

Holy Trinity Church

Frome

Parish Profile February 2022

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Watch our
video here!





Welcome

Welcome to Holy Trinity Frome (HTF). This profile tells you all you need to know about us, our community and the work we, as God's people, are doing in Frome and beyond. It also describes you as the new vicar we are seeking.

HTF is a welcoming, friendly, sociable and accepting church, reflecting the eclectic mix of Frome. We are a capable and committed congregation and understand we need to step out in faith corporately and individually if the Holy Spirit is to inspire and instruct. Our approach is a blend of traditional and contemporary. We value evangelical and sacramental traditions equally, enabling the coexistence of both through our service offering; a feature we aim to preserve.

As an open evangelical church, we are outward looking, sowing the seeds of God's love in a spiritually hungry environment. We are building on the firm foundations of the past to meet

today's community at their point of need. A faith-filled Frome is still some way off, but we genuinely believe the Lord is able 'to do immeasurably more than we can ask or imagine'.

Following the previous incumbent's retirement, we are looking to move with you onto the next phase of our journey, with fresh vision supported by encouragement, teaching, guidance and leadership. You have a strong, Christ-centred faith and well-honed leadership skills. A clear thinker who equips and enables, you are a team player able to nurture, motivate and affirm the talents of those around you. You have a solid understanding of HTF's acceptance, mission and evangelism priorities with a gift for preaching and teaching, able to relate the Bible to life in the 21st century. See Appendix 1 for more details.

Libby Doewansey and Chris Stafford, Churchwardens





Our Vision and Priorities

Our vision and priorities define who we are and where we believe God is leading us.

Vision

We believe the work ahead of us requires visionary thinking, appreciative of what we have been, recognising what we are and eager to develop and grow beyond. Our diverse, spirit-led community is active and imaginative. We are keen to be engaged and encouraged in creative and dynamic expressions of our faith and now we need new approaches to face the changes ahead.

Priority: Acceptance

HTF is a spiritual, physical and social place welcoming and valuing its diversity as a strength. We want HTF to be a home that includes people of any age, from all backgrounds and open to a diverse community spanning traditional boundaries such as urban and rural, deprivation and privilege. This

embraces Frome's traditional manufacturing and industrial heritage as well as the growing creative and artistic scene.

Priority: Evangelism

This is about putting the gospel first, unashamedly sharing the good news of Jesus Christ and our firmly-founded, Bible-based faith. We see evangelism as a priority both within our walls - nurturing faith by speaking and declaring the truth to one another as a loving family - and outside, where the light of Christ is desperately needed. We are under no illusions about how dark the darkness can be.

Priority: Mission

Through our mission, HTF is showing and being good news in our community and supporting our church family in mission further afield. We want to continue to be seen sharing Jesus' love in practical ways and known for participating in imaginative and relevant local initiatives.

Responding to challenges

We describe our priorities as acceptance, evangelism and mission because in each of these areas we have identified specific challenges both for HTF and the communities in which we live and serve in Frome. Looking at HTF from the outside could give a deceptive picture of the state of faith in our area. Although HTF has grown in recent times this is partly due to people moving into the area and other churches shrinking or closing. In reality very little of our growth is due to conversion. Frome's secular and independent culture is part of the context contributing to this.

HTF's future may be more viable than some churches, but the challenges we face are similar to churches across the country. As a result, this appointment is of huge significance in terms of the Christian presence in both local and wider areas. Together with other churches in Frome ([St John's](#) and [Christchurch & St Mary's](#)) and the two Pioneer Ministers, we are working collaboratively to create a greater Christian presence in the town. Initiatives include children's holiday clubs, Alpha courses, open churchyards during Frome Festival, 'Oasis' gazebo at Frome Independent Market and the Hope Frome coffee van. As a church we recognise we cannot respond to the challenges without a **vision** more creative, imaginative and simply bigger than the traditional parish boundaries.

A recent explosion in popularity and Frome's flourishing cultural life can overshadow the town's areas of greatest need.

Like other towns, Frome and the surrounding area has its fair share of social issues with related poverty, crime and antisocial activity. In fact, social statistics reveal the council ward making up much of the HTF parish is one of the most economically deprived in the Mendip area. Our congregation currently reflects the surrounding differences in background, privilege and other diversity indicators in only a very limited way. As a result, for many 'church' is still what happens 'inside', and the building is often physically closed. We are eager to have the doors open more and for the church to be regarded and used as a hub and home for this diverse community.

In a survey of church members and the surrounding community conducted in November 2021, we identified that alongside physical deprivation, spiritual and social poverty is a challenge really close to our hearts. We know the church can be the much-needed firm anchor to kindness, love and security when people are struggling and lost. Church members have given compelling testimonies about the way the HTF family has helped them through difficult times. We want to participate in reducing the destructive distance in understanding between the young and old, come alongside people struggling with loneliness and isolation and be family to those who haven't yet found home and salvation in Christ.

