

Parish Profile

Associate Rector of St Mary's Chipping Norton - Interim

Chipping Norton Team Benefice | Diocese of Oxford | 2026

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Welcome

Foreword by the Bishop of Dorchester



Dear potential applicants,

I am delighted that you are reading this profile and encourage you to pray about whether this position might be the role to which God is now calling you.

The Chipping Norton Team is seeking an Associate Rector on an interim basis to take primary day-to-day responsibility for the pastoral and worshipping life of St Mary's. The successful candidate will be people-centred, warm energetic and wise. The new minister will be faithful, trustworthy and committed; someone who demonstrates God's love yet is also capable of managing a complex set up. The new Associate Rector will be prayerful and honest, yet at times capable of being bold and even courageous.

You will find a large, experienced team and a friendly Deanery with supportive colleagues. Our Episcopal Area and Diocese are in good heart, expectant for all that God will do and thankful for all that God is doing.

Please pray about whether you might be the right minister to join us. If you decide to apply, I would be delighted to receive your application for this position and look forward to the possibility of welcoming you as a potential colleague to partner in the gospel with me and the churches in this beautiful part of the Cotswolds.

With every blessing,

Rt Revd Gavin Collins, Bishop of Dorchester

A Message from the Team Rector



The Chipping Norton Benefice really is an exciting and energising place to serve.

Over the last decade we have seen significant growth, in numbers, in depth, and in the breadth of our mission. Perhaps unusually, that change has been embraced enthusiastically by almost everyone across the Benefice. The 'Benefice Team' was formed over 20 years ago in name, but it is now genuinely working as a team in nature too, resulting in new life and a renewed expectation of what God wants to do here.

In Chipping Norton, the mission to which God has called us is captured in our mission statement: Living In God's Love, Living Out God's Love. We have invested in worship and prayer, developed our outreach ministries, and seen the gospel bring tangible differences to people's lives across the town. The opening of The Branch in May 2024 (our community hub in the heart of the Market Place) has been transformational, with over 200 people coming through its doors every week.

We are seeing growth but, as John Stott used to say, we want to ensure there is depth to our growth. St Mary's is at an exciting and important threshold. Our Sunday congregation has grown steadily and we continue to see new faces weekly. We are knocking on the door of a new season, and we know that reaching the next level will require us to strengthen the foundations beneath what is already happening.

That is the heart of this appointment. We are praying for a gifted pastor and leader who will take primary day-to-day responsibility for the life and ministry of St Mary's, freeing me to invest more fully in the wider Benefice, and who will bring the energy, experience, wisdom and people skills to help us build the platform from which future, sustainable growth can flourish. We need someone who is rooted in Word and Spirit, who will lead from the front, care well for the flock, develop our volunteers and lay leaders, and help us become an ever more welcoming, well-connected community.

If that excites you, we would love to hear from you.

Revd Dr James Kennedy, Team Rector

Statement from the Area Dean & Lay Chair



Chipping Norton is a rural Deanery on the north-western edge of the Dorchester Area of the Diocese of Oxford, consisting of a number of flourishing small market towns and vibrant rural villages of varying size. There are seven multi-parish benefices with eight stipendiary clergy and a wealth of retired clergy and lay support. The incumbents and parishes reflect a variety of churchmanship and liturgical styles.

Chapter: There are currently bi-monthly meetings of Chapter which include all ordained people within the deanery who wish to attend. The licensed clergy are also invited to meet bi-monthly for lunch. This is an informal and confidential space which is valued by deanery colleagues who choose to engage.

In addition, there are two social events for all clergy during the year to which spouses are warmly invited. The licensed clergy of the deanery have all served many years in ministry and can relate to the stresses and strains the job may bring for both single and married clergy.

Deanery Synod: The Deanery Synod meets three times a year. There has been a conscious effort to highlight and celebrate the diversity of our deanery with meetings held in different benefices most recently in the brewery! There is often a keynote speaker such as a local farmer to consider items of mutual interest to which synod reps are invited to bring guests, and everyone is invited to share good news from their parishes and to leave with a sense that God is working in our area.

The deanery has several church primary schools so there is a great deal of wisdom to share on governance and parish engagement. There are many opportunities ahead for mutual support and growth for a new colleague who will be welcomed most warmly.

Chipping Norton is a friendly deanery which will work hard to provide the successful candidate with a warm welcome and supportive colleagues. Join us as we seek to work towards becoming a more Christ-like church for the sake of God's kingdom; contemplative, compassionate and courageous.

