



# St Mark's Church

LEAMINGTON SPA

## PARISH PROFILE



Belonging... Believing... Becoming...

Spring 2023

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## Bishop's introduction



Under the leadership of the last incumbent, St Mark's, Leamington have begun to rediscover their shared life and mission. With the COVID pandemic some small distance behind us, St Marks are re-energised about their vision of Belonging, Believing, and Becoming. It is an expression of the PCC's faith in the God of healing and renewal, resurrection and kingdom-building.

With a wider range of theological expression developing over the past few years, we are seeking a wise, godly leader, who will join this expectant Christian community, and walk the journey of faith with them, helping them grow into their vision for their distinctive identity, encouraging a journey of faithful discipleship and their particular role in God's purposes in the wonderful town of

Leamington. There a good-sized congregation across all ages, many really committed lay leaders, so there is a great deal to build upon and a real readiness to move forward and beyond.

Leamington houses a large student population from the University of Warwick, and the parish of St Mark itself includes Warwickshire College, which attracts students from all over the world as well as locally. With an increasing emphasis on people in their twenties and thirties in the Diocese, St Mark's has the potential to make a vital contribution to mission and ministry with this age range in Leamington.

I look forward to applications from people who are enthused by the prospect of enabling St Mark's to embrace our vision for the Diocese for Restored health, New growth and Renewed relationships.

I commend this post to you.

With my prayers

+ Christopher

## Deanery summary



Warwick and Leamington Deanery lies in the heart of the Diocese of Coventry, and at the heart of England. The two towns are adjoining, and people move readily between them. The deanery also includes the town of Whitnash, and several villages which also merge into Warwick and Leamington: Budbrooke, Hampton Magna, Hampton on the Hill, Bishop's Tachbrook, Old Milverton (adjoining St. Mark's), Lillington and Cubbington. The total population is around 100,000, with a lot of new housing being built.

## Warwick

Warwick had a population of about 37,000 at the 2021 census.

There are five parishes in Warwick each with their own parish church and vicar. All Saints, St Mary's, St Paul's and St Nicholas are

formally constituted as a team and St Michael's Budbrooke works with the team in a more informal way. There are several local authority and private schools in the town and the presence of Warwick Castle means it is an important tourist destination. There is a good hospital in Warwick.

## Leamington

Leamington, Whitnash and Cubbington had a population of about 65,000 at the 2021 census. There are ten parishes (twelve churches) each with their own vicar or curate-in-charge. The town has the reputation of being a wealthy Spa town. It is divided socially into north and south Leamington by the River Leam. The north of the town was developed by the Victorians. The south side of the town has significant pockets of deprivation, particularly in St. John's and St. Mary's parishes. As in Warwick, there are good local authority schools and private schools.

There are 15 parishes in the Deanery, comprising 17 Churches in total. They cover a wide spectrum of traditions. We are a very friendly, supportive and open clergy chapter. At our meetings there is always plenty of laughter, real sharing, and prayer for one another.

The Deanery is geographically small, and people tend to choose to worship at the church that best suits their needs. As well as the Anglican churches, there are many other churches in Warwick and Leamington and the ecumenical links are good. Initiatives such as The Well Christian Healing Centre, Thrive Youth Ministries, Food Bank, Street Pastors in Leamington, CAP, and Flourish have been envisaged and organised by the different churches working together.

We are a growing Deanery with large amounts of housing being built in the south, presenting exciting challenges for future mission and ministry. The new diocesan strategy for growth has seen a Mission Hub Resource church appointed in Leamington, which is working with the Deanery Mission and Pastoral Committee on a deanery plan.

*Rev Jonathan Jee, Area Dean and Vicar of St. Paul's, Leamington*

## Our church

St Mark's is an inclusive, evangelical church in a popular residential area in the northwest of Royal Leamington Spa.

Our journey together over the last few years has been to explore what it means to be a community sharing God's love. The COVID-19 pandemic interrupted this in some ways, but in others it has allowed us to try new things and be braver than we previously would have dared.

