



Immanuel Church
CHICHESTER



Rooted in the Word...Moving in the Spirit

Parish Profile

September 2024





Welcome to Immanuel Church

We are a charismatic, evangelical, Bishop's Mission Order congregation with a heart to reach out across our city, to build community and to provide opportunities and encouragement for personal spiritual growth (whatever the starting point).

Our congregation of about 100 is composed of a wide range of ages and spiritual maturity. Our adult, children and youth work are all growing.

We have an increasing number of home-based, midweek groups around the Chichester area.

We meet in a school hall each Sunday and we have built strong links with this CE secondary school.

Each month there are many activities, some church-led and some member-led, in homes and venues across the city, which form bridges into the wider community to share the love of Jesus in differing ways.

We are advertising the position of Minister to lead us. We would welcome male or female applicants and they must be spirit-led and ordained in the Church of England. This position provides an opportunity for a strong communicator and people leader to join us to build networks and to build and develop teams to continue the worship life and growth of Immanuel Church.

OUR VISION STATEMENT

Rooted in the Word, Moving in the Spirit.
Immanuel Church is a family pursuing Jesus and making Him known by:

. . . Attracting People

Immanuel Church is well-known for our welcoming nature and style. We create opportunities for church members to invite friends to a range of events with the aim of encouraging people to join our church family in following Jesus.

. . . Growing Individuals

Each member of Immanuel is called to be a disciple or apprentice of Jesus and to participate in the life-long journey of discovery together as a family. We support our church members in this with quality teaching, practical application, encouragement and support.

. . . Changing Perspectives

What we believe about God's character and what he thinks of us is fundamental to our relationship with Him. Our vision is to give members the opportunity to learn more about Him and see Him in his loving and holy glory. In this way our relationship of love with Him can deepen and flourish.

. . . Serving Sacrificially

We believe every member has God-given gifts to serve within the church family as well as in the wider community, showing God's love for others by our actions.

Introduction by Bishop Martin

Proclaiming the Mystery of Faith

In 2025 this diocese celebrates the 950th anniversary of witness and evangelisation from a mission base in Chichester, building on the earlier mission founded by St Wilfrid at Selsey. 2025 also marks the 1700th anniversary of the Council of Nicaea with its reminder of the formative claim upon us of the catholic creeds.

These anniversaries are more than historical footnotes. They speak powerfully about the richness of faith and mission that is our inheritance locally and universally.

Inspired by that inheritance, we seek to be a household of faith that is endlessly curious about how the Holy Scriptures and the sacraments of the New Covenant enable us to know, love and follow Jesus Christ in today's noisy and distracted world.

If God is calling you to join us in the task of proclaiming the mystery of faith in some part of this diocese, we pray that the contribution of your gifts and experience will enrich our witness and deepen your own discipleship.

We take very seriously the call to diversity and radical inclusion as characteristic of the Church's mission. For this reason we welcome applications from ordained women and Global Majority Heritage clergy, who are under-represented in those who serve this diocese.

+Martin



Our Environment and Our Church

OUR DIOCESE AND DEANERY

The Chichester Diocese covers West Sussex, East Sussex and Brighton and Hove. The diocesan administrative centre is in Hove and the cathedral is in Chichester. The Bishop of Chichester, as diocesan bishop, has oversight of the whole diocese but also delegates authority to the suffragan Bishops of Horsham and Lewes.

Bishop Ruth Bushyager has oversight of this congregation, which is a part of the Chichester Deanery comprising 23 churches in the Chichester area. The Deanery holds regular Clergy Chapter meetings and an annual conference day (this year with a focus on integrating children and families into our churches).

OUR CITY

Chichester is a Cathedral City with a rich history which stretches back to Roman times. There is a Roman wall still in place and the thriving commercial centre is mainly Georgian with many attractive buildings. Chichester Harbour, an Area of Outstanding Natural Beauty, and its beaches is within easy reach of the centre. To the North, the hills of the South Downs National Park are nearby.

