

# UPPER BEEDING BAPTIST CHURCH

## The Hub, Beeding: Café | Community | Church

### Profile of The Hub

#### A. Introduction

If you're a pastor who is passionate about introducing people to Jesus through authentic relationships within a community-oriented ministry, and who recognises that spiritual growth equips the church for greater impact, then [The Hub](#) might be the place where your calling and our vision align.

Jesus is our source, centre, and reason. We're looking for a leader with a heart for deepening our shared spiritual life: actively welcoming, including, and involving everyone on the journey of faith.

Your desire to love generously, serving others and caring for our world will help us bring Sunday worship and weekday mission together, so lives are transformed through both word and action. If you're imaginative about engaging younger families and new generations; if you enjoy biblical teaching, with the courage to try new things, we believe God may have more in store for us together.



## B. The Hub as we are: sharing the fullness of life that Jesus brings

The Hub is where the Baptist Church gathers in Upper Beeding. Through the Hub Café and other activities it is equally home to many people in the community of Beeding, Bramber and Steyning who are of any faith or none.

At our heart is a set of shared [values](#) which are clearly displayed within the building and often remarked upon. These values are:

**Follow closely:** Jesus is our Source, Centre and Reason

**Love generously:** Loving God, serving others, and caring for our world

**Journey together:** Loving God means loving others. We welcome, include, and involve everyone on the journey of faith

**Give selflessly:** generosity in all its forms honours God and inspires others

**Live courageously:** faith takes imagination, creativity and the guts to try something new



### Recent years at the Hub

The last ten years or more has been a time of change and of significant personal growth for many, marked by honesty and a growing acceptance of other perspectives on matters of faith.

A questioning approach to faith has been welcomed and encouraged by many, enabling their faith life to be revitalised. For others this has enabled faith to come alive for the first time. The courage to ask - and invite - difficult questions has become important for us as a church.

Alongside this, members talk of a sense of unity allied with the growth of love for one another and for the community of which we are a part. The Hub is often referred to as a place of warmth and humour.

We recognise that Christians interpret some biblical texts in different ways. Our commitment to being an inclusive community seeks to honour these differences while also upholding the unity that Jesus came to bring.

This understanding led in early 2023, after a period of consultation, to church members overwhelmingly approving an [Inclusion Statement](#) which can be found on the Hub website.

### Sundays

On Sundays during the course of [each month](#), The Hub offers a range of different styles of services for all ages.

- Celebration: a more exuberant / expressive worship service (2nd Sunday)
- Contemplative: reflective worship with open communion (4th Sunday)
- Café Church: a more informal service involving discussion around tables (1st and 3rd Sundays)
- Something different: often socialising and eating together, e.g. Songs of Praise, Scones & Songs, etc. (5th Sunday)

'HubKids' meet in the Hub's hall alongside the morning Celebration and Contemplative services. During Café Church the HubKids café meets in the lounge. The session is designed to be relational and to encourage questions.

Most who attend the Hub on a Sunday are amongst the 80 or so members of nine 'Growth Groups' meeting twice per month on various days and times usually in people's homes. These groups are an essential focus for discipleship and deepening relationships.



## Word cloud showing how Hub Café users describe the café environment

## Hub Café

The [Hub Café](#) is run by a team of 40 volunteers, a third of whom would not express a faith but believe in the cause of our community space. Alongside the Hub Café, we operate a twice monthly 'Friendship Lunch' (always oversubscribed), the 'Hubbard' food bank and a 'beFriend' program whereby housebound seniors are contacted regularly by volunteer befrienders.

Popular 'Café Pause' reflections based around Bible passages have been held at Christmas and Easter for several years during regular weekday café hours. In the last two years we have also run two 'Dying Matters' Café events and a couple of 'Menopause Matters' Cafés. We also run a Macmillan Coffee morning every year.

Until recently we ran Parenting Support groups and training courses, 'Positive Play' toddler group, 'Flourish' (a SEND support group), and we offered 1:1 parenting support. These were reliant on specialist skills of staff who are no longer available, so are on hold pending decisions on future staffing.

