



**Guernsey
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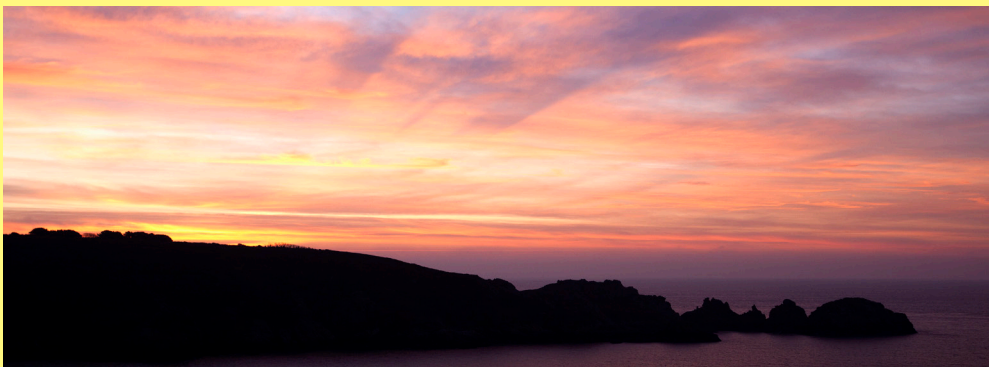
DEANERY OF GUERNSEY
UNDER THE EPISCOPAL CARE OF THE BISHOP OF DOVER
The Parish of St. Martin
THE PARISH CHURCH OF ST. MARTIN DE LA BELLOUSE

Appointment of a Rector to lead the mission and ministry
of this significant single church benefice in the South East of Guernsey

Our needs:

We are excited by the opportunity to join in partnership with our new Rector in God's mission and we are seeking someone who will:

- help us grow as disciples of Jesus Christ;
- lead a range of styles of worship and introduce new expressions of worship;
- lead us in new ways to engage in mission in the parish, building on the work already underway.



Key issues:

- Rooted in God
- Committed to serving the community
- Embracing change

The Rector:

We are seeking a Rector who:

- will provide inspirational leadership, with the ability to prioritise conflicting demands;
- has good organisational and change management skills and embraces technology;
- is a good listener, relates to people of all ages and backgrounds and has a good sense of humour.

What we offer to a new Rector:

- A thriving Church community that is looking for the opportunities a new Rector will bring (section 2.2)
- A good foundation of services and activities on which to build (sections 2.2 and 4)
- Enthusiastic support from a large team of loyal volunteers (sections 2.4, 4 and 6)
- Financial stability (section 5)
- Willingness to try new styles of worship and new ways of reaching the unchurched (sections 2, 3, 4)
- A proven track record of facing up to and embracing change (section 2.5)
- Friendship and a warm welcome to island life

1. Introduction:

Thank you for your interest in applying for the post of Rector of St. Martin's Parish Church. We hope that this profile will give you a snapshot of our Church and Parish and the opportunities for mission and ministry in a diverse and energised community, which sits in the South East corner of Guernsey and is arguably one of the most picturesque parishes in our Island.

The Parish has a population of approximately 6,300 people and St. Martin's Church sits at its heart. Nearby is the Parish Hall and Constables' Office, the Community Centre, built on church land, local shops and businesses and the largest primary school in the Island, as well as a Methodist Church, giving us opportunity for ecumenical fellowship and joint mission initiatives. Together, these provide the Parish with a real focal point and there is a great sense of community and belonging.

The Church congregation is in very good heart, generous in their giving and outward looking in their mission to the community that they serve. The Church's worship is best described as 'middle of the road', with a combination of inherent and emerging styles. We are now looking for a new Rector to build on the work already being done, lead us into new areas of mission, deepen our discipleship and help us to grow as we proclaim the word and works of God.



Our Mission Statement:

Worshipping the Living God

Witnessing to His love in the world

Welcoming all into His fellowship

2. The Church of St. Martin de la Bellouse:

2.1 The Church:

The Church itself is of 12th Century granite construction, with a North Aisle added in the 14th century. Being constructed of stone, lines of sight are blocked by large pillars, so we have employed a technological solution to ensure that people can see, with two screens and live cameras where it is appropriate to use them in worship. This also means that we can use them for occasional multi-media use and for showing power-points. The Church has a choir vestry, also used for serving refreshments and an upper vestry, which is used as a crèche. There is a toilet in the vestry area.