Revd Canon Sarah Sharp — Area Dean

Our Parish

About Chipping Norton

Chipping Norton is a historic market town in North Oxfordshire, with a current population of approximately 7,500 (2021 census data indicates that median age is above the national average, with ethic minorites accounting for approximately half the national average). New housing developments are under way on the eastern edge of the town (including a Cala Homes scheme currently under construction and a further outline application for up to 350 additional homes) bringing the prospect of further population growth in the years ahead. This is a factor of considerable missional significance for the church.

'Chippy' (as it is known locally) prides itself on being an unpretentious working town, with a vibrant and independently-minded community. It is popular with commuters and families who value its strong community feel and beautiful surrounding countryside. Its architecture reflects the town's proud history as a centre of the wool and tweed industries, with the glory of St Mary's owing much to the prosperity of the fifteenth-century wool trade.



The town is well-served by schools (including a CofE primary and a highly regarded 11–18 comprehensive with 1,100 pupils), a community hospital, a leisure centre, an outdoor lido, and a lively social and cultural life. Activities, facilities, clubs and interest groups include a highly acclaimed independent theatre, annual 'Town Festival', music festival and Arts week, cricket and rugby clubs, junior football, a lively U3A and amateur music/drama/music groups. Music and choral societies (such as the Chipping Norton Choral Society and the Adderbury Ensemble) also hold regular concerts in the church itself.



Public Sector employment accounts for around a quarter of local jobs (including schools, the health centre/hospital, and public administration). Manufacturing used to be prominent until the closure of Bliss Tweed Mill in 1980 and the Parker Knoll furniture factory in 2004, since when there remain very few private sector employers with more than 50 staff in the town (businesses like CETA Ltd (engineering/ electronics, around 90 staff) being a notable exception). The wider local economy leans heavily on tourism, retail, hospitality and agriculture, boosted by high-profile nearby draws such as Daylesford Organic farm shop, Clarkson's Farm and Soho Farmhouse. Overall, Chipping Norton operates more as a market town serving surrounding villages and commuter households (many working in Oxford or further afield) than as a hub of large-scale local employment.

In addition to its many and varied strengths, and despite its prosperous reputation arising from tabloid headlines, it is important to acknowledge that the town also has real social need. The 2025 statistics are somewhat less stark, but the 2019 Index of Multiple Deprivation indicated that Chipping Norton contains the most deprived neighbourhood in West Oxfordshire and a high proportion of social housing. A significant part of our sense of calling at St Mary's relates to addressing those needs as we serve the whole community.

About St Mary's

St Mary's Church, Chipping Norton

Our Mission and Values

We believe that mission should be at the heart of everything we do at St Mary's, and that to be equipped for that mission we need to develop our relationship with God and with one another — through worship, through attention to his Word, and through seeking the empowering presence of his Spirit. Our mission statement captures this simply:

Living In God's Love · Living Out God's Love

Our values flow from this mission: a radical welcome for all regardless of background or circumstances, a commitment to being a genuine multigenerational family, an outward-facing heart for the whole community, and a conviction that every member is called to ministry.

Our current five-year vision (2025–2030), titled 'Tending the Roots of Discipleship', focuses on three interconnected priorities:

- Equipping and empowering children and youth in faith and leadership.
- Equipping the whole church for passionate, inviting and accessible worship — investing in people and place.
- Equipping our whole church family for service and witness.



A Church Full of Momentum

St Mary's is a growing, healthy and outward-facing church. The 2025 Annual Report gives a vivid picture of how the church is flourishing:

174 Average Sunday attendance 2025 (up 2% on previous year)	**120** Average adult attendance at 10.30 2025	**32** Average children attendance at 10.30 2025	**167** People in 15 mid-week Small Groups	**£54k** Raised at October 2025 Gift Day

125+ Volunteers serving at St Mary's	**200+** Through The Branch every week	**£240k** Oxford University Healthy Ageing grant	**180+** Volunteers serving through The Branch



Worship and Preaching



Worship at St Mary's is accessible, engaging and rooted in Scripture. The main 10.30am Sunday service blends contemporary songs with the best of the older hymns, led by a talented worship team. There is a long tradition of strong biblical preaching at St Mary's, and this remains a cherished and central feature of our life together.

Our full pattern of services includes the following:

Weekly:

- Sunday 8am BCP Communion service (weekly, robed - no hymns)
- Sunday 10.30am – our main service (we celebrate communion fortnightly, prayer ministry is offered by a trained team during and after each service)
- Thursday 11am service (alternating between Communion and Morning Worship, robed – one hymn)

Monthly (or less)

- Sunday 6pm 'Encounter' service (twice per term, informal, aimed towards youth and young adults but open to all)
- Sunday 4pm 'SoulSpace' (new in 2026 - monthly in The Branch, serving those with whom we are connecting but for whom our traditional patterns of worship do not fit)
- Care Home Services (led approximately monthly in three of our local care homes)

Prayer is foundational to everything: a daily 'Watch of Prayer' (6am and 6pm on Zoom), Monday lunchtime prayers, our monthly Wednesday evening 'First Priority Prayer', and termly Prayer Warriors Lunches all underpin the life of the church.

