



## Norbury Parish Church Hazel Grove

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*Parish Profile 2019*





**Welcome**

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*“We are praying for an enthusiastic and inclusive leader to continue to build on our success as a well-attended and active church.”*





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**Committed**  
to prayer

**Welcoming**  
to all

**Transformed**  
by worship

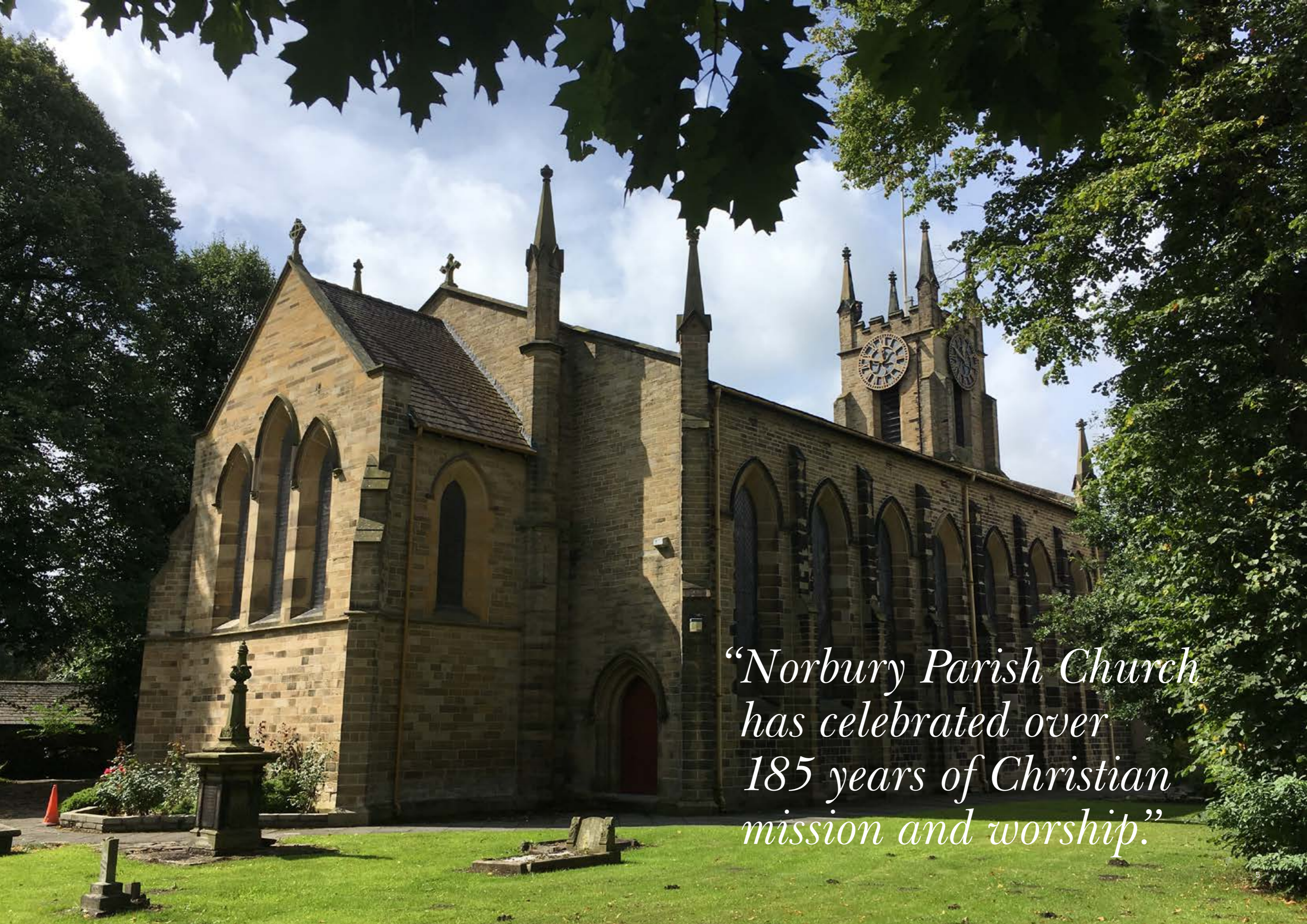
**One in the love**  
of Christ

Our Vision Statement

*“We are a friendly,  
welcoming and  
inclusive Christian  
community believing  
that Jesus came  
to share God’s love  
for all people.”*

