



7. Caldecote Church

The little church with a big vision

Vacancy information in brief

The rural parish of Caldecote and Childerley encompasses three very different centres of population, with the church building located at the southern tip of the parish. Partly due to the church's location and its limited facilities, attendance at regular services is small, but we can fill the church to capacity at festival services.

With a quiet enthusiasm and an open-minded willingness, Caldecote Church punches above its weight: we have recently raised over £20,000 for building improvements; we have an active website and social media presence; and in past months we have begun to articulate and act on a clear vision for our ministry and mission.

We are looking for a vicar who is approachable and genuine in their desire to learn about us and to lead us on our journey forwards, as we seek to grow in our faith and to see our lives as part of God's mission for all of creation. If you have a sense of the privilege of exercising ministry within the challenges of a rural context, combined with a sense of humour, this may be the place for you!

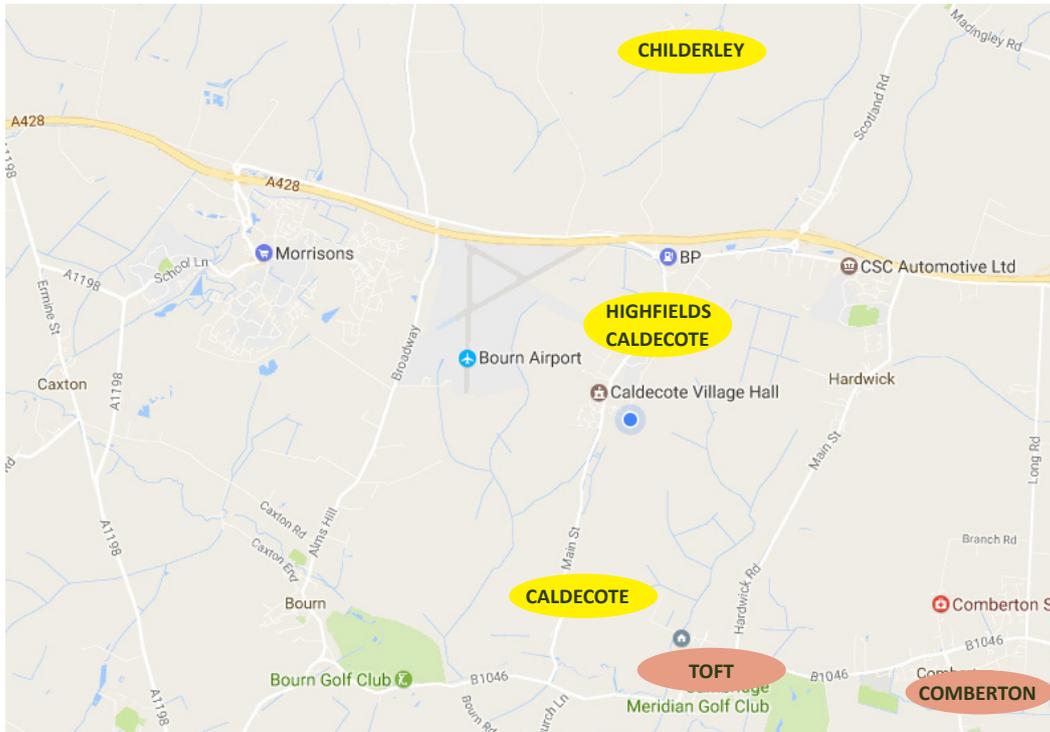
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1 An overview of the parish

WHERE ARE WE?

The rural parish of Caldecote and Childerley lies in the northwest of the Lordsbridge Team Ministry. It encompasses three geographical centres – Childerley, Caldecote and Highfields Caldecote – which lie in the north-west of the Lordsbridge Team.