Following the generous response to the 2025 Gift Day, £25,000 has been set aside towards appointing a full-time Worship Pastor, an aspiration towards which we are actively working. The incoming Associate Rector will be encouraged to take an active role in the growth and culture of worship in the meantime, and to help create space for the Holy Spirit to move.



Children, Youth and Families



Children and families ministry is flourishing under the leadership of Sally Smith (Children and Families Pastor). Every Sunday the 10.30am service is supported by staffed groups for all ages: Sparklers (0–3), Ignite (3–6), Flames (6–10) and Ablaze (11+). Sally and Meg Carter (Youth Pastor) have developed an integrated '0–18 Journey' and Development Plan that maps the progression and learning at each stage, right through to transitioning into adult Small Groups.

Mid-week, St Mary's Minis on Wednesday mornings provides a welcoming space for toddlers and carers from the wider community. The church has strong links with St Mary's CofE Primary School, which opened a new nursery in early 2025, including weekly assemblies, a weekly Prayer Space, an annual October Prayer Space attended by every child in the school, and home visits by Sally to families.

Youth ministry across the whole Benefice is led by Meg Carter (on maternity leave until Spring 2027). The numbers are encouraging and growing: 56 young people on the Sunday morning registers and 96 on the Remix registers, with Remix (the Friday afternoon youth club) growing to a consistent 50–55 per week following a surge of year 7s after an autumn assembly. Young people from Kingham Hill School regularly travel in to join Sunday youth. The youth programme works in active partnership with other local churches through the North Cotswold Gospel Partnership, running regular evangelistic events.



Small Groups and Pastoral Care

We believe that being part of a Small Group is an integral part of belonging to St Mary's. Our 15 mid-week groups now involve 167 people and provide fellowship, ongoing discipleship and pastoral support. Group leaders are trained and supported by Small Group Pastors and a weekly teaching resource linked to the Sunday sermon series.

Oversight of Small Groups is currently held by our Curate, Revd Olly Shaw.

Our newly appointed Parish Nurse (Bethany Boddy) oversees our ministries to Older Adults, who are also served pastorally by monthly gatherings in our Parish Rooms (Come for Tea and Out to Lunch), our mid-week service (after which fellowship is enjoyed over tea and coffee) and monthly services in three of our local care homes.

A Pastoral Visiting Team has been established this year with five members, extending pastoral care to those not in Small Groups. With the appointment of our Parish Nurse this year, there is a real and exciting opportunity for the Associate Rector to draw these strands together into a cohesive, well-resourced pastoral structure that can serve the whole church family well.

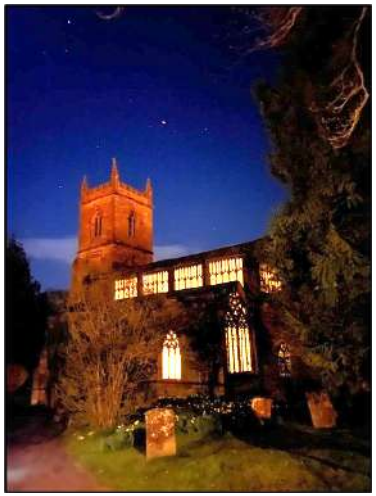


Other church activities

Beyond the core ministries detailed above, we run many less regular activities such as Alpha (we aim for two courses per year if possible), Marriage Preparation (1-2 courses per year), Marriage and Parenting Courses (*ad hoc*). We have seasonal women's events and a monthly Men's Curry. We also work closely with other local evangelical churches under the banner of the North Cotswold Gospel Partnership (NCGP), holding regular joint prayer meetings, youth services and a coordinated Mission every 3-4 years.

Some other details about the buildings

- Registered Charity No. 1132070. Church office at The Branch, 16 Market Place, Chipping Norton, OX7 5NA.
- Grade I listed building — a magnificent Perpendicular nave (c.1450) with high clerestory windows.
- Parish Rooms: Grade II listed Cotswold stone building with main hall (refurbished 2015), kitchen, toilets and meeting room.
- A 1/3rd share in a three-bedroom property currently occupied by the Curate.



