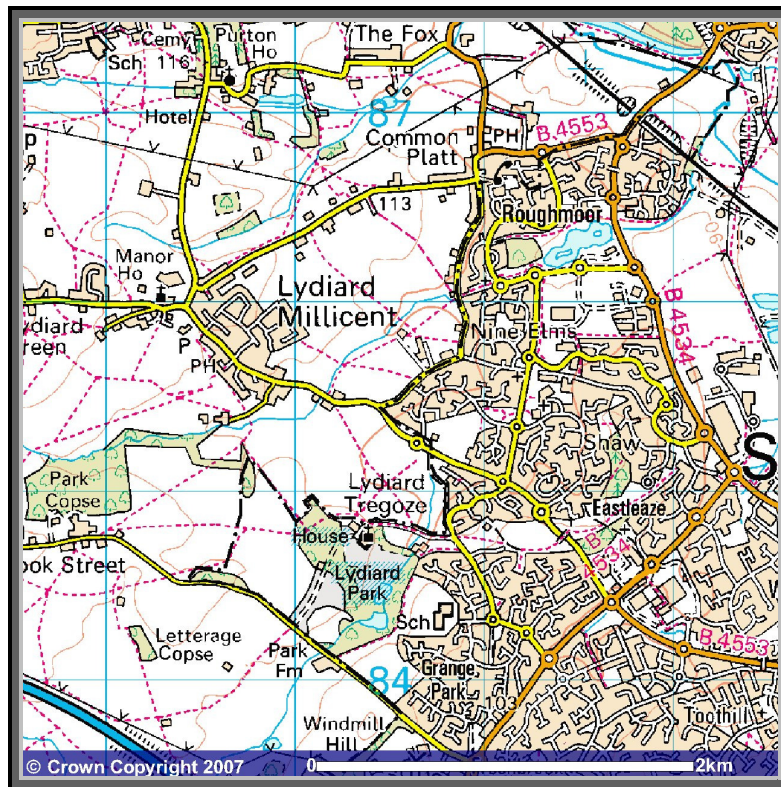


West Swindon and the Lydiards Church Partnership

Anglican - Baptist - Methodist - United Reformed Church
'Covenanted together for mission'

PARTNERSHIP AND CHURCH PROFILES



Appointment of
Anglican Team Minister (2010)

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1. The Anglican Minister

1.1. Overview, vision, and the purpose of the role

To share in the spiritual and pastoral oversight of 5 churches as a Team Minister within the Ecumenical Staff Team; working together as a broadly evangelical Local Ecumenical Partnership, in West Swindon and North Wiltshire (Diocese of Bristol). The prime foci are:

- as Minister with Spiritual and Pastoral Oversight of St Mary's Church, Lydiard Tregoz
- as a member of the Ecumenical Staff Team for the Partnership with particular focus on vision and initially on lay development. The new Minister will join the current Ecumenical Staff Team of 3 consisting of one stipendiary Anglican Minister, one stipendiary Baptist Minister and one non-stipendiary URC Minister. The team is assisted by a wider staff team consisting of other non-stipendiary and lay Ministers. Currently the URC Minister is acting as the Team Leader.

The Local Ecumenical Partnership

- ◆ The Constitution's Declaration of Intent (App 4) sets out our mission
- ◆ Current goals include : a stronger more committed praying community – within each Church and across the Partnership ; and
- ◆ Strengthened bonds of friendship and support – reaching out to others across the Partnership and beyond with Christ's love and care.
- ◆ An effective ministry to young people through the links with the Ncounter partnership

The Ecumenical Staff Team (at full complement) is made up of 2 Anglican Team ministers, and a Free Church Minister (appointed in turn from the Baptist, United Reformed and Methodist Churches), other part time Ministers, and Lay Preachers. The Partnership has features both of a 'Single Congregation LEP' and also of a 'Congregations in Covenanted Partnership LEP.' There is more information in Section 4. The Staff Team have evolved a collaborative and collegial approach to leadership and we consider this an important aspect of the team.

We believe we are on an exciting journey. The call is for a minister with pastoral sensitivity and vision to join the team now, sharing in the challenges and fresh opportunities. We support the Diocesan mission: ***'Creating communities of wholeness with Christ at the centre'***, with practical strategies for growth.

1.2. Main Responsibilities *This section indicates the scope of the role, in terms of what we see as the focus of ministry. Needs, opportunities and priorities develop over time of course. How things are done calls for discernment and judgement about each situation, and a flexible approach.*

The roles of the Anglican Team Minister

Minister in Pastoral Charge of St Mary's Lydiard Tregoz

- To provide strong leadership and to share a passion for ministry and the gospel with the people of St Mary's
- To develop a ministry of the whole church around the significant demand for baptisms and marriages at St Mary's
- To encourage and develop a distinctive ministry towards families, children and young people
- To encourage spiritual growth and use of giftings within the people of St Mary's through involvement with the various leadership teams and activities in the church
- To develop the mission of the church towards the local community
- To serve on the Governing Body of the VA Oliver Tomkins church schools
- To develop closer ties between church and local schools
- To support the ongoing maintenance of the historic church building and to seek ways to link interest in the historic building with ministry in the 21st century

