

# PARISH PROFILE

## St. Mary's Cubbington



## **Bishop's introduction**

A moving and wonderful example of the way that the faithful, loving, pastoral ministry of a parish priest is received and valued in our communities was demonstrated in the manner in which the villagers of Cubbington turned out to line the streets for the funeral procession of their late Vicar, the Reverend Graham Coles.

The church has needed space to mourn, and some time in the vacancy for an opportunity to engage in working together with the PCC towards a more commonly owned vision for their new season. This vision will build on the much valued past ministry but, importantly, will help a fairly traditional congregation begin a journey that honours all that is good and life giving, and to be open to exploring new ways of being the church and sharing in mission together. There will be much to build on for a gifted, pastoral and mission shaped colleague, especially given the firm relationship with the Church school.

The village is in a beautiful part of Warwickshire with good local amenities and very close to Royal Leamington Spa. It is a great place in which to live and minister. With excellent and supportive deanery colleagues, I commend this post for your prayerful consideration.

*+ Christopher*

The Right Reverend Dr Christopher Cocksworth  
Bishop of Coventry





## Area Dean's Introduction

### Deanery Summary

Warwick and Leamington Deanery lies in the heart of the Diocese of Coventry, and at the heart of England. The two towns are adjoining, and people move readily between them. The deanery also includes the town of Whitnash, and several villages which also merge into Warwick and Leamington, namely Budbrooke, Hampton Magna, Hampton on the Hill, Bishop's Tachbrook, Old Milverton (adjoining St. Mark's), Lillington and last, but by no means least, Cubbington. The total population is around 100,000, with a lot of new

housing being built.

**Warwick:** Population of about 37,000 at the 2021 census. There are five parishes in Warwick each with their own parish church and vicar. All Saints, St Mary's, St Paul's and St Nicholas are formally constituted as a team and St Michael's Budbrooke works with the team in a more informal way. There are several local authority and private schools in the town and the presence of Warwick Castle means it is an important tourist destination.

**Leamington:** Together with Whitnash & Cubbington, the population of Leamington was about 65,000 at the 2021 census. There are ten parishes (twelve churches) each with their own vicar or priest-in-charge. The town has the reputation of being a wealthy Spa town. It is divided socially into north & south Leamington by the River Leam. The north of the town was developed by the Victorians. The south side of the town has significant pockets of deprivation, particularly in St. John's and St. Mary's Parishes. As in Warwick, there are good local authority schools and private schools.

There are 15 parishes in the Deanery, comprising 17 Churches in total. They cover a wide spectrum of traditions. We are a very friendly, supportive and open clergy chapter. At our meetings there is always plenty of laughter, real sharing, and prayer for one another.

The Deanery is geographically small, and people tend to choose to worship at the church that best suits their needs. As well as the Anglican churches, there are many other churches in Warwick and Leamington and the ecumenical links are good. Initiatives such as the The Well Christian Healing Centre, Thrive Youth Ministries, Food Bank, Street Pastors in Leamington, CAP, and Flourish have been envisaged and organised by the different churches working together. There is a good hospital in Warwick.

We are a growing Deanery with large amounts of housing being built in the south, presenting exciting challenges for future mission and ministry. The new diocesan strategy for growth has seen a "Mission Hub" (Resource) church appointed in Leamington, which is working with the DMPC (Deanery Mission & Pastoral Committee) on a deanery plan.

The Reverend Jonathan Jee, Area Dean & Vicar of St. Paul's, Leamington

## **Our Prayer for the future at St. Mary's Cubbington.**

**Heavenly Father**, Abide within our hearts during this vacancy.

**Lord Jesus**, Speak through our lips. Grow the gifts you have given us. Help us to care for each other and those in need. Reaching out to others and welcoming all.

**Holy Spirit**, Open our hearts to the prospect of new ministry. Grant us peace along the pathway. Guide us and give us wisdom and discernment. Direct your chosen shepherd of this flock to build us up in faith and lead us by example in loving obedience to the word of God, growing your Church here in Cubbington.

