston Turville during the interregnum and for many other periods in the last 25 years. There are also a number of retired priests who have permission to officiate living in the deanery and several of our parishes have licensed lay ministers.

The Area Deans are Revd. Canon Sally Moring and Rev'd Sally Bottomer and the Lay Chair is Gavin Oldham OBE. There is an active Deanery Chapter, and the Deanery Synod normally meets four times each year covering a wide range of topical subjects.

We encourage every church community to flourish within their wider communities, sharing the gospel in ways appropriate to them and endeavour to support one another as we do so.