

ST PETER AND ST PAUL WITH  
ST MICHAEL AND ALL ANGELS  
AND  
ALL SAINTS, KETTERING



### *From the Archdeacon of Oakham, The Venerable Alison Booker*



We have a vision to see these two parishes flourish and impact the wider town of Kettering through the appointment of a Rector with significant parish experience and strategic leadership skills.

The person will work with us to bring these two parishes together in one benefice offering presence and leadership in the civic life of the town and county.

Once appointed the Rector will be involved in the appointment of a part-time associate to work across both parishes developing ministry with schools, children and families particularly.

We are looking to a changed future for these parishes which will see them thrive including their congregation and communities as well as the wider town.

Peterborough Diocese offers a home where clergy wellbeing is a high priority and with Bishop Debbie's leadership a strategic vision is taking shape.

This key role gives an opportunity to be part of the emerging vision across our Diocese.

I continue to pray for you as you discern if God is calling you to take this next step with us, if you would like an informal conversation please do not hesitate to be in touch.

**The Archdeacon of Oakham The Venerable Alison Booker:**

[archdeacon.Oakham@peterborough-diocese.org.uk](mailto:archdeacon.Oakham@peterborough-diocese.org.uk)

## WELCOME TO OUR CHURCHES

We are two parishes on the west side of Kettering that are at a pivotal point in our history. Our PCCs have agreed that they want to work towards bringing the parishes together to create one new Benefice. The successful applicant will be both Rector of St Peter and St Paul with St Michaels and All Angels as well as Priest in Charge of All Saints. In those roles, they will work with us to become one Benefice. The process that we went through to enable us to make this decision has shown us that we have so much in common, particularly around our hopes and aspirations for the future.

We are looking for a Priest who is able to provide strategic leadership to the parishes and can enable us to make best use of ourselves and our resources. This is particularly important as we look to build on what we have, and aim to extend our reach and impact in the communities that we serve as we seek to bring the good news to them. At the same time, we seek a leader who demonstrates care and compassion for our people, and who will value our Eucharistic tradition and will support us in our desire to deepen our discipleship. We hope that they will be tolerant and persevere when we find change difficult.

Thank you for taking the time to read this profile and for your interest in the role. We appreciate that looking for a new role and discerning where God is calling you to be is both time consuming and emotionally tiring. Whether you apply for this role or not, we wish you well in your search.

# CONTENTS

A Vision for the future.....	2
Welcome to our Churches.....	3
Contents.....	4
Our Vision and Mission.....	5
What we can offer .....	6
Our Parishes .....	6
Our Churches.....	10
Our Worship .....	18
Our Children, Young People and Families.....	21
Our Groups and Activities .....	22
Our Team.....	25
Our Finances.....	27
Our New Rector and Priest in Charge .....	29
A place to call Home .....	30
A position for you? .....	32

## OUR VISION AND MISSION

### ST PETER AND ST PAUL WITH ST MICHAEL AND ALL ANGELS

#### OUR VISION

*To share God's love throughout Kettering*

- by exploring together how to journey with God
- sharing our story with others
- creating a spiritual home for young families

We are committed to:

- Worship that is faithful, inclusive, and inspiring
- A welcoming and open community
- Serving the needs of the town and local neighbourhoods
- Growing disciples and nurturing all ages in faith

### ALL SAINTS

#### OUR VISION

*A happy, thriving church of committed people, increasing in numbers, with a strong Christian presence in the whole parish, supporting the community and reaching out to God's world.*

#### OUR MISSION

We promise to maintain the Christian faith, to share our talents with stewardship, and to do God's work within the world. We believe that God is calling us to be a blessing in the Community to enable people to achieve spiritual fulfilment, as well as material satisfaction. Although it's easier to look inwards and feel safe that way, we are always seeking to find ways in which we can make God's name known in the communities we are called to serve. We must ensure that more vulnerable or disadvantaged people are not left behind and forgotten, developing and maintaining a true sense of cohesion and community.

## OVERVIEW

Each of the three Churches has its own distinctive identity and all are inclusive, welcoming all. St Peter and St Paul is liberal catholic with a strong choral tradition and a key civic presence in the town. St Michaels is also rooted in the same tradition however it has a more informal feel. All Saints is more traditional catholic in worship style with a strong sense of community.