There is an excellent sound system which is future proofed, together with two digital projectors, a laptop, which connects to them and three internal cameras for use where appropriate.

“The Rector should have a sense of humour.”

Member of the congregation.

2.2 Patterns of worship:

St. Martin's Church, like the Parish, is diverse in many ways. We have a wide cross section of age ranges and backgrounds in our congregations, enjoying a variety of inherent and emerging worship styles and music, from traditional BCP 8am Holy Communion and sung Evensong, Common Worship Parish Eucharist, Family Services, Café Church, Messy Church (midweek) and Messy Sunday (a new initiative recently adopted) and healing services, as well as a whole series of groups and programmes that meet midweek. (See below).

Currently, we have two Holy Communion services each Sunday, at 8am (BCP) and 10am (CW Order 1), with a monthly Family Communion on the first Sunday, with the music led by a music group of 15 or more musicians and children and families involved in leading. On Sunday evenings we have BCP Sung Evensong and, four times a year, a Healing Eucharist. At the start of each school term, we have a “Big Breakfast” Café Church in the Community Centre where a full English breakfast is served and we enjoy a relaxed informal style of worship. It is hoped that Messy Sunday (a whole church style of Messy Church with music, reflection, multi-media, some craft for all ages and breakfast together) will also happen two to three times a year.

We average approx. 15 – 25 people at 8am and 90+ communicants at our 10am service, with up to 35 children at our children's groups (although on any one Sunday some are away), which meet in the Community Centre and join the worship at the Peace with their Sunday school leaders. At Evensong, a small congregation of 10 – 15 people worship. Big Breakfast often extends to 150+ people and Messy Sunday will probably reach a similar number. We have a monthly mid-week Communion on a Thursday morning. We have an Electoral roll of 196.

“We need the scriptures explained to us, put into context and made relevant to our lives in 2017.”

Member of the congregation.

2.3 Ecclesiology:

Our Ecclesiology is “middle of the road”. Clergy wear cassock, alb and stole for the Eucharist and we have servers and a robed choir at our main 10am service but the atmosphere is relaxed and, we hope, inviting and welcoming.

2.4 Lay leadership and gifts:

A large number of lay people are involved in leading our worship; leading intercessions, preaching, assisting with the chalice, reading, providing refreshments, leading children’s groups, crèche, music groups, sidesmen and women and an even larger number of lay people help to lead midweek fellowship groups, activities, clean the Church, provide flowers, clean the brass etc. We have an Ordinand in her second year of training, Bev Hervé, and a Licensed Lay Minister, Martin Wilson. We also have a full time children and youth worker from the Church Army, Sister Kate Hatton, (see below) who works primarily with our Messy Church programme, Roundabout, holiday clubs and after school clubs. Revd Richard Bellinger is an Honorary Assistant Curate who assists once a month

“At St. Martin’s, a vibrant worshipping community, where discipleship is actively promoted, I continue on an amazing faith journey. Through the faithfulness of God and by his guiding hand, I have been privileged to train and serve as a Licensed Lay Minister. When I sensed a call to ordained ministry I was encouraged, supported and enabled to respond to that call, knowing that this was where God wanted me to be.”



Bev Hervé, Ordinand

at our 8am Holy Communion Service and the monthly Thursday morning service but who is involved in working with ex-offenders and other vulnerable people on a daily basis through ‘Caritas’, a local charity (recently awarded The Queen’s Award for Voluntary Service) which is supported by the Deanery of Guernsey.

“Being newcomers to Guernsey ourselves, our first impression was that Guernsey folk are reserved and very private people. We were warned they definitely don’t like being told what to do, or to hear the risky, ‘This is how we do it in the UK’! But show yourself willing to adapt to island life and you will find yourself well and truly adopted into the hearts of St Martin’s. And quietly,



behind the scenes, without any outward fuss, you will find a congregation who shows everyone that they are Jesus’ disciples, because they love one another so well.”