We encapsulate this in our vision statement, developed in early 2022 and inspired by Ephesians 3:17-19:



### ***Belonging... Believing... Becoming...***

***A community of believers, sharing God's love with the world.***

*We are called by God and enabled by the Holy Spirit to grow as an inclusive, worshipping community. We seek to encourage belonging and nurture believing, together becoming followers of Jesus who share God's love with the world.*

This vision is illustrated by the cover image of the tree with deep roots, a strong trunk and branches bearing fruit. We would like to continue to grow our ministry using this vision to meet the needs of the parish and our church community.

We have:

- A multi-generational congregation of open, thoughtful, caring and exploring people.
- A reputation as a safe space of affirmation and nurture for all who have previously found churches difficult places to be, including members of the LGBTQIA+ community.
- A place where it is safe to ask questions about faith and to explore how that faith then develops as we work out what God is asking of us as individuals, as part of St Mark's, and as members of our local community.
- A desire to invest in the personal and professional development of our new incumbent, with our encouragement that they make time for ministerial training, retreats, appropriate holidays and rest.
- Paid staff supporting the work of the church – a full time children's and families work coordinator, two administrators who job share the part-time role, and a cleaner for the hall complex.
- A good number of talented musicians who support varied contemporary worship at our main Sunday services, along with several organists for Thursday and occasional services.
- A commitment to look after God's creation with an active Eco Church team and current Bronze level Eco Church award.
- A commitment to diversity and inclusion. There are some diverse opinions around inclusivity within the congregation, but we strive to model disagreeing well, and endeavour to include everyone on our voyage of discovery. We celebrate the things we have in common; our love for God; our understanding of ourselves as loved, accepted, redeemed and freed; and our desire for this life-changing knowledge to also transform the lives of those around us.



## Belonging...

This area relates to the ground under the tree and the roots in the cover picture. We aim to follow Jesus's example offering acceptance and inclusion to all. Our hope is that visitors too can find safe shelter and solid ground. It is from this relational and safe place of belonging that roots can be put down, and the deeper questions of life and faith can be explored.

*To prepare this profile, the congregation – of all ages and abilities – were asked what kind of place they would like St Mark's to be, or to continue to be.*



### Church community

Our vision is rooted in the belief that everyone can find a sense of belonging in God's family. Most people who come on a Sunday will also meet others during the week, socially and through Small Groups. There are many firm friendships across the congregation, and there is a good buzz of friendly conversations over tea and coffee before and after services. A café-style time before the more traditional Thursday morning service has been well attended by our more senior congregation and parishioners.



Church-organised social activities are on the increase again after the pandemic. Small Groups often hold their own social activities, and church social events such as quiz nights have been well supported with a number of people attending from outside our regular membership. We also have a tradition of church lunches after Sunday services several times a year.

## Additional needs

We are members of [Inclusive Church](#) and therefore have adopted their mission statement:

*We aim to be a church which celebrates and affirms every person and does not discriminate. We will continue to challenge the church where it continues to discriminate against people on grounds of disability, economic power, ethnicity, gender, gender identity, learning disability, mental health, neurodiversity, or sexuality. We believe in a Church which welcomes and serves all people in the name of Jesus Christ; which is scripturally faithful; which seeks to proclaim the Gospel afresh for each generation; and which, in the power of the Holy Spirit, allows all people to grasp how wide and long and high and deep is the love of Jesus Christ.*

There are some practical and financial challenges with welcoming and serving all people, particularly as the building is Grade 2\* listed, however, we are keen to explore this and a Grants Team has been formed to take this forward. We know that inclusion isn't just about changes to our physical space though, so we are looking at ways to enable *everyone* to experience God in our services. We encourage movement around the church during services and have spaces for those who need somewhere to retreat to. We try to explain what we are doing so there are no surprises or inexplicable rituals. We are building an online congregation of those who cannot physically attend, and the live comments during the service are drawing this scattered group of people together. We are excited to welcome a new incumbent who will help us develop this radical welcome further, challenging our thinking and actions.



