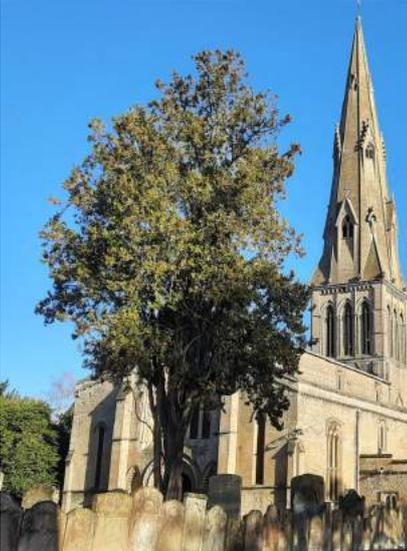


Ketton & Tinwell Benefice Profile

2024





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1. Welcome

Welcome to our Benefice Profile. We hope you are as excited to learn about our parishes and their opportunities, as we are to find a vicar who can help us develop it to its full potential.



The benefice is made of two parishes St Mary's Ketton and All Saints, Tinwell, neighbouring historic villages in the beautiful rural county of Rutland, within 3.5 miles from the historic Georgian town of Stamford. The parishes have quite different profiles, sizes, levels of support and network ties and it is a little challenging to convey the spirit of both in a single document without enormous repetition or contrast. In this profile, it is probably fair to say that the bulk of the description, policies, administrative framework etc relates to Ketton, with input from Tinwell where applicable.

At the Heart of the Community, Serving the Community.

Over the following pages we will give you a flavour of who we are, our context and our vision for the future of our churches and communities they serve.

We are seeking someone who is able to lead us in serving our existing church communities while helping us achieve our vision for growth and outreach.

We hope this profile will help you to consider prayerfully our vacancy and look forward to meeting you, should you decide to apply. We welcome informal visits from any potential applicants so if you would like to find out more, don't hesitate to get in touch.

You are assured of a warm welcome to our Parish, and we hope this profile inspires you to want to serve us as our new vicar.

2. Vision and Mission

As a benefice we find ourselves at a crossroads. Whilst many rural churches are declining, we are committed to investing in the future and see a real opportunity for growth in Ketton and Tinwell. Having previously been served by a house for duty priest, we are looking to appoint a full time incumbent. Our vision is that over the next 5 years we would see growth particularly in ministry to families, children and young people and also in growing and deepening the faith of those already worshipping here. We are excited about the future for a number of reasons:

- A number of young families have recently joined
- Excellent links with Ketton village school
- The youth club is going from strength to strength
- The villages are both expanding with various sizeable housing developments
- We have a strong and supportive PCC, strengthened further by the recent recruitment of the next generation bringing a variety of skills and fresh outlook.
- We have seized this period of vacancy as an opportunity to bring together the inherent positivity and vision of our community behind the concept of a larger vicar's role for an expanding and enthusiastic congregation

Our Vision

**'To grow the family of God in the benefice of Ketton and Tinwell.'
We long to see our congregations growing in faith together and serving our community. As a result we pray we will see growth in numbers and people coming to faith. We are committed to developing the opportunities we have for mission, particularly developing outreach to children, young people and families.**

The latest 5-year vision for St Mary's Ketton came into being following extensive consultations with our congregation including children and young people and was adopted in 2023. It informs all we do as a church and is supported wholeheartedly by the PCC. The blue diagram overleaf puts flesh on the bones of the vision. The format: looking up, looking in, looking out came to us as an answer to prayer whilst in church one Sunday.

