



CHURCH OF THE GOOD SHEPHERD

Farnborough
Parish Profile
September 2017



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TRANSFORMING **CHURCH**
TRANSFORMING **LIVES**

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FROM THE CHURCHWARDENS

RICHARD TROUGHTON AND DAVID RIDDLESTONE

We are delighted that you have asked for a copy of our profile!

We recognise that it demonstrates a desire to find out more and we trust that as you leaf through these pages you will gain a picture of our fellowship and be encouraged to enquire even more deeply. We have a story to tell of guidance in the past and we recognise that we are on an exciting journey into God's future. It may be that you will share in that ongoing narrative alongside us!

We are a diverse Christian community with a very strong sense of 'family'. Our varied ministries and outreaches have given us a deep integration with those who live around our buildings, indeed the strapline to our logo, 'Loving God, loving life' and our Mission Statement:

- Immersing ourselves ever deeper in the life and love of God.

- Sharing the life and love of God generously with others

are constant reminders to us all that we are called to represent the vibrant love of God and his deep interest in all those with whom we are in contact.

Over the years we have seen periods of numerical increase as well as decrease, great encouragement as well as challenge, and have learned many lessons as Farnborough's demography has changed around us. As our journey together moves on into God's future who knows what he might want to show us next?

In the meantime we pray for all who read this profile! Our last one was produced just four years ago when we were seeking an Associate Vicar, but this one is very different despite the short time lapse because when the Spirit of God is at work things never stand still!

Richard & Dave

On behalf of the Parochial Church Council

1.0

Who we are: the parish context

The Parish Church of the Good Shepherd, Farnborough, began life 69 years ago as a church plant on the Hawley Estate from St Peter's, the historic parish church of Farnborough. A parish in our own right since 1997 we have been part of the North Farnborough Team but this is about to change as we move to being an independent parish in a 'Group' in the very near future, this move reflecting how we have worked with St Peter's over the past decade. This is seen by both Good Shepherd and St Peter's as an exciting development which now sees our churches ready to move to a new phase yet to be developed.

There are currently 179 members on our electoral roll, 30% of whom live within our actual parish boundaries, while the majority live nearby.



2.0

North Farnborough: a diverse community

2.1

The building is sited $\frac{3}{4}$ mile from central Farnborough in a racially diverse community which includes social housing estates on the north side of Farnborough between the town and the M3 motorway.

Our parish is also diverse socio-economically. On the one hand we have scientific and business people, medical and other professionals living close to the church whose work is both local and distant. Farnborough, long a focus for the UK aerospace industry, has a large science park and is growing in significance as a dormitory town, London being just 35 minutes from Farnborough Main railway station.

On the other hand, this district became a London overspill area in the 60s and 70s and the new estates grew up with attendant problems caused by large numbers of incoming people for whom the infrastructure

was not ready and for whom insufficient jobs were available locally at the time.

However, since then the area has burgeoned as an industrial centre and although unemployment is notably lower here than the national average, parts of the parish live with the old legacy and there are now several generations of unemployed and other vulnerable people in need of support. For over 25 years the Good Shepherd has employed a Community Worker to help address the very real and sometimes acute social deprivation we see around us.

There is growing diversity within our congregations which have yet to completely reflect the diversity in the parish.



2.2

The parish consists of three main areas:

- Hawley Estate, built in the 1950s, and consisting mainly of 3-bedroom semi-detached houses and some maisonettes. The area's very large and successful Sixth Form College is close by.
- Prospect Estate, built in the 1960s specifically as London (GLC) overspill housing. It is much larger than the original Hawley estate, consisting of flats and houses of higher density, but with no high rise buildings.
- Grange Estate, built in the 1970s as a smaller but equally high density housing estate.

The three estates were independent of each other, and in the past some people from Prospect Estate were reluctant to visit the Church as it is located on Grange Estate. Happily this attitude is slowly breaking down and a fairly recent reorganisation of electoral districts saw the estates combined together to form one new ward: Cherrywood.

The 2011 Census returns revealed that in Cherrywood Ward 48.8% of residents own their own home and 38.2% live in homes rented from social landlords (as opposed to private landlords).

2.3

Cultural and racial diversity happened slowly in the area: African, Afro-Caribbean and Asian people arrived in modest numbers, but something unusual happened in 2009. Farnborough is 'joined by the hip' to Aldershot, once Britain's premier military town, and the area is still home to outlying barracks, ranges and other army installations. One result of this is that since 2009, with major changes being made to their pension and retirement provision, some 30,000 or more former Nepalese Gurkha servicemen and their families have settled in the area.

This process was rapid. For example, in 2001, 92.7% of Cherrywood residents were white British. In 2011 this had dropped to 74.7%. The majority of the remaining 25.3% were people from Nepal, and that influx has continued apace, albeit more slowly currently. Migration into the area has raised concerns for some long term residents who feel resentment over the perceived distribution of housing and local services, while others have welcomed the positive aspects of diversity. A very major employer of the Nepali community is Frimley Park Hospital, a mile away.

3.0

Our resources for mission

3.1

Our Church consists of a strong core of committed people, some long established, others recently joined, engaged in a wide range of ministries. We are privileged to have a modern, well maintained church complex, opened in 1991 providing a useful but also strategically placed physical community 'hub'.

3.2



Churchmanship is evangelical – embracing a range of expressions of that label - with a commitment to orthodox biblical teaching, prayer and openness to the Spirit. The Good Shepherd has always sought to be a warm and generous community where all are welcomed, and in recent years we have seen maintenance of numbers and growth in spiritual depth and commitment. We are also a 'sending' church providing over many years candidates for ordained ministry and overseas mission. They have taken the Good Shepherd's ministry way beyond our parish boundaries.

We are delighted to have CPAS as our patron and the post is open to all clergy, regardless of gender.

3.3

Worship might be described as broadly 'contemporary' inasmuch as we draw material and ways of doing things from many streams of influence in Christian worship today. We are aware that there is a balance to be struck between reverential worship of the Living God and informality. Overall we seek to foster an environment that is alive and inspires spiritual growth, encouraging every member into ministry and service according to their gifts. Over many years there have been energetic ministries to young people, young families and senior citizens running parallel to long-standing commitment to community engagement.





3.4 Associate Vicar
Russ Smart

We have four LLMs and a retired priest facilitating ministry and In March 2015, following a prayerful process spanning several years of seeking God's will for future vision, our Associate Vicar, the Revd Russ Smart, joined the team with a focus on mission and evangelism. We sensed then that God has been establishing a firm foundation for a new phase of mission and we have every reason to believe that something new and exciting awaits us.



3.5 Pioneer Community Worker
Abbie Edwards

Our Pioneer Community Worker, Abbie Edwards, joined the team in 2016. The role had been developed by her predecessor, Sue Riddlestone, whose death after 22 years in post, shook the church considerably. Sue had developed a network of significant relationships and partnerships and valuable church-based services to the community which cemented the Good Shepherd's close bond with those living on the estates. We are committed to building on these relationships as well as seeking new opportunities and openings and with that in mind, in appointing Abbie it was felt important to change her job title to 'Pioneer Community Worker'. Abbie, currently undergoing training with CMS in pioneer ministry, has brought new eyes and a fresh impetus to the work.



3.6 Administrator
Marissa Clark

Our new Church Administrator, Marissa Clark, joined us in September 2017, working 20 hours per week. She fills a gap left by Beverley Marchment who served the church during the week as a welcoming 'front of house' for 22 years.

4.0

Our Parish and its boundaries

4.1

The map following shows our parish boundary as it relates to the M3 motorway at Junction 4 on the Hants/Surrey border. Immediately NE is Frimley (Surrey), to the North is Camberley (Surrey) and South of Farnborough is Aldershot (Hants). Our eastern boundary is the A325 Farnborough Road.

