

Parish Profile

For the appointment of the Vicar of Horsham
and Team Rector of the Parish of Horsham



St. Mary's Church



St. Leonard's Church



Holy Trinity Church



THE CHURCH OF ENGLAND

HORSHAM TEAM MINISTRY

Patrons: The Archbishop of Canterbury and the Bishops of Chichester and Horsham



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Following a Parish review in early 2019 Horsham Team ministry is to be reformed to comprise of three Churches: St. Mary's, St. Leonard's and Holy Trinity. This is an exciting opportunity for a new Vicar to shape the future direction of Christian ministry in Horsham.

As a Parish:

- We have growing congregations
- We have 562 on the parish electoral roll (2019)
- We have an enthusiastic team of clergy and lay ministers
- We meet our parish contribution to the Diocese
- We have active Youth Ministry
- We are part of Horsham Churches Together
- We are part of a thriving and rapidly growing town
- We will be a team of three Churches

At St. Mary's:

- We have an active and engaging church community
- We have exciting building projects about to commence to meet our growing needs
- We have a support team of administrator, vergers, musical director, assistant organist and two children & families workers.
- We have a large welcoming vicarage

Ideally someone who -

- is rooted in God through prayer, worship, scripture, the sacraments and theological study
- has considerable ordained experience in parish ministry
- is willing to affirm the traditions of all three churches and work with them
- enjoys working in a team and is happy to engage in dialogue with, affirm and work collaboratively with the team vicars, other clergy and lay people
- is open to new ways of worship, evangelism and parochial ministry
- has good leadership, teaching and pastoral skills
- looks at contemporary ethical issues from a well-informed Christian viewpoint
- is able to relate to all ages
- is committed to ecumenical dialogue with the many other Christian denominations in the town and is willing to work with them
- has a passion to reach out to the whole community with the love of Christ



In terms of personality we seek someone who is naturally warm and amiable, with an essentially positive and hopeful view of things.

In short, the Vicar of Horsham needs to be in the mainstream of the Anglican tradition, someone who can lead the team whilst welcoming its diversity, will pray and preach and teach, and will encourage us to love God and our fellow human beings, recognising that the church exists not only for those who are its members but also for those who are not. What we can offer in return depends in considerable measure on the needs, hopes and aspirations of the person appointed. For the moment it may be enough to say that we recognise the need to seek to understand those needs, hopes and aspirations and try to meet them.



2019 is marking the start of a new era for the Parish of Horsham. Following a parish review, carried out by the Archdeacon, the Parish will shortly reduce to a parish of three churches instead of four. This is an exciting time as we look to re-launch the Parish Team ministry in Horsham. This is a great opportunity for our new Team Rector to re-establish and refocus our team Parish to meet the challenges of Christian living in the 21st century.

The Archdeacon identified in the parish review that with the significantly growing and changing population profile in Horsham, the new Horsham team would be a more manageable size. It was recognised that the Broadbridge Heath area, which previously formed a part of the Horsham Team and is still growing, was already large enough to become a new parish in its own right.

The new Team Rector will need to lead the Horsham Team through the process of reconstruction as it adjusts to the new pastoral challenges, parish boundary changes and internal administration adjustments. Our communal vision for the future can be summarised as a wish for Growth and Outreach: spiritual growth in ourselves while reaching out to others at their point of need. In many ways we hope to continue with much that we are doing at the moment but with the aim of doing it better. In particular we are committed to the idea that, while we are one Parish, each of the constituent churches should be able to develop its part of the shared vision and operate with a view to benefiting the whole community. But we also recognise the need to take practical steps towards building a firm base from which to move on, and we recognise that a new incumbent may well have ideas which will cause us to alter our priorities. The following are some of the practical proposals:

- Develop the system of delegated funding, with each of the three churches balancing their budget and building up their fabric funds.
- To become more involved with the churches of the Horsham Deanery and to support them with our experience, while at the same time learning from them.
- Progress current building projects.
- Provide opportunities for varied forms of lay ministry training throughout the Parish and Deanery.



The first recorded Vicar of Horsham is Roger of Wallingford, 1231-47, though the parish existed several centuries earlier than that. It was also in the thirteenth century that the main structure of the Parish Church of St Mary the Virgin was built on a site overlooking the River Arun and at the end of a causeway running south from the centre of the old market town. That area, though on the southern border of the modern town, is still thought of as the town centre. It is a conservation area and the Causeway, in which the vicarage is sited and which has St. Mary's church centre and office at one end and the parish church at the other end, is the most attractive residential road in Horsham.



The Causeway looking towards the Parish Church

Horsham is about an hour from London by train and has a population in the region of 60,000. From the coming of the railway in the nineteenth century, which brought the first significant growth to the town and has continued to the present day, Horsham has experienced considerable growth. To meet the needs of a growing town St Mark's Church was built in 1841 in the town centre, Holy Trinity Church in 1900 and St Leonard's Church in 1939. There had long been a church dedicated to St John in Broadbridge Heath, a nearby village beyond what is now the western by-pass, but a new church was built in 1963. In 1991, at a time of significant redevelopment in Horsham, St Mark's was demolished (though its spire has been retained as a memorial to the past) and another new church built, this time in the north of the town. In 1987 a team parish, made up of five churches, was set up with the deliberate intention of appointing Team Vicars who would provide the parish with a full spectrum of Anglican churchmanship. The aim of providing diversity in unity was effectively achieved. Following a parish review in October 2016 St. Mark's church, now in the north of the town, which is in the centre of much new housing with many young families left the parish team and became the new Parish of Holbrook. Following another parish review in 2019 it has been decided, partly due to significant growth in Broadbridge Heath in recent years, that later in 2019 St. John's in Broadbridge Heath will leave the team and become a separate parish. In the north-eastern area of the town, there is the separate parish of Roffey.

