



Horsham Parish is looking for a

## Team Vicar

to work with the Team Rector to lead the mission and ministry across this vibrant town centre parish, with particular responsibility for the congregations at Holy Trinity and St Leonard's.





Thank you for taking the time to read this profile. This is an exciting time to be joining our warm and committed team, as we emerge from the covid restrictions, inspired by the words of Nehemiah, 'Let us start rebuilding.' If this is a role that excites or intrigues you, I'd love to have an informal conversation about it with you, so do get in touch on 01403 283787 or [vicar@horshamstmarys.org.uk](mailto:vicar@horshamstmarys.org.uk).

*Canon Lisa Barnett, Rector of Horsham.*

### **We are offering you:**

- \*A warm and supportive **welcome**, and a community where you can grow in faith and ministry.
- \*A desire to allow you to bring **your unique strengths and gifts** into our team, rather than just squeeze into a Vicar shaped box of our expectations.
- \*A deep commitment to **working together** across our churches, supporting one another, to the blessing of all, and for the wider community.
- \*Our shared vision to **proclaim the Gospel** in all that we do, say and are.
- \* Dedicated, faithful and resourceful **disciples** within our 3 churches.
- \*Our **realistic** awareness of our own gifts and fragility.
- \*Our commitment to ensuring that you have **regular time off**, holidays, and an annual retreat.
- \*The opportunity to **lead** the communities of Holy Trinity and St Leonard's, whilst also being involved in the large, **civic opportunities** within St Mary's and the wider town.



**Our prayer is that, even if you're not the Archangel Gabriel, you will be:**

- \* Someone who has a proven track record of leading **missional growth**, bringing strengths in evangelism and discipleship, especially with families and young people.
- \* A **people person**, who is approachable and able to build effective **pastoral** relationships with all ages, especially helping us to draw in families. We want our communities to be loving, pastoral places and recognise that not all pastoral care can be done by the priest.
- \* An effective **communicator**, able to preach and teach the Gospel in different settings, both within the congregations and the wider community.
- \* Someone who values the Eucharistic heart of our **worship**, as well as bringing a willingness to explore different styles and forms of worship that engage with our diverse congregations and communities.
- \* An enthusiastic and **gifted leader**, with the ability to develop a vision and work with our congregations to implement it, and an ability to manage change creatively and lovingly.
- \* A **team player** and **encourager** who enjoys opportunities to be part of a parish wide, supportive team of clergy, Readers, and congregations and who can energise and support the vocations of all Christians
- \* A commitment to ensuring that our churches are **inclusive and safe** communities, and a desire to help us to change when they're not.



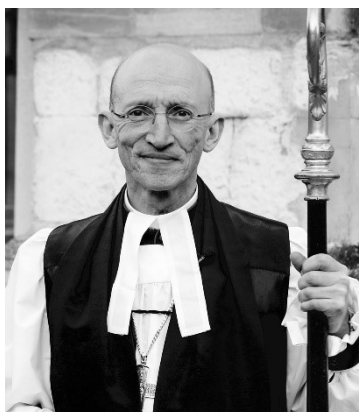
## **Introduction to Horsham**

Horsham is situated halfway between London and the south coast. The rail link north to Crawley, Gatwick, Croydon and London means that there is ease of travel by rail link and road. Horsham has now developed into an area of substantial growth from a once small market town and many areas have been developed into estates with housing to fit the growing needs of families, young professionals and housing for retirement age.

Horsham has a vibrant town centre with good quality restaurants and retail units as well as the Capitol Theatre and cinema screens, all of which attract visitors and residents alike. Horsham is surrounded by the beautiful Sussex countryside with London and the south coast in equal distance.

Our three churches form a triangle around the town centre, each within easy walking distance of the town, with plenty of schools and pre-schools within walking distance.

## **Horsham Parish – within the Diocese of Chichester**



Horsham parish is set within the Deanery of Horsham in the Diocese of Chichester. Our Diocesan Bishop is Rt Rev'd Dr Martin Warner, the Bishop of Chichester, and we are overseen by his suffragan, the Bishop of Horsham, Rt Rev'd Ruth Bushyager.