4.2

We are part of the Deanery of Aldershot, which contains 13 parishes and 20 churches. Currently there are 23 stipendiary clergy along with several Non-Stipendiary Ministers and those with Permission to Officiate. There are also several military chapels, churches and cathedrals served by padres, who are changed frequently.

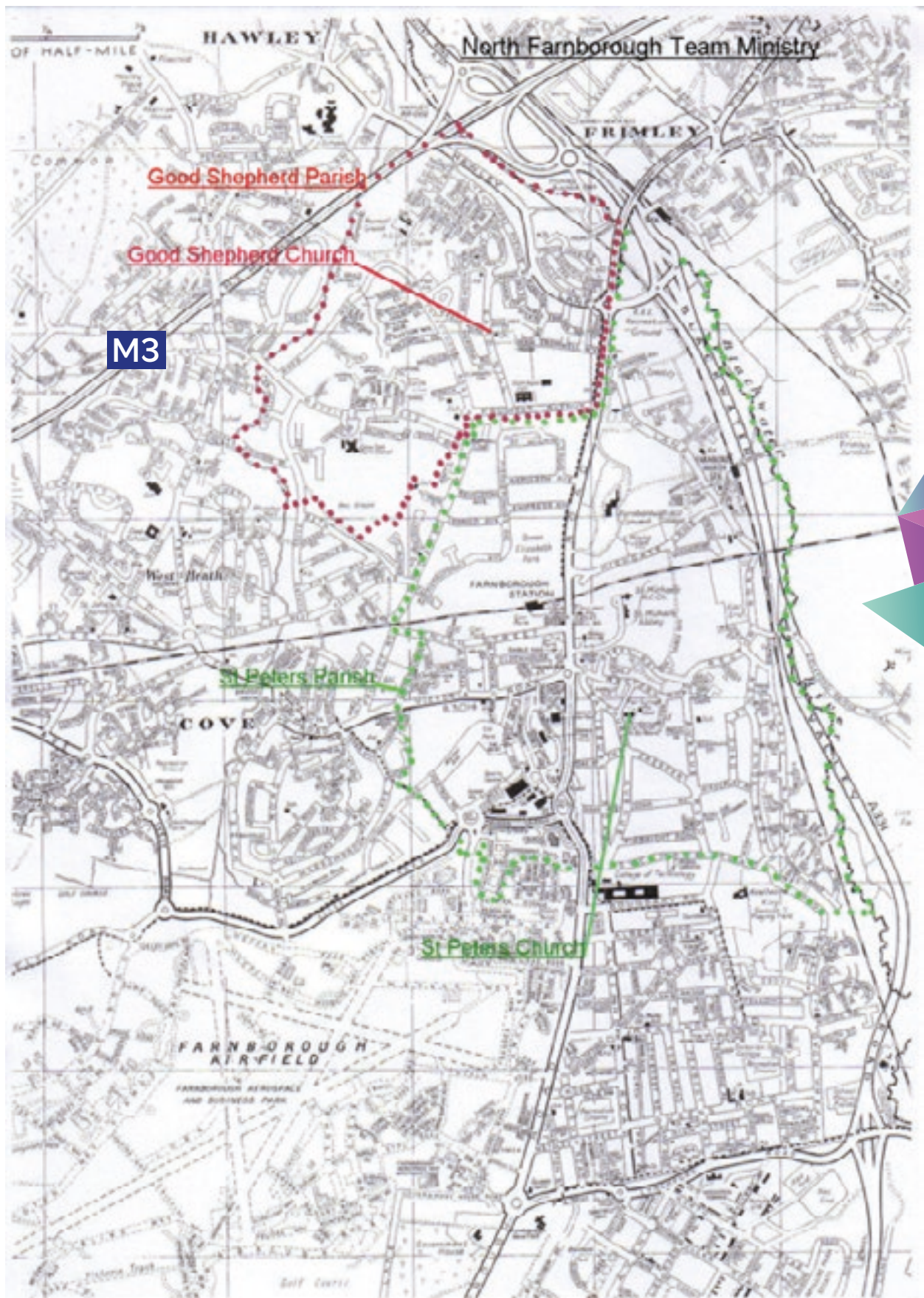
A church plant is being established in a new development (Wellesley) in Aldershot with a newly-licensed Pioneer Minister.

There is a broad range of churchmanship throughout the Deanery, which includes two Forward in Faith churches. Chapter meetings are well attended and there is a good spirit of support amongst the clergy. Deanery Synod meets three times a year and usually has missional topics on the agenda.

4.3

We are in the unusual position of being almost alone as a Church in North Farnborough so are not 'ecumenically engaged' in any formal sense. However, we are closely allied with the Nepali Church in Aldershot and share combined services from time to time. Hope Community Church (Pentecostal), a mainly Afro-Caribbean fellowship, meets in Samuel Cody School within the parish. Some in our congregation are involved in 'Faith and Football' in Farnborough.







5.0

Worship at the Good Shepherd

5.1

Since January 2013 our pattern of worship at the Good Shepherd has taken the following form:

Sunday:

9.15 am

Morning Worship 1st, 3rd, 4th Sunday
Holy Communion 2nd & 5th Sunday

11.15 am

All-age Worship 1st Sunday
Morning Worship 2nd, 4th, 5th Sunday
Holy Communion 3rd Sunday

4.00 pm

Farnborough Deaf Church 3rd Sunday

6.30 pm

Holy Communion 1st Sunday

Thursday:

10.00 am

Monthly Service
(followed by senior citizens' coffee morning)

Wed afternoon / Sat morning monthly:

Messy Church

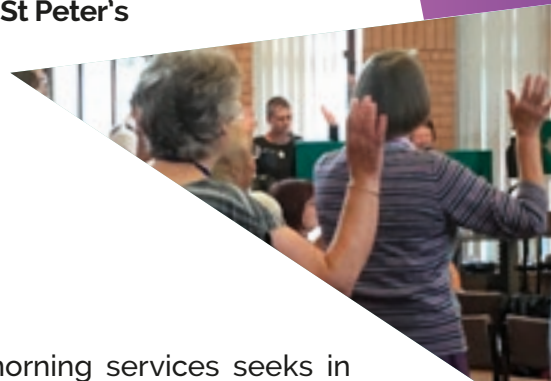
On weekdays we meet for prayer at 9.00 am, except on Wednesdays when we meet at 8.00am with St Peter's

5.2

Our services have a warm and informal feeling with time for family news and sharing in birthdays with our children before they go to their activity groups. Common Worship provides us with an orderly structure within which we seek to provide times for celebration, confession, open prayer, challenging preaching, silence and reflection, intercession and testimonies.

5.3

Worship at both morning services seeks in different ways to 'speak the language of the people', to be reasonably culturally relevant to people as they are, with music currently guitar-led by a band using material from a range of sources including Songs of Fellowship, Spring Harvest, New Wine, Worship Central and others. Songs and liturgy are projected for all services. We have a team of committed and gifted musicians. Three groups (with some members overlapping) provide music for a Sunday each a month. The whole team meets each term to learn new songs, plan and pray together.



5.4

Worship at the Good Shepherd might seem at first sight to be informal, but the desire to approach our awesome God with reverence is always there and we are not averse to a certain level of formality: occasionally, for Holy Communion or other more formal services, the President might robe.

5.5

The church has a positive policy towards children taking Holy Communion after they have undertaken an introductory teaching course – usually after the age of seven. We encourage adults and young people to baptism by full immersion using our large portable pool.