The Vicar of Horsham has a triple role; as a very public position as a leader of the Anglican church in the town; as Team Rector, the leader of the Team Ministry; and the principal and most time-consuming role, that of Vicar of the Parish Church of St Mary the Virgin.

Horsham is situated halfway between London and the south coast. The rail link north to Crawley, Gatwick, Croydon and London means that a substantial number of its inhabitants commute to work. The West Sussex County Council 'northern office' is based in Horsham. There are two industrial estates with a variety of small and medium sized businesses. There are a number of branch offices of national / international companies, including the RSPCA, which has its headquarters close by in Southwater. Christ's Hospital school is also nearby. Horsham has one of the lowest levels of unemployment in the UK.



There are numerous other places of worship in Horsham apart from the Anglican churches. The Baptists, the Methodists, the Roman Catholics, the members of the United Reformed Church and some community churches all have churches, chapels or other meeting places in the town. There are generally good relations with them through *Horsham Churches Together (HCT)* and many of the church leaders join in a monthly Ministers' fellowship. They and their congregations value this co-operative spirit and they hope to find that the new Vicar of Horsham is ecumenically minded. There is also a Unitarian chapel, a Friends Meeting House, Jehovah's Witness and a mosque.



Over twenty years ago, the five Anglican churches joined with six others to establish a Christian coffee shop and bookshop in the centre of the town. This also provided an advisory service offering counselling to those having problems with matters as varied as debt and pregnancy. Sadly a few years ago this had to close although aspects of the work do continue. The proposed redevelopment of the Church Centre, in the Causeway, is looking into the possibility of providing suitable accommodation for such a venture to be re-established in the heart of the town.

Horsham Churches Together, through the Horsham Matters action arm, has run the Horsham Night Shelter for the last six years. The Night Shelter provides overnight accommodation, including a meal and breakfast, to homeless people in the Horsham area. The Night Shelter is staffed by volunteers from participating churches. The Horsham Team churches play a vital roll in providing the volunteers.



The churches of the Parish of Horsham seek to minister to the whole community and exist for the benefit of that wider community as well as for the benefit of those who are church members. So, the Vicar and his team have a wide and important role in the town, in contact with the District Council and its officers, with the local press, with the Horsham Hospital and local nursing homes, with schools and retirement homes and with a whole range of other local institutions and groups.

Ex officio positions of the Vicar

There are three large 11-16 comprehensive schools in Horsham and a Church of England 11-18 comprehensive school, Holy Trinity, a few miles away in Crawley. There are fourteen primary schools in Horsham, and the Vicar is *ex officio* a governor of St Mary's Church of England Primary School, which is situated immediately to the south of the St Mary's churchyard. The Vicar is also the OFSTED 'Nominated Individual' for the St. Mary's Pre-School and is Chair of its Governance Panel.



Similarly, the vicar has been a member *ex officio* of the Governing Body of the College of Richard Collyer, the Horsham sixth form college, since its foundation as a grammar school by the will of a London Mercer in 1532. Collyer's has nearly two thousand students, most of them taking A level courses, and provides most of the post-16 education in the town.

Another position which the Vicar holds *ex officio* is that of Chairman of the Trustees of the St Mary's Almshouses, which contain ten one-bedroom self-contained flats in a small road called Normandy, immediately to the East of St Mary's Church. A Warden lives in one of the flats, the St. Mary's Churchwardens are the other trustees, and three members of the congregation act as Treasurer, Clerk and Pastoral Visitor.

Baptisms, weddings and funerals

There are numerous baptisms, weddings and funerals in the parish. Baptisms take place in all three of the churches. At the choice of wedding couples, most of the weddings take place at St Mary's, but the whole clergy team helps with these, with each member of the clergy on duty about once every two months. The funerals mostly take place at Surrey & Sussex and Worthing crematoria, though there are a few at St Mary's, at Holy Trinity and at the Horsham cemetery. Parish policy is that one of the clergy, or occasionally a Reader, should always be available to take any funeral in the parish. Baptisms, weddings and funerals have all in recent years proved to be important points of contact with people who are not, or not yet, church members.

The training of curates

For many years Horsham has been a training parish. The Vicar has regularly offered a training post for a newly ordained deacon and the consequence has been that St Mary's has benefited from a succession of excellent curates.

The Team Rector is the leading member of a team of nine, which includes four Team Vicars, three licensed curates and the Parish Youth Worker.



The Revd Natalie Loveless has been the Team Vicar of St. Leonard's since 2014, although she was previously Curate at St. Mary's, so has actually been serving here since 2011. She is on the Executive of Horsham Churches Together, a governor at Heron Way School, training Incumbent to Curate Rebecca during the vacancy and on Diocesan Synod. She has two teenage children.



Fr. David Bouskill has been ordained for just over 20 years. He joined the Team as Vicar of Holy Trinity in 2008. He is married to Claire and they have two teenage children, Benjamin and Jacob. He is also a chaplain to Horsham Hospital and governor at Trafalgar Road School.



