

## St Giles and St George, Ashted, Surrey



## Parish Profile and Statement of Needs

[www.sgsgashted.com](http://www.sgsgashted.com)

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# Contents

Who we are.....	3
The Parish of Ashtead .....	4
Our Two Churches.....	5
Church Services .....	7
Parish Team .....	10
Leadership .....	13
Parish Ministry .....	14
Outreach .....	18
Working with Other Churches.....	20
Leatherhead Deanery Profile.....	20
Diocese of Guildford Vision Statement.....	21
Parish Dell Centre Project .....	22
Finance .....	23
The Rectory .....	24
Statement of Needs – Person Profile .....	25

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## Who we are

The Parish of Ashted is within the Diocese of Guildford of the Church of England. It is located in Surrey 15 miles south west of London. There are two churches St Giles' and St George's.

We are located within the evangelical tradition of the Church of England and therefore are committed to discipleship and to scripture, and conscious of the active work of the Holy Spirit. We seek **to know Christ and make Him known** in Ashted and beyond, and we are committed to mission and reaching out with the good news of Christ in word and action.

The church membership of some 850 (excluding children) is distributed among the nine congregations that worship at different times at one or other of the two churches. The total annual average weekly attendance for all the services is almost 800, of which 174 are children. Each congregation has its own worship style, with a diversity of music leadership ranging from robed choir with organ, to informal worship band and singers, and a diversity of form of service ranging from a "said" prayer book liturgy to informally-structured services. While we value this congregational diversity we also value the oneness in Christ we have across the congregations, and want to improve our overall cohesion.

569 of our church members meet regularly in 36 housegroups, and the majority are actively involved in other aspects of our church life. We also have a well developed system of pastoral care which plays an important role in our church life supporting both our church community and the wider community.

There is a substantial ministry to children and young people through church-run groups and a programme of schools work. There are upwards of 200 children and young people involved on a regular basis, and we run a youth congregation on Sunday evenings for 14-18's.

## Our recent journey

As a church we have recently come through a difficult period, resulting in our Rector standing down from ministry, and then resigning, causing this vacancy. While there will still be some further

healing needed, attendances at services have held up during this period, and in-fact are increasing again, with the Easter Sunday attendances this year significantly higher than for many years. The PCC has agreed that it is ready to move forward into a new phase of our church life. There is a huge amount of hope among the church membership, and they are ready to embrace this new phase.

We experienced spiritual and numerical growth during a period of renewal in the 80s and 90s, the many consequences of which included the St George's Christian Centre (SGCC) building project to enhance outreach and establishing a church plant in a local school (now closed), but this plateaued and there has been a feeling that we have been treading water in more recent years.

## Our Mission Statement

**A transforming community for Christ – knowing Christ and making Him known.**

## Our Core Values

We believe that:

**INSPIRED WORSHIP** glorifies God and builds His people up.

**BIBLICAL TEACHING** is foundational for a whole life faith.

**PASSIONATE PRAYER** reaches God's heart and enlarges our own.

**COMPASSIONATE MISSION** is our response to God's purpose for His church in the world.

**MATURE DISCIPLESHIP** should be the goal of every follower of Christ.

**AFFIRMATION OF DIVERSITY** should be celebrated as an expression of our unity in Christ.

**LOVING RELATIONSHIPS** should permeate every aspect of church life.



# The Parish of Ashtead

Ashtead lies about 15 miles south-west of London between Epsom and Leatherhead. It is very close to junction 9 of the M25 and has rail connections to London, Guildford and Horsham. Ashtead is recognised as comprising the Village to the south and Lower Ashtead to the north. The Village incorporates many of the larger detached houses, the main shopping area either side of the busy A24 and Ashtead Park where St Giles' Church is situated. Lower Ashtead is more densely populated with the majority of houses being semi-detached. The station, common, pond, Youth Centre and another parade of shops are all situated here together with the newer St George's Church, as well as the Roman Catholic and Baptist Churches.



Ashtead is mainly a middle class, owner-occupied, area. There are few starter homes and the community lacks the independent younger element because of the cost of property. However Ashtead is a popular place for young people moving out of London. A large proportion of the population are retired people, many of whom are very active.

There are a substantial number of public and private retirement and nursing homes as well as a private hospital. Many people commute out of Ashtead to work either by train, mainly to London, or by car, the M25 being so close.

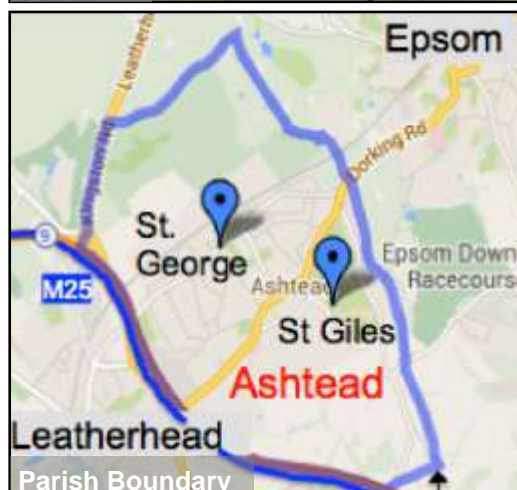
Ashtead still considers itself to be a village despite having a population of some 14,200. There are sufficient shops to serve the local needs but there is the inevitable shift to out of town shopping. It is self contained in respect of doctors, dentists and community help. There is a health clinic and library. There are many local organisations, a number of which meet in the Peace Memorial Hall

that was built after the First World War for the community.

