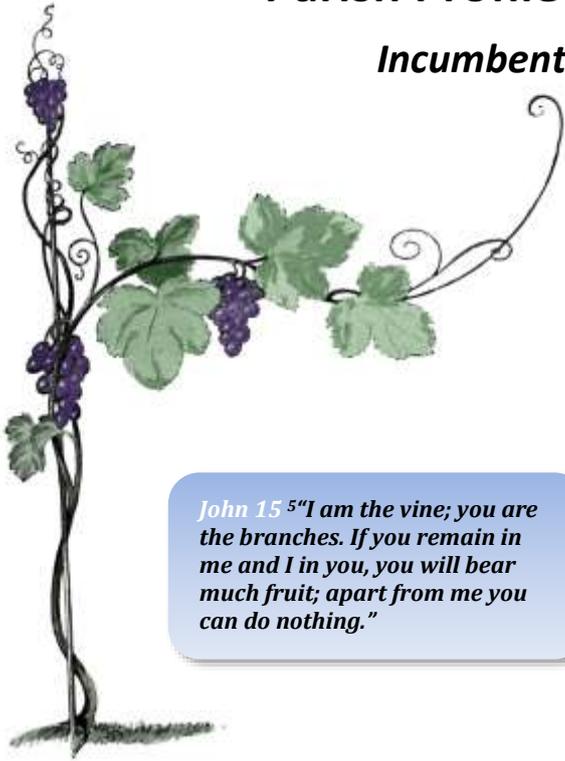


Parish Profile and Person Specification

Incumbent of St Giles Northampton



John 15⁵ "I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing."



Contents

Introduction	3
Our History	4
How did we get here?	4
Where are we today?	4
Our Current Strengths	4
Our Current Weaknesses	5
Our Vision for the Future	5
What kind of person do we believe God is calling here?	6
Character	6
Competencies	6
What our children said they hoped for!	6
Our New Incumbent	7
Ministry Snapshot - 2013	8
Our Leadership and Staff Team	9
Worship Pattern.....	10
Our Diocese & Deanery	11
Evangelism	11
Town Centre Churches.....	11
World Mission.....	12
Home Mission	13
Our Finances	13
The Parish and Town.....	14
The Town	14
The Parish	14
Our Buildings.....	15
The Church.....	15
The Parish Centre.....	15
The Vicarage	15
The Curate's House.....	15

Introduction

St Giles, Northampton is a dynamic open evangelical church affiliated to Alpha, the Evangelical Alliance, the New Wine Network and the Peterborough Diocesan Evangelical Fellowship. The patrons of the living are the Simeon's Trustees.

Our vision statement is **“to love God and show God’s love to others”** and we believe God is calling us to continue our strong emphasis on mission and evangelism both locally and globally.

We are an eclectic congregation with a strong commitment to **collaborative, every member ministry**. We have regular weekly contact with 400+ adults and 200+ children and young people.

At this stage in our journey, we want to embrace the opportunities and challenges we face as a church including:

- The provision of effective pastoral care.
- Life-long discipleship training.
- Continuing to develop an intergenerational mission-shaped community of faith through which everyone can share their part in God’s story.
- The provision of worship opportunities to meet the needs of different sections of our congregation.

Isaiah 43¹⁹Look, I am about to do something new. Now it begins to happen!²⁰Do you not see it?

We look forward to welcoming a new leader to develop our life and witness who will:

- understand the challenges and be ready and able to take leadership of a large eclectic church
- possess management and team leadership skills including change management
- have a passion for:
 - ✓ maintaining and developing the mission focus of our church
 - ✓ nurturing and developing prayer as the engine room of our church
 - ✓ discipleship training to empower every member ministry
 - ✓ teaching the Bible as the Word of God
 - ✓ reaching across the generations with the gospel

John 13³⁵By this everyone will know that you are my disciples, if you love one another.”



Our History

How did we get here?

