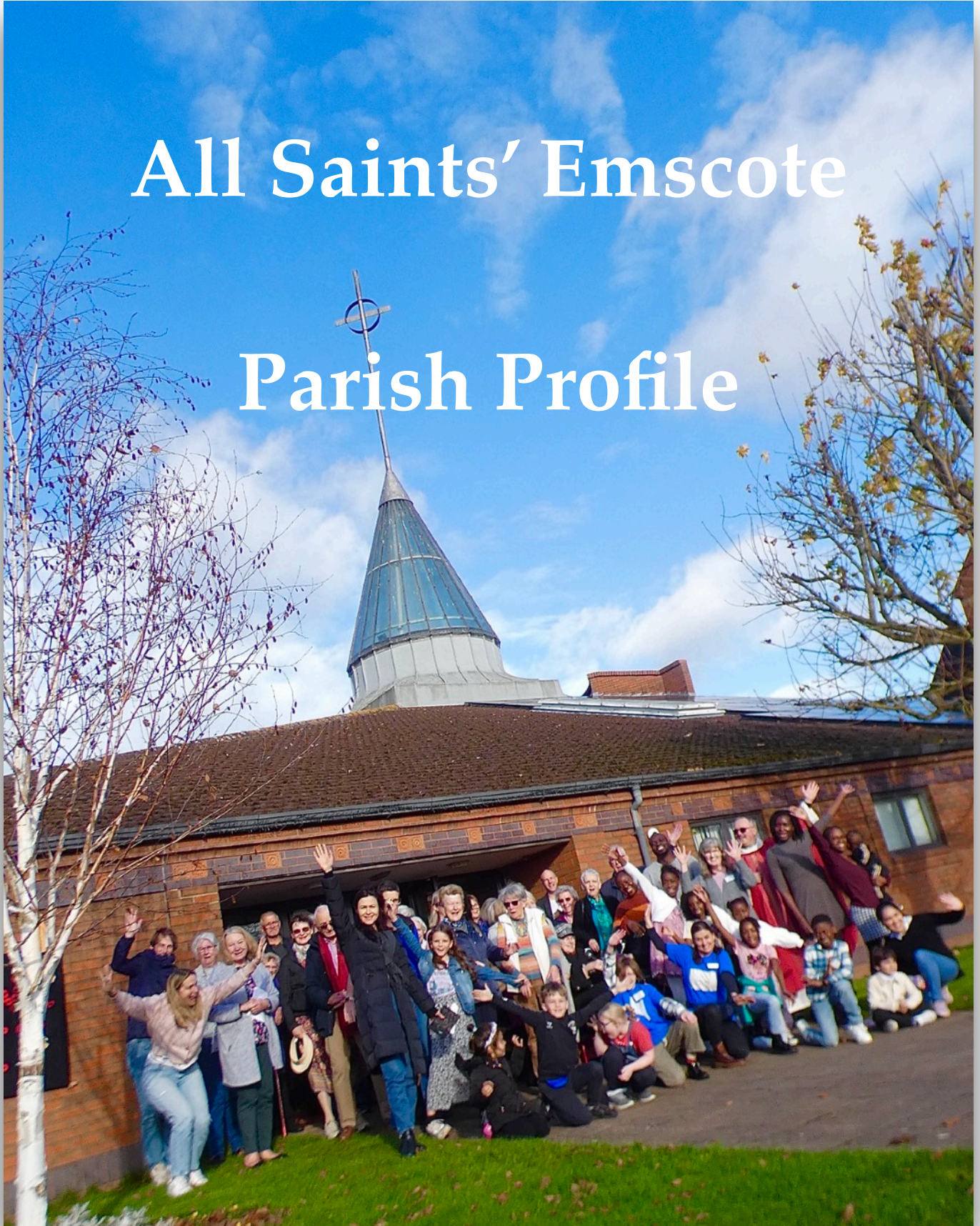




# All Saints' Emscote

## Parish Profile



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## WARWICK AND LEAMINGTON AREA DEAN

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

**Warwick** Population of about 37,000 at the 2021 census. There are five parishes in Warwick each with their own parish church and vicar. All Saints', St Mary's, St Paul's and St Nicholas are formally constituted as a team and St Michael's Budbrooke works with the team in a more informal way. There are several local authority and private schools in the town and the presence of Warwick Castle means it is an important tourist destination. There is a good hospital in Warwick.

