

Vicar in the Chase Team Malvern



THE CHURCH
OF ENGLAND
DIOCESE OF
WORCESTER



ChaseteamMalvern
All Saints - St Andrew's - St Mary's
Partnering with God in the flourishing of our communities

Index

Introduction from the Dave the Rector	2
The Chase Team	4
Vision and Values	4
Our Church Communities	
St Andrew's Poolbrook	5
All Saints Malvern Wells & Wyche	6
St Mary's Pickersleigh	7
Our Worship Services	8
Discipleship and Prayer	9
Children, Youth and Families	10
Mission and Outreach	11
Current Staffing and Evolving Leadership Structure	14
Future Development of the Chase Team	15
Vicar in the Chase Team	
Role Overview	16
Person Specification	17
How to Apply	17
What We Can Offer You	18
Housing	18
Malvern - Our Beautiful Town	19
The Diocese of Worcester	20
The Malvern and Upton Deanery	22
Appendix 1: Emerging Leadership Structure	24
Appendix 2: Parish Dashboard: St Andrew's	25
Appendix 3: Parish Dashboard: All Saints	26
Appendix 4: Parish Dashboard: St Mary's	27

Introduction from Dave the Rector



Thank you for your interest in our Team Vicar post. We are praying for the right person to join our team in this key role at a time of growth and change as we bring three churches together. I hope the information below will help you to discern if this might be you.

The Chase Team, Malvern

The Chase Team is composed of three very different churches in the beautiful town of Malvern in Worcestershire.

- **St Andrew's, Poolbrook:** numerically, our largest church with many children and youth, offering mainly contemporary worship with congregation members attending from quite a wide area.
- **All Saints, Malvern Wells & Wyche:** a very friendly and welcoming church, made up of mainly retired congregants from the local area and good links with two Church of England Primary Schools.
- **St Mary's, Pickersleigh:** a small and very committed church, with a more traditional worship style reaching out to the Pickersleigh community – the most deprived area of Malvern.

A unique moment in time

This appointment comes at an exciting and key moment for us as we have very recently 're-formed' the Chase Team and have begun to develop a new shared vision. This vision is for all three churches to work closely together, offering their own unique contributions, worship styles and mission expertise to witness to, and serve, the Poolbrook, Pickersleigh, Malvern Wells and Wyche communities.

The new Vicar in the Chase Team will have a significant role in prayerfully shaping and implementing this new vision, alongside the Team Rector and other key leaders across all three churches.

The pandemic was a time of great creativity and opportunity for us and by God's grace, was also a time of significant growth. It opened our eyes to new ways of doing ministry and mission, and in this next season we continue to build on that and explore new and innovative ways to reach our communities with the good news of Jesus.

All the changes that we have seen over the last eight years have brought us to a significant period of transition. Part of our challenge of this next season is to create new leadership and staffing structures that will enable us to be a healthy and sustainable group of churches.

History of the Chase Team

2001 St Andrew's and All Saints become a Joint Benefice.

2014 St Mary's becomes a parish (separating from Christ Church) and the Chase Team is formed.

2015-2022 All Saints and St Andrew's increase their collaborative working under the Team Rector, while the Team Vicar runs St Mary's as a largely independent parish.

2023 Following the retirement of the Team Vicar, all three churches explore options on the best ways to support each other and fulfil our calling of being 'Blessed to be a Blessing' across the whole of Malvern.

January 2024 The three PCCs agree to 're-form' the Chase Team and develop a new collaborative vision to serve our communities.

A unique and varied context

Our parishes offer a unique and varied mixture of contexts – which was one of the big things that attracted me to the role seven years ago. From St Andrew's Church you have a stunning view of the Malvern Hills which are only a few minutes' drive away. A large proportion of St Andrew's and All Saints' parishes consist of fairly affluent Malvern housing (with the often hidden challenges that brings) with several large areas of common land tucked in between the estates. However, just a short walk away, there are areas of substantial deprivation – the whole of St Mary's parish in neighbouring Pickersleigh, and a large proportion of St Andrew's parish based around the Octagon Centre. These areas have many significant social needs, which we seek to support in collaboration with other organisations. Part of the exciting challenge we face as churches, is how we serve and minister to such a variety of social contexts and needs, and how we can partner with God in seeing His Kingdom come in all its fullness across these varied areas.

A unique and supportive community

The best thing about our churches is the people! We have three amazing congregations of committed, servant-hearted, mature, loyal people who are so generous, encouraging, faith-filled and prayerful. If you want to meet some of them then do watch some of their stories in the 'Advent Calendar of Hope' we produced in 2020 (see [here](#)). I have felt so supported in my time here and whilst we don't get everything right all of the time, I really would not want to be anywhere else. The new Vicar in the Chase Team (and any family they may bring with them) can be assured of a warm welcome. They will be cheered on in their ministry and they will be offered the same support and love from the congregations that I have received.

'A church that wants and equips its congregation to grow and become mature in their faith.'

A church that loves to bless spiritually and practically both its congregation and the local community.

A church that puts prayer at the centre of everything that it does.'
(Member of All Saints)

This is a very special place, a very special team of churches and an exciting and innovative post.

If you have any questions about the role or context, or would like to discuss your particular situation further, then please do get in touch with me and I'd love to chat with you or even show you around the parishes if you wanted to visit first.

With our prayers for your discernment as you read this.

Dave

Rev Dave Bruce

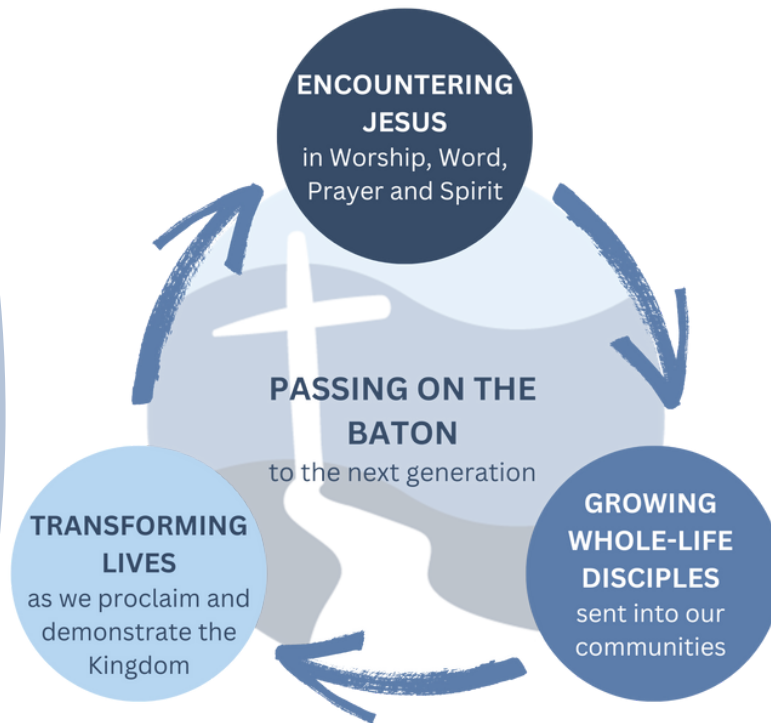
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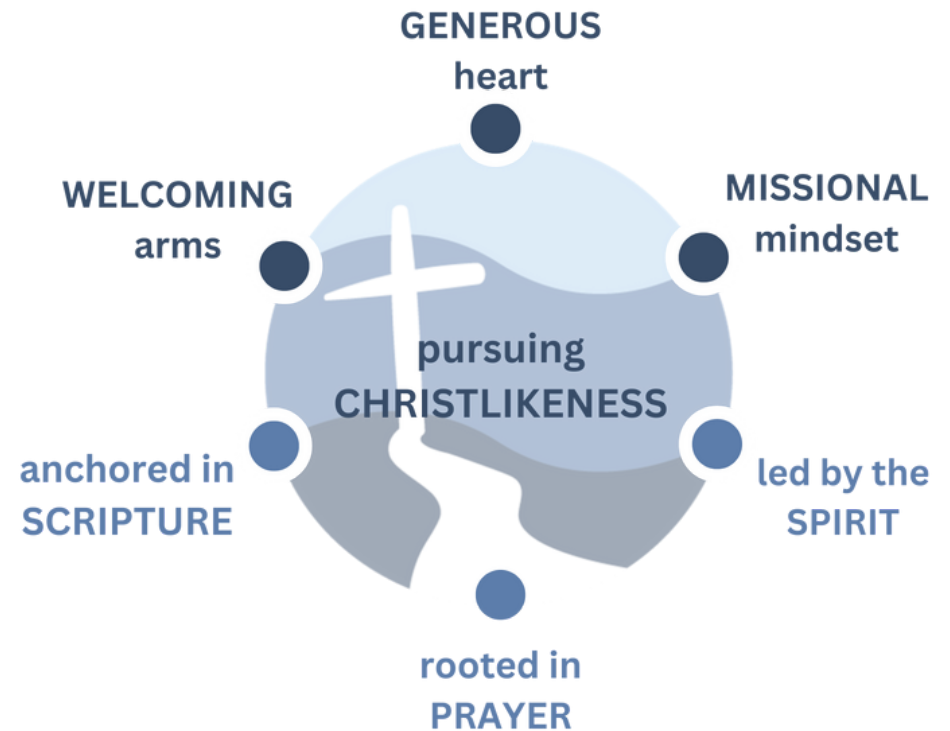
Chase Team Vision and Values

As we re-form the Chase Team we are in the process of agreeing our 'Team Vision and Values' and our latest draft version is below.