All three churches are keen to build on what is already happening, which includes our work with children through our two toddler groups and our Youth group. Both parishes have a strong ministry in care homes that is not dependent on a priest. We are also keen to have more opportunities to learn and deepen our faith and discipleship, recognising that it is important to be grounded in our faith if we are serious about reaching out into the communities, we are part of. Both parishes would also like to see an increase in our involvement with local schools.

All three churches are very committed to ensuring Safeguarding is embedded in all that we do, and each has a Safeguarding Officer who report regularly to the PCCs.

## WHAT WE CAN OFFER YOU

- A warm welcome in all our churches all with a distinct community united by our vision and hope for the future.
- Communities that understand the need for change and are willing to be courageous in making it happen.
- Each church is well organised in preparation for worship, self-sufficient with a 'get on with it' attitude.
- All three churches strive to be inclusive of all.
- Practical and prayerful support.
- An SSM ordained colleague across all three churches

Within all three church communities there is a desire to grow in faith and to share that faith with others. Whilst we recognise that change can be difficult, and we might not always like it we also understand that change is required if we are to be relevant to our context and bring others to Jesus.

## OUR PARISHES

Kettering is a historic market town situated in the heart of Northamptonshire – a beautiful county at the heart of England. The economy was built on the boot and shoe industry however it is now largely service and distribution.

The shoe industry has all but disappeared. All Saints' parish contains two of the last remaining factories; Loakes Bros and Gaziano & Girling Ltd (recently awarded the Royal Warrant of Appointment as shoemakers to His Majesty King Charles.) Several of the former factory buildings remain, converted for other industrial use or for flats, with thousands of terraced houses also dating from that era. Kettering is also home to Weetabix and Wicksteed Park.

Kettering has good road and rail transport links with the A14 on the west and south sides of the town, with the A45, M1 and M6 motorways easily accessible. It has excellent rail links to London St Pancras, and to Leicester, Nottingham and Derby. The good train links to London mean that it is also home to many regular commuters. Kettering has a population of 63,150 as recorded in the 2021 census and has increased since then. There are also several new large housing developments that will see the population increase further.

## ST PETER AND ST PAUL WITH ST MICHAEL'S



This large Parish has a population of 20,719. Within the Parish we have an acute hospital, Kettering General, with approximately 600 beds and St. Mary's hospital which specialises in mental health, sexual health, children's health and adult community services. We also have Cransley Hospice and eight residential care homes in the Parish.

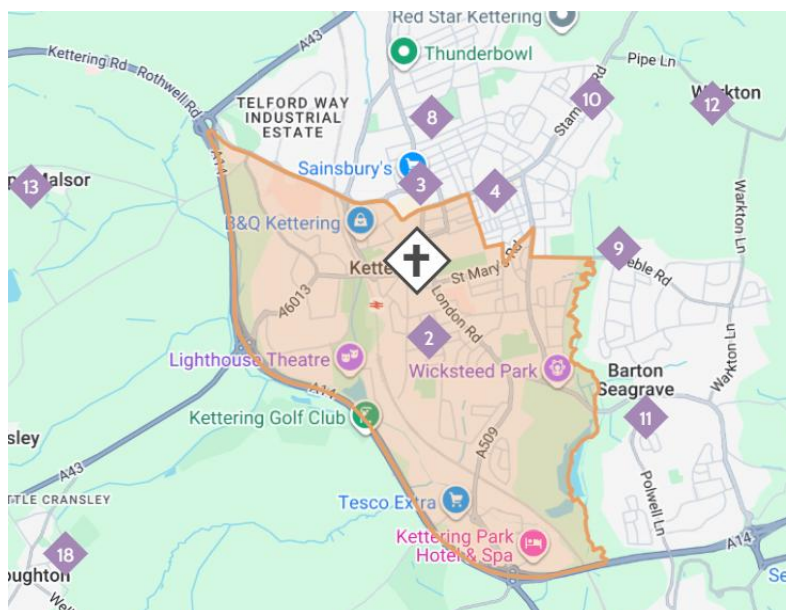
Housing in the Parish is mixed. There are large Victorian properties, some of which have been divided into flats; many smaller homes from the beginning of the 20th century as well as more recent housing on the Kettering leisure village and some new developments where there are many young families.