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

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

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

We are a growing Deanery with large amounts of housing being built in the south, presenting exciting challenges for future mission and ministry. The diocesan strategy for growth has seen a Mission Hub (Resource) church appointed (St Paul's in Leamington). There are also exciting plans for the Warwick team emerging, and we are waiting for the arrival of Bishop Sophie Jelley to lead us into the next season of ministry and mission.

The Rev Jonathan Jee  
Area Dean and Vicar of St Paul's, Leamington Spa

## WARWICK TEAM RECTOR

You will join a team ministry that is varied in style and outlook, but which is committed to sharing ministry and to supporting one another.

With funding from The King Henry VIII Endowed Trust, there are many areas of ministry where working together, across the team, makes us stronger than working alone.

I am a relatively new member of the team and would welcome a new colleague at All Saints' to help us look at how we can best share ministry in a way that energises, equips, and helps build God's kingdom in effective and generous ways.

Thanks to the blessing of having shared funds from The King Henry VIII Trust, we can be imaginative, creative and even radical in what we can deliver for Christ through our churches, both individually and collectively.

All Saints' Emscote is a great parish with much potential and, with God's grace, much can be realised to further develop its creative, inclusive, engaging and people-centred ministry.

The Rev Canon Angus Aagaard CF  
Team Rector, Warwick

# INTRODUCTION

## All Saints' Emscote, Warwick

Friendly, vibrant and inclusive, All Saints' Emscote with its church centre and linked infant and junior schools lies in the heart of the residential community of Emscote on the east side of Warwick, bordering Leamington Spa.

We value being part of the Warwick Team Ministry, with the many opportunities that brings for working alongside its four other church communities, which embrace the full, rich spectrum of Anglican spirituality.

We also value the privilege and opportunity provided by significant yearly funding from [The King Henry VIII Endowed Trust](#).



Follow this link to [our church website](#). You can also follow us on Facebook.

## Our Mission Statement

All Saints' Church seeks to be a sustainable Christian community, welcoming and engaged with the local and wider community, where all who seek to know God through Jesus Christ grow in holiness, wisdom and pastoral effectiveness.

## Inclusion

Our Inclusion Statement features prominently on the opening page of our website.

All Saints' is committed to being an inclusive church. We are open alike to visitors and newcomers, singles, couples, and families with children.

Wherever you are on the journey of faith – and whatever your beliefs, personal or social circumstances, (dis)abilities, sexual orientation or gender identity – come and see.

As a church we worship a loving God who welcomes all, without bias.

As a community we explored the Church of England's Living in Love and Faith materials in some depth. Over several weeks we used our 'sermon slot' to view the LLF videos and to discuss issues arising.

We are committed to an ever-widening inclusion, conscious that, although our regular church community includes a healthy diversity of people, there continues to be insufficient representation of those from the most marginalised parts of our parish, throughout our whole church community.

We would welcome a new priest committed to widening participation in the life of All Saints'.



## OUR HOPE AND PRAYER

We pray for a vicar who will advance the Kingdom of God at All Saints' Emscote through leadership, collaboration and example.

Our vicar will bring inspiring, spirit-filled, encouraging leadership, to follow new initiatives and encourage our growth in commitment to God, to one another and our community.

### As Our Vicar You Will...

...have a deep, heartfelt, prayerful faith, expressed in a spirituality that is foundational to your life and ministry

...be able to inspire and empower the ministry of every member of our worshipping community

...be eager to develop our mission as an inclusive congregation rooted in the Anglo-Catholic tradition

...have a vision for further integrating children and young people into our worshipping community

...be willing to explore the wider picture of All Saints' role within the Warwick Team, and beyond.

### **Skills, Qualities and Attitudes**

These should include ...

...commitment to your own spiritual growth

...enthusiasm for teaching and preaching

...strong communication skills

...ability to work collaboratively

...commitment to the inclusion of all

...IT skills

...and, of course, a sense of humour!

### **Priorities**

When canvassed for the Parish Profile, members of our community expressed priorities including...

...a renewed focus on **pastoral care** within our worshipping community

...a careful and imaginative review of our **patterns of worship**, with an emphasis on developing the gifts of the whole community, taking into account the changing make-up of our community and 'volunteer pool'

...development of **outreach to families** with children and teenagers

...encouragement in **reaching out** to people exploring Christian faith

...fostering a vision for the growth of **shared activity** and projects in the Warwick Team.

## OUR PARISH



The current population of Emscote is nearly 7,000 and continues to rise.