Our Vision

'Partnering with God in the flourishing of our communities'



Our Values

More details of our vision and values can be found at www.standrewsandallsaints.org/vision-and-values

Mission and Ministry Across the Chase Team

Our Church Communities



St Andrew's, Poolbrook

(Worshipping community 377 including 103 under 18s)

St Andrew's is the largest of the churches in the team, with the majority of the congregation choosing to worship at St Andrew's because of its contemporary worship style (New Wine) and thriving children's and youth ministry. We have seen rapid growth since 2021 with nearly 200 new people joining us. The midweek congregation, which started post-COVID, has grown into a very supportive and friendly community and provides a quieter, more traditional service for those who want to worship in the middle of the week. Whilst most of the parish is fairly affluent, there is a more deprived area – the Brook Farm Estate – which we seek to serve through ministry at the Octagon Community Centre. The parish also contains the Chase School (a large secondary school that many of our young people attend) and we have close connections with Malvern Parish Church of England Primary School. St Andrew's has a beautiful Church Centre looking out to the hills. The centre is well used by the community, with a small chapel, two large meeting rooms, the church office, church hall and a kitchen.

'St Andrews is a vibrant, spirit-filled family church, deeply rooted in prayer, which equips and encourages a wide range of ages and stages and plays a resourcing role in Malvern and the surrounding area. For me, it has provided a space for encounter, teaching and community to spur me on in my life of faith and also a welcoming space for my children/teenagers to develop friendship, encounter God and be loved and encouraged.' (new member of St Andrew's)

All Saints, Malvern Wells and Wyche

(Worshipping community 62 including 4 under 18s)

All Saints is a warm, relaxed, and friendly church. We love welcoming visitors, aiming to make everyone feel 'at home'. We have a regular congregation of up to forty people for our 10am service on a Sunday, making for both a corporate and a personal worship experience. Our blended style combines some standard Common Worship material and 'freer' worship. Our services may include reflection, with times of silence and stillness to help us connect with God on a deeper level. Holy Communion is celebrated three times a month and our Prayer Team is available for personal prayer or blessings every week. Our music is a combination of traditional and contemporary with some services featuring our wonderful organ (which Elgar used to play). We also host 'The Waiting Room' each month on a Wednesday evening. This is a time to be still and come to the Lord in the silence.

We have a real heart for our community and are very much a 'parish church' seeking to reach out to our neighbours and serve the needs of this parish. The two church primary schools (one of which is next door) also join us for services at festival times. By the time you read this, we will have our brand new 'Megan's Kitchen' (named after a faithful member who died aged 104) and we are excited about exploring new ways that we can reach out to the community with this new facility.





*'A small church with
a big heart'
(Previous Archdeacon)*



St Mary's, Pickersleigh

(Worshipping community 32 including 3 under 18s)

Pickersleigh is a parish of over 4,000, in a town of 30,000 people, with over 60% aged below 45 and nearly 30% children under the age of 19. It is amongst the most deprived parishes in the country.

St Mary's opened its doors in February 1958 as a dual-purpose community centre and church. Initially it was a daughter church in the parish of Christ Church until, in 2013, a Team Vicar was appointed to engage with the local community, and the parish of St Mary's, Pickersleigh within the Chase Team was born.

St Mary's has a small congregation, with 24 on the electoral roll and averaging 17 each Sunday but we are very active in serving our local community. Our Holy Communion (with guest clergy) and Morning Worship services are traditional, but our 'Worship for All' Service is a much more interactive, child-focused service and our 5th Sunday Café church is informal and contemporary, drawing in people from outside the core congregation.

Since the retirement of the previous Team Vicar in January 2023, our small lay leadership team have continued to faithfully lead worship, maintain – indeed increase – our mission and outreach to the local area, and complete several major building works including putting in a new kitchen. We are excited about what the future holds and are encouraged to see God at work in different ways in the last few months.

Mission and Ministry across the Chase Team

Our Worship Services

COVID presented St Andrew's and All Saints with the opportunity to transform our service patterns, so that instead of duplicating a traditional and contemporary service at St Andrew's and All Saints, we now offer six different services offering a variety of worship styles to meet a variety of needs.

The addition of the more traditional St Mary's service now adds even more variety to the worship we can offer across the team.

Service		Description	Average attendance
Early Birds 9am 1 st , 3 rd , 5 th Sundays	St Andrew's	A half hour interactive service in the church hall for families with children under 8. We particularly seek to welcome Toddlers, Messy Church and baptism families into this service.	15-22 adults 15-22 children
10:30am Service	St Andrew's	A contemporary service with a little liturgy, worship band, four children's groups and a younger youth (11-14) group. Holy Communion once a month. <i>Recorded and put on our YouTube channel (80-100 views/week).</i>	90-120 adults 30-45 children
6pm 'The Six'	St Andrew's	A more flexible contemporary service with extended worship, preaching and a time of response. Holy Communion twice per month. Older youth group (14-18) meet in the hall during this service.	35-50 adults (10-15 youth)
Midweek Service 11am Thursdays	St Andrew's	Our midweek service. More traditional with Holy Communion most weeks and a monthly shared lunch afterwards. This has welcomed several members of our bereavement café over the last couple of years.	25-40 adults
All Saints Service 10am Every Sunday	All Saints	A blend of traditional and contemporary worship with Holy Communion three times per month. <i>Live streamed each week on our YouTube channel (40-70 views/week).</i>	30-40 adults
Messy Church 3 rd Thursday 3:30pm	All Saints	Our monthly 'Messy Church' for primary children and their families. A story, prayer, songs, crafts and a hot dog tea.	15-20 adults 15-20 children
St Mary's Service 10am Every Sunday	St Mary's	1 st & 3 rd Sunday – Holy Communion with guest clergy. 2 nd Sunday – Worship for All; café style with activities for children of all ages led by our Assistant Lay Minister (ALM). 4 th Sunday – Morning Worship led by our ALM. 5 th Sunday – Café Church – café-style informal & contemporary – Lay led.	15-25 adults

Mission and Ministry Across the Chase Team

Our Worship Services (continued)

We have a gifted and committed set of service leaders and preachers, ordained and lay, who minister across the different congregations. This includes six faithful retired clergy who each have a main service at which they minister. Revd Geoff Vevers is the 'Clergy Lead' at All Saints taking considerable responsibility for the day-to-day running of All Saints. Other retired clergy, Assistant Lay Ministers and Licensed Lay Ministers are leaders of our different 'congregational leadership teams' and pastoral work.

Discipleship and Prayer

Across the team we have 18 Life Groups of differing styles and emphases (including early morning groups, day-time groups, evening groups, men and women only groups, groups meeting in the pub). Most of these follow the Sunday teaching programme and we provide Life Group notes each week for the leaders.

Prayer is a key foundation for us and as well as having morning prayer on Mondays at St Mary's, Wednesdays at All Saints and Fridays at St Andrew's, we have regular prayer events throughout the year, especially at Lent, Advent and for Thy Kingdom Come.

Another development from COVID has been the monthly men's and women's breakfasts in town, which are very well attended by people from all three churches. Regular speakers come to share their stories and particularly inspire us to seek to follow Jesus in the workplace.



'As a new Christian, I'm so grateful to have the wisdom and support from the St Andrew's community and the Thursday men's group. This is an integral part of my faith journey!'

