

# UNITED BENEFICE OF NORLEY, CROWTON AND KINGSLEY

## Parish Profile





# FOLLOWERS OF JESUS SHARING HIS LOVE WITH OTHERS

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# WELCOME

The church family in the benefice of Norley, Crowton and Kingsley is warm, welcoming and open, full of people who want to grow closer to God, wherever we are in our Christian walk.

Our benefice comprises three churches seeking to make Jesus Christ known and experienced in our villages. We strive to be a community where everyone can feel at home and find support. We enjoy a variety of worship styles; in each we see the Bible as central and explore its relevance for our lives today. We do our best to live out our strap-line: ' Followers of Jesus: sharing His love with others'.

We are rooted in prayer, enthusiastic about developing in our faith, and willing to express our commitment in a wide variety of voluntary service.

We hold morning services in our separate churches for three weeks each month, then every fourth Sunday we celebrate together. We hold a joint monthly Cafe Church with our Methodist friends at their church in Kingsley.

All three villages are growing, with new housing developments in each and new people coming into the area. Our church family has grown in the last

decade, although a great many newcomers, (particularly those with children) choose to attend church ad hoc. While attending to the spiritual needs of the regular congregation, we try to foster a nurturing environment of discipleship that enables these more occasional attenders to develop their relationship with God and their commitment to belonging to church.

“ WE ARE ENTHUSIASTIC ABOUT DEVELOPING IN OUR FAITH ”

We have a regular house group, study groups and weekly prayer meetings. In most years we run an Alpha course. This year we have prepared five candidates for confirmation.

In the benefice, we have three very good Church of England primary schools. Links with the schools are strong, with weekly ecumenically-led Collective Worship, services in church, and involvement in governance.

We are committed to the encouragement of lay ministry and leadership: our ministry team serves alongside our six churchwardens and three PCCs: we all look forward to ministering under the guidance of our new vicar.

Across the benefice, we are all earnestly praying for the person God wants to come and minister among us and lead us in continuing to build up God's kingdom in our three rural parishes.



# OUR BENEFICE

Norley, Crowton and Kingsley are on the edge of the Sandstone Trail, 12 miles east of Chester and close to Delamere Forest, between the ancient market town of Frodsham on the River Mersey and the 'salt' town of Northwich on the River Weaver. The villages nestle in farmland crisscrossed by quiet country lanes, yet motorways, national rail links and airports and the culturally vibrant cities of Liverpool and Manchester are all easily within reach.

## POPULATION STATISTICS

NORLEY: 2,012  
CROWTON: 465  
KINGSLEY: 1,986

The villages are a cherished rural haven for commuting professionals and the newly retired, as well as being home to a number of small businesses and an increasingly hard-pressed

farming community. As well as attracting in new people, we pray that the new housing developments in all three villages will offer more opportunities for the younger generation to stay in the area. The populations of Crowton and Norley are older than the national average and many seem wealthier, however, below the seemingly idyllic surface lurk the challenges associated with 21<sup>st</sup>-century prosperity: isolation, financial pressure and stress, marital breakdown, and the problems of lives lived in a state of constant comparison with others.

**Norley** boasts a small shop, pub and primary school, and the village hall, opposite the Methodist church is a lively community hub, with its excellent children's outdoor play area. In the 1970s a former POW camp was

converted to form Delamere Park, a self-contained estate of mostly larger, detached houses and bungalows with its own community centre: it constitutes a potential mission field.

Christ Church is at the heart of the little village of **Crowton**, opposite the pub and near the primary school and village hall. Blessed with incomers, Crowton is still a farming community.

**Kingsley** is the most demographically diverse of the villages. Ecumenical links with the 'Hurst' - the Methodist church - are strong. As well as its pub and two primary schools, Kingsley offers a doctor's surgery, Post Office, chemist's, a new supermarket and other services, and a wealth of lively community, sporting and other groups.

