

Parish
Profile
2021

St Mary the Virgin, Ringmer



St Mary's,
the church at the heart of Ringmer:
inclusive in its worship, rooted in God,
and relevant to the people of the village.

Welcome

Welcome to the Parish Profile of St Mary the Virgin, Ringmer as we look forward to appointing the 56th Vicar in the history of our church.

It is our intention that this document will provide a 'window' on the life of the parish and we pray that it will help you decide whether God is calling you to continue your ministry with us.

We can offer:

- ◆ a loyal and able congregation, willing and eager to serve
- ◆ a church that desires spiritual and numerical growth and recognises that it has un-met wants and needs
- ◆ a variety of styles of worship with the Eucharist at the centre, supported by our choir and both licensed and unlicensed lay participation
- ◆ an enthusiasm to continue to develop our work with families and children, building on existing foundations
- ◆ a single church parish in a thriving and growing village
- ◆ a manageable, sustainable and beautiful church building with well-advanced plans for enhancement
- ◆ frequent opportunities to engage with village life at all levels
- ◆ a spacious vicarage just across the road from the church

If you believe you have the attributes, skills and enthusiasm to fulfil this exciting opportunity and, with the assistance of a committed volunteer team, lead our congregation, young and old, in faith and discipleship, please take time to consider our vision statement, together with the opportunities and challenges that this rich and varied position provides.

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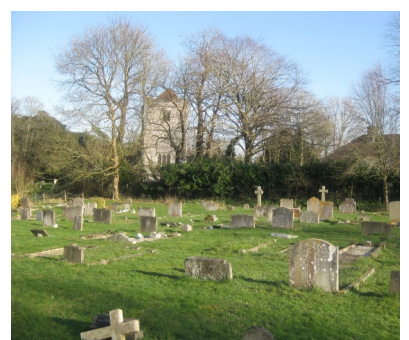


Section One

Who are we?



- ◆ We are a strong church community who enjoy a variety of worship styles, ranging from traditional Eucharist and Evensong to All Age Worship and Taize style services. We err on the side of traditional but are open to new ideas.
- ◆ We are a church seeking leadership, teaching and pastoral care.
- ◆ We are a church at the centre of our village community and play a prominent role at festivals and civic events and wish to develop this further.
- ◆ We are a caring church and offer practical and prayerful support to one another and our neighbours and would like to increase this commitment.
- ◆ We are a church that has diminished in numbers over the last five years and we are looking to grow again and perhaps welcome back some of our 'lost sheep'.



Section One

What can we offer you?



- ◆ A warm welcome
- ◆ A congregation eager for thought provoking sermons, bible study and spiritual and prayerful development.
- ◆ A supportive and forward thinking PCC, capable Churchwardens and a team of skilled and dedicated people 'behind the scenes'.
- ◆ A rich musical tradition, an enthusiastic choir, outstanding organ and organist, as well as a more contemporary music group.
- ◆ A Grade 1 listed church building in good repair with a modern adjoining church room, kitchen and toilet facilities.
- ◆ A team of dedicated and talented bellringers, several of whom have leading roles within the church.
- ◆ A spacious vicarage built in the 1970's with a large garden. (See Appendix 3)



Section One

What do we expect of our Vicar?



- ◆ To be a visible and active presence in our church, amongst our congregation and in our village.
- ◆ To take an interest in us as individuals, to use our strengths, and further develop our skills and abilities.
- ◆ To provide worship and teaching that challenges and encourages us into deeper discipleship and spiritual understanding as we grow as Christians.
- ◆ To integrate our young children and families more fully into church life so that we become much more one church family.
- ◆ To take an active part in the wider life of the church and village and encourage the enthusiasm we have for outreach.



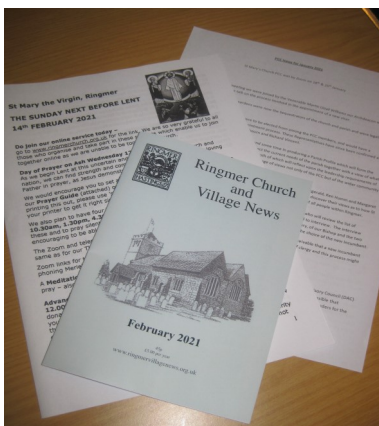
Section One

What do we hope to become?