Chichester Festival Theatre is one of the UK's flagship theatres, renowned for the exceptionally high standard of its productions, and Goodwood motor circuit and racecourse are just 3 miles away.

Chichester has schools which have good reputations, a hospital, a university, a college, a rail link to London Victoria, Brighton and Portsmouth, excellent leisure facilities, attractive parks and a lively tourist trade.

The city we serve has a wide age demographic. Despite Chichester's relative affluence, it is difficult for people in poorly paid jobs to afford the rents and house prices. There are pockets of deprivation on the local estates. The Foodbank and other charities which support those in need are increasingly busy.

BISHOP'S MISSION ORDER (BMO)

We have been a BMO since 2011. The objectives of the Mission Initiative are:

1. To be a network church in the city of Chichester
2. To build on the community work and ministry already begun
3. To address creatively the 'marks of mission' identified by the Anglican Communion



How is the Role Different for a Minister in Our BMO?

We are not a parish and do not have parish boundaries; we are called to work across the city and to co-ordinate with other churches (both Anglican and other denominations). As we are not a parish, there are fewer requests for baptisms, weddings and funerals – typically the requests for these ‘occasional offices’ come from congregation members or from those we have been reaching out to in the community. As a congregation, we celebrate Holy Communion once a month, which is usually led by the Minister.

Regarding governance, instead of a PCC we have Leaders and Trustees teams (see Governance below). There are no school governor roles to hold, though options often exist for these positions to be taken up. There are no buildings to look after, apart from the vicarage, and we work from a variety of hired or borrowed locations and homes.

What Makes Us Different from a Parish Church?

We have missional projects across parish boundaries. We can be more flexible and responsive to meet identified needs. Without a building, we operate a more relational form of mission, and we use our networks and connections to form new opportunities. We are putting a greater emphasis on mission within our home-based midweek groups, and we run regular

whole-church social events to which friends and family are invited by church members.

OUR CHURCH

Our Origins

In 1996 a group of individuals, with both Anglican and charismatic backgrounds, started meeting together. They met in school and community halls for about ten years led by a succession of lay leadership, the church grew numerically and individual members experienced growth spiritually. In 2007, they advertised for a Minister to lead them; this position was directly funded by the congregation. The new Minister recognised the need for the congregation to come under spiritual oversight. With its Anglican background,

the Bishop of Chichester was keen to see this congregation come ‘under his wing’ as a BMO and to be a fresh expression of the Anglican community in the diocese. When the Minister announced his departure after ten years in post, the Bishop of Chichester offered to make this a Church of England stipendiary position. Our current Minister is leaving to take up an Army chaplaincy role after serving with us for seven and a half years.

Congregation and Members

Currently, there are 105 adult members at Immanuel, with another 20-25 frequent visitors and about 25 children under 18 years of age. Attendance at each Sunday morning service is usually around 100. As a congregation, we are



open to spirit-led change, are quick to buy into new vision and initiatives, are highly supportive of our leaders and a large proportion of our members are actively involved.

Sunday Worship

We meet for Sunday worship in the main hall at Bishop Luffa CE School. A team of volunteers is required to enable church to be set up each week. Before the service, we offer coffee, doughnuts (healthy options are available!), chat and prayer. Our services are informal with a charismatic worship style. We celebrate communion together monthly. We have a strong focus on Bible teaching and application to our daily lives. We always offer prayer for individuals and seek to use the gifts of the Holy Spirit in our ministries. Our sermon series has recently included in-depth studies on the spiritual disciplines of prayer, sabbath, fasting and solitude.

Most weeks, after the service, someone in the church family opens their home to anyone who might enjoy a Sunday lunch with some company.

Children and Youth

Our weekly children and youth groups (Roots and Shoots, and Deeper) are overseen by Emma, our Children and Youth Worker, with excellent support from a large team of volunteers. She also leads Messy Church for children (about six times per year) and our monthly inter-generational service.

On most Sunday evenings, our youth group meets in homes for chat, prayer and worship. We recently completed a Youth Alpha course, which was very well received by the dozen attendees. Our Children and Youth Worker helps with city-wide youth initiatives at the Bell Tower and at a regular ecumenical service for teenagers. We have also taken groups of young people to the Diocesan residential May Camp.

