

The Curacy Profile

This form should be completed for all potential training contexts, to help identify the right title posts, and to be supplied to prospective curates in the diocese. This information may be shared more widely later in the process if your context is advertised outside the diocese. Please note that the completion of this form is not a guarantee of the appointment of a curate. Training is provided for those incumbents who are allocated a curate.

Part A: Introduction to the Training Incumbent

Your name, preferred style of address, postal address, email address and telephone numbers:

Revd Malcolm Macdonald
St Mary's Church, 201 High Road, Loughton, Essex, IG10 1BB
malcolm@stmarysloughton.com
07821 011435

Year & Diocese of ordination: London Deacon - 2005 Priest - 2006

Length of time in current parish: 17 years

Other responsibilities and ministries currently undertaken:

- Assistant Area Dean
- MMP Leader, Epping South
- Long association with New Wine (speaking at conferences over 10 years).
- Author of two books on revival – Set Me On Fire (2015), Saturated with God (2023).
- Part of the Prayer stream of the Alliance.
- Beacons network leader: for church leaders with a heart for church planting.

Please tell us about your previous ministry posts and experience, including details of any experience with previous curates. Please also reflect on your understanding of the role of a training incumbent, and comment on your commitment to the following:

I was Curate of an HTB plant (St Barnabas Kensington) and have been Vicar here at St Mary's Loughton for 16 years. I am now in the process of training my fifth curate. Almost all have gone into church planting, revitalising or leading churches that have recently planted. I love training curates and see them as senior colleagues from day one! We have a large staff team and the curate is a key leader in our church and team. I love to offer investment of time, energy and am happy to give lots of space to curates to grow in their gifts and callings. I am happy to offer references from previous curates.

Praying with the curate – we pray very regularly along with the wider team.

Supervision of the curate – we would meet for approx. 90 mins each week. Much of our reflection also takes place on the job. I like to be constantly reflecting practically, theologically and in terms of leadership formation, as we go!

Staff meetings – we have one each week, which is a meeting we always look forward to, Plus monthly staff breakfasts in our local café!

How expenses will be paid to the curate – met in full.

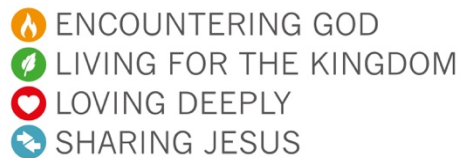
Time off/days off/annual holidays/Retreats. – This is important and your wellbeing will be a priority, alongside sacrificial commitment to the Kingdom! We want the curacy to be energising, fun, meaningful and a good realistic and Spirit-filled training for Incumbent ministry.

- 1.5 days off per week (very important)
- 6 weeks holidays per year (including Sundays)
- 5 days retreat per year.
- I would expect a Curate colleague to take responsibility for their time management and rest as well as ministry. Time off is very important.

Part B: Introduction to the Curacy.

Please describe your Context, giving relevant information about your parishes/benefice/team/MMP/MMU (*delete as applicable*), including their vision, traditions and patterns of worship, and spirituality.

St Mary's Loughton is a vibrant, evangelical charismatic church that is full of life. We are part of the New Wine network and believe in the ministry of the Word and Spirit. We believe salvation is only found in Jesus Christ. The Bible is God's inspired word and we are committed to ministry in the power of the Holy Spirit. Our vision is '*Every Person, Every Place, Saturated with God*'. Our values are 1) Encountering God 2) Living for the Kingdom 3) Loving Deeply 4) Sharing Jesus.



We believe that the Lord has put us in Loughton to see many people come to know and follow Jesus. We long to see transformation and revival in the local area. Find out more on our website: <https://www.stmarysloughton.com>

We are also deeply committed to church planting, sharing the gospel, serving the poor and engaging in active community ministry and justice issues. We have lots of children and youth and three services each Sunday. We are committed to word and Spirit ministry, without hype. Just seeking to be passionate for Jesus in Epping Forest.

We have 250 adults on our database, with around 60% coming on any Sunday.

My approach to leadership seeks to be relational, personal, generous, secure and friendship based. Leadership is servant hearted, bold, kind and Jesus-focused. My heart is to journey with a curate as a senior colleague. I would want to build a friendship at the heart of leadership, where together we lead the church forward.

