

Parish Profile for Training Parishes/Benefices

This form should be completed by all training parishes/benefices, to be supplied to prospective ordinands. Once a title is agreed this document will become the curates' Role Description (see final page)

A copy of the parish or team's Mission Action Plan (or equivalent) should be included with this profile.

Who should be contacted in the first instance:

If for any reason the prospective curate should contact someone other than the Incumbent please give name, address, and telephone number and e-mail address

General Information

| | |
|---|--|
| Name of Benefice/Parish | Bedford, St Paul |
| Deanery | Bedford |
| Archdeaconry | Bedford |
| Diocese | St Albans |
| Number of Churches in Benefice | One |
| Clergy and Readers (and any other parish workers) | One Vicar One licensed Reader One Pastoral Assistant/Centre Manager/ Verger One retired Reader (PTO) One retired ALM (PTO) |
| Is there a Local Ministry Team? | No |

Have any of the resolutions under the Priest (Ordination of Women) Measure been passed?

No

How has the parish/benefice been prepared to receive a training curate? Describe the congregations understanding and expectations of a first post curate. If this is yet to happen how will the congregation be prepared?

Yes. Since July 2015 we have had the joy of having a training curate with us (the first for many years in this parish). I prepared the PCC and congregation fully for his arrival and they understand that a curate is not merely another pair of hands and will need both time and space to give priority to their training as well as the need for a personal and private life. They also understand that we have a financial commitment to a curate, and that their arrival will mean more, not less work for

the vicar! This is accepted and is understood. The parish have enjoyed providing the opportunities for our present curate in training.

Incumbent Details

| | |
|---------------------------------|---|
| Incumbent's name | The Reverend Canon K I Goss |
| Preferred style | Father Kevin |
| Address | 12 The Embankment, Bedford MK40 3PD |
| Telephone number | 01234 364638 |
| E-mail address | vicarstpaulsbedfd@btinternet.com |
| Date of ordination: | Deacon July 1992; Priest June 1993 |
| Length of time in present post: | 4 years 4 months (as at November 2019) |

Any other responsibilities and duties currently undertaken by incumbent:

Member of General Synod (Proctor in Convocation) since November 2016
Member of the Cathedral Council of the Cathedral and Abbey Church of St Alban
Member of the College of Canons of the Cathedral and Abbey Church of St Alban

Previous posts and experience of incumbent, including details of any previous experience as a Training Incumbent (curate and Reader)

In present post:

Training Incumbent July 2015 – July 2018 and also for a second curate in neighbouring parish from May 2017 - July 2018. (Please also see training incumbent experience below)

Supervisor for ERMC ordinand on placement 2017

Previous posts:

Rural Dean of Bishops Stortford 2012-14

Priest-in-Charge of All Saints Hockerill Jan 2004-13, Vicar 2013-14

Chaplain of Herts and Essex Hospital, Bishops Stortford Jan 2004-14

Training Incumbent 2005-08

Training Incumbent 2012-14

Supervisor for two ordinands during period 2008-11 from ERMTC

& Ridley Hall

Precentor, Sacrist and Senior Minor Canon, Canterbury Cathedral 1998-Dec 2003

Visiting Lecturer in Liturgy SEITE/ Canterbury School of Ministry 2002-3

Assistant Chaplain, Ardingly College, Diocese of Chichester 1992-98

Assistant Curate (NSM) Ardingly, Diocese of Chichester 1992-98

What is the incumbent's understanding of the role of the Training Incumbent?

- **To be a person of prayer who loves God and others, and who seeks the flourishing of colleagues and others around him.**
- **To be a pastor, teacher and colleague (one hopes, even a friend), prioritising the supervision, training and learning of a curate.**
- **Able to model leadership in both liturgical and pastoral ministry, within a missionary context which seeks the growth and flourishing of God's people, both numerically and spiritually.**
- **Has a clear vision, a commitment to a MAP structure and a strategy for the church's engagement with the world**
- **Is unafraid to be himself, and aware of his own vulnerabilities, seeing them as potential strengths in ministry**
- **Although an experienced training incumbent, he is committed to his own learning, values the unique insights of individuals, is willing to learn from others (yes, including from his curate!) and well as teach and encourage with kindness, firmness and humour**

How is the incumbent committed to supporting the curate's ongoing training and development including through the requirements of Common Tenure?

I have always striven to ensure that our present curate is available for IME and other training events, as necessary, and will continue to do so with a new curate

Nature of post

Please tick which are applicable:

| | |
|-------------------------------------|--|
| <input checked="" type="checkbox"/> | Training post for deacon who expects to be ordained priest |
| <input type="checkbox"/> | Training post for permanent deacon |

The context: the parish/benefice setting

Please indicate: location, size of population, geographical spread of area served and distances involved, types of housing, kinds of job people do, availability of public transport,

institutions (e.g. hospitals, schools, old peoples' homes), social mix, and other salient features. It may be helpful to include a simple map to help to indicate the setting of the parish.