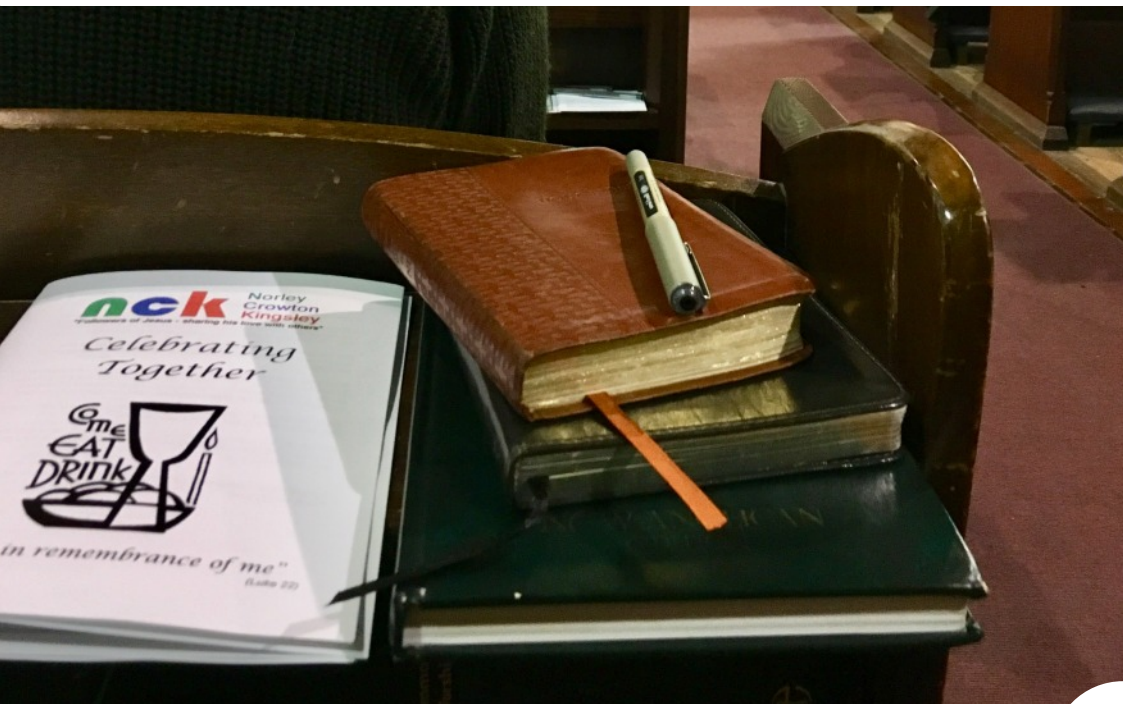
There are two good state secondary schools with sixth forms in neighbouring towns, a respected state 6<sup>th</sup>-form college, and a private school for pupils aged 3-18. There is ample nursery care in the area, which is also well served with residential care for the elderly.

Within a 10-mile radius, there is a wide range of shopping, retail and leisure facilities, also museums, galleries and other tourist attractions and major annual county shows.





## FOLLOWERS OF JESUS



## OUR CHURCH FAMILY

As with most modern families, we are of all ages and characters and often widely dispersed! When we come together, for example, for one of the major festival services, there is a palpable sense of joy, relaxed fellowship and happy expectation of good news to share.

**AVERAGE ATTENDANCE OF 103 EACH WEEK ACROSS 3 CHURCHES**

APPENDIX 1  
FIGURE 1

Volunteers are active in every aspect of church life. For services, they will read lessons, lead prayers, serve chalice, carry out sidespersons' duties, provide refreshments, and generally clean, prepare and tidy up. Volunteers of all ages also lead, support and help with regular and one-off events, giving generously of their time, talents and resources.

We are blessed with a ministry team comprising an Associate Minister, a Reader, a Pastoral Worker and a Lay Worker oriented predominantly to ministry among younger people and young families. The team is active in all three parishes and represents a range of churchmanship. It usually meets each week for prayer and to support the wardens and PCCs in planning and coordinating activity around the benefice.

We have on occasion had a stipendiary curate training with us, and in the last ten years have sent five parishioners for ordination. Each church has two wardens and a loyal PCC including treasurer and secretary. These generally meet independently; once or twice a year the three PCCs meet together to consider benefice-specific matters.



# OUR BUILDINGS

“WHERE TWO OR THREE  
ARE GATHERED IN MY  
NAME, I AM THERE  
AMONG THEM.”

MATTHEW 18:20

Church is, of course, primarily a community, not a building, but given our wish and need to come together, we are blessed with three magnificent Grade II listed buildings in which to do so. All built of red sandstone in the 19<sup>th</sup> century they differ in size, character and ease of access.



The largest, **St John the Evangelist in Norley**, is known locally as "The Cathedral of the Forest" and has 3 war graves in the churchyard on the route of the popular local commemorative WWI wildflower walk. It has a large car park, shared with the NCK Centre.

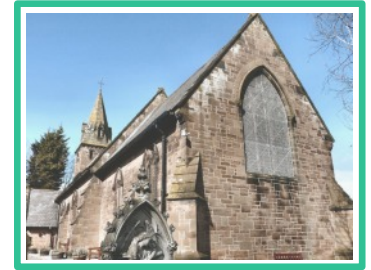


Surrounded by gardens, the **NCK Centre** is a modern, light, practical, accessible, and flexible space with an office and a kitchen, increasingly used by church and other groups for meals and meetings, work, worship and play. We have recently worked with an artist and our primary schools for the children to design and create three pieces of art work for the centre.