**AMEN.**

*We are looking for a leader who will help us grow in faith both individually and as a Church.*

*Like all families that have had differences, we seek a leader who will help us to resolve difficulties, unite us in meeting the needs of our community inside and outside the Church.*

*Which we see in Paul's letter to the Corinthians,  
1 Corinthians, chapter 1 verse 10.*

*Our Church seeks a leader who will help us discern the direction of new ministry which will blend with our present ministry and grow on the foundations laid in the past and on the word of God.*

**We are ready and excited to step out in faith, seizing opportunities and confident that God will send the right person to lead us forward spiritually.**

**We aspire to live out the fruit of the Spirit: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control.**

## OUR PARISH



### Geography

Cubbington is a large village parish situated close to the town of Royal Leamington Spa in Warwickshire, in the Diocese of Coventry.

This is the Heart of England and the church is at the heart of the community

The parish is mainly residential surrounded by green belt and farm land. Some of the land is now being developed by HS2.

### Population

The village has been mentioned in the Domesday Book and was developed in the late 1960/70s. It has a mixture of housing stock and is sought after by people wanting to live in a village atmosphere but with the amenities of a town nearby.

Population –Approximately 4000

Two new housing developments 'Hazelwood' and 'The Paddocks' are situated close to the heart of the village.

### Local Facilities

We are well served with three small shopping areas. These include a Post Office, newsagents, general stores, hairdressers, takeaways, a small Sainsbury's, veterinary surgery plus a range of other shops. We have three public houses, a Sports and Social Club, a care home with approximately 55 residents, a filling station, two repair garages and allotments. The largest employer within the Parish is Thwaites, a privately owned and independent specialist, dedicated to the design and manufacture of site dumpers. In addition there is O'Brien Contractors Ltd and a number of small businesses.

The village has a very active OAP Association, drawn from the village and surrounding area. Church members are involved in the running of this organisation and demonstrate the love of God beyond the church.

We have a resoundingly successful Cubbington Silver Band (brass), which plays at many local events and has a long association with the Church.

There is a regular bus service to Leamington Spa town centre and outlying areas.

A GP surgery and dental practice are located less than a mile away in the neighbouring Parish of Lillington. There is an NHS Hospital with A&E facilities about 5 miles away in Warwick. There is also a private hospital close to the Parish.

There are two Primary Schools within the parish, Cubbington Church of England Primary School (adjacent to St. Mary's Church itself) with a roll



of approximately 200 pupils and Our Lady and St. Teresa's Catholic School with a roll of around 100 pupils. In addition there are two pre-school nurseries. The catchment area of a third Primary School (Infants and

Junior) in Lillington includes some of the houses within the parish. The nearest main Secondary (Comprehensive) School is outside the parish in North Leamington.

There is a Village Hall with playing field used by our church for Summer and Christmas Fayres, also used by St. Mary's Rainbows, Brownies, Guides and Rangers. There is a sensory garden, outdoor fitness equipment, plus a children's playground. The Cliff Cleaver Pavilion has a large recreation ground together with football pitches.

Within the parish there is also a Methodist Church (and Hall) and a Plymouth Brethren Meeting Room.

## **The Person we need**

- Will advance the Kingdom of God in this place through leadership, collaboration and example.
- Will be a visible presence in the community and give its people pastoral support and care.
- Will build on our current foundation of Eucharistic Worship.
- Will share vision and talents to develop skills within the church and community.
- Will encourage spiritual growth and develop our pastoral ministry to discern God's will for our Parish.
- Will help develop ministry amongst young people and children, and particularly to build on the opportunities provided by our two local primary schools.
- Will be an empowering leader with the ability to identify people's gifts and motivate them in working to support the life of the church.
- Will build on our recent consultation work within the church family and the diocese.

## **Worship**

### **Theological Position**

- our tradition is central-faithful CofE
- we value the Eucharist
- we look to receive preaching and teaching that is bible-based
- These overlap and interlock.
- We look forward to meeting the person God is calling to lead us.

The majority of services are based on Common Worship – CW (Holy Communion) or the Book of Common Prayer – BCP (Holy Communion and Evensong).

Surplice/Alb/Chasuble and Stole are worn. We have Servers in the Sanctuary assisting with Communion.

The Eucharist and sacramental ministry is most important to the parishioners and deeply rooted in God's word.

Laities assist during services by reading lessons, leading intercessions, taking up the offertory, servers, chalice administration, and sidespersons duties.

St. Mary's has one experienced Churchwarden.

One Lay Reader who leads services as required and at present leads a monthly All Age Service.

## Services

Previously there were 2 Morning services and alternate Evening services on Sundays and a weekly Wednesday morning holy communion.