Five-Year Vision

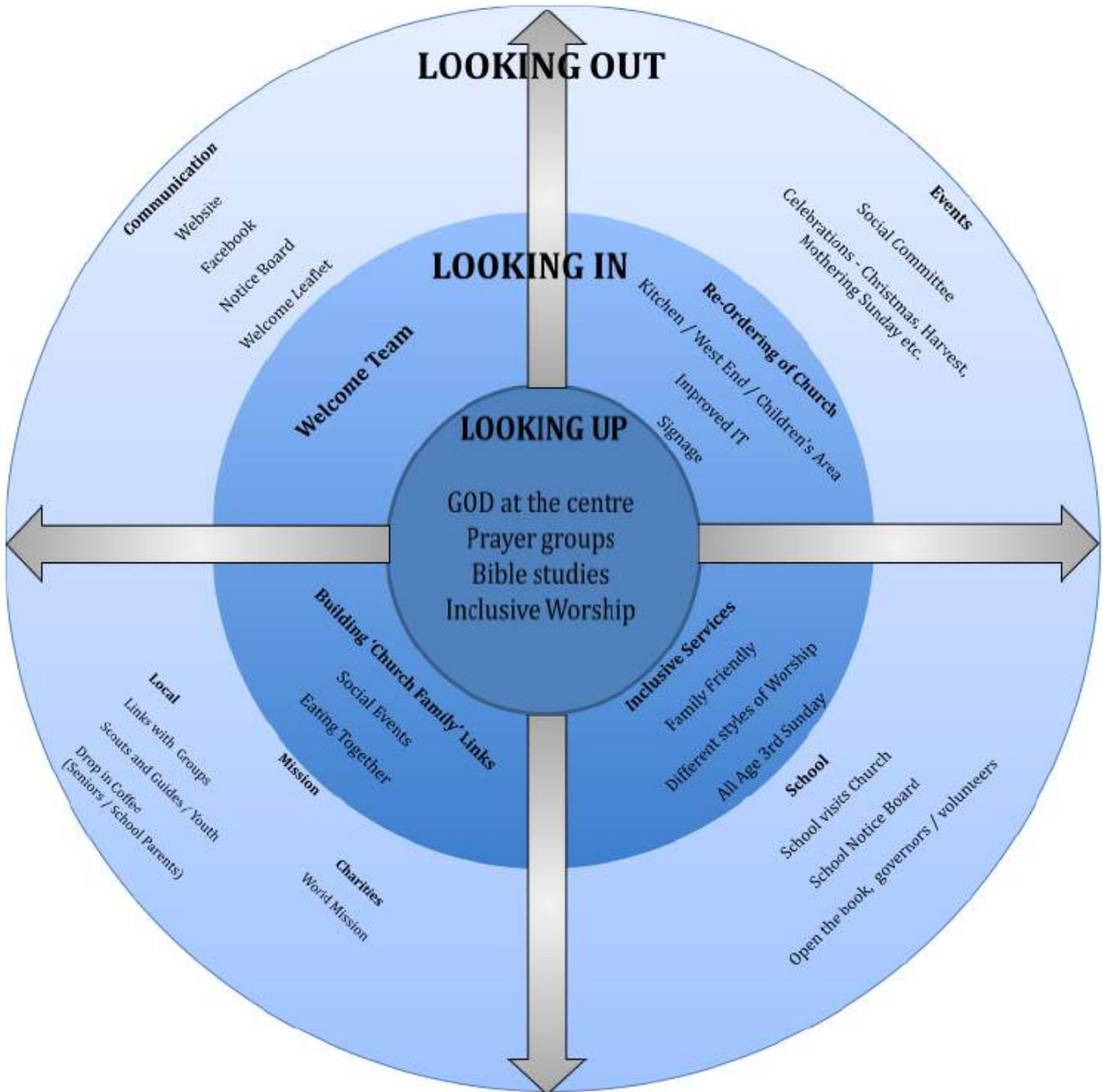
In five year's time, if God wills it, we would like St Mary's to:

- have completed improvements to & re-ordering of the church building to make it fit for purpose to accommodate an all age congregation and a variety of style of services.
- have a thriving ministry for children and young people
- grow in community engagement via social action and missional outreach to strengthen the position of the church at the heart of the community it serves.
- have a congregation that is growing in faith via intentional discipleship, small groups and a programme of regular teaching opportunities.
- have built upon our existing high quality of music to provide inclusive worship that relates to the needs of varying congregations.
- have established a variety of services including new ways of doing church

A Prayer for the Mission of our Church

Loving God, your Son Jesus Christ says to us, 'As the Father sent me, so I send you'. We pray that the love and compassion of Christ will fill our hearts to help us see other people as Jesus sees them. As we participate in your mission with them, give us courage and guidance so that we can share the love of Jesus with our communities, by our actions and our words. We ask for the guidance of the Holy Spirit to help us fulfill the mission you have given us according to your plan and purpose. All this we ask in the name of the one you sent into the world, Jesus Christ our Lord. Amen

