



The Church of England
around Staffordshire, northern
Shropshire and the Black Country



Curacy in the Diocese of Lichfield



**Title post in the
parish of
St Andrew's
Sneyd Green**



conurbation | informal

A friendly
post-industrial
community at
the edge of
The Potteries



Welcome to Lichfield Diocese



Come follow Christ
in the footsteps of St Chad

Cradled at the intersection of the Midlands and the North, and the interface between England and Wales, the Diocese of Lichfield is the ancient centre of Christianity in what was the Kingdom of Mercia.

We are rightfully grateful for the inheritance we have from St Chad that leads us to focus on Discipleship, Vocation and Evangelism as we live and serve among the communities of Staffordshire, northern Shropshire and the Black Country.

Wherever in the Diocese you may be placed, you will benefit from being part of a wider family, mixing with people serving in a wide variety of contexts – from the grittiest inner-city neighbourhoods of Stoke and the Black Country, to the leafiest rural parishes of Staffordshire and

Shropshire, to the sparsest upland communities of the Staffordshire Moorlands and Welsh Borders.

And we embrace the widest spectrum of church traditions – evangelical and catholic, liberal and conservative, choral and charismatic, as we journey together – as a colleague recently put it, it is our goal to be a ‘spacious and gracious diocese’.

‘...a spacious and gracious diocese.’

It is my determination and that of my fellow-bishops that your calling to a title post will be a time of encouragement, ongoing formation, challenge and (while rarely unbridled) joy. Our colleagues among the Diocesan staff keenly bring their various specialisms both spiritual and practical to serve our parishes, fresh expressions, schools and chaplaincies.

+ Rt Revd Dr Michael Igrave
Bishop of Lichfield

As we follow Christ in the footsteps of St Chad, we pray that the two million people in our diocese encounter a Church that is confident in the gospel, knows and loves its communities, and is excited to find God already at work in the world. We pray for a church that reflects the richness and variety of those communities. We pray for a Church that partners with others in seeking the common good, working for justice as a people of hope.
(Diocesan Vision Statement)

A caring diocese

Lichfield Diocese is one of the largest in the country, covering an area of 1744 square miles and serving a population of more than 2 million.

The Diocese consists of three episcopal areas with three Area Bishops (of Wolverhampton, Stafford and Shrewsbury) ministering alongside the Diocesan Bishop, each overseeing a different geographic area. This indicates the Diocese's commitment to its different contexts, and to the pastoral care of our clergy.

Homes and schools

We aim to provide high quality housing for our clergy with a continuous programme of improvements to houses and responsive, specialist contractors for emergencies.

As well as the 208 Church of England schools in the Diocese, there are many good schools and colleges that will welcome clergy' children, and a number of

higher education centres can be found in Stoke, Keele, Stafford, Shrewsbury, Telford, Wolverhampton and Walsall.

Vocation and mission of all

Our vision for the Diocese is that all people, lay and ordained alike, will grow ever more deeply into their vocation as disciples of Christ. We hope to become a Church where all our members are equipped to know they are called by God to

worship and to be the eyes, hands, feet and mouth of Christ in their own contexts.

To further these aims, and to develop creative patterns of ministry, we ask all training parishes to offer 'sixth-day' opportunities for curates – which might be a chaplaincy attachment (school, hospital, prison or

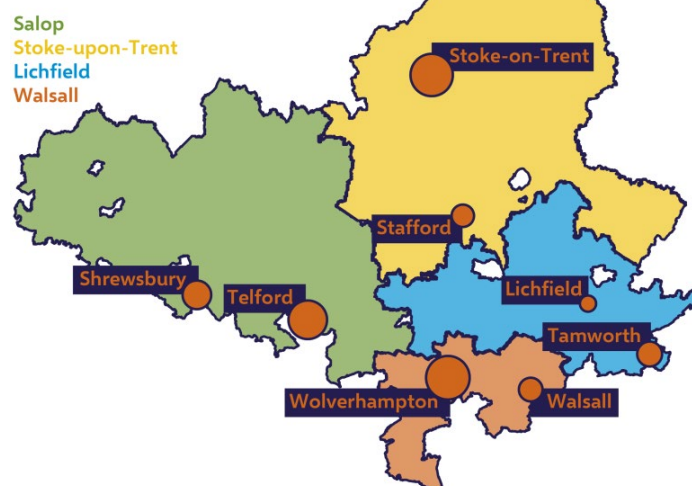
hospice), involvement with local gardening ventures, night-shelter involvement – to mention just a few possibilities.



