



# St Peter & St Paul Fareham

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PROFILE



THE CHURCH  
OF ENGLAND



Diocese  
of Portsmouth



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# BISHOP'S WELCOME

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

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

With love, in Christ,

*+Jonathan Portsmouth*



THE RT REV JONATHAN FROST,  
BISHOP OF PORTSMOUTH

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

*Colossians 3: 12-13*

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

# THE PLAN TO PLANT

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Our vision is for a revitalising plant at the town-centre church of St Peter and St Paul, Fareham ('P&P'). There is an existing congregation at P&P, and our intention is to cater for their needs as the challenges of a revitalising plant are embraced. The plan is for the revitalising plant to be a catalyst of growth for the church community in Fareham, and it has the support of the PCC of P&P, Fareham deanery, and the Diocese of Portsmouth.



A revitalised St John's, Fareham, is the launch-pad for this audacious venture. Henry Kendal, vicar of St John's, has recently been licensed as Priest-in-Charge of P&P, in order to promote close collaborative working and to provide governance oversight. This will give the church planter the freedom to focus on the plant and its mission. And the collaboration has already started: contemporary prayer and worship, led by St John's and others from

across the Deanery, is now being held at P&P once a month, and is drawing attendance from a wide area.

Key objectives of the plan include attracting younger, more diverse congregations, increasing community engagement, and expanding discipleship opportunities. The overarching goal is to grow a considerable number of disciples, and to expand Christian witness in the wider area. To this end, our Diocese has applied for and successfully obtained SMMIB grant money to help fund this mission.

## KEY ELEMENTS OF THE STRATEGIC PLAN

- **The bigger picture:** The vision aligns with the Church of England's goals to double young disciples, diversify church demographics, and create new Christian communities. It intends to foster discipleship, expand worship styles, and implement social action programs.
- **Proposed Activities:** P&P will host a new church plant aimed at younger adults, leveraging innovative worship styles and creating a vibrant young congregation.
- **Infrastructure Plans:** P&P requires significant building improvements to support broader use, including repairs, rewiring, and accessibility features. Plans also include reconfiguring spaces for flexible worship and community activities.
- **Phased Timeline:** So far, we are working on a five-year plan. Key milestones include recruiting staff, launching new services, building repairs, and preparing for future church plants.
- **Future church plant:** Plans are being developed to plant an entirely new church into the Welborne Garden Village development (6,000 homes) on the northern fringes of Fareham. It is hoped a planting curate and team will go from P&P into Welborne Garden Village as P&P grows in the next 2-5 years.
- **Budget and Resources:** Total funding obtained: £1,281,067 from SMMI over five years. Total project cost: £2.45 million, with additional funds sourced from parish contributions and grants. Staff roles to be recruited include operational officers, worship leaders, and family workers.
- **Staffing:** Over the next year or so, subsequent to the recruitment of the church planter, we envisage recruiting a head of operations, as well as a children's worker and worship leader for P&P. We are planning to structure the staff in



such a way that administration and operations are managed across both St John's and P&P combined, while mission and pastoral based staff will be dedicated to the individual churches.

- **Sustainability Goals:** Plans to achieve financial self-sufficiency by 2030 through increased giving, diversified income, and stewardship efforts.
- **Projected Outcomes:** Increased attendance at both traditional and contemporary services, growth in discipleship groups, and new faith conversions. Establishment of new worshipping communities and leadership development.
- **Risk Management:** Key risks include delays in recruitment, and funding shortfalls. Mitigation strategies include pre-emptive planning and diocesan support. There will also need to be sensitivity in integrating the current congregation during the initial stages of transition.

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



# PARISH OVERVIEW

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



## POPULATION

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

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



# CHURCH BUILDINGS

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The church of St Peter and St Paul Fareham is a Grade 2\* listed building and the historic church of Fareham with the Lady Chapel dating back to the twelfth century. It is a fine church building with a tower, large main church sanctuary, and various side chapels. To the rear there is a well laid out suite of halls with kitchen and toilets. The church building is now in need of some refurbishment and reordering. The PCC has committed £300k of its own reserves to work on the hall (which is nearly completed) and the church (heating and lighting already completed, works to the tower and roof ongoing) and there is funding available from the successful SMMIB bid for further works around the plant.