5-Year Vision



3. What we can offer you

- A warm and welcoming church family
- A desire to grow in faith
- Openness to embracing change
- Willing and able volunteers
- St Mary's church in a very good state of repair.
- All Saints is in a reasonable state of repair and the PCC have recently secured significant grants towards recommended repairs
- Sound finances with resources to support new initiatives
- A clear vision for growth
- A beautiful village to live in
- An attractive home
- A local C of E school rated good by Ofsted
- Excellent administration support
- A supportive and active PCC
- Enthusiasm and optimism for the future

4. Our Benefice

This profile brings together the two individual, adjoining parishes of St Mary's, Ketton and All Saints, Tinwell. The Benefice has been in existence since 2017. The vacancy has arisen following the retirement of our Priest in Charge. Having thrived under her ministry, we are now looking for a full-time vicar to build on the initiatives and growth we have experienced.



You will find this is a rewarding and exciting opportunity for ministry with a good level of support from our church community, Churchwardens, PCC and Lay Pastoral Minister. Both parish churches are at the heart of their respective villages and we are keen to ensure we remain relevant and attractive to the growing population while spreading the good news of the Gospel, not only through our church services and activities but also via our faith in action in the communities we serve.

Our Area

The parishes of Ketton and Tinwell lie, mere minutes apart, in the attractive rural county of Rutland, just to the west of Stamford with its extensive shopping, hospitality and leisure activities. Stamford features regularly as one of the Times best places to live and we rather agree. Rutland Water – England's second largest lake – is within easy reach, among a rumpled quilt of countryside drizzled with photogenic stone villages and the market towns of Oakham and Uppingham.

Looking further afield, the benefice is ideally situated for access to transport links.

The A1 and the A47 provide respectively north-south and east-west access by road. Rail connections from Stamford station provide access to Birmingham and Cambridge and a 15-minute train journey or 30 minute drive to Peterborough connects with the main north-south East Coast routes (50 minutes to London)



Our Villages

Ketton

Population of 2,830 in the 2021 census, is the 3rd largest settlement in Rutland – England's smallest county – and consists of the main village, plus two hamlets: Aldgate and Geeston. Its mix of housing ranges from traditional local stone, with 86 listed buildings, and several modern estate developments.



The village, while famous for its stone buildings and quarries, has a C of E primary school, a popular award winning pub, thriving post office/village shop, sports complex, very modern gym, library and village social hub.

Ketton also has a number of office and commercial units and a business park based in the village plus the significant local employer and Heidelberg Materials (locally and originally Ketton Cement) which is a much valued supporter of community projects and church initiatives.



Tinwell

By comparison, Tinwell is a much smaller village with a population of 242 in the 2021 census, is mainly residential with a mixture of old and newer properties and further development planned. The majority of the parish is farmland though the parish boundary does encompass a significant portion of a new housing estate on the outskirts of Stamford. This is as yet an untapped area of outreach and provides potential for significant growth in the future

Both villages are currently expanding due to housing development with Ketton due to add 175 houses according to existing planning permissions (bringing with it a potential 25% increase in the population and increasing opportunities for growth and outreach. Tinwell has some new houses planned.



Schools

Ketton's C of E primary school is rated Good by Ofsted. The full list of relevant nearby state schools is:

	Ages	OFSTED rating	Distance from Ketton (m)
Ketton C of E Primary School	4-11	Good	0
Great Casterton C of E Primary School	4-11	Outstanding	4
Empingham C of E Primary School	4-11	Good	4
Exton and Greetham C of E Primary	4-11	Good	5.5
Kingscliffe Endowed Primary School	2-11	Good	4.5
Malcolm Sargent Primary School	4-11	Good	4.5
St George's Cof E Aided Primary	4-11	Good	3.5
Stamford St Gilberts CofE Primary	4-11	Good	4.5
Edith Weston Primary	4-11	Good	4.0
Casterton College	11-16	Good	4
Stamford Welland Academy	11-18	Good	3.5
Kings (Cathedral) School Peterborough	11-18	Outstanding	13

There is also an excellent selection of fee paying schools.

