



The Benefice of Overton and Laverstoke with Freefolk
and
The Benefice of North Waltham, Steventon, Ashe & Deane



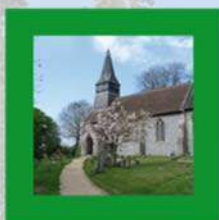
Vacancy for a Rector/Priest in Charge



Benefice Profile

September 2018

Including the churches of...



St Mary's, Overton



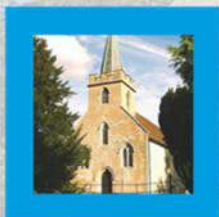
St Mary the Virgin, Laverstoke



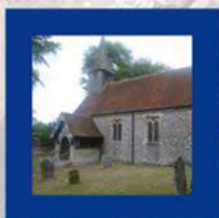
St Nicholas, Freefolk



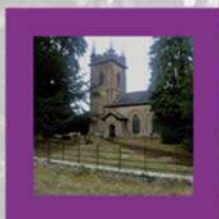
St Michael's, North Waltham



St. Nicholas, Steventon



Holy Trinity & St. Andrew, Ashe



All Saints, Deane



Welcome to this Benefice Profile and Role Description...and welcome to the Diocese of Winchester!

At the heart of our life here is the desire to be always ***Living the Mission of Jesus***. We are engaged in a strategic process to deliver a mission-shaped Diocese, in which parochial, pastoral and new forms of pioneering and radical ministry all flourish. Infused with God's missionary Spirit we want three character traits to be clearly visible in how we live:

- Passionate personal spirituality;
- Pioneering faith communities;
- Prophetic global citizens.

The Diocese of Winchester is an exciting place to be right now. With a grant of £4.3m from the Strategic Development Fund, we are investing in missional projects across the diocese which are aimed at ***strategic growth for the common good***. We pray that, if God is calling you to join us in his mission here, he will reveal this to you clearly as you consider this post.

"From his fullness we have all received grace upon grace." (John 1:16)

www.winchester.anglican.org/resources-archive/?s=&resourcecategory=mission-action-planning



+ Timothy Winton

Tim Dakin
Bishop of Winchester



x David Basingstoke

David Williams
Bishop of Basingstoke

Whitchurch Deanery is as beautiful as any other part of Hampshire, an area of rolling downland in the north together with the upper Test valley, bounded by the Berkshire border and the A303. Our 25 churches serve a population of some 25,000 many of whom take advantage of our excellent transport links to work in London or the large towns that surround us. As a deanery we seek to enable our seven benefices to respond to the diocesan vision, and in particular we are developing our capacity to support each other and to engage with new forms of ministry. Our clergy chapter offers encouragement to its members and the space for reflection on our shared ministry. A notable feature of the deanery is the dynamism and warmth of our links with the diocese of Mityana in Uganda and many visits in each direction have been undertaken over recent years.



Craig Marshall, Area Dean of Whitchurch Deanery

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Greetings:

...from the benefices of Overton and Laverstoke with Freefolk
and of North Waltham, Steventon, Ashe & Deane.

Thank you for taking the time to read this profile. We hope that it will help you to discern whether God is calling you to lead our parishes and share with us the joys and challenges that lie ahead.

We are looking to appoint a Rector for the benefice of Overton and Laverstoke with Freefolk who will also be Priest in Charge of the benefice of North Waltham, Steventon, Ashe and Deane. It should be noted that the deanery and diocese are currently reviewing deployment and there may be changes in the areas clergy of the deanery are asked to work across resulting from this discernment in the future.

We are very aware that although we have a wide range of ministries and a number of projects running, in some cases the teams involved are rather stretched. One of our challenges, as we look ahead, may be to review our pMAP and under God's guidance discern a more realistic focus, which might in turn require dropping some initiatives in favour of developing and strengthening those we believe we should maintain.

At the same time, we recognise the need to reach out to those in the wider community who are apathetic about the Christian faith or see it as irrelevant. We are looking for a leader who will inspire our congregations to be more outward-facing and show us how we might 'do church' in ways that are different, fresh and relevant.

Our new Rector/Priest in Charge will find within these parishes an army of supportive, willing and enthusiastic souls ready to serve the Lord.

A colour-coded welcome!

The colours in the left-hand margin indicate the benefice/s under discussion.



The 3 churches of the benefice of Overton, Laverstoke with Freefolk,



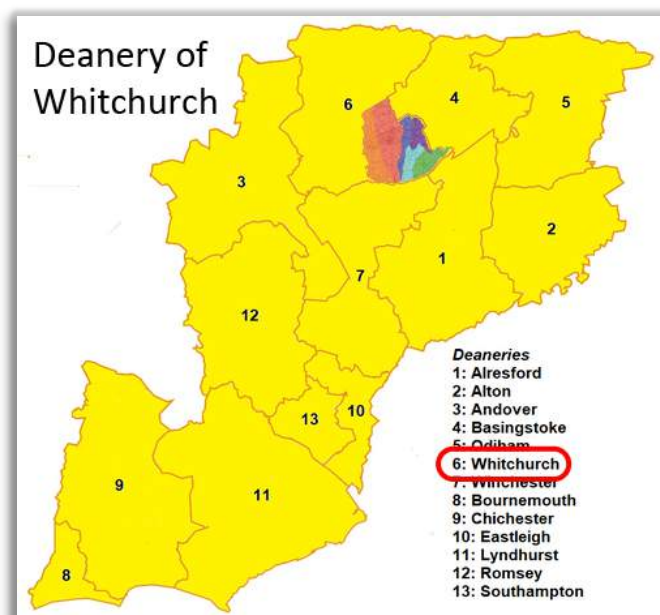
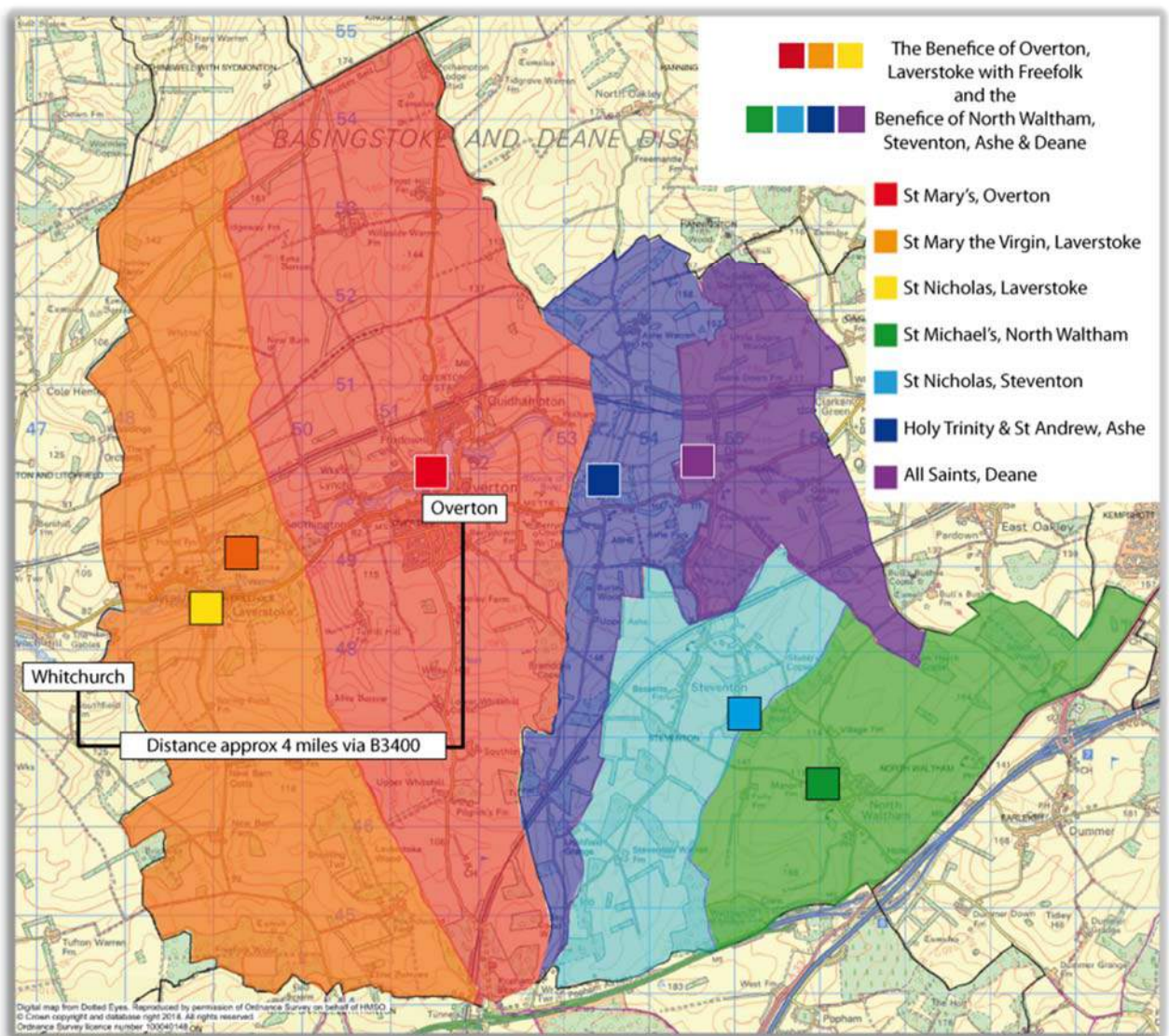
The 4 churches of the benefice of North Waltham, Steventon, Ashe and Deane.