Our Mission Statement





*“Norbury Parish Church  
has celebrated over  
185 years of Christian  
mission and worship.”*





## The Role

### We are looking for someone who will:

- Stimulate and develop the faith and understanding of the community, within and without our church.
- Heighten the visibility of our church and spread God's message of love for everyone in Hazel Grove.
- Further enable and encourage our successful work with children and young people in the parish.
- Act in partnership with our PCC to develop effective pastoral care.
- Work alongside the leadership team (lay and ordained) and musicians to build upon our existing variety of worship styles.
- Motivate and inspire our extensive network of volunteers engaged in all aspects of our church life.
- Support and encourage us as we move towards attaining Inclusive Church status.



*“Stimulate and develop the faith and understanding of the community...”*



## Staffing and Leadership

### Ordained Ministry

Apart from the vicar, there is a part-time Associate Vicar (SM), who will retire in September 2019, a Curate (SSM: part-time) and an Assistant Minister (part-time with PTO).

### Licensed Lay Workers

There are four Readers and one Emeritus Reader licensed in the parish. In addition, one member of the congregation is currently undertaking Reader training.

### Parish Employees

There is a full-time Verger, a Children's Worker (0.64 Full-Time Equivalent (FTE)), an Administrator (0.27 FTE) and an Assistant Verger (0.17 FTE). In addition, an Organist and a Music Group Leader are remunerated on a per-service basis.

### Lay Leaders

There are many unpaid lay leaders who contribute to our ministry. We are a strong church in this respect.

### Church Wardens

*Mrs Jill Elsby and Mr David Wood MBE.*



## The Parish

**The parish is in the Stockport Deanery within the Archdeanery of Macclesfield.**

The Norbury parish originally occupied the southern part of its present range. The church was consecrated in 1834 replacing a chapel about half a mile to the south.

The current boundaries were established in 1878 to encompass the town of Hazel Grove, which had previously been divided amongst four parishes.

Norbury Church is unusual in that it is almost never referred to by its dedicatee, i.e. St Thomas. This may be because one of the neighbouring parishes, High Lane, is also named St Thomas. Some parts of the Norbury parish moved to High Lane when it was established in 1860.





**The building of Norbury Church was partially funded by the Church Commissioners in response to the 1818 and 1824 Church Building Acts on land donated by Thomas Legh of Lyme Park.**

Thomas Legh's descendant, the 5th Lord Newton, is patron of the church. The church and its lych-gate, built 1916, are both Grade II listed.

Hazel Grove is part of Stockport Metropolitan Borough and Greater Manchester and occupies the area of four older townships.

Its growth as a village called Bullock Smithy was due initially to the main Manchester to London road running through it with several coaching inns being established.

