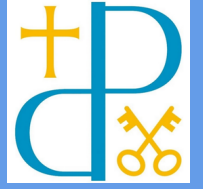




The Parish Church of St Peter, Rushden



Parish Profile 2025

Welcome to our Church



The Churchwarden and Leadership Team have worked with the PCC and other church members to produce our parish profile. We hope the applicants will find the information both helpful and inspiring.

St Peter's is a welcoming evangelical church, keen to share the good news of God's love for everyone. The congregation is a mix of ages and backgrounds, largely representing the local community. Our style of worship is relaxed, with Common Worship to the fore in our main Sunday services using the different booklets, which are relayed on screen in the church, according to the church calendar. Lay members take a full part in the services.



Contents

Welcome to our Church.....	2
Contents.....	3
Our Vision and Mission.....	4
Our Church Community: Congregation	5
What We Can Offer You	7
Our Team	8
Our Services.....	10
Other Services	12
Our Children, Young People and Families.....	14
Our Groups.....	15
Links Near and Far	16
Our Parish	17
Our Church	20
Our Finances	24
Our Organisation.....	27
Our New Rector	28
A Place to Call Home.....	29
A Position for You?	30
Letter from the Bishop	31



Our Vision and Mission



Our Vision:

Belong – Believe – Grow – Reach Out

Our Prayer for Church Growth:

God of mission who alone brings growth to your church, send your Holy Spirit to give vision to our planning, wisdom to our actions, joy to our worship and power to our witness. Help our Church to grow in numbers, in spiritual commitment to you, and in service to our local community.

Through Jesus Christ our Lord.

Amen



Our Church Community: Congregation



**At St Peter's we are a lively
community of all ages,
a Church Family
growing in faith together.**

**See the next page for comments
from Church members when asked
what they like about being part of
St Peter's Church Family.**





"We like being part of the Church family because if anybody is in need you have always got someone around to help and give you advice. We like going to our church for the love and friendship you receive from Rev to the congregation everybody makes you so welcome and it is a pleasure to be part of it."

"St Peter's holds a very special place on my heart, having been baptised, Sunday School member, Brownie and a Guide within a friendly church community who care and look out for one another."

"The best thing about St Peter's Church is it's people, excellence in bible teaching and most sermons are explained in a down to earth way that the congregation can understand"

"We both feel that we truly belong to our Church family, the caring and the friendship we have experienced over the past years has been amazing. The best thing about our church is that there is never pressure, we all have our individual needs and ways of praying, and simplicity of the services."

"I feel I belong in our church family in the same way I belong to Jesus. Consistency is the best thing."

"I like being part of the church family because it's a network of people I feel safe among, not only on a Sunday but out in the community. The best thing about our church is that it is a place to take some time out from the stresses and worries of everyday life. An anchor. A place to reaffirm my faith and be confident in that faith."

"The church family gives support to individuals prayerfully when needed, there is encouragement to use talents in a helpful manner to all, building friendships for those who feel isolated and who need the support of the church family pastorally. Coffee mornings and other events are good outreach into the community."

**"I like church.
It's fun!"**

What We can Offer You

What we can offer

- A friendly, welcoming Church Family who care about one another.
- A Church Family who value God's word and are seeking to follow Jesus day by day.
- A Church Family who realises its need of prayer and personal reading of the Bible.
- A committed Leadership Team who are enthusiastic about their areas of service and who work well together.
- A Ministry Team who is committed to its calling, appreciating each other's gifts and enjoy serving together.
- A growing team of dedicated volunteers, and others who could be encouraged to serve in the future.



Aims and Aspirations:

- Helping people to understand what whole life discipleship means for them in the context of their family life.
- Reaching out into our community, sharing Jesus with others in the parish and beyond.
- We have a small number of children and youth who regularly attend. We would like to develop this ministry, possibly re-establishing youth and children's groups.
- We would like to attract more young adults and children into our Church Family.
- Develop and maintain our financial security.
- Music is an integral part of our worship. We currently have two great singers who lead our singing. We would like to encourage others to join and perhaps form a music group.

Church Life

At St Peter's we welcome all and are committed to friendship with God and other people. We have not had the conversation about "Prayers of Love and Faith" with the whole congregation. However, the PCC plus the Ministry Team have met twice, informally, with the Rural Dean and the Diocesan Director of Mission. Whilst recognising there are people holding different views, we remain committed to being a church where all are welcome.

Our Team



There is 1 Churchwarden, 3 Licenced Lay Minister Readers, 1 Licenced Lay Minister Pastoral, and 2 retired Ordained Ministers with Permission to Officiate (PTO). All take an active role in services as is allowed in their situation. The church supports their ongoing training eg through a grant for books.

Many other church members, both old and young, take an active part in services through reading lessons, leading prayers. Occasional drama/sketch, administering the chalice, and music (as detailed below). We have a small team offering prayer ministry after the Sunday services.

There is a church cleaning rota, and coffee rota for serving drinks etc., at the end of the 10.30am Service. Church members clean the brass and arrange floral displays at Festival Services and take part in the periodic 'Spring clean'. Others tend the flower beds, community garden, and cut the lawn.

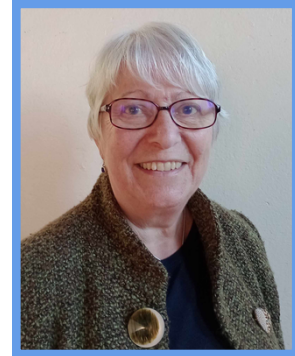
Music – Hymns and Songs

Hymns and Songs are selected, according to the lesson of the day, by two Licensed Lay ministers and a church member who is a qualified music teacher. These are then forwarded to the person who is responsible for the sound desk. He loads the relevant backing tracks on to the church laptop, ready for the appropriate Sunday.





