

Appointment of the Vicar of St Stephen's church

Thank you for your interest in this post in Guernsey.

St Stephen's church has a long and well established ministry in the Anglo Catholic tradition. It is, perhaps, rather more 'Prayer Book Catholic' than 'modern Catholic'. In the statement of needs in the attached profile, the churchwardens write, 'The parish was founded in the tradition of the Oxford Movement and values its distinctive Anglo Catholic style of worship. We are seeking a priest who will respect and continue this style of worship and assist the faithful in learning the doctrines of the faith and how to live it more fully in our daily lives.'

But equally, their priority is evangelisation: 'Our preference would be for a priest capable of evolving the church structure and practices to channel energies for the evangelisation of the parish.' The parish has some good engagement with young people. I believe that it is a parish with significant potential under the leadership of its next Vicar.

The last incumbent's ministry ended in difficult and painful circumstances. However, the congregation is in good heart, having received faithful and generous care from three retired priests, who have given their commitment to assist the new Vicar to the best of their ability, and two churchwardens who are very committed to the parish and its flourishing.

The Guernsey Deanery Review was presented to the Deanery Synod at the end of November 2021. The Review restated our commitment to parochial ministry and to the flourishing of all, lay and ordained, in the changing circumstances which we are facing as we begin to emerge from the Covid-19 pandemic. The recommendation for St Stephen's church is that 'a full-time incumbent is appointed, whose duties will include some wider responsibilities.' The narrative relevant to this appointment is attached: both the description of St Stephen's church, and the details of the other roles which might be held alongside the incumbency. I look forward to discussing with shortlisted candidates the wider responsibilities that will best suit their gifts and interests.

The Deanery of Guernsey is committed to taking clergy well-being seriously. To this end, it provides funds for annual retreats for clergy and for continuing ministerial development, and has recently agreed to fund non-managerial supervision (a structured process of reflective learning).

If you are interested in discovering more about the distinctiveness of ministry in the Channel Islands, I encourage you to read the report of The Archbishop of Canterbury's *Commission on the relationship of the Channel Islands to the wider Church of England* (available [here](#)) and the Memorandum of Understanding between the Channel Island deans and the Bishop of Salisbury (available [here](#)).

Whilst island life does not necessarily suit everyone, Guernsey is a beautiful island. It is a fascinating place in which to live and work, with a rich culture and a remarkable range of people who live here. Guernsey is neither England nor France. It is, simply, Guernsey.

The closing date for applications is **Tuesday 1 February**, at 5 pm. Interviews will be held in Guernsey in the week beginning **Monday 21 February**. Travel and accommodation costs will be reimbursed.

Please contact me if you would like a conversation about the parish and the appointment procedures.



The Rectory, Route de St Andre, St Andrew, Guernsey, GY6 8XN

01481 238568 | 07781 166095 | dean@deanery.gg | www.churchofengland.org.gg

Guernsey Deanery Review

November 2021

The section relating to St Stephen's church

The church and the parsonage house are owned by the trustees. The large and spacious church underwent repairs and internal refurbishment (including the provision of new lighting) in 2015. More recently, the Tree of Jesse window by William Morris in the west window was repaired by a specialist firm of glaziers from the UK. The good sightlines and acoustic make St Stephen's church an attractive setting for concerts and some large liturgical events, such as ordination services (although the seating is inflexible).

The same trustees also own St Stephen's Hall and the caretaker's house which is attached to it. The hall was refurbished a few years ago, with repairs to the caretaker's house undertaken in 2021.

The ecclesiastical parish is mostly residential, although there are some shops and small businesses along the Rohais and the surrounding roads. The housing is varied, including States housing, tightly packed roads to the north of Rohais and Les Gravées, and larger mansions along Queen's Road and towards the border with St Martin.

The style of worship is distinctly High Church, more Prayer Book Catholic than modern Catholic or ultramontane. Like Holy Trinity church, the congregation is drawn from across the island.

The last incumbent departed at the end of January 2021 in difficult circumstances, after his suspension for the previous three months. Three retired priests have cared for the parish and its people carefully and selflessly.

The church is physically close to Ladies' College. The College uses St Stephen's church for large service and, in turn, allows the use of its car park for concerts and large services at the church.

We have considered whether a full-time appointment can be justified.

