

# Parish Profile

## The Emmanuel Group of Churches, Northampton



2022

# Vision Statement

**“A family of faith where there is always room for one more”**

**God’s call to unity contains the promise of wholeness, healing and reconciliation. It is for individuals, the church and the community.**

**“The spirit of the Lord is upon me, because the Lord has anointed me to preach good news to the poor.**

**The Lord has sent me to proclaim freedom for prisoners and recovery of sight for the blind, to release the oppressed, to proclaim the year of the Lord’s favour.”** **Isaiah 61: 1,2**

## Welcome

Welcome to the Emmanuel Group of Churches in Northampton, a Local Ecumenical Partnership.

We are a group of three churches on the eastern side of Northampton. The original church, Emmanuel, was built and opened in 1974, and formed part of the Weston Favell Shopping Centre, an out-of-town shopping centre, built to serve the numerous new estates which were being constructed. In the mid 1990’s, two church plants were created, one at Boothville and the other at Rectory Farm, both within the parish boundary.

The Emmanuel Group was made up of Anglicans, Methodists, Baptists and URC members, Over the last 40 years, we have evolved. While respecting and valuing our supporting denominations, we now see ourselves working in a post-modern society as an ecumenical church with people of all Christian traditions, many of whom are not affiliated to any specific denomination.

We have a joint team ministry which, until recently, comprised an Anglican Team Rector, a Free Church Minister (Baptist), two Assistant Priests, and an Anglican Curate in training. The post of Free Church Minister alternates between Methodist and Baptist. It is important to understand that, as with our congregations, unity is key, and working collaboratively is vital within the ministry team. (John 17: 18-21)

The three churches are all different, but we have a shared ministry and shared finances.

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## The Emmanuel Group of Churches and Surrounding Area Emmanuel Parish – Northampton East

Emmanuel Church is an Ecumenical Church in the Eastern District of Northampton. Northampton is in the East Midlands approx. 60 miles north of London. This area was developed as London overspill during the 1960’s and today comprises 14 housing estates and is known as Northampton East.

### The Emmanuel Parish

The Parish has a population of over 35,000 people, split between owner-occupied, rented and social housing, almost all of which has been built over the last 50 years. There are several industrial estates adjoining the parish.

The housing estates built from the 1960's to 1980's generally have local retail outlets; some have primary schools, takeaway food outlets and pubs. There are good bus services running to the Weston Favell Centre (WFC) and on into the town centre.

The three churches that make up our parish are: Emmanuel Church which forms part of the Weston Favell Shopping Centre, the church at Rectory Farm which meets in the local Community Centre, and Boothville Community Church which meets in the local Community Hall.

Weston Favell Centre is a large Shopping Centre built over 45 years ago to serve the east side of Northampton and has free parking. The Centre contains a Tesco superstore, many chain stores, eating places, banks, estate agents, gym and library. These stores provide much needed employment in the area. Adjoining the Centre is Lings Forum, a sports complex with a small cinema, plus a large medical centre and the Northampton Academy Secondary School.

The Emmanuel Church building forms a bridge over the Billing Brook Road, joining the shops, sports facilities and bus stops. Our Coffee Shop, Café Emm, is a welcoming meeting place for people to come for refreshment. We have a good working relationship with the Centre management and one of our clergy is chaplain to the centre.

## Character

Northampton East is very diverse with a good mix of ethnic groups and faiths. The varied types of housing mean that amongst the population are those with a variety of social needs; one area has been identified as a "left behind" area. Although several of the estates have community centres and community associations, there is still much work to be done.

## Schools & Education

Northampton East is well served with educational facilities. In the parish there are eight primary schools, one secondary age academy, two schools for students with special needs and a Charitable Specialist college, also a college of Further Education.

Billing Brook School is for students with special needs. This is close to Emmanuel Church and student groups come into our coffee shop on a regular basis.

There has been a School Pastors scheme with the two local secondary schools. Our Youth worker and other churches in the area are involved. This scheme is currently taking a break.

