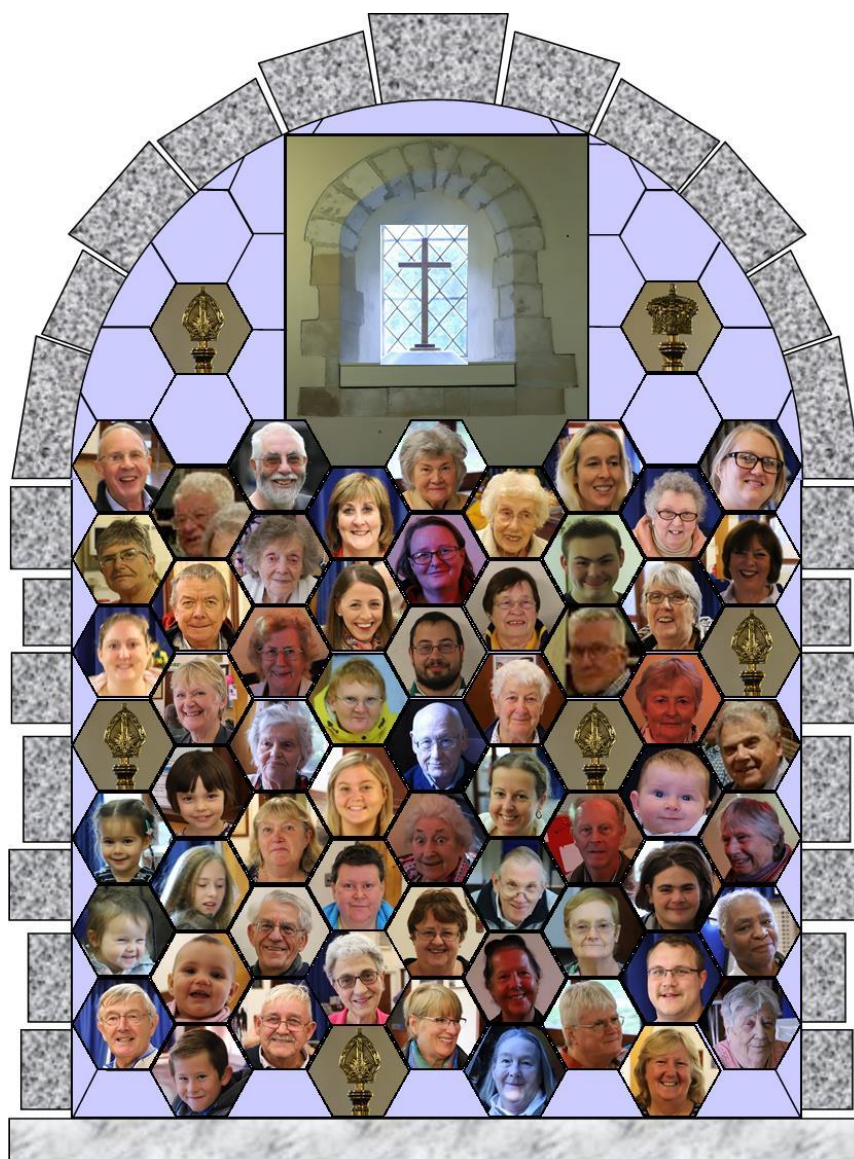


# THE PARISH CHURCH OF ST. MARY WEXHAM



As great as our Church and Church Hall are, the Church is the people not the buildings.

**Priest-in-Charge (0.3)**

## **Parish Profile 2018**

Church Lane, Wexham, Buckinghamshire, SL3 6LH

[www.stmaryswexham.co.uk](http://www.stmaryswexham.co.uk)

Our little Church, on the Berks/Bucks border, close to major national amenities, with the accumulated worship of years within its ancient walls, is much loved by us and visitors speak of the warmth and friendliness of the congregation.

The following will introduce you to the people of St. Mary's.

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## 1 Brief Outline and Vision

We are:

- A small church which creates a feeling of togetherness.
- Welcoming to our community particularly people who don't regularly go to church.
- Faithful, with many members of the church who give loyal service.
- A church which celebrates gifts.
- Committed to our regular services of communion but use other forms of worship to be missional.
- A church with potential for deep faith and faithfulness.

We have this to offer:

- Lay teams to provide Home Communion, twice monthly services at The Pines and a monthly Toddler Service.
- Admin support in organising rotas, grant applications etc.,
- Dedicated teams, who clean the church and church hall, arrange the flowers and care for the churchyard.
- A Lay team which organizes a quarterly Discovery Café and an annual Fun Day to encourage members of our community to come and meet us.
- A Young Church which is lay led and provides an opportunity for the children to learn more of the love of God through fun activities and stories.
- A lay led Men's Fellowship which welcomes those of other denominations and those of no faith.
- A safeguarding team which implements the PCCs Safeguarding Policy as we recognise the importance of keeping children and vulnerable adults safe.
- A ministry team which coordinates and leads some of the non-communion services.