Mission and Ministry Across the Chase Team

Children, Youth and Families



We are particularly known in the town for our Children, Youth and Families ministries, and recognise that this is right at the heart of our calling and identity as we seek to 'Pass on the Baton to the next generation.' We are passionate about helping young people to have a life-changing encounter with Jesus, to grow deeply into life-long followers of Jesus and to be sent out to live distinctively as witnesses for Jesus in their everyday lives. We seek to create opportunities for our young people to minister to us, and with us. We have had some profound testimonies from children and youth in our services in recent weeks.

We currently have over 100 under 18s as part of our worshipping community. Whilst these are mainly connected with St Andrew's, our other two churches have a real heart for outreach to children, families and schools and we have significant community engagement through Toddlers Groups, Messy Church and our local schools. We run an annual holiday club at St Andrew's each summer, which is a great opportunity for our youth to learn to minister to younger children. St Mary's also have their own holiday club on two mornings during the school holidays.

Helen, our Children and Families Ministry Leader, has been part of the team for several years, working not only in our churches and schools, but also at the Octagon Community Centre. Ruth joined the team as the Assistant Children and Families Ministry Leader last year, particularly to work with parents and families which is her speciality. We have just appointed our new Youth Ministry Leader, Nathan, who starts in April and we are very excited to see how the youth provision will grow and deepen in this new season. We previously had a Youth Minister from 2018 - 2021 who enabled us to expand our provision hugely, including running town-wide Youth Alpha, a monthly Youth Church and significant work in our secondary schools.

We are keen to explore what it means to support children, youth and families ministry across the deanery, and have a real passion to work collaboratively to develop town-wide children and youth ministry in the coming years.

Mission and Ministry Across the Chase Team

Mission and Outreach

We are fully committed to serving our communities and 'demonstrating and proclaiming the Kingdom.' Virtually all of the outreach is led by very committed lay people and we are so encouraged with the amazing stories of transformed lives that come out of these different ministries.



'Coming to St Andrew's has changed everything in my life. It has given me a new family, new faith and a new hope.'
(Member of the Bereavement Café)



- **Bereavement Café**

The Bereavement Café was set up and is run by two of our congregation members who have a real heart for this ministry. It meets in the Railway Inn pub next to All Saints at 11am every Monday morning. We have seen a couple of members of this group come to faith through Alpha in recent years and they are now regulars at our midweek service.

- **Ministry at the Octagon Community Centre**

We are involved in a variety of ministries at the Octagon Centre, serving the more deprived area of the St Andrew's parish. The Tuesday morning Octagon Café is run by the church, and we also partner with the Octagon in running the 'Thursday Project' providing craft activities and a meal for families. In addition, we provide volunteers to support the running of other activities including the Community Pantry, and the Youth Club. We have been praying fortnightly for the last two years at the Octagon for God to bring us someone to lead a team to develop a new worshipping community there to provide worship and discipleship that is contextually relevant for the local community.

- **Toddler Groups**

We have three thriving toddler groups: All Saints Toddlers and 'Pickersleigh Bears' at St Mary's on a Thursday, and 'Little Treasures' at St Andrew's on a Friday. We have developed great connections with parents and children and several families have made the step to our Early Bird Service and Messy Church from these groups.



‘This is a fantastic link between our school and the local community and I would love it to continue.’ (post ‘Easter Experience’ comment by Head of Great Malvern School)

- **Malvern Wells Community Outreach**

We seek to be a witness in Malvern Wells, particularly having a significant presence at the annual Fete and with the ministry at the ‘Wells Club’ and Village Hall.

- **Alpha and other Evangelism Courses**

We run regular Alpha courses, normally twice a year to give an opportunity for seekers to explore faith. Alpha is run by a very committed couple in our church who are passionate about evangelism and seeing others encounter Jesus. We also run other courses including ALIVE and START!

- **Schools**

We have a very strong connection with our three church primary schools, and also with Great Malvern Primary. We offer assemblies, lessons, seasonal services, events such as ‘Experience Easter’ and ‘Experience Harvest’ and annually we pay for 4Front Theatre Company to put on a production in the schools.

- **Christians Against Poverty (CAP)**

St Andrew’s is the lead church for the Malvern and Ledbury CAP branch, working collaboratively with several other churches in the town to support those in our community struggling with debt.

- **Frontlines**

As well as inviting congregation members to serve in the different ministries of our churches, we are passionate about helping people to be used by God where they are in the week (on their ‘frontlines’). We intentionally seek to equip people for this, encouraging prayer and support, and also having regular ‘This Time Tomorrow’ slots in our services. We have been greatly influenced by the resources and work of the London Institute of Contemporary Christianity (LICC) and have strong links with them via the Rector.



*'Everybody's lovely here, so welcoming'
 'A place to make friends and have good banter'
 'It brings people together from different
 communities'
 'It is family'
 (Comments from the Refresh Café)*

- **Refresh Community Café at St Mary's**

This operates on a Friday morning during term-time offering hot drinks, toast, and cake. The Refresh Café is attended by around 30 people each week and is an opportunity for members of the congregation to meet and chat with other members of the community. A rota of four volunteers staff the Café each week.

- **Community Fridge at St Mary's**

This operates weekly on a Thursday and Friday morning. Food that is surplus to requirements or near its sell-by date is collected during the week from local supermarkets. This is available to anyone to come and help themselves for free. Although the main aim is to prevent food waste, it also helps members of the local community at this time of a cost-of-living crisis. The Community Fridge has been the recipient of some generous donations from local organisations and this money is used to buy additional vegetables and other staple goods. The Community Fridge is supported by ten volunteers and is an opportunity to engage and support the local community.

- **Community Use of our Buildings**

Both the St Andrew's Church Centre and St Mary's are used throughout the week for a number of community groups: Line Dancing, Keep Fit, Traffic Light Café, Girl Guides, Senior Residents Group, Martial Arts, AA meeting – and children's parties. We see this as a key part of our outreach and connection with our communities.

- **World Mission Partners**

We are involved in mission work both nationally and overseas, and have a range of different organisations and individuals that we proactively support. St Andrew's and All Saints commit to giving 10% of our income away each year to our mission partners.

- **Occasional Offices**

We seek to serve the community through occasional offices. Our number of baptisms has grown significantly in the last year, largely due to our Early Bird service. We have about one funeral a month, either at one of our churches or the local crematorium, and have one or two weddings each year.

Annual Review

Each year we celebrate the ministry and mission of our churches in our Annual Reviews. These can be found at www.standrewsandallsaints.org/resources/annual-reviews where you will find more details of the ministry and mission of our team.

Current Staffing and Evolving Leadership Structure

We are fortunate to have many willing volunteers across our churches (we have over 150 people serving on rotas) and have over 50 'middle leaders' who lead different aspects of our ministry and mission. This is quite a challenge to equip, support and care for these volunteers and we are hoping that the arrival of a new Vicar in the Chase Team will enable more effective support for these key volunteers.

In addition to our 'unpaid staff' (volunteers), we currently have some paid staff members:

- Team Rector (full-time)
- Operations Manager (full-time)
- Children and Families Ministry Leader (officially 25 hours)
- Assistant Children and Families Ministry Leader (12 hours/week)
- Youth Ministry Leader (30 hours/week – starting April 2024)
- Administrator and Church Centre Manager (10 hours/week)
- Rector's PA (6 hours/week)
- Christians Against Poverty (CAP) Centre Manager (part-time)
- Christians Against Poverty (CAP) Debt Coach (part-time)
- Cleaners at St Andrew's and All Saints.



Some of our staff team and key volunteers at the New Wine Leaders Conference 2024

One of the big challenges for us over the last few years has been creating a sustainable and effective leadership structure across our churches. As we continue to re-build the Chase Team and move to operating as the three churches together, we are in the process of developing a new leadership structure which will enable effective, healthy and sustainable leadership across our team. This is very much a work in progress and something that the new Vicar in the Chase Team will help us shape and develop, along with the Team Rector and the Diocesan Mission Accompanier. The current outline of this emerging structure is found in **Appendix 1** which shows how the different ministry areas and teams relate to the vision of the churches and where the new Vicar in the Chase Team could fit in.

Future Development of the Chase Team

In addition to the key initial priority of creating a new leadership structure across the team, there are other issues that we will be addressing and exploring shortly:

- Joint communication across the team including websites, community leafleting, weekly mailings and policies.
- Exploring moving to a single PCC.
- Developing new worshipping communities contextualised to our more deprived areas (Pickersleigh and the Octagon).
- Exploring how we can bless, resource and work collaboratively with other churches in our town and deanery, especially through children and youth ministry (e.g. Monthly Youth Church and Schools ministry), conferences and training, joint 'Thy Kingdom Come' prayer events.
- Developing our mission and ministry further in our communities, particularly re-envisioning our 'Seniors Ministry'.



