

St. Lawrence, Effingham & All Saints, Little Bookham

Combined Parishes Profile and Statement of Needs



www.St-lawrence-church-effingham.org.uk: www.all-saints-church-little-bookham.org.uk

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2 INTRODUCTION

Thank you for your interest in St. Lawrence and All Saints Churches. We are delighted that you have taken the time to respond to our vacancy notice and hope that the information we are about to share will help you to decide whether our Parishes are the right place for you to continue in your ministry. By taking on the role of our incumbent you will be gaining two Parishes for the price of one. Our Parishes, in the patronage of Keble College, Oxford, are different in their culture and ways of worship, but we are united in our values and our trust in Christ to guide us in providing Christian teachings to all in our community.

Our aim is to find an incumbent who will help our churches thrive and grow in our changing world.

David Bleming

James Brennan

Nick Carr

Val Winter

Churchwardens on behalf of the Joint Parochial Church Council

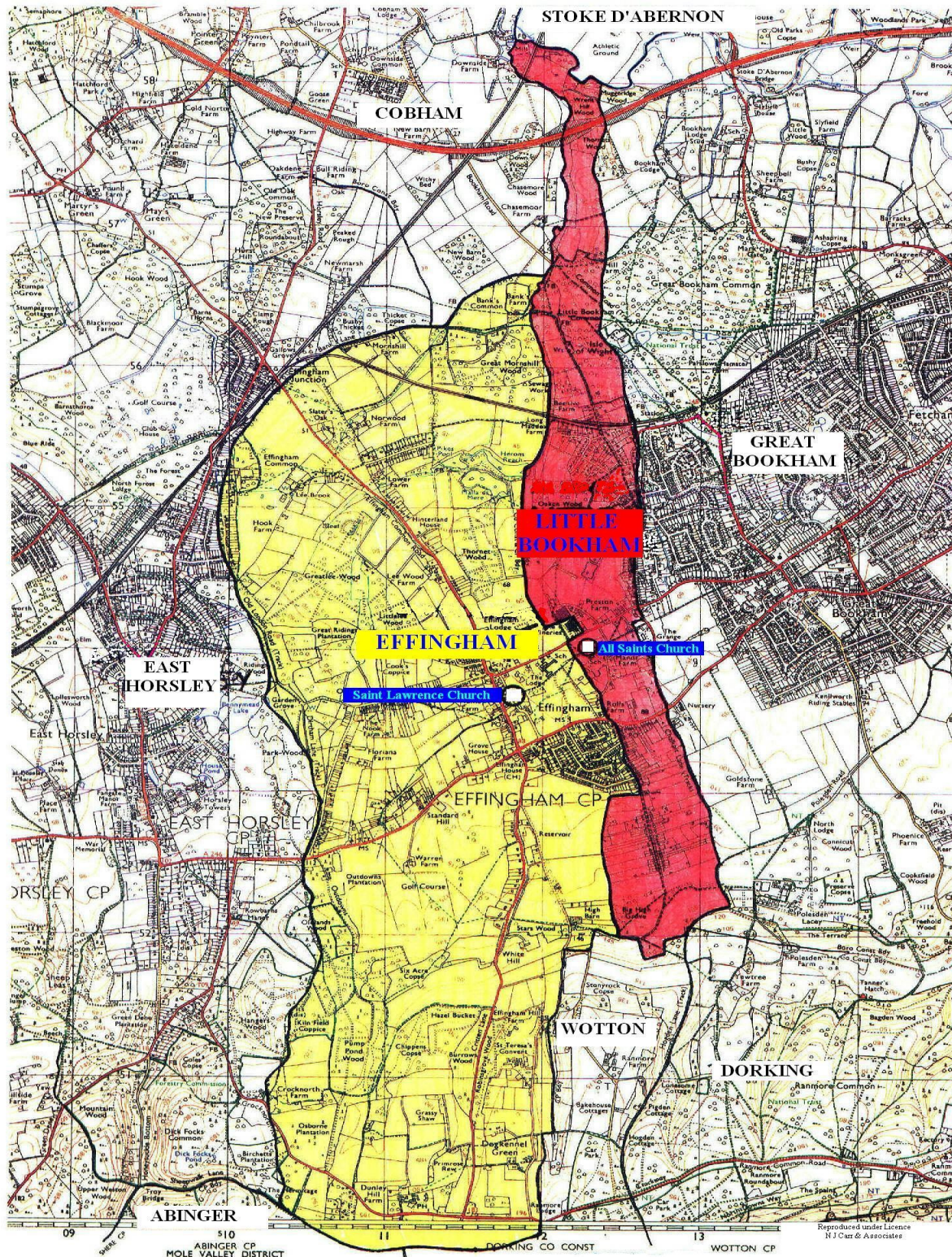


David Bleming, Val Winter and James Brennan (from left to right), Nick Carr (far right)

St. Lawrence Church, Church Street, Effingham, KT24 5LX

All Saints Church, Manor House Lane, Little Bookham, KT23 4EN

Map of Parish Boundaries



3 THE PARISHES

3.1 LOCATION AND ACCESS

The villages of Effingham and Little Bookham are situated in an idyllic, unspoiled corner of the beautiful Surrey Hills. Effingham is a large semi-rural village in the Borough of Guildford in Surrey, reaching from the gently sloping northern plain to the crest of the North Downs. It was the chosen home of notable figures such as Sir Barnes Wallis and Toni Mascono (Toni & Guy). Little Bookham is a small historic village located between Great Bookham and Effingham. It is difficult to conjecture when the parish of Little Bookham was formed. The first documentary evidence can be found after the conversion of England to Christianity in the 7th century.

In common with each of the nearby 'five villages', both centre around an axis based on Lower Road and the A246. Little Bookham is particularly long and thin and falls entirely within the Mole Valley District Council whilst Effingham is within the boundary of Guildford Borough. The two churches are about 600 yards apart. Little Bookham church is down a graveled lane. The St Lawrence Church is situated in the centre of Effingham village.

We have attached a local map for your convenience. The parishes are in the Guildford diocese and about 7 miles from Guildford city centre.

3.2 COMMUNICATION AND TRANSPORT