- ◆ A church that respects, recognises and provides different styles of worship that meet the needs of all our members.
- ◆ A church that welcomes people of all ages and provides meaningful opportunities for growth and development.
- ◆ A church that is once again at the heart of village life and is able to attract and welcome new and returning worshippers.
- ◆ A church that has good communication systems to support outreach as well as internal fellowship.
- ◆ A church with a building that retains its unique history and atmosphere as well as providing flexible spaces for innovative use.

(See our Mission Action Plan Appendix 1)



Section

Two

The Broader Context

Demographic Context of the Parish

The last census (2011) for Ringmer and the Ouse Valley, provides us with the following:

- ◆ Population 6,422 (52% females, 48% males)
- ◆ Average age 45 (compared to 39 for England as a whole)
- ◆ Predominantly white British (92.5%)
- ◆ Little diversity of religions (Christians 61.3%, 0.4% Muslim, 0.3% Buddhist, 0.2% Jewish)
- ◆ Top occupations listed were professional 18.3%; skilled trade 14.5%
- ◆ Higher than national average of retired people
- ◆ Lower than national average of people on benefits
- ◆ Slightly higher proportion of people own houses outright



Ringmer Neighbourhood Plan:

“Ringmer to 2030”

[Neighbourhood Plan \(ringmerparishcouncil.gov.uk\)](http://ringmerparishcouncil.gov.uk)



Section Two

Lewes and Seaford Deanery



There are 34 parishes in the Lewes and Seaford Deanery. The Deanery Synod meet three times a year in different churches. Each meeting affords the opportunity of networking, sharing new ideas and listening to well informed speakers.

Deanery meetings keep us in touch with what is happening in the diocese as well as the deanery and any on-going or forthcoming initiatives. St Mary's has always been well represented by three lay people and the clergy.

Examples of different speakers reflecting diocesan topics have included:

- ◆ Anna Glenton, Chaplain at Lewes, talking about the new initiative to welcome ex-prisoners into parishes
- ◆ Martin Auton-Lloyd speaking on Family Support Work
- ◆ Jayne Prestwood speaking about Lay Vocation in Ministry in the Diocese entitled "Living Faith."
- ◆ Bishop of Lewes in introducing Chichester Diocesan's "Vision for Growth 2020-2025," comprising of 'Four Mores' the aim being for every parish to take part in this structured vision:

More Open

More Converted to Jesus Christ

More Generous

More Engaged

Section

Two

Village

Links



- ◆ Ringmer Baptist Church with whom we share occasional services, Christmas card delivery village wide and Foodbank support.
- ◆ Ringmer Primary and Nursery School and King's Academy, Ringmer who welcome visits for assemblies and RE lessons, as well as using the church for concerts.
- ◆ Royal British Legion who have a strong presence in our community and combine with us for Remembrance Sunday.
- ◆ Glyndebourne Opera House, generous benefactors to our church and village as well as providing support for our choir and concerts.
- ◆ Parris Lawn, Holm Lodge and Lime Tree House ... these three village care homes welcome visits and home communion.



Section Three

Our Vicar

A hard working person who knows about graveyards!

Someone up to the challenge of building up the congregation again.

A good storyteller and able to preach a good sermon.

Someone who will challenge us and make us think.

We asked for suggestions about the qualities, skills and ambitions people would like to see in our new Vicar.

These are some of the responses we had.

Someone who is happy, smiley and likes singing.

Someone who likes to be out and enjoys a good social gathering.

Someone who takes time to talk and get to know you.

Someone with good admin skills and able to delegate.

Someone who can identify and nurture the potential of God's people.

Someone who reflects on their work and seeks support from colleagues and peers.

Someone who is welcoming of young families, and not just on certain Sundays of the month.