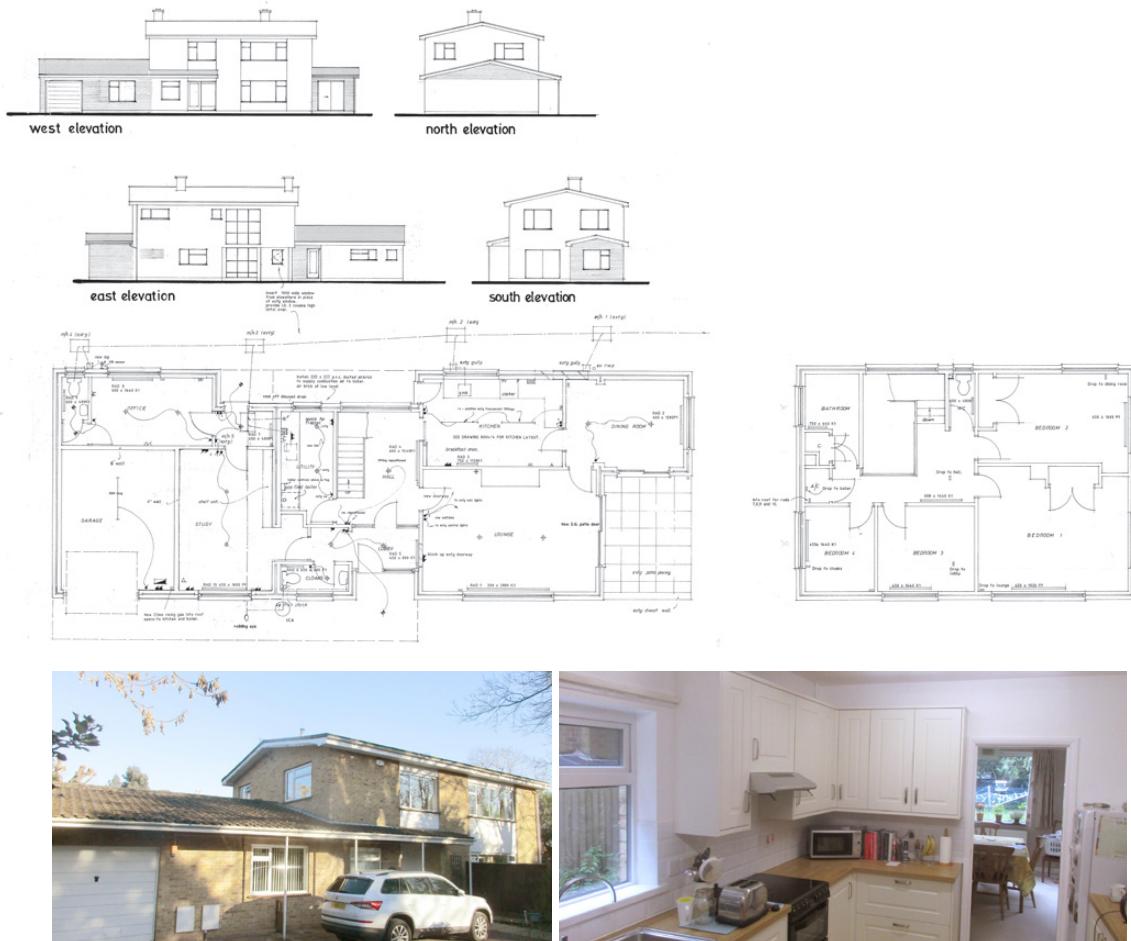
## CHURCH SERVICES

A small, committed congregation of around 25 meets at 9:30am on Sundays for a Eucharist in the style of traditional Anglo-Catholic liturgy.