The parishes are located just 5 miles from the M25, midway between Gatwick & Heathrow airports and with direct rail links from Effingham Junction or Bookham Station to Waterloo (40 minutes). Effingham Junction station is situated about 1 mile to the north of the village centre. Effingham and Little Bookham are well placed for the substantial number of residents who work in London or have to travel internationally, but they are by no means commuting suburbia and still retain a strong village feel and sense of community.

There is a regular bus service to nearby Leatherhead (3 miles), Kingston on Thames and Guildford itself.

3.3 POPULATION AND HOUSING

The population of Effingham is approximately 2,700 and the population of Little Bookham is approximately 900. Housing ranges from some mediaeval properties to estates built in the 1960's and more recently within the last few years. There are developments of affordable housing and the Effingham Housing Association has 16 flats for retired people who either lived in Effingham or have relatives living in the village. Members of the congregation are to be found in most village organisations including the management committee of Effingham Housing Association. Planning permission was granted in February 2015 for the former Preston Cross Hotel, Little Bookham to be converted into a 70 unit elderly person's nursing home. Also in Little Bookham, and bordering the common, the Grange Hotel is being converted into apartments and executive housing.

A Wealth of the Nation report in 2002 found that Effingham had the second-highest average income per household in the UK, at £52,700 and the fourth-highest percentage of residents earning over £100,000 in the UK. The 2011 housing census revealed that 64% of the 1054 homes in the village are detached and 46% of homes are owned outright. There is a small traveller community within the village who tend to keep to themselves and have little involvement in village life.

As part of the Government Housing plans Guildford Borough Council and Mole Valley County Council are proposing a number of fairly large housing developments over the course of the next 5 to 10 years. The details of these developments are yet to be approved, but both villages are likely to be significantly enlarged.

4 FACILITIES AND INSTITUTIONS

4.1 SHOPS AND AMENITIES

Effingham village centre has a butcher, hairdresser, baker, hardware store and a convenience store which offers postal services. Effingham has 2 pubs, The Plough and The Sir Douglas Haigh. Little Bookham has a pub, The Windsor Castle, a village hall and a newsagent. Great Bookham nearby (2miles) has a wider selection of shops, supermarkets, library, medical and dental surgeries.