5.6

In 2012 we faced a good, but nevertheless challenging dilemma. It was felt that our building was so full for worship that visitors might find it hard to edge their way into already crowded worship services, and would simply go off to find somewhere more intimate. We resolved not to pursue increasing the size of the building and chose to 'multiply' our services to two more or less similar acts of worship at 9.15 and 11.15am. Between the two is a mid-morning coffee time at which the people at both services can mingle. In practice the services have tended to draw apart in focus, with more older people attending the 9.15 and young families worshipping at 11.15 when Young Church and Creche provision is offered. This multiplication of services and the timings have been welcomed by many but are demanding of human resources: there is also a feeling for some that they are missing out on the kind of fellowship experienced when everyone was together. Attendances at morning services vary but the 9.15 am service sees about 60 to 70 adults and the 11.15 am service sees between 40 to 50 adults and between 15 -20 children - so when the congregations come together from time to time fitting everyone in can be challenging!




5.7

The monthly evening Holy Communion, a quiet and reflective service, attracts about 20 people. At major festivals – such as Holy Week – similarly contemplative worship focused on Communion has been warmly appreciated. We have a regular 'Thursday Service' (35-40 each month) which maintains its momentum and Messy Church – also held at major festivals - is enormously popular and is a significant community outreach seeing 50 to 100 (or more) adults and children at its sessions.

5.8

The Farnborough Deaf Church has met at the Good Shepherd since 1996. In 2012, with the discontinuation of the diocesan post of Chaplain for the Deaf, this committed group of people came under our wing as an additional congregation of the Good Shepherd. About 20 people gather on the 3rd Sunday at 4.00pm for worship using BSL and, facilitated by the Vicar, they share Communion. No specialist skills are expected of the incumbent who simply works with the committee to oversee the worship services and outreach to the deaf community in the wider local area. The services are open to all and accessible to deaf and hearing people; they are mostly deaf led with visiting speakers from the deaf community. Once a year we all share in a joint morning service to build awareness and celebrate our growing relationship.



6.0

Praying together

6.1

Prayer together is encouraged as is prayer in our various home groups. When asked to provide prayer back-up for specific events a core of intercessors can be relied on to come together.

6.2

We have a history as a 'praying church' especially demonstrated when it comes to making major decisions. Imaginative prayer rooms and stations set up at church for special occasions have also been well-used but currently enthusiasm for large prayer gatherings has waned and this is an area where encouragement is sought.



Life together: our mission statement, values and developing vision

A vision process in 2006 led to the adoption of our mission statement, values and logo. We believe that God lovingly calls us into life in all its fullness in Jesus Christ (John 10:10). We are seeking to become a community which celebrates the joy of this promise. It's all about 'Loving God and Loving Life'!



Our mission statement is another way of expressing our commitment to the Two Great Commandments and the Great Commission: Immersing ourselves ever deeper in the life and love of God. Sharing the life and love of God generously with others.

Our values are also very clear and can be expressed like this:

Christ-like, Open and Obedient to God, Growing, Serving

i. Christ-like in behaviour - As a community we seek to be:

- welcoming and loving to all, valuing each other in our diversity
- caring and compassionate, helping one another through times of trouble and loss
- humble and honest with each other, willing to repent and forgive

ii. Open and Obedient to God - As a community we seek to be:

- alive to God's Spirit in our worship, always offering our best as a gift towards God
- attentive to God's voice in prayer, seeking his vision for our life together
- aligned with God's wisdom and revelation of himself through public reading and teaching of the Bible

iii. Growing in the life of faith - We seek to be:

- a learning community which teaches the Bible and encourages all to grow towards maturity in Christ
- a healing community where we encounter Christ the Healer who leads us towards wholeness physically, emotionally and spiritually
- an equipping community, enabling each other to discover, develop and offer our God given gifts

iv. Serving attitude towards others As a community we are committed to:

- sharing our faith in Christ with those in our parish and enabling people to make their own journey of faith
- serving our local community generously: actively supporting positive local initiatives; speaking up on issues of justice; providing relief and practical support to those in need
- supporting missionary organisations and relief and development projects throughout the world

The developing vision process has shaped the Good Shepherd into our present form

Part of the 2006 vision process was to set a three year target to see 30 (or more) new people come to Christ and be part of his Church. Eight ministry areas of priority were identified, plans were put in place to develop those areas and by God's grace that vision of 30 new people was fulfilled.


2009-10 was headlined for us as a year of Prayer and Discernment. Our aim was to spend a year going deeper in prayer, learning to listen to God and discerning where God was leading us. Some very significant prophecies and pictures were received during that period but the overarching message that emerged was that we should focus our energies on: 'Body Building for Mission'.

During 2010-2011 under this banner some significant work was done to prepare the church for its next phase of growth:

- Re-ordering the organisational structure of the church - setting up of the Co-ordinators' Team overseeing eight key areas of the church's ministry.
- Strengthening the foundations of individual faith and confidence through the '40 Days of Purpose' teaching campaign. New small groups were launched and the 40 Days also had a very important social and community building dimension.
- Equipping the whole body for ministry - we held the 'Gifts Project' with workshops and a 'ministry fair' to help people embrace their gifts.

During 2011 a feasibility study was also conducted with the recognition that the physical capacity of the building was going to be an obstacle to further growth. Options for dealing with the capacity issue were explored alongside other matters which could affect future growth: administration, leadership capacity and evangelism strategies (exploring Fresh Expressions of Church).





The following recommendations of the Feasibility Study were endorsed by the PCC on its Away Day in October 2011.

Year 1 (2012) Consider the implications of multiplying the Sunday morning service into two services. Appoint a Chair and working group to explore options, to prepare a thorough process for consultation, and to formulate a visionary plan in keeping with the mission and values of the Good Shepherd, with a view to implementation before the year end.

Year 2 (2013) Investigate further the prospect of employing an Associate Vicar to focus on evangelism. Set aside a designated fund from our Reserves in order to

work towards the costs. Aim at a possible employment during 2013.

Year 2 (2013) Investigate further how a Fresh Expression of Church or a church plant might be initiated within the parish to further the proclamation of the gospel to the local community.



Future vision

A great deal of work has been undertaken in the past three years, led by a small 'Vision Steering Group'. They explored current missional thinking and asked if the concepts suggested might be applicable to us. As a result some helpful visual models emerged, some of which below, have informed recent preaching and discipling.

We started with a picture of a healthy, vibrant Church which is growing passionate, confident and fruitful disciples of Jesus and transforming our local community.

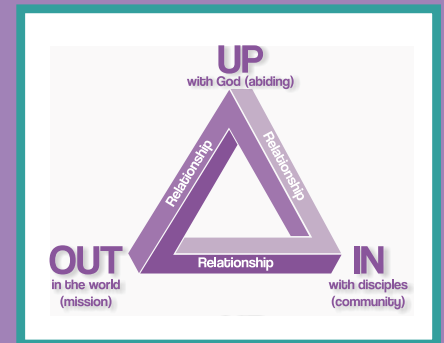
We worship a God whose nature is love (1 John 4:16) and who we understand to be three Persons in loving relationship - the Trinity. We are created in the image of God as people who long for relationship, and the good news of the Gospel is that God has acted in Christ to restore broken relationships. The life in all its fullness that Jesus offers, life in the Kingdom is about finding true fulfilment in relationship with God, one another and the world. So, we want to be a church shaped around relationships:

Everyone growing **UP**
in relationship with Jesus

Everyone belonging **IN**
through relationships within
the church family

Everyone connecting **OUT**
in relationships beyond the church

The Relationships Triangle shows the balance of relationships that a church needs to hold together if it is to be healthy in its discipleship, fellowship and mission. We have shaped the strategic priorities of our vision upon these three relationships and we call them 'the Three R's'. Three Strategic Priorities



RENEW (Discipleship)

Everyone growing **UP** in relationship with Jesus. We want to become missionary disciples: life-long learners of Jesus, accepting his radical call on our lives, motivated and equipped to make new disciples. We will seek to make discipleship our first priority in everything we do.

RELATE (Fellowship)

Everyone belonging **IN** through relationships within the church family. We want to grow as disciples of Jesus by sharing life together in meaningful ways- not only in Sunday gatherings. We will seek to build intergenerational relationships and communities which foster belonging and enable everyone to grow in faith and use their gifts.