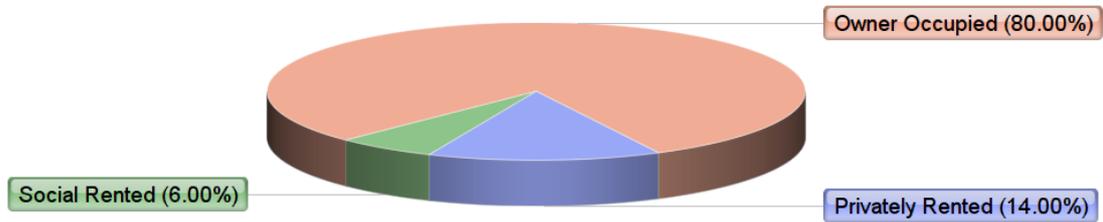


QUICK FACTS:

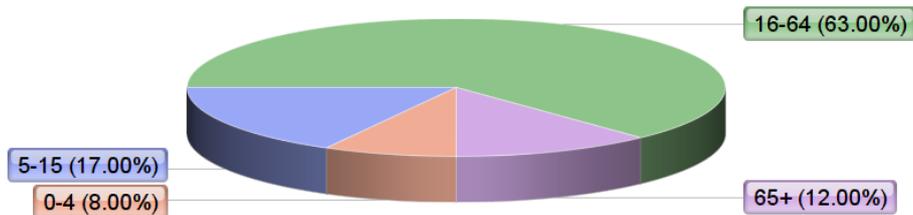
- The parish is 5 miles from the vicarage in Comberton and itself covers 4 miles.
- We have one retired priest and one retired lay minister within our own church membership, who currently take about one service a month together.
- There is one school in the parish, Caldecote Primary School, visited by the previous incumbent to take RE lessons and to lead assemblies before the major festivals, and more recently by the Team's Pioneer Curate as part of the Gateways fresh expression.
- There are no other churches in the parish and therefore no formal ecumenical links, though as a congregation we have links with Christians of other traditions and denominations living in the parish. In particular, we have strong links with Hardwick Evangelical Church, which alongside Caldecote Church supports the weekly village coffee morning and Gateways.
- There are a number of local organisations including Cubs, Brownies, Rainbows, the Social Club, Local History Group, Playgroup, Pre-School Music Group, Youth Club, The Tuesday Club (over 50s), Sports Pavilion and the Women's Institute, with a good level of involvement by our church members.

2 Parish stats at a glance

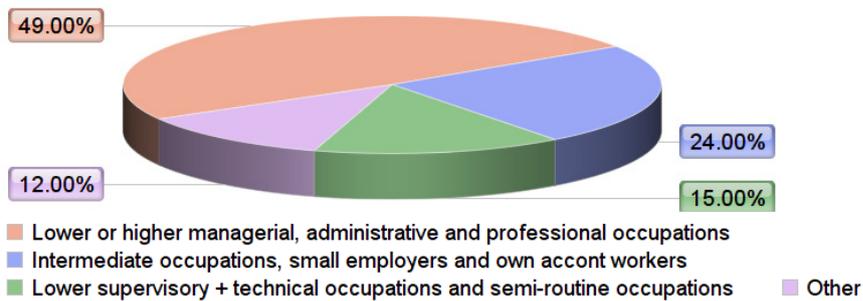
HOUSING:



AGE GROUPS:



OCCUPATIONS:



QUICK POPULATION FACTS:

- The population was recorded in the 2011 census as 1,737, and is growing due to recent and planned developments in Highfields Caldecote
- There is a low level of unemployment
- The number of residents in the parish from minority ethnic groups is not significant

PARISH/CHURCH MEMBERSHIP COMPARISON:

The church membership differs in two notable ways from the population of the parish:

1. The **average age is higher** – approximately 44% of the congregation is over 65
2. It is **ethnically more diverse** – approximately 31% are non-British

3 Three geographical communities

The parish comprises three geographical centres, each very different in character, with different resources for ministry and opportunities for mission.

1. CHILDERLEY

Located on the site of the two former villages of Great and Little Childerley, which died out by the end of the 17th century, Childerley Hall is now an estate privately owned by a member of our congregation. The Hall stands in an isolated position and is entirely surrounded by park and farmland. Apart from the Tudor Hall, the estate has beautifully restored gardens, Childerley Long Barn, a number of farm buildings and workers' residences and an Elizabethan private chapel.