Effingham Village

Effingham also has the King George V complex (KGV) with 16 acres of playing fields which are held in Trust by the village. St. Lawrence and All Saints churches are connected by pathways through the wooded boundary of the KGV field and on Palm Sunday there is a procession from one church to the other, usually with a donkey. The KGV fields are used by the very active Effingham Rugby Club which rents part of the complex as its Club House. The rest of the complex houses the Effingham Social Club and the KGV Hall which is rented out for use by various community groups, including the Parish Council. There are also football pitches, a cricket square and nets, floodlit all weather tennis and sports courts. A large and popular scout group also has its premises on the KGV fields.



King George V Playing Fields and Scout Hut

Bookham Commons, which are ancient commons mentioned in the Domesday Book with grassland plains, mighty oak woods and serene ponds, border Little Bookham village. This is now a designated site of special scientific interest and is owned by the National Trust.

Effingham also has a cricket club which has its own club house and ground to the north of the village near the Effingham Junction train station. The cricket club also borders Effingham Common which is a substantial area of fields and woodland and is designated as Metropolitan Green Belt.



Effingham Cricket Club

4.2 SCHOOLS

In Effingham, we are lucky enough to have excellent state schools, families move into the area to enable their children to attend these schools. St Lawrence County Primary School (201 pupils, ages rising 5 – 11) is under new leadership by The Howard of Effingham Secondary School (Academy), rated 'outstanding' by Ofsted (1537 pupils ages 11-18). St. Lawrence Primary School holds its annual carol service in St. Lawrence Church.

St Teresa's School, formerly a convent school, is an independent girls' day school. The senior school has 330 pupils (11-18), whilst the preparatory school has 172 (2¹/₂ – 11).

Manor House School, Little Bookham is an independent day school for girls aged 2-16 and has 270 pupils. This school has strong church connections as the Rector is an ex-officio member of the Board of Governors, and 'Chaplain' to the school. The Rector takes assemblies 3 or 4 times a term with Eucharists at the final service of the Easter and Christmas terms plus a leavers' service. This has been happening during the last three incumbencies. The school uses All Saints Church once a week for a morning service.



St Lawrence Primary School and the Howard of Effingham School

5 CHURCHES AND HALLS

5.1 ST LAWRENCE

5.1.1 Church

The earliest reference to our church is in the chronicle of John of Salisbury, who wrote: "... the church of Effingham, which the Bishop of Winchester gave to the monks of Merton Priory about the year 1147 ..." Confirmation of the grant of the advowson by William de Dammartin to the Priory, was made in 1269 by Gilbert de Clare (later killed at Bannockburn). In 1291, the church was valued by the Priory at £14.13s.4d. The list of incumbents begins with Nicholas de Ros in 1296.

The proportions of the nave are typical of the 12th Century. The transept is of the Early English period, perhaps 1250-70, the two-light window in the north wall could be dated to 1340. The St Nicholas chapel was probably built about the same time, and the square-headed window in the chapel is of the 15th Century. The Blessed Sacrament is reserved in the Aumbry here.

The Church was restored in 1887 at which time the fine 13th Century crown post roof of St Nicholas chapel was re-discovered.



St Lawrence Church

The church has a capacity of 180 comfortably but can accommodate 230 on festivals. At the rear of the church under the tower there are facilities and space for coffee to be served after the services and WC facilities were installed in 2006. There is a sound loop system installed in the church. The church building is in

good order and had its last Quinquennial inspection in 2010. The church is well loved and has a spiritually uplifting atmosphere.

The churchyard is picturesque and wraps around the church building and borders the wooded area of the KGV fields. The churchyard is closed for burials but the Internment of Ashes continues in the Garden of Remembrance. The Parish Council burial ground adjacent is still active.