Pastoral Care



The Church family of St Peter's is very caring, welcoming and friendly, and much of the pastoral care takes place informally through friendships. The Pastoral Care Team, led by the Licenced Lay Minister Pastoral, meets every few months during the year to discuss and give updates on the various activities carried out by the team, these include:

- Home/hospital visits with Home Communion as required.
- Being a pastoral presence at main Festival Services, regular Services and other events, eg weekly Toddler Group, monthly Saturday Coffee Mornings, annual Rushden and Diamonds Football Club service.
- Our Prayer chain is made up of members of our pastoral care team as well as those invited from our church family.
- Prayer ministry is carried out following our Sunday Services.
- Coordinating the buying and distribution of flowers and/or cards following the Mothering Day Sunday and Harvest Festival services.
- Management of the annual Living with Loss database. Administering the invitations for the annual Service and providing pastoral support to those who attend.
- Attending and helping with the monthly Services at a nearby residential care home and being a pastoral presence after the Service.
- A small team coordinates the monthly Open the Book school assemblies in a local Primary School.



Our Services

First Sunday	10.30am Morning Worship
Second Sunday	10.30am Holy Communion CW
Third Sunday	10.30am Morning Worship
Fourth Sunday	10.30am Holy Communion CW
Fifth Sunday	10.30am Holy Communion CW
Monday	7.30pm Night Prayer
Wednesday	9am Morning Prayer Zoom



Average Attendance at Services

Service	Children and Youth (0-16)	Adults	Total
Sunday Morning	2	40	42
Night Prayer		7	7
Morning Prayer Zoom		9	9

Average Attendance at Festivals and Special Services

Service	Children and Youth (0-16)	Adults	Total
Easter	8	58	66
Battle of Britain	21	58	79
Living With Loss	5	46	51
Carols by Candlelight	10	69	79
Christmas Eve Nativity	18	45	63
Christmas Day	1	25	26

As of 31 December 2024 there were 54 on the electoral roll.

Other Services



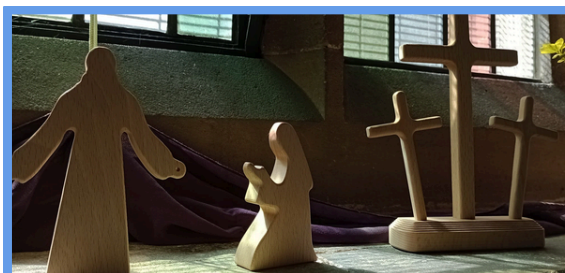
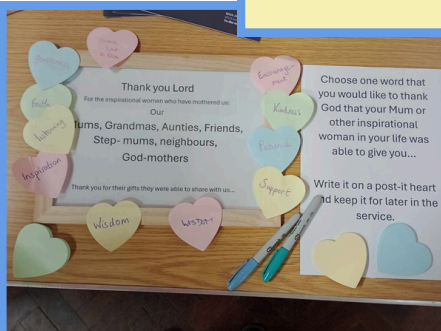
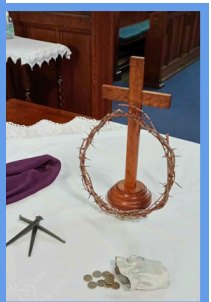
Advent and Christmas:

- Toddler Carol/Nativity Service
- Candle-lit Carols
- Carols for the local football club
- Christmas Eve All Age Nativity
- Christmas Day Holy Communion



Lent and Easter

- Ash Wednesday (joint Service with St Mary's and Whitefriars)
- Palm Sunday
- Mothering Sunday
- Maundy Thursday
- Good Friday (joint open air Service with other churches)
- Good Friday - hour at the cross
- Easter Sunday
- Ascension Day (joint Service with St Mary's and Whitefriars)

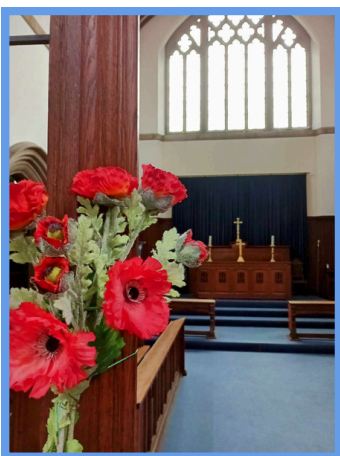




Harvest



Battle of Britain Sunday
(with the local RAF and cadets)



Remembrance
Living with Loss

We have offered occasional quiet mornings
and reflective evening worship.



- Baptisms take place during the 10.30am service, normally 3rd Sunday of the month, so that the whole church family can be involved. Those inquiring about baptism receive a visit in preparation for the service.
- Confirmations take place within the Deanery.
- There was 1 wedding celebrated in 2024.
- In 2024 there were 4 funerals conducted in the Church, and 6 at the Crematorium in Wellingborough.

Our Children, Young People and Families

Our younger Church members



We love having people of all generations within our church family. We currently have two or three families who regularly attend Sunday worship. We enjoy making our worship fun for everyone. We are looking forward to re-establishing our groups for young people and are passionate about developing this area of ministry.



Tots & Tiddlers

St Peter's has operated a toddler group for many years, with the name changing to Tots & Tiddlers around eight years ago. We meet in the Church hall each Thursday morning during term time from 9.30 to 11.30. There is a team of four regular members of the congregation who help every week with a small group of other volunteers who are willing to come along and help when needed.

Our wish for the group is to be welcoming for all, not just the children. We aim to give the adults that attend support in many ways and give the children a variety of experiences and activities. Some of those who come along are struggling with various life events and our aim, if they wish, is to offer a listening ear, support and advice if appropriate.