Before the arrival of a new incumbent in 1975, St Giles membership had decreased substantially and the congregation had very few younger members and almost no children and families.

During the next 21 years our church began to tithe its income, people offered for mission service and ordination, the congregation grew to include all ages and evangelism & social outreach became central features of the life of our church. In addition major building projects were completed funded almost entirely by direct giving from the members.

Our next incumbent built on this foundation and over the last 15 years has developed the staff team to enable the broad range of ministries which our church undertakes today.

Where are we today?

Since our Vicar left in August 2012 we have had a number of other staff changes. After 14 years with us, our Youth Minister left to work full time with the diocese in November 2012 and we are aiming to recruit a Youth and Young Adults Minister early in 2013. Our 3rd Age minister also left us in January 2013 after 10 years in the post to take up a living near Bristol. One of our lay readers, who recently retired, is now coordinating this part of our ministry assisted by both lay and retired ordained members of the congregation.

During the latter part of 2012 we undertook a major consultation with all parts of our church family. For most this took the form of a questionnaire asking for reflections on our strengths and weaknesses as a church, for people's hopes and fears as we look to the future and their vision for where we might be in 10 years. We had responses from some 120 individuals of all ages plus collective responses from the youth and young adults groups. Our children also responded by discussing in their groups and drawing pictures showing what they hoped for from a new vicar.

In November 2012, the wardens held a day retreat for the PCC, during which the members spent much time in silent individual prayer and reflection. We then shared and prayed in groups before coming together to express what we believed God was saying to us through this time of change. An overview of the congregational responses was then shared and we were encouraged that it confirmed much of the corporate PCC's vision as shared from their time of prayer and reflection.

Our Current Strengths

We rejoice in the way God has blessed us with many positive aspects to our church life.

- St Giles is a large, intergenerational, church active throughout the week.
- Its members are encouraged to explore and use their considerable gifts to serve the people of Northampton and demonstrate Christ's love for the town.
- St Giles has tried over recent years to make the gospel more accessible by recognising the range of learning styles, age and Christian experience in our modern society. Examples include the Men's work, 3rd Age work, Street Church, Messy Church, various flavours of Alpha, Take a Break, Youth Zone and other '*Fresh Expressions*' of being church.
- Our church is blessed with a number of talented musicians and speakers.
- Specific personal prayer and healing is an integral part of our ministry
- It is especially noticeable how comfortable children feel in Sunday Worship and that their contribution, not just their participation, is valued.

Our Current Weaknesses

We acknowledge our human failings and recognise that there are areas of our church life that need improvement:

- Pastoral Care is not always consistent or sustained. To begin to address this issue a new lay led pastoral team was established in July 2012.
- As a large church, with the majority of its members travelling in to the Parish, it has been difficult to build a consistent, mission-focused church community.
- Not all members belong to a 'group' such as the 'young adults' or a 'home group' so a way needs to be found to enable all to form strong, accountable relationships within our Christian family.
- Discipleship is variable. We believe we need to encourage people to be in pastoral relationships providing Accountability, Challenge, Encouragement and Support (ACES). This needs to be underpinned by a growing knowledge and application of the Bible appropriate to the needs of people at different stages of their Christian journey.
- Corporate prayer meetings are not well attended for a church of our size (around 30 to 40 attending) although the recent planned weeks of 24/7 and 24/14 prayer have been innovative and exciting and have attracted larger intergenerational participation.

Our Vision for the Future

With a change in incumbent there is an opportunity to refresh our vision, to build on the past and look to the future. The following themes emerged from the consultation exercise with the congregation:

- maintain our outward looking mission focus which has been the driver for much of the renewal over past years
- find new ways of growing disciples and for post-Alpha provision
- use our town centre location more effectively
- use our resources / gifts to serve other churches and communities
- improve pastoral care provision and on-going support
- work on commitment to small groups and enhance their effectiveness
- continue to develop intergenerational aspects in practical ways
- cater for mature Christians in worship and depth of teaching
- build on good participation in community action days
- continue encouraging our members into new areas of ministry at home and overseas



Academy Coffee Bar Ministry

What kind of person do we believe God is calling here?