The Revd Bernard Sinton, BSc, serves as a Self-Supporting Minister at Holy Trinity. He is now retired from a career in the construction industry. He and his wife, Patricia, shortly retiring as SSM Priest in Charge of Shipley Parish, were previously members of St. Mary's congregation. Bernard is currently Interim Rector during the vacancy.



The Revd Rebecca Tuck, assistant curate in training, was ordained in June 2018. She studied theology at Ridley Hall in Cambridge before moving to Horsham with her husband Simon and their two young children. Prior to this she worked as a Primary school teacher and education consultant in East London.



The Revd Alan Mayer, AKC, a retired priest with over 40 years' experience as a parish priest, is a non-stipendiary curate, working mainly at St. Mary's. He and his wife Krysia are involved in teaching spirituality and in the ministry of healing. Alan is also a writer and speaker on church history.

The Team Rector meets fortnightly with the stipendiary clergy team and the Parish Youth Work Enabler. A new Parish Youth Work Enabler took up the post in May 2019. They celebrate the Eucharist together, consider matters of common interest and where appropriate seek the advice of their colleagues on matters relating to their own church. The function of the Team Rector in providing leadership, support and guidance, particularly to the other members of the team, is of great importance, and the cohesion and effectiveness of the present team reflect the qualities and example of the previous incumbent as well as the habits of co-operation and mutual support which characterise the team.



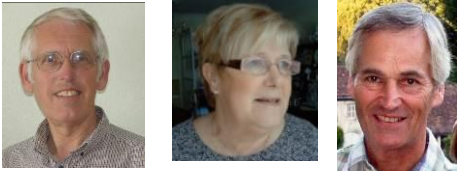
The congregation and the clergy

St. Mary's has a large, vibrant congregation with a wide age spectrum being both cohesive and diverse. There are many long-standing worshippers, but new members are frequently drawn into fellowship by personal evangelism, baptisms, weddings and funerals, as a result of contacts made through our links with Christian teaching organisations in the UK, through St. Mary's School and Pre-School and through a general policy of welcoming those who seek a place of worship and wish to know more about the Christian faith.

The Vicar and Curate, the Revd. Rebecca Tuck, are assisted in their ministry by the Revd. Alan Mayer, our lay Readers, Karen Ind and Simon Quail and also our Verger, Jane Gorrie. St. Mary's also has three churchwardens.



Lay Readers
Karen Ind and Simon Quail



St. Mary's Churchwardens
Nigel Stalley Morag Davies Stephen Benson

The Leadership team of the Vicar, Curate and St. Mary's Churchwardens meets twice a month with employed staff joining them at every other meeting. The meeting discusses and resolves day to day issues and pastoral matters. The Vicar will lead the meeting providing support and guidance.

Worship

St. Mary's is deliberately central and aims to accommodate people from all traditions of the Church of England. For some services vestments are worn, candles are lit, the sacrament is reserved and the choir sings, and in others the importance of the Ministry of the Word and the biblical basis of a personal faith is emphasised, with a sermon at each of the Sunday services. The church aims to seek and work with the onward movement of the Holy Spirit, thus embracing a trinity of Sacrament, Scripture and Spirit. There is a very strong choral tradition with the main services sung by members of our 50 strong choir.



Arrangements for public worship

The Sunday services are arranged as follows:

8.00 am: Service of Holy Communion according to the Book of Common Prayer 1662 (typical attendance 30).

9.30 am: Sung Eucharist with full choir according to Common Worship (typical attendance 230). A service sheet is issued at each service containing the whole liturgy. The music is a mix of traditional hymns from the New English Hymnal and BBC Songs of Praise together with selected, contemporary songs.

At the same time as the Sung Eucharist at 9.30 am on Sundays, different young people's groups meet. Members usually join the service in church from the Eucharistic prayer onwards. There is also a well-equipped crèche for babies and toddlers which is run by parent volunteers in the Holy Trinity Chapel in the church. During the Eucharist, the laying on of hands and healing prayer is offered in All Saints Chapel.

11.30 am 1st Sunday Matins according to the Book of Common Prayer 1662 (typical attendance 10), a said service.



St. Mary's Verger
Jane Gorrie



2nd and 4th Sundays. An informal service called *Kairos*, principally for children and their parents (attendance often exceeds 100) with a music group.

3rd Sundays reserved for Baptisms

6.30pm

1st, 3rd and 5th Sundays. An informal service of readings, discussion and music group led songs which takes place in the Church Centre. Cakes and drinks are provided.

2nd Sunday Choral Evensong with full choir (attendance varying from 30 to well over 100)

The service is a cathedral style evensong with sung Psalm, choir sung settings of the Canticles, Responses and Anthem with the hymns selected from the New English Hymnal.

4th Sunday Evensong according to the Book of Common Prayer 1662 (typical attendance 50)

The service is a sung Evensong with sung Psalm, sung Ferial Responses and choir Anthem. As from September 2019 the scheduling of these services is due to be changed.

Weekday services are arranged as follows:

9.00am Morning Prayer - The morning office is said daily in the All Saints chapel of the church by the clergy

10.00 am There is a celebration of the Eucharist every Wednesday in the Choir stalls

10.00 am There is a celebration of the Eucharist on 2nd and 4th Thursdays in the St. Peter's chapel of the Church Centre followed by coffee in the Manor Room.

11.00 am There is a celebration of the Eucharist every Friday in the Horsham Hospital chapel led by the chaplain

5.30 pm The evening office is said daily in the Choir stalls of the church by the clergy

2.15pm Mary's & Martha's parent & toddler friendly service. A short service held on occasional weekdays during term time in the Leslie room of the Bethany extension.