## Services

We encourage belonging by providing a varied mix of [services](#). Our main Sunday 10am service is fairly informal and attracts all ages. Sung contemporary worship is usually accompanied by a music group. There are groups for under 14s during most services, with all-age worship once a month. The all-age service contains a quarterly parade by the uniformed organisations. This service is an opportunity for development and growth to engage the mixed congregation. We are encouraged that these services are seen as interesting and appealing for all ages, and the adults leave as energised and challenged as the children. Prayer ministry from a small, trained and committed team is offered regularly after most morning services and at other times. It would be great to see this expand as people develop their experience and expectation of God working through this.

The Sunday 6.30pm service is informal and encourages discussion. It is ripe for development, having fluctuated in number and style without fully finding its identity or realising its potential yet. It would be great to transform this service into the Spirit-filled, prayerful space that it could be.

The Thursday 10.30am service is a traditional service preceded by café style fellowship. Sung worship is usually accompanied by the organ and there is a strong sense of community among this congregation.

*Our average attendance in 2022 was:*

- *Sunday 10am: 90 adults and 15 under 16s. An average of 15 watch the service online live, with a further 30 views over the following seven days.*
- *Sunday 6:30pm: 15 adults and 3 under 16s.*
- *Thursday 10.30am: 15 adults*

We estimate that on average about 120 adults attend at least one weekly service at St Mark's. These numbers are a little less than pre-pandemic. We recognise that people's relationship with regular attendance at church has changed but would love to see our worshipping community grow in number.

## Lay involvement

St Mark's has always had a good number of gifted lay people who have been involved in leadership. Roles include leading services, preaching, sung worship, prayer ministry, pastoral care, children's and youth work, PCC and subcommittees, leading courses and Small Groups. We have two committed and active [Lay Readers](#), Amanda and Marie, as well as two ordained ministers who work in chaplaincy or the charitable sector but offer time on our rotas and support to the incumbent.

## Outreach

We run a number of activities that seek to provide for the local community, including those who wouldn't normally come to church.

Our Toddler Group meets twice a week for children under 5 and their carers. Around 17 families attend regularly. There is plenty of tea, coffee, play and chat, and a short bible story and prayer time. Toast is served for everyone and the session ends with a few songs. This is a great form of outreach as we will often see these families at Christmas and Easter or when they bring their children for baptism. Most of the children will go on to attend one of the schools we work alongside, so we continue to see them as they grow.



Friends in Retirement (FIRs) lunches are held monthly. These are attended by around 25 older people, some of whom do not attend St Mark's. It's a great way for us to keep up to date with some of our senior members and find out how we can support some of the elderly in the parish.

In 2022, in response to the war in Ukraine and resulting refugee crisis, some members of our congregation were involved in arranging and participating in a Concert for Ukraine. The Leamington Sinfonia, a Polish Community Choir and many other local musicians contributed to a wonderful community event. Over 200 attended and around £3,400 was raised for the DEC Ukraine Humanitarian Appeal.

We support the [Warwick & Leamington LGBTXians](#) group, particularly by attending the annual Warwickshire Pride Festival, held in Leamington Spa. A group from St Mark's joined the march and supported the stall in 2022, chatting with festival-goers and handing out stickers. A number of members of the group and people we met at Pride are now regular members of the congregation.

We have previously run courses for adults seeking to find out more about the Christian faith but this is an area which hasn't fully restarted after COVID. Numbers have varied over the years from 3-15 participants and we would love to see growth in this area as another way to reach out and minister to people from our local community.

We value our relationship with the local community, and we have seen wonderful congregational growth through the occasional offices of baptism, weddings and funerals. We would be thrilled if our new vicar could strengthen our relationships with baptism families, with the aim of welcoming them into our church community.

## Children and young people

Ros, our Children and Families Work Co-ordinator, works hard to ensure the active participation of children in our Scramblers, Climbers and Explorers groups during the 10am Sunday service and in planning and preparing some of the all-age services. Her role involves those up to the age of 10.

Pathfinders aged between 10 and 13 meet in the upper room for breakfast before the 10am Sunday service, creating a sense of community and independence.

