PARISH PROFILE
FOR
ST MARGARET OF ANTIOCH
CHURCH HEMINGFORD ABBOTS
AND
ST JAMES CHURCH
HEMINGFORD GREY
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FOREWORD BY THE BISHOP OF ELY, STEPHEN CONWAY

Thank you for taking an interest in this post in the Diocese of Ely. The role of incumbent of Hemingford Grey and Hemingford Abbots is significant to the Diocese as it provides leadership of 2 strong parishes on the edge of Huntingdon. Whilst these parishes are relatively affluent, the town of Huntingdon has significant pockets of deprivation, and the neighbouring parishes have a role in building and sustaining mission in the town. We need the next incumbent to be committed to the Deanery and Diocesan mission objectives, as well as to the leadership of these benefices. The Diocese of Ely is committed to renewing in Christ its mission and ministry. The next stage of Deanery planning will see us focus resources on growing younger congregations and reaching further beyond our existing congregations, especially in areas of new housing. We will look to these parishes to continue to play the major role they have in the past as we engage with these challenges.

In the light of these mission priorities, we need clergy who are:

- Confident in God - rooted in prayer and scripture.
- Committed to personal holiness and striving for professional excellence.
- Adventurous and visionary, willing to see the church through the eyes of those who do not attend.
- Mission-focused leaders who want to see the church deeply engaged with schools, serving the community and connecting with community organisations of all kinds.
- Resilient people who take risks, accept failure and try again.
- Empowering and enabling collaborative ministry.
- Hospitable and generous when engaging with the local community.
- Open and willing to work with and learn from others.

We understand that the debates in Synod about the welcome of people in same sex relationships has divided and perplexed some church communities. As bishops, we are committed to supporting those clergy who would wish to welcome to their church same-sex couples in order for them to offer prayers of dedication to God and to receive God’s blessing (once these prayers are permitted), as well as those who for reasons of belief and conscience are unable to do so. Likewise, we respect PCCs with these different positions. If there is a tension between the position of the PCC and the clergyperson, in either direction, we would like to encourage both to find a generous space that allows each to follow their conscience. What this might look like will vary from context to context, and together with the archdeacons we will support any process that helps us all to grow and to grow together in Christ.

We are grateful that these parishes have opened up a generous route through difference, and we pray that candidates will feel assured that in applying for this post, they will be welcomed and supported in their leadership.

Enquiries about this post can be made to the Archdeacon of Huntingdon and Wisbech, Ven Richard Harlow, on 07415757527 or archdeacon.handw@elydiocese.org

Steve, Harlow, Enquiries supported pray We together allows PCCs well prayers We I parishes further Deanery building Huntingdon strong Hemingford Grey Deanery - Ely- Town Grey Ely Diocese Grey supporting prayer dedicated God's blessing or reasons of belief and conscience unable to do so. Likewise, we respect PCCs with these different positions. If there is a tension between the position of the PCC and the clergyperson, in either direction, we would like to encourage both to find a generous space that allows each to follow their conscience. What this might look like will vary from context to context, and together with the archdeacons we will support any process that helps us all to grow and to grow together in Christ.

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Stephen, Bishop of Ely
Dagmar, Bishop of Huntingdon
Richard, Archdeacon of Huntingdon
INTRODUCTION

The PCCs of St James Hemingford Grey and St Margaret of Antioch Hemingford Abbots, seeking greater unity between our churches, present to you this joint parish profile. We are two lively and distinct parishes and congregations, each with their own traditions and styles, and with their own PCC, but both eager to learn, grow and be led where God wants to take us.

The role is for Incumbent for both parishes. The churches have different styles of worship, but the two church communities work together, sharing resources (and their costs) such as lay ministers, musicians and administrative support. The current interregnum has given greater momentum to this cooperation with the churchwardens from both parishes working even more closely together.

St Margaret’s cycles through a pattern of traditional worship from both Common Worship and the BCP, with Sung Eucharist, Family Service, Matins, Choral Evensong and Holy Communion (BCP). Mrs Libby Witt is representing the Trustees of the estate of the late Lord Hemingford, Patron of St Margaret’s.

St James’ has long had an evangelical approach. Currently the worship style varies through the month, from Holy Communion (3 times monthly), through Morning Worship of varying informality, to Café Church when there is a fifth Sunday in the month. St James’ is under the patronage of Church Pastoral Aid Society.

Both congregations are involved in outreach to their communities and aspire to do more of this.

Although quite different in style and demographics, the villages share a number of amenities and enjoy together social events throughout the year.

The two parishes, both situated on the banks of the beautiful River Great Ouse in Cambridgeshire, are two of the most attractive villages in England and attract tourists from across the United Kingdom and internationally.