The church is involved with assemblies at the local schools and offers pastoral support to staff when needed.

## Health Care

The Weston Favell Health Centre is close to Emmanuel church. This offers doctors, dentists, nurses, physiotherapists, and various other clinics. Other doctors and dental practices are at Woodview Medical Centre, Thorplands, and Rillwood Medical Centre, Lumbertubs. We also have a large General Hospital in the centre of Northampton.

## Other Churches in Emmanuel Parish

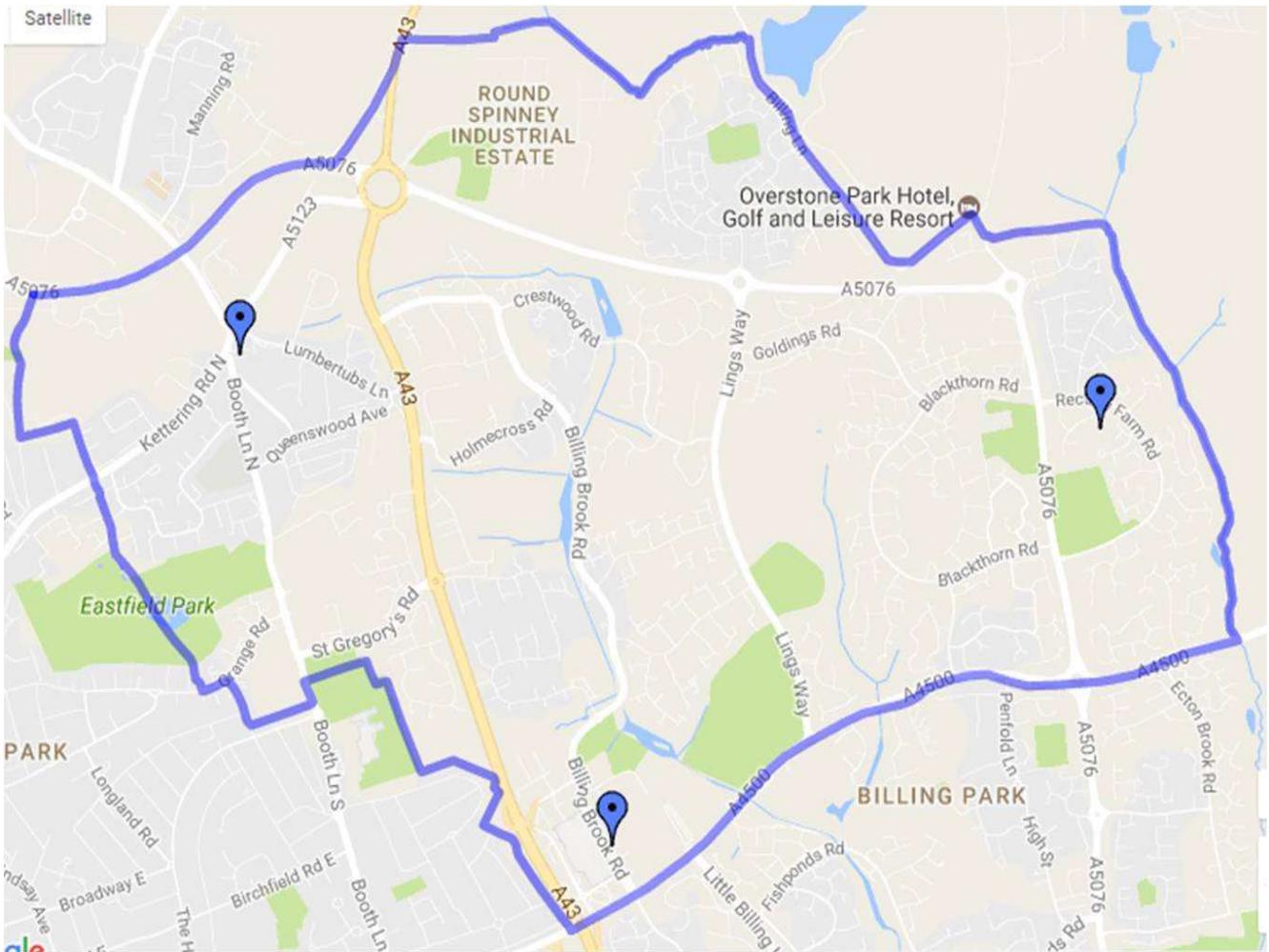
In the parish, close to Emmanuel we have a Salvation Army Citadel, a Roman Catholic Church and the Storehouse Church. We have worked closely with these churches on outreach in the Shopping Centre at Christmas and Easter, sometimes using an empty shop unit. These churches, along with St Peters Church, Weston Favell, also help staff the Weston Favell Centre Food Bank that operates during the week from a shop unit next to Emmanuel.