Our Youth Group for 14 to 18 year olds meets fortnightly on a Wednesday evening. Numbers are currently small, but we hope and pray that this will grow. We hope our young adults will choose to stay in the church, enjoy being with each other, participate in church life, grow in faith, and get to know Jesus personally. We would like a vicar who can play a significant role in the life of our young adults, encouraging them to feel confident in their place at St Mark's, and providing a positive role model for them.

We believe that the children and young people are a vital part of St Mark's and should be recognised and appreciated as such. More about this, including our vision for children is on the [children and young people](#) page of our website. They have grown in their faith and have become more confident across all areas of church life, and we are hopeful that our new vicar will provide structure for the organisation and growth of our work with under 18s, as well as support and encourage their continued involvement in Biblical study and church life.

Our links with two local secular schools, [Milverton Primary School](#) and [Brookhurst Primary School](#) are important to us. Through the work of our Children and Families Work Co-ordinator we provide faith-based assemblies, offer pastoral support, run playground activities and welcome pupils into the church for Harvest and Christmas experiences and services. There is also a secondary school, [Trinity Catholic School](#), within the parish and many others in the local area.

*We have a great relationship with Ros from St Mark's who comes into school regularly. Ros works with us on a friendship project across the school, works with some of our more vulnerable children and shares stories with our younger children. We value our relationship with St Mark's greatly being an integral part of our local community – Matt Fisher, Headteacher at Milverton*

[Royal Leamington Spa College](#), a further education college, has a campus in the parish and we have a small chaplaincy team who regularly visit. There is potential to expand this work and further growing our relationship with the students and staff would be an exciting challenge.

*The Chaplaincy at College provides a friendly approachable and non-judgemental presence for students and staff alike. The weekly visits and postings on the noticeboard inspire and inform those who pass by and the individual conversations bring comfort – Katherine Skudra, Head of Student Welfare and Designated Safeguarding Lead at the College*





## Believing...

This relates to the trunk of the tree as we look upwards to God, to grow and explore the Christian faith together. Our hope is that St Mark's is a safe and communal place to ask big questions and discover what it might mean to follow Jesus. This lifelong process unfolds through Small Groups and courses, as well as through Sunday services and individual discipleship.

As an Anglican open evangelical church we are committed to:

*The exploration and mature teaching of the scriptures;*

*The centrality of the life, death and resurrection of Jesus for all those new and not so new to faith;*

*Personal and corporate action demonstrating and bringing the goodness of God to the world in which we live;*

*The significance of the sacraments and of good liturgical practice which draws people closer to God;*

*The refining, playful and creative presence of the Holy Spirit in and around us.*

Evangelism and mission are central to St Mark's and we have a deep commitment to sharing the gospel message with others. We seek to reach out, demonstrating the love and compassion of Christ in our words and actions. We would like to be more confident in sharing our faith with those around us, and we believe that relationships are key to this. We would be eager for an incumbent who can encourage and inspire us in this area.

In our worship, we seek to connect with God in a way that is authentic and heartfelt, and aim to create a space where people can encounter God in a meaningful way.

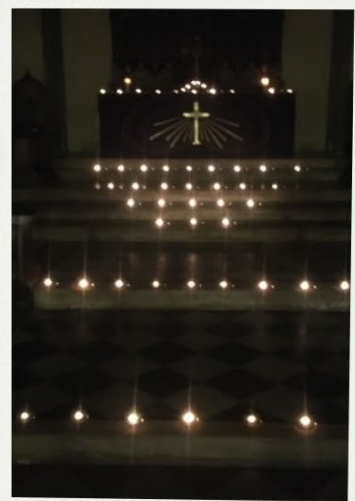
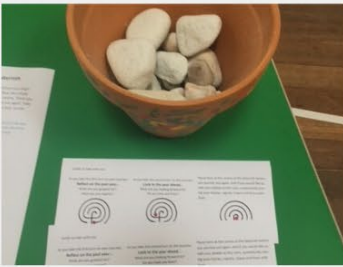
While we are rooted in evangelical traditions, we also recognise that there is a diversity of theological perspectives within our community. We welcome dialogue and discussion, appreciating that there is much to be learned from the perspectives and experiences of others.

