St. Paul’s Church, Camberley
Parish Profile,
Statement of Need and
Person Specification

stpaulscamberley.org.uk
cofeguildford.org.uk
St Paul’s Church – Camberley

Address: St. Paul’s Church Centre, Crawley Ridge, Camberley, Surrey, GU15 2AD
Telephone: +44 (0)1276 700210
Email: admin@stpaulscamb.co.uk
Website: stpaulscamberley.org.uk

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Introduction

We are delighted that you have asked for a copy of this profile of St Paul’s Church, Camberley. It demonstrates an enthusiasm to know more and we hope that through these pages you are about to read we shall not only answer some questions but also whet your appetite to know more. As with all churches we are on a journey and we have an exciting story to tell. We have strong, committed clergy and laity working together with its church family so that we are ‘Living Christ in Camberley’ – a challenging strap line that encapsulates the vision of what we are striving to do here. The previous incumbent was in post for 15 years. With his leadership much was achieved but, unsurprisingly, challenges remain to be met and new ones will arise.

We pray for everyone who reads this booklet which is the product of the Parochial Church Council and many others in our church family. It has been a learning journey for us all and it is interesting to compare this document to the one prepared fifteen years earlier. It provides the evidence, if any were needed, that Christ is alive and thriving in this church and amongst his people. Further information is available on our website at stpaulscamberley.org.uk

Diana Dunford and Sir Edward Crew
Churchwardens on behalf of the Parochial Church Council
Map of Parish Boundaries
Part I - The Facts
A. The Parish

A.1 St Paul’s Parish, ‘The Church on the Hill’, is in Camberley about 30 miles south west of London in the Borough of Surrey Heath that is situated in the county of Surrey at its conjunction with Hampshire and Berkshire. The parish is in the Guildford diocese (but very close to the borders of the dioceses of Oxford and Winchester) and about 10 miles from Guildford itself. The M3 motorway runs through the parish, about 10 miles west of the M25 and the A30 skirts the northern boundary of the parish. (See map for Church location and boundaries). Apart from schools the parish is, unusually, wholly residential with a population of about 8600. The housing includes various private estates and roads of individual houses, mostly up-market. Many of the congregation live in Camberley, but not all within the parish. Residential development continues to take place and is a mix of housing but within the parish is almost invariably of expensive detached houses.

A.2 The membership of St Paul’s includes many professional people. Many members are busy and work long hours. There is also a rapidly growing number of retired people, some with particular needs. Due to its proximity to Royal Military Academy Sandhurst and Aldershot, it includes army families, both serving and retired. The church membership list has been fairly constant for many years at about 300/350 although there has been some decline recently. Of this figure 244 are on the Electoral Roll. There is an element of transience among the church family with new people being drawn constantly into the life of St Paul’s whilst high job mobility and young people going to university regularly causes departures of committed members.

A.3 This area of south-west Surrey was originally known as Bagshot Heath. It was little inhabited because the land was of poor agricultural value, until the building of the Officers’ Staff College with the establishment of the Royal Military Academy on the A30, and the coming of the railway in the mid-nineteenth century. Over the past forty years the population of the whole area has grown rapidly, due to the accessibility to the motorway network, Heathrow and London.

B. Facilities and Institutions

B.1 Many people commute daily from the Camberley, Frimley and Farnborough areas but there is also some light local industry (none in the parish) and a major involvement in the growing I.T. industry. B.2 Camberley town centre has a covered shopping mall, a railway station (Waterloo about one hour) and an out-of-town Marks and Spencer, Sainsbury’s and Tesco. There are no shops in the parish.
B.3 In Camberley and nearby, there are excellent state and private schools including three primary schools within the parish. These are Prior Heath Infant School, Crawley Ridge Infant School and Crawley Ridge Junior School (at which the last incumbent was a governor). The named schools are all rated ‘outstanding’ by Ofsted in their last inspections. We have involvement with all three schools. There are three large comprehensive schools, not in the parish, with good records of achievement.

B.4 In Camberley there is a sports arena with swimming pool and various local additional sports facilities, including several golf courses. Theatres, multi-screen cinemas and a plethora of restaurants catering for all tastes are available nearby. Yet despite all this development the Borough of Surrey Heath has more trees than any other administrative district in England and Wales and the whole of Camberley remains virtually encircled by military land (much with public access) that constrains further expansion and enabling a semi-rural feel to be retained.

B.5 Frimley Park Hospital, recently recognised as outstanding by the Care Quality Commission, is about two miles from the Church.

B.6 The local administrations are Surrey County Council and Surrey Heath Borough Council. Several councillors are members of the St Paul’s family. The current Member of Parliament is the Right Honourable Michael Gove MP, with whom St Paul’s enjoys a good relationship. Local representatives of organisations, such as police, social services, and voluntary groups have been meeting with the Vicar and others at the Church for a Community Leaders’ light lunch about four times a year.