St Mary's is a High Road church with a parish of about 7,000 people. We have a footfall of around 5,000 people per month. Some of our significant ministries include.

- **Café Hope** – community café outreach 5 days a week.
- **Ignite** – around 90 under 18's are part of the church community.
- **Living Hope** – running seven outreach projects to those in need in the community. From Foodbank to English classes, community meals to SEND parents groups etc.
- **Little Lambs** – our church nurse with around 50 families connected.
- **Hope Central** – a lay led 18-30s community across the churches in the town.

Occasional Offices: approximate numbers

- Baptisms – approx. 3-4
- Weddings – approx. 1-2
- Funerals – approx. 12-15

The staff team pray together twice a week. We have one staff meeting a week and a few retreats per year. Our team includes:

- Malcolm Macdonald – Vicar
- Ruth How. LDSSM Curate (ordained deacon in 2025)
- Amanda Hart – Operations Manager
- Caroline Macdonald – Living Hope Coordinator
- Mandy Chastell – Living Hope Assistant
- Leiu Nguyen – Café Hope Manager
- Louise Buckley – Café Hope Manager
- Karen Barber - Café Hope Manager
- Martin Huff – Church Administrator
- Vacant – Worship Pastor
- Hin Cheung – ignite Administrator
- Phil Lowrie – Caretaker

We also meet together regularly with the local Mission and Ministry Partnership made up of clergy from the surrounding towns, plus Churches Together in Loughton, which is an amazing network of like-minded leaders.

Please describe the mission priorities of the church which will be the main focus of ministry for the curate.

Our most recent vision night for St Mary's can be seen on YouTube here (notes also online) https://www.stmarysloughton.com/Groups/437707/Get_Ready_Vision.aspx

I really recommend you watch the video or download the notes for the priorities we are working through this year. In summary, we are seeking to get ready for God to move in amazing love and power. We want to get ready for Jesus to move in Epping Forest and Loughton.

What is the likely role of the curate in any future plans?

The role of the Curate will be determined very much by the person who comes here. I want to be able to integrate the core roles of those who are in ordained leadership such as pastoral care, preaching, leading public worship etc, with the skills, gifts and

passions of the Curate as a person called by God. I would love to empower the person, at the right time, to oversee significant areas of ministry here at St Mary's. I strongly believe in serving towards our strengths, being released to get on with it, and then having accountability and time to reflect with the Incumbent on outcomes and learning. Within this general framework, the Curate is likely to be involved in Sunday and mid-week services, leading prayer meetings, Alpha courses, community ministry, youth ministry, prayer ministry and pastoral care. It greatly depends on the skills and gifts of the Curate.

In terms of person specification for a curate. I am looking for someone who;

1. Has a living relationship with, and love for Jesus.
2. Has a passion for sharing the gospel and a heart for mission.
3. Will challenge and encourage through teaching the Bible.
4. Is hungry to learn to lead in the power of the Spirit.
5. Can effectively work in a team, plus a sense of humour.
6. Has a love for people and is comfortable with established and contemporary church traditions and a variety of worship styles.
7. Has a teachable attitude and willingness to learn.
8. Has a longing to see revival in our nation and communities transformed by the gospel.

My heart is to help train a curate who knows and loves Jesus and is hungry to explore, learn, taste and grow in gospel-centred, servant-hearted, Spirit-filled and Jesus-led ministry. We try to create an atmosphere of fun, friendship, commitment and partnership in the leadership team, of which the curate will be a key part. I very much look forward to this next adventure together.

We expect that a curate with potential to serve as an incumbent will take on “gradually increasing responsibility” as he/she prepares for incumbency.

What leadership responsibility do you envisage giving to a curate and how will that allow and encourage their leadership development? *(The answer to this question may include an indication of likely ministry in other parishes of the locality/Deanery, especially if, for example, a vacancy is expected).*

As Vicar, I see the role of training as a process of spiritual, emotional, leadership, managerial and personal formation. I always seek a culture of encouragement and honesty with the whole staff team. I want to offer support in the practical skills of ordained ministry such as good practice in occasional offices and effective parish management. I also want to equip and release the Curate to lead ministry and then reflect on the outcomes. I would expect the Curate to be a full member of the team and a respected colleague who is a self-starter, teachable and with a sense of humour!