There are five primary schools (one private), two secondary schools and Tresham College of Further Education. The schools include Bishop Stopford Church of England Academy school for 11 to 18 year olds which is a 15 minute walk from St Peter and Paul. There is significant potential to develop the relationship with the school. Bishop Stopford holds significant services and events at St Peter and Paul.

There is a good relationship between the church and the town council. St Peter and Saint Paul is also the civic church for North Northamptonshire Unitary Authority.

There is a very diverse population in terms of age and income level.

St Michael's Church sits to the South of St Peter and St Paul (2 on the map) in the heart of a residential area comprising of mainly Victorian housing and next to Highfields which is made up of social housing and has some challenges in terms of deprivation levels.





All Saints' Parish was one of several created in 1916, out of the former single parish of Kettering, to accommodate the expansion of the town. However, there has been a church on the present site since 1898. The parish has a population of 10,979 (2021 census) and is around halfway on the deprivation list. Overall, a full range of backgrounds, experiences and age groups are well represented. Much of the parish population

comprises of relatively recent developments (late 20th century).

It is almost entirely residential, comprising: late-Victorian and Edwardian terraced housing in the south; a central area which was developed progressively over the first half of the 20th century; and a still larger area of recent housing in the northern and western parts of the parish which has seen substantial increase in recent years and continues to grow. Mainly split between owner-occupied, rented and some social housing.

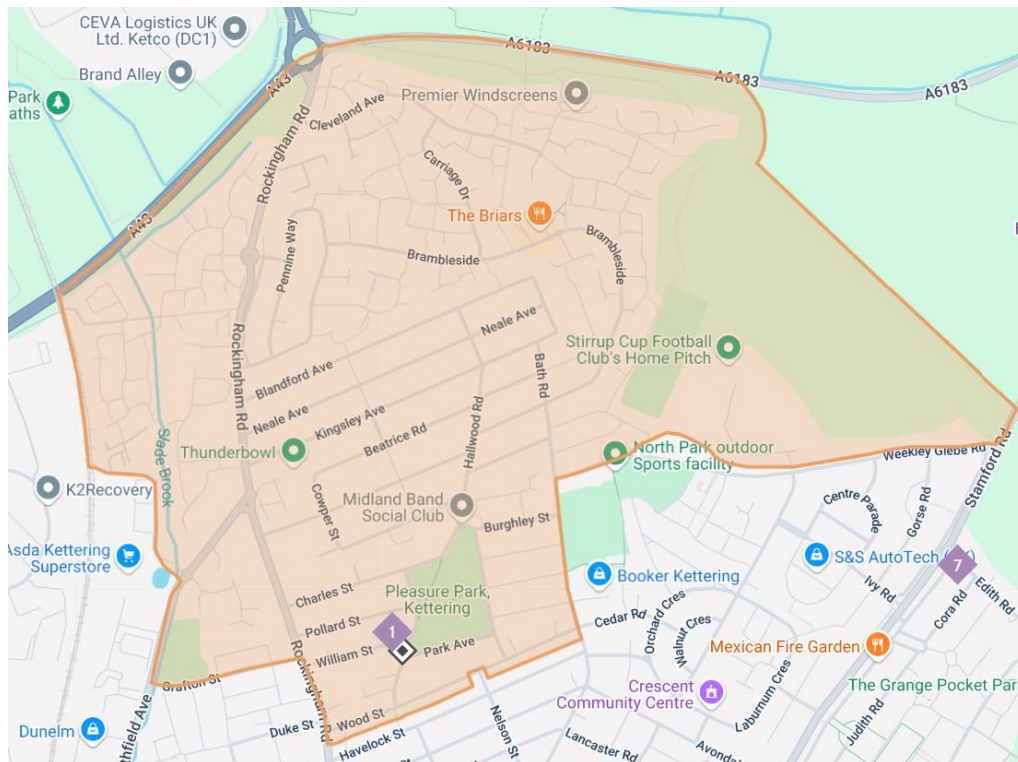
Beyond the north-western boundary of the parish, an extensive green-field development of some warehousing, hotels, etc. has been built in the last few years. Boughton House (the home of the Duke of Buccleuch) is a couple of miles to the north of us and is the venue for the Greenbelt Festival.

The park provides the community with a bowling green, nature play area, outdoor gym equipment, bandstand and open green spaces with mature trees.