**Christ Church Crowton** is the smallest of our churches, a cherished intimate space glazed entirely with beautiful stained glass. With a nod to modern convenience, the church has modest cloakroom, toilet and kitchen facilities.

**St John the Evangelist in Kingsley** is the middle-sized of the three churches, seating around 200, and has a church room with toilet and kitchen facilities across the car park. This church may be enhanced shortly as plans to re-order the building are in hand.



All three of our churches are heated, and each has a hearing loop system, sound system, screen and projector, keyboard and working organ. Thanks to our diligent churchwardens, PCC fabric committees and teams of willing volunteers, all buildings and their grounds are well-maintained and in good order. Within each village we also have access to a village hall or community centre and the various primary school buildings.

**The Vicarage** sits behind the church in Kingsley village, within walking distance of the local shops and schools. It is a modern 5-bedroomed detached house with gas central heating and recently new double glazing. There are 3 reception rooms, a large dining kitchen, 2 bathrooms, a downstairs toilet and cloakroom and two utility areas. An Aga woodburner heats the domestic hot water as well as supplementing the central heating. Outside are a large attached storeroom, a garage and a shed. The large garden is well stocked with lovely views across open countryside.



# OUR WORSHIP

Worship in our benefice follows a monthly service pattern providing a range of service styles to meet the needs of our regular worshipping and wider communities. Regular attendance is 20-30 for our more traditional services and 15-30 for our family services. Leaders robe or not at their discretion, with respect for the nature of the worship and those likely to be present. We

follow Common Worship lectionary on most Sundays, occasionally diverting into a theme, e.g. during Thy Kingdom Come or Advent. Seasonal service booklets are used on all occasions except for family services, Encounter and Sacred Space, when any text required is projected onto a screen, and BCP Holy Communion, which is read from the traditional prayer book. We have an organist in each church and for family services we have a band

who lead a variety of modern songs with the lyrics projected on screen.

Most services are followed by refreshments and valuable space and time for fellowship and for welcoming newcomers.

One of the most exciting and yet challenging things about the NCK Benefice is its breadth of traditions, opinions and theological perspectives. This is particularly reflected in our approach to our worship. Many of our congregation are keen to see a greater focus on the work of the Holy Spirit in our worship, preaching and prayer ministry, while others remain hesitant and slightly nervous about moving away from more conventional structures. Working out



how we move forward as a church family, balancing the traditional and liturgical with the contemporary and spontaneous, will be an important responsibility for our new vicar.

Our current pattern of services has been born out of loving care for the full spectrum of parishioners, a burning desire to introduce more of our neighbours - especially children and young people - to Jesus, and a sensitivity to the need for our clergy to be regularly 'formally' visible in each of our parishes.

## WORSHIP IN THE MORNING

**Family Worship** in Norley or Kingsley for three Sundays a month; led by a team and focusing on the wider church family, from the youngest to oldest.

**Holy Communion** is led once a month in each church using Common Worship in contemporary language.

**BCP Holy Communion** is an early morning service once a month at Crowton, conducted in traditional language.

**Morning Worship** is led by a lay minister at Crowton and Kingsley each month.



**Worship Together** brings all congregations together in worship on the fourth Sunday.

**5<sup>th</sup> Sundays** bring a different service: e.g. prayer labyrinth, with worship and lunch.

**Mid-week Holy Communion** uses Common Worship each week on a Thursday.

# WORSHIP IN THE EVENING

**Sacred Space** is a non-liturgical meditative act of worship on the first Sunday of the month at Christ Church Crowton.

**Sung Evening Prayer** uses the Book of Common Prayer and is held on the second Sunday of the month at Norley.

**Encounter** (paused at the moment) is a non-liturgical act of worship, presentation and discussion, including testimony and consideration of a topical moral issue. This has been on the fourth Sunday each month.

# SEASONAL AND SPECIAL SERVICES



We work closely with our church-aided schools to involve them in the worshipping community for Mothering Sunday and Harvest, and they use the churches for their special Easter, Christmas (Christingle) and Summer Leavers' services. Crowton celebrates a Rose Queen Sunday the day after the village fete in July.

Other major festivals we celebrate are Plough Sunday, Holy Week and Easter, Remembrance and Christmas. We see a place for both traditional and theologically rich hymns, and modern, response-focused songs, so we have both a traditional and contemporary Advent carol service. Then, on Christmas Eve, a family Crib Service and a midnight communion.

On Good Friday each year there is an afternoon meditation to help us direct our thoughts and prayers towards Jesus and the cross, and to help prepare us for Easter.

Periodically we hold a communion service using oils and offering individual prayer for healing.

We hold a joint monthly Cafe Church service with our Methodist friends at their church in Kingsley.

Invitations to our bi-annual Service of Consolation go to those who have suffered the loss of a family member or friend within the last couple of years. The liturgy is designed with sensitivity to promote healing among all who have been bereaved.

