

The Parish of All Saints

St Ives, Cambridgeshire



Parish Profile

Contents

Page 3 – Foreword by the Acting Bishop of Ely

Page 5 – Welcome from the Deanery of St Ives

Page 6 – Our Welcome to All

Page 7 – All Saints Benefice – At a Glance

Page 7 – Context

Page 12 – Church Life

Page 15 – Our Building

Page 17 – Planned Reordering

Page 19 – Environmental Sustainability

Page 19 – Community

Page 20 – Foodbank

Page 21 – Booze in the Pews and Social Events

Page 22 – Mothers' Union

Page 23 – Relationship to the Wider Town

Page 24 – Financial Overview

Page 25 – Safeguarding

Page 25 – Team

Page 27 – Our Vision

Page 28 – Our Goals

Page 29 – Our Next Incumbent

Page 31 – Person Specification

Page 37 – Housing

Page 38 – Application Process



Foreword from the Acting Bishop of Ely, The Rt Revd Dagmar Winter

Thank you for taking an interest in the full-time post of Incumbent of the Parish of All Saints, St Ives.

This is an attractive parish within the Diocese of Ely: a historic church at the heart of a thriving market town, offering a distinctive and confident expression of Anglican worship alongside a growing commitment to mission and service – seeking to hold together tradition and innovation, beauty and service, worship and witness. Market towns have been a particular focus for the Diocese with their distinct role for the town and the surrounding rural communities.

All Saints is well rooted in the life of St Ives and in the wider deanery. The church is supported by committed lay leadership, a full and effective PCC, and strong relationships across the town and deanery. St Ives Deanery is a supportive and prayerful community of clergy and lay leaders, marked by generosity of spirit and a willingness to share wisdom and resources.

The Diocese of Ely is looking forward to welcoming a new Diocesan Bishop, the Rt Revd Sarah Clark, who will take up her post in the summer and bring renewed vision to our Diocese.

We are seeking a priest who is rooted in prayer and the sacramental life of the Church, humble while confident in the gospel, and able to lead collaboratively and imaginatively. The postholder will be a person who models good safeguarding practice, inspiring a culture in which the safety and wellbeing of all are actively protected and promoted. A willingness to engage fully with diocesan guidance, training, and accountability structures is essential.



This is a parish with much to celebrate and much to build upon. I warmly commend this post to you and invite you to consider prayerfully whether God may be calling you to this ministry.

With every blessing for your discernment,

† Dagmar

Acting Bishop of Ely



A welcome from the Deanery of St Ives

As an incumbent in the St Ives Deanery, you will receive a warm welcome from your colleagues.

We are five stipendiary clergy covering the five benefices, with St Ives being the only one with a single parish.

Like All Saints, each Parish welcomes the priestly ministry of both men and women.

As a chapter we currently have six retired clergy, each of whom contributes to the pastoral and sacramental ministries within their home benefices.

We meet every two months over lunch and have developed an openness in sharing, both in prayer and conversation, with each other. That same development has been noticeable within the wider synod. This sharing has enabled us to recognise the strengths in our different ways of expressing our discipleship of Jesus.

As Rural Dean, I look forward to meeting you and welcoming you into our Deanery.

Every blessing as you seek to discern the future of your ministry.

Fred

Rev Canon Fred Kilner, Rural Dean St Ives

Tel: 07447 454851



Our Welcome to All

This notice is fixed to the main church entrance :

“We extend a special welcome to those who are single, married, divorced, widowed, straight, gay, confused, well-heeled or down at heel.

We especially welcome wailing babies and excited toddlers.

We welcome you whether you can sing like Pavarotti or just growl quietly to yourself.

You're welcome here if you're 'just browsing,' just woken up or just got out of prison.

We don't care if you're more Christian than the Archbishop of Canterbury, or haven't been to church since Christmas ten years ago.

We extend a special welcome to those who are over 60 but not grown-up yet, and to teenagers who are growing up too fast.

We welcome keep-fit mums, football dads, starving artists, tree-huggers, latte-sippers, vegetarians, junk-food eaters.

We welcome those who are in recovery or still addicted.

We welcome you if you're having problems, are down in the dumps or don't like 'organised religion.'

We offer a welcome to those who work too hard, don't work, can't spell, or are here because Granny is visiting and wanted to get out and walk along the river.

We welcome those who are inked, pierced, both or neither.

We offer a special welcome to those who could use a prayer right now, had religion shoved down their throat as kids, or got lost on the ring road and wound up here by mistake.

We welcome pilgrims, tourists, seekers, doubters... and you!”

(Wording adapted from Coventry Cathedral)



Context

All Saints Benefice - At a Glance

- ◇ Church: All Saints, St Ives
- ◇ Patrons: The Guild of All Souls (who have delegated to the Diocese of Ely the leadership for this vacancy)
- ◇ First historic record: 10th Century
- ◇ Church Building: 13th - 15th Century
- ◇ Deanery: St Ives
- ◇ Electoral Roll: 77
- ◇ Average Sunday attendance: 70
- ◇ Annual Ministry Share: £71,797, paid in full.
- ◇ Liturgy: Common Worship (and occasional BCP).
- ◇ Website: www.stivesparishchurch.org.uk
- ◇ Social media: www.facebook.com/allsaintsparishchurch
- ◇ Charity Commission Listing (#1188642)

Building and key artefacts: Ninian Comper interior including rood screen and windows; Kempe window; Norman font; fine Italian processional crucifix c.16th Century.

Regular activities: weekly Eucharist; daily morning prayer; community café; bellringing; choir rehearsals.

Community engagement: Foodbank; civic services; relationships with local schools; beer festivals; concerts; Mothers' Union.



“I love All Saints because....



...of the Church of England’s involvement in the community, friendly, caring, and the bells, smells and the history of the church. The congregation makes this church.”

...of its formality & traditional style of worship. Also, the wonderful feeling of belonging.”



St Ives – At a Glance

- ◇ Civic status: Market Town
- ◇ Population: c. 17,000
- ◇ County: Cambridgeshire
- ◇ Constituency: Huntingdon
- ◇ MP: Ben Obese-Jecty, Conservative Party
- ◇ Town Council website: stivestowncouncil.gov.uk

St Ives, Cambridgeshire: Riverside Market Town

As you approach St Ives from the A1307, you are greeted with a view of the River Great Ouse meandering through pastures towards the iconic 15th century St Ives bridge, renowned for its rare chapel. Above the rooftops, an elegant spire comes into view – your first glimpse of All Saints and the historic community that surrounds it.

Nestled on the banks of the river, St Ives is an attractive market town with a population of approximately 17,000. Its town centre retains a strong sense of heritage, shaped by its former riverport, bustling market square and historic sheep market. The only publicly commissioned statue of Oliver Cromwell presides over the market square and further echoes of the past can be found in historic architecture and pubs. The excellent Norris Museum offers the chance to explore the town's past and the history and culture of Huntingdonshire.

St Ives is a gem of the Cambridgeshire countryside, and it takes



only a few minutes to step away from the bustle of the town centre. The beautiful Holt Island Nature Reserve backs on to All Saints and is an active conservation site. A few steps from the church, the Thicket path marks the starting point of several countryside walks.

As one of the largest towns in Huntingdonshire, St Ives serves as a centre for surrounding villages. Regular trade and farmers' markets take place throughout the year, and the high street offers a mix of independent shops, cafés and restaurants, alongside a small selection of national retailers. The town is a popular evening destination, with a range of pubs, bars and restaurants to cater for all tastes, including Indian, Chinese, Italian and British cuisine.

A wide range of leisure and community facilities is available in St Ives, including indoor and outdoor leisure centres, a football club, a conference venue, and smaller community spaces such as the St Ives Corn Exchange. A diverse programme of events takes place throughout the year, including formal civic events such as a Remembrance Day parade and service and Armed Forces Day, to community events such as the popular St Ives Jazz Festival, a pantomime, and Picnic in the Park.

