



**Profile for the parish of  
Finchampstead and California**



**Finchampstead | California | Arborfield Green**



St James' Church, Finchampstead



St Eligius, Arborfield Green



St Mary & St John's, California

**'Proclaiming Jesus in Word and Deed'**

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# FOREWORD FROM AREA DEAN OF SONNING

Finchampstead and California find themselves looking for a new Rector at an interesting time in their journey, following Reverend Leonard's sudden but natural death in March 2023. He arrived in the aftermath of the pandemic and, having found his feet, was beginning to help the parish imagine the future. The leaders of the parish have rallied together with great commitment and strong mutual support in these last months, working hard to help everyone work through their grief. And now the parish is looking for a Rector to pick up the baton and help them move forward again.



The Rev'd Canon Richard Lamey  
Rector of St Paul's, Wokingham &  
Area Dean of Sonning  
0118 327 9116 [rector@spauls.co.uk](mailto:rector@spauls.co.uk)

It is an exciting job for a priest looking for a new challenge, who is both strategic and pastoral, who is able to lead clearly and with purpose through turbulent waters while being open to conversation and mutual discernment. There are a number of options about the future of the parish, and it is not going to be easy to balance the different opportunities which lie ahead, to discern the genuine voice of God among all of the voices.

The challenges are clear. Some momentum has been lost through the Covid years and Leonard's death. There have been a number of staff changes and the parish is going to have to adjust to the end of the funding for the Associate Priest based at St Eligius, which was a fixed term post funded by the Diocesan Development Fund. Is the parish doing the right things? Is the worship pattern sustainable? Are there too many worship centres? How can the parish best serve the settled community of the parish, and Arborfield Green as well as the rebuilt community around California? How can the youth and children's work be fully rebuilt? And what opportunities are being missed? The blessings and resources are equally clear. This is a parish with a good number of employed posts and a strong team of committed and experienced lay leaders, in a desirable part of the country and with a strong history of effective ministry which needs to be reinterpreted and renewed for 2024. The buildings are in good shape and people are waiting to be led- they need help to work through what God is calling them to.

This is a job for someone with energy, confidence, experience, excitement. The next Rector of Finch has the chance to do advanced studies in parish ministry- what can you and the parish together build with the resources and opportunities that have been gathered? How can Finch become even more transformative of lives and community? What could a confidently inclusive Church offer to the Archdeaconry if it became more willing to bear witness to the breadth of God's love?

If you are looking for an opportunity to lead in a complex and well-resourced organisation, if you enjoy the challenge of building and sustaining a team, if you value both strategy and pastoral care, the inherited Church and the possibility of new adventures, then please do read on. And do contact me if you have any questions at all, or would like to discuss anything you read or hear or think as you respond to the challenge and potential contained in this Profile.

God bless, guide and strengthen you as you seek, along with us, to discern his will for the people of this exciting and significant parish.

# INTRODUCTION

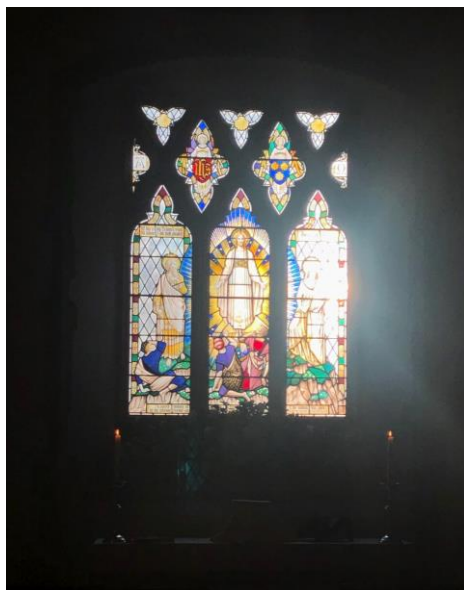
Welcome to the Parish of Finchampstead and California in Berkshire and thank you for your interest in the post of Rector.

We are a single parish of three churches sharing one vision with one PCC and we pride ourselves in being a welcoming and inclusive parish reflecting the breadth and depth of the Church of England. We are liturgically based but are not afraid of trying new things in order to attract families and young people. We are eager to develop the opportunities in the new communities springing up around us, and the potential this presents for further Christian outreach.

We are always seeking to make our worshipping and community life the best we can, appropriate to the people we serve in the different locations and using our physical and financial resources to best effect so that God's love is spread throughout our Parish. We are looking for a new Rector to lead and inspire us towards this goal, by adding their own ideas into the parish.

We hope that this Parish Profile gives you a feel for what our Parish is about: who we are, what we do, and how we want to develop our faith through our three churches. Of course, this document cannot tell the whole story so we very much hope that after reading it you might like to explore this opportunity more fully and ask yourself;

**Is God calling you to join us?**



# MISSION & VISION IN THE PARISH

## Background

In 2011 the parishes of St James Finchampstead and St Mary and St John's California were amalgamated. In 2015 the PCC and other parish leaders in the two churches agreed a Mission statement and Vision as follows:

### 'Proclaiming Jesus in Word and Deed'

- To nurture and develop faith.
- To be outward-looking & focused on mission – get out there!
- To proclaim Jesus in all we say and do – whole person discipleship.
- To give the best possible welcome to all-comers.
- To enable the diversity of our congregations whilst all looking & pulling in the same direction.

Later in 2015 the military vacated nearby Arborfield Garrison and we were asked to provide clergy support for the worshipping community left at St Eligius', formerly the Army Garrison Church. Recognising the strategic importance of this building as a base for outreach into the emerging major housing development project of Arborfield Green, the PCC took the bold decision to commit funds to purchase the church from the MoD and to begin the work of integrating St Eligius' into the parochial system, including achieving a small boundary change in 2017 to bring the church into the parish of Finchampstead and California. We remain committed to this outreach project despite the frustration of the protracted purchase negotiations.

Our St Mary & St John's Parish Centre building is similarly well-placed in the middle of another major housing development to bring Christian ministry and pastoral support to that area. We have committed funding and made plans to reconfigure the building to better serve the community when the Regeneration Project is more advanced and needs can be more clearly assessed. (See more details on the area we serve at Appendix 3 and buildings at Appendix 5)

We now have 5 locations (2 church buildings, a school hall and Parish and Church Centres) across the parish for worship and events appropriate to the different communities.



## Progressing Our Vision 2019 – 2022

A review of the Vision objectives in 2019 re-confirmed all three worship centres as following the five statements above and some re-adjustments of focus were made where needs had changed. The Rector at the time commended the large number of people who work so hard for the parish in a voluntary capacity and our 'willingness to give new things a try'. Then Covid intervened.

Throughout the pandemic and lockdown, we were faced with significant challenges on how to deliver services and, like many other Churches, we quickly learned how to use technology to help us as we strove to maintain communication between our Church and the congregation/ the community.

We introduced a phone support network with everyone on our data base given a contact. Many of these relationships have continued.

We also started a weekly mailing with a note from one of the ministry team, links to notices and prayers. This proved so popular we continue to do this, in addition to our established monthly family newsletter and both can be subscribed to via our website.

As restrictions lifted and confidence in gathering together gradually resumed, we have been able to return to much of our previous pattern of worship and to hold our seasonal special services including Advent Carols, our popular Nine Lessons and Carols and Christingle services in Wellington College Chapel, Crowthorne, Remembrance Day services in church and at the Village War Memorial with a uniform parade, Pentecost service and a special service for the bereaved around All Souls' Day.