# OCCASIONAL OFFICES

We want our churches to be known as places of welcome, safe haven and celebration before God. We are keen to embrace every opportunity that might help introduce people to Jesus or encourage them in developing and deepening their faith. To this end we take great care in preparing for and conducting occasional offices. Over the last three years across the benefice, there have been:

<b>BAPTISMS:</b>	<b>17</b>
<b>WEDDINGS:</b>	<b>9</b>
<b>FUNERALS:</b>	<b>15</b>
APPENDIX 1, FIGURE 2	





# PRAYER

“

**ALL OUR  
MINISTRY IS  
ROOTED IN  
PRAYER**

”

All our ministry is rooted in prayer: weekly prayer meetings are held in all three communities and a contemplative meditation group has recently started meeting again each month. In addition to steady and continuing hand-holding and lifting to God, we also respond to need as we feel the Spirit is guiding us.

We occasionally set up a Prayer Labyrinth in one of the churches: a number of decorated, interactive prayer stations to help shape individual prayer.

For the last two years, we have taken part in the national Thy Kingdom Come initiative, creating a series of sermons and homilies to take everyone through a selected book of the Bible over the course of the 10 days. The text, homilies and prayers are distributed in hard copy so anyone unable to get to church can also participate. A short text and linked 'thought for the day' are texted out to anyone who wishes. This last has proved very popular and offers a fertile opportunity for development.



Occasionally, we open a church for a 24-hour period of prayer. As part of Thy Kingdom Come, we deliver a prayer card to households in our communities to be collected from local schools, pubs and shops, and we use returned cards as a focus in our 24-hour prayer time.

Embracing Jesus' model of mixing hospitality with teaching, a House Group is usually held each week at the NCK Centre or the vicarage, and occasionally other homes. They offer an informal way to deepen our understanding of our faith. We discuss difficult issues and relate them to what the Bible says, and we work our way through different books of the Bible. We appreciate having this safe area where we can share our views openly and honestly.

During Lent and Advent especially, we offer a short interactive series of learning sessions exploring in depth one of the books in the Bible,



or other material, to help deepen and broaden our appreciation of God's word and its relevance for our life today.

From time to time, members of the church family from all three parishes stay for a residential Parish Weekend at a Christian retreat centre such as Quinta or Cloverley Hall. It is an opportunity for the church family to get to know each other even better and share their experience of Jesus, and of God at work in their life.

A visit to Israel is planned for 2019 for members of the church family. The organisers lived in Israel for a period of time, travel back there each year and hope, through this trip, to encourage others to deepen their Christian faith, understanding and commitment.



# OUR SCHOOLS

## Primary Schools

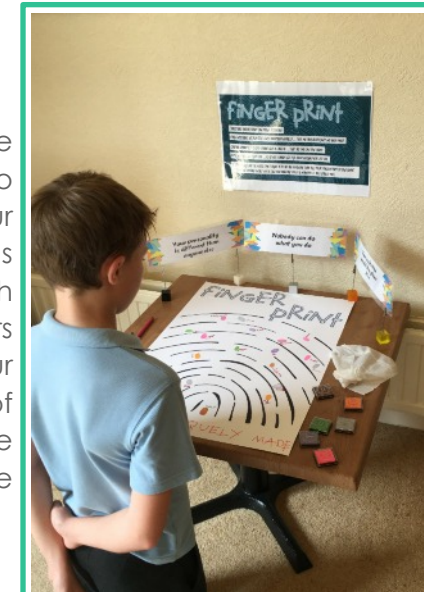
The church family is closely involved in supporting school life and helping nurture faith among students and staff. With our Methodist friends we have a team who take it in turns to lead collective worship in each of our three primary schools each week. Our PCCs each elect foundation governors for the schools, and each school has a link governor with responsibility for staff well-being. We liaise with the schools to prepare and involve the children in worship in church at major festivals, such as Harvest, Mothering Sunday and Remembrance. We are blessed with school head teachers who wholeheartedly embrace the Christian ethos and work very happily together, and with our ministry team. For the latest school Christingle service in church at Crowton, it was the school staff who prepared the content of the worship.

Each month, a team leads a Messy Church after school in Crowton Christ Church School. It offers a relaxed environment for families to meet and explore the Bible creatively together.

In December each year, Norley church hosts the primary school Christmas production and Crowton continues to hold an annual village summer fete with the school to raise funds for the church.

## Secondary Schools

As our Year 6 schoolchildren prepare to move on to secondary school we arrange for them to spend a 'transition day' with our support at our nearby diocesan retreat house, where we focus on nurturing confidence and trust through faith in Christ. Our youth workers have in recent years established very positive relationships with our local secondary schools: their visits, as part of local ecumenical support for the schools, have been a reassuring link for the children who have attended our village schools.