The Branch — Our Outreach Hub



The most visible expression of our commitment to mission is The Branch — the former NatWest bank building at 16 Market Place, purchased by St Mary's in 2019 and opened as a fully operational community hub in May 2024. Over 200 people come through its doors every week, and in February 2025 it was visited by HRH The Duke of Edinburgh.

The Branch Trust (Registered Charity No. 1191055) oversees the building and all outreach ministries and is led by CEO Emma Kennedy (who is married to the Team Rector). Over 150 volunteers are now actively involved, a remarkable number and a testament to the strength of the vision and the tangible sense of ownership people feel. The Branch's financial position is stable and encouraging, with fundraising in 2025 exceeding its target.

A Vision Day in January 2026 confirmed a shared commitment to consolidation, resilience and prayerful discernment about the years ahead. Prayer is foundational to The Branch's identity — daily 9am staff prayer and extended Tuesday worship.

The St Mary’s church office is now based at The Branch and the St Mary’s Staff team operates alongside and integrated with The Branch’s team (see below for details). A Strategic Reference Group (comprising staff, PCC and Trustee representatives) ensures that the ministries of St Mary's and The Branch remain aligned in vision and mutually supportive across staff and resources. The incoming Associate Rector will be expected to embrace and champion this integrated approach.



Current programmes include:



Connect Café — weekly drop-in (Tuesdays, 1–2.30pm) with crafts, games, a help desk and Citizens Advice support. Attendance at the help desk has tripled since The Branch opened.

- St Mary's Minis* (parent/carer and toddler group – Wednesday mornings).
- CAP Debt Centre* — 10th anniversary; £500k of debt cleared. 93 families supported, 34 now living debt-free.
- CAP Lifeskills courses*.
- Alpha courses (twice yearly)*.
- Own My Life courses (domestic abuse support).
- Branch Out & Cook — cookery programme for young people in the first community kitchen in West Oxfordshire.
- Branch Out & Garden — therapeutic horticulture sessions.
- Music Recording Studio (opened November 2025).
- Alternative Provision — supporting young people who find school a challenge, including mentoring
- Early Help (such as 'Young Parent Group'— supporting individuals and families with nurture.
- Mental health partnerships: NHS Keystone Mental Health & Wellbeing Hub, OXPIP, Oxfordshire Mind, Oxford Discovery College and Citizens Advice — all serving the community through The Branch weekly.
- English Conversation Lessons, Read Easy literacy support, and co-working space for hire.

[* St Mary's-led ministry]



What's Coming Next

The Annual Report for 2025 captures a church that is not resting on its laurels but pressing forward with faith and vision. Several exciting developments are either under way or on the horizon of which the incoming Associate Rector will be part of from the outset:

- Healthy Ageing Hub — fully funded for 3 years by a £240k Oxford University / Helen Hamlyn Trust grant. Parish Nurse Bethany Boddy began in Spring 2026.
- Worship Pastor — £25k already set aside; actively seeking funding for this appointment.
- Church Building Redevelopment — major clerestory repairs planned 2027–28 (depending on significant fundraising challenge); full reordering of worship space to follow. [n.b. there is an active Buildings Redevelopment Group who are taking forward a long-term plan to ensure that our generation leaves St Mary's in even better shape, and in a stronger shape for worship in the 21st Century than we inherited it]
- New housing growth — estimations have been made that we will see up to 40–50% population increase over the next decade (although the council's 'Town Plan' has been revised several times and progress is slow!). Piecemeal building does, however, continue in the meantime.
- Church Planting / Grafting - discussions are already underway about how new life might be facilitated in one of the benefice churches beyond Chipping Norton itself. There is therefore real potential for a church plant/graft out of St Mary's in the not too distant future.
- SoulSpace — develop our new monthly afternoon congregation at The Branch for those not yet reached by Sunday morning worship.
- North Cotswold Gospel Partnership — growing ecumenical mission collaboration (especially in relation to our youth).



Mission Partners

In addition to local mission, St Mary's supports gospel work beyond the town through partnerships with Bruce & Jan Rossington (Bible Translation and African Diaspora in Bristol area), Open Doors, Great Lakes Outreach (Simon Guillebaud, Burundi), the Diocese of Goma (DRC), Wycliffe Hall Oxford, and the Lela Initiative's Ugandan library project. In 2025, Gift Day giving funded a new church building in Kibumba (DRC) and a shoemaking enterprise in Burundi

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Our Team

St Mary's Volunteer Teams

As indicated in the summary statistics above, we are blessed to have over 125 people serve in one way or another as volunteers, enabling the church to operate and flourish.

While we also have a relatively large number of employed staff (see below), our dedicated and united PCC attend faithfully to setting our vision, strategy and budget, and ensure our governance is tight. We also have two strong churchwardens, who take particular responsibility for overseeing our fabric and safeguarding.