The parish has been a location for settlement of migrants at various times in history and in recent years it has become home to a significant number of people of eastern European origin. There are areas of significant social deprivation and disadvantage within the parish, as well as the challenges that will be encountered anywhere, irrespective of economic conditions – for example, of supporting people through old age and ill health, of tackling loneliness and isolation, and of nurturing children into caring and responsible adults.

There are four residential/care homes within the parish, some of which are home those with Prader-Willi Syndrome, some of whom join us for Sunday worship.

There are three primary schools in the parish: Park Infant Academy, Park Junior Academy, Brambleside Primary, plus Buccleuch Academy, which caters for pupils aged 4 to 18.



## OUR CHURCHES

### St Peter and St Paul

Our town centre church is a Grade 1 listed building with a closed churchyard maintained by the council. The church is a very handsome example of perpendicular architecture and is well proportioned, light and open. The church has traditional pews and can accommodate up to 450 worshippers. The Tower & Spire house a ring of 12 new bells and a clock mechanism with its four faces. The bells were installed and re-dedicated in 2004, and are rung regularly on Sundays and special occasions.

The Church had its quinquennial in 2024, and we are currently working through the priorities identified.

Peregrine Falcons are to be found at the top of the spire, and they successfully produced chicks this year. They attract worldwide attention from Peregrine Falcon enthusiasts.

The church has a children's area in the main body of the church – the Lighthouse corner. A hearing loop, CCTV and sound system are installed, and the service is live streamed every Sunday. The church is also currently open on a Wednesday morning when it is staffed by volunteers and tea, and coffee is available. Our live streaming equipment and sound system have only recently been rehomed in a secure cabinet. Our intention is to open the church each day as we have done previously, now that it is secure.

Next door to the church is our hall with the parish office, two meeting rooms, a kitchen and toilets, where the Sunday Club and other organisations meet. The Hall is also rented out.

At Ss' Peter and Paul, most of our worship is Eucharist centered and reflects our liberal catholic tradition. We use modern language for most of our services except for the monthly 7.45am communion service and Choral Evensong, both of which are in traditional language.



We welcome all baptised people, including children, to receive communion. This means that our confirmation candidates are usually adults.

A significant part of our worship and mission is the music.

We have a vacancy for a Director of Music, and we plan to begin recruitment once a new Rector is appointed. We also have a very talented professional organist who, along with the Choir, provide a rich and varied selection of music at all services and notably at Choral Evensong which is held once a month.



We have a monthly church parade service where 20 to 30 young people and their families from uniform organisations attend. This service is planned to meet the needs of the congregation in terms of the liturgy, address, and music, and actively involves young people. In addition to Sunday services, Morning Prayer is said daily on Zoom and led by lay people in the main. As well as worshipping Sunday by Sunday we also celebrate other festivals and saints' days.

A very significant focus for us is the journey through Holy Week to Easter, culminating in the Easter Vigil with the Lighting of the New Fire and Confirmation.

At Christmas, alongside the Eucharist, we also have two Christingle services on Christmas Eve that attract up to 500 people and we host several carol services for local schools as well as a Carol service for the town.

We also host the town's Remembrance Day service on Remembrance Sunday.

Our Palm Sunday begins with a service at St Michaels and then a procession to St Peter and St Paul.



## St Michael's

St Michaels, founded in 1908 as a mission church, has transformed from its former location on the outskirts of Kettering into the heart of a thriving community.

About 20 years ago the church underwent a significant renovation, aiming to broaden the age range of its worshipping community. Funds were prioritised for reordering the worship space and entrance room, as well as strengthening community use of the hall.

This transformative process had a rejuvenating effect on the congregation. The average age of Sunday worshippers nearly halved, older people remain part of the community. Typical attendance on a Sunday is 20 children and 40 adults.

Sunday morning services at St. Michael's are Eucharistic, and the congregation has a strong, nurturing, relaxed, and inclusive attitude towards children. They are encouraged to be the first to go up for communion.



In addition to the main service, St. Michael's hosts a twice monthly Sunday club that welcomes children back into the church at the Peace. Many children choose to stay in church, serve, or

act as sides-people. Once a month, there is a church parade where uniformed organisations and other children participate throughout the service and on these occasions, there can be over 40 children in church.