The congregation support St Stephen's church generously and faithfully; there is confidence that the financial support will allow the church to continue to pay its parish share.

We **recommend** that a full-time incumbent is appointed, whose duties will include some wider responsibilities.

The section relating to other deanery roles

a Deanery Training Officer

Recent work on the Covenant for Clergy Care and Wellbeing has highlighted the importance of better enabling and supporting the care and wellbeing of our clergy.

The elements of this work include

- The provision of ministry development reviews;
- Access to continuing ministerial development and non-managerial supervision; and
- Encouragement of clergy retreats and spiritual direction.

The designation of a priest as Deanery Training Officer (this is not necessarily the final title) is an important part of supporting the Dean and vice deans in their work with clergy colleagues. Whilst the role will not be time consuming (and will be more effective with administrative support from the Dean's PA), it is necessary for our care of our clergy.¹

¹ This role is likely to occupy a priest for about half a day a week; although a slightly larger time commitment may be necessary initially, as the priest becomes familiar with the role and the circumstances in the Deanery of Guernsey.

We **recommend** the appointment of a Deanery Training Officer, linked to one of the stipendiary appointments.

As part of our support for clergy, there will be further investigation of the possibility of identifying a pool of clergy, retired and otherwise, who may be available to provide locum and holiday cover in our parishes.

b Deliverance Team Leader

This is an essential provision of our ministry in Guernsey; we cannot easily rely on people outside the Island proving such support, although we are able to access supervision and advice in difficult cases from colleagues in England. The Reverend Juliette Robilliard is undertaking some of this ministry, but we think that some further resilience is required.²

We **recommend** that this role is held with one of the new appointments identified in this document.

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The recommendations were accepted unanimously by the Guernsey Deanery Synod on 30 November 2021.

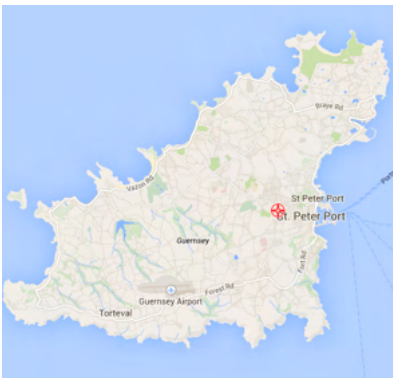
² It is difficult to estimate the time required for this role, as it is related to the number of requests for assistance. However, over the course of a year, it is likely to equate to less than half a day each week.

St Stephen's church, St Peter Port

Appointment of Vicar



Introduction



Guernsey is the second largest of the Channel Islands, being some 25 square miles with a population of around 63,000 people.

St Stephen's church is situated on the east side of the Island, on the outskirts of St Peter Port, the largest town on the island. The church was built in 1865 as a result of the influence of the Oxford Movement and serves an ecclesiastical parish area within the civil parish of St Peter Port.

As the most distinctly Anglo-Catholic church in Guernsey, the congregation at St Stephen's church is drawn from all over the island, attracting those who prefer their style of worship to be of that tradition.

The church and parish

Our worship

At the core of the church is a faithful community that averages 50-60 a week. 85 people are included on the church electoral roll.

Two main services are held every Sunday, the low said mass at 0930 and the high sung mass at 1100. Although both services have seen a slow decline in attendance numbers over the past 10 years, they are still holding strong at a combined 50-60 people in attendance each Sunday. The high mass on Sunday draws on the musical tradition of St Stephen's church: John Ireland (the British composer and music teacher) was organist in the late 1930s and composed a mass especially for the choir of St Stephen's church, rooted in the plainchant tradition which is still held dear by the congregation to this day.



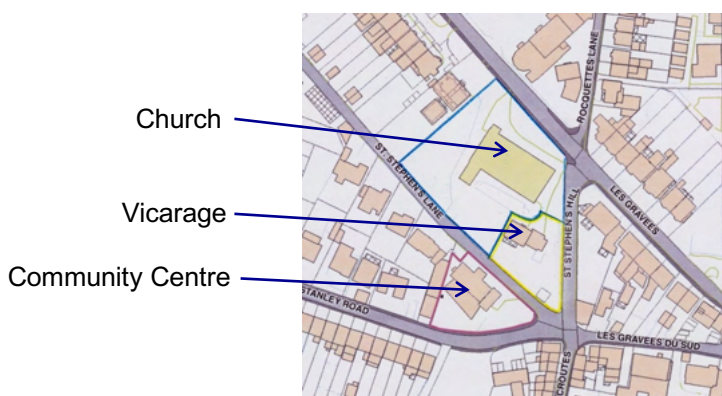
On the first Sunday of the month the low mass is combined with a 'messy church' for children. This service is slowly increasing in numbers, with a very enthusiastic leader who is keen to expand on what we offer to the young.