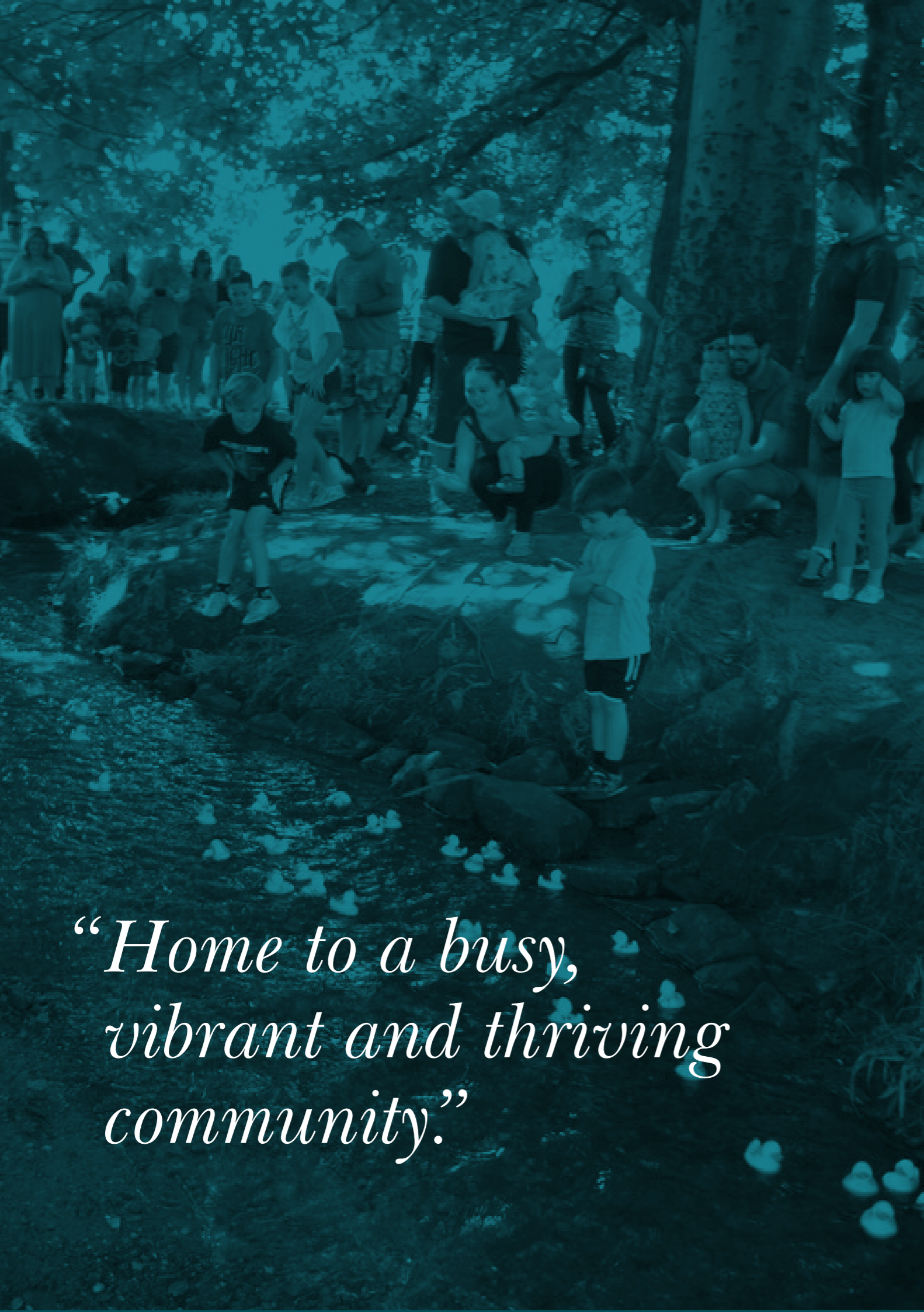
Further growth was stimulated by mining in the adjacent areas of High Lane and Poynton and also by cotton mills, silk weaving and hatting.

In the early 19th century Bullock Smithy had a reputation as a troubled and lawless place and coaches started to refuse to stop in the village. The name was changed to Hazel Grove (initially a single word) in 1836 in an attempt to change its image.

*“The church and its lych-gate, built 1916, are both Grade II listed.”*







*“Home to a busy,  
vibrant and thriving  
community.”*

**Hazel Grove had a population of around 15,000 in 2011. The parish with a population of around 18,000 has a slightly larger area.**

The centre of Hazel Grove, around the A6, is made up of smaller 19th Century houses. The 20th century saw the development of housing estates for owner-occupiers; these are primarily a mixture of semi-detached and detached houses.

Many people living in Hazel Grove commute outside the area for work to other locations within Greater Manchester.

