



*Parish Profile for the post of
Priest-in-Charge (Team Rector Designate)
Merstham and Gatton Team Ministry*

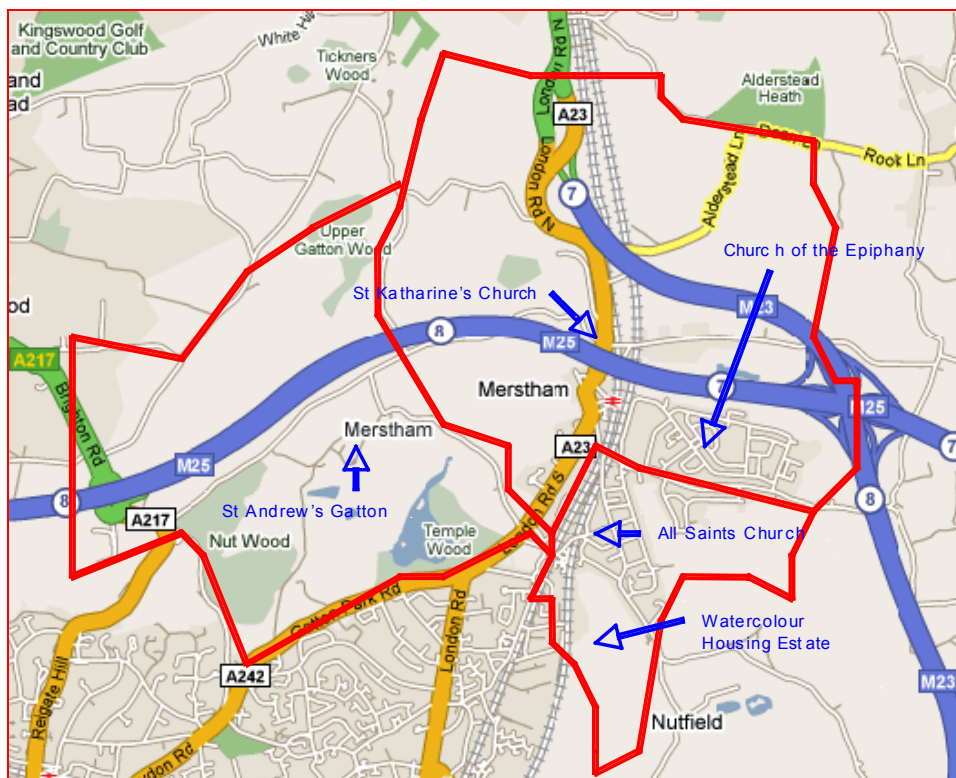


Merstham and Gatton

Priest-in-Charge: Overview

You will have a unique opportunity to lead an exciting stage of the development of the Merstham and Gatton Team Ministry, (formed in 2010) inspiring colleagues to work together to develop Ministry and Mission as they seek to witness to Christ in the diverse communities of the village.

The new Priest-in-Charge will be housed in the All Saints' vicarage. The post is of incumbent status having overall responsibility for Team Ministry. There will be pastoral responsibility for at least one parish within the team. In due course there will also be a new Team Vicar and we expect that post to be advertised later in 2015; action is in hand to procure suitable accommodation for that incumbent.



The Team Ministry and the local area

Merstham and Gatton are fascinating areas with an eclectic mix of ancient and modern, urban and rural, wealth and poverty.

- Junction 7 of the M25, where it meets the M23, is situated in the parish of St Katharine's giving excellent links to the motorway network
- Redhill is approx 2 miles and Reigate approximately 3 miles away.
- Merstham railway station is at the centre of the Team with Croydon 15 minutes away by train and Central London and Brighton each around 35 minutes. There are also good links east/west to Tonbridge/Guildford/Reading from Redhill station.



MERSTHAM

- Population of approximately 6000.
- An ancient village which straddles the London to Brighton railway line. The old London to Brighton Road (A23), the route of the Vintage Car rally and annual charity cycle ride, runs through the village.
- A significant area of social housing, which was formed in the 1950s with the building of a Greater London Council estate. The estate is now 60% owner occupied. The residual 40% of social housing is now the responsibility of Raven Housing Trust.
- Pockets of significant wealth are found in the more rural parts of the area, whilst there is significant deprivation on the Merstham Estate which has been identified as one of the three most deprived communities in Surrey.
- St Katharine's, Merstham is the ancient parish church, to the north of the M25.
- The site of the Church of The Epiphany has a church and hall built in the 1950s, which now have serious structural problems. The site is scheduled for redevelopment during 2015/2016 and the church is no longer used for worship having been taken out of Faculty Jurisdiction in January 2015.
- The Parish office is currently located at nearby Portland Drive on a temporary basis. It is hoped to relocate it within the Canada Hall and new link complex in due course.
- Other local Amenities include: Red Oak Sure Start Children's centre (at Furzefield School), Merstham and Furzefield Community Primary Schools, a wide range of shops and pubs, Merstham Cricket Club, Merstham Football Club, the Battlebridge Sports Facility.