You can read more about what we discovered through the survey in Appendix 2.



Where we are

HTF is in the market town of Frome, at the eastern end of Somerset's Mendip Hills, about 30 minutes south of Bath.

With roots in the wool trade, Frome's popularity has increased steadily in recent years attracting a growing number of visitors and new residents from outside the area. In the last five years, it has been described in national media as the 'best place to live in the South West' and the 'most stylish place in the UK'. The town has a visionary independent town council with local community initiatives and a supportive spirit identified as core strengths. New housing developments have been built and expanding train services extend the town's boundaries; as a result, the population has risen significantly. But as described previously, Frome is not homogenous. Alongside the arrival of 'new money' from incomers and much positive development, pockets of deprivation remain.

The parish sits on the western side of Frome, with HTF built as a place of worship for wool trade workers in the 19th century. It is a grade 2 listed building in the heart of a residential area. The building was completely refurbished in 2016 and, like those of us who worship in it, has changed to serve a changing world. The renovations transformed it from a dark and gloomy building into a light and airy contemporary space, with a versatility appreciated by all who use it. The nationally significant Burne-Jones windows were retained to create an appropriate link to the past and draw people in from far and wide to see them.

More details of parish demographics are given in Appendix 3.





Who we are

As a congregation, we are drawn to HTF from across Frome and beyond, with under 20% of us living in the parish itself. Our collars have turned more from blue to white in recent times, a drawback of this being less availability of time and voluntary personnel to support church activities.

Despite many families moving into Frome, our numbers, like those in the town's other churches, are falling. Pre-pandemic, we regularly welcomed 200 worshippers each Sunday, but in recent months this has dipped to nearer 120, with a predominantly older demographic and a gender balance towards women. Both the pandemic and vacancy have prompted us to think about how we need to do things differently and what it is to be a living, active, serving church. We have already begun to try some new approaches.

In the future, we expect to be working more with the rural churches within the Frome Deanery, where there is already a keen interest in wider collaboration.

Children, Youth and Families

We are intentional and passionate about investing in families, youth and children. We have a dedicated Children and families discipleship and outreach leader, James Markham.

Our twice monthly Kid's Church for 0-13 year olds was a busy ministry before the pandemic, including a series on the fruits of the spirit. Numbers have fluctuated since the church

reopened but we are beginning to see more coming along to Wild Worship, Café Church and our other social events.

We gather for 'Wild Worship' once a month in the grounds of the local church school, Trinity First School. In the 'forest school' area, we enjoy hot drinks and sausages around the fire, worship together, share good news stories, play games and create space to engage with one another. This is a popular part of our work with the younger age groups.

**“WILD WORSHIP IS GREAT.
I LOVE THE HOT CHOCOLATE AND
HANGING OUT WITH FRIENDS
FROM CHURCH.”**

NATHAN, AGED 11

Café Church was introduced towards the end of 2021. A more interactive service, it involves crafts for kids alongside talks and prayers, with café-style seating facilitating more table-centred discussions – while enjoying good coffee and pastries!

For the youngest in our community (0-4 years) we also run a weekly group, 'Trinity Toddlers', involving free play, crafts, singing and snack time. It offers a valuable contact point with

many young families in our area, where friendships are built and families can be invited along to our other ministries.

At Trinity First School, James heads up a team running 'Open the Book' assemblies every fortnight and sits on the Governing body. We also welcome families from Trinity School and Vallis, the parish's other first school, to HTF for class visits and seasonal celebrations, such as Harvest, Christmas and Easter.

'Trinity Youth', for 10-16 year olds, meets on a Sunday afternoon to come together and make friendships, play games, crafts and have a Bible study. We also offer a supervised weekly online space for young people to socialise and game together, and occasional outings. We plan to increase opportunities both inside and outside HTF in 2022. We are planning a Youth Alpha, a monthly games café and preparing to attend the 'Satellites' youth festival in the summer with others from across the Deanery.

**"IT IS A JOY TO INVEST IN THE
DISCIPLESHIP OF FAMILIES AND YOUNG
PEOPLE AT HTF AND TO SEE GOD AT
WORK, MEETING WITH HIS PEOPLE IN
THIS COMMUNITY."**

JAMES MARKHAM





Welcome, Worship, Word, Witness

Our Sunday services in addition to those mentioned above reflect how we blend traditional and contemporary.

Our Holy Communion service is based on Common Worship and the Anglican lectionary with traditional hymns and is streamed live through our Facebook page. Following this service, Morning Worship is developing from a more defined worship, prayer, reading style to one giving more time to the work of the Holy Spirit. A period of worship is led by HTF's talented music group with prayer ministry available throughout the service. Dedicated time is given to testimony and the sermons are theme-based. Coffee is available between the services to connect the two congregations. During the week, a service of Holy Communion attracts up to 30 regular worshippers.