As is the case in so many active churches, much of what we do week-in, week-out also depends entirely on the selfless service of our volunteer teams. In particular, our musical worship and tech support on Sundays has for many years been entirely volunteer-led, and likewise our hospitality and care home ministries. Investing in and strengthening our lay leadership will therefore form an essential dimension of the Associate Rector's role.

Clergy



Revd Dr James Kennedy *Team Rector*

James joined the Benefice in September 2013. Full-time and stipendiary, including occupancy of the vicarage in Chipping Norton. James worked as a surgeon before ordination.



Revd David Salter *Team Vicar (Kingham & Churchill)*

David joined the Benefice in 2011. Full-time and stipendiary. Also served as Area Dean 2020–2025.



Revd Olly Shaw *Curate*

Olly joined the team in July 2025. Currently oversees Small Groups and SoulSpace (new congregation).

Associate Rector (St Mary's, Chipping Norton): Vacancy — this post

Pastoral and Ministry Staff



Sally Smith *Children and Families Pastor*

Joined September 2022. Works closely with the primary school and The Branch.



Meg Carter *Youth Pastor*

Joined September 2024. Leads Benefice-wide youth ministry.



Bethany Boddy *Parish Nurse*

Appointed 2025; began Spring 2026, leading the Healthy Ageing Hub funded by the Oxford University / Helen Hamlyn Trust grant.

Jo Shaw *CAP Debt Centre Manager*

Appointed March 2026.



Alexis Neidigk *CAP Lifeskills Manager*

Appointed summer 2025.

Administrative and Support Staff



Yvonne Champion *Office Administrator & PA to Team Rector*

12 hours per week (paid) from the church office at The Branch (the PA side of her role is voluntary).



Erika Satre *Finance Administrator*

14 hours per week. Karen Beddall serves as PCC Treasurer.



Debra Ritsperis *Safeguarding Officer*

In a voluntary capacity.

The Branch Trust Team



Emma Kennedy *CEO, The Branch Trust*

Emma oversees all outreach ministries through The Branch.

tbc *Outreach Manager*



Chandré deBeer *Operations Administrator*

Richard Thompson *Charity Administrator*



Harriet Fender *Nurture Lead*



Sarah Saxby *Nurture (Young Families)*



Nanci Austin *Volunteer Coordinator*



Georgina Orchard *Fundraising Campaign Director*



Steph Bagnall *Branch Finance Administrator*



Sasha Berezhnoi *Branch Facilities Coordinator*

Clergy with Permission to Officiate

We are grateful for the ministry of a Licensed Lay Minister several clergy with Permission to Officiate who assist with services across the Benefice: Sue Coyne (LLM), Rt Revd Henry Scriven, Revd Judith Marshall, Revd Ursula Simpson, Revd Roger Simpson, Revd Wendy Cunningham, Revd John Coyne, Revd Richard Cunningham, and Revd Peter Silva (although Henry and Peter are planning to moving to be nearer their families late in 2026).

Looking to the Future

St Mary's is at an exciting and defining moment. A healthy, outward-facing congregation is growing, a bold missional presence has been firmly established in the town centre through The Branch, and a committed team is serving faithfully and joyfully. But we are also self-aware: we know that sustaining and deepening this growth will require us to invest in the foundations beneath it.

> *"We're knocking at the door of going from 150 on a Sunday to something more like 250, but that shift will take quite a different orientation... It is very exciting — I think we are on the cusp of something transformational." (a perspective from a PCC member)*

Building the Platform for Growth

Moving to the next level will require stronger systems: more intentional welcome and follow-up for newcomers, better volunteer coordination, and greater staff capacity. The right person at this moment could help unlock the next season.

Pastoral Care and Small Groups

Growing our pastoral provision remains a high priority. We have good Small Groups but want to see them grow further and our pastoral structures develop in depth and reach. An Associate Rector with genuine pastoral gifts and leadership vision could seize that opportunity to build something strong and sustainable, drawing together the Parish Nurse, the newly re-formed Pastoral Visiting Team, and other volunteer visitors into a cohesive structure.

Leadership and Team Development

Both the volunteer teams and the staff team at St Mary's are committed, capable and deeply passionate, but stretched. There is a sense that we have been 'punching above our weight' for some time and so the incoming Associate Rector will play a key role in holding and improving people-management, team development and lay leadership. We look forward to welcoming someone who will invest in the teams, grow leaders, and build the confidence and skills of volunteers and lay ministers across the church..