In the past twenty years, St. Michael's has had three weddings, surpassing the number of weddings held in its first hundred years of existence as St Michaels can only host weddings under special license. There is a strong emphasis on community but there is an appetite to provide more opportunities for people to learn, grow, and actively participate in spiritual and prayerful development.

The congregations of St Peter and Paul and St Michael and All Angels are not exclusive communities. Many members of both churches worship at each other's churches, and the liturgy is very similar. Although we don't have a choir, we sing much of the service. There is no formal musician, and once a month a group of musicians come together from the congregation to support the worship.



We share a branch of the Mothers Union with St Peter and Paul. In addition, renovations to buildings and spaces have been angled to foster greater community' use including for:

- Smile, a vulnerable adult day support program.
- Girl Guiding (Rangers, Guides, Brownies) and Scouting (Beavers, Cubs, and Scouts, Explorers) units based at St Michael's
- The local residents' association meeting at the church
- A weekly yoga class

We would welcome the opportunity to have alternative sorts of worship. St Michael's has had Taizé worship and Wild Church in the past and would like the opportunity to explore even more accessible music.



## All Saints



The present church building dates from 1927 with further development in 2004. It is not a listed building. It comprises a Sanctuary with single-bell tower (remote control), and a single open space serving as a nave with removable seating for up to 146 people. The Hartley room/office and Vestry are adjacent to the Sanctuary. At the western end, the Jubilee room with kitchen and servery provides a small function room, along with an entrance lobby, kitchen and toilets. There is level flooring throughout and use of a ramp to access the Sanctuary and vestry. The churchyard has never been used for burials.

We are due our quinquennial this year and are aware that we have some pointing up inside and out and are making plans to have this done.



We are proud to be the first church in the Diocese to be awarded an A Rocha Echo Gold Award for the Church and the grounds.



The Church grounds have become the home to the William St Community Garden (awarded silver in the Northants Churchyard Conservation Scheme) with a Bug Church, pond, grass, trees, with flower, fruit and vegetable borders, and in the west, a car park. We are taking part in a swift nesting box project in the bell tower with Archdeacon's permission. The church is used for a mixture of religious-based and secular events, seeing a footfall each year of over 2000 people. Currently the main hall is rented by a multi-award-winning choir one evening a week who benefit from our lovely acoustics.





The Franciscan's of the Third Order and the Guild of Servants of the Sanctuary use the church at times throughout the year. The Jubilee room provides an excellent venue for course-based teaching such as during Lent or other course programmes and a Listening to God group meet once a month. There are community talks or fundraising events most Friday evenings and some Saturdays. There are regular table-top sales with. All Saints currently provides one of the few focal points for community identity and social activity in the north end of the town.

There are funerals regularly at All Saints and the number of Baptism is increasing. We have occasional weddings.

## OUR WORSHIP

### **St Peter and St Paul with St Michaels.**

There are 164 people on the electoral role down from 257 when the role was revised this year. We have had some administrative difficulties, and this is being addressed. We anticipate the numbers returning to previous levels.

At Ss Peter and Paul most of our Sunday worship is Eucharistic with robed choir and servers at the 10.30am. Average Sunday attendance is 70 adults and 12 children at 10.30am with 8 adults at the 7.45am. Choral Evensong has an attendance of about 30. Our Wednesday Eucharist has an average attendance of 20. Incense is used at major festivals. Refreshments are served in church after the main Sunday service. We also hold a Wave of Light Service every October with the Chaplains and Bereavement Midwives from the hospital. We have two Christingle services on Christmas Eve that between them have over 400 attending.

At St Michaels the 9am Eucharist is attended by an average of forty adults and twenty children. Refreshments are served after the service. There is a Nativity on the Sunday before Christmas.

During Holy Week at St Peter and Paul we have Stations of The Cross, Maundy Thursday

Eucharist with Foot Washing, Good Friday liturgy from 12-3pm and the Easter Vigil on Holy Saturday. Confirmations are held at the Vigil.

Ss Peter and Paul has approximately 10 weddings a year as well as funerals in church and at the Crematorium.



## All Saints

All Saints have 67 people on the electoral role.

The Sunday Eucharist is attended by on average 35 adults and 2 children. It is a sung Eucharist with a serving team, and refreshments are served after the service.