Member of the Staff Team

Primary roles

- To look at the current situation of the Partnership and its local churches in terms of skills and opportunities and to help develop practical and realistic ideas to move the Partnership forward towards its aspirational goals through looking at the "big picture" and drawing on experience of other situations
- To inspire and motivate the Partnership churches, the Partnership Council and people towards full involvement in the activities as identified above
- To be prepared to take risks and to accept when ideas do not work and explore new situations
- To help move the churches and Partnership towards new and creative ways of sharing the gospel and love of God with the local communities
- To find creative means to develop the spiritual lives and gifts of people within the Partnership
- To encourage development of lay ministry and ways to recognise and cherish gifts of service and serving

Secondary roles

- To share in the Spiritual leadership of the Partnership
- To share in the collegial day to day management and leadership of the Partnership

- To find and develop creative ways of teaching and education for both mature and young people
- To share in the Marriage Preparation classes offered by the Partnership
- To share in leading worship, prayer groups and teaching activities across the Partnership
- To share in supporting colleagues within the staff team

We would expect time to be shared equally between the St Mary's and the Partnership roles.

1.3 Personal Attributes *Here we set out the qualities we see as important in undertaking the role. We recognise that together these attributes may seem demanding, and might suggest a Minister with substantial experience of leadership and ecumenical working. However we welcome a wide range of applicants, and see this role as having high potential for the personal development of the Minister appointed.*

Essentials:

- a. A person with a passion for ministry; a leader with vision; a mature spirituality – an encourager in whom God is at work with clear and evident passion! An active and living faith centred in prayer, with a heart for bringing healing to damaged lives.
- b. A person with a commitment to **Ecumenism and Christian Unity**, able to handle the sometimes challenging issues arising from our different denominational traditions and capable of coping with some complexity and ambiguity.
- c. An open evangelical in theology and practical expression, open to the ways in which the Holy Spirit can inspire, equip and heal our lives.

We recognise four marks of an evangelical approach – in broad terms:

- ◆ Upholding the authority of Christ as Lord and Saviour of our lives
 - ◆ Confident in the authority of Scripture
 - ◆ Confident in the work of the Holy Spirit in renewing lives, and
 - ◆ Willing to grow, share and reach out as the basis of developing personal relationships
- d. A leader who can also be a team player and can encourage the work of various mission and ministry teams
 - e. An effective communicator and motivator who can inspire through the written and spoken word and who can share their passion for mission to help others in their ministry
 - f. A person with ability in a range of leadership styles, envisioning, and a strong commitment to team working, possibly also developed beyond conventional church settings. A person with a collaborative, consultative and enabling leadership style who is able to discern and encourage spiritual and practical gifts in others; empowering them in Christian ministry. A person who is able to plan ahead and to solve problems creatively.

- g. Someone with experience of worship leading, preaching, teaching and evangelism in a range of styles – from fairly traditional/formal to some more interactive and experimental forms.
- h. A person with courage, risk taking, flexibility, personal resilience and a sense of humour! Similarly someone who has self-awareness and understanding of own values and attitudes, own personal giftings, strengths and development needs. Hence being open to grow through spiritual and professional development, both with colleagues and from other external resources is a significant asset.

Useful / desirable:

- i. A person with some experience of possibilities for '**Fresh Expressions of Church**'; ready to experiment in innovative and effective mission for the 21st Century.
- j. A person who will get Involved in **diverse social and cultural issues** in the Church and local communities and in helping people relate Christian faith to the workplace, home, school and wider world.
- k. A person with some understanding of **current trends in education** (children and adult) will aid work with Schools, young people and adults. Awareness of popular culture and the interests of various age groups.

2. The Anglican Perspective

Our Partnership churches lie within the Anglican Deanery of Swindon. This is a large deanery, with almost 34 church buildings, 18 Benefices, and around 20 clergy in the Chapter. A notable number of these Benefices are Local Ecumenical Partnerships, in a town where ecumenical relationships are of considerable importance. We benefit also from a resident Bishop of Swindon, who is a real pioneer in Mission. There are some Chaplaincies operating in the town which relate to our own parish: Economic Life (Asda retail in West Swindon), the Great Western Hospital, New College and the Wiltshire Police.

The Clergy Chapter is very active, and under the Area Dean there are plans to develop closer cooperation in areas such as Occasional Offices, Training and Mission Teams. The Deanery would strongly value (and indeed look for) the input and expertise of new clergy coming into the Deanery, to assist with these developments.

The Diocese of Bristol's strategy for the next five years is all about '*releasing the energy* that God has given to his church to see his kingdom come where we live and serve'. It aims to engage every congregation in a transformational process that leads to growth in commitment, partnership, influence and numbers. It seeks to encourage interesting and

innovative ways to achieve the Diocesan purpose of '*creating communities of wholeness with Christ at the centre*'. And it devolves greater responsibility for leadership to deaneries.