Character

A person who displays a deep love for Jesus and his people and who is passionate to embrace and promote all that our Saviour taught and demonstrated about His Kingdom

We are looking for someone to lead us forward to continue the mission to which God has called us. In view of the diversity of ministry that exists, we foresee that a new incumbent will be a team builder and player, a strategic thinker and a unifying leader sensitive to the Holy Spirit's leading, able to develop and deploy others, while receiving support and encouragement in return.

You will see the vital need to nurture new Christians in their faith and encourage those older in the faith to continue their walk with the Lord. You will be open to, and encourage the movement of, the Holy Spirit in people's lives to see them grow in faith and witness.

You will take the Bible seriously as God's wholly inspired word and His rule for life, both personally and for the church. You will be passionate to preach, teach and communicate the Bible and its life-changing message in a way that is relevant to your hearers.

You will want to invest in the training of future leaders and to develop active lay involvement based on an all-member, whole body ministry and have a vision to maintain and develop our mission focus.

2 Tim 3 ¹⁶All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, ¹⁷ so that all God's people may be thoroughly equipped for every good work.

Competencies

We believe our new incumbent will:

- be a strategic thinker able to lead our large and varied church family forward
- be relational in nature - valuing relationships for their own sake
- have a strong work ethic
- possess the management and team leadership skills to:
 - see the 'big picture' while understanding the detail without having to control everything directly
 - manage change
 - delegate without abdicating ultimate responsibility

What our children said they hoped for!