WHAT THE TWO PARISHES CAN OFFER TO THE INCUMBENT

- Two lively and distinct parishes and congregations, each with their own traditions and styles, but both eager to learn, grow and be led where God wants to take us.
- Unwavering support and friendship from the people in both congregations.
- The opportunity for personal, professional and spiritual growth.
- A rich resource across both parishes of an Associate priest, retired priests, plus both licensed and unlicensed laity, all already involved in leading worship services and preaching. St James’ PCC also employs a Youth and Children’s Minister.
- Enthusiastic, energetic and skilled teams of people thoroughly involved in all aspects of the life of the two churches.
- Church congregations reaching out to their village communities.
- Well managed finances and a history of meeting our Ministry Share request in full each year
- Full administrative support.
- Ability to meet and pay out of pocket expenses.
- A strong musical tradition, but different, at both churches.
- A modern parsonage.
- Well maintained Church Buildings in excellent condition
• Good connections by road and rail with all of the country.
• Easy and quick access to both the cities of Cambridge and Peterborough.
• Access to a wide range of schools both public and private.

WHAT WE ARE LOOKING FOR FROM THE NEW INCUMBENT

• They will have a vibrant faith and love of God and are passionate about helping others grow in their own faith and to share it with our communities.
• They will have experience relevant to helping us reach out to all age groups, including children, young people and families and to grow our congregations.
• Their preaching and prayers will be inspiring and effective.
• They will be comfortable leading, participating in and encouraging a wide range of worship styles and formats as well as the different traditions of the two parishes.
• They will have a track record of strong but servant leadership, not necessarily in ordained ministry (i.e. this could be their first incumbency), capable of delegating both responsibility and authority as well as being quick to identify talent and capacity in others and to encourage it.
• They will be an encouraging team leader, able to motivate individuals and teams and able to manage conflict.
• They will be a person to whom prayer is an essential part of their daily Christian walk and ministry.
• They will be a person with good pastoral skills and be keen to be involved in people’s lives and be a strong presence in the community. They will listen sympathetically, showing compassion and patience.
• They will have demonstrated both integrity and humility in all aspects of their lives.
• They would not conduct PLF/blessings for same-sex couples in either St James’s or St Margaret’s churches but would be prepared to allow them to be conducted in St Margaret’s by another licensed minister.

CHALLENGES FACING OUR CHURCHES

• There is a high proportion of people in both parishes who are not reached by the church. The new incumbent will need to encourage new ways of doing so, particularly among young adults and families with children.
• Continuing and strengthening the cooperation between St Margaret’s and St James, in order to communicate God's love for people in both communities more effectively.
• St James: Whilst we continue to attract committed Christians into the church our focus, shaped pre-pandemic, was to be “disciples making disciples”. This needs to be re-energised and given sharper focus. This should involve prayer and teaching (or enabling) our present congregation, together with creating more opportunities to interact with the community.
• St James has a long-established ministry to children and young people. Resourcing this adequately with people has been challenging in recent times. The new incumbent will need to work with the Youth and Children’s Minister on this key part of the church’s ministry.
THE CHURCH

1. Ethos

St Margaret’s is a traditional Anglican church aiming to serve a broad range of liturgical preferences in this small parish. The worship style reflects the age balance. It is estimated that 43% of the village are over 60 and 17% under 19. The number on the Church Electoral Roll is 54. We are blessed with a beautiful and well maintained building. We are working on innovative ideas regarding worship and outreach to the village. We are a church of “doers”, people ready and eager to step in and quietly help each other. We would like to be a more vibrant church, growing in love and worship of God and demonstrating this through active engagement in our village community. Currently we are making some progress, and we trust that God will guide us forward.
2. Worship

For many years the church has offered a range of services each month to accommodate a variety of preferences as to the style and language used in the services: Sung Eucharist - from Common Worship; Holy Communion, Matins, Choral Evensong - from BCP; and Family Service (non-liturgical).

Our usual attendance is around 40-50. Many come from the village, others from Hemingford Grey, some from St Ives and other villages. Festival services attract many additional worshippers. Music at the services is led by the organ and the choir, which is robed for Matins and Evensong. We use a keyboard for the Family Service.

Traditional clerical attire is worn by priests and lay readers.

After each main Sunday service we serve coffee, tea and biscuits. This is a valued occasion for the congregation to chat, bond, welcome newcomers or plan events, and it was missed under Covid restrictions.

Special Services

The ties between the village, the church and farmers are still strong and the need to celebrate and express gratitude for a good harvest is felt. The Harvest Festival sees the church fuller than usual, people bearing gifts which we share between local charities. Celebrations continue with a Harvest lunch or supper in the Village Hall, usually with a guest speaker or light entertainment. The collection is split between our mission partners.

On Remembrance Day we are usually joined by members of the British Legion and the local Cubs and Scouts (and their parents).

The Christmas Carols Service is a special occasion loved by our regular congregation and many others in the village and surrounding area who are not regular church goers; the church is usually full.

Others special services include Evensong, Compline at the biennial weekend Flower Festivals, Advent Carols, Christingle, Easter and All Souls.
3. Groups

St Margaret’s has members who faithfully volunteer in various groups, several of them serving in more than one group.

The choir

Music is a highly-valued part of the worship tradition of St Margaret’s, drawing an additional congregation from beyond Hemingford Abbots. The small and enthusiastic adult choir is friendly and inclusive, beginning weekly rehearsals with tea, cake and conversation. We emphasise well-led congregational participation, fostered by choosing strong tunes in accessible keys, married to texts which complement the lectionary readings.