Information that is common to both benefices.

On behalf of the PCCs of Overton, Laverstoke & Freefolk with North Waltham, Steventon, Ashe & Deane.

Benefice Map:



The Benefice of Overton and Laverstoke with Freefolk:

The benefice comprises the parish of Overton together with that of Laverstoke with Freefolk. Each of the two parishes has its own Parochial Church Council and Churchwardens. The PCC for the parish of Overton is responsible for the church of St Mary's, Overton and the PCC for the parish of Laverstoke with Freefolk is responsible for the church of St Mary the Virgin, Laverstoke. The church of St Nicholas, Freefolk is maintained by The Churches Conservation Trust and used by the congregation 5 times a year.

The benefice map, on Page 5, indicates the location of the villages and churches. As can be seen, all seven churches, within the two benefices, are within a five-mile radius of St. Mary's, Overton.

Overton enjoys a good rail link with London Waterloo and Salisbury and has reliable bus services to Basingstoke and Winchester etc.

In years past the principal employer within the area was the paper mill – currently owned by De La Rue and previously the Portal family and still employing over 600 people – but as the village has grown more people commute to London and the outlying towns.

Vision Statement: Overton and Laverstoke with Freefolk



St Mary's, Overton

Vision and Future Direction

In 2015, in response to the diocesan initiative, we developed a Parish Mission Action Plan (pMAP). Over the last 4 years we have met and discussed and prayed in order to develop our key priorities and vision.

Our Vision

We are serious about our relationship with Christ and want to become more like Him through a deep love for His Word and Spirit. We want to grow as disciples, reach out to others with His love and compassion, and being built up, equipped and released to serve, play our part as agents for change in our world.

Growing disciples of Christ

We encourage each other to become/remain passionate and knowledgeable about our faith and have the confidence and ability to share it. We seek to move on following our recent 3-year Discipleship programme continuing to grow in Him resulting in transformed, faith-filled lives for ourselves and those around us.

We are seeking: -

- To grow as disciples in number, wisdom and maturity and grow in our care for one another.
- To be challenged and encouraged by consistent Christ-centred Bible teaching and openness to the Holy Spirit, creating space for the Holy Spirit to move and for people to respond.



- Growth in our home group membership, youth cell and clubs and children's ministries and to encourage people to be open to repentance, healings, transformation and revelation from The Lord.
- To experience such growth as we meet to worship – in church and in home groups and in further developing our prayer ministry when we come together.

Reaching out

We seek to be alive to and responsive to the needs of the world about us in Overton and beyond, engaging as a church with our parish and community to communicate the gospel in word and deed. Over the last 2 years we have invested in ministries to children and young people and their families by engaging a part-time Children and Families Worker, offering 'Messy Church' monthly, Club20, Café Teen, Toddler groups and Holiday Club. There have been successful weekends away for older children and we look to see further opportunities offered. We would look to increasing the hours funded for Children and Young People's ministry in order to more effectively target our families in the community, hoping to change perceptions of church and faith amongst both parents and children.

We already offer a number of opportunities to engage with the community, across a wide variety of ages including our partnership with Churches Together [1] in Overton. In particular, the 'Open The Book' team has recently expanded and is well received on a weekly basis at the local primary school.

Areas for continued growth include: -

- Maximising opportunities to share our faith and caring with those with whom we already have some contact e.g. Meeting Point [2], baptisms, marriages and funerals, toddler groups.
- Developing the outreach events shared with the other churches in Overton taking advantage of the changing seasons and church calendar.
- Becoming more systematic about integrating new people into the life of the church.
- Exploring expansion of ministry outside the church e.g. Heart for Overton [3], helping with village activities not organised by the church.

Serving Overton and the wider world.

We want to play our part in making Overton a better place to live by demonstrating loving faith.

We look to: -

- Extend our presence further into local schools, local care homes and village activities and continue to support Andover Foodbank.
- Identify needs in our community with the intention of being part of the solution e.g. parenting difficulties, debt advice (CAP), dementia care and environmental issues.
- Participate where possible in diocesan and deanery initiatives including sharing good practice between parishes.
- Maintain our strong missional links at home and abroad through continued financial and practical support and ongoing prayer. We have strong links with Mityana, Kibubula and the Rooted in Jesus programme which we would like to see developing further.



Belonging together and being wise stewards.

Belonging together and being wise stewards.

We commit to: -

- Encouraging Christian giving of time, talents and finances, with a clear focus on directing these into the mission of Jesus.
- Being bold in pruning, planting and investing in activities for the building of the Kingdom, using people, buildings and other resources wisely.
- Working, worshipping and praying together and with other churches in Overton.
- Prayerfully identify new and changing priorities and to communicate these effectively to each other.
- Look to discern where God is already at work and to find out how we can contribute to that by deepening and widening our base for prayer including regular, more extended times of corporate prayer and engaging in prayer-walking in our community both to pray God's blessing and seek His guidance for future initiatives.

[1] Churches Together.

The Churches Together committee of some nine members includes the ministers of the four churches in Overton (Anglican, Community Church, Methodist and Roman Catholic) as well as lay members. They meet quarterly to plan joint services and outreach events, including a "birthday" party which has been held on the village recreation ground at Pentecost for the last two years, as a free festival to which the whole village is invited.

[2] Meeting Point, [3] Heart for Overton – please see Appendix A.