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GATTON

- Population of approximately 100. The Royal Alexandra and Albert School, a Voluntary Aided State Boarding School is situated in Gatton Park. The school has approx 1000 pupils, plus 200 staff resident on site.
- A rural ministry with a small but faithful congregation, many of whom live outside the parish and are committed to keeping the church open as a place of worship. The school Chaplain, Fr Paul Johnstone, while not part of the clergy team, generally takes one service a month during term time at St Andrew's.



Palladian front of Gatton Hall, now part of the Royal Alexandra and Albert School.

- St Andrew's Church, an ancient parish mentioned in the Domesday Book, is situated in Gatton Park. It is an extraordinary Grade 1 Listed building mentioned in Pevsner and Simon Jenkins' *1000 Best Churches in England*, and it has recently undergone a major restoration of its historic interior.
- Throughout the year, hundreds of people visit the church.

Local amenities within the parish include:

- Gatton Park, which was landscaped by Capability Brown, open to the public at regular intervals (www.gattonpark.com).
- Fanny's Farm Shop (www.fannysfarm.com).
- Gatton Community Theatre is based in Gatton Park www.gattoncommunitytheatre.org.uk
- Reigate Hill Golf club is within the parish.
- A new school, Lime Trees Primary, opened in 2013. A new site is still to be built on some Glebe land within the parish and at present the pupils are bussed to a another vacant school site in Woodhatch.





SOUTH MERSTHAM

- Population of approximately 4000, with a very small but growing representation from the ethnic minority communities.
- Predominantly middle-class suburban area, with some social housing in the Sub Rosa housing development on Battlebridge Lane and the southern part of the Merstham estate.
- Incorporating Watercolour, a recent housing development to the south of the parish comprising both private and social housing, a mini-supermarket, a vet, a nursing home, doctors' surgery and dispensing chemist
- All Saints' Church is ideally situated at the heart of the community beside an attractive village green and near a diverse range of village shops, including a dispensing chemist, a Post Office, two hairdressing salons, and a number of food outlets.
- Local amenities include: two special schools, Woodfield School which caters for students with learning disabilities and St Nicholas School, which meets the needs of boys with severe emotional and behavioural disorders. There are a doctors' surgery, Age UK Day Centre, dentists' surgery, Library, residential/nursing homes, Merstham Football Club, water sports centre and nature reserve nearby.



The Vision for Mission and Ministry in the Merstham Team

OUR MISSION STATEMENT

Forward together in Christ

In pursuing this we aim to:-

- Promote and nurture spiritual growth in Merstham and Gatton, in our search for God's kingdom and in our service to our neighbours;
- Be a compassionate, caring and welcoming church
- Be faithful in Prayer, Bible reading and Worship

Our Mission Action Plan (MAP), developed over Summer 2014, includes the following key elements to help deliver this:-

- Providing appropriate buildings and facilities (see 'Our buildings' below) and clergy to support Mission and outreach
- Helping to consolidate the Team – via, inter alia:-
 - joint services and communications
 - sharing resources
 - outreach activities
 - increasing pastoral care
 - establishing consistency across the Team
- Being an open and visible church e.g.:-
 - producing a welcome pack or leaflet for prospective/new members
 - opening churches more often with visible signs of welcome
 - using buildings for wider, more secular events
- Continuing to develop a wide use of liturgy; and celebrate diversity across the Team without compromising either Team or individual identities
- Pastoral/spiritual support – e.g. establishing a pastoral visiting team and facilitating a Team Outreach nurture group

The full MAP is attached as an appendix to this document.



The Post of Priest-in-Charge (Team Rector Designate)

The post will be of incumbent status and will have responsibility for one or more of the parishes.