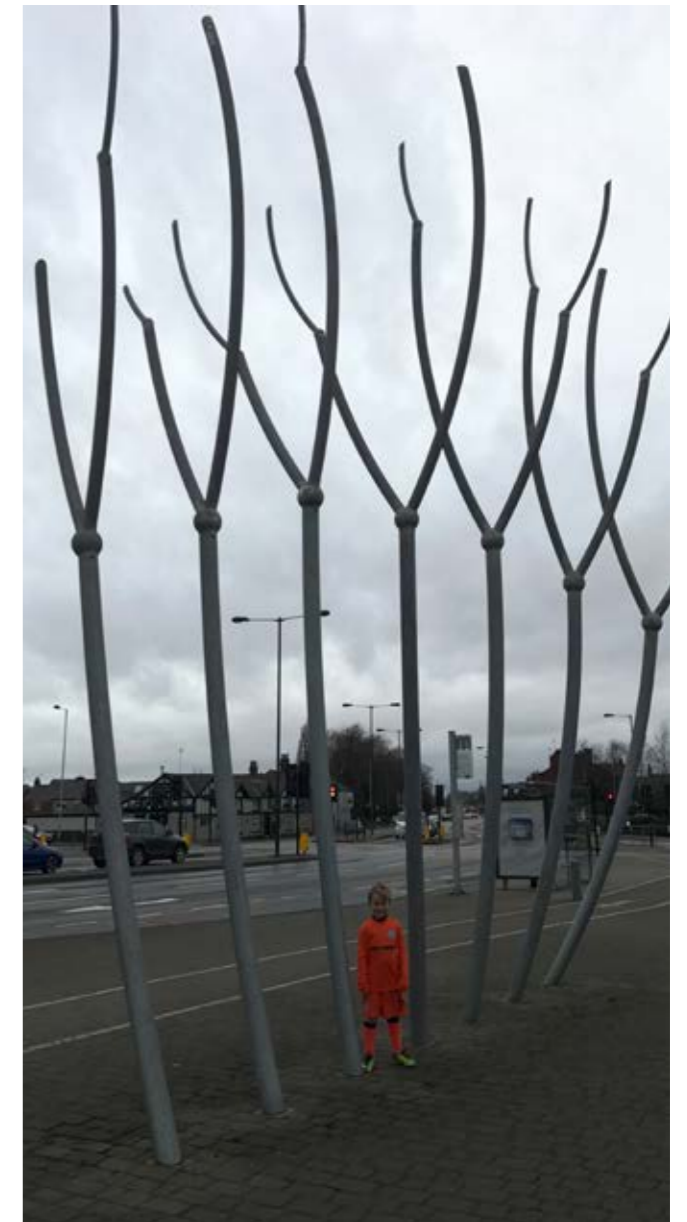
Hazel Grove is served by six primary schools and one secondary school. Some children who live in Hazel Grove are educated outside the parish, especially when studying for ‘A’ levels.

Stepping Hill hospital, the main hospital of Stockport, is located on the parish boundary.

**Hazel Grove has excellent transport connections.**

There are at least two to three trains an hour from Hazel Grove station to Manchester Piccadilly. All trains call at Stockport, which has excellent mainline connections. The main bus route to Manchester along the A6 is a 24-hour service.

The recent extension of the A555 to Manchester Airport allows access to the motorway network (M56/M60) within a 15-minute drive.





## Church Services and Worship

**We offer a variety of services and worship styles. Generally speaking, the congregations are discrete, and there is little overlap in congregants attending services, apart from the leadership team of clergy and Readers.**

Worship and deepening faith are clearly the most important goals, while another concern is to provide worship for every taste through the current monthly pattern.



### Services, Liturgy and Robing

#### Sunday 8.30 am

- Holy Communion follows a traditional style of worship, with a sermon.
- The Book of Common Prayer is used on 1st, 3rd and 5th Sundays, while Common Worship is followed on 2nd and 4th Sundays.
- Clergy and Readers are robed (cassock, surplice and stole/scarf).
- Hymns are sung on Christmas Day and Easter Sunday to organ accompaniment.
- Average attendance 2018: 28.

#### Sunday 10.15 am

- Our principal service is the 10.15 am Holy Communion on 1st and 3rd Sundays.
- Common Worship according to the liturgical season is used with both organ, choir and informal musical accompaniment.
- Clergy, choir, crucifer and Readers are robed (as above).
- A number of lay assistants are also licensed to assist with the chalice.



- Children and young people join the congregation at the communion rail following their groups.
- An All-age Service takes place on the 2nd Sunday, often devised and led in part by young people and children from our Pathfinders and Sunday Clubs
- There is no robing for this service which is accompanied by band and singing group and uses a projector and screen.
- A particular feature of the All-age Service is puppet ministry - singing, telling a story, drama etc. The young people have developed considerable skill with puppets under the guidance of the Children's Worker.