The Flower Guild

We have a very skilled and active Flower Guild at St Margaret’s. There is always an arrangement of usually fresh flowers by the altar. We decorate the church more extensively for Easter, Harvest and Christmas, and for other special occasions like the Queen’s Platinum Jubilee.

The biennial Flower Festival includes a significant display in the church by the Flower Guild, illustrating a biblical theme.

The Bell Ringers

St Margaret’s has a clockwise ring of 6 bells accessible from the ground floor. We have a regular band who ring for morning services every 1st and 3rd Sunday in the month (alternating with St James at Hemingford Grey).

The bells are rung for weddings, funerals and any special celebration or service such as the Queen’s Platinum Jubilee, Christmas Carol Service etc. The bells are popular with visiting ringers on outings due to the lovely setting of the church and are also available to local bands who wish to ring a Quarter Peal.
Prayer Groups
There have been a number of prayer groups for church members meeting through the years, the
most recent being ‘The 24/7 Prayer course’ held in the run up to Christmas 2022 to enable us to
think about different ways of praying and encourage our corporate and personal prayer lives. This
was well attended and promoted lively discussion and prayer. There was also focus on this in our
Prayer Corner in church.

Refreshments
Volunteers serve coffee, tea, orange juice and biscuits after the 9.30 services.

4. Outreach
Having a warm welcoming building, with recorded music playing, kept open and available to all
during the day as part of our outreach to the village and visitors is of utmost importance to us at St
Margaret’s.

There is a Prayer Corner in the south aisle where people can spend a quiet time and light a candle.
This was open through the pandemic, when allowed, and based on the comments in the visitors’
book and the many candles used, was much appreciated through a difficult time.

The Prayer Corner is also used for special purposes. Not so long ago it became a place of reflection,
of prayer and of expressing our gratitude for the life and long reign of our late Queen Elizabeth II.

We decorated the Prayer Corner to show our solidarity with the people of Ukraine, also playing
choral music from Kiev. The First World War centenary saw the Prayer Corner as a place to
remember the villagers who lost their lives in that war.

Recently we provided weekly Advent prayers for the congregation and visitors in the lead up to
Christmas.

During Advent and before Easter the PCC delivers a card to every household in the village, with our
greetings for the season, the list of all the festive services and details of any special events.
We produce a parish magazine ten times a year. Since the pandemic it has been sent out in electronic format to the majority of the households, with paper copies still delivered to a few households that don’t have access to email.

Through the lockdown period new initiatives were taken at St Margaret’s to provide worship opportunities and pastoral care for the congregation and village. These included joint Zoom services with St James on Sundays, with coffee time, daily Evening Prayer and bi-weekly Morning Prayer, all well attended. The church was used and popular through this period as a warm and welcoming place to visit on walks. Prayers and displays for all ages were prepared, to give a focus for Mother’s Day and Easter. In the lead up to Christmas 2020, St Margaret’s PCC initiated an Advent Windows community event to help the village come together to celebrate Christmas in lockdown through walks round the village, with a focus on the church as the window for Christmas Day. There was enthusiastic participation.

The wider Church
St Margaret’s has recently joined the Rocha UK Eco Church. We hope that this will be not only an opportunity to do something for our Earth but also create new friendships within the village and collaborations with other churches and organizations.

5. Mission and Giving

Based on an earlier decision of the PCC, we give at least 10% of our yearly income to mission and charity.

Our CMS partners for the last 10 years have been Kylie and Bhim Bahadur, based in Northern India. Their call is “to help release people from the horrors of being trafficked and to motivate and mobilise the church for social action”. They have visited us a few times and we support them with regular contributions, occasional gifts and of course, with our prayers.
A few years ago we also started supporting Mission Possible UK who work with marginalised people in a village of North-western Rwanda. We contributed to the acquisition of farming land and livestock, and support school projects such as children’s lunches, uniforms and sanitary products, and literacy courses for adults.

St Margaret’s has a good relationship with Compassion UK. Our Family Service has, for several years, been supporting Boramungu, who is 13 years old and attends the Karama Student Center School. Representatives of Compassion UK visit St Margaret’s quite often, inspiring and motivating us with their presentations. Under their umbrella, several members of our congregation privately support other children.

6. The Friends of St Margaret’s

This Charitable Trust is registered with the Charities Commission independently from the church. Its aim is to support the maintenance and improvement of the church building. The Trustees liaise closely with the Churchwardens and the PCC over priorities identified in the diocesan quinquennial reports and other developments.

**Flower Festival**

A Flower Festival is organised in most alternate years to promote widespread participation of church and village and generate income from visitors that can be used to benefit the fabric of St Margaret’s church.

The Festival is a very significant two-days event within the village that has taken place since 1964. Many residents open their gardens for people to look around and several serve afternoon teas. The church is decorated by the Flower Guild to illustrate a biblical theme. Usually over 20 coaches come from far and wide and over 3000 visitors come during the weekend. The Village Hall offers lunch to visitors. There is entertainment with Morris dancers, historic cars, bands and a variety of other displays and performances.