Vicar in the Chase Team – Role Overview

The Vicar in the Chase Team will work closely alongside the Team Rector, across all three churches in the Chase Team. They will have clergy oversight for one of these churches, whilst leading key ministry and mission areas across the whole team.

As we 'reimagine' the Chase Team, the role is likely to evolve over time, and so we are looking for someone who is collaborative, a good team player and flexible in their approach. We are keen to shape the role around the passions, gifting and prior experience of the successful candidate and this would be negotiated with the Team Rector on appointment.

Key Responsibilities

Leading worship and preaching across all three churches in the team

- This would be negotiated and planned with the Team Rector and the balance across the churches may change with time.
- Initially, it is expected to be, on average
 - Presiding and preaching once a month at St Mary's.
 - Leading or preaching three times a month at All Saints 10am and St Andrew's (10:30am or 6pm) and once a month at the midweek service at St Andrew's.

Strategic oversight of Ministry and Mission areas across all three Churches

- Leading one or two of the main vision areas of the church (Encountering Jesus, Growing Whole-Life Disciples, Transforming Lives – see Appendix 1): prayerfully shaping vision, equipping and encouraging lay leaders and aligning the individual ministry areas with the vision and values of the wider church.
- Leading other areas across the team (negotiated with the Team Rector) that might include some of: Leadership Development, Occasional Offices, Pastoral Care, Schools Ministry (working closely with the Children and Families Ministry Leaders), Young Adults, Seniors Ministry, leading one of the congregational leadership teams at St Andrew's.

Operate as the 'Clergy Lead' for one of the churches in the team (likely to be St Mary's initially)

- Being the 'Clergy Lead' for this church, overseeing ministry and worship and supporting lay leaders.
- Leading the PCC and participating in pastoral care including visiting the sick and the bereaved.
- Conducting baptisms, weddings, funerals.

Other duties

- Line managing some of the other paid staff.
- Potential governor of one of our three church schools.
- Contributing to our vision of being 'Blessed to be a Blessing' working with Churches Together in Malvern and the Malvern and Upton Deanery to support collaborative ministry with other churches in the local area.

Vicar in the Chase Team Role

Person Specification

We are prayerfully seeking someone who...

- By God's grace, seeks to be a holy, humble and healthy leader who walks closely with Jesus.
- Is a collaborative and flexible leader, committed to working in unity with the Rector and other leaders to 'join in with what God is doing' across our team and town.
- Is an Evangelical, rooted in the Word, led by the Spirit and committed to prayerfully listening to the heartbeat of God and our communities.
- Is comfortable and confident leading across the whole range of our worship styles.
- Has a missional heart and a passion for seeing people come to faith.
- Is a relational, Jesus-centred leader with a pastoral and compassionate heart and an ability to relate to people of all ages and backgrounds.
- Is an authentic leader who knows their need to rely on God's power in their weakness.
- Is a strategic leader able to shape vision, culture and ministry across the team in partnership with the Team Rector and other key leaders.
- Is an encourager who will 'equip the people for works of service' and empower them to 'be themselves in Christ' in their everyday lives.
- Is fully committed to championing and living out the vision and values of the Chase Team (see page 4).

How to Apply

Further details of how to apply can be found on the diocesan website: www.cofe-worcester.org.uk/clergy-vacancies
and our own website: www.standrewsandallsaints.org/vacancies

Deadline for applications: Friday 10th May 2024

What We Can Offer You

The Chase Team churches are all very special churches and you can be sure that you will be well supported and cheered on in this role. If you have a family, then we would be fully committed to nurturing them and supporting them too in their own individual and joint calling.

We will:

- Pray for you.
- Offer you a church family to belong to who are prayerful, faithful, humble, thankful, generous, courageous, and creative.
- Offer you a supportive and experienced staff team to work with, alongside committed retired clergy who can offer additional spiritual direction, mentoring and pastoral supervision.
- Ensure you have a good 'work-life balance' and encourage regular refreshment, retreat and time out. The Rector currently takes a day's retreat a month at the Wellspring Retreat Centre nearby (which is run by congregation members), and we would encourage the Vicar in the Chase Team to do the same. We also attend the New Wine Leadership Conference as a staff team each year.
- Encourage you to be 'yourself in Christ.' We are committed to being flexible where we can and shaping roles around people's gifting and passions.
- Provide training and opportunities for you to grow and mature further in your faith, ministry and leadership, and enable you to explore new areas of ministry and mission.
- Invite you to be part of the very supportive 'Malvern Church Leaders' group which meets weekly to pray and encourage one another.
- Provide you with a lovely home and garden in a beautiful area of the country, with plenty of places to enjoy God's creation and rest and recharge.

Housing

There are currently two diocesan houses in the parishes which could be options for housing for the new Vicar in the Chase Team. The 'St Mary's vicarage' is right opposite St Mary's church in Pickersleigh. In addition, we have the former curate's house which is in Whitborn Close, in the St Andrew's parish, not far from the border of the St Mary's parish.

Malvern – Our Beautiful Town

Malvern is a town of about 30,000 people along the East side of the Malvern Hills in the county of Worcestershire. To the East is the flat Severn valley and to the West the rolling Herefordshire Hills. It is about 25 minutes drive from Worcester, an hour from Birmingham city centre and easy access to the M5 and M50. Malvern has good rail links to London and Birmingham, via Worcester.

When you get here:

- Musically-minded find Elgar lived here and follow his 'Trail'.
- Educationally-minded find good state and private schools.
- Literary-minded note that C.S. Lewis attended Malvern College and you can see the gas lamps that inspired Narnia (they still work).
- Theatrically-minded will enjoy our great theatre.
- Mechanically-minded will visit the Morgan Car factory (or even buy one!)
- Scientifically-minded will note that radar was developed here and there are many cutting edge science companies.
- Medically-minded will learn about the Water Cure. (It didn't work for Charles Darwin's daughter who is buried at Great Malvern Priory). Our late Queen Elizabeth liked to drink Malvern Water.
- Agriculturally-minded will visit the Three Counties Showground with everything from Flea Fairs to sheep shearing.
- Nature lovers will walk the Hills, an area of Outstanding Natural Beauty.
- Sporting enthusiasts will also find swimming pools and gyms, a good tennis club and the Worcestershire Golf Club.
- Food fanatics will find plenty of good restaurants and tea shops.



The Diocese of Worcester

The Diocese of Worcester covers an area of 671 square miles and includes parishes in Worcestershire, the Metropolitan Borough of Dudley, and a few parishes in northern Gloucestershire, south-east Wolverhampton and Sandwell. It has around 170 parishes and 280 church buildings, together with 100 church schools. The diocese is divided into two archdeaconries, with six deaneries.

Our diocesan vision is to grow as kingdom people, sharing the good news of Jesus' love in Worcestershire and Dudley. As the body of Christ, we join together to worship God creatively, make disciples, share hope, and transform communities as we live out values of love, compassion, justice and freedom to bring about the kingdom of God on earth.

Priorities 2023 – 2030

Over the next few years, we aim to:

- Double the number of children and young people worshipping in our churches.
- Create 100 new worshipping communities offering a range of ways for people to come to faith and worship God (e.g. Forest Church / Café Church / Walking Church).
- Invest in the renewal of around a dozen churches to ensure that each major area of population has at least one church with 150 people attending weekly, enabling them to support other local churches.
- Underpin these by investing in our clergy and lay leaders, providing training and development opportunities to enable them to grow and feel supported and equipped for mission.

[Download a pdf summary](#) of our priorities along with the different ways your parish can get involved.

[Download a pdf](#) of our full diocesan transformation strategy.

One size doesn't fit all – we want to strengthen local churches and encourage and resource them to explore what it might mean to grow in health and sustainability in their context as they worship God, make disciples, share hope, and transform communities.

The Diocese of Worcester

We share a vision for a church which enables its people to be:

- Deeply rooted in prayer and study of the scriptures
- Renewed and transformed by regular worship
- Equipped to witness to the gospel of love, compassion, justice and freedom
- Dedicated to helping children, young people and young adults to belong and be nurtured in faith
- Devoted to growing deeply in discipleship, offering our time and talents and money to God
- Resourced and released to minister to others
- Ready to engage with and serve our community
- Committed to making our buildings fit for purpose as a spiritual and community resource.



Growing as Kingdom People

As the body of Christ, we join together to worship God, make disciples, share hope, and transform communities.