We are looking for someone who can work with us to:

- Shape the way forward for our church.
- Make best use of our gifts and guide and develop our lay teams.
- Guide us on our spiritual journeys and so deepen our faith.
- Enable us to make our church relevant to our local community.
- Be realistic about what we can and cannot achieve together.
- Listen.





## **2.1 The Worshipping Community**

St. Mary's has the advantage of being a small church, the size creates a feeling of togetherness and that is reflected in the congregation, whichever service they attend. We have a full lay team covering welcoming, serving and reading lessons, and we are working on building up a team of intercessors. Regular Rotas are also organised by lay members of the church. We have a retired priest who lives in the Parish and would be happy to work with the new incumbent in enabling the variety of worship to grow and continue at St. Mary's.

Our churchmanship could perhaps be best described as middle of the road with our theology as broad as the variety of our congregation.

As a Christian community we share a belief that we are all on a spiritual journey, to which the God who created the universe is drawing us closer to him, through the life, death and resurrection of Jesus of Nazareth. Our journeys are different, the ways in which we are all called are varied and our views on the controversial issues of the day are many. We are united however by our sense of wonder that, with all our faults, God loves each and every one of us: no-one is beyond his love: no one can earn his love: no-one can lose his love. This is the good news, we believe, Jesus Christ lived and died to proclaim, and it is the message we seek to communicate.

## **2.2 Ministry Team**

During the vacancy we have formed a Ministry Team which meets to forward plan the activities in the church and to ensure the regular routine takes place.

The people contributing to this include lay members of the congregation, our newly licensed LLM and a retired priest who lives in the parish and is available to take services when required.

We are able to call upon, from outside the parish, another retired priest who is available to take a 10am service once a month and funerals, and an experienced LLM who is happy to preach or take an evening service.

By using these resources, we have been able to maintain our regular services, occasional services, including three baptisms and events like the visit to the church by the reception class from the local school.



## 2.3 St Mary's Groups

### Young Church

Young Church takes place in the Church Hall during the 10.00 am service. We have a young church leader and four helpers who are committed to working with young people. The children have lots of fun with storytelling, arts and crafts, cookery, and games to teach them about the Bible and learn that God loves them. They join the Church service to receive a blessing and sometimes to share with the adults what they have been doing. All ages, including babies and toddlers, are welcome with or without their parents.



### Friends of St. Mary's

The Friends were formed in the early 1990s to bring together people interested in the upkeep of the building and fabric of the Church and Church Hall. Although a very small group, The Friends raise funds both on a regular basis and also at special events during the year. Over the years The Friends have supported many projects of repair and redecoration in the Church and Church Hall.

### Men's Fellowship

The group, approximately 10, meets once a month at a local restaurant/pub for a meal or have a takeaway in the Church hall. Occasionally a barbeque is arranged. Various topics are discussed

ranging from world issues to particularly inspiring ‘thoughts for the day’, heard on the radio. The group is open to Church and non-Church goers.



### Parish Magazine

The Parish Magazine is produced by a lay team and aims to have a mix of religious and secular items and we encourage members of the congregation to contribute articles. We would hope our Priest in Charge would continue the practice of writing a letter for each edition. Over the last 12 months we have changed the format and increased advertising revenue. The magazine is used to keep the Parish informed of forthcoming events and special services. It is assembled each month by a small team and delivered by hand throughout the Parish by a dedicated team of distributors. At the time of writing, we print 160 copies each month. The magazine is also published on our website and we know, from feedback, that it is a useful communication tool for our wider community.

### **2.4 This is how the PCC see St. Mary’s at the moment**

St Mary’s is always open to trying new initiatives to reach out into our community whilst at the same time catering for our more long-standing church members. This reflected in how the PCC sees St Mary’s at the moment.

- We run a quarterly Discovery Café, an annual fun day and a monthly All Age Service, which has recently been revitalised, in order to outreach to people who would not come to church normally. New initiatives have included a Café Church for Harvest and an outdoor Animal Blessing Service. Both proved popular with our wider community.
- A decision was taken by the PCC earlier this year to admit children to communion before confirmation.
- Caring for the congregation and valuing everyone, whatever age they are, continues to be very important to us
- We have a small lay team who offer Home Communion.
- We offer Advent and Lent house groups (daytime and evening sessions)
- We have a well-supported men’s fellowship group which meets monthly.
- Our dedicated Young Church leader and her helpers continue the excellent work of introducing the children to the themes of worship which are happening during the regular service.