There are weekday masses every Tuesday (BCP) with masses arranged regularly for high days and holy days. The Tuesday mass has a regular congregation of about 10.

In the past, there was a daily mass at St Stephen's church. With no Anglican church on the island offering a daily mass, there is scope (and some

interest) for considering its re-introduction, both for the existing congregation, and as a means of evangelising to the wider parish and island. There have also been successful regular Taizé services, and *ad hoc* services such as an evensong for the commemoration of the departed in November, which have seen good attendance.

Overall, there is a desire to expand on the current offering to attract a wider congregation and see more people engage readily with Christ.



Our common life: discipleship and mission



A Lent course is held each Wednesday evening in preparation for Easter; this is well attended. A written Advent course is distributed and well received in preparation for Christmas. The novena between the Ascension and Pentecost is also marked with the distribution of a prayer booklet.

We are currently exploring some opportunities to grow our congregation in fellowship and friendship. Whilst many enquiries within our parish ensure the sacramental life events are celebrated in St Stephen's church, we lack the engagement with this group to bring them into a regular eucharistic life and practice.

Several youth groups have historic links to St Stephen's church, such as uniformed organisations and schools, who still hold their events either in the church or in the St Stephen's Community Centre. Whilst we are starting to see a greater degree of re-engagement with these groups

through our youth co-ordinator, we are seeking to improve on this with a generation who are both less practiced in communal activities and more engaged with individualistic means of connecting on social media or other electronic forms.

There is a strong family tradition in the congregation, with a number of local families being faithful and active members of the church over several generations.

The core membership is currently elderly; therefore, the visiting of sick or infirm members of the congregation has a high priority. Recently we have introduced a pastoral team to co-ordinate such visits and this could be expanded for the distribution of the reserved sacrament to people who are housebound.

We draw a large number of the faithful from all over the island. Therefore, when considering the faithful of St Stephen's church, the whole island needs visiting; but at only 25 square miles, nowhere is very far away.

The congregation support a number of charities, including Guernsey Welfare Service (which provides the island's food bank), the Tumaini Fund (which supports widows and orphans in north west Tanzania) and the Mission Aviation Fellowship.



Picture: Fr Leslie Craske, on the 65th anniversary of his ordination as a priest

Occasional offices

We welcome and encourage the baptism of children at St Stephen's church; this tradition remains alive in the community, although, in common with other churches, we are aware that we need to offer better support to the baptised and their parents, so as to bring them further into the fold. In recent years, there have been some 10 baptisms a year.

We also have a healthy number of weddings held at St Stephen's church - about 6 each year.

Two young people were confirmed in October 2021.

We average about 10 funerals a year, for both the faithful and people from the wider parish and community.

The community we serve

Guernsey's secular administration is still based on the medieval parish boundaries.

The ecclesiastical parish of St Stephen serves westerly part of the secular parish of St Peter Port. The demographics encompass the whole range of Guernsey society, including both States' housing (similar to council houses in the UK) and affluent large houses - and every other type in between. Many local residents have a strong tradition of celebrating their significant life events at St Stephen's church.

The parish also includes one of Guernsey's two Waitrose supermarkets, other shops, some light industry and the Ladies' College (an independent school for girls).



Some 88% of the population of Guernsey is estimated to have been born in Guernsey, the UK or other Crown dependencies.

The Covid-19 pandemic has seen a sizable number of locally born young people return to the island and continuing their work in the UK remotely or by occasional commuting.

The population of the parish is growing at one of the fastest rates on the island with a number of recent housing developments, and a few more earmarked for the parish in the coming years.

Safeguarding

St Stephen's church is fully committed to the best practice in safeguarding children, young people, and vulnerable adults. We have a safeguarding officer, Steph Dragon, and a clear commitment from the churchwardens to abiding by our safeguarding policy, which is available on our website.

