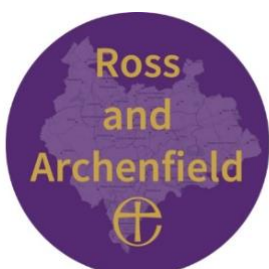




**The Ross Parishes
are seeking a
Part-time Associate Priest
(House for Duty)**

in the Ross and Archenfield Deanery,
Hereford Archdeaconry,
Diocese of Hereford

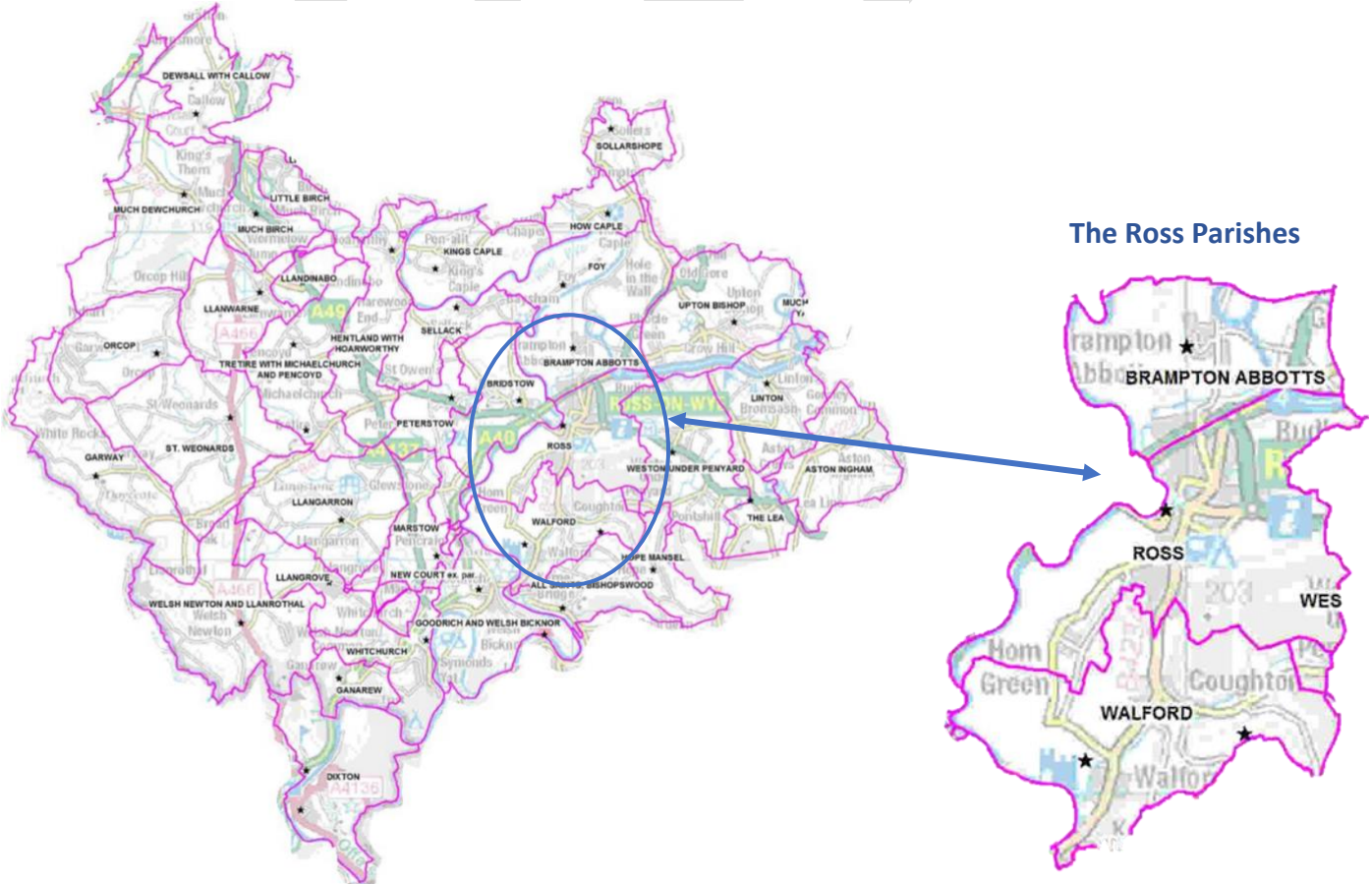
**Parish Profile and Role Descriptor
Summer 2024**



Contents

Part 1	Page
Introduction from the wardens of the Ross Parishes	3
A word from the bishop, the archdeacon and the rural dean	4
Our 2020 Vision and Mission in the Ross Parishes	5
Walford Parish	7
St Mary’s Garden Village and Brampton Abbots Parish	10
Ross Parish	11
Our Local Schools and the LifeLink Project	13
Who’s who – collaborative mission and ministry	15
The diocesan strategy and our goals	17
Walford church building	18
St Mary’s church building	19
 Part 2	
Associate Priest Role Description	20
Person Specification	21
The House – Walford Vicarage	22

Ross and Archenfield Deanery



Introduction from the Wardens of the Ross Parishes

Welcome to this information pack. Thank you for your interest in us and in this role.

We hadn't anticipated that we would be writing this introduction, but our rector, the Revd Sean Semple, has recently become Bishop of Cyprus and the Gulf. However, everything we have written in this profile about the vision and direction of travel, the life, hopes and aspirations of our parishes stands, and we continue to be very excited about the direction of travel for our benefice and the people who might journey with us next - in this role, and in others.

We hope to inspire you to explore whether God might be calling you to ministry here among and with us as a Benefice Associate Priest on a part-time House for Duty basis.

We are advertising this post at the same time as advertising a new full time LifeLink Chaplaincy post working in our local secondary school, the Ross Parishes, and our deanery. This is part of a wider project linking school, church and home life to inspire and grow faith, hope and love among young people and families in our parishes and deanery. The LifeLink Chaplain role is a salaried post open to suitably qualified lay or ordained candidates. These two posts might be attractive to a couple. We are open to being flexible, please try us!

Before long, we will be also be advertising for a new rector to share the journey.

What these three posts have in common is our deeply and long-held 2020 Vision to "grow inclusive, intergenerational churches" in the Ross Parishes with a mission "to inspire faith, hope and love in the lives of people of all ages and backgrounds in Ross-on-Wye and the villages around us". Working with us, these three new postholders will help us take new strides in taking this vision and mission forward.

So, this is a time of change, it is also a very exciting time to be exploring joining us.

This post of part-time Associate Minister (two and half days plus Sundays) would suit a creative, mission-hearted, energetic and prayerful priest who enjoys working collaboratively and has a passion for intergenerational mission and ministry in a rural setting.