Benefice Life and Mission: Overton and Laverstoke with Freefolk

Here is a list of some of the activities with which we are engaged at St Mary's Overton. **Further details can be seen in Appendix A.**

Children's work on Sundays: - Messy Church / Crèche / Xstream for school years R, 1 to 6 / Survivors – school years 7+

Youth work during the week: - C₂O 8 -11 years / for years 7-9.

Mums and Toddlers: - Wednesday Welcome and Friday Friends

Overton School Interaction: - Open the Book team / Harvest, Christmas and Easter presentations / School governorship

Adults - Christian based: - Home groups – 90 people / Alpha courses / Monthly lunches / Parish Holidays / Fund raising team / Group village at New Wine / Men's Beer and Skittles / Coffee, colour and chat / Visiting team / Pastoral care team

Community service groups/ activities: - Heart for Overton - information source and weekly drop-in coffee morning / Meeting Point - for 70+ age group / Membership of Overton Business Association / Participation in village Sheep Fair and Scarecrow festivals / Flower festival / Bereavement Services / Breathing Space – weekly Saturday morning mindfulness meditation / Test Magazine / Breakfast with Santa / Mince pies free distribution at Christmas / Easter eggs free distribution at Easter / Andover Foodbank

We are very aware that although we have a wide range of ministries and a number of projects running, in some cases the teams involved are rather stretched. One of our challenges, as we look ahead, is to maintain the initiatives that have been started over the years.

Mission projects at St Mary's, Overton

Our regular support goes to...

- ChildAid
 - Church Mission Society (Garry Ion)
 - Mission Aviation Fellowship
 - Samara's Aid Appeal
 - Mityana Projects
 - Rooted in Jesus
 - Ungureni Trust
 - Andover Food Bank
 - Mothers Union overseas activities
 - St Philips Theological College, Tanzania
 - Gideon's International
-

Further information on the mission activities supported by St Mary's can be found here...

http://www.stmarysoverton.org.uk/docs/Supporting_mission-information_about_the_mission_partners_we_support.pdf



The Parish of Laverstoke with Freefolk



We can identify these particular strengths in our church...

- St Mary the Virgin is an invaluable place of worship in the village;
- We provide regular BCP services for those who prefer this form of worship;
- St Nicholas Church is always open for quiet time and prayer.
- We are a welcoming church, and other villagers are attracted to the festival family services which are also social occasions.
- A wider range of parishioners attend 1st Sunday services at St. Nicholas in the summer;
- The parish has hosted an Alpha course, home groups and young family home groups in recent years. Most of the attendance at these groups is younger Christians who don't go to the BCP service at Laverstoke but do worship at St Nicholas and Overton.

...but we are not blind to these weaknesses,

- We have limited contact with young families who live in the village;
- We could involve more people in a worship planning group to give a sense of collective ownership;
- There are opportunities, not yet explored, for ecumenical worship.

Meet the Team: Overton and Laverstoke with Freefolk

The team comprises:

Retired Clergy



Rev Ken Bell - From the 1950s for 20 years, Ken was a tea planter in what is now Malawi. He was ordained a Deacon of the church there. Returning to the UK, he was priested during his Curacy (1976-80) at Hartley Wintney. He had his own parish at Fair Oak until he retired to Overton in 1995. Ken and his wife Mary (who died in 2017) loved music and Ken still sings in the church choir. He is still on the Diocesan Registry and has been for 23 years. He has 2 children and 4 grandchildren.

Licensed Lay Ministers



Adrian Lines - Retired hotelier, salesman and care worker. Licensed Lay Reader in Gloucestershire in 1999 moving to Overton in 2015. As well as supporting the team in preaching and leading services, also chairs the Mission Committee, co-leads a home group bible study and co-leads prayer during vacancy. Married to Trudy with 3 daughters and 2 granddaughters, Adrian enjoys playing golf at local Test Valley course.



Peter Silverwood – A Chartered Engineer, who has worked in the electronics industry until 'partial' retirement 5 years ago, Peter was Licensed as a Lay Minister in 2005 at Winchester. As well as supporting the incumbent by way of preaching and leading services, Peter enjoys playing guitar in the worship band, leading a home group and various other church related activities. Married to Linda, Peter has 3 sons and 6 grandchildren.

LLM in training – Parish of Laverstoke with Freefolk



Charlie Seligman - A Chartered Surveyor with 23 years experience, Charlie has been selected to start training for LLM in September this year. During his training it has been agreed he will lead occasional Matins services in Laverstoke. He would dearly like to bring more village residents into the Church and create stronger links between the parishes within the benefice. Charlie has lived in the village for 11 years. He is divorced but retains a happy relationship with his former wife.

Pastoral Assistants – Parish of Overton



Mo Hilton - A retired Chartered Engineer and physicist who worked on aeroengines and as an academic in the Physics Department at Reading University. On retirement in 2010, Mo became churchwarden here for a period and obtained a Post Graduate Diploma in Theology. She enjoys her ministry of welcoming and integrating newcomers, leading a home group, Open the Book School assemblies, visiting and being part of the AV team. Married to Mike, a bellringer, she has 3 children and 4 grandchildren.



David Spencer - *David is a retired Hospice Medical Director and a trained Counsellor. In his role as Pastoral Assistant (Discipleship) he oversees Home Groups, the Pastoral Team and the Prayer Ministry Team. He is a member of the team who leads services and preaches. He is married to Dee who is also actively involved in church and village life. They have 3 children and 4 grandchildren.*

Children & Families Worker – part-time – Parish of Overton



Bridget Kruger - *Works part time as our Children & Young Families Worker, whilst also working full-time in the NHS. Bridget is passionate about seeing our children and young people coming into a relationship with Jesus and growing into all that God has for them and nurturing them in their journey with God. Bridget loves being in the country walking her little Westie, as well as spending quality time with her family and friends.*

Administrator– part-time - Parish of Overton



Ruth Williams - *A busy mum to 3 teens and tweens, and married to Stuart, Ruth has lived in Overton for nearly 20 years. She has filled the role of church administrator since June 2003 and also works as a freelance Editorial Assistant on a peer review journal. She teaches in the children's Sunday groups, co-leads a homegroup, very occasionally leads services and has recently dipped her toe in the scary waters of preaching.*

Part time staff – funding.

- Administrator is paid for 10 hours work per week. This has been funded for many years from the PCC budget.
- Children & Families Worker is paid for 10 hours work per week. This has been funded for two years by donations from the church membership.

Three lay people lead services occasionally and one of them sometimes preaches. Our PCC Officers include Treasurer, Secretary, 2 Churchwardens, and Electoral Roll Officer. The Parish of Overton has paid workers which include a cleaner (5 hours a week) and a part-time groundsman (4 hours a week in the summer months). A small army of volunteers takes care of all the details expected within this busy rural parish church.



The Benefice of North Waltham, Steventon, Ashe and Deane

Our benefice consists of four parishes, North Waltham, Steventon, Ashe and Deane, each with its own Parochial Church Council and churchwardens. The parishes are located to the south-west of Basingstoke in one of the most beautiful areas of rural Hampshire with farmland and woods interspersed between the four villages. The amenities of Overton, Basingstoke and Winchester are within easy reach. The benefice map on page 5 indicates the location of the parishes. The parishes have much in common socially, with a high proportion of professionals and retired professionals and also a strong farming tradition. North Waltham has an excellent county primary school. The total population of the benefice is around 1230. The Priest in Charge has overview of both benefices, though the House for Duty Associate Priest in our benefice has largely managed and led these four parishes.