We are all on a journey of exploration. Sharing the challenges as well as the encouragements of living out God's call is an important part of the style of our teaching. Our evening service includes opportunities to share personal testimony and experience of God speaking, an area we would like to develop.



## Small Groups

Small Groups are a hugely valued area of life within St Mark's and meaningful 'church' for many of our members is found in their Small Group. Most groups follow the sermon series, with discussion questions suggested by the preacher for the week. There are currently eight groups meeting weekly in homes in and around the parish, with 65 members. Our vision for Small Groups is that each is a dynamic unit of around eight people, dedicated to meeting together, seeking to grow and actively apply faith in Jesus and the work of the Holy Spirit to their daily lives, and reaching out to others. Expansion and multiplication are actively encouraged, but not always achieved. Members aim to support each other, as well as others beyond the group, emotionally, with practical help and through prayer, all in God's power through biblical teaching and the gifts of the Holy Spirit.





## Becoming...

**This relates to the branches of the tree, reaching out and being fruitful. When we choose to follow Jesus Christ, we embark on a lifelong journey of ‘becoming’ – growing into the best possible version of ourselves; becoming the people God created us to be. We blossom and bear fruit, exercising our gifts together so that as a community we can offer shelter and sustenance to all those around us.**

While we have been challenged and encouraged over the last few years about belonging and believing, we know that God has more work for us to do in our church and community for us to continue becoming the church and people that God is calling us to be.

### Discipleship

While the last few years have, necessarily, involved maintaining and rebuilding relationships within the congregation and the parish after the pandemic, we feel that a focus on discipleship and the deepening of our relationship with God will enable us to go further in our spiritual journey as a church and as individuals.

Our congregation values personal Bible study and prayer and appreciates finding fresh or creative ways to engage with our faith. People are seeking to love and serve Jesus Christ. We would welcome an incumbent who can help us to grow in understanding and maturity, experience more of God’s life-changing love, and commit our whole selves to following Jesus’ example.

*We are open and ready for deeper discipleship – employing new and creative resources and encouraging an enriching and deepening spirituality.*

### Church development plan and priorities

A 5-year church development plan was created in 2019 following consultation with the whole church, but has largely been put on hold during the pandemic. Reviving, reviewing and refreshing this with our new incumbent would inject new life into the areas we identified as needing work. We have refined this into more manageable annual priorities. More details, including the plan and priorities, can be found on the church website: [Church development plan](#).

### Lay leadership

St Mark’s is very fortunate to have people with a range of talents, skills, and qualifications, however we could be harnessing these gifts more effectively. Leadership opportunities have mostly come about organically over time, with individuals stepping in where they saw a need. If we are to fulfil our potential, we will need help in developing more effective processes for identifying, training, and supporting existing and new lay leadership.



People continue to generously volunteer their time in a wide variety of roles. We ran a gifting course a few years ago but would like to discover more about releasing the talents that exist and finding ways of using them to the full – empowering people into new areas of ministry for the church, not just to fulfil the needs of our rotas.

### Worship

The worship, sung and unsung, would benefit from some cohesion and care. For example, a rota of musicians ensure that the sung worship is accompanied at every service, but the style and character vary. This diversity of style is something to be celebrated and retained. However clear direction, unity and focus is sometimes lacking as time and life pressures on those who volunteer their talents have left little room for administration. We would welcome an incumbent who could pull these beautiful individual strands together to create direction and give theological oversight.



We have held prayer and quiet days which have attracted small but consistent numbers. A regular evening prayer meeting is held twice a term. It would be great to see greater expectation and engagement with praying together across the congregation and this could be valuably modelled and encouraged by a new incumbent. We know that all we do is underpinned and surrounded by prayer and it would be great to make more space for this.