Housing in the parish is a mix of private rented accommodation, local authority housing, older people's sheltered accommodation and private homes. A new development of 148 homes has recently been completed within the parish boundary. A summary of social and economic statistics for Emscote can be found on the [Church Urban Fund](#) website.

The [GAP Community Project](#) is sited in the north of the parish. It provides training, youth work and community activities and services. These include a lunch club, craft and exercise sessions, after-school tuition, and computer access.

The GAP is funded by a mixed portfolio of grants; historically All Saints' has been represented on the GAP trustee board.

Warwick has excellent rail links (frequent services to London and Birmingham) and is a 10-minute drive from the M40.

South Warwickshire is renowned for the quality of its secondary schools with a choice of state, grammar and independent schools within reach.

### Our History

The first All Saints' Church was built in 1861 at the time of the Oxford Movement, which sought a renewal of 'catholic' thought and practice within the Church of England. Strongly mission-focused, the Movement encouraged the local church to social responsibility within the new industrial age, particularly applicable to Emscote with its rapidly increasing population and new manufacturing industries.

Into this space the Rev Thomas Bourne Dickens, first vicar of All Saints' (1861-1903), brought his convictions: an emphasis on the sacraments, and the introduction of aspects of ceremony and liturgy. Elements of catholic ritual helped to promote a more embodied style of worship, engaging the senses and bringing elements of beauty into the lives of the industrial poor of the area.

Major structural problems necessitated the demolition in 1967 of original Victorian Gothic building. The congregation then worshipped in the converted school building for twenty years until the completion of the current building which was consecrated in 1989.



## A WORSHIPPING COMMUNITY

Deeply rooted in the Anglo-Catholic tradition, we use the versatile space of our building to conduct liturgy that is creative and inspiring.

Our parish Sunday Mass has an average attendance of 48 regular worshippers, plus a handful of visitors. The Thursday mid-morning Mass is well supported.

The congregation includes a good number of retired clergy who have generally been available to support the incumbent.

Prior to, and throughout, the current vacancy we have been supported, served and encouraged by the ministry of the Ven Tim Cockell, Acting Archdeacon Pastor and Associate Archdeacon.



In preparation for the Parish Profile we asked: 'What keeps you coming back to All Saints?' Full responses are [linked here](#), but the most common reasons include:

**Our style of worship** attracts new members and visitors from the wider area. As a community we are open to experimenting with alternative forms of worship, including a wide variety of music and the use of art to glorify God and enrich our experience.

**Music** is integral to our worship. We have a talented, encouraging paid organist and a small group of cantors. A member comments about the 'joyful worship where all of the congregation sing up – we are great singers, willing to learn new settings, hymns and songs!'

**The prayerful atmosphere** A feeling of God's presence in the building'; 'A wonderful place for peace and reflection filled with caring, friendly people'

**A friendly, inclusive community** 'Being able to worship with friends who have become family'; 'Very friendly and has given me confidence'

**The liberal catholic theological tradition** 'Modern catholic liturgy focused on the sacraments and the pattern of worship throughout the church year'.



**Messy Mass** on the third Sunday of the month can attract between 15 and 25 children plus their parents and carers. On other weeks a small number of children under age 10 attend with adult family members.

This increasingly popular initiative is developed and overseen by our Family Link Worker as part of All Saints' ongoing commitment to community service and outreach.

**Little Saints** is our weekly babies and toddlers group. They have their own simple service of praise, prayer and thanksgiving.

**Seasonal services** occur at the main Christian festivals. Holy Week is a very important focus of the year with services throughout the week. Ascension, Corpus Christi, All Saints and All Souls are also marked.

**Challenges** Our church life flourishes thanks to voluntary support and engagement from the whole congregation: every aspect of our shared life including the PCC, our Messy Mass and our Holy Week services depends on generous gifts of service from the church community. We have to acknowledge that many of our most willing volunteers are ageing and are now less able to contribute as fully as they always have.



Several key members have died in the last few years whilst only one or two people have come to Christian faith in that time; most people who make All Saints' their spiritual home have either been part of the worshipping community for a long time, or are people who have grown as Christians elsewhere.

Knowing how much the community values what All Saints' provides, we would welcome a priest who could draw new people to come to Christian faith and encourage the wider congregation to become more involved in the sacramental life of the church.