It is potentially a very flexible post and the person appointed could combine this role with childcare or other caring responsibilities, with further study, work in secular employment or another church role, or it might be attractive to someone about to retire or recently retired. And because we're recruiting to two other posts, we are open to further flexibility depending of the circumstances of applicants.

We hope you want to find out more. Please do get in touch if you would like to talk with us or explore further.

You will find the contact details you need at:

www.rossparishes.uk/recruiting

The Wardens of the Ross Parishes

Mark Sanderson, Bryan Jones,
Gay Chinn, Murray Alston





Richard Jackson, Bishop of Hereford writes: **INDICATIVE TEXT!**

I have been enormously encouraged to see the enthusiasm and commitment with which the Ross Parishes have been taking forward their long held vision of “growing as inclusive, intergenerational churches that inspire faith, hope and love among people of their town and villages of all ages and backgrounds”.

Although their rector has recently moved to become Bishop of Cyprus and the Gulf, the vision and its implementation is collaboratively held. The implementation of the vision will continue to move forward – perhaps with you playing a part in it...

It is a joy too to see the Ross Parishes leading the way in the deanery and working with us as a diocese on the LifeLink Project to reach the children and young people who are not currently part of any church – but are in our schools, with the good news of God’s love for them. These are hope-filled times in our diocese and these parishes. Find out more about us, our mission and strategy and the opportunities here at www.hereford.anglican.org



Derek Chedzey, Archdeacon of Hereford writes: **INDICATIVE TEXT!**

The Ross Parishes are an excellent example of how market towns and neighbouring villages can work together – and of the fruitfulness of collaboration between lay and ordained, full time and part time, stipendiary and self-supporting, those long in ministry years, and those in their early or mid years of ministry.

This exciting mission orientated role could suit someone with a heart for intergenerational mission and ministry wishing to combine a parish mission oriented ministry with another part time post, perhaps working from home, or raising a family, in a caring role, or taking a career break. You might be writing up research or seeking a change of focus in your life and ministry, whether mid career or about to retire and looking for a new challenge. The Ross Parishes offer a great setting for a new phase in life and ministry – and they are committed to being intergenerational and inclusive in worship, ministry and the life of the churches. I and they would welcome exploring with you what ministry among them could look like for you and what you could specially bring to God’s mission in these parishes.



Sheila Anthony, Rural Dean of Ross and Archenfield Deanery writes:

Ross and Archenfield deanery is situated in a beautiful part of the country. We are a small deanery of seven benefices which encompasses the market town of Ross-on-Wye and many small villages covering a large area.

You will be joining us at an exciting phase as Hereford Diocese is currently looking at a new strategy and, in this deanery, we are also focussing upon pastoral reorganisation.

There are new clergy replacements in the deanery too, one due to retirement and the other, the Rector of the Ross Parishes, is now the Bishop of Cyprus and the Gulf.

There is a warm welcome waiting for all our new colleagues, and we very much look forward to working together in these exciting times. We are fortunate to be supported by many retired clergy, we are also fully committed to equipping and enabling lay ministry to all ages, young and old, with the aim of helping everyone to encounter the love of Jesus. We are also appointing a secondary school LifeLink Chaplain with the intention of increasing our ministry and connection to young people, their families and schools with the local churches.

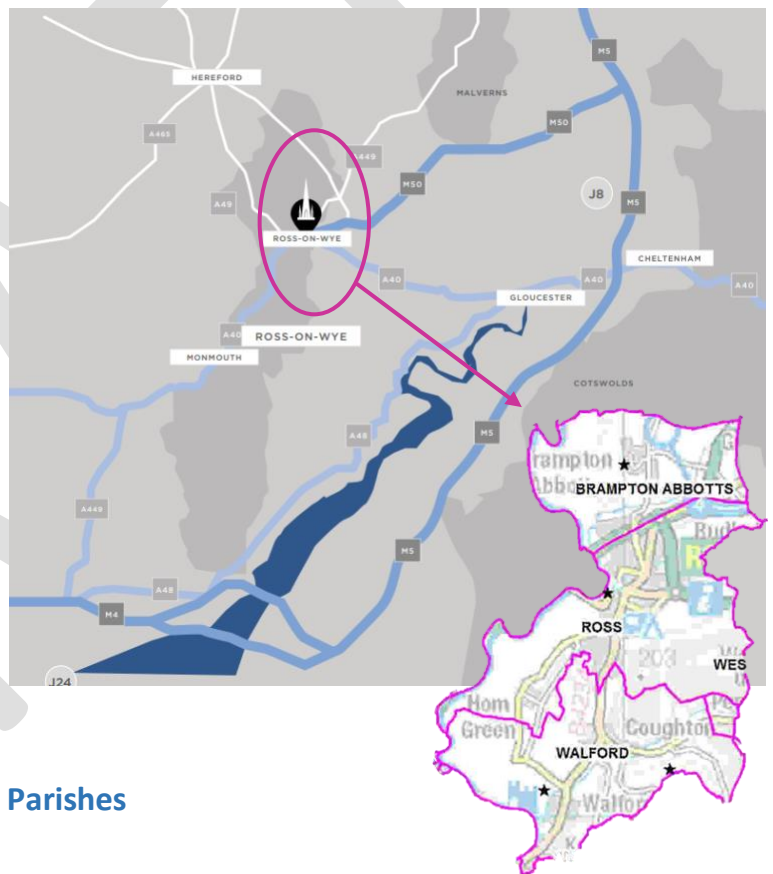
The appointment of a part time Associate Priest in Ross Parishes is an important one and we hope and pray that, with God’s leading, the right candidate will join us and we very much look forward to working with you in this next phase of the exciting mission in the Ross Parishes and the Deanery.

The Ross Parishes – our context

We are currently a benefice of three parishes – made up of two rural villages and one market town linked closely. The spire of St Mary’s Church, Ross-on-Wye can be seen for miles and Ross itself is looked to for shopping and services including a community hospital, four primary schools and one large secondary school so it is a natural centre for local people of all ages.

The benefice population is currently approximately 14 000 and growing – nearly 50% of the population of the Ross and Archenfield Deanery.

We are set in a National Landscape (Area of Outstanding natural Beauty) and attract many tourists visiting the Wye Valley. But we also have a very mixed demographic, and the ecumenical Ross Community Larder in St Mary’s Hall is highly valued by individuals and families in need.



Shaping Mission and Ministry in the Ross Parishes

Our 2020 vision and mission...

Our current vision and mission flowed out of a process of listening and discerning to renew our vision and calling in autumn 2019/spring 2020. Together we asked what we heard God calling us to be and to do over the coming decade to serve the people of the parishes entrusted to us.