Swindon-wide ecumenical activity includes a Pentecost short term Radio Station Flame FM and 'Grapevine' magazine. Swindon Churches Together meets 4 times each year.

3. The Setting

3.1 Swindon Situated in the NE corner of Wiltshire around 80 miles west of London, Swindon is at the western end of the Thames Valley M4 corridor. It is surrounded by fine countryside – the Cotswold Hills, Cotswold Water Parks, source of the River Thames, the Vale of the White Horse, the Lambourn and Marlborough Downs.

Swindon Borough. Growth has been rapid and continuous – to the north, the east, significantly to the west and currently to the northwest and south. The Borough became a Unitary Authority in April 1997 and is now home to 190,000 people. Residential building and related infrastructure development still continues to the North, West and South, bringing further new opportunities for Swindon churches. Forecast population by 2011 is 208,000. The council together with partner organisations is managing several town centre regeneration projects, and the future redevelopment of the nearby Wiltshire and Berkshire Canal is under discussion.

Swindon is best known as a railway town although the “works” have now been redeveloped as a shopping complex and museum. Much of the housing still exists and has been renovated in recent times.

Over the last 30 years, Swindon has encouraged a wide range of manufacturing and service organisations – from car production to IT, and a large modern Hospital. Employment is plentiful and main employers include the UK and European Headquarters of several major organisations. Names include Zurich Financial Services and Nationwide Building Society; Intel Corporation, Motorola and Alcatel Lucent; Innogy; BP/Burmah Oil; BMW and Honda; Arval, WH Smith, BT and Thames Water; the Science Museum; Research Councils and Government Departments; English Heritage, and the Head Office of the National Trust. The Bible Society is also based in West Swindon.

There is a comprehensive central shopping complex, a Designer Outlet Village and the usual range of out of town stores. There are extensive leisure facilities, several hotels, sports and leisure centres, the STEAM Museum, the thriving Division 1 football team, a Premiere Division Ice Hockey team, a speedway arena, two active theatres and two cinema complexes. Radio and television also have local studios. There is a wide range of community organizations.

Whilst Swindon has in the past had a low image fostered no doubt by the TV program “The Office” the reality is far different. Swindon people are friendly and there is both culture and sport. Swindon is close to both the Cotswolds and the Wiltshire downs and offers walking and bird watching close by with the Cotswold Water Park to the North

and Coate Water to the East of the town. There is also a municipal Golf Course in Swindon.

The area has good road links via the M4 and fast rail services to London, Bristol, South Wales and the West. These give easy access to wide areas – especially to London, the Thames Valley and London Airport, South Wales and the West Country, the Midlands and South Coast.

www.swindonweb.com and www.swindonlink.com – useful websites.

3.2 West Swindon Plans for expanding the town began soon after WW2 with the purchase of large areas of farmland by the Borough. Building is now complete, housing around 30,000 people and a further 2000 in the North Wiltshire part of the Partnership's area.

Almost a self-contained town in its own right, West Swindon is 5 minutes from M4 Junction 16. It has a District Centre with extensive facilities. Housing is separated from the business/employment parks, shopping areas, leisure facilities and main traffic routes. Lydiard Park has been developed as a Country Park. St Mary's Church in the Partnership is closely associated historically with Lydiard House and Lydiard Park, St Mary's has collaborated in this long term development.

There are possibilities for development of some of the areas between Lydiard Tregoz and Lydiard Millicent with further housing.

The Partnership area itself covers the old parish of the Lydiards and the three wards of West Swindon. The Lydiards consist of the villages of Lydiard Millicent, Lydiard Tregoz and Hook, which have remained rural with little new development, so far. The newer housing has been developed around distinct urban villages of Shaw, Freshbrook, Toothill, Westlea, Peatmoor and Sparcells.

***Lydiard Millicent, Lydiard Tregoz and Hook** cover the largest area of the Partnership. Lydiard Millicent was a traditional rural village parish with the larger part being farmland and the population spread over the area. Lydiard Tregoz however has been absorbed into the area of West Swindon, and the adjacent Grange Park area has a mixture of housing, a primary and a secondary school, but no other facilities. Nearby is a large social housing area.*

***Freshbrook village** includes a village centre with shops, post office, pub, doctor's surgery, chemist and community centre and several sheltered housing complexes. Freshbrook Evangelical Church (FIEC) is situated nearby. There are two primary schools – Oliver Tomkins CoE V.A. Infant and Junior Schools are located on the border between Freshbrook and Toothill.*

***Peatmoor and Sparcells_village** is the newest addition to the area, with the Community School, shops and takeaway.*

***Shaw village** has a mix of private and social housing. There is also sheltered and residential housing. Near the Church, the Centre has a mix of shops, post office, pub, doctor's surgery, dentist, chemist and takeaway. There are three primary schools in this area.*

Toothill village was the first to be built with some social priority housing and some sheltered accommodation. It includes a village centre, Toothill Church, the Community Centre, shop, post office, takeaway, pub and doctor's surgery. Toothill Primary School is nearby.