Services are also held to mark major Festivals when incense is often used. We have volunteer organists, however there is no choir. The Monday evening Eucharist has an average attendance of 12, which currently includes several young people. It also includes a monthly service for Wholeness and Healing and another of Prayers for Peace. There is also an annual pet service, and our Christingle service sees a packed church each year.

## MONTHLY SERVICE STRUCTURE

Monthly Pattern	Ss Peter and Paul	St Michaels	All Saints
First Sunday	10.30am Eucharist	9am Eucharist	10.30am Eucharist
Second Sunday	10.30am All Age Eucharist	9am All Age Eucharist	10.30am Eucharist
Third Sunday	10.30am Eucharist	9am Eucharist with music group	10.30am Eucharist
Fourth Sunday	7.45am Eucharist CW Order 2 10.30am Eucharist 6pm Choral Evensong BCP	9am Eucharist	10.30am Eucharist
Fifth Sunday	10.30am Eucharist	9am Eucharist	10.30am Eucharist
Weekdays	Daily Morning Prayer on Zoom at 8.30am Wednesday 12.15 Eucharist		Monday 7.30pm Eucharist 3rd Monday of the month Service of Wholeness and Healing with Holy Communion. 4th Monday of the month Service of peace for the world.

All Services unless otherwise stated are Common Worship Order 1

## OUR CHILDREN, YOUNG PEOPLE AND FAMILIES



Children are welcome at all three churches and whilst numbers are low at All Saints, provision is made for children during the service and the last parade service saw 9 children attend. All Saints has a Parent and Tots group that meets on a Tuesday called SmAll Saints which came out of a small group from All Saints attending a LYCiG conference. Also, on a Tuesday we have a Rainbow Guides group (aged 4 to 7 year olds) with nine new girls who started in September. They are invited to church 3-4 times a year where they enjoy puppet ministry occasionally. In the autumn, over two days Brambleside Primary School walk to All Saints church (approx. 70 children) for an introduction to our Christian faith, to develop their understanding of different special dates in our calendar,

and to look at items used in services. They make Christingles to take home. This is usually led by the churchwardens.

At Ss Peter and Paul, Sunday Club meets monthly at present, and we have an All-Age service once a month which is attended by the Scout Groups, from Squirrels through to Scouts.

A group for young people aged 11+ started in 2025, supporting monthly Saturday club activities jointly run with St Michaels and called 'Saints and Angels'. We also have a children's choir called Young Voices. Songs and Stories is held on a Wednesday morning when parents/carers and young children get together to enjoy songs, stories and play, giving both child and parent/carer a time of fun and faith.



At St Michaels, Sunday Club meets twice monthly and there is an All-Age service monthly. This is attended by the uniformed organisations that meet in our community hall. The serving team is made up entirely of children.

Hawthorn Community Primary School holds their annual Christingle Service at the church, which has grown since the re-ordering.



We host the local polling station for elections.

Christian Aid events are supported by the congregation as a means of supporting worldwide community.

## OUR GROUPS AND ACTIVITIES

**Spiritual Growth** – We meet during Lent and Advent where we spend time learning together and exploring our faith. At All Saints there is a monthly Listening to God session on a Saturday morning that has attendees from other churches.

**Faith and Fellowship** – There is an active Mothers Union at Ss Peter and Paul with St Michaels. All Saints also host a group of Franciscans. At St Michaels a weekly group ‘Teas Up’ meets bringing together older people with an aim of reducing social isolation.

**Pastoral Care** – both Parishes are very active in Care Homes offering regular worship in 5 of them. The team of LPMs and Readers also take Home Communion when needed. Ss Peter and Paul’s service is live streamed to at least one care home.



**Church Links** – we have some involvement with Churches Together and have been part of a link group with our twinned Diocese in South Korea.

**Community Activities** – All Saints has an abundance of events almost weekly that are community focused. This includes teas/coffee and strawberries & ice cream when local bands play in the Pleasure Park Bandstand opposite us during the summer months. This year All Saints also trialled a children’s Treasure Trail.

There are also regular tabletop sales, quiz nights, talks, art exhibitions, choir concerts, and Last Night of the Proms, tea dances, craft and Christmas fairs, annual model railway exhibition and beetle/snowman/pizza drives. All Saints are also very active on social media and is known as the church that holds lots of events. It attracts a huge number of people that are not part of the church family.

It's back ...