Children and families are particularly served on Saturdays in monthly 'Messy Church' including themed activities and a simple brunch, attended by some 25 different families with an average 12 families each month.

Relationships between the families are growing with many supportive conversations between team members and the families. Families have attended special seasonal Hub services.

We have regular drop-ins to the Café from Neighbourhood Wardens (weekly), Alzheimer's Society, Age UK, Carers Support and more.

## Beyond Beeding

We support, connect and partner in a variety of ways with the Global Church in several locations:

- Christians working in Russia and Hawaii;

- a Nigerian based ministry, 'Grace and Light', that seeks to enable Nigerian churches engage in community transformation;
- members travelling to offer practical support to mission projects in Tanzania and Romania;
- supporting the work of BMS with prayer and finance.

Closer to home, several members are engaged in social and ecological action through locally based charities as members of staff, regular volunteers and trustees. The roof of The Hub is fitted with solar panels as a small recognition of our commitment to care for creation.

## A Hub for everyone

Rooms in the building are let to a Mental Health Charity, Carers' organisations, a Pilates class, an Over 60s Club, a Drama Club, an Irish Dancing school and more. 'Stitches' meets weekly in The Hub, bringing together people who love to make creative projects, for friendship and mutual support.

The Hub partners with Horsham District Council (HDC) and Horsham Matters, who support our food bank. We have previously worked closely with Councillors, particularly by holding surgeries in the Café. HDC turned to The Hub during the Covid pandemic to run the community response and co-ordinate with similar community efforts in other parts of the District.

The Hub connects with the County, District and Parish Councils, with local schools and medical centres (Social Prescribers). These services often contact us for help and refer to our beFriend elderly support scheme and food bank.

We are members of Baptists Together, the South East Baptist Association and the local Churches Together group.

## Organisation

The Hub is a **Charitable Incorporated Organisation (CIO)**, formally *Upper Beeding Baptist Church: The Hub, Beeding*. The constitution is based upon the model recommended by Baptists Together. The Hub building and Manse are held in trust by the Baptist Union corporation.

**The Hub Leadership Team**, who are also the [Charity](#) Trustees, are elected by the Church Members in accordance with the Constitution and serve a three-year term of office being eligible for re-election for a second term following which they must stand down for at least 12 months before being able to serve again. The Minister is an unelected Trustee and Chairs the Hub Leadership Team.

Excluding the minister, there are currently seven Leaders / Trustees (three female, four male). There is no limit on the number of leaders; the minimum number is three, excluding the Minister.

Prior to the Pastoral Vacancy, Peter Butchers was the full-time minister; his wife, Vicki Butchers was employed full-time as Children & Families Worker.

Currently, a part-time Hub Manager is employed during weekdays at four hours per day. Until recently we also employed a part time Manager for The Hub Café and Food Hubbard.

Usually, the Hub Leadership Team meets twice monthly, and the Church Members meet five times per annum. The AGM is held in March and the Charity's Financial Period is January 1st to December 31st.

## Demographics

See Appendix.

## C. The Community Context

### Character and Setting

Upper Beeding, Bramber, and Steyning form a trio of picturesque rural villages nestled at the foot of the South Downs in West Sussex, and stretching along the valley of the River Adur.

The three villages present themselves as quintessential English countryside communities with deep historic roots visible throughout. Upper Beeding maintains its village atmosphere, with modern shops at Hyde Square serving as a focal point. Medieval buildings, flint walls, and timber-framed structures line Steyning's lively High Street, while Bramber is distinguished by the dramatic ruins of its Norman castle and St. Nicholas Church. The South Downs National Park provides both a stunning backdrop and recreational space for residents.

### Community Composition

The population across the three villages tends toward an older demographic, with a significant number of retirees drawn to the area's tranquility and beauty. However, there's also a healthy mix of families attracted by the excellent local schools and quality of life. Steyning and Beeding have their own primary schools, while Steyning is also home to a secondary school with a large rural catchment area. The community is predominantly white British, relatively affluent, and well-educated, with many residents commuting to Brighton, Worthing, or even London for work.