"Our time as a family in my curacy in rural Shropshire has been one of the best of our lives. I've learned that the priestly role is vital in the community. I'm particularly enjoying working with seniors, and enabling the giftings of others which resulted in a successful Messy Church starting in one of the villages. I give thanks to God for this special time, and for everyone who's been there for me and supported me throughout."

Revd Jassica Castillo-Burley

The Archdeaconries of Lichfield Diocese



Everything but the sea



David Rayner (Wikipedia) / Stoke-on-Trent Bottle Kiln / [CC BY-SA 2.0](#)

Staffordshire prides itself on being 'the Creative County': Shropshire is the birthplace of the Industrial Revolution and the Black Country is renowned for its industry and all have significant opportunities for spouses who wish to develop careers in any sphere.

For those days off when you need space away from the parish, the area has everything you could wish for – except the sea: wild landscapes, cultured museums and stately homes. Sports of many kinds (including Premiership football) and at least two theme parks

Shrewsbury Flax Mill – the prototype skyscraper / Tk420 (Wikipedia) / [CC BY-SA 4.0](#)



Opening of the Lighthouse Project at Kingsland CE Academy, Bucknall



Road and rail links



For those with family and friends in other parts of the country, the Diocese has great transport links: the M6/M6Toll bisects the centre of the Diocese north-south, and the M5 originates at our southern tip. Heading west, the A5/M54 give easy access to north and mid Wales, while the A50, A5 and M6Toll give swift access to the M1, M42 and A38 for the East Midlands and the south-east.

Rail links are also good with all major towns having direct services to London and Birmingham and four major airports surround our borders – Birmingham, East Midlands, Manchester and Liverpool.



Dovedale (location of one of the Diocese's two residential retreat centres) / Shaun Dunmall (wikipedia) / CC BY-SA 2.0

Leisure and pleasure

Lichfield Diocese has everything but the sea. For walkers and climbers, there's an extensive network of canals, Cannock Chase, The Roaches, and the Shropshire—Welsh borders (for example). If you're into more organised fun, Alton Towers and Drayton Manor Theme Park can provide it. And then there's

Wightwick Manor nr Wolverhampton / Tony Hisgett (Wikipedia) / CC BY-SA 4.0



many museums including Walsall's New Art Gallery and the RAF museum at Cosford; not to mention excellent sporting options for both watching and participating – from premiership football to the Tamworth Snowdome. Along with Wedgwood, theatres and cinemas, restaurants and superb tea shops just begging to be discovered...



Apedale Valley Light Railway nr Stoke is one of many transport and leisure museums in the Diocese / Simon Jones

If shopping is your thing, there is a range of options, from the chic boutiques at Barton Marina, and Shrewsbury to large malls in or near the urban centres. We're fortunate in being the home of many fine ales and beers brewed in Burton on Trent (the museum is well worth a visit), and Staffordshire oatcakes are a unique local delicacy to be discovered.



Wulfrun Centre in Wolverhampton is one of many shopping destinations in the region © Roger Kidd -/ geograph.org.uk/p/1171894/ CC BY 2.0

Alton Towers near Uttoxeter Jeremy Thompson/Flickr / CC BY 2.0



The Parish of St Andrew's Sneyd Green

The Parish of St Andrew's is based around Sneyd Green, which is found on the edge of Hanley, which is the main shopping area of Stoke-on-Trent. Stoke-on-Trent is a polycentric city in North Staffordshire approximately halfway between

Birmingham and Manchester, it was formed in 1910 when 6 pottery towns joined together. Today Stoke has a population of over 260,000.

The population of the parish of Sneyd Green is approximately 8500.

There are between 3650 and 4000

households in the parish, with an estimated 73% owner occupied households,

11% private rented households and

16% social housing. 26% of households in the parish are lone parent households. 20% of those who live in the parish are under 16 years of age and 18% are 65 years and over.