Westlea village includes a primary school, West Swindon District Centre, fire station, and indoor tennis centre, together with the Link Sports Centre and public library, Shaw Ridge leisure park and local community centre. St Peter's Roman Catholic Church & Gateway Evangelical Church is close by.

Some 64% of the population of Swindon was aged under 45 at the last census (probably higher in West Swindon). Around 50% of residents are from the local area, with others having moved from all parts of the country and beyond, often for work reasons. This contributes to a mobile population pattern in the establishing communities and a wide social mix. A small proportion of people (5%) come from non-white ethnic groups.

Further and Higher Education. New College and Swindon College offer varied opportunities for further education.

Local Transport. There are good regular bus links with the West Swindon shopping complex and the Town centre. The rail links with London, the Southwest and South Wales enable many people to commute to London, Reading and Bristol. Motorway travel is about 80 miles to central London. Road and rail links to the Midlands and South Coast are also good. There is an excellent pattern of cycle ways within West Swindon and many footpaths make easy walking.

Shopping and Facilities. There is a large Asda supermarket within the West Swindon complex, and Sainsbury's and Homebase stores nearby. West Swindon village centres also have local shops. The Link Centre has sports halls, swimming pool, ice rink and library. The nearby Shaw Ridge Centre has a multi-screen cinema, bowling and restaurants, while at Westlea there is a popular Indoor Tennis Centre.

Information. The Link Magazine, delivered free in North & West Swindon, provides community news and information. <http://www.swindonlink.com/>

3.3 Wiltshire County Council The north eastern part of Wiltshire is a rural district with a rich and varied landscape from the open chalk downland in the south east to the ancient woodlands in the Braydon Forest and the river Avon valley. Lydiard Millicent and some parts of West Swindon lie within the North Wiltshire parliamentary constituency. Local services are provided by Wiltshire County Council www.wiltshire.gov.uk

Education provision is of a high standard. In Wiltshire there is a Local Primary school www.lydiardmillicentcofe.wilts.sch.uk and good secondary schools in nearby Wootton Bassett (with 6th form) www.woottonbassett.wilts.sch.uk and at Purton www.bradonforest.wilts.sch.uk. Bus services operate to both these schools. Further good post-16 provision is available at New College www.newcollege.co.uk and Swindon College www.swindon-college.ac.uk

4. The Ecumenical Partnership

The Partnership came into being in 1988 when much development was taking place in West Swindon. Local authority planning there had decided to allow for only one church in each developing area. This encouraged the growth of Ecumenism, and hence the birth of the Ecumenical Partnership. A novel feature of the boundary-drawing was to include 4 West Swindon Churches, with All Saints Church, Lydiard Millicent in adjacent North Wiltshire but also within Bristol Diocese.

- ◆ There are **five Local Churches in the Partnership**, each having multi-denominational memberships of varying sizes. Whilst each of the Local Churches has its own distinct character, the underlying ethos of the Partnership is Bible based and broadly evangelical.

There are four Parent Bodies involved in the LEP. The Partnership is also actively engaged with Swindon Churches Together, the Sponsoring Body.

In relating to Denominational Parent Bodies the LEP is part of

- ◆ Swindon Deanery of the Bristol Diocese
- ◆ West of England Baptist Association (WEBA)
- ◆ Upper Thames Methodist Circuit in the Bristol District
- ◆ United Reformed Church South Western Synod

- ◆ The **Staff Team** (see Appendix 1) includes appointments from all four Parent Bodies, full and part time staff, both paid and unpaid. The Wider Staff Team also includes Lay Ministers and Lay Preachers. Many combine their Partnership service with other working roles.
- ◆ The **staff team** has in the past used an external consultant to assist the team in finding ways of working effectively together whilst recognising denominational differences of structures and processes yet emphasising our unity of purpose. We shall use an external consultant to help to integrate a new member of the team to supplement our induction process.
- ◆ The **Partnership's membership** comes mainly from the West Swindon and north Wiltshire, and reflects the wide social, cultural and age range of the area. As is now common, people do not necessarily join or worship with the church nearest to them. Hence each church attracts a distinct membership from near and farther afield, identifying strongly with their local church, while benefiting from the diversity of the Partnership's ministry and opportunities.
- ◆ **Partnership governance** includes the **Partnership Council** (previously the Ecumenical Church Council). This is responsible for running the affairs of the Partnership with the Staff Team, and includes elected representatives of the 5 Local Churches. The main functions include Oversight, Regulatory and Governance issues for the Partnership. Each Local Church also has a locally appointed **Church Committee or Leadership Team** (often with a lay chair), responsible for planning and leading local activity, ministry and mission, pastoral care, and leadership.