# SHARING HIS LOVE WITH OTHERS



# OUR YOUTH AND CHILDREN

Norley, Crowton and Kingsley are a mission field for youth, with approximately 550 children and young people living in the three villages. Through our various efforts we aim to:

- **reach out** to all local young people
- **build** authentic relationships and create community
- **connect** them to Jesus
- **nurture** the development of their faith
- **invest** in them, giving them opportunities to serve

For six years we have supported a full-time remunerated youth worker. In February our current youth worker moved to a new position with different challenges elsewhere in the diocese. The strategy for our mission among families, young children and youth was determined some years ago by our previous incumbent. We feel the recent personnel changes offer a welcome opportunity to review, with our new vicar when appointed, our engagement with our young people. This will be a significant initial priority for the person God sends to minister among us.

In the meantime, with some adjustments and God willing, we will continue to build on the foundations laid with our young people through the following volunteer-led activities:

## Messy Church

On Wednesday once a month after school in Crowton, for children in Years 1-6: as detailed elsewhere, an opportunity for families to explore the Bible creatively together.

## KidsZone

Held in Norley for children in Years 1-5, on alternate Wednesday evenings twice a month, an exciting group, jam-packed with stories, key verses, songs, discussion groups and games on a specific theme. KidsZone provides a great opportunity for our 'churched' children to invite their friends along.

## Breathe

Up to 40 young people (Years 6+) enjoy fun and faith discussion together in the NCK Centre on a Friday night. This is a primary point of contact between young people in our area and the church family, relaxed, mildly chaotic (!), friendly and encouraging. As our youth worker has moved on, several of our older youngsters are stepping forward to help our adult volunteers in shaping the weekly discussion and themed activities.



## Family Services, Joint Services and 5th Sundays

Young people of all ages are always welcome for our worship. However, we recognise that they have needs different from those of the adults in our regular congregations, so we strive for part of the time to provide space and sessions specifically for our children, to help them learn in ways appropriate for them. During the family services, the children are keen to serve in any way they can, getting involved in reading the Bible passages, working the visuals and sound, contributing to prayers and in speaking out confidently about their faith. Their energy and enthusiasm is a joy. We seek to foster their inclusion in the wider family of the church, and their understanding of our Anglican heritage, through involving them in joint services and 5th Sunday 'special events'. Our young families have many competing calls on their time at the weekend and we understand regular commitment is tricky. We work alongside them, listening, learning, being flexible, all of us keeping Jesus Christ at the heart of all we do, and our own hearts, minds and arms open to one another.

## Trips Away

Last Autumn our youth worker organised again a youth weekend away, teaming up with other local youth groups for lots of engaging activities and opportunities to go deeper in faith. For several years now in the summer a group from the benefice has attended Merseyside Christian Youth Camps. We will publicise these opportunities again this year.



# PASTORAL CARE, OUTREACH AND EVANGELISM

In rural villages like ours, isolation among the young, the elderly and the vulnerable is an acknowledged social challenge. In addition to our Pastoral Visiting Team who regularly take communion to the housebound and hold a service each month in each of the nursing homes in our benefice, we are blessed with a large informal network of volunteers who endeavour to address need in the community by visiting the housebound and being mindful of those who would appreciate a listening ear and to be held in prayer. We reach out to help in prayerful and practical ways. Meet and Eat, for example, offers a regular opportunity each month for people to have lunch together at the NCK Centre.

Our passion to see others share our love for Jesus leads us to run an Alpha course most years in different venues including a local pub. The course continues to attract people from within the church family and others. We once held an Alpha-based course adapted to support our church school teachers and other staff in developing an understanding of the Christian

ethos. We have also held a course to help encourage and equip parents in bringing up their children in the Christian faith, in what is increasingly a culture hostile to faith.

We have a small active Mothers' Union group that, in addition to meetings and fundraising, organises trips which guests enjoy. In the spirit of enfolding the vulnerable of all ages in Jesus' love, members produce a steady supply of baptism blankets and - for the local home for people with dementia - reassuring 'fiddle blankets'.



In the spirit of inclusion for all seeking to maintain and strengthen their faith, in 2014 we held an ecumenical Dementia Awareness Day. Physical, mental and spiritual issues were covered in a conference about living with dementia and creating dementia friendly church. 60 new Dementia Friends were created on the day and the event concluded with a short act of worship suitable for people affected by dementia.

Also in the spirit of confronting lovingly, and so alleviating fear, in Lent 2017 we hosted a Gravetalk Cafe series addressing that taboo subject, death. Our audience of 30-40 each week appreciated the chance for open discussion in a safe space of some challenging topics and there were many positive pastoral outcomes.