The schools are a mixture of state and private, ranging from infants to senior. They are well supported by parents and boast a good standard of facilities and examination results. There are many pre-school playgroups, all very popular. The local council is currently working to significantly increase the number of school places for ages 5 to 10 to accommodate the steady influx of young families.



St Giles' School is a Church of England voluntary aided infants' school for 120 children aged between 5 and 7. The Rector (or for the last three years, the Associate Rector) has been one of the governors, as are a number of church members. A full description of the history of the area is contained in the book "A History of Ashtead", edited by J.C. Stuttard and published by Leatherhead & District Local History Society in 1995 (ISBN 0 9506009 2 X).



# Our Two Churches

## St Giles' Church

The original Norman church in Park Lane was restored in 1830 with a new transept being added on the north side. It has fixed pews, two vestries, a pipe organ and a bell tower with a peal of eight bells that are in regular use by our bell ringers. Of particular interest is the 15th or 16th century east window, installed in 1824, which was originally in Herkenrode Abbey near Liège. The church seats 250. It is set in peaceful surroundings and the churchyard is open for burials.

The church is kept in good repair. A major refurbishment, finished in 2009, provided general repairs and renovation, as well as new carpet, sound system, AV system, boiler, electrical rewiring, lighting and a toilet for disabled people.



St Giles' Church

Close to St Giles' Church is the hall complex, comprising a large hall, kitchen and two smaller rooms. These are now well beyond their design life and are to be replaced very shortly by a new two-story £2M Parish Dell Centre comprising hall, meeting rooms and kitchen. This is an important focus over the coming months. When complete this centre will provide exciting new opportunities for reaching out into the community and growing the church. See page 22 for more information.



## St George's Church

St George's Church was built in 1906 in red brick. It is located in Barnett Wood Lane, near the station. Between 1959 and 1964 the building was enriched and enlarged with the addition of the south aisle and east window.

2001 saw the completion of a building project to make improvements to the church, and to provide extensive new facilities to allow us to expand our ministry and reach out into the community. The centre was named **St George's Christian Centre (SGCC)**. Facilities include a hall, café, parish room and two smaller meeting rooms, as well as office space for parish administration. More recently the church lighting was replaced and LCD screens were installed to enable people in all parts of the side aisles to see around the pillars.

There is flexible seating for 350 and larger numbers can be accommodated on special occasions. There is a pipe organ as well as sound and AV facilities to enable both traditional and contemporary worship to take place.



The café in SGCC



SGCC from the car park





St Giles' Church



St George's Christian Centre including St George's Church



## Church Services

There are eight regular Sunday services and another mid-week, spread between the two churches, with a typical total Sunday attendance of between 550 to 850 of which 130 to 230 are young people. The number on the electoral roll announced in 2014 was 684.

## Congregations

While the Parish as a whole is evangelical, there are varieties of styles of worship across the nine congregations. Individuals are encouraged to attach themselves primarily to one of these congregations, where they can belong and be cared for rather than floating between congregations. We also attempt to provide opportunities to encourage the sense of belonging to the whole church by arranging combined events from time to time such as our house party in Latimer House, in Buckinghamshire in April 2014, as well as more social events such as the church picnic.

## Congregational Leadership Teams

Each congregation is cared for by its own Congregational Leadership Team (CLT) comprising both lay and ordained people. These teams are responsible for the pastoral care of the members of their congregation. They also organise various initiatives for their congregation including monthly prayer meetings, welcoming teams at services, coffee before/after services, social events, evangelistic activities and special services. They also serve as the main link between the members of their congregation and the Senior Staff Team.



11am Morning Worship: St George's Church

## Our nine congregations

Time / Name	Location	Form of worship	Description  Entries are coloured: Black: traditional Maroon: contemporary	Musical lead	Average attendance see notes Total (under 16)	Associated activity
8am	St Giles	Holy Communion (Common Worship, BCP once a month)	In the quiet tradition. Robed clergy / reader.	No music.	32 (1)	
9.15am	St George	Sung Communion (Common Worship)	Traditional, with alb and stole / robed clergy.	Choir and organ.	85 (1)	Coffee and cakes after services
10am	St Giles	Morning Worship Once per month with Communion.	Contemporary worship for all, including children. Not robed.	Music group (singers / keyboard / guitar / other instruments / organ).	153 (36)	Crèche. Children's groups for up to 11. Coffee after services
11am	St George	Morning Worship Once per month with Communion.	Contemporary worship for all, including children. Not robed.	Music group (singers / piano / guitars / other instruments / drums).	255 (90)	Crèche. Children's groups for up to 13. Coffee after services. Group for adults with learning difficulties. Signing.
11.30am	St Giles	Matins (BCP, sung) Holy Communion (BCP, sung) once a month.	Traditional service. Robed choir / robed clergy.	Choir and organ.	35 (1)	
6pm	St Giles	Evensong (BCP, sung). Choral Communion once a month	Traditional service. Robed choir / robed clergy.	Choir and organ.	53 (6)	
6.30pm	St George	Evening Praise. Evening Praise Communion once a month.	Contemporary worship. Not robed.	Contemporary music, band (singers / guitars / keyboard / piano / drums / other instruments).	91 (5)	Coffee after services. Prayer ministry after services
Life 7pm	St George's Hall	Youth congregation.	Contemporary worship for youth (school years 9-13). Not robed.	Band (singers / guitars / keyboard / piano / drums and other instruments).	64 (33)	Coffee after services. Term time only.
Thursday 11am	St Giles	Holy Communion (BCP, said)	Traditional service. Robed clergy.	No music.	26 (1)	Coffee after services

**NOTES:** Attendance figures are one-year averages for the year ending 30 April 2014. Membership is higher due to intermittency of attendance. Totals include all ages; those in brackets are for age under 16. Totals. All: 792 (174). The four contemporary services: 562 (164). The five traditional services: 230 (10). Electoral Roll (April 2014): 684. Adults who attend services: 846, of which 79% are resident in Ashted.