Health Care

Nearby NHS GP practices include Stamford, Empingham and Uppingham, all of whom cover the benefice. NHS hospital provision is available at Peterborough City Hospital and Stamford Hospital

5. Our Historic Churches

St Mary's, Ketton

The earliest parts of St Mary's, notably its west end, date from around 1190. The church, built of Barnack stone, was originally cruciform with an attractive tower to which, in the 14th Century, was added an impressive broach spire – a local landmark to this day, particularly when floodlit after dark. The transepts were shortened in the 18th century, resulting in the present footprint.

The following link shows a recent impromptu visit by a well-known historian who was fascinated by St Mary's.

<https://www.instagram.com/reel/C2pyCrZoKbx/?igsh=MWxtNzdqY-Wt2eWRq>

The church was restored in the 19th Century by Sir George Gilbert Scott. Vestries, built of local Ketton stone were added in 1935. A mezzanine floor and toilet facilities with a small kitchen were installed in 1999.

The building is continuously maintained in good repair, thanks to the availability of professional civil and structural engineering skills within the congregation, and in 2018 a complete internal redecoration was done. The most recent quinquennial inspection was in 2023.



We employ a cleaner once a week. The organ was upgraded in 2018. The church

has a ring of 6 bells and an enthusiastic and dedicated bell-ringing team made up of all ages. We also have a dedicated children's area.

We hope to re-order the church as part of our 5-year plan, to provide improved refreshment facilities and a flexible space to support a wider range of services and events.

The churchyard, which is closed for burials, is maintained on contract. Ketton has a cemetery and green burial site.

Church Hall

The church owns St Mary's Congregational Church Hall, which is let out for various community group meetings. It also hosts our youth club and church events including harvest & and lent lunches. It has a kitchen and WCs and is kept in a good state of repair.



All Saints, Tinwell

All Saints Tinwell has its roots in Saxon times and the lower part of the tower is Norman; the nave is partly early English with major alterations culminating in a Victorian gothic side aisle and Lady Chapel.

The fabric of the church is kept in good order and in the last few years the interior has been redecorated fully and the electric organ has been overhauled. The ring of four bells in the tower has been restored to full working order.

In 2023 the Altar cross was returned to its original home in Northern France (having been brought to Tinwell following WW1 by a British Army Chaplain, who subsequently became Vicar of Tinwell). This event, covered by both the BBC and

national press, provided a wonderful opportunity for the two villages to come together to celebrate and form strong links and friendships. A new cross has now replaced it in Tinwell, made by a local craftsman.



A few places are still available for burials in the Churchyard, which is maintained under contract. There is also a Garden of Remembrance.



All Saints has no church hall of its own but steps from the churchyard lead directly to a large car park and village hall, to which the church has free access by arrangement.

6. Our worship

Our Sunday worship pattern is as follows:

St Mary's, Ketton: Services start at 10.30 am	All Saints Tinwell: Services start at 09.00 am
1st Sunday: All age service	1st Sunday: Holy Communion
2nd Sunday: Holy Communion	2nd Sunday: All Age Service
3rd Sunday: Morning Worship	3rd Sunday: Holy Communion
4th Sunday: Holy Communion	4th Sunday: All Age Service

5th Sunday Churches Together Service

We are blessed to have excellent relationships not only between both St Mary's and All Saints but also with Ketton Methodist Church. On the 5th Sunday we join together in worship, rotating through the 3 churches with shared leadership.

St Mary's Ketton has a robed choir led by a capable and enthusiastic Organist / Director of Music and are privileged to enjoy comprehensive lay assistance and participation at all services. They include a Welcome Team, Intercessors and a Family Service Team and regular providers of coffee and refreshments.

The electoral roll and attendance figures at Tinwell may be low in number but there are a faithful core of regular worshippers, it is testament to their commitment that a service is held every Sunday at All Saints. The traditional nature of services, and average age of the congregation has recently been varied by the addition of a few families with considerable musical skills who contribute particularly to the family services.

Statistics

Numbers on electoral roll Ketton 86; Tinwell 11.