# REPAIR CAFE

Kettering

**WHERE:**  
The Church of St. Michael and All Angels  
33 Garfield Street  
Kettering, NN15 6BU

**WHEN:**  
Saturday August 30, 2025  
10am – 1pm

To book your time slot for a repair or to volunteer, visit:  
<https://repaircafeketterin.wixsite.com/kettering-repair-caf>




St Michaels has a Repair Café started in 2024 quarterly, this initiative brings our whole community together to repair and restore, and skills share for a wide range of items, including electrical, bikes, and sewing projects, while also supporting our Eco aims.

St Michaels has strong links with Hawthorn Community Primary School who use the church for their Christingle Service. All three churches welcome Schools into the church building regularly for visits and for worship.

For two weeks each summer to coincide with a council run event ‘Kettering by the Sea’, we hold ‘P & P by the Sea’. This involves daily activities either in or next to the church engaging with hundreds of people of all Ages.

We also have a Festive fair during advent.



Ss Peter and Paul has a weekly food kitchen on a Thursday based in the Parish Hall. It provides up to 160 meals each week to some of the most vulnerable in our community and it is a tangible presence in the town. The Food Kitchen also works and connects regularly with the Kettering Food Bank in Market Street; the Food Kitchen at St Edwards Roman Catholic Church; the Community Development team at North Northamptonshire Council; the Kings Trust and other local charities. Periodically, we have also been able to help the NHS and

others with their outreach work, for example with vaccinations (Hepatitis C and Covid/flu) and oral health.

We also help other organisations with their community-based work. For example, Year 8 pupils come in the Bishop Stopford Faith Week to help at Food Kitchen. We are also invited each year to help judge the Christmas food parcels competition at the school. Food parcels are provided as are clothing and toiletries when available.



## OUR TEAM

### Clergy

An Assistant Priest, Revd Jane, who is a minister in secular employment shared with all 3 churches.

### Ss Peter and Paul with St Michael's

Ss Peter and Paul has a team of volunteers that are critical to the running of the church. They include:

- A team of welcomers provide a welcome on Sunday and Wednesday as well as at all our scheduled services.
- Two Churchwardens.
- A Verger who ensures our worship runs smoothly.
- A team of servers.
- Intercessors and readers.

- The Holy Dusters who clean the church.
- A Gardening team that tends to the grounds.
- An adult choir and a small children's choir.
- Leaders of our Sunday club, Songs and Stories (tots' group) and Saints and Angels, our Youth Group.
- Three lay pastoral ministers.
- Health and Safety Officer.
- Parish Safeguarding Officer
- A team of Eucharistic ministers.

Our PCC is quorate and meets regularly. We also have a Grounds and Buildings Committee and a Finance Committee.

We employ two paid staff – a Music Director (vacant) and Parish Administrator and we have an organist who is self employed and paid to play at our services.

Day to day St Michaels is managed by its own committee which is essentially a subcommittee that reports to the PCC. It has two Wardens that are Deputy Wardens in the parish and serve there. The committee oversees all of the events and activities at St Michaels and looks after the Community Hall which is in the grounds of the church. There is also a Music group that plays once a month, and a team of readers and intercessors. We also have a team of children and young people that serve. St Michaels Sunday Club meets twice a month.

Much more informal than the other two churches St Michaels, has also had Wild Church and is keen to try alternative styles of worship.

## All Saints

All Saints has a quorate PCC that meets monthly. There are volunteers covering most aspects of church life including:

- Two lay Readers who preach regularly and provide support in the care homes.
- Rota's for reading and intercessions for Sunday services.
- A sacristan and serving team.
- Six eucharistic ministers.
- Three volunteer organists.
- A team of readers and intercessors.
- Hall Manager.
- Health & Safety Officer.
- Parish Safeguarding Officer.
- Welcome volunteers and tea/coffee Rota after the service.

We also have an Administrator (volunteer) who produces the weekly news sheet and monthly magazine, updates church website, once a month, daily admin for our ever increasing numbers of followers for our church, events, and garden Facebook pages.

## OUR FINANCES

### St Peter and St Paul with St Michaels

The parish has had a structural financial deficit for several years, a variety of circumstances caused significant financial challenges and in 2023 we paid no Parish Share. The Diocese was supportive in understanding the situation while we took the time to make significant financial changes. In 2024 we had a healthy surplus on unrestricted funds. This position has been boosted by continued caution in paying parish share, and significant legacies (over £30k) received in the year. The recovery is progressing, and the parish is now potentially at a position of being able to routinely pay around 80% of parish share with aspirations to get to 100%.