“ THIS IS HOW CHURCH SHOULD BE. ”

BISHOP ROBERT ATWELL

# PASTORAL CARE, OUTREACH AND EVANGELISM



Our Seniors' Events have evolved into outreach to nursing and residential homes in the local area including those specialising in dementia care. 'Afternoon tea with a twist' is the general format: children from our local primary school join us to interact with our older guests over a simple craft activity, and

a short act of worship reminds us that we are held in God's loving care.

Our Men's Group brings together men from our parishes: at a car showroom, enjoying a residential trip to Anglesey, having fun tenpin bowling. Get-togethers usually involve a speaker, personal testimony of faith and the important part: food of the actual and spiritual kind.

Our Women's Group addresses issues particular to women. For example, 'Born Beautiful'

included a fashion show with outfits sourced from local charity shops. As well as fun and fellowship, the evening showed that there is an alternative to the accepted social norm of striving to be superficially 'beautiful' at great personal cost.

For a while, See and Know, a mum's and babies' group, provided space for young mums wanting to make friends with other mums in a Christian environment. We are confident a similar group will form again when needed.

Women of all ages come to Knit and Natter, knitting, crocheting and crafting items for those in need: the homeless, premature babies, rescued animals, people living with dementia and more. At Easter, the group provides knitted chicks in quantity to help raise funds for the local hospice. The group holds a MacMillan coffee morning yearly, and makes regular financial donations to charities including Christian Aid.

Each church has a collection point for Foodbank, and each year we donate funds, useful items and time to local charities meeting the needs of the homeless and the vulnerable seeking refuge. The Mothers' Union coordinates our contributions to Operation Christmas Child and throughout the year there are regular collections for Christian Aid and local charitable causes.



Alongside a Celebrating the Countryside service at Norley we hosted stalls and exhibitions celebrating rural industry, including farming and conservation initiatives, and showing what is going on in our local area. The rural chaplaincy's work was particularly highlighted, especially its work with the farming community.

We have also invited in Christian theatre groups, choirs and other musicians, and Christian guest speakers for events bringing together friends from around our villages and beyond. Most recently, during Lent 2018, we had the Hartlepool Knitted Bible displayed in Norley church for people of all ages from the local area and from afar who came to enjoy the scenes and discuss their significance.

“ WE WANT TO SHOW THERE IS AN ALTERNATIVE TO THE ACCEPTED SOCIAL NORM ”

# PASTORAL CARE, OUTREACH AND EVANGELISM

We act on every opportunity we can to be witnesses for Christ and bearers of the Good News in our villages. At Christmas, we reclaim the festival for Christ with the good news of his birth: the weekend before Christmas we have brought the church, schools and the community together, in each village in turn, for the Nativity on the Move, walking around the village by torchlight, pausing for a carol and tableaux acted out by a team who tell the story of Christ's birth. The final tableau takes place in a barn, with everyone present, usually farm animals too, and seasonal refreshments.

A Family Christmas Quiz Night is one of a range of events we have held throughout the year especially for families with teenagers. These events have also included Family Slip 'n' Slides, Charity Parties and activities such as car-washing and 'teddy abseiling'.

One year, we had a Palm Sunday Breakfast in St John's School, in Kingsley, where we created 'palms' for all to wave as we then held a Palm Sunday Procession up to the church for a service together.

Each year, we team up with the Methodist church in Kingsley for Harvest on the Farm: a service of thanksgiving for all the family held on a local farm surrounded by hay bales and the sounds of cattle.

To celebrate 150 years since the Wycliffe Bible, we held a Bible Celebration Exhibition and Talks: a timeline of the development of the recorded Word, with an exhibition of a wide range of different Bibles, and personal testimony as to their significance in the development of individuals' faith.



# THE FUTURE: OUR HOPES PRAYERS, CHALLENGES AND OPPORTUNITIES

## We pray...

... to be a constant and bold witness for Christ in our communities. We recognise that we live among churched, de-churched and unchurched neighbours, and ask God to give us the sensitivity and creativity to continue initiating and nurturing relationships of trust with all whom we meet, that people would come to know Jesus Christ as their Lord and Saviour in a real way.

...to be a welcoming church and to see our churches filled with life, hope and joy, and God's love flowing around from one to another: we would love to see our buildings open even more often and used more frequently. We ask God to guide us to those who would enjoy our facilities and for whom that open door might lead to a life in Christ.

...for this benefice to be a place where we can go with God together into the future, older and younger alike, and with our ecumenical friends and neighbours. We give thanks for the strong relationship with our Methodist friends in Kingsley, and for the new dialogue beginning in Norley, and we pray that all our churches may grow together in love and harmony.

...that God will show us how to pass on the kingdom to future believers: we pray that we may help nurture the shoots of curiosity and commitment among our schoolchildren and young people. We recognise that so much of the new growth is the consequence of our having had a dedicated youth worker, and we trust in God for that provision to be refreshed. We give thanks for our schools' heads, staff, governors and parents, and pray that Jesus be known in each of the families that our schools are privileged to serve.