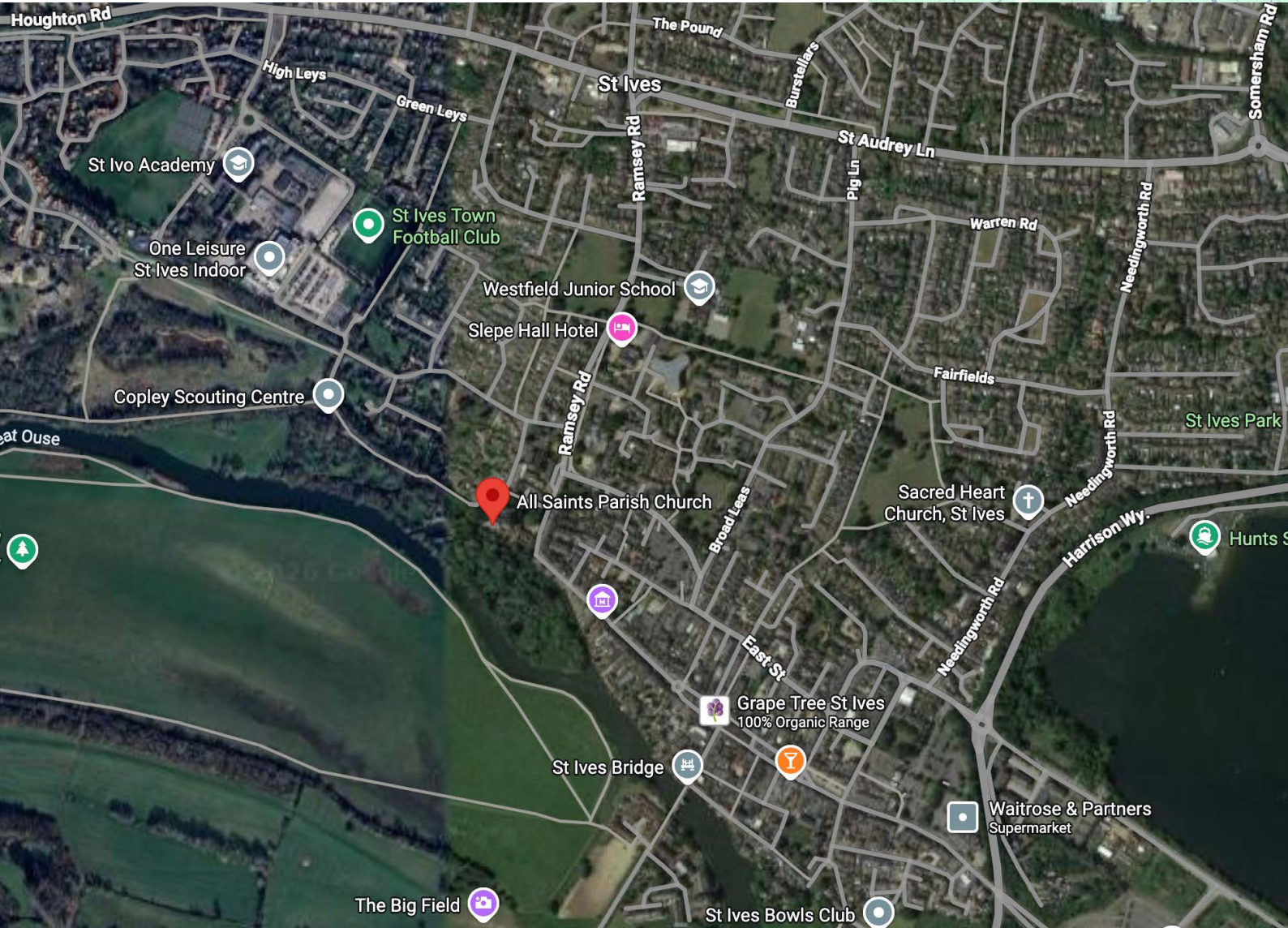
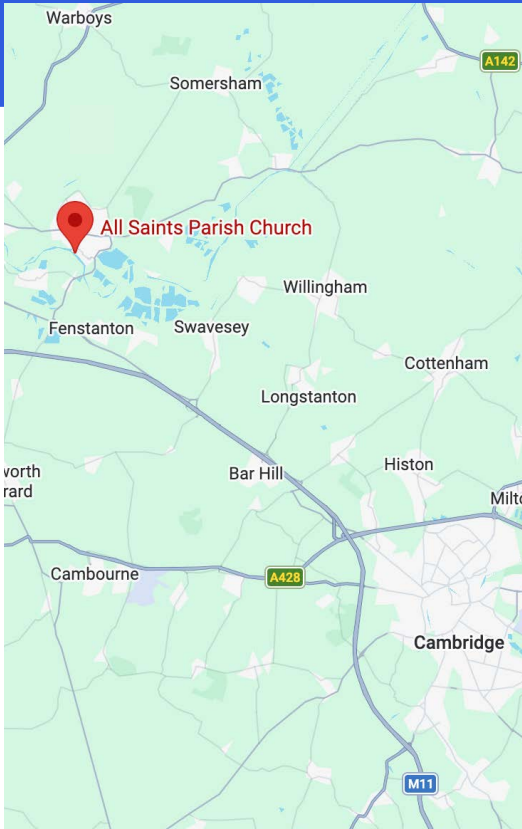
St Ives enjoys excellent transport links, including the guided busway providing direct access to Cambridge, and good road connections to Huntingdon, Peterborough and beyond. Access by rail is from Huntingdon or Cambridge North stations, just a 20-minute drive or short bus-ride away. Both stations offer direct links to London as well as a variety of regional destinations.

St Ives is well-served by a range of educational provision, including several private nurseries, four primary schools, and St Ivo Academy (a large secondary school located within walking distance of the church and vicarage). The parish greatly values its relationships with local schools and is



committed to strengthening and developing these partnerships further in the years ahead.

The town’s historic core is complemented by residential developments that have expanded steadily since the 1960s. Continued growth on the town’s fringes is expected to lead to a significant increase in population in the coming years, expanding St Ives across the parish boundary and into that of neighbouring parishes such as Hemingford Grey. This notable growth is particularly attracting new residents and young families drawn by St Ives’ proximity to Cambridge and its strong sense of community identity.



Church Life

Worship

At All Saints, our worship is rooted in the Anglo-Catholic tradition, offering a reverent and beautiful expression of the church's sacramental life. At the heart of this is our weekly Sunday Eucharist which is enriched by liturgy, music, and symbolic practices, featuring the use of vestments (including chasuble), incense and bells. Services are supported by an experienced team of servers, Lay Ministers and Assistant Clergy who are confident in this expression of their faith.

Music is integral to our worship, shaping our prayer and praise. Our Director of Music works closely with our ministry team and choir to plan hymns, mass settings, psalms, choral music, and organ repertoire which deepen our engagement with the liturgy and give voice to the faith of the congregation. We also benefit from original compositions by our Director of Music written especially to provide a musical expression of our liturgy. Our Copeman Hart digital organ has been recently refurbished, representing a significant investment in our continued musical tradition.

“The people are fantastic and it is a High Church & I do like the bells, smells and candles!” Worshipper

Children and young people play an active and visible role within the church, through children's work and by leading elements of the service such as the Lord's Prayer, with older children often joining the serving team or choir. Two Children's Leaders provide activities for younger children



during the Sunday morning Mass, and their work is shared at the end of services for all to appreciate. Children are admitted to Holy Communion prior to Confirmation if they wish, after preparation (in accordance with the 2006 House of Bishop Regulations).

We take pride in offering a warm ministry of welcome and hospitality, ensuring all are welcomed, whether they are regular worshippers, visiting for the first time, occasional attendees or simply curious about what we offer. The style of worship attracts some regular members from beyond the parish and creates a friendly combination of residents alongside visiting worshippers. Refreshments are offered after Sunday services, with regular celebrations with cake and drinks for significant birthdays or anniversaries. Although we have not had a full discussion regarding the use of the Prayers of Love and Faith together as a whole church, the PCC tends towards support for the use of the prayers and would welcome an incumbent who would help us discern our way forwards as a PCC and congregation.