- Often the Children's Worker or Verger take a lead in an interactive talk designed to address all ages on a theme.
- On the 4th Sunday a service of Morning Prayer takes place (cassock, surplice and black stole) and where there is a 5th Sunday, a Celtic Communion.
- Average attendance 2018:  
1st, 3rd and 5th Sundays / Holy Communion: 117 (under 16s: 17)  
2nd Sunday / All-age: 177 (under 16s: 37)  
4th Sunday / Morning Worship: 129 (under 16s: 20).

#### Sunday 6.30 pm

- Evening Prayer (CW) on the 1st Sunday and with Celtic Holy Communion on the 2nd
- Evening Worship - a less formal and more creative service (no robing) on the 3rd Sunday
- Evening Prayer with Holy Communion and Healing Prayer (CW) on the 4th.
- Where there is a 5th Sunday, a Taizé service or Iona-type evening prayer have begun to be used (no robing); alternatively, Choral Evensong is sung by the choir.
- Average attendance 2018: 20  
Taizé service (twice a year): 40.





### Other Services

Christmas at Norbury starts early in December with the extremely well attended Junior Schools Service to which the local schools bring their Year six and invite family members. The event is in aid of Save the Children and a representative from the charity usually comes along to speak briefly.



### Mid-week 10.30 am

- A said mid-week Communion takes place in church on Wednesday mornings using BCP, accompanied by prayer for healing on the first Wednesday of the month.

- Average attendance: 17.

### Quiet Services

During both Advent (once each week) and Lent (in Holy Week) short, quiet and reflective services are offered, which mirror the season and support the deepening of faith and understanding

Quiet Space - a short, mid-week, monthly service - is also designed to meet the needs of those who prefer a meditative approach to worship.

Other Christmas' services include an All-age Nativity service, a Carol service led by the choir, and a very popular Christingle on Christmas Eve (380 people in 2018) before the Midnight service.

Church and choir members sing carols at a local supermarket and last year, for the first time for many years, sang carols around the neighbourhood.

There are also services celebrating Mothering Sunday, Ash Wednesday, Ascension, Harvest Thanksgiving and Remembrance Day, the last in church and at the War Memorial.

The annual SS Stockport service commemorating the sinking of a convoy rescue ship, usually takes place on the third Sunday in February.

Confirmation takes place in one of Stockport Deanery's churches on a rotational basis. Messy Church (monthly) includes a short, informal service and talk for young children and their parents/carers.

A Service of Light following the Holiday Club in August is designed as a vehicle for thanksgiving after the children's event.

As a church we welcome the local community to celebrate major milestones in their own communal and/or national lives.





*Baptisms, Weddings and Funerals*

Baptisms or Thanksgivings are offered after the morning service at 12.30pm on a Sunday (twice a month), or, if the family prefers, they can also be arranged as an integral part of a 10.15 a.m. Sunday All-age service.

Often, large congregations attend these occasions. The Baptism Team prepares the family with home visits prior to baptism and follows up after the event. In 2018, 31 babies or children came for baptism at Norbury Church.

Weddings are arranged by the clergy in consultation with the couple following their registration of interest. There were six weddings at Norbury in 2018.

In 2018, the Clergy and Readers conducted 58 funerals, of which 25 were conducted in church, and 33 at Stockport Crematorium. Memorial Services in May and November enable families and friends to remember their loved ones. A Bereavement Support Group was formed early in 2018 and serves the needs of those recently bereaved.

*Music*

Norbury has very recently lost its principal pianist. As a consequence, the small team of musicians is endeavouring to prioritise the main services and provide an effective lead in the worship of the church.



The church employs an organist who plays at two services each month and can also be booked for weddings and funerals. In addition, a director of music supports a small team of keyboard players, instrumentalists and the singing group.

Traditional worship is led by a choir of 12 or so men and women, accompanied by organ. Some choristers also participate in the singing group accompanying less formal services using a keyboard and sometimes a band. Hymns and songs from Mission Praise, Hymns for Today's Church, and a variety of other sources are sung during services.

Norbury organises a Sunday concert series twice each year, featuring gifted Cheetham's students.