There's a notable mix of long-established local families who have lived in the area for generations alongside newer arrivals seeking the countryside lifestyle while maintaining connections to nearby urban centres.

### Local Identity and Heritage

The area's rich history significantly shapes its identity. Bramber was once an important Norman power centre with its castle controlling the Adur gap, Steyning was a significant Saxon and Norman settlement with a port on the River Adur, while Upper Beeding has monastic connections through its priory. These historical elements create a sense of living among history that residents value deeply.

The South Downs themselves contribute greatly to local identity, with walking, cycling, and outdoor pursuits forming an important part of community life. The biennial Steyning Festival celebrates local arts, culture, and heritage, bringing together residents from all three villages and visitors alike.

### Community Spirit

There's a strong sense of community expressed through numerous local organisations, clubs, and events that often span all three villages. The farmers' market, local shops, and traditional pubs serve as important social hubs. Volunteer-run initiatives are common, from environmental conservation projects and local artists' groups to support networks for elderly residents.

The community takes particular pride in its independent businesses, excellent schools, and the preservation of its historic character while adapting to contemporary needs. There's a notable environmental consciousness, with sustainability initiatives and protection of the surrounding natural landscape being important community values.

### Challenges

Despite its apparent affluence, there are hidden pockets of need, particularly among elderly residents facing isolation and young families struggling with the high cost of housing in such

a desirable area. Transportation can be challenging for those without cars, as rural bus services have faced reductions over the years. The balance between tourism, which brings economic benefits, and maintaining the authentic character of the villages presents an ongoing tension, as does the pressure for new housing development in an area of natural beauty.

## Results of the Community Consultation

Listening to the many voices that make up the Hub Community has been an important part of the journey of creating this Profile.

We have thought, discussed, prayed and written about the past, present and future of The Hub in Café Church and Growth Groups. These groups have been invited to reflect on their experiences of the Hub: Café users and volunteers, Friendship Lunch, Flourish (now in abeyance pending decisions on staffing) and Messy Church. Community representatives have also been asked to consider their relationship with The Hub and how it contributes to life in the area.

The following represents a summary of the input from users and volunteers of The Hub including verbatim feedback.

### What makes The Hub special?

The Hub is considered special for a multitude of reasons, primarily due to its unique blend of community focus, deep care, and a philosophy of 'faith in action'.

- Described as "A shining example of love in action" and there is "nowhere else, quite like it", The Hub Café was founded and nurtured with a combination of spiritual vision and desire to offer practical care, setting a tone that is inspiring and unique. Volunteers feel valued, heard, and empowered.
- The Hub offers a safe, inclusive, and non-judgmental environment where all are welcomed. This inclusivity extends to all ages and backgrounds, providing a space for intergenerational interaction. It operates as a "living example of faith in action, 'love in action', distinguishing its ethos. Even non-religious users value this demonstration of faith.
- Beyond being 'just a café', it fosters lasting friendships and offers profound support. Volunteers explicitly state they put "faith into action in a practical, community-focused way" and see The Hub as a "lifeline and 'Christ-light'".
- It is appreciated for its unique personal touches, with volunteers frequently mentioned for their warmth, humour, and genuine interest in visitors. The openness and love shown by the Café team to the local community are highlighted.
- The Hub has a "regional reach", attracting visitors from beyond the immediate village due to its warm atmosphere and diverse offerings.

### How important is The Hub in the life of the community, and vice versa?

The life of the community is fundamentally central and critically important to The Hub's very existence, mission, and operational philosophy. The Hub is deeply invested in, and driven by, the needs and well-being of the community it serves. The Hub and community both benefit from the close and warm relationship.

- The Hub is profoundly important and integral to the life of its community, often described as its very "heart". It serves as a vital "community asset" and a "destination point" in the village.
- Providing a safe space, emotional support, and a sanctuary, it is often referred to as a "home from home" where people feel listened to and cared for during difficult times. It significantly contributes to alleviating loneliness and social isolation, fostering friendship, connection, camaraderie, and laughter. Many users consider The Hub, its

café, staff, and volunteers as their "church" due to its welcoming and warm atmosphere.