10am Morning Worship: St Giles' Church





# Parish Team

## Ordained and Licensed Ministers

In addition to those currently in post listed below, there would normally be the incumbent and a training curate.



**Simon Butler**

### Associate Rector

Ordained in 2006 and served his curacy in Nottinghamshire. He joined the Ashtead Parish team in late 2010 and has been leading the Parish since October 2013.



**Jon Prior**

### Associate Minister

Before ordination, taught maths in secondary schools, and served his curacy in Chester Diocese. He joined the team in Ashtead at the start of 2013 for a three year appointment, sharing his time between his Parish role and being Chaplain to City of London Freeman's School, also in Ashtead.



**Tim Long**

### Assistant Minister (NSM)

Retired to Ashtead in 2011 following over 30 years as a Rector in South Africa. Has been providing support during this vacancy, primarily by leading the 9.15 service.



**John Watts**

### Assistant Curate (NSM)

John serves by occasionally leading and preaching at traditional congregations.

## Licensed Lay Ministers (Readers)



**Anthony Metcalfe**



**Jane Hiley**



**Anne Milton-Worsell**



**Peter Hampstead**



**Howard Gracey**



**John Cooper**

## Authorised Occasional Preachers

Matthew Barham, Rosemary Bull, Juan Carosio, Avril Lovegrove, David Murray, Charles Nelson and Neil Smith.

## Other Lay Ministry

The church has majored on attempting to develop the gifts and ministries of each church member. We have hundreds of volunteers, who help in many different ways; on Sundays with the jobs associated with our services, midweek in the Centres and café, throughout Ashtead visiting those in need and on the various committees doing the work behind furthering our mission.



## Parish Team (continued)

Staff are organised within seven “Directorates” whereby the incumbent and clergy and the five Directors shown below each have responsibilities for different areas of church life. We have 24 paid staff, some full time, some part time, equivalent to 11 full-time posts. Alongside these there are many more in voluntary roles. A review of organisational structure (including staffing costs) is underway.

### Directors



**Martin Dyer**

**Director, Children's Ministry**

has been in full-time ministry since 2001 and moved from Plymouth with his wife Emma to join the team here in Ashted in 2006. In 2011 Martin began working exclusively with the primary school age range. He can be found leading our annual holiday club, visiting local schools, overseeing our Sunday children's ministry or planning children's outreach events.

Children's ministry team – one part time volunteer:  
Children's Team Administrator



**Grant Everson**

**Director, Youth Ministry**

has been involved in youth ministry for the past 16 years, and has led youth ministry in Ashted since 2011. He has a passion to see young people come to faith in God and be disciplined into a growing faith.

Youth ministry and Children's ministry have been supported through two separate one-year Ministry Assistant Training Scheme appointments.



**Sharon Seal**

**Director, Pastoral Care**

has been in full time ministry since 2001. Her role is to facilitate, initiate and oversee pastoral care within the church and in the community. Sharon also co-ordinates the housegroups.

Assistant to Director of Pastoral Care (part time)  
Jacqui Kershaw, whose main role is to outreach in the community to older people.

Volunteer roles include 9 Pastoral Assistants (trained on the Diocesan course). There are currently around 80 people who volunteer and are serving in this area of ministry.



**Wendy Bruce**

**Director, Central Services**

oversees the administration functions including finance, publishing, computer network and HR.

Central Services Team part time employees:

Pauline Nightingale – Parish Accountant

Merril Skinner – Asst. Administrator, IT, Payroll

Rhian Murphy – Payment Clerk

Sarah Moore – Asst. Administrator, Funerals, Baptisms and Parish Printing

Karen Goodridge – Wedding Co-ordinator

Kate Morris – Newsletter Editor

Denise Newman – Rector's Clerk

There are also volunteer roles.



**Robert Newhouse**

**Director, Operations**

is responsible for parish operations. Robert is a part-time employee.

**Margaret Nightingale**

**Centres Manager**

is responsible for supervising arrangements for all users, at both Centres.



Operations team part time employees:

Helen Jones – Receptionist

Clair Barrow – Receptionist

Kerry Barker – Cleaner

Rosie Grunsell – Café Manager

Colin Taylor – SGCC Security Lockup

Martin Hiley – SGCC Security Lockup.

There are also volunteer roles.

## Parish Team (continued)

### Other Staff



**Mary-Beth Hawrish**  
**Communications Manager**

Joined us in 2010 after a career as a solicitor and journalist. She looks after our communications, both internal and external.



**Mark Haustead**  
**Verger**

Mark is supported by a team of assistant vergers.



**Nigel Perona-Wright**  
**Director, Traditional Worship**

Nigel, who is part time, oversees the choirs and organists for traditional worship.

### Churchwardens



**David Renew**

Has been Churchwarden since 2007 and has particular responsibility for the St George's Church site.



**Julia Mould**

Has been Churchwarden since 2013 and has particular responsibility for the St Giles' Church site.



Good Friday service with the other Ashted churches at Ashted Pond



# Leadership

There are two principal bodies providing leadership and support to the Rector.