B.7 Camberley itself has a population of about 30,000 divided between the Church of England parishes of St Michael's, St Martin's, St. Mary’s, Heatherside and St Paul's that constitute the Camberley Group. This is a legally constituted body and all the incumbents have a right to consultation over the appointment of the new incumbent within the Group. The parishes have excellent working relationships as a Group.
C. Church & Halls

C.1 The church was built at the beginning of the 20th Century by a Danish architect named W. D. Caroe in Scandinavian style: it can seat up to 400. The interior was re-ordered in 1986/87. It requires major urgent refurbishment to the roof on the north side. The funds are available and the necessary information for a faculty application is in the process of being obtained.

C.2 The church centre consists of six meeting rooms, an office for the incumbent, a curates’ office, a church office, a kitchen and toilets. One of the upstairs meeting rooms doubles as an office for the Director of Youth and Children’s Ministries and the Parish Nurse. The kitchen is in the process of replacement. To the rear of the church is St Christopher Room consisting of a meeting room, toilets and kitchen. These facilities were all added to the church in the 1980s and are in good decorative order. The centre is very heavily used by all sorts of selected community groups but church groups have priority.

C.3 The church hall (formerly the church) built in about 1885, is well maintained and widely hired out to local organisations but is now in need of extensive modernisation. A recent substantial bequest specifically directed towards development of the hall provides an opportunity for some innovative renovation.
D. Spiritual Profile and Church Services

D.1. St Paul’s church holds to the principles of the Evangelical Alliance. A group of about 100 people has been going to the New Wine conference each summer, and that has included members of the clergy. We strongly believe in every member ministry and affirm that every Christian has a ministry of the Holy Spirit to offer to the body of the church. We have a congregation with many gifts (both natural and spiritual) and the development, training and use of these gifts are at the heart of our Christian life.

D.2 We attract people from Free Church traditions mainly because there are no other denominational churches in the parish.

D.3 As our church moves forward, it faces the conundrum that if it is to grow numerically, it cannot do so within one main morning service but on the mornings when there is a low attendance, one service would suffice. Equally, as part of the church’s vision, we are looking to reach out to young families and this might include an afternoon service which, in itself, will inevitably affect the existing dynamic.

A copy example of our church notices is attached at appendix (i)

D.4 Each Sunday there is a Prayer Book Holy Communion service at 8:00am: the average attendance is 25 people.

D.5 The main services are at 9:30am and 11:15am and are identical as far as possible. Total adult attendance at main Sunday services is around 200 with up to 30 children under 16 and up to 10 young people over 16. They all include the essential elements of Anglican liturgy, an All Age Time, and an open response time after the sermon. The All Age Time is included before the children and young people (Crèche, Kidzone, and Youth Cell) go to their groups in the church centre. The monthly routine includes prayers for healing, Holy Communion and Family Service. Music is provided by one of the four music teams that lead times of sung worship. The range of music is wide but mainly modern with a traditional hymn supported by organ music. There is no robed choir.
D.6 The Family Services take place on the third Sunday of the month and are more informal with children and young people involved in leading worship. Average attendance at Family Services is less than on other Sundays, being about 170 adults and 40 under 16s.

D.7 Clergy dress is currently a cassock alb with preaching scarf (stole for Communion services).

D.8 Occasionally services are held at 6:00pm. These services are informal and largely non-liturgical.

D.9 Holy Communion services are held for a group of elderly members once a month on Thursday mornings. Toddler Praise services take place twice a term also on a Thursday morning.

D.10 A large team of people is involved in planning and leading all Services, especially with the modern sound and projection facilities that are extensively used.

D.11 Regular prayer events are held as follows:

- Pray@7 – Every Wednesday at 7.00 am
- Prayer for Camberley Schools (Term time only) 1st and 3rd Thursday of the month at St Paul’s or Frimley Baptist Church respectively.
- Prayer Meeting every Friday at 9.30 am (term time only)

D.12 Occasional offices at the Church in 2014 included 22 baptisms, 2 marriages, 8 funerals at church, and 10 crematorium services. During the year, Crawley Ridge Junior School and Collingwood College (comprehensive) held services at the church.

D.13 Major festivals draw in a large number of people who otherwise are on the fringe of church life. Around 2000 people attend services at Christmas time (including Carols by Candlelight and three consecutive Christingle Services). Easter Day brings in about 450 people to the main Easter Morning Family Communion Services.
E. Parish team

E.1 The Incumbent – the post now being filled – will lead a team as follows:

E.2 The stipendiary curate is Revd. Russell Gant for whom this is a first curacy. He was appointed in July 2012. He and his wife, Jenny, occupy a house ‘Cornerways’, which the church purchased in conjunction with a loan from the Church Commissioners which was recently discharged by donations from the congregation.