Please also indicate from the following the main broad category (or categories), as you think most accurate:

| | | | |
|--|--------------|---|----------------|
| | Rural | X | Urban |
| | Semi-rural | X | City centre |
| | Country town | | Inner city |
| | Industrial | | Housing estate |
| | Suburban | | |

The parish of St Paul's occupies the centre of Bedford town spanning both sides of the River Great Ouse, encompassing the central business, shopping and retail area. There is a diversity of housing ranging from large Edwardian villas, terraced houses and tower blocks to new build flats. In the past decade there has been considerable housing growth within the parish, occupied for the most part by younger people generally. Higher quality properties are mainly in the east around the Embankment and Castle Quarter area, there are many lower grade properties, mainly to the west as far the boundary along the East Midland Railway line and station, with significant deprivation.

In 2012 the population of Bedford borough was 159,200, an increase of 7.6% over the figures for 2001. The same period has seen an increase of 29% in the 80+ population in the town. Bedford has an ethnically diverse population. In 2011 28.5% of the population came from minority ethnic groups, compared to 13% nationally. (Statistics provided by Bedford Borough Council). There has been a substantial increase in these rates since 2001 due to significant international immigration. Relationships are generally harmonious.

There are good rail connections to London and the Midlands (Thameslink and East Midlands express services), and good access to the M1 and A1.

There is only one state school in the parish, Priory Lower School. This school has a very high population of Bangladeshi children, many who speak no English or who hear no English spoken at home. Despite all the challenges faced by the children and staff, Priory Lower school was recently awarded an "Outstanding" rating by Ofsted. In 2012 the Bedford Free School was established in the parish. At the present time it caters for academic years 7 and 9, but will expand into other age groups in the future. Links are being established between church and school. The newly established Bedford Girls School, an amalgamation of Bedford High School for girls and the Dame Alice Harpur School lies within the parish.

St Paul's parish is regarded as the second most deprived within the Diocese of St Albans (Church Urban Fund statistics). The church has a special ministry to the rootless and homeless.

The church is regarded as the Civic Church of the Borough of Bedford and County Church of Bedfordshire, enjoying good relationships with and visits from the Lord-Lieutenant, High Sheriff, Elected Mayor and Borough Council, regularly hosting the High Sheriff's Service for HM Judges and other regional and county events and services.

The congregation is largely eclectic, mainly middle aged and elderly, the greater number of which live outside the parish boundaries. We have, however, a good track record of welcome to younger people and families thanks mainly to the All Age Eucharist, and this section of the congregation is growing.

The Vicar has a threefold role: pastor to the gathered congregation, parish priest to the community and Vicar of the Civic Church.

If a Team Ministry, Group Ministry or LEP, please give a general description of it:

N/A

The Church(es)

Ecclesiastical tradition, if there is more than one church please indicate the tradition in each church:

Essentially Affirming- Catholic, using vestments, bells and incense. The church is blessed with a good mixed choir of cathedral standard. The church offers a high quality of worship (e.g. Choral Eucharist, Choral Evensong, Advent, Christmas and Candelmass Carol Services).

Electoral roll number(s):

172

Pattern of Sunday worship - please indicate services, times, forms of service used, and usual Sunday attendance:

8am Holy Communion (BCP) (6-14)

10.15 Parish Eucharist (Common Worship) (120)

All Age Eucharist on first Sunday

Sung Eucharist on second, fourth and fifth Sundays

Choral Eucharist on third Sunday

6.30pm Evening Service

Sermon and Compline first Sunday

BCP Choral Evensong on 2nd and 4th Sundays

Evening Prayer (said) or Sermon and Compline on third and fifth Sundays

Weekday services:

**The Eucharist: 7pm Tuesday (also Healing Eucharist and Walsingham Cell Eucharist each once a month)
12noon Wednesday
9.30am Friday
9.30am Saturday**

Occasional Offices: approximate numbers each year of baptisms, weddings, and funerals:

Baptisms, 6-12; Weddings 4; and funerals 8/10.

Pattern of daily offices:

9am Morning and 5pm Evening Prayer said Monday to Saturday

Lay involvement:

A team of lay people lead the daily offices; read the lessons, lead intercessions and assist with the administration of communion at the Eucharist.

House, study and prayer groups:

Although the main focus for these is during Lent, we have initiated a learning and training program, including Bible study and lectures running throughout the year as part of our MAP. There is also a Prayer group exploring different patterns of prayer.

Parochial organizations:

Choir, Mothers Union, Bellringers, Young Gospellers (Sunday School)

Areas of particular mission and ministry of parish(es) (e.g. schools, hospitals, industry, prison, youth, elderly people, single parents, homeless, healing):

The church cares for eight retirement/nursing homes. We also minister to the housebound and elderly. Contacts with the three schools in the parish are good as also with Bedford School, although engagement is always on their own terms. The church exercises a special ministry to the homeless and rootless; the building is open 10-4 seven days a week and the team of lay welcomers is led by a paid Pastoral Assistant/ Verger/Centre Manager who is usually the first port of call for those in need.

