

THE BENEFICE OF HADLEIGH, LAYHAM AND SHELLEY

BENEFICE PROFILE FEBRUARY 2018



www.stmaryshadleigh.co.uk

Contents	Page
• The Vacancy – where we are located and the Benefice – who we are	3
• What we are looking for in our new Priest and what we can offer you	4
• Our Parish Profiles:	
Hadleigh	5
Layham	10
Shelley	12
• Appendix 1 – Benefice services & statistics for other occasional services	14
Appendix 2 – Summary of village population figures & church roll	15
• Appendix 3 - The Deanery House in Hadleigh	16
• The Hadleigh Deanery and The Diocese of St Edmundsbury and Ipswich	17

What we are looking for in our new priest:

We are looking for a Rector who will work with us as a parish priest across the Benefice, to build on our strengths and respond to our challenges. Among his/her particular gifts and qualities will be:

- The ability to work with us to develop a shared vision and bring about change in ways that include and involve others
- A willingness to work with others, by identifying and developing the gifts of the body of Christ, and encouraging the whole church community in its ministry and mission
- The ability to teach and inspire others and to demonstrate the relevance of Christianity and the church to young people
- The ability to care for and communicate effectively with a wide range of people
- Confident and resilient faith, rooted in prayerfulness
- Pastoral wisdom, and the willingness to share the ministry of care more widely
- A healing and reconciling spirit
- A willingness to listen, and to be open, honest and approachable

What we can offer you:

- A warm welcome
- Friendly caring people with a good team spirit and a strong group identity
- Supportive PCCs that can deal with the finances and fabric of churches
- An experienced and able Benefice Ministry Team comprising a number of retired clergy, together with Readers and Lay Elders, who work closely with the incumbent and assistant clergy
- Good relations between churches in the Benefice, strengthened over the past 18 months. Congregations worship together and support each other's ministry, and Churchwardens meet regularly
- The opportunity to minister in a sought-after rural location close to urban centres with good rail networks. Hadleigh is a thriving market town with a good range of amenities, and Layham and Shelley are attractive villages
- The Deanery, a substantial historic family house in Hadleigh with a garage and a large garden leading down to the River Brett
- Part-time administrative support
- The full complement of Wardens in all three churches, as well as Lay Vice-Chairs able and willing to chair meetings for all 3 PCCs

- Three primary schools (one C of E Academy and two community primaries) and an 11-16 high school, in which the incumbent and lay ministry team are actively involved. Recent practice in this benefice has been for the incumbent to take regular assemblies at all schools, and to serve as an ex-officio governor on the governing body of St Mary's C of E Primary School.
- A wide range of services within each parish (see Appendix 1).

St Mary's Hadleigh

The parish:

Hadleigh is an ancient market town with around 10,000 inhabitants.

There is a wide range of housing, from medieval dwellings via a large stock of family houses to two more recent significant developments on the edges of the town. Most housing is owner-occupied, with a small number of rental properties and an increasing quantity of affordable housing.

Facilities include 2 supermarkets, a wide range of independent shops and services, a number of pubs and restaurants, post office, health centre, industrial estate, dentists, opticians, veterinary surgery, leisure centre with pool, and petrol station.

People work largely in Ipswich, Colchester or Hadleigh, and London is within a commutable distance.

Organisations within the town include: rugby, football, tennis and running clubs; Choral Society, Community Choir, Orchestra and Amateur Dramatic Society; a range of history, arts and craft groups, Women's Institute; Cubs, Scouts, Guides and Brownies etc.

Hadleigh is proud of its civic heritage and traditions. The incumbent's civic role in the past has involved becoming an ex-officio member of the trust boards of town charities, as well as being a visible presence in the town, and officiating on civic occasions in the church.

The Church:

St Mary's church's earliest parts date from medieval times. It has a late 13th-century or early 14th-century tower and late 14th-century aisles. The church was almost wholly reworked in the 15th century, when the arcades were rebuilt, and the clerestory, south porch and northeast vestry added. At this time also the whole building, except for the tower, was re-fenestrated. In the 19th century and early 20th century the church was extensively restored.