E.3 There are two SSMs: Revd. Claire Isherwood who plays a full role in church life; and Revd. Sue Stephens who leads the 8:00am communion service twice a month and the monthly midweek communion. Sue is expecting to retire in the near future.

E.4 There is a full time salaried Director of Youth and Children’s Ministries, Henry Schutte, who was appointed in September 2014 and is restructuring youth work at the church. With his wife Nora, he occupies a house in Frimley which the church rents unfurnished. There is also a part time interim Children’s Worker, Gael Brodie.

E.5 There are five Licensed Lay Ministers: Geoff Andrew, Tim Cross, Lis Ricketts, Simon Strachan and Martin Willard. They all preach and lead services regularly as part of dedicated service planning teams; they bring a diversity of personal experience and a spread of perspectives to the Bible learning of St Paul’s. There is one Lay Minister Emeritus, Ken Hollis. Two members of the congregation have Occasional Preacher status.

E.6. Sandra Higgins is the part-time, voluntary parish nurse who has a major pastoral role in the team.

**F. Parish Structure**

F.1 St Paul’s is a training parish.

F.2 At the end of 2014 there were 244 members of the Church on the Electoral Roll.

F.3 The Parochial Church Council meets four or five times a year plus the Annual Parish Church Meeting. The PCC meets on a Monday and once a year alternates between having an away weekend and an away day.

F.4 The Standing Committee of the PCC meets on those months (other than August) when the PCC is not meeting. The meetings are usually held on a Monday.

F.5 St Paul’s is managed by arranging its ministries in seven groups or bubbles – Spirituality; Worship; Church Community; Outreach, Camberley Communities Engagement; Youth and Children; and Infrastructure. Each of these bubbles is headed by a co-ordinator and there is a monthly meeting of the Ministry Co-ordinators with the Vicar and a churchwarden, usually on the first Wednesday morning of the month. By organising in this way, responsibility can be delegated whilst the accountability remains with the incumbent. The meetings are reported to the PCC to whom all governance issues are referred.

F.6 We have a range of written policies to fulfil our legal and staff obligations at St Paul’s. To assist our staff there is a clear written policy that allows only those organisations whose activities do not conflict with our Biblical beliefs to use our facilities and political parties are not allowed to use our premises. See Appendix (iii). There are several policies about the nature of our church as follow:

- **Marriage after divorce.** At the discretion of the Vicar, it has been the policy to permit marriage when one of the couple has been divorced, following the House of Bishops Guidelines. Pastoral conversations would include regular church attendance for a period of time to establish an understanding of the redemptive and healing work of Christ. Also establishing that ‘three distances’ of relationship, time and locality are observed to avoid complexities with previous partners.

- **Baptism** of infants is encouraged under our open policy. Upon enquiry the parents will immediately be offered a thanksgiving service on a date of their choosing in a Sunday morning service. Following the thanksgiving service the parents will be offered baptism preparation after which baptism may take place at one of several designated baptism services. Baptism of Adults is usually by total immersion and as close in time as possible to a confirmation service.

- **Confirmation** is profiled and encouraged annually in the run up to the annual Camberley Group confirmation service. The preparation is normally based on the Alpha and Youth Alpha courses.
G. Parish Organisations

St Paul’s has a wide variety of active groups. As a flavour some of them are listed here:

G.1 There are 14 weekly house groups totalling 173 members currently co-ordinated by Tish Mason, a lay co-ordinator.

G.2 An Alpha Course is held annually with other Camberley churches.

G.3 A Toddler Group for parents, carers, child-minders and young children, run by church members reaches into the wider community weekly during term.

![Toddler Group](image)

G.4 Coffee mornings are organised every Thursday by church members for over 65s in the community and are mainly attended by non-church members.

![Seniors' Coffee Morning](image)

G.5 There are two trained lay Pastoral Assistants, Sandra Beswetherick (Ministry to older people) and Penny Willard (Ministry to young families). There are also both active Pastoral Visiting and Bereavement Teams.

G.6 For young people there is Freezone for school years 6 to 8 meeting on Thursday evenings. On Friday evenings there is Scape for school years 9 and upwards. At the moment these activities are under review because they are not as successful as was the case a few years ago. We are welcome in the infant and primary schools in the parish and we work closely with Camberley Youth for Christ in local secondary schools.

G.7 For St Paul’s ladies, there is Mothers Union and Women’s Fellowship and the men meet occasionally and informally in a local pub for lunch under the banner ‘Men Wot Lunch’.

G.8 Full details of these and all the many other activities at St Paul’s are set out in 2014 annual report which is available on request.
H. The Deanery and Work with Other Parishes

H1. Surrey Heath Deanery is involved in a process of building closer relationships between our parishes. We meet: three times a year as Deanery Synod; six times a year as clergy chapter; and six times a year as incumbents.