Much friendship and fellowship is evident among the many people involved in organizing, before and during each festival. It is a wonderful affair and one that the whole village work hard for knowing that it is keeping their lovely church building in good order.

After the open weekend, the festival ends on the Monday night with the helpers having wine and food in the church. The amount raised is announced towards the end of the evening. The proceeds provide the major source of funds for maintaining and improving the fabric of the church building. It often raises £30-40,000.
**DESIRE PROFILE FOR THE NEW INCUMBENT** - compiled from congregation survey

We asked the members of the congregation to list their preferred 5 attributes of a new incumbent. We felt as a church that it was important to express the voices of each person who wanted to contribute. The following is the result. We are aware that whoever comes is human and unlikely to have all these attributes.

**Broad church**
We hope that our new incumbent will be inclusive and affirming; a motivator and encourager to people of all ages and backgrounds. We hope to work together to extend our Church Family, not least with young people and their families. They will be experienced in preaching to all ages and any background. They will be tolerant, understanding of the many ways in which faith is expressed and in a range of styles of worship. They will respect the current service pattern and styles but will be capable of putting forward new ideas to help us grow. They will embrace both St Margaret’s and St James’ styles of services and will encourage the two congregations to support each other. They will be supportive of a broad mission programme.

**Faith and Church**
We hope that our new incumbent will have no doubts about the validity of Jesus in their life. They will seek God’s will in all aspects of their leadership. They will have a good knowledge and understanding of the Bible. Their preaching and their prayers will be inspiring and effective. They will love teaching, sharing their faith, being keen to develop skills and ministries within the congregation and beyond. They will encourage preparation for baptism and confirmation.

**Congregation and Community**
We hope that our new incumbent will have good pastoral skills. They will lead the church outreach in the village, with a strong desire to bring people to faith in Jesus, and to grow church attendance. They will be confident getting to know and engage with their congregation. They will be a strong presence in the community and will be involved in significant moments in people’s lives. They will actively support activities in both parishes and be involved with volunteers and groups.

**Experience and personality**
We hope that our new incumbent will be wise, showing sensitivity and maturity in their thinking and in their actions. We are looking for someone friendly, approachable, open, warm and with a genuine smile, cheerful, personable and positive when welcoming regulars and visitors. A good sense of humour will be highly appreciated.

**Leadership**
We hope that our new incumbent will appreciate and promote team work. They will be a good team leader, having the ability to motivate individuals and teams, but also be a good team player. They will be organised, dutiful, a good communicator, a good delegator, with good negotiating skills and excellent people and management skills. Being competent with technology is desirable. We will appreciate somebody who will support our choir and strong musical tradition.
St James’ Hemingford Grey:

- Is Evangelical in tradition, with an ethos to be disciples making disciples. It has a strong belief in the traditional doctrines and teaching of the Church of England.

- Enjoys sung worship as a strong feature, with a wide range of instrumentalists and vocalists.

- Has a long-established ministry to youth and children, employing a full time Youth and Children’s Minister to lead this.

- Has a strong focus on world-wide ministry, giving 15% of income to support ministry in the UK and overseas.

- Has a congregation spanning all ages but there are a number of mature (in faith, not implying age) Christians who have a thirst for deep teaching of the Word. An ability to provide this teaching at an appropriate level is important.

- Has 162 members on the Electoral Roll.

- Has a long-standing tradition of encouraging and releasing emerging gifts of ministry among its members and encourages, resources and funds training for this, whether they remain at St James or move elsewhere.

- Is looking for an incumbent with a strong belief in the traditional doctrines and teaching of the Church of England. They will have a strong and demonstrated commitment to the authority of scripture and a desire to instill this in others. They will also have a commitment to enabling the ministry of all believers and openness to the work and gifts of the Holy Spirit.
OUR MINISTRY

- **Our Vision**
  - Lives transformed by Jesus

- **Our Mission**
  - To grow together as disciples of Jesus
  - To demonstrate the kingdom of God
  - To proclaim Jesus as Lord

- **Our Ethos**
  - Disciples making disciples – every member enabled and active in using their God-given gifts to work with God in growing disciples and making new ones.
  - The friendly and welcoming nature of St James’ Church, its faithful children’s and youth ministry and its evangelical teaching has, for many years, attracted to its congregation many people from the surrounding villages and towns, currently making up about 50% of the congregation.