All of these are whole parish services in one of our locations to encourage our separate congregations to come together, as well as appealing to the wider community. We have not yet managed to return to our Ministry of Healing service, which was a special feature of the St Mary & St John's programme. Weddings and Baptisms however are once again a regular and joyful occurrence.



Socially-Distanced Service



Christingle Service at Wellington College Chapel



Remembrance Parade

## Progressing our Vision

In 2022 we undertook a rebranding exercise, launched a new website and pfc logo (Parish of Finchampstead and California) to give a more unified feel to both ourselves and the outside community.

We held an Away Day for PCC and other members of the parish to re-examine our priorities where we identified the following 3 key areas:

- **(Be fun)** to increase our provision for young families and our young people – to give them an amazing experience.
- **(Be together)** to meet the spiritual needs of every generation of our worshipping community – to provide something for everyone.
- **(Be there)** to reach out even more to bless our wider community spiritually and materially – to help our local community.



BE FUN: Easter Messtival



BE TOGETHER: Kings Coronation picnic

We started putting this into practice by introducing some new initiatives, including:

- Offering breakfast for our 8am congregation (Early Risers) once a month
- A men's weekly coffee morning and a men's curry night.
- A bereavement support group

We have resumed events such as Come and See, an Alpha Course, guest speakers and home study groups

Like many other Parishes, it is taking time to rebuild our church community and we are finding re-engaging with families particularly challenging.

We feel now that our focus should be on outreach to the new communities in our parish and we are excited by the opportunities this presents.

### The strategic challenge going forward

We recognise that there are some critical decisions to make if we are to fulfil our aspiration for growth.

We need to decide:

- What is the pastoral significance of our three worship centres in relation to the different communities they serve,
- How best to focus our resources as we reduce to two clergy people and
- What patterns of worship best nurture and equip our church members and provide appropriate points of engagement for newcomers?

We will need to be prepared for change as we discern the ways in which we can have the most impact on our communities.



BE THERE: Community event for the Queen's Jubilee



# Working with Young People and their families

We have always made our work with children and young people a core part of our church community and, at PFC, we want to enable children and families to explore faith, learn about Jesus and to enjoy church. Part of our mission is to help them to grow and flourish. They are welcome in all our services. At St James', our Café Church service held in the Church Centre most weeks and our monthly Family Communion service held in church are both informal and very 'child friendly.'

There are always activities for children at the St Mary & St John's service at Gorse Ride School. We hope our two toddler groups, one at St James' Church and one at St Eligius', our newly reinstated youth group at St Eligius' and our links with local schools will help us make more positive connections with young people and their families in our community.



Toddler Picnic at St Eligius



Christingle Service

School Assemblies are taken by the Associate Priest, our Children's Worker and a volunteer from the congregation in two of the 3 local primary schools. In addition, the PCC secretary and her husband have been leading weekly collective worship at the Church School for over 20 years and now produce video assemblies which go into all three primary schools on a weekly basis.

We prepare adults and children for Confirmation, 6 in 2022 and 7 in 2023. We have agreed to admit young people to Communion before they are confirmed subject to appropriate preparation.



Fledgelings Christmas service 2023



# THE MINISTRY TEAM

Rector

**Vacancy**

Associate Priest

**Reverend Julian McAllen**

Ordinand (In Parish till June 2024)

**Mrs Beth Quainton**

Required to complete 3 hrs pw participation or observation during term time; Supervised by a parish priest in Bracknell.

Youth worker (18 hrs pw)

**Vacancy from Jan 2024**

Children's worker (10 hours pw, term time) **Mrs Monika McAllen**

There is a Diocesan grant available towards a 3 year contract (18hrs pw) to support a further youth worker in the Arborfield Green area.

## **The Ministry Team is supported by:**

Parish Administrator (20 hrs pw)

**Mrs Kate Hembra**

## **In addition:**

The Parish has had the benefit of a Diocesan funded post of a New Communities Minister for the last 5 ½ years based at St Eligius' which ended in Oct 2023.

The Diocese has no further funding to continue a paid post but is amenable to discussions on considering a House for Duty associate priest post to expand the Ministry Team.

PFC has previously trained two Curates both of whom became valued members of our team during their time with us. After successfully completing their training, they went on to take up new posts in their respective Parishes. As part of our own Parish vision, we would like to take on a third Curate in due course. It would be an exciting opportunity for the right person to become involved in all aspects of Parish life and support us as we continue to develop our outreach programs within our diverse and growing community.

We are also fortunate to be able to offer accommodation within the Parish for this post.

## Meet the team



Julian  
Associate Priest



Beth  
Ordinand



Monika  
Children's worker



Kate  
Parish Administrator

## St James, St Mary & St John and St Eligius Church Wardens



Robert



Joy



Lucia



Ashlyn & Marjorie



Paul

## ABOUT YOU: HOW WE SEE YOUR ROLE

A detailed Draft Role Description and Person Specification are attached at Appendix 1 and 2.

We are looking for a Rector who will:

- Lead our diverse parish with grace, confidence, and clarity, working collaboratively and affirmingly with the Ministry Team, staff, and volunteers.
- lead us as we go forward with our mission and ministry in the new housing areas,
- support us as we work with our existing congregations to promote discipleship,
- lead the conversation to work out the pattern of worship and ministry with the available team
- be visible in the community we serve,
- help us establish greater links with our schools and local community,
- show us how to deepen our faith and be a more prayerful church,
- recognise, develop and enable gifts of Ministry and vocations in others, whether paid or volunteers,
- support and encourage our efforts to care for God's creation in all we say and do as a parish
- participate in all aspects of parish life.

## ABOUT YOU: THE PERSON WE ARE SEEKING

The parish is seeking a Rector who is experienced, strategic, and visionary with proven team management skills and a collaborative leadership style. They will be inspiring, engaging, confident and hold a clear vision of what the Church is and is called to be. They will have an ability to relate to and communicate with a wide range of people of all ages in a variety of settings. Our new Rector will be someone who will make the most of the exciting opportunities provided by considerable growth and change in the parish in the recent past, today and in the years to come. They will be comfortable in a changing world and rooted in God and in the strengths of the parish. Above all, we are praying for the person God is calling to the role rather than the person we think now that we might be seeking; that will include all the unexpected joyous and unique characteristics they will undoubtedly bring and from which we will benefit.



Although we appreciate that no candidate will display every attribute we are seeking, the successful candidate will embody many of the following qualities:

- Rooted in Jesus.
- Energised by challenge, mission and evangelism.
- With a love for all people, whatever their age, situation or lifestyle and an understanding of how to help them experience God's love in a way most appropriate to each individual.
- A prayerful person who will encourage the congregations to seek God's will in their own lives and in the parish.
- Valuing and promoting worship in a variety of styles and settings.
- Having natural empathy and being drawn to the care and needs of others.
- Intentionally looking to see where God is at work and seeking partnerships with others in the community and in other churches.

## SUPPORT FOR THE POSITION OF RECTOR

The role of Rector is a demanding one and we realise it is only sustainable with a good work-life balance. As Rector, you will be expected to have a regular day off, to take holidays, and to make time for retreats, prayer, study and personal development, as well as for family life, friendship and recreation. The PCC budget will include appropriate provision for retreats and ministerial development.