- Our Churchyard Clear Up Team is a popular group which meets monthly (except in winter) to ensure the churchyard and hall surroundings are kept tidy. Several people volunteer to undertake tasks such as cutting grass, pruning trees and tending the flower beds in between times.
- On a regular basis and at special events, the Friends of St. Mary's continue to raise funds for the upkeep of the building and fabric of our Church and Church Hall
- Worship at St. Mary's is varied – We are fortunate to have a number of retired Ministers and an LLM from outside the parish come to preach and lead worship on occasions.
- Clergy and lay-led monthly evening services are very much appreciated, if not so well attended.
- Once a year in addition to the Church Remembrance Service we hold Remembrance services at The Pines and at the Harvey Memorial Hall in George Green. Church members attend the monthly George Green Social Library and special events there.
- We use the 'Hymns Old & New' book with CD music played on our computer; however we do have a well-maintained organ which is used when we can get an organist. Our congregation enjoys singing.
- We have a website which is being increasingly used and which we try to keep up-to-date. It includes a copy of the Parish Magazine, boosting circulation from around the 160 printed copies to many more.



The church tithes its income and once a year the PCC decides the charities which will be supported. This year they are:

The Church Army, Alexander Devine Children's Hospice, Embrace the Middle East, SHOC (Slough Homeless Our Concern), Mission Aviation Fund, Lepra, The Epilepsy Society, Church Urban Fund. In addition, during Christian Aid week, we have a collection for that charity and at Harvest Festival, both SHOC and Slough Foodbank receive contributions.



## 2.5 In the future we hope to:

- Reach out in new ways to embrace the community and make St. Mary's better known.
- Continue to develop closer links with our local schools and chosen charities.
- Attract people of all ages to experience the love of God and join us in worship (including those whom we recognise may not become regular churchgoers).
- Ensure every person feels a valued part of the congregation.
- Establish connections with other faith groups in order to deepen our understanding and respect for one another.

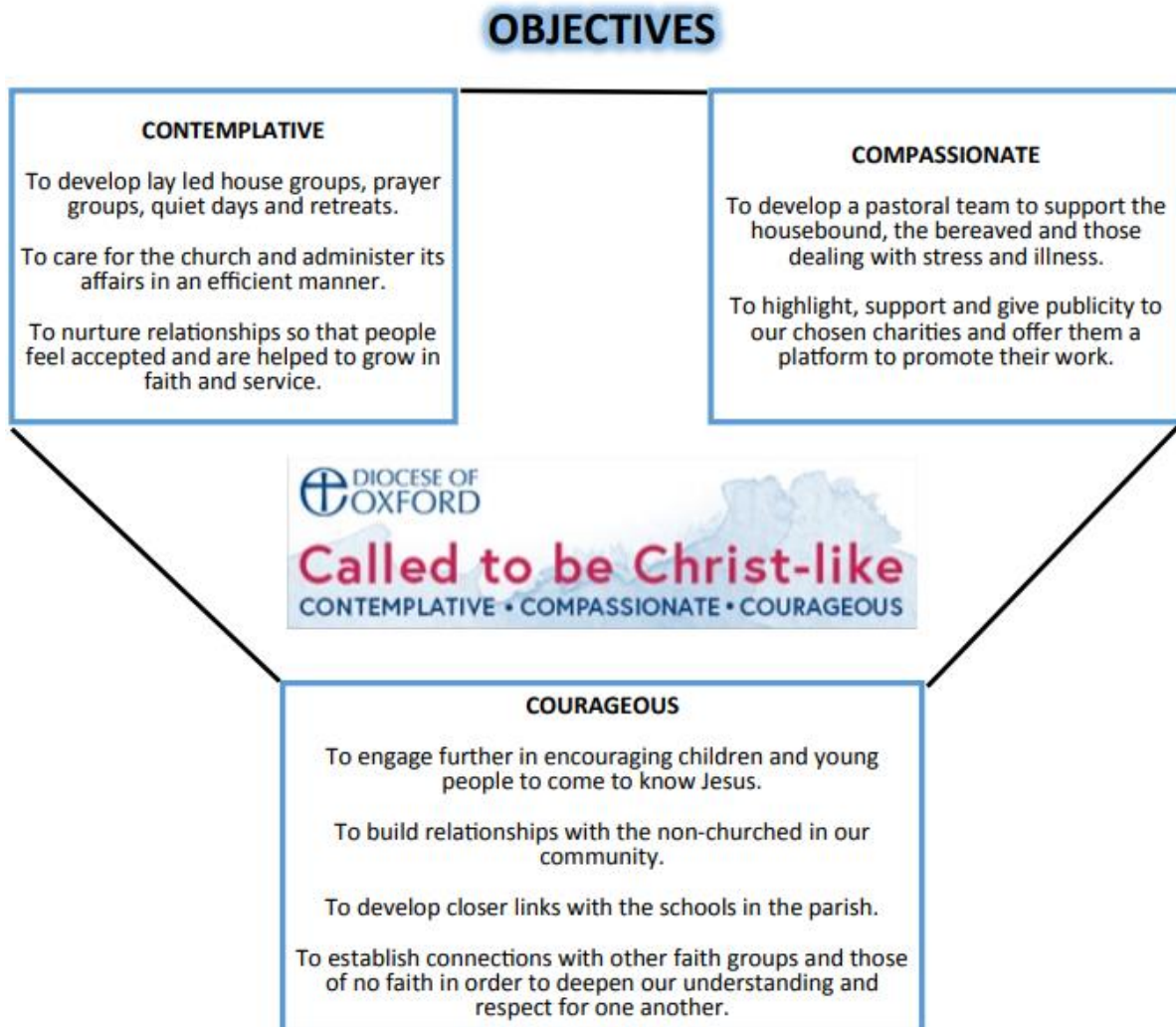
We recognise that our congregation numbers have fallen over the last three years. However during the vacancy we have provided different All Age Services which have been better attended. In September, an outdoor animal blessing service attracted 42 adults and 14 children and our café style harvest service in October attracted 34 adults and 14 children. We also recognise that, in today's society, it can be difficult to attract people into church and that we need to take church out into the community. We know that we need to listen to the world around us and to discern where God is already at work. Only by engaging in dialogue can we grow.