There are several other small churches that meet within the parish.

Emmanuel is a parish worship centre. As such, anyone who is entitled to be married at Emmanuel may choose instead to be married in an adjoining parish. There are informal arrangements under which Emmanuel clergy may conduct such services.

A few independent churches also hire our premises at Emmanuel.

## Emmanuel Parish – Northampton East Map



# Vision and Mission

We understand the vision of Isaiah 61, affirmed by Jesus at the start of His mission, to be highly significant in working out mission in our neighbourhood and the world.

It is our prayer that we may both be and become:

- A “home” for the community whether or not they have come to Christian faith
- A healing community within which faith, hope, love and truth may be discovered
- A family within which forgiveness may be both received and given
- A mission centre for those who will be salt and light in neighbourhood, nation and world
- A church within which:
  - The Father-heart of God may be known
  - The love of Jesus may be discovered
  - The power of the Holy Spirit may be experienced as people grow to maturity in Christ
- A family of faith where there is always room for one more

Emmanuel fits into the category of an open evangelical church, though it is not our practice to put labels on people or groups.

We expect and encourage people who belong to the Emmanuel Group, as “members”:

- to have made a declaration of faith in Jesus Christ through confirmation or believer’s baptism or an equivalent from another tradition
- to hold and express a commitment to grow in faith and a willingness to change, with God’s help, to become more like Jesus: *this through regular attendance at worship, personal prayer and Bible study, and where possible, to belong to a house group*
- to honour God through the sacrificial giving of money: *we encourage people to tithe, a tithe being 1/10<sup>th</sup> of income*
- to serve God and each other with the spiritual gifts and abilities God has given to us

We hold these values in common as foundational to playing an active part in the Church, the body of Christ.

# Outline of our three Congregations

## Emmanuel Group

Emmanuel is a local ecumenical partnership of three congregations sponsored by the Anglican, Methodist and Baptist churches. The congregations are made up of people from a wide variety of denominations and ethnic backgrounds. All our services are shared services.

## Emmanuel – Church Services

Emmanuel 10:30 a.m. congregation. The church has a mixture of nationalities and denominations, as well as people who don't feel any particular denominational affiliation.



At 10.30 a.m. we have a variety of worship styles depending on the Sunday of the month. We use a laptop and projector with SongPro or Power Point for worship songs, readings and liturgy. If no musician is available, then we use suitable recordings including YouTube.

Two Sundays include Holy Communion, either in a Church of England or a Free Church tradition.

In most months, there will also be a more informal Café Church style, which involves cake, coffee and small discussion groups round café type tables.

Other Sundays may be a more traditional style of worship, usually led from the front by the Clergy or a Lay Reader, with input from readers and perhaps intercessory prayers led by a member of the congregation.

The Emmanuel service is usually shown live on Facebook as our main online presence. Occasionally this is broadcast from Boothville.

Currently there is no specific children's provision on a Sunday. However, there is an area set aside with some activities for use by children during the service. We would hope to re-establish separate groups on some Sundays when volunteers are available.

On Wednesdays at 11.30 a.m. there is a Holy Communion Service in the Chapel which is open to all.