Out of it came a strong sense of a continued and strengthened call from God to be passing on faith in Jesus Christ to people of all ages and backgrounds in and around Ross-on-Wye, inspiring faith, hope and love in local people and communities. We saw an exciting vision of growing intergenerational and inclusive churches where people of all ages and backgrounds could find a welcome and a home.

This 2020 Vision, encapsulated as “Growing as an Inclusive, Intergenerational Church among people of all ages and backgrounds” and our Mission of “Inspiring Faith, Hope and Love among the people of the Ross Parishes and beyond” now shapes our mission, ministry, decision making and planning as parishes. We have continued to hold

annual spring vision days as a focus for giving thanks and renewal as we seek to continue to listen to God together and adjust our spiritual compasses for the new year ahead.

Implementing our 2020 vision and mission

To implement our 2020 vision and mission we shaped our mission and ministry, planning and reporting around our key priorities. These broadly map against the Five Marks of Mission and growing intergenerationally and inclusively.

Each priority has at least one lay leader holding that portfolio as a member of St Mary's PCC, working in collaboration with the other PCCs.



Inspiring Faith Mark of Mission 1: Proclaiming the good news of God's kingdom (TELL) Mark of Mission 2: Teach, nurture and baptise new believers (TEACH)

This priority covers inspiring and nurturing faith among people of all ages and backgrounds. We know that for many people today the journey to and in faith is made up of many little steps, including points of first connection, opportunities to explore, to respond, and to grow in faith lifelong.

This wide portfolio covers the many connecting points that we have in our community including Toast and Toddle, Craft Groups, Christmas tree festivals, concerts, civic events, national events and more, as well as our important Life Events ministry of Christenings, Weddings and Funerals. We are proactive about offering opportunities to explore faith, such as: Paddle and Praise, Messy Church; The Youth Choir; Primary School work with assemblies and 3 Open the Book Teams, Experience Easter, Alpha and other explorers courses. We regularly offer the opportunity for confirmation and a rich programme of Bible Study, Book Groups, Lent courses, Prayer Groups, the GROW Youth Group for teens, workshops, camps, retreats, and more.

Inspiring Hope Mark of Mission 3: To respond to human need by loving service (TEND)

This priority is about care, but also about offering hope in troubled times when so many people of all ages are under many pressures. We seek to engage with our communities in an outward facing way and build strong relationships in the community and with civic structures, for the common good. This includes our extensive ministries of Pastoral Care; bereavement ministry; the Ross Community Larder in St Mary's Hall; Warm Spaces; Collaboration with the Ross Community Development Trust, the RBL, Ross Hospital Chaplaincy; becoming a Dementia Friendly Church; prayer groups/chains; our extensive ministry in residential and care homes.

Inspiring Love Mark of Mission 4: To seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation (TRANSFORM) and Mark of Mission 5: To strive to safeguard the integrity of creation and sustain and renew the of the earth (TREASURE)

We have made great strides in becoming an Eco Church with a Silver Award and making links with local environmental charities such as EnviroAbility, to take common action for good. St Mary's is a Fairtrade Church. We have a branch of the Ross Mothers' Union with its practical and campaigning emphasis on justice, peace and combatting violence. We have many opportunities for collaboration with our primary schools and John Kyrle High School inspired by the Ross philanthropist John Kyrle (whose 300th anniversary is this year).

Our next steps...

1 Growing an Intergenerational Church We are encouraged that our many linked approaches to connecting with local people of all ages and backgrounds is starting to bear real fruit, and now we need to build on that. The LifeLink Chaplaincy Project and this post will help us pioneer new approaches to inspiring faith, hope and love through connecting school + church + homelife/community in our market town and rural parish settings.



2 Growing an Inclusive Church... This year we are working on widening and strengthening our welcome and inclusion as parishes.

As part of this all three PCCs welcome the opportunity to offer Prayers of Love and Faith in the Ross Benefice.

The Ross Parishes belong to the diocesan and national Inclusive Church Networks.



Walford Parish and the people who live here

Walford is a scattered parish of approximately 1100, some of whom live in fairly isolated areas and small settlements. The housing is mixed, as are the backgrounds and ages of the population.

St Michael's Church is positioned on the main road between Coughton and Walford with easy access and parking. The prominent war memorial on the road at the entrance to the church drive gives a visual marker and focus, positioning the church within the life of the wider community - whether regular church attenders or not.

Along the main road towards Ross and Coughton is **Walford School** with which we have a very good relationship.

In the other direction is the well maintained and busy **Village Hall** in the centre of Walford itself, which is used by many different groups – from sewing to dog training, yoga and keep fit. Walford Scouts Beavers pack also meet here and they attend and take part in the annual Remembrance Service in the church. The village hall runs seasonal fetes and markets which draws in the community and helps support the hall itself. The church has a reciprocal arrangement with the village hall for overflow parking around big events.

The parish is served by two post offices & village stores located just outside the ecclesiastical boundaries in Tudorville and Bishopswood, the latter also providing a petrol station. There is also a thriving pub, The Mill Race, which is well supported by locals and where you will receive a warm welcome.

The civil parish extends into Bishopswood, the neighbouring settlement, so covers a fairly large geographical area. The council maintains a “community support scheme” aimed at tackling loneliness amongst the many elderly people of the parish. The scheme puts on regular coffee mornings based out of the “hub” at the Walford Village Hall, monthly lunches out of Bishopswood Village Hall and the occasional outing, bingo or fish and chip lunch. The council has financed the installation of a handful of defibrillators for community use as well as recently joining the SmartWater scheme run by the police to help tackle theft in the community. The Parish Council also oversees the running of the local canoe launch, proceeds from which help to keep the precept down for parishioners.

Parish Census and deprivation summary			
Parish population (2021): 981			
	Parish	Diocese	National
% aged 0-19	16%	20%	23%
% aged 20-44	21%	25%	33%
% aged 45-69	40%	36%	31%
% aged 70 & over	23%	20%	14%
% Christian	53%	55%	46%
% non-Christian religion	1%	2%	11%

Parish deprivation rank (IMD 2019): 5405
(1=most deprived parish in the Church of England, 12,239=least deprived)

For more detailed census & deprivation info: see <http://arcs.is/IRaS4CS>
<https://www.churchofengland.org/researchandstats> and
<http://www2.cuf.org.uk/poverty-england/poverty-map>

Number of churches in parish (2024): 1 **Parish Code: 180253**

The Walford Parish Worshipping Community

Our hallmarks as a church have over very many years been great hospitality, warmth of welcome, care, imagination, and a willingness to try new things. We currently have a number of linked congregations with worship in different styles – Eucharistic, lay led morning worship, All Age, meeting on Sundays, plus our popular midweek monthly Paddle and Parise group which meets in a home. Here's a flavour of our recent story and where we hope to be going.