# THE VICARAGE

The recently upgraded Vicarage is a pleasant four bedroome modern detached house set in a good-sized garden in a residential road within an easy walk from the parish church. It is conveniently placed for the Town Centre and local superstores, etc.

The accommodation comprises: Entrance hallway, large lounge, separate dining room, spacious study/third reception Room, additional room to rear of study, two downstairs WCs, large kitchen, separate utility room, two large bedrooms, two smaller bedrooms, family bathroom with shower over bath, shower room, good sized front and rear gardens, off road parking and single garage, double glazing and gas central heating.





# FINANCES

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



# JOB DESCRIPTION

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## **CHURCH-PLANTER**

- Hours of work: Full time
- Stipend and housing: Full stipend with vicarage provided



## **INTRODUCTION**

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

## **PRINCIPAL OBJECTIVE**

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

## MAIN DUTIES AND RESPONSIBILITIES

### LEADERSHIP RESPONSIBILITIES

- Raising, empowering and leading a team to initiate and then lead the plant at P&P
- Planting and establishing a new worshipping congregation at P&P.
- Seeking the Lord for vision and direction and communicating and delivering this ongoing vision for P&P
- Helped by the vicar of St John's, recruiting, deploying and managing staff
- Leading and preaching at P&P, including the new planted congregation and the existing parish Eucharist (for which there will be additional clergy support)



### CHURCH PLANTING, DISCIPLESHIP AND PASTORAL CARE

- Developing discipleship programme/structure for the adult membership
- Developing and overseeing small group network, including recruitment, training and supervision of leaders
- Developing and overseeing a pastoral team to care for both the new and the existing congregations

- Encouraging the entire church to take on a lifestyle of everyday missionary discipleship including a commitment to one another
- Dealing with pastoral situations
- Developing appropriate missional activities inside and outside of the church building with clear pathways to discipleship

#### TRAINING, DISCIPLESHIP AND DEPLOYMENT ROLES

- Developing a leadership pipeline to identify, train, mentor and develop current and new leaders across a range of ministries, including for potential ordained ministry and future church planters
- Delivering training courses and appropriate learning spaces
- Recruiting, line managing and developing ministry staff & wider volunteer team

#### ADMINISTRATION AND MANAGEMENT

- Overall responsibility for the management of P&P working with newly formed shared Operations Team
- Budget holding for P&P finances
- Overseeing the refurbishment, development and maintenance of church facilities
- Ensuring smooth running of administration of the church

#### OTHER DUTIES

- Lead occasional offices including preparation and follow-up visits
- Attend various deanery and area clergy and other meetings, taking a full part in the wider life of the diocese
- Lead and teach at services and meetings at both P&P and St John's, as required



# PERSON SPECIFICATION

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

Requirements	Desirable	Essential
The right to work in the UK		*
Two satisfactory employment references and a clear DBS check		*
There is an Occupational Requirement under the Equality Act 2010 for the applicant to be a committed Christian		*
To be (or become) a committed member of St Peter and St Paul's Church, regular in Sunday worship, and actively volunteering in the life of the church and its ministries		*
To take an active part in weekly staff prayers of the St John's team of churches and any team away days and retreats		*
Skills, knowledge and experience		
Has an apostolic church-planting calling		*
Inspirational, collaborative, pro-active, resilient leadership skills		*
Committed to personal discipleship and growth in the Christian faith		*
Ability to plan, communicate and implement vision and strategy		*
Knowledge and experience of how churches are led, run and communicated to; and a track record of leading something that has grown		*
Ability to identify, train and release leaders and wider team		*