The church is constructed of flint rubble with stone dressings and has leaded roofs and spire. It has an aisled nave and chancel, a western tower, a south porch and a two-storey north vestry. On 26 April 1950 the church was designated a Grade 1 listed building, the principal reasons for which were:

- It is a large and imposing church, very characteristic of East Anglian approaches
- The architectural quality of the later medieval fabric
- Interesting fittings include a good font, screens and memorial brass

The last major restoration took place in the 1800s. Recent modifications are the addition of wheelchair toilet facilities and fitted access ramps wherever needed throughout the building. In 2015 the nave pews were taken out and chairs bought to enable more flexible worship patterns.

The church has an excellent acoustic, a fine organ and a good grand piano, and is often in demand for concerts.

As a one-time 'Archiepiscopal Peculiar' directly under the jurisdiction of the Archbishop of Canterbury and not the local bishop (991-1838), Hadleigh has been at the forefront of church reform:

- In the 1550s Reverend Dr Rowland Taylor and his curate Richard Yeomans were martyred for their beliefs.
- In 1604-1611 John Overall and John Bois, who both attended school in Hadleigh, later became translators of the King James Version of the Bible.
- In 1833 the Hadleigh Conference gave birth to the Oxford Movement.

Worship and Parish Life

Worship ranges from traditional Sung Eucharist and occasional High Mass to more informal services. Most services use Common Worship, with a weekly 8am BCP Eucharist at St Mary's. Clergy and others say Morning Prayer in church from Monday-Friday. Weekday services on Tuesdays at the Row Chapel (a medieval private chapel supported by St Mary's), and Wednesdays and Fridays at St Mary's, are well attended.



St Mary's C of E Primary School (approx. 180 pupils on roll) is celebrating its 50th birthday this year. The school was judged by OFSTED to be Good in 2015, and achieved the grade of Outstanding in its 2017 SIAMS inspection. Traditionally the incumbent has served on the Governing Body, along with a number of lay people. Clergy and others have regular involvement in collective worship, and the school comes to church regularly. We have a good relationship with the Community Primary School (approx. 580 pupils); clergy take

regular assemblies and they hold an annual carol service in church. Relationships have been less good latterly with the High School (approx. 780 pupils) and we would be looking to a new incumbent to rebuild them.

Other features of the life of St Mary's include:

- A tradition of monthly or occasional high masses for Saints' days
- Special services: Civic Service, Remembrance Service, Harvest, Christingle, Crib, Midnight etc.
- A small choir which sings twice a month, with the potential to be developed
- Weekly Café Church every Friday morning, including a short communion service at 10am
- A Christmas Market or Summer Fete and other fundraising activities are held at regular intervals throughout the year
- A small number of home groups, who meet regularly for study and fellowship
- The Mothers' Union, which is well supported, and meets regularly in the church
- A committed team of bell ringers who ring weekly
- A small group of primary school aged children meet fortnightly as FROGs (FRiends Of God)
- Tadpoles meet on Tuesdays, a small but faithful group of mothers and pre-school children. Both Tadpoles and Frogs have great potential for development.
- The Inspire Project, begun in 2013, aimed to use the church building as a resource and a stimulus for learning and inspiration for children from local primary schools. Many hundreds of children have visited the church to take part in workshops and activities to enhance the RE Curriculum. The project is currently on hold owing to staffing difficulties, but there is plenty of scope for development.



For further details of our Benefice and its parishes see

www.cofesuffolk.org/mission/parish-spotlights. For details of trends and patterns in church life see www.cofesuffolk.org/mission/parish-dashboards

PCC assessment of strengths

- St Mary's spiritual traditions are broad, inclusive and rooted in prayer, scripture and the sacraments.
- St Mary's church community is welcoming and accepting. Though there are few families and children, the congregation is open to the implications of the 'growing younger' strand in the Diocesan vision.