## PCC

The full PCC has 24 members and meets monthly excluding August and December. Members are elected for a three-year term of office before having to stand for re-election if they wish to continue. Our Senior Staff Team and Verger attend in a non-voting capacity.

The PCC is normally chaired by the Rector, and from October 2013, in the absence of the Rector, has been chaired by the Associate Rector. During the vacancy it is being chaired by the lay Vice-Chair, David Renew, who is one of the Churchwardens.

There are 9 subcommittees that have responsibility for different areas of activity: Standing and Finance (S&F), Human Resources, Fabric, Churchyard, Technical, World Mission, Stewardship, Health and Safety, Environment. PCC members are encouraged to participate in one or more of the committees. The S&F committee meets monthly and comprises the officers of the PCC, and currently four lay members of the PCC.

## Senior Staff Team

This is chaired by the Rector (during the vacancy and when the Rector is not available, by the Associate Rector) and includes the stipendiary clergy and the five Directors: Children's Ministry, Youth Ministry, Pastoral Care, Central Services and Operations. This group provides the day to day oversight of the church; planning preaching and teaching, church events, and pastoral oversight.

## Pastoral Policies

### Baptism of Children and Thanksgivings

We offer two services,

Thanksgiving (or Dedication) and Baptism of children that normally take place during 10 am

services at St Giles and 11 am services at St George's. During 2013 there were 20 and 12



baptisms of children at the two churches and no thanksgivings.

We baptise infants on the understanding that their parents are practising Christians, committed to each other through marriage, and that they are brought up as Christians within the family of the local church. As well as joining us for Sunday worship, those considering baptism for their child will attend the three baptism preparation sessions exploring the meaning of baptism. These sessions are held monthly.

### Baptism of Adults and Confirmation

Young people are offered confirmation from school year 10 onwards and are referred to the Youth Team for preparation. Adults seeking confirmation are required to complete a Christian Basics Course. Confirmation and adult baptisms take place at our annual Confirmation service at St George's Church, when we use our baptism pool. In 2013, 16 were confirmed, of whom 9 were also baptised.

### Marriages

During 2013 there were 12 marriages at St Giles' and 1 at St George's.

We already have 20 planned for 2014. The clergy share responsibility for taking these. When a couple requests marriage there is a procedure that

includes a meeting with a member of the Clergy Team to consider the way forward in relation to the qualifying criteria that apply. Couples coming for marriage join the marriage preparation class which runs over two consecutive Saturday mornings two or three times a year.



### Funerals

There is a churchyard at St Giles' that is still open, but not at St George's. During 2013 there were 8 funerals at St George's Church and 23 at St Giles. Responsibility for taking these services is shared with the LLMs (Readers).

# Parish Ministry

We have two churches with nine congregations, both traditional and contemporary, and operate an active seven-days-a-week church centre.

The emphasis on every-member ministry has enabled a wide range of ministry to be provided for the building up of the body.

While our ministry is intended to cover all ages, we are conscious that the area that is least well covered is among those in their twenties and thirties, particularly those who are single or who are married without children and we want to address this.

## Ministry Within the Church

**House groups** There are 36 house groups for all ages, involving about 569 people, and co-ordinated by the Director for Pastoral Care. The groups have a variety of focus including bible study, fellowship and outreach. Study materials are prepared centrally. We also have a small group for singles and couples without children.

**Prayer ministry** Prayer Ministry teams are available each Sunday after most services providing opportunities for people to be prayed for.

**Corporate prayer** We find it difficult to come together as a whole church for prayer. Currently we have five alternative regular opportunities for joining together in prayer:

**Commuter Prayer** – early morning, weekly, informal prayer with coffee and croissants;

**Communion Prayer** – lunch time, with short Communion Service;

**Church Community Prayer** – Thursday evenings, intercessory prayer for our mission and ministry and wider issues in the church;

**Contemplative Prayer** – Monthly, weekday evening, based on silence, listening, scripture, reflection;

**Contemporary Prayer “Space”** – evening fortnightly, informal prayer and contemporary worship.

**House Party** About 260 attended our most recent house party in April 2014 in Latimer Place in Buckinghamshire, where there were times of

worship together, an invited speaker and fun activities in the afternoons.

**Marriage Course** We run regular marriage courses using the HTB material and they are open to everyone.

**Ministry Assistants Schemes** We have twice run a one-year scheme to provide training and experience to young people. In both cases they worked in the Youth and Children’s Ministry Directorates.

## Music in Worship

**Music for traditional worship** At three of our traditional services we are served by two choirs which are coordinated by our Director for Traditional Worship. The choirs are accompanied by the pipe organs at each church, and the grand piano at St George’s Church. Occasionally the choirs join for special services and events.





**Music for contemporary worship** is led by a variety of bands incorporating singers and combinations of guitars, drums, keyboard, piano and other instruments; led by several different music worship leaders, all of whom are volunteers.

Contemporary worship is supported at both churches by teams of volunteers who operate the public address (PA) and audio visual (AV) systems. Words are displayed on a projection screen and on LCD screens in the side aisles for those with obscured sight lines.

Plans to establish a paid post for a Director for Contemporary Worship have been postponed.