2. CALDECOTE

Caldecote is the original village, lying to the south of the newer development of Highfields Caldecote, and is mentioned in the Domesday Book of 1086. Apart from the parish church of St Michael and All Angels, the one-street village is home to several residences and farms and the Cambridge Organic Market Garden. Bourn Brook and the route of the former Oxford and Cambridge Railway runs to the south of the village, which also boasts a Site of Special Scientific Interest in Caldecote Meadows.



3. HIGHFIELDS CALDECOTE

Highfields Caldecote is the newest of the three developments, to the north of Caldecote. It saw a rapid increase in population from an estimated 800 in 2001 to c.1,700 within a decade. There is a social club, a primary school, a sports pavilion and a village hall. Next to the village hall is a hairdresser's and a village shop which has been recently converted into a cafe run by the online specialist coffee store, the Sidewalk Coffee Company. Many residents travel to Cambridge to work or to study, but there is probably a higher percentage than average of self-employed, working in the construction industry or in careers such as childminding. There is also a significant component who work in the University, and in the biotech and ICT industries (Highfields Caldecote is home to the HQ of Raspberry Pi Foundation) in and around Cambridge.



4 Three venues

1. ST MICHAEL AND ALL ANGELS, CALDECOTE

Most of our regular services are held at the church of St Michael and All Angels in Caldecote, a small and loved Grade II* listed building originally established as a chapel in the 11th century.

Records from 1092 show that villagers paid tithes to the canon appointed by William the Conqueror's knight Pycot, Lord of Bourn and Madingley to establish a chapel. By the 1300s the chapel had been developed into a church with a tower (with bells) and a nave. During Victoria's reign the tower and nave were rebuilt and a chancel added.



Thanks to private donations and to the Friends of Caldecote Church, which has raised around £18,000 since its establishment in 2009, we have undertaken restoration work and improvements in recent years, including:

- A water supply was brought into the church for the first time, and we now have simple kitchen area in the tower.
- The walls, previously decaying and blistering due to damp, were re-plastered.
- This summer some of the more fragile windows will be re-leaded and the East window professionally cleaned.

St Michael's is the only building owned by the church but we also meet on occasions at two other venues, in Childerley and Highfields Caldecote.



2. CHILDERLEY CHAPEL

In addition to St Michael's, we are privileged to have the private chapel at Childerley within our parish. At the invitation of its owner, we hold a number of special services each year in this beautiful and atmospheric little chapel, which has a rich history. It has also previously been made available to the incumbent as a place of quiet retreat for prayer.



3. THE VILLAGE HALL, HIGHFIELDS CALDECOTE

The Village Hall provides a good venue for hire in the heart of the modern population. It is where we meet for our annual meeting, and has provided the space for a range of events and services over the years. As a church we support the Gateways Community, a Lordsbridge Team fresh expression which meets once a month in the Village Hall. We also partner with Gateways and other village organisations to hold a special Remembrance Sunday service, with the Last Post played in the Peace Garden opposite the hall.



5 Church life: ministry and mission

OUR PATTERN OF SERVICES

Our regular services are held at 11am in St Michael and All Angels, Caldecote:

- 1st Sunday: CW Holy Communion (contemporary language version)
- 2nd Sunday: No service in the church*
- 3rd Sunday: CW Holy Communion (traditional language version)
- 4th Sunday: CW Morning Prayer
- 5th Sunday: BCP Morning Prayer**

* On the second Sunday of the month we encourage our members to visit other Lordsbridge services and events, including the Gateways fresh expression held at the Village Hall in Highfields Caldecote.

** We encourage members of Caldecote Church to join with other churches in the Lordsbridge Team where they are able, but offer our regular fifth Sunday BCP Morning Prayer at St Michael's as an alternative.

All our services now end with refreshments, made possible by the recent introduction of a water supply to the site.

There are currently no regular mid-week services or activities.