- ◆ There is a tradition of membership involvement within the churches. Hence a will to establish a stronger sense of covenanted relationships within the Partnership and beyond, as expressed in the **Declaration of Intent** for the new Partnership Constitution (see Appendix 4). In autumn 2004 the Partnership underwent an external LEP review, and the then ECC and Local Churches responded to its recommendations. At the same time a new Anglican Diocesan strategy for ministry was introduced. Hence there have been some changes to staff allocation, and new thinking about the role and responsibilities of lay leadership.
- ◆ There is an increasing desire to **work together in mission and outreach** – to develop Youth Work, Evangelism, Schools Outreach, Chaplaincy and a greater sharing of worship. Recent activities include:
 - ◆ *Partnership wide the successful ReMix mission initiative, working with the Ncounter Partnership <http://ncounter.co.uk/> to reach out to young people (about 40 each week) of secondary school age most of whom have little church connection.*
 - ◆ *TGIF Youth faith exploration has started as a follow on to ReMix at the request of the young people.*
 - ◆ *Messy Church has started recently meeting on Sunday afternoons on a monthly basis.*
 - ◆ *Joint Marriage Preparation courses held in conjunction with neighbouring Purton Churches (and North Swindon);*
 - ◆ *Continuing support for regular Alpha courses and other courses for new Christians*
 - ◆ *Staff contribute to local radio broadcast output*
 - ◆ *Revision of the Partnership Constitution ‘Covenanted Together for Mission’*
 - ◆ *Lay chaplaincy at the West Swindon Centre at Asda, and at the Post-16 New College*
- ◆ The **Partnership Office** based at Holy Trinity Shaw provides some **central office services**. The part-time Administrator handles a significant amount of the common administration as a service provider, although some admin is also handled within each local church. Much use is made of the **internet and email** for communication among Staff and members – sharing documents, news and information, and researching, resourcing information. We are in a highly technology-aware setting, and seek to exploit its benefits while remaining inclusive to non-users also.
- ◆ The Partnership has a Website, to which each of the Churches links its own website as these also develop. The current version is at www.wswinlyd.org.uk
- ◆ In our LEP we offer many opportunities for creative ministry, to help meet differing liturgical, pastoral and missionary needs among the Partnership Churches.
- ◆ The Partnership sets its own **financial budget** each year and the levels of contribution to the common purse requested from each of the five churches. This covers ministerial salaries, central costs, Partnership-wide expenses and contributions to the Parent Bodies.
- ◆ The Local Churches also manage **local income and expense budgets**. Each Church allocates a proportion of its income to **support a range of missions and charitable organisations**, local, national and international. The organisations supported and the allocations of giving are decided locally by each Church.

- ◆ All ministerial expenses are met from the Partnership funds and we largely follow the Diocesan model for expenses covering office supplies, travel expenses and office expenses. The office handles occasional office fees.

5. The Churches of the Partnership

Profiles contributed by the churches

5.1 St Mary's, Lydiard Tregoz



The church has a mixed congregation of all ages and social backgrounds, with a weighting towards older people and younger families (several 'single-parent'). St Mary's is seen as a 'family church'. The membership is 73, with an average weekly attendance of 52, including 12 children. The church is formally a part of the Ecumenical Partnership and operates as do all the churches as an Ecumenical fellowship, although the absence of a formal sharing agreement imposes some limitations, particularly in respect of weddings.

There is a Morning Service each Sunday at 10am and evening worship usually twice a month at 6.30pm. Services use a variety of styles; from more formal Prayer Book through to interactive All Age. There is a Junior Church run concurrently with the Morning Service.

The beauty of the church with its delightful situation in the park leads to a strong demand for both weddings and baptisms. These offer significant potential for ministry and the Partnership has recently instituted a training session for those seeking baptism. The Partnership offers a well respected and popular Marriage Preparation course over 2 sessions.

St. Mary's is a 13th Century building with 15th Century additions. It is listed as Grade 1* by English Heritage. It has a historic triptych and some monuments and a burial vault and is often featured in programs about historic churches. It has box pews one of which is used as a crèche when needed.

It is located adjacent to Lydiard House, in parkland owned by Swindon Borough Council and the staff of Lydiard House and leaders of St Mary's work closely together to promote both House and Church. Housing now extends to the fringes of the Lydiard Park, and the church's 'pastoral area' (pop. around 11,000) includes Freshbrook, Grange Park, the Prinnels, Hook, where there is an open church cemetery, and areas of Wiltshire countryside.

Weekday activities include 3 home groups, a music Group, Flower Guild, Bell Ringers, and a Mothers Union (serving the whole Partnership).

The Church is managed by an elected Ministry Leadership Team, supported by various Ministry Teams for managing the Building, Worship, Finance and Pastoral Care.

St. Mary's is notably supportive of local and international mission and charity: Bible Society, Tear Fund, Filling Station, Church Army, Women's Refuge, Bethany Children's Trust, and CMS (through a Link Missionary in D.R. of Congo).

There are strong connections with Oliver Tomkins School and significant opportunities for development of relationships with nearby Tregoze School and Greendown Secondary School.

The church's goals include growing its prayer life, sense of fellowship, children's ministry and worship as a means of outreach.