Evangelism and Missional Growth

We see new visitors come through the doors regularly, and there is real momentum but also an honest recognition that connecting and retaining newcomers could be strengthened. With new housing development bringing potentially significant population growth over the coming decade, and with The Branch's reach expanding week by week, the missional opportunity before the church is considerable.

Worship

Following the extraordinary response to the 2025 Gift Day, £25,000 has been set aside towards the appointment of a Worship Pastor. We are actively seeking additional external funding to make this appointment possible as soon as possible. In the meantime, the Team Vicar will be

encouraged to take an active role in the culture and growth of our sung worship and in creating space for the Holy Spirit to move.

The Role

Role Description

The Associate Rector will take primary day-to-day responsibility for the pastoral and worshipping life of St Mary's, Chipping Norton, working closely with the Team Rector and the wider staff team. This is a full-time, stipendiary post. The post is linked to external sponsorship from the Chipping Norton Area Christian Trust, hence being advertised for a three-year term.

Leading at St Mary's

Under the oversight of the Team Rector, the Associate Rector will lead in:

- Taking day-to-day oversight of the worshipping and pastoral ministry of St Mary's, freeing the Team Rector to focus more fully on the wider Benefice.
- Shaping and planning the strategic direction of church life, releasing the gifts and wisdom of the staff and PCC.
- Providing supportive oversight of the Curate's management of Small Group Ministry: helping him to build, develop and envision this ministry, enabling it to function increasingly as the heartbeat of our pastoral provision.
- Working with the Parish Nurse, the Pastoral Visiting Team and the wider staff to build a cohesive, well-resourced pastoral structure for the whole church family.
- Building, training and equipping a lay Pastoral Team to minister across a range of settings (home- and hospital-visiting, funeral follow-up, CAP befriending and similar).
- Developing volunteer leadership: identifying gifts, investing in people, and creating pathways for lay ministry.
- Strengthening the systems that support Sunday ministry and newcomer welcome, integration and follow-up.
- Celebrating communion and officiating at occasional offices (weddings, funerals, baptisms).
- Contributing to mid-week services, including the weekly Thursday morning service.
- Providing regular visible clergy presence at Connect Café, Come for Tea, Out to Lunch and similar community gatherings at The Branch.

[An organisational diagram illustrating line-management responsibilities is included in Appendix 2]

Contributing to the Wider Team

- Working closely with the CEO of The Branch, engaging actively with its mission, and so helping to hold the spiritual thread between St Mary's and its outreach work.
- Full participation in the Tuesday morning all-staff worship, prayer and business meeting.
- Sharing in Sunday and occasional services around the Benefice.
- Contributing to PCC engagement and team planning.
- Engaging in Continuing Ministerial Development and participating in the Bishop's Ministerial Development Review scheme.

Person Specification

We are praying for a colleague who is ordained, experienced and deeply committed to the local church — someone who brings pastoral warmth, genuine leadership gifts, and a love for Jesus that is evident in all they do.

Mission and Outreach

- A heart for the whole community, not just the church family, and a genuine desire to see people come to know Jesus.
- Willing to engage with the vision and work of The Branch and sees outreach as central to church life.
- Will help equip Small Groups and the wider congregation for an outward-facing, missional culture.

Leadership and Team Working

- Demonstrable experience of leadership and team-management within a complex organisation: Someone who enjoys building healthy systems, coordinating teams and strengthening the structures that support ministry and growth.
- Ability to take on significant operational leadership of St Mary's day-to-day life, strengthening the platform that allows ministry to flourish.
- Has experience of building and developing lay teams, equipping others for leadership and releasing them into ministry.
- A skilled people-developer who can invest in a capable staff team and help grow their confidence and effectiveness.

- A collaborative team player — prayerful, comfortable with change, willing to engage and work with the existing shared vision of the Benefice.
- Is proactive and well-organised, strong in overseeing delivery of agreed goals and able to look ahead and plan well.

Worship and Preaching

- Comfortable leading across the variety of worship styles found in the Benefice (from BCP Communion to contemporary family worship).
- Committed to faithful, Christ-centred, biblically-grounded preaching, affirming the authority of Scripture.
- Sensitivity to the leading of the Holy Spirit and openness to growing the congregation in worship and spiritual gifts.

Pastoral Care

- Genuine pastoral gifts — someone who knows and is known, who notices who is coming and going, and who cares deeply for individuals.
- Experience of leading small groups and a vision for how they can function as the primary vehicle for pastoral community.
- The energy and initiative to grow, train and sustain a lay team for pastoral visiting and care.