RELEASE (Mission)

Everyone connecting **OUT** in relationships beyond the church. We want to look outwards, exploring new ways of meeting and serving people in our local neighbourhood, drawing them into community where they can learn to be disciples. We will seek to create a strong central church for identity, leadership and equipping, but intentionally release time, energy and gifts into reaching out to those in the community.

[illegible]

7.4

How to bring it about?

The next obvious stage was to look at structures and 'tools' to see how this could be made to happen and thinking and research delved into the contemporary ideas of 'missional communities'. However, while the fellowship has dug deep to provide the necessary financial resources to fund our Associate Vicar post, there is not, just at the moment, a focused sense of picking up and running with this latter element of the thinking and it would be true to say that the development of a new vision process is currently on hold as we await new guidance.

We recognise that this pause is, in part, due to the combined effects of the death of our long-term Community Worker in October 2015, a number of key families moving away for various reasons and a lot of illness. This has resulted in a sense of bereavement and uncertainty, many finding themselves excessively busy and our Associate Vicar having to take on roles not envisaged. Because of this, it was felt wise to pause the planned changes to allow time to recover and refocus. The arrival of our Pioneer Community Worker and the process of seeking God's will for a new vicar is having a re-energising effect as we look to God to provide new leadership and the people resources to enable us to move forward.

7.5

We believe that while we should remain steadfast in our mission and values, we should be continually attentive to the fresh vision that God is giving us for the future. We recognise the need, as one member of the PCC has expressed it, 'to hold the vision loosely': 'We are at risk of trying to hold on so tightly to the existing vision of what God wants for the church, to protect it, that we end up restricting it and stopping it flourishing into something new and exciting. Instead we need to hold it loosely as a gift given by God to be treasured but allowed to develop, grow and become all that God has created.'

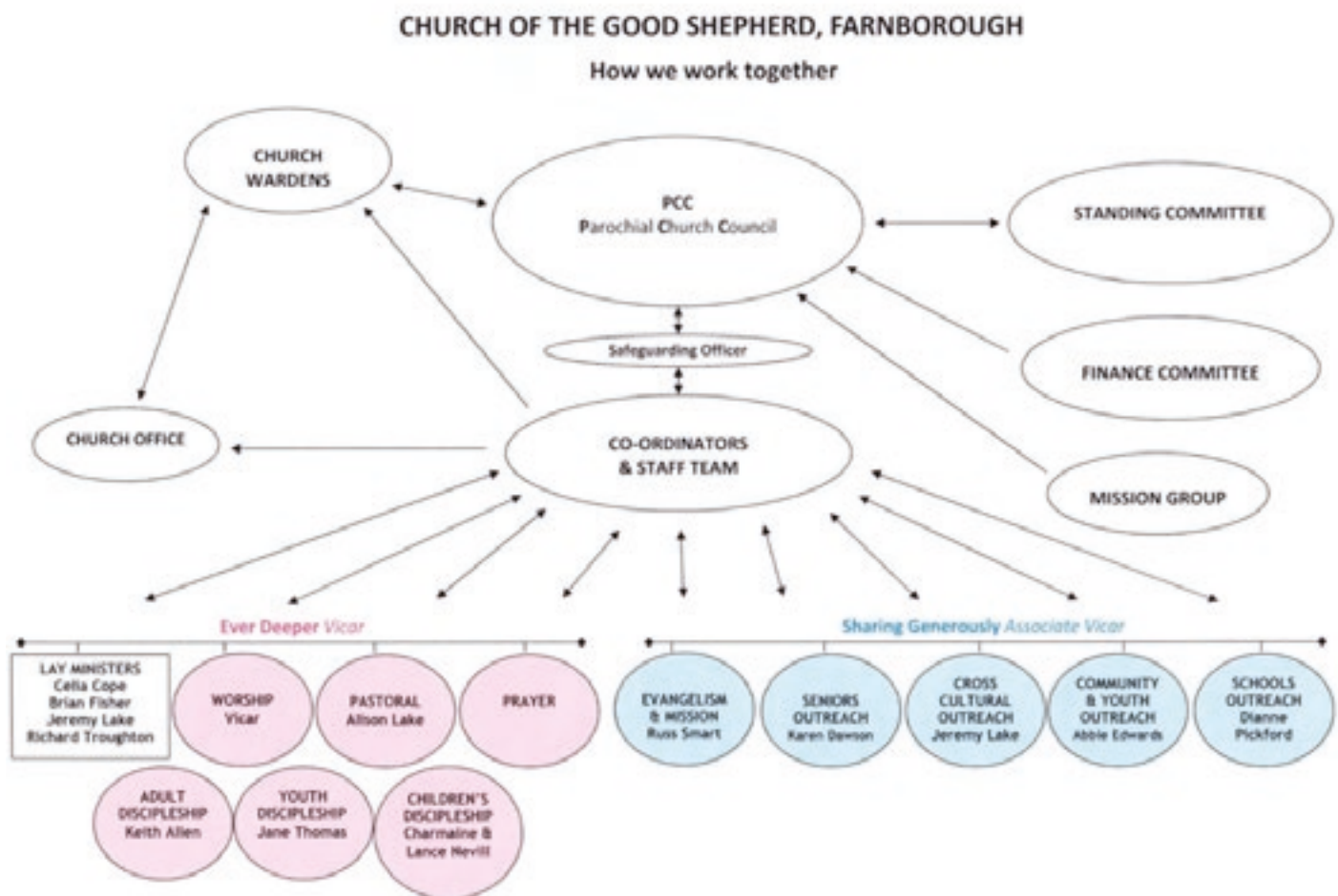
7.6

The diocesan vision and mission strategy – Transforming Church, Transforming Lives was launched by Bishop Andrew in Autumn 2016. We are strongly aligned with its goals and details of the strategy are presented at Appendix A. Our English classes for Nepalis feature in the promotional video.



Our organisational structure

The Good Shepherd's current organisational structure balances "immersing ourselves ever deeper in the life and love of God" and "sharing the life and love of God generously with others". The diagram that follows highlights how the different areas of governance and ministry work and relate together.



To explore this further it is well worth unpacking some of the areas of ministry it shows – to move it from a diagram into flesh, blood and Spirit action!



Mission and evangelism

Over the last couple of years the church has continued to move forward in its mission and evangelism to the community. Our Associate Vicar has spent time developing this with the Pioneer Community Worker and others from the congregation and during the year we had several opportunities as a church to come together and engage in outreach events and the following list, extracted from the most recent APCM report, gives a flavour:

- We began with a week of prayer at the church inviting the community to come in and experience our different prayer stations. Some of us also went around the parish knocking on doors and asking people if they had any prayer requests. It was amazing to see so much positive response with people wanting prayer.

- At Easter 2016 we began a new Good Friday service in the morning to welcome in families from the community and it was well attended. We had the opportunity to talk about the real meaning of Easter in a relaxed child-friendly environment. This was then followed by the procession of the cross with some of the Nepali church joining us to worship and pray on the top of Sand Hill.

- In the summer we had our annual cream tea which is always a highlight of the year!
- In 2016 we were able to celebrate the Queen's 90th birthday with our church family and members of our community. We shared a little about the Queen's Christian faith and we gave away attractive especially produced evangelistic booklets.

- We also changed the way we did our 'Light Party' (at Hallowe'en) thanks to our Pioneer Community Worker. We lit up the front of our church and invited people who were trick or treating to come and join us for hot chocolate and some activities. We gave away over 300 hot chocolates and had lots of people come along and join us. It was a great way to bless the community.

- We also began prayer walking around the parish twice a month on Sunday mornings in 2016 during both services. It has been fascinating walking the roads of our parish and seeing the homes and people who live there. We have found this has helped us to pray in different ways and we believe it will make a spiritual difference to our parish.