“We are all one big happy family with the same values.” Worshipper

Looking beyond our Sunday worship, our Eucharistic commitment continues with services on Feast days such as Ascension, Corpus Christi and All Souls. Lent is marked with an Ash Wednesday service, weekly Stations of the Cross, and Holy Week is a high point in our church calendar with services on Maundy Thursday, Good Friday and Holy Saturday, culminating with our Eucharist on Easter Day. Whilst slightly reduced during our vacancy, Morning Prayer is usually said daily in the church Monday to Friday.

Alongside our deep commitment to Anglo-Catholic liturgy within our Sunday Eucharist, we use alternative styles of worship to adapt to a variety of needs, such as our informal Christmas Eve Nativity Service, child-focused Stations of



the Cross in Holy Week, school Christingle Services, and a monthly Dementia-friendly service. We are keen to extend our offer of additional services to enable church growth and accommodate a range of people.

“I feel part of God and included into his family.” Worshipper

Occasional offices are an important part of our ministry, with a small number of weddings performed annually and around 10-15 funerals in a typical year. Several baptisms are performed both within and outside our Sunday worship, however given the beauty and splendour of our church and the demographic of St Ives, we see weddings and baptisms as a key opportunity to grow our mission and reach more people within our local community.

A typical weekly service and church activity schedule is as follows:

Monday	09:05	Morning Prayer
	19:00 – 21:00	Bell-ringing
Tuesday	09:05	Morning Prayer
	10:00 – 12:00	Community Café (Foodbank)
Wednesday	09:05	Morning Prayer
Thursday	09:05	Morning Prayer
	19:30 – 20:30	Choir Practice
Friday	09:05	Morning Prayer
Saturday	10:00 – 12:00	Community Café (Foodbank)
Sunday	10:15 – 11:30	Sung Eucharist



Our Building

Our Grade 1 Listed church is incredibly beautiful and truly ancient. The earliest mention of the Parish Church of Slepe, later to become St Ives, is c.970. The church is mentioned in the Domesday Book of AD 1086 and our Norman font is still used for baptisms today.

Most of the building as we now know it dates between the 13th and 15th centuries. As well as the beautiful gothic architecture of the church, other notable features from this period include an early gothic piscina and image brackets carved with animals, faces and foliage. Much of the striking interior of All Saints dates from the Victorian period, with wooden pews, colourful stained glass (including a significant Kempe window), icons and statues. The work of Sir Ninian Comper is notable in this church, in particular, the magnificent Rood Screen provides a fine example of his work, alongside notable statues on the interior pillars and two Comper windows. Today, the church speaks of the awe and beauty of God through stunning architecture and interiors which link us back to the prayers of the past.

The fabric of the building is in good condition, although some practical and aesthetic improvements are needed. Heating is provided through a gas boiler and central heating system installed in 2006 and full rewiring was undertaken in 1998. The roof's lead is protected through a monitored alarm with parts re-leaded in 2010.

The refurbished organ, originally installed in 2011, is a three-manual Copeman Hart with the console situated in the North Aisle and the speakers located within the Comper organ-case on the screen.

The church has two churchyards, maintained by the Town Council; the churchyard surrounding the building (closed, but

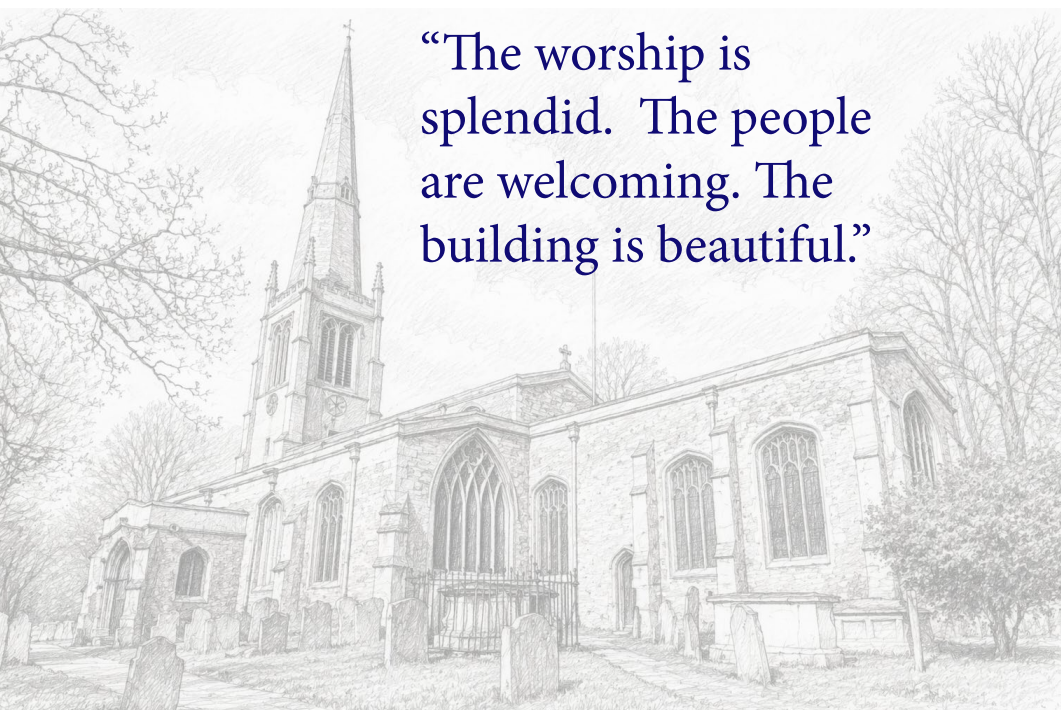


in which we have an area reserved for the interment of ashes) and an extension further along Westwood Road (also now closed). The Churchwardens have a close working relationship with the Town Council to ensure these spaces remain tidy and respectful.

Although the building is a prayerful space with a holy atmosphere, its accessibility could be improved, especially for those with mobility needs. The building lacks modern features such as toilets and kitchen areas which would enable wider community use. It also presents significant challenges for our children's work, and for families with infants and younger toddlers, with no dedicated or customised space to meet the needs of young children.

Currently, the church is open to visitors during our services, during regular activities such as our Community Café, and during occasional events such as Heritage Open Weekend. Key-holders are available at other times to open the church to visitors, and members of the congregation often volunteer to open the church on Saturdays during the summer months. The PCC are keen to open the church more regularly, making it freely accessible to all.

“The worship is splendid. The people are welcoming. The building is beautiful.”



Planned Reordering

As part of our strategy to make our church building fit for purpose, the PCC sold the former church hall in 2025. The proceeds have been invested with the intention of re-ordering the church itself. The main aims of our ‘once in a generation’ re-ordering project are to improve accessibility by providing modern conveniences, and then to enable wider community use – making All Saints truly a church that is open and welcoming to all.