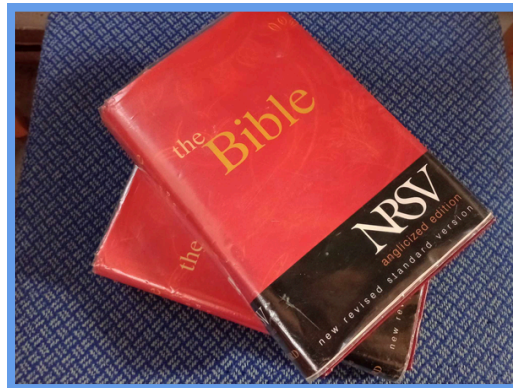


We currently see between 9 and 15 children on a normal week, which we find is ideal for the size of the hall.

Our Groups

Growth Groups

One group currently meets every 2 weeks in a member's home. There are 8 members at present. We pray and study a bible passage together, led by 2 group members. There is a lot of in-depth discussion, encouragement and sharing, plenty of laughter and a lot of learning. We enjoy a good time of fellowship and have made some really good relationships.



Coffee Mornings

Coffee mornings are on the first Saturday of every month with the exception of January and August.

They are well attended, and the emphasis is on service to the community. They provide a safe space to meet and to spend time with one another and of course enjoy a cup of tea or coffee and a piece of cake. There has been some success in converting attendees to regular church members, which is a blessing.

Proceeds from the Coffee Mornings go towards church funds, but in September 2024 we allocated the takings to the Macmillan Coffee Morning Appeal.



Links - Near and Far

Overseas Mission

The Rev. Lea and Mrs Petra Williams (who have two school age children) are our Link Mission Partners. They are working with the Church Mission Society in the Czech Republic. We support them with interest, prayer and finance and hear from them regularly.

At Harvest and Christmas, we support Tearfund with their project of the moment. We also have a special Lent Project each year.



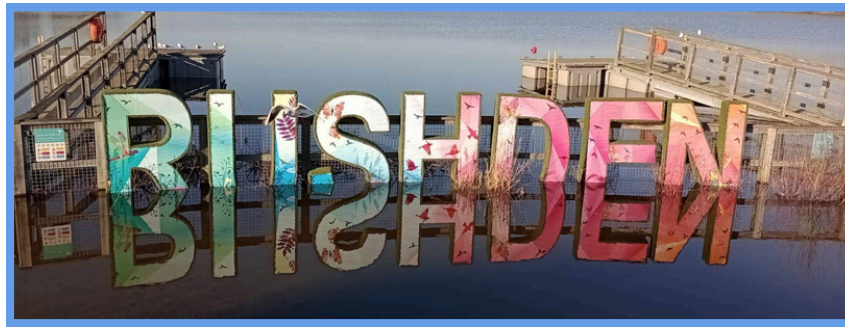
Church Links

We have Clergy and Lay links with other churches in the area and participate together for activities e.g. Lent lunches, Good Friday open-air praise and worship. Two members of our PCC represent St Peter's at the regular Rushden Council of Churches meetings and report back to the PCC.



Together *in* Prayer

Our Parish



Our Parish and Surrounding Area

Rushden is part of Higham Deanery in Peterborough Diocese. It is divided into 3 parishes, St. Peter's, St. Mary's & Whitefriars. At the 2021 General Census, Rushden had a population of 32,000 with the population of St. Peter's Parish being just below 9,000. The majority of the population falls into the 30-60 age group and is generally British and English speaking, gradually becoming more multi-cultural.

Until the 1960s, Rushden had a thriving shoe industry that has dwindled over the years leaving just a handful of offshoots. Many residents now work outside the town.



Road travel is easy, Rushden being close to the intersection of the A45 and A6 trunk roads with the A14 being only 8 miles away. This gives access to the M1/M6 to the west & A1 to the east. The nearest railway station is 5 miles away at Wellingborough with direct trains to London St. Pancras in an hour.