The villages are close together geographically, each with its own church:

- St. Michael, North Waltham
- St. Nicholas, Steventon
- Holy Trinity & St. Andrew, Ashe
- All Saints, Deane

The following is a short profile of each of the parishes:



The Parish of North Waltham

North Waltham is a fairly rural parish with a population of 900, located 7 miles from Basingstoke, close to junction 7 of the M3. The village is home to a pub, shop, primary school, pre-school and village hall with a recreation ground. Within the village is the holiday home Bluebells, run by Sebastian's Action Trust, for families with children who have life limiting illnesses. The population is a mixture of young families and retired people with many who commute for their work.

The Parish of Steventon

Steventon is a small village surrounded by farms and woodland. It lies between the villages of North Waltham and Deane between the A30/A33 and B3400. The population numbers 250 and comprises a wide range of ages. Steventon enjoys a very strong community spirit with many and varied activities. The parish hall, owned by the church, and let to the parish for a peppercorn rent, is a great asset as a venue for many of these activities as well as being a convenient meeting place for the benefice. Steventon is proud of its connection with Jane Austen, being the birthplace and cradle for her works for her first 25 years, inspiring visits from all over the world.

The Parish of Ashe

The parish of Ashe, population 110, with a fair mix of age groups, consists of four distinct settlements: Lower Ashe which, with Ashe Warren, lies to the north of the Overton – Basingstoke road (B3400), and Upper Ashe and South Litchfield which lie to the south. The church is at Lower Ashe, about one mile to the east of Overton and a similar distance to the west of Deane. The parish has associations with Jane Austen; in particular, the former rectory (now Ashe House) was the home of Jane's great friend, Mrs. Lefroy.

The Parish of Deane

The parish of Deane is located about 6 miles from the centre of Basingstoke just off the B3400 Basingstoke to Overton Road. It is a rural community with approximately 40 residents, including 3 children. Oak Lodge Care Home is located within the parish.

Vision Statement: North Waltham, Steventon, Ashe & Deane

Our benefice vision statement “Growing together in love for God and for one another” underpins all that we seek to do as churches in our communities. We seek to maintain a visible Christian presence and to be ‘salt and light’ in our villages, loving our neighbours and supporting all that goes into building a community and common life.

Our benefice has an overarching Benefice Mission Action Plan, with a focus on reaching the local community especially young families, children and those who need support to find wholeness and fulfilment in life.

Our benefice priorities are to:

- Explore how we can better engage with the wider community, making our vision statement more visible in the community.
- Strengthen our links across the benefice through regular united benefice meetings and identifying ways in which our four parishes and deanery can share resources to work together more closely.
- Develop our link with the benefice of Overton, Laverstoke and Freefolk exploring areas where we can work more closely together.
- Review the style and pattern of services seeking to attract more young families.
- Identify opportunities for strengthening faith through benefice study groups and other initiatives.
- Enhance lay ministry across our benefice by encouraging people to use their special gifts.
- Deepen prayer life in our benefice, inspired by ‘Thy Kingdom Come’ global wave of prayer.

Each parish has also produced their own Parish Mission Action Plan, dovetailing with the Benefice Mission Action Plan, setting out their planned objectives for growth and the activities that they will lead over the next few years.

The following is a summary of the main priorities for each parish:

- North Waltham - to actively grow our church, deepen our faith and further develop our involvement with the community.
- Steventon - to further develop our church’s connection with the local community by identifying and providing support where needed.
- Ashe - to deepen the faith of our congregation and share our worship with the wider community through attractive, friendly and meaningful key services.
- Deane - to continue to satisfy the spiritual needs of our community and to embrace community activities with the church as the base.
- The Benefice Mission Action Plan and Parish Mission Action Plans are due to be reviewed and updated in the autumn of 2018.

Benefice Life and Mission: North Waltham, Steventon, Ashe & Deane

Our parishes each have their own characteristics though they have much in common and work well together. We are at the early stage of discussing how our parishes might work even more closely together in future, sharing more resources across our benefice.

Many activities and initiatives are currently shared across the benefice including:

- Study groups are regularly held including annual Lent courses.
- Congregation members from across the benefice support our links with North Waltham School.
- The Whitchurch Deanery Link with Mityana, Uganda, is well supported by our benefice. North Waltham School is twinned with Lulugala Primary School.
- The Men’s Fellowship meets once a month to discuss various topics and also holds regular social events. A ladies’ fellowship has recently started.
- Each spring we hold a Rogation walk across the fields between all four churches.
- The benefice plays an active part in the annual ‘Thy Kingdom Come’ prayer event.

- The United Benefice Choir supports the services at Oak Lodge Care Home in Deane parish.

Village and church activities are often quite integrated, many being organized cooperatively by the church and the local community.



Congregations range widely in age from children to those in their nineties. The benefice has a small number of baptisms, weddings and funerals each year usually taken by the Associate Priest (2017 – baptisms 12, weddings 3, funerals 12). The PCCs support an open baptism policy enabling those who have moved away to have a baptism in their home village where their families still live. We always ask them to obtain the approval of the priest in their home parish. The PCCs also support a policy of allowing divorced people to be married in church subject to the Church of England guidelines, with the consent of the Associate Priest, who usually takes the weddings.

Each church has an open churchyard. Basingstoke Crematorium is one mile from North Waltham and is convenient for cremation services.

Robes are worn for all services except the more informal ones.

We maintain communications across the benefice in a number of ways including a benefice magazine and website www.nwsadchurch.org.

Appendix B contains more detailed information about each church building, links with the county primary school, preschool, patterns of services and other activities.

Meet the Team: North Waltham, Steventon, Ashe & Deane

The team comprises:

The Reverend Julia Foster – Associate Priest



Julia holds the House for Duty post as the Associate Priest in the benefice. She is married to Dave (see below). Julia began her working life as a nurse but following the birth of her two sons, moved into education as a Special Needs Assistant, working in a primary school. Julia and Dave have two grandchildren.

Julia was ordained in 2006, served her curacy in North Baddesley and moved to the benefice in 2011. She has served as the Associate Priest since that time taking on the responsibility for the four parishes with the blessing of the Priest in Charge. She is presently Assistant Area Dean of Whitchurch Deanery and, in 2017, served briefly as acting Area Dean. She enjoys reading, walking, musicals, singing and playing the ukulele, and is looking forward to spending more time with her grandchildren when she retires.

Mr. Dave Foster – Licensed Lay Minister



Dave retired from his paid employment in 2005, having spent over 30 years as a Chemical Engineer. He is married to Julia. Dave became a Licensed Lay Reader (Now LLM) in 1999. Since then he has organised and led many tutorials for LLMs in training, and also was employed by the diocese as Coordinator of Reader Training. Prior to retiring 'again', Dave led the initiative to implement the Church of England Common Awards programme in the diocese. He supports Julia in preaching, leading services and administration. Dave is also Deanery Synod representative for Steventon Parish. In his spare time he enjoys exploring family history and singing with Steventon Singers and Basingstoke Hospital Male Voice Choir.

Mr. Simon Wainman – Licensed Lay Minister (PTO)



After a brief spell in the Army, Simon worked in the City of London in financial public relations, design and printing, for over thirty-five years. He retired in 2005. Married to Diana for fifty-two years they have two children and nine grandchildren and have lived at Upper Ashe for just over fifty years. Simon began his training as a Reader in 1992 and was licensed in 1994. After briefly retiring as a Reader Emeritus in 2011, Simon now has Permission to Officiate enabling him to continue to preach and teach the Word of God on a more regular basis. He feels enormously privileged to have been able to serve the benefice for over twenty-five years and enjoys the deep friendships he has made with a large number of parishioners over the years.