- The Hub has been a vital community asset in recent years, especially during the challenging times of the COVID pandemic. It is recognised for supporting food banks, educational events, clubs, and social activities, and serves as a welcoming venue for meetings and community gatherings.

Does being part of the Baptist Church make The Hub Café different from other community centres?

Yes, the integration with the Church makes The Hub distinct from many other community centres, primarily through its underlying philosophy and operational ethos.

- The Hub explicitly showcases "Faith in Action" and "love in action". While many community centres are welcoming, The Hub's inclusivity and profound care are rooted in a spiritual vision. Volunteers often express that they volunteer "to serve God through meaningful community outreach".
- It actively promotes a "welcoming environment that fosters social connection, learning, and support". This means its faith-based foundation drives a highly inclusive approach rather than a proselytising one, making it accessible to individuals of all beliefs or no belief.
- The availability of a minister is widely recognised as essential to how The Hub delivers its gift to the community. Staff and volunteers note that The Hub creates a safe space to ask questions about beliefs, and that it is "ok to question what you were brought up to believe". This indicates a deliberate openness stemming from its church connection.
- For users, even those who are not religious, groups like Flourish have provided a "deeper sense of connection, hope, and purpose," described as having "spiritual resonance" and being a "lifeline" during stressful periods. This spiritual dimension, even if not overtly religious for all users, is a unique aspect derived from its church foundation.
- The church context equips the Hub with a "blend of spiritual vision and practical care," which permeates the environment.



## D. The Hub we wish to see

Our time of transition is allowing us to reflect deeply on our distinctive identity and listen carefully to the voices of those we serve - both within our church family and throughout our wider community.

### Honest reflection on where we are now

**Our conviction** is that we are called to be much more than a church for Sundays, and that our community activities and weekday café are central to our life together, our mission and outreach. This café-community-church model has evolved over 15 years from a more attractional approach to one that prioritises missional engagement, and we believe God continues to lead us deeper into this identity.

The feedback we've gathered from our community - café visitors, volunteers, families, support groups, and local organisations - has powerfully affirmed this direction. They describe The Hub as a "lifeline," a "sanctuary," and "the heart of the village." Local schools, social services, and community leaders see us as an essential partner. Most significantly, people experience genuine Christian love in action at The Hub without barriers or pressure, finding belonging, support through crisis, and hope for the future.

We recognise that our journey has brought both growth and challenges. While our community engagement has flourished - with the café becoming "church for some people in the community" - we acknowledge that our Sunday congregation has aged and we've seen fewer young families and teenagers in traditional worship. Some members believe we've become less prayerful corporately, and some feel we need more Bible teaching and deeper spiritual disciplines. We want to hold these different expressions of faith together as we move forward, not by abandoning our community focus, but by finding ways to integrate our Sunday worship more fully with our weekday mission.

### Looking ahead, we believe God is calling us to become:

#### A thriving spiritually rooted community that draws people closer to God

At our heart, we desire to be a vibrant community where God's presence can be experienced by everyone who journeys with us. We long for worship and prayer to fuel everything we do, recognising that our community impact flows from our spiritual depth. We want to create multiple pathways for people to explore faith - some through traditional church involvement, others through the transforming experience of Christian community in action.

#### A community where faith transforms lives through radical welcome

We long to deepen our identity as a place where everyone - regardless of background, belief, or circumstances - experiences unconditional love and belonging. Our dream is that The Hub continues to be recognised throughout our area as a safe haven where people find friendship, support during periods of hardship, and hope at all times. We want to grow in our ability to walk alongside people wherever they find themselves.

#### A thriving inter-generational family spanning far beyond Sunday

Our vision extends to the many who consider The Hub their community space - from toddlers to elderly, from church members to those who've never set foot in a traditional service. We dream of strengthening the bonds between all generations and backgrounds, ensuring our community work not only survives but flourishes. We want to continue expanding our ministry to children, families, and young people while maintaining our vital support for isolated elderly and vulnerable adults.