Horsham Parish is pleased to be part of the Diocese of Chichester, which

has a particular vision for celebrating and enabling diverse church traditions to flourish. We are privileged to host ordinations and diocesan synod meetings at St Mary's Church, because of its location and size, and enjoy playing our full part in the vision of the diocese. More details can be found at [www.chichester.anglican.org](http://www.chichester.anglican.org).

## **Horsham Parish**

Horsham Team Parish was created in 1983, with a Team Rector and 4 Team Vicars leading the 5 churches in Horsham. Subsequently the growth of the town and the changing patterns of ministry in the Church of England have led to two of the churches in the Team becoming independent parishes: St Mark's Holbrook in 2016 and St John's Broadbridge Heath in 2019. The remaining 3 churches; St Mary's, St Leonard's & Holy Trinity, share pastoral responsibility for Horsham town centre, and have a parish population of 27,000. The current legal status of this post is that of Team Vicar, and the parish is exploring a pastoral reorganisation to remove the 'team' designation, and to establish instead that the parish will be led by two stipendiary posts of Rector and Associate Vicar, who will serve collaboratively across the 3 churches of the Parish. This is therefore an incumbent status post, which would particularly suit someone immediately after curacy.



### **Horsham Parish – Working Together**

Since the arrival of a new Team Rector in February 2020, we have focussed on working more closely together across the parish, recognising that each church has a unique vocation, and seeking to find ways to collaborate and support one another in mission and ministry. This has included:

- Clergy and readers within the parish ministry team moving between the different churches, as there is need. We are very blessed to have 4 retired clergy & two active lay-readers, who contribute a huge amount to our life together.
- Continuing to develop our youth provision across the parish, led by our paid youth work enabler, who is shared with the neighbouring parish of St John's, Broadbridge Heath.
- Streamlining our pattern of services, to develop a more realistic pattern across the team.
- Holding parish study courses at least twice a year, usually for Lent & Advent, offering options 'in person' and 'on zoom'.
- The appointment of a Parish Premises Manager, and the establishment of a parish premises team, to simplify the maintenance of our buildings and promote their hire.
- All 3 churches joining together for worship whenever there is a 5<sup>th</sup> Sunday.
- Our Home Groups increasingly involve members from different churches, as does our MU branch, which has regular meetings at both St Leonard's and St Mary's.

The parish also plays an active part in Horsham Churches Together, our vibrant ecumenical partnership: [www.horshamct.org.uk](http://www.horshamct.org.uk)

### **Horsham Parish - Governance**

Horsham Parish has 3 Church Wardens (also known as Parish Wardens) who serve across the parish. They are supported by Deputy Wardens in each of the 3 churches. Each church has its own Church Committee, and these 3 committees feed into and are supported by the PCC.

A governance review in 2021 led to the development of a new parish structure with PCC Officers co-ordinating different aspects of church life on behalf of the PCC and liaising regularly with the officers in the 3 churches to offer support and encouragement. This has enabled closer liaison between our 3 churches and ensured that our governance structures support our mission and ministry.

The PCC hears reports from the following Parish Officers: Treasurer, Safeguarding, Health and Safety, Pastoral Care, Fabric, and Youth & Children's Work.





**Parish Service Pattern**

	St Mary's	Holy Trinity	St Leonard's
1 <sup>st</sup> Sunday	10am Sung Eucharist 3.30pm Children's Service & Tea 6pm Parish Prayer	8am Said Eucharist (CW) 10am All Age Worship with the band (non-Eucharistic) <i>Online Compline</i>	10am Eucharist with hymns
2 <sup>nd</sup> Sunday	8am Said Eucharist (CW) 10am All Age Eucharist 6pm Choral Evensong	10am Sung Eucharist with organ and choir 6pm Evensong	
3 <sup>rd</sup> Sunday	10am Sung Eucharist 3.30pm Children's Service & Tea	8am Said Eucharist (CW) 10am Family Eucharist with band <i>Online Compline</i>	3 <sup>rd</sup> Wednesday 10.30am MU HC
4 <sup>th</sup> Sunday	8am Said Eucharist (CW) 10am Sung Eucharist 6pm Choral Evensong	10am Sung Eucharist with organ and choir <i>Online Compline</i>	
5 <sup>th</sup> Sunday	8am Said Eucharist (CW) 10am Parish Sung Eucharist	6pm – Healing and wholeness Eucharist <i>Online Compline</i>	