As a Deanery we aim to offer significant support to other Parishes and to clergy colleagues. It is of the highest importance to us that the new incumbent at St Paul’s should be fully engaged with us at Incumbent, Chapter and Synod level as well as working as closely as possible with colleagues in the Camberley Group. In return Deanery Incumbents aim to provide to one another prayerful, empathetic and practical support in our shared ministry.

We are challenged by our Diocesan mission statement, "Common Purpose" - which can be found at www.cofeguildford.org.uk/about/common-purpose. In particular, developing a Deanery Plan is taking a good deal of time and thought.

Relationships within the Camberley Group have developed very strongly and the good relations we enjoy with our ecumenical colleagues in Churches Together in Camberley are in no small part a consequence of the depth of relationships in the Group.

It is widely expected that the new incumbent will put substantial time and commitment into the continued development of the Group ministry. This has included shared retreats; meeting to pray and plan together every Thursday morning from 08:00 to 10:30am; shared approaches to mission and ministry; etc.

I. The Diocese of Guildford

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.

**J. Ecumenical Links**

J.1 Camberley is an exemplar of ecumenical working. Churches Together in Camberley brings together all the Christian Churches of the town. Our relationship with other Anglican and Free Churches and more recently the Roman Catholic Church, has developed significantly over 20 years. There is a shared commitment to the gospel and joint worship and activities take place on a regular basis. As a new leader arrives all leaders renew their covenant to work together. A copy of the Personal Covenant is attached at Appendix (iv).

J.2 There is a Camberley church leaders’ prayer meeting at 8:00am on Thursdays providing good support and fellowship. Once a month there is a business meeting and there is an annual two-day residential retreat.

J.3 Churches Together in Camberley employs its own co-ordinator (currently a St Paul’s member) with joint funding. The office is shared with other voluntary organisations and is co-located with the Borough Council in its administration campus.

J.4 The range of shared activities undertaken by Churches Together is constantly increasing and the leadership is normally undertaken by either clergy or a lay member from one of the constituent churches. As a small example, a Jobs Club is run by St Mary’s and High Cross Churches. A Giant Puppets outreach programme is led by St Paul’s, as is Healing on the Streets. Street Angels draws its teams from across the churches. Full details can be found on the CTC website: [www.churchestogetherincamberley.org.uk](http://www.churchestogetherincamberley.org.uk)

**K. Parish Support**

The church office is open from 9:30am to 2:30pm, Monday to Friday and is staffed by our senior administrator, Ian McElligott and an assistant administrator, Sue Woroniak who works in the office Wednesday to Friday from 9:30am to 1:30pm. There is also a part-time caretaker, David Batt.

*Ian McElligott, Sue Woroniak & Dave Batt*
L. Financial State

L.1 Overview
The Parish is blessed with a healthy level of giving; made principally through standing orders to emphasise the spiritual benefits of planned giving. This means that only retiring collections for special causes are made at services – other free-will offerings are collected via a wall safe. Over 91% of giving is gift-aided, with refunds typically recovered within a couple of weeks. Full use is made of the Gift Aid Small Donations scheme to address unplanned cash collections. Income is sustained through annual stewardship campaigns, based on the estimated needs in the forthcoming year. This allows us to set a balanced budget for the year.

The Parish holds a gift day each year, alternately focused on internal or external beneficiaries, such as Parish Nurse Ministries UK.

Income is supplemented by hiring out the Church Hall and Church Centre to appropriate organisations. The Parish has recently received a significant tithe totalling £143K from a legacy, which the PCC has designated for church roof repair and church hall renovation, in accordance with the suggestion of the donor. A thank offering of £8K has been made from the donation. The Parish has no outstanding loans.

L.2 Organisation
There is an excellent team led by the Treasurer, Howard Mason, with Hilary Lloyd maintaining the books electronically on a SAGE system. Mike Fugeman serves as Gift Aid Secretary, supported by Dr Hanne Hoff, and is responsible for our Gift Aid performance. Carola Palmer does the banking, which has been reduced dramatically by the use of electronic transfer. The team operates a finance desk after each service on most Sundays to answer any questions on giving and payments and to demonstrate openness in the church finances.

Budgets are devolved to nominated owners who are accountable for their expenditure, through the Ministry Coordinators where relevant. They receive a statement of income and expenditure each month so they can monitor costs, and are involved in setting the budget for the following year.