Average attendance at individual services is shown below:

	St Mary's Ketton			All Saints Tinwell
	Under 16s	Adults	Total	Total
Advent Carol Service		32	32	
All Souls Service	2	66	68	
Carol Service	8	107	115	65
Christingle	62	178	240	
Christmas Day	17	54	71	42
Churches Together				39
Confirmation	20	65	85	
Easter Day	12	76	88	19
Family Service / All Age Service	12	31	43	13
Family Service and Baptism	13	59	72	31
Harvest Festival	11	52	63	31
Holy Communion	3	32	35	13
Holy Communion and Baptism	15	51	66	
Maundy Thursday		22	22	
Morning Worship		28	28	11
Mothering Sunday	12	42	54	23
Nativity	12	38	50	
Remembrance Sunday	33	82	115	22
School Christmas	210	58	268	
Special - Coronation	20	78	98	
Special services - Olwen leaving	20	75	95	
Special - Evening Prayer (new crucifix)				45
Special - Evening Prayer (Polish community)				21
Sung Matins	2	25	27	

Regular Services in Yellow

7. Our congregation, children, young people and families

Our churches sit physically at the centre of both Ketton and Tinwell. Our vision is to grow in community engagement via social action and missional outreach to strengthen the position of the church at the heart of each community (see 5 year plan attached)

Pastoral Ministry

Our Lay Pastoral Minister is active across the benefice and in addition to one to one pastoral support, distributes extended communion and co-ordinates the prayer chain and prayer groups.

Village School

We have strong links with Ketton village C of E primary school which is part of the Rutland Learning Trust and has over 180 pupils.

<https://www.ketton-school.co.uk/visions-and-values/>

Our 'Open the Book' team visits the school to share the gospel on a monthly basis, an activity hugely enjoyed by both the children and the team. Our previous incumbent also visited the school on a regular basis to take assemblies and the school holds a service in church at the end of every term with enthusiastic participation from the children and support from the teachers and parents. Both the school and the church see these links as hugely important and are keen to develop them further.



Family Service

The Ketton monthly All-Age Services are well attended across the age spectrum.

We have seen growth over the last 2 years at this service in particular with several families who wouldn't normally attend church, making this a regular commitment.

Our December Christingle service was attended by over 240 people, it was wonderful to see the church so full and we long to see this as a regular occurrence. In past years we have also put on an Outdoor Nativity alongside a Nativity trail laced through the village. Both were well attended and thoroughly enjoyed by all.



Nativity Trails in Ketton

Other Outreach Opportunities

A Men's group, set up by members of the Ketton congregation, has now evolved into 'Ketton Talks', inviting speakers of interest. Recently, HRH the Duke of Gloucester came to talk in church about the Red Cross Parcels during WW2.

Ketton also holds Lent Lunches, Harvest Lunch and an Easter Crafts morning. Members of the congregation play key roles in Ketton Good Neighbour Scheme that offers practical support and comfort to people in times of need.



Music

St Mary's Ketton is blessed to have a high quality of music provision, thanks to our resident Organist and Choir Master who, along with providing music for the regular services, arranges additional musical evenings and arranges an extended choir for celebratory services. There are other pianists, budding organists and bell ringers who bring a changing peal of alternatives to our services.

The family service worship music at Ketton is usually a combination of guitar, viola and piano.



Youth Group

A youth group meets every Friday evening led by members of the congregation supported by our Diocesan Youth Mission Enabler. It is well attended and thoroughly enjoyed by all; several of our young people have recently been confirmed following a series of "Talking Faith" sessions. We are currently planning to extend the youth group offering sessions to younger children (years

5 & 6).

We look forward to working together in creative ways to engage further with young people in the parish.



Quotes from the Youth Group

"It gives you time to see people and have fun!"

"It's fun, social and there's food."

"Gives us something to do rather than sit on my Xbox."

"Always warm and you can come with your friends."

Better than Wagamama's!



Quotes from the year 6 children at the school about what they want from a new vicar:

Allows the children to get involved

Someone who is fun and brings positive vibes



kindness

forgiveness

Has the same values as our school

Likes to include all people

unselfishness

honesty

Someone who is funny



8. Administration

Safeguarding of vulnerable children and adults is taken very seriously and a Safeguarding Officer is in post to oversee all safeguarding matters in both parishes. She is dedicated and very efficient, ensuring relevant training is up to date for PCC and volunteers. We also use the Diocesan safeguarding dashboard to monitor and ensure compliance.

GDPR

GDPR policies have been drawn up for both parishes in consultation with the Diocesan Data Protection Officer.

Parish Magazine

Our parish magazine, covering both parishes, is distributed monthly by volunteers to all houses in the benefice free of charge. The magazine content is prepared and edited by a member of our church and printed by a local contractor.