## An innovative hub of community transformation

We sense God calling us to be courageously creative in how we serve our community's evolving needs. This includes continuing to build on our relationships with schools, social services, and community organisations, and perhaps working collaboratively with other local churches. We want to explore new ways of supporting families, expanding our role in community resilience - learning as we journey and sharing in learning with others.

## A place where everyone's gifts flourish

We dream of being a community where people feel supported and released to develop their gifts and fulfil their calling, whether that's volunteering in the café, facilitating support groups, leading children's work, or serving on the parish council. We want to continue developing creative, relevant teaching and learning opportunities that challenge us spiritually and intellectually while equipping us for service.

While we hold these dreams with excitement, we also acknowledge the challenges ahead. We know that maintaining this model of church life requires careful balance, adequate resources, and leadership that understands both church and community development. We're aware that some within our church family may emphasise different aspects of our future; we welcome these differences and look forward to learning together as we journey.

We believe God has more in store for The Hub, and we're excited about discovering what that future holds.



## E. The ministry we are seeking

If you're a pastor who is passionate about introducing people to Jesus through authentic relationships within a community-oriented ministry, and who recognises that spiritual growth equips the church for greater impact, then The Hub might be the place where your calling and our vision align.

### A heart for collaborative ministry

We're looking for someone who thrives on collaborative leadership - a pastor who finds joy in being creative, loving, and open in their approach to ministry. If you're the kind of leader who loves to inspire and enable others, who gets energised by developing emerging leaders and handing over meaningful responsibilities, we hope you'll find fertile ground here. We need someone with clarity of vision and strategic thinking, but who exercises these gifts through partnership rather than hierarchy.

### A contemplative in community

Our context calls for someone who is naturally relational and grounded, who is reflective in ways that enable deep listening and spiritual discernment. If you're someone who is alert to people's needs and skilled at seeing what others might miss, we think you'll discover that these gifts are not just welcomed but essential to our ministry. We're looking for a pastor whose self-awareness and reflective nature can help guide our community through both celebration and challenge.

### Deepening our spiritual life together

We recognise that our corporate prayer life needs strengthening, and we're looking for pastoral leadership that can help us rediscover the joy and power of praying together as a community. If you're someone who can help us integrate prayer more naturally into our community life - whether through times for individual or group prayer, contemplative practices, or even more creative approaches that fit our café-community context - you'll find people hungry for this kind of spiritual depth.

We're open to exploring how different spiritual gifts and practices might enrich our worship and community life, and also to exploring helpful, innovative and appropriate ways of telling the story of faith in Jesus and his centrality in all we do. We want pastoral leadership that can help us grow in our openness to how God might move among us.

### Passionate about justice and inclusion

If you have a genuine passion for social and environmental justice - not as a political position but as a natural expression of the gospel - you'll find kindred spirits here. We need someone who will be in sympathy with our Inclusion Statement because they too believe deeply in the radical welcome of God's kingdom, and who will pioneer with us other expressions of God's heart for justice.

### Excited by integrated ministry

The opportunity here is to engage with a range of people - from long-time church members to café visitors who've never set foot in a traditional service, from Messy Church families to community leaders who see The Hub as an essential village resource. Initially, you might lead new community initiatives, but we hope real joy will come in developing others to take ownership of these ministries. You'll have the chance to develop our pastoral care network, support our staff and volunteers, and maintain relationships with schools, healthcare providers, and social services who see us as genuine partners.

## Connecting with younger families and emerging generations

We're longing to broaden our reach to younger families and emerging generations. While our café and community work connects us with many families during the week, we recognise the need for creative approaches to help bridge the gap between our thriving weekday community and our Sunday gatherings. If you're someone who is keen to think imaginatively about different types of worship experiences, alternative meeting times, or innovative ways of engaging with families and young adults, you'll find a community eager to explore new possibilities. We're looking for pastoral leadership that can help us rebuild and expand our family ministry while honouring the diverse ways people connect with faith in today's world.

## Gifts in worship and teaching

We're seeking a pastor who thrives on variety and collaboration. You'll have the opportunity to lead diverse worship styles - from traditional services and contemplative gatherings to our informal Café Church - while providing strong biblical teaching that anchors our community.