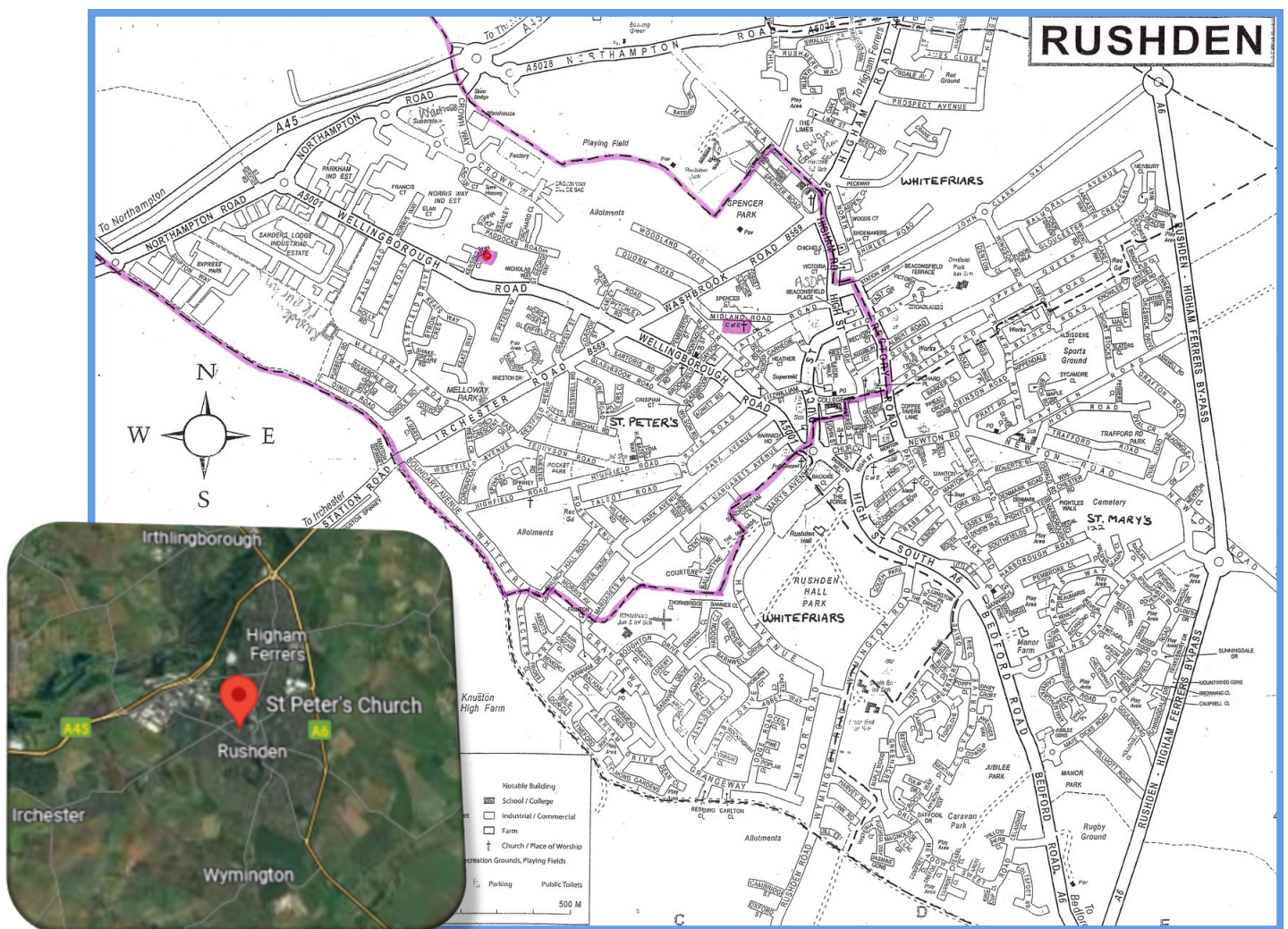


St. Peter's Parish has a good mix of rented and owner-occupied houses with one area of housing being fairly deprived. The town itself is well served with primary schools. In St. Peter's Parish there is one school, now operating on two separate sites (infant & junior) following a recent amalgamation, and with a view to bringing them together to one site in the near future. We have close connections with the school. There is one secondary school in Rushden, Rushden Academy. A C of E secondary school, Bishop Stopford, is in Kettering, 10 miles away with a good bus service from Rushden. A good selection of day nurseries for pre-school children can be found in Rushden and nearby.



There are three doctor's surgeries in Rushden, with the nearest hospitals being in Kettering and Northampton. Additionally there is a modern outpatient's department at Nene Park, Irthlingborough (3 miles) – linked to Kettering hospital – that offers blood tests and outpatient appointments. Dental services are provided by a number of practices within Rushden, it appears that at the present time the ability to register as an NHS patient is intermittent.

Rushden and the outskirts are now excellently served for shopping. Asda and Lidl both have stores in the town centre area with Waitrose and another Lidl on the outskirts. Tesco and Sainsbury's also have their smaller convenience stores in town. As with many town centres Rushden's has suffered a decline over the past few years, although there are small signs appearing that an upturn may be happening.





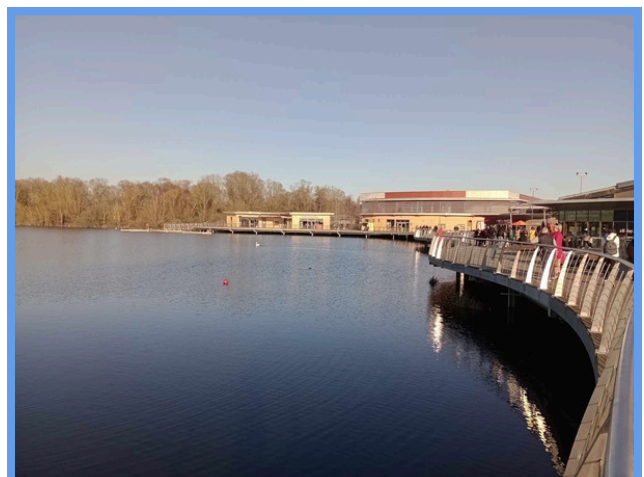
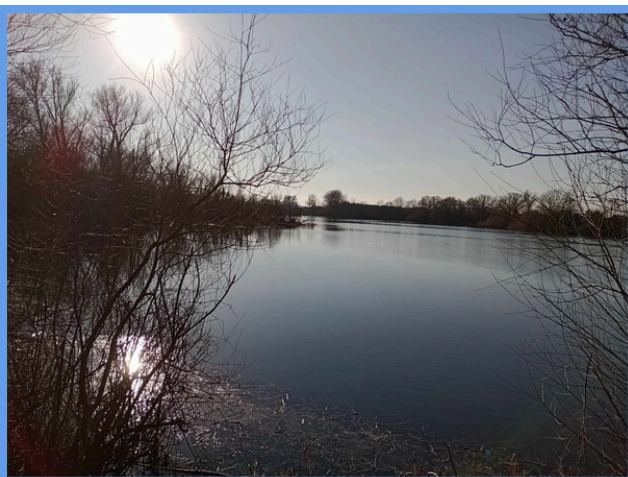
Out and About:



Rushden Lakes, as seen on BBC's Countryfile programme, is situated in the parish and is within walking distance of the Rectory. It is an area where retail and countryside meet and is very popular with the general public.

This development opened eight years ago next to the A45. This excellent retail area has a number of national chains along with a large selection of chain restaurants and a cinema complex. Additionally there is a large lake area with a number of walking opportunities.

For leisure purposes The Pemberton Centre provides a variety of sporting options and the Splash Leisure Pool is located close to the Church. In addition to Rushden Lakes, there are excellent walking and play areas at Stanwick Lakes (3 miles) and a number of other very nice country parks within half an hour of the town.