5.2 All Saints, Lydiard Millicent



All Saints is one of two older parish churches in the Partnership, in the North Wiltshire village of Lydiard Millicent. The church is a 15th century listed building (Grade 2*), which has undergone major repairs to its structure with support from English Heritage. The south west corner serves both as a resource area and crèche. The 2005 Quinquennial Report's recommendations have also been completed (c£20K).

The Anglican Team Minister has spiritual oversight and pastoral responsibility for the village community (pop. 1500+) including Greenhill and Greatfield, plus the nearby communities of Sparcells and Peatmoor (pop. 3,500+). The current membership is 123 - including Anglican members (30%) and others holding multi-denomination membership (c67%). An eclectic fellowship, its members and Sunday worshippers come from the village and 50+% from a wider surrounding area. Average Sunday attendance in 2008 was 107 including around 20 children and young people. In a typical year the Church sees 15 thanksgivings and baptisms, 5 weddings, and 6-8 funerals in Church (plus several others held locally).

The Church is represented on the board of governors at Peatmoor Community School www.peatmoor.org.uk and is also involved at the popular CofE VC Lydiard Millicent Primary School www.lydiardmillicentcofe.wilts.sch.uk with two foundation governors. The Team Minister is an Ex-Officio member of the governing body. There are good educational and pastoral links with the Church.

All Saints growth plan and vision statement are about mission and evangelism to all sections of the community. Alpha and Youth Emmaus courses run regularly and a variety of activities for all ages and community involvement across the parish and partnership reflect our commitment to reaching out to those around us.

In 2005 the former Church Committee was transformed to become a Leadership Team, supported by 6 Ministry Teams. With these in place the Church currently has 2 elected Church Wardens.

www.allsaints-online.org.uk

All Saints Growth Plan and Vision

There are three basic strands:

Maternity: People coming to new birth in Christ.

We actively encourage this through; baptism and wedding contacts (including our baptism and marriage preparation sessions), Alpha and Youth Emmaus, Children's groups, Sunday worship and our involvement in the local community. There is an expectation that people will come to faith and courses are provided to encourage this.

Nurture: Growing faith

It is not enough to simply come to faith – all members of the body of Christ need to continue to grow in faith. The church encourages this through prayer triplets, home groups, Men's Group, and courses such as *Freedom in Christ*. To this end money and time are put into training, so that people who are involved in leadership grow as they serve Christ.

Adventure: Taking risks for Christ

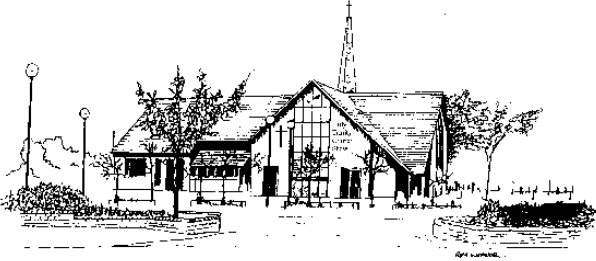
People who have come to faith and are disciples need to DO something, and in accordance with the Great commission GO out into all the world. We seek to do this locally: e.g. helping with people who live on the streets of Swindon through the *Filling Station*, as well as being involved in mission internationally through our links with CMS, MAF and Toy Box.

We will continue to seek opportunities to take our faith out and stepping out of our comfort zones, be it enabling people in their places of work, or sending people out in mission. We would like to send a team out internationally. We annually hold a children's holiday club either in the village or in Peatmoor and have recently started a Puppet Team. In the meantime a Mission is planned for 2010.

Key to all that we do is this that All Saints Church is one where we seek to “***Renew the Church and Reach the Lost***” To reach others we ourselves need the constant renewing of the Holy Spirit.

5.3 Holy Trinity, Shaw

Shaw is a relatively new area, with most housing built within the last twenty five years. Anglican owned with a Sharing Agreement, the church building is set in the Village Centre, and used by many community groups during the week. Although the area is relatively affluent, with low levels of unemployment, there are areas of social housing



with some deprivation. There is a high proportion of one-parent families. It has a below average age profile, although the initial 'baby bulge' has now reached teenage years and there are some second-generation adults. The number of senior citizens is relatively small and, with the exception of a

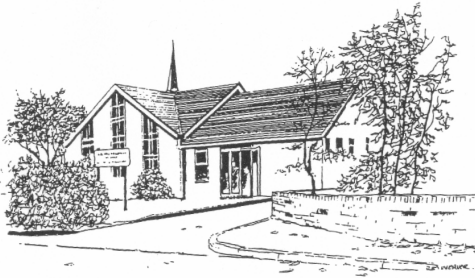
sheltered housing project near the church, there is not much provision for this age group. There are few social or community projects, this poses a particular problem for teenagers.

The church membership reflects the age profile of the area, some have lived outside the UK, and most have no strong denominational affiliation. Holy Trinity has evolved its own style which hopes to take the best from sponsoring denominations and elsewhere. Worship, for example, includes more experimental formats. Up to 6 folk from the nearby supported housing project for those with severe disabilities who come with their carers are regular worshippers on a Sunday. Many church members are very involved in the life and work of the church, including leadership in worship. However, it should be added that the stresses which come from the demographics of the congregation (older parents living out of the area, children at home, and demanding working lives) also limit the amount of time church members have available.

