



**Parish Profile for the
Benefice of
St Britius Church, Brize Norton
&
St John the Evangelist Church,
Carterton
Oxfordshire**



St Britius Church, Brize Norton



St John the Evangelist Church, Carterton

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Summary

Welcome to our Benefice Profile. Thank you for taking the time to read it and think about whether you might be the right person to come and lead our team. Here is a very brief summary and introduction.

Our congregations are very supportive and both have committed teams who keep everything running smoothly at St Britius and St John's. The day-to-day running is taken care of but what we need and are looking for in our new Rector is spiritual and hands-on leadership. We can provide practical support to him or her but we need someone who can energise the congregations, the village and the town, and awaken enthusiasm and optimism for the future. We need someone who is willing to spend time in both town and village getting to know parishioners and who can lead us in making both churches vibrant places of worship, attractive to both existing and new members of the community.

Our Current Challenges

Some of our most significant challenges arise from changes in the surrounding culture. Church attendance is becoming less frequent, even among core church members, while regular attendance used to mean three to four times a month, busy and mobile lifestyles are reducing this. This trend is also reflected in attendance at events separate from Sunday worship and other mid-week activities. This has an impact on communication, on discipleship, on resourcing Sunday services and on the sense of community in our congregations.

Our New Team Rector

Our new Team Rector needs to develop his or her relationship with the other members of the team and the lay leaders in our two churches. He or she must have the ability to delegate as well as lead, working with and supporting the teams. We are looking for an inspirational leader and motivator, someone who will lead by example.

Amongst other characteristics, the new Team Rector should have an outgoing personality, one who relates to both adults and young children, be a gifted communicator, practical and one who will thrive in our environment. He or she will readily and joyfully embrace different styles of worship, in church tradition and theological position.

Preferably the new Team Rector will have had proven experience of town and rural churches and governance of local schools.

Foreword from the Right Rev'd Colin Fletcher, Bishop of Dorchester



One of the many impressive things about these parishes is the way in which they have come through what has been a very difficult period of their lives both with the serious illnesses of their former Rector and his wife, and with the undiagnosed, but debilitating, medical condition of their Team Vicar that eventually led to his early retirement. In my experience there would have been some parishes that would have imploded under those kinds of pressures and it is a mark of their resilience and 'can do' attitude coupled with the quality of the ministry provided down the years that they have kept going – and more than kept going – over this time.

They are now at an exciting point where they are ready to look afresh to the future and to work with their new Rector to rebuild their congregations and to reach out further into their wider communities. The appointment of a Team Vicar will come later and it is still undecided whether this will be a full-time or part-time post and one of the questions to address will be their relationship to the new housing area in Brize Norton itself.

On the personal level of the new Rector one of the other areas of support, in addition to a great bunch of people to minister with, a lovely ministry team, and a good deanery to be part of, is the fact that one of the patrons is Christ Church. In connection with this the Sub-Dean writes "Among the patrons of the living of Brize Norton and Carterton are the Dean and Chapter of Christ Church, Oxford. Christ Church is in the happy position of being able to support the incumbents of its ninety livings through the revenues of the Dr South Trust, which is able to assist with grants for study, administration and holidays, as well as offering a biennial conference and loans for the purchase of a car."

All in all I think that this is an exciting post for someone who is wanting to see things develop, and who will roll up their sleeves, as others have done in the past, to engage with these communities and their congregations and I warmly commend it to you.

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Introduction to the Benefice

Part of the Witney Deanery in the Diocese of Oxford, the Benefice of Brize Norton and Carterton is located in West Oxfordshire at the eastern edge of the Cotswolds, and comprises two churches: St Britius (in the village of Brize Norton) and St John the Evangelist (in the neighbouring town of Carterton). The nearest major conurbations are all approximately 15 or 20 miles away from the benefice, with Oxford to the east, Cheltenham to the west and Swindon to the south-west. The market town of Witney is six miles away.



Ministry Team

The Team Ministry of Brize Norton and Carterton was formed in 2003. The two parishes are distinct entities and each has its own PCC. The Licensed Ministers are:

- The Team Rector – vacancy being addressed in this profile. The Team Rector leads the team and has overall responsibility for both churches but is the first port of call for the residents of Carterton and the congregation of St John's.
- The Team Vicar – (either a Stipendiary or House for Duty post) currently vacant. The Team Vicar divides his time between the two churches, but is the first port of call for the residents of Brize Norton and the congregation of St Britius.
- The Reverend Ian Howard, House for Duty part-time Curate, who has a further two years left of his training. Ian has been a Secondary School languages teacher for 36 years. He was a Lay Reader in the Chichester Diocese for 20 years and a Lay School Chaplain for seven years. He is now also a part-time School Chaplain at a local independent school (Cokethorpe).
- Mrs Lyndsay Baker, Licensed Lay Minister, who is currently based at St John's. Following a career in the NHS as a nurse and then a midwife for 26 years, Lyndsay now enjoys volunteering for the church full time after qualifying as a LLM in July 2016. Married to Ian for 28 years, she has two adult children.
- The Rev'd Prebendary Stephen Bessent retired to Carterton in February 2017 after forty years in parish ministry. He has the Bishop's Permission to Officiate, and assists in leading worship and preaching in both parishes.