St George's - band at 11am Morning Worship



St George's- band at 6:30pm Evening Praise



St Giles' - music group at 10am Morning Worship

## Pastoral Care

**Pastoral Assistants** There are 9 pastoral assistants in the parish working under the supervision of the Director for Pastoral Care. Each has a responsibility for a specific area of pastoral care. They have all been trained and authorised through the Diocesan course, and have undertaken further training; examples are Acorn listening, debt and mental health. Many run their own teams of volunteers who help in various ways. Areas covered include:

- listening: mentoring, structured one to one, informal in café,
- visiting: at home, in hospital, bereavement,
- young families: parenting courses with Sure Start,
- mental health: drawing alongside,
- support groups: Horizon (bereavement),
- meal ministry: offering support to those in a time of need,
- debt, and
- prisons.



Linda Smith Valerie Beaumont Peter Longhurst



Rupert Rea Vivienne Longhurst Barbara Leighton



Lynn Bekker Andrew Smith Teresa Whalley

**Deaf Ministry:** The 11am service at St. George's is BSL signed once a month. The team also arrange socials and facebook etc. for the deaf community.

## Children's Ministry

Work among children is run by a team of volunteers led by our Director of Children's Ministry, Martin Dyer. We have a range of activities for children starting with crèche and going right up until they finish primary school and join our youth groups. We run groups for children at both our church centres and in our local schools where we are regular visitors. See page 18 for information about our groups in local schools.

### FLAMES Sunday Groups



Sunday groups meet during the 10am (St Giles') and 11am (St George's) services on the 1st, 2nd, 3rd and 5th Sunday of each month during school term time. Each age range has its own group which is led by teams of volunteer leaders.

**FLAMES Family Flix** Once a month we show a family film suitable for parents and their primary school children. A great chance to spend time with family and community on a Saturday morning.

**Holiday Club** Each summer (though not during 2014 because of extenuating circumstances) we gather around 280 children together for a week of fun, wacky games, teaching, songs, drama and craft. Last summer we were on an underwater adventure at "Shipwreck".

**The Treat** For those aged 8-11 who want their treats without the tricks! Each 31st October we run an evening of crazy games and treats whilst celebrating a positive message of light and love.

**Little Torches** Our monthly service for under 5's and their parents and carers is called 'Little Torches'. Each lively and interactive service includes a short story, some songs, craft and time for coffee and play afterwards. 3rd Friday of each month 1:30-2:30pm.

**The Ark** Our weekly church toddler group is open to all and is a lovely environment for pre-school children.



Holiday club in St George's Church



## Youth Ministry

Work among young people is run by a team of volunteers led by our Director of Youth Ministry, Grant Everson.

**The HOUSE** is for anyone in school years 7 to 9 and meets on the 1st, 2nd and 3rd Sunday of each month during school term time beginning at 10:15am in Ashtead Youth Centre and finish around 12noon. Includes time for sport, craft, video games, prayer, small groups, tuck-shop and much more each Sunday.



**The LIFE Youth Congregation** for young people from school year 9 upwards, meets every Sunday night from 7 to 9.15 pm during school term time in St George's Christian Centre. Run by young people for young people. Core values are: worship, holiness, prayer and action. Jesus is the only person who can give LIFE to the FULL!

**LIFEgroups** are our youth housegroups and young people are invited to join a group from year 9 upwards. The group meet once a month in year 9 and then weekly from year 10 upwards. LIFEgroups are a vital part of the LIFE congregation and ensure that we are all going deeper in **discipleship, fellowship** and **worship** of Jesus.



**The BLAZE CAFÉ** is a drop-in style café in St George's Christian Centre on Tuesdays (4 to 5:30 pm) for THE HOUSE and Thursdays (4 to 5:30 pm) for LIFE. The café includes table tennis, table football, Wii, X-box 360, tuck shop, craft and generally hanging out with friends.

Work among young people in the wider community is described on pages 19 below.

## Mission

**World Mission** The PCC contributed £67,000 (9% of its income) to this work during 2013. This money was split between Mission organisations, a specific church we support in Kenya and Mission organisations in the UK – some of which involve members of our own church. Aspects of Mission that are covered are advocacy, missions providing physical as well as spiritual support, and missions that take the Gospel to difficult areas.

Examples of our support are: Besom (helping those not able to help themselves in our locality); Interserve, support for former Ashtead church members with a vision for helping Nepalese ethnic groups in UK; CMS in South America; Zion Harvest Mission in Kenya (where have had contact for over 20 years).

**World Mission Fair** This is held in November each year and is one of the main ways in which information is spread about the different Missions and Charities the Church supports. It also enables some fundraising. It is accompanied by two Sundays dedicated in the preaching programme to the Mission Work we are involved in.

## Partnerships

**Sure Start** We have worked in partnership with Sure Start since 2008 who, working under pastoral care, provide family support for 0-5 year olds, health care and links to other agencies.

**Café Aldag** Every Monday and Tuesday in term time, Café ALDAG, staffed by members of Ashtead Learning Difficulties Action Group, serve teas, coffees and snacks and lunches in the café.

**City of London Freeman's School** The Parish has partnered with CLFS to facilitate a shared post, 50% school chaplain and 50% associate minister for the parish, for a period of three years. The school, which is located in the parish, adjacent to St Giles' Church, pays the "stipend" and the parish provide housing. This post has been a great way to enable Christian ministry and outreach in this particular school and to build on pre-existing collaboration with a neighbouring institution.

# Outreach

Outreach, to draw people into the Church continues to be an important thrust of our work.

**Alpha** courses have been running for many years. They include a day away and conclude with an introductory supper for those interested in coming on the next course.