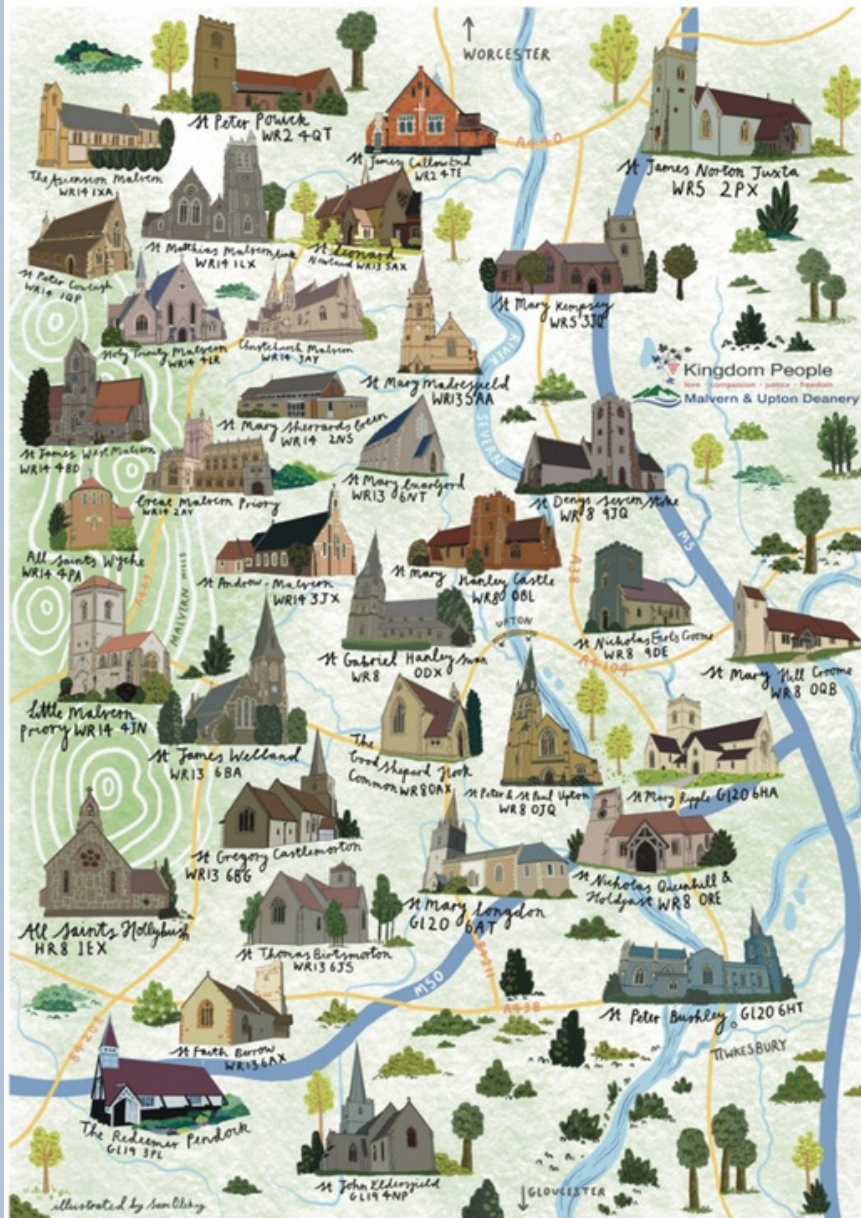
Kingdom People
love · compassion · justice · freedom

The Malvern and Upton Deanery

The Malvern and Upton Deanery is one of the six Deaneries created within the last 3 years by the Diocese of Worcester, with a mandate to transform the life of their churches in line with Diocesan priorities, as they relate to the missional and ministry needs of their geographical and missional areas.

The Deanery Area and its Churches

The Deanery is contained by two great rivers, the M5/M50/A38 and the majestic Malvern Hills. As well as two tourist towns, Great Malvern and Upton upon Severn, the Deanery is an eclectic mix of new housing dormitory settlements, quaint rural villages, farmland and agri-economy, tourist trails, traveller sites and a few stately homes. We have churches straddling the Hills and we have churches that flood. The Deanery also has some of the poorest districts in the county. There is a myriad of schools, including two high schools, and care homes to watch over. There are strong people and vulnerable people in our midst. We have a vibrant Churches Together in Malvern, and there is great potential for ecumenical links in Upton. We have churches everywhere, it feels like: some full, some fragile but most eager to transform.



The Malvern and Upton Deanery

How do we function as a Deanery?

Working relationally with our Archdeacon and Diocesan support staff, the Deanery's role is to develop healthy and sustainable churches collaboratively with our constituent parishes. Under the leadership of our Area Dean, the Revd Gary Crellin, and supported by the Deanery Leadership Team, we aim to discern God's strategic direction for mission and ministry in this area and implement the response. We act as the lynchpin for drawing in all of our churches – urban, rural, large or small – together so we can navigate the future challenges as one body. We provide a safe place for this level of engagement to happen, and for appropriate responses to the challenges ahead to be developed, through research, conversations with individual parishes and benefices utilising a progressive and insightful Synod and Chapter.

Our strategic direction – where have we got to so far?

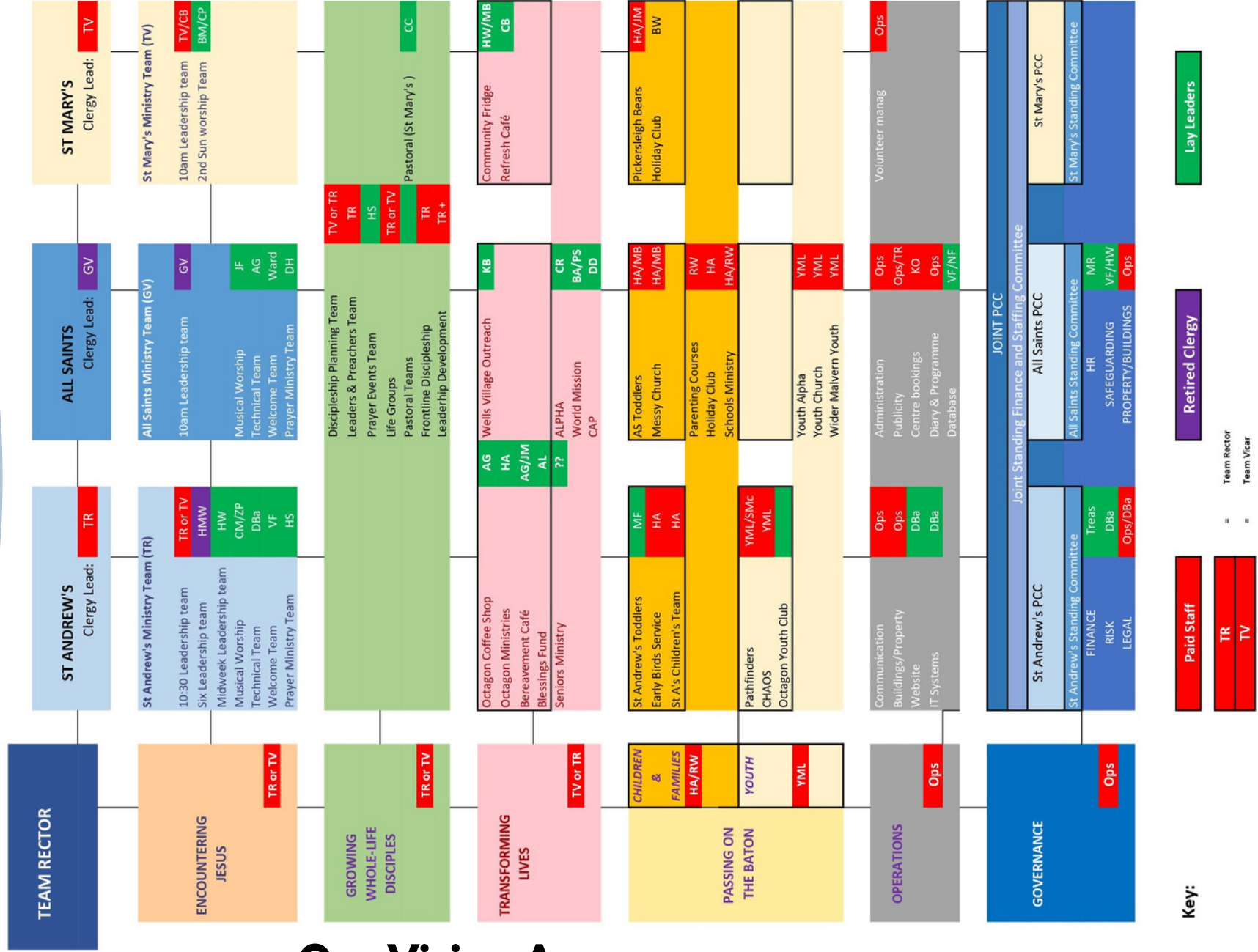
With the presence of a couple of large, gathered churches, alongside churches that are struggling or fragile, the emerging expertise of some churches in delivering particular types of ministries (for example: tourism, rural mission, ministry to new housing developments, arts churches and children, youth and families) is being galvanised. We need to work together to develop new ways of working between clergy and laity to meet the demands of running our churches affordably and compliantly. Although the direction of travel is still to be agreed, we sense that the best way forward is to draw our churches into a developing partnership with each other, informally at first but moving at pace and scale as we explore a variety of group ministry models. We must free up as much resource (financial and human) as possible to focus on mission and ministry where it is most needed. New ways of working can be explored with flexible deployment of blended lay and ordained ministry, delivery of contextual ministry training centralised, and funded supporting services (e.g. administration, safeguarding, treasury and buildings maintenance). This would release our clergy and laity to focus more intentionally on Diocesan and Deanery priorities. In summary, we need to operate more smartly, more sustainably, and with greater impact than our churches can individually achieve.