Background

The decade from 2010 was largely very successful for us and was a time of growth. We had the resources, imagination, and courage to reorder the back of St Michael's Church to give a flexible space for hospitality and activities for all ages and for the wider community. This includes a toilet and kitchen and flexible seating with stacking chairs and tables.



By 2016 this reordering had helped us successfully achieve our goal of growing as a worshipping community and growing younger. The older members of our congregations were incredibly generous and farsighted in their support for our work with children and families – and attended and participated in our family services which grew from strength to strength with a strong core of families. We began with one family service a month and increased this to two as numbers and frequency of attendance grew.

This was all built on the foundations of **Paddle and Praise**, our strong links with **Walford Primary School** including regular assemblies, **Open the Book** (a team from St Mary's Ross and from Walford) and school visits to church. **Christmas** and community events such as Remembrance have been strong for us with a huge Nativity Service attended by local families for whom it is a strong Christmas tradition. We hosted **community events** of topical importance, with great hospitality and speakers that drew people from the wider community. We also held popular monthly community coffee mornings – hosted some months in local houses and sometimes in church.



Our House for Duty minister at this time had a special heart for outreach into the community among all ages - dog walking is a great way to meet people! He and his wife also used the well positioned Rectory for parish barbeques and other outreach events. Over time, we even had a go at Champing with some camping events for young people and families in and around the church! All this led to the confirmation of a number of our young people and their parents.

Our Covid Years

Covid was a real blow to us as such a relational church but we were creative!

St



Mary's quickly set up a weekly online benefice Eucharist which we participated in attending and in helping to lead. Shortly after that we initiated a fortnightly All Age Zoom online service open to the whole benefice. This was really attractive to all ages – as highly participative and imaginative as our previous All Age Services had been, with an average attendance in the 40s. Our All Age Planning Group also met online and we widened the number of people of all ages who played a part in leading aspects of our Zoom worship. We built in community time when we could chat and catch up with each other before worship. We sent out craft or activity thought-starters beforehand so we could make or do together online. We developed ways of being able sing “together” with lively songs and hymns on the keyboard, plus actions songs and prayers. National all age worship resources that engaged and involved all ages gave

us a framework for going on growing in faith through the church year. We celebrated birthdays and shared how we were coping, prayed together, laughed together and encouraged one other.

We also shared in the benefice phone ministry where we kept in touch with members of the congregations and wider community linked with the church and the Walford Community. Members of the church were part of establishing the Walford Community Support Scheme.

As soon as we could as the weather improved we took our worship outside with memorable outdoor services and picnics and the chance to catch up with each other and get together safely.



Post Covid rebuilding

Since Covid many of our faithful regular older members of our congregation have become too frail to attend church regularly or have died. Despite all our efforts to keep a rhythm of worship going and to stay in touch,

many of our teens lost the habit of coming to church even though many of them regularly participated online through Covid and came to outdoor worship.

We are now in a period of rebuilding and getting back out into our community. There are very encouraging signs from the steps we have taken so far.

We have relaunched **Paddle and Praise**, connecting a new generation of preschool children and their families with church and helping them take first steps in faith. Over the years many of these have come for baptism from Paddle and Praise and have gone on to become members of the church - and that is what we hope for again.

We are regrowing a **monthly All Age service** from the bottom up with some coming from Paddle and Praise. Before Christmas we welcomed our newest, youngest, member aged 7 days! Our oldest All Age member is in his 90s. Our children are learning by experience our values of hospitality, relationships and creativity and the rhythm of prayer and worship through the year. Sometimes our All Age services are informal communions and sometimes non Eucharistic, and weather permitting, outside again in the summer.

The other Sundays are currently generally Eucharistic with occasional morning prayer.

There is scope for reintroducing a second all age service in the month.

Our festival and special services are growing again.

Remembrance was much better attended by the

community once more this year. Christmas was almost back to preCovid

levels, with a well attended carol service, Walford School coming for its

Christmas service, and standing room only at our Christmas Eve

nativity service. This service has become a traditional way in which

extended families in the parish mark the start of Christmas. We have

a huge Christmas Eve scratch band which is the highlight of

Christmas for students and young adults returning home. We held a

very successful All Age Candlemas Eucharist and lunch, St David's and

St George's Days and have more specials planned through the year.



Our hopes and plans for the future

We are determined to continue to grow again and to reach more effectively back into the lives of the people of our parish – and we are encouraged by our progress so far but recognise there is a long way to go.

Our goals are reaching our community once more and strengthening community relationships, rebuilding our worshipping communities, deepening our ties with Walford School and reconnecting with our teens.

We also love marking significant moments in the lives of local people coming to St Michael's for prayer, baptisms, weddings and funerals – as they have done for centuries. We hope to see that Life Events ministry grow again too.

We are using our financial assets boldly to make a new growth project possible for this decade – providing the seed funding for a "Life Link" Chaplain in John Kyrle High School in the Ross Parishes in partnership with the wider deanery and the diocese. In this way we can go on sowing and nurturing the seeds of faith and keeping in touch with local young people as they move from primary to secondary school.

We look forward very much to sharing in all this and working closely with a new Associate Priest for the benefice living in Walford Vicarage at the heart of our community, and our lives.

Ross Parish

Ross Parish and the people who live here

St Mary's Church is the one Anglican church in Ross-on-Wye and uniquely positioned to serve the people of the town. Its landmark spire has stood for centuries at the heart of the community serving as a beacon of faith, hope and love in the town.



There is a close relationship between Ross and the villages, a true market town role. The population is increasingly diverse as expansion brings people attracted to the Border area from further afield. Two big population groups are the long term 'Ross-ians' with a strong sense of local history and culture, and (increasingly aging) retirees who have arrived in the past twenty years. Younger incoming families are taking advantage of the varied local employment opportunities, increasingly work from home or commute to Hereford, Gloucester and wider afield. Local farms employ large numbers of seasonal workers and some EU citizens have made Ross home. There is a strong sense of community with many community facilities and opportunities including the Community Hub, Community Garden, rowing and sports clubs, music and drama, uniformed organisations. The two Surgeries, Community Hospital and associated welfare organisations are important supporters of town and village life.

Parish Census and deprivation summary			
Parish population (2021): 10462			
	Parish	Diocese	National
% aged 0-19	20%	20%	23%
% aged 20-44	26%	25%	33%
% aged 45-69	34%	36%	31%
% aged 70 & over	21%	20%	14%
% Christian	53%	55%	46%
% non-Christian religion	2%	2%	11%

Parish deprivation rank (IMD 2019): 5057
(1=most deprived parish in the Church of England, 12,239=least deprived)

For more detailed census & deprivation info: see <http://arcg.is/1RaS4CS>
<https://www.churchofengland.org/researchandstats> and
<http://www2.cuf.org.uk/poverty-england/poverty-map>

Number of churches in parish (2024): 1 **Parish Code: 180244**

The town community larder is housed in the basement of St Mary's Hall, just across from the church. There are many users of all ages and backgrounds. We also offer a Warm Space through the winter in the hall and Tea and Toast. We have built good links with the Ross Community Development Trust. One of our clergy is Chaplain to Retail and Industry in the town. We also exercise other Chaplaincy roles – to the Sea Cadets, the RBL, and more organisations would like to have Chaplains if we had the capacity. We highly value our opportunity to inspire faith, hope and love in the schools in the town – see the following section for more on our growing schools ministry and chaplaincy.