**Holy Trinity & St Leonard's – Working Together**

Under the previous Team Vicar of Holy Trinity, the Churches of Holy Trinity and St Leonard's began to work more closely together, with the wardens from both churches meeting with the Priest every fortnight, together with the two parish lay-readers, who are based at these churches. There is a positive spirit already developing between the churches, who are exploring new ways of supporting one another and sharing resources. Regular prayer meetings are being held, to pray for the growing partnership, and the new priest who will be welcomed.

Since the recently introduced changes to patterns of worship, members of Holy Trinity are encouraged to consider attending the 1<sup>st</sup> Sunday service at St Leonard's if they would prefer a Eucharist, or to attend coffee at St Leonard's after that service. This has been a significant way of building the relationship between the churches, as they prepare to share a priest.

Our parish budget predicts a small surplus for 2022, and is based on Holy Trinity contributing 70% towards the new priest, and St Leonard's contributing 30%.



## **Holy Trinity Church**

[www.holytrinityhorsham.co.uk](http://www.holytrinityhorsham.co.uk)

At Holy Trinity we try to follow Jesus' great commandments to love God and to love our neighbours as ourselves. We hope that people of any age, background or situation will be able to find and celebrate God's love with us; and share in our life together.

Our mission statement is:

**Holy Trinity Church exists to:**

- **Honour God in worship and action**
- **Tell others of the new life found in Jesus Christ**
- **Constantly seek to obey the Holy Spirit and His guidance**



Holy Trinity has a history and reputation in the Anglo-Catholic tradition, though the styles of worship are more within the Liberal Catholic spectrum. Incense is used at one service each month although only a minority of the congregation consider it an essential enhancement to their worship, and some avoid it for health reasons.

and occasionally

Hymns Ancient & Modern. Our Sunday morning services follow the Common Worship liturgy and lectionary. Holy Trinity has a team of servers and Eucharistic lay ministers, and lay members lead the Bible readings and intercessions each week.

Our hymn and worship song choices are mainly from CAHON and CMP. The New English Hymnal is often used for Sung Evensong

Holy Trinity responded quickly to the challenges presented by restrictions of the COVID pandemic and introduced recorded and livestreamed services via our YouTube channel. Throughout the crisis there was only one Sunday (due to a technical difficulty) when an online service was not available from Holy Trinity Church.

Currently the main Sunday morning services are both in church and livestreamed. Each Sunday evening there is either a pre-recorded service of Compline or a livestreamed Evensong service available to our congregation and farther afield.

Holy Trinity is equipped with a data projector which is usually used instead of service books and hymn sheets at our band led services.

There is a team of Lay Eucharistic ministers who take communion to members of the congregation who are housebound, normally immediately following the main Sunday Eucharistic services.

Holy Trinity also normally provides monthly communion at care homes within our area of responsibility. There is a small but dedicated group of authorised lay ministers which participate in a rota to lead these services.

Holy Trinity offers prayers with and for individuals during the distribution of communion. We also have a prayer chain. Opportunities for Confession at other times has been available by appointment with the incumbent.

There is an established team which offers pastoral oversight within the congregation in co-operation with the incumbent. Many of the team received training in listening skills from the Acorn Listening Trust. We open the church for private prayer from 10.00 am - 4.00 pm four days a week.

We organise fellowship lunches for members of the congregation.