Returning to church since Covid, we have followed the pattern of worship set out below:-

Time	1 <sup>st</sup> Sunday	2 <sup>nd</sup> Sunday	3 <sup>rd</sup> Sunday	4 <sup>th</sup> Sunday	5 <sup>th</sup> Sunday
<b>10.00am</b> Average attendance	Parish Communion CW (45)	Parish Communion CW (45)	Holy Communion BCP (40)	ALL Age (40)	Parish Communion CW (45)
<b>10.00am</b> Average attendance	1 <sup>st</sup> Wednesday	Holy Communion BCP (12)			
<b>6.00pm</b> Average attendance	Evensong once every two months on third Sunday		Evensong BCP (15)		

- Morning Prayer is currently on Zoom with a daily attendance of 4 to 6. There is also a weekly prayer meeting on a Wednesday evening at 6.00pm with 6 attending, also on Zoom

There are additional services on Holy days. We hold special services for different organisations within our community, embracing all in worshipping God.

There is an Ecumenical Remembrance Sunday Service, which starts with a procession to the Cenotaph in the churchyard with the service continuing in Church. This is a powerfully spiritual service for many people in the village.

## Music

There is a good and well-maintained (recently restored) two manual pipe organ and the music is largely traditional. We use Common Praise as our main hymnal and occasionally Mission Praise.

Music is led by the organist and a robed four-part choir who sing at all the Common Worship services and Evensong. They also sing when required at weddings, funerals and other special services.



## **Bells**

The church has a peal of six bells which are rung before services by an enthusiastic band of ringers, aged 10 to 80. They are also rung when requested at Weddings, Funerals and special occasions.

## **Flowers**

We have a gifted team of flower arrangers who provide flowers for Sunday services, special arrangements for weddings, displays for Easter, Harvest, Patronal, Christmas and occasional flower festivals. They remind us of the beauty of God's creation.

Members of the congregation pay for flowers to mark special occasions and are invited to donate for Easter lilies in memory of their loved ones.

## **OCCASIONAL OFFICES**

We have a significant number of occasional offices and see these as a way of making contact with our local community.

Among the present congregation, many people have come to faith through our bereavement care and joined our services.

Services for 2022 are,

- 13 Baptisms
- 6 Weddings
- 19 Funerals
- 18 Interment of ashes

Services so far for 2023 are,

- 8 Baptisms
- 2 Weddings
- 14 Funerals
- 11 Interment of ashes

Laities are involved in baptism services, weddings and bereavement ministry. We aim to reach out in the love of God, demonstrating his presence at all the significant milestones in life.

## Children

There is opportunity for Children and Youth Ministry to grow here.

We actively support St. Mary's uniformed organisations who attend our monthly All Age Service, and also take part in fund-raising activities for church.



Girlguiding in Cubbington has had close links with St Mary's Church since the Brownie Unit opened in 1962. We offer a girl only space for girls aged 4-18 to meet weekly and have fun and try new things with friends. We give them the opportunity to work in small groups, learn how to become part of a team to develop skills and confidence and make a difference to the world around them. We take the girls on camps and sleepovers and encourage them to challenge themselves in a fun environment. We have a team of 12 adult volunteers and 3 Young Leaders (volunteers aged 14-18) who run 4 different guiding groups throughout the week. All our meetings take place during term time and are usually held at Cubbington Village Hall. We are very grateful to the church for supporting our Units and we encourage the girls to come to the All Age Services, Remembrance Day Parade and the Church Christmas and Summer Fairs.

Our 4 units are:

- 2<sup>nd</sup> Cubbington (St. Mary's) Rainbows, girls aged 4-7 who meet on Tuesdays 4-5pm. Currently have 8 members.
- 2<sup>nd</sup> Cubbington (St. Mary's) Brownies are girls aged 7-10 who meet on Mondays 6.15pm-7.30pm. Currently have 14 girls.
- 2<sup>nd</sup> Cubbington (St. Mary's) Guides are aged 10-14 who meet on Fridays 6.30pm-8.00pm. Currently have 15 guides and often hold joint meetings with the Guides from Lillington Free church to combine resources and adult leaders.
- Cubbington Rangers are aged 14-18 and also meet on Fridays 7.00pm-8.30pm and have 15 members.

A very well attended Christingle service is held at 5.30pm on Christmas Eve as well as an informal Carol Service on Christmas morning where children are encouraged to bring their newest toy.

We engage with CrossTeach three times a year to enhance the religious and moral education of the children from our two local primary schools.