You will be joining groups of people – Ministry Team, churchwardens, PCC, Standing Committee, and other PCC committees – who are committed to working with you to meet the challenges of growing God's kingdom in this parish.

Outside the parish there will be support from the Area Dean, Revd Canon Richard Lamey, and the Deanery Chapter, as well as the Archdeacon of Berkshire, the Ven. Stephen Pullin, and the Area Bishop of Reading, the Right Revd Olivia Graham. Other support will come from the Parish Development Adviser, Rhodri Bowen, Discipleship & Youth Adviser, Kathryn Aboud and other colleagues in Church House, Oxford.

# OUR WORSHIPPING & PARISH LIFE

## Services

**St James', Finchampstead (SJ)** – services at SJ are mainly in a traditional style:

8:00am - Said Communion, alternating CW and BCP

9:30am - Café Style service in Church Centre or Family Communion in Church

11:00am - Sung Parish Communion following seasonal CW with robed choir and servers

6:00pm - Monthly Sung or Choral Evensong

**St Mary and St John's, California (SMSJ)**

9:30am - Holy Communion with activities for young people, with services held in Gorse Ride Junior School but currently worshipping at St Eligius

**St Eligius', Arborfield Green (SE)**

9.30am – Combined Holy Communion with SMSJ congregation

11:00am - Holy Communion with monthly Service of the Word (now on hold)

## Music plays an important role in all 3 Churches.

At St James' there is a robed choir of adults and children. The choir is an integral part of the 11am service and is led by a Director of Music and an organist. They also sing at all major festivals and evensongs. Singers from the other 2 churches join the choir for special occasions such as Nine Lessons and Carols.

The church has an active team of bell ringers who ring the church's peal of six bells on Sundays, for weddings and other special occasions.



St James robed choir

## Electoral Roll

We have an Electoral Roll of 401. 90% are regular attenders, if not all weekly, or are resident in the parish and support the work of the church in other ways. We chose not to delete non attending, non-residents during the pandemic years. This will need to be reviewed for next APCM.

## Groups and Volunteers

We have a rota of volunteers contributing to Sunday services including sides people/welcomers, readers, intercessors, servers and junior servers, team leaders, volunteers with children's activities and the all-important coffee makers!

Other volunteers assist with pastoral visiting, study groups, wedding and baptism preparation and weekday activities. The active Social Team can also rely on extra volunteers for catering or assisting with fundraising events when needed.



Social Team



Harvest gift collection

There are numerous groups associated with the parish including two toddler Groups, Youth Group, Mothers' Union, Tea and Chat, men's coffee group, men's curry group, bell ringers, flower arrangers, gardening teams and ladies' breakfast.



Ladies Breakfast



Men's Coffee Group

The Church Centre and Parish Centre have volunteers to manage bookings and assist with building and grounds maintenance. Paid contractors help with gardening and cleaning.

The Green Team ensure a parish-wide focus on environmental issues. e.g., environmentally safe products, Fairtrade foodstuffs, green energy options, recycling, and composting, as well as caring for and reclaiming land for community use.

**Brownies and Guides** use our Halls.



## Other events

Social and fundraising events are a great way to bring together church members and non-members from across the parish and we are blessed with a good choice of venues. Volunteering together and socialising helps us deepen friendships and forge new ones.

St Eligius is well placed for events in the community and the imminent completion of the purchase of the building will allow us to make the site more fit for purpose.

The Biennial Church Fete in Finchampstead Memorial Park raises several thousand pounds for church funds. We celebrate St James' Day with events ranging from cream teas and tower visits to garden parties, concerts, and flower festival.



Church village fete 2023

Other events which prove popular include quiz nights, musical suppers, family bingo and selling fruit from a local farm.



Fruit selling



Family Bingo

# ORGANISATION AND FINANCE

## The work of the Parochial Church Council (PCC)

There is one large PCC with potentially 34 members - all clergy licensed to the parish (at present 2 including a Rector), 6 churchwardens, 7 Deanery Synod lay reps (based on current Electoral Roll numbers), any Diocesan Synod lay reps (at present 1), 15 elected and up to 3 co-opted members).

The PCC generally meets 4 or 5 times a year; the meeting is split into two sections for business and a strategic topic (Vision, Giving, Outreach etc). Ongoing business is delegated to the Standing Committee (clergy, churchwardens, PCC Secretary and Treasurer and up to 3 other lay PCC members) which meets on the intervening months.

The PCC committees handle specific areas of interest and report their work into the full PCC by circulation of minutes to enable the PCC members to be aware and thereby fulfil their responsibilities as charity trustees.

## Finance and Stewardship

Our parish benefits greatly from the legacy of past generations of worshippers. Ever mindful of the gifts that God has given us, we aspire to be good stewards of his bounty, reflected in sound and prudent financial management, both year by year and in our strategic planning.

We could not achieve what we do as a parish without the generosity and commitment of our community, including contributions from wider stakeholders. We are so thankful to God for the time and talents volunteered by a high proportion of our congregation. We rely on regular, committed giving by bank standing order of around 250 individuals and families.

We raise funds at events such as the fete, patronal celebrations, concerts, quizzes, and social events and through appeals to fund specific improvement projects. In addition, the congregations are encouraged/enabled to contribute to several aid charities through the year.

We have an established annual rhythm of communications and preaching to encourage a culture of generous giving to enable our Parish Vision. We are embracing the opportunities of online and contactless giving.

We are blessed to have received legacies, grants, and donations to support our current major projects including the refurbishment of kitchen facilities at St James', re-ordering of St Mary and St John's Parish Centre and repairs to our ancient parish church.

The PCC has taken the decision to purchase St Eligius' Church, converting long term money investment into 'bricks and mortar'. Parish share and grounds and property related maintenance work are ongoing major expenses Routine maintenance work has continued through the pandemic period. A generous giving response to a Covid pandemic appeal has largely covered the pandemic related income shortfall. Activity on longer term improvement projects on our 3 sites has intensified including £15,000 on exceptional grounds maintenance in 2022 whilst the financial recovery from Covid continues. Unrestricted expenditure exceeded income as anticipated in 2022. We have significant unrestricted reserves that are available to draw upon wisely.

We aim to steward our resources wisely, allocating at least 10% of unrestricted congregational giving each year to mission activities beyond our own church, supporting vulnerable, homeless, and marginalised people, and managing all our costs responsibly. Our Parish Share, currently £166,000 a year, is being paid in full by direct debit.