We hold Conker Club for under 5s and their parents/carers each Monday morning during term time, in a local church hall. Attendance is limited (due to space constraints) to 15 families and is always fully booked. Building relationships at Conker Club and through shared meals, along with the recent addition of our Messy Church on some Sundays, is leading to church attendance by some families from our Conker Club.

Prayer

We recognise the primacy of prayer in our life as a family of God and are constantly looking at ways to develop and encourage corporate, group and personal prayer. As well as corporate prayer in services and personal prayer offered after every service by trained volunteers, we hold occasional 24-hour prayer events and worship and prayer evenings. We also have a daily online morning prayer using the CE liturgy, with time for intercessions. Prayer Warriors is a 50+ network sharing prayer requests by text, there is also an informal prayer and sharing group on WhatsApp.





Midweek Groups

About 75% of our adult church members are members of our home-based midweek groups and we are aiming for 100%. There are ten groups which meet in various locations in and around Chichester and most meet in the evenings.

Last year we launched our “Growth Model” for these groups. This has three priorities: - a focus on Jesus and the word and listening to what the Spirit is saying to us, each member’s personal relationship with the Lord through study and prayer and looking after each other pastorally, leading to members telling and showing the Good News to our friends and family and inviting them to church. Some groups hold open-house evenings for neighbours, and group members are encouraged to invite friends along to their groups



Formal Networks

We have close working relationships with other churches. Members have led the annual service celebrating Churches Together in the Cathedral. We are active members of the city-wide partnership of evangelical churches and enthusiastic supporters of the national New Wine movement.

We value our relationship with Bishop Luffa CE School, which is an outstanding academy school. This has opened the door for us to serve the school and their feeder schools in different ways, including the provision of Parenting Teenager

courses (10 different courses so far delivered) and a new course, Parenting Children, which is now in the planning phase. We have also delivered The Marriage Course three times (some of those attending were parents from Bishop Luffa school who had previously completed the Parenting Teenagers course).

Our Minister was a Year Chaplain at Bishop Luffa CE School, which also gave a link into feeder Primary Schools. This opened opportunities to lead assemblies and services at special times, as well as for pastoral support to be given to families and children.

We have recently signed up with Transforming Lives for Good and so we are now training coaches (from our congregation) to support children in school who are struggling. We see opportunities to roll this out to other schools and eventually to work with other churches to enable the provision of more coaches.

We belong to the New Wine network. This year a group of about 40 people went from Immanuel to the annual camp and we regularly support members attending the Leadership conferences.

We have strong links with Chichester Foodbank and other local charities supporting the homeless and those in need. Our Minister also served as the Chair of Governors at a CE primary school and on the chaplaincy team at St Richard’s Hospital.



Informal Networks

We organise church-led initiatives to encourage and enable 'invitation' by building connections with people. These include many social events (for example, quizzes, games nights, fish and chips on the canal, wine tasting, swimming at the leisure centre, bowling and barbeques).

Member-led initiatives include setting up Chatter Natter in two different coffee shops, attracting those that don't normally attend church. These have been particularly effective in drawing together those who are lacking companionship and has led to prayer and practical support for some who have been in need.

Another member-led initiative is a monthly Men's Breakfast, with over 60 regularly attending to hear an inspirational speaker and to enjoy the company of Christian men. Walks and curry nights are also popular social events for members to invite friends and neighbours to get to know Christians.

There are many other examples of members reaching into their communities to support and to love others.

Finance

The church continues to keep its expenditure broadly in step with its income. Most of our income is from church members, many of whom donate by standing order, with Gift Aid added

where applicable. The church membership has recently grown, and so has income. Total giving increased by 9% last year.