Serving Team

The head server leads a team of eleven who assist at the altar and act as crucifers. There are twenty-five ministers of communion who administer the sacrament. Many of the congregation read the scriptures and lead the intercessions.

Music Team

The choirmaster, Jeremy Weaver, his deputy, Mike Overend, chorister musical trainer, Valerie Lintott, and a large choir of some fifty members provide high quality music, both traditional and modern, to enhance the worship at St. Mary's. A separate music group plays and sings at the Kairos and Informal Evening services.

Sidespeople

The head sidesperson leads a team of thirty-two members who look after the congregation during all the main Sunday services, recording attendance, handing out books and guiding communicants to the altar rails.

Bell ringing

The Church has 10 bells, which are widely regarded as the best ring in Sussex. The Bells are rung every Sunday: before the 9.30 am Sung Eucharist and before Evensong. The bells are also rung at Christian Festivals and on special occasions, including weddings. There is an enthusiastic team of 25 Bell ringers of ages ranging from seventeen to eighty plus.





The activities associated with St. Mary's

Active participation

Long before it was usual to speak in terms of a collaborative ministry the Vicar was encouraging active participation in the life of the church by a large number of its members. The mission and ministry elements of St. Mary's are coordinated by the Church Council through seven Mission Action Teams: Worshipping and Praying; Growing As Disciples; Caring As A Fellowship; Serving and Transforming the Community; Proclaiming the Gospel; Administration and Finance; Buildings and Fabric.

Each team carries out its annual objectives (as adopted in our Mission Action Plan or "MAP") and reports back through representatives on the Church Council. It in turn has oversight of all the appropriate ministries (including any other groups, teams and councils) that are designated to it – thereby covering every facet of the ministry and mission of St. Mary's.

Within the Church Council an additional Leadership Team ("LT") exercises general spiritual leadership & oversight at St. Mary's. The LT oversees MAP implementation on behalf of the Church Council, and LT members typically chair the other 7 Mission Action Teams. The LT currently comprises the clergy and churchwardens. Every member of the Church Council thus expects to serve on one (possibly two) of the Mission Action Teams (analogous to sub-committees) as part of their duties. This framework, together with our annual MAP objectives, provides the structure for the Church budget, accounts and AGM – with each Team reporting on progress in order to achieve clear understanding and a coordinated approach to our growth in ministry and mission.

St. Mary's Church is open daily and our 'Church Welcomers' ensure that our many visitors are warmly welcomed by members of our Church family. We hold a very popular annual Flower Festival which attracts many visitors to view our lovely floral displays. We host many local school Carol services and civic events and we are a popular venue for music concerts.

Healing, prayer and support

The intercessions during the Sung Eucharist are usually led by a member of the congregation. Members of the healing prayer team take part in the laying-on of hands in All Saints chapel during the context of the Eucharist using a set prayer from the Iona community. A small, representative team meets each Tuesday lunchtime to pray through the intercessions for the sick and to hold up all prayer requests that are left on the prayer cross during the week. A service of healing prayer and ministry is arranged annually to which a guest speaker is usually invited. A prayer chain has been used for many years where requests for urgent prayer can be passed around quickly. The Prayer room (in Bethany) is used as a venue for 24-7 Prayer activities.

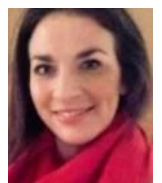
Pastoral Care

The pastoral care team presently has eighteen visitors. All the members have undergone training with Acorn Ministries in Boredon, Hampshire or the Chichester diocesan scheme. Six further members of the team have also undertaken additional training as bereavement visitors. The pastoral visitors meet twice a year for ongoing training and mutual support. Morag Davies is the coordinator, matching requests for pastoral care with members of the team. Requests come from the clergy and are treated in the strictest confidence.

An All Souls service is held annually for which invitations are sent to families where there has been a bereavement over the previous five years. The names of the departed are read out at the service.

Children and Families Work

St. Mary's employs two part-time Children and Families workers, Fiona and Laura. There is an active and intentional programme of ministry to children and families including a thriving toddler playgroup; a successful Sunday club running with the main service; a popular twice monthly church service for young families; a midweek service for parents and under 5's; admission to Communion and Baptism preparation sessions and personal baptism visitors; 'WhoLetTheDadsOut?' events for Dads; an early morning term time café on three mornings a week; Bible study group with childcare; an Open the Book team; Godly Play; Messy Church and special seasonal events for families throughout the year.



Children and Families workers
Fiona Prentice and Laura Fletcher



Fiona and Laura are supported by a fantastic network of volunteers who make up the Family and Children's Team. It aims to create a welcoming and nurturing faith experience for families from babies through to young adults. They have strong connections within the immediate St. Mary's church family, the Pre-School, the Mothers' Union, the Horsham Churches Together and the wider local community.

Home groups, study groups and courses

There are currently a number of home groups, which meet to study the Bible, pray and discuss the faith and contemporary issues. Pilgrim courses have been run and many of those who have taken part have gone on to be baptised or confirmed, to become regular members of the congregation and to join house groups. There is a considerable interest in knowing more about the faith, and this has led to the running of a range of courses, led variously by clergy and laity, on particular books of the Bible, on theology and on church history. The church supports the National Childbirth Trust which has a Bumps and Babies support group in Bethany every Monday.