Person Specification

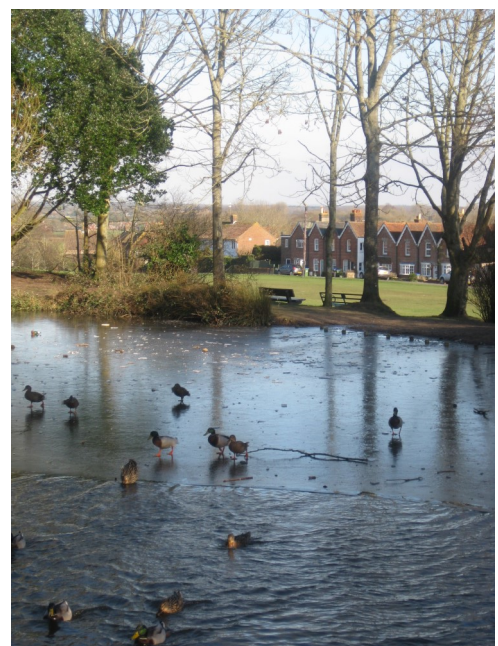
	Essential	Desirable
Qualifications and Training	<p>Ordained priest with a substantial experience of parish work within the Church of England.</p> <p>A working knowledge of the requirements of the CofE Safeguarding Handbook and its application.</p> <p>Commitment to continue professional development, both ministerial and personal.</p>	Evidence of an up to date and ongoing record of ministerial training, formation and development.
Experience	<p>Evidence of excellence and sensitivity in the preparation and delivery of liturgy ensuring services are both rich and accessible.</p> <p>Evidence of a commitment to and delivery of church growth.</p> <p>Evidence of developing the skills and gifts of parishioners that contribute to the ministry of the church.</p> <p>Evidence of encouraging stewardship.</p> <p>Evidence of reaching out to the community at all levels.</p>	Evidence of working with young people and local schools.
Skills and Attitudes	<p>Be a person of attractive, settled and evident faith, who can lead us authentically to a deeper experience of prayer and a growing confidence in the gospel.</p> <p>Be up to date with safeguarding training, and recognise the need to promote good safeguarding practice as a gospel necessity.</p> <p>Be able to build on the current strengths of the church.</p> <p>Have good communication skills.</p> <p>Have empathy to be able to help, bring comfort and reassurance to those in need or at the end of their life.</p> <p>Enjoy leading different styles of worship.</p> <p>Ensures work with children is in place and effective.</p>	Have an inclusive style of working and a desire to connect with range of people of different ages and from varied backgrounds.
Aspirations	<p>To care and tend to the needs of the congregation and community.</p> <p>Strongly support the ethos of an environmentally friendly church.</p> <p>Have a willingness to work with local churches and the neighbouring parishes.</p> <p>To nurture talents and encourage a wider pool of people to become active Christians and take part in church life.</p>	Enjoys working with children.
Personal Circumstances	<p>Have own transport/workable alternative.</p> <p>Able to live in the house belonging to the post.</p>	

Section Four The Parish



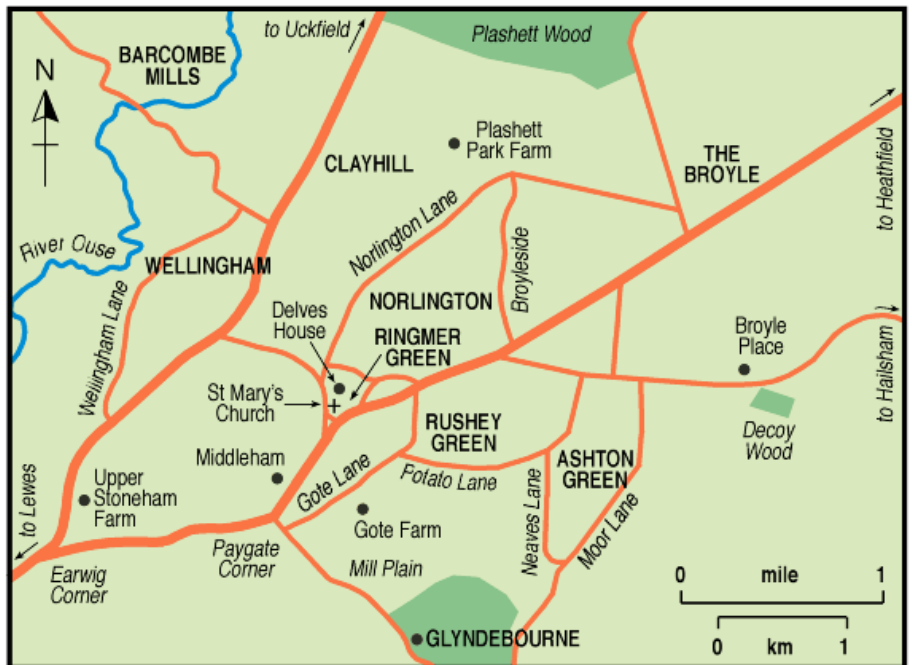
Ringmer is at the foot of the South Downs, 3 miles from the County Town of Lewes. Some parts of the parish are within the boundary of the South Downs National Park although the village itself is just outside.