**Examined accounts for 2022 are available on request. Accounts for 2023 are in the process of preparation.**

## Local Trusts

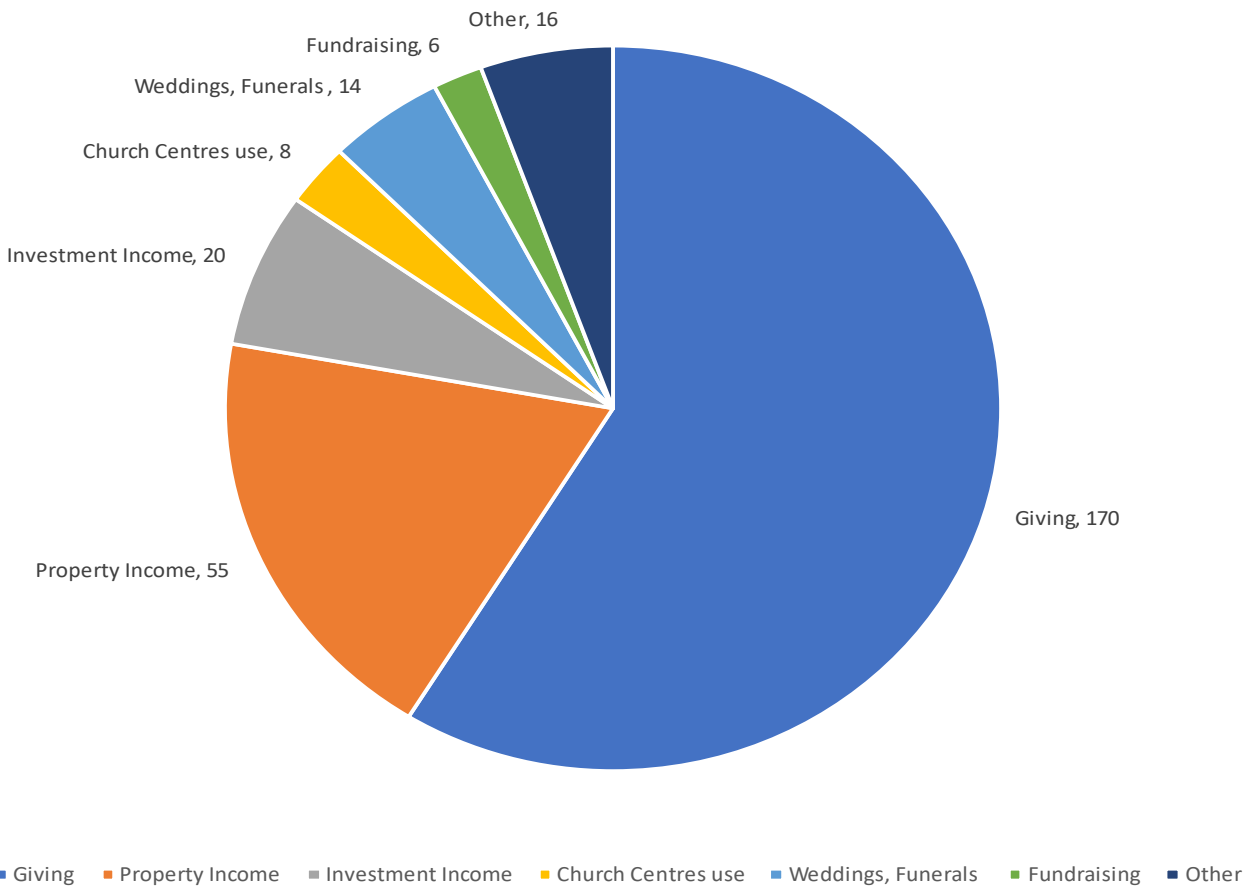
The Rector is ex officio a governor of Finchampstead Church of England (aided) Primary School. The Governing Board meets monthly.

Although not a requirement, the Finchampstead and Barkham Relief in Sickness Fund, which makes grants to individuals in hardship, would welcome the new Rector as a trustee. Charity Number 259206.

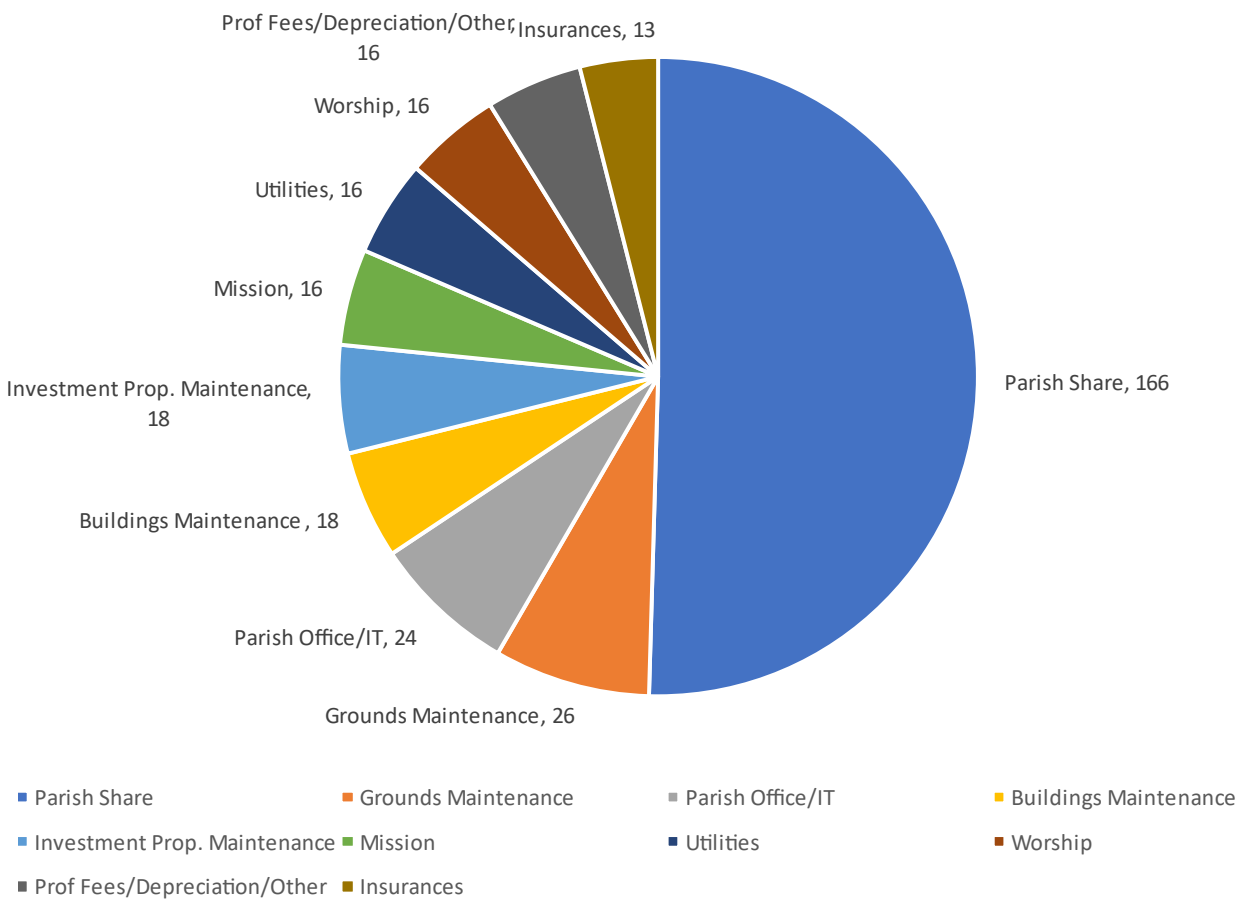


# PCC Income & PCC Expenditure 2022

PCC INCOME 2022 £289,000



PCC EXPENDITURE 2022 £329,000



# THE RECTORY

The present Rectory house is in the extreme south of the parish in the old village of Finchampstead and the PCC is fully behind the intention to relocate the Rectory to a more central position i.e. one more visible to the new communities we are looking to reach. We are working with the Diocese of Oxford to identify suitable properties for them to purchase as a new Rectory within the Finchwood Park and Arborfield Green areas of the parish, part of the major housing development referred to in other parts of this document. The area offers many opportunities for our parish outreach and we feel it is key for the incumbent to live within this part of the Parish. In some sections of Finchwood Park and Arborfield Green the housing has been fully completed and occupied, in some areas the housing is under construction and there are also areas that have been agreed for further development. An example of the type of property we have been looking at is below.