Mission

Apart from the overall tithing of the parish's income, each of the churches has particular causes or projects which it wishes to support. In the case of St. Mary's there is a mission group which distributes the money during the year. This year we are focussing our support to; Turning Tides (during Lent), Christian Aid (over Christmas time), Salvation Army 'Hope In' project (Harvest Supper), and giving grants to Horsham Matters Youth Work, Family Support Work and Teach Beyond. We have also responded to emergency appeals such as that for World Vision.

St. Mary's House

The Vicar and Churchwardens of St. Mary's church are the trustees of St. Mary's Almshouses. This comprises two houses sited in Normandy, adjacent to the church, with ten flats in total. Residents have to be over 55 years of age, of limited means, able to live independently and members of a Christian church. The Trustees employ a warden who lives on site, on duty Monday to Friday. The warden oversees the welfare of the residents answering any calls to the care-line and also coordinating contractors on behalf of the Trustees.

St. Mary's Pre-school

The Parish runs a Pre-school. It has a distinctively Christian ethos, including daily worship, but is open to all and currently has more than 20 children in attendance. The staff are all employees of the PCC. The Pre-School has been the conduit through which many young families have come into Church. It currently meets in rented accommodation and there are plans to bring it into the Church Centre, when it is redeveloped.



Youth Group, MU, visiting etc.

A youth group (TGIF) of some 20-25 young people, run by a team of leaders and helpers, meets on Friday evenings in the Church Centre. There is also a Sunday morning youth group called CIA who meet during the 9.30am service in the Church Vestry. We recently had a trainee Youth Leader attached to St. Mary's and we are currently looking to recruit another through St. Mellitus College for this September. There is an active Mothers' Union branch for the whole parish and more than 50 members are from St. Mary's. St. Mary's Primary School and the Pre-School regularly have services in the Church.

The fabric and furniture of the church

In 2017 a large project to repair the main Horsham stone roof and south side valley gutters was carried out at a cost of £250K. In 2018 the church heating system, being complimentary to the worship and comfort in the building was enhanced with a hot air curtain over the main north entrance, helping to retain the warmth in the building. Also, in 2018 the spiral staircase in the tower, leading to the bell ringing chamber and loft, saw extensive repairs carried out to the oak stair-treads. Funds are set aside each year for fabric issues that occur from time to time and for longer term projects.



Bethany

This extension in the south-east corner of the church, costing nearly half a million pounds when built in 2006, is now an integral part of the life of the church. It provides a large rehearsal area and robe, music and instrument store for the choir. It also accommodates a large meeting room, a prayer space, a kitchen, three toilets, one with access for the disabled, a flower-arranging room and a wheel-chair lift.

The future of the church buildings

As detailed above, the church has concentrated over the past few years on a programme of conservation for our church buildings. We are planning an exciting future which will develop our buildings into vibrant centres of worship and outreach.

A project is proposed to renew and refurbish the south aisle in the church with the aim of providing a larger coffee area with flexible seating, complete with underfloor heating. This project will also provide improved wheelchair/mobility scooter access to the chancel while also removing two pews and a stepped area in the north-west corner of the building.



Another project is also proposed to develop the Church Centre which resides just a few yards up the Causeway from the church. The new centre will offer a vibrant and welcoming facility, serving not only the church but the wider and expanding town of Horsham as an attractive community and events centre. It is planned to include a welcome foyer, a coffee lounge and a Christian bookstall while retaining the Church Office and enhancing kitchen, hall and meeting room facilities. In addition, St. Mary's Pre-School will be incorporated into the building. The pre-school is a Forest School Provider and offers a teaching methodology that improves learning through play with Christianity forming an integral part of the school ethos.



<http://www.stmaryshorsham.org.uk/>



Holy Trinity was first opened to public worship in December 1900. It is on the Western side of Horsham in an area known as the Common. As it has an Anglo-Catholic tradition with the sacraments at the heart of its worship, which include vestments, the Stations of the Cross, some use of incense and the reservation of the sacraments. The congregation are mainly those who live locally and some who come to seek Anglo-Catholic ritual. The Team Vicar is assisted by Revd Bernard Sinton, Self-Supporting Minister and Peter Scofield a Reader in liturgy and pastoral work.

Worship

On Sundays there is a Mass said at 8.00 am and a Sung Eucharist at 10.00 am on the 1st, 2nd, 4th and 5th Sundays, while on the 3rd Sunday there is an 11.15 am Sung Eucharist including incense, preceded by a 10.00 am informal non-eucharist family worship service. We have Evensong on the 1st Sunday, a healing service on the 5th Sunday and occasional services in the styles of Taizé and Iona. The church has a choir and a rare Willis II organ which was rebuilt in 2000, and a music group. In addition to the daily offices there is a said Mass every Wednesday at 10.30 am.



Young People

Five times a year (half-terms and Easter/Summer holidays) there is a Messy Church using both the hall and church. It is now in its third year and draws large numbers, currently around the 200 mark.



Activities

Holy Trinity follows the Growing Healthy Church programme and regular courses are offered for those who wish to explore the Christian faith. We have three or four house groups which meet regularly for prayer, study, fellowship and mutual support. There are occasional study days and quiet days for the whole congregation. We have a pastoral care scheme run by people who have been trained to listen and a support group for the recently bereaved. We have a well-equipped hall which is much used by the local community and a drama group known as the Trinity Church Players (TCP) which includes members of the congregation as well as many others, who perform here at Holy Trinity. We have had regular concerts and recitals in the Church and there is an annual pet service.