Web Site, Communication and Social Media

We communicate with all of our database of over 100 active users every week emailing a newsletter with details of services, upcoming activities and various nuggets of light heartedness and food for thought. These weekly newsletters are also uploaded to our website www.kettonandtinwell.uk where you can find anything we might have missed in this profile.

We also actively manage our Facebook page: www.facebook.com/p/St-Marys-Ketton-100064380713169/ (or simply St Mary's Ketton) with the more interesting promotions. These posts can reach up to 500 users.

Financial

Joint Benefice

Both churches have sound finances and have historically met their contribution to the Benefice Share in full. This has been on the basis of a "house for duty" role and a combined Benefice Share of c. £33k of which Ketton has met £28k

and Tinwell £5k. In relation to the new vacancy, which is for a full time vicar, Ketton PCC has committed to an increased level of funding contributing £65k of the £70k total Benefice Share from a combination of increased fundraising, use of a measure of historical reserves and interim transitional assistance from the Diocese and a local charity. This approach has widespread support throughout the parish of Ketton in line with the growing nature of its church and parish population.

Ketton

The newly appointed PCC treasurer oversees all financial matters and is a retired bank executive. An investment committee oversees the parish’s investment portfolio accrued with significant reserves. We have a particular emphasis on stewardship with a dedicated Stewardship Secretary.

Clergy expenses are paid in full via direct liaison with the treasurer by bank transfer and there is regular liaison with the Tinwell treasurer.

The vast majority of our regular income (>90%) comes via the Diocesan planned giving scheme with over 40 committed regular donors. We recently arranged a guest speaker from the diocesan giving team to speak at a Sunday service.

We tithe approximately 10% of our regular income to charities both local, national and international as recommended by our charity giving committee.

Ketton church is blessed with considerable financial reserves both restricted and unrestricted.

These reserves as at 31 December 2023 stood as follows:

	General	Hall	Special Projects	Youth	Fabric	Total
Total Reserves	19,234	72,900	81,837	70,073	65,393	309,437
Current Assets	19,234	18,910	81,837	70,073	65,393	255,447

The PCC has agreed funding for installation of a new Audio Visual system for which Diocesan approval is awaited. We are currently also looking at the re-ordering of the church to improve facilities and the flexibility of services. We have substantially supported the Diocese Gen 2 youth enabling project and will continue financially to support new iterations of youth support in our parish.

Tinwell

The Treasurer at Tinwell is a retired Chartered Accountant and has been in post for 5 years.

Most regular income comes via the Diocesan Planned Giving Scheme (£6k) with plate collections at £2,361. Tinwell holds a specific gift week to raise extraordinary funds and this combined with specific donations to the restoration project raised £3,845.

Tinwell church currently has a fundraising initiative to support a programme of maintenance of the church identified in the quinquennial review which are quite significant. At the end of 2023 over £54,000 had been raised and it is anticipated that work will start in the spring of 2024.

Tinwell's reserves are:

	General Fund	Graveyard Maintenance	Fabric	Canon Woodward's Memorial	Total
Total Reserves	10,740	1,319	38,590	2,025	52,674
Allocated for specific projects			Much of the above		

PCC

Ketton

Ketton PCC meets 5 or 6 times in a year. There is also a standing committee (Churchwardens, Treasurer and PCC secretary along with incumbent), which meets prior to each PCC meeting to set the agenda and to present a considered set of matters for decision to the PCC meetings which are kept to a reasonable time slot.

Tinwell

Tinwell PCC is somewhat depleted due to significant ill health but still meets regularly during the year. There are 2 Churchwardens but one is unfortunately currently unable to serve due to on-going health problems.

Deanery of Rutland

There are 53 parishes in the deanery all, except three, are in the county of Rutland (with Carlby in Lincolnshire, Harringworth and Duddington in Northamptonshire). Three former parishes churches are redundant and Thistleton is now a Chapel-of-ease of Cottesmore. In recent years the deanery has undergone organisational changes with the formation of nine benefices: there are possibly some changes still to be made. The deanery has a growth action plan and speakers at deanery synod frequently support actions in the plan.

The deanery, one of 12 in the diocese, has a proud record of paying in excess of 97% of its requested parish share, regularly in the top three contributors of all deaneries.