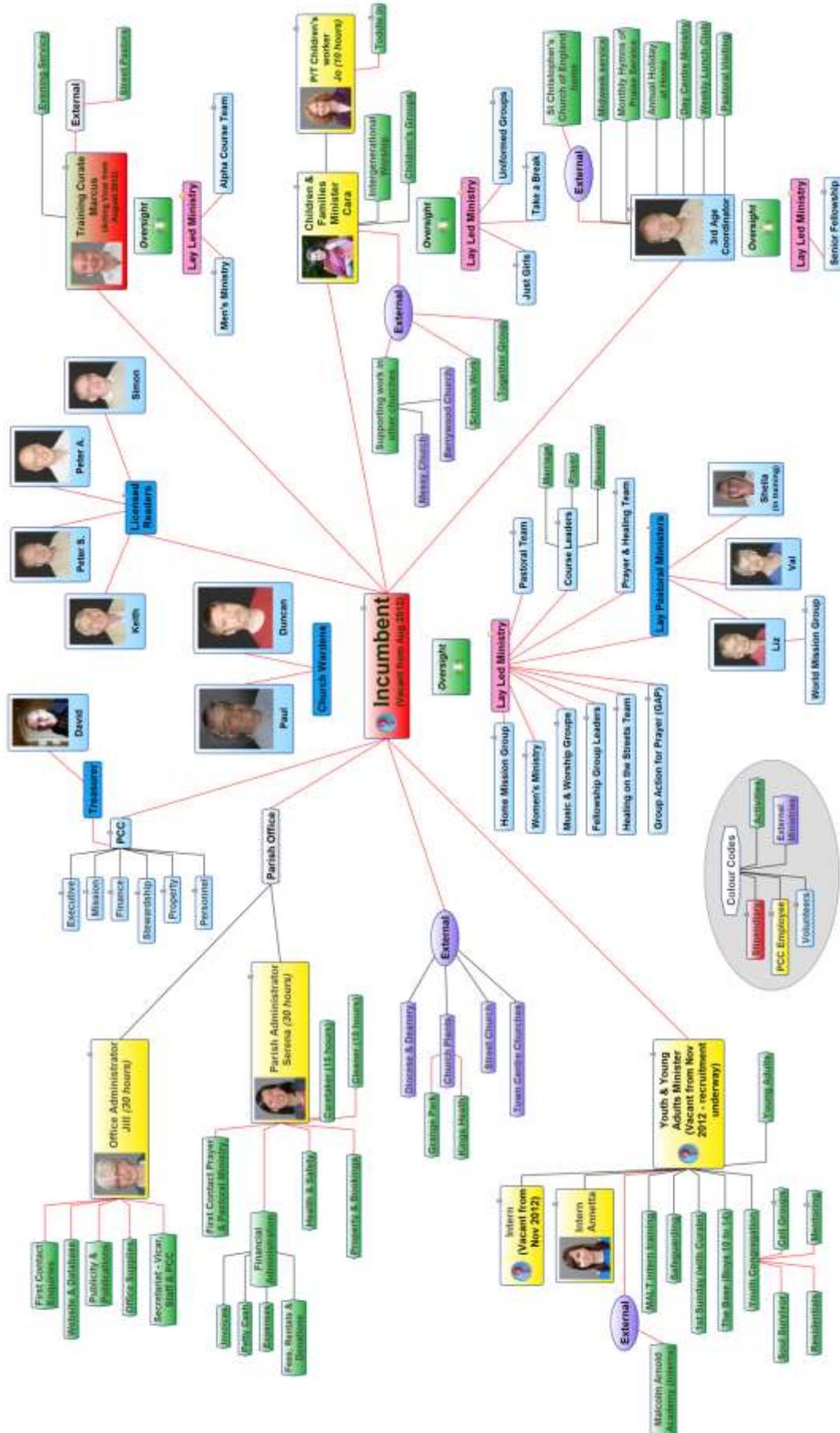


Our New Incumbent

Area	Details
<p>PASSIONS</p> <p><i>(...of the candidate passions to match those of St. Giles)</i></p>	<ul style="list-style-type: none"> • Mission <ul style="list-style-type: none"> ✓ a commitment to mission and evangelism • Intergenerational <ul style="list-style-type: none"> ✓ a passion to see all ages involved in worship, prayer and sharing faith together • Community <ul style="list-style-type: none"> ✓ a desire to build community with unity of purpose, equipped and resourced to serve others
<p>MINISTRY</p> <p><i>(...the gifts in ministry that the candidate has to help St. Giles develop)</i></p>	<ul style="list-style-type: none"> • Discipleship <ul style="list-style-type: none"> ✓ encourager of accountable relationships in small groups and for all to grow and develop their gifts • Pastoral care <ul style="list-style-type: none"> ✓ further develop and nurture effective pastoral care to meet individual needs • Teaching <ul style="list-style-type: none"> ✓ biblical teacher providing a relevant and challenging message
<p>PERSONAL CHARACTERISTICS</p> <p><i>(...the attributes of the candidate that will enable them to lead St. Giles to fulfil its vision)</i></p>	<ul style="list-style-type: none"> • Vision <ul style="list-style-type: none"> ✓ can paint the big picture and inspire everyone to play their part • Leader <ul style="list-style-type: none"> ✓ able to manage the team giving direction and confidence to all ✓ discernment in finding and developing leaders to enable continuity and succession • Networker <ul style="list-style-type: none"> ✓ comfortable engaging with the whole community of which St Giles is a part ✓ collaborative in establishing ministry with other churches and partnering with external organisations sharing common goals
<p>EXPERIENCE</p> <p><i>(...the background of the candidate that they can apply in working at St. Giles)</i></p>	<ul style="list-style-type: none"> • Leadership within a large church` <ul style="list-style-type: none"> ✓ understanding the strategy and operations required in running a large church • Team leadership <ul style="list-style-type: none"> ✓ supervision of a team, directing and supporting staff as appropriate • Fresh Expressions of church <ul style="list-style-type: none"> ✓ familiar with creative ways of being church



Ministry Snapshot - 2013



Our Leadership and Staff Team

The Incumbent will lead a team of ordained and lay staff who encourage the ministry of our church, as shown in the Ministry Snapshot - 2013 on the previous page. The Marion Arnold Leadership Training (MALT) fund was set up from part of a substantial legacy and was augmented in August 2012 by a gift of £40,000. Through it we offer intern placements for young people under the age of 25 who wish to explore a calling to full time ministry. Our current intern will remain with us through to summer 2013.