## Weekdays in SGCC and St Giles

There is considerable weekday activity in St George's Christian Centre (SGCC), as had been intended when the centre was built, as well as at St Giles' Church and Hall, which will expand following completion of the Parish Dell Project. Apart from the weekday services and use of the office accommodation, the meeting rooms are in steady use both for church meetings (business, ministry and social) and for external bookings, bringing many people regularly into proximity with the church. At SGCC this includes the café which is open to the public; Ashted Sure Start Children's Centre, which brings in many mothers and children; and the monthly surgeries held by the Police and Citizen's Advice Bureau. Regular community users include groups for art, dance, counselling, Alcoholics Anonymous, businessmen's breakfasts and bridge.

## Pastoral Outreach

**Work in hospitals** We visit Leatherhead and Ashted hospital weekly and Epsom District Hospital as required. Housegroups take monthly services at Leatherhead hospital.

**Work in Nursing/Residential homes** There is regular visiting within the 5 homes as well as 4 warden assisted homes in Ashted. An established team takes home communion out to these, and around 100 people receive communion each month.

**Care in the Community homes** There are 10 homes in Ashted, caring for adults with learning difficulties and mental illness. We have strong links and regularly visit. A new Sunday 'Messy Church' was established in 2014 on the 4th Sunday of each month, where those who live in these homes are invited to attend.

**Skylarks** A once-a-month activity for adults at the same time as the 11am service for those in homes

who find the ordinary service challenging, (physically or mentally).

**Kingfishers** is a group for young adults with learning difficulties, meeting weekly at the 11am St. George's service.

**Social groups** "Evergreen" is run for those over 70, a large group with a high number coming in from community contact we engage in. Link Group is an evening ladies group with many members.

**Mothers' Union** Ashted branch is over 100 years old and has approximately 80 members.

**Omega** is a Christian basics course, written by ourselves. So far 22 people from the community have completed it, all of whom have gone on to join a nurture/house group and come to church.

## Children's Ministry in Schools

We regularly visit our local schools. Some of the things our team do are as follows:

**Bible Explorer** Members of the team are trained 'Bible Explorer' presenters which means we teach the whole of the Old Testament to year 5 or 6 children over 5 hour-long RE lessons. Bible Explorer uses 77 signs and words to enable the children to remember the whole Old Testament history and we combine this with interactive drama, comedy and story-telling to deliver memorable and fun lessons.

**Assemblies** We are involved in all our local primary schools delivering regular assemblies for both infant and junior ages. We teach on a range of themes and topics either chosen by the school or ourselves using both bible based and secular material. We also lead a weekly "Open the Book" assembly in St. Giles' School.

**Sparks** Each term we run an after-school or lunch-time club in our local infant schools called 'Sparks'. The club is open to year 2 children and covers themes such as God's love for them, loving each other, their gifts and abilities; all in the context of a fun filled session packed with games, stories, craft and team activities.

**Schools Week** is an opportunity for children in years 3 and 4 to visit a local church and learn



about so much more than just the building itself! Every child that visits takes part in five or six interactive workshops and takes away memorable experiences relevant to “The Agreed Syllabus for Religious Education in Surrey”.

**Special Services and Church Visits** We are pleased that we not only visit our local schools but also welcome them regularly, along with parents and other family members, into our church centres. We host and lead many mid-week assemblies, special Sunday services, seasonal services and end of term celebrations. These include, during the weeks preceding Christmas, school carol services and rehearsals for many of our local schools. The City of London Freeman’s School, adjacent to St Giles church, makes regular use of the church for services.

## Youth Ministry in Schools

Our Secondary Schools ministry is located in three local schools in which we operate lunch time Christian Union clubs. They are a combination of both pastoral and outreach clubs. We have the full support of each school.

We recently ran a ‘Prayer Spaces’ opportunity in one of the schools, and are in the planning stages for running a Youth ALPHA course for the Autumn term.

## Events

Many occasional special events are arranged. Examples have included:

**Shrove Tuesday pancake festival** A fun annual event for church and community, making and eating pancakes. Around 600 people came over a 6 hour period.

**Christmas tree festival** 40 church and community groups decorated trees for display and around 2000 people visited.

**Labyrinths** We have had 8 creative prayer labyrinths, with an average of 500 people from Church and community coming over the period of a week.

**Heritage Weekend** Each year we have joined in the annual event on a Sunday in September.

There are guided tours of St Giles’ church, the churchyard and Ashted Park. Tea is followed by a special evening service in the church.

**Social events** including Parish Barn Dances, the parish picnic, walks, family fun days and films.

**The Action** A week long outreach project in the community bringing God’s love to those in need by many volunteers. Besom and Social Services helped put us in touch with people who needed help, whether it be decorating, gardening, IT issue resolution, or other assistance.

## Working with Other Churches

### In the Parish

**Ecumenical Events** There are good relations with the other denominations (the Roman Catholic and Baptist Churches) within Ashted and the clergy meet together. Combined activities include:

- Men's breakfast - monthly
- Pond services (a combined open-air service by Ashted Pond each Good Friday followed by hot-cross buns and coffee in St George's Hall)
- Churches Together in Ashted
- Road Wardens (the Parish is covered by a road warden scheme whose role is to welcome newcomers to the parish)

**"One Ashted"** is delivered to all households in Ashted three times a year and is designed to inform people about activities that we hope will interest them.

### In the Deanery and Diocese

The PCC are actively involved in the work of the Deanery and Diocesan Synods, having five lay members on the Deanery Synod and 2 on the Diocesan Synod. Readers take services in neighbouring parishes on an occasional basis.