We are looking for somebody who:-

- Has previously been a Team Rector, Priest in Charge or Team Vicar within a team ministry and has the interpersonal, collaborative and leadership skills to mould a developing Team into a fully cohesive one
- Values diversity in a team; will work collaboratively, openly and inclusively within that team; and be prepared to both listen to, and learn from, others.
- Will coordinate and inspire dynamic leadership across the team with its many challenges and opportunities
- Is comfortable ministering across different traditions
- Has the ability to lead lay, ordained and licensed people in Mission
- Has a very good understanding of community-based ministry, which sees God at work in the world through people of faith and through people of none
- Will engage collaboratively and constructively with the diverse local communities in which we live
- Will be an obvious and active presence
- Will build on links with schools
- Will organise and manage a team, mainly of volunteers, thoughtfully and proportionately.



Particular qualities that we are looking for include:

- An obvious, strong, personal faith and prayer life, with a commitment to continuous personal development
- Clear leadership matched with a strong sense of pastoral care
- Good communication skills using a variety of media
- Approachability, with a warm, empathetic and engaging personal style
- Proven ability in successfully and thoughtfully managing change whilst taking into account differing points of view
- The sensitivity to serve the spiritual needs of all, including those less able to help themselves
- A passion to see our churches grow
- The inspiration to engage all ages and backgrounds in worship
- A heart for outreach, service and ministry
- The ability to nurture people in the discovery, discernment and development of their calling
- The ability to effectively share the gospel and the ability to inspire others to grow as disciples of Jesus Christ
- The ability to maintain an effective work/life balance.



Typical patterns of Sunday worship throughout the Team

	St Katharine's	St Andrew's	All Saints	Other
1st Sunday	10 a.m. Holy Communion	10 a.m. Matins (BCP)	10 a.m. Family Communion	
				11 a.m. Joint Team Café church in Furzefield school hall
2nd Sunday	8 a.m. Holy Communion (BCP)	9 a.m. Holy Communion	10 a.m. Holy Communion*	*alternates with St. Katharine's
3rd Sunday	10 a.m. Holy Communion	5 p.m. Evensong	8 a.m. Holy Communion	
			10 a.m. Family service	
4th Sunday	10 a.m. Holy Communion	11a.m. All Age Communion	10 a.m. Family Communion	

5th Sunday 10a.m. Holy Communion Team Service for all the churches rotates around each in turn

Weekday services:

Monday 9.15 a.m. All Saints' Morning prayer and Ministry team meeting.

Tuesday 9.15 a.m. St Katharine's – Morning Prayer

Wednesday 10:00 a.m. – All Saints' – Holy Communion (1st Wednesday)

Thursday 9:15 a.m. All Saints' – Morning Prayer

Children's Groups – During school term times

St Katharine's 10 a.m. (except 1st Sunday)

All Saints' 10 a.m. (except 3rd Sunday)

St Andrew's 11 a.m. All Age Communion (4th Sunday)

Youth Groups

Youth groups for secondary school age children have traditionally met fortnightly on Tuesdays during term time.



Team Parish policies

Christian Initiation (Baptism and Confirmation)

Open policy regarding Baptism. Lay involvement in Baptism preparation.

Children admitted to Communion at 7+
Confirmation for adults and teenagers.

Marriage of the Divorced

House of Bishops' guidelines followed.

OUR BUILDINGS

Churches

St Katharine's Church Grade II* built approx 1220 A.D. of Reigate stone, a very soft limestone. There is a Victorian addition on the north side to provide clergy and choir vestries. It is unusual for a village church in that it is not in the centre of the village but built on a hillside on the route of the traditional Pilgrims' Way from Winchester to Canterbury. There is a large churchyard surrounding the church. There is also an additional (closed) churchyard on the opposite side of the A23. St Katharine's is situated on the A23 and is very close to the M25. Fixed pew seating, Victorian pulpit, choir stalls etc. 8 bells. Harrison and Harrison organ. Seats 200. The worship at St Katharine's is traditional in a central style.



St Andrew's Church is situated in Gatton Park and is an extraordinary Grade 1 Listed building mentioned in Pevsner and Simon Jenkins' *1000 Best Churches in England*. It is very proud of being an ancient parish mentioned in the Domesday Book. It recently underwent a £250,000 major restoration of its interior, which includes 15th Century northern European panelling and an altar and pulpit, originating from Nurnberg at the time of Albrecht Dürer. There has also been a major overhaul of the ancient stained glass. Lord Monson collected these artefacts in the 19th century on a European Tour. Seats 80. St Andrew's has an eclectic mix of worship including BCP Evensong and other traditional services.