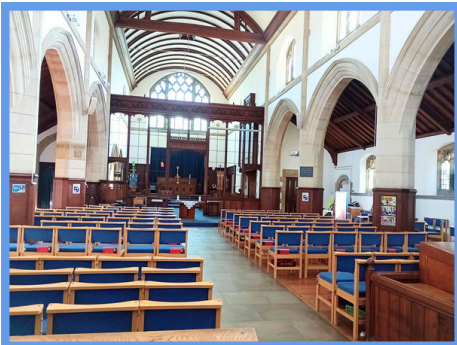
Our Church



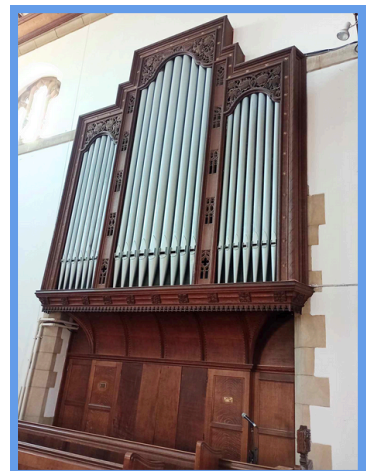
St Peter's Church is a Victorian style red brick building, dating from 1907, and capable of seating up to 250 people. It is situated in Midland Road, a residential street of mainly terraced houses.

The acoustics of the church are very good, and a number of concerts, offering a variety of music, have been held in the past.

The church was re-equipped in 2000 with comfortable chairs, some new carpeting and a good quality sound system. Since then a projector and screen have been added, and service liturgy and songs are now displayed on screen for most services.



There is also an Organ that is used on occasions, being played by a church member, rather than an appointed organist.



The chairs are not fixed so can be moved to the side of the church to enable the main body to be opened up for other events.



There is a side chapel which is used for Night Prayer services, Sunday morning prayer ministry and small group meetings.



In 2012 the church was further enhanced with an area at the back being glass screened off to provide a separate meeting room (generally referred to as the Community Room) and an accessible WC. A new servery was also added at the back of the church. This new area is of great benefit for smaller Church meetings and there is much scope for further new initiatives to take place here.



CCTV is installed, with four cameras, to the rear and garden areas of the church.

The last QI took place in May 2023. No major works are outstanding, although the need for some work on the roof tiling was highlighted. There is no evidence of any water ingress from the roof. Since we have been in Vacancy an inspection report from Ecclesiastical Insurance has requested some repairs mentioned in the EICR. Costs for this are being sought.



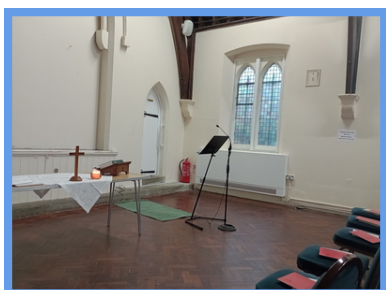
On street parking is available around the church, additionally there is a small, local authority, free car park next to the church grounds at the rear of the building. A tarmacked drive is to the side of the church.

Two Electric Vehicle Charging Points have recently been installed by the local authority immediately outside the church in Midland Road.



Church Hall

The Church Hall, sometimes referred to as Church Room, built in 1895, was the original church building and is in generally good structural order. The main room can hold up to 80 people, with a separate room which can seat up to 12 people which is now mainly used for storage.



A new purpose-built kitchen was installed in 2020. The WCs would benefit with full updating, they are accessed by two steps from the main hall and have no facilities for disabled use.

Lettings to community groups have reduced greatly since the covid pandemic and we no longer employ a cleaner/caretaker, the work being carried out as needed by volunteers from the congregation. Our own Church usage is currently limited to the Toddler Group and our monthly Coffee Morning on a regular basis. For the past four years, in order to save on energy costs from January to March, our 10.30 Sunday Service has been moved to the hall, a move that appears to prove popular with the majority of the congregation.

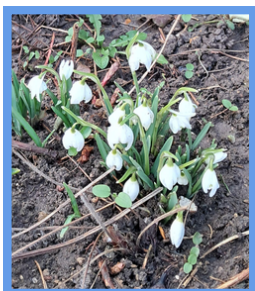


Church Grounds

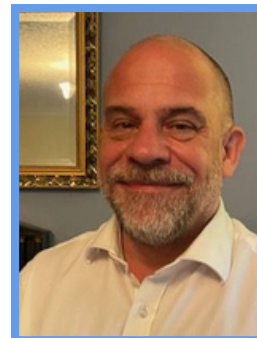
There is no Churchyard. At the front of the Church, Midland Road, there is a low walled area containing an assortment of bushes and a Church noticeboard.

At the rear of the Church, Station Road, there is a large lawned area with borders containing a variety of shrubs and flowering plants. The area is bordered on one side by housing and the other by the local authority car park with metal fencing and a gate opening on to the road. A further Church noticeboard is next to the gate. Both noticeboards are modern in design and construction, being erected around six years ago.

A pathway runs through the grounds from Midland Road to Station Road. Although a private pathway it is used by the public as a useful short cut. The local community do use the garden area with the benches for sitting on and the grassed area often used for exercising dogs. We are content to allow access to these facilities to our local community providing no abuse takes place and in the knowledge that CCTV cameras cover the area.



Our Finances



The majority of our income comes from regular giving through the Parish Giving Scheme with a small number of the church family preferring to use envelopes and standing orders. The PCC resolved to invest in a card reader towards the end of 2023 and there is a link on our website to our Give-a-Little facility. We hold our annual gift day, usually between Harvest and Advent, with a special service focusing on gifting, stewardship and tithing.

Whilst our total receipts, through planned giving, reduced during the Covid pandemic we have seen a steady increase over the past 3 years. Although finances remain a challenge, we firmly believe that we have the resources within the church family to ensure the ministry of St Peter's remains sustainable.

The Church Hall is available for letting to local community groups and businesses, we undertook a refurbishment of the heating and kitchen facilities in 2020 and we have a desire to grow the letting income from the current level of £5k to the pre-pandemic level of circa £10k.