OUR STYLE OF WORSHIP

Our tradition would probably be described as central – neither evangelical nor catholic. Priests tend to wear a cassock, surplice and stole, and face the congregation when celebrating the eucharist. Although leaning towards traditional styles of service, our congregation is relaxed about the details and will generally go with the flow according to the preferences of the priest in question.



MUSIC IN WORSHIP

There is a little chamber organ in the church which provides music for all our services except the fourth Sunday of the month, which is normally a said service. The number of organists on our rota recently doubled following our launch in the summer of 2016 of the Caldecote Organ School. As a church we encourage people to contribute without feeling under pressure and it has proved a welcoming environment for our new teenage organists to hone their skills.

We currently have copies of both *Hymns Ancient & Modern* and *Songs of Fellowship* available, but usually use the latter.



OCCASIONAL OFFICES

Each year we typically have one or two each of baptisms, weddings and funerals. Last year we held three baptisms, one wedding and one funeral.

ATTENDANCE, ELECTORAL ROLL AND MEMBERSHIP

Attendance

Attendance at our regular services varies from month to month, and at our seasonal services from year to year. Currently we typically have between 10 and 15 at a regular service in the church. Christmas Day and Easter services can attract anything from 30 to 60. Last year our Carols by Candlelight service saw the church packed out to its maximum capacity of 135.



Caldecote Church has a small congregation in regular attendance but is much loved by parishioners, who turn out in large numbers for special services, such as this recent Carols by Candlelight led by the Bishop of Ely.

Electoral Roll

We currently have 40 on the ecclesiastical electoral roll for our parish, and a similar number in our worshipping community.

Membership

At the end of 2016 the figures for our church membership were:

Children (0-10):	4
Young people (11-17):	3
Adults (18-69):	26
Adults (70+):	9
Total:	42

Caldecote Church has always sought to be a place where people can have the space to be themselves without pressure, and this is borne out by the diversity of its membership. Many of those who are committed to the church live outside the parish, or originally come from a variety of traditions and denominations. Around a third of our membership is non-British. We have a number of individuals and families who may regularly attend another church yet come to Caldecote Church periodically and consider themselves as part of our community, and contribute to our worshipping life.

COMMUNICATIONS

Our online presence

We built our first website seven years ago, but redesigned and re-launched it last December. It has been well received by church members, actively used by parishioners enquiring about weddings and baptisms at the church, and visited by Christians across the world who have benefited from its free resources. The website is complemented by our weekly e-newsletter, the Caldecote Catchup. We also engage with the local and national church through our increasing activity on Facebook and a new and active account on Twitter:

www.caldecotechurch.org.uk
www.facebook.com/caldecotechurch
www.twitter.com/caldecotechurch



Noticeboards

As well as the church noticeboard and a noticeboard outside the school in Highfields Caldecote, we have recently invested in a chalkboard to advertise the presence of the church, which otherwise is easily missed being on high ground above the road.

The Caldecote Journal

Our list of services is a regular feature in the bimonthly village magazine, *The Caldecote Journal*. Dona McCullagh, one of our two churchwardens, also contributes an article in most issues, as does the Chair of The Friends of Caldecote Church.

The Journal is delivered to around 700 houses in the parish, and our Easter and Christmas cards, and fliers for special events, are delivered with it every year.



5 Church life: administration

GOVERNANCE

We currently have eight members of the PCC, which during the interregnum is being chaired by one of the churchwardens, Dona McCullagh. We typically meet 4 or 5 times per year but during the interregnum have held additional one-item agenda meetings as we seek to move our church forward positively on a variety of fronts.

During this interregnum we established a Standing Committee, enabling decisions to be made on unexpected matters or quickly moving issues. The Standing Committee also plays an important part in our processes of spending authorisation.

FINANCES

An overview

The annual running costs for the parish for 2016 were just over £13,000. The main constituent of this was the Parish Share for the Diocese, being nearly £7,600. We currently hold a balance of nearly £23,500 within our church building fund account, around £6,000 in our running account and another £6,000 in our deposit account earmarked for upcoming windows restoration work. Reimbursements of costs incurred by clergy or members of the church are paid promptly upon the submission of appropriate details and receipts where applicable, usually within two weeks.