5.1.2 Church Hall

We have a spacious Church hall which was built in 1960 and is located just 70 yards from the Church. In addition to faith based events, our Church Hall is used by the local congregation, the villagers and local associations such as Yoga, Pilates, Girl Guides and others. It has ample parking, WCs, a new kitchen, stage and beautiful garden with a large grassed area. A committee appointed by the PCC run the hall and it is a popular venue for local parties etc. The lettings mean that the hall is financially self-supporting



St Lawrence Church Hall and Garden

5.2 ALL SAINTS

5.2.1 The Church

The Domesday survey refers to the manor of Little Bookham being held by Halsard of William de Braose, Lord of Bramber, and the manor appears to have remained in the Halsard or Hansard family until about 1291. It would seem, therefore, that Little Bookham Parish Church was built by the Hansard family about 1100 and probably at first was a manorial chapel. It is dedicated to All Saints and is a grade II* listed building.

On entering the church visitors are moved to comment on the spirituality of the place. The church has a normal capacity of 80 but can accommodate 120 on festivals and weddings. An amplification and sound loop system was installed in 2010. The church building is in good order and it also had a Quinquennial inspection in 2010. The church is open on a Friday 9-10am for private prayer and time for reflection.

The churchyard at All Saints was extended in 2008 with the intended capacity for the next 100 years.



All Saints Church and the Bowdler Room

5.2.2 The Bowdler Room

January 2003 saw the opening of the new vestry building attached to the main church, comprising a meeting room with kitchenette, WC with mobility unit and a 1st floor clergy vestry. This building has been cleverly designed to complement the church and to offer a range of facilities in a compact space. There is external access into the Churchyard and through the main church.

This facility is presently used by the young children during Sunday services, parish meetings and by 'Chatterbox', a preschool group. The PCC also encourage the letting of the rooms to a local child minding group and a 'Problems of Life' group.

6 PARISH LIFE AND CHURCH SERVICES

The parishes have, and are keen to maintain, different styles of worship underpinned with the same values which bind us together. Both parishes have a warm, welcoming approach to worship and have a history of supporting one another through difficult times. We have a strong sense of community and enjoy coming together on occasions throughout the year to have fun.

As our church moves forward, it faces challenges of how to grow the congregation and to compete with the draws of family time from other organisations and activities. We would like to reach out to more young families – either by offering more child-friendly Sunday services or by offering other occasions to meet where a morning Sunday service is difficult to attend.

St Lawrence has central Catholic traditions of worship and there is a good mix of services. All Saints has a strong historical and spiritual character directing it to a more traditional central type of service. Most of the congregation alternates between the two churches and so is comfortable with both forms of worship. There has been much discussion and some experimentation with different forms of worship to encourage the participation of younger people, but the churches have as yet not found a precise format to adopt. We are

very open to experimentation with different forms of worship to encourage participation of children in the services.

As well as getting together and having fun our parishes generously fund projects and donate to good causes. We have raised funds to cover the cost of installing a WC in St Lawrence (~£6K) in 2006, a new kitchen in the church hall and we have now reached the target of £25K to repair the organ in St Lawrence through the generosity of our own parishioners. Our annual Christmas fundraising amounts to ~£1000 for the Shoe Box Appeal (see below) organised by our young people. The annual Christingle service supports the Children's Society.

6.1 CHURCH SERVICES AND ATTENDANCE

The average Sunday attendance for all services during 2014 at St Lawrence was 35 while at All Saints it was 39. The current service pattern is shown in the table below:

	Time	Service	Church
1 st Sunday	8.00am	BCP Holy Communion	St Lawrence
	10.00am	All Age Communion (Children welcome)	All Saints
2 nd Sunday	8.00am	BCP Holy Communion	All Saints
	10.00am	Communion Service (Children Welcome)	St Lawrence
	6.00pm	BCP Evensong	Alternating
3 rd Sunday	8.00am	BCP Holy Communion	St Lawrence
	10.00am	Communion Service (Children Welcome)	All Saints
4 th Sunday	8.00am	BCP Holy Communion	All Saints
	10.00am	All Age Communion (Children welcome)	St Lawrence
	11.15am	Matins	All Saints
5 th Sunday	8.00am	BCP Holy Communion	Alternating
	10.00am	Ecumenical Eucharist	Alternating

There is also a regular Thursday morning Eucharist. There is a strong Holy Week and Easter tradition where during Holy Week daily services are held with Holy Communion and Compline which alternate between the two churches.