Electoral Roll

2018	St Britius	St John's
Residents	9	75
Non-Residents	14	8

Mission and Vision

Both churches share a common mission and vision

- Our Mission is to be the representatives of Jesus Christ in our communities.
- To bring people to Jesus Christ through our words, actions and example.
- To support each other and encourage people to build their relationship with Him.

Our vision is to be a growing vibrant church, rooted in Christ, which reaches out and serves the whole community.

Describing the Role

The Benefice is looking to recruit a new incumbent into the role of Team Rector to lead the team ministry. We feel there are several distinct areas that this role encompasses, as:

- A leader for the team ministry and lay leadership, responsible for two distinct but complementary parishes
- A worship and pastoral leader across the two parishes of the Benefice
- A spiritual teacher who can encourage an increased knowledge of the Bible
- A mentor to the Curate and Licensed Lay Minister
- A chaplain and ex-officio Governor of St John the Evangelist CE School.

An immediate priority for the new Team Rector will be to play an integral part in working with the two church communities in the appointment of our next Team Vicar who will complete the ministry team.

The Person We Are Looking For

- A person who would be able to foster and promote cooperation across the whole team ministry
- A person who is able to develop relationships between our two communities
- A leader who is comfortable with delegating to, as well as supporting, the Team Vicar
- A minister who can provide forms of worship which satisfy the needs of both the traditional and more evangelical members of the two congregations
- A person who has a heart for outreach, to take full opportunity of the potential offered by the expansion of both the village and the town
- A person who is able to lead both churches in spreading the message of the Gospel to the many people - those who have retired, working professionals and young families - who are settling in the Benefice
- An inspirational leader and motivator, with a hands-on approach, who will lead by example.

Support We Will Offer

We as a Benefice appreciate the physical and emotional strains which ministry can place on our clergy team and are committed to support the importance of achieving a work-life balance for each member of the clergy team, and the need for quality time to be set aside for the family and personal commitments. The current clergy team operates a weekly rota of duties which incorporates specified days off. We also obviously observe the Diocesan statutory holiday entitlement. During these times, we would expect the clergy team to work together to provide adequate cover.

We appreciate that the proximity of the living accommodation of the Team Rector may, at times, mean members of the congregation and the community may be tempted to encroach on the family's privacy. We have a team of pastoral carers, who look out for the well-being of all members of our church family, and are alert and ready to respond should a need arise.

We are keen for members of the clergy team to take advantage of attending training opportunities, Diocesan conferences and retreats, and it is the practice of the PCC to meet in full the working expenses incurred for these. We will also work with the incumbent to find resources to cover duties in a time of prolonged absence due to, for example, sabbatical leave.

Patrons

As mentioned above, among the patrons of the living of the Benefice of Brize Norton and Carterton are the Dean and Chapter of Christ Church, Oxford. Our other Patron is Eton College.

Detailed Description of the Benefice

The two parishes in the Benefice have a distinct character and their own PCC, so we will describe them here separately.

St John the Evangelist Church, Carterton

The Town

St John's Church is located in the centre of the town of Carterton. The original village was founded in the early 1900's by William Carter as a colony of smallholders on agricultural land in the northern part of Black Bourton parish. In 1977, Carterton officially became a town with a mayor and town council. Since the 1980s the northern and eastern sides of the town have seen the development of three new estates, housing now in excess of 2,000 families. Carterton has thus grown to become the second largest town in West Oxfordshire with a rapidly expanding population, currently numbering around 17,000. Both Carterton and Brize Norton are earmarked for continued growth over the next twenty years through further housing development, and the Carterton Town Council have plans to revamp the town centre.

The Building



St John's Church is a Parish Centre for Worship and began life in 1908 as a Mission Church in the Parish of Black Bourton. It was rebuilt in 1963 as a dual-purpose hall/church and developed again in 1994 with a new worship area and other facilities including an office. It first had its own minister in the 1960's and the vicarage was built in 1962. Another phase of building was completed in 2010 to extend the church yet further by adding a small kitchen, a catering kitchen and storage and, as a result, is now a modern multi-purpose, well equipped building offering a wide range of activities to the community, and a capacity to

hold services for up to about 400 people. In 2018 we undertook several projects which included: improvements to the gas supply, redecoration of the exterior paint and metal work and flat roofing repairs in order to meet regulations and keep the building in good condition.



In addition to church activities, significant use is made of the building through the hiring of its facilities to groups within the community. Uniformed youth groups such as Guides, Brownies and Rainbows, exercise classes, the U3A badminton group, all hire the hall. We can also provide a meeting/training course venue for local organisations, and end of term school services are held in our worship area.



The Rectory



The Rectory is a family home in the grounds of St John's and accessed via the church car park. Built in the 1960's, and maintained by the Diocese, it benefits from gas central heating and solar panels on the roof. There are three large reception rooms on the ground floor, one of which is used as the Rector's private office, a downstairs toilet, and a large family kitchen and separate utility room. The lounge has an open fireplace. There are four bedrooms on the first floor and a large family bathroom. A private well-maintained garden laid to lawn with surrounding flower beds and a vegetable garden can be found at the rear of the property. There is an integral garage and parking spaces for several cars (or even a caravan) to the front and side.

Organisation

The full PCC at St John's met nine times in 2017. Together with the two churchwardens, the ex officio clergy team and one Deanery Synod representative, it has a full lay membership of nine people. It has only one sub-committee, its Standing Committee, which meets between full meetings to prepare reports and agendas and to make decisions which are urgent or which the full council has delegated to the committee following discussion. It also acts as a confidential forum where the Team Rector can share thoughts and concerns.