We are part of the Weston Favell Shopping Centre and see the Centre as our High Street. We have a good relationship with the management who sometimes allow us to use vacant shop units for outreach, for example: 'Experience Easter' and 'Experience Christmas'.

The Church building is fully utilised for a variety of ministries and outreach. The Rooms are hired out to other churches as well as to ethnic wellbeing groups. Our office suite offers photocopying and fax facilities to the general public. It also supports our Food Bank and Baby Basics, who have collection points in a nearby shop unit.

The focus of our weekday church is based around the Café Emm which is open to the public from 10 a.m. to 2 p.m. Monday to Friday. There are monthly afternoon teas and Sunday dinners on offer. The Café is a safe haven for customers as well as volunteers who assist there. This latter group include a number with learning difficulties.



## **Boothville Community Church**

Boothville is a church plant from Emmanuel, replanted some twenty-five years ago. The congregation meets in the Boothville Community Centre each Sunday at 10.30 a.m. The monthly pattern of worship is two services of Holy Communion and two of Morning Worship. On a fifth Sunday, sometimes, members of the congregation lead and take part in the service. Much of the planning for the church is done over lunch. Every couple of months, we meet after the Sunday morning service and then share lunch together.



At Festivals, extra events are put on:

- Christmas: A Carol Service, a Midnight Communion on Christmas Eve, and a Celebration service on Christmas Day
- Good Friday: An Act of Witness
- Easter: Breakfast precedes the service
- Harvest: Either a Harvest Supper on Saturday, or a Harvest lunch after the Sunday service
- Remembrance Sunday: The Act of Remembrance takes place in public on the nearby green

There is lay involvement in worship with an experienced and reliable organist, readers of lessons, people to lead intercessions and communion assistants.

Members support:

- Christian Aid. A variety of ways have been devised to raise funds for Christian Aid, including a Christian Aid bread and cheese lunch; in 2021, approx. £700 was sent
- Action for Children
- Compassion UK

Boothville Community Church continues to develop links with the local community. The church currently provides two of the six trustees for the Community Centre, and the administration and book-keeping for the centre are done at Emmanuel.

Boothville Community Choir (not a church organisation) has a number of church members.



## **Rectory Farm Community Church**

The church meets in Rectory Farm Community Centre and aims to be a family where everyone belongs and is important. The church is committed to growth in our relationship with God, growth in relationships with each other and growth in numbers.

There is a strong feeling that we are a diverse, welcoming and supportive family, with many people citing our fellowship and support as reasons they look forward to coming to Church on a Sunday, alongside worship, prayer and deepening our relationship with God.

We started to meet again last September with a new time in the afternoon and in a new venue. We now feel that we are ready to look at ways we can increase our work within and for the local community.

## Future Direction

With so many estates and a large population, it is a real challenge to get to know everyone, to draw them into community, to introduce them to Jesus and to live out our mission, which is to be **a family of faith where there is always room for one more**. We have a good team of grant-funded staff and key volunteers. 'Buy-in' from the Church as a whole is very high, with a great many people active in service through varied voluntary commitments. There is much ministry, mission, outreach and service taking place in the name of our Church, as we work in partnership with other Churches and agencies to the glory of God.

However, over the last few years, a need has been noted for something more focused and deliberate in order to reach a wider proportion of our community. This is so that the Church is not just well thought of for good works and acts of service, even though those are important and are hallmarks of who we are as a Church family. We need to combine this with making disciples of others.

We would love to see ourselves as a Church having a presence in each one of our estates. This could be through a congregation, a house group or a prayer group. It could be as simple as knowing that there is a single household on an estate which is known as a house of prayer or hospitality, and out of which the love of God is shown or spoken. We have several of our estates and areas covered, but there is much work still to do.

The ultimate aim would be to make sure that the Good News is being proclaimed in actions and words to as many people as possible. The result would hopefully be people turning to Christ and following in His way, being encouraged, challenged, taught and nourished so that they, in turn, can become disciple-makers themselves. To see this dream come to reality we need partners in the gospel, pioneering people full of vision and faith, who can help to co-ordinate, encourage, and empower those we already have in our teams and to draw alongside others who might join us.