St Mary's is the Civic Church of the town and hosts services for Ross Town Council, the annual Remembrance Service, and occasionally the Herefordshire Council. It is set aside as a church for services of national significance, and has thus hosted services at times of national mourning and celebration such as the death of the late Queen, and the Coronation of the King. But on a day-to-day basis St Mary's is a place of faith, hope and love – and our desire is for all ages and backgrounds to find here a welcome and a home. Sometimes the church will be buzzing with toddlers or teens, adult craft groups, Messy Church or school visits and worship. Sometimes local people will be marking significant Life Events with weddings, christenings or funerals - we are there for the "ow" and the "wow" moments in life and our bereavement group and dementia friendly church offer support to many. Sometimes the church will be empty and will echo with the silent prayer of centuries, inviting visitors to prayer today. There is a daily rota of welcomers and our visitor's book is testament to the wonder and love people experience from spending time in St Mary's.

The post of part time NHS chaplain to Ross Community Hospital has been held by the Rector of Ross who with a small team volunteer team has conducted regular ward rounds and offers pastoral care to patients and staff. We value being able to offer support to local people and people from the surrounding area at times of need. Through our local pastoral visiting team Holy Communion and pastoral care are also offered to those who cannot attend church.

The worshipping community life of St Mary's

The sympathetic reordering of the church completed in 2021 has resulted in a church that has the best of both: historic architecture and modern conveniences. St Mary's has superb heating, lighting, and sound; an unobtrusive projector and screen, kitchen area and toilets, and well equipped children's resource room. It is accessible and the seating allows for creative use of the nave space. This means that St Mary's has become a sought after venue for choir performances, book launches, and school tours but most importantly it is a highly functional building for worship.



The principal service on a Sunday is a Common Worship Sung Eucharist. The first Sunday of each month Intergenerational Eucharist is hovering around an attendance of 100.



Each Sunday there is also an 8am said Eucharist, and for several months a year there is Choral Evensong. St Mary's is well known for its excellent choir, musical director and organist. A midweek Eucharist is held on Thursday mornings and a monthly Messy Church, currently on Thursday afternoons. Daily morning prayer takes place on Zoom with a strong congregation who share in leading. Similarly there are regular prayer groups which meet online and also in person, as do several Bible Study Groups. St Mary's also hosts Just B, our bereavement support group and is a dementia friendly church.

Festivals are important to us. They are an opportunity to connect with people across our town and villages when everyone is celebrating together. We try to ensure that we offer a variety of ways to reach people of different ages and backgrounds - we celebrated Christmas last year with a Tree festival, carols under the tower, school carols services, lively crib services, through to an atmospheric midnight mass.

We are growing intergenerationally Our work with young people and families is starting to rebalance our demographic to become more truly intergenerational. Opportunities include Toast and Toddle, Messy Church (including Messy Vintage), our Youth Choir, and a fortnightly craft adult group. We hope to restart our weekly Connect Youth Group in the autumn. Discipling of young people is offered through our Grow Youth Group and Explore Confirmation group. It is a delight to see the generations mixing and valuing each other. We also provide chaplaincy to our largest, dementia focused residential home where we have a communion service and 'big' service each month, and monthly services for another smaller home and three sheltered housing complexes. A recent staffing change at Westbank Home means that small numbers of residents can now join Sunday intergenerational services at St. Mary's twice each month and also at Messy Church.



We are growing as an inclusive church The Ross benefice is a registered inclusive Church. We believe in being churches that welcome and serve all people in the name of Jesus Christ; that interpret the Bible inclusively and that do not discriminate against people on grounds of economic power, gender, mental health, physical ability, ethnicity, nationality, race, age, marital status or sexuality. We have a long-standing tradition of kind excellence – we do things to the best of our ability to express our devotion to God, but with patience and kindness.

Life Events Ministry Life Events – christenings, wedding and funerals - are important to us. Canon Sandra Millar, formerly Church of England Life Events lead, has been inspirational in guiding the development of our thinking and practice, and continues to support our life events and intergenerational development. St Mary's has a significant number of christenings, weddings, and funeral each year as would be expected of a market town church, and it has a reputation for doing such services well. At life-changing times and beyond, we are there for all local people with the comfort, hope, and joy of Christ. Fruit of our Life Events Ministry includes families at Toast and Toddle and becoming a Bereavement Friendly and a Dementia Friendly Church.

Ecumenical Relations We have growing ecumenical relationships and value working with colleagues from other churches in the town. We belong to Churches Together in Ross. Our ecumenical Easter Day dawn service is a highlight and we also share in many civic events. Each church is making a particular contribution to the life of the town: St Mary's and the Ross Parishes are distinctive as the only Inclusive Churches.



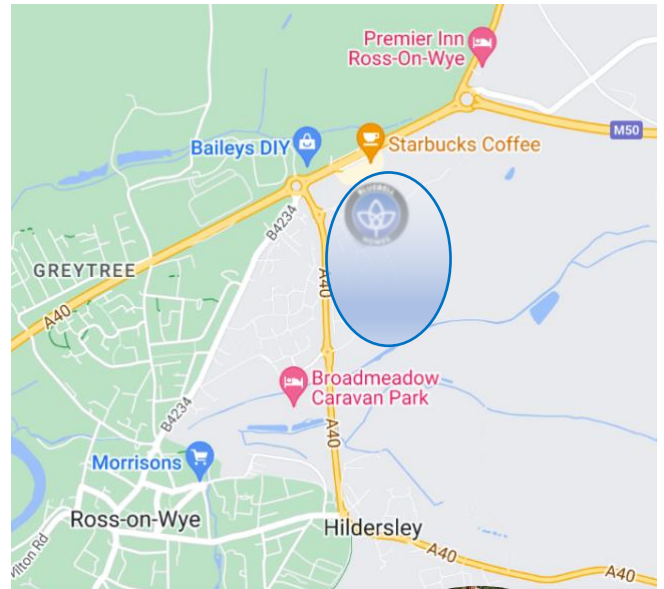
St Mary's Garden Village

The naming and branding of St Mary's Garden Village has, from the start, given a natural connection between the SMGV housing development and St Mary's Church – the church spire can be clearly seen from many parts of the development and the

formal gardens in the centre of the village have their own "mini-spire" sculpture echoing St Mary's.