At St John's, a team of lay members help prepare material for the regular weekly Sunday services. St John's has both a Norwich church organ (inherited when the RAF base church closed down) and a Yamaha Clavinova. A small but enthusiastic singing group help lead the congregation. New worship songs are regularly introduced, but traditional hymns also form part of the worship to satisfy all tastes. WEB access enhances the options for worship songs. A technical team run the screen show display for the service from a sophisticated audio-visual technical desk which allows us to provide the worship leaders with a good sound system using fixed, handheld and personal wireless microphones. Services were webcast, both live and on-demand, for some years until Spring 2018 when the provider closed their streaming facility. A suitable new provider is being sought.

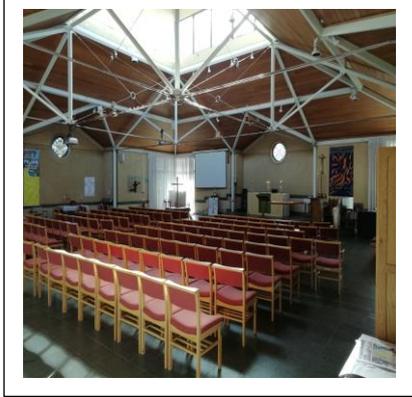


St John's has not, until now, had the financial resources to employ a Parish Administrator. However, the previous Team Rector received significant administrative support from Ray Goodson (Deputy Treasurer) who has extensive expertise in dealing with money matters - the finance receipts and payments, the online and regular banking, processing clerical fees etc - as well as collaborating with the Treasurer (Richard Matthews) in preparing the monthly and annual accounts. Linda Wooloff (PCC Secretary) who, before retiring was a board level PA with 45 years'

experience of administration, has supported the Team Rector in other aspects related to back office functions. St John's has recently been blessed with a substantial legacy bequest. With the income generated from its investment, we feel that sufficient funds may soon become available to recruit a Parish Administrator, should the new incumbent feel this appropriate. The PCC will be pleased to discuss this further so that the right support can be provided.

Michael Cox, Maj (Ret'd) BSc(Hons), CEng, MICE, MInstRE, a retired Engineer, is the Churchwarden responsible for Fabric, deals with routine maintenance and health and safety compliance for the building and its many users. His knowledge in this area has proved invaluable in guiding past and future building works.

Worship Patterns & Style



Sunday morning worship at St John's includes a Book of Common Prayer Holy Communion service at 8am every Sunday, although the number attending is small - between three and eight per week. The main service is at 10.30am which has a basic pattern of Holy Communion (CW Order 1) on first and third Sundays of each month. Morning Worship on the second and fourth Sundays is bespoke Morning Prayer which is made up of modern Church of England liturgy which is put together to suit the theme of the day. Through our different service offerings, we endeavour to offer something that covers an age range of regular attendees from 9 (or younger) to over 90 years old. Use is made of a projection system for everything except

the words of the Communion services. Average weekly attendance in 2017 was 80 adults and 8 children.

Music is a vital component of our worship and great efforts are made by our musicians to integrate it with the thematic approach to our Bible teaching and worship and it is modern in nature. Many people are involved in preparing and delivering prayer and worship thanks to our musicians, readers, prayer leaders, technical staff and the front of house team.

The main midweek service at St John's is that of said Holy Communion (Common Worship Order 1) at 10.30am every Thursday. The service is designed to be thoughtful and is followed by fellowship and refreshments. Attendance is strong, averaging 24 people, and generally comprises those older members of our congregation.

Home communion visits are made throughout the week, as requested, by the licensed ministers. These include residents at local care homes, both in Carterton and Witney, who were previously members of the congregation.

Volunteers

St John's is fortunate to be able to call upon a committed group of volunteers who are able to support the work of our current team ministry. Two Home Bible Study Groups, run on a regular basis, plus a Monthly Men's Bible Study Group encourage deeper learning. A lay Pastoral Care team of eight people look to the needs of the congregation, and a small team led by Lyndsay Baker prepare families for Baptisms. In 2017, a new group was established called INSPIRE - a regular gathering for people who need company and somewhere to go. A Bereavement Support group was set up in 2018, also led by Lyndsay Baker.

In addition, a regular programme of social events takes place in the form of ladies, men's and church family fellowship breakfasts, as well as other events organised throughout the year, all thanks to the enthusiastic efforts of the catering team. Men's ministry is provided at St John's through Men's Breakfasts which take place every two months and includes a guest speaker. In the alternate months a Scalextric Track and Indian Grub (or S.T.I.G.) evening is held, this is a pre- evangelism event. The church group is affiliated to Christian Vision for Men, CVM.

Ecumenical Links

St John's actively supports collaboration with the Chaplains at RAF Brize Norton and the four other churches in Carterton (Catholic, Community, Methodist and Victory Christian Fellowship) who work together under the banner *Carterton Churches in Unity*. Regular meetings are held for the group to communicate about their own activities, and to discuss and plan joint initiatives which include prayer walks, family-outreach activities and a regular monthly ecumenical "café-style" evening service, which is hosted at St John's on the third Sunday of the month and where participating churches and Chaplains are encouraged to preach in rotation. Members of each congregation are regularly invited to attend the activities of the other churches.