Our monthly coffee morning provides a great opportunity for outreach within the community and those on the periphery of the church and this is well supported contributing just under £2k in the last year towards church funds.

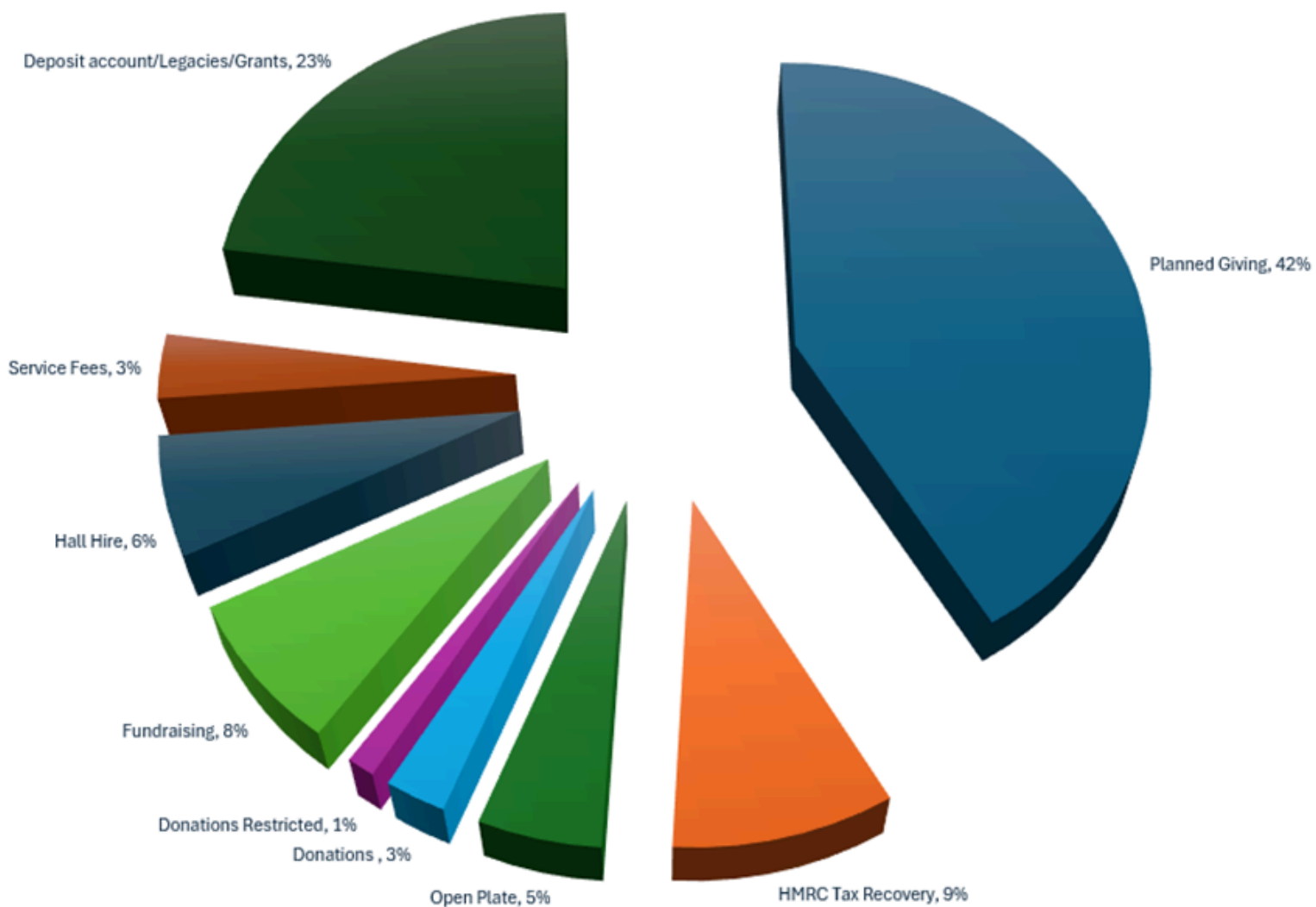
The St Peter's church family are particularly responsive to specific appeals; our Lent Appeal in support of specific Christian projects and Harvest Appeal, in support of Tearfund.





We are thankful for a number of legacies that have been left for the work and ministry of St Peter's. We have a legacy policy which is accessible through our website.

Our reserve fund currently stands at circa £51k with further shares with CBF currently with a market value of circa £33k.



Total income £80,247 (2024)