In addition to the ministry of the 'House for Duty' Associate Priest, who is based in North Waltham, the Licensed Lay Ministers preach on a regular basis, lead the service of the word part of Holy Communion and assist with the administration of Communion. They also take occasional funerals.

There is a small team of lay people who lead the informal worship on 1st Sundays at North Waltham and others who read lessons and lead intercessions.

A number of the churchwardens have received basic training in leading services occasionally leading non-Eucharistic worship (Matins & Evensong) and leading prayers at Holy Communion.

Living here:

The Parish of Overton

The village of Overton is situated on the River Test roughly midway between Newbury to the north, Basingstoke to the east, Winchester to the south and Andover to the west. The train from Overton to Waterloo takes less than an hour and there is a half-hourly bus service from the village centre to Andover and Basingstoke. The village has many independent shops and businesses, a full range of amenities and a wide variety of sporting facilities, clubs and societies. It has an outstanding primary school, two Montessori schools and a pre-school.



Overton has a remarkable community spirit, which is particularly evident at some of its regular festivals such as the Sheep Fair and the Scarecrow Festival. Overtonians also care for the vulnerable and needy: Heart for Overton is a church-initiated project, its prime aim being to provide community support where it is needed.

Please see www.overtonparishcouncil.gov.uk / www.overton-business.uk / www.heartforoverton.org.uk for further details.

			
Overton Church of England Primary School			
<small>Court Drive, Overton, Basingstoke, RG25 3ES</small>			
OUTSTANDING			
Inspection dates		15–16 July 2014	
Overall effectiveness	Previous inspection:	Outstanding	1
	This inspection:	Outstanding	1
Achievement of pupils		Outstanding	1
Quality of teaching		Outstanding	1
Behaviour and safety of pupils		Outstanding	1
Leadership and management		Outstanding	1

Overton Primary School

The village primary school is CofE controlled and the incumbent is an ex-officio member of the Board of Governors. The Chair of Governors is a church member and several other church people are on the Board. The clergy and members of the congregation are actively involved with weekly collective worship.

Testbourne Community School

(~4 miles) is situated in the town of Whitchurch and serves Overton and the surrounding area. It is a mixed, 11-16 comprehensive school with specialist status in the Performing Arts.

www.testbourne.hants.sch.uk

There is a good choice of local FE provision: Basingstoke College of Technology (BCOT) and Queen Mary's College in Basingstoke, and Peter Symonds College in Winchester.

Please see www.qmc.ac.uk / www.psc.ac.uk / www.bcot.ac.uk for further details.

Hospital

The North Hampshire NHS Hospital is situated to the north of Basingstoke. (~10 miles)

<http://www.hampshirehospitals.nhs.uk/>



The Parish of Laverstoke with Freefolk

The parish comprises two small communities - Laverstoke and Freefolk - situated midway between Whitchurch and Overton. Some of the approximately 200 houses are over 200 years old, but the majority have been built in the last hundred years. A 300-year-old redundant paper mill in Laverstoke has been converted into Bombay Sapphire Gin Distillery and Visitor Centre. This has created job opportunities and brought people into the parish.



The population, about 400 (census 2011), is a mix of a small number of older people and a larger number of young families. There is a community centre with leisure activities for the elderly and a weekly crèche as well as a pub and some sports facilities, but no shop, school or other amenities. A very active and well-run parish council publishes a monthly newsletter including church events.

Surgeries are in nearby Overton and in Whitchurch. The main hospitals are in Basingstoke, Andover and Winchester.

The House:

The rectory is about five minutes' walk from the church on the edge of a development which was built about 40 years ago. It has a hallway, lounge, dining room, kitchen with utility room, toilet and an enlarged study with seating area. Most of the ground floor has parquet flooring.

The diocese installed a new kitchen about 10 years ago. There are four good sized bedrooms and a bathroom on the first floor.

Outside there is a single attached garage, a small front garden with grass and trees and space for parking 2 or 3 cars.

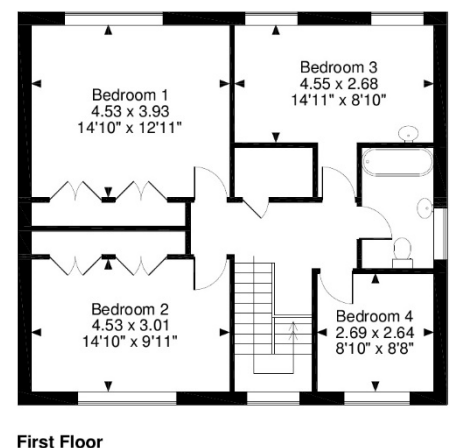
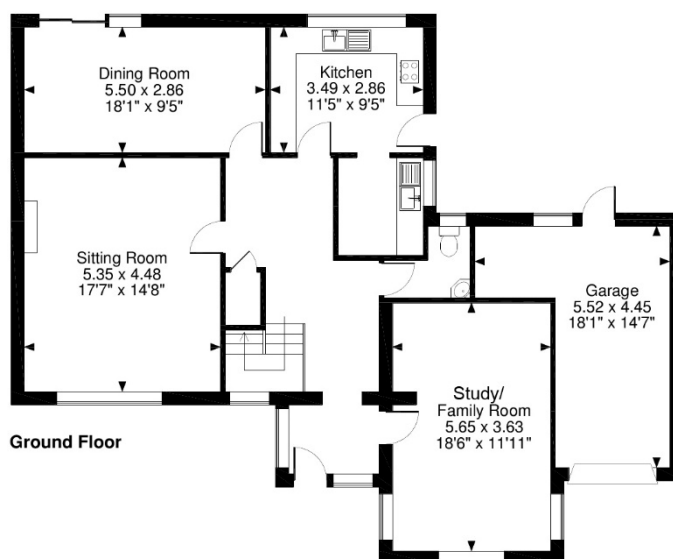
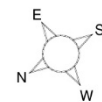


The grass has suffered through the exceptionally warm summer weather of 2018 but it is now showing good sign of recovery.

The back garden is larger with grass, trees and borders.

Currently, there is also a four-bedroomed curate's house five minutes' walk from the rectory and 10 minutes' walk from the church.

Lordsfield Gardens, Basingstoke
Approximate Gross Internal Area
Main House = 1,915 sq ft / 178 sq m
Garage = 188 sq ft / 17 sq m
Total = 2,103 sq ft / 195 sq m



FOR ILLUSTRATIVE PURPOSES ONLY - NOT TO SCALE

Role Description:

This Role Description should be read in conjunction with the vision, aims and priorities set out in this profile. The role is for a Rector & Priest in Charge who will lead, support and nurture the people of these diverse parishes and build on recent achievements to develop the mission of the Church in the community and ensure pastoral needs are met. It is for an experienced leader who will have responsibility for the strategic development and overview of a large number of churches within a wide geographical area. As our Rector and Priest in Charge we are seeking someone who:

Spirituality

- Has a ministry with prayer at the centre and will encourage the benefice in its desire to develop prayer life;
- Is a creative and imaginative spiritual leader, who maintains a balance in their own life between ministerial work, recreation, family and friends.

Worship & preaching

- Is an effective preacher and teacher, whose ministry is rooted in the scriptures and led by the Holy Spirit;
- Is comfortable leading both modern and traditional forms of worship and has the capacity to develop styles of worship attractive to families, children and young people.