**The Lime**  
5 bedroom home

**The Lime**  
5 bedroom home

	metres	feet / inches
Kitchen	4.24 x 3.93	13' 10" x 12' 10"
Family / dining area	8.77 x 8.58	28' 9" x 28' 2"
Sitting room	5.89 x 3.85	19' 4" x 12' 7"
Dining room	3.85 x 2.78	12' 8" x 9' 1"
Study	3.58 x 2.55	11' 8" x 8' 4"
Bedroom 1	4.05 x 3.75	13' 3" x 12' 3"
Bedroom 2	4.05 x 3.52	13' 3" x 11' 5"
Bedroom 3	3.25 x 2.24	10' 8" x 7' 4"
Bedroom 4	3.55 x 2.20	11' 7" x 7' 2"
Bedroom 5	2.83 x 2.04	9' 3" x 6' 7"

**The Lime | N230 (FF) 01 N23022 |**  
This floorplan has been produced for illustrative purposes only. Room labels shown are for reference only. External details or fixtures may vary on individual plots and homes may be built in either detached or attached styles depending on the development layout. Room layouts shown, whether shown as either a property to left or right handed may differ from plot to plot.

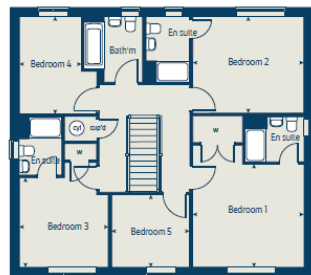
**Legend:**  
 oven ovens cgt hot water cylinder  
 h hub w wardrobe  
 dw dishwasher captid cupboard  
 ww washing machine space ← measuring points  
 frz fridge freezer

Please refer to the sales consultant for specific plot details as the illustrations shown are computer generated impressions of how the property may look so are illustrative only. External details or fixtures may vary on individual plots and homes may be built in either detached or attached styles depending on the development layout. Room layouts shown, whether shown as either a property to left or right handed may differ from plot to plot.

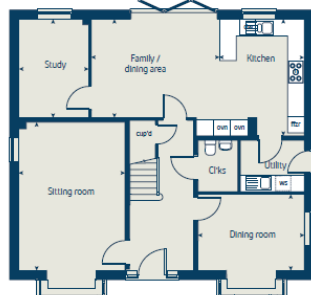
The floorplans shown are not to scale. Measurements are based on the original drawings. Slight variations may occur during construction.

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 When you have finished with this booklet please recycle it.  
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First floor



Ground floor



# Appendix 1- Draft Role Description

## Section 1: Details Of Post

**Role title:** Rector of the Parish of Finchampstead & California

**Type of Role:** Full time stipendiary

**Name of benefice:** Parish of Finchampstead & California

St James', Finchampstead - St Mary & St John's, California – St Eligius', Arborfield Green

**Episcopal area:** Diocese of Oxford

**Deanery:** Sonning Deanery

**Archdeaconry:** Berkshire

**Conditions of Service:** Please refer to Statements of Particulars document issued in conjunction with this role description.

**Key contact for Clergy Terms of Service:** Archdeacon of Berkshire This role falls within the Clergy Terms of Service formally known as Common Tenure. The Archdeacon of Berkshire is the person designated by the Bishop of Oxford to issue the Statement of Particulars for the post holder.

**Accountability:** To the Bishops of Reading and Oxford via the Archdeacon and Associate Archdeacon and the Area Dean of Sonning. Priests share with the bishop in the oversight of the Church. Whilst, as an office holder, the individual is expected to lead and prioritise work in line with the purpose of the role, they are encouraged to inform the Archdeacon and Churchwardens about any issues exceptional or otherwise that have the potential to affect ongoing delivery of ministry.

The PCC has registered with the Charity Commission and enjoys charitable status; members of the PCC are also charity trustees and have regard to the law and regulations pertaining to registered charities.

## Section 2: Context

### Wider Context:

The Diocese of Oxford <https://www.oxford.anglican.org/> serves the mission of the Church in Berkshire, Buckinghamshire, and Oxfordshire. Besides the Bishop of Oxford, we have three Area Bishops who exercise considerable strategic and pastoral oversight for their Areas.

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.**

### The Diocese continues:

Our Common Vision continues to emerge as we identify together areas of our common life where we believe God is calling us 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 Berkshire 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.

### Local Context:

Our Ministry Team, working across our three worship centres, deliver a range of services in the middle range of Church of England liturgy. The principal Sunday service at each centre is Holy Communion and a high priority is given to inspiring and challenging preaching.

Strong focus is given to youth & family, work in schools and engaging with the wider community through regular festivals, family & community events and through pastoral care.

Two major housebuilding projects in the parish and lessons learned during the coronavirus pandemic offer exciting prospects for outreach and growth and we expect our Rector to encourage us to maximise these opportunities.

Further information about our Vision and values, Ministry Team, staff, volunteers, service schedule and local community is given elsewhere in this document.



## Section 3: Role Purpose And Key Responsibilities

### General:

To exercise the cure of souls shared with the bishop in this benefice in collaboration with colleagues, including the praying of the Daily Office, the administration of the sacraments and preaching.

To have regard to the calling and responsibilities of the clergy (as described in the Canons, the Ordinal, the Code of Professional Conduct for the Clergy) and other relevant legislation including:

- bringing the grace and truth of Christ to this generation and making him known to those in your care.
- instructing the parishioners in the Christian faith.
- preparing candidates for baptism and confirmation.
- Diligently visiting the parishioners of the benefice, particularly those who are sick and infirm.
- providing spiritual counsel and advice.
- consulting with the Parochial Church Council on matters of general concern and importance to the benefice.
- bringing the needs of the world before God in intercession.
- calling your hearers to repentance and declaring in Christ's name the absolution and forgiveness of their sins.
- blessing people in God's name.
- preparing people for their death.
- discerning and fostering the gifts of all God's people.
- being faithful in prayer, expectant and watchful for the signs of God's presence, as he reveals his kingdom among us.

To share in the wider work of the deanery and diocese as appropriate, for the building up of the whole Body of Christ.

## Key responsibilities specific to the local situation

### Mission and Outreach

- Prioritising mission, especially among young people and families.
- Supporting us to root St Eligius' firmly as a central point of faith within the existing and emerging Arborfield Green community.
- Working with us to support residents in the St Mary & St John's Gorse Ride community with a particular focus on ministry to new and returning residents in the redeveloped area which includes social housing.
- Delivering our mission in 3 local primary schools through assemblies, support at events, church services and continued clergy and lay appointments as Governors.
- Continuing support of existing parishioners as they seek to nurture and deepen their faith.

## Leadership and collaborative working

- Leading a complex parish with grace, confidence, and clarity, working collaboratively and affirmingly with the Ministry Team, staff, and volunteers.
- Helping together to deliver and develop our Vision, refreshing it for the years to come.
- Identifying and developing skills and gifts of others in Ministry.
- Working with local Christian churches e.g., Churches Together in Crowthorne, Finchampstead Baptist Church and the Deanery of Sonning.

## Worship and preaching.

- Effective and transformative preaching, taking opportunities to share love and knowledge of God in a way which invites others to know God more and to see him at work in their lives.
- Celebrating the diversity of worship offered throughout the parish and building on it as new opportunities and possibilities are identified.
- Enabling and encouraging a diverse range of preaching styles among the clergy and laity.
- Helping us to continue reaching people in the parish who do not or cannot attend church: never allowing us to get too comfortable or to think that we have arrived.