## Church Property

### Church

- The church was consecrated in July 1834 and is a Grade II Listed Building.
- Built in the Georgian preaching box style, with a chancel and sanctuary added in the 1920s.
- Further extensions in the 1980s and 90s provide a large meeting room, three smaller rooms, two of which are now used as church offices, and a kitchen.
- The chancel was re-ordered in 2000 to enable an open worship area to be created.

### Churchyard

- The churchyard opened for burials in 1834 and closed to new burials in 2008, but burials in existing graves are still allowed.
- Stockport MBC is responsible for maintaining the churchyard, although we have to pay one third of the cost because of the legal circumstances relating to part of the churchyard.
- There is a garden of remembrance and grassed area for burials of ashes.



### Vicarage

- The vicarage, built in 1957, is a large detached house with gas central heating.
- It is owned by the Diocese and located about 1km from the church.
- *The accommodation includes:*
  - Large gardens
  - Ample off-road parking
- *Ground floor:*
  - Small enclosed yard
  - Attached garage
  - Utility room
  - Kitchen and dining area
  - Dining room
  - Lounge,
  - Study/office
  - Cloakroom
- *First floor:*
  - 4 bedrooms
  - Bathroom

### Curate's House

- A large Victorian semi-detached house with a small front and long back garden, located about 1km from the church.
- It has been re-let since November 2018 following an extensive refurbishment.

- It is owned by the PCC and is the major source of investment income.

### School Street Scout Hut Site

- The PCC owns the plot of ground formerly occupied by the schoolmaster's house and gardens.
- The Scout Group Council rent the site from the PCC and own the hut standing on it.
- The PCC also rents a piece of land from Stockport MBC to the side of the site to enable access from the road.

### Norbury Playing Fields

- The PCC owns the fields and leases them to the Norbury Amalgamated Sports Club.
- The site comprises a cricket pitch, lacrosse pitch and crown green bowls square.
- There are two pavilions and a separate score hut/storage facility.



## Finance

### 2018 was an unusual year for both income and expenditure.

Income was boosted by a one-off transfer of **£63,819** into our accounts following the dissolution of the Norbury Development Trust and reduced due to the Curate's House being unavailable for rental because of refurbishment.

- *Expenditure:*  
**£27,425 (increase)**  
due to the refurbishment cost of the Curate's House.

- *Nett income:*  
**£275,501**  
of which 46% is attributable to planned giving including tax relief.

- *Total expenditure:*  
**£266,281**  
of which **£98,962** was the parish share.

We have reserves of around **£250,000**. The reserves are organised as a set of funds, some of which have restrictions on the purpose to which they can be applied.

The restricted Maintenance fund, which is used for the repair of the church, has a balance of **£137,400**.

The church's heating system is in need of an upgrade and the PCC is currently working with the Diocesan Architect to determine the most cost-effective and efficient method of heating the church and attached buildings. The new heating system will be paid for from the Maintenance fund.

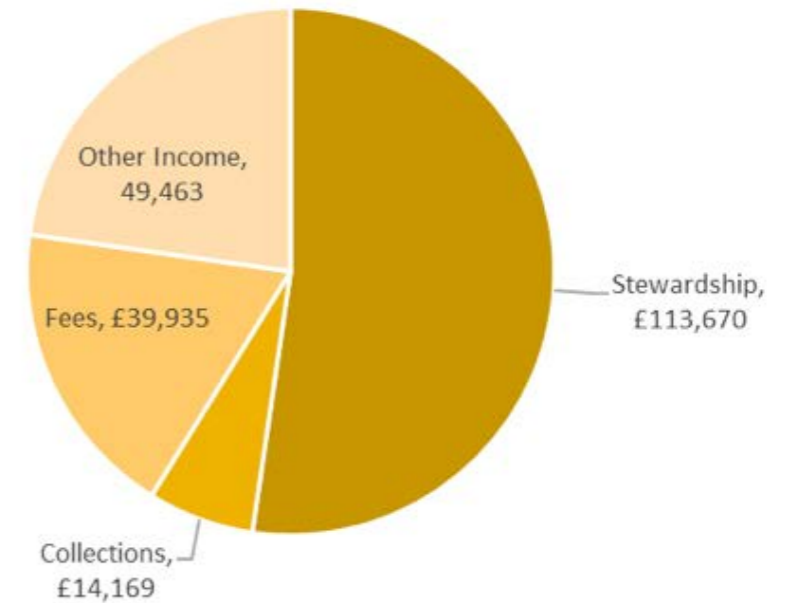
There are no plans for other major expenditure at present.