- The Benefice Ministry Team comprises a number of retired clergy, together with Readers and Lay Elders, who work closely with the incumbent and assistant clergy.
- St Mary's sees great potential for developing its ministry and mission. Congregation members are involved in many aspects of local life, and the church has significant links with the wider community (including schools, care homes, the armed forces and the town). St Mary's continues to support the Porch Project in its work with teenagers, both by hosting two weekly drop-in sessions and through the involvement of volunteers from the congregation.
- Hospitality is an important part of the church's ministry, as demonstrated by Café Church on Friday mornings, which brings together worship and pastoral care.
- St Mary's building is one of England's major parish churches. It is both an asset and a challenge. The November 2015 Quinquennial Report identified over £650,000 of repair works with a priority A-C. None of this work has been undertaken and meanwhile it has deteriorated quite rapidly to critical in some areas (subsequently estimates will have risen substantially). The PCC's Renewal Project is devoted to making the building fit for purpose in the 21st century, by carrying out essential repairs and adaptations. The Renewal committee has strongly endeavoured, but without any meaningful result thus far, to raise funds for essential work let alone any modernising improvements to the building. Therefore experience in addressing the issues of major fundraising and grant applications would be an asset.
- The PCC regards St Mary's as a true parish church, primarily a place of worship and also open to the wider community's use. The church is regularly visited and appreciated by increasing numbers of tourists.
- Relations with other churches in Hadleigh are good, both through Churches Together in Hadleigh and more informally. St Mary's plays its part in the life of the Hadleigh Deanery, not least through its Readers and Associate Clergy. The Benefice Office is a resource for churches in the town and Deanery and provides good administrative support for the priest-in-charge.
- Although finance continues to be a challenge, St Mary's paid its parish share in full in 2017.
- There is an active 'Friends' group, who raise money for the maintenance and repair of the building.



- The church community is supportive, strong and resilient, looking to the future with hope.

The challenges St Mary's faces

- The Benefice has recently begun to engage with the Diocesan vision for growth, 'Growing in God', which has helped us to begin to address 'the need to grow younger' by inviting, welcoming and incorporating new generations of worshippers. It is looking to develop worship that is more attractive and accessible to children and families, by building on the many contacts it has through its ministry around baptism and its engagement in local primary schools.
- The Benefice's Ministry Team helps to resource the wider Deanery's worship, as well as contributing to the benefice's worship and pastoral ministry. Like the congregation as a whole, it needs to be replenished, particularly by developing lay leadership and authorised ministry.
- Although the church community is well-connected to the wider parish, there is scope to develop links with the whole community, especially those who live in the newer parts of Hadleigh, services families and those who are more financially challenged.
- St Mary's building has had no significant renovation for about 150 years. Urgent work is needed on the roof. The PCC is developing a major project to renew the building, to make it more suitable for the range of use it currently receives and develop its potential to the full.

St Andrew's Layham

The parish:

The Parish of Layham, which has 600 residents, is divided geographically by the River Brett, with a footbridge over the river. The majority of residents live on the east side of the river in Upper Layham; west of the river is more sparsely populated. Most houses are owner-occupied with a few privately rented and a small amount of social housing. Upper Layham includes Brett Green, a private estate of 75 houses and bungalows. There is a village hall, playing field, a pub and a boutique hotel. The demographics are made up of a healthy mix of high and lower income families. The ages of the residents vary from young to elderly. There are good shopping facilities in Hadleigh 2 miles away or Ipswich, Colchester and Bury St Edmunds.

A few people run their own businesses from home; most other employment is in Hadleigh, Ipswich, Colchester and London. The public house and the boutique hotel provide part time work, and The Essex and Suffolk Foxhounds employ people at the kennels.

Other Community institutions include the Friends of St Andrew's, the Playing Field committee, the Village Hall committee, Layham History group, Tea Club, the Ladybird Club (pre Playgroup) and Layham Playgroup

The Church:



St Andrew's was built around 1300, in stone and flint. The striking red brick tower was rebuilt in 1742, using local brick; its roof has recently been re-leaded. The nave arch of the original 13th/14th century tower remains. The original flint and stone outer walls of the nave and chancel also survive. Extensive renovation took place during the 19th century, including replacement of all the windows. Although the interior is essentially Victorian, there are several medieval features, in particular the 13th century hexagonal Purbeck marble font. There is a beautiful Edwardian Reredos. The building is Grade II listed.

Worship and Parish Life

Each month there are two CW Eucharists, a café church, and a service of Morning Worship. On the fifth Sunday of the month we share a Eucharist with the other 21 parishes in the Deanery. On the fourth Sunday in the month we alternate services with our neighbour parish of Shelley. Our average congregation is 12.