Outside formal church services, we encourage everyone to join house groups. We are transitioning these to the 4Ws model (Welcome, Worship, Word, Witness) to encourage a greater sense of mission, calling them Communities of Grace (COGs). Our vision is for Frome and the surrounding villages to be networked with these communities crossing church and denominational divides, expressing the kingdom of God in every street. We encourage them to be intergenerational to cultivate a healthy interaction between age groups. We also run occasional 'Cross Talk' sessions where we encourage robust discussion on topical, sometimes controversial, topics.

The 'Great Commission' has never been rescinded and we seek to help every member to become a true apprentice of Jesus. This occurs through the Bible-based teaching in the regular services and the Alpha courses run in collaboration

with the other churches in Frome. HTF also offers a more in-depth discipleship course, 'Focus on Faith', and we have made the work and gifts of the Holy Spirit an intentional part of our teaching and ministry for many years.

We believe God cares for us all regardless of whether we are church goers or not, and that includes physical, mental, social and spiritual wellbeing. Our Pastoral Care team, led by a volunteer co-ordinator, works hard to keep up with all those needing a visit, phone call or practical support such as shopping, trying to ensure no-one feels alone or out of touch. This includes checking the service attendance register and contacting anyone who has not attended for several weeks.

“THE HTF FAMILY IS LIKE ANY FAMILY - WE KEEP AN EYE OUT FOR EACH OTHER.”

SUE MARTIN, PASTORAL CARE CO-ORDINATOR

We have also provided a Parish Nursing service for over three years, funded by a generous legacy. It is a non-clinical role with our qualified nurse, Jan, offering personal health advice and help navigating the health system as required. Jan's work also includes running health education sessions and courses on mental health and bereavement. She liaises closely with the Pastoral Care co-ordinator and is supported by volunteers.



Jan Zriel
Parish Nurse
Holy Trinity Church Frome

“I AM BLESSED TO HAVE THIS ROLE COMBINING FAITH WITH MY NURSING SKILLS AND FEEL VERY SUPPORTED BY HTF; IT IS A TRULY SPECIAL COMMUNITY.”

JAN ZRIEL, PARISH NURSE

Our witness within the local community is embodied in the Bridge Café. Situated at the end of Trinity Street within an area of social housing, it provides affordable food and drink to serve the local community as a channel for God's love.

Similarly, aware of our position within a deprived area of Mendip, HTF is partnered with Christians Against Poverty (CAP), providing a Debt Centre for the people of Frome and surrounding area.

“DEBT IS DESTRUCTIVE AND ISOLATING, AFFECTING HEALTH AND DESTROYING RELATIONSHIPS. WE WALK WITH OUR CLIENTS THROUGHOUT THEIR JOURNEY TO BECOMING DEBT FREE.”

PHIL GRAY, DEBT CENTRE MANAGER

As well as the Alpha and Focus on Faith courses, we work collaboratively with the three other Anglican churches in Frome and surrounding villages, strengthening the wider Christian community. Of particular significance is the Pioneer Ministry, led by Andrew and Elizabeth Alden. Individual church members also play an active role in several of the town's highly valued community initiatives and maintain a presence at the monthly Sunday independent market.

“MANY YOUNG ADULTS IN FROME SEEM DEEPLY SPIRITUAL, BUT LACK A COMMUNITY TO WORK OUT THEIR JOURNEY OF FAITH. WE REMAIN CONFIDENT THIS NEW GENERATION WILL FIND AN INSPIRING APPROACH TO FOLLOWING JESUS.”

ANDREW AND ELIZABETH ALDEN

As well as serving our local community, world mission is important to HTF. All these have direct connections to the church:

- Far East Broadcasting Company: Cambodia
(Mike and Brigit Adams)
- Transform Europe Network: Bitola, North Macedonia
(Tom Harflett)
- Good News for Everyone: South West
(Richard Loveless)
- Diocese of Marsabit, Northern Kenya
(Rob and Sue Martin)
- World Horizons France: Thumerie
(Nora and Chris Morton)
- Wycliffe Bible Translators
(Stephen and Irene Tucker)
- Rural Extension of Africa's Poor (REAP)
(Hannah and Mike Hallett)

Stewardship and finances

At HTF, we see Stewardship as an opportunity to contribute prayerfully to the work of the church and are actively looking to start a formal Stewardship scheme. This includes our time, talents and money. We see money as a resource that enables us to achieve the things we believe God is putting in our hearts to do. We think it's important the church is not perceived as demanding a financial contribution for membership! We are sensitive to the wide range of financial circumstances our congregation represents and have recently reiterated our approach to Stewardship and Christian Giving to the congregation.

More detailed financial information is found in Appendix 4.