We have a policy of funding mission work outside the parish, both in the UK and elsewhere. This is budgeted for 5% of Norbury's income in 2019.

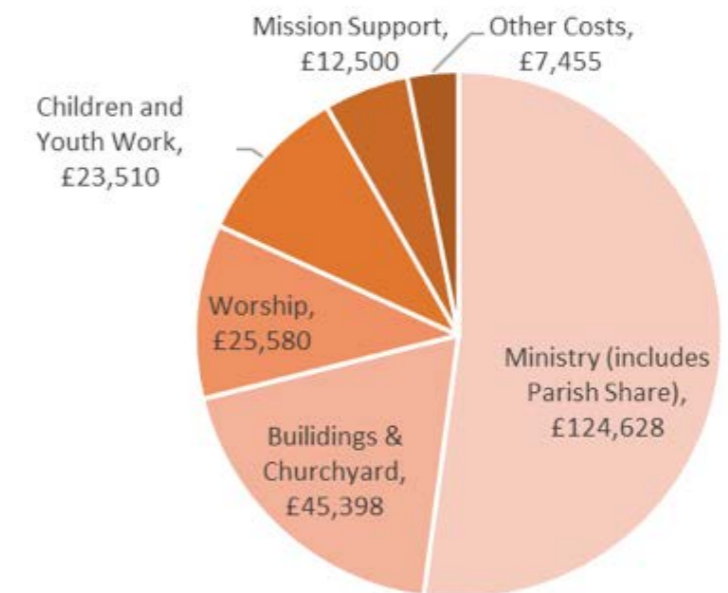
Norbury's Annual Report and Financial Statements for the financial year ending 31st December 2018 are in the applicant's pack.

### The Budget for 2019

*Budgeted Income*  
**£217,237**



*Budgeted Expenditure*  
**£239,071**







## Children and Youth Work

**Work with children is led by our Children's Worker, who, working alongside our volunteer youth leaders, provides strong support and guidance.**

We have a large number of volunteers of all ages who work in various teams to support the children's and youth activities of the church.

### Sunday Club

Sunday groups meet during the main 10.15am service, with the exception of the 2nd Sunday of the month, which sees our All-age service. There are also specific dates during school holidays.

We have three groups:

- *Sunday Club (aged 3-7)* to the end of school year 2.
- *Explorers (aged 8-11)* school years 3 to 6.
- *Pathfinders (aged 11-18)* school years 7 to 13.

All groups follow the same teaching theme, presently using Urban Saints' Energize material.

### Messy Church

Messy church is always well attended and meets on the 4th Wednesday of the month (except August and December) from 3.30pm to 5.30pm.



**Messy  
Church**





### Toddler Group

The Toddler Group is a way into further church activities. Two thriving toddler groups are led by the Children's Worker, supported by volunteers.

### Holiday Club

An annual Holiday Club takes place during August - a week of fun activities, teaching and more. It is organised by our Children's Worker and Verger alongside a core team, and volunteers aged 12 upwards. Around 75 children aged 4-11 attend, supported by up to 60 volunteers.

### Puppet Ministry

Our Puppet Ministry is involved in most All-age services. Team members are all youngsters, aged 11-17. We also visit local groups, such as uniformed organisations and residential homes for the elderly, to spread the message of God's love.

### All-age Service

Children and youths are greatly involved with All-age worship. This involves planning services, undertaking Bible reading, writing and delivering prayers, taking part in dramas and giving testimonies. This is a highly popular service for those new to the church.

### Residential Weekend

The Savio Weekend is a residential weekend in Bollington for those aged eight and upwards. It is a great weekend for bonding and getting to know each other.

### Primary School Linking

We enjoy close links with all six local primary schools. The Children's Worker leads assemblies and takes lessons. Classes also visit the church as part of the schools' curriculum.

Each December we organise and host a Junior Schools' Carol Service for all Hazel Grove year six children. These are designed in consultation with School representatives.