The church derives significant unity and identity from a broadly evangelical theological position rather than from any particular churchmanship. Shared values include the relevance of Scripture and the importance of all individuals (regardless of age or ability).

As a church, the membership are excited about the opportunities which God has in store for them, and are keen to work together with the ministry team in continuing to discern His call on them and following where He leads.

5.4 Toothill Church



Toothill Church began life in a builder's hut when the first homes in the new expansion were being built in the early 1970's. The Church was built by the Methodist Church as an ecumenical building with a full sharing agreement; as such it was the first Methodist Church to have a baptistry and a confessional box! It opened in 1979, and at that time was also used for Roman Catholic worship. The church is situated in the village centre with excellent parking facilities. Toothill has a

population of 6,500; the Church membership in 2008 was 35, with an average attendance of 35.

The church has one large area, which is used for Sunday worship and weekday activities. There is also a meeting room that can be divided into two smaller rooms, toilets which are fully accessible, and a kitchen.

Worship takes place on Sunday mornings. An effective pastoral group ensures that all those associated with the church are cared for. The church is involved through volunteers, users, and ministerial support for the Community Café which opens in the building every Monday, bringing a wide cross section of the community into the building and to a place of support and friendship.

The church has a vision to be the centre of the life of the urban village. It celebrated the 30th anniversary of the establishment of a worshipping community in Toothill in 2006. There is a visible growth in the spiritual maturity of the members who are working hard to make the church welcoming to newcomers.

Toothill was the first part of West Swindon to be built; it has a wide variety of housing that includes private, social housing, and sheltered housing. The needs in this area are also varied from single parents, to immigrant and those with special needs.

5.5 Westlea Church

Westlea church started as house groups from nearby Toothill and Gorse Hill Baptist churches, meeting on one of the new West Swindon estates, when the Local Ecumenical Project was set up in 1983. There is now a non-stipendiary minister with oversight of the church. The Staff Team and others lead worship.



Westlea Church is a small fellowship of 25 members that meets every Sunday morning at Westlea Primary School. There is regular attendance of about 20 adults and 12 children. The congregation are composed largely of families; a few retired people; several of whose spouse or family do not attend; and a few singles and younger couples.

The church has a team of 4 elected lay leaders. They are responsible for the day-to-day running of the fellowship. The decision making body of Westlea is the entire membership, who meet quarterly.

The worship is mainly Free Church in style, but using liturgical input from all traditions. The NIV Bible is generally used for readings, and most songs and hymns are on OHP slides or using a data projector, although we also have 'Songs and Hymns of Fellowship'. Whilst members come from all denominations, there are also some new Christians. There are active 'Sunday Club' groups for ages from toddlers to teenage, though leadership is a challenge. Once a month there is a children's fun session based loosely on 'Rock Solid' material.

There is a regular house group, and more than half of the members attend. There is a weekly 'First Steps' group for toddlers and carers, a monthly prayer meeting and occasional social gatherings and outings. Friendship evangelism is a core activity, and the members help to circulate prayer cards and Christmas cards to the houses in Westlea.

The church considers itself evangelical, and would like to have more people available with more time to make a greater difference to our area.

Revd Anne Carter	Free Church (Baptist) joint ministry to Holy Trinity Shaw and Toothill Churches in post for 2 years.
Revd Dick Gray*	URC Minister, Westlea Church (p/t). In post 6 yrs. Partnership Treasurer; Treasurer of United Reformed Church South Western Synod; current Team Leader.
Revd Tudor Roberts	Anglican Team Minister, All Saints Lydiard Millicent in post for 2.5 years.
Current vacancy	Anglican Team Minister St Mary's, Lydiard Tregoz.

Note: Ministers indicated * are unpaid by the Partnership.

Wider Staff Team

Revd Mike Dilly	Baptist Minister but who has another full time post
Mark Dowling	Methodist Local Preacher
Rachel Dowling	Methodist Local Preacher
Gordon Partridge	Methodist Local Preacher
Revd Jan Partridge	Retired Methodist Minister
Di Benbow	Anglican Lay Reader

Other ministers within the Partnership

Revd Patricia Roberts	The wife of Tudor Roberts is an Anglican priest who is has permission to officiate within the Partnership. Whilst she has done a great deal to assist St Mary's during the vacancy, she does not wish to be a member of the staff team, rather a supporter of her husband's ministry. She will relinquish all aspects of her ministry at St Mary's when a new minister is appointed.
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Partnership Officers

Chair, Partnership Council (PC)	Revd Dick Gray
Vice Chair, PC	Lesley Franklin
Partnership Administrator (p/t)	Brenda Hicks
Partnership Treasurer	Revd Dick Gray
Partnership Secretary	Lesley Franklin