And finally...

We welcome colleagues who are up for change rather than resisting it. We want to be collaborative rather than parochial. We want to work with colleagues that are prepared to offer and share responsibility for the future, whilst being in love with Christ and the people He has called you to serve. Future success is not just about the parish, it's about the wider church. We look forward to working with you if you conclude after reading this profile that you are being called to serve in this post, and the panel discerns similarly.

Appendix 1: Emerging Leadership Structure

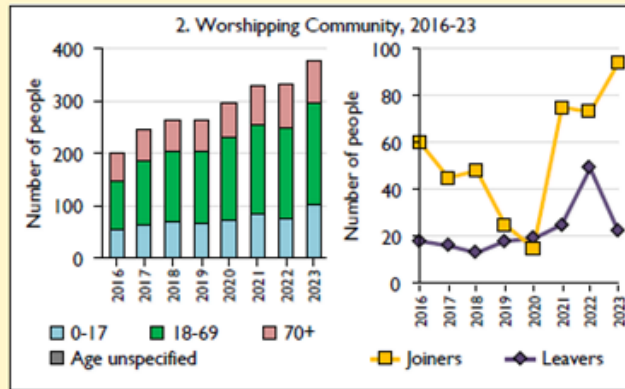
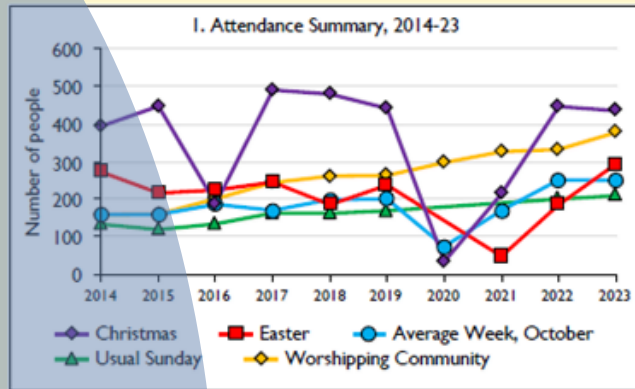
Our Churches



Our Vision Areas

Appendix 2: Parish Dashboard – St Andrew’s

SfM Dashboard for the Parish of Malvern: St Andrew in the deanery of Malvern and Upton



Parish Census and deprivation summary

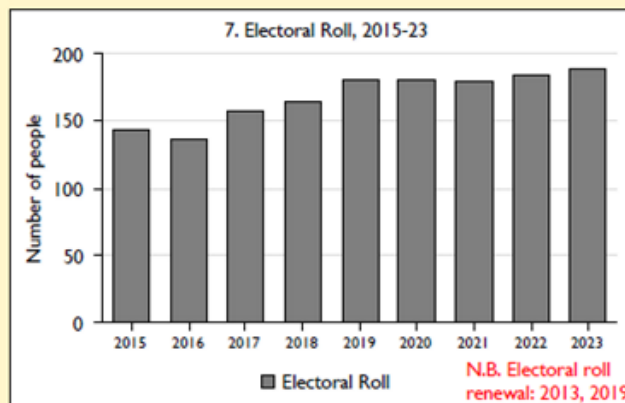
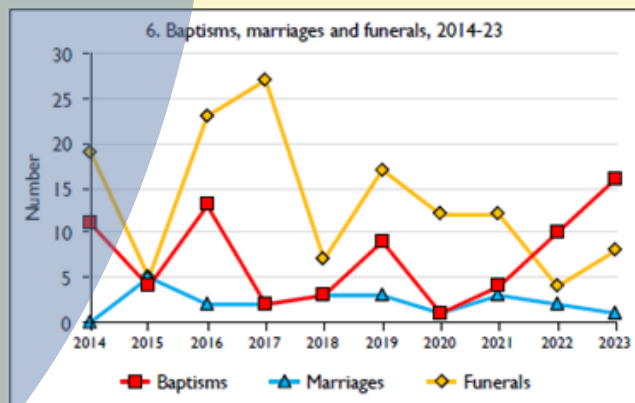
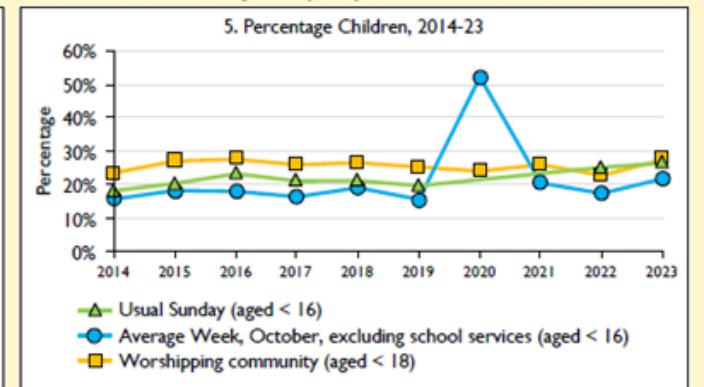
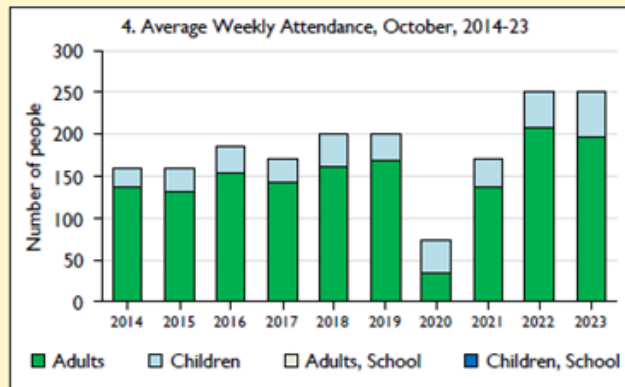
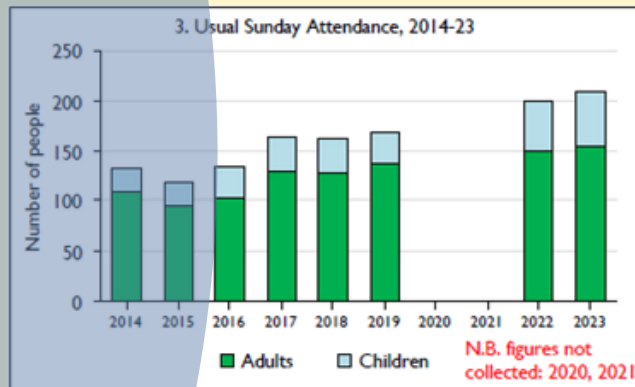
Parish population (2021): 3866

	Parish	Diocese	National
% aged 0-19	17%	22%	23%
% aged 20-44	21%	29%	33%
% aged 45-69	35%	32%	31%
% aged 70 & over	27%	16%	14%
% Christian	51%	51%	46%
% non-Christian religion	2%	6%	11%

Parish deprivation rank (IMD 2019): 6784
(1=most deprived parish in the Church of England, 12,239=least deprived)

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

Number of churches in parish (2024): 1 Parish Code: 420033



This dashboard contains figures as submitted by churches currently in the parish
Attendance statistics: taken from annual Statistics for Mission returns.
Average weekly attendance: attendance at Sunday and midweek church services & fresh expressions in October; Figs 1 & 5 do not include attendance at services for schools.
Easter: Easter Eve & Easter Day; Christmas: Christmas Eve & Christmas Day.
Baptisms: all baptisms & thanksgivings.
Marriages: marriages and services of prayer & dedication after civil marriages.
Funerals: those held in church & at crematoria/cemeteries.
Because of pandemic-related church closures, Easter figures were not collected in 2020.
Census data: taken from the 2021 national Census.
Deprivation statistics: IMD taken from the English Indices of Deprivation, published by the Ministry of Housing, Communities & Local Government, Sept 2019.
The above statistics have been mapped onto parish boundaries so are approximations.
For more information, see: <https://www.churchofengland.org/researchandstats>

Variations in attendance from year to year may be the result of changes in the number of churches that submitted returns, or changes in parish/benefice structure.