We also host Norbury Hall Primary Schools' Key Stage 2 Carol Service.

A Safeguarding Officer, alongside our Children's Worker, ensures all DBS checks are updated, and we are complicit with child and adult group ratios.

All Children's and Young People's groups are fully inclusive; we have children with varying needs and abilities. Appropriate equipment is provided, and volunteers are trained in additional needs. Regular discussions on inclusivity are open to all and held with our Sunday members.





## Lay Leadership and Ministry

**In the last two years, five members of our church family have undertaken Foundations for Ministry, and a further member left to undertake ordination training as she is about to begin her first Incumbency in the Wirral.**

Lay people are involved in baptism and wedding preparation, as well as our regular bereavement support group. Our team of five Readers, and one in training, regularly preach and lead worship.

A licensed team administer the chalice. The reading of lessons and intercessions is predominately lay.

Adult Home groups, led by lay members and clergy help us to explore, deepen and share our faith.

Leadership of Pilgrim and Alpha courses, fellowship and mission groups is shared by clergy and laity. Lay people are also involved in visiting, including home Communions.

Pastorally we support the local Food Bank, The Wellspring Kitchen, which is a project in Stockport caring for those living on the streets and Wood Street Mission who provide food and clothing to the poor and vulnerable in Salford and Manchester.



## Ecumenical Relations

**We greatly value our relationships with our Christian neighbours, our fellowship together, and the work we share in the community.**

There are five local churches that belong to Churches Together in Hazel Grove (CTHG):

- Baptist
- Methodist
- Roman Catholic at St Peter's
- United Reformed
- Church of England at Norbury Parish

Representatives from these churches meet four times each year in helping our churches to work together to spread the truth and love of Jesus Christ in Hazel Grove.

During the year there are a number of events where the CTHG collaborate, which include:

- Marking the Week of Prayer for Christian Unity.
- Jointly held services in a care home and other places in the community.

- Churches enjoy together Sunday Lunches and a Summer Party.
- Meetings of the CTHG committee where news is shared and plans are made.

Other joint activities over the last few years have included a Walk of Witness, Praise in the Park, annual Lent groups and carol singing in the village.





## Mission and Outreach

**At Norbury, we offer a very extensive and diverse offering for our mission and outreach, which is fully inclusive for all of our community.**

- We support 15 disparate Christian mission agencies, collectively covering local, national and global scopes.
- A twice-yearly Memorial Service and monthly Bereavement Group provide help for those in need.
- In recent years several Alpha courses have witnessed new and existing members of the congregation join to worship, learn and grow. In 2018, four candidates were confirmed.
- A vibrant Messy Church, enjoyed by children, teenagers and adults together takes place once a month on a Wednesday afternoon. A short service follows theme related crafts and finishes with a shared meal.
- The church is open weekday mornings on Monday, Tuesday, Thursday and Saturday and is overseen by pairs of stewards, who provide a warm welcome. It is a space for a friendly chat over coffee, or contemplation and quiet prayer.
- A Traidcraft stall is operated by volunteers at our morning services once a month.
- The Social Team oversee an assortment of activities such as Greek Night, Drop in for a Drink, concerts and ceilidhs.
- This is complemented by regular, long-standing gatherings such as Norbury Walkers, Film Night and Mothers' Union Afternoon and Evening Groups.
- A Christmas Fair is always well attended and raises funds for the Church's General Fund.
- We publish a monthly magazine, distributed on subscription to the congregation and townsfolk.
- Our weekly notice sheet, the 'Take Away', is distributed at all services and available in church.





We are looking for someone who is:

An **inspirational leader**

**Innovative, organised, creative, collaborative and decisive**

An effective **communicator** and a good **listener**

Continuing to **grow** and **deepen their own faith**, which is reflected in the way they deal with others

Has strong **people skills**, which connect across a **full age range**

**Approachable, inclusive, humorous and encouraging**

*“I am the light of the world. Whoever follows me will never walk in darkness, but will have the light of life.”*



Norbury Parish Church  
London Rd,  
Hazel Grove,  
Stockport SK7 4RF  
0161 483 6325 [info@norburychurch.org.uk](mailto:info@norburychurch.org.uk)