	Holy Trinity Shaw	St Mary's Lydiard Tregoz	All Saints Lydiard Millicent	Westlea	Toothill
Minister with Spiritual Oversight	Revd Anne Carter	Vacant	Revd Tudor Roberts	Revd Dick Gray with Revd Mike Dilly	Revd Anne Carter
Memberships	42	73	123	25	37
Average Attendance including children	35	52	96	33	35
Junior 3-10 Church	About 3 children	About 12 children	About 20 children	About 12 children in Sunday Club	
Home groups	1 Home Group	3 Home Groups	6 Home Groups	1 Group attended by half the membership	2 groups meet for short spells at a time
Building	Modern Anglican with Sharing Agreement	Medieval, Anglican, Grade 1* listed	Medieval, Anglican owned, Grade 2* listed	at Westlea Primary School	Modern Methodist with Sharing Agreement
Youth activities 11+	Fortnightly secondary school group; weekly ReMix –a Partnership activity	None	Pathfinders (Ignite) Emmaus	Godzone	
Uniformed Orgs. Alpha	Guides, Brownies	None	None	None	Scout Group affiliated
Parents / carers & toddlers			Held annually Crèche; Stepping Stones (12C + 10A)	First Steps	
Mission Links	BMS Mission Link to Guinea, Bless Organisation , Filling Station	Tearfund, Bible Society, CMS Congo, Bethany Charitable Trust, Church Army	Tearfund, Mission Aviation Fellowship, Bible Society, Church Mission Society, Christian Aid, Toybox, Willows Christian Counselling	Tearfund	BMS Mission Link to Guinea Christian Aid (and 2 named projects)

	Week 1	Week 2	Week 3	Week 4	Week 5
All Saints 8.00am	Communion CW	Communion BCP	Communion FC	Communion BCP	Communion BCP
All Saints 10.30am	Morning Service	Communion	All-Age Family Service	Communion Anglican	Joint Partnership Service
All Saints 6.30pm				Evening Service (varying forms)	Evening service (varying forms)
St Mary's 10.00am	Morning Service	Communion Anglican	Family Service	Communion CW / FC	Joint Partnership Service
St Mary's 6.30pm	Pattern varies		Pattern varies		
Holy Trinity 10.30am	Pattern varies				Joint Partnership Service
Toothill 10.30am	Pattern varies				Joint Partnership Service
Westlea 10.00am	Communion FC	Family Service	Morning Service	'Swap Service'	Joint Partnership Service

The fifth Sunday morning service takes place in each of the churches in turn.

Appendix 4 Extracts from the Declaration of Intent in the Partnership

The Covenant

'We, the members of the West Swindon & The Lydiards Church Partnership reflecting the traditions of the Anglican, Baptist, Methodist and United Reformed Churches, agree to the following Covenant :

We affirm our common faith in God, Father, Son and Holy Spirit, according to the Old and New Testaments, and as expressed in the Apostles and Nicene Creeds. We rejoice in the wide variety of our Christian heritage, and thank God for the opportunities He gives us to grow together. Believing we are called by God to serve Him in the world, we commit ourselves to that calling – to 'BE the People of God and EXTEND the Kingdom of God throughout West Swindon & The Lydiards.'

We specifically commit ourselves prayerfully:

- ◆ *to seek to understand more clearly the Vision of God and His calling to grow His kingdom here*
- ◆ *to discover more from the Scriptures about the theological basis for our unity-in-mission, and its practical consequences*
- ◆ *to conform ourselves to the values of Jesus, as enshrined in his teaching on discipleship and our 'Declaration of Intent'*
- ◆ *to share together in missionary outreach to the people that God leads us into contact with through our daily lives*
- ◆ *to serve all the people of West Swindon & the Lydiards with the same unconditional covenantal love that God has for them.*

This Covenant will be reviewed every 7 years, as determined by the Sponsoring Body.'

◆ Our Shared Vision

'Our Partnership needs Vision – a shared sense of what God is calling us to become, and where His Spirit is inspiring us to journey together. Some key themes have emerged from our shared deliberations, which have been especially inspired by the Old Testament prophets (especially from Isaiah 6)

- ◆ *God's holiness – and our need for repentance from past attitudes*
- ◆ *God's glory – that we are called to reflect in our church life*
- ◆ *God's kindness – leading us through times of wilderness into the 'Promised Land'*
- ◆ *God's vitality – creating new life and growth bubbling up into us*
- ◆ *God's call – leading us into practical action for His Kingdom*

In sequence the process is: Vision of God – Repentance – Call by God – Action – Growth for God.

*Through this process we believe that God is revealing Himself and calling us to a Vision of Growth, summed up as : **'We exist in order to BE the People of God and EXTEND the Kingdom of God throughout West Swindon and The Lydiards'.***

Like the combined heat of five burning coals, we can grow together, to be more than the sum of our individual parts!

Appendix 5 Accommodation – the Parsonage

At present we have agreement from the Diocese of Bristol to acquire for us a new parsonage within walking distance of St Mary's, probably in the Grange Park area.

This is most likely to be a modern house which meets the Diocesan standards for parsonages.