## Pastoral Care

- Leading by example as we strive to be a Church where everyone is valued, and everyone has great worth.
- Encouraging and overseeing pastoral care throughout the parish
- Maintaining support for care homes.
- Enabling the provision of high-quality bereavement support.

## Stewardship and benefice organisation

- Working with and through the PCC, Ministry Team, staff and volunteers with a clear vision and strategic view.
- Managing the resources of the parish (people, finance, property) with honesty and care.
- Being an encourager of Christian generosity.
- Being the figurehead, embodying the Church in the community, but also an encourager, delegator, and example, having the wisdom to know when to act and when not.

## Personal development and spirituality

- Prioritising personal development for both themselves and the team.
- Encouraging individual spiritual advancement within the parish.

## Other responsibilities

- Participate in the Bishop's Ministerial Development Review scheme and engage in Continuing Ministerial Development.
- Carry out any other duties and responsibilities as required in line with the benefice needs.
- Take care for their wellbeing including health and safety and building a good repertoire of spiritual and psychological strategies.

## Section 4: Benefice Summary

- The Benefice of Finchampstead and California Patron:
- Oxford Diocesan Board of Patronage.
- PCC: The Parochial Church Council of the Ecclesiastical Parish of Finchampstead and California (registered charity number 1130075) At present 26 members.
- Churchwardens: 6 (2 for each worship centre)
- Ministers: 2
- Benefice paid staff: Parish Administrator, part-time (employed); Youth worker, part-time (employed); Children's worker, part-time (employed); Director of Music, Organist, Pianist, Gardener and cleaning company (all self-employed contracts).
- Benefice unpaid staff / volunteers: 130 – 150
- Buildings: 2 Churches, a Church Centre in a building with 4 rented flats, a Parish Centre, a Rectory, a Vicarage, and a house (at present let but previously used by 2 curates). Also the Church School.
- Churchyard: One, including a recent large extension
- Church Tradition: No single churchmanship or tradition – a variety of worship styles, all within the middle ground of the Anglican liturgical range. Pastoral Reorganisation proposals: None.
- For more detailed information on service provision please refer to our website; <https://pfc-church.uk>

## Section 5: Key Contacts For The Role

### Groups & committees

- The PCC
- Deanery Chapter
- Deanery Synod
- Deanery Pastoral Committee
- Churches Together in Crowthorne

### In the Benefice

- Churchwardens
- Ministerial Colleagues
- Head teachers of local schools

### Support structures

- Area Dean
- Area Bishop
- Archdeacon & Associate Archdeacon
- Staff at The Diocesan Office with key responsibilities for various aspects of supporting parish ministry

## Section 6: Other

This role description is issued alongside and should be read in conjunction with the following documents:

The Ordinal

The Canons of the Church of England

Guidance for the Professional Conduct of Clergy

Bishop's Licence

Statement of Particulars issued to the officeholder on successful appointment

Diocesan Clergy Handbook Parish Profile

Ministry Action Plans (MAPs)

Any objectives discussed and agreed between the post holder and the supervising minister

Role description signed off by:

The Venerable Stephen Pullin, Archdeacon of Berkshire

Any objectives discussed and agreed between the post holder and the supervising minister

Role description signed off by:

The Venerable Stephen Pullin, Archdeacon of Berkshire

Date:

To be reviewed next on:



# Appendix 2 – Person Specification

## Qualifications / Training

### Essential

- Ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognises
- Have satisfactorily completed Initial Ministerial Education

## Experience

### Essential

- Priestly ministry involving vision setting and team development
- Successfully leading and motivating a team
- Responsibility in a complex organisation with substantial resources to manage

### Desirable

- Leading mature and thoughtful all age worship
- Experience of doing forms of church in creative, engaging and imaginative ways across a range of styles and contexts
- Active engagement with local schools
- Engagement with and pastoral support for people of all ages

## Knowledge/Skills and Competencies

### Essential

- Versatile preacher and teacher able to preach in a variety of styles and formats to a broad range of listeners with varying outlooks, ages and understanding, so that each has the opportunity to experience God's love
- A good communicator, self-aware and skilled listener
- Ability to identify and respond to opportunities for mission
- Competent leader and team-builder: collaborative, able to lead decision making discussions and to motivate, inspire and effectively coordinate volunteers
- Discerning: The ability to identify, encourage and develop the spiritual gifts of others
- Ability to make and build on links with individuals and community organisations whose involvement with the church is limited
- Confident in relevant IT and social media

### Desirable

- Ability to organise resources effectively to meet a large number of demands
- Comfortable in a changing world

# General Attributes

## Essential

- A strong personal faith in Jesus
- Energised by challenges
- A love for all people and a heart for mission and evangelism
- Inspired by the Eucharistic tradition of the Benefice and able to inspire others in it, as a way in which God promises to meet with us
- An active interest in the local community
- Enthusiasm for diversity and inclusiveness
- Evidence of a deep prayer life and ability to draw on a wide range of spiritual resources
- A person with a pastoral heart: reaching out to the sick, the lonely, and the marginalised and keen to support and encourage the leaders of the parish
- An appreciation of the opportunities provided by the Church's place within the existing secular structures for developing links with those not actively involved

## Desirable

- An understanding of young families and family pressures
- A love of church choral music and an understanding of how it can draw people to God

# Other

## Essential

- A passion for learning and personal development
- A deep commitment to the wellbeing and safety of colleagues and all within the parish and placing high priority on implementing, managing and overseeing the church Safeguarding Policy

# Appendix 3 – The Area We Serve

## The Parish (see map at Appendix 4)

The Parish of Finchampstead and California is in Berkshire and the Deanery of Sonning.

The nearest town is Wokingham, equidistant from the M3 and M4 motorways, with a mainline train service to London Waterloo. Wokingham has a good selection of shops, restaurants, cafés, and branches of all the major supermarkets. The town has regularly been listed as one of the top five places to live in England. There are 2 large NHS hospitals about 10 miles away.

## The Village

The historic village centre of Finchampstead is in the south of the parish. At the top of the hill is St James' Church with its recently extended churchyard, and the Manor House, bequeathed to us and now used as the Church Centre; also, a village pub and a few houses. The area is surrounded by fields, farmland, and pleasant walking routes. A short walk down the hill is a large Memorial Park with a Sports Club, C of E Primary School, a Village Hall, a pub/restaurant, and further housing.



War memorial



Finchampstead Park



The Queen's Oak Pub



Finchampstead C of E Primary School



## Arborfield Green

On the western edge of the parish is the major ongoing new Strategic Development Location (SDL) at Arborfield Green on the former Arborfield Garrison site and adjacent farmland.

Started in 2016, building work will continue until 2030. 2,500 of the 3,500 houses will fall in our parish. A great deal of new housing is already built and occupied, and the area is greatly transformed with new roads and some facilities, planned or under construction;

Bohunt Wokingham which is a fully operational secondary school in our parish, a primary school in Barkham parish and a second one on the plans but not yet required according to Wokingham Borough Council. A District Centre including shops and other facilities is planned. Most of the next phase of housing is in our parish and connecting to current housing and roadways.