In five years' time we would like St. Mary's to be a much more vibrant and sociable presence in the community as we are disappointed that over the past few years, we have not achieved all we had hoped.



## 2.6 MAP

We are at the very early stages of developing a Mission Action Plan (MAP). We have identified the following objectives for the future, and we hope our new Priest-in-Charge will help us to develop our MAP further.



## **2.7 Groups and Activities connected with St Mary's which reach out into our community**

### Toddler Group

Over the last three years we have built up links with the Toddler Group which meets in the church hall each Thursday and have been offering a monthly church service. This group is also contributing to building up links with elderly people in the community particularly at the Pines and Oak House.

### Monday Club

The Wexham Hall Elderly Peoples' Club meets in the Church Hall each Monday afternoon and is known as the Monday club. It provides an opportunity for elderly people to get together over tea and cake to enjoy companionship. Regular contact with the group is made by laity.

### Brownies

A Brownie pack meets in the Church Hall on Thursday evenings and attends some of our services, like Mothering Sunday and Act of Remembrance. Two members of the church lead the group, which currently has 12 members.

### The Pines and Oak House

We have a committed lay team which provides a monthly Home Communion Services at The Pines Sheltered Housing Complex and we share with two other churches in providing Home Communion at Oak House a Care Home in the same development. These services are well received by the residents.

## **2.8 We Would Like....**

### **We would like a House for Duty Priest, who will:**

- Provide positive, collaborative leadership and encourage and develop the ministry team.
- Encourage us to build relationships with young and old across the wider community.
- Be as enthusiastic as we are about our desire to reach out to our neighbours and introduce them to the joys and challenges of being part of the family at St. Mary's by building relationships.
- Work with us to help and inspire us to discover new ways of taking the message of Jesus and God's love to those who live in our Parish.
- Understand that we value the worship we have at St. Mary's whilst, at the same time, being open to some new initiatives.
- Encourage and guide us on our individual journeys of faith.
- Encourage us to lead study groups, Lent and Advent courses.
- Engage and relate with our community, making full use of our gifts and talents to create 'space' to be 'out there'.
- Laugh with us as we experience the joy of being a church community.



**Whilst we continue to:**

- Receive guidance and encouragement from our new minister on our spiritual journeys through life.
- Be helped to deepen our faith through a rich variety of church services, house/study groups and lay involvement.
- Be open to exploring some new initiatives in worship, like the café style All Age Worship we had at Harvest time.
- Be encouraged and guided in the use of our God-given gifts.
- Care for our congregation, balancing the needs of our older members with those of young families.
- Receive support for our new minister from the Diocese and Clergy in the Deanery, in the same way they supported our previous minister.

We have experience of working with a house for duty priest as our last two incumbents have held the post on that basis. We have worked through some of the tough issues and limitations that such a post can present and are well aware that it is different from a full-time post. Our first house for duty priest encouraged us to recognise and develop our gifts and take on responsibilities in the church. That experience has stood us in good stead during the vacancy and with the right support and encouragement we are confident our roles in the parish can flourish.

And last but by no means least, we look forward to hearing the ideas our new incumbent will bring when they join us.

Our House for Duty minister will be expected to work 2 days a week, plus Sundays. Days worked in the parish can be negotiated. The flexibility around the role we hope, will be attractive to a priest at any stage in their ministry, with plenty of energy.