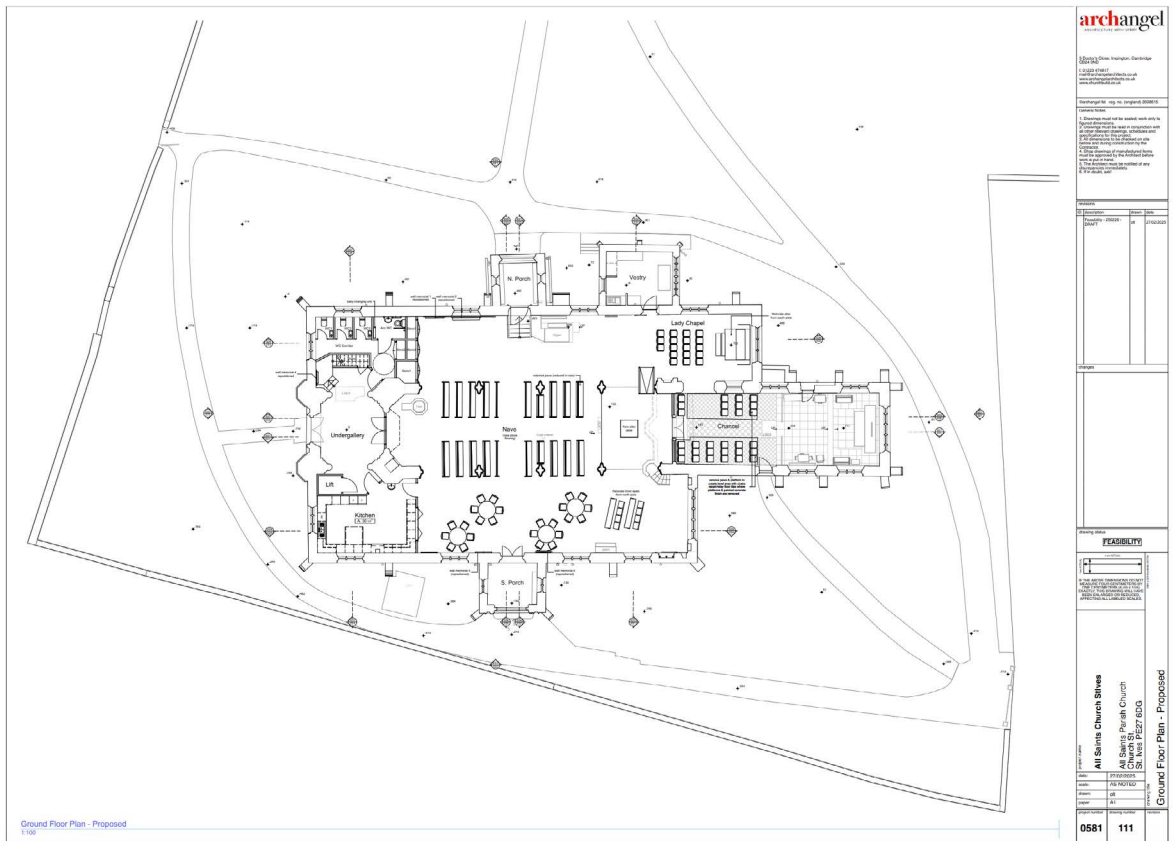
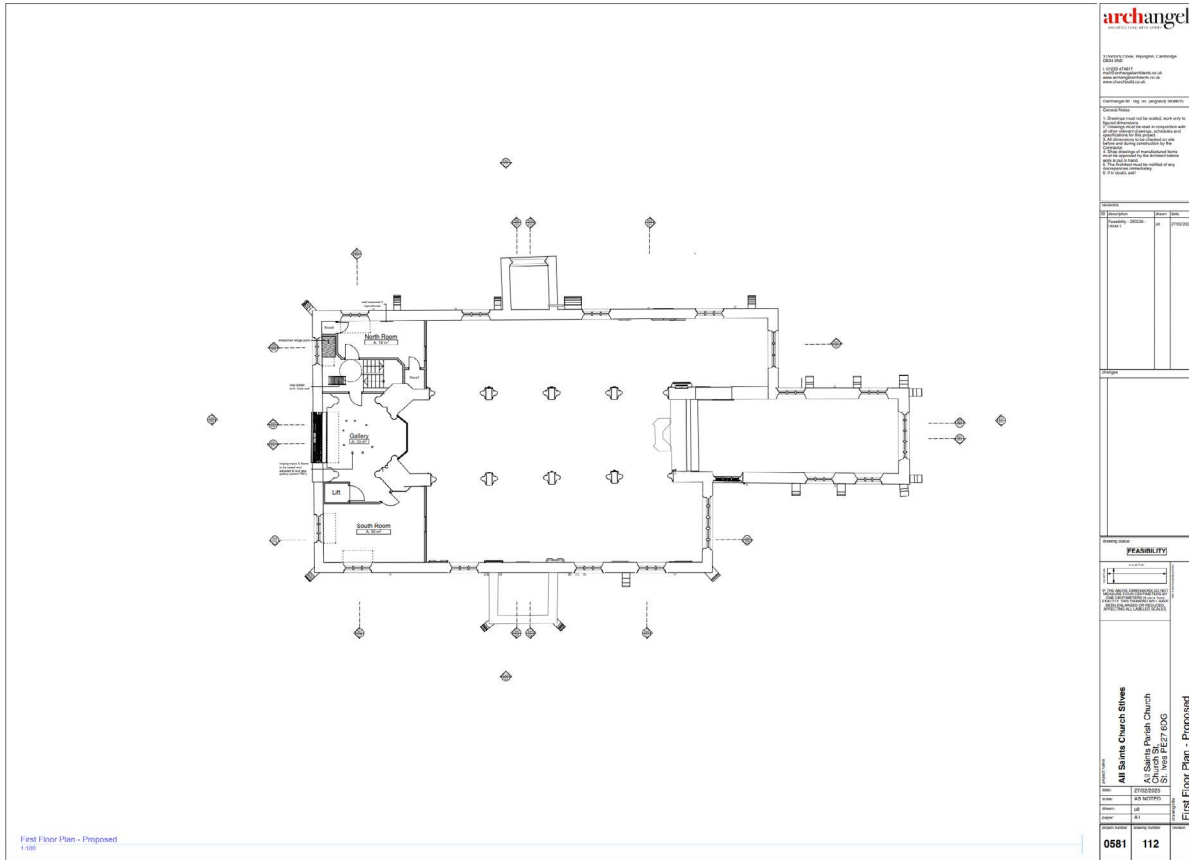
The PCC has appointed Archangel as architects and is in the early stages of scoping and fundraising for a programme of work. Our plans are ambitious and we aim to seek additional match-funding to enable a notable programme of improvements that are likely to be staggered over several years.

Re-ordering would provide accessible toilets, a kitchen and increased storage, alongside meeting rooms, and we are currently using temporary facilities whilst we develop our plans. Aesthetic and practical improvements are also planned, such as improving heating, lighting, sound-system, quinquennial repairs and re-decoration.

Through this exciting project, we seek to act as careful custodians of a significant historic building, ensuring that its architectural character and rich heritage are sensitively conserved and enhanced. We aim to create a welcoming and adaptable space that enables everyone to worship at All Saints and to enjoy the church as a valued and well-used community asset for the wider population of St Ives.



Plans of Proposed Reordering



Environmental Sustainability

We have an Eco-Champion in our congregation and an Eco-Committee which advises on and drives our Environmental Sustainability Policy. We have ambitions to secure A Rocha Eco-Church Bronze status soon, acknowledging that our building remains a challenge to environmental sustainability.

Reordering presents an opportunity to make significant strides in achieving Net-Zero targets and providing a sustainable future for All Saints, with ideas such as solar panels and zoned heating being considered within the plans.

We are open to opportunities to find innovative ways to support wildlife and conservation, recently commissioning swift boxes for nesting birds in our tower and donating money from the proceeds of our latest beer festival to conservation activities on the Holt Island Nature reserve adjacent to the churchyard.

Community

Over the last two decades, we have worked hard to be an active presence in our community, showing St Ives that we are a generous people of God and sharing the Good News with our community through Christian acts. Whilst we now have a visible Christian witness within the town through activities such as our Foodbank, Community Café and civic role, we see reaching out to our wider community through acts of faith and Christian service as an area for further growth.

“I love All Saints because... [of the] care of each other [and] the part it plays in the community.” Worshipper.



Foodbank

Recognising the growing need to feed the hungry in our community, we founded the St Ives Foodbank in 2013. It operates as an independent foodbank, following Trussell principles. The foodbank serves everyone in crisis regardless of faith or belief. We are passionate about inclusion and being non-judgemental is central to the ethos of the foodbank, which is underpinned by the belief that everyone has the right to food, dignity, skills, a chance to work and hope for the future.

The foodbank supplies emergency food parcels on a referral basis (from professional agencies) and also accepts self-referrals from clients. People in St Ives and the surrounding villages can access its services and food parcels are distributed by delivery from our registered office address (an industrial unit).

In 2023, we recognised that the church could provide additional support and witness to our foodbank users and to others in our community who might be lonely or vulnerable. In response to this need, we opened our Community Café, which is run in the church on Tuesday and Friday mornings. This is free for anyone to attend and enjoy a warm drink, cake or biscuit, have a chat, find support, or just meet another friendly face. We also welcome advisors from other charities to support clients in this encouraging environment.