... through Jesus to grow in our love and to extend God's kingdom in keeping with God's guidance; enacting God's plans, not plans of our own making.

... for the church to have impact for good in the growing communities in which we live, for each church to be a beacon of light for Christ, that people may find peace, love and hope in our church family, and come to know the Holy Spirit at work here in our villages.

Above all, we want to be led and renewed by the Holy Spirit, encouraging spiritual gifts in one another, praying for, caring for and loving one another, and acting as Jesus' eyes, ears, hands and feet, so that we become a beacon for God's love and grace in our villages.

Dear Lord, find all the lost sheep in these villages and bring them into your fold.

## We asked our children and young people what they would like in our new vicar. This is what they said:

- Someone who
- will look after and care for us
- has time for us
- will get involved with us
- is interested in us
- is lively and fun
- is happy and friendly
- has a good sense of humour
- is young at heart
- will play games with us
- will teach us



# WHAT WE OFFER

- ... a warm welcome at all times.
- ... joy in our worship and fellowship.
- ... a commitment to change through knowing Jesus and a willingness to try new things.
- ... an eagerness to serve our Lord through all kinds of service here in our communities.
- ... three unique rural parishes, each cherishing in its individuality, and all collaborating - usually fruitfully if sometimes with creative friction! - as one benefice to help build the kingdom of God.
- ... six experienced wardens, three dedicated PCCs, and a further host of volunteers of all ages and talents.
- ... a confident and experienced ministry team embodying a range of churchmanship and encouraging others in developing their ministry.
- ... dedicated foundation governors and chairs of governing bodies for all three of our church schools.
- ... school head teachers and staff committed to a Christian ethos, welcoming of close relationship with the benefice and equally committed to working together.
- ... the refreshing wellspring of energy and enthusiasm among our schoolchildren and young people.
- ... an appreciation of the beauty of our rural environment and a proper concern for its stewardship.
- ... recognition that a vicar balances strengths and weaknesses as we all do: a respect for time off, family responsibilities, personal interests and the occasional hiccups we all experience.

# WHO GOD MIGHT BRING

We are praying for someone who is...

- ... secure in his/her faith with a clear vision and spiritual depth.
- ... passionate about sharing the love of Christ with rural communities, whether or not s/he has previous experience of rural ministry.
- ... approachable, sensitive, a "people person", happy to engage both with the congregations of our parishes, as well as with members of our wider local communities.
- ... sensitive to existing traditions of worship and able to embrace diversity while leading change.
- ... committed to the pastoral care of old, young and all in between.
- ... able to listen and discern the way forward, to prioritise and to delegate as appropriate.
- ... committed to encouraging and enabling discipleship.
- ... nurturing and encouraging of the use of gifts in all aspects of ministry.
- ... energetic, dynamic, with a good sense of humour.

No-one is all of these things, but if you are some of them and feel a call to minister among us, please do get in touch!





# APPENDIX 1

## Average Sunday Attendance

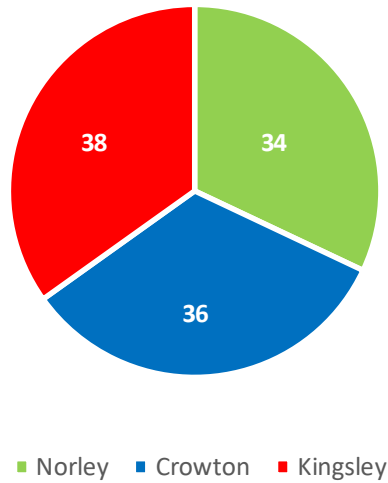


Figure 1: Average Sunday attendance. Data collected from Service records for August 2017 - July 2018.