**2.9 What We Offer:****For our part we will:**

- Look forward to building on the team working we have developed during the vacancy and to supporting our new incumbent in all aspects of their ministry.
- Offer administrative support in compiling rotas for church and service duties to enable our priest to get out into the community, as we would like someone looking outwards to allow us to grow inwards.
- Continue to provide support in all aspects of the day to day running of St. Marys from the cleaning of the church and hall, returns to the Diocese, the writing of the weekly news sheet to the arranging of flowers for festivals and the cutting of the grass in the graveyard.

## 2.10 Worship at St Mary's

### Sunday Services

8.00 a.m. Holy Communion – Common Worship Order 1, Traditional Language - quiet said service.  
Average attendance – Year 2017 – 8; (Year 2018 - 6 months to June – 7)

10.00 a.m. Holy Communion – Common Worship Order 1, Modern Language and 1<sup>st</sup> Sunday in each month All Age Holy Communion:

Average Attendance – Year 2017 32; (Year 2018 – 6 months to June – 29)

Young Church (average 6 children - 2017 to June 2018) meets in the Church Hall, joining the congregation to receive a blessing during Communion

*During the vacancy from August 2018, the PCC has obtained permission to provide non-Communion All Age Worship on some occasions and attendance numbers have increased.*

### Monthly

4.00 p.m. A variety of services loosely based on A Service of the Word

Average Attendance – Year 2017 - 7; (Year 2018 – 7) *(excluding special Services such as Christmas and Christingle)*

Vestments are currently worn at most services.

## 2.11 Statistics

The Occasional Office statistics fluctuate from year to year. Figures for the last four years are as follows:

Year	Funerals	Weddings	Blessings	Baptisms	Naming Ceremonies
2014	6	5	0	5	0
2015	4	3	0	10	0
2016	3	3	0	0	0
2017	3	1	0	4	0

Electoral Roll figures for the last five years:

2014 – 113

2015 - 110

2016 - 112

2017 - 112

2018 – 106

Average 'normal' attendance over all Sunday services in 2017 was around 40 + 6 children.

## 2.12 Policies

St. Mary's has PCC approved policies which are available to be read in detail on the website. The Health & Safety policy is still to be finalised.

All policies have been discussed by the PCC and we try to keep them updated. They are not intended to 'bind' our future incumbent in any way.

## 2.13 Pastoral Organisation

The Parish of Wexham has been suspended for a good number of years to enable a House for Duty Priest-in -charge to minister here. As there are no immediate plans for pastoral reorganisation, the suspension was continued in 2018 for another 5 years.

## 2.14 Our Church

Evidence suggests that there has been a church on the site of St. Mary's since Saxon times but the oldest part of the current building dates back to the 12<sup>th</sup> Century. It is a Grade II\* listed building and holds up to 90 people. The last quinquennial inspection, carried out in 2017, confirmed that the building was well maintained.

*OS Reference – SU99249 81508    GPS – Lat 51.523773    Long – 0.570686*

### The Churchyard

The Churchyard was closed for burials in 1999 but we continue to bury ashes in the limited space available on the edge of the paths. We have a policy in keeping with the Diocesan Churchyard Regulations, which is enforced. The Churchyard is well maintained thanks to the volunteer help of church members. An issue which will require attention in the future is the lack of space for cremation plots.





### The Church Hall

Our Church Hall, built in 1963 to provide a large worship space, with a sanctuary, and a place of recreation for the community, has been used for quizzes, concerts, outreach events such as Discovery Café, etc, and, of course, for the chance to chat over coffee after 10.00 a.m. Sunday Services. The hall is used every day by various activity groups from all walks of life and all ages. We recently installed some gates to give it a secure outdoor play area for the children and this has been well used this summer.



Murder Mystery Evening



Discovery Café



Sanctuary in Church Hall

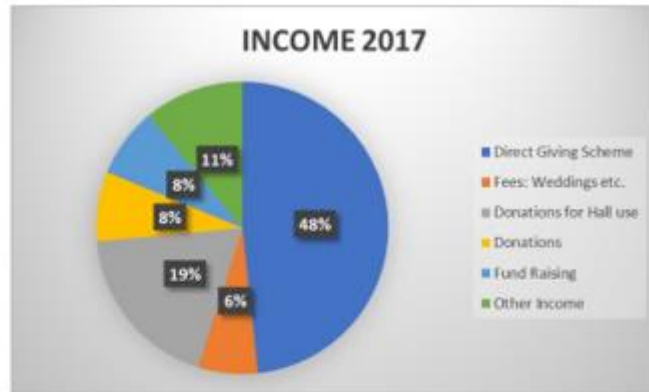
### The Paddock

The Paddock, or grass area behind the hall and churchyard, is the responsibility of the Diocese. At the entrance to the Paddock are the old Stables and Coach House, which are used for storage of