Kate Hatton, Youth Worker



Martin Wilson, Licensed Lay Minister

Our ACC (Advisory Church Council - there are no PCCs on the Island) is made up of gifted lay people and our working groups are all chaired by them. The working groups are:

- Pastoral Care – responsible for ensuring pastoral care for the congregation, care homes, etc
- Liturgy and Worship – responsible for reviewing and planning our worship strategy
- Children and Youth – responsible for all aspects of our children and family work
- Social – responsible for planning social events throughout the year
- Finance and Fabric – responsible for stewardship and the maintenance of our church building and its internal fabric

There is also a Mission Action Planning Group which is responsible for implementing and reviewing our mission action planning and meets on an ad hoc basis.

Each group is responsible for drawing new people onto the group in rotation and each of the standing groups nominates two of its members on to the ACC. As the ACC serves no legal role, it is free to be a steering group, provide the wider leadership of the Church and lead in the mission of the Church. It meets five times a year.

2.5 Strategy and Vision:

Once every four years, the ACC and the wider congregation are invited to a vision day where we review our strategy for mission. Our current Mission Action Planning is based on our 2015 Vision Day, where, amongst other things, we identified the need for a full time youth worker for a five year period, to implement growth in our children and family work through a Messy Church programme and working with after school clubs. (See below).

3. The Parish:

The Parish of St. Martin is one of the ten ancient parishes of Guernsey and is named after St. Martin, the founder of the Abbey at Marmoutiers and Bishop of Tours. St. Martin's has some of the finest coastal scenery in the Island, with clifftop paths providing stunning views and sandy bays giving opportunities to enjoy the beach and sea.



The Parish is also very diverse. Tourism, once the mainstay of the Island, is now very much reduced but St. Martin's is well represented by hotels and restaurants and we receive many visitors to the Church in the summer months. St. Martin's contains great wealth and relative poverty, with large privately owned homes sitting alongside social housing estates, where there are some challenging issues.



Horticulture and agriculture, once central to the Island, are now a fraction of the size that they used to be but you will still see tractors on the roads, Guernsey cows grazing in the fields and some greenhouses in operation and local fishermen use Saints harbour and Bec du Nez for inshore fishing. There are many local businesses and community activities and some excellent food served in local pubs and restaurants.

“The Rector should be approachable and able to relate to island community.”

Member of the congregation.

The island's general hospital, the Princess Elizabeth Hospital, is in the Parish. St. Martin's also has the largest primary school on the island and the Church has developed a long standing and excellent relationship with the school and children of the community. There are several care homes in the Parish, which also include sheltered housing and a recently converted former hotel now serves as a new bespoke care home for people with dementia.

The main road, La Grande Rue, has some excellent local shops, retail businesses, offices and petrol stations and the community is well served by them.

The Parish is also served by two excellent community halls: the Parish Hall, run by the secular parish, where you will find the Constables' Office, parish administration, as well as a recently renovated and excellent hall facility and, the Professor Leonard Shaw Community Centre, which sits on Church land and is run by a Board of Trustees (on which the Rector sits ex-officio as well as on the Hall Management Committee, which meets 4 times a year).



This is a multi-room facility, which is rented out for community use and also serves as the Church's own hall. The Adult Disability Service of Guernsey's Committee for Health and Social Care also uses one wing for its offices and day centre.

The halls work well together, sharing facilities and, with just a road separating them, offer an excellent theatre for Parish events, such as our community carol singing, which attracts more than 400 people and includes a Christmas market in the two halls. This reflects the excellent working relationship between the Church, Douzaine, Constables and wider Parish. We produce a community magazine together, which is called 'The Cloak' and is delivered to every house in the parish. It is named after St. Martin, who shared his cloak with a homeless man.

The Vice Dean of the Douzaine, says "The relationship between the Church and the Douzaine is harmonious, built on mutual respect and open communication. St. Martin's has a tremendous sense of community, so there is often a crossover of support for joint events. An example would be the annual Christmas Fayre which begins with carols led by the Rector after which activities are held in both halls; another would be the Remembrance Day procession. A sense of community is a priority for both the Church and the Douzaine so these supportive links enhance the good relationship with the Parish Community."



The Church and Rectory are in good repair and are maintained by the ratepayers of St. Martin's, who own the buildings. The Rectory is a short walk from the Church and right at the centre of the village. The Church is open every day from dawn to dusk. To the rear of the Rectory property is a barn which serves as the headquarters for the 3rd Guernsey (St. Martin's) Scout Group.