## Outreach

Our vision statement speaks of sharing God's love with the world, and we would like to explore new inspiration, ideas and enthusiasm for this with the new incumbent. There are already many schemes and programmes operating in Leamington and supported by members of the congregation; a fresh perspective will enable us to identify opportunities for further involvement. Our Christmas, Easter, baptism, wedding and funeral services are outreach opportunities that we could develop, for example.

## Big dreams

*In dreaming big and trusting God, this profile has mentioned many areas where we need help. Are you the person who can do some of these things for the next season of life at St Mark's?*

- *Help us to understand growing discipleship, Christian maturity and experiencing God's love in a Spirit-led way.*
- *Develop the wider aspects of being an inclusive church, not just the area that hits the headlines.*
- *Develop our mission, including that which is online. Encourage us in how we share our faith with the communities that we are part of.*
- *Engage proactively in baptism, wedding and funeral offices, welcoming and encouraging those who attend to become part of the church family.*
- *Develop a programme to pick up our young people and carry them through their teens and beyond into young adulthood, including specific involvement in the broader life of the Church.*
- *Be a role model to the young adult age group.*
- *Pull together the different strands of worship with theological oversight of worship and the team of leaders.*
- *Develop the prayer life of the church and the sharing of personal testimony.*
- *Develop the evening service to create a spirit-filled, prayerful place.*
- *Maintain a community that values the richness of a diversity in theological perspective and spiritual experience so that we all benefit and encounter God in meaningful ways.*
- *Guide and support us reaching out to people from outside our usual socio-economic group as we attract a growing and diverse congregation.*

## Person specification

We look forward to the collaborative leadership, teaching, inspiration and direction that will drive our vision for our church. We would therefore welcome applications from candidates who are:

- **Inclusive:** A leader who values diversity and encourages everyone to take a full part in the life of the church, including celebrating life events.
- **Evangelical:** A leader who is prayerful, Spirit-filled, holds a deep commitment to the Bible and seeks to spread the transformative message of the death and resurrection of Jesus Christ to others.
- **Skilled communicator:** A leader who teaches, manages and inspires people with skill, tact, warmth and patience.
- **Servant-hearted:** A leader who is committed to nurturing others and helping them grow.
- **Compassionate:** A leader who brings healing, empathy and care, especially to those damaged by previous experiences of church and those at different stages of their faith journey.
- **Visionary:** A leader who inspires and guides outreach and mission into the community and beyond.
- **Emotionally intelligent:** A leader who can hold difference together with kindness, courage and grace.
- **Discerning:** A leader who can identify and develop leaders and ensure that gifts are being used and supported effectively.

*To prepare this profile, the congregation – of all ages and abilities – were asked what kind of person they would like the new vicar to be:*





## Our parish



[Royal Leamington Spa](#), to give it its full title, is a Regency spa town and was given its Royal Warrant by Queen Victoria in 1838. Situated two miles from Warwick and 10 miles from the city of Coventry, our parish is to the northwest of the town centre.

With a population of just over 50,000, Leamington is noted for its excellent town centre, set around a Regency style high street known as The Parade. It offers a wide selection of shops, restaurants, entertainment, sport and recreation facilities, pleasant parks, and open spaces. There are a number of schools in the area, including state secondary schools [North Leamington School](#), [Myton School](#) and the independent [prep, junior](#) and [three secondary schools](#) within the [Warwick Schools Foundation](#).