Beyond your own teaching ministry, you'll play a key role in developing others. We value leaders who can discern, nurture, and develop worship and teaching gifts throughout our congregation. Working alongside our preaching team, worship leaders, small group leaders, Messy Church team, and community relationship-holders, you'll find rich opportunities to share the gospel and grow the kingdom as you energise and equip others for ministry.

## Organisational partnership

You'll work alongside our Hub Manager who will provide practical support, allowing you to focus on the relational and strategic aspects of ministry. If you're someone who enjoys building relationships with community organisations and working within both church and charity governance structures, you'll find these skills highly valued and well-used.

## Theological freedom within Baptist identity

We work within the Baptist Union's Declaration of Principle while celebrating theological diversity. If you understand faith as a journey of following Jesus, and can hold different perspectives with love and help others do the same, you'll find a community that will both challenge and support your own spiritual growth. We welcome applications from accredited Baptist ministers and those working toward accreditation, and we celebrate the full diversity of God's calling.

## The opportunity

We believe God continues to call us to develop a model of church where spiritual depth and community engagement can flow naturally together, where Sunday worship and weekday mission might be seamlessly integrated, where people experience the transformative love of Christ through both word and deed.

If this vision stirs something in your heart, if you can see yourself growing and flourishing in this kind of ministry context, we'd love to hear from you. We're looking for a pastor who will grow with us into the future God has prepared for The Hub.

## F. History of the church

*For this section we are indebted to the book 'A Glimpse into the Past - One Hundred Years of Baptist Worship in Upper Beeding' (2nd ed.) by church member Diana R. Durden.*

### Planting

Upper Beeding Baptist Church began in October 1905 when the Cross family of farmers relocated from Somerset and took over a local farm. Concerned about the lack of Sunday School facilities, they opened their kitchen as a meeting place. Soon 100 children were gathering weekly, with speakers coming from near and far, sometimes reading Spurgeon's sermons.

By 1912, the growing congregation needed a permanent home. A corrugated iron Mission Hall was erected, opening in April 1913. Shoreham Baptist Church provided oversight, with the Cross family continuing in leadership. Mrs. Cross served as Superintendent until her death in 1944, while other founding members provided decades of faithful service.

The mission persevered through World War II despite blackout conditions. In 1948, Rev. Harold Simmance from Shoreham began overseeing the work. A School Hall was added in 1950, and a baptistry was installed in 1955.

### Self-governance

A pivotal moment came on March 7, 1959, when the Mission became a self-governing Baptist Church with 21 founder members signing the Covenant Book. Rev. Simmance became the first minister, and under his leadership, the church established a Women's Fellowship, Youth Fellowship, and monthly magazine.

Construction of a brick church building began in 1965 and the new building was dedicated in October 1966. Rev. Simmance retired in 1967 and was elected Pastor-Emeritus.

Dr. Stanley Thomas served as minister from 1969 to 1976, overseeing facility expansions completed in 1973 and 1976. The church purchased its first Manse in 1974, and Friendship Lunches began in 1975 - a ministry that continues today, 50 years later.

Rev. Christopher Voke (1976-1986) strengthened youth work and established House Groups as a significant aspect of church life. The church participated in the Sussex '80 Crusade and expanded missionary connections to Uganda, India, and Zaire.

Rev. Christopher Keogan (1989-1997) developed connections with churches in Romania and introduced Alpha courses in 1996.

Rev. Tom Duncanson (1998-2010) brought diverse worship styles and strengthened community connections.

The new millennium saw UBBC collaborating with other local churches and supporting a project for women and children affected by HIV/AIDS in Mumbai. Physical improvements included a new "Welcome Area" (2003).

### The Hub

Following a short pastoral vacancy, Rev. Peter Butchers was inducted as minister in September 2010. During his term as minister, the café was established, the church - while still formally Upper Beeding Baptist Church - became known locally as The Hub to reinforce its community focus, and the charity was reconstituted as a CIO. Spanish language services were held for a number of years, and many members took part in mission trips to Cuba. The building was given a total refit in 2019 to modernise and provide more flexibility for café and community activities.