- **Our aspiration**
  - A loving worshipping community of disciples on a journey together towards Jesus.
  - Welcoming and tolerant to all comers.
  - A safe and loving place for the vulnerable.
  - Outward looking and community facing

- **Our Worship**
  - Services at 10am on Sunday
    - Style varies through the month, from Holy Communion (once monthly), through Morning Worship of varying informality, to Café Church when there is a fifth Sunday in the month.
    - Sung worship is a strong feature at St James. Our music group, all from within the church family, comprises vocalists, orchestral instruments, guitars, percussion and keyboard players who play together on a rota basis. We also have three competent organists. This gives great flexibility in accompanying our worship. We use a wide variety of traditional hymns and contemporary worship songs.
    - We do not have a regular church choir, but at Christmas and Easter choirs are formed from the music team and the congregation to add four-part harmonies which enhance the worship at these two major festivals.
    - Liturgy and hymn/song words are displayed on two large TV monitors as well as in hard copy.
    - Average attendance over the last 6 months is 66 adults and 12 children
    - The service is live-streamed on YouTube, usually watched by about 12 devices.
• Holy Communion at 10.30am on the 2nd and 4th Wednesday each month except August.

  o Funerals and Weddings –
    • 4 weddings and 1 wedding blessing in the last year.
    • 10 funerals in the last 12 months
    • Supported as required with leader, preacher, music, bells and verger.
    • The beautiful location of the church by the river makes the church a particularly popular venue for weddings in the spring and summer.

  o Baptisms – usually part of the Sunday service – 4 in the last 12 months

Since the pandemic, Zoom meetings for Morning Prayer (once a week, attendance 2-3)) and Night Prayer (every weekday night, attendance ~15) have been established and continue now.

**OUR YOUTH, CHILDREN’S & FAMILIES MINISTRY**

St James has a long-established ministry to children and young people, with our vision and aims for this ministry shaped by 2 Tim 3:14-15. This ministry is led by Ben Pearson, a full time Youth and Children’s Minister employed by St James’ Church PCC, aims to share and teach children and young people about the love of God and the good news of salvation found in Jesus Christ, raising them as disciples of Jesus.

Our regular groups to children and young people include:

• **First Steps**: a group for parents, grandparent and carers to bring children from 0 - 4 years old.
• **Jr Church**: This is a mix of fun, memory verse, craft time, music and a talk from the bible. Anyone aged 3-11 is able to join. Currently 13 children under 10 attend regularly.

![Image of children at a table]

• **Youth on Sundays**: Youth bible study group. A chance to catch up with each other, listen to God’s word, play games and pray for each other. Ten young people aged 11-16 meet on Sunday morning.

• **Senior Teenage Boys Bible Study**: A focused time looking at God’s word together. Four young guys attend this at present.

• **Dad’s breakfast** in the Parish Centre which aims to engage with local families, particularly dad’s who attend with their children.

Over the years the young people have attended the Keswick Convention, enjoyed socials together and the youth summer barbecue is a particular highlight. At Christmas we invite all the classes from the local primary school to come to the church for a Christmas service, as in these photos.

![Image of a congregation in church]

![Image of a group of people enjoying a meal]

For parents and families we have come together for family seminars to help parents think more about what it means to disciple their children at home and more recently Family Tea. After so long apart, due to the pandemic, we wanted to provide a space and time where families could reconnect with each other and enjoy some fellowship and food.

Our aim for all our groups and ministry is to provide a safe and welcoming environment where children and young people can hear the good news of Jesus Christ. All leaders and helpers are safely recruited and have full safeguarding training.

Going forwards some areas to develop would include our local community engagement and how we could establish an annual holiday club for primary school aged children.
RESPONSE TO COVID-19 AND ONGOING

During the Covid-19 pandemic we followed CofE and Govt guidelines throughout. Adhering to these guidelines was not without tensions from some members of the congregation. During church closure, we moved to Zoom services which were well attended. By Sept 2021 we were able to establish streaming of services from the church. This continues and typically has 8-12 devices logged on. Our attendance at services has declined since the re-opening of the church and removal of requirement to wear masks. We estimate numbers reduced by 30-40 people. Some of these now attend services at St Margaret’s, some are attending online. Our giving has remained resilient but has reduced as numbers have.

Prior to Covid we had two services on Sunday, at 9 am and 11 am. The former had an older congregation and a traditional style of worship, whilst the 11 am service was more informal in style. The pandemic necessitated moving to a single service (when church was opened), at 10 am. With Covid restrictions removed, but the interregnum imminent (i.e. reduced resources), it was decided to maintain the single service and evolve the pattern described above. The 9 am service is greatly missed by that congregation and ought to be reconsidered when a new incumbent is in place.

THE MINISTRY TEAM

St James Church is in Huntingdon Deanery. The patronage of St James was transferred to the Church Pastoral Aid Society in 2002.

The Ministry team to date
- Vicar (in vacancy)
- Youth and Children’s Minister (Full Time Paid)
- Retired Priests x 2
- LLMs x 3
- ALMs x 1

THE CHURCH BUILDING

The church of St James stands on the right bank of the River Ouse at the west end of the village. The church comprises the Nave, Chancel, North and South Aisles, the West Tower, in the base of which there is a kitchen and toilet, the Clearstory, the South Porch and Vestry. The walls are of rubble with a dressing of Barnack stone, and the roofs are covered with slates, copper and lead. The earliest parts of the building are of late 12th century. The tower was once surmounted by a spire, but this was blown down in a storm in 1741, leaving the present stump. The building was completely restored in 1859 and the West Tower was restored in 1914. Extensive repairs were carried out on the roof, exterior walls and drainage during 2009 and extensive interior restoration is an ongoing requirement. The building is heated by a blown air heating system. The lighting and sound system is contemporary with large monitor screens for displaying hymn words and liturgy, a hearing loop system, and a broadband connection and equipment for streaming services. The pews have been replaced by wooden chairs and the church can comfortably seat 200 people. The tower contains a peal of eight bells which are rung regularly before services, weddings and at festivals.