Reaching out

Holy Trinity contributes to the life of Horsham Churches Together. Holy Trinity has worked on an occasional basis with the United Reformed Church, the local Baptist Church and Trinity Church international, an independent Pentecostal Church. This summer Peter Scofield, our reader, will be on his third trip to Nakuru, Kenya where he will be working for 'Friends of the Children's Centre of the Diocese of Nakuru'. They have helped to provide showers and carried out tiling and many other small building jobs. He will be accompanied by members of Queen Street Church Worthing led by the Venerable Lionel Whately. Members of Holy Trinity congregation have contributed to useful items for the children at the school.



<http://www.holytrinityhorsham.co.uk/>



St Leonard's Church was built in 1939, as a successor to the former mission hall on the eastern side of the town, and the building underwent a major refurbishment in 2008. For many years it was staffed from St Mary's but in 1997, when Horsham Parish became a Team Ministry, its first Vicar was appointed. St Leonard's congregation is essentially a church made up of local people but also some who travel from other parts of the town for its friendly, welcoming and warm atmosphere.

Revd Natalie Loveless has been in post just over four years and under her leadership the congregation has grown, now embracing many young families as well as those who have been members of our church family for many years. Natalie is assisted by a Reader, Mrs Margaret Symonds, a former Deputy Headteacher, but we also encourage all our congregation to share their faith in their daily lives, so there are many others who help in a variety of ways.



Worship

St Leonard's has an Informal Communion service on the 1st and 3rd Sundays of each month and a sung Holy Communion on the 2nd and 4th Sundays, all at 9.30 am. Both services are taken from common worship, however the informal service uses digital media and more creative ways of exploring the gospel. Members of the congregation read, serve, administer the chalice, do intercessions and prayer ministry at these services. On 5th Sundays we try to do something different, within the context of a Communion service, and we have had Café Church exploring topics such as 'Inclusion' or 'Mental Health', Hymns of Praise, focus on our charities, Iona liturgy etc. We do not have a choir, so everybody joins in heartily with the singing.

Morning Prayer (using Iona liturgy) is said on Mondays and Wednesdays at 9.00am, usually led by a member of the congregation.

Every two months we hold a very popular Families Afternoon with crafts, bouncy castle, tea, cake and worship. We hold an annual service in remembrance of loved ones, to which the families of those whose funerals we have taken are invited. At Christmas and Easter, we hold a typical range of Carol, Christingle and Holy Week services and throughout the year there are additional occasions for worship.

Young people

Most of the children at St. Leonard's are pre-school age, with a few at primary school. There is insufficient similarity in their ages to hold a formal Sunday School at present. Instead, the youngsters are taken out for teaching during the sermon on 3rd Sundays and are engaged with the service as appropriate on other Sundays, helping with serving, music and so on.





Activities

We have a weekly term-time baby and toddler group, Little Leo's, two home groups and a very successful monthly LINK group for those who feel a home group is not for them but who enjoy tea and cake, some Bible activities and fellowship.

At other times we hold summer and winter fairs, the congregation take part in the Horsham Churches Together events, Bennetts Field Family Fun Day and other events in the town, enjoy monthly fish and chip suppers and visits to Chichester Cathedral. Recently we held a sponsored walk for World Vision and some members of the congregation went on a pilgrimage to Walsingham.



Reaching out

As a church and hall, we regard ourselves as a community space so we seek to find ways of reaching out and engaging with others, making a difference in their lives and helping them to come to know Jesus. Perhaps the most successful recent event was opening our doors, serving drinks and giving information to our neighbours who were engaged in Halloween activities. Over 400 people visited us that evening and for many it was their first real encounter with Church.

Last winter we were pleased to contribute to hosting the Horsham Churches Together Night Shelter, held for homeless people between December and March. Natalie visits our two nearby primary schools, taking Assemblies and contributing to RE teaching; several of us visit nearby retirement homes, taking Communion and being on hand for pastoral care. One of our charities, BEATS, was founded by the daughter of one of our former parishioners and Margaret is a Trustee. A number of people from our congregation sponsor children and/or teachers through BEATS and Margaret has visited the children's homes and school in Indonesia.



<http://stleonardshorsham.org.uk/>



Youth Work is an integral part of the work of the parish. For the past nineteen years the parish has employed a full-time, paid Youth Worker who is a full member of the Parish Team, with equal status in the team with the clergy. For the last sixteen years Judi Cox has undertaken this role. Judi left us in the summer of 2018 and we are pleased that we have a new Youth Work Enabler Lee Buck who has just started with us in May this year. We look forward to a new vision for our Youth Work here in Horsham seeking to develop, nurture and support our young people.



Lee Buck

Although each church is responsible for its own youth work, that work is complemented, encouraged and supported by the Parish Youth Work Enabler, who works closely with the clergy and with supervisors from across the Parish.

Vision

The following quote was shared at our PCC as we began to form our vision for the future.