We employ two part-time staff members to run the foodbank alongside a team of volunteers both with and without a Christian faith. The foodbank operates as a separate cost-centre of the church, with all of its costs and staffing covered by separate individual giving and grant funding.



Booze in the Pews and Social Events

In 2018 we founded our beer festival, Booze in the Pews, with the intention of opening the doors of our church to the wider community and raising much needed funds for All Saints in the process. This event is now a firm fixture in the social calendar of St Ives with festivals every February and October, organised by our highly experienced Booze in the Pews committee.

Booze in the Pews has grown to welcome over 1,000 visitors between Thursday-Saturday each festival. Attendees can enjoy a range of 40 regional draft beers, alongside ciders, a home-cooked food offer, and a gin and soft-drink bar. The festival has a strong reputation throughout East Anglia, and patrons have made trips from as far away as Amsterdam and Fife to enjoy the event. Customers are friendly, respectful and enjoyable to be around – filling the church with a warm, family and dog-friendly atmosphere. Booze in the Pews has also led to a number of wedding and baptism enquiries from attendees, and many customers have commented that the event has helped them feel welcomed and comfortable in a church environment.

“Fantastic festival – I look forward to it every time. The volunteers are lovely and so knowledgeable.” Booze in the Pews Patron

The festival is at the heart of our fundraising strategy, providing a notable contribution to our operating costs. It also positions the church in a unique place to make connections with residents and enables other forms of mission and giving. Each festival donates 10% of its profits to a local charitable cause and is entirely volunteer run by those who worship at, or are connected to, the church.

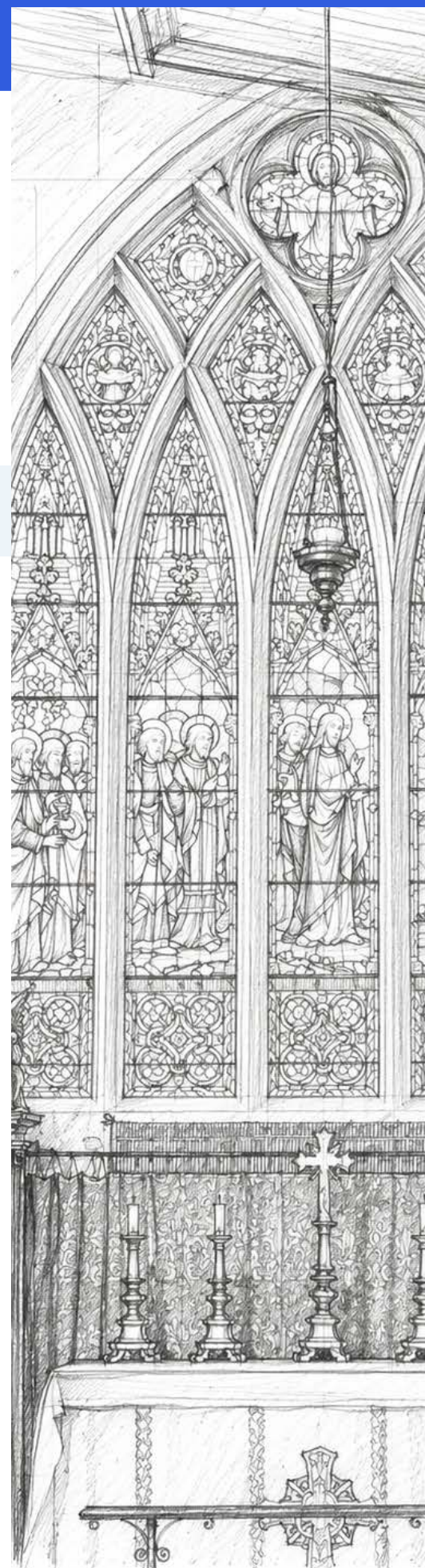


To strengthen the musical profile of our church and raise further income, committees of the PCC gather to organise other events for both our members and the wider town. We have recently produced two highly successful and enjoyable concerts, each raising more than £1,000, and further exciting events are in the pipeline such as quizzes, suppers and talks.

Mothers' Union

All Saints has an active Mothers' Union branch, with approximately 20 regular members, both men & women. Meetings are held within the church during the summer months and at an alternative (slightly warmer) venue in winter. Key activities which contribute to church life include monthly Cathedral Prayers at All Saints, an annual Feast of the Annunciation service followed by afternoon tea for the St Ives Deanery, and organising the coffee rota for each Sunday service. The Mothers' Union also provides a visible Christian witness by:

- ◇ Supporting local refuges by raising funds and donating knitted items, as well as toiletries and household items.
- ◇ Raising money for worldwide projects and Away From It All (AFIA) holidays, by holding afternoon teas over three days in August.
- ◇ Supporting the 16 Days of Activism both in All Saints and at Ely Cathedral.



Relationship to the wider town

To provide a visible Christian witness within the town, we have proudly grown, driven and encouraged a strong relationship between All Saints and other community institutions. This is one of our many strengths (see 'Our Next Incumbent' below).

Primary school children are invited to the unique St Ives tradition of Bible Dicing. This dates from 1675, where children roll dice to compete with their peers to win a Bible - and have a good excuse to look around the church at the same time. Schools request occasional visits, assemblies and services, and we hope to strengthen and grow this relationship with a new incumbent.

“Top qualities I would like to see in our next incumbent are... one who is interested in Pastoral Care, including visiting schools.” Worshipper

Our relationship to the Town Council is strong and warm with prayers said at the start of Council meetings. In recent years, the Vicar of St Ives has acted as Mayor's Chaplain and the Town Council hold Civic Services at All Saints. The Royal British Legion (RBL) also plays an active and visible role in the life of St Ives, with a town centre members club, annual Remembrance Sunday service and regular attendance at All Saints' Sunday services. Some previous incumbents have also acted as chaplain to the RBL. There are several military & defence bases nearby and some of our congregation are people posted at the bases or those who have retired to the area.

We provide a representative to sit on Churches Together in St Ives and have undertaken shared acts of worship such as a Walk of Witness and Remembrance Sunday service where prayers may be read by other churches alongside a representative from the local mosque.



Acknowledging that our building is a community asset and a gathering space as well as a place of worship, we have enabled use of the church for civic events wherever practicable. Examples include opening our doors for Heritage Open Weekend, providing a beacon for the Queen's Jubilee on the roof and acting as a venue for the Gin & Jazz Festival. We hope our reordering will enable increased activity that touches many more in our community.

Financial Overview

We have a Treasurer who sits on our PCC and oversees our financial management, although day-to-day income and expenditure is managed by our contracted accountant.

We manage procedures through a detailed Financial Controls Policy. We are proud of our modernised accountancy processes, with active use of the Parish Giving Scheme, card readers for payments and donations, and online giving platforms used.

We have been in sound financial health for many years but recently have started to need to use reserves to manage and uphold our financial position. Events such as beer festivals, concerts and quizzes provide notable financial support; however, whilst stewardship is steady it is not growing.

We continue to pay our Ministry Share to the Diocese of Ely in full, however we are actively seeking to balance ambitious project fundraising (such as reordering and repairs) with growth in our regular giving.



Safeguarding

Safeguarding, mission and collaboration are integral to the life of All Saints and shape how worship, service and leadership are exercised across the parish.

All Saints is committed to fostering a strong and transparent safeguarding culture. Safeguarding is understood as a shared responsibility across clergy, staff, volunteers and the congregation as a whole. The parish has an appointed Safeguarding Officer, clear procedures in place, and works closely with Diocesan safeguarding advisers to ensure best practice and regular training, and proudly operates a culture of vigilance, care and accountability.

Team

All Saints places a strong emphasis on collaborative ministry and shared leadership, recognising that the health and sustainability of All Saints depends upon enabling others, rather than concentrating responsibility in a single individual.

All Saints is served by a capable team of volunteers. The ministry team includes assistant clergy (two retired priests and a couple of non-stipendiary priests living in the Parish with Permission to Officiate), alongside three Licensed Lay Ministers who support preaching, teaching and pastoral care.