L.3 Policies
The PCC has adopted the following financial policies:

- The proportion of Giving Related Income (planned donations and Gift Aid) allocated to Mission Giving should be increased by 1% per year until it reaches 25% - currently scheduled to be achieved in 2015. Of this amount, at least 40% should be used locally and not more than 40% should be spent overseas.
- Annual contributions from revenue should be designated for the maintenance of the Church/Hall, Vicarage and Cornerways.
- The church should strive to maintain an operating reserve of 3 months expenditure – currently not achieved.
- All donations are encouraged to be unrestricted, although they may subsequently be designated by the PCC.
- The Treasurer is mandated by the PCC to explore other higher yielding low risk avenues for monies held which are above and beyond current commitments but in any case all investment opportunities must be presented to and agreed by the PCC in each individual instance before any such investment can take place. Such investments and any associated risk must be reviewed at least annually.
L.4 Assets
The only asset held in trust for the PCC by the diocese is a house known as Cornerways, which was originally acquired as a property for the curate, but has also been used for housing youth workers. The Parish has just redeemed a Value-Linked Loan (at a cost of just over £181K - raised through two Gift days) to remove a growing burden of index-linked interest, and to remove the constraint that it must be occupied by an ordained minister without special permission.

L.5 Risks
The principal risks to the finances of the Church arise from the nature of the parish and the demographics of the population. It has been consistently observed that one third of the income of the church typically comes from just ten families who are at the peak of their earning potential. Loss of such families due to career moves away from the Parish, or reduction in giving due to retirement can have a major impact on overall income – in 2014, two families moving on and a retirement resulted in a loss of over £25,000. This is a recognised risk in the PCC register, and has been largely mitigated through the stewardship campaign.

L.6 Income and Expenditure 2012 & 2013

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<th>2012</th>
<th>2013</th>
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<tbody>
<tr>
<td>Total incoming resources</td>
<td>£408,676</td>
<td>£418,754</td>
</tr>
<tr>
<td>Total resources uses</td>
<td>£284,687</td>
<td>£417,133</td>
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Figures for 2014 are in the process of being audited

For full details see Appendix (i)

L.7 Major Capital Expenditures

- Restoration of the spire and associated quinquennial tasks (2012) - £20K
- Refurbishment of the car park (2013) - £163K
- Completion of landscaping (2014) – £6K
- Refurbishment of kitchen (planned for 2015) - £25K estimated
- Church roof tile replacement (planned for 2015) - £35K estimated
M. Vicarage

This is a modern house within a few minutes’ walk of the church. It has a lounge, dining room, kitchen, utility room, toilet and good sized study (a converted garage with a separate entrance) on the ground floor. There are four bedrooms (the fourth is small) and two bathrooms (one en-suite) on the first floor. There is a double garage and ample other parking. The vicarage has a pleasant south-facing rear garden. The house is surrounded by trees giving it a rural feel. Being on an unmade road, there is little passing traffic. The diocese will arrange for any major works to be carried out and the parish will decorate the premises in accordance with the wishes of the appointed applicant.

N. Vision/Mission Statement

N.1 Our mission is ‘Living Christ in Camberley’ which is not simply a strap line, it is the foundation on which the current Church Vision and Mission statement are formulated. It reflects the Diocese Common Purpose and a copy of the current document is attached at Appendix (v). It was originally drawn up in 2012 through an iterative process and was designed to be the road map for the church until 2020. It was reviewed as planned in 2014 and modified in the light of experience. It continues to guide our activities until the arrival of the new incumbent.

N.2 We are committed to three key behaviours:

- Active ownership
- A servant heart
- Boldness

N.3 We have three current priorities:

- Reviewing our worshipping to reflect community need
- Developing a culture of invitation
- Repositioning youth and children’s ministry to develop outreach
Part 2- Statement of Need & Person Specification
Our Church –
Its Strengths, Weaknesses, Opportunities and Threats

In preparing the Parish Profile, through house groups and individual reflection we have considered our strengths, weaknesses, opportunities and threats.

Our Strengths
Below are some areas of our church life where we have achieved good things. We are not complacent and each still requires attention. But they are reasonably well developed and will require on-going maintenance rather than major surgery.

1. **Teamwork:** a strong and united leadership team which works well together, provides mutual support and nurtures personal development.
2. **Pastoral Care:** our structure for caring for church members and others in need through house groups, the Parish Nurse, Pastoral Assistants, Congregational Pastors and others.
3. **Prayer:** a culture of prayer expressed in part through a Healing Prayer Team, Prayer Chain and various prayer groups.
4. **Services:** innovative and creative teams leading worship and Biblical preaching, with a good level of technical support and large attendances at major festivals (e.g. more than 2000 at Christmas).
5. **Welcoming:** our ability to welcome newcomers and visitors.
6. **Community involvement:** our corporate contribution to Street Angels, Healing on the Streets, Besom and Frontline Debt Advice; individual members’ involvement in the Borough Council and numerous community groups; widespread interaction with community groups in the use of the church centre.
7. **Collaboration with other churches in Camberley:** the clergy team relationships, joint events and shared activities such as Alpha and 24/7 Prayer.
8. **Bricks and mortar:** a well maintained church, church hall, modern church centre, car park and grounds, and the curate’s house.
9. **Financial Resources:** a good understanding and practice of Christian stewardship with 25% of the church’s giving-related income invested in mission beyond the church.