Special services include Remembrance Service, Harvest, Crib and Christingle and a Festival of Carols. In 2017 we had one baptism, one wedding and three funerals. We have one Reader and one Elder.

The Playgroup come into church for services at Easter, Harvest and Christmas and have a leavers' service in July. On the first and third Mondays of the month (March to November) we hold Coffee, Cake and Chat for the local community.

Various fund raising activities are held throughout the year, including: 2 community Sunday lunches held in the village hall, a plant sale and cream teas, a garden party and a BBQ lunch. The Friends of St Andrew's are active fund raisers.



Strengths and challenges

- We have always paid our parish share in full
- There is goodwill within the village towards St Andrew's
- We are a positive and supportive worshipping community
- We have strong connections with the Churchwardens in Shelley and Hadleigh, and relations with the other churches in the benefice are good
- The Churchyard is maintained by the Community Service
- The Layham History group use the church
- The congregation are mainly of retiring age, however a few families come and worship
- Our aspiration is to encourage more families and younger members of the community to participate
- Our next challenge is to have a toilet and servery installed

All Saints' Shelley

The parish



Shelley is one of Suffolk's most remote and prettiest villages, reached via winding country lanes. All Saints' Church is the centre of the village of Shelley where there is no pub, village hall, shop or even a notice board, except for the one in the church porch. The population of Shelley is around 52 and an average congregation is 20.

The Church

All Saints' Church was built probably in the 13th or early 14th century, with the tower being added about a century later. Unusually, the tower is at the north of the church, effectively at the back, as access is from the south.

A disabled WC and Servery have recently been installed in the church tower thanks to the generosity and hard work of members of the community and the acquisition of national and local grants. These facilities now give us the opportunity for more extensive social, fundraising and cultural activities in the future.

Worship and Parish Life

Our PCC is the hub of our church and we would describe ourselves as middle of the road Anglicans. With contributions from the congregation and annual fundraising events, we have been able to pay our quota in full for many years. These fundraising events are always hugely enjoyable and successful, with a great community spirit attracting support from our many friends throughout the Benefice. Our recent Christmas Fair was a prime example, attracting over 200 visitors.



An Art Class is held here throughout the warmer months, with an Exhibition and Flower Festival planned for the summer of 2018.

The Church is also very supportive of our local Riding for the Disabled Centre whose annual Carol Service always starts off the Christmas festivities.

We have a service each Sunday, which includes a very successful Morning Worship, led by a team of volunteers and headed up by the Lay Elders. The 4th Sunday is shared with St Andrew's in Lower Layham. Continuity of these arrangements is considered essential.

Whilst there may be finer organs in East Anglia, we are blessed with three organists who play with devotion and are greatly appreciated.

Strengths and challenges:

- We have always paid our parish share in full
- Increasing Sunday attendances
- Strong Lay leadership
- Good relations with the other churches in the benefice
- High level of community engagement within the village
- Our main challenges are improving our communication with our diverse and widespread congregation, and maintaining / increasing attendance.

Appendix 1

Weekly Sunday Services in the Benefice 2017

Week	Time	Place	Priest led	Lay led
1	8.00	Hadleigh	Holy Communion (BCP)	Morning Worship
	9.15	Layham		
	9.15	Shelley	Sung Eucharist	
	10.45	Hadleigh	Sung Eucharist	
	6pm	Hadleigh		Informal Worship
2	8.00	Hadleigh	Holy Communion (BCP)	Morning Worship
	9.15	Layham	Sung Eucharist	
	9.15	Shelley		
	10.45	Hadleigh	Morning Worship	
	12.15	Hadleigh	Shortened Eucharist	
3	8.00	Hadleigh	Holy Communion (BCP)	Café Church
	9.30	Layham		
	9.15	Shelley	Sung Eucharist	
	10.45	Hadleigh	Informal Eucharist	
4	8.00	Hadleigh	Holy Communion (BCP)	
	9.15	Layham) Layham with Shelley Sung	
	9.15	Shelley) Eucharist, alternating	
	10.45	Hadleigh	Sung Eucharist	
5	10.30	Services rotate around the Deanery	Deanery Holy Communion	