Ringmer is a large, growing village with a population of around 5,000. Currently, three large housing developments are under construction; however the village maintains its village feel and its links with the farming community. Some local firms provide employment but many people travel to Lewes, Brighton and beyond to work. Adjacent to the village is the world renowned Glyndebourne Opera House, to which in the past, the incumbent has been chaplain. The Christie family, who own Glyndebourne, have been significant benefactors to both St Mary's and to Ringmer.



Section Four

Where
to
find us



Section Four

Shops and Facilities

There are good facilities in the village with local shops including a bakers, butchers and small supermarket with a post office counter, a pet shop, pubs, off licence, cafes and takeaways, a modern and busy doctor's surgery, dentist, hairdressers and beauty salon. The recent addition of an independent funeral directors to the village is well received.



The village hall is well-used by a wide range of groups and houses a small library.

Ringmer Baptists use the hall for services and as a base for the village foodbank.



Section Four Clubs And Societies



Ringmer has an active community life with numerous clubs and societies. As well as a wide range of uniformed organisations, there are thriving football, cricket and stoolball clubs, all with junior and adult teams. There are also opportunities to play badminton, bowls, croquet and table tennis, practise yoga and pilates and take part in theatre productions. The village has a wide age profile with a substantial population of retired people. There is a flourishing Local History Study Group, Horticultural Society, WI, Flower Club and U3A offering a wide range of activities. Being close to Lewes provides opportunities for a wide range of further activities



Section Four Schools



There are two schools in the village providing education from 2 to 16 years.

Ringmer Primary and Nursery School is a Local Authority maintained school which enjoys good links with the church. There have been significant changes in leadership in recent years but the school is now confident of its 'Good' Ofsted grading.

<https://www.ringmerprimary.school/>

King's Academy, Ringmer is a successful secondary school, also proud of its 'Good' grading. It offers a wide curriculum and plays an active part in village life. Post 16, pupils travel to Lewes, Brighton or Uckfield to further their studies.

[Kings Academy Ringmer - Home \(kgaringmer.uk\)](http://kgaringmer.uk)



Section Five

Current Provision

For St. Mary's, as with all churches, 2020 was a challenging year, changing our patterns of worship and prompting us to adapt and develop in new ways. The church itself is now open all day, every day and we have encouraged the whole village community to treat it as an oasis for private prayer and reflection. Candles are lit every day by people entering the church to offer their prayers.

We were delighted to receive this message from a recent visitor:

"I popped into St Mary's the other day and noticed the brilliant tree of thanks. It was so lovely to find a church open and so well organised with resources and candles etc. Please pass on my thanks to everyone working so hard to ensure that the church remains an open, vibrant place for people in these troubling times." Bishop Will

A small team currently produces a variety of on-line services with music, singing and talks or reflections. We were also able to record some 'live' services.



Section Five

Church Services

In more normal times our services range from a BCP Holy Communion once a month, Sung Eucharists, Family Eucharists, a monthly All Age Service, Celtic Eucharists, Evensong, Evening Prayer and also Taize/Meditative Services .

The table below shows the average attendance at services for the period of March 2019 to March 2020.

Service	Children	Adults
Holy Communion 8am	0	8
1st Sunday 10am All Age Worship	9	59
2nd, 3rd, 4th, 5th Sundays 10am Sung Eucharist	2	56
1st Sunday 6.30pm Celtic Eucharist	0	22
2nd, 3rd, 4th, 5th Sundays 6.30pm Evensong/Evening Prayer/Taize	0	20

The electoral roll currently stands at 98, with 88% of people living within the parish.

Section Five

Who makes it happen?

The breadth of lay involvement in the running of St. Mary's, always significant, has increased in recent years and particularly during 2020 with the ill health of our previous Vicar and the impact of the pandemic.