Our Weaknesses
We acknowledge the following aspects of our life together as being in need of attention or transformation. For these, ‘business as usual’ would be a disappointment and a lost opportunity. We would like to see a significant change for the better.

1. **Age profile:** active membership is weighted towards those who are approaching or have reached retirement.
2. **Children and young people:** the number of children and young people involved in church related activity has declined and young people are not sufficiently evident.
3. **Human resources:** we are hard pressed to find sufficient people to staff a number of our ministries. This may be because of pressure of work and family commitments, engagement in service beyond the church or individual choice. The net effect is that some individuals are overstretched and some ministries are insufficiently supported with little or no capacity to resource new expressions.
4. **Church Attendance:** as with other mainstream churches, attendance levels at the main Sunday Services have fallen in recent years.
5. **Church community:** with the duplication of Sunday morning services and the decline in central social celebrations (such as Harvest Supper, BBQs and Church Weekends), our sense of communal cohesion has diminished.
6. **New members:** success in helping newcomers to become active members is, at best, patchy.
7. **Discipleship:** similarly, we are not reaching our full potential in seeing our people (especially new believers) grow and mature in their faith.
8. **Families**: despite our efforts, we have failed to integrate families with young children in our worship services.

9. **Image**: the image that some have of us as a successful church for successful people makes it more difficult to fulfill the aspiration of our strapline that ‘all are welcome’. We are perceived by some as expecting perfection, which discourages participation.

10. **Talent**: our wealth and abundance of natural talent puts us at risk of relying less on God and more on our own resources when tackling challenges and seizing opportunities.

11. **Worship**: while valuing the range of organised services, there are few opportunities for unstructured and informal times of worship.

**Our Opportunities**

Here are a range of opportunities we have at this particular time in our history and in the life of our community that, with our people and resources, we can seize to extend the kingdom of God. Many of these have already been identified in the PCC’s 2014 review of the Vision Strategy.

1. **Outreach**: capitalising on our baptisms and thanksgivings and attendance at Christmas services to draw in people of all ages who are sympathetic to our Christian ethos but are otherwise unconnected.

2. **Youth**: under our new Youth and Children’s Director, developing new ways to help young people – both those currently in the church family and those outside – to come to faith and grow in its understanding and outworking.

3. **Invitation**: increasing our confidence to invite those we know outside the church to find out more about Jesus.

4. **Worship**: finding alternative ways to engage people for whom the current Sunday morning services are not a good fit.

5. **Children and Schools**: making the most of links with the Toddler and Pre-school groups on site, the linked uniformed organisations and the open invitations at our 3 local schools to foster Christian commitment.

6. **Men**: bringing men currently on the periphery of church life (and fathers of church family children in particular) closer to the centre.

7. **Working Together**: with other churches in Camberley and the Surrey Heath Deanery, building on the existing initiatives to take working as a single community of Christians to new levels.

8. **Church Centre Users**: finding ways of drawing Church Centre and Hall users into the life and activities of the church and thereby fostering a stronger sense of community within the parish.

**Our Threats**

Not everything about our current circumstances and the surrounding environment is as we would want it to be. And some of these factors could derail our plans. Here are some examples.

1. **Younger adults**: the number of those in their 20’s and early 30’s is small and, without an increase, there is a risk that they will transfer their membership elsewhere.

2. **Competition**: we live in an area where the plethora of alternative activities (one example being children’s Sunday morning football) provide real competition for people’s attention.

3. **Time**: we are a ‘time poor’ body, with many members hard pressed to balance the demands of work, family and other commitments with their church allegiance.

4. **Money**: though our budget is balanced, we are unhealthily dependent on a small number of households which provide a disproportionate share of our income (around 30%). In many cases, these are older people whose generosity cannot be counted on indefinitely.

5. **Age**: all but two of the clergy and Licensed Lay Ministers (Readers) are aged 60 or over and failure to identify new preachers and worship leaders could lead to a disconnect between the preaching team and many in the congregation.

6. **Affluence**: since like attracts like, we remain at risk of failing to engage in active membership those who do not fit easily into our current profile.
7. **Focal Point:** there is no geographical focus to the community as the parish is almost entirely residential. This limits communication and relationship building.

8. **Image:** negative coverage in the media of the Church nationally and religion generally may make it more difficult to communicate the message locally.

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**Personal Qualities of the New Vicar**

We are looking for someone who

- has a deeply rooted spirituality and knows how to resource him/herself.
- values the Bible as the prime source of inspiration, wisdom, teaching and preaching.
- is an effective communicator and preacher.