# Church Buildings

## **Emmanuel Church, Weston Favell**

Emmanuel Church, comprising rooms on three levels and forming part of the Weston Favell Shopping Centre, was leased for 120 years in 1973 by Shared Churches (Northampton) Ltd. "Shared Churches" are trustees for the Emmanuel building and meet once a year. The church was built through the Northampton Development Corporation but over the years, there have been several different owners of the Centre. We do not pay rent to the landlords but we are responsible for our own repairs/improvements. All major work undertaken must be approved by the Weston Favell Centre Management.

This building is the main administrative centre for the Group of Churches.

The worship centre is on the "High Street of Weston Favell Centre". There are two main entrances to Emmanuel, one on the ground floor on Billing Brook Road by the bus stop, and the other on the shop level, either into Café Emm or to the Church offices.

The top floor comprises a large sports hall, youth room, prayer room, coffee shop (Café Emm), several church offices, toilets and coffee shop store and preparation room. There is a lift to the lower floors. The sports hall forms a bridge over the road below.

The middle floor is used as the main worship area. This comprises a large worship area with stage, also a smaller chapel with sliding screens that can be drawn back to enlarge the main hall. The chapel has an open baptistery for full immersion.

There is a smaller lounge area which can also be opened into the chapel. When all areas are open, we can accommodate 130+ people. There is also a small vestry and a large walk-in cleaner/maintenance cupboard.

The ground floor has an entrance hall, disabled toilet and a Family Room which can seat about 30 people. This room is below street level and can be reached by six stairs or by a wheelchair lift. There are no church grounds or churchyard. We have access for parking for specified vehicles on a carpark adjacent to the church, but generally, cars are parked (time limited) in the Weston Favell Centre.

Our most recent quinquennial inspection at Emmanuel took place in September 2021. The main recommendation was to repair the roof which is flat and leaks. Funds have already been raised within the church towards this work and there are considerable pledges from outside organisations to assist. The full cost has yet to be met.

## **Boothville Community Church**

The Boothville congregation has the use of Boothville Community Centre, all day on Sundays. The congregation is allocated funds to cover cost of its hiring.



## **Rectory Farm Community Church**

This congregation has the use of the Rectory Farm Community Centre for an afternoon service. Children and young people are encouraged to take part in the services and have led some of the services. However, there is current no provision for children's groups. They are allocated funds to cover the cost.

## **Housing**

This will be provided by the Diocese.

## Sunday and Weekday Services

The worship style in all three congregations is relaxed with leanings towards Free Church style services. The Communion services use liturgy, either Anglican or Methodist/Baptist. We use a laptop and projector with SongPro or Power Point for worship songs, readings and liturgy at Rectory Farm and Emmanuel. If no musician is available, we use suitable recordings for worship including YouTube. At Boothville, Mission Praise books are used, and there is a regular pianist.

We rarely use robes, apart from occasional special services.

Our church Pastoral Rolls shows 134 people, (all members and adherents) and our Electoral Roll shows 51 Anglicans. Most people live fairly close to the church although some live in adjoining parishes.

## Monthly Service Structure

Monthly Pattern	Emmanuel	Boothville Community Church	Rectory Farm Community Church	Online
First Sunday	10.30 a.m. Holy Communion	10.30 a.m. Morning Worship	3.30 p.m. Family Service	10.30 a.m.
Second Sunday	10.30 a.m. Morning Worship	10.30 a.m. Holy Communion	3.30 p.m. Holy Communion	10.30 a.m.
Third Sunday	10.30 a.m. Holy Communion	10.30 a.m. Morning Worship	3.30 p.m. Family Service	10.30 a.m.
Fourth Sunday	10.30 a.m. Morning Worship Café Church	10.30 a.m. Holy Communion	3.30 p.m. Holy Communion	10.30 a.m.
Fifth Sunday	10.30 a.m. Morning Worship or Holy Communion	10.30 a.m. Morning Worship or Holy Communion	3.30 p.m. Family Service or Holy Communion	10.30 a.m.
Weekdays	11.30 a.m. Wednesday Holy Communion			