We have two Authorised Lay Ministers (one trained in Children and Family work and one in Pastoral Care), two Churchwardens, a part-time Parish Administrator, Verger and a 15-strong PCC overseeing the following Working Groups:

- ◆ MAPping Group (formed to oversee our Mission Action Plan (See Appendix 1))
- ◆ Pastoral
- ◆ Worship
- ◆ Finance (See Appendix 2)
- ◆ Fabric and Facilities (including Website Development)
- ◆ Children, Youth and Families
- ◆ Re-ordering Steering Group

Section Five

Children Families Youth

Friday Club

In 2019 in partnership with Ringmer Baptist Church we were running a fortnightly Friday Club for Years 6, 7 and 8 with 8-12 core members. Walks, fish and chip suppers, 10-pin bowling and making up shoe boxes for the Hope Appeal featured in the activities. A particular highlight was a visit from an ecologist who helped us explore the churchyard for bugs and showed us how to build bug hotels for gardens at home. Our older children were also invited to be part of the developing Eco Church group linked to the A Rocha ECO Church project of which the Church of England is a partner.

Autumn Holiday Club

We regularly run an autumn half term Holiday Club for children aged 4-12 involving lots of fun, music, memory verses and dressing up.



Family Services

Recently, these have been led by one of our Authorised Lay Ministers and in 2019 started to include a task or activity, from posy making for Mothering Sunday to pancakes, crowns and stars to fit in with the theme of the service. Families have also been willing to be active participants in readings and prayers.

Church Festivals

These provide excellent opportunities to reach families. Young people get involved in making an Easter Garden in the churchyard, preparations for Mothering Sunday, bringing their teddies to church for our Teddy Bear Sunday and, of course, the Crib Service, as well as hosting carol concerts for both King's Academy and Ringmer Primary School.



Section Five Church Life

Music

We have a rich music tradition that continues today. Sung Eucharists have been the core of our worship, with two sung Evensongs each month. Our current morning SATB choir numbers around 10-12 experienced singers with more singers joining us for special occasions. By holding three Zoom choir practices, we were able to hold a slightly modified Carol Service in church last year.

We sing a wide range of hymns and carefully chosen, mainly contemporary, anthems. There is a monthly Celtic Eucharist using elements of a contemporary setting. Our small 4-5 member music group performs at the All Age Services and other groups of experienced musicians play at the Taize and Meditative evening services. St. Mary's has an outstanding organ and talented local organist to enhance our worship.

We enjoy good links with Glyndebourne, notably leading to charity fundraising performances of Handel's Messiah, Part 1, combining members of the chorus and St. Mary's choir at Christmas 2017, and in 2019, a performance of Faure's Requiem.

The re-ordering plans progressing at St. Mary's provide greater flexibility in the use of the chancel and in front of the nave for church activities and music performances of all styles. There are well-established connections with local schools for Christmas concerts and services which we hope to develop further in the future.



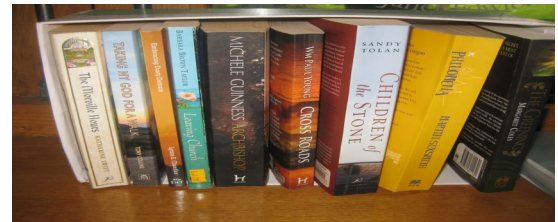
Section Five Church Life

Mothers' Union

Twenty three members meet monthly in the Church Room for a varied range of speakers and activities. Members contribute in many ways to Church Life and recent highlights have been bulb planting, knitting prayer blankets and raising money for different charities.

Christian Book Group

Meeting bi-monthly to discuss a book relevant to our faith or thought-provoking in other ways. The latest book is then reviewed and displayed in the Church Room to keep non-members up to date with the latest publications.



Pastoral Team

The pastoral team seek to support the Vicar in the pastoral work of the parish. The team is led by an ALM and includes people with experience and aptitude for different aspects of care. They share responsibility of reading Morning Prayer each day in church and maintain a confidential prayer and healing ministry for those in need. We also offer bereavement care by hosting social occasions and access to relevant courses. We provide a monthly Communion service to the three care homes in the village, as well as at home for those unable to get to church. During the recent lockdowns we have maintained personal as best we can, providing practical help where possible and continued Intercessory prayer.