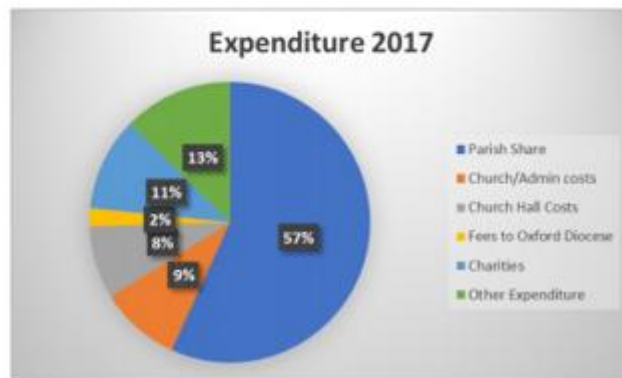
mowers, etc. The Paddock has been used for large outdoor events, such as Summer Fêtes and Services e.g. Thanksgiving for animals and Pentecost.

### 2.15 St Mary's Wexham Income and Expenditure 2017

INCOME 2017	
Direct Giving Scheme	£25,862.00
Fees: Weddings etc.	£3,527.00
Donations for Hall use	£9,987.00
Donations	£4,116.00
Fund Raising	£4,127.00
Other Income	£5,923.00



EXPENDITURE 2017	
Parish Share	£27,870.00
Church/Admin costs	£4,568.00
Church Hall Costs	£4,126.00
Fees to Oxford Diocese	£1,021.00
Charities	£5,299.00
Other Expenditure	£6,166.00



The church tithes its' income and the PCC annually selects a number of charities to support.

## 2.16 The Rectory



7 Grangewood, Wexham, Buckinghamshire, SL3 6LP  
*OS Reference – SU 99349 81828 GPS – Lat – 51.526583 Long – 0.56925*

The Rectory is situated in a quiet cul-de-sac of the parish and is a 5 minute walk from the Church. It is a modern 4 bedroomed house with family bathroom and en-suite, a large lounge, separate dining room, cloakroom, and kitchen. The study is at the front and positioned in such a way as to provide a degree of privacy for both the priest's family and visiting parishioners. The garden is of manageable proportions, fully fenced, and has been well, if simply, maintained.

## 2.17 Introducing the Parish

St. Mary's is a small Parish spanning the Buckinghamshire/Slough border. It is a single Church benefice and, since the suspension of the living, the incumbent has been a part-time House-for-Duty priest.

Our Parish can be divided into several areas. The largest area is woodland, farmland and a golf course. The most densely populated area are the Wexham Court Estate (in Slough), and George Green (in South Bucks to the east of the A412). The eastern side of Wexham Street and the area to the east of Church Lane have mainly large detached houses built from the 1950s onwards. There are then the new areas of development north of Norway Drive built in 2007, 2009 and 2018 of over 250 new homes have been built, together with a sheltered housing complex and a care home.

According to the Church Urban Fund 2015 Deprivation Data there is a parish population of 7026. However, since that was compiled, we have the new housing development of 180 new homes which is due to be completed by Christmas this year.



The Parish is ranked 3259 out of 12,559 in terms of deprivation (where 1 is the most deprived) and so is categorised as relatively deprived. There is 19% child poverty, 10% working poverty but pensioner poverty is 23%. Life expectancy for males is 78 and 81 for females.

26% of the population have no qualifications and 29% live in social housing. 34% of people live on their own with 19% as lone parents.

As the Parish is split over two counties obtaining meaningful data for the parish as a whole is difficult. It is likely from the 2011 census that the majority religion is Christian but there is a large Muslim population and a substantial Sikh population. There is a Sikh Temple in the parish in Sheehy Way and a Catholic Church, Holy Redeemer in Wexham Road. The closest mosque is just off the Uxbridge Road.

The nearest shopping centres are Slough (2 miles) and Uxbridge (5 miles). There is easy access to the M4, M25 and M40 and good rail links to London (Paddington) and Reading. Also, there is a link from Gerrards Cross to London (Marylebone). London Heathrow Airport is just 7 miles away.

### Schools

There are two schools in the Parish, Wexham Court Primary School and Wexham School (Secondary). Both are situated on the Slough side of the County boundary on the Wexham Court Estate. Residents on the South Bucks side of the Parish (including The Rectory), have access to schooling in South Bucks. A system of selective schooling operates on both sides of the county boundary with tests being taken by pupils at 11+. These have both recently been extended to cater for the expanding population from new developments in the area.

Over a two-year period, the PCC and the Incumbent have worked with Wexham School on the design and production of an illuminated cross which adorns our Hall.

Links with Wexham Court Primary School consist of school visits to the church at Easter and Christmas. Members of the church work on a gardening project with the pupils.