Number of churches included in returns: 2014 1; 2015 1; 2016 1; 2017 1; 2018 1; 2019 1; 2020 1; 2021 1; 2022 1; 2023 1.

Produced by Data Services, Church House, Great Smith Street, London SW1P 3AZ. Date of production: 17/02/2024.

Every effort has been made to ensure that data are reliable. We would be pleased to be notified of any significant errors or omissions by email to statistics.unit@churchofengland.org

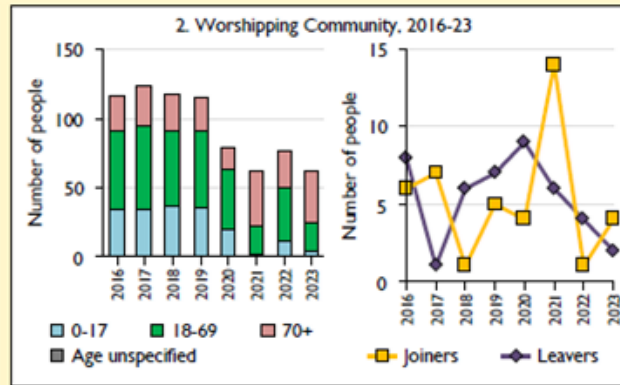
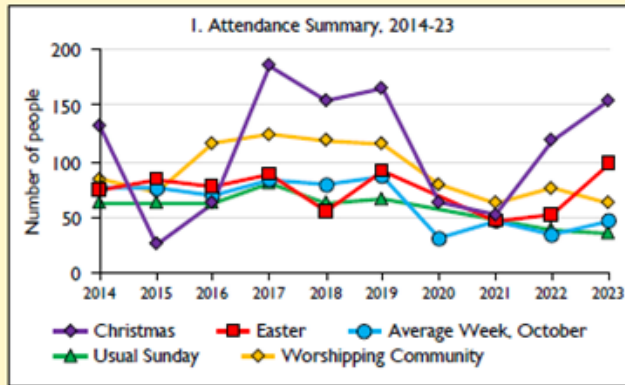


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Appendix 3: Parish Dashboard – All Saints

SfM Dashboard for the Parish of Malvern Wells & Wyche in the deanery of Malvern and Upton



Parish Census and deprivation summary

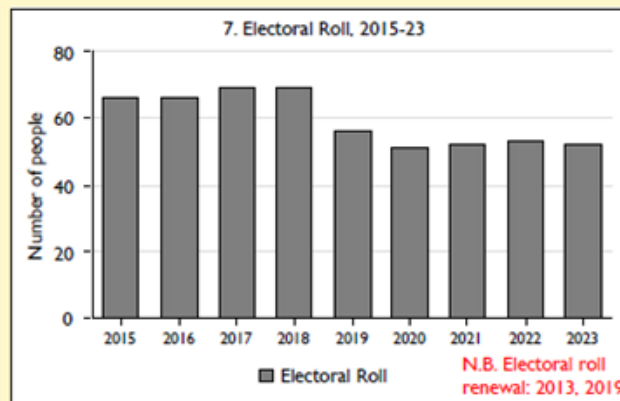
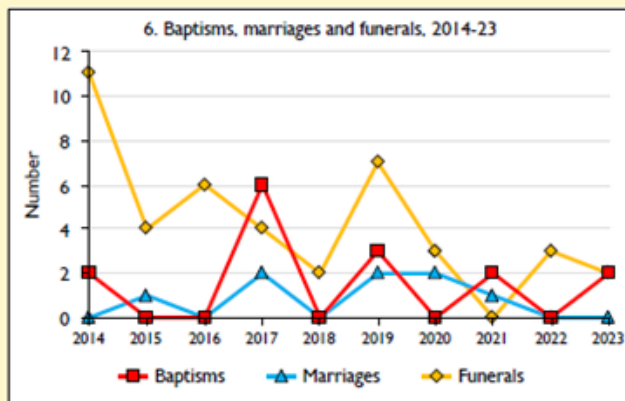
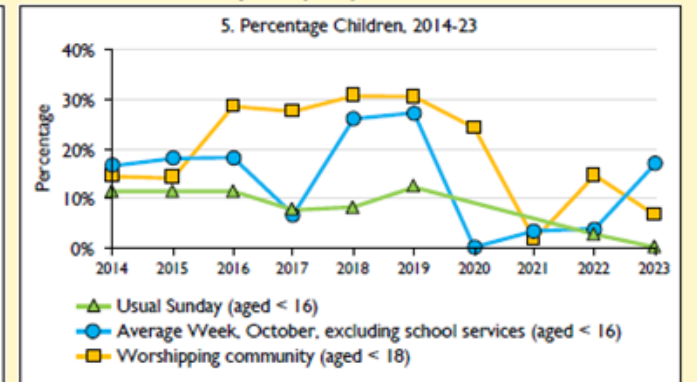
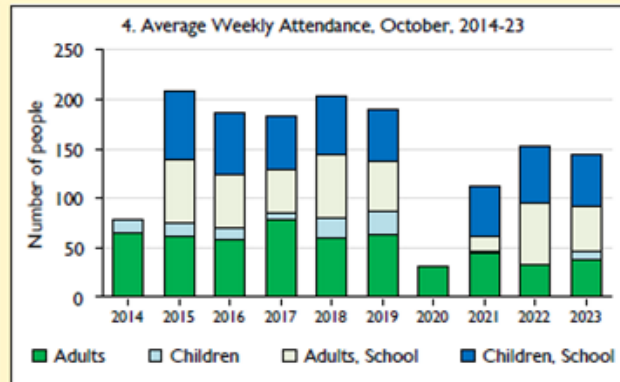
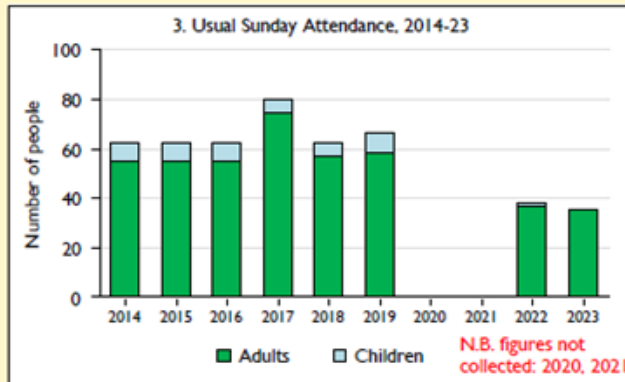
Parish population (2021): 2874

	Parish	Diocese	National
% aged 0-19	18%	22%	23%
% aged 20-44	21%	29%	33%
% aged 45-69	39%	32%	31%
% aged 70 & over	23%	16%	14%
% Christian	50%	51%	46%
% non-Christian religion	2%	6%	11%

Parish deprivation rank (IMD 2019): 11732
(1=most deprived parish in the Church of England, 12,239=least deprived)

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

Number of churches in parish (2024): 1 Parish Code: 420043

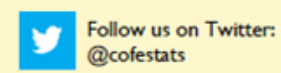


This dashboard contains figures as submitted by churches currently in the parish

Attendance statistics: taken from annual Statistics for Mission returns.
Average weekly attendance: attendance at Sunday and midweek church services & fresh expressions in October; Figs 1 & 5 do not include attendance at services for schools.
Easter: Easter Eve & Easter Day; Christmas: Christmas Eve & Christmas Day.
Baptisms: all baptisms & thanksgivings.
Marriages: marriages and services of prayer & dedication after civil marriages.
Funerals: those held in church & at crematoria/cemeteries.
Because of pandemic-related church closures, Easter figures were not collected in 2020.