“THE BRIDGE CAFÉ ENABLES US TO BEFRIEND LOCALS, WITH WHOM OUR LIVES WOULD NOT NORMALLY INTERSECT, SHARE GOD’S LOVE AND CARE FOR PEOPLE IN PRACTICAL SERVICE AND KINDNESS.”

JOHN AND WENDY ROOTES



What we offer you

You are supported at HTF by two salaried part-time church administrators, running the church office five mornings a week, and a volunteer hall manager. The Ministry team is a forum for all those with designated pastoral responsibilities, meeting monthly to share ideas/concerns and offer mutual support. The PCC comprises a group of 14 church members, with the smaller Standing Committee including the churchwardens, treasurer and two PCC members. You also enjoy the support of several retired clergy, lay readers and worship leaders, as well as many willing and able members of the congregation supporting aspects of church life. *More details are given in Appendix 5.*

Your home is found within a few minutes' walk of the church, in the quiet side road of Orchard Street, surrounded by other residential properties. It is a spacious four-bedroomed family home, set back from the street in mature gardens. Downstairs it has two large reception rooms, a family-sized kitchen diner and adjoining utility room, and a downstairs cloakroom. The vicar's office is also found on the ground floor beside the front

door. The four bedrooms and family bathroom are all on the first floor.

The vicarage is a 5-10 minute walk away from the nearest shops, with two large supermarkets both under 10 minutes' drive. Trinity Church of England First School is less than a mile away, Vallis First School a 5-minute walk and the secondary school, Frome College, a 10-minute drive.

Frome is a magnet for creative artisans, leading to the proliferation of independent shops and cafés, shared workspaces, markets, music venues and an annual arts festival. It also has a range of sports clubs and gyms, a leisure centre and swimming pool plus a freshwater diving and outdoor swimming centre and golf club nearby. Its position in the Mendips of northeast Somerset offers plenty of opportunities for nature and outdoor lovers. It gives good access to local attractions such as Longleat, Stourhead (National Trust) and Cheddar Gorge, as well as holiday destinations in Dorset, Devon and Cornwall.



Our Vacancy Prayer

Father God,

Guard and grow your church here in Frome as we serve you together in this time of vacancy without a Vicar.

Lord Jesus,

We know you have plans for us and these plans are good. We ask you now to help us share responsibility, grow in faith, love one another, care for those in need, reach out to others, and welcome newcomers.

Holy Spirit,

Please guide those who are seeking the right person for us and those seeking the right place for their ministry. Together, may we discover your way for the future and see your kingdom prosper in this town and surrounding villages.

Amen

Appendices

1. Person Specification
2. Parish Survey
3. Parish demographics and HTF statistics
4. Finance
5. Staff and volunteers holding positions of responsibility
6. Frome Deanery
7. Diocese of Bath & Wells

Appendix 1: Person Specification - is this you?

Personal qualities

- 1) Desire and vision to see lives transformed by the good news of Jesus
- 2) Empathy with the people of Frome and energy to serve
- 3) Prayerful and open to the work of the Holy Spirit
- 4) Collaborative, nurturing and supportive leadership style
- 5) Able to lead by example, with wisdom, patience and kindness
- 6) Able to work creatively with a diverse range of staff and volunteers
- 7) Open, approachable and resilient
- 8) Sensitive to complex situations and needs
- 9) Able to teach and inspire with understanding, passion, humility and grace

Experience

You have demonstrable experience of:

- 1) Working in a multi-generational context and with a range of traditions, leading and equipping worship and service in a variety of styles and experiences
- 2) Encouraging and supporting whole life discipleship and mutual accountability within the church community

- 3) Inspiring staff and volunteers and leading (and/or line managing) them effectively, and with humility
- 4) Serving diverse local communities and playing an active role in community life.

Knowledge and Skills

You are able to:

Essential

- 1) Build safe and trusting relationships with people of all ages and backgrounds
- 2) Understand the context and complexity of Frome and be able to lead and inspire a mixed group of people with authenticity and creativity
- 3) Communicate the authority of the Bible as God's word and clearly articulate its relevance and application to a wide range of social and contemporary issues
- 4) Enable, empower and equip a team of staff and volunteers
- 5) Teach, encourage and inspire with wisdom, passion, humility and grace

Desirable

- 6) Use technology competently, including social media, to support the ministry of the church

Come and help us spread the joy of the Holy Spirit in this wonderful part of Somerset!



Appendix 2: Parish Survey

Introduction & approach

In November 2021, to help us identify our operational priorities as we seek the way forward with a new vicar, the HTF family and local residents were invited to respond to a short survey. We collected responses online, on paper and through a focus group discussion with our Youth Group. 100 responses were received in the two weeks the survey was available. Almost half the respondents were aged over 65 years, with only 14 responses from the under 45s and a further seven not giving their age.