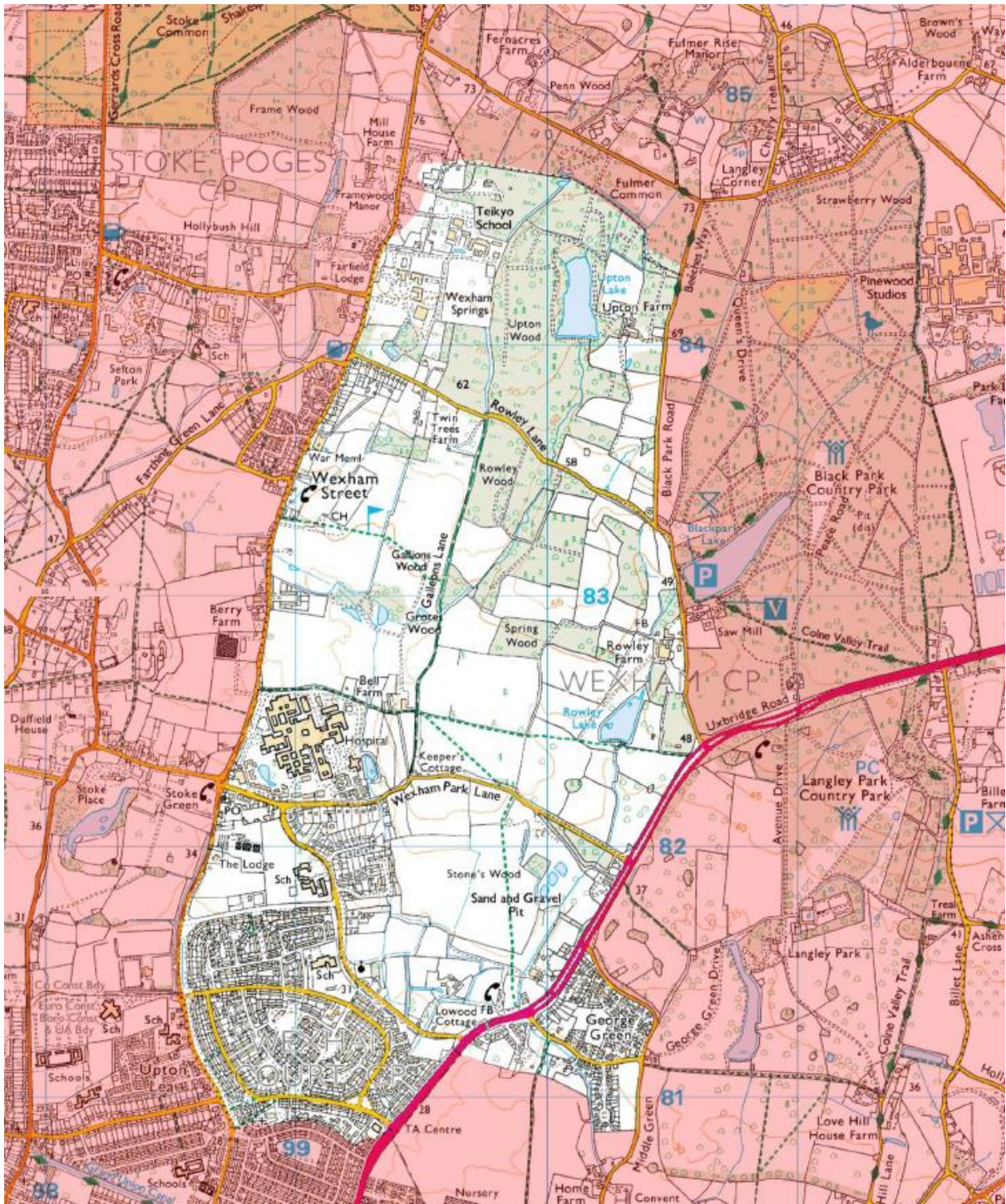
St. Ethelbert's RC Primary School is located just beyond the Parish boundary. Khalsa Primary (Sikh) School and Iqra Primary Islamic School have been opened in recent years, both being situated just beyond the Parish boundary while the Teikyo School, a small independent school for Japanese students, is located in the Parish.

### Hospitals

Wexham Park Hospital (NHS) and Spire Thames Valley (Private) are both situated within the parish. Wexham Park has its own team of Chaplains. Currently there is no Church of England Chaplain as part of that team. Wexham Park Hospital is expanding with a new A & E unit about to open.

### Leisure Facilities

A wide range of leisure facilities is to be found in the local area. These include a sports centre, ice rink, 10pin bowling, plus a number of well-known golf courses. Wexham also offers its own Golf and Bowls Clubs. Stoke Poges Fitness and Well Being Centre and two country parks (Langley Park and Black Park) are also situated just beyond the Parish boundary.