Arborfield Green development



## St Eligius

The only dedicated church in the SDL is St Eligius' Church, (former Garrison Church) sited in the centre of the development. The ecclesiastical boundary was adjusted in 2017 to place the church and some surrounding land within Finchampstead and California Parish. Negotiations are nearing completion to purchase the building from the Ministry of Defence.



Arborfield Green Cricket & Football pitch overlooking St Eligius Church



St Eligius Church



## California

St Mary and St John's (SMSJ) sits within the north of the parish in an area known as California.

Facilities include; 2 state primary schools, a private school, a doctor's surgery, 2 dentists, several shops, a post office, restaurants, takeaways, the Community Hall, a golf club and the popular California Country Park with lake, extensive walks, play area, and café.

A further café, sports hall, library, Children's Centre, Parish Council Office and base for the Community Police are part of a relatively modern Finchampstead Baptist Centre (FBC).

The Vicarage alongside the Parish Centre is occupied by our Associate Priest.

There is no Anglican Church building in this part of the parish and services are held in Gorse Ride Junior School.

The area around the Parish Centre is at present part of a large Regeneration Project being organised by Wokingham Borough Council.



Gorse Ride Primary School (SMSJ's Worship Centre)



California Country Park



Nine Mile Ride Primary School

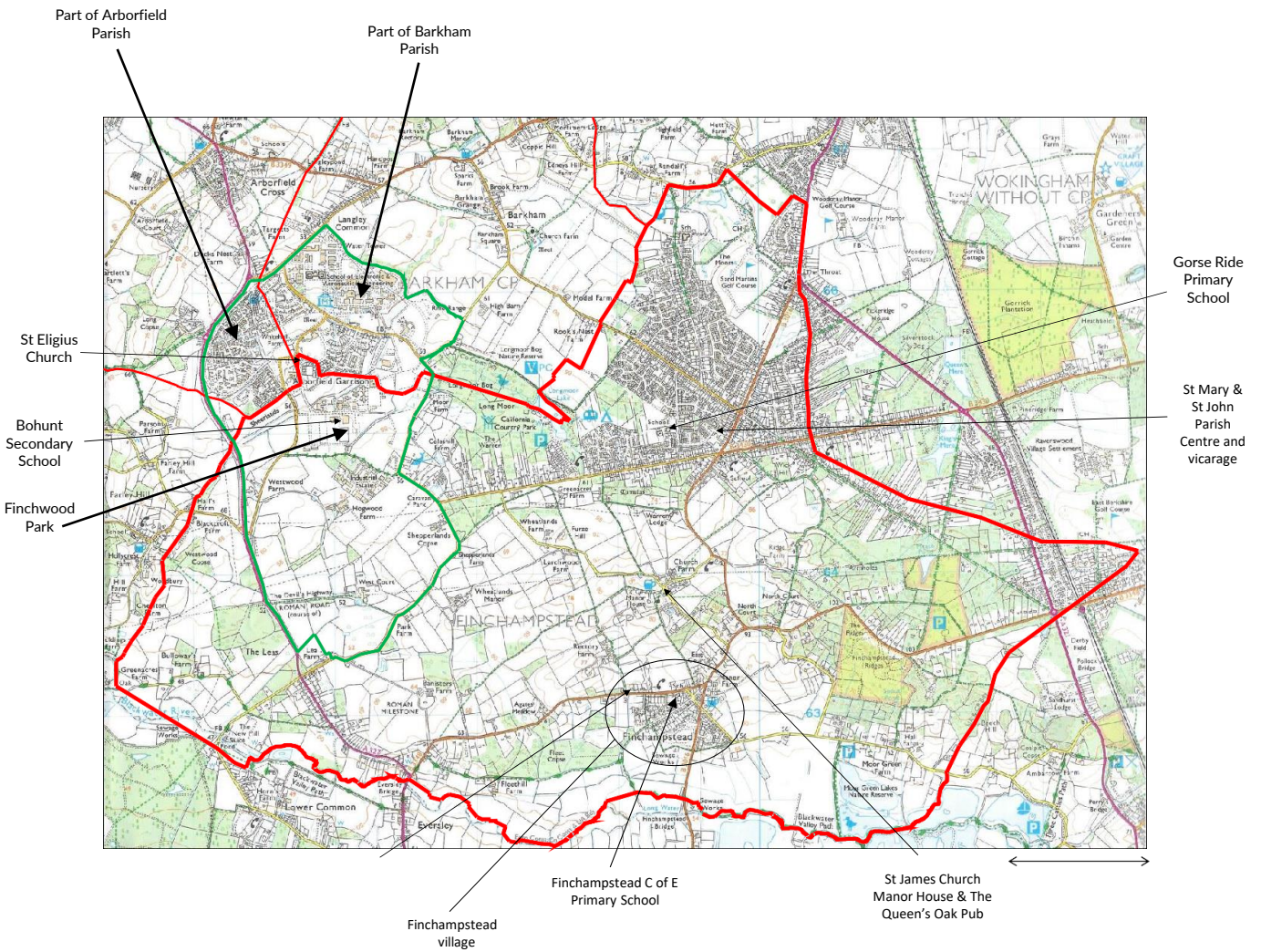
## Housing, Employment and Secondary Education

The parish has a wide mix of housing styles with a substantial number of large detached houses, several areas of more recent, higher density building and some social housing. House prices in this area remain well above the national average, making it challenging for our young people to purchase their own homes, despite the large amount of new builds available.

Many residents of the parish commute to work in London or neighbouring towns. There are a few small, light industrial units in the parish, 3 small care homes and some retirement properties.

In addition to the schools already mentioned within the parish, there are a number in the surrounding area, including private schools and state secondary schools in Wokingham, Crowthorne and Yateley; in nearby Bracknell is Ranelagh School, a Church of England secondary (Years 7-13) which has strong connection to our churches.