The future

Prior to the appointment of our current Treasurer, our finances were in need of work. Thanks to his hard work we now have a much clearer idea of our situation. Last year's accounts traded with a £1,500 deficit and are likely to trade at a slight deficit in future years. While we have the funds available to support this for the time being, there is now some work to be done to put the church on a really positive and sound financial footing for the future.

Our Parish Giving Officer is in the process of drawing up and implementing a strategy to:

1. increase the levels of regular giving:
 - We have signed up to the Parish Giving Scheme, which from September will allow us to receive donations by Direct Debit linked to inflation and with Gift-Aid claimed for us.
 - We are in the process of communicating more regularly about giving to our parishioners, with a view to encouraging more and larger regular gifts.
2. support the fundraising of the Friends of Caldecote Church, a group established in 2009 to raise funds for the restoration and improvement of the church building.
3. bolster our funds through our online giving facility:
 - Since the launch earlier this year of our online donations facility, which allows Gift-Aided giving by credit or debit card, we have raised nearly £500 through our website.
 - To date we have launched two specific fundraising appeals online, and aim to continue a rolling programme of appeals with tangible results. Most recently we bought 24 folding chairs and raised £200 for the printing of PVC posters for our new chalkboard.

8 Church life: the future

OUR CHALLENGES

It's easy to see the practical disadvantages of Caldecote Church — the church building is a mile and a half from the main parish population, has no toilet facilities, only a layby for parking, poor heating and on some Sundays a meagre congregation. On the level of faith, our challenges are largely the result of these practical drawbacks: without a large and strong regular congregation, we cannot implement many of the initiatives that might be found in a bigger church. We can't at this stage offer home groups, children's work or resource-heavy modes of outreach.

OUR STRENGTHS

Our strength is in God — who, we are glad to say, doesn't see these as challenges! We know that he loves us for who we are and longs for the best for us and our parish. One of the biggest strengths of our church community is the common thread of character that runs through the individual members: a sense of humility, a sense of humour, and a willing but quiet enthusiasm to serve. We seek to nourish an environment where individuals can contribute without pressure to commit more than they feel comfortable with, and to act without fear. We seek, as our recent article in the village magazine said, to be 'a church with an undo button' — a forgiving environment where everyone can feel free of the fear of doing the wrong thing; somewhere that we can come as we are and explore what we could be.

OUR VISION

At a recent one-item agenda PCC, where we discussed our call to ministry and mission as a church, we took the overt step of giving ourselves permission to see and speak of ourselves as God does, not as others may see us. Instead of straining under the guilt of not achieving the high profile accomplishments of other churches, we seek instead to:

1. **recognise what our members already do:** so much of what we do we can overlook;
2. **articulate what we do as part of our mission:** by doing so we will begin to form the habit of seeing the world through God's eyes, which is the first step to partnering with him;
3. **seek to grow our activities organically and consciously:** instead of setting our sights on one or two unachievable goals, we can open our eyes to see the hundreds of small but powerful ways that we can impact the world around us and shed light on the love of God.

Indeed, if we start from this basis, we believe it is likely that our activities will get bigger and more within our reach naturally. But our focus is on strengthening our foundation in God and getting into a more habitual mindset of seeing what we do as individuals and as a church as playing our part in God's mission. At the heart of that mission is God's love for the whole of creation — fellow Christians, non-Christians and creation. That love and respect for each other, for our community and for our natural environment needs to underpin all that we do.

It is also our belief that although mission is directed outwards, by engaging in it we make ourselves available to God's work in us. God wants to bring his whole creation, including us, back to the fulness of what he intended — and so we are at the same time his partners in and the recipients of that loving action.



Our Mission as Social liturgy

God's love is like a multi-faceted diamond – so complex and brilliant that no one human word or act can tell the whole story. Our words and actions as members of the community of Christ in Caldecote are like the small rays of light that begin to give definition to the beauty of God and his will for us.