- Just before Christmas we took our special Christmas leaflets and hand delivered them to all the homes in our parish. We were able to talk with people we met and personally invite them to come along to our Christmas services.



9.1

The Parish mission team

The Parish Mission Team brought together those sharing a passion for mission and evangelism and they began meeting in September 2016. They met fortnightly to pray together and consider opportunities for mission in our parish and beyond. They explored the possibilities of forming new Fresh Expressions of Church, Missional Communities and church planting, following recommendations from the Vision Steering Group that was meeting at that time. Not currently meeting, they could resume if a new vicar would find this resource helpful.

9.2

Baptisms and thanksgivings, weddings and funerals

In 2016 we had eight baptisms and thanksgivings at the church. A number of these were for residents who live in our parish and we have been able to meet with them and do some preparation classes. This has given us the chance to share the gospel with those who don't normally come to church and help them on their faith journey.

We have very few weddings and funerals at Good Shepherd: a maximum of three or four weddings and around ten funerals in an average year.

9.3

Community engagement (Also see 14.0 below)

We are key members of the Mayfield Community Partnership group and meetings are attended on behalf of the church. We are continuing to look at ways in which we can work together to serve the needs of our community and bless each other.

At Christmas we lead the Mayfield Carol Service and at Harvest we lead a special service for them in the new community garden. We also get involved in the community litter picks and annual fun day they have.

Our two afternoon Christingle services attract capacity congregations of around 150 each and have proved to be a significant outreach.





10.0

Wider mission engagement

We are committed to giving away 10% of our donated and investment income to mission work beyond our own Church. Our support for Operation Mobilisation and Crosslinks is focused on mission workers who were sent out from our Church family to Israel and South Africa respectively and we support two indigenous Nepali missionaries through CMS.

We also support the following:

Relief and Development agency: Tearfund

The persecuted church: Open Doors

Home Mission: CPAS

Local ministries: Connect Christian Counselling
Step by Step (working with homeless people)
Farnborough's Triangle Bookshop



11.0

Pastoral care

11.1

We have four diocesan trained Pastoral Assistants - one of whom is male (a rare asset in many parishes!). Our PAs offer support within the family of the Church in the form of home and hospital visiting, phone calls and face-to-face conversations both within and outside the church building. They also undertake occasional bereavement visits although these are very infrequent as Good Shepherd has few external funerals.

11.2

We have two teams of Sidespeople and Welcomers, one for each on the Sunday morning services, and they have a pastoral role and as far as possible welcome everyone by name and identify newcomers and visitors. The theory is that newcomers should then be 'matched' with another suitable member of the congregation for the service who can re-engage with them afterwards - if they have not already been greeted by others.

11.3

Good Shepherd is pastoral by nature! We are aware of kindnesses and important pastoral exchanges given and received each week both within and outside the church building. Our informal 'interest' groups (the knitting group, card making group, walking group, banner makers, coffee morning, house groups, etc.) all provide levels of pastoral support; likewise many prayers, phone calls and meetings over coffee happen between members of the church when a need is recognized.

11.4

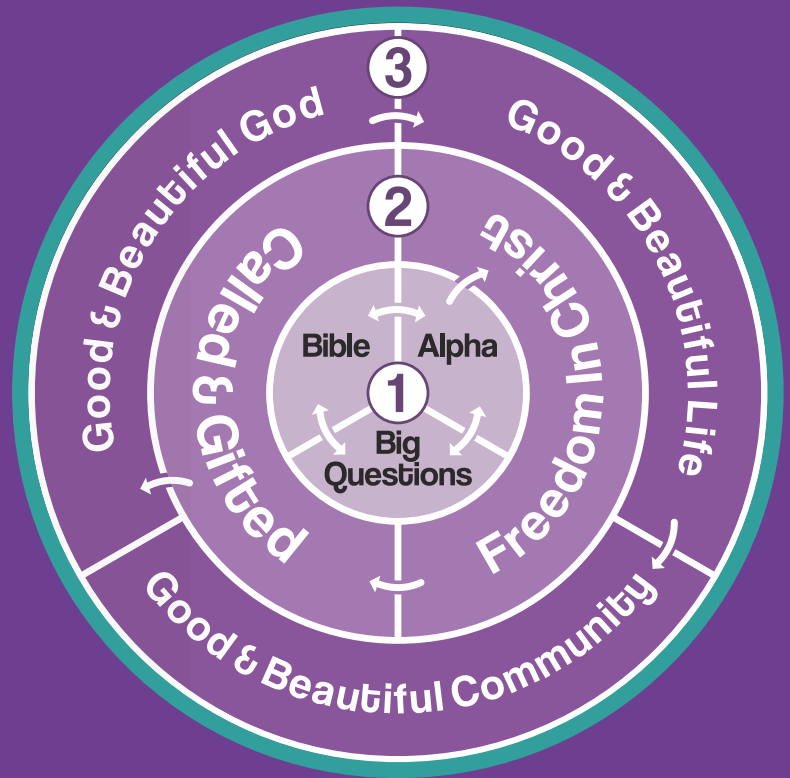
Good Shepherd's Pastoral team has given the whole church opportunities to address some major pastoral issues head on – including a course on Christians and Depression (2016) and the Acorn Healing Service in early 2017.

Discipleship

We have recently launched part of our new Discipleship Pathway to help people learn and grow as disciples of Christ.

We believe in 'whole-life discipleship', the basis of this being the principal of accepting responsibility for our own spiritual growth throughout all areas of our lives (work, family life, studies etc.). In addition to our Sunday gatherings preaching programmes there are many ways that we facilitate and encourage 'whole-life discipleship' through small groups, Alpha and other courses, special events and the many opportunities offered for prayer and shared acts of service. We also have a team of trained mentors offering one to one support.

Currently, about 40% of our church community meet in six housegroups and we look to see growth in this area.



13.0

Ministry to senior citizens

13.1

The Thursday Coffee Morning is an important focus for specific ministry to senior citizens and provides a much appreciated and consistent meeting place for those living near the church. A team of helpers take turns to lead it week by week with numbers attending averaging around 25. Other events and occasional outings are organised throughout the year.



13.2

The 10.00am Thursday Service is also an important feature of our Church week and is normally held on the fourth Thursday of each month. Whilst the service is mainly attended by retired people, the service is not exclusive to them and is open to everyone. The average attendance during 2016 was 39, with 72 attending the Christmas Carol Service.

13.3

Around 25 to 30 people, about half of whom are outside the church, meet each month on our premises for a home-cooked fellowship lunch, which provides continuity of contact for this important group of members of our community.



Community outreach

At the heart of our church is a deep commitment to connecting community outreach to our desire to share the Gospel, so the work of Pioneer Community Worker Abbie Edwards focuses on several areas beyond the Church itself:

Friday Youth Club (See 16)

One-off special events appealing to local youth and families have made an impact, for example, at Hallowe'en and on Shrove Tuesday. (See 9.0)

Messy Church: has run monthly for several years but since the recent introduction of 'Messy Saturdays' has proved even more popular. A special Messy Church on Good Friday 2017 attracted 170 parents and children.

The Rainbow Toddler Group meets weekly.

Olive Branch welcomes between 30 and 70 people from the community each week. Olive Branch is a children's clothing exchange with a warm and friendly environment. Members of the church provide pastoral care and representatives from 'Homegroup' (a Citizens' Advice Bureau initiative) provide a 'drop in' service offering advice on debt, money management, paperwork and so on.

The Good Shepherd Larder - a food distribution service working in co-operation with other local providers offering practical support to local people in need. In 2016 we delivered 245 food parcels; 162 to single people, and 83 to families. We also delivered 31 Christmas hampers.

A recent trial of 'half term boxes' to needy families was not deemed particularly successful but new innovations to ensure the effectiveness of the various ministries are continually being tried.