Sneyd Green is a small sub-urban community within the conurbation of Stoke-on-Trent and although it is driven through by many, it retains its own identity

amongst local people. The focal point is the crossroads and small line of shops where Milton Road meets Hanley Road. Sneyd Green is blessed with a local Coop supermarket, Post Office and other amenities including Pharmacy, Garage and Dentist. A number of other shops and businesses serve the community as well. There is a newly built health centre just outside the parish.

There are two primary schools in the area, Sneyd Academy and Holden Lane Primary School, and two secondary schools, Birches Head Academy and Excel Academy. There are two Methodist churches in the parish, Wesley Hall Methodist and Potter's Church, with whom we have good relationships.

Employment in the local area varies hugely – as it does across the city – due to the post-industrial nature of the area following the historic closure of many of the large pottery factories. There is a significant university hospital serving the city and one of the largest employers is BET365 (employing 3800 people currently). Some potteries remain including Steelite, Wedgwood and Emma Bridgewater.



Our vision at St Andrew's is to see people's lives and the community of Sneyd Green transformed by the love of Jesus. We are seeking to be a light in the

COVID – 19

This document was put together in the midst of the unprecedented crisis brought about by the Coronavirus outbreak. All of our services and activities were cancelled and much of our ministry happened online. Please see our Facebook page and Website for more information on patterns of worship and resources we have produced.

A curate joining us in 2021 would be arriving at a crucial time of re-thinking how we do Church in light of the lessons learnt in this season. This will mean inevitably that a curacy may look different to expected. We do however feel that this would offer a hugely exciting opportunity to be a part of forming a more effective missional community engaging with technology to see our reach and influence in Sneyd Green increase. As we reflect on the incarnational nature of the gospel, the practical outworking of our call to love and the Church's response to the individualisation of society, we seek to see the Harvest promised by Jesus being brought into the Kingdom.

community, impacting the place where we live and seeking the Kingdom of God.

Sundays

Our Sunday worship takes place at 9am and 10:30am each week and offers a variety of worship styles.

The 9am service is a Common Worship Communion service where the minister would usually robe. This congregation varies from between 10 and 15 people and mostly attracts the older generation. It gathers in the sanctuary and Communion is led from the high altar.



The Parish of St Andrew's Sneyd Green

At 10:30am we offer a more contemporary informal style of worship where the music is led by a band and there are times of open prayer and an



opportunity to receive prayer ministry. We would often have a 20-25-minute sermon (which is normally repeated at both services). There is provision for Children each week, in a range of groups from pre-school to teenagers. We usually have 20-25 children attending each week and up to 60 adults – our electoral roll is just under 80.

Following the 10:30am service, tea and coffee is provided in the hall. Most of the people who attend church live within in the parish. We have a wide age demographic, with the youngest members being under 1 and the oldest being in their nineties. Most of the congregation come most weeks.

We have a monthly pattern of worship which includes a café style church where we gather together for worship and then the adults move to

the hall for refreshments and a talk followed by discussion, whilst the children have a 'children's service' in church. This format began monthly in May 2018 and has been increasingly popular.

We also have monthly all-age services and communion at 10:30am on the 2nd and 5th Sundays.

We always look forward to inviting the community to join us for a range of special services throughout the year at Easter and Christmas, and on other occasions such as Remembrance. We have very strong links with the local primary schools and host visits and services regularly.

| | |
|-----------------|-------------------------------------------------------------|
| 1 st | 9.00am CW Communion 10.30am All Age Worship |
| 2 nd | 9.00am CW Communion 10.30am Communion |
| 3 rd | 9.00am CW Communion 10.30am Café style/Children's Church |
| 4 th | 9.00am CW Communion 10.30am Morning Worship |
| 5 th | 9.00am CW Communion 10.30am Communion |



The Buildings



The church was built as a mission church, planted by a neighbouring parish in 1908 – and therefore looks more like a school hall. It was extended and consecrated in the 1960s to become its own parish. There is a crèche room, small kitchenette, vestry and toilets, as well as a prayer room and store room directly off the sanctuary.

There is a large multi-function hall behind the church used by various groups and activities, which has a fitted kitchen and stage area as well as accommodating the church office. There are full toilet facilities and a small meeting room as well.