Worship and Teaching for Children and Young People

Families are actively welcomed to attend our Sunday morning services at St John's. On three of the Sundays each month there is special worship, prayer and teaching for school age children and young people during the 10.30am service ("Sunday Fun"). This has been reviewed and renewed during 2017. A small team offer creche facilities so that parents of very young children can have "respite care" during worship. A Christmas Eve Crib Service is well attended. In 2017, many people joined in by dressing up for a "no rehearsal" nativity activity. A Christingle service is held during the Christmas period which is also well-attended, depending upon clashes with other seasonal events taking place in the town. Last year, the children were encouraged to make their own Christingles during the service. A small group for the older youth (MAD "Make a Difference") meets regularly on a Sunday evening with its own programme of worship. Other activities for the youth are planned throughout the year.

Efforts are being made to encourage more parents to come with their children to "Messy Church" and Friday "Drop In".

"Messy Church" has developed into a core feature of our offering and happens at 4pm on the third Sunday of each month. Each meeting includes activities, worship and eating together. Parents are slowly beginning to move on into other church activities. A strong core group of families is being built up at the monthly "Messy Church" which has a regular attendance of around 45 children accompanied by their adult carers.

Attendance at the weekly "Drop In" toddler group during term time is consistently high, averaging 60- 96 adults and children. Pastoral care and prayer ministry is offered as required. Additional support is given by the Family Centre team (located next door), thus allowing us to provide appropriate activities incorporating the latest techniques.



Mission, Outreach and Special Events

In response to the Commission given to Christians by Jesus Himself, St John's seeks to reach others with the love of God. Actions are more powerful than words and we seek to earn a hearing for the Gospel. St John's PCC is committed to implementing our vision and recognises that we have a responsibility as a charity "to advance the cause of the Christian Religion in the Parish of Carterton" and to work to enable the people of the parish to live as followers of Jesus Christ. At the heart of our activities are worship, prayer and teaching about our faith. These are an essential part of our relationship with God and take place in the church building both on Sundays and some weekdays. In addition, smaller gatherings happen in private homes around the parish as home groups, study groups and prayer groups. We want people to think for themselves and know the scriptures as a foundation for their relationships with God, others, the planet and ourselves and to express this in worship, prayer and action.

A regular offering to the wider community is as a venue for families with young children who want parties. These "party packages" offer the use of the hall, play equipment (including a bouncy castle) in addition to the kitchen facilities. The charges are set at a very competitive rate so that families of most income levels are able to benefit and have proved very popular. A proportion of the fee from "party package" bookings goes into a PCC Mission Fund. In 2017, this Fund helped one member of the congregation with the costs of attending Spring Harvest and another to undertake a Mission Direct project in Zambia.

We have close links with the local branch of the Save the Children charity participating at their annual May Day Fair, and also join in and promote events at St John's School. A team of volunteers has run our own very successful Christmas Fayre in November for the past three years to boost church coffers. One member of our congregation is a regular participant on the Witney Street Pastors' team. We are active participants at the annual Christmas Street Fayre, on the evening the town's Christmas lights are switched on. We take a stall to run a chocolate tombola and hand out leaflets promoting our Christmas services and social activities, and we invite the community into the church for free refreshments and a children's activity. Not only has this been widely publicised to encourage people into the church building, support from local businesses has also been greatly appreciated. Although not an "historic" church, St John's participates in the annual Ride & Stride event. The ministry team also work in the background to support the civic life of the town and has a presence at military service repatriations.

St John's produces a regular monthly newsletter which contains a liturgical message from the ministry team, news of upcoming events, the volunteers' rota and notices and information from members of the congregation. This, together with a weekly Powerpoint slide show, keeps the congregation well informed about church activities. St John's also has its own website (www.stjohnschurchcarterton.org.uk).

A Civic Service is held at St John's each September to coincide with Battle of Britain Sunday. This is attended by members of the Town Council, the Deputy Lord Lieutenant of Oxford, along with representatives from RAF Brize Norton. An annual Remembrance Service is held in November. The congregation for this service comprises town and district councillors, members of the RAF Brize Norton squadrons, and representatives from local Service and charitable organisations, as well as the uniformed youth groups. This service is jointly led by the ministry clergy team and the RAF Padres.

Challenges & Opportunities

As a growing church in a large and expanding town, St John's has many challenges and opportunities, for example:

- Encouraging regular attendance and greater commitment from families attending Drop In and Messy Church. To what extent should they be encouraged to attend other church activities?
- How to cope with and follow up the large number of children and families attending Drop In, Messy Church and baptisms. How can we recruit more lay leaders? Do we need a family and youth worker? The clergy team is currently actively discussing whether some income from our recent legacy bequest (see below) might be used for the purpose of recruiting a family worker.)
- How can we best reach out to the 17,000 local residents in Carterton and possibly another 3,000 on the new estates?
- How can we continue to encourage and disciple new believers (eg Christianity Explored, Alpha courses, special nurture groups, more home groups)? We have run a successful "Christianity Explored" course and would like to be able to build on this with further opportunities of encouraging people, especially young adults, to Christ.
- How can we continue to encourage giving (particularly in the light of our recent legacy bequest)?
- Do we need a parish administrator?