Leadership & collaboration

- Has a willingness and ability to take the lead when necessary but who also has the ability to delegate effectively;
- Will be visible within the community and who will work collaboratively and encourage and inspire others to do so;
- Will prayerfully identify new and changing priorities and communicate these effectively;
- Will work collegiately and collaboratively with our Associate Priest and other clergy and lay leaders.

Discipleship, learning & nurture

- Has a commitment to develop and nurture the discipleship and spiritual growth of church membership of all ages, growing disciples in number, wisdom and maturity and enhancing lay ministry across the benefice;
- Will develop our house group and study group ministry;
- Is someone able to inspire and challenge us and so discern and develop the gifts of members of our church family and lead by example, as a good shepherd, where we are weakest.

Evangelism and engagement with social justice

- Recognising the call of Christ in their own life, is passionate in sharing their faith and enabling others to do the same;
- Will be proactive in developing links with a wide variety of organisations within the community, helping us to reach out in response to local needs.

Pastoral Care

- Is someone with good pastoral skills, who enjoys engaging with the wider community in the villages, and who will inspire us to do the same, and has an appreciation of the issues and needs of a rural community;
- Is a person who has a heart for and encourages ministry with children, youth, young families and the housebound and who will help us continue to develop these vital areas.

Stewardship, finances & parish organisation

- Appreciates that administration is a necessary part of the day to day activities of role and is committed to efficiency in this area of ministry;
- Is committed to helping the benefices meet the Common Mission Fund call upon parishes;
- Will be organised and able to prioritise workloads effectively and delegate where appropriate.

Ecumenism & links with other bodies

- Will be willing to encourage active participation in ecumenical working, developing outreach events shared with other churches;
- Will work with and encourage others who serve the local community;
- Will encourage and place a high priority on the church's involvement with local schools;
- Will fully participate in and contribute to the life of the deanery (including synod and chapter) and diocese, playing a positive role in the ongoing discernment of deployment and boundaries.

The role description should always be read in conjunction with the Guidelines for the Professional Conduct of the Clergy.



Appendix A: Our Churches - Overton and Laverstoke with Freefolk

St Mary's, Overton

was built in 1180 and has been extended and altered at various times through the centuries.

In 1999 a major extension of St Mary's was completed in the building of new church rooms to the rear (north) side of the church. Architecturally the rooms harmonise very well with the existing building and are connected to the church by way of a glazed link which adjoins the tower.

The rooms are in use seven days a week by church and non-church groups alike.



The rooms comprise:

- a glazed link area between the church and the other rooms which is used for a crèche on Sunday mornings and as a reception area at other times.
- The main room (which can seat 80 for a meal) leads from the link and has an adjoining well equipped kitchen.
- Stairs and a lift lead from the link to the upper floor which has a comfortable lounge (seating 24 in easy chairs), a small interview room and an office.
- There are toilets on both floors including disabled and baby changing facilities.



A major refurbishment of the church was undertaken in 2005 which involved improvements to the heating and lighting systems and decoration of the walls. The opportunity was taken to make better use of the baptistry and the tower areas which had previously been under-utilised.

The Victorian stone font was moved to a more prominent position at the front of the north aisle so that more of the congregation can witness and participate in baptisms. The entrance porch was modernised and enclosed and now incorporates improvements to facilitate better use by people with disabilities.

The church has a sound system, with an induction loop to aid the hard of hearing, operated from a desk in the body of the church. The central aisle has a projector system for the display of videos, notices, song lyrics etc. and a current initiative is investigating the provision of screens for the two side aisles together with an update to the sound system.

The fixed pews accommodate about 220 and are augmented with chairs for the larger services.

The electoral roll, revised in 2017, is 167.

St Mary's, Overton – Service pattern

1st Sunday		10:30 am All-Age Worship (with band)	6.30 pm Evensong (with organ)
2nd Sunday	(The church is used at 9 am by the Roman Catholic community)	10:30 am Holy Communion CW (with band, choir and organ)	4:00 pm Messy Church (with CD-led worship)
3rd Sunday	8 am Holy Communion BCP	10:30 am Sunday Celebration	
4th Sunday		10:30 am Holy Communion CW (with choir, organ and band)	6:00 pm Hungry (informal worship and teaching in the church rooms)
5th Sunday	8 am Holy Communion BCP	10:30 am Sunday Celebration	Occasional Churches Together services with Methodist & Community Churches

- This pattern is modified if necessary to ensure suitable services at festivals and other special occasions.
- Average attendance at Sunday services in 2017 was 78 adults and 12 children. This does not include special services, or where baptism parties were present.
- Attendance increases significantly at festivals
 - In 2017, 700 adults and children attended one of our Christmas services;
 - Carols by Candlelight on the Sunday evening before Christmas;
 - Two Christingle services on Christmas Eve afternoon;
 - Midnight Communion on Christmas Eve;
 - All-age worship on Christmas morning.
 - On Ash Wednesday there is a Communion service, followed by a charity soup lunch
 - On Palm Sunday Overton churches combine to walk through the village with a donkey and an open-air service is held at the Community Centre.

- On Good Friday there is an all-age service in the morning, with a procession following a large wooden cross through the village, and a meditative service in the afternoon.
- On Remembrance Sunday there are simultaneous services for adults in the church and children & young people in the church rooms, and the act of remembrance outside at the memorial in the churchyard. Over 400 people attend the services.
- In 2017 there were 15 funerals, 5 baptisms and 4 weddings.
- Monthly Communion Services are held in the local care home.
- Currently the clergy wear clerical shirt and jacket for Sunday morning services, and cassock, surplice and stole for weddings and funerals. Cassock and surplice with stole are worn by clergy and LLMs for BCP Evensong. A mixture of traditional organ-led hymns and modern band-led songs is used for almost all services. Occasionally we sing along to CDs.
- We have a data projector and screen and provide words sheets for members of the congregation with limited sight of the screen. We have our own booklets for Holy Communion, Baptism and Morning Prayer, and Evening Prayer with words from Common Worship, and these are also projected on the screen. (We are currently considering plans for additional screens for the side aisles.)

The activities described below take place at St Mary's, Overton.

Children's work on Sundays

- Messy Church - is a time of fun for children and adults and typically involves a welcome, creative time of getting messy, story-telling, games and a meal together. This normally happens on the 2nd Sunday of every month at 4.00pm. All are welcome.



- Crèche runs during the 10.30 am service for children up to 3½ years.



- Xstream is for school years R, 1 to 6 to play together, be creative, use their energy, explore new ideas and have lots of fun! With the variety of colourful activities, it encourages the children to grow closer to God day by day.



- Survivors is for anyone aged 11+ years. We meet on Sunday mornings during the main 10.30 am service. It's a time of sharing and hearing testimonies, having fun, being creative, connecting with others and encountering God.

Youth work during the week

- C₂O – Club 2 Overton - is our children's club for anyone aged 8 -11 years. We meet on alternate Friday evenings during term time enjoying a time of games, crafts, cooking, quizzes, challenges and so much more!



- Café Teen is an exciting youth club that meets fortnightly on Friday nights and is for years 7-9. It's an evening of games, activities, contests and teaching slots all around a theme. After an hour of activity there is a café where youth can talk more and hang out with friends. The photo shows them on a weekend away this summer, together with some friends from a neighbouring church outside the benefices.