Bible Study

Our regular monthly Bible Study group went online during 2020 and has since grown with around 25 people accessing the now weekly meeting. We are led by a team of lay members enabling smaller 'breakout' groups to hold spin-off discussions. We start with tea and cake before delving into the study, currently on the book of Philippians.



Section Five

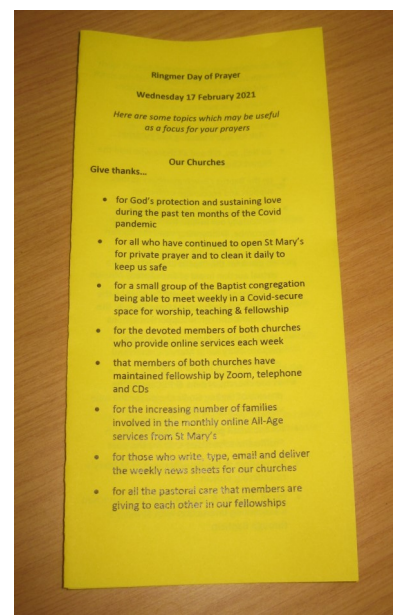
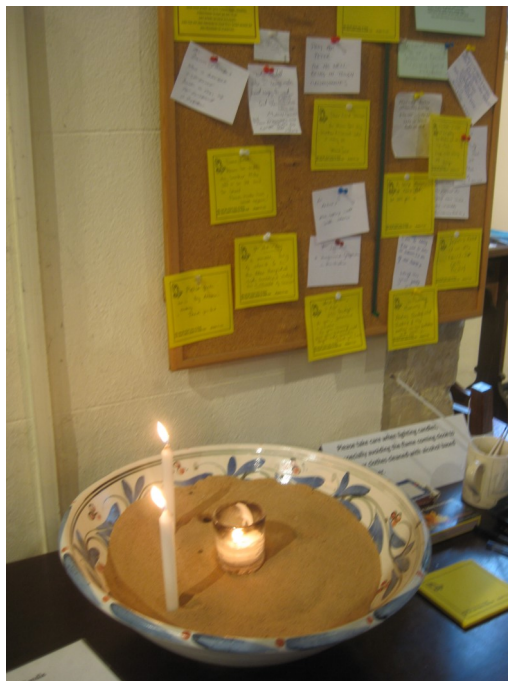
Church Life

Prayer

Our prayer life has been much enhanced by the wide range of people able and willing to share intercessions. The inclusion of younger voices for our family services, although sometimes harder to hear, does mean that prayers are relevant to the intended audience.

Days of prayer have been a real gift to the wider community too, especially when we join with Ringmer Baptist Church. Having the church open every day has made prayer and reflection so much more accessible. Also being able to say to someone that they matter and that there is a whole team of people praying for them is amazing and so much appreciated by people outside the immediate church family.

The gift of confidence in our prayer life is possibly one of the best legacies of the last few years. We've seen many answers to prayer, for example when we gathered to pray for a church member taken very seriously ill abroad. Prayer is for the people, not just the leaders. A Julian Meeting meets monthly in the Lady Chapel and an Intercessory Group gathers monthly.



Section Five

St Mary's in the Community

The church has a strong presence within the community with many members of the congregation playing a large part in village life and ensuring the church participates in village events.

During 2020 we established an excellent link with the primary school, delivering assemblies for special occasions such as Remembrance and Advent and recently giving a Baptism talk to the Early Years. We supported fundraising to enable the primary school to support any families who would usually struggle to meet the costs of a year 6 residential trip. The money raised by the year 6 children and their parents was matched by the PCC.



We now have a Baptism Support group to come alongside families preparing for baptism and afterwards staying in touch. All of our families receive a monthly email newsletter and after each service we provide cake to welcome the family to the church and to encourage the families to stay and meet other church members. This has been made possible through fundraising by the Mothers' Union.