The ministry team is supported by an Office Administrator and a Parish Administrator plus a part-time Caretaker and Cleaner.

The staff team lead a large number of volunteers who work within our church's various ministries.

The approximate numbers reached through our varied ministries are:

Ministry	Numbers	Comments
Children	200	Includes the uniformed groups, Just Girls and Sunday groups
Youth	70	Sunday evenings and cell groups, 'The Base'
Young Adults	45	
Fellowship Groups	100-120	Doesn't include Young Adult groups
Men's Ministry	60	
3 rd Age (aged 75+)	100	<i>Internal and External</i>
Street Church	50-80	Ecumenical leadership and wide variety of people from the locality
Alpha	50	Number reached per year
Sunday Service (a.m.)	250	Average
Sunday Service (p.m.)	80	Average
Worship & Music	40	<i>Young Adults' music group, 3 adult, 2 children groups</i>
Prayer & Healing Team	25	<i>Services, Healing on the Street, Pastoral</i>



Worship Pattern

10am Morning Worship meeting all together for 30 minutes and then children's groups & adult group in the centre and crèche for under 3's & sermon for adults in Church.

1st, 3rd Sunday - Holy Communion.

2nd Sunday - A Service of the Word.

4th Sunday - Worship Together.

5th Sunday - used to explore fresh expressions of worship.

3pm Hymns of Praise held on 4th Sunday in the month.

7pm Evening Worship - informal worship, bible teaching and ministry including café style jointly with Youth Zone on 1st Sunday.

Youth Zone - 2nd to 5th Sundays in the Church Centre.

Pattern of Sunday Worship:



Sunday Worship



Hymns of Praise



Street Church

There is a midweek Communion service, followed by a lunch club. This is mainly, but not exclusively, attended by older members of our congregations and by a number who are not yet part of our church.

Midweek

Around 20 small groups meeting each week. In addition a variety of other activity groups and organisations meet regularly.

Plans are currently on hold to start a new fortnightly group call 'The Hub', in autumn 2012 aimed at post-Alpha people and others who want to continue to learn how to apply God's Word to their lives.



Men's Group



Worship Outside

Our Diocese & Deanery

We are strongly committed to involvement in the wider diocese and deanery and our past and current contributions have had the strong support of +Donald and +John. At the invitation of the diocese we have enabled a number of church plants, by commissioning members of our congregation to ministry in these new areas. We subsequently maintain close pastoral, spiritual and financial support until these ministries become established.

Two past examples are **Grange Park Church** (<http://www.grangeparkchurch.com/>) and **The Church on the Heath** (<http://www.achurchnearyou.com/king-heath-church-on-heath/>). The first of these is now fully independent while we still maintain active support for King's Heath church.

We are also involved in initiating Messy Church in a number of locations around the diocese including churches and in schools.

The Deanery of Greater Northampton covers the whole of the town and the outlying growth areas. It has a Deanery Mission Plan and in 2013 is organising *Experience Easter* across the Deanery. There is an active *Churches Together* and the Town Centre ministers meet regularly to pray and to plan joint activities."

Evangelism

We run a rolling **Alpha** programme with courses each academic term. Alpha has had a number of different expressions in St Giles including evening and morning groups, a seniors' group, Espresso and a youth course.