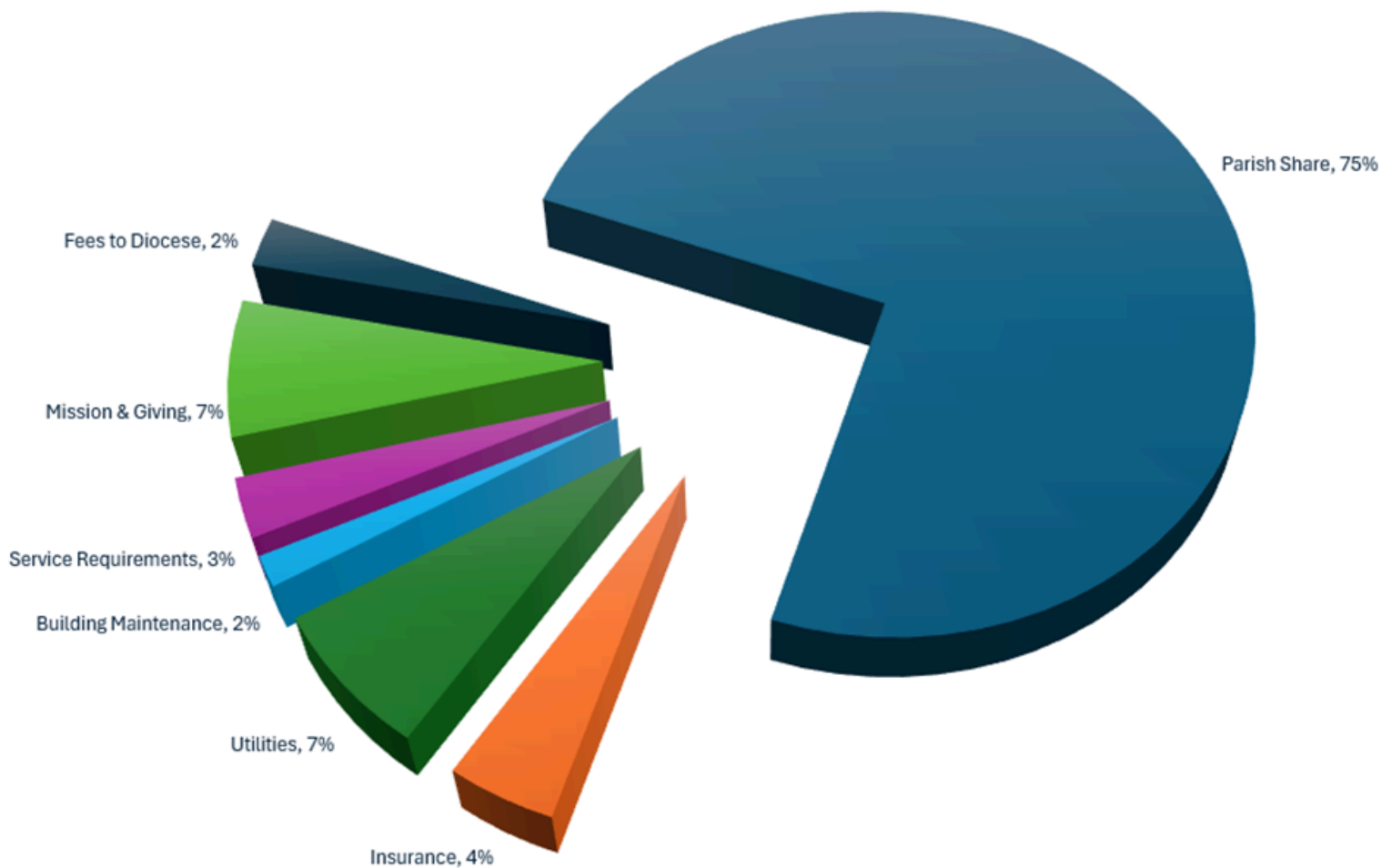
The PCC is committed to ensuring we pay our Parish Share and have done so every year since the parish was established. This payment is the major part of our annual expenditure, which for 2024 was set at £60,058 and has been paid in full.

Clergy expenses are managed by a simple claim form on a monthly basis with payments made by bank transfer.

The church buildings are in good condition and maintenance costs in the last year have been minimal. Minor electrical works were identified in our last quinquennial report and funds have been allocated for this work.

We have committed to giving 5% of our total giving receipts in mission support and currently this is allocated to our Church Mission Society Mission Partners, Rev. Lea and Petra Williams and their ministry in the Czech Republic.

Our main areas of expenditure are summarised in the chart below



Total expenditure £80,619 (2024)

The treasurer provides finance reports for each PCC meeting and the Fabric and Finance committee meetings.

Our Organisation



Parochial Church Council

The PCC meets every 2 months to discuss all areas of church life and the Fabric and Finance sub-committee meets in the intervening months.

There are currently 9 members on the PCC including

- Churchwarden
- Treasurer and Lay Minister
- Lay Minister and PCC Vice Chair
- Lay Minister Pastoral
- Safeguarding Officer
- PCC Secretary
- PCC Minutes Secretary
- Tots & Tiddlers Leader
- Deanery Synod Reps x 2



Safeguarding

Safeguarding of children, young people and vulnerable adults is an important aspect of church life and affects all of us. We can all play our individual part in looking out for and protecting all who are vulnerable. The PCC is working towards fully complying with the Safeguarding standards and ensuring that all those who have a role in church life are working in accordance with these Safeguarding policies and procedures.

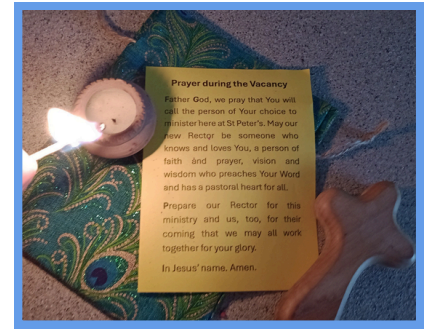


We are registered for the Parish Safeguarding Dashboard, which is a web-based record of how compliant we are, and we aim to keep it updated. Training is an important part of these standards, and all members of the church are encouraged to undertake the basic training online if possible. Those with roles in the church are expected to do additional training relevant to their role. We continue with undertaking DBS checks for those in relevant roles and have recently appointed a second person to process DBS checks. We work closely with the Diocesan Safeguarding team and value the advice and guidance they are able to offer.

Our New Rector

Who we are looking for

A discerning spirit-led leader who can take us from where we are to where God is calling us to be.



1. We are a family, so we are looking for someone who:-

- Is confident in their own journey of faith and is willing to listen to God for our Church family.
- Will be an active presence in the Church family beyond Sunday worship.
- Will value our existing teams and ministry.
- Will walk with us as we grow and develop new Spirit-led ideas together for the future of our church.
- Has a good sense of humour and energy.

2. We are a multi-generational church, so we are looking for someone who:-

- Will support our existing congregation.
- Will provide lively and accessible worship for all ages.
- Will help us to welcome more families and young people into the church family.