St Stephen's Community Centre

St Stephen's Community Centre was built by public subscription and opened on St Stephen's day in 1872 as a church day school for primary school children of the parish. It has not operated as a school since 1904. A house is attached to the building and is occupied by the caretaker / manager.



The building is in St Stephen's Lane, close to the church.

A new building attached to the rear of the main hall, comprising a meeting room, toilets and kitchen was completed in 2012. There is limited parking on the site, but the church car park can also be used as an overspill. The Centre is turning into a very much sought-after facility for the community. We feel this has great potential for mission and outreach. We also believe that there is scope for the Community Centre to be providing surplus funds for the maintenance of the church in the next 5 years.

Our engagement with the wider community

Local state and independent schools use the church for their main services during the year, including Christmas, Easter, Remembrance, commemoration and leaving services.

We also have a longstanding relationship with Ladies' College (the island's independent school for girls, situated very close to St Stephen's church) that needs maintaining and could be further enhanced.



An active amateur dramatic group retains the name of St Stephen's Players. Whilst members used to be regular communicants of the church, the majority no longer have any active connection to church life. They continue to use St Stephen's Community Centre for both their rehearsals and their annual pantomime.

The Little Treasures group provides a service to toddlers every Monday.

St Stephen's church plays an important role in the social life of the island. It is an excellent venue for concerts, thanks to the size and acoustics of the building, and the good

relationship with Ladies' College, which allows the use of their car parking facilities out of school hours. The Guernsey Chamber Choir meet weekly for their rehearsal in the church. The Bach Choir use the church as one of their concert venues. Other concerts involving choirs, orchestras, bands and visiting groups are held during the year.

We maintain a link with uniformed groups of scouts and guides of all ages, who meet weekly at the Community Centre and/or in the church garden and a wooded area in the church grounds (*pictured, right*).

A pre-school facility, 'Little Learners', has expanded to use St Stephen's Community Centre three mornings a week. They use the church garden as part of their organised activities.



These organisations and other activities provide opportunities for us to be a beacon that radiates the life of faith and calls others to live a sacramental life in our parish.

Finance

St Stephen's church has always met its financial obligations in relation to the parish share. Whilst the weekly giving of the church does not meet fully the financial expenditure, we have a history of a gift month that has, in the past, seen very generous donations, ensuring that the church has not seen significant financial losses in the past 10 years.

Fundraising on specific initiatives has always been very successful, with a recent endeavour to restore the important William Morris windows in the church completed successfully, thanks to the support from the Island and beyond.



St Stephen's church



St Stephen's church is a substantial building, with a central nave and two full length side aisles.

There are also two side chapels - the Chapel of the Incarnation (Lady Chapel) and the Chapel of the Resurrection, both used for weekday masses.

There is also a choir loft in the gallery at the west end, with what many consider to be the finest organ in the island.



There is a sacristy, and a vestry with a toilet that is accessible by people with restricted mobility.

Substantial repairs to the church were completed in 2015. There are no known issues with the building beyond regular maintenance.

The church gardens are substantial and have been used for fêtes and other parish activities. There is an activity area used by the scouts and guides, with other sections devoted to the Guernsey Pollinator Project. The church grounds are open to the public.

The Vicarage

The Vicarage was built in the early 1980s. It is a substantial building comprising (on the ground floor) a study, cloakroom, living room, dining room, conservatory, kitchen and utility on the ground floor, and garage attached (with direct access).



The first floor comprises four double bedrooms, one en-suite, a single bedroom, bathroom, and a separate toilet.



There is a private garden behind the vicarage set aside for the personal use of the incumbent and his or her family.

The Vicarage is in good condition.

Administration

There are no parochial church councils in Guernsey. However, church members are elected to an advisory church council at the annual congregational meeting, to serve for a period of three years.

Sole executive responsibility for the church and its property lies with the trustees, who are the Vicar and the churchwardens.

Our next Vicar

The parish was founded in the tradition of the Oxford Movement and values its distinctive Anglo Catholic style of worship. We are seeking a priest who will respect and continue this style of worship and assist the faithful in learning the doctrines of the faith and how to live it more fully in our daily lives.