The questions were:

- What do you think Holy Trinity Frome is for?
- What do you think are the challenges for Holy Trinity Frome?
- Where have you seen good things happening in Frome?
- Where have you seen things you are concerned about in Frome?
- What does faith mean to you?

The findings below were presented and discussed at a well-attended open forum meeting, assisted by an external facilitator. Attendees of the meeting were similar in demographic to the survey respondents, so we captured additional anonymous responses from congregations in the following two weeks, using a sticker-voting and graffiti-wall methodology.

From this process we identified our priorities for the work of the church, the qualities the new vicar needs and scoping our future vision around three essential areas:

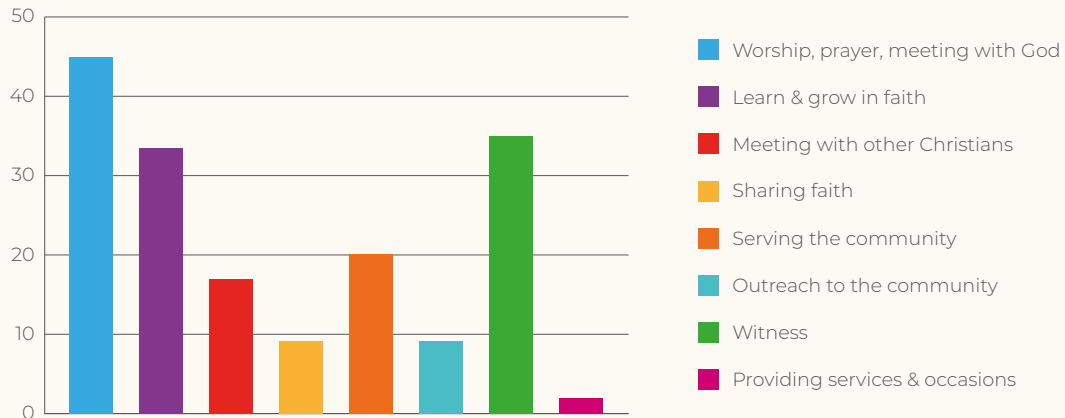
- Discipleship
- Children, Youth and Families
- Community

Results

What do you think Holy Trinity Frome is for?

Respondents identified the church as a space for gathering to worship God and Christ through prayer, praise, preaching and scriptural teaching. It is a place of fellowship and encouragement which respondents saw as a home, a haven, a space of both challenge and safety. Many respondents

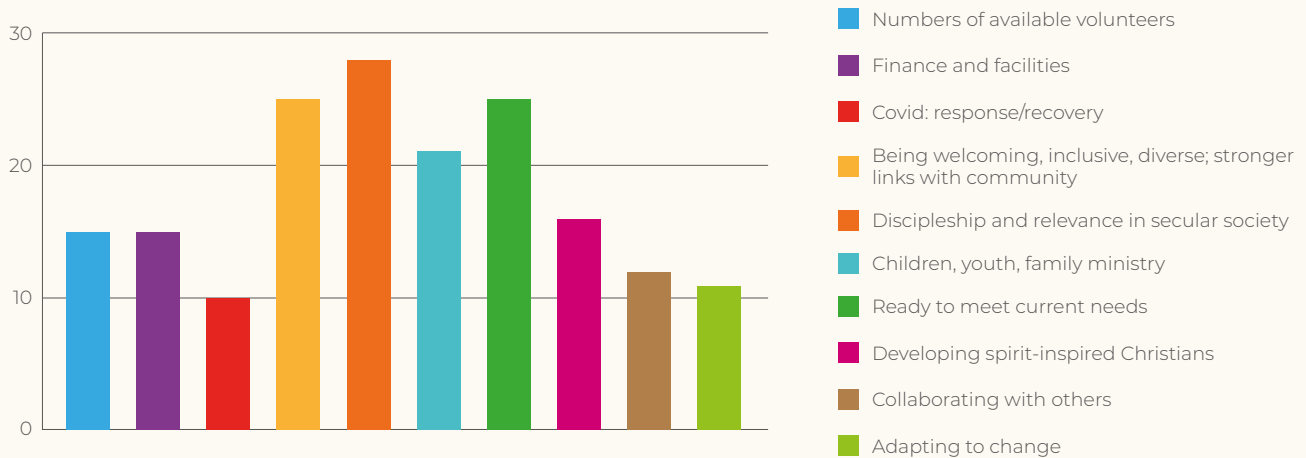
identified HTF as a place for both Christians and non-Christians. Another strong theme in the answers to this question is that the church is a place for nourishing faith and commissioning so people can be inspired to go out to witness, serve and evangelise.



What do you think are the challenges for Holy Trinity Frome?