## STATISTICS

	2023 Christmas Eve	2023 Midnight Mass	2023 Christmas Day	2024 Palm Sunday	2024 Stations of the Cross	2024 Maundy Thursday Vigil	2024 Good Friday	2024 Easter Day
Adults	75	36	26	52	12	12	29	62
Children (0-16)	55	2	2	6			2	15

### April - October 2024

Average Sunday attendance: 43 adults    5 children

Our monthly Messy Mass services have a regular attendance of approximately 60 adults and 18 children.

6 baptisms                      2 weddings                      12 funerals

## OUR SHARED LIFE

All Saints' 'welcoming and inclusive atmosphere' came up again and again as a response in our recent survey inquiring into what we do well and why people keep coming.



As well as gathering to worship, we enjoy getting together at events including the Saints Alive Lunch Club, the Harvest Lunch, Pancake Party and Summer Barbecue, all of which are open to the wider local community. Then there's the popular Crafty Café, a fortnightly open-to-all afternoon of fun craft activities.

There is no formal structure of organised small groups, but one home group meets monthly and another small group (which started as a study group for the programme *Faith Confirmed*) decided to continue meeting after two of its members were confirmed by Bishop Ruth in 2024. This group now gets together fortnightly to deepen their knowledge and discuss the issues which arose during the programme.

Following the closure of the diocesan retreat centre, All Saints' became the natural place to host events such as a Warwick-wide Retreat in Daily Life, Quiet Days for Advent and Lent, a day to explore Prayer and Colour, a prayer day based around an art installation (Jake Lever's *The Blue, the Dim and the Gold*) and a liturgical dance workshop.

Since the Covid-related suspension of many aspects of church life, some activities have been slow to start up again but we hope that our new incumbent will have a heart for deepening the creative and contemplative opportunities we can offer, not only for our congregation but more widely within the local area and the Diocese.

## THE COMMUNITY WE SERVE

All Saints' began its life more than 160 years ago as a response to the needs of the local community which was undergoing huge social and economic change. This mission is no less important today.

The church contributes to the local community in many different ways including:

- Hosting and facilitating the Little Saints Baby and Toddler group
- A parish member runs the Saints Alive Lunch Club for the elderly
- We are represented in the Churches Together in Warwick forum
- The Memory Café was initiated by a former Reader in our congregation and continues to support people with dementia and their carers
- The Warwick Memory Singers meet weekly, providing singing-together fun for people affected by dementia
- Crafty Café meets fortnightly, open to all
- All Saints' supports the Warwick Foodbank, financially and in kind
- The school is supported by two Foundation Governors from All Saints'. The parish priest is an ex-officio governor of the schools federation
- All Saints' is responsible for St Edith's House and the Mission House Charitable Trust. The house is adjacent to the church, providing supported accommodation for five adults with learning difficulties
- We give a tenth of our planned giving to charitable purposes. This year the recipients include Embrace the Middle East, The Children's Society, Just Small Change (a micro-finance charity supporting communities in Uganda), Myton Hospice, Thrive (Christian youth work in Coventry Diocese) and the schools federation
- Members of the All Saints' Community are active in volunteering and working with many other community groups, including Women Stepping Out, an interfaith group offering all women a safe listening and learning space in which to share their thoughts, along with signposting links to relevant organisations for more specific support
- Our Contact Centre is used by many community groups including Alcoholics Anonymous, NHS Wellbeing group, and Guides, Brownies and Rainbows.



We reach out to our community with God's love in action through the activities listed above. Other outreach events include the Christmas and Summer Fairs and our Carol Service and Christingle services.

## SCHOOL LINKS

There are two schools within the parish:

- Emscote Infant School
- All Saints' Church of England Junior school.

Ofsted inspections in 2024 awarded both schools a 'Good' rating.

The schools are now federated under a single Head Teacher. The vicar is a member of the governing body, along with two foundation governors from the church. Follow [this link](#) to the schools' website.

All Saints' Junior School was rated 'excellent' after its 2023 SIAMS inspection (Statutory Inspection of Anglican and Methodist Schools). The rating applied to both collective worship and religious education, aspects the inspection team highlighted as 'exceptional'.

The Junior School has also just been awarded Christian Aid's Global Neighbours award, one of only five schools in the country to have achieved this.

Both schools hold regular services in church; the Federation Choir often joins the congregation on festival days.

The vicar has been a frequent visitor to both schools, taking assemblies and engaging with their religious education programmes.

Church and schools linked in Autumn 2021 for the Creationtide 'Tree of Life' of life project led by artist Jake Lever.