"The gift that young people most beautifully bring to the table, is that they have a view of the world that is open and receptive. That is exactly the way Jesus wants our hearts to be. Open to following His plans for our lives, and receptive to His presence and unending love. Living this way ensures that we all remain young at heart" - Jada Pryor

The overall vision for the youth of the parish is threefold:

To grow up in relationship with God

To grow together as Christians

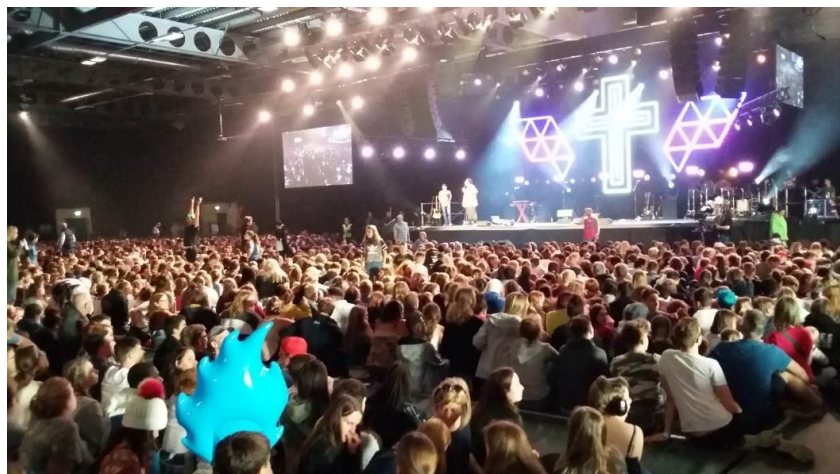
To grow outwards to help bring others to Christ

The key responsibilities of the Parish Youth Work Enabler

The role of the Parish Youth Work Enabler combines 'hands on' youth work with enabling and inspiring others to serve our young people. This is carried out by reviewing existing activities, supporting Youth Leaders, developing new ideas, providing training and giving advice.

Our Youth Work Enabler aims to raise the profile of youth in the parish by ensuring that the churches pray for them, by speaking to the various congregations, to the Mother's Union and other organisations in the parish and by providing regular reports to the Parochial Church Council. One of the key challenges is to continue to engage with the local secondary schools and the Y Centre as part of the youth outreach to the town.

The Parish Youth Work Enabler co-ordinates parish-wide events, which include Youth Alpha courses, Cell Groups, monthly youth services, games nights and social events. Our young people are encouraged to attend both diocesan and national events such as the Diocesan May Camp and Soul Survivor. We have a monthly Café Connect service which currently meets at St. Mary's Church on a Sunday evening.



The administrative work of St Mary's and some of the parish wide administration takes place in St. Mary's Church Office, which is housed in the Church Centre in the Causeway, about a hundred yards north of the Vicarage. It is open every weekday morning. The Church Administrator, Alison Carré, works in the inner office and several volunteers, help in the outer office. The other two churches deal with most of their own administrative work. The full-time Verger, Jane Gorrie, lives in a cottage owned by the church just behind St. Mary's Church Centre.



Alison Carré

St. Mary's Church Centre

The Parish Centre incorporates a large meeting space known as the Barn, two medium-sized meeting rooms and one small one. The Barn and one of the medium-sized meeting rooms are frequently rented out to a wide range of local organisations when not in use by the parish. Similarly, car park spaces behind the Parish Centre are rented out to a range of local businesses and individuals.

There is a small chapel seating up to about forty, which is often used when a building smaller than the parish church is required for a service or a prayer meeting.

There is a large kitchen in which, for example, members of the St Mary's congregation regularly prepare Sunday lunch for about thirty elderly people living alone. Our large indoor space 'The Barn' hosted a 'Holiday@Home' in 2018 for about 20 people with a theme of going to the seaside.



There are plans currently being discussed to modernise the Church Centre and to look to accommodate the St. Mary's Pre-School in the building. The car park, behind the Church Centre, is let out during the week to local businesses and provides a significant income to the Church.

The Parochial Church Council

The PCC is a large group. It is made up of all the team clergy and up to twenty-nine elected lay members, including the three churchwardens, three members of the Diocesan Synod and eight members of Deanery Synod. Equal representation is offered to each church. The Parish Treasurer is a paid officer of the PCC and attends all meetings. Each church also has its own District Church Committee, which manages its own finances, while remaining accountable to the PCC, and deals with its own worship and administration. As a matter of convenience arrangements for weddings and funerals are dealt with centrally in the St Mary's Church Office, and St Mary's pays the majority of its costs.

There is also a Standing Committee made up of 9 members of the PCC: the Team Rector (as Chairman), the three Team Vicars, the three churchwardens, a layperson from any church not represented by a churchwarden and the PCC Secretary, with the Parish Treasurer attending. The Standing Committee meets between PCC meetings to deal with the detail of financial, legal and policy matters, and urgent business.

The Wardens

Since the Middle Ages the Parish Church of St Mary the Virgin has always, unusually, had three Churchwardens - now Parish Wardens. The Parish Wardens are supported by (and normally drawn from) the Churchwardens from the team churches. Each of the team churches has two team Churchwardens (St. Mary's has three) and in practice all the responsibilities of the Parish Wardens relating to the individual team churches are delegated to them. The three Parish Wardens have an overall legal responsibility for the whole parish and during the current vacancy are, together with the Interim Rector, the sequestrators for the parish. The St. Mary's wardens are also, with the Vicar of St. Mary's, the Trustees of the St Mary's Almshouses.



The Code of Recommended Practice for Team Ministries requires ‘that all financial affairs should be dealt with meticulously and on the basis of known and agreed principles.’ With this in mind, the PCC has produced an arrangement under which there is one central parish accounting system, and each church in the parish pays all its income into central parish funds.