Average attendances in late 2021/early 2022, during the Covid pandemic (with comparative pre-pandemic totals shown in brackets)

Service and location	Children & Youth (0 – 16 yrs)	Adults	Totals
Emmanuel 10.30 a.m. service	4	25	29 (61)
Boothville 10.30 a.m. service	0	28	28 (35)
Rectory Farm 3.30 p.m. service	7	11	18 (30)
Online service	Age split	not known	100 (N/A)
Midweek communion	0	6	6 (6)

## Other Services

Apart from regular Sunday services and a live-streamed service (which was started during the pandemic) there is a Communion Service at 11.30 a.m. every Wednesday.

### Christmas

All three churches have a range of Christmas services, which have included Christingle, Carol Services, Crib service, Midnight Communion & Christmas Day services.

There is usually only one service at either Emmanuel or Boothville on a Sunday between Christmas and New Year.

### Easter

There is a Maundy Thursday service at Emmanuel in the evening for everyone. In the past we have sometimes held a Passover meal.

There are two services on Good Friday, one at Emmanuel and one at Boothville.

Easter Sunday at Rectory Farm and Emmanuel is often a joint service. At Easter 2022, a Baptism and Believer's Baptism were held.

The annual Covenant service, Harvest, Ash Wednesday, Ascension Day & Remembrance Sunday are duly marked.

Our Voluntary Safeguarding Coordinator usually includes a short talk at each service on Safeguarding Sunday, either in person or online.

We occasionally have visiting speakers.

# Support Available

At the Emmanuel Group, we encourage lifelong learning. We are fortunate in that we have a number of very able assistants.

## Ministry Team

- Rector: vacant
- Free Church Minister: at present, 50% Baptist
- Assistant Curate
- 2 x Assistant Priests, one of whom may be leaving
- 4 x Licensed Readers, one of whom has Pastoral Responsibility for Boothville
- 1 Lay Preacher: Baptist
- 2 Licensed Evangelists
- 1 Licensed Lay Minister
- 1 Lay Pastoral Minister
- 1 Reader in training
- Each congregation has a different style of leadership

## Youth Work

- Part-time youth worker: vacant; advertised
- Part-time Young Families Worker (community)

## Administration

- Church Administrator: paid; 32 hours per week
- Church Office open Monday – Friday, 10 a.m. to 2 p.m. staffed by volunteers. We offer photocopying and fax facilities to the public, as well as occasionally receiving and distributing food via Foodbank. We also act as a collection point for Baby Basics.
- Church Warden
- Baptist Secretary
- Methodist Steward
- Safeguarding Coordinator

## **Community Action Coordinator**

**Community Support Organiser** (new post due to commence June 2022)

### **Foodbank**

- Manager
- Coordinator
- Administrator
- Volunteer & Training Development Manager

### **Cleaning**

- Part-time cleaner & Saturday assistant

### **Café Emm**

- Manager
- Cook/supervisor
- Part-time cook
- Community Support Worker

### **Fundraiser**

Some of the above positions are paid, while others are voluntary.

# Youth and Children's Work

## Children's Work

Pre-pandemic, at Emmanuel our junior church was called **BLAST**. This normally met on a fortnightly cycle and was run by volunteers. Currently the children are part of the main service, where efforts are made to provide for their varied needs & requirements.

At Rectory Farm the children actively join in with worship every week. The music is led by a Young People's Worship Group.

**Family Tots at Emmanuel** provides a relaxed atmosphere and safe play where adults, toddlers and babies can enjoy meeting. We aim to help them to make friends and develop social skills. We have sessions every Wednesday and offer play, craftwork, drinks and snacks, singing and music. At Christmas we hold a short Carol Service and Christmas party. Two new groups have commenced since lockdown, a smaller group supporting individuals who experience of have experienced domestic abuse, and a Grandparents Group.