Theos Think Tank's recent report, *Doing Good: A Future for Christianity in the 21st Century*, articulates our own understanding of mission through the concept of *social liturgy*: 'Social liturgy is a simultaneous expression of love of God and of neighbour; a way of worshipping God through finding and serving him in others.' The report continues 'Every church should be known by those in their community as the place where their true humanity is recognised and affirmed' – and this could well have been written to articulate our vision at Caldecote Church.

MISSION — THE FUTURE

Having begun at our recent mission-focused PCC to articulate our understanding of ministry and mission within our context, our strategy now is to:

1. Begin to communicate this understanding to our wider membership;
2. Start to build up a picture of what skills and interests our members have to contribute;
3. Get to know who is in need in our parish and beyond, and what their needs might be.

As we build up a higher definition picture of our resources and how they might meet needs, we can begin to put the concept of 'social liturgy' (see above) more and more into practice as we seek to have an impact on the world around us and shed light on God's love for all.

There is a further approach that we take as we aim, in the words of the Ely2025 strategy, 'to engage fully and courageously with the needs of our communities, locally and globally and to grow God's church by finding disciples and nurturing leaders'. That approach is to find ways to turn ministry into mission.

Turning ministry into mission

Our PCC discovered that many aspects of our ministry (the aspects of our church life largely directed towards our membership) can be reimagined to be turned outwards in mission, as these few examples show:

- We offer intercessions in our services – but a prayer request form on our website could enable us to pray for those who don't come to church.
- We need organists to provide music for our worship; but our recently established Caldecote Organ School has reached out to three young people, at least one of whom didn't previously attend church.
- We hear sermons on a Sunday but these can be shared online via our website and social media platforms.
- We have seasonal services (carols, Mother's Day, Harvest etc) which have the potential to draw in significant numbers from our parish; rather than trying to be all things to all age groups at our regular services, we have begun to think how we can put our resources and imagination into these festival occasions.

8 What are we looking for in a vicar?

To use an analogy, we are looking for a vicar who represents what Henry Moore is to sculpture – someone who can see the potential in even an apparently unpromising block of stone!

We are looking above all for someone with whom our view and approach to mission and ministry, articulated above, resonates. It will be someone who can sense the same potential that is felt by the members of the church about its future and see it with God's eyes rather than focusing on the practical shortcomings. Someone in short, who can tap into and nourish the quiet and willing enthusiasm of the church's members to build on the work already done and reach out at a sustainable pace that allows us to grow together as a whole church.



CHARACTERISTICS OF THE PROSPECTIVE VICAR

The approach you take to ministry will be your most important characteristic. If it is one that comes with a similar quiet sense of willingness to learn and a willingness to teach us and guide us in our faith, your individual combination of skills – whatever they be, will be gratefully received and used to God's glory.

If you have a good singing voice that's a bonus, but if not you will be in good company! If you are already convinced of the power of communication – particularly online communication through websites and social media – that is wonderful; but if you are simply able and willing to write short reflective pieces and share your sermon transcripts, then your gifts in nurturing faith will find ready outlets to reach a wide audience.

Given the variety of worship styles within the Lordsbridge Team, the prospective vicar will need to be comfortable with all. At Caldecote we are looking for someone who will meet us where we are and be ready to help us develop our faith, bringing the Bible to life for us within the tradition of our particular context.

SOMEONE TO HELP US DEVELOP OUR FAITH

The vision statement of Ely Diocese articulates some of the key ways in which we can together, as vicar and congregation, build up our church life: 'We pray to be generous and visible people of Jesus Christ'. Since it sums up many of the key themes of our own vision, it could be a helpful guide as you discern whether you are being called to ministry in Caldecote. Could you:

- help us as a congregation to learn more how to **pray**?
- encourage us to think about how we be more **generous** – offering our money, time, love and forgiveness?
- help us be more **visible**, in our community and through our online presence?
- use preaching opportunities to help us grow in discipleship as the **people of Jesus Christ**?

If so, we look forward to meeting you!