## Occasional Offices

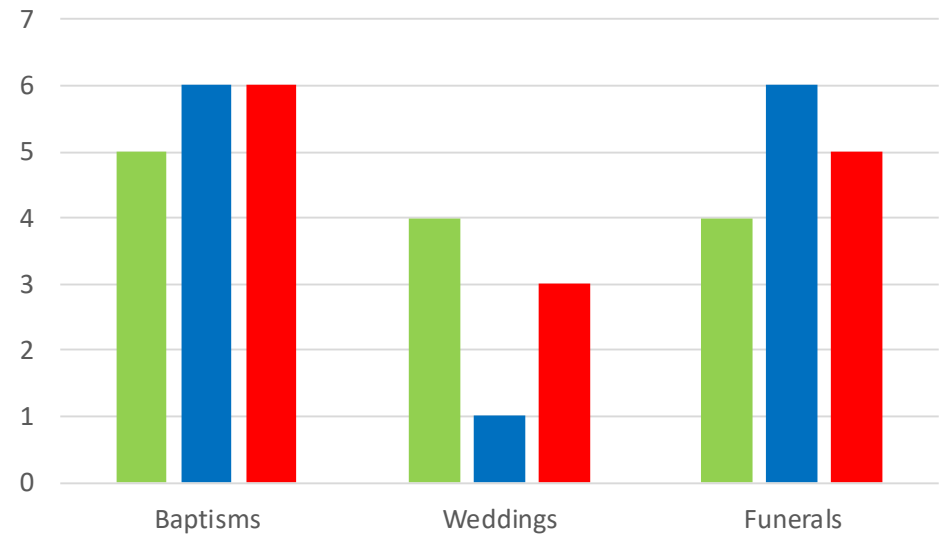


Figure 2: Total number of baptisms, weddings and funerals for each of the three churches for August 2017 - July 2018.

Norley ■  
Crowton ■  
Kingsley ■

# APPENDIX 2 - FINANCES

## FINANCIAL HIGHLIGHTS

Presented here is a consolidated Income and Expenditure report, together with a statement of cash reserves as at 31<sup>st</sup> December 2018. Accounts for Crowton have been audited; accounts for Norley and Kingsley are awaiting audit.

While each Parish treats individual items differently, the main financial highlights are as follows:

Each Parish recorded a small deficit for the year but maintained unrestricted cash balances equivalent to 9 times the combined deficit (£123,303 by value). Kingsley is in the process of investing its restricted cash reserve into re-ordering the interior of the Church building. Efforts are of course being made to increase income, one example being a project to receive income via Text donations, reflecting changing attitudes to cash evident in the new, younger congregation that is being established.

Norley PCC owns the NCK Centre which was recently extended and renewed in a Benefice wide project. There were no significant liabilities across the Benefice.

Parish Share was paid at the equivalent rate of approximately 1.10 times the cost of a standard vicar. This was below the Diocesan request, where individual Parish demands are linked to 2011 census demographics. The latter does, however, bear little resemblance to the actual composition of the congregation.

A Full time Youth Worker was employed in the Benefice until February 2019.

The Benefice operates a system of intra Parish settlements. Norley, for instance, bears the cost of all Diocesan Fees, Photocopying and NCK Centre expenses; Kingsley bears the cost of the vicarage and clergy expenses; Crowton bears the cost of the Parish Magazine. A settlement is conducted by the three Treasurers at regular intervals.

## CONSOLIDATED INCOME & EXPENDITURE & CASH RESERVES

December 2018	Kingsley	Crowton	Norley	Combined
<b>Core income</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Plate Collection	2,672	6,100	11,803	20,575
Standing Orders	20,484	7,309	14,031	41,824
Recovered Tax	1,388	3,220	3,930	8,538
Sub total	24,544	16,629	29,764	70,937
<b>Other income</b>				
Fund Raising	1,574	3,602	2,520	7,696
Fees	2,081	4,721	3,950	10,752
Magazines	230	350	440	1,020
Donations	225	393	0	618
Investment income	123	799	118	1,040
Intra Parish	1,720	443	0	2,163
NCK Centre	0	0	355	355
Sub total	5,953	10,308	7,383	23,644
<b>Extraordinary income</b>				
Legacies	0	0	0	0
Grants	0	0	0	0
Youth Worker excess	2,216	0	0	2,216
Sub total	2,216	0	0	2,216
<b>Grand Total</b>	<b>32,713</b>	<b>26,937</b>	<b>37,147</b>	<b>96,797</b>
<b>Expenditure</b>				
Parish Share	21,800	24,878	20,433	67,111
Expenses	477	1,312	339	2,128
Church Running Costs	6,262	4,626	8,562	19,450
Trading Costs	0	0	411	411
Chester Diocese Fees	0	0	956	956
Organist & Clergy	0	0	475	475
Utilities	2,106		548	2,654
Repairs	393	1,354	1,207	2,954
NCK Centre Expenses	0	0	556	556
Intra Parish	1,792	1,720	4,912	8,424
NCK Youth Account	0	0	200	200
Parish Magazine	0	289	0	289
Donations	1,871	275	0	2,146
Vicarage Expenses	1,834	0	0	1,834
Sub total	36,535	34,453	38,599	19,587
<b>SURPLUS/ (DEFICIT)</b>	<b>-3,822</b>	<b>-7,516</b>	<b>-1,452</b>	<b>-12,790</b>
<b>CASH RESERVES</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Unrestricted	7,399	60,683	12,452	80,534
Restricted	42,769	0	0	42,769
<b>TOTAL</b>	<b>50,168</b>	<b>60,683</b>	<b>12,452</b>	<b>123,303</b>

# CONTACT US

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