We enjoy a twice monthly group, Little Miracles, during term time for babies, toddlers and those who care for them, held on Tuesdays in the Parish Room from 10.30am until 12 noon. This group is thriving with 15 families registered.

The presence of the minister is much welcomed by parents

and carers. There is a huge opportunity to bring children and families to become part of the Church body.

### Links with Local Schools



St. Mary's Church has strong and growing links with Cubbington C of E Primary School. Easter, Harvest and Christmas Services are held in church led by the school children.

The Minister or a Lay Reader takes school assemblies and a small team takes in 'Open the Book' stories.

The Vicar will be expected to take up the ex-officio role of foundation governor of the C of E School. Also is involved in the appraisal of the Head Teacher and provides pastoral support for the school.

As a Church School, Cubbington C of E Primary School is subject to certain statutory requirements.

St. Mary's would like to develop their links further with the school. There is great opportunity for growth and to mix with parents and children at the school gates and develop relationships.

## **Message from HeadTeacher**

The vicar of St Mary's has a critical role to play at Cubbington Primary School. They provide spiritual and theological guidance for children, staff and parents through their role as a school governor and by being part of the everyday life of the school. The vicar ensures that our partnership with St Mary's church is embedded across the school and that the school's Christian ethos is brought to life. We will welcome the new vicar to join us in school regularly, delivering collective worship and getting to know the children and sharing in their love of learning. In this way the vicar of St Mary's is part of what we do and who we are and we are excited to welcome them to our school.

## **This is what the children said...**

'We want our new vicar to be kind and thoughtful'

'We want the new vicar to not just read from the bible but interact with it. We like active worship where people get to act, sing and play.'

'They definitely need to be friendly, fun and approachable'

'We would like the vicar to help with prayer group, to inspire us with what we can pray about and for.'

'We want them to be a good role model and to set a good example'

'We want the vicar to read slowly so we can understand what they are saying.'

'We look forward to welcoming the new vicar into our school'

**Juliet Jones**

**Head teacher**

**Cubbington C.E Primary School**

01926 422967

*'Be courageous, for the Lord your God will be with you wherever you go'*  
*Joshua 1:9*

## **Local Mission/ Outreach**

Members of the congregation distribute gifts from the Harvest Services to those in need and local Foodbanks in our community, demonstrating the generosity of Gods provision and care for all.

Proceeds from the Christingle Service are sent to support the work of the Children's Society.

We support the local Foodbank with donations of groceries and goods. The various coffee mornings run by different groups attract members of the community into Church who do not regularly attend services.

We have an annual Fairtrade event for the local community.



We hold regular Eco-Church events where everyone from the community is invited to participate.

We take part in community outreach as part of our Deanery activities, for example the local town Eco-Fest day.

### **Passionate Spirituality**

The congregation of St. Mary's are passionate about being true to scripture. A number of people's passion for maintaining the style of service which has spiritually sustained them for many years is high. There are equally passionate voices saying things need to change for the sake of potential new comers. This is an opportunity for the Vicar and PCC alike.

Growing our Faith Group helps its members to live out their faith, learn more about God and nurture fellowship.

Two examples of what has been covered include "I believe in....Allowing the Holy Spirit to work in my life", and "Facing up to hard questions"

This could develop into an enquirers/explorers group under the guidance of the new incumbent.

In the past we have had a number of home groups and we would like to encourage more of these to restart.

## BUILDINGS

### The Church

St. Mary's Church Cubbington is a Grade 1 listed Norman building, constructed from sandstone, and dated from the early 12<sup>th</sup> Century. The Church building seats around 200 people on mainly fixed wooden pews. It occupies a superbly central position in the heart of the village.



The Church plant comprises

- the **Church** itself, which now enjoys
- a new **Parish Room** extension with a toilet, small servery and meeting space
- a beautifully kept **churchoyard** which is a much appreciated feature within the village
- a nearby four-bedroom **Vicarage**

The Glebe Land has now become an extension to the churchyard and a new Garden of Remembrance opened.



St. Mary's Church is an A Rocha UK Silver Eco-Certified Church. We have demonstrated a commitment to sustainability and reducing our environmental impact. We follow eco-friendly principles and have implemented a range of eco-friendly practices to meet the criteria set by A Rocha.

### **Church Social Life**

Our main Social and fund-raising events take place in the Village Hall. These are the Summer and Christmas Fayres.