Our preference would be for a priest capable of evolving the church structure and practices to channel energies for the evangelisation of the parish. We have identified several opportunities to do so through contact with youth groups and youth leaders, and greater contact with young families bringing their children to St Stephen's to be baptised. All of these initiatives speak of a need to engage with children, young people and their families, and those coming to St Stephen's church for marriage; therefore, this is an essential gift we seek in our next incumbent.

We are looking for a priest who has excellent communication skills across various forms of media and is someone who would be willing to lead a church through a period of renewal and reform, a person who can both be open to new approaches and to persuade others to be open to carefully presented opportunities for change and growth.

Our desire is to focus on the sacramental life of the parish, through which we can respond to the needs of the individuals and the community we serve.

We believe our new Vicar should have a firm grounding in prayer and study, with the enthusiasm to draw others into faithful discipleship, prayer and study beyond the Sunday morning services, and to encourage a thirst for better understanding the Christian faith.

A good sense of humour would not go amiss. A commitment to safeguarding is essential.

The Deanery of Guernsey

Since the time of Queen Elizabeth I, the deaneries of Guernsey and Jersey have been annexed to the Diocese of Winchester. Currently, under an agreement with the Archbishop of Canterbury, episcopal oversight is provided by the Right Reverend Trevor Willmott.

The Archbishop of Canterbury's *Commission on the relationship of the Channel Islands to the wider Church of England* recommended in October 2019 that the islands should be attached to the Diocese of Salisbury and under the episcopal authority of the Bishop of Salisbury. Work to achieve the transfer of jurisdiction is well under way: whilst there are delays to the legal transfer, the Deanery of Guernsey already receives support for safeguarding and ministry from the Diocese of Salisbury.



As Guernsey is not part of the UK, the Church of England's Canons and Measures do not automatically apply here. There are, for example, no parochial church councils, and incumbents hold their office under freehold (rather than Common Tenure). Guernsey's Ecclesiastical Court (over which the Dean presides) issues faculties for work in church buildings and marriage licences. The rectors of the ten ancient parishes still have a significant role in Guernsey life. There are fourteen ecclesiastical parishes in Guernsey; these, along with the parishes in Alderney and Sark, comprise the Deanery of Guernsey.

The Dean is the Very Reverend Tim Barker; he is assisted by two vice deans, the Reverend Penny Graysmith and the Reverend Jon Honour.

There is a very strong sense of the Deanery as being the primary entity within which the church operates, and which links the local church to the wider Church of England. Clergy are encouraged, and expected, to share fully in the life of the Deanery, and not least through the Chapter and Synod.

Living and working in the Bailiwick of Guernsey

The Bailiwick of Guernsey is a group of islands within the Channel Islands. Guernsey is a beautiful, vibrant and safe place to live, a thriving and entirely modern community that maintains a healthy respect for its culture and traditional values. Situated in the Bay of St Malo, Guernsey is geographically close to France, being only 27 miles from the Normandy coast, and 70 miles from mainland Britain. Guernsey's loyalty, however, is to the British Crown, although the island is a self-governing jurisdiction.

Part of the Duchy of Normandy from before the Norman Conquest of England, the Channel Islands were retained by the Kings of England when Normandy was lost in 1204. Guernsey and Jersey have remained as two separate Crown dependencies, each with their own laws and customs based originally on Norman practice. Guernsey is a part of the British Isles but not the United Kingdom. The UK Government is responsible only for the Bailiwick's international representation and defence.

The island is approximately 9 miles by 6 miles (just over 25 sq miles) with a population of over 63,000. The capital, St Peter Port, is unique with its cobbled streets and a mixture of small boutiques and other mainstream shops and banks. In addition, there are many restaurants, bistros and cafes offering a wide range of cuisine with many featuring fresh local seafood. Some 19,100 people live in St Peter Port.

Guernsey offers a completely different way of life. The island has stunning views from the cliff paths, beautiful walks, sandy beaches and cycle routes. Sport is an important part of life in Guernsey, as are the arts. There is a vibrant voluntary sector. The churches play an important part in Guernsey's life; attendance is still proportionately higher than in England. There are good relationships across the Christian churches (although there are no other Christian churches in St Stephen's parish).

The economy was primarily based on agriculture and tourism in the last century, but Guernsey is now a major international finance centre.

Travel and communications

Communications between Guernsey and the UK are good – whether through high-speed internet or through air links to England. It is also possible to reach Guernsey by sea, by fast ferry (3 hours) from Poole and longer crossings from Portsmouth.