3. We value worshipping Jesus and Biblical teaching, so we are looking for someone who:-

- Is confident in leading worship and enabling others to engage with Jesus.
- Is a Biblically based teacher who can bring the Bible to life for people of different ages and stages of faith.
- Is a team player, comfortable in leading and enabling others to lead and teach.

4. We want to serve our community, so we are looking for someone who:-

- Will be a visible presence in our community and has a heart to make Jesus known.
- Will push the boundaries of mission and outreach.

5. We are all in this together, so we are looking for someone who:-

- Is confident in identifying and developing the gifts of others.
- Is a facilitator and trainer of Every Member Ministry.
- Can develop our pastoral ministry.

A Place to Call Home



The Rectory

The Rectory is a 1980's detached modern house with 5 bedrooms (1 en-suite), study/office, lounge, dining room, kitchen, utility room, family bathroom and downstairs toilet. There is a large garden at the rear, laid mainly to lawn, and an open plan garden to the front. To the side there is a double garage and off road parking for 3 or 4 cars. It is situated in a pleasant area of the parish and is about 15 minutes' walk from the Church. It would be described by local Estate Agents as a "highly desirable, much sought after property" built by a locally recognised small building firm.



A Position for you?

Is God calling You?

Informal contact can be made with The Rural Dean, The Revd Nicki Hobbs
Email: revnicki@familyhobbs.org.uk
Tel: 01536 799522

Or

The Archdeacon of Oakham, The Venerable Alison Booker:
archdeacon.Oakham@peterborough-diocese.org.uk

Archdeacons Office:
Cheryl Cullen (PA)
Tel 01733 887019
E pa.archdeacons@peterborough-diocese.org.uk

If you would like further information or an informal conversation about this post,
please contact CPAS, <https://www.cpas.org.uk/jobs-ministry>



Ministry in the Diocese of Peterborough

Warm greetings as you explore the possibility of ministry in Peterborough Diocese. Dioceses vary in their culture and their approach to ministry and mission. I hope it will help if I spell out some of our commitments, expectations and aspirations. You can find more on our website; this simply paints the picture in broad brush strokes.

Roughly speaking the diocese covers Northamptonshire and Rutland as well as the City of Peterborough (which used to be in Northants, is now in Cambridgeshire for ceremonial purposes, but is a unitary authority running its own affairs). The Archdeaconry of Northampton covers the towns of Northampton and Wellingborough, and the rural areas, market towns and villages of West Northants. The Archdeaconry of Oakham covers Peterborough, Rutland, the towns of Corby and Kettering, and the rural areas, market towns and villages of North Northants.

The diocese is medium sized in population with a little under a million people, but the rural areas of Northants and Rutland include many small villages with fine, and usually modestly proportioned, medieval churches. There is one suffragan bishop, John Holbrook, Bishop of Brixworth since 2011, and two archdeacons: Richard Ormston of Northampton since 2014 and Alison Booker of Oakham since February 2022. Bishop Donald came to the diocese in 2010 charged to reverse the serious decline in churchgoing and to instil a greater sense of diocesan identity and unity.

Clergy morale is important to us. Bishops visit all licensed clergy in their homes every three years on a purely pastoral basis. We talk about “shared episcopate” and encourage rural deans, parish clergy and chaplains to be leaders in mission, confidently getting on with ministry. We are increasing the number of ordinations and of parochial clergy. We believe in church growth.

All our senior staff saw growth in their earlier parish ministries, and it is our expectation for every healthy church. Rather than a detailed diocesan strategy we are working in terms of a vision for each parish or benefice to develop and own a growth action plan. Interdependency and a shared belonging and commitment to mission are important, but each local unit should have its own aspiration to being a growing, viable, missional, serving and worshipping community.

Both bishops cover the whole diocese with distinct responsibilities rather than geographical areas. The Bishop of Peterborough has taken responsibility for clergy in parish ministry, and for lay ministry. The Bishop of Brixworth is responsible for ordinands, curates, retired clergy, sector chaplaincies, and environmental matters. The Archdeacon of Northampton chairs the Diocesan Board of Education. The Archdeacon of Oakham encourages and oversees mission across the diocese. These responsibilities change from time to time.

The Bishop and the Dean, Chris Dalliston, work closely together, and we present the Cathedral (even though geographically it is towards the end of a long narrow diocese) as the spiritual centre of diocesan life.



Most of our clergy come to the Renewal of Ordination Vows and the Blessing of Oils on Maundy Thursday, followed by lunch in the Bishop's Palace. Retired clergy come for a summer Eucharist and lunch. Parish clergy return in the autumn for a day of worship, teaching and fellowship. Ordinands join the senior staff for two social events at the Palace each year.

As we look for and encourage clergy to join the diocese we are committed to providing them with good and well maintained housing, a decent stipend and appropriate training and support. In turn, we look for certain commitments:

- to share with the Bishop in the cure of souls, and to work strategically for growth in numbers among the worshipping community
- to teach Christian discipleship including the principles of giving
- to take seriously the pastoral and missional opportunities of occasional offices, aiming for good working relationships with funeral directors and others
- to enable the full participation of children and young people in the whole life of the church, and to develop mission among the younger generations
- to be involved in both church and other local schools as far as possible, actively seeking opportunities for mission and preferably offering a chaplaincy role and leading collective worship rather than chairing the governing body
- to be involved in deanery and diocesan activities and in the life of their local community
- to promote and enable lay ministry in both church and community
- to take part in our ministry review process, consisting of a three-year rolling programme: a pastoral visit by me to your home, a formal review by a member of my senior team, and a review of training needs
- to engage with the continuing ministerial development programme offered by the diocese and in personal study, nurturing your own spirituality
- to hold a current DBS certificate, to undergo safeguarding training as required by the bishop, and to follow and promote the diocesan safeguarding policy.

We look forward to meeting and welcoming those who share our values and want to serve the Lord, the Church and the Gospel with us.

+ Debbie

Bishop of Peterborough