Mums and Toddlers



- Wednesday Welcome - This is a fun time with lots of teddy bears, rattles and shakers, Bible stories, craft and Christian songs as well as nursery rhymes.
- Friday Friends - A buzzing, friendly, parent & toddler group with plenty to occupy babies and toddlers.

Annual Holiday Club

From 2011 to 2017 St Mary's held a Holiday Club during the August school break. Very popular with school ages from Reception to Year 6, the events covered 3 to 4 days and attracted up to 70 children. Each year followed a different theme and included craft activities, song, Bible memory verses and drama. On occasions the event involved the participation of over 50 members of the church, who enjoyed themselves every bit as much as the children! We have taken a break in 2018 but plan to hold more in the future.



Overton School Interaction

- Open the Book team regular weekly collective worship assemblies
- Harvest Festival, Christmas and Easter presentations organised by the school in church
- School governorship



Adults - Christian based

- Home groups - 90 people in home groups meeting weekly or fortnightly, daytime and evenings at varied locations and including all ages.
- Alpha course runs once a year with support from a home group.
- Monthly lunches at church for those on their own.
- Parish Holiday organised by members of congregation every few years.
- Fund-raising team organises fund-raising for specific projects or church funds and provides social activities for all.
- Group village at New Wine.
- Beer and Skittles monthly evenings for men.
- Coffee, Colour and Chat monthly mornings for all ages.
- Visiting team – monthly visits for a chat by church team to those living on their own or in care homes.
- Pastoral care team – practical help, hospital visiting etc.

Community service groups/ activities

- Heart for Overton - information source and weekly drop-in coffee morning
- Meeting Point for 70+ age group - monthly afternoons
- Membership of Overton Business Association – helping with Christmas tree installation
- Participation in village Sheep Fair and Scarecrow festivals
- Flower festival
- Bereavement Services beginning November
- Breathing Space – weekly Saturday morning 30min mindfulness meditation at doctors' surgery run by Christians but for all faiths and none
- Test Magazine
- Breakfast with Santa
- Mince pies free distribution outside Co-op at Christmas, advertising services
- Easter eggs free distribution outside Co-op Palm Sunday advertising services
- Andover Foodbank support in collaboration with Co-op store



St Mary's, Laverstoke

The parish church in Freefolk - dedicated to St. Mary the Virgin- was consecrated in 1896 and can accommodate up to 200 people. The interior is Victorian, there is a beautiful wooden carved screen and a decorative reredos in the chancel. The acoustics are good, and the church boasts a fine, recently refurbished organ. The church is, unfortunately, sited on a considerable rise which precludes some of the older parishioners from attending. In 2017 the church steeple required re-shingling due to woodpecker damage. The parish ran a successful fund-raising campaign, raising over £80,000 for the work which has now been completed. There is no church hall.



St Nicholas's, Freefolk

The much older (12th. century) small church of St. Nicholas, also in Freefolk, is owned and administered by the Churches Conservation Trust and is well attended at services on the first Sundays of each month from May to September.

SERVICES

These are currently all BCP Holy Communion held at 9.00am. on the 1st, 2nd and 4th Sundays of the month with the occasional BCP Matins service. Attendance is generally 12 to 14 - with several from Overton for BCP services in particular - the congregation using the choir stalls rather than the body of the church since the chancel is better heated and more intimate. The four major festivals are designated "family services" and are better attended, with the Carol Service drawing over 100 - again with some from Overton.

PARISH TEAM

The services are celebrated by the incumbent with the trainee curate, when we have one, and local retired clergy taking over some 30% of the time. An "authorised person" assists at Holy Communion services and a Lay Reader sometimes conducts Matins. The parish is part of a united benefice with Overton where the administration of the benefice is centred.

PARISH SUPPORT

The churchwarden, treasurer and secretary all live in the parish and are supported by a dedicated Parochial Church Council.

For more information please see our website - www.stmaryslaverstoke.org.uk.

Appendix B: Our Churches - North Waltham, Steventon, Ashe & Deane

Our parishes each have some unique characteristics though our strength, as a benefice, is in working collaboratively, whilst retaining our individuality.



St. Michael's, North Waltham

St Michael's is located on the south side of the village and dates back to the Norman period. The church was rebuilt in 1865 following collapse of the south wall and chancel arch. A toilet and kitchen area was built in 2010 and, in recent years, the heating has been renewed and a projector and screen installed to help with ministry with children and young families. The church comfortably seats 120 though more have been squeezed in for weddings.



Church Services

Services are held every Sunday, an informal all age service, Common Worship Holy Communion Order 1 and Family Communion with an all-age talk. There are also a number of festival and other special services, many of which attract significantly larger numbers. The pattern of regular services for all four churches is described in a table at the end of this Appendix. The special services held in each parish are also listed. We have two excellent organists who are supported by a robed choir on two Sundays. Music is mainly traditional hymns with some more modern worship songs. The average attendance for communion services is around 30, although more attend our festival services.

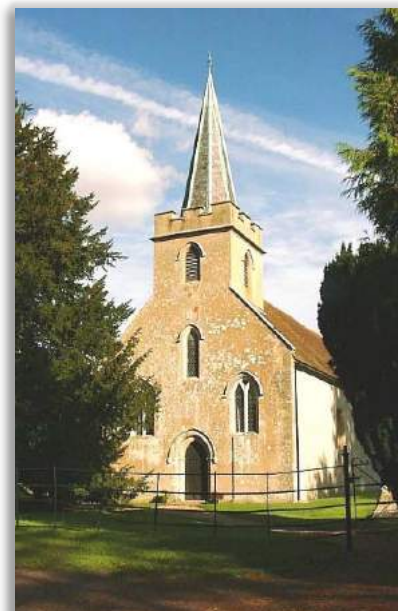


Church Activities

We love having children in our services, which we try to make as child friendly as possible. The Associate Priest regularly takes assembly in the Primary school. School year groups are welcomed into the church to experience Easter, Harvest and Christmas activities. The school comes to the church for their Christmas service and end of year services. Two of our PCC members are governors of the school. The Associate Priest also visits the preschool and they too come to the church for their end of year service. Messy Church is held twice per term on a Saturday, attracting up to 20 children. In collaboration with the Village Trust, the church organizes an annual Church Fête held on the same day as the Village Lunch bringing the whole community together.

St. Nicholas, Steventon

The beautiful twelfth century church of St. Nicholas is located away from the centre of the village at the top of a country lane but is important to village life through its regular services as well as being used for concerts and presentations. Jane Austen, born in Steventon, was baptized in the church. Her father, two of her brothers, and her nephew were all rectors of Steventon. Restoration work was carried out in Victorian times. Recent renovation has lovingly restored some of the William Morris style decoration to the chancel arch and highlighted some medieval wall paintings. A few rows of pews have been removed to provide space for refreshments, an information display and a children's play area. The heating was replaced recently. The building seats about 70 comfortably though many more have been squeezed in for festival services, weddings and funerals.



Church Services

Services are held twice each month, a Common Worship Holy Communion Order 1 and BCP Matins, which is occasionally replaced by Evensong or Café Church in the Village Hall. Café Church has proved very popular with attendances of often 30 or more including people from across the benefice and members of other denominations from the village. Average attendance for Communion services is around 17 with smaller numbers for Matins. See tables for further information including Festival and special services. Music plays an important part in the life of St. Nicholas Church and Steventon village. There is a robed choir and a talented organist. Hymns are mainly traditional.

Church Activities

The church community plays an active part in local community life, including Steventon Players, Singers, and Strummers. There is an annual village fête, monthly coffee mornings, and seniors' Christmas lunch. The boundary between 'church' and 'village' activity is often hard to discern.