Throughout its history, Upper Beeding Baptist Church - The Hub - has remained faithful to its founding vision while adapting to changing times. Our story demonstrates how a small seed

of faith, planted by a farming family concerned for local children, has grown into a thriving spiritual community that continues to impact lives locally and globally through worship, fellowship, and service.

## G. Practical matters

### Stipend

This is a full-time role.

A stipend of £29,575 to £32,532 is offered, according to experience. This will be paid monthly in arrears, and increased annually in line with Baptist Union guidance (the figures quoted are for 2025).

### Housing

A manse is provided. The Hub will bear the costs of council tax, buildings insurance (contents insurance is the responsibility of the minister), water and sewerage charges, broadband connection and telephone line (although the minister should bear the costs of personal calls).

We are willing to discuss alternative housing arrangements with candidates who do not wish to make use of the manse.

### Pension

The role includes membership of the ministers' section of the Baptist Pension Scheme with a 10% employer's contribution. The Hub's contribution is calculated as the stipend plus the manse pension value. For 2025 this equates to a total employer's contribution of (£2,958 + £774) = £3,732 minimum.

### Other

The minister is provided with the equipment and services to carry out their role. This includes:

- a mobile phone;
- a suitable computer and associated software;
- reimbursement of reasonable travel and other out-of-pocket expenses, including attendance at events such as ministers' conferences organised by the regional Baptist Association or the annual Baptist Assembly;
- provision for Continual Ministerial Development.

### Terms of Appointment

The [BU standard Terms of Appointment template](#) will be used.

# The Hub, Beeding: Café | Community | Church

## Profile of The Hub

### Appendix

#### Demographics

The demographic make-up of The Hub is described below using figures from the 2024 returns to the Baptist Union. They are set alongside the age cohort data from the 2021 Census for the three villages of Upper Beeding, Bramber and Steyning.

Category	Sunday Services	%	Total numbers in contact with The Hub	%	Three Villages 2021 Census Age Cohort Data	Church Members	Baptisms
Adults (>65)	55	46%			31%		
Adults (31-65)	48	40%	216	72%	42%		
Young adults (19-30)	5	4%			9%		
Young people (11-18)	3	3%	10	3%	9%		
Children (< 11)	8	7%	75	25%	9%		
Church Members						95	
Believers' Baptisms							0
<b>Totals</b>	<b>119</b>	<b>100%</b>	<b>301</b>	<b>100%</b>	<b>100%</b>	<b>95</b>	<b>0</b>

**Notes:** Messy Church usually takes place monthly on Saturdays so numbers are not included in Sunday attendance. Church Membership is currently 94 (as of June 2025).

The figures quoted above are those used for the 2024 returns to the Baptist Union; they show somewhat higher numbers than the current average Sunday attendance, especially for the three lower age cohorts.

Looking at these statistics, we observe a number of things:

- Sunday morning Hub is predominantly a gathering of older people with relatively few children and young people.
- There is significant and sustained engagement by families with young children in Messy Church, which meets on Saturday.
- The wider Hub community - those engaging outside of Sundays - correlate well with the age distribution of the 'Three Village' community. Indeed, 25% of those with whom we are in regular contact are younger children, which is significantly ahead of their representation in the general population.
- The regular engagement with the community through the Café (five days per week) and Friendship Lunch (twice per month) demands the commitment, ability and availability of a host of active, retired volunteers. Our resources in this are stretched.

Estimated residential location of those who have attended our church over recent years.

Resident area	% of church attendance			
	Period	Circa 2010	Circa 2020	2022 to present
Upper Beeding / Bramber		25%	30%	40%
Steyning		75%	60%	40%
Elsewhere (W Sussex, Brighton, etc)		no data	10%	20%

We note the growing proportion of people travelling in from other local communities.

The ethnicity of Church Members and those engaging with The Hub roughly reflects our local community, i.e. 85% White British; 6% Other White and 9% Asian, Mixed, Black & Other (from Census Data).

However, we have a number of Latin American and other Spanish speakers who are part of The Hub, which at one time hosted services for this group.

END



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