Section

Five

St Mary's in the Community

St. Mary's is connected to a number of regular village events:

- ◆ Coffee Break in the village hall is (under normal circumstances) a weekly coffee morning attracting over 25 visitors with proceeds going to the local hospice.
- ◆ Evergreen and Respite for Carers is based in the village hall, this independent organisation hosts a weekly attendance of around 30.
- ◆ St. Mary's Art Groups meet twice weekly in the church room and holds an exhibition in the church to coincide with a principal festival.
- ◆ Singalong is a 'singing for fun' group of about 16 supported by church musicians who meet weekly in the church room.
- ◆ Family Support Work is well supported through donations of non-perishable items and fundraising events such as a Teddy Bears' Picnic.
- ◆ Our Summer Fete is a popular village event taking place either in the Vicarage garden or in the church.
- ◆ St. Mary's Christmas Fair is a major fundraiser supported by the whole village.
- ◆ Concerts are regularly performed in church including two recent sell-out concerts involving Glyndebourne singers joining forces with St. Mary's choir members.
- ◆ Lights of Love service is held annually with proceeds going to St. Peter & St. James Hospice. A Christmas tree in the churchyard is lit in memory of around 240 loved ones each year.



Section Five

St Mary's Wider Links

Caring and Sharing, East Sussex – this charity is involved with various projects overseas. Of these we particularly support: 'Fundatia New Life', a small charity in Romania which cares for seven young men with physical and learning disabilities who live in a house specially purchased for them in the village of Amara, east of Bucharest; also the Fistula Hospital in Addis Ababa, Ethiopia which treats women and girls who need surgery to recover from injuries sustained in childbirth.

Lewes District Churches HOMELINK – we support this local charity which works in partnership with Lewes District Council and other agencies to help those threatened by eviction and homelessness. They offer interest-free loans to cover the deposit and rent in advance to help those whom the council has no duty to house into private rented accommodation.



Family Support Work (FSW) – the congregation supports this Sussex faith-based charity helping children and families through difficult times. They may be facing low income, poverty, ill health, disability, school exclusion, family break-up or domestic abuse. Non-perishable food is collected for their Brighton-based food bank. Financial support comes from our Christmas collections and there is an annual sponsored walk.



The
position
for
you?

We hope we have given you enough information to decide whether you feel God is calling you to apply for this vacancy.

If so, please contact:

The Venerable Martin Lloyd Williams

Archdeacon of Brighton & Lewes

Telephone: 07305 412784

Email: archbandl@chichester.anglican.org



Appendix 1

Mission Action Plan

‘St Mary’s, the church at the heart of Ringmer: inclusive in its worship, rooted in God, and relevant to the people of the village’.

Important and Urgent Priorities	Progress by December 2020	Next steps during inter-regnum/2021	Responsible Group(s)/ individuals	Specific Dates pre Dec 2021
1.Outreach into the community				
Welcome	Information is available but not circulated widely. Sides-people aware of their critical role.	Review suitability of information in print/ online. New church visitor contact information to be circulated appropriately to keep in touch. Consider: a) Post lockdown events/church service with village impact. b) Awaiting new incumbent’s input, in light of new housing already constructed.	MAPping Group PCC, whole congregation involved and engaged. Contact information: to appropriate CW, ALM and SS.	New Residents’ Welcome Tea + Baptists? Summer 2021 Service/Event?
Children’s work: Friday Club Baptism support Primary School	3 Supporter families identified for Baptism families, but no baptisms since March 2020 ALM (CF) active in school and online talks.	Following up any currently paused Baptism requests ALM makes links to Friday club activities	CFY WG ALM (CF) WWG	
Youthwork Secondary	Initial meeting and plans for Eco Church paused by pandemic. Links to Kings Academy Ringmer paused. May Camp paused....	Re-build Eco church activity and link with community project and church calendar. Re-build existing links with KAR after Pandemic crisis resolved.	CFY WWG	Consider Creation Sunday and Creation Tide
Pastoral	Strong links with 3 Care homes achieved, Programme of monthly meetings (paused), Redeveloped membership of small pastoral team. Telephone/ visit support for those isolated during pandemic	Re-start monthly programmes, including weekly Coffee Break.	Pastoral WG and ALM (P)	
2. Communications to support outreach as well as internal fellowship				
Website development	Specific group formed and research begun	Establish next steps in light of interregnum and priorities	Website Group	Meeting Feb 9
Use of social media and email, publicity	Extensive development: Newsletters, email groups, specific Families Newsletters, PCC News, Facebook, use of Website, A Church Near You website.	Sustain and develop all current social media and link with future website.	Church administrator SS, ALMs, Website, JH, AS, JS	