Theologically committed to both Word and Spirit		*
Big faith – Prayerful and full of faith; expecting great things of God		*
Engaging communicator including excellent preaching skills		*
Ability to help integrate people from diverse backgrounds into church life		*
Skill in dealing with and understanding of a broad range of pastoral issues		*
Experience of managing a team with the attitude of enabler, problem-solver, delegator		*
Able to lead contemporary charismatic corporate worship (e.g. New Wine/Soul Survivor/Bethel), including experience in leading ministry in the power of the Holy Spirit		*
Experience and/or understanding/regard for integrating traditional worship		*
Ability to work with, and lead worship for, people of all ages		*
Ability to self-reflect with good self-awareness, emotionally intelligent, generous, releasing Charismatic, humble, fun-loving		*
Good team player and delegator, natural collaborator, and developer of people with excellent interpersonal/communication skills		*
Highly confidential and trustworthy		*
Highly organised with good time management and scheduling skills with ability to multi-task and complete jobs		*
Ability to work with initiative with high capacity and remaining calm under pressure		*
Fluent, clear and concise spoken and written English		*
Experience of Office 365, Facebook, YouTube, WordPress, Instagram and video editing (or ability with similar digital office and media software and willingness to learn)	*	
Experience of a church management system e.g. ChurchSuite or equivalent	*	

Experience of managing a budget	*	
Training or experience in church-planting		*
An ordained priest within the Church of England		*
Completed Initial Ministerial Education		*

#### NOTE

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



# VISION AND STRATEGY

Our vision in our diocese is to be a Church with Jesus Christ at the heart of everything we do, a Church in which we seek God's Kingdom, and where all are enabled to experience a life-transforming encounter with Jesus Christ in order to become disciples.



We have now crystallised that thinking into a phrase that we hope sums up what we aspire to be: a rejuvenating community (one that rejuvenates itself and seeks to rejuvenate others) of Jesus-centred (learners and followers of Jesus, with our actions shaped by him), Kingdom-seeking (including our devotion to God, our passion for social justice, our care for creation and fellowship with each other) disciples (we are committed to our faith, and want to keep on becoming more like Jesus).

That vision is supplemented by two further priorities:

- We deliberately prioritise our work with children, young people and young adults, to enable a new generation to grow in faith and find their voice. They are the Church of today.
- We value and treasure our older people, and ensure they are being cared for holistically, by the provision of Anna Chaplaincy to support them in every parish, benefice and cluster across the diocese.

As a diocesan community, we are invited to take part in the strategy that we pray will guide us towards the vision described above, as we are led by the



Holy Spirit. This strategy aims to tackle some of the challenges we know that we face as a diocese: declining attendances, older congregations, expensive buildings, over-stretched staff, and a gap between the costs of our ministry and our income.

So our REJUVENATING strategy aims to place children and young people at the heart of our planning, and also seeks to REVIVE, REVITALISE and RENEW our network of parishes, chaplaincies and church schools. Creating thriving churches with an emphasis on children and young people is a watermark that runs through these parts of our strategy:

- REVIVE: a call to spiritual renewal for all our clergy and lay leadership to experience a continued personal refreshing of the wonder of God's presence in our lives.
- REVITALISE: to grow our existing churches, connecting ministries together to form a pathway that reaches people who are unconnected with church, and supports them as they journey to become committed disciples who own for themselves Jesus' mission.
- RENEW: in communities where there is no effective church presence, we believe it is right to plant/transplant new congregations and build New Worshipping Communities to focus on outreach and younger generations.

Our STRATEGY is summarised in this diagram:



# INTRODUCTION TO THE DIOCESE OF PORTSMOUTH

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

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



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



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

Bishop Jonathan Frost was installed in March 2022, and has shared his vision for the diocese – a place where all are invited into a life-enhancing encounter with Jesus Christ. It should be a place where children, young people and young adults are given a particular priority; and where ministry to the elderly is supported by a network of Anna Chaplains, working in every locality. The vision is encapsulated by a vocational call to all Christians, which has been supported by strategic funding from the national Church of England to promote the planting of new congregations and a network of pioneer ministers. You can read more about our vision and vocation at [portsmouth.anglican.org/our-strategy](https://portsmouth.anglican.org/our-strategy).

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

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

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





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of Portsmouth

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