## Youth Work across the three congregations

We are currently seeking to recruit a Youth Worker, so not as many youth activities are taking place.

**Jamout** used to run during term time. This was a weekly Christian youth group for Secondary School children held on the top floor of Emmanuel 7 p.m. to 9 p.m. We had testimonies, film nights; munch (food and fellowship) group discussions, games nights and social events.

**Rzone** runs during term time. It is a free youth group for children aged 8 to 13. This runs on Friday from 5 p.m. until 6 p.m. at the Rectory Farm Community Centre.

**Sunday Group** runs once a month, meeting at McDonalds for food and fellowship, during the service time.

We have also taken the different age groups to Youth Events, including Spree and Soul Survivor annually and to local worship events.

# Church Groups and Activities

Emmanuel is a seven-day-a-week church, with several paid employees and needs to be managed in a business-like fashion.

In the Emmanuel building is **Café Emm** (a separate charity, but an integral part of the mission of the church). It has paid staff and a number of volunteers, some of whom are church members. There are also a number of vulnerable adults who volunteer. The Coffee Shop is open five days each week between 10 a.m. and 2 p.m. and provides home-cooked food at affordable prices. In addition, afternoon tea and Sunday lunches are offered fortnightly. It provides a safe & non-threatening point of contact with users of the Shopping Centre.

The Coffee Shop has received funding for a **Community Support Worker** and since her appointment she has set up a Memory Café, Games Morning and Quiz afternoon.

The church has a **Community Action Coordinator** who works closely with individuals and groups within the community. He has also set up a Money Support Centre and Job Club, which operates within the food bank in a nearby unit. He organises a well-being walk every Friday morning.

The church has pioneered running **FISH (Fun & Food in School Holidays)**, working in partnership with a local primary school and community members. This has now led to another missional initiative, working with Northampton Growing Together as **Family Fun**.

The **Weston Favell Centre Foodbank** was started by the church in collaboration with two other local churches, Storehouse and St Peter's Weston Favell. It is now the hub for collection and distribution in Northampton East under the umbrella of the Trussell Trust. It occupies a medium-sized unit in the shopping centre and has paid and voluntary staff from the church and the wider community.

Community and faith groups are welcomed to hire the building, if they agree to the ethos of Emmanuel.

Church members are involved in **Northampton Street Pastors**.

There is a network of **house groups**.

Youth work: We have **youth groups** for bible study, building relationships and faith. We also engage with those who are not yet members of the church family. The groups are led by a paid **Youth Worker**. This position is currently vacant.

**Family Tots** is run by a paid **Children's Worker** and other volunteers.

For the last five years, Emmanuel has become increasingly involved in the **community centre at Boothville** and now provides two of the six trustees, plus the administrative and bookkeeping support.

# Finance

The Emmanuel Group has a Treasurer, supported by a Gift Aid Secretary and other members of a Finance Team. There are stewards at each congregation, Emmanuel, Boothville & Rectory Farm, who count & collate collections which they then pass on to the Treasurer to bank.

Parish Share is paid in full and on time, as are the payments of the Methodist Assessment & the Baptist Capitation fees.

There is a budget for clergy expenses; these are paid in full.

Teaching is given at services on giving. 40 members give by monthly BACS transfer, 2 members by payroll giving, and 32 members by envelope giving.

Average monthly giving for first quarter of 2022:

Loose giving	£400
Payroll giving	£890
Envelope giving	£1,300
BACS transfer giving	£4,400

10% of all giving is allocated to the Emmanuel Tithe Fund. The Constitutional Council meets in the fourth quarter of each year to review payments made and to decide on the Tithe Fund allocation for the following year. Care is taken to support the sponsoring denominations, and to support local, national and international organisations. The Treasurer makes the payments as advised by the Constitutional Council.

There is a Minister's £250 Discretionary Fund to meet any emergency requirements.