There are limited numbers of weddings and baptisms at Holy Trinity. Weddings are more frequently held at St Mary's, with the clergy from across the parish leading. Funerals across the whole parish are co-ordinated by the parish office and led by clergy and readers from the ministry team. Baptisms normally take place as separate services although Church families often prefer that the baptism takes place with the context of our regular Sunday worship.

There are low numbers of children and young people attending Holy Trinity Church and those that do are actively involved with our provision of music, reading and serving duties.

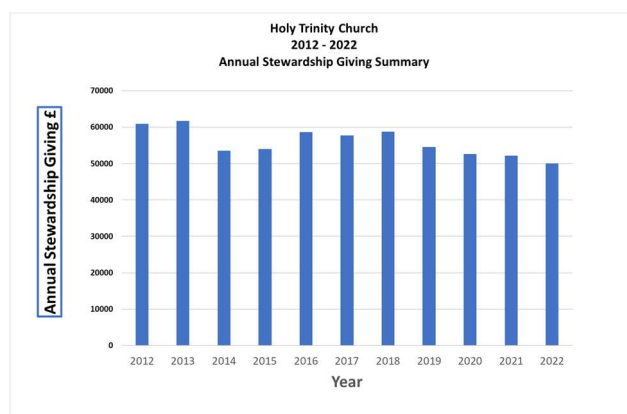
We asked our young people what they hoped for from our new priest, and they said: "Someone who is willing to actively participate in the outreach to youth and the wider community and be a 'friendly face' to welcome people from these activities across into church"

### ***Messy Church at Holy Trinity***



### **Attendance and financial giving**

There has been steady decline in adults attending Sunday services. In 2012 the Usual Sunday Attendance return was 95 adults. Prior to the Covid pandemic the USA return was 50 (2019). Our congregation is growing older and we have been unsuccessful in attracting and retaining younger adults, families, young people and children.



As a consequence there has been a 43% decline in the number of regular givers although the revenue has declined only by 19%. The average individual giving through the Stewardship scheme has increased by 39% over the period.



The finances of Holy Trinity form part of the accounts produced for Horsham Parish. A budget is set each year and the figures for 2022 anticipate a small surplus, based on Holy Trinity contributing 70% of the cost of the Associate Vicar.

About two-thirds of income is generated from Stewardship giving, one off donations and special events with the remaining third coming from Hall lettings.

### **Mission Opportunities**

Holy Trinity is situated within a vibrant residential community, and its location gives good opportunities for missional outreach. There is a strong desire within Holy Trinity for growth and renewal, and a lot of energy is given to this from the lay leadership. This has recently taken the form of:

- Messy Church, which has been running since 2016, during each half-term holiday, and has welcomed up to 150 people. During COVID numbers have reduced this to approximately 60.
- A weekly toddler group, which welcomes up to 25 families from the local community.
- Trinity Church Players – a drama group based at Holy Trinity, which has been entertaining the local community for 40 years, and is an integral part of Holy Trinity's outreach. They put on a pantomime every January and a concert every June along with carol singing for charity every December.
- Crafty Thursday - once a month. This event is open to all in the community and provides a place to learn and share new skills and an opportunity for social interaction.
- Walking Group - once a month. The walking group is open any member of the Horsham parish and the community.
- Regular special events such as carols by firepits, quiz nights, summer and winter fayres, which draw in large numbers of the local community, who comment on the warmth of the welcome.
- There are 2 schools within Holy Trinity's part of Horsham parish: Trafalgar Infants and Greenway Junior School. Each school holds services at Holy Trinity at Harvest and Christmas.

### **Mission Support**

Holy Trinity is particularly active in support of 2 missions.

- The Nakuru Children's Centre, in Kenya. Two church members also serve as trustees of this charity.
- FSW: Family Support Work – a charity within Chichester Diocese.

### **Leadership and Governance**

Holy Trinity has an active Church Committee, which meets regularly to discuss all church and hall matters and receives reports from the following: Leadership Group, Treasurer, Safeguarding officer, Health and Safety Officer, Fabric and Finance Group, Pastoral Group

The Deputy Warden, Treasurer and two other members of Holy Trinity Committee represent Holy Trinity on the PCC.