The parish has two Churchwardens, a part-time paid Parish Administrator, and two part-time Foodbank staff.

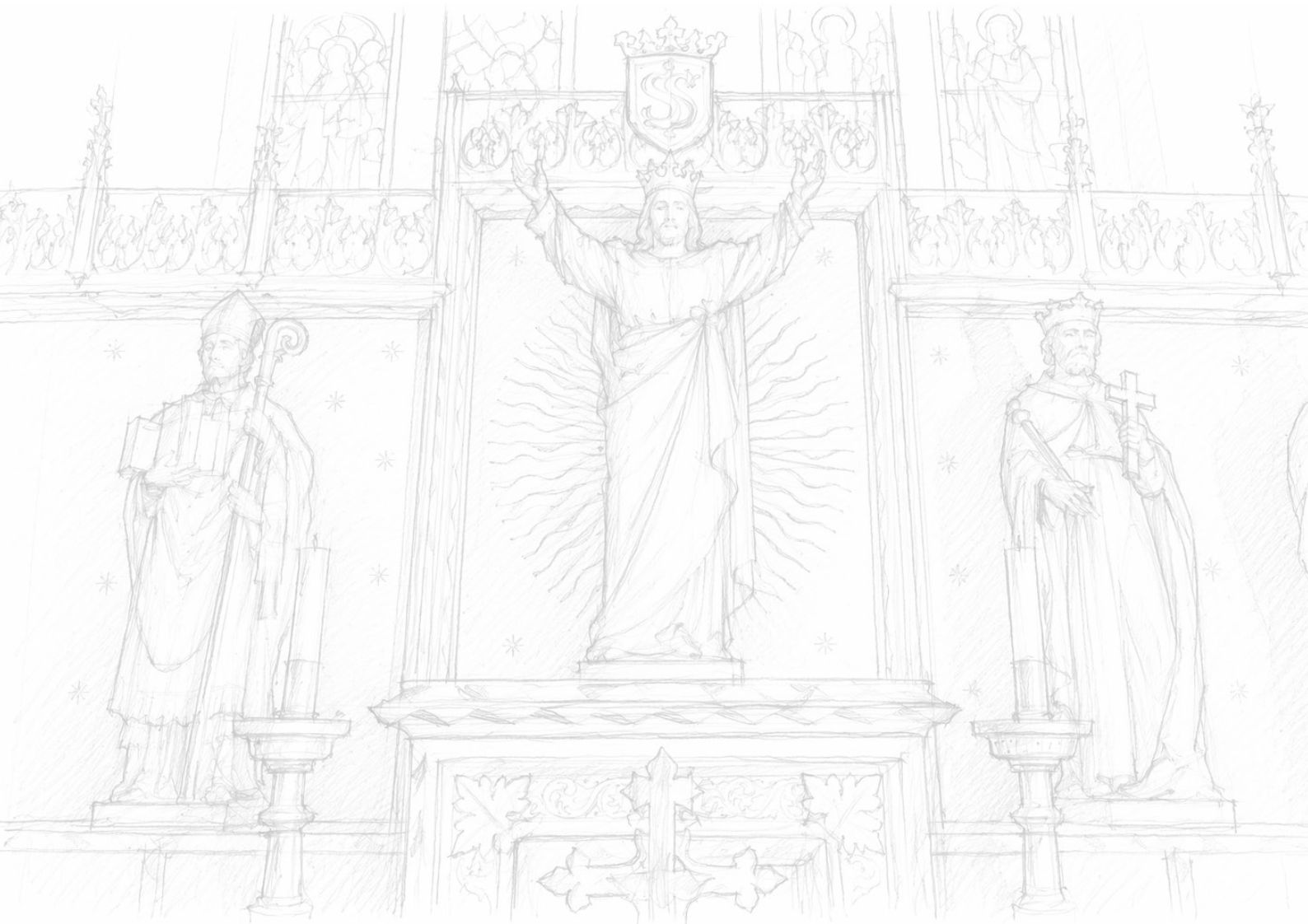
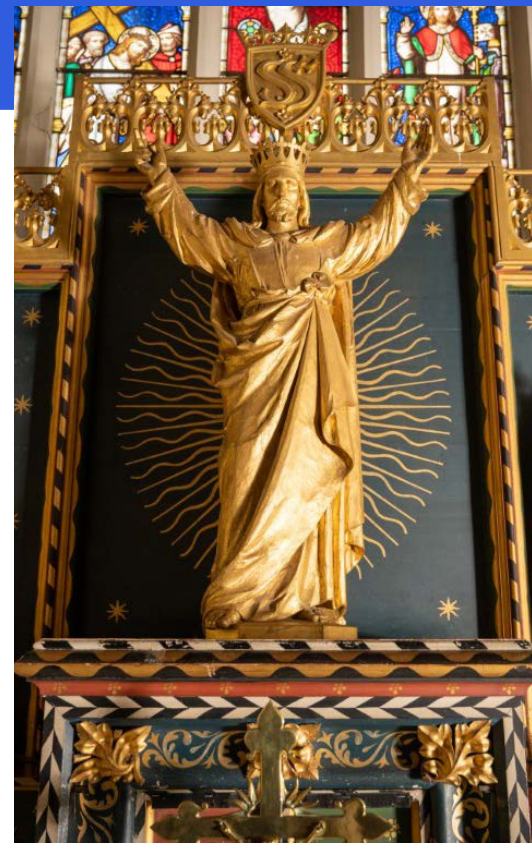
Leadership and ministry are shared across a wide range of roles, including a Director of Music (freelance), Safeguarding Officer, Children's Work Leaders, Bell Tower Captain, Sacristans and Head Server – although some people do wear multiple 'hats'! The PCC currently has 14 members and meets bi-monthly.



Members of the laity are involved in a wide variety of areas, finding fellowship and purpose through opportunities to volunteer both within and outside of services.

Our serving team, choir and cantors, readers and intercessors support our services, with a rota system ensuring a balance of opportunity for all who wish to be involved.

Teams who care for our building and wider forms of ministry support actively across a range of roles with teams and individuals responsible for flowers and decorating, cleaning, pastoral visiting and catering as examples of team ministry.



Our Vision

In 2024, the PCC held an Away Day with its congregation and two further intensive sessions as a PCC team to create a five-year Vision and Goals. This was launched at the APCM in May 2025.

The following themes were prevalent in discussions with leaders and members:

PEOPLE were at the heart of the church - Members feel that we are a sociable church with fellowship at its heart. We are friendly, good at caring for one another and creating a space where lasting friendships can be made. We are good at welcoming new people. Loyal, hardworking people drive the church's activities.

WORSHIP is the sacred centre of our church life - People value our traditions and music, as well as the peace and tranquillity created through our worship style and our building. Members want to retain those strong and distinctive parts of our worship life whilst being open to provide ways to appeal to new and younger worshippers.

Our **BUILDING** is a challenge - Whilst a source of peace, beauty and central to traditional worship, it is not currently accessible to all, neither is it able to accommodate the variety of community uses that an active church and mission might require. Therefore, changes need to be made to attract more people to the church and secure its future.

WELCOME - to ensure that even more people feel welcome to our church and are attracted to join our worship, we feel a need to ensure that a warm welcome can be extended to all, ensuring accessibility and flexibility to adapt to others' needs and especially to make occasional and new members most comfortable when joining us.

SOCIAL OUTREACH that extends beyond our existing foodbank service is much desired. To ensure that the church is of active service to the wider community and can demonstrate an outward Christian mission in action.

All participants in discussions agreed that **CHURCH GROWTH** was desired to extend our membership and the reach of both our mission and God's word.

Our Goals

We aim that by 2030...

1. We will serve the people of St Ives through a church which is an active and inclusive space, where people come together as a community, access help and support, and combat loneliness and isolation.
2. Everyone in St Ives knows they are welcome to everything that we do, and our members are advocates for our mission.
3. Our building is accessible to all and fit for purpose for the delivery of both our mission and worship activities, enabling an inclusive community welcome whilst retaining its ancient beauty.
4. We have a strong spiritual offering for local families that caters for a broad range of children's ages & young adults.
5. Our members are nurtured in their faith through teaching – understanding why we do what we do and how that can help them to develop their relationships with God.
6. There is a ladder of engagement that identifies & nurtures volunteers from worshippers into leaders and provides succession-planning for those in key roles.