The large Garden Village style development just outside the Ross ring road was started the year before Covid and designed as an intergenerational community. The housing sizes and types are mixed throughout the estate with bungalows, terraced and detached houses built to attract and mix a range of ages and sizes of household. There is also a mix of social and owner-occupied housing. A small community hub building has recently been completed at the Bluebell homes end of the development with a children's play area and small raised bed "allotment" plots. There are cycle and walking routes and an outdoor gym area. Also a wetlands and "boathouse" at the Edenstone end of the development.

We established good a good relationship with the SMGV Community Development Officer employed by the developers but when Covid hit she was moved to the sales team. However we met people when we could and and worked with residents to hold a very successful Christmas carol and mulled wine event.



A number of residents now attend worship, groups and events at St Mary's Church but it has also been our hope to offer some community opportunities at St Mary's Garden Village in collaboration with residents - such as coffee and chat, Messy Church pop up, Café church pop up, Toast and Toddle etc. Now that the Village Hub has opened and

there is management committee and a residents association there is the opportunity for the Associate Priest to take the lead in building relationships and finding ways to reach this new all age community.

Brampton Abbots parish comprises a traditional village plus the separate Greytrees area of housing which adjoins Ross. In the village is a historic closed church with a long term aim of housing some sort of community project. There is also a village hall and a nursery school which has close ties with St Mary's. Brampton Abbots primary is a church school (actually situated in Ross parish).

Monthly worship is in the village hall, and on an occasional in the closed church. Some residents of the parish also regularly attend St Mary's.

Brampton Abbots Parish

Parish Census and deprivation summary

Parish population (2021): 932

	Parish	Diocese	National
% aged 0-19	18%	20%	23%
% aged 20-44	19%	25%	33%
% aged 45-69	41%	36%	31%
% aged 70 & over	22%	20%	14%
% Christian	57%	55%	46%
% non-Christian religion	2%	2%	11%

Parish deprivation rank (IMD 2019): 5142

(1=most deprived parish in the Church of England, 12,239=least deprived)

For more detailed census & deprivation info: see <http://arcg.is/1RaS4CS>

<https://www.churchofengland.org/researchandstats> and

<http://www2.cuf.org.uk/poverty-england/poverty-map>

Number of churches in parish (2024): 1

Parish Code: 180224



While 95% of the children and young people of this country are not connected with a church, we are connected with them through schools... Together we CAN reach them with faith, hope and love...

Our Local schools

In our deanery we have 17 primary schools and one secondary school, plus several nurseries.

Of them, two nurseries, four primaries and the one secondary are in the Ross Parishes and we have excellent and growing relationships with them all.

Schools ministry is a high priority for us – we know that although 95% of the children and young people of our country do not attend any church (and that is the same for us here), most of them ARE in school - giving us the opportunity to inspire them to explore faith and to grow in hope and love.

Moreover, national research also shows that at primary age 84% of children are interested and very open to exploring faith - and that is our experience through our work in our schools here. Expanding those connections and opportunities is a priority for us.



Walford School is within walking distance of Walford church and although it is not a church school we currently work closely in and with school.

One of our lively Open the Book Teams goes into school twice a month and we also normally lead assemblies twice a month.

We envisage our new Associate Priest strengthening these relationships and finding more opportunities to link school, church and the lives of local families.

This Christmas for example we once again welcomed the school and parents to church for their carol service and invited everyone back to our

Christmas Eve crib service which was standing room only!

Our aim is to build more and more points of connection through the year.

In the wider benefice **Brampton Abbots** is a church school also with an Open the Book Team and church led assemblies. The chair of Governors is a member of St Mary's. We are also well connected with **Ashfield Park School** and part of an ecumenical Open the Book Team there and often welcome them to church for events, festivals, Experience Easter and more.



Work Together, Grow Together, Flourish Together

Recently **St Joseph's RC Primary** staged a production of Matilda in St Marys and a number of their pupils belong to our Youth Choir and worship with us with their families.



St Joseph's Catholic Primary School

'Treat others as you would like to be treated' Matthew 7:12





The LifeLink Project

Linking school + church + homelife
across Ross and Archenfield Deanery



The Church of England vision for education is of serving the whole of the country and supporting young people in growing up to “live life in all its fullness” and national research has shown that faith is most likely to grow when the spheres of school + church + homelife are linked. In response, the Diocese of Hereford has recently appointed chaplains to work in Hereford Academy and Bishops High School in Hereford with a special “LifeLink” focus on connecting school + church + homelife.

The Ross and Archenfield Deanery has also a long term vision of reaching the young people of our deanery with the good news of God’s love for them by working with all our deanery primary schools and the one secondary school in the deanery and is now seeking to appoint a “LifeLink Chaplain” to work in John Kyrle High School. Our deanery LifeLink Project will foster a common set of collaborative approaches to working with our deanery primary schools and on up into secondary school strengthening the school + church + homelife/community linkages. As well as working towards appointing a LifeLink Chaplain we have established a new deanery schools/benefices network to share resources, learn together and support one another. It is envisaged that the Associate Priest will be a member of this network through their work with primary schools.

Alongside the schools work the Deanery LifeLink Project aims to see the development of a market town and two rural LifeLink Young People’s Hubs – based on St Mary’s, Ross and on two other strategically placed rural settings in the deanery. Each of these will, over time, pioneer approaches linking school + church + homelife and we expect to see at least one Young People’s Fresh Expression in the deanery.

We value working ecumenically and members of other churches are part of the schools network. We have also been developing the project in collaboration with the ecumenical mentoring team that has been working for many years in John Kyrle High School. We hope that this ecumenical collaboration will continue to develop as we work together in our communities.

John Kyrle High School, Ross on Wye

John Kyrle High School is situated in Ross Parish and we now have the opportunity to strengthen our links with the one secondary school in our town and deanery. Our aim, in collaboration with the diocese and deanery, is to appoint a Chaplain to work in the High School Ross Parishes and deanery, so that the connections and relationships we make in primary school can continue and grow through secondary years and beyond, to inspire lifelong faith, hope and love.



John Kyrle High School has a mission to serve the young people, families and communities of Ross and the surrounding area. While not a church school, JKHS wants to see all students have opportunities to find meaning and purpose in life and to grow up with the skills and resources they need to enable them to live fulfilling lives and contribute positively to society. The school has a highly positive ethos of encouragement and team working among staff and students and is looking forward to welcoming a chaplain to join the team.

We are a good fit to work together as parish church and town school sharing a common mission to serve the young people, families and communities of Ross, and, with other local Anglican and ecumenical churches, the wider area too. Both John Kyrle High School and the Ross Parishes are inclusive.