The three main areas of expenditure are:

- a) Parish Share Contributions to the Diocese - Since changing, 7 years ago, from self-funding our minister to having a minister who is employed by the Diocese, the church has made stepped increases in the Parish Share and is on target to honour our longstanding commitment to meet Full Ministry Costs by 2025.
- b) Staff Costs - Our two employees (working a combined total of 5 days per week) are directly employed by Immanuel Church and their salaries and on-costs are included in the core budget.
- c) Rent - We pay Bishop Luffa nearly £10,000 each year for hire of the school hall and associated facilities. We also hire other local meeting rooms and facilities as required.

Immanuel Church currently has a healthy bank balance of about £90,000 which is enough to fund church operations for about 9 months. Also see Annex 1.

Staff and Trained Leaders

We have a small staff team alongside the Minister. Shane is our part-time Administrator (two days per week) and Emma is our part-time Children and Youth Worker (three days per week).

James is our Associate Minister (he is unpaid and works separately for Filling Station, a nationwide Christian organisation). John and Martin are Lay Readers, and we have a recently retired vicar in the congregation who regularly contributes to the life of the church.

Lay Team

We encourage participation and volunteering as a way for our members to show their commitment to the aims and vision of the church. Over 75% of regular attenders volunteer in some capacity (for example, on Sunday car park duty and church set up, serving tea and coffee, supporting and leading Children and Youth groups, leading sung worship, leading midweek groups, leading Alpha and Parenting courses).

Many of our church members are involved in local projects, such as Foodbank, CAP, Options and other charities supporting vulnerable people.

Governance

Our Minister heads up our Leadership Team (comprised of up to six elected church members plus our two Ministers) who provide our spiritual leadership and oversee the day to day running of the church. The Minister also sits on our Board of Trustees (comprised of up to six elected church members plus our Minister) who support the Leadership Team and oversee all legal and governance issues.

Immanuel Church Moving Forward

OUR KEY PRIORITIES

We are focused on developing the three key priorities for the ministry of Immanuel Church.

Children and Youth – to develop our ministry among these age groups with the intention of making disciples of Jesus.

Discipleship Pathway – to develop a clear framework that helps people to be active apprentices of Jesus, no matter what their starting point is.

Invitation and Outreach – to embed a culture of invitation within Immanuel Church through mentoring, teaching and provision of opportunities to encounter Jesus.

CHALLENGES FOR THE FUTURE

We have identified key activities and next steps for these priorities and identified four areas which we believe are particularly important to progress:

- Our midweek groups to be more outward focused and missionally active.
- Every member to be progressing on their own journey of discipleship and to help and encourage others in their journeys too.
- Every member to be confident to invite non-Christians to church and/or social events.
- To train a bigger volunteer team to facilitate our children and youth ministry.



The Vicarage

There is a modern, three-storey house, owned by the Church of England, which has been home to our Minister, his wife, four children and the dog! The house has five bedrooms, two with ensuite, a family bathroom and a cloakroom on the ground floor. Also on the ground floor are a kitchen, dining area and a utility room, as well as a study, living room and family room. There is an enclosed garden to the rear and side, and an extended single garage with a workshop area to the rear. It is in a relatively new housing estate on the north side of the city and is within walking distance of the city centre, schools and transport links.



The Minister We Need

ROLE OVERVIEW

To lead the spiritual direction of the church, in partnership with the Leadership Team and the Trustees, and to support it practically.

To build, lead and mentor staff and leaders, ensuring that progress is made on delivering the key priorities and seeing these individuals grow as apprentices of Jesus.

To maintain existing, and to develop new, links with other Chichester organisations, creating opportunities for outreach and care for those in need.

PERSON SPECIFICATION

We are looking for someone who is:

Ordained in the Church of England and has completed a curacy. Either male or female applicants are welcomed.

Prayerful – with a deep personal relationship with Jesus.

Sensitive to the Holy Spirit – being aware of His presence, sensing the direction of the leading of the Lord and aligning our work to His leading.

Servant hearted – with a willingness to get involved alongside others in the practical aspects of church life and modelling a sacrificial life.

Pastoral – able to listen, empathise and care for others.

Collaborative – capable of enabling, equipping and releasing others, able to build teams and develop capacity in others to serve the community, and able to work across denominations.