I think it is very important for me to see the Curate as a full colleague and senior member of the team. I want my colleague to get a full experience and depth of training for ministry, so they will be trusted and given due responsibility. This does gradually increase over the curacy, but I want them to see themselves as being trusted with leadership authority and responsibility from the beginning. I seek to build a relationship of trust, partnership, respect and honour between us, which I hope leads to a positive atmosphere and gets the best from both of us. We learn, lead and serve together.

Mistakes are welcomed as learning moments and are important for growth. We will reflect, pray, struggle and work hard together for the Kingdom of God.

From my experience, I usually ask a curate in year one to lead one/two areas of church life. Then I year two to take another one on. This means they get good experience early, that can be built upon. I am there to offer constant support and counsel as needed, but also try to give my colleague space to experiment, grow and be creative. My aim is to help the curate become the church leader they were created to be. This also means I don't hide the tough side of ministry from them, but we navigate it together – through the highs and lows of leadership and formation (which never stops!).

We expect every curate to gain some experience of a different context during their curacy, whether that be in a church plant, a fresh expression of church, chaplaincy or other opportunities for mission and ministry. How would the curate gain this experience in your context/local area?

In 2019, St Mary's helped revitalise St Michael's church, which is the next-door parish. We sent a previous curate to lead there as Vicar and also a team from St Mary's went with them. This could be a fruitful place for gaining experience of church planting and multiplication within the MMP.

Have any of the resolutions under the Priest (Ordination of Women) Measure been passed by any of the churches in your context? No

Has a resolution under the House of Bishops Declaration on the Ministry of Bishops and Priests been passed by any of the parishes in the benefice/team? No

Part C: The Local Community

The Local Area - St Mary's Loughton is set in the centre of a pleasant small suburban town (population 36,000), covering the Loughton/Debden conurbation, on the edge of Epping Forest and just inside the M25. St. Mary's parish covers the South and Western portion of the town. Broadly, this local area falls within the suburban town category. Although we are on the verge of London and within the M25.

Transport links - We have good public transport links into London and out to Epping via the Central line. There is a bus station and tube station a few minutes' walk from the church providing links to neighbouring towns and secondary schools. Both the M25 and M11 motorways are easily accessible.

Shops - The church is located in a prominent position in a high street. Local shops include a Sainsburys and Morrisons, M&S foodstore, WH Smith, Boots chemist, several banks, Post Office and a variety of coffee shops, restaurants and other stores. The Library and local Leisure Centre are nearby. The church is opposite the police station.

Population - Epping Forest District Council publishes a fascinating profile of the population of Loughton on its web site www.eppingforestdc.gov.uk

Ages	No. of people
0 – 15	6327
16 – 19	1354
20 – 44	10577
45 – 64	6855
65+	5197

The picture is of a mixed community with wealth and relative poverty existing in close proximity. We are not however a very ethnically diverse population; most would describe themselves as white British. St Mary's is more diverse than the surrounding population.

Schools - Essex County Council operates a system of comprehensive schools covering school years 7 – 11. There are a number of good primary and secondary schools in the local area. More details of these schools and their results can be found at www.upmystreet.com/local/schools. St Mary's church has strong links with Staples Road and Davenant schools.

Health provision

There are several GP surgeries in Loughton.

The nearest hospitals with A&E facilities are Leytonstone – Whipps Cross and Harlow - Princess Alexandra.

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|---------------------------------------|---|
| ☐ Rural | ☐ Urban |
| ☐ Semi-rural | ☐ City centre |
| ☐ Country town | ☐ Inner city |
| ☐ Industrial | ☐ Housing estate |
| X Suburban | |

Part D: Accommodation for the Curate

Please give details of the property you have identified as a curacy house, indicating whether it is a house or a flat, number of bedrooms, garage, garden, etc



We have a large 4-bedroom house in the parish. It is in excellent condition. There is a garage, study and garden. You would be able to view it during application process. The church also makes available a desk in the church office and a MacBook Air.

Please return this form to your Area Bishop's office and copy it to:

The Revd Tim Goodbody
Diocesan Director of Ordinands
ddo@chelmsford.anglican.org

And
The Revd Canon Jane Richards
Head of Training
jrichards@chelmsford.anglican.org