Collaborative Ministry and Mission in the Ross Parishes

Team working through the vacancy

Following the rector's move the benefice will be led through the vacancy by our wardens in collaboration with our rural dean, the Revd Sheila Anthony. They are ably supported by our parish administrator, by our SSM and local, retired and visiting clergy, our readers, our PCCs, and growing teams of lay ministers.

Our staffing complement normally includes a full-time rector, a part time House for Duty Associate Priest, and we regularly have a curate training with us. We are also hoping to appoint a full time LifeLink Chaplain.

The Ross Parish Officers



Bryan Jones BEM
Churchwarden



Mark Sanderson BEM
Warden & DoM



Rachel Lewis
PCC Secretary



Roy Milne
PCC Treasurer

The Walford Parish Officers and PCC



Murray Alston
Church Warden



Gay Chinn
Church Warden



Sanna Drummond
PCC Secretary



Karen Chinn
PCC Treasurer



Paul Connell
PCC & Lay W Leader



Paul Baker
PCC Member



Wendy Alston
PCC Member



Karen Reeves
PCC Member



Tarquin Wiggins
PCC Member

Brampton Abbots PCC Officers



Matthew Hawkes
PCC Secretary



Elaine Leney
Treasurer



Jane Hawkes
PCC Lay Co Chair

2020 Mission Implementation Portfolio Leads / LifeLink Hub Team

This is a mission orientated team. The lay members of this team are PCC appointees with briefs to take forward the mission priority areas of faith, hope and love (the Five Marks of Mission) in the Benefice, with the Rector. They are also the core of the team that will develop the Ross LifeLink Hub at St Mary's.



Peter Reynolds
Inspiring Faith



Anne Morris
Children, Schools



Paul Cummings
Inspiring Hope



Melanie Mellor
Inspiring Love



Julian Hallett
Inspiring Love



Rosie Winyard
Inspiring Love



The Rector
To be appointed



Caroline Pascoe
SSM



Associate Priest
To be appointed



LifeLink Chaplain
To be appointed



Mark Sanderson,
Warden

Lay and Ordained Ministers

Our rural dean and wardens have a depth of support to draw on in our SSM and local and visiting clergy, our readers, chaplains, and growing teams of lay ministers.



Caroline Pascoe
SSM



Colin Leggate
PTO



David Thomas
PTO



John Davies
PTO



Derek Glover
Reader



Freda Davies
Reader

Local Ministers

Ours was one of the first benefices in the diocese to form a collaborative Local Ministry Team in the 1990s and this has taken a range of forms over the years. Currently we have new teams of Lay Worship Leaders and also Pastoral Visitors. We are in the process of recruiting a team of Lay Missioners. Collaborative working is important for us in such busy parishes with such a strong mission and ministry agenda involving so many people



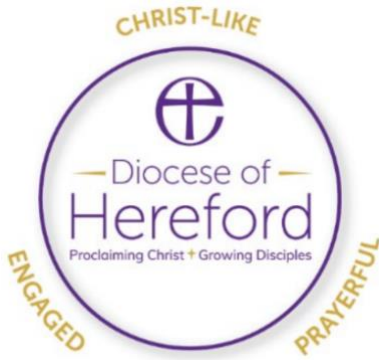
Benefice Administrator: Rachael Daniel

Benefice Safeguarding Officer: Judith Wiggins



Chaplaincy in the Ross Parishes

We have several voluntary chaplaincy roles in the Ross Parishes including Industrial and Retail Chaplaincy; Air and Sea Cadets, the Royal British Legion. The LifeLink Chaplaincy post will be our first Schools and Young People's Chaplaincy role.



The Diocesan Strategy and our goals

We are very encouraged by the direction of travel of the recently renewed diocesan strategy – and by how aligned we are with that in the Ross Parishes. We welcome the opportunity to work with the wider deanery and diocese to be resourced, to encourage others, and to learn and grow together.

The diocese is seeking to see the following list of features in each local church:

We are encouraged that we are making good progress with this checklist in Ross and in Walford through our 2020 Vision and Mission implementation and planning.

- ✓ A clear mission and purpose with missional and enabling leadership.
- ✓ A team of lay and ordained ministers.
- ✓ Clergy and congregations who want to see growth and are willing to change and adapt.
- ✓ A clear path for all to grow in faith.
- ✓ A culture of welcome and good relationships.
- ✓ An all age missional worshipping community.
- ✓ Youth/Intergenerational mission in school, home, church and community settings.
- ✓ Young people involved in decision making and leadership.
- ✓ An engaging digital presence.
- ✓ Sustainable buildings and finances

*“Our overarching aim as a diocese is to have 50 healthy and growing churches with a congregation of 50 people in rural areas or 100 in our market towns, with a minimum of 3% of the population attending a regular form of worship.”
Renewed Diocesan 2030 Strategy*

Seven Bold Diocesan Outcomes by 2030

1. 3% of population (10,000 people) regularly attending worship in our churches

We know this is more challenging in Market Towns than villages but our goal is to grow and to see the age demographic of our congregations match more closely that of our town.

2. Many (at least 50) benefices with a congregation of 50 people

(100 in market towns). Walford All Age services used to nudge towards 50 – it is our ambition to rebuild to these levels. The Ross first Sunday All Age Eucharist has been creeping up and is hovering around 100.

3. Double the number (to 1000 in the diocese) of young people choosing to attend worship regularly. *Our LifeLink Project is a major first step for us towards this ambition.*

4. At least 200(+) self-supporting or lay leaders trained and commissioned.

5. 25 skilled, trained, paid youth church leaders.

6. 50 New Worshipping Communities (25 for children and young people, including FLOURISH Worshipping Communities). *It is our aim to see a new Fresh Expression in Ross – in St Mary’s or in school.*

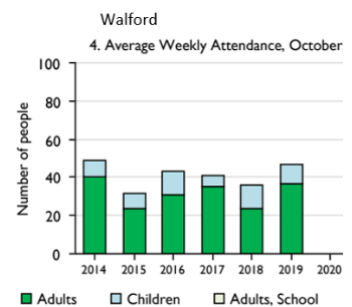
7. Equipped whole life disciples.

We are also very encouraged to see the following aspirations for benefices and deaneries in the strategy:

- Youth/Intergenerational Hubs connecting school, home and church, enabling young people to grow in faith and form worshipping communities – proposed that Ross and Abbeydore Deaneries will collaborate.
- At least one new youth-focussed worshipping community surrounded by a youth mission and discipleship vision and approach.
- Excellent Life Events ministry
- Training pathways for volunteers and local ordained leaders to enable young people to be at the heart of the church’s mission.
- Develop and expand our existing network of school chaplains.

www.hereford.anglican.org/

www.hereford.anglican.org/our-vision



Walford Church Building and Grounds

St Michael and All Angels Church, Walford

The Parish Church of St Michael and All Angels is one of the oldest churches in the diocese with parts dating back to about 1100AD. It is built on the site of a mud and wattle Celtic church.