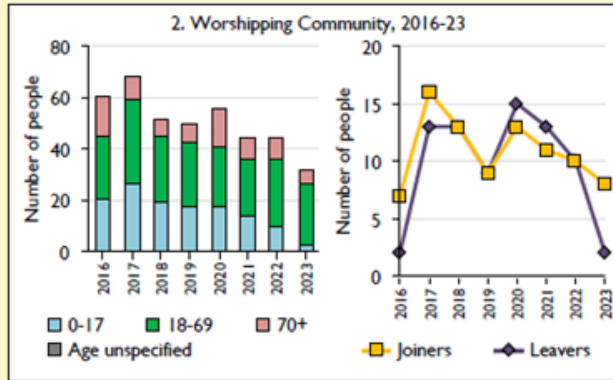
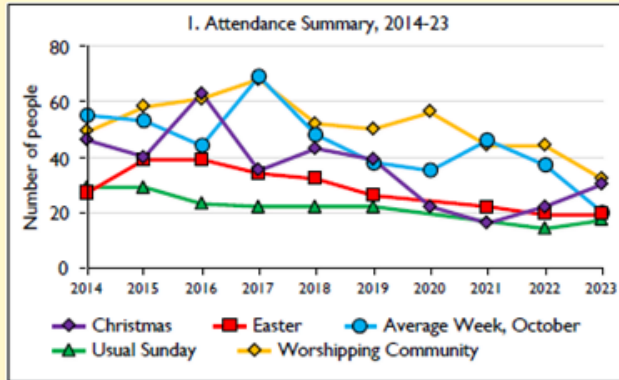
Census data: taken from the 2021 national Census.
Deprivation statistics: IMD taken from the English Indices of Deprivation, published by the Ministry of Housing, Communities & Local Government, Sept 2019.
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For more information, see: <https://www.churchofengland.org/researchandstats>

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Number of churches included in returns: 2014 1; 2015 1; 2016 1; 2017 1; 2018 1; 2019 1; 2020 1; 2021 1; 2022 1; 2023 1.
Produced by Data Services, Church House, Great Smith Street, London SW1P 3AZ. Date of production: 17/02/2024.
Every effort has been made to ensure that data are reliable. We would be pleased to be notified of any significant errors or omissions by email to statistics.unit@churchofengland.org



Appendix 4: Parish Dashboard – St Mary’s

SfM Dashboard for the Parish of Pickersleigh in the deanery of Malvern and Upton



Parish Census and deprivation summary

Parish population (2021): 4257

	Parish	Diocese	National
% aged 0-19	29%	22%	23%
% aged 20-44	31%	29%	33%
% aged 45-69	28%	32%	31%
% aged 70 & over	11%	16%	14%
% Christian	44%	51%	46%
% non-Christian religion	2%	6%	11%

Parish deprivation rank (IMD 2019): 590

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

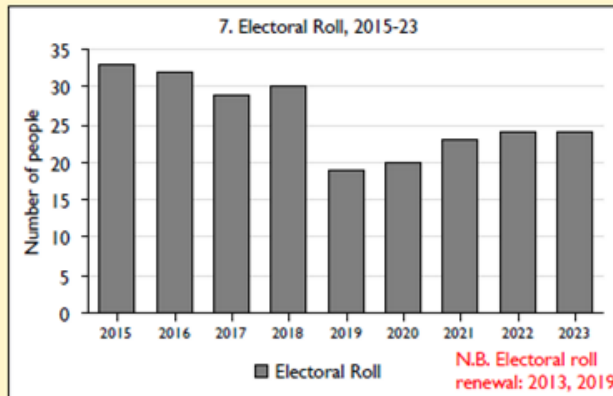
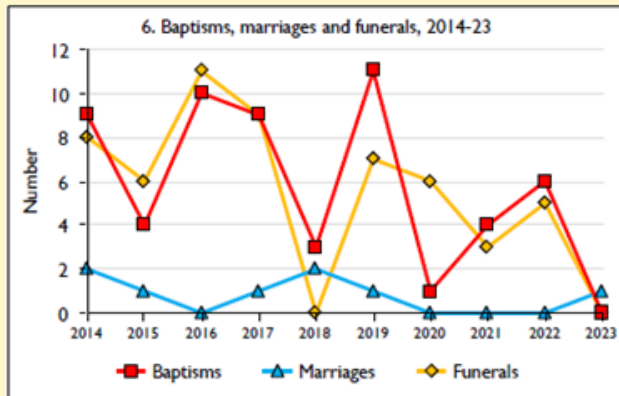
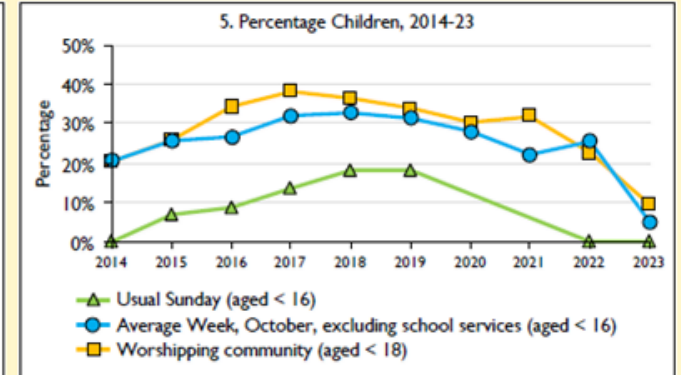
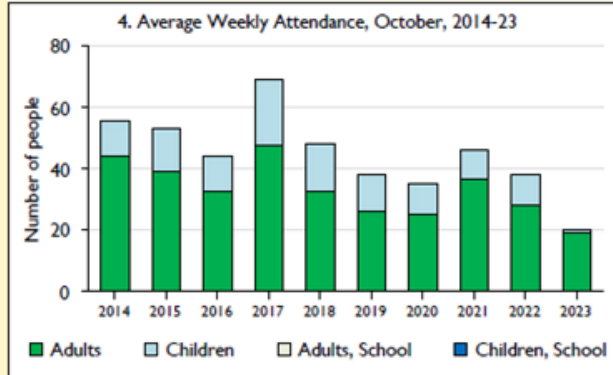
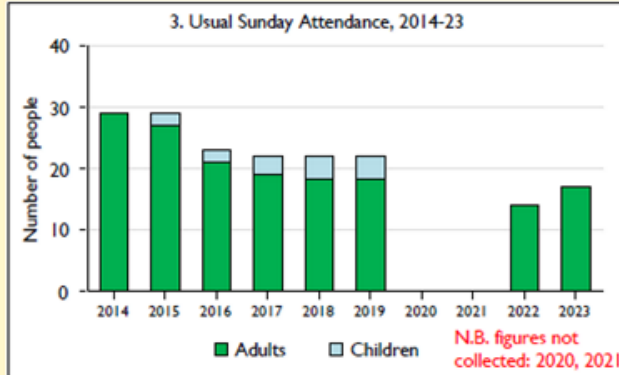
For more detailed census & deprivation info: see <http://arcs.gov.uk>

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

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

Number of churches in parish (2024): 1

Parish Code: 420316



This dashboard contains figures as submitted by churches currently in the parish

Attendance statistics: taken from annual Statistics for Mission returns.

Average weekly attendance: attendance at Sunday and midweek church services & fresh expressions in October; Figs 1 & 5 do not include attendance at services for schools.

Easter: Easter Eve & Easter Day; Christmas: Christmas Eve & Christmas Day.

Baptisms: all baptisms & thanksgivings.

Marriages: marriages and services of prayer & dedication after civil marriages.

Funerals: those held in church & at crematoria/cemeteries.

Because of pandemic-related church closures, Easter figures were not collected in 2020.

Census data: taken from the 2021 national Census.

Deprivation statistics: IMD taken from the English Indices of Deprivation, published by the Ministry of Housing, Communities & Local Government, Sept 2019.

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For more information, see: <https://www.churchofengland.org/researchandstats>

Variations in attendance from year to year may be the result of changes in the number of churches that submitted returns, or changes in parish/benefice structure.

Number of churches included in returns: 2014 1; 2015 1; 2016 1; 2017 1; 2018 1; 2019 1; 2020 1; 2021 1; 2022 1; 2023 1.

Produced by Data Services, Church House, Great Smith Street, London SW1P 3AZ. Date of production: 22/02/2024.

Every effort has been made to ensure that data are reliable. We would be pleased to be notified of any significant errors or omissions by email to statistics.unit@churchofengland.org



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