Finance and Stewardship

(See separate documents entitled: St Johns 2017 Finance Narrative & St Johns Church 2017 Year End Accounts)

Financial management is a constant challenge. The finance team carefully manage the church funds and, as a result, St John's has been able to meet its full commitment to parish share payments for the past several years. An annual budget is prepared to regulate incomings with outgoings as far as possible. Regular giving has remained at a consistent level over the years through the generosity of donors, despite the fluctuating nature of congregation numbers. A recent generous legacy has allowed the PCC to open an investment management fund for the first time, and the finance team hopes soon to be able to register St John's individually with the Charity Commission in anticipation of income exceeding the threshold limit in the future years. Special fund-raising appeals have been made when large purchases have been required. A recent example of these is the updating of our altar frontals and clergy vestments, and a new dishwasher, fridge and freezer for the kitchen.

The PCC encourages members to give to others beyond our own church and there is a focus on supporting a number of charities, both local and national. The Gatehouse Project, working with the homeless in Oxford, is supported by a team of volunteers who prepare and deliver sandwiches to their base once a month. Retiring collections for Gatehouse are taken during Advent, and a box in our foyer acts as a collection point for clothing donations. The Besom in Witney, a Christian charity which provides crisis food parcels and household goods to vulnerable families in the local area, is supported throughout the year with food donations, and our harvest festival gifts go towards replenishing their food bank. Individual members of the congregation are also involved in running the branch. St John's partners with CAP (Christians Against Poverty). Some members of the congregation work with CAP as a Debt Coach or a 'befriender'. Others support is through regular

monetary donations. It is hoped that this work will grow as there are many facets to CAP's national work that will meet the needs of people in Carterton.

Nationally, the congregation are keen supporters of the Children's Society. Many of the congregation are collection box holders, and a special emphasis of this charity's work is made at Christmas around our Christingle service.

In past years, we gave financial support to a church in Uganda, which lapsed through a change in their leadership. We would hope to be able to develop active overseas links again in the future through a Diocesan-led initiative.

St Britius, Brize Norton

The Village

St Britius church lies in the centre of Brize Norton village which has a population of around 1,000 with Cotswold stone houses near the Church and spread along Station Road that leads to Bampton. A further group of houses lie alongside Burford Road. The village dates from the Middle Ages and is mentioned in the Domesday Book. It has two pubs (The Chequers and The Masons Arms) and is served by a modern well-equipped village hall adjacent to a recreation ground with a cricket pitch and pavilion, and a modern adventure playground. There are five farms, a small industrial estate near the old railway line and a local family run builders' merchant. The Post Office runs twice weekly from the cricket pavilion in the village. The village has its own primary school (with an Outstanding Ofsted Report) whilst toddlers and preschool meet in the Village Hall. Burford School, the main catchment area secondary school is served by a school bus from the village. The village has its own Parish Council. The village participates in the National Gardens Open Scheme and runs a number of events including an annual Village Bash, a horticultural show and bonfire event.

The Building

St Britius church is Norman with 13th Century additions and is a Grade II* listed building. It was refurbished in 1886 with many Victorian embellishments. In recent years we have made several improvements. We have added toilet facilities and a small kitchen area in the tower and, following a very successful fund raising campaign involving the whole village and including support from English Heritage, we replaced a significant part of the roof in 2013 at a cost in excess of £400,000.



In 2015 we added new under pew heating in a large part of the church and so now the members of our congregation are far more comfortable in the winter months. The tower contains a peel of 6 bells. As they hang on original wooden cradles, they are not currently safe for full circle ringing, but



we have installed an electronic chiming mechanism which allows us to chime the hour and also chime peels for normal and special services. The church is home to the laid-up Standards from RAF 99 Squadron and RAF 216 Squadron and we are pleased to welcome the Commanding Officer of RAF 99 Squadron or his representative each Remembrance Day. The graveyard close to the church is closed whilst the churchyard extension is in current use. The church is generally kept locked for security reasons with the key accessible from the churchwarden but is open each Sunday after morning service until dusk or 6 pm.



The last Quinquennial Survey for St Britius was conducted in November 2015. There were no outstanding requirements. Routine maintenance and clearance of the gutters is carried out as necessary. The churchyard extension has seen several repairs to the walls and some tree felling to prevent trees overhanging the adjacent footpath.

Organisation

The Parochial Church Council has nine members including the Chairman, churchwardens and Deanery Synod Representative. It meets at least four times a year and co-ordinates fund raising activities. Its officers, together with the Churchwarden, look after day-to-day matters, referring to the PCC as necessary. Selection of hymns is made by a small group including our saxophonist who plays when available as an addition to our organist, who plays once a month. At other times CDs are used. A monthly newsletter details church services and events. The Brize Norton Community Website (www.bncommunity.org) carries this and other items of interest and is run by the Churchwarden. St Britius has three volunteers (one based in Brize Norton Village and two in Carterton) who support the clergy team and visit housebound residents as necessary. Home Communion is also administered by the clergy where desired, usually accompanied by a volunteer. Our congregation, although relatively small, is loyal and committed and fully supportive of all events in church.



Worship Patterns & Style

At St Britius Church, the principal service on a Sunday is at 9.15am. On the first Sunday of each month there is an All Age Worship Holy Communion, otherwise the service follows the Common Worship Holy Communion service. There is also a midweek Holy Communion service on a Wednesday evening at 7 pm. "Hymns Old and New", New Anglican Edition is used. Wednesday lunchtimes sees a small group meet for a Pilgrims Lunch where there is a lively discussion of topical issues.