Many of the church groups also hold fund-raising mornings.

We have a strong Ladies Fellowship which meets once a month and has a varied programme of speakers and activities. Members pray together and support each other in the love of God.

There is a Mothers' Union group, led by the Enrolling Member, which meets once a month during the afternoon.

We take an active part in the annual Cubbington Funday on the Village playing fields. This is a great outreach and growth opportunity.

After the Holy Communion services each Sunday there is a time of fellowship when light refreshments are served and also on special Birthdays and Anniversaries.

### **Making New Disciples**

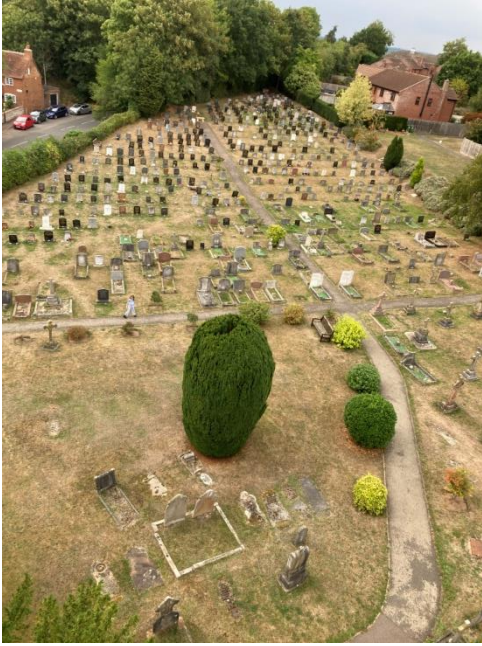
There have been a small number of people coming to Christian faith over recent years through baptism ministry, wedding and bereavement ministry, and we look forward to seeing that grow and develop under a new minister.

A significant number of people from outside the parish choose to worship God with us because they feel welcome and recognise our sincerity in delivering the gospel.

### **Transforming Communities**

As in a village parish community there are many opportunities to engage with the local people. Our main possibilities are to develop further the already strong links with our Church Primary School, possibly at the school gate and our Little Miracles group. We seek a Vicar who has a passion for and experience of developing work with children and young families in the parish.

The church is open in daylight hours and there is always someone in the churchyard taking time to reflect with a loved-one.



As with many village parishes, the church and churchyard are very important to the community. There is a dedicated band of churchyard workers who are much appreciated and maintain the churchyard to a very high standard.

The church's interaction with the community is central to having a role in changing our community and there are many areas in which we are becoming further involved. The church has identified a role in welcoming newcomers to the village, particularly with the new housing developments producing and delivering a welcome leaflet.

Many of our church members are actively involved in the community endeavours.

### **Administration**

St. Mary's has a website whose address is [www.stmaryscubbington.org.uk](http://www.stmaryscubbington.org.uk).

It gives general information about the church and the Parish as well as services, times and contact information.

St. Mary's provides an A5 size magazine (free-of-charge) ten times per year for the Parish called 'Parish News', printed externally and delivered by a band of volunteers to every home and business in the Parish; currently 1800 copies are produced. It keeps local people in touch with Village News, forthcoming Church News and services, together with Special Local events. This is a considerable expense for the Church but it is seen as outreach and mission enabling links between the Church and Community. We are committed to spreading the word of God and reaching out into our expanding Parish.

A news sheet called 'Notes' is produced and distributed to the congregations at the weekly services. This covers services and events for the coming week.

The PCC meets six times during the year and currently has a membership of 14 people.



St. Mary's Cubbington is a member of the Warwick and Leamington Deanery within the Diocese of Coventry. We currently have three representatives on the Deanery Synod with one member also on the Diocesan Synod. One other member is the Deanery Environmental and Creation Care Representative.

## Ecumenical Links

We have joined with **Cubbington Methodist Church** on a number of



occasions, including their Covenant Service at the beginning of each year, our Remembrance Sunday Service, our Darkness to Light Service and the Civic Service.

In addition, there is a joint venture called 'Coffee Pot' on Tuesday mornings in the Methodist Hall, Queen Street, at 10.30am until 11.45am.

This is a drop-in morning with refreshments; Clergy are always welcome for a chat on a casual basis.

## Cubbington Mill



Cubbington Mill is a purpose-built care home set in beautiful landscape gardens, close to St. Mary's Church at the top of the Church lane.