Opportunities for the development of fresh expressions of church:

None at present but very open to this in conjunction with the other churches in the Town Cluster.

Congregations(s) mainly parish or mainly gathered:

Mainly gathered

Co-operation with other local churches, including...
Pattern of Deanery chapter and synod meetings

We are part of a Town Cluster of four churches: St Paul, St Andrew, St Peter de Merton and St Martin, regularly sharing worship and collaborating in outreach projects, confirmation preparation etc.

Deanery meetings are regular – bi-monthly

Opportunities for co-operation for training purposes within the deanery

We share in the training opportunities provided in the deanery and work with other churches in extending these to training curates.

Ecumenical relationships and pattern of meetings

The town centre churches meet at St Paul's roughly every quarter to review and plan for unity services, combined Lent talks, courses and Holy Week and Easter programme, etc.

Pattern of staff meetings and PCC/DCC meetings with a brief description of how each functions

The whole ministry team, churchwardens and staff meet together once a month, usually on a Wednesday morning. Meetings with particular groups within this are arranged as needed.

The PCC meets bi-monthly and is working to a new Mission Action Plan.

The PCC has its standard committees which meet between full PCC meetings. (e.g. Finance/ Standing committee, Fabric etc); as a result of our renewed MAP, and informed by insights from Leading Your Church into Growth (LYCIG) we are reviewing our Mission Action Task Groups (MATs) to form a Cockpit Group, to enable the completion of identified projects towards specific MAP targets.

Any other activities or comments:

The Vicar and PCC are committed to an inclusive ethos of welcome to all, irrespective of age, gender, ethnicity, disability, sexual orientation etc. St Paul's has been moving towards the full inclusion of women in all three orders of ministry for some years. In September 2018 the PCC gladly affirmed the Five Guiding Principles and the church recently welcomed a women priest to celebrate for the first time, with more women arranged to preside.

Any areas of particular responsibility or opportunity for curates:

This parish provides a wonderful and exciting opportunity for a new curate to experience the variety and breadth of town centre and civic ministry: building bridges with the business and retail community, pastoral care of the deprived, homeless and rootless as well as the 'great and the good', the elderly and housebound; supported by a rich Anglo-Catholic liturgical and musical tradition. There is also much opportunity for a pastoral, teaching ministry. In short, there is much for a curate to get their teeth into.

St Paul's is a busy and demanding parish in which to work. But it is also a stimulating and rewarding place. The church has also welcomed a curate from a different tradition to our own, and he has thrived.

Accommodation:

Please give details indicating whether house/flat, number of bedrooms, garage, availability of study, garden, etc. Please attach a photo and complete the Finance Details and Curate Housing form.

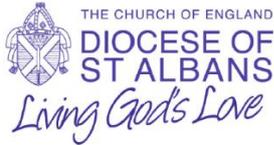
Rental accommodation will be arranged and will be paid for by the diocese and parish.

Financial:

What is the arrangement for the reimbursement of expenses of office?

Is the PCC able to finance, or part finance, an annual retreat for the curate? If so what budget is available to the curate for this?

All reasonable expenses of office will be reimbursed. We will make it a priority to finance fully an annual retreat to a maximum of £240 (6 nights @ £40pn)



Role Description for a Title Post Curate

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This final page will be added to the Parish Profile after the curacy is agreed; once signed the whole document forms the Curate's Role Description. It should be read in conjunction with the Statement of Particulars, and the Learning Agreement.

Role of the Curate

A title post curacy forms the second element of Initial Ministerial Education (IME). In this phase the curates education and training is primarily practice based and focused on the parish/benefice to which they have been appointed. The Curate works alongside an experienced Incumbent and learns from them - by instruction, observation, feedback and reflection. The Curate should expect to play a full part in the life of the parish as described in outline in this profile; in much of this they will share in ministry with the Incumbent and other ministers, in addition some tasks or areas of responsibility may be allotted to, or taken on by, the Curate.

To which prospective TI may add specific roles and expectations - within reason. Detailed roles and expectations will be outlined in the Curate's 'Learning Agreement'

Curacy Start date July 2019

Expected end date July 2022

If housing contract required:

Date paperwork signed

Signature of Curate confirming this

Diocesan Contact Information First Contact - Ministry Development Office 01727 818151
(alternative number for IMEO 01923 270634)

In case of emergency contact Rural Dean or Archdeacon - details in Diocesan Directory

This Parish Profile and Role Description have been agreed by
Training Incumbent (sign and date)

Training Curate (Sign and date)

IME 4-7 Officer (Sign and date)