Internal PCC News and email information	Well established PCC News after each key PCC meeting (every 2/3 months) paper/ email/website	Continue and develop internal communication of new church members so all feel welcomed.	PCC, ALMs, CW	
3. Reordering Project				
Opening up chancel and extending space into front of nave to enable wider range of services and activities to thrive/be enabled.	Full details of proposals with the DAC for informal advice at Feb meeting prior to tenders being sought and final decisions by PCC	Await outcomes from DAC and proceed as PCC decides. Communicate details with church members and wider communities.	Reordering Steering Group	
4. Development of our Prayer Life				
	During 2020 Prayer Days established and Zoom prayers in June. Weekly Zoom Courses reconnect regular group of 20+. Morning Prayer, re-developed Mon - Friday	Continue and develop, engaging widest range of church members and parishioners.	WWG ALMs	Dates responsive to needs.
5. Stewardship :The following were considered important but not urgent in October 2019: -				
Using more people to do readings & intercessions	Wider group of readers built up, with online worship recordings arranged. Intercessions and readings involving families once a month and special services.	Continuing and increasing involvement of as many as possible, with support.	ALMs, CWs	
Improved succession planning: From April 2020 a new PCC Secretary; 2 Churchwardens & a Treasurer shall be required	October 2020 new PCC achieved these appointments, although Assistant Treasurer rather than overall Treasurer.	Encourage involvement/ training of lay members to increase PCC April 2021 nominations, including for a new CW, and support for new vicar.	CWs PCC All church members	By April 30 2021
Financial stewardship. Contactless giving. Friends of St Mary's able to be revived for projects.	2019 Revisited Parish Giving and some positive response. Contactless Giving established late Summer 2020. Budget plan for unrestricted income currently available.	To encourage all church members, those on Electoral Roll to use PGS, with Gift Aid. As baptisms, Weddings/ funerals/in church activities encourage wide use of the contactless system. Plans for raising income to balance expenditure/ income.	Finance and Facilities WG	Summer 2021 Village Hall Lunch and Fair?

Appendix 2

Notes on Church Finances

Through generous legacies, investments and donations, our capital assets are substantial. As of 31st December 2020, our total church funds stood at £429,357. Of this, £60,159 were Restricted, £30,913 were Designated, and £5,597 came from Endowments. This level of funding over several years has allowed expenditure on all repairs and upgrades to our fabric without invoking increased giving. Sufficient funds remain for us to reorder the chancel without raising additional income or unduly depleting our current reserves.

Our remaining income results from regular giving, additional donations, dividends, fees and fund-raising events. 41% of worshippers on our electoral roll contribute to St Mary's through the Parish Giving Scheme and of those, 93% are able to apply Gift Aid. In spite of the pandemic, this level of regular contributions has been slightly increased.

We have recently introduced contactless giving in church. This is proving valuable for donations to St Mary's, but with the Covid lockdown we have little experience so far of its use in normal times. The system can also be set for short periods to channel donations to specific charities that St Mary's has elected to support.

We have been able to maintain our Annual Parish Contribution (around £74,000), but having a reduced congregation with many in their retirement years, we no longer have the capacity to match this figure with in-year donations and fund-raising. We propose to maintain our Contribution at its full level (or very close to it), in the short term, by exploring additional ways to increase giving, examining our expenditure closely, and drawing on our financial reserves. Meanwhile, we seek by all means to build-up our congregation in both number and discipleship, swelling our praise as well as our ability to support the overall work of the Diocese.

Appendix 3

The Vicarage

The Vicarage is situated immediately opposite the church, in the heart of the village.

It is a detached house built in the early 1970's.

The house is surrounded by a large garden with mature shrubs and flower beds, a small pond and a greenhouse. There is hard standing for several cars.



Accommodation upstairs comprises of four bedrooms with two separate bathrooms, one with a bath and the other with a double shower.

Downstairs there is a large lounge / dining room, small cloakroom and good sized kitchen with adjoining breakfast room. The spacious study is situated immediately inside the main entrance.

An integral garage is at the front of the house and a small utility room is accessed from the kitchen at the side of the property.