Our Next Incumbent

Key Qualities

We expect our new incumbent to demonstrate these core qualities, first and foremost:

- ◇ Dedicated to leading worship in our Anglo-Catholic tradition – committed to the sacramental life of the church and experienced in presiding in this style. Highly knowledgeable about, and committed to, its underpinning theology.
- ◇ Committed to safeguarding – vigilant about ensuring that safeguarding is fully embedded in all our activities. Upholding a strong and transparent safeguarding culture.
- ◇ A great listener – able to listen deeply to those within our congregation & those outside it in our community, ensuring people feel heard, understood and valued.
- ◇ Engaging and inclusive – warm, visible and approachable. Demonstrating a genuine ability to engage confidently and effectively with people of all ages and backgrounds.
- ◇ Collaborative - able to balance leadership and vision with a collegial approach to team ministry, recognising and developing the strengths, skills, and responsibilities of our PCC, ministry team and wider congregation.
- ◇ Energy & drive – able to lead us forward as we undertake bold and transformational projects such as reordering. Happy to embrace different ideas and approaches, even where these sometimes fail.



Embrace our Strengths

We're looking for a new incumbent to embrace the strengths of our parish which include:

- ◇ A parish church with an approach to worship that is distinctive in this part of the Diocese.
- ◇ A committed congregation of worshippers, including a small but consistent number of families with children from babies to early secondary age.
- ◇ Experienced volunteers and a collaborative and engaged PCC with committees that support key activities within the church.
- ◇ A track record of event management such as through our highly regarded beer festivals.
- ◇ A foodbank with an active community mission & presence.
- ◇ Great relationship with the Town Council & other local community institutions.
- ◇ A beautiful, ancient building in reasonable repair with a rich heritage that can be re-ordered in its beauty & glory.



Person Specification

We are open to the appointment of an incumbent who may be single, married, or in a same-sex civil partnership, and we seek to support our clergy in their ministry and their personal lives.

We are looking for someone with the following attributes which will be the basis of our assessment at interview:

Demonstrable Experience

These are the things we'd like you to prove you have undertaken previously:

- ◇ Preaching, teaching, and leading liturgy and worship in a variety of styles and principally in the Anglo-Catholic tradition.
- ◇ Growing a church's membership through an active and visible ministry in the community.
- ◇ Collaborating with accomplished musicians and facilitating use of music within the liturgy, including organ and choral music.
- ◇ Managing teams and developing their talents - encouraging vocations in both lay & ordained ministry.
- ◇ Track record of supporting church fundraising, both through one-off campaigns and developing the stewardship gifts of congregations for ministry and mission.



Person Specification



“Forward thinking priest bringing us into 2026 and beyond and trying to get more young people and families to join the church.”



“Visionary & strategic to see and hold the community, and show good empathy.”

Desirable criteria:

- ◇ Experience of executing ministry in an urban parish setting.
- ◇ Managing complex buildings (especially those with Listed status).
- ◇ Leading capital projects.
- ◇ Managing both volunteers and paid staff.

Knowledge, Theology & Beliefs

These are the things we'd like you to know about, believe in, and be personally committed to:

- ◇ Solid understanding of Anglo-Catholic liturgy, theology & traditions with a personal commitment to the centrality of a Eucharistic ministry.
- ◇ Must accept, embrace & encourage the ministry of both men & women, including as bishops, priests and deacons as well as lay leaders, acknowledging and respecting those who find this personally challenging.
- ◇ Strong personal commitment to safeguarding and ensuring a transparent and well-functioning safeguarding culture.
- ◇ Strategic thinker with an understanding of how to develop and drive long-term plans and strategic goals, not focused on operational minutiae.
- ◇ A working understanding of how to lead churches into renewal and growth.
- ◇ Comfortable with our social life within the church, including the holding of Beer Festivals and social events on the church premises.

Continued...



- ◇ Comfortable visiting community settings for ministry such as care homes, hospitals, schools and visiting people in their own homes, acknowledging that pastoral visiting may need to be at any hour.
- ◇ Committed to making the church an active community venue when not used for worship, balanced with being a holy and respected house of God.
- ◇ Solid understanding of relevant legislation including employment law, data protection and Health & Safety.

Skills & Personal Attributes

- ◇ Someone whose life is underpinned by prayer (both public and private) and study - rooted in scripture, tradition and reason.
- ◇ Skilled, thoughtful preacher whose ministry is engaging and accessible to a wide variety of audiences.
- ◇ Able to adapt to the needs of different service attenders, balancing their skills in different styles of worship as required against a backdrop of Anglo-Catholic tradition.
- ◇ A good communicator, with a sense of humour and fun alongside excellent interpersonal skills. Someone who is at ease with people of all ages and backgrounds.
- ◇ Excellent listener & sensitive negotiator, able to bring people with them on the journey of growth and change.
- ◇ Skilled in providing excellent pastoral care to parishioners and worshippers: demonstrating strong listening skills and an ability to empathise.
- ◇ A team player who is comfortable delegating and working with the leadership team and others.
- ◇ Musical with some personal music skill, including comfortable singing liturgical tones.

Continued...



- ◇ Strong practical skills in ICT – competent with Microsoft suite including SharePoint, cloud-based systems and video-conferencing.
- ◇ Able to read and understand a set of management accounts, without needing to be an accountant or bookkeeper.
- ◇ Good at developing stakeholder relations outside the church - able to make and build links with individuals, schools and the wider community (including ecumenically and across other faiths).
- ◇ Organised and able to handle multiple, sometimes conflicting, priorities. Good with their own time management.
- ◇ Open to new ideas – willing to try and fail.

Desirable:

An ability to read music.

Knowledge of civic structures within a town environment.