Rutland Deanery Synod is active with 50 lay members and 10 clergy. There are four meetings each year plus an annual Deanery Eucharist. We hold the two winter meetings on Zoom, a move which has proved popular with members. All our meetings are 'open' and we have a full programme for 2024, set by a small Mission & Pastoral Committee. The deanery also takes an active role at Diocesan Synod through elected members, the Rural Dean and Lay Chair.

There is a well-attended Clergy Chapter which meets six times a year. Meetings usually start with a Eucharist and are followed by lunch. Sometimes the meetings include a speaker but a chance to meet and chat with colleagues is also much appreciated.

9. Our New Vicar

Role Description

- to further the mission of God in this benefice with the support of the PCC and wider church family.
- Our goal is to become a church that embraces and honours both the traditional and the dynamic / spiritual without resorting to separate congregations and services. Our priorities would include helping us to set the vision for an inclusive and missional church and lead us in this exciting journey
- to increase our involvement and further develop the existing good relationships between the Church and Ketton School and to explore creative ways to engage with children and families.
- encourage people's gifts (teaching, pastoral, administrative) and in doing so encourage service and as a consequence belonging and community.
- To give oversight to the youth club volunteers and lead expansion of youth ministry and enable the whole church in their prioritisation of this area of mission to increase the already considerable appetite for growth.
- To encourage deepening of faith via intentional discipleship, small groups and regular teaching
- To continue to maintain excellent links with our "churches together" partners.

Person Specification

We are searching for a vicar who...

- Has a heart for serving and growing the Kingdom of God in a rural community where each parish church is a focus of village life.
- Is grounded in faith and the word of God and is confident to proclaim the gospel to all, irrespective of age or tradition.
- Is friendly and approachable who can meet people where they are.
- Is a good listener, prayerful and considerate; A good sense of humour wouldn't go amiss.
- Is sympathetic to, and embraces varying styles of worship, from the traditional to a more relaxed style of family service.
- Is enthusiastic to see growth both in number but also in faith, to pursue outreach opportunities particularly with families and young people.
- Has a heart for engaging with our village C of E School and the many opportunities for outreach that provides
- Is keen to work collaboratively to build on the strong relationships we have via our "churches together" links to serve our communities.
- Is an enabler who is able to lead by example and encourage others to use their gifts and grow in faith.
- Has the gift of preaching and communicating the gospel to people at different stages of their faith journey.
- Comes with experience of developing ministries and growing congregations
- Is comfortable with children's and youth groups

10. Your New Home?

The Vicarage

The Ketton Vicarage is an attractive and spacious 4-bedroom modern detached house set in a small residential development in Aldgate, a quiet leafy hamlet a pleasant 5 minute walk from the church.



The accommodation provides a lounge, dining room, study, kitchen, family bathroom and downstairs cloakroom and four bedrooms. A utility room (housing the oil-fired central heating boiler) gives internal access to the garage. The house is double-glazed. There is off street parking on the drive and a good-sized but manageable private garden that surrounds the property.

We are currently looking at any need for renovation and redecoration works with the Diocesan property officer.

Vicarage Floor Plan



Total area: approx. 159.2 sq. metres (1713.9 sq. feet)

11. Is God calling you?

Be assured we are praying for you.

The following prayer was written by a previous churchwarden of Ketton who had a vision for the future of the parishes and reads (adapted for the benefice):

*Holy Spirit reveal to us the glory of Christ.
Christ over Ketton and Tinwell
May Christ live in the hearts of all of us in this benefice.
May we be Holy
May we be Christ-like.
May we be a blessing to many.
Amen*

If you would like to find out more about us our website can be found at <https://kettonandtinwell.uk>

Informal contact can be made with the Rural Dean The Revd Canon Jane Baxter
Email : revjanebaxter@gmail.com
Phone : 01572 822717 or 07487 509 807

Or
The Archdeacon of Oakham The Venerable Alison Booker:
Archdeacon.Oakham@peterborough-diocese.org.uk

Archdeacon's office:
Cheryl Cullen (PA)
Tel 01733 887019
Pa.archdeacons@peterborough-diocese.org.uk

An application form can be obtained from the Diocesan website, vacancies section,
www.peterborough-diocese.org.uk/vacancies2