Worship and Teaching for Children and Young People

Although we have had a thriving Sunday Club over the years, we currently do not have enough children coming regularly to our services to hold one. However, organised craft activities are available during All Age Worship at St Britius and the results are displayed around the church for all to see. Currently, therefore, our focus is in involving children in special services throughout the year. At our Carol Service children read some of the nine lessons, sing carols un-accompanied and take part in a Nativity Tableau. The Brownies come carol singing with us around the village. Our Christingle service takes place at Candlemas when the children make their own Christingles. On Mothering Sunday the children make the posies for their mothers. On Easter Day the children help tell the Easter Story during the service by making an Easter Garden. Gifts of dried food are presented by the children at Harvest Festival. All families who have had children baptized are invited to our Patronal Festival in November as are all couples who have been married in our church. The children can see their names added to the Baptismal Rolls on the wall of the church.



Mission and Outreach and Special Events

St Britius runs well-attended Advent and Lent courses in a home group setting, in addition to the weekly Pilgrims Lunch (mentioned above). Our main focus is engaging with activities in the community at large, having a visibility at all village events. We serve tea and cakes at Village Bash which is combined with the School Fete, provide hot dogs and soup at the celebrations on Bonfire Night and hold a flower festival in church for the National Garden Scheme Gardens Open Day.



St Britius has also been involved in Service Repatriations since the hearses pass by the church en route to the Memorial Garden and Oxford. We ring the bells as they pass by and maintain a book of remembrance on the RAF altar. The Union Jack which flew in the Memorial Garden is now laid up in the North aisle adjacent to the RAF standards.



Every year St Britius hosts a pancake supper for the village on Shrove Tuesday. Members of the congregation also meet for lunch in the village pub. Our support for Historic Churches Trust's Ride and Stride event continues every year with villagers riding and members of the congregation welcoming participants to our church.



Finance and Stewardship

(See separate documents: St Britius Church 2017 Treasurers Report & St Britius Church 2017 Year End Accounts)

St Britius church finances are reasonably healthy, but, although we have met our share of the Parish Share in past years, we have recently had to eat into our general reserves to do so. We have restricted funds for Fabric and the Bells, as well as un-restricted funds for day to day running costs. We encourage regular giving through standing orders via the bank and this ensures a regular income regardless of church attendance enabling us to "budget" effectively. We also make full use of gift aid. Another regular income comes from subscriptions from the "Friends of St Britius" which includes many villagers who do not attend church regularly but wish to support our church as a living part of the village.

St Britius' congregation provide gifts for children in Europe as part of the T4U Christmas Shoebox Appeal. All our harvest gifts go to the Besom in Witney. Both of these are combined with gifts from the families at Brize Norton school. We also support the Royal British Legion Poppy Appeal with our collection on Remembrance Day.

Challenges

The fortunes of St Britius Church have varied over the years. The congregation has waxed and waned over the last decade. It grew in a very encouraging way to number around 35 to 45 on Sundays, rising to 50 to 60 at the monthly Family Service, swelling to over 150 at Festivals such as the Carol Service. However over the last five years, due in part to the undiagnosed and devastating illness of the team vicar, numbers dropped significantly. We now have between 15 and 20 communicants each Sunday out of a total of around 30 "regular" attendees. Although we have a well-stocked children's corner (our MP Robert Courts said "it was the best he had seen in all the parishes he had visited") and children are welcomed, particularly to our All Age Worship once a month, we have few takers. We are keen to reverse this trend. We are coping well with the day-to-day running of the church, but we find that we are lacking spiritual and hands-on leadership to energise the congregation and the village and awaken enthusiasm and optimism for the future.



Until 2010, we ran a very successful church plant on the then newly-built Shilton Park Estate. With the prospect of another new estate of 700 homes in Brize Norton, plus other housing developments in Carterton, maybe we can start some new initiatives in coming years.

Safeguarding of Children and Vulnerable Adults

Both churches have safeguarding policies in place. At St John's Church, a revised and comprehensive policy was implemented in 2018. The current Safeguarding Officer is Jeanette Welsh, a Health Service professional who deals with safeguarding matters as part of her job within the NHS. She is supported by the Licensed Lay Minister, Lyndsay Baker responsible for Children's Ministry. Stephen Bostock is the DBS administrator. Vicky Jackson, who is a Health Visitor Manager and as such is familiar with safeguarding procedures, makes up the team as an additional primary point of contact. All three people in the Safeguarding team have undergone Diocesan training.

General Data Protection Regulations

Both churches have adopted measures to become compliant under the new GDPR legislation introduced in May 2018. The Data Compliance Officer for St John's is Michael Thompson.

Churchyards

St Britius has its own churchyard extension situated opposite the church. Burials and interment of ashes are conducted as needed. This is principally for use of village residents and those on the electoral roll or with proven links to the church. The burial registers date back to 1568.

St John's is a Parish Centre for Worship and as such is not consecrated and has no churchyard. Although identified as a need in the Town Council's long range strategic planning, Carterton does not currently have a burial ground. Plots within the cemetery at Black Bourton Church, three miles away, are the current resting place for the deceased of Carterton.

Three crematoria serve the area: Oxford in Headington, Oxford; Garford in South Oxfordshire; and Kingsdown in West Swindon. There are two funeral directors in Carterton and several more in Witney.

Occasional Offices - Baptisms, Weddings and Funerals

The ministry team has worked hard at providing a first-rate service for these events known as "*Occasional Offices*" but we are unable to escape from national trends in what people do.