### 3. Diocesan Information

The Diocese of Oxford serves the mission of the Church in Buckinghamshire, Berkshire and Oxfordshire. The Diocese comprises more than 600 parishes, with over 800 churches, serving a diverse population of more than 2 million people located in all types of settings.

Due to the size and complexity of the Diocese, we have three Area Bishops who exercise considerable strategic & pastoral oversight for their Archdeaconries. The Bishop of Buckingham is the Rt Rev'd Alan Wilson who has been the Area Bishop since 2003.

With the appointment of the new Bishop of Oxford, the Rt Revd Dr Steven Croft, a new common vision is emerging for the Diocese of Oxford ...

The vision addresses what kind of church we are called to be – A Christ-like Church.

What are the marks of a Christ-like Church? To be the Church of the Beatitudes:

- Contemplative
- Compassionate
- Courageous

It also asks what we are therefore called to do together. This is currently a work in progress, but is likely to cover the following strategic priorities:

- To make a bigger difference in the world and serve the poor
- To share our faith with adults, children and young people and grow the church in every place; rural, urban and suburban
- To plant new churches and congregations everywhere we can
- To serve every school in our community
- To put the discipleship of all at the heart of our common life and set God's people free
- To celebrate and bless our largest, fastest growing city Milton Keynes

These priorities will be supported centrally by resources, training, conferences, workshops, and much more. The diocese is inviting benefices and their priests to share a vision rather than demanding a response. It wants all its priests to flourish in ministry and to deepen their enjoyment of God.

Alongside the emerging diocesan vision, the priorities and principles for the Buckingham Archdeaconry are set out in our Buckingham Mission Action Plan (see <http://www.oxford.anglican.org/wp-content/uploads/2013/01/Bucks-Archdeaconry-Plan-0515.pdf>)

It is expected that all clergy appointed into the Archdeaconry of Buckingham will want to commit themselves to the Diocesan vision and Archdeaconry MAP and their strategic directions.

#### **4 Deanery information**

##### **Burnham and Slough Deanery**

The parish of Wexham is located within the Burnham & Slough deanery. Since the implementation of synodical government, the deanery has developed a strong sense of working together. Church tradition across the deanery is diverse and, like other deaneries of a similar size, we are enriched by the variety of worship that takes place daily and weekly within our thirty places of worship. The deanery is a mixture of rural, semi-rural and urban parishes with one formal LEP working together to build up the life of the church locally. The Burnham & Slough deanery recognises the importance of outreach to the wider community and many of our parishes are actively engaged in mission activity that brings them into regular contact with the wider community. For example, we have strong links to the many schools in the area, including a number of Church of England schools, some of which are unique in terms of their student population. We also have strong links with our statutory and community service providers. Being part of a diverse community has given rise to some important inter-faith work, alongside some essential community development initiatives resulting from engagement with the Local Strategic Partnerships in Slough and South Bucks.



Like all deaneries we respond to the changes that the National Church is facing at this time. Deanery re-organisation has brought us into four groupings of churches - three formal group ministries and one informal group of churches working together in the East of the deanery. Our total ministerial resources serve to lead these groups in their ministry and mission activity. This structure requires flexibility and for people to work much more collaboratively together. Needless to say, anyone new to the deanery would be expected to work within this structure and be part of this way of working.

Recently, we have appointed one incumbent to also be Mission Enabler for the Deanery. Her role is to support and encourage mission across the parishes. Another has been appointed to liaise with the large number of schools both church and state within the Jubilee group. Below is shown numerically how our current ordained ministerial resources are deployed across the deanery.

<b>Jubilee River Group Ministry</b>	<b>Southern Group Ministry</b>
5 Stipendiary Priests	4 Stipendiary Priests
(One of these is half-time Deanery Mission Enabler one is half-time school's liaison for the Jubilee Group)	2 Associate Priests 2 Curates in Training
<b>Northern Group Ministry</b>	<b>Eastern Group of Churches</b>
3 Stipendiary Priests (1 vacancy)	2 Stipendiary Priests
1 Associate Priest SSM	1 House for Duty Priest
1 House for Duty Priest	
1 Curate in training	

Permission to Officiate There are 10 PTOs currently assisting in the Deanery.

Deanery Post In 2013, the Deanery appointed its first full-time Area Dean.

Note: Our Licensed Lay Ministers (14 in number) work in our parishes/benefices/teams with three licensed to work across the whole of the deanery.

This deanery is an exciting place to exercise ministry and mission. Those who work here tend to stay for a number of years. The area covered by the deanery has a very diverse population. It has places of affluence as well as having wards that are some of the most deprived in the country. Because of this the deanery is one that throws up many challenges. Our local churches rise to these challenges, showing that they can respond to most things that come their way.







Made by Young Church



Porch after wedding



Licensing Event – Oxford



After licensing – Church Hall



Church history board



Church font



Wreaths by Young Church



Cross by Brownies