Says Abbie: 'I am aware of a vibrant community around us where opportunities for engagement at a pioneer level are many. We would welcome someone with a real heart for pioneer ministry to this community to come and join us here.'





15.0

Youth and children's ministry

15.1

Children's ministry

While there are many outreaches to young children, the children of regular worshippers enjoy Young Church provided at the 11.15 service each week. Numbers can vary and an average of ten 3-11 year olds receive teaching from some five volunteers, using Scripture Union's "Light Live" material. Worshipping with the main congregation for the first part of services, they re-join for communion, where, as already noted, their presence and engagement is taken very seriously.

There is a "family space" in the worship area with a soft floor on which babies and toddlers can move around comfortably while their parents share in the worship but there is also a creche provided at the 11.15 service. "Busy bags" are also available to keep very young children occupied during worship.

15.2

Youth (internal)

In 2016, our part-time Youth Minister, in place for 7 years, moved out of the area and discipleship of our young people is now in the hands of a volunteer co-ordinator. In September this year, we took on a youth and children's placement student, for 16 hours per week, working closely with the youth co-ordinator and our Pioneer Community Worker.



15.3

Working alongside local schools

Almost next door to the Church is an extremely large Sixth Form College, drawing students from a wide area. We are not directly involved in ministry to the college which has chaplaincy cover from St Peter's. However, we have very direct engagement with local primary schools.

'The Church of the Good Shepherd,' says Team member and former head teacher Dianne Pickford, 'is a church for the community...' She and her team visit and receive pupils from four local primary schools. The children range from 3 to 11 years of age.

Our aim, at the Church of the Good Shepherd, is to support children, staff and parents by sharing God's love and make opportunities to hear and be touched by God's word.

We currently are able to

- lead festival assemblies and present an assembly of Christian content in each school each month.
- liaise with staff to invite children at Grange Infants and Juniors to the Church of the Good Shepherd for learning to support the RE curriculum, Personal and Social Education, church festivals, end of term celebrations and all child friendly activities.
- lead lessons regularly supporting the RE curriculum in Grange Junior and Cherrywood Primary.

Most significantly, as already indicated, the schools also visit us. In providing a venue for shared carol services, the opportunity to 'bind together' the work of the Mayfield Community Centre and the Prospect Estate Big Local (PEBL) has not been missed and our role as a key community 'resource' is nurtured energetically.

15.4

On the horizon: plans are afoot for Samuel Cody School, already a secondary school for students with Special Educational Needs (SEN), to make it a Hampshire centre for primary SEN students as well. This may or may not be an area in which to explore specialist ministry.



16.0

Youth ministry (external outreach)

16.1

Our Pioneer Community Worker and a team of committed volunteers run a Friday Night activity group which replaced the Good Shepherd's long established 'Clubnight' in Autumn 2016 and built on an Urban Saints camp experience called 'Not Whit Camp' at Waverley Abbey.

16.2

Each Friday Night session features a single group activity aimed at engaging and encouraging young people to work together. We have had evenings such as Cardboard Castles, Make your Own Happy Meal, a Movie Night, and Preparing for Christmas. There have been some successes, and some nights are less successful than others but relationships

are being made and the team continues to be open to where God is leading them in their commitment to: 'reach the unchurched young people of the parish, to share the gospel and create a community'.

Currently there are 46 young people on the books, with an average of 22 attending each session.

17.0

20s and 30s

The Good Shepherd has a small group of members in their 20s and early 30s taking an active part in church life, leading worship, youth and children's work and using puppetry. As one member says: "We have recently begun a fledgling group aiming to form 'God-centred friendships', sharing the gospel with our peers outside the church. As a group, we strive to see more young adults come to know Christ and to step forward taking an active part in mission and leadership."






18.0


Cross-cultural outreach : working with the Nepalese community

18.1



Shortly after the 2009 pensions ruling for former Ghurkha soldiers, many Nepalese families settled in the area and a couple formerly in mission service in Nepal felt moved by God to resettle into our parish to kickstart a Good Shepherd ministry to the many Nepalis living here. This ministry was developed with considerable volunteer help and has continued since the Cross-cultural Co-ordinator moved on in 2016.

18.2

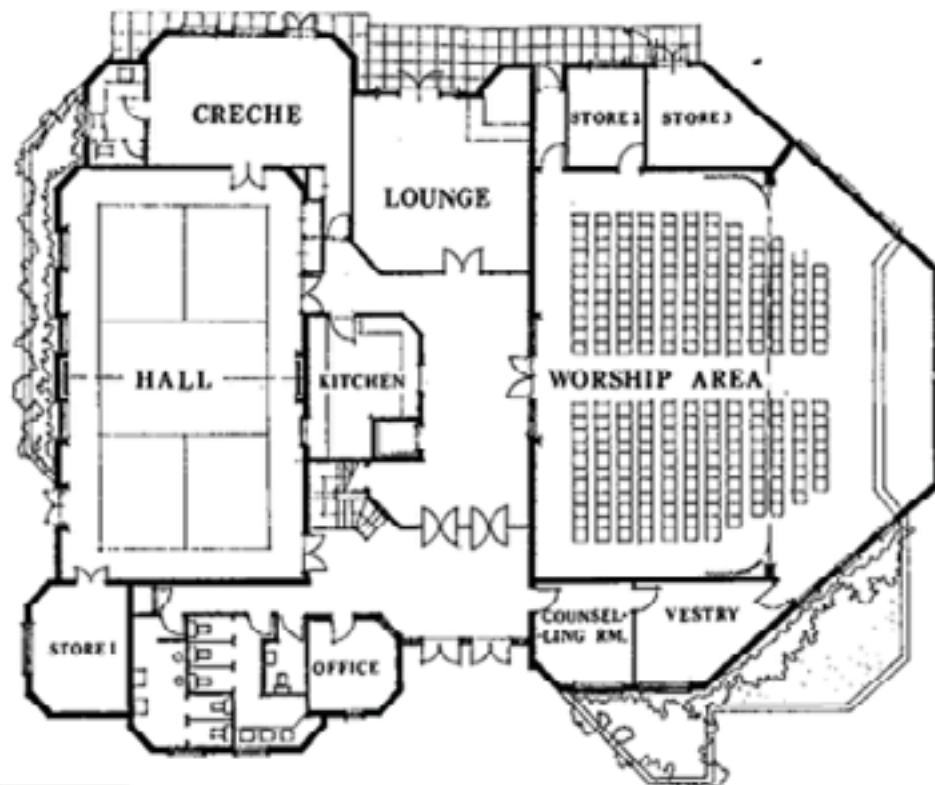


Work currently focuses on Monday English classes (ESOL) and the building of relationships, and it has been encouraging to see the faith, determination and commitment to this ministry in action. Numbers attending are usually around 50 but can vary. From time to time a Nepali Christian film afternoon is held and these are always popular enabling people to hear the Gospel message.