We would love someone to come and work with us who:

1. has a passion for reaching out to people including those who are unchurched, introducing them to Jesus, and can inspire others to do the same.
2. holds views in keeping with the principles underpinning our Vision Statement and our church tradition of open evangelical belief.
3. has experience of a collaborative and co-operative approach to church leadership and of developing different expressions of what it means to be a Christian community.
4. has the ability to enable others to grow spiritually and discover and develop their gifts (and in the context of the staff team, has the qualities required to maintain our status as a curacy training parish).
5. has leadership gifts exercised in a personal, pastoral and supportive way.
6. is a person of vision, who can help us shape and then fulfil our strategic direction.
7. is a team player.
8. understands and responds to the priorities and the perspectives of families and young people.
9. has strong relational skills, a people person.
10. has energy and resilience to cope with the demands of the job and of a demanding membership.
11. has interests and activities beyond church life.
12. is committed to working actively with local churches of all denominations.
# Appendix (i)

## Incoming and Outgoing Resources

### Total Incoming Resources

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted Funds £</th>
<th>Designated Funds £</th>
<th>Restricted Funds £</th>
<th>Total 2013 £</th>
<th>Total 2012 £</th>
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### Total Outgoing Resources

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<td><strong>25,400</strong></td>
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### Governance Costs

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<tr>
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<th>Unrestricted Funds £</th>
<th>Designated Funds £</th>
<th>Restricted Funds £</th>
<th>Total 2013 £</th>
<th>Total 2012 £</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independent Examiner’s Fee</td>
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Example of Weekly Church Notice Sheet

Appendix (ii)
Church Hall & Centre Usage Policy

St Paul’s Church has been blessed with a hall and a centre with many rooms that enables us to meet many different needs. It is important that the use of the facilities reflects the best we can do in discharging our role as God’s stewards on earth. Demand for the facilities is high and there needs to be clarity about the purposes for which they are being used and where there is a conflict, how this can be resolved.

The demand for the facilities comes from three sources and they are equally important. Firstly, there is the use of the different rooms by members of the Church family or other Christians. Some of these are for routine activities and for others, the occasional event but all are about meeting the immediate needs of Christians. The second source is from the community looking for space to hold non-profit making activities. Whilst these are not necessarily connected with the Church in its worshipping role, they provide timely reminders that the Church is at the centre of community life and provides opportunities for outreach. Thirdly, there are those groups which are overtly profit-making and need accommodation within the community to hold their activities. Provided this final group is not engaged in activities that conflict with Christian principles, they are welcome as they provide income that facilitates further our work of Living Christ in Camberley. The PCC will not permit the premises to be used in connection with martial arts, freemasonry, groups from other faiths, yoga or political parties.

There is a wide choice of rooms available but unless some clear rules are laid down about their allocation it is inevitable that there will be clashes of events and this can cause unnecessary frustration. This is especially true if a facility being used by a profit-making group is wanted by a church group and where possible the latter must take priority. However, once a contract, with its inbuilt safeguards has been agreed with a group, we must adhere to its provisions and it can be difficult to reconcile the conflicting demands. Ideally we need a solution that separates those facilities used predominantly for profit-making from those used for other purposes. Fortunately, we have the church hall away from the other accommodation which should, in priority terms, be used for profit making events. This is the current position and when vacancies occur there we should continue to offer that facility for profit-making use. Where and when possible we should encourage existing profit-making organisations who are using church centre facilities to move to the hall but not in a way that might cause offence. We should move to this position as soon as possible without offence.

In terms of letting prices, we should ensure that the charge we make to profit-making organisations reflects the market. Whilst we would not want to charge excessively, neither should we be subsidising profit-making activities by our generosity. We need to ensure that profit-making users are aware that our pricing policy will bring us into line with organisations letting similar facilities elsewhere and that it is our intention to move progressively to that position with above-inflation increases in charges where necessary. Profit-making users should be given at least three months notice of forthcoming price rises.

In determining the priorities in usage of St Paul’s premises, the following considerations determined by the PCC in March 2012 will apply:

1. The purpose of the St Paul’s buildings is to facilitate the vision of the Church of ‘living Christ in Camberley’ reconfirmed in Autumn 2012

2. No application will be entertained from an organisation whose aims or activities are incompatible with the tenets of the Anglican Church. Any organisation wishing to use the facilities must recognise that St Paul’s is a Christian Church.

3. The Centre must not be used for any party political purposes.

4. Use of the premises for Church purposes will always take priority.

5. Use of the premises to meet the social needs of people within the proximity will take precedence over
recreational and purely commercial use.

6. Implicit in any agreement that includes use of the kitchen is an understanding on the part of the hirer that the usage is on the basis of adherence to the current law in respect of food handling and absolves St Pauls Church from any liability. (Further information can be obtained from Surrey Heath Borough Council, Environmental Health Department.

7. Government or local government funded and profit-making organisations must always pay the full economic cost of usage.

8. The user must provide evidence of Public Liability insurance that includes indemnity to St Paul's as Principals unless alternative prior arrangements have been agreed.

9. Any agreement shall be capable of termination with three months notice. In the event of the agreement being breached, the notice period can be waived.