Although one or two respondents felt HTF didn't have any challenges, most identified challenges both within the church and outside it. These were closely related to the purpose of church described in the first question. For example many people thought a challenge is ensuring HTF welcomes both believers and unbelievers, creates stronger links between generations, and gives more opportunities for existing Christians of all ages to deepen their faith and relationship with Christ. Looking outwards, HTF's challenges included being relevant to a changing world while respecting

the strengths of our heritage. Many people identified the challenge of the pandemic and how the church responds and recovers, with an emphasis on creating or revitalising community connections, and being ready and willing to do new and different things to meet current needs. While numerical growth, available volunteers and the ongoing challenge of finance and maintaining facilities were mentioned, these were significantly less emphasised in comparison with the spiritual and social challenges we face.



Where have you seen good things happening in Frome?

Responses emphasised the wide range of outreach and community initiatives to which the HTF congregation has been central. These included Tuesday Lunches, Coffee, Cake'n' Chat, Home Alone lunches, Food at Five, Holiday Breakfasts

for free school lunch students, Men United and numerous other activities held in our church premises. There was clear appreciation of the many positive features of our local community and Frome's unique character as a town.

Active & In Touch

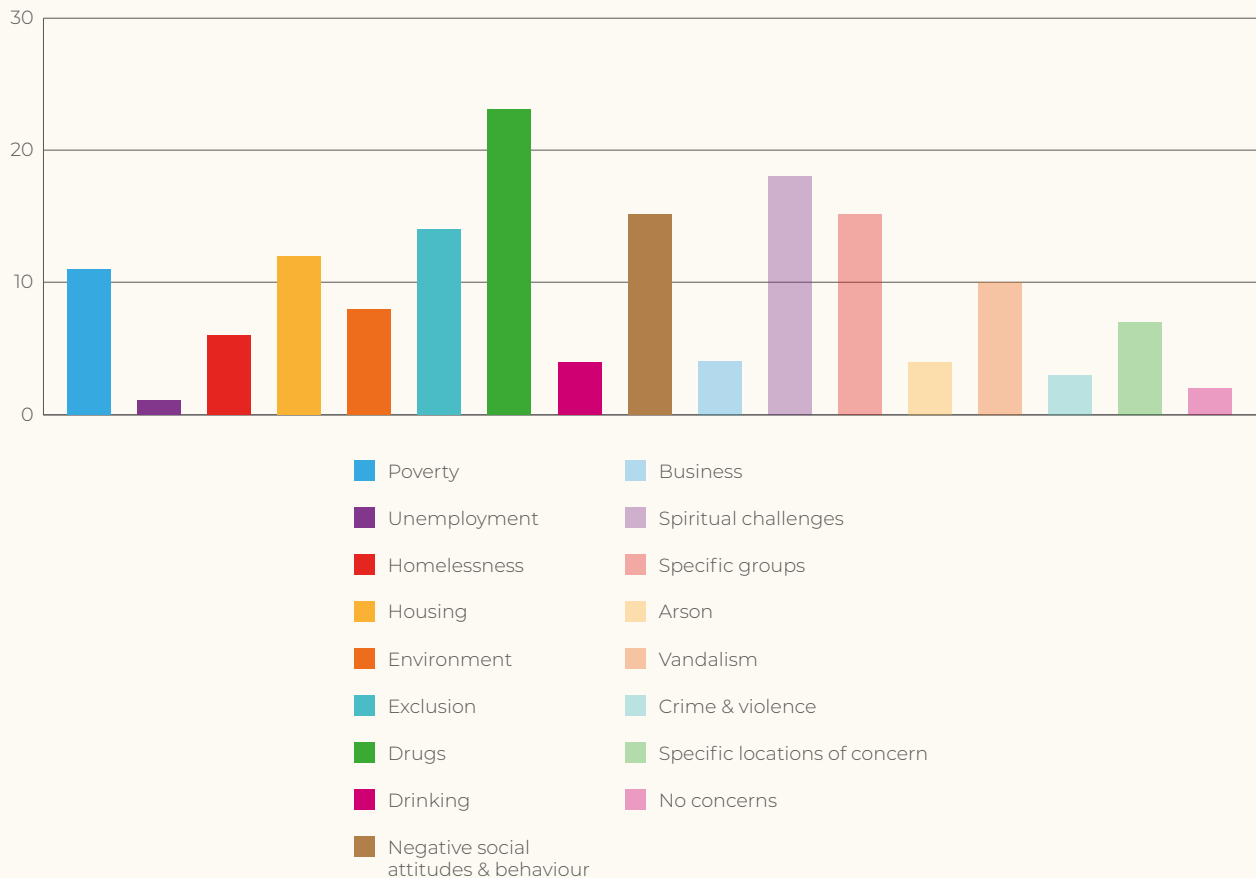
Independent market
CAP Charities Holy Trinity
Creative arts Community initiatives
Independent council
YMCA Bridge Café
Pioneer Ministry Parish Nurse
Food Bank HOPE van Sport
Community spirit Parks
Schools Health services Everywhere
Independent shops/cafés

Community Fridge

Where have you seen things you are concerned about in Frome?