The parish acts as the distribution centre for the Deanery for the monthly Diocesan newspaper

## Leatherhead Deanery Profile

The deanery consists of 13 parishes in 9 benefices in the Leatherhead area. There is good cooperation between the churches. Ashted is the largest parish in the Deanery and has historically had links with Fetcham parish for confirmations and marriage preparation. The Chapter is well supported and meets nine times per year. The tone of the chapter is very friendly with an emphasis on mutual support and encouragement. Deanery Synod meets three times per year. Ashted lay members of synod are active in the deanery, with two people currently sharing the Deanery Secretary role on the Deanery Mission and Standing Committee.

The parishes in the deanery are relatively similar in their catchment and residential mix with a high proportion of owner occupied housing with pockets of urban deprivation. The deanery works hard to share good practice through the work of both Chapter and Synod. Synod is currently running a three year programme focusing on the diocesan vision, Our Common Purpose, with a year each being given to Growth in Numbers, Spiritual Maturity and Community Engagement.

Informal links between laity are fostered within the deanery with treasurers and pastoral assistants meeting on an occasional basis. There is an active deanery vocations advisor.

There are no current plans for pastoral reorganization within the deanery that affect Ashted. Our hope is that the new incumbent at Ashted will play an active role in both synod and chapter, valuing cooperation and mutual support between parishes as we share together in mission.



# Diocese of Guildford Vision Statement



Vision for the Guildford Diocese has at its heart a vision within the deanery that affect Ashted. Our hope is ment.

Growth is focused on three key areas: Spiritual Maturity, Numerical Growth and Growing in Community Engagement.

All the ministries, structures and departments of the Diocese serve this vision and work towards enabling engagement with ncumbent at Ase' in every part of the Diocese, parish, fresh expression, chaplaincy and cathedral.

## Spiritual maturity

- **resisting** superficial and simplistic Christianity in our secularised culture
- **creating** an ethos of commitment to worship, prayer and learning, both corporately and individually, in our churches and our schools.
- **encouraging** lifelong discipleship and attractive, godly living.

## Numerical growth

- **resisting** talk of decline as inevitable
- **creating** an ethos of expectation of new things because nothing is impossible with God
- **encouraging** all people to hear and respond to the Gospel of salvation.

## Community engagement

- **resisting** isolation and inward looking, self-preserving attitudes
- **creating** an ethos of involvement that seeks to serve the world God has made and loves
- **encouraging** a practical concern for justice, right living and respect for all in our wider communities.

[www.cofeguildford.org.uk](http://www.cofeguildford.org.uk)



Guildford Cathedral

# Parish Dell Centre Project

## The project

The present hall at St Giles is in a dilapidated condition and is well beyond its design life and would need a lot of work to bring it up to standard. A plan to replace the hall with a new, £2M, **Parish Dell Centre** has been under development for a period of time and an application for planning permission was submitted, and granted in May 2014. Fund raising is in progress and approximately £1M has already been raised.



## The vision behind the project

The Dell Centre Project seeks to help us live out our vision in the following ways:

### Knowing Christ ...

**Children's work:** our Sunday groups are bursting at the seams, so we are looking to expand our accommodation to provide a better environment for spiritual growth in our young people.

**Pastoral care:** there is an established, vibrant ministry of care within the parish. We hope to make much better use of the extensive, beautiful and peaceful setting of the Dell to expand our provision:

- Setting aside a space where people can go, individually or in groups, for bible study, "time

out" and prayerful reflection.

- Enabling more meetings for spiritual direction, counselling, and day-retreats.

### ... and making Him known

We want to be better able to serve our community. We have yet to make decisions about these, but opportunities include:

- equipping the church with suitable accommodation to host a pre-school,
- adding extra opportunities for children to engage in purposeful activities, for example in after-school clubs,
- providing a welcoming, restful space for those visiting graves of family and friends,
- offering an attractive environment for social gatherings after weddings and funerals,
- expanding our ability to enable local community groups and businesses to offer activities such as dance classes, art groups, U3A groups and keep fit

We want to make space to explore brand new areas of service, for example, networking space for home workers, mentoring for job seekers, meals on wheels, activities for the elderly, support for family life.

Our existing buildings are simply not able to fulfill all the hopes and aspirations we have for realising our vision. Our firm conviction is that a redevelopment of the dilapidated hall in the Dell will equip us and future generations to bring genuine transformation to the community we love and serve, as we all come to know Christ better.

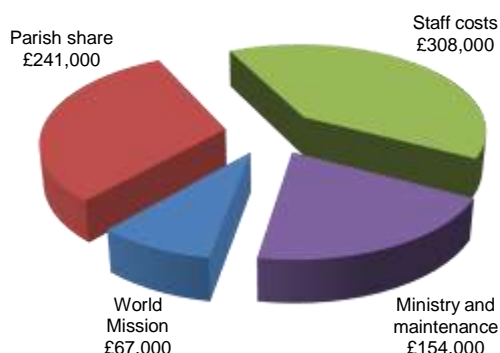




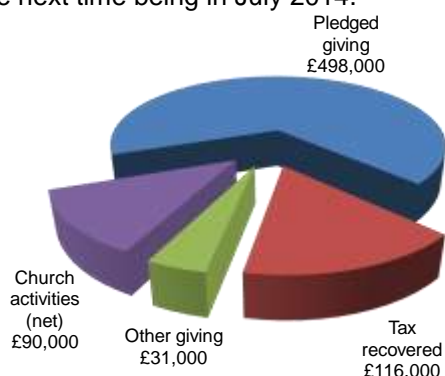
# Finance

Total income for our General Fund for the year 2013 was £734,000 and expenditure was £769,000 (as reported in our management accounts – with figures rounded to nearest £1,000). This represents a deficit of £35,000. It is the first deficit for four years; during the previous three years small surpluses were achieved. It has been an increasing challenge to achieve this balance each year and 2014 is proving to be even more of a challenge.