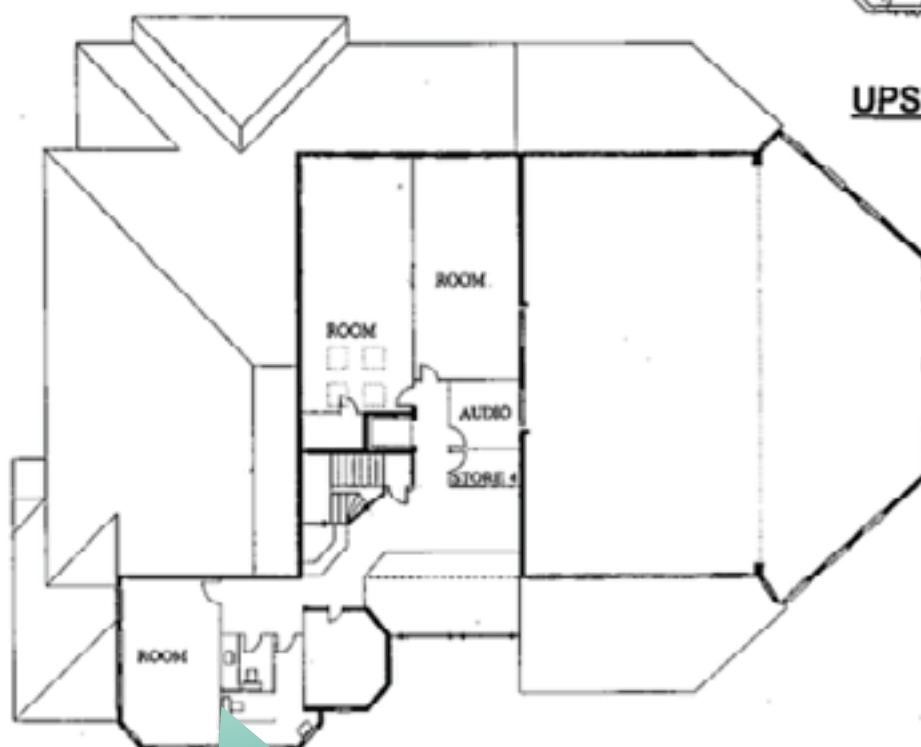
18.3

This is now the seventh year that we have been providing these classes and many of the learners have been with us since the beginning. Raising new volunteers is challenging as we seek those with a heart to reach out to people of other cultures and currently the majority of the English class team are drawn from other local churches.

DOWNSTAIRS AREA



UPSTAIRS AREA



BASIC FLOOR PLAN

19.1

Our suite of Church buildings was opened in 1991. It is a well-conceived resource for contemporary Church life and features a multi-use worship area with recent PA and AV systems and many useful rooms of differing sizes. There is parking for 40 cars around the building and, at the rear an extensive grassed area ideal for outdoor events or occasional overflow parking. To best appreciate its versatility, study the floor plans.

19.2

Facilities

A spacious worship area. To the right is the vestry and a second room set aside for prayer and prayer meetings. There is an effective contemporary digital sound system and worship is almost entirely screen-based – the operator's desk is front left. Musicians' area front left. The main worship area will comfortably seat a congregation of 175 with additional seating available at rear if required during special services and events.

The view from the front. The rear doors open into a large inner foyer or reception area and beyond that is a spacious hall used for sports, social events and the 'Olive Branch' clothing exchange. This is one of the facilities regularly hired for use by outside organisations.



A large kitchen sits between the foyer and hall and is in constant use for serving refreshment following services on Sundays and during the week and for meals during special events at the church.

The main lounge next to the foyer is equipped with a small serving counter and a TV screen and used for a variety of meetings and social events.

The upper floor has an office area and two large meeting rooms used by the young people on Sundays, the Nepalese English Classes and are also hired by outside organisations during the week.

Our premises are let regularly to NCT, Al Anon, and for Puppy Training, Girl Guides and local council health activities. In addition to the internal storage rooms there are three large secure outside sheds close to the fenced off soft play area.

20.0

The vicarage

The vicarage is adjacent to the church, but set back from the road towards the rear of the church building and separated by well-thought-out fencing to avoid the feeling of 'living on the shop'. The house is detached and has been extended and modernised

Upstairs it has five bedrooms, bathroom and toilet, while downstairs there is a large study, toilet, family lounge and a newly refitted kitchen with dining area.

Outside, the property has a garage and a good-sized garden, mainly to grass, with a secure boundary of fencing and fir trees. The building also has a modern, regularly serviced, security system.



The financial picture

Our ongoing church finances are in a healthy state. In 2016, voluntary giving (including Gift Aid and the value of gifts for the Larder) represented about 90% of our income, with approximately 90 members (or family units) of the congregation giving either weekly or monthly. The remaining income came from grants, letting our premises, statutory fees for services and investment income.

In 2016 we received the second of a three year grant of £5,000 from the national Church and Community Fund (CCF) towards our Associate Vicar post and £5,000 from Guildford Diocese Growth Fund, as the first of a reducing three year grant towards our Pioneer Community Worker post.

Each autumn, we have a Vision Sunday and members respond by pledging their giving for the following year, allowing us to plan for a balanced budget. Budgets are devolved to those responsible for the various areas of ministry, and they are involved in setting the budget for the following year.

In 2011, as part of our vision for employing a second minister, £15,000 was transferred from our general reserves to set up a designated fund for parish development, and in November 2012 we held a special gift day, with a very generous response of gifts totalling £34,000 and an increase in regular annual giving of £13,000. The fund built up over the following years until we were able to commit to employing an Associate Vicar in March 2015 and it's anticipated that we will draw down from this fund as we continue to build up our regular giving to the point where the post is fully funded in the same way as all other parts of our ministry.

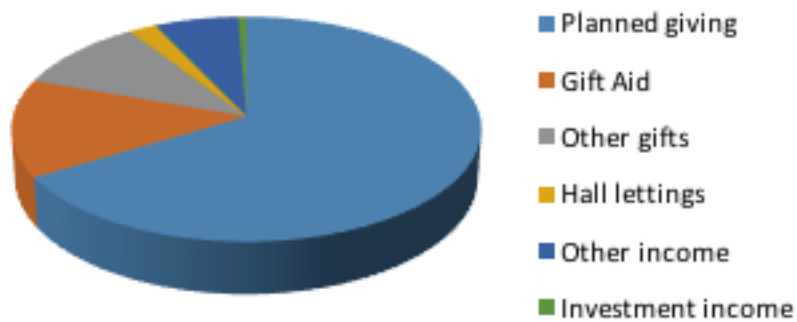
At our Vision Sunday last year, each member of the congregation was challenged to consider prayerfully increasing their giving by £5 a week. This would raise our regular giving to the level needed to fully fund the Associate Vicar post. As with previous challenges, there was a generous response, with our regular giving increasing by nearly £27,000 a year and one-off gifts of £28,000, demonstrating again our commitment to moving forward in mission. At the current levels of regular giving, we have sufficient to fund the post until 2020.

In 2016, the decision was made to set up a designated fund to meet major repairs which would be in addition to the regular maintenance budget, so as to smooth the impact of that work on our general finances. £10,000 was transferred from general reserves that year and it is planned to add £5,000 each future year as part of the annual budget.

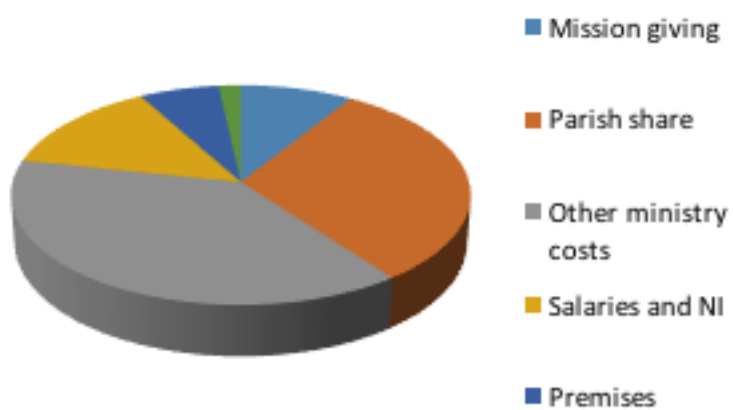
Our parish share is currently £63,489 per year, remaining unchanged from 2016. A summary of our accounts for 2016 is shown graphically below.