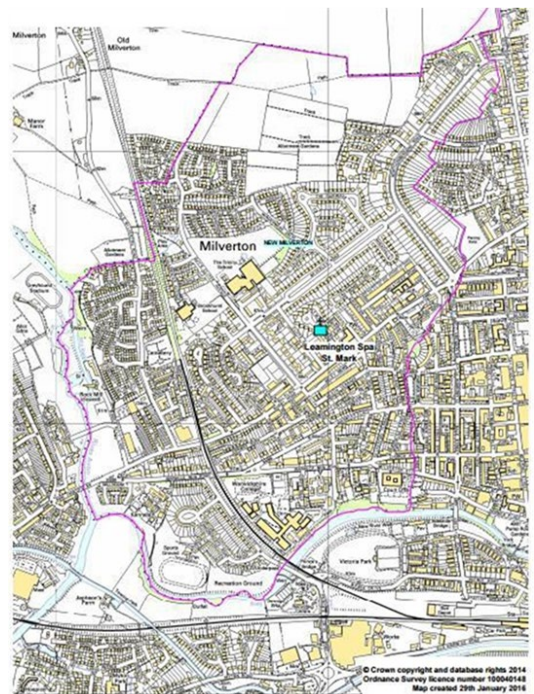
Our town has ready access to the motorway network and the M1, M6, M40, M42 and M45 are all within easy reach. [Leamington Spa railway station](#) offers excellent direct services to London (90 mins), Birmingham (30 mins), the South Coast, the North of England, and Scotland. Birmingham International Airport is only 30 minutes away. Also nearby are Stratford-upon-Avon and the Cotswolds.

Most of the population were born in the UK, with English as a first language. 43% identified as Christian in the 2021 census, 44% identified as being of no religion or did not state any religion, and the remaining 13% are mainly Sikh, with some Muslim and Hindu households.

The original parish of Milverton, on the northwest edge of Royal Leamington Spa, was divided into the parishes of New and Old Milverton in 1875. Our church stands on the Rugby Road, one of the main thoroughfares between Leamington and neighbouring Warwick. To the casual observer these two towns appear to blend into one another, but they are quite distinct!

The church is situated in the centre of the parish, which has a population of approximately 8,000. Largely residential, with little industrial or commercial land use, most houses are owner-occupied. The area contains a pleasant mix of housing types including Victorian terraces and larger detached properties, with a further mix of pre- and post-war housing and several small blocks of flats. The area also has a residential home, some nursing homes, and small businesses. A training centre for The Guide Dogs for the Blind Association is also within the parish.

We have no significant unemployment or crime problem within the parish. The 2021 census notes that over 56% of the adult population are educated to degree level and 51% are employed in lower and higher managerial, administrative, and professional occupations. 5% of the population have never worked or receive long-term benefits.



## Our buildings



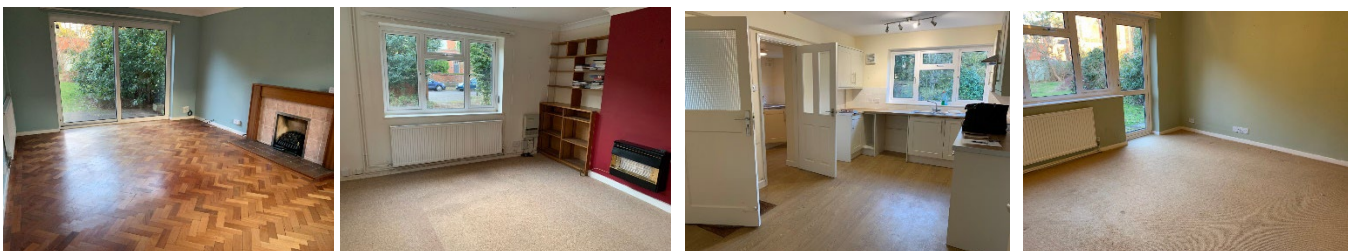
The church is a Grade II\* listed building and a fine example of Victorian architecture, designed to seat 400 people comfortably. We have an adjoining hall complex that was opened in 1985 and is in extensive daily use by both church and local groups. This provides an income and also a direct link to the residents of the parish and beyond. The [history and buildings](#) page of our website has more information about the church and buildings.

## The Vicarage



The original vicarage, built around the same time as the church, was sold and turned into several residences in 1953. The new house was built next to the church, in the grounds of the old vicarage.

This is a centrally heated, L-shaped, detached house. Downstairs comprises two good-sized reception rooms, study, kitchen, cloakroom with toilet, utility room and garage. Upstairs there are four bedrooms, and a family bathroom. Outside there are large gardens to front and rear, mostly laid to lawn. The vicarage has an electric vehicle charging point.