All Saints' Church The present church was built in the 1950s to replace the original Victorian building destroyed by a bomb in World War Two. The interior of the church was re-ordered in 1967. The chancel is carpeted and the main body of the church allows for flexible seating arrangements for up to 150 people with another 30 accommodated in the choir stalls. The nave of the church can also be totally cleared of seating to provide an open space for bazaars etc.. There is a side chapel which is currently used for children's groups on a Sunday. The Canada Hall re-development will provide a new reception/entrance area, meeting room and kitchen and toilet facilities. All Saints' has a gentle evangelical style with mostly traditional worship.



Ancillary Buildings

St Katharine's Church Room – small early 20th century hall with kitchen and toilet – well used by local groups not directly connected to the church, including a Bridge Club, Line Dancing and Dog training.

Canada Hall As mentioned above, the original Parish Church building and vicarage were destroyed by a bomb in 1941. The Royal Canadian Engineers stationed in the area built a temporary church building out of the rubble of the old one in 1943. Since the building of the new All Saints' Church in the 1950s, Canada Hall has served as our parish hall and has become increasingly heavily used by the Community – e.g. Brownies, Guides, Pilates, private parties etc. As built, it is no longer able to meet the increasing demands placed upon it and for several years now, All Saints' have been working hard with the local community to improve the facility. So far, the windows and roof of the existing Canada Hall have been replaced, the stage removed to provide more usable floor space and a new link facility constructed which joins the Church and Canada Hall and will provide the additional facilities mentioned above – i.e. additional meeting room, modern toilets (including disabled facilities), a new kitchen area, a common entrance/reception area for Church and hall and a secure childrens' play area to the rear.



This will free up the corresponding areas in the existing Canada Hall for alternative use. The link shell is now complete and we are in the process of fitting it out during which time it will be in restricted use. The funds for the project have been raised through a combination of local fund-raising and grants and is the result of a huge amount of dedication, generosity and commitment from a large number of people. We are very proud of what has been achieved to date and expect everything to be completed during 2015. The increased space and flexibility afforded by the new facility offer exciting opportunities for the local community going forward.



Clergy Houses

All Saints' Vicarage: 4 bedroom, detached house with a large, secluded family garden within the same plot of land as the church, Canada Hall and the new link. The house was home to the previous Team vicar and, as it meets the requirements for Rectory accommodation, will therefore be home to the new Team Rector, and family, as appropriate.

Epiphany House: 4 bedroom, detached house.

The house is currently home to a caretaker for the diocese pending the redevelopment of the site.

Local Schools include: Merstham and Furzeffield Community Primary Schools, Red Oak Sure Start Children's centre (at Furzeffield School), Lime Trees Primary (at present located at the old Sandcross school site at Woodhatch), Royal Alexandra and Albert School, Gatton, St Bede's School, Redhill – an ecumenical Christian Secondary School – and the Warwick Comprehensive Secondary school, also in Redhill.

Parish Magazines: 2 monthly magazines published: *The Messenger* and *Crossways*. About 200 copies of each are distributed each month as well as further copies being sold in local shops. Both are edited by members of the congregation.

There is also a weekly Team News sheet which is a joint production and is available on Sundays in hard copy at respective churches. There is also a more restricted electronic circulation.

Team Website is at www.mgtmchurches.org.uk

Parish Finances - a rough indication from 2013 figures

	St Katharine's	Gatton	All Saints'
Total Annual Parochial Income	£78,096	£9,660	£69,255
Annual Income from Direct Giving	£35,256	£6,839	£47,102
Annual Income from Investments	£3,826	nil	£1,129
Capital Debts	nil	nil	nil
Arrears in quota payments: current year	nil	£5,608	nil
Arrears in quota payments: previous years	nil	nil	£8,000
Number in stewardship scheme	31	10	55
Number using gift aid	31	5	40
Christian stewardship	yes	yes	yes

Regeneration Project for Merstham

In Summer 2012 Surrey County Council, Reigate Borough Council and Raven Housing Trust produced proposals to redevelop and provide improved housing and community facilities for the Portland Drive area of Merstham. This area is covered by All Saints' parish and Merstham parish. It includes the Epiphany Church site on Mansfield Drive. The proposals are to build a new Library Hub with internet café, coffee shop, youth skills centre, training and meeting rooms, as well as provide a new shops, a small high street supermarket, a chemist and other convenience stores. New housing is also already in the process of being built and the work on the hub is scheduled to start in February 2015. The church has been involved in the planning of this and the redevelopment of the Epiphany site is part of that. The site will be sold to a developer and is expected to provide space for approximately 10 dwellings of a mixture of 3/ 4 bedroom houses as well as a Church house with potential for future use for a curate, church army officer, or youth worker. It is hoped that this development might be completed during 2016.