## **Buildings**

The Church Hall is very well used by a variety of community groups in addition to church activities. The main user of the Hall is the Holy Trinity Playgroup: <https://holytrinityplaygroup.co.uk/>. The church is used occasionally outside normal services but could offer a significant space for community use as the pews are movable.

The church committee is advised by the Fabric and Finance group on the financial needs of the church and is assisted by the Parish Premises Manager and Parish Fabric Team.

The church building is in reasonable condition given its age and structure (120 years old). The latest Quinquennial Report, completed in 2020, identified a variety of issues which it recommended should be addressed, which primarily relate to the floor and windows. The Church Fabric Fund does not currently have sufficient assets to meet all the recommendations of the report, and this is something that we will need to prioritise in the future.

Holy Trinity has a Gardening Team which meets weekly during the summer months to keep the grounds tidy. It provides another point of social contact for its members, some of whom are not frequent church attenders.

## **Administration**

Holy Trinity has a church office but day to day administration is currently carried out by a group of volunteers remotely online. Weekly notice sheets are produced and circulated by email and hand delivered. The Parish uses ChurchSuite as its primary means of communication and production of rotas.

*Carols by firelight -*

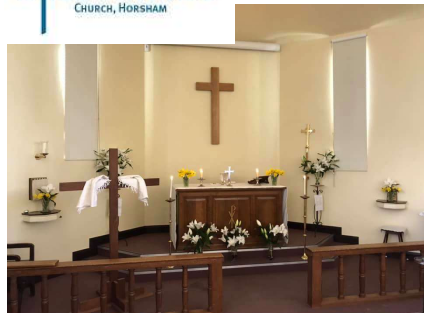


*Palm*



*Messy Church*





## St Leonard's Church



*Open to God through Jesus  
Nurturing all people  
Empowered by the Spirit*



[www.stleonardshorsham.org.uk](http://www.stleonardshorsham.org.uk)

St Leonard's Church was built in 1939 as a combined church and hall for the community on the south side of the town. It is in an area of predominantly Victorian housing, with some new developments, in particular flats for senior citizens. It was extensively refurbished in 2008, to provide disabled facilities, a new kitchen, new vestry and meeting room. The pews were replaced with comfortable chairs and the wood restored and used to make new lecterns and a new font. The heating, lighting, windows and organ were all replaced and a projector and screen installed, along with an improved sound system.

Post-pandemic, we are now a very small, elderly congregation, many of whom do not live close to the church but value its warm welcome and friendly atmosphere. Our worship has a eucharistic heart, music is important to us and we choose not to have a choir so everyone sings heartily. A Sunday Communion service is held on the first Sunday of the month and a Parish Communion, mainly for the Parish Mothers' Union Group, on the third Wednesday. Pre-pandemic, we had a number of families worshipping with us but they have now re-located to other churches, as have many of our church community for the Sundays when we do not have services. Most now attend St Mary's, Holy Trinity or watch the online and streamed services on those days.

We have a monthly coffee morning and a fortnightly home group. These are attended by only a few but valued by those who do come. Pastoral care for our congregation is ongoing and important, especially for those no longer able to attend church. In normal times we also visit 3 care homes within the parish. We support several charities, in particular *BEATS* (a charity run by the daughter of a former member of our congregation which helps earthquake and tsunami victims mainly in Indonesia), *CRISIS*, *World Vision's* support for refugees and provision of water, and local charities such as *FSW* and *Turning Tides*. We have been most fortunate to receive a very generous legacy from a former member of the congregation and we are considering how to make the best use of this for the benefit of the church and the whole community.





Since its refurbishment, the hall has become an increasingly important community facility, used for a variety of activities by a number of organisations, and is our main source of income. Sadly, the pandemic curtailed many of these but former hirers are returning and new hirers starting up; there is a Model Railway Club, *Weight Watchers*, ballroom dancing, short mat bowls, chamber choir and most weekends a number of children's parties.