The last Quinquennial Inspection was performed in December 2021 and found no major issue with the building. It found that most of the church was in good condition, although there were various areas of damp in the walls, resulting in plaster loss.
THE VICARAGE

The vicarage is a modern four-bedroom house located close to the centre of the village and 5 minutes’ walk from the church. The house comprises a good-sized living/dining room, a small office/TV room, kitchen, utility room, shower room and toilet, and a substantial study and office on the ground floor. Upstairs there are four bedrooms and a family bathroom. There is a separate entrance to the vicar’s study/office.

THE PARISH CENTRE

The Parish Centre, under diocesan ownership but parish operation, is located on the High Street at the centre of the village. It is the beating heart and hub for many Church and parish activities. Situated about a quarter of a mile from the Church, it was formerly the village School and School Master’s Cottage. It is a Grade II listed building.

The ground floor of the Parish Centre comprises a Reception Area, large Hall, a fully equipped Professional Kitchen and a bright, contemporary Coffee Shop with media display screens. There is a pleasant, Outdoor Courtyard containing additional tables and chairs. Upstairs is the Parish Office and a Prayer/Quiet Room. There are storage facilities on both levels. Much of the Youth, Children’s and
Families work takes place on the premises, both on a Sunday and mid-week. The Cafe is currently operating twice a week to provide a ‘Warm Space’. The Hall is used for Parish Lunches, Meetings, Funeral Teas, Training etc. and hired to various Village organisations throughout the week.

ADMINISTRATION

The church employs an Operations Manager who works four days a week in the Parish Centre and provides administration support to both parishes. She is assisted by another employee who works as receptionist and administration assistant. A qualified accountant is also employed to provide bookkeeping and accountancy support to the PCC Treasurer.

SAFEGUARDING

A Parish Safeguarding Officer is appointed to cover both parishes. Both parishes are compliant with Church of England safeguarding requirements in accordance with House of Bishops’ directives and the Parish Safeguarding Handbook.

SMALL GROUPS

Fifteen small groups meet at different times of the day and throughout the week. These have a variety of characteristics, some focus on prayer, others on Bible study and all enjoy fellowship. Small Groups choose their own study programmes.

PASTORAL CARE

Much pastoral care takes place in the small groups but recently a small pastoral team has been established. The team’s five members meet once a quarter to review the care required to meet pastoral needs of the church family that have been brought to their attention. They exercise this care with full regard to confidentiality and safeguarding. Another role of the Pastoral team is to pay attention to those who may be newcomers, and also to notice if any of the church family have not been around.

For those that are not able to receive the church’s weekly emails (Thought4StJames), a monthly newsletter, entitled AT HOME is delivered to their door.

MISSION

St James Church aims to help resource the body of Christ in its mission to bring good news in word and deed to a needy world, within the UK and overseas. We do this by supporting individuals and agencies in their ministries through prayer, financial giving, and personal involvement and by standing alongside them. We encourage church members of all ages to become directly involved in mission and evangelism in the UK and overseas by participation in mission events, local outreach, and through direct participation in the community, both as volunteers and in paid employment. The Church encourages its members to respond to the call to serve God as ‘ministers in the marketplace ‘wherever they are.

The PCC has delegated responsibility for implementing the strategy to the World Mission Sub-committee and for allocating the PCC’s budget for mission to beneficiary individuals and organisations. The Sub-Committee is active in supporting mission partners and encouraging church members to be involved with mission through prayer, volunteering and giving. About 15% of the church’s income is given to mission, in the UK and a number of countries around the world.
Home Mission

In this country mission is supported through a church-owned house being made available for housing homeless families, in collaboration with the charity Hope into Action. Several families within the congregation are involved with hosting Ukrainian refugees while others provide friendship and fellowship to Afghan refugees currently accommodated in a local hotel pending the resolution of their asylum applications. St James' also has a good visiting relationship with the local care home, Field lodge, where we also provide worship opportunities. We also fund CPAS mission work in a small way.

Overseas Mission

The church has been significantly involved in World Mission for many years.

Several current and recent church members are working in mission.

• A current member works as a doctor in a Christian Hospital in northern Pakistan as a respiratory physician, leading and developing this aspect of the hospital’s work and also supports the small local church.

• Mission Possible UK is run by 2 church members. It is working with church partners in Eastern Europe and several countries in eastern Africa in support of the least developed groups of people in their education and community development and also supporting churches especially with Bibles and literature provision and leadership training.

• CBM works with disabled people in many countries of the developing world. A current church member works in the UK support office and a previous member in the German office.

• A previous church member works with CMS. He established Jigsaw, a work among slum families in the Philippines and now supports the work from UK.