Attendance at major services and festivals in 2014 were as follows:

Service/Festival	Adults	Children
Mothering Sunday	98	25
Easter Day	151	18
Christingle	42	70
Carol Service	140	16
Crib Service	140	80
Midnight Mass	119	1
Christmas morning	111	18

6.2 BAPTISMS, CONFIRMATION AND MARRIAGES.

The Rector and Pastoral Assistants work together as a team in organising baptisms, confirmation, marriages and funerals.

6.2.1 Baptism

We welcome all who live in the parishes for baptism as well as those who regularly worship or have a strong connection to the parishes. In 2014 there were a total of 12 Baptisms between both parishes. Families are visited to ensure they understand what baptism is about and are encouraged to attend activities at the churches as well as services.

6.2.2 Confirmation and communion

St. Lawrence welcomes children above the age of seven to communion if they have been properly prepared and both parishes encourage teenagers to confirmation if it is right for them. Adults are also prepared for baptism and confirmation.

6.2.3 Marriages

Both those who live in the parishes and those with a legal entitlement are welcomed to get married in either church after being prepared by the Rector and attending marriage preparation with the Rector and Pastoral Assistants. Our recent practice has been to be sympathetic to remarriage after divorce and there were a total of 10 weddings in our parishes in 2014.

A total of 20 funerals were conducted by the previous incumbent in 2014 either in Church or at the Crematorium.

6.3 ACTIVITIES

We have a range of activities and regular events that are held throughout the year where we come together as a community with our families and friends.

- Beetle Drive with fish and chip supper.
- Talent Shows where members of the parishes perform and bring and share supper.
- Church Fete in previous years has been held in the Church Hall garden.
- Pancake evening held at the vicarage.
- Bridge on a Friday afternoon.
- Prayer walks around the Parishes.
- Sunday breakfast following the 8am Holy Communion service on 4th Sunday of the month at All Saints, a delicious breakfast is served in the Bowdler Room.
- Tuesday tea on alternate Tuesdays in the Catholic Church Hall, Effingham.
- Lent lunches.
- St Lawrence Voluntary Car Scheme, provides transport for residents of Effingham and Little Bookham to local surgeries or hospitals.
- Men meet for a 'Parish Pint' on the fourth Tuesday of every month in a local pub.



All Saints Parish Breakfast and Entertainment in the Church Hall

Events for 2015 include:

- Summer Dance on 13th June in The Tithe Barn, Little Bookham.
- St Lawrence Day Barbeque lunch on Sat 9th August.
- Harvest Celebration on Sat 3rd October.
- Showstopper Concert by Cameo Opera, Friday 13th November in St Lawrence Church Hall.

7 THE PARISH TEAM AND ORGANISATION

7.1 THE PARISH TEAM

The Incumbent will lead a team as follows:

	St Lawrence	All Saints
Church Wardens	David Bleming James Brennan	Nick Carr Val Winter
Hon. Treasurer	Jennifer Blackburn	Roy Reece
PCC Secretary	Jacqueline Bennett	Ronnie Hughes
Organist	Tony Kemp	Tony Kemp
Deanery Synod Reps	Jacqueline Bennett Mariena Somasunderam	Catherine Hall Jenny Peers
Gift Aid Secretary	Laura Smith	Roy Reece
Church Cleaning	Barbara Henry	Fran Reece
Churchyard Maintenance	David Redpath	Robert Hall
Coffee Rota	Be Kassapian	Marian Morrison
Flower Rota	Heather Brennan	Fran Reece
Lesson-readers' Rota	Christopher Butler	Ronnie Hughes
Side-person's Rota	Laura Smith	Ronnie Hughes
Transport	Barbara Henry	Fran Reece
Cathedral Link	Linda Mendes	Linda Mendes
Church Hall	Be Kassapian	



Roy Reece and Robert Hall (left) Anne Bleming and Jennifer Blackburn (right)

The united benefice has a structure of one priest and, for each of the two churches, two experienced churchwardens and a Parochial Church Council.