The major themes from this section have helped inform our summary of the challenges we most want to address. The spiritual challenges from alternative philosophies within a local community broadly accepting multiple theologies means while there is little if any active antagonism to the gospel, there is also little recognition of its relevance or the need for salvation. The societal issues concerning respondents mostly centred around the many facets of poverty, including social exclusion, homelessness and inadequate housing,

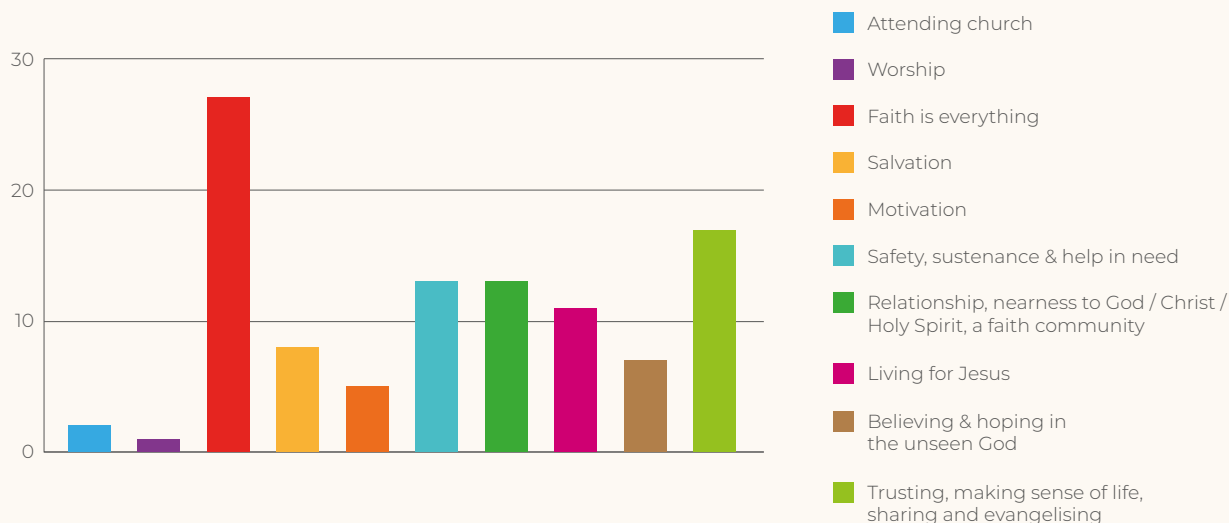
opportunities and resources for the young, and petty crime. One of the most obvious and commonly mentioned issues was the prevalence of drug use in Frome, connected by respondents with negative social attitudes and behaviours. It's not clear how the demographics of the survey respondents affected the responses, especially the many that voiced concerns about young people, but it should be borne in mind when reading these results.



What does faith mean to you?

The majority of respondents described faith as being 'everything' to them. Their detailed answers described how their faith had encouraged and sustained them, provided help at times of need and saved lives in this world, as well as from a spiritual perspective. A large number described faith in terms of relationships with God, Christ, the Holy Spirit and

other Christians, and their hope and trust in 'the unseen God' (Hebrews 11). Just over a third identified their faith as something that propels them into action, whether through participating in Church life, the motivation to be 'ambassadors for Christ' in our own lives or to bring the good news and positive change to the lives of others.



Appendix 3: Parish demographics and HTF statistics

Where we are: more about the parish of Holy Trinity

The parish of Holy Trinity sits on the western side of the town, comprising a mixture of demographics, with 20% social housing and just under 30% lone parent households. There is little ethnic diversity (6%) with most aged under 65 (87%) and a significant number of adults (23%) without academic or vocational qualifications.

Source: Church Urban Fund

Who we are: membership statistics

HTF's active membership (defined as having attended at least twice in the previous two months) was 155 in December 2021, with a gender mix of 65% women, 35% men. Of these, 29 were living in the parish, 10 in social housing and 17 were from outside Frome. The remaining 99 were spread across all areas of Frome.

Source: HTF registers Nov/Dec 2021



Appendix 4: Finance

Prior to the pandemic, HTF had a very sound financial base with an unrestricted General Fund income in 2019 of just over £164K and an expenditure of under £141K. A challenging year followed in 2020, with a deficit of almost £11K. The position worsened in 2021 with income falling to below £117K and expenditure at £138K, resulting in a General Fund deficit of almost £22K.

Most of our regular income into the General Fund currently comes from around 75 regular worshippers. Income from the 'plate' fell significantly during the pandemic from £28K in 2019 to just over £7K in 2021. To reflect our increasingly cashless society, we recently installed a digital donation system for non-cash payments. We claim Gift Aid wherever permitted and encourage donors to authorise it. Our Gift Aid claim in 2021 was just over £21K.