There are regular flights to a range of UK destinations. Guernsey flights from London Gatwick take as little as 45 minutes, with those from regional airports taking upwards of 30 minutes. Regular flights operate from major UK airports all year round, as well as some additional seasonal services further afield.



Living in Guernsey

The cost of living is generally higher to that which might be experienced in the United Kingdom, but value added tax and other forms of sales taxes are not payable in Guernsey (and are not paid on goods ordered from the UK and delivered to Guernsey). However, the prices of certain commodities, particularly food, is higher than in the United Kingdom.

The standard rate of income tax is 20%. There is no capital gains tax, capital transfer tax, estate duty, inheritance tax, purchase tax, turnover tax, value added tax or wealth tax in Guernsey.

All residents of Guernsey and Alderney are required to register with the Social Security Department. Contributions for employed persons are collected through their employer's payroll system (by the Church Commissioners for Anglican clergy). Benefits paid include those related to sickness, old age pension, healthcare, long term care, maternity, bereavement, and unemployment.

Channel Island clergy are paid an additional sum to the English stipend (currently a 22% uplift), to take account of the higher cost of living in the islands.

The Deanery of Guernsey pays an annual grant (which is taxable) towards the cost of off-island travel.



Health care

The States of Guernsey spend more on health and social care than on any other area of government, reflecting the high standard of these services within the Island and the value placed on ensuring healthy living.

The healthcare system in Guernsey is different to that of the National Health Service in the UK. All primary care is provided on a private basis, whilst most secondary care and specialist services are funded by the States of Guernsey. Specialist (secondary care) services are only accessed via a referral from a GP. As there is no reciprocal health agreement between Guernsey and the UK, it is advised that prospective residents consider taking out health insurance. The Deanery of Guernsey pays for health insurance cover for clergy and their resident dependents.

GP visits, A&E visits, ambulance use, and physiotherapy requested by the GP incur a charge – but this charge is covered by the health insurance scheme.



Everyone who normally lives in Guernsey and is registered for the payment of Social Security contributions is covered by the 'Specialist Health Insurance Scheme' and so may receive specialist care and treatment free of charge.

The Medical Specialist Group consultants provide the emergency and elective specialist medical services for the Bailiwick of Guernsey. These consultants provide the majority of medical services, including surgery, undertaken at the Island's hospital. However, transfer to the UK is necessary for some conditions and treatments.

Dental and optical treatment is good, but expensive. This is *not* covered by the Deanery of Guernsey's health insurance scheme, but grants may be available in cases of need.

There are a number of services available to help for those raising a family in Guernsey:

- Health visiting is a universal service offered to all families with pre-school children;
- School nurses work to improve the health and wellbeing of children and young people; and

- The Children's Dental Service provides a dedicated dental service for pre-school and school age children with particular needs, and dental health screening of children aged 3½, 5 and 9, together with a programme of oral health promotion.

Education



The educational provision, at primary and secondary level, is of a high standard. Primary and secondary education is free.

There are also three independent colleges. Means tested bursaries are available at the co-educational Elizabeth College.

Young people from Guernsey are able to attend UK universities. As Guernsey students are not eligible to apply for funding from the UK Student Loans Company, Guernsey's Education Department supports students choosing to study at university through a means-tested grant scheme. The amount of funding received

(towards the cost of tuition fees, living costs in the form of a maintenance grant and travel costs) depends on a number of factors, including an assessment of parental income.

Population management laws

Due to the size of the Island and the density of the population, there are strict controls on who may occupy dwellings in Guernsey. There are two categories of dwellings: 'open market' which are freely available for occupation and 'local market' which may be occupied only by persons with residential qualifications or by licence holders.

The Deanery of Guernsey will ensure, as part of the appointment process, that a priest appointed to a post in Guernsey (together with his or her spouse and any dependent children accompanying them) will have the appropriate permission to occupy the house provided for them.

There is a 'Right to Work' law in Guernsey. This means that any person wanting to take up employment or self-employment in Guernsey or wishes to change jobs in Guernsey must have a valid Right to Work document confirming that he or she is lawfully housed. The Deanery of Guernsey will assist with the provision of this for priests and their immediate family as part of the appointment process.