The incumbent Rector serves both St Lawrence and All Saints. He/she heads a team which operates in the united benefice. The joint ministry team comprises two pastoral assistants (Mrs. Anne Bleming and Mrs Catherine Hall) who work closely with the incumbent organising Marriage preparation days, visiting Baptism families, visiting any who may be sick or just in need of a visit, helping with non Eucharistic services and special services e.g. Mothering Sunday, renewal of baptismal vows and with the taking of Home Communion. We would like to encourage more lay ministry in the two parishes.

There are also trained Chalice Assistants at all services in both churches and a number of servers in St. Lawrence.

7.2 ORGANISATION

There is a fully equipped parish office in St Lawrence vestry. The incumbent has assistance from the parish administrator (Mr Robert Meier), who puts in 8 to 10 paid hours per week in assisting with correspondence, producing the weekly Parish Pulse and sundry other tasks relative to the Joint Benefice administration.

In recent years the PCCs of the two Parishes have held two joint meetings per year as well as their individual PCC meetings. The 4 wardens meet regularly to discuss matters affecting both parishes. Both parishes have regular individual Finance & General Purposes Committee meetings to consider parish affairs.

There is a Worship Committee made up of members of both Churches which meets quarterly.

A Joint Parishes finance group has recently been re-introduced (comprising 4 Churchwardens and 2 Treasurers).

Parish Magazine: The parishes produce a bi-monthly magazine giving information about village and church life and events.

This is supplemented by The Parish Pulse, a weekly pew sheet covering both Parishes.

8 PARISH ORGANISATIONS

8.1 MESSY CHURCH

Messy Church was started in January 2014 by the Effingham Churches Together group. The idea in forming Messy Church was to introduce the young and their families to a church activity at a mid-week gathering in the Church Hall after school. The afternoon begins with a period of activity based on a religious theme which concludes with an act of worship, followed by tea. A charge of £3 is made for each child which goes towards the cost of hiring the hall, the cost of equipment, and catering. Initially our attendance was 12 and has now grown to an average of 25. Most of the children are of school age with some coming from Chatterbox.



Messy Church Group

8.2 CAFÉ CHURCH

Cafe Church meets on the morning of the first Saturday of the month in St Lawrence Church Hall. This is an ecumenical group formed by the Effingham Churches Together committee. The informal worship starts with coffee and croissant followed by a talk by an invited speaker or a member of one of the Churches. A small group of musicians open and close the meeting and there is a time of prayer. This activity is intended for people of all ages especially families and we have an average attendance of about 30. Donations are requested for the charity of the speaker and expenses.

Speakers so far this year have been as follows:

Christians In War 2	<i>Speaker - Revd. Mark Ewbank</i>
Amnesty International	<i>Speaker - Jackie Fry</i>
Airport Ministry	<i>Speaker - Deacon Ian Wells</i>

Guilford Street Angels	<i>Speaker - Hilary Austin</i>
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More details can be seen at www.cafe-church.com



Café Church Team

8.3 CHATTERBOX

This is a group of mothers, grandparents, and carers who meet for a coffee and chat with their children from birth to school age. It meets on the second and fourth Tuesday morning of each month in the Bowdler room of All Saints Church. It was set up to extend a welcome to baptismal families and others with encouragement to continue at Messy Church. There is a very slight religious content mainly in the Church hoping to familiarize the children with that environment by music, dance and a story.



Chatterbox Group

8.4 CHOIR

Music is an important part of the worship in both churches and there is an active choir at each church. At festivals the choirs come together and perform as part of the service. The annual carol service is a particularly special event in the church calendar for which the choir practise together and then perform for the congregation. We are fortunate to have some particularly talented young singers who sing solos and duets. Anne Bleming is our choir mistress and takes a keen interest in developing the choir with our organist Tony Kemp.