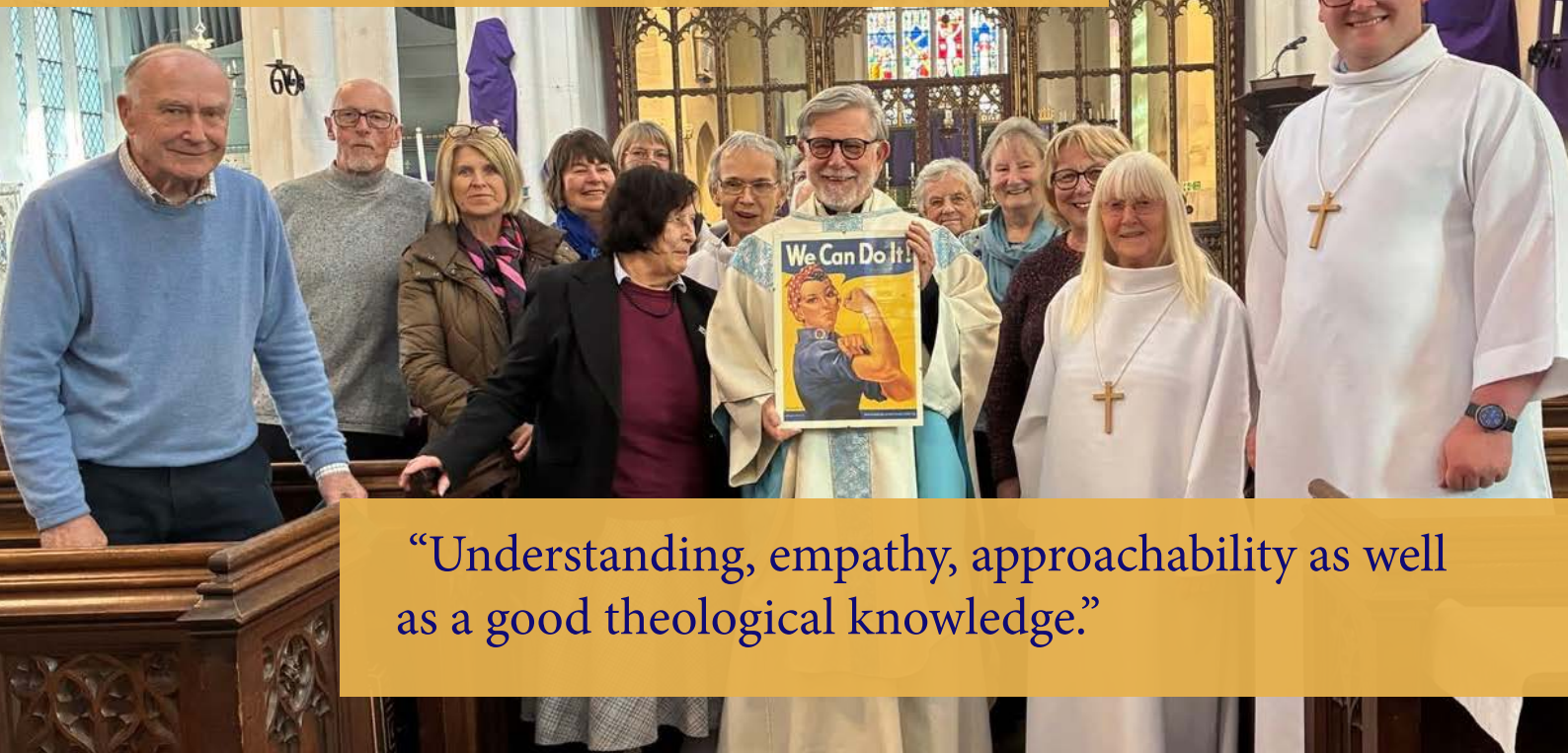
Practical considerations

Able to travel across the Parish, sometimes at short notice (such as for visiting the housebound).



Responses from worshippers: Desirable skills

“A sense of humour. The ability to relate to all people. A good preacher. Someone who will appreciate and use the team of lay people.”



“Understanding, empathy, approachability as well as a good theological knowledge.”

“Fun, happy, and always ready to play with the children”

Responses from child worshipers



“Makes people feel welcome.”

Housing

The Vicarage is a large property on the entrance to Westwood Road (off Ramsey Road) and just a few metres away from the church itself.

The Vicarage was built in 1963 and currently has four good-sized bedrooms, a family bathroom, two reception rooms, kitchen, utility, downstairs toilet and a garage. Access to a separate study/office is available from the porch without needing to enter the main house, enabling this space to double as a meeting room, if desired.

The Vicarage is due to undergo a thorough renovation during the interregnum, and our next incumbent will benefit from renewed, modern facilities. As such, photographs and floor plans are not currently available but could be provided once the work is completed.

The central heating system is gas, and the property has double-glazed windows throughout.

The house also has a large garden with walled boundaries and rear access onto Church Street. The garden is mainly laid to lawn with plenty of opportunity for a variety of uses for the space.

The property has a large driveway, with space for 5 cars and plenty of bin storage.

The house is close walking distance from the town centre & river as well as a ten-minute walk from the One Leisure indoor leisure centre and St. Ivo Academy. Eastfield Infants School and Westfield Junior School are just five minutes' walk away.

A bus stop on the corner of Westwood Road provides access to Huntingdon (for rail services) and Cambridge City Centre (via the guided bus).

The PCC will provide help to the incumbent to settle into the local community.



Application Process

How to apply

To apply for the position please submit an application on the form provided. There is no need for a cover letter, but one may be included.

Please submit these items by email to
The Ven Richard Harlow,
Archdeacon of Huntingdon & Wisbech:
archdeacon.handw@elydiocese.org

Deadline for applications

The deadline for applications is 9am on Friday 15th May 2026.

Interview date

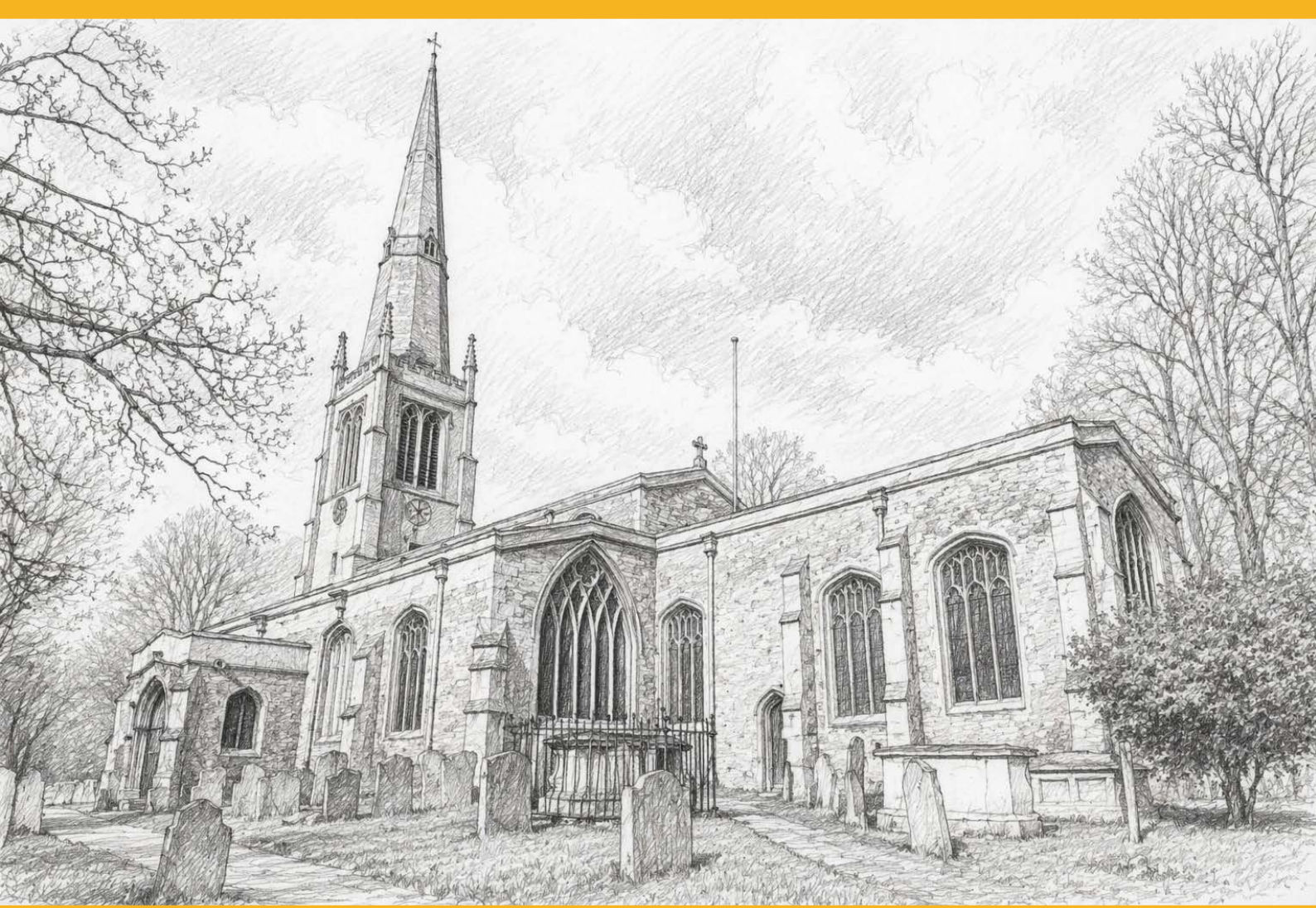
The anticipated date for interview is Wednesday 3rd June 2026. This will include an opportunity to see the church, meet some of the team and view the vicarage.

Informal Enquiries

Enquiries about this post can be made to the Archdeacon of Huntingdon and Wisbech, Ven Richard Harlow, on 07415 757527 or archdeacon.handw@elydiocese.org

We welcome prospective candidates to visit. If you would like a guided tour, please contact Ven Richard Harlow in the first instance.





Parish Profile

The Parish of All Saints
St Ives, Cambridgeshire



The Church of England
Diocese of Ely