In 2016 we carried out some reordering of the west end of the nave, raising the floor to provide better access, removing some of the pews and repositioning the Tudor font. This has given us a large communal area with modern Kitchen and toilet facilities. The new chairs and large stacking oak tables together with subtle LED lighting enable us to use this space for varied styles of worship and mean the church building is also more suitable to be used by groups in the community as well as other church activities.

The church is open during the daytime 365 days per year.

The area attracts many visitors all the year round and quite a few people do visit the church, including many who come to tend the graves of loved ones in the churchyard.

There is also a church field used for parking for large services and events.

We often worship outside in the church grounds in the summer. The grounds are ideal for informal worship and for Forest Church style worship. We have also held camps for teens and for families in the grounds and Champing in the church itself. There is a great deal of scope for imagination in the grounds.



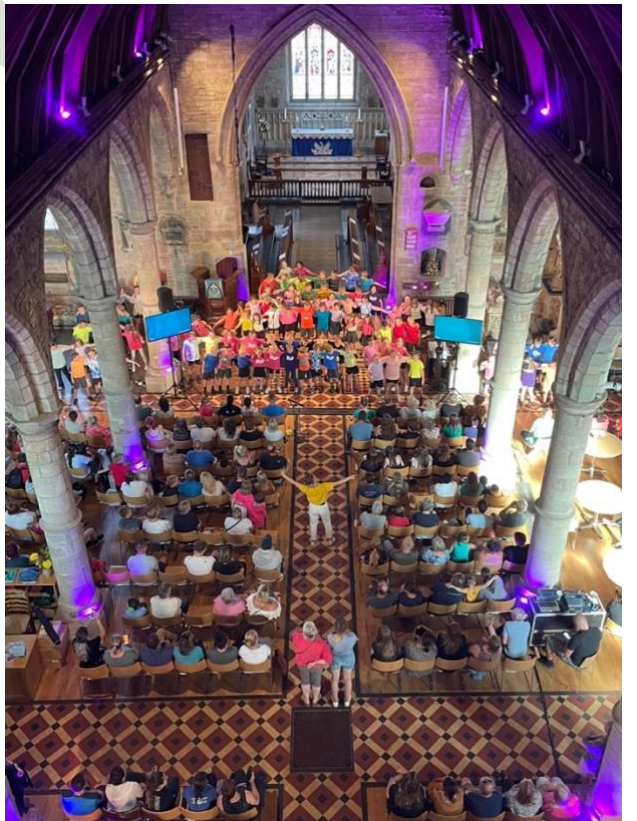
St Mary's Church Ross-on-Wye

A common comment from visitors to St Mary's is that the church seems so welcoming and has the feel of a place that is well connected to and respected by the community. This is so satisfying for us and is very much where we want to be.

Like St Michael's Walford, a recent reordering project has transformed the inside space. Eight years ago we removed all the pews, replaced much of the flooring, added toilets, kitchen and children's spaces. We have also rethought the main entrance which is now fully accessible with glass doors providing a great welcome to the space. We've also relit the church and upgraded sound and AV systems. The result is a bright modern space within and embracing the Medieval building.

The church dates from 1284, most of the current floor plan dates from this time. Two extensive and sensitive Victorian restorations pretty much left us with the building we use today.

Our church buildings in Ross and Walford are emblematic of our approach to ministry. We embrace the best of what is traditional, repurpose, reorder and enhance it and offer it to and for our communities.



Associate Priest (Part-time) Role Descriptor

For some years we have had valued House for Duty colleagues based at Walford and living in Walford Vicarage. Now with the benefice working more closely together we are offering this post as a Benefice Part Time House for Duty Associate Priest post.

The post is for 2.5 days per week plus Sundays.

Role Descriptor

Sharing in the leadership of the Ross Parishes' 2020 Vision to become "growing intergenerational, inclusive churches inspiring faith, hope and love" the postholder will in particular:

- Take a lead in proactively reaching out to the people, organisations and communities of Walford parish and the St Mary' Garden Village development
- Take a lead in re-growing the worshipping community at Walford Church including All Age worship
- Make the most of festivals and community celebrations/ events to connect school + church + homelife/community through the year to inspire faith, hope and love in people of all ages and backgrounds, working collaboratively with the Portfolio /LifeLink Hub Team
- Take a lead in inspiring faith, hope and love among young people, their families and staff in Walford School and work with the Children's, Young People's and Families Portfolio Lead and Schools Teams to develop schools ministry further across the primary schools of the benefice.
- Share in staffing and growing the missional Life Events Ministry of the benefice (Christenings, Weddings, Funerals as well as marking other significant events in the lives of local people and our communities.)
- Share in benefice Sunday ministry – including 3 Sunday mornings normally in Walford and one in Ross each month, plus other Sunday worship and events such as baptisms, Evensong, new Fresh Expressions, Grow Youth Group, as agreed

Associate Priest (Part-time) Person Specification

This post would especially suit someone with a heart for outreach in the community and for seeing faith growing in young people and families.

The post would be very suitable for someone looking to work part-time – alongside another part-time role, while completing research, or parenting for example – as well as those who have early or recently retired and are looking for an exciting next phase in life and ministry.

	Essential	Desirable
Is attracted to this benefice and to our vision and mission, and wants to see people of all ages find and grow in faith	✓	
Outward facing and missionally minded – proactive about getting out into the community and building community with church as a part of it	✓	
Experience and/or training in growing all age worshipping communities and working with schools; keen to link church + school + homelife creatively	✓	
Enjoys working collaboratively - in both leading and team playing roles	✓	
People orientated - a pastoral heart and who wants to get to know people well	✓	
Well organised (including being able to say no!) with good administrative and IT skills	✓	
Well-developed communication and inter-personal skills	✓	
Comfortable working in a mixed ecology and inclusive environment with us	✓	

Also	Essential	Desirable
Has a driving license and their own transport	✓	

Available to candidates who wish House for Duty terms...

Walford Vicarage is next to the church and to the church field which is used for church car parking for major services and events.

The vicarage is a purpose designed 4 bedroomed house built in 1978.

The house has recently been redecorated throughout with the new flooring in upstairs rooms.

It offers spacious living area, 4 good size bedrooms. It is set back from the main road with a ample sized gated driveway with garage.

The vicarage has quite a large garden much of it laid to grass, but about a third of the plot is a small orchard with a variety of fruit trees which is currently a 'wild garden' area.

There is a pathway linking the Vicarage to the Church.

Behind the Vicarage is the old railway track embankment and one can see Goodrich Castle on the other side of the River Wye from the patio.