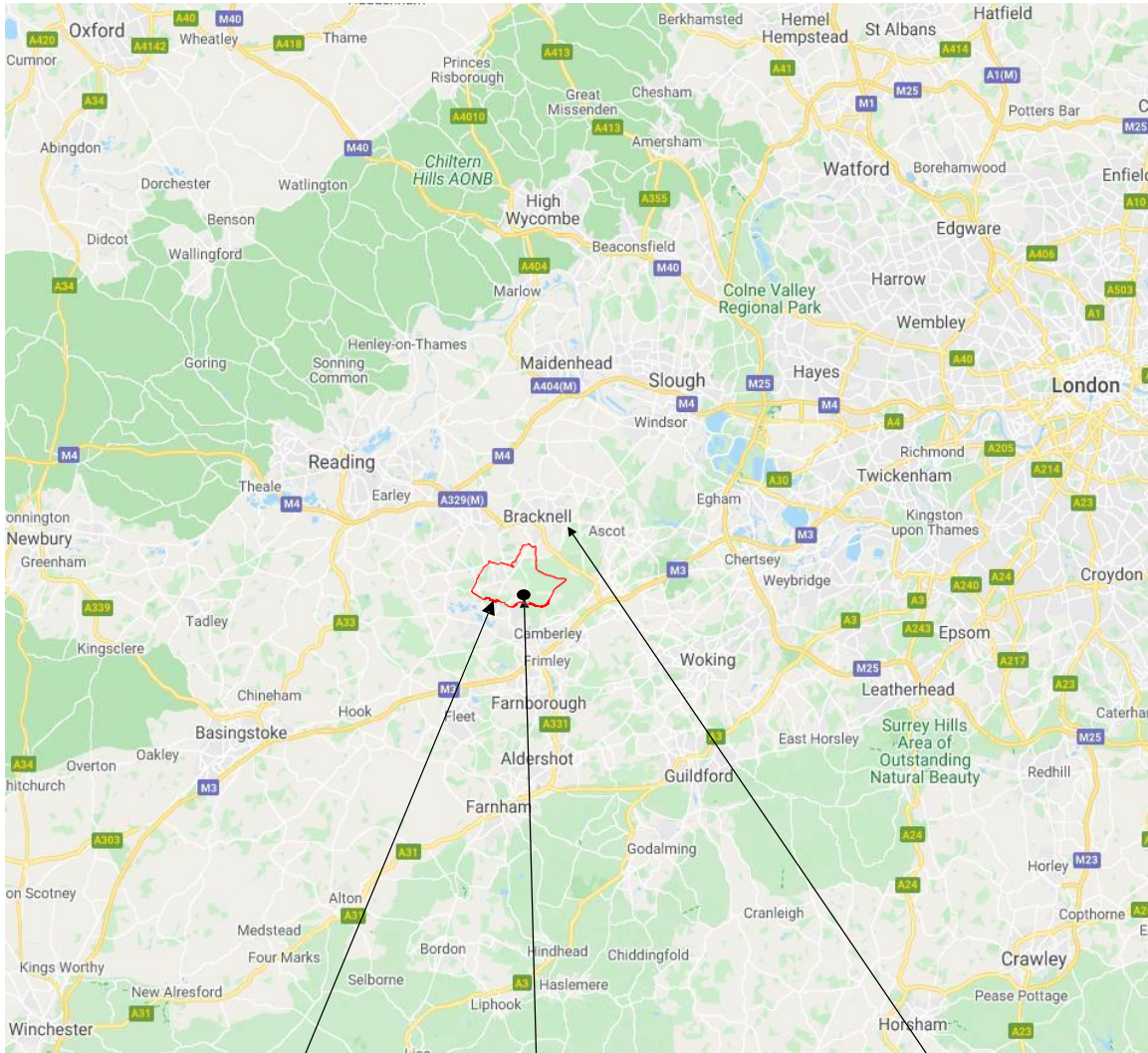
# Finchampstead and California Parish Map



- Parish Boundary
- Arborfield Green SDL



# Location of Finchampstead in Central Berkshire



Finchampstead  
and California  
Parish Boundary  
(Approx)

Finchampstead  
Village

Wokingham

# Appendix 5 – Our Buildings & Grounds

## St James' Church

This Grade 1 listed building dates from around 1134 and sits in a conservation area. The tower containing 6 bells was added in 1720. The inside has a traditional layout with predominantly fixed, wooden pews, a pulpit and vestry. There is seating for about 150 but the addition of a video and audio link enables an extended congregation to use the Church Centre.



St James' Church, Finchampstead

The building underwent a major conservation project in 2010 and is in a good state of repair. A recent energy audit gave it a good report. Both the bells and traditional pipe organ have also undergone restoration in the last 25 years.



Inside St James' Church

We open the church on weekday mornings for visits or private prayer.

## St James' Church Centre / The Manor House



St James' Church Centre Exterior

The Church Centre, just across the lawn from the church, is housed in an early 20th century Manor House bequeathed to the church and to which a modern hall was added 30 years ago.

The building serves as a centre for parish life; housing the Church Office and providing facilities for Café-style services most Sundays as well as our Baby & Toddler Group as well as serving as a centre for many other groups, other meetings and numerous social and fundraising functions. It has meeting rooms, toilets, a newly re-fitted kitchen and coffee bar.



The hall in St James' Church Centre ready for Toddler Group

The Centre is popular with other churches and organisations for Away Days and Quiet Days. It is used by members of the congregation for family functions and by groups offering Pilates and yoga as well as a local Guide troop. The building also includes four flats, rented out and providing a source of revenue.



# The Churchyard and Gardens

The Church and Church Centre are surrounded by 10 acres of land, including the re-discovered Lost Liddell Gardens which are a haven for wildlife, and a beautifully maintained churchyard.

Overseen by the Churchyard Committee which includes representatives from the local community and other local churches, the new churchyard extension won a Church Times Biodiversity Award in 2017 and was featured by Bible Society, linked to their Psalm 23 Garden at the Chelsea Flower Show 2021, encouraging communities to use their outdoor spaces more imaginatively.



St James' Garden

We encourage everyone to take full advantage of our outdoor space and hold events in and around the gardens which includes a tree and prayer walk and garden of remembrance. Our recently started Still Waters bereavement support and the Church School's Wellbeing group both take advantage of the beauty and tranquility of the grounds.



Outdoor Service Area



Garden of Remembrance



New Churchyard

## St Eligius' Church

St Eligius' Church is in the heart of the SDL of Arborfield Green. Built in 1904 as military stables, in 1989 it was converted as Arborfield Garrison Church with a small Military Chapel dedicated to REME personnel.

There is an office, vestry, kitchen, toilet and 3 small rooms. We have installed Sound and Vision equipment and removed some of the pews (previously seating 150) to allow more flexibility for our children's and youth activities. More work on this is now being considered.

On completion of the purchase, we will use the Diocesan grant to enhance the interior of the building to serve the community better and we hope eventually to add an extension to provide further facilities. Provision of more car-parking spaces is part of the purchase negotiations.



Toddler Group outside St Eligius Church



St Eligius Church Exterior



Inside St Eligius Church



## St Mary and St John's Parish Centre and Gorse Ride School

The Parish Centre is a modular building next to the Vicarage in the heart of the Gorse Ride Community.

At present the building is at the edge of a building site as the Regeneration Project has meant the demolition of most of the surrounding social housing. It has a small hall with a sanctuary, meeting room, kitchen, toilets, and office facilities. It is used for small services, social events and by local organisations.



St Mary & St John's Parish Centre

A plan to re-order it to make it more visible and accessible to the new housing is on hold until the Regeneration Project is more advanced and the position of roadways/housing is clearer. Funds are already held for this work. Then the building will have more useable space to accommodate larger gatherings and is perfectly situated for outreach into the community.

Sunday services and larger festivals are held in the hall of Gorse Ride Junior School.



Inside Gorse Ride Primary School set up for worship



Pentecost Outdoor Service at Gorse Ride Primary School

## Appendix 6 - Statistics 2023

Electoral Roll	401
Average Sunday attendance	150
Attendance at Easter	229
Attendance at Christmas	765
(Including 450 at Christingle & Carol service held in Wellington College Chapel)	
Baptisms	19
Weddings	5
Funerals in church	10
Funerals at crematorium	2
Burial of ashes	23



# Appendix 7 – Weblinks

**Parish website** with links to Facebook and YouTube channel:

<https://pfc-church.uk>

Finchampstead Parish Council:

<https://www.finchampstead-pc.gov.uk/>

Wokingham Borough Council:

<https://www.wokingham.gov.uk/>

Finchampstead Church of England (aided) Primary School:

<https://www.finchampsteadschool.org/>

Nine Mile Ride Primary School:

<https://www.ninemileride.co.uk/>

Gorse Ride Infant & Junior Schools:

<https://www.gorserideschools.co.uk/>

Bohunt Secondary School:

<https://www.bohuntwokingham.com/>

Ranelagh Church of England Secondary School:

<https://www.ranelagh.bracknell-forest.sch.uk/>