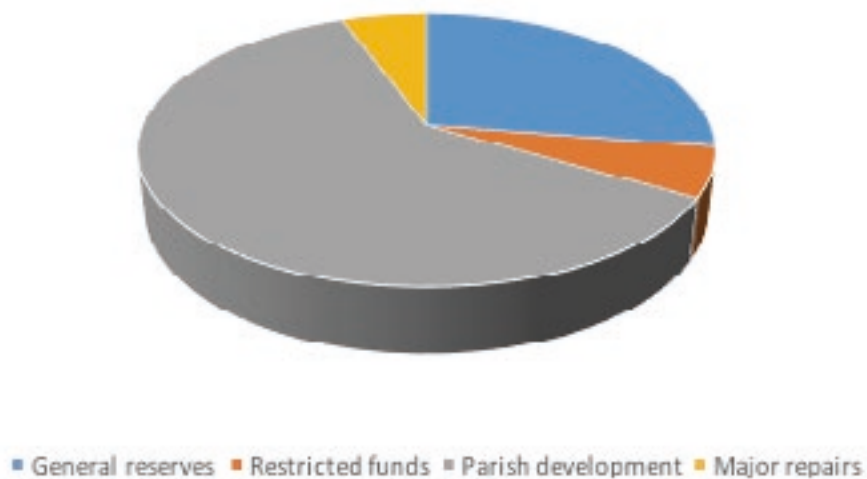
2016 income totalling £223,873



2016 expenditure totalling £205,631



2016 funds totalling £176,295



Our treasurer, Marian Rudall, has been in post since 2011 and provides an easy-to-understand financial report at each PCC meeting.

Appendix A



Transforming Church, Transforming Lives is the vision and mission strategy of our Diocese. It envisages individuals and church communities open to the transforming work of God's Spirit in their own lives, and so becoming agents of Christ's transformation to the world around them.

Transforming Church, Transforming Lives communicates the essence of everything we are seeking to pray and work towards across the diocese, rather than being a separate mission project. No strategy, however well intentioned, will achieve anything of any lasting value without God at the heart of it: *'Unless the Lord builds the house, we labour in vain...'* (Psalm 127:1). Prayer is therefore foundational to all that is envisaged – planting, watering, weeding and pruning, but always looking to God to give the growth.

Transforming Church, Transforming Lives is not about asking people to work harder, but to work sharper - becoming more intentional and focussed in how we pray and what we are seeking to do. At its heart lies the vision of a growing, vibrant and generous Christian movement, empowered by the Spirit and rooted in word and sacrament, which confidently proclaims and lives out the Good News of Jesus Christ across the region and beyond.

Transforming Church, Transforming Lives:

- **Sets 12 Diocesan Goals**, which together provide the framework of all our mission activities within parishes, chaplaincies, schools, the cathedral and the diocesan hub.
- **Provides Resources for parishes, schools, chaplaincies and the cathedral** as they select the goals to which they're particularly committed over the coming year: these resources to include support, training, mentoring, prayer resources and grant funding through the newly established Growth Fund.
- **Requires every parish to pray over its mission priorities and to produce an annual Parish Development Plan**, based on a selection of the goals, to be renewed and revised in each year following.

For further information: www.cofeguildford.org.uk/transforming

The 12 Diocesan Goals are as follows:

- 1 For every parish and chaplaincy to develop an appropriate strategy for making prayerful, confident disciples in daily life
- 2 Together to increase the number of new Christians of all ages through persistent prayer, confident faith-sharing, life-giving worship, and the development of a hundred new worshipping communities by 2027
- 3 For every parish to develop a safe, attractive and spiritually-enriching children's and youth ministry, encouraging sharing of resources where appropriate
- 4 Together to increase the number of lay leaders of all ages, who are called, trained and deployed in the church and wider community
- 5 Together to grow the number of ordinands by 50% from 2020 and beyond
- 6 Together to increase the range, professionalism and spiritual fruitfulness of our partnerships with the local community, to help create a safer, stronger, fairer and more sustainable society
- 7 Together to grow the number and depth of our partnerships with Christian communities beyond our diocesan borders, in the holistic mission to which Jesus calls us
- 8 Together to improve the standards and develop the Christian distinctiveness of our church schools, wholeheartedly embracing our contribution to education across the diocese
- 9 For every parish to encourage an increasing number of worshipping Christians to commit to regular, proportional and sacrificial giving
- 10 Together to share expertise and streamline our processes so as to release fresh energy for mission
- 11 For every parish and chaplaincy to develop effective communications, promoting a church that is visible, attractive and accessible
- 12 For every parish to work towards having church buildings that are fit for purpose in supporting today's ministry and mission





The Church of the Good Shepherd, Farnborough: Person specification

This is our Church

We are an evangelical parish church with a strong sense of mission to our local community. We are a diverse congregation with a powerful sense of community and family. The Good Shepherd is highly visible to the community. We work hard to welcome and include everyone. We are known for having a long-standing commitment to those living around our useful, strategically located building in an area of high social deprivation.

We are motivated by a desire to share our love of the Lord Jesus, and the church family as a whole has a generous pastoral and prayerful heart. One expression of our openness to a developing vision was the calling and funding of an Associate Vicar with a focus on evangelism to join our highly collaborative ministry team consisting now of Clergy, Pioneer Community Worker, Youth & Children's placement student, Lay Ministers and Co-ordinators.

We are a fellowship that has always sought to align itself with the purposes of God in mission and the need for discipleship. Our two-part mission statement 'Immersing ourselves ever deeper in the life and love of God... Sharing the life and love of God generously with others' sums up our desire to share the love of Jesus and to serve people all ages and backgrounds.

We rejoice in strongly committed teams working with children and schools, youth, senior citizens, and the Nepalese community, and in our long-standing practical social outreach ministries: Olive Branch and Rainbow – where local non-church going people also provide leadership support – and The Larder.

Our worship life seeks to enable those who live around our buildings to meet with the living Christ by being welcoming, joyous and accessible to all, be that through our various Sunday services, Thursday worship or very popular 'Messy Church'.

With so much to celebrate providing a firm foundation, we are a fellowship aware of challenges ahead as we look for new leadership to clarify how God would have us shape our worship, our ministries, our evangelism and mission to address the rapidly changing world and local community. We are conscious, for example, of an under-representation in the 15 to-mid 40s age range and the need to be attractive to more men, singles and young families. While recent vision exploration has focused attention on the possibilities of 'missional communities' we seek further understanding and the Spirit's clarity in moving forward.

The Church of the Good Shepherd will shortly finalise a move from Team to Group ministry, continuing our collaborative relationship with St Peter's, Farnborough. St Peter's team consists of the Rector, Associate Minister, two curates and an additional four ministers with focused areas of ministry.

We care deeply for our leaders, who are not expected to do everything! On the contrary, we understand their need to take time to reflect, pray and renew their energy.

These are our challenges

With so much to celebrate providing a firm foundation, we are a fellowship aware of challenges ahead as we look for new leadership to clarify how God would have us shape our worship, our ministries, our evangelism and mission to address the rapidly changing world and local community. We are conscious, for example, of an under-representation in the 15 to-mid 40s age range and the need to be attractive to more men, singles and young families. While recent vision exploration has focused attention on the possibilities of 'missional communities' we seek further understanding and the Spirit's clarity in moving forward.

We are therefore looking for a Vicar who is:

- A insightful disciple of Jesus, passionate about mission and evangelism, with a love for people and a desire to encourage and empower a diverse community of believers.
- A good communicator with a life and outlook rooted in Scripture expressed through practical evangelical teaching, inspirational preaching and imaginative worship leading, empowering listeners to share their faith
- A builder of community excited by cultural diversity and sensitive to the opportunities and challenges that can present
- A 'prayer champion' – committed to growing the Good Shepherd's prayer life together as we seek that essential clarity of vision we know we lack currently
- An imaginative risk taker, able to step out in faith alongside others, discern their giftings and assess what works, what doesn't and why
- Someone with wisdom and empathy, able to determine mission and pastoral priorities
- A strongly collaborative enabler and insightful leader of people, able to communicate enthusiasm for the Gospel but also manage change with sensitivity
- A prayerful, strategic leader and practical thinker able to engage the church family at all levels and move them forward together in the Grace of Christ, building on what has been achieved or envisioned to date