• A member of the congregation is an ex-missionary with Tearfund and Mission Aviation Fellowship (MAF) and is currently a Volunteer Speaker for MAF.

In addition, we support a couple working with Wycliffe Bible Translators in West Africa and a Nepali woman volunteering with DAI in Nepal, teaching young Christians leadership, management and ethics.

From time to time we have special collections to support Tear Fund, CBM and others with money for relief work.
CHURCHWARDENS AND PCC

In 2010 St James Church was registered as an independent charity (No. 1132817), with the subsequent change in status of PCC members to that of trustees. The PCC currently has 14 members and meets monthly in the Parish Centre.

FINANCE

The finances of the parish are managed by the finance committee which is led by the treasurer and reports to the PCC. The finance committee establishes an annual budget at the end of each financial year (December) which is approved by the PCC. The budget is divided into 6 sub-budgets which are agreed with budget holders appointed by the PCC. The 6 sub budgets are Church, Employee and Ministry, Housing, Overseas Ministry, Parish Centre and Youth.

The parish is committed to giving 15% of the income to the general fund to Overseas Ministry and has met its parish share in full for the past five years.

The principal fixed assets of the parish are two residential houses and a parish centre. One of the houses is used to house the Youth and Children’s Minister, the second is let through the Hope Into Action charity.

Principle financial statistics are given in the table below.

<table>
<thead>
<tr>
<th>RESERVE CASH ASSETS 2021</th>
<th>£137,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>INCOME</td>
<td></td>
</tr>
<tr>
<td>Average Parish Income 2018 - 2021</td>
<td>£233,000</td>
</tr>
<tr>
<td>Parish Income 2021</td>
<td>£231,000</td>
</tr>
<tr>
<td>Income Voluntary Giving 2021</td>
<td>£213,000</td>
</tr>
<tr>
<td>Income Letting Parish Property</td>
<td>£11,000</td>
</tr>
<tr>
<td>EXPENDITURE</td>
<td></td>
</tr>
<tr>
<td>Average Expenditure 2018 - 2021</td>
<td>£234,000</td>
</tr>
<tr>
<td>Total Expenditure 2021</td>
<td>£231,000</td>
</tr>
<tr>
<td>Parish Share 2021</td>
<td>£62,000</td>
</tr>
<tr>
<td>Salaries and social Security</td>
<td>£58,000</td>
</tr>
<tr>
<td>Mission and Charitable Giving</td>
<td>£58,000</td>
</tr>
<tr>
<td>Repairs and Maintenance</td>
<td>£10,000</td>
</tr>
</tbody>
</table>
Ely Diocese covers an area of 1,507 sq. miles with a population of 770,000 and 339 churches. It comprises the County of Cambridgeshire, together with part of West Norfolk and that part of Peterborough south of the River Nene.

Ely Diocese document ‘People Fully Alive: A Strategy for Growth Ely 2025’ was published in September 2015 after a widespread consultation. It is available online at https://d3hgrlq6yacptf.cloudfront.net/5f0f7281dadce/content/pages/documents/1568816812194915186.pdf

The Archdeaconry of Huntingdon and Wisbech, about half of the Diocese, is made up of eight Deaneries with 166 parishes.

Huntingdon Deanery is comprised of 10 benefices and 33 parishes. There are 10 stipendiary clergy, 7 clergy with PTO and 15 lay ministers (LLMs & ALMs). Its population of 34,000 is spread over 139 square miles.

Hemingford Abbots Parish had a population of 635 at the 2011 census and adjacent Hemingford Grey Parish had 2,524. The Vicar of Hemingford Grey was priest-in-charge of Hemingford Abbots from 2004 to 2022.
Hemingford Abbots is a small village by the south side of the River Ouse between the towns of St Ives and Godmanchester / Huntingdon. There are excellent road links to the south on the M11; to the north and south on the A1M, and east and west on the A14. It has not changed much in size in recent years but has evolved from a predominately rural community to one where employment, families and holidays involve people travelling far and wide.

There is a guided bus from St Ives to the centre of Cambridge and a train service from Huntingdon to London and the north.

The towns of Godmanchester, Huntingdon and St Ives are each within five miles and contain major public facilities such as hospitals, surgeries, community centres, schools and shopping areas. There is a food shop, post office and primary school in Hemingford Grey. There are village halls and pubs in both Hemingfords, the thatched ‘Axe and Compas’ being a particular feature in the centre of Hemingford Abbots. Its bars, activities and dining room attract customers from a wide area.

The National Trust’s improvements at Houghton Mill, together with the river and camping sites at Houghton and Hemingford Abbots help to attract many tourists to the area.
APPENDIX C Hemingford Abbots - Buildings and historical background

There has been a church building on the present site for over a thousand years and a priest was mentioned in the Domesday survey of 1086. The early church was built on the site of the present chancel soon after the land was granted in 974. The earliest stone church was built around 1190. The fine spire was built in the 15th century. The ceiling in the Nave including 22 carved angels dates from the late 15th century and early 16th century.