Joint Choir

8.5 SUNDAY CLUB

Until very recently, our parish had an active Sunday Club of young people. The group of children who were members have now grown out of the traditional Sunday school activities and sadly we have struggled to find new members to replace them. The group will still come together for special activities. We are very proud of the "Shoe Box Appeal" which we run during the autumn through the Samaritans Purse. Every year for the past 4 years, the young people in our parishes have raised money through baking cakes, selling plants and last year they held an autumn fair to raise money for the appeal. They managed a record 85 shoe boxes wrapped for Christmas and filled with toys and gifts for deprived children throughout the world. We are very open to new ideas of how we can engage with young people in our parishes to make church attendance more appealing. Efforts to bring more children into the Sunday club and to keep the young teenagers interested have largely been unsuccessful. We are hoping that our new incumbent will provide leadership in this area.



Sunday Club Autumn Fair

8.6 FLOWER ARRANGING TEAM

A group of ladies in both churches ensure our churches are beautifully decorated for festivals and these are organised by Heather Brennan at St Lawrence and Fran Reece at All Saints.



Flowers and Flower Arranging Team

8.7 “LETS FIND OUT” GROUP

‘Let's find out’ is an open meeting held once a month in a parishioner's home to discuss any subject that will help those attending to increase their faith. The subject can be introduced by the person leading the evening or by any member attending.

9 ECUMENICAL LINKS

St Lawrence and All Saints have an exemplary ecumenical working. Churches Together in Effingham and Bookham brings together all the Christian Churches of the villages. Our relationship with the Methodist and Roman Catholic Church has been strong for some years.



Churches Together Group

St. Lawrence belongs to Effingham Churches together, and All Saint's to both Bookham Churches together and to Effingham Churches, which both meet regularly and arrange joint ecumenical activities. The Methodist Minister and congregation join us on a regular basis for communion services and for other special services. The three churches work together on running prayer walks, messy church, Café Church etc.

10 FINANCES

Both churches operate in a relatively affluent area but it can be a struggle to meet their ever increasing commitments. In the last financial year both churches have managed to pay the parish shares in full (£44,453 and £27,273 for St Lawrence and All Saints respectively).

There are reserve funds in savings accounts for both churches (£49,000 and £9,726 for St Lawrence and All Saints respectively).

There are two charitable trusts which benefit the Rector: "The James Walker Trust Fund" and "The Maddox Charity" which provide an additional income for the benefit of the Incumbent, which can be used to meet certain personal expenses and upkeep costs.

A summary of the 2014 Accounts for both Parishes is attached (Appendix 1), and full financial statements are available on request.

All Saints benefits from the active support of an independent charity, the Friends of Little Bookham Church, a secular organisation, which runs a calendar of social functions to raise funds for the preservation of the fabric of the grade II* listed Church building and its environment. St Lawrence is in the process of setting up a similar organisation.

The churchwardens and the treasurers have been organising a funding campaign which involved a presentation showing that our giving was not keeping up with inflation. It also stated that we would be joining the new method of giving called 'the Parish Giving Scheme' which would enhance our receipts. Details of the foregoing were also sent to all members who could not attend the presentation lunch. It was hoped that parishioners would increase their giving and join the new scheme.

11 THE RECTORY

The Rectory is in a quiet crescent in the parish of St. Lawrence and is just 5 minutes' walk from St. Lawrence Church and 15 minutes from All Saints Church. It stands in a good sized plot with plenty of parking in the front garden. To the rear it is mainly laid to lawn with just one or two flower beds, and a good sized terrace. There are trees at the end which means it is fairly secluded.

On the ground floor there is a good sized living room / kitchen, a dining room, study, cloakroom, hall and integral garage. On the first floor there are four bedrooms, one with a suite shower room, and family bathroom.



The Rectory

12 VISION/MISSION STATEMENT

St Lawrence and All Saints have built a close and welcoming Christian community in the parishes. We work prayerfully to discern God's plan for the area and actively to commit and equip ourselves so that our churches are a beacon, a welcoming home to those who seek faith, whatever their background, age and circumstances.

13 STATEMENT OF NEEDS AND PERSONAL SPECIFICATION

13.1 STATEMENT OF NEEDS

We envisage our church as a place where each member can grow in faith, have confidence to express that faith in a way to live and serve Christ.