The Noise - an annual social action / outreach activity day. This started a few years ago as a youth event but is now a whole church event which in 2012 involved over 200 people. It has the aim of showing God's love to the community and providing opportunities to form links and share our faith.

Take-a-Break – a regular school holiday activity which aims to reach out to both church and non-church families.

Toddle in – a weekly session for carers and their young children.

In addition occasional events are held which provide a comfortable environment to invite friends, develop relationships and provide opportunities to share the love of Jesus.

Town Centre Churches

St Giles provides the lead in a number of town centre joint church activities including:

- Establishment and continuing ministry of the weekly **Street Church**, reaching out to the homeless and marginalised.
- **Town-wide Alpha** – we have initiated and led a number of joint Alpha initiatives across the town.
- Members of our congregation are actively involved in the work of Street Pastors (<http://www.streetpastors.co.uk/>) and Faithworks (<http://www.faithworks.info/>). Others are involved in regular 'soup run' ministry at night.
- The town centre ministers meet regularly for fellowship and prayer together and there is also involvement with the Northampton 'Hope Centre'.

 <http://www.northamptonhopecentre.org.uk/>)

World Mission

St Giles sets aside 10% of non-restricted giving for the support of World Mission.

We promote support of world mission through linked mission partners - four members from our own congregation and two Christian nationals. Currently these links are with Latin Link in Brazil, YWAM in Malaysia, Frontiers in the Middle East, AIM in Chad, Scripture Union in Russia and CMS in Chile. We invite our mission partners to minister in the Sunday services and to take a full part in church life when they are on furlough.

Our linked partners are supported by regular monthly payments plus occasional donations as needs are identified.

We also encourage and actively support those undertaking short term mission service overseas with recognised mission agencies. Many of our young people have grown significantly in their faith through these placements overseas.

We engage with a number of world mission areas including persecuted Christians (<http://www.csw.org.uk/> and <http://barnabasfund.org/>) and relief/aid work through TEAR Fund.

Each year we raise money during Lent for a specific project, often linked to one of our mission partners. These projects usually raise in excess of £6,000 in addition to our church's tithed giving.



We also hold an annual World of Difference Fair in November to raise money for world mission and a Tear Fund Lunch on Good Friday. A bi-monthly newsletter contains prayer items for each partner plus an article on a mission topic or from one of our partners.



St Giles World Mission Partners

Home Mission

St Giles sets aside 5% of non-restricted giving for the support of Home Mission in the UK.

National Organisations supported financially and by regular prayer include CPAS, Evangelical Alliance, Simeon Trustees, The Bible Society, Fusion and Christians in Sport.

Local Organisations that we actively support both financially and with volunteers include The Manna House (Christian book shop and counselling service), Nene Valley Christian Family Refuge (Women and Children), The Hope Centre (Homelessness), FISH (Local international students' ministry) and FUSION (UK student mission organisation).

We also support a number of our congregation who are in training for full time ministry.

Our Finances

St Giles has benefitted from the generosity of its members over past years. Substantial projects have been enabled through the sacrificial giving of many of our fellowship. Most of our income (96%) comes from direct giving by the membership. The remaining 4% of our income is generated by outside lets of our buildings. Our two major expenses, which together make up 63% of the total, are the staffing costs and the parish share which we have always paid in full.



2012 Income and Expenditure

We do however face a number of financial challenges in the future as our members have not been immune from the effects of the global financial problems. People have had to move away from Northampton to look for work and others have had to reduce their regular giving significantly.

For the past five years we have also had a 'buffer' from the significant legacy left in 2007. At that time it was decided to use half the money left for capital projects in our church. Half of the remaining monies were used to set up the MALT intern training scheme while the balance was used until 2011 as a subsidy of ~£10k per year towards our employment costs. These initial funds had a life of about 5 years but during 2012 a gift of £40,000 was received specifically to allow the MALT scheme to continue for the next 4 to 5 years.