The building work to improve the link between All Saints' Church and Canada Hall is an important factor in this regeneration as it is hoped that this will provide much better facilities for the community especially with the redevelopment of the Epiphany site. Plans for the future also include providing some improved facilities to St Katharine's church and a rethink of the Church Room and how that land is used.

Relationships with neighbouring churches of other denominations

There are two other churches in Merstham – Baptist and Roman Catholic. Both have taken part in united services such as The Women’s World Day of Prayer. Each year on Good Friday, All Saints’ and the Baptist Church hold a united service at 10.30 a.m. with the venue alternating each year.

Merstham has its own Churches Together group that operates rather fitfully as an organization but there are very positive links at a practical level. For the last few years there have been an annual ecumenical Sunday Funday, and an Open Gardens Scheme run between Merstham Parish and the RC Church. All the churches contribute towards Gatton Community Theatre and Together at Christmas (formed in 2009), which provides a meal for those on their own at Christmas. Originally it was held in St Nicholas School but in 2014 it was held at St Teresa’s Catholic Church Hall, in the week before Christmas. It is supported widely within the community meeting the needs of many who are on their own or vulnerable.

Mission and Evangelistic Projects

A monthly Café Church began in March 2012 as a Team venture and is well attended. From February 2015 this will be located within Furzefield school.



The Epiphany Project is a long-standing partnership, with Surrey Borders NHS Trust, to support people with Learning Disabilities and Mental Health Problems. This is based at the Church of the Epiphany but from July 2015 will be located at Merstham Baptist Church. There is a service on a Sunday afternoon for clients and their carers, who live locally. They come from group homes in the wider Redhill and Reigate area. (approximately 35 people). Surrey Borders NHS Trust funds the leader of this group. There is also a women’s support group led by a member of St Katharine’s who is a trained occupational therapist working in the mental health area.



St Katharine’s contributed towards partnership funding of the community development worker who works with faith communities as part of her job description. She is now fully funded by the Merstham Millennium Trust for this aspect of her work, including the ‘Easter’ Project, an ecumenical project providing a weekly hot meal for those who would otherwise struggle to manage.

St. Andrew's wishes to maintain and promote links with the Royal Alexandra and Albert School; currently St. Andrew's parishioners are invited to services at the School on occasions such as Armistice Day and Founders' Day. A small number of children from the School attend the All Age Communion at St. Andrew's on the 4th Sunday of the month. Gatton Park Trust holds Open Days on the first Sunday of every month from February to October; St. Andrew's is kept open and is usually manned on such occasions and has attracted visitors on those days. The church has formed a close working relationship with the headmaster of the school who has kindly allowed us the use of Gatton Hall for events such as the Easter Morning Sunrise Service breakfast and Parish lunches.

Many members of all the churches are active as leaders in local groups: Guides, Brownies, Rainbows, Beavers, Cubs, Scouts, St John's Ambulance Brigade, the Horticultural Society and Furnistore. We actively support the work of our local Welcare with harvest gifts and toy service donations; volunteers also help at their centre. Church members support the local foodbanks and are also actively involved with Merstham Neighbours, a 'Good Neighbours' scheme set up in 2009.

The All Saints' Church has very strong links with MAP (Merstham Aid Project), which works to support projects in the Third World.

All Saints' also runs a monthly lunch club for retired people or those who live alone.

We are also Fair Trade parishes and Traidcraft products are sold each month after the All Saints' Family Service. There is a community shop, 'Rhubarb', based in South Merstham that is run by volunteers which was started by members of All Saints'.



Church Organisations

CHOIRS. At All Saints' there is no robed choir, though there has been in the past. However, there is a willing group of volunteers who come together weekly to rehearse (under supervision!) to provide regular choral accompaniment.

St Katharine's has a small unrobed choir. The two Choirs join forces for the regular Team services and practise together on Friday evenings.

CHILDREN'S GROUPS All Saints' and St Katharine's groups meet on Sundays during term time. They are run by a team of parents and volunteers who meet termly to plan their sessions. At Team services these combine and recently they enjoyed a joint Christmas party and a shared communion in St Katharine's hall. A joint Candlemas workshop in Canada Hall is scheduled for January 2015.