The Chancel was rebuilt in 1912-13 when the east window was donated by the parish in memory of Henry Herbert who had been rector from 1867 to 1911.

The tower screen and two of the windows were engraved with biblical quotations by a skilled member of the congregation, Dr. David Peace. The tower screen was engraved in 1974 to commemorate a thousand years of worship here.

The pipe organ was built by Norman and Beard in 1906. It has two 58 key manuals and a 30 key pedalboard. It has had a number of enhancements over the years and is regularly maintained by Norman Hall & Sons of Cambridge. It is used at most services and is much valued by the congregation and choir.

Five bells were installed in 1754 and a sixth was added in 1897. They were all re-hung in 1994 and are in regular use.
In 2001 an extension containing a kitchen and cloakroom was added onto the north aisle.

There is no church hall but many functions associated with and organized by the church take place in the village hall nearby. The hall was erected in 2004 with assistance from the Millennium Fund and is well used by residents and visiting groups.

The Old Rectory was home of the late Lord Hemingford, the Patron, whose father purchased it from the church in 1949. The New Rectory, built in the 1960s, is currently home to Rev Canon Mike Booker, Associate Vicar of Huntingdon. The recent priest-in-charge lived in the Vicarage in Hemingford Grey.
Improvements in the last 10 years
The church clock has recently been repainted and gold leafed.
The path has been changed from gravel to a resin compound to aid wheel chairs.

CCTV has been fitted on the roof to protect the lead from being stolen.
CCTV has been fitted to cover some areas inside the church.
The tower and walls other than the spire have been re pointed.
The boundary walls have been re capped and poor areas replaced.
After modifying the floor for wheel chair access to the communion rail the chancel, sanctuary and part of the nave aisle were re-carpeted.
The south door had a ramp which was replaced by lowering the adjacent floor.
A spiral staircase has been fitted in the tower to replace a vertical ladder. The staircase enables easy access to the clock room and up to the bell room. This allowed us to de-rust the bell cage and treat it. Extra lighting has been fitted at the top of the staircase and in the bell and clock room.

A thermostatically controlled heater has been fitted in the toilet to prevent damp.
APPENDIX D  ST MARGARET’S FINANCE

St Margaret’s Church is in a healthy state financially.

For many years the Parish Share has been paid in full and at least 10% of the income is given to mission and charity.

Regular donations are made through the Parish Giving Scheme, via standing orders and by cash or card at services.

St Margaret’s church has no fixed assets and no employees. The grade 1 historic building is maintained in an excellent condition. Many of the repair costs are financed by “The Friends of Saint Margaret’s Church Hemingford Abbots”, a charity with the sole purpose of supporting the maintenance, renovation and improvement of the fabric of the church and churchyard.

Here is a summary of the church’s financial position for the year ending 31st December 2021.

Incoming resources: £54,000 of which voluntary giving comprised £49,000
Resources expended: £46,000 including £15,500 in Parish Share

Cash assets: £105,000
Total net assets: £391,000, all of which is unrestricted funds

Average income 2019-2021: £55,000
Average expenditure 2019-2021: £54,000
Hemingford Grey is a riverside village which, at the 1991 census, had 1085 dwellings and 2068 on its electoral roll. Hemingford Grey’s population has grown significantly in recent years. Between 2011 and 2018 it grew by about 20 per cent, from 2,500 to 3,000, The number of dwellings in the parish grew from 1,150 to 1,368 over this period. The increase is largely due to the most recent development in the parish, known as the ‘Yes estate’, which is situated on London Road. This is less than a mile from St Ives town centre while the core of the village retains a distinct ‘village feel ’ with a clear rural hinterland surrounding it. Its nearest village neighbours are Hemingford Abbots to the west and Fenstanton to the southeast.

Hemingford Grey is much the larger of the two Hemingford villages with housing extending the built-up area to the south and east. On the Parish boundary, along London Road, are several industrial developments, and the handsome building which once housed St Ives workhouse has been converted for residential use. The old village centre has great charm with several 18th and 19th
Century houses. At the end of the High Street is the Norman Manor House, which was restored by the children's writer, Lucy Boston, and is open to the public by prior arrangement. The Glebe is a 16th Century half-timbered, thatched building, whilst the beautiful medieval church, with its unique truncated spire, is close to the riverbank at the end of Church Street.

The village has a county primary school,

but after the age of eleven most children go to the nearest Comprehensive School in St Ives, 2 miles away.

The village has a well-stocked and well-priced Budgens supermarket which contains a post office but villagers must go outside the village for health care services. The village pub, The Cock, has real ales and an award-winning restaurant. Visitors can be accommodated at The Willows guest houses in the village.

The Sports and Social Club is a focus for activities in the village. There are cricket and football teams and facilities for tennis, bowls and squash. Organisations and societies abound in the village many of which meet in the village Reading Rooms located next to the Parish Centre. When meetings occur simultaneously in both buildings, parking is a problem! The village has its own Parish Council and is in the Huntingdonshire District of Cambridgeshire.
APPENDIX F – CONTACT DETAILS

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