We hire out the hall to external groups as well as using it for our own courses and clubs. The Tuesday

morning Golden Wonders club is particularly popular, gathering elderly ladies for games and refreshments, and Friday nights play host to two youth clubs, one for older and one for younger youth. Our parent and toddler group 'Giggle & Grow' meets on a Thursday morning during term time. We see the groups that run in the hall as a massive opportunity to serve and connect with the local community.



The Parish of St Andrew's Sneyd Green

Your Training Incumbent

Revd James Gandon

42 Granville Avenue
Sneyd Green, Stoke-on-Trent
Staffordshire, ST1 6BH

- Trained: Trinity College, Bristol
- Ordained: 2014, Lincoln
- Curacy: St George's Lincoln
- Vicar: Since March 2017

James and Zara Gandon moved to St Andrew's from Lincoln where James served his curacy, during which time they met and married. Prior to that they were both involved in employed Church ministry. Zara was in Birmingham working with children and youth alongside her job as a doctor. Prior to training, James worked in Leicester amongst students and young adults. James and Zara feel a strong sense of call to minister as a couple and lead the pastoral ministry of the church together.

As the vicar, James sees his call to be an active presence in the parish, building relationships and inviting people to come to know Jesus for themselves. He is passionate about parish ministry and demonstrates this by building up the number of occasional offices, engaging with the local

schools and developing a local business leaders forum. His particular gifts and skills are in the area of discipleship and leadership training, seeing people step into the call that God has for them. James believes in Word and Spirit ministry and that encountering the Holy Spirit changes lives.

James and Zara are local network leaders for New Wine and James has chaired the Diocesan Evangelical Fellowship. He has strong links with ecumenical



partners across the city, having been involved in organising city-wide events and is an active member of the local Deanery chapter.

James believes that he can bring a varied experience and setting for the training of a curate, sharing his experience of mission and ministry and allowing the curate to progressively explore areas for growth and development. James believes that curacy is a safe place to try new things – “if it goes well you get the credit, if not I take the blame”. He would like to encourage additional mentoring where there is space for theological reflection on ministry, from somebody outside the parish. As a curate journeys from being ordained deacon to their role as a priest, James would facilitate reflection on this significant change as well as training in the practical aspects of communion.

James and Zara are passionate about hospitality, the next generation and community. They love opening their home, spending time with friends and family, playing board games and walking in the Peak District.

James enjoys running and can often be found doing the local ParkRun on a Saturday morning. They have two young sons.

The Context

Sneyd Green sits within the conurbation of Stoke-on-Trent which is a friendly city to live in. The community is tight-knit and family is of huge importance to local people. Historically, Stoke suffers with a degree of post-industrial unemployment and deprivation which has led to somewhat of a culture of lack of aspiration and hopelessness linked to various social issues. Drug use and alcoholism is a common issue in the area, alongside many single-parent households and cases of domestic abuse. In spite of this, the experience of meeting local people is a warm and welcoming one.

The Parish of St Andrew's borders six other parishes, with the main city centre Hanley team ministry to the south, the villages of Milton and Norton to the east and the suburbs of Smallthorne and Cobridge to the north approaching the town of Burslem. It is very much an 'in-between place' for the many who travel through it on the major link roads which pass through the parish (the A53 Leek New Road and the A5272 Hanley Road) but has a very clear local identity.

There is a clear social divide in terms of deprivation between the 'upper end' of Sneyd Green and the 'Berwick estate' down the hill. The CUF (Church

The Parish of St Andrew's Sneyd Green

Urban Fund) deprivation maps show this quite starkly.

The majority of the congregation of St Andrew's live in the upper end of the parish with very few living on the estate.

There is a variety of property in the parish, varying from detached houses to bungalows and terraced housing with owner-occupied, privately rented and council housing. Some is far more modern (1995) and some is very old (a farmhouse on Sneyd Street has a plaque dated 1736). The age profile of those living in the parish varies hugely with plenty of young families alongside young adults and the elderly. Culturally, people often don't move far away from their family, so the community is very tight knit.



The Ministry

St Andrew's is a community focussed family church with a wide variety of ministry opportunities throughout the week. We are going through a period of growth currently which is very exciting. Our vision and values underpin everything we do and have led us prayerfully to discern some five-year goals.