Holy Communion is taken to its residents once a month by a member of the laity.

Services for Easter, Harvest and Christmas are also held for the residents at the Mill, led by St. Mary's Choir.



We seek to develop and deepen links with Our Lady and St Teresa's Catholic Primary School.

### **Parish Council**

We would welcome a person who genuinely wants to make their mark on the parishioners and help us to get the best possible outcome for our electorate. We try to be inclusive and currently have a broad spread on the council.

It can be a difficult role on the council and we frequently have to make unpopular choices but we do it for the good of all the community, you can't please everybody all the time.

We are not political and work for everybody regardless of their convictions.

We look forward to our new vicar having an input and being a much valued member of the council and community.

### **Councillor Ian Hodges- Chair of the Parish Council**

### **Cliff Cleaver Pavilion and Village Hall**



Cubbington Pavilion and Village Hall are both key facilities for the villagers of Cubbington and the surrounding areas.

From bonsai to football, children's clubs and panto, the venues need the support from the figureheads of the village. The vicar will

bring a fresh approach to the running and planning of events and supporting the committee with ideas in making the venues accessible for everyone in the Parish.

The Pavilion is run by a subcommittee of the Parish Council and would welcome the support of the new vicar.

## Finance and Stewardship

The table below summarises our financial situation 2021/2022. Full sets of accounts for the last three years are available on request.

<b>INCOME</b>	<b>2022</b>	<b>2021</b>
Sunday Collections	16,142.95	12,624.80
Regular Giving – Standing Orders	17,611.00	17,252.00
Vestry Fees	13,260.00	15,533.00
Wedding, Funeral, Baptism and Sundry Collections	5,924.73	3,008.26
Gift Aid Tax Refund	5,962.23	11,796.67
Fund raising	4,339.24	2,680.79
Flowers	1,048.00	633.00
Donations	3,401.00	9,558.49
Bank Interest	420.94	407.09
CCLA Bank Interest	392.50	15.53
<b>Total Receipts</b>	<b>68,502.59</b>	<b>73,509.63</b>
<b>EXPENDITURE</b>	<b>2022</b>	<b>2021</b>
Parish Share/Fees	51,000.00	53,606.00
Church Utility Bills/Insurance	3,832.75	6,102.96
Routine Maintenance	7,368.01	9,659.22
Office Expenses/Printing, Stationery etc	432.82	3,330.61
Clergy/Staff	7,662.21	7,230.38
Altar Sundries	240.26	315.21
Flowers	526.90	322.50
Room Hire	0.00	0.00
Mission/Charitable Donations	7,174.87	5,532.04
Subscriptions	110.00	110.00
Fees repaid/Wedding/Funeral	0.00	0.00
Bank Charges	243.40	0.00
<b>Total Payments</b>	<b>78,591.22</b>	<b>86,208.92</b>
<b>Total for the year</b>	<b>(10,088.63)</b>	<b>(12,699.29)</b>
Closing CCLA bank balance 31/12/2022	£,30,234.87	

Parish Share paid in full.

## The Vicarage



The Vicarage, built in 1980, is situated near to the Church in a residential close called 'Pinehurst' and is only a few minutes' walk away to a footpath through the churchyard.

It is a detached residence comprising four bedrooms, lounge, kitchen, dining room, study, single garage, utility room and a brick outbuilding. There is a good-sized secluded garden.

The Vicarage overlooks open countryside, with access to the Cubbington Woods, a walk to the river and beyond by a footbridge. HS2 which is two fields way, is in a deep cutting.

**Psalm 33:** We wait in hope for the **LORD**; he is our help and our shield. In him our hearts rejoice, for we trust in his holy name. May your unfailing love be with us, **LORD**, even as we put our hope in you.

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### OUR APPLICATION PROCESS

For further details and an application form please contact:  
Debbie Niblett, Assistant to the Mission and Discipleship Team  
By email to [Debbie.Niblett@Coventry.Anglican.org](mailto:Debbie.Niblett@Coventry.Anglican.org)

For informal conversations, please contact:  
Archdeacon Missioner, Venerable Barry Dugmore, on 07487 578311  
[Barry.Dugmore@Coventry.Anglican.org](mailto:Barry.Dugmore@Coventry.Anglican.org)

An application form can be downloaded from the Diocesan Website:  
<https://www.coventry.anglican.org/about/vacancies/current-vacancies.php>

Enhanced DBS disclosure is required for this post