10. Gambling and the sale of alcohol are forbidden on the premises.

11. All new bookings must be approved by the churchwardens on behalf of the PCC who will take into account the balance of current overall activities.

12. The PCC reserves the right to make available, for individuals or organisations, information about the work and activities of the Church and its groups.

13. St Paul's Church, the Vicar, Churchwardens and the PCC do not accept any liability for loss or damage to property or injury to any persons arising out of the use of St Paul's Church or St Paul's Church Hall and/or facilities.
**A Personal Covenant**

**Between the Leaders of the Churches of Camberley**

**comprising Churches Together in Camberley**

"Make every effort to maintain the Unity of the Spirit in the bond of peace. 
There is one body and one Spirit, just as you were called to the one hope of your calling, 
one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all.” (Ephesians 4: 3-6)

We **believe** in the Triune God: the Father, Son and Holy Spirit. Because we confess “one, holy, catholic and apostolic church” our paramount ecumenical task is to show forth this unity, which is always a gift of God. Jesus Christ revealed to us on the cross his love and the mystery of reconciliation; as his followers, we intend to do our utmost to overcome the problems and obstacles that still divide the churches.

We **rejoice** that the Churches in Camberley are steadily growing closer in mutual trust and respect. As Leaders of the Churches of Camberley we have in common many joys and hopes, and we have much to offer and to receive from one another in the rich diversity of our traditions.

We **believe** that in our common pilgrimage we are being led by the Holy Spirit, and that God the Father, through our Lord Jesus Christ, is calling us to a deeper unity and to a greater sharing in our mission in his world.

We therefore **commit** ourselves to persevere in seeking a common understanding of Christ’s message of salvation in the Gospel; in the power of the Holy Spirit, to work towards the visible unity of the Church of Jesus Christ in the one faith, expressed in common discipleship, worship, witness and service.

We **undertake** to develop our mutual friendship and support,

to pray, study and work together for the unity and mission of the Church,
to consult together on issues affecting the common good,
to promote justice, integrity and peace,
to speak with one voice to give common witness to Jesus Christ, as far as we are able.

We **pray** God to lead us, with all our sisters and brothers in Christ, towards communion in faith, life and witness; so that, united in one body by the one Spirit, we may together witness to the perfect unity of his love.

*This covenant is an appendix to The Constitution of Churches Together in Camberley. Each incoming church leader will be invited to sign The Covenant anew.*
**Vision Statement & Key Behaviours**

The purpose the St. Paul's Church is "Living Christ in Camberley."

This means:

- To 'Live' 24/7 by being people and doing things that bring a smile to the face of God.
- To try to follow Jesus 'Christ' in what we think, say and do.
- To believe that God wants to show His love to 'Camberley' including people of all backgrounds and circumstances.

As followers of Christ we aim to:

Be **bold** in building bridges and breaking barriers in relationships.
"Proclaim the kingdom of God with boldness... and without hindrance.” (Acts 28: 31)

**Actively own** our personal responsibility to love God and others.
"You are the body of Christ and each of you is a vital part of it.” (1 Corinthians 12: 7)

Serve others as best we can.
"Serve wholeheartedly, as if you were serving the Lord and not just people” (Ephesians 6: 7)
A VISION STRATEGY FOR ST PAUL’S CHURCH
2012 – 2020
1. **Introduction**

The evolving Church Vision Strategy seeks to build on and progress the previous Vision Strategy (2007-2012) particularly focussing on our need to engage with unchurched people. Rooted in The Bible our fundamental mission, core values and structure remain unchanged. Our purpose is still very clearly:

**LIVING CHRIST IN CAMBERLEY**

Our core values are:

- **Belonging:**
  Building caring, Christian relationships in our community
- **Believing:**
  Teaching and preaching salvation only through Jesus
- **Behaving:**
  Living Christ-like lives within and beyond the Church community
- **Becoming:**
  Making life-long disciples
  "...Demonstrating God’s love for all"

2. **Vision Statement**

   a) St Paul’s people will seek to find new ways to reach unchurched people.

   b) The St Paul’s community will be one where everybody, without exception, is welcome to belong, where they will be known by name and valued for who they are.
c) St Paul’s people will be open to the Holy Spirit in relationships, reflecting the love, reconciliation, acceptance, commitment and faithfulness of Jesus.

d) St Paul’s people will serve others in Camberley as we would serve Christ himself.

e) St Paul’s will provide an encouraging environment for the assembled church to give and receive from the Living God 24/7.

f) St Paul’s will be a place where speaking and listening to God is essential to our very existence.

3. **Implications**

This vision statement represents a major cultural change for the people of St Paul’s and Camberley. The implications are unknown and could include numerical growth, controversy and uncomfortable developments for ourselves. The outcome is in God’s hands.

It is our intention to review progress every two years starting in 2014.

Trinity 2012 AD