**Expenditure:** We pay our full parish share each year. In 2013 this was £241,000 (31% of total expenditure). We also gave £67,000 (9%) to World Mission and staff employment costs amounted to £308,000 (40%), leaving £154,000 (20%) for all remaining ministry and maintenance costs. Employment costs will be considered as part of the review of organisational structure referred to on page 11.



**Income:** Regular giving was £498,000. Other giving was £31,000, tax recovered through Gift Aid was £116,000, and income from church activities (including hall letting, café, book stall) was £90,000 net (£146,000 gross). We regularly address the topic of stewardship in our teaching programmes, the next time being in July 2014.



**Funding the Parish Dell Centre Project** In addition to the General Fund income, we need to raise £2M for the Dell Project, described on page 22. So far we have raised approximately £1M towards this. Planning permission has been granted very recently, and there are to be renewed initiatives to raise the remaining amount needed to be able to go ahead with the project, while also ensuring income for the General Fund is not diminished.

Excluding the Parish Dell Project Fund and the General Fund, remaining funds stand at £500k, of which nearly half is in the churchyard fund.

**Full Accounts** Full details of our accounts are given in the statutory accounts for 2013 available at [www.sgsgashtead.com/vacancy](http://www.sgsgashtead.com/vacancy). They present the total “unrestricted” income as £845,000 and expenditure as £831,000. This differs from the management accounts mainly because they include a £54,000 legacy and the use of the gross (rather than net) income and expenditure from Church Activities.

**Our Houses:** We have four houses located around Ashtead that we use as accommodation for members of staff. Currently these are the Associate Rector (adjacent to SGCC), the Associate Minister (or training curate), the Director for Youth Ministry and the Director for Children’s Ministry.



**Simon Mould**  
**PCC Treasurer**

Simon is a chartered accountant and brings the experience of a senior finance executive of a large bank. He concludes “*The balance sheet remains strong and cash flow is currently sufficient for non-restricted funds.*”

## The Rectory



The Rectory is a short walk from St Giles' Church on the south side of the Village. The spacious reception hall opens into the through lounge at the back, the dining room overlooking the south-east aspect garden, and the kitchen (refitted 2008) with breakfast room. An attached wing houses the Rector's office and downstairs cloakroom, and has a separate entrance. A staircase leads up to a spacious landing. The principal bedroom is south-east facing and has an en-suite shower room. The further three bedrooms are served by a family bathroom and WC. Central heating and double glazing throughout.

Outside, the property benefits from a double-entrance drive way with ample forecourt parking and a garage. At the rear there is a substantial garden with a paved patio area and a large lawn with borders planted with shrubs, with an area dedicated to cultivated fruit bushes and trees. The garden extends to approx 37 m long by 30 m wide (0.27 acre).





# Statement of Needs – Person Profile

St Giles and St George is a large and complex Parish, with two churches, nine congregations, a diversity of styles of worship, thirty six house groups and a busy Monday-to-Friday Christian Centre. All is run by a team of paid staff alongside numerous willing volunteers. Our recent journey includes coming through a difficult period.

We are looking for a leader with the vision to encompass this complexity, the passion to inspire the whole church and the skill set to lead the whole body forward from where we are now in our journey of faith.

## Personal Qualities

We seek someone who:

- is a godly person, rooted in the Scripture, who prays and listens to God and is open to the Holy Spirit and who is comfortable with the use of spiritual gifts.
- is a proven leader with maturity, experience of church growth and courage to lead decisively
- is a gifted teacher and preacher with imagination to apply God's word in the realities of daily life.
- is comfortable leading both contemporary and traditional worship.
- has the confidence to be able to respond to a variety of theological perspectives without feeling threatened, while seeking to move us forwards in unity.
- displays a love for people, is able to listen well and respond with care. A good shepherd.
- has the spiritual sensitivity to complete the healing process following the difficult period, and to refocus the church going forward.
- has a passion to reach out to those who are outside the life of the church.
- is a skilled delegator who can recognize, encourage and release the gifts in others and communicates well with the whole church.

## The Task Ahead

The church is mature in many respects and needs a competent leader to discern God's word for us and to lead us forward into what He has planned for us. A lot of work has been done preparing the ground, and with the right leadership we see that there is the opportunity for a new phase of growth.

Having experienced spiritual and numerical growth in former periods of renewal, this has plateaued, but we are optimistic that under the right leader there will be the opportunity to reap a harvest for the Kingdom of God resulting from the steady work of planting during the past few years.

Therefore we seek your leadership and drive in:

- continuing to develop the witness of St. Giles' and St. George's, to know Christ and make Him known, through the authority of Scripture, the power of the Spirit, and the need for a personal relationship with Jesus.
- standing back to see the big picture and lead the church forward into its next phase of mission and ministry, for which we anticipate some changes will be needed.
- being passionate about both growing the church and making disciples.
- having a vision for a new level of expectation for reaching out into the local community as we feel there are opportunities here.
- inspiring, motivating and drawing together the large staff team and numerous volunteers into a cohesive and co-ordinated workforce.
- having a heart for the building of the Parish Dell Centre and a clear vision for its use to grow the Church and reach out.
- reaching out to the 20's to 30's age range in our community, including the young singles and childless.
- providing a strong corporate vision, Spirit led and a source of strength.