At our heart is the Charismatic Evangelical style and theology which has been part of the culture at St Andrew's for many years. Biblical teaching and the power of the Holy Spirit feature in the worship week by week although there are a variety of styles including modern and more formal services. We believe in the power of prayer and offer prayer for healing after each service.

There is a strong platform for a curate to grow in

We're really grateful for all the support we got from the Diocese, starting with the DDO, who went out of her way to help in finding a good match, and to work out practical matters.

My vicar has been very supportive, through planning carefully together and weekly supervisions, where we reflect on different areas of ministry. I have been given new challenges progressively, all done sensitively and fitted to the stage I was at. Our churches have been so welcoming to the whole family, and very supportive of my ministry, even when this involves less regular ideas, like planting a tree during a sermon (only in a pot, I regret to say!).

Revd John Beswick Pallister

Vision – Where are we heading?
**Our vision is to see people's
lives and the community of
Sneyd Green transformed by
the love of Jesus.**

preaching ministry and leading services of different styles, including learning to take communion services once they have been ordained priest.

There is a passion to see the next generation reached and there are good opportunities to work with children and young people through our parent and toddler group, Friday night youth groups or Sunday morning children's ministry. In November 2019 we employed a Youth, Children and Pioneer minister, a new role which oversees all of our under 18s ministry and schools work. They also have a remit to develop and pioneer a worshipping community on the more deprived Berwick Estate.

We have excellent links with the primary schools in the parish with great opportunities for a curate to utilise these to experience assembly ministry, RE lessons and visits to the church. We would like to see links in the secondary schools being strengthened too.

We have regular mid-week Growth Groups who have a remit of each having a missional activity they spend time doing once a month. Although these are relatively new in forming, there are some positive opportunities for mission happening through a new coffee morning, gathering in the

Values – How do we do things?

Knowing our identity in Christ *1 Peter 2:9*

Believing in a God of miracles who speaks today
Matthew 19:26

Honouring every person and generation
Psalm 145:4, Romans 12:10

Blessing others as we are blessed – generosity & partnership
2 Corinthians 9:11, 1 Corinthians 12:27

Trusting the Bible as true and relevant *2 Timothy 3:16*

Sharing the love of God – hospitality & outreach
Hebrews 13:2, Matthew 28:18-20

Gathering to pray, seeing God at work *Matthew 7:7-12*

Being guided by the Holy Spirit in all that we do
Romans 8:14

The Parish of St Andrew's Sneyd Green

local pub, praying for people in the local Costa Coffee and the establishment of a new youth café. We long to see these groups grow both in discipleship and in number. This model of small group-based mission is a good platform for a curate to learn and grow in this ministry.

We run Alpha courses and other opportunities to meet and engage with those on the fringes of faith. These include invitational events through the year, healing on the streets and other outreach opportunities. Each of these offer a good opportunity to a curate to grow in this area of ministry and front-line evangelism.

There have been plans on the backburner for some time to develop the idea of a community café, possibly with a building extension, and we would like to explore that idea in the coming years. This may be something a curate could assist in developing.

Reflecting on the more challenging nature of the Berwick Estate, working alongside the Youth, Children and Pioneer Minister, we would like to see some form of worshipping community established in that part of the parish in the next three years. This may be in partnership with the Methodist church and in conjunction with the community

centre or primary school. This would offer a significant opportunity to a curate to see what pioneering a worshipping community may look like.

There would be opportunities for a curate to learn to do occasional offices (predominantly funerals) and engage with other aspects of the life of the parish such as governance. The chairing of PCC meetings and gaining an awareness of the wider governance of the Church of England would also be an important learning opportunity.

In summary, we would not want to limit the role or dictate areas of responsibility to a curate, seeking to be guided by God as to what areas of ministry a curate would grow in, develop or explore. We would see this as a partnership with the current leadership of the church alongside James and Zara, the churchwardens and PCC.