We need to change, and to be supportively helped to change. In particular, we see our churches being communities where children and young people feel at home, and through which people in our community regularly encounter – and are transformed by – the love of Jesus Christ.

We therefore need:

- To be equipped with greater understanding of and confidence in our faith
- To be assisted in discovering what God wants for this place
- To have a clearer sense of direction to enable change, and to have supportive leadership through change
- To make church more accessible to children and young families, and to those unfamiliar with church.
- To diversify our approaches to being in church through our regular Sunday services, and in new forms of church that we are yet to discover.
- To be engaged with and serving in our community in ways that reveal what our churches are about.

13.2 PERSONAL SPECIFICATION

We are looking for someone who:

1. Has spirituality that shines through and will encourage and inspire us to increase our knowledge and faith
2. Has a passion for reaching out to all members of our community to help us grow our congregation according to God's will
3. Is a person who can motivate us and develop our talents in a supportive and encouraging manner
4. Is a rector who enjoys working ecumenically with the Methodist and Roman Catholic churches in our community
5. Is approachable, willing to listen and lead change sensitively
6. Has a sense of humour and is willing to participate in some of the many established social activities that our parishioners enjoy
7. Is open to new ideas and who is able to try to communicate with, and reach out to the young people of our parishes in a way they understand, for example, through social media
8. Is willing to communicate with and participate in the life of our local schools
9. Is a team leader with good time management skills

Appendix 1

The Parishes of St. Lawrence, Effingham & All Saints, Little Bookham

Management Accounts for the year ending 31st December 2014

	St Lawrence	All Saints
INCOME		
Planned Giving	£28,066.00	£11,047.00
Donations	£1,597.00	£1,500.00
Collections	£4,986.00	£7,637.00
Wedding & Funeral Fees	£2,231.00	£2,749.00
Investment Income	£1,296.00	£0.00
Gift Aid Tax Rebate	£11,661.00	£4,487.00
Fundraising	£2,791.00	£239.00
Other Income	£1,679.00	£1,511.00
Designated Income	£1,770.00	n/a
Special Collections	£335.00	£0.00
TOTAL	£56,412.00	£29,170.00
Transfer to CBF fund	-£4,421.00	£0.00
TOTAL	£51,991.00	£29,170.00
EXPENSES		
Parish Share	£44,543.00	£27,274.00
Joint Parish Costs	£4,337.00	£2,161.00
Church Expenses	£10,477.00	£6,128.00
Charitable Giving	£133.00	£0.00
TOTAL	£59,490.00	£35,563.00
Surplus (Deficit)	-£7,499.00	-£6,393.00

Appendix 2

Leatherhead Deanery Profile

The deanery consists of 13 parishes in 10 benefices in the Leatherhead area. There is good cooperation between the churches and Effingham and Little Bookham has historically had useful links with Great Bookham and Fetcham parishes.

The Deanery 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.

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 has just completed 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 sharing good practice. There is an active deanery vocations advisor.

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

Alan Jenkins

Rural Dean

October 2015

Appendix 3



THE CHURCH OF ENGLAND

The Diocese of Guildford Profile- Our Common Purpose

· Vision

At the heart of Guildford Diocese is a desire to bring the grace and truth of Christ to this generation and the next. This is expressed in 'Common Purpose' - a vision of growing communities of faith and engagement.

'**Common Purpose**' is focused on growth in three key areas: Spiritual Maturity, Numerical Growth and Growing in Community Engagement.

· 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.

A culture of mutual support and encouragement between all who work and worship in every part of the Diocese, parish, fresh expression, chaplaincy and Cathedral, is essential to the outworking of 'Common Purpose.' All the ministries, structures and departments of the Diocese serve this vision and work towards enabling engagement with it.

Clergy working in our parishes play a vital role in creating and sustaining our vision; working collaboratively with those in the parish, with colleagues – lay and ordained; with neighbouring parishes across the deanery and diocese in chapter and synod; investing time and resources in stewardship and administration.

Safeguarding children and vulnerable adults is a priority for the Diocese of Guildford as we seek the outworking of '**Common Purpose**' with all clergy coming into the diocese receiving appropriate training in their first year in post.