We offer hospitality to the school community of children, parents and carers with refreshments before school assemblies and teas on the lawn in the summer term. It is important that our new priest is fully supportive of these initiatives, seeking to build on what has gone before and with a vision for new activities for the future.

We hope that the links between school and church will continue to grow. Our new vicar will be an integral part of this work.



## OUR FAMILY LINK WORKER



The post of Family Link Worker was created in 2022, providing mentoring and mental health support in a creative and sensitive way to children in need and their families, working with All Saints' church and the two schools.

Ania, our Family Link Worker also runs the monthly Messy Mass, which attracts children from pre-school age to Year 6 for lively worship and related activities.

This post is funded by the parish in combination with The King Henry VIII Trust and has had its funding extended for a further three years from January 2025.

'The work Ania does with our children is a pivotal role as it strengthens our ethos of looking at the whole child, not just academically but emotionally. My children have been able to share their thoughts in a safe place with the utmost care and diligence.' (Comment from a teacher)

## THE VICARAGE

The vicarage is a large, four-bedroom house located diagonally opposite the church and next to Emscote Infant School. It has an extensive garden with mature trees and bushes. Whilst support for church housing comes from The King Henry VIII Trust, the parish also sets aside money each year for small upgrades and repairs.



## OUR GOVERNANCE

Our Parochial Church Council currently has twelve members, including our two church wardens who oversee all our responsibilities as a church community, as an employer and with regard to our relationships with our linked schools and throughout the community and the Warwick team.

Meetings, generally well-attended, are held every other month. We foster a culture of collaboration; meetings are orderly with an emphasis on collegial decision-making.

PCC members have traditionally been elected on a three-year rolling programme, with the intention that they should then have at least a year off before standing for re-election.

Please [follow this link](#) to view our Church Annual Report for the year ending 31 December 2023.

In recent years, as longstanding members have stood down, it has been difficult to encourage new people to put themselves forward. As a result the work of running many activities within the church community is falling to a smaller number of people, with the danger that they are overburdened.

We hope that our numbers can grow and that our new vicar will be part of the widening vision of the Warwick Team for increased collaboration and pooling of resources with the other local churches.

Our wardens deal with routine operational issues. We have a valued Reader who, although in full-time work with a young family, preaches regularly and plays an active part in other aspects of church life such as dealing with the sound system and visual media.

Major decisions over the last two years have centred around finance and fabric, and personnel matters, particularly the appointment and inductions of the Family Link Worker and our new administrator. Other projects have included the purchase of solar panels. We also contribute, financially and via volunteering, to the wider Warwick initiatives including the [Thrive Youth Bus](#).

PCC members represent All Saints' at the Diocesan and Deanery Synods, as well as Churches Together in Warwick. This is also the case for representatives on The King Henry VIII Trust and St Edith's House Charity. The parish priest, churchwardens and PCC treasurer are members of the Warwick Team Council.

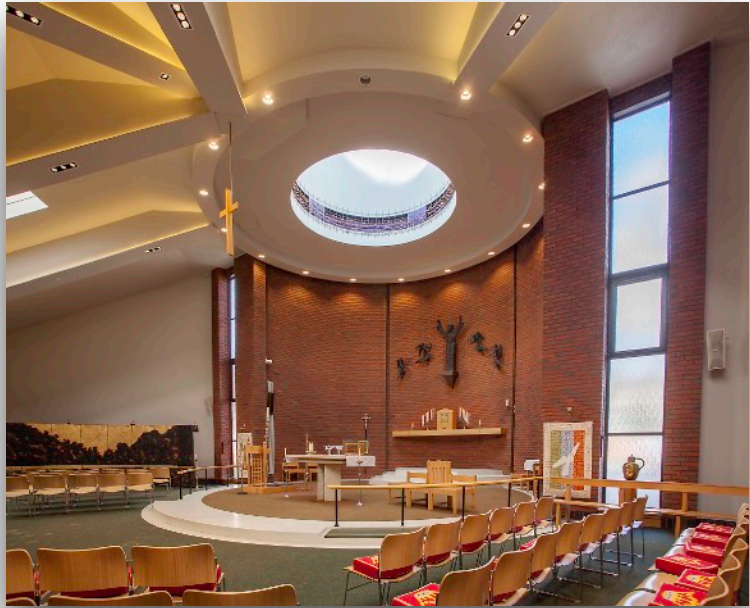
## SAFEGUARDING

In line with Church of England guidance, we make safeguarding a priority – for all, but with particular emphasis on the welfare of children and vulnerable adults. Our safeguarding policy is posted on the opening page of our website. Our dedicated Safeguarding Officer oversees all relevant training, DBS applications and renewals.