2017	St Britius	St John's
Baptisms	7	25
Weddings	1	1
Funerals	7	17 + 4 (offsite)

In past years, as a traditional church in a picturesque setting, St Britius has been a popular venue for weddings and hopefully will be in the future.

At St Britius baptisms are normally conducted at individual services to suit each family. There were more baptisms in 2018 compared with 2017. One attraction at these services is that the well-equipped children's corner keeps the many children who attend very happy and makes the church atmosphere less daunting and definitely child friendly. The children are intrigued by the Norman font and usually help with the pouring of water.



Baptism services at St John's continue to flourish. The numbers of families requesting baptism continues to be much higher than average but is steadily declining in overall numbers from previous years in line with national trends. There were 24 baptisms in 2017, plus one adult baptism. There was one wedding in 2017, but took place during 2018. The Church nationally is seeing reduced numbers of ceremonies due to the increasing popularity of civil ceremonies in all-in-one venues in beautiful locations. Carterton is not a fashionable place to get married, the church building being of a modern design does not lend itself as the "picture postcard" wedding venue. Funerals have also declined in number, also due to the increase in ceremonies conducted by non-religious celebrants. There were 17 services in St John's and four services at crematoria only. The number of baptisms and funerals have remained at roughly the same level during 2018.

RAF Brize Norton & RAF Chaplaincy

Located between the two parishes is RAF Brize Norton - the largest UK air base with approximately 5,800 Service Personnel, 300 civilian staff and 1,200 contractors. The Station is home to the RAF's Strategic and Tactical Air Transport (AT) and Air-to-Air Refuelling (AAR) forces, as well as host to many lodger and reserve units. It is home to seven flying squadrons. It is also the UK point of entry for repatriating fallen service personnel. Many families of RAF personnel live in Brize Norton and Carterton, both in MoD properties and private dwellings. The transient nature of service life means that there is a "churn" effect of families regularly coming and going through postings to other areas. Detachments overseas often mean that families are left to cope at home, while one parent is away for extended periods of time.

For many years there has been a good working relationship with the Chaplains at RAF Brize Norton. This has been an important relationship, built up since the closure of a Station Church on the base and St John's does, on occasion, act in that capacity for the base. For the past several years, the Chaplains, in collaboration with the Carterton churches, organised an informal "café style" evening service once a month, using St John's as its venue. Part of their aim was to encourage Service personnel exploring their faith to come "outside the wire" to meet in a wider Christian fellowship. This service was open to all to attend. Unfortunately, in 2018, the Chaplains announced they were no longer able to lead this. However, in view of the popularity of this type of service and a feeling that a need was being met, the clergy team of St John's decided to continue organising this type of service going forward. We always look forward to exploring other ways of working and praying together in future as this relationship of mutual support is highly valued.

Supplementary Information

Local Amenities

There are three supermarkets in the town centre - Asda, Morrison's and Aldi - along with smaller independent retail outlets. A small retail centre serves Shilton Park. A weekly street market is held on Thursdays outside the Town Hall. The market town of Witney enhances the retail offering with further supermarkets including Sainsbury's, Waitrose and Marks & Spencer, a number of modern clothing shops and a range of independent stores. Both Carterton and Witney have leisure centres and there is a multi-screen cinema in Witney. (See the Town Council website for more information: www.carterton-tc.gov.uk)

Schools

The team ministry conducts regular assemblies at some of the local schools.

St John's CE Aided Primary School (see www.st-john.oxon.sch.uk)

The School is located on the Shilton Park housing estate and continues to go from strength to strength. It has moved from an OFSTED rating of "Special Measures" to "Good", and following a recent Inspection is now being recommended for a further Inspection in the next 18 months which would rate it as "Outstanding". It has also just been rated as "Outstanding" by SIAMS. This is due to the expertise and hard work of the head teacher Mark Smith and his team, backed by a strong team of governors. The latest year 6 results show a school that is in the top 15% nationally and the school is oversubscribed. The congregation of St John's is actively encouraged to support the school by joining the team of Foundation Governors. There are currently up to seven Foundation Governors

from our congregation and other local churches acting in this demanding yet rewarding role. The setting is one where so called 'British Values' are clearly linked to the teaching of the Bible. The pupils are taking these on board in an increasing way.

Brize Norton Primary School (see www.brizeprimary.org)

Brize Norton has its own primary school with around 115 pupils who go on to Burford or Witney at the age of eleven. The school has services in St Britius Church at Christmas, Easter, Harvest and Remembrance. The clergy participate in these services and take school assemblies, and the Team Vicar has in the past been a member of the governing body. Although not a Church School it has Academy Status under the Oxford Diocesan Schools Trust (ODST).



The Brize Norton school children participate in St Britius Carol Service as well as the school's own.

Carterton Community College (see www.cartertoncc.oxon.sch.uk) hold their annual valedictory service at St John's at the end of the school year. They have recently introduced a sixth form at the school, although most pupils move on to schools and colleges in the neighbouring area of Burford or Witney.

Other primary schools in Carterton are Carterton Primary, Gateway, Edith Moorhouse and St Joseph's Roman Catholic school.

Medical Facilities

The main hospitals serving the area are in the city of Oxford where the Nuffield Trust (John Radcliffe, Nuffield Orthopaedic and the Churchill hospitals) is a recognised centre for excellence in several specialist medical fields. The Horton Hospital in Banbury is also part of this Trust. Great Western Hospital in Swindon is also within our catchment area. A small community hospital with a minor injuries unit is available in Witney, six miles away. There are three separate general health practices serving our community.