Spirituality and Personal Development

- Committed to their own spiritual growth — someone who prays, who is shaped by Scripture, and whose love for God is evident and contagious.
- Embraces a 'Word and Spirit' theology and is comfortable working within an evangelical staff team.
- Committed to the current and historic position of the Church of England in relation to marriage and sexuality.
- Willing to welcome anyone into the church family, regardless of background or circumstance.

What We Offer

We want to be a church where the Associate Rector can thrive and flourish. In return for your gifts and energy, we offer:

- Full stipend, pension and expenses of office.
- A well-appointed 4-bedroom vicarage in Chipping Norton (see photos on next page).
- A warm, supportive and prayerful working environment, rooted in daily and weekly prayer.
- Strong administrative support through the church office at The Branch.
- A committed, gifted and genuinely warm staff team (regularly described by its members as one of the great joys of working at St Mary's).
- Encouragement to pursue personal interests, take proper rest days, and invest in continuing ministerial development.
- A flexible and realistic working pattern, shaped around the needs of the ministry and the wellbeing of the post-holder.
- The backing of a supportive bishop and deanery.
- The privilege of stepping into a church with palpable momentum, where God is genuinely at work, the congregation is generous and united, and the best is yet to come.











48 Evans Way Chipping Norton, OX7 5RZ
Main House Approx. Gross Internal Area:- 139.17 sq.m. 1498 sq.ft.
Garage Approx. Gross Area:- 19.13 sq.m. 206 sq.ft.
Total Approx. Gross Area:- 158.30 sq.m. 1704 sq.ft.



FOR ILLUSTRATIVE PURPOSES ONLY-NOT TO SCALE
The position & size of doors, windows, appliances and other features are approximate only.
















Appendix 1 — The Chipping Norton Team Benefice

The Chipping Norton Team Benefice was formed in 2001, incorporating eight churches across a variety of communities from a busy market town to quiet Cotswold hamlets. The Associate Rector will share in leading some Sunday and mid-week services and occasional offices around the Benefice.

Kingham and Daylesford



Kingham (pop. c.900) is a sought-after village with two pubs, an outstanding primary school, a village store and a railway station (Cotswold Line to Paddington). Kingham Hill School (independent Christian boarding, c.300 pupils) is to the north. St Andrew's Kingham holds services every other Sunday: 9am BCP Communion and 10.30am Common Worship (c.25 adults). Electoral roll: 35.

Churchill with Sarsden



Churchill (pop. c.600) stands on a prominent hill about a mile east of Kingham. All Saints, Churchill, seats 300 and has a flexible meeting room ideal for children's and youth work. Services attract approximately 25 adults at 10.30am. Deanery Synod meets here three times a year.

The Five Villages

Little Compton, Salford, Chastleton, Cornwell and Little Rollright straddle the A44 between Chipping Norton and Moreton-in-Marsh. Ministry is shared across the whole clergy team.

- Little Compton (pop. c.250, Warwickshire): St Denys, capacity 150. Monthly Songs of Praise.



- Salford (pop. c.300): St Mary's, Grade II listed, seats 80. Monthly CW Communion throughout the year.



- Chastleton: St Mary's, Grade II listed, adjacent to Chastleton House (National Trust). Festival and occasional services.



- Cornwell: St Peter's. Festival and occasional services (pop. c.50).