## CHURCH BUILDINGS

The celebration of the Eucharist is central to the life of All Saints'. With this in mind, the present church building was designed along the lines of a 'tent-of-meeting' where the main worship space is in the round. All the other areas radiate from it: spaces for social contact and refreshment, for welcoming, for prayer and private devotion, for administration, for worship preparation – all flow to and from the central hub.

The building is well maintained. Lighting and heating systems have been renewed in the last ten years. In 2024 solar panels have been added to the roof as part of our commitment to the Diocese's 'net-zero carbon' initiative – and to save money on our electricity bills!



Our sound system provides both fixed and roaming microphones. Screens have recently been introduced replacing the need for full printed service sheets and hymn books. Our main space has capacity for approximately 150 people with chairs that can easily be moved for a variety of activities: concerts; the Christmas and Summer Fairs; quiet days; conferences and a ceilidh have all taken place in the last few years.

We have a well-equipped kitchen, men's and women's toilets, two office spaces, a small chapel and a meeting room. We have full disabled access including an accessible toilet.

**Contact Centre** To the rear of the church building is the church hall, known as the Contact Centre. This is a much-used building with local groups meeting regularly; a before- and after-school club uses it daily during term time. The Centre is available for hire at other times to the community at large.

## ADMINISTRATION

Our Parish Administrator works from our well-equipped parish office, just inside the main entrance to the church. The office is open Monday to Friday between 9.00am and 1.00pm. We have a [website](#) and also post information on Facebook. These are managed from the parish office.



## FINANCE AND STEWARDSHIP

The table below summarises our financial situation as at 31 December, 2024. A full set of accounts can be made available on request:

<b>Income</b>		
	Giving	46,029
	Donations & Events	8,181
	Fees & Premises Income	33,095
	Interest and Dividends	6,290
	King Henry & Project Pool	86,382
	<b>Total</b>	<b>179,978</b>
<b>Expenditure</b>		
	Parish Share	32,158
	Ministry Expenses	530
	Worship & Education	3,401
	Mission	9,730
	Support Costs	47,708
	Salaries	26,929
	Fabric/Equipment	51,122
	<b>Total</b>	<b>171,528</b>
<b>Reserves</b>	Unrestricted	146,508
	Restricted	130,111

The congregation of All Saints' is invited to review their stewardship annually at the Christ the King celebration. This maintains a reasonable level of giving which remains below the Diocesan average. All Saints' is committed to spending 10% of all planned giving on mission gifts.

All Saints' is fortunate, along with all other Church of England churches in Warwick and Budbrooke, to receive an annual grant from The King Henry VIII Trust. In 2024 this amounted to £53,934. Warwick churches also manage additional funds for the Henry VIII Trust known as the Project Pool and can bid for specific project money. In 2024 this amounted to a further £32,448 from the Project Pool. This money was used to employ an Older Adult Assistant for the Memory Café and to part-fund solar panels on the church roof. Additional money from the Project Pool was paid to support the church during the interregnum.

All Saints' maintains its buildings in a good state of repair. As a result we had income from lettings of £30,163 which is used to support church activities.

In addition to the money paid to the churches and to the Project Pool, The King Henry VIII Trust also funds the diocese for all stipend and housing costs. This means that our Parish Share contribution is lower than other churches in the diocese and in fact contributes to the diocesan support funds.

All Saints' employs four members of staff: an Administrator, a Cleaner, a Caretake and a Family Link Worker. All of these posts are part-time. Our organist is paid on a sessional basis.

## FURTHER DETAILS

Informal conversations are very welcome with  
Archdeacon Missioner The Ven Barry Dugmore 07487 578311  
[Barry.Dugmore@Coventry.Anglican.org](mailto:Barry.Dugmore@Coventry.Anglican.org)

Closing date for applications: 12 noon Friday 7 March Diocesan  
Website

Interviews: Wednesday 26 and Thursday 27 March.

Please send completed application forms to  
Debbie Niblett, HR Officer and Archdeacons' Administrator  
[Debbie.Niblett@Coventry.Anglican.org](mailto:Debbie.Niblett@Coventry.Anglican.org)

For further information about the post please visit the [Diocesan Website](#)

An enhanced DBS disclosure is required for this post.