MOTHERS' UNION While the branch is run by and from All Saints' it includes members from other Merstham churches. It is a lively and active branch of 34 members and meetings are usually held in the evenings as many of the members work and its programme is flexible.

CANADA HALL CUPPAS This is held every Friday morning in Canada Hall. Tea, coffee, soup, cakes etc. are available and a good number take advantage. This helps us to meet older people who may not be able to come to services.

GUIDES 3rd and 6th units both operate out of Canada Hall catering for Rainbows, Brownies, Guides and Rangers. Meetings are held weekly, during term time. Some of the units are affiliated to the church.

SPARKLERS A weekly toddler group that meets in Canada Hall. Numbers are healthy. The Church tries to ensure a 'church' presence in the form of providing the refreshments when possible.



ST KATHARINE'S BELL RINGERS are active ringers with people of all ages (children to retired adults) involved. There is a strong band of existing ringers and others in training. There is a real tradition of teaching new ringers. A band rings for regular services and weddings as well as other events.



Social/Fundraising. A number of other social/fundraising events are run including Summer fetes, car wash, lunch club and a regular pantomime in aid of the Canada Hall Link project.

Regular groups for bible study/ discussion / prayer

Discussion Group: 'Hot Potatoes' is a monthly discussion group on topical issues and is led by one of the Lay Readers.

St Katharine's has a long-established Emmaus group. Lent Courses (day and evening for adults) and Lent lunches are ecumenical.

Quiet Days/half days are held occasionally and led by the clergy with SPA support.

Confirmation groups/ admission to communion.

Bible reading notes for all ages are distributed to members of the congregations for daily bible reading.

Lay involvement in public worship and pastoral care

Across the team:

- 3 Licensed Readers
- 1 SPA
- There are 2 Pastoral Teams, which include laity, who visit and offer practical help to those in need.

The laity are involved in:

- Administration of Communion.
- Reading, including Gospels.
- Leading Intercessions.
- Children and young people are encouraged to take part in monthly all age and family services by reading, leading intercessions and participating in drama etc.
- Home communion.
- Support the work of the Epiphany Project.

Children's and youth groups are run by lay members who meet once a term to organise the programme and to share ideas and information; these meetings are usually chaired by the clergy.

At All Saints' there is a transport rota to assist those who would otherwise have difficulty attending church.

Members of the congregation organise a rota to supply a daily meal for two weeks for new parents following the birth of their child. Meals have also been supplied to those who have been temporarily incapacitated through injury or ill health.

St Katharine's support the clergy at wedding preparation groups, administration prior to the wedding and during the service.

Churchwardens generally stay in office for 6 years at St Katharine's and 4 years at All Saints'.



<i>Number on Electoral Rolls</i>		St Katharine's	St Andrew's	All Saints'
	Average Sunday communicants	45	8	55
	Baptisms	20	1	11
St Katharine's 57 All Saints' 105 St Andrew's 21	Funerals including cremations	14	2	12
	Weddings	10	2	1



Opportunities and Challenges

There will be the opportunity to work with the Team, the Diocese and the local communities to develop a vision for the future of both church and community buildings in Merstham.

The Canada Hall redevelopment (see above) will provide a huge opportunity to expand the use and profile of the community facility and turn it into a crucial local hub. This project has been achieved through local fundraising in excess of £350,000.

The Watercolour housing development, which is in the parish of All Saints', presents both a challenge and an opportunity for Ministry and Mission. The Residents' Association is particularly keen to make use of the church's facilities once the Canada Hall development is completed, hopefully in 2015.

St. Katharine's in 2012 completed a £250,000 project to restore the tower. This has eaten into reserves, and recapitalization will be a major challenge for the immediate future.

St Andrew's have successfully raised £250,000 for renovations to the panelling in the church. Projects are underway to repair the ancient stained glass and window tracery and work on the structure of the tower is still underway but expected to be finished shortly.

The Team Council gives the opportunity for leading laity and clergy from across the Team to talk about issues of common concern. This will be very important as the Team discusses the future of mission and ministry throughout Merstham and Gatton. The council meets 3 times a year. A joint team Away Day was organised in June 2014 which allowed the PCCs' members to discuss together their vision for the future and work out the joint Mission Action Plan.

This is a unique opportunity for bringing Ministry and Mission to a microcosm of society, which will be exciting, rewarding, and personally fulfilling.