Reserves Policy: It is Emmanuel's policy to maintain a balance on unrestricted funds which equates to at least one month's unrestricted payments to cover emergency situations that may arise from time to time.

Major projects:

Roof repairs: Currently £18,993 is held towards the roof repairs, plus several significant pledges from organisations on commencement of works.

Upgrade to ground floor toilet: Works have been completed recently, and building fund has sufficient to cover full cost.

Emmanuel Group has a very successful Fundraiser. The success of her efforts is recorded in the Annual Accounts.

# Organisation

Currently we have the following groups and teams:

**Group Council** - at least three members from each congregation (who are the trustees of the church), all members of the clergy team, church administrator and treasurer.

**Finance Team** – Clergy team, treasurer, assistant treasurer, gift aid secretary, wages/pensions clerk, and treasurers from Boothville and Rectory Farm.

**Constitutional Council** – Clergy, 2 church wardens, 2 Methodists, 2 Baptists, 2 non-aligned members, reps also co-opted to ensure representation from all three congregations.

**Congregational Meetings** – held at least 3 times a year at all three congregations.

**Anglican PCC & Free Church Meetings** are usually held once a year, prior to the AGM to deal with any denominational matters and to elect members of external committees.

**Group Annual General Meeting** – All congregation members, usually held in April/May.

**Safeguarding** The Safeguarding Coordinator is responsible for all three churches with the support of the Ministry Team. Responsibilities include ensuring all necessary DBS checks are done and volunteers' training is current, reviewing and implementing our Safeguarding Policy and liaising with the Diocesan Safeguarding Officer with regard to the people on contract and other issues that often arise. It is also important to ensure that all the activities in the church are appropriate and well managed and that any outside groups who rent rooms have an appropriate safeguarding policy in place and understand what their responsibilities are. The Safeguarding Coordinator is expected to keep his/her training up to date.

**Emmanuel Staffing Group** - Members of the church provide management and supervision support for employees, and monitor policies, procedures and contracts.

# Person Specification for the Emmanuel Group of Churches, Northampton

We are looking for someone with an open evangelical approach who would be enthused by working in an ecumenical setting, and within a church with a wide variety of theological and cultural backgrounds. The parish is the largest by population in the Diocese of Peterborough. You would be working in areas of high social deprivation, areas of above average affluence, and everything in between.

The ministry team in which you will be working is a small team of clergy, with ministers from other traditions, and a larger group of laity, both Anglican and Free Church, willing and able to conduct services, and to undertake tasks within the parish. It is important to understand that, as with our congregations, unity is key, and working collaboratively is vital within the ministry team. Hence, it would be an advantage if the applicant had experience of, and enthusiasm for, working in an inter-denominational setting.

In a recent survey conducted across the three congregations, members were asked their views on:

- The spiritual gifts desirable in a new minister: leadership, life of prayer, teaching and preaching, faith and encouragement
- Other gifts: honest and inspiring, versatile, trustworthy, friendly, able to coordinate, and caring
- Important aspects of the role: encouraging and enabling people to use their spiritual gifts, offering pastoral and spiritual care to parishioners, being open to the differences between the various congregations, experience of managing paid employees and volunteers

It is envisaged that, from a strong biblical and faith base, the successful applicant will be able to lead, teach and encourage all who come into contact with the Emmanuel Group of Churches, in their journey of faith.

## A position for you?

If you feel that God is calling you to apply for this vacancy, and you want to find out more, you may choose to:

- Visit the church website: [www.emmanuelgroup.org.uk](http://www.emmanuelgroup.org.uk)
- Email the church administrator: [Linda.withers@emmanuelgroup.org.uk](mailto:Linda.withers@emmanuelgroup.org.uk)
- Phone the church office: 01604 402150
- Contact the Archdeacon of Northampton, the Ven. Richard Ormston at Bouverie Court, 6 The Lakes, Bedford Road, Northampton NN4 7YD, or phone: 01604 887000, or email: [bouverie@peterborough-diocese.org.uk](mailto:bouverie@peterborough-diocese.org.uk)