Central funding and delegated responsibility

There is a Parish Treasurer who is responsible for ensuring that all funds are properly accounted for and for overseeing the operation of the system. Central commitments, notably the diocesan contribution but also such things as the costs of the Youth Worker and our admin software ChurchSuite are paid out of the central funds and the proportion contributed by each of the churches is determined by an annual check of attendance numbers at an agreed time. Churches set their own budgets, which include their contributions to central costs and the building up of a reserve, and each church committee can then spend within its budget, so long as the church has raised enough money. The unity of the parish is reflected in the fact that we agree to financially support St Leonard’s, which is in the least prosperous part of the parish, as it moves towards its target of balancing its budget.

Income and mission

Income from unrestricted funds for the year (2018) amounted to £574,630 (2017 – 563,349) with the largest amount being received from planned giving at £301,039 (2017 – 282,883). Expenditure from unrestricted funds was £577,435 (2017 - £606,306) with the largest spend being the diocesan quota at £265,626 (2017 – 281,306). This gives a deficit of £2,805 before losses on investment assets of £331, resulting in a total deficit of £3,137. The balance of unrestricted funds at 31st December 2018 amounted to £108,290 which contains £13,071 designated for the use on the Fabric of the churches. The total general unrestricted total is £90,219 which equates to just over 2 months expenditure. Our total mission giving in 2018 was £12,022.

The diocesan contribution

We are pleased that for several years now we have met our Parish Contribution in full.

Deficit, stewardship and fabric funds

This year there is an overall forecast deficit of £15,980 but each church is currently reviewing its budget and it is expected that the final result will be break-even. Stewardship giving is regularly reviewed and in recent years this has increased. We are aware of the need to build up each church’s fabric fund.



2019 BUDGET

<u>Parish</u>	<u>Total</u>	<u>St Mary's</u>	<u>Holy Trinity</u>	<u>St Leonard's</u>	<u>St John's</u>	
Incoming resources from donors						
Planned giving:						
Gift Aid	313,964	155,000	49,800	21,164	88,000	
Income tax recoverable on Gift Aid	60,778	28,000	11,750	5,028	16,000	
Other planned giving	-	-	-	-		
Open Collections	18,138	12,614	1,500	2,024	2,000	
Sundry Donations	500	-	-	-	500	
Other income	12,000	6,000	6,000	-	-	
Weddings	6,100	5,000	600	-	500	
Activities for generating funds						
Church Hall	89,986	22,986	36,000	19,000	12,000	
Car Park	35,502	35,502	-	-	-	
Total Income	536,968	536,968	265,102	105,650	47,216	119,000
Grants						
Mission & Charitable Giving	12,000	4,000	-	-	8,000	
Schools	-	-	-	-	-	
Activities directly relating to the work of the Church						
Parish Share	250,000	68,108	67,331	67,331	47,230	
Vicars Expenses	5,800	2,000	1,200	600	2,000	
Clergy Expenses	5,650	2,600	400	150	2,500	
Clergy Housing	16,728	-	400	2,328	14,000	
Rates, insurance	24,207	12,238	5,150	819	6,000	
Light heat water etc	13,417	7,107	2,310	2,500	1,500	
Verger costs	450	450	-	-	-	
Verger housing costs	4,350	4,350	-	-	-	
Organist & choir	6,250	2,500	2,500	250	1,000	
Organ repairs	1,500	1,500	-	-	-	
Evangelism etc	10,850	5,100	4,000	750	1,000	
Sundry expenses	4,700	2,700	-	-	2,000	
Churchyard grounds	2,400	750	150	500	1,000	
Church maintenance	20,891	15,191	1,000	1,200	3,500	
Childrens & youth work	4,232	2,732	100	400	1,000	
Audio & TV facilities	1,000	-	-	-	1,000	
	384,425	384,425	131,326	84,541	76,828	91,730
Hall running costs	32,354		14,644	7,210	5,500	5,000
Office costs						
Staff costs	65,919		65,919	-	-	-
Office running costs	23,550		12,200	1,500	1,350	8,500
Allocation of Central costs	46,700		25,685	7,939	3,736	9,340
Total Expenditure	552,948	552,948	249,774	101,190	87,414	114,570
Total budget profit/(loss)	(15,980)	(15,980)	15,328	4,460	(40,198)	4,430



The Vicarage stands just to the North of St Mary's Church and is within five minutes' walk of the ancient centre of the town and similarly close to open countryside. The house is set in extensive gardens. In recent years part of the vicarage garden was sold off by the Diocese and three houses, with access to the Causeway, were built. During the interregnum the heating system in the vicarage has been upgraded.



The Vicarage from the East



The Vicarage from the South

The vicarage has the following **accommodation downstairs**:

Front entrance hall, with access to all the downstairs accommodation and to the staircase.

Study – a good-sized room with south-facing window, fitted gas fire and fitted bookcases.

Small lobby, with access both to a **WC** and to the kitchen.

Kitchen with fitted cupboards and worktops and window facing west.

Large Sitting Room, with double aspect large windows and an open fire with marble fireplace.

Large Dining Room facing onto the garden, and with two large windows and a fitted gas fire.

Utility room area with sink and cupboard storage.

There are stairs down to the **cellar**, which is divided into three storage areas.

The upstairs accommodation (excluding the small upstairs flat):

Large Bedroom 1 with en-suite bathroom containing bath, basin, shower cubicle and WC.

Large Bedroom 2 with a washbasin.

Large Bedroom 3 with a fitted wardrobe.

Bedroom 4 with a washbasin.

Separate bathroom with bath, washbasin and WC.

Externally there is a **large integral garage** and adequate **parking space** for several cars.



THE CHURCH
OF ENGLAND

HORSHAM TEAM MINISTRY