To nurture the Jane Austen heritage, villagers meet and greet many visitors to the church encouraging community involvement. In 2017, church and village commemorated the 200th anniversary of her death with a festival of various events raising funds for the church and drawing church and village closely together.



Holy Trinity & St. Andrew, Ashe

Holy Trinity and St Andrew is a nineteenth century building with a particularly fine bell tower. Architect George Gilbert Scott carried out major rebuilding of the church between 1878 and 1879. The church is blessed by some splendid nationally significant stained glass, the work of Charles Kempe. The church is the only community building in the parish and although not suited to hosting events other than services, local artists have used the building for exhibitions. The church seats 120 comfortably but more have been squeezed in for special occasions.



Church Services

Services are held twice each month, Common Worship Order 1 and BCP Matins except in the summer months when Matins is not held. Our church community is small in number but loyal, averaging 11. Numbers are far larger at festival days and other key services. The majority of children and young people in the parish are privately educated; many are away from the parish during term-time, so consequently tend to come to church only for the festivals and special occasions. The church is packed for Remembrance and Christmas day. See tables for further information. The style of worship is traditional and our congregation prefers well-known traditional hymns and enjoys singing. We are very fortunate in having a committed organist.

Church Activities



Church members take an active part in organising a very successful Harvest Supper attended by people from all sections of the community including many non-churchgoers, providing an important element of social engagement. A number of social events have been held attended by many from the community and wider benefice including 'bring & share' lunches. Members of the congregation are involved in a number of benefice activities including singing in the benefice choir, and leading Lent study courses.

Church members are engaged in supporting a variety of local charities including "Carriage Driving for the Disabled" at Ashe Warren which is organized by one of our PCC members.

All Saints, Deane

All Saints' Church primarily dates from 1818, with later alterations, and is a replacement of the medieval church. Recently the church celebrated the 200th anniversary of the rebuilding of the church. The history of the church is much admired by visitors, many from overseas who visit the church on the "Jane Austen Trail". There is a connection with the battle of Waterloo portrayed through the colours of the Belgian flag in the stained-glass windows. The church heating has recently been replaced, repairs to the roof completed and lighting upgraded. The building can seat up to 100 people.



Church Services

Services are held twice each month, BCP Matins, with a Licensed Lay Minister or a PCC member taking the service and BCP Holy Communion. There is a fine organ and a talented organist, resident in the village. Hymns are traditional. The congregation has a regular attendance of 9-12 people. See table for pattern of services and special services.

The Associate Priests conducts monthly Communion services at Oak Lodge Care Home supported by members of the United Benefice choir.



Church Activities

The bell tower has a ring of eight bells rung for special services. Bell ringing is an important activity for the church involving ringers from the congregation and across the benefice. The bells have been rung for some services, Harvest Festival, the annual Carol Service and a wedding.

The church continues to remain a vital part of the community. Villagers and outside volunteers offer their practical services, demonstrating the desire of the community to retain the church at its heart. We have a monthly evening get-together when we enjoy the bells, a glass of wine and a chat. There is a good rapport with members of the other three churches and we look forward to strengthening our links with them in the future.

Support for charitable organisations

All four churches financially support charitable causes when possible including Basingstoke Foodbank, May Place Homeless shelter, Christmas shoe box appeal, Sebastian's Action Trust (Bluebells), Reaching the Unreached, and a number of others.

Benefice of North Waltham, Steventon, Ashe & Deane - Service pattern

Sundays	North Waltham	Steventon	Ashe	Deane
1 st	9.45 am Informal service (lay led)		11.15 am Holy Communion (CW)	10.15 am Matins (BCP) ¹ (lay led)
2 nd	9.00 am Holy Communion (CW)	11.15am Holy Communion (CW)		
3 rd	9.45am Family Communion (CW)		11.15 am Matins (BCP)	8.30 am Holy Communion (BCP)
4 th	9.00 am Holy Communion (CW)	11.15am Matins (BCP) ¹		

Notes

1. Deane & Steventon occasionally have Evensong instead of Matins. Steventon has 'Breakfast Together' in the village hall three times per year instead of Matins.
2. 5th Sunday service is a Holy Communion (CW) at 10.15, which rotates in turn between the four churches.

Festival & other special services

Services	North Waltham	Steventon	Ashe	Deane
Advent & Christmas				
St. Nicholas Celebration		✓		
Christingle	✓			
Carol service	✓	✓	✓	✓
Crib service	✓	✓		
Midnight Communion	✓			
Christmas Day Family Communion	✓	✓	✓	✓
Easter				
Palm Sunday Communion (with walk from St. Nicholas)	✓	✓		
Holy Week quiet Communions	✓			
Meditation in words & music		✓		
Agape meal & Communion	✓			
Good Friday Walk of Witness	✓			
Easter Day Family Communion	✓	✓	✓	✓
Other festival & special services				
Ash Wed. Communion with ashing	✓			
Mothering Sunday Family Communion	✓			
Ascension Day Communion		✓		
Jane Austen Evensong		✓		
Pet service (biennial)			✓	
Harvest Festival	✓	✓	✓	✓
Remembrance Day			✓	
All Souls service		✓		

Appendix C: Our Finances

The Parish of Overton

In 2011/12, St Mary's church undertook several small building projects, which involved upgrading 'kitchen' facilities in the church rooms, construction of a dais at the Communion rail and the installation of a central data projector screen, all of which have been very beneficial since completion. This did, however, require some considerable additional fund-raising which was spread over a few years.

At present we have a Church Heritage Fund which has been generously supported by both the congregation and the local community and is currently financing our church clock restoration.

Financially, we have ensured that our Common Mission Fund commitment has been fulfilled with the generosity of our congregation, many of whom donate using the Parish Giving Scheme (PGS). Our Missions Committee ensures the appropriate allocation of a percentage of our general donations each year to several charities. During 2018, we were blessed with a legacy which will ensure that the church finances should remain healthy for several years.

The Parish of Laverstoke & Freefolk

The Common Mission Fund commitment is usually paid in full. The current financial state is healthy with some £20,000 in reserves. A recent Quinquennial Inspection has not disclosed any major problems, and we are able to cover suggested urgent works within the year. Significant fund-raising is always necessary to pay for the Common Mission Fund, and a full financial report is available on request.

The Parish of North Waltham

Finances are reasonably sound, though it's always a challenge to maintain a positive balance. We pay the requested Common Mission Fund each year working towards a higher target set by the diocese following a revised method of calculation. The Friends of St. Michael's provide contributions towards specific building related projects.

The Parish of Steventon

Finances are reasonably sound, and we pay the requested Common Mission Fund each year working towards a higher target set by the diocese following a revised method of calculation. We receive invaluable financial support from the Jane Austen Societies of North America and Australia. There are a number of ongoing repairs required and an upgrade to the lighting is planned. Much of the funding is in place for this work. The 'Friends of St. Nicholas' provide financial support for some repairs.

The Parish of Ashe

Despite the small size of the regular congregation, the church is well-funded and maintained. We were able to pay more than our allocated Common Mission Fund last year and our charitable giving has increased. About half of the money covenanted to the church is given by people who are not regular churchgoers. There is no major work outstanding, and there are no outstanding loans.

The Parish of Deane

Church finances continue to be difficult due to the small size of the community and congregation. It has not proved possible to pay the whole of the requested Common Mission Fund each year. Church building work and repairs receive financial support from the 'Friends of All Saints'.