Towards the end of 2011, as an increasing gap between our costs and expected income from giving became clear, the PCC decided to establish the Stewardship Group separate from the Finance Group. The brief given by the PCC to this new group was to review the whole area of our stewardship of time, talents and treasure (financial resources) on a regular basis. As of end of November 2012 the results from this have allowed us to achieve an estimated cash surplus of ~£29K for the full year and a deficit on our unrestricted funds of ~£11K.

The Parish and Town

The Town

Northampton is the county town of Northamptonshire and has a long history as a market town. It is situated in the south of the Diocese of Peterborough and, with a population in excess of 200,000 is one of the largest 'towns' in Europe!

It grew rapidly in the 1850s, when much of the housing in the parish of St Giles was built. This comprised a mixture of terraced homes and grander dwellings. A further period of expansion almost doubled the size of the town in the 1970s and 80s, leading to an extension in the borough boundaries. The government is planning to expand the town to over 300,000 people as part of its growth strategy for the South East.



Northampton Town Hall

Little is left of the shoe trade for which the town is famous. It has largely been replaced by warehousing and distribution due to the town's proximity to the M1 (J15). There are also many jobs in offices, especially in the financial sector e.g. Barclaycard and Nationwide. The University of Northampton is an important employer along with the motor sport industry.

Further details about the town can be found at the Borough Council website (<http://www.northampton.gov.uk/>) while information about the wider county and education are on the County Council website (<http://www.northamptonshire.gov.uk/>)

The Parish

Geographically, St Giles is a small town centre parish adjacent to, and including part of, the main shopping area. The parish has a population of 2100. The electoral roll of St Giles is currently 297 of whom 15 live in the parish.

There are some small housing areas within the parish. A few of the old terraces are still residential, now mainly rented, but many others have been lost to town centre commercial development with most of the larger old houses being used as offices.

There is a small secluded estate of executive houses and more recent developments have brought several apartment blocks including a large retirement home and a large care home within the parish. We also have close links with St Thomas', a small sheltered housing unit, and the Age UK 'Venton' Day Centre both of which lie close to our church.

The Northampton General Hospital lies within the parish and is served by its own chaplaincy.

South of the parish, Becket's Park stretches down to the River Nene where a new Marina has just been completed. There are plans to build a science park on this site and also to relocate the University of Northampton here from its current locations to a single purpose-built campus.

(<http://www.northampton.ac.uk/>)



Becket's Park Marina

Our Buildings

The Church

This was founded in the 12th century and is an impressive structure with a large central bell tower housing 10 bells. It is set in a large open access churchyard which has been in the care of the local authority since 1875. The graveyard is now closed, although cremated remains may still be interred.

The church was reordered in 1996/7 when the pews were removed and replaced with comfortable chairs to seat up to 350. The nave floor was levelled and carpeted and moveable staging was added. A baptistry was also constructed. New heating, lighting, sound systems and audio-visual provision were incorporated. A refreshment area and two toilets were installed and part of one of the chapels was converted to a sound proofed crèche with a TV link to the main worship area. This provides a flexible, multi-use environment.

External stone work repairs continue on a regular basis when finance is available.



North side of the church

The Parish Centre



This stands opposite the west door, in St Giles Terrace, and was formerly the church primary school. It was purchased by the church in 1987 and has been redeveloped behind the original Victorian façade. The Parish and staff offices are housed here and there are also 2 large halls, a kitchen, and several smaller rooms including one with a kitchenette attached. There is a small car park to the rear. The rooms are let both to church and outside groups and are in regular use seven days a week.

The Vicarage



The Vicarage

It was built in 1983 and is a modern detached 6 bedroom house, built on 3 storeys. It has gas central heating, a secluded rear garden and single garage. The house is situated in a small lane opposite the south entrance of the church.



The Curate's House

The Curate's House

This is a modern executive-style 3/4 bedroom detached property. It is situated on the Green Park estate some 15 minutes' walk from the church and is owned by the diocese.