There are three veterinary practices based in Carterton.

Economic Environment

The local area has a mixture of light industrial units, retail outlets and farming activities but the vast majority of the working population regularly commutes to the surrounding conurbations for work. House prices, although at a slightly lower level than those closer to the urban areas, are still above the UK average, and the element of "second homes" is also a factor. There is an increasing level of social housing in Carterton.

The Wider Locality

The Cotswolds is an area of outstanding natural beauty with many picturesque villages and market towns, along with spectacular countryside, and attracts many tourists. The City of Oxford, a renowned seat of learning - the University of Oxford, headquarters of the Diocese at Christ Church and its administrative base is in Kidlington close-by. The Georgian town of Cheltenham is within easy distance and the historic town of Woodstock and Blenheim Palace are around eight miles away.

Motorway links to London (M40), Birmingham and the Midlands (M5) and the West Country and Wales (M4 & M5) are within easy driving distance. There is a regular bus service to Oxford, and from there connecting coach services to London, Heathrow and Gatwick airports, and other parts of the country. The main rail links are in Oxford city centre and Parkway, Didcot with stations also at local villages such as Charlbury and Long Hanborough all within easy reach of the Benefice.

Appendix 1 – Personal Specification

Qualifications/Training

Essential	Desirable
Ordained priest within the Church of England, or a Church in communion with it, or a Church whose orders it recognises	Have completed a recognised course of study on Fresh Expressions/Mixed Economy Church
Have satisfactorily completed Initial Ministerial Education	
Willingness to engage in further training that enhances skills	

Experience

Essential	Desirable
Engagement with and pastoral support for people of all ages	Leading mature and thoughtful all age worship
Priestly ministry involving vision setting and team development	Experience of doing forms of church in creative, engaging and imaginative ways
	Active engagement with local schools and experience of school governance

Knowledge/Skills and Competencies

Essential	Desirable
Ability to preach well in a variety of styles and formats to a broad range of listeners with varying outlooks, ages and understanding	Ability to make and build on links with individuals and community organisations whose involvement with the Church is limited
Ability to identify and respond to opportunities for mission	Ability to organise resources effectively to meet a large number of demands
Leadership skills including the ability to motivate, inspire and effectively coordinate both team members and volunteers	Comfortable working with computers and modern audio-visual technology
Ability to work to a Safeguarding & GDPR Policy	

General Attributes

Essential	Desirable
Able to work in sympathy with the Eucharistic tradition of both churches within the Benefice	An ecumenical outlook and willingness to work with local churches and faith groups
Evidence of a deep prayer life and ability to draw on a wide range of spiritual resources	A passion for learning and personal development for self and other team members

Appendix 2 – The Wider Context & Benefice Summary

The Wider Context

The Diocese of Oxford is the Church of England in Oxfordshire, Berkshire, Buckinghamshire and Milton Keynes. Together, we are the Church, called and sent by God as disciples of Jesus Christ and filled with the Holy Spirit. We are a living, growing network of more than a thousand congregations, chaplaincies and schools.

The Deanery Context - Rev'd Toby Wright



Witney Deanery occupies rather more than half of the District of West Oxfordshire and embraces much of the residential area which identifies itself as 'the Cotswolds', but would be more accurately described as 'upper Thames Valley'. It has an overall population of between 65,000 and 70,000, of which 20% (13-14,000) is of school age. Ecclesiastically there are 38 churches, and electoral roll numbers vary from 8 to 300. It is served by about 20 licensed clergy and a number of retired clergy, sector ministers and lay ministers whose contribution is highly valued. Together they form the Chapter, which comprises approximately 65 members.

The clergy meet monthly over lunch to support one another and pray, sometimes with a visiting speaker attending. There is a quarterly meeting for the full Chapter including retired clergy and LLMs.

The Deanery is working to focus on Mission and Support as a means of enhancing the ministry of the members of our churches. In particular we are looking to learn from one another in our ministry to schools in the Deanery and also to review our deanery plan for mission and ministry.

We hope that new members of the Chapter will want to be actively involved in our common life and be committed to furthering the effectiveness of mission at a deanery level, as well as in the parishes. We can offer a warm welcome and firm support.

Benefice Summary

Benefice:	Brize Norton & Carterton
Patron(s):	Christ Church College & Eton College
PCCs: (Names and numbers only)	St Britius: Team Vicar, 6 Lay members; ex officio members St John's: Team Rector; 9 Lay members; ex officio members including the clergy team, one Deanery Synod representative per church
Churchwardens:	St Britius: two – Dr Philip Holmes, one vacancy St John's: two – Michael Cox, Doreen Trezise
Ministers:	Curate, Licensed Lay Minister, assisted by one retired minister
Benefice paid staff:	None
Benefice unpaid staff/volunteers (numbers):	St Britius: PCC Secretary, Treasurer, Deanery Synod Representative, Electoral Roll Officer plus most of the congregation. St John's: Treasurer & Deputy Treasurer + 2 finance team members PCC Secretary/Electoral Roll Officer Various volunteers for activity groups, pastoral care and service duty rota (see above)
Buildings:	Described earlier (*)
Churchyard(s):	Yes for St Britius; No for St John's (see above)
Church Tradition:	Described earlier (*)

(*) For more information, please refer to earlier relevant sections of this document.