Strategic - experienced in developing a strategic vision and associated plans for delivery. Proven ability to lead and manage staff members and church family to bring about change.

Passionate – experienced in leading missional activities and outreach programs and seeing people grow as disciples of Jesus.

Inspiring – strong communicator and inspiring teacher with a sound knowledge of the Bible and the ability to preach the gospel and to communicate clearly to different audiences.

LIVING IN LOVE AND FAITH

Our desire is to extend a warm welcome to all. We are an evangelical church with a predominant view to maintain the traditional teaching of the church. However, there are different perspectives on the way forward at every level of church life. It is important that our new Minister can help us to acknowledge and respect the wide range of views within the clergy, leaders and congregation.

INVITATION TO YOU

We would love our new Minister to lead us as we continue on our transformative journey shaping the missional life of our church and unlocking its potential. Working closely with the leadership team and others to enhance community engagement, you will be nurturing and discipling people in missional activities and helping them to be disciple makers too. As a strategic leader, you will play a pivotal role in guiding our church in the delivery of its ministries and activities. As a teacher, you will be preaching to the congregation and mentoring individuals with a view to helping every church member have the opportunity to realise and nurture their God-given gifts and purpose.

Matthew 28: 18-20 - Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore, go and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely, I am with you always, to the very end of the age."

ANNEX 1 – FINANCIAL SUMMARY

Immanuel Church Budget 2024		
	£	£
RECEIPTS	Actual 2023	Budget 2024
Gift Aid Giving	92,635	99,850
Cash offerings	23	100
Non-Gift Aid Donations	16,843	14,400
Tax Refund: (Gift Aid reclaimed)	23,398	23,830
Fees for Church Weekend	2,280	2,850
Interest	476	600
Church Events and Other Income	8,345	3,000
Children and Youth Activities	1,341	1,300
Special Collections	3,564	0
Total Receipts	148,905	145,930
PAYMENTS	Actual 2023	Budget 2024
Committed Budgets:		
Parish Contribution to Diocese	70,000	77,500
Vicarage	3,897	4,250
Vicar's expenses	336	400
Children and Youth Worker	10,383	18,480
Administrator's Salary	14,745	11,000
National Insurance and Pension Costs	1,711	2,400
Property:		
~ Rent of School & St Michael's Hall	10,491	11,600
~ Church office (Forum House)	3,459	0
~ Equipment and Repairs	918	1,100
Missions (overseas and home)	4,033	0
Sub Total:	119,973	126,730
Services & Ministry:		
Sunday services	680	800
Hospitality	843	1,000
Church Weekend Costs	4,028	4,350
Sub Total:	5,551	6,150
Children & Youth:		
Conker Club	425	
Sundays (Roots and Shoots)	348	
Deeper and Student Ministry	1,105	
Trips	1,108	
General and One-Offs	623	
Sub Total:	3,609	6,000
Pastoral Care:		
Giving And Sharing (GAS)	2,187	3,000
Pastoral expenses	25	200
Sub Total:	2,212	3,200
Discipleship & Training:		
Training, conferences, discipleship materials	4,409	4,500
Sub Total:	4,409	4,500
Mission :		
Community Outreach	3,800	3,000
Membership (Church activities)	1,192	1,500
Sub Total:	4,992	4,500
Admin. & Management:		
Publicity and Promotion	111	300
Travelling expenses	72	200
Office Supplies	229	500
Music Licence	560	610
IT costs and Website	2,720	2,000
Insurances	442	490
Audit and Legal Fees	973	970
Bank charges	70	100
Special gifts	4,355	0
Sub Total:	9,532	5,170
Total Payments	150,278	156,250
Surplus / - (Deficit)	-£1,373	-£10,320
Bank Balances at 31st March 2024		£
Youth Trips (designated fund)		289
Transforming Lives for Good (TLG Restricted Fund)		1,800
General (uncommitted funds)		95,850
		£97,939
Reserves Policy : Reserves should not drop below a sum equivalent to 3 months exp.		
This equates to some £30,000.		