The Congregation in numbers:

| Figures from 2019 | |
|-------------------|-------------------------|
| Electoral Roll | 72 |
| ASA | 60 Adult 17 Children |
| Marriages | 0 (4 in 2018) |
| Funerals | 11 |
| Baptism | 0 (4 in 2018) |

Housing and Accommodation

The Diocese of Lichfield either has a curate's house in the benefice or a 'strategic' house for curates in close proximity of the benefice. These are good houses, mainly with four bedrooms. If there is no curate's house in the benefice and where such a strategic property exists within easy reach of the proposed training parish this will be the preferred curate's house. If there is no strategic housing available nearby the diocese is committed to providing appropriate accommodation for all those entering ministry. We generally do not offer rented accommodation except as an emergency short term measure. Our curates can be confident that their home will be of a consistently high standard. If you wish to know further details about the house, the DDO will be able to provide you with more information.

Curacy in Lichfield Diocese

Supporting learning and formation

Curate learning, formation and development is strongly valued and affirmed in Lichfield Diocese. Curates receive ongoing supervision and reflection on ministry in the parish, complemented by our curate-training programme in which you share with your year-group of peers. The aim of the training programme is to enable each person to flourish in their ministry and inhabit more deeply their vocation as deacons and priests. This programme supports learning and formation through a partnership between the Diocese and The Queen's Foundation. And it takes place in the context of parish supervision and reflection on ministry.

The programme provides space and an environment beyond the parish context in which curates come together with skilled tutors to learn with and from each other's shared experience, so that they can better integrate their practice and reflection, develop their personal qualities, spiritual, ministerial and professional gifts and skills, and deepen their desire to learn.



The curacy experience is very much a collective one, often gathering at Lichfield Diocese's centrally-located Shallowford House for study, prayer, retreat and de-stressing with peers: as such, it's a much less scary venue during IME2 than as a base for a BAP!

Pattern of training

The programme focuses on grounded and situated learning and prioritises the Diocese's focus on Discipleship, Vocation and Evangelism:

- In Year 1 establishing you in your new ministerial context and practice, and supporting your preparation for ordination as priest.
- In Year 2, deepening your practice and understanding of mission and ministry with the theological tools and skills you need to contextualise this.
- In Year 3 helping you prepare for life-long ministry and to take up a post of responsibility to be entered into with skill and confidence.



IME2 to equip for ministry

At the heart of the programme are residential events which bring together a year-group of curates. They reflect the diversity of the Church, while the different ministry contexts reflect the diversity of the Diocese. This cohort is the primary context for the essential learning and formation to develop your ministries, focusing on ministerial formation, and on the development of relationships which enable mutual flourishing for all.

Opportunities for academic awards

Alongside the IME2 training you may wish to continue studying on an accredited pathway with Common Awards. Curates who already have a Diploma award from IME1 may register for a BA in Theology, Ministry and Mission. Others who already have a degree or higher award or are recognised as potential theological educators have opportunities to further their studies alongside their curate programme.

Care for curates and families

"We have had amazing support from the diocese over the past 6 years through both of our curacies and that's not always been straightforward- particularly when 'life' sometimes gets in the way!

"But the support, through thick and thin has been fantastic, particularly discerning Adam's call to pioneering ministry and curacy under 'pioneer' supervision."

Revds Adam & Charlotte Gompertz



Many second year curates have the opportunity to grow through visits to our link dioceses in Canada, Africa, or Germany– this group enjoying a day on safari.

The wellbeing of clergy and their families is very important to us. In addition to the supervisory aspects to curacy, we have a free, confidential counselling service (*the Listening Ear* scheme) for all clergy, diocesan staff and their families.

More info

– contact the DDO (details on back cover) or visit Lichfield.anglican.org/curacy



Curacy in Lichfield Diocese

For further information

In the first instance, please contact:

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Bishops' Director of Ordinands

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Find us on:

ACChurchNearYou:

www.achurchnearyou.com/church/4501/

Website:

www.standrewssneydgreen.com

Facebook:

www.facebook.com/StAndrewsSG

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St Andrew's Sneyd Green
*Charismatic Evangelical
Church in the heart of the
Potteries*

**Our Vision is to see people's lives and
the community of Sneyd Green
transformed by the love of Jesus.**



*"We are a friendly and lively church
situated in Sneyd Green, just outside
the city centre of Hanley, Stoke-on-
Trent, with a passion for seeing the
Kingdom come in our community."*