Some worshippers support specific areas of church activity through 'restricted funds'. The children, youth and families work income is supported by 40 regular worshippers and augmented by £350/month from the General Fund. The Debt Centre has four regular donors, having been initiated by a £40K seed fund.

Other specific areas of funding include the Parish Nurse, started by a £40K legacy and sufficient to continue for

around a further 15 months, and the Bridge Café. The café has operated historically on a balanced income and expenditure.

We also draw rental income from the church and hall. While hit by the pandemic, this has started to increase again as both facilities open up.

The response to appeals at HTF is astounding. From simple appeals for disaster relief, such as Cyclone Idai in 2019, to the church redevelopment appeal which raised several £100K, the full works costing in excess of £650K. Equally, calls for giving in kind such as the Harvest Festival food bank and YMCA Christmas gift appeals quickly raise a huge number of items.

The main expenditure is the annual Parish Share. In 2019 this was £91,722 rising to £97,554 in 2021 and is substantially the same amount for 2022. This latest figure is based on a Regular Worshippers number of 210. These amounts have been paid historically and the PCC intends to continue honouring them, but the Diocese has been notified that finances through 2022 will be difficult and the Parish Share may be an early victim.

Our budgetary policy is to maintain reserves of three months of the Parish Share in our General account. We are currently complying with this, but if depletion of reserves continues at the present rate, the situation at the close of 2022 may be different. HTF regularly tithes 10% of its General Fund income to mission and good causes and is committed to following this principle irrespective of financial position.



Appendix 5: Staff and volunteers holding positions of responsibility

Parochial Church Council (PCC)

The PCC meets around six times a year with an average attendance of 14.

Standing Committee

The Standing Committee meets to discuss and set the agenda for the PCC. It has authority to make certain decisions outside the PCC forum. It consists of:

- Churchwardens
- Treasurer
- Two elected Members from the PCC

Leadership Team

The Leadership Team was set up at the start of the Vacancy to oversee day-to-day church business. It transacts the business of the PCC between meetings and acts as a communication forum. It consists of:

- Churchwardens
- Children and families discipleship and outreach leader*
- Discipleship leader

Ministry Team

The Ministry Team is a forum for all those with designated responsibilities, consisting of:

- Children and families discipleship and outreach leader*
- Churchwardens
- Discipleship leader
- Admin staff*
- Pastoral Care co-ordinator
- Debt Centre Manager*
- Sound co-ordinator
- Music co-ordinator
- Parish Nurse*
- Bridge Café Managers

Administration

The administration team consists of two part-time staff* who run the church office five mornings a week.

** paid staff*

Appendix 6: Frome Deanery

Frome Deanery, in the Archdeaconry of Wells, is currently served by seven incumbent status appointments and includes 29 churches, town and rural, in a variety of benefice formats. However, in the next couple of years this is likely to change as posts become vacant.

Recently, the Deanery Mission and Pastoral Group (DMPG) has been very proactive. A year ago, as a result of collaborative work by the DMPG (headed up by the previous incumbent at HTF when Area Dean), we bid for and received funding for one of nine Diocese Pioneer posts. This culminated in the appointment of an experienced married couple as our Youth Pioneers, working as a job share among 16 to 25-year-olds in Frome. As clergy across the Deanery, we are seeking to co-operate more with each other, partnering to share skills, training courses and expertise wider than our individual congregations. We look forward to welcoming the new incumbent at HTF into this exciting and evolving way forward of working together. The new Vicar will be a key player in helping shape the overall unity, diversity and interdependence of the whole Deanery.

Appendix 7: Diocese of Bath & Wells

The Diocese of Bath and Wells is one of 41 Church of England dioceses in the country. The diocese stretches from Portishead in the north to Crewkerne in the south, Minehead in the west to Frome in the east.

Our Diocesan Vision is:

In response to God's immense love for us we seek to be God's people, living and telling the story of Jesus.

The vision speaks of the story of Jesus; his life, teaching, work, his death and resurrection; the story which is the context of our faith and the content of our message. We seek to live this story as disciples of Jesus Christ in the world and to tell it, both in sharing the good news and by the way in which our lives speak about Him.

The diocesan strategy is built around three priorities:

1. To place mission and evangelism at the heart of all we do.
2. To re-align our resources towards mission.
3. To identify, develop and release the gifts of all our people.

The priorities provide a framework for decision-making and planning at parish, benefice, deanery, archdeaconry and diocesan levels.

As a diocese in the months ahead we will be having to ask many questions and seeking God's way as to how we can support one another in living this out in the light of the ongoing impact of coronavirus, which has caused the diocese to rely on reserves in the face of a significant financial deficit in 2020 and 2021. We will seek to appoint clergy who are able to take forward what has been learned during this time, are flexible in their approach and able to help develop the gift of people in the parishes in the spirit of Setting God's People Free.



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