We have approximately 60 people in our Parish Giving Scheme

## All Saints

Finances are well managed by the Treasurer with oversight from the PCC. The Parish Share has been a struggle with the rising costs of living; however, All Saints' Church were able to pay £26,794 (84.27% of the required share in 2024), compared to 71% for 2023. In addition:

- Clergy expenses are paid monthly.
- 33 members contribute to the Stewardship Scheme, and all contributions are subject to Gift Aid (except in the case of a few non-taxpayers).
- We hold a variety of activities intended to raise funds to maintain All Saints', to support charities, and to contribute to the life of the local community such as Historic Churches Trust Ride & Stride, Street Pastors, USPG, Christian Aid, the Children's Society, Rainbows Hospice, Children in Need, and support for our local Home-Start twice a year.

These are usually run in the hall and its grounds by members of the congregation. We have held a "Green Fair" supporting A Rocha UK and linking in with other projects.

- We have no Reserves – The PCC have agreed that the General Fund should not fall below £500.

### Role description

- To provide visionary leadership identifying what God is calling us to do and be, and to work with us to achieve Gods vision for the future.
- To see beyond what we are now to what we could be together as one Benefice with three distinct church communities.
- To develop relationships and work collaboratively with other churches across Kettering
- To work with the Archdeacon to enable the parishes to be in conversation with others in order to propose missionally focused pastoral reorganisation.
- Identify and use the skills of the congregation and ministry teams, developing our people and extending our reach.
- To ensure that appropriate pastoral care is available for those who need it.
- To enable learning and deepening discipleship.
- To identify how best to continue to develop existing relationships with schools and establish new ones.
- To be the presence/voice of the church in the public square in Kettering, connecting with the communities which we serve
- To develop relationships with the unitary authority and town council and P&Ps role as the civic church

The PCC is keen to work alongside someone who:

- Values the liberal catholic tradition.
- Is able to develop and implement strategy in a way that is inclusive and collaborative.
- Is comfortable in all social settings and able to nurture relationships outside of as well as within the church.
- Has the skills to lead people well through significant change.
- Can identify gifts in our people and enable them to use those gifts to share the Good News widely.
- Has good organisational, listening, and communication skills.
- Has a pastoral heart and genuinely cares for those amongst whom they serve.

## A PLACE TO CALL HOME

There is a modern rectory (26 years old) located next to the church. The house has gas fired central heating.

The main entrance takes you into a hallway off which there is an accessible toilet, large cupboard and study. The study is well appointed with views onto the back garden through a large window. Doors lead through into the main hallway allowing the more public areas to be kept separate from the rest of the house.



The lounge, kitchen and dining room are accessible from the large hallway. The lounge has patio doors to the garden and patio and is connected to the dining room by double doors.

There is a large kitchen with pantry through which you access a large utility room with doors to the front and back gardens/driveway and a door to the large double garage.

Upstairs there are four bedrooms – two double and two large singles. There is a shower room, bathroom and large airing cupboard. A large loft space is accessible from the master bedroom.

The Rectory is very centrally located with side access to the church and is set next to a small residential development in what are essentially the old Rectory gardens. It sits in the Heritage quarter and has a number of restaurants nearby as well as being close to the library, art gallery, and swimming pool. The railway station is approximately a 10-minute walk away.





Please use the following links to find out more about our Parishes

<https://peterandpaul.org.uk/>

<https://www.facebook.com/peterandpaulkettering>

**For All Saints:**

<https://www.facebook.com/allsaintsparishchurchkettering>

**The community garden:**

<https://www.facebook.com/reel/561720956002039>

**Archdeacons Office:**

Archdeacon Alison welcomes informal conversations regarding this post, please contact us to arrange these:

Cheryl Cullen (PA)

Tel 01733 887019

E: [pa.archdeacons@peterborough-diocese.org.uk](mailto:pa.archdeacons@peterborough-diocese.org.uk)

**An application form can be obtained from the Diocesan website, vacancies section,**

**[www.peterborough-diocese.org.uk/vacancies2](http://www.peterborough-diocese.org.uk/vacancies2)**