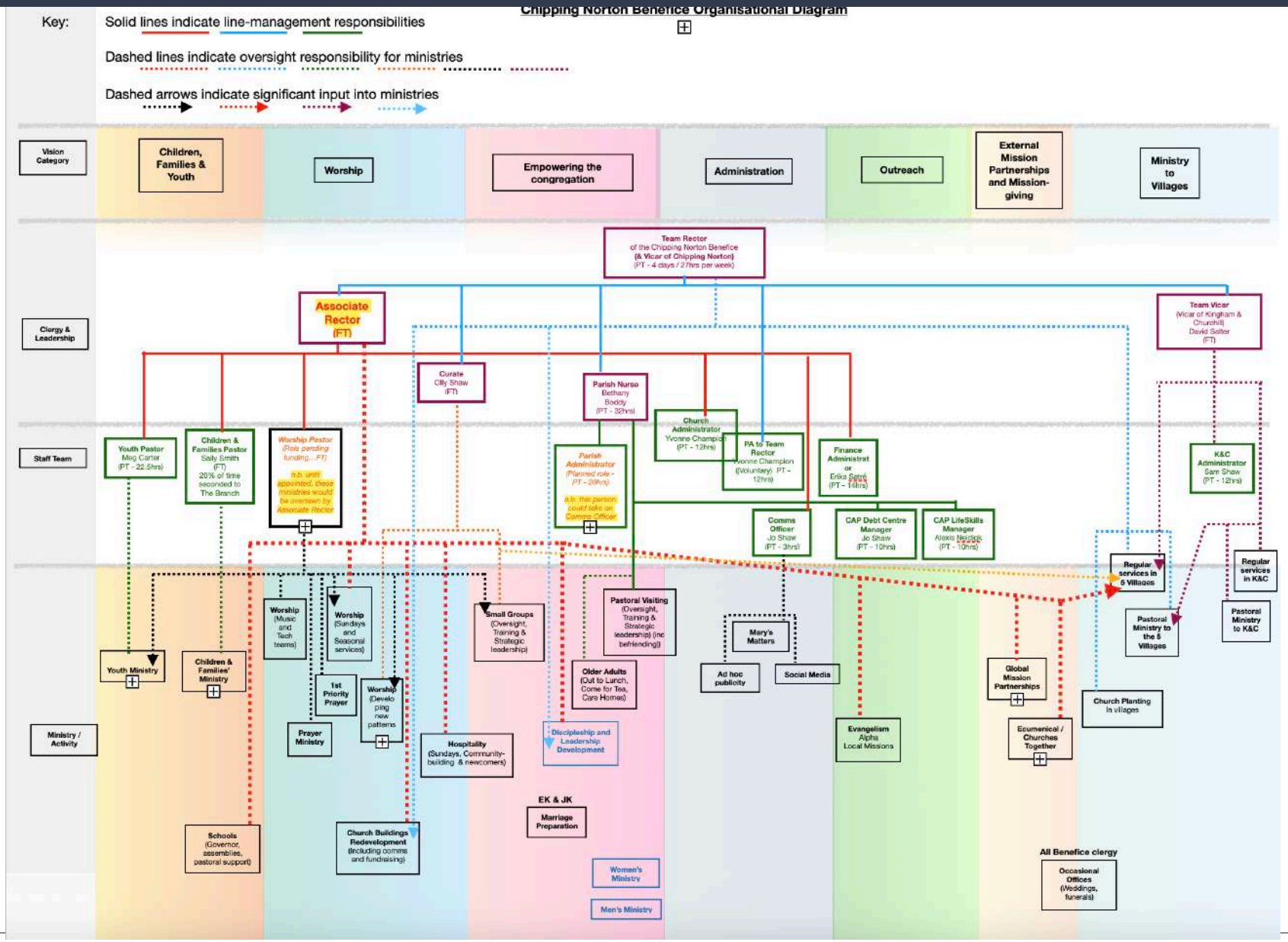
- Little Rollright: St Philip's, medieval, seats 40, no electricity or heating. Monthly BCP Communion Easter to Harvest; popular candlelit Christmas carol service.



Sunday Services Across the Benefice

- Chipping Norton 8am — BCP Communion (c.12)
- Chipping Norton 10.30am — Main service, livestreamed (c.152 adults and children)
- Kingham 9am (alternate weeks) — BCP Communion (4–8 adults).
- Kingham 10.30am — Common Worship (c.25, fortnightly)
- Churchill 9am (alternate weeks) — BCP Communion (4–8 adults).
- Churchill 10.30am — Morning Prayer (c.25, fortnightly)
- Salford 11am — CW Communion, monthly
- Chastleton & Cornwell: Festival services only (approx. 30–40 adults).
- Little Rollright: 9.15am — monthly BCP Communion, Easter to Harvest (4–8 adults).
- Little Compton: 4pm — monthly Songs of Praise, Easter to Harvest (10–15 adults).
- Fifth Sundays 10.30am — Joint Benefice Communion at St Mary's

Appendix 2 — Organisational Diagram



Appendix 3 — Useful Links

- St Mary's Church, Chipping Norton: www.stmaryscnorton.com
- The Branch Trust: www.thebranchtrust.org
- Diocese of Oxford: www.oxford.anglican.org
- Kingham & Churchill: www.kinghamchurches.com
- Demographics:
  - 2019 Index of Multiple Deprivation data for Chipping Norton: https://dclgapps.communities.gov.uk/imd/iod_index.html# (Search for West Oxfordshire 001A/001B/001C/001D
  - 2025 Index of Multiple Deprivation data for Chipping Norton: https://deprivation.communities.gov.uk/maps?type=imd&geog=lsoa&areas=E01028780,E01028783,E01028782,E01028781#12.57/51.93444/-1.57268
  - 2021 Census data for Chipping Norton: https://www.ons.gov.uk/explore-local-statistics/areas/E02005993-west-oxfordshire-001
- Chipping Norton Theatre: www.chippingnortontheatre.co.uk
- Chipping Norton Literature Festival: www.chiplitfest.com



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