## Our administration

The parish office is located in the hall complex adjoining the church. The paid administration work is shared between two people, Amanda and Fiona, with the office open from Monday to Friday, from 9am to 1pm

Ros, our full time Children's and Families Work Coordinator, works between the church and home. A volunteer Parish Safeguarding Officer is in place, there are two church wardens and a full PCC.

A weekly notice sheet is added to the website and distributed to a subscriber email list each Friday. Printed copies, including large-print versions, are available at the services.

The church website, Facebook, Twitter and YouTube accounts are maintained by members of the congregation.

We deliver a flyer and Christmas Card, for Easter and Christmas services respectively, to all residences in the parish each year.

## Our finance and stewardship

The table below summarises our financial situation in 2022 based on the audited accounts. The audited 2021 figures are also shown below. More financial information is available on the [finance and giving page](#) of our website.

	<b>Audited 2022</b>	<b>Audited 2021</b>
Planned giving	£132,687	£124,462
Legacies and events	£2,336	£1,875
Premises letting	£34,930	£20,931
Occasional offices	£1,891	£950
Grants and investments	£172	£9,183 (Furlough scheme)
Staffing costs	£44,896	£40,936
Other Expenditure (incl. tithing)	£56,138	£54,977
Parish share contribution	£68,000	£68,000
Unrestricted Reserves	£280,741 incl. £59,412 designated buildings fund and a flat valued at £160,000	£114,585 incl. £54,412 designated buildings fund
Restricted Reserves	£7,829	£170,397 including a flat valued at £160,000

There was a shortfall of around £4k in 2021 with a surplus of around £7k in 2022. Some work is required to the building, including protection for the east window, but grants are being sought to help with this. Non-essential major maintenance has largely been delayed through the pandemic until funds permit.

Fundraising has mainly been done via specific appeals, such as for the livestreaming equipment, or for other charities, such as the Children's Society.

Income has dropped over the last few years, particularly as the hall complex letting income was limited during the pandemic. Lettings are now back to normal, and congregational giving is picking back up. We believe that we can maintain the current paid staffing to support the work of the church: full time paid Children's and Families Work Coordinator; two paid administrators who job share the part-time role; and a cleaner. We would also like to employ a part-time youth worker, worship coordinator or associate vicar if possible.

The PCC currently owns a flat which is rented out, providing useful income. It formed part of the restricted fund until 2022 when the requirement to retain it expired.

The Church Society holds a trust of around £60k for the benefit of St Mark's, last used to part-fund a reordering

of the church to move the rood screen about 10 years ago.

St Mark's tithes 10% of all income across a range of charities, mostly where we have current or past personal contacts. The recipients in 2022 are set out on our website: [Mission Links](#).

Clergy expenses are met in full.

In the Diocese of Coventry, parishes are expected to fund the costs of their own ordained ministry. This in effect means paying the full cost of all clergy. Currently the contribution for a Vicar with all ancillary costs is approximately £63,000 per annum. St Mark's recognises that there is a surplus between current contributions and the full costs. We also recognise the contribution that other churches, who are not able to pay their way, can make to the mission of the Deanery and Diocese. In a spirit of generosity we have been willing in previous years to support them through an additional contribution to the parish share system. In 2022, this additional amount was around £5,000.

Much more information, photographs and news can be found at:



[www.st-marks.net](http://www.st-marks.net)



[www.facebook.com/StMarksLSpa](https://www.facebook.com/StMarksLSpa)



<https://www.youtube.com/StMarksChurchLSpa>

## How to apply

### **For further details and an application form please contact:**

Graham Archer, CPAS Patronage

via his PA Kathy Burch: 0300 123 0780 ext. 4388 or email: [kburch@cpas.org.uk](mailto:kburch@cpas.org.uk)

### **For informal conversations, please contact:**

Archdeacon Missioner, Barry Dugmore

Via his PA Yvette McDonald: 0753 422 5098 or email: [Yvette.McDonald@Coventry.Anglican.org](mailto:Yvette.McDonald@Coventry.Anglican.org)

**Closing date for applications:** 9 May 2023

**Visits and interviews:** 5 and 6 June 2023