Occasional Offices

2017

	Layham	Shelley	Hadleigh	TOTAL
Baptisms	1	-	18	19
Confirmations	2	-	2	4
Weddings	1	-	2	3
Funerals	3	-	35^	38

2016

	Layham	Shelley	Hadleigh	TOTAL
Baptisms	3	-	14	17
Confirmations	-	-	2	2
Weddings	2	-	4	6
Funerals	3	-	29^	32

2015

	Layham	Shelley	Hadleigh	TOTAL
Baptisms	2	1	19	22
Confirmations	-	-	-	-
Weddings	2	-	4	6
Funerals	3	1	52^	56

^ includes all funerals – whether Crematorium only or church too

Appendix 2 – Church Electoral Rolls as at 2017 AGMs

Parish	Town / Village Population*	Church Electoral Roll 2017
Hadleigh	8253	142
Layham	589	35
Shelley	50	29

*from 2011 Census.

Appendix 3 - The Deanery House

The Deanery is located adjacent to the church in the market town of Hadleigh with its range of shops and services, including supermarkets, chemists, doctors' surgery and dentists.

Inside: The front door opens into the entrance lobby with access to the ground floor lavatory, and the central hallway.

Off the central hallway there is a sitting room with open fire and French doors to the garden, a study, a further reception room, and a kitchen; all rooms are of a good size. A rear lobby leads from the kitchen out to a courtyard and to the garden. Stairs from the hallway also lead down to a large cellar.

A staircase leads from the hallway to the first floor landing. There are four good-sized bedrooms, one with an en-suite bathroom, and a separate bath/shower room with lavatory. On the second floor there are a further 3 usable attic rooms.



Mains water, electricity and drainage are connected. The central heating is oil-fired.

Outside: The gated courtyard has parking for one or two cars, and some small outbuildings. There is additional parking outside the front of the house, in the churchyard. The garden is extensive, and located to the rear of the property, leading down to the River Brett.



Hadleigh Deanery

The Benefice is one of 5 in the Hadleigh Deanery currently led by the Rural Dean, Revd Rosalind Paul, who co-Chairs the Deanery Synod with the Lay Chair, Mrs Karin Norman-Butler. The Deanery is largely rural, with 22 parishes, of which Hadleigh is the largest population centre.

This is an exciting time in Hadleigh Deanery, and the person appointed will have a formative role to play in helping to shape it for the future. 4.5 FTE clergy are planned for across the Deanery, and this gives us the opportunity to think creatively and imaginatively to allow for pastoral reorganisation.

Clergy across the Deanery enjoy supportive relationships, meeting monthly as a Chapter. The 22 parishes of the Deanery share worship on 5th Sundays, rotating around the 5 large churches in the Deanery during the year. There is some collaboration in marriage preparation, and there is scope for further development of these working partnerships.

The Diocese of St Edmundsbury and Ipswich

The Diocese of St Edmundsbury and Ipswich was founded in 1914 and includes the county of Suffolk, except for an area of North East Suffolk around Lowestoft, and one parish in the county of Essex. It serves about 631,000 people living in a geographical area of more than 1,400 square miles. Out of this population, around 20,000 identify themselves with the Church of England by being members of the church electoral roll. An average of over 14,000 attend Anglican Church activities weekly (20,000 including other denominations). Over 12,000 attend an Anglican service of worship each Sunday (18,000 including all denominations). A wide range of communities exists in the diocese – from small rural villages to urban centres such as Ipswich, Bury St Edmunds, Stowmarket, Haverhill, Sudbury and Beccles.

The Diocese is overseen by the Bishop of St Edmundsbury and Ipswich, the Right Revd. Martin Seeley, supported by the Bishop of Dunwich, the Right Revd. Dr. Mike Harrison. The Cathedral Church of St James and St Edmund in Bury St Edmunds is the mother church of the Diocese, and has been a place of pilgrimage and tourism for centuries. It remains today a focal point for the Christian faith in Suffolk.

Further details of the Diocese of St Edmundsbury and Ipswich can be found on its website www.cofesuffolk.org