“The Rector should have the energy and enthusiasm to make the best of an amazing community and parish church including changes and fresh ideas.”

Member of the congregation.

4. Lay Led Midweek Activities and Fellowship Groups:

St. Martin's Church has a variety of midweek groups and activities, which are part of our Strategy for Mission but also about fellowship and deepening discipleship. All of the groups are run by our team of lay people and we are looking forward to the new Rector encouraging us in our ministry.

4.1 Home groups

We run two or three home groups during the Spring (normally Lent groups) and Autumn and meet together centrally on occasions for teaching and discipleship courses. We hope that we can grow these groups and deepen our discipleship and spirituality together.

4.2 L.O.F.T (Ladies Of Faith Together)

LOFT is a group for women which meets monthly for social events, fellowship, talks and walks. It is well attended by up to 30 women of a variety of ages.

4.3 Men's Society

The Men's Society is primarily a fellowship group of up to 35 men, which meets monthly on a social basis for talks, visits, meals, walks and every other year, a visit off Island. The last visit was in 2016 to the Somme on the 100th anniversary of the start of the battle.

4.4 Solace

Solace is a bereavement support group started by a former Curate, Revd Claire Claxton, which meets on a Thursday on a monthly basis in the Community Centre to provide support for those who have been bereaved, whether recently or more long term. Although the Revd Claire Claxton is now curate in charge of the Forest Church, she still gives support to the group but with a growing number of lay people leading the work and it now serves a wider community than just St. Martin's Parish.

4.5 Community Cloak

Community Cloak is a bi weekly coffee morning in the Community Centre – simply a place to come and chat!

4.6 Sunday School

We have a team of seven leaders who work with up to 35 children on a Sunday morning. Explorers (3-6), Searchers (7-10), YACAS (Youth after Church) (10+). They also help lead our Family Services. Once a year on Good Friday, children from our Sunday School, holiday clubs and after school clubs come together for a craft morning and create amazing models of the story of Jesus, which go on display in our Church in the North Aisle. 50 children attended this event in 2017.

4.7 Roundabout

Roundabout meets on Wednesday mornings in term time and is the island's largest Parent and Toddler Group. Spread across three rooms and a hall, it offers Bible story time, songs and birthday celebrations for the first fifteen minutes, followed by an hour of play. Activities include a soft play area, playdough, craftwork based on the Bible story, lots of toys and a 'quiet room' for refreshments and reading stories to the children. Up to 100 toddlers come with parents, grandparents or carers and we average about 70 each week. A team help to set up the soft play equipment and make refreshments.



“ We would like someone who will engage with young people.”

Member of the congregation.

4.8 Schools Work, After School and Holiday Clubs

Sister Kate Hatton, our children and youth worker, runs two after school clubs at St. Martin's Primary School, with a small but dedicated team. SMASH (St. Martin's After School Hour) meets on a Tuesday for Year 3 children and 'Lighthouse' for Year 4 children on a Thursday. She also runs Bible Explorer as part of the RE curriculum in the school. The Rector has also led assemblies in the school on a weekly basis. Kate also runs two holiday clubs a year with her team for children from St. Martin's School, the last one of which was in partnership with Les Camps Methodist Church. These are attended by approx. 25 – 40 children. Sister Kate also works with PACE (Practical Assistance in Christian Education) which also gives her links to the secondary schools attended by St. Martin's young people. Cate Mason, Head teacher at St. Martin's School, says,

“The school works closely with the Rector of the Parish and we would like to continue this special relationship. My criteria would be to look for a candidate who would:

- be a member of the school committee
- lead regular Christian based assemblies for the whole school
- support the school's use of the church for celebration services such as Harvest, Christmas, Easter
- attend school based celebrations such as infant nativity plays and Awards Evening
- support school clubs such as Lighthouse
- take part in occasional RE lessons.”