As part of our commitment to working more closely with the other churches in the parish, Little Footprints, which formerly met at St Mary's, meets in our hall every Friday. The Horsham Mosque uses our hall for Friday prayer and a Saturday morning school. Relationships with our Muslim friends are important to all of us and further the work of the town's Interfaith group.

Currently St Leonard's is working with the Team Rector to consider its unique vocation. We are in the shadow of a large and vibrant Baptist Church, to which we lost some of our former youngsters, and people living around the church mostly work during the week then have busy family commitments at weekends. The building is not particularly prominent in its environment and many do not even realise we are a church. We are able to offer the wider community space for their activities but there is much missed missional potential. We could seek to work with additional organisations such as the Churches Together initiatives: *Horsham Foodbank* or *Horsham Matters*. There are also opportunities to be explored in the local schools in our area – two secondary schools and two primary schools. In the past we have been involved with work in the primary schools and some of the secondary school youngsters are involved in parish youth activities; an after-school group was also considered for those of secondary school age.



Conscious that we are preparing to share the ministry of a new priest, the members of our congregation who have started attending Holy Trinity Church are working towards building closer relationships and shared activities. We joined together for some of the Christmas services and will do so again on Maundy Thursday.

St Leonard's stands at a cross-roads. In the past three years we have been grateful for the supportive leadership of several members of the clergy team, but there is a need for greater continuity. The pandemic has fragmented our worshipping community and many elderly people are still wary of mixing for fear of infection. We try to be a blessing to our local community but there is room for significant revival and development of our facilities and our connections to that community. Our building offers space but is lacking in terms of mission in its widest sense as we have little direct access to our hall users. What we need is "out of the box" thinking and action to embrace more of God's people, to encourage and give hope to our church community and to explore ways of making a successful partnership with Holy Trinity.



## **St Mary's Church**

[www.stmaryshorsham.org.uk](http://www.stmaryshorsham.org.uk)

St Mary's is sometimes referred to as the Parish Church of Horsham, founded about 1247, and it is one of the oldest buildings in Horsham. It has a large, vibrant congregation which represents all age ranges, with a small paid staff team, and volunteers serving in a myriad of different ways. The Church is open Monday to Saturday from 10am – 1pm, and its location and beauty ensures that it is visited regularly by tourists and pilgrims. St Mary's has a very strong choral tradition, and a choir of 50 members of all ages.



We have a church run pre-school, St Mary's, and a popular Primary School of the same name. Pre-covid, our usual Sunday attendance across the services at St Mary's was about 350. As of February 2022, our USA at St Mary's is about 280, supplemented by up to 200 who access our live-streamed services each week.

St Mary's hosts the majority of weddings in the parish, and baptisms and funerals are also co-ordinated through St Mary's Administrator, and then shared out within the wider ministry team.

Its location, history and size means that St Mary's is regularly invited to lead town-wide events and services, such as at Remembrance. We work closely with the town council, leading council prayers before their meetings, and hosting an annual service for the councillors and council staff.



There will be lots of opportunities for the Team Vicar to be part of the wider ministry of St Mary's, as well as bringing their unique gifts to be a blessing within the whole team.

## **The Vicarage**

Adjacent to Holy Trinity church in Blunts Way is Trinity House, a 1970s four bedroom, detached house with dining room, lounge, study, large kitchen, downstairs cloakroom and family bathroom. It has a garage, off-road parking and rear garden laid mainly to lawn.

Blunts Way is a quiet road on the west side of the town within walking distance of the railway station, town centre, primary and secondary schools, park and leisure centre.



## The Ministry Team



Margaret Symonds  
Lay-Reader – St Leonard's



Canon Lisa Barnett  
Rector



Peter Scofield  
Lay-Reader – Holy Trinity



Lee Buck  
Parish Youth Work Enabler



Revd Pat Sinton  
Assistant Priest



Revd Bernard Sinton  
Assistant Priest



Revd Alan Mayer  
Assistant Priest



Revd Jo Elvidge  
Assistant Priest

## The Vicarage