4.9 Messy Church

As part of our 2015 Vision Day, we embarked on a Messy Church programme to work in parallel with the work we were already doing in the local school. This has had three strands. Firstly, we have run “Big Messy Church”, which attracts huge numbers of up to 280 children and adults. Up to 40 members of the congregation assist at this in various roles. It takes place in the four downstairs rooms of the Community Centre and we do one a term. In between, we have “Mini Messy”, which meets monthly with a much smaller group of up to 30 children and adults, is more intimate and we are able to get alongside people and talk to them about faith in a more meaningful way than with a large group. The third strand has been a strategy to bring some of those families into the wider fellowship of the Church by holding “Messy Sunday”. We have only tried one of these but it was very successful and brought along several families who were completely unchurched. We are reviewing this strategy at the moment as we look to a new incumbent arriving.



4.10 Choir and Music Group

Joan Le Flem, our organist, leads a Choir of up to 12 people, who sing at the main 10am service. The music group plays once a month at Family Services and a smaller group plays for our Big Breakfast.

4.11 Flowers and cleaners

As always, there are a number of people who serve the church in the background but who make a huge difference. We have a dedicated team of flower arrangers and others who clean the church and the brass.

4.12 Ecumenical fellowship

St. Martin’s Parish Church enjoys good relationships with Les Camps Methodist Church. We come together for special civic services in the Community Centre, share some Good Friday events and work together at Holiday Clubs.

4.13 Social Events

The Church enjoys a series of annual social events, including trips to Herm, Harvest Supper, a bi-annual Passover meal on Maundy Thursday, an annual BBQ in the Rectory garden, quizzes, Christmas meals, treasure hunt and ten pin bowling.





5. Finance and Stewardship

St. Martin's Church is in good financial health and, as part of our on-going Mission Action Planning strategy, we shall be holding a stewardship programme in the Autumn of this year. We pay our Share in full and tithe our income, by giving away a minimum of 10% to charity and overseas mission. We give to a minimum of two local, two national and two international charities a year. Please see a copy of the accounts for more details. Our youth worker is funded in part by the Deanery and in part by income from the Trustees of the Community Centre. Our Treasurer is supported by a team on the Finance and Fabric working group. We also receive income from La Cure, which is rent received from the use of church land. A small number of local businesses use the car park at the rear of the Rectory, for which they pay rent and St. Martin's Football Ground sits on land given to the Church, which is rented out to the sports club for a nominal fee. La Cure also owns two additional agricultural fields which are rented out for a peppercorn rent to local farmers. We have healthy reserves and a large legacy is due to be paid on the sale of a property and this has been earmarked, in part, for a new lighting project in the Church which is currently being developed.

6. The Cloak Magazine and Website

The magazine has a small team of eager people who will source articles for the magazine and it is put together by a young couple from the Church who act as editors. Our website is also updated by another young couple from the Church. www.stmartinschurchguernsey.org

“ Recognition of the importance of music in our worship is important ”
Member of the congregation.

7. Church Secretary

The Church employs a part time Church Secretary who has responsibility for the electoral roll, the preparing of the weekly pew sheet, the preparation of Baptism certificates, filling in registers, liaising with the Deanery and the dissemination of rotas and messages.

8. Overseas link

St. Martin's Church supports several overseas mission initiatives, including MAF, Bible Society, USPG and Christian Aid but we have a personal connection and relationship with IcFEM, a Christian mission in Western Kenya and we support a variety of programmes. We have raised money for a tractor and a mini bus and we are currently raising £100,000 for a new school (£67,000 raised at present). Twelve people from our Church have visited the Mission and we have received visits from Kenya. Please see our website for a link to IcFEM.

9. The Rectory

The Rectory is a beautiful 18th Century building, with a 19th Century extension, located in the middle of the village, situated conveniently for the Church, Community Centre and local shops.

On the ground floor is an entrance hall, large study, large living room, large dining room, kitchen and small utility room and downstairs toilet and the entrance to a cellar.

On the first floor are four large bedrooms, a small bathroom and separate shower/toilet. The master bedroom is over 21 foot long and is a stunning south west facing room, overlooking the private rear garden of 1/3 of an acre.



On the second floor, at the front, are two additional bedrooms/playrooms and a turret and, at the back of the house, two loft rooms.

The Rectory has three granite outhouses for storing equipment and logs for the log and coal burner (with a good supply already chopped).

There is also a greenhouse and a garage at the rear and private parking for up to three cars. The garden is mainly laid to lawn and there are perennial shrub borders and a garden pond.

The Rectory will be newly decorated and carpeted in consultation with the successful candidate.