



*We are one Parish with three welcoming and inclusive Churches.*

*Our vision is for the growth of God's Kingdom so we aim to:*

*Grow in Spiritual Maturity*

*Grow in Numbers*

*Grow Younger*

*Grow in Community Engagement*

## **Parish Profile and Statement of Needs for the post of**

# **Rector**

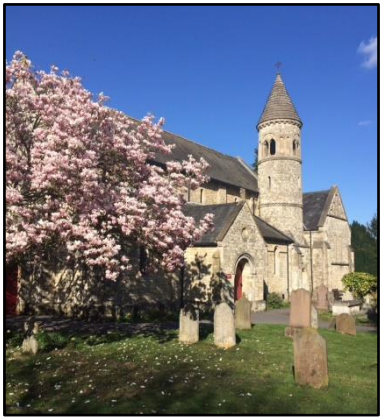
**of the**

**Parish of Badshot Lea and Hale.**

**Diocese of Guildford**

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# 1. Welcome from the Bishop of Guildford



The Diocese of Guildford is a warm and friendly place to be, with a strong cohort of gifted and passionate laity and clergy, some excellent church schools, and plenty of beautiful countryside to enjoy on a day off!

Our vision as a diocese is to see lives and communities transformed through the love of Christ; and, to that end, we have recently refreshed our Diocesan Strategy Transforming Church, Transforming Lives, with a particular focus on Growing Disciples, Growing Diversity and Growing Community. Although our congregations are generally rather larger than average, we are all too conscious that we are only reaching a tiny proportion of our parish populations, and are particularly keen to become more effective in passing on the baton of faith to younger generations.

Our team of Mission Enablers are committed to working with every parish in fleshing out that vision in an appropriate way, going with the grain of the church's history and tradition, whilst also suggesting new ways to 'proclaim the gospel afresh in each generation'. The pandemic, while presenting many challenges, has helped to forge new relationships between many of our churches, creating a spirit of 'us and us' more than 'them and us', and opening up new approaches to partnership and inter-church collaboration.

If you share our vision for transformation, and have a track record in growing disciples, growing diversity and growing community, we'd love to hear from you!

Bishop Andrew

## 2. Welcome from the Area Dean



There is much to celebrate in the life of the Parish of Badshot Lea and Hale. There's a great sense of unity and support, whilst the three churches maintain their own unique identities. The area is very diverse and the churches are fully engaged in community life. All of the churches are felt to be open and welcoming. 'Inclusiveness' in all its dimensions is something that is significant and celebrated. The clergy team has been quite settled for several years and this has brought many benefits. There are solid foundations to build upon, the parish has some healthy structures, and the finances are in a much better state than they have been.

For the right person, this post is an exciting prospect. There is the challenge of helping individual churches and the whole parish reach their potential. The churches touch the lives of many people and although congregational numbers can be low, experience has shown that growth is both desired and possible. The buildings can accommodate large numbers and there is much flexibility. These properties also bring their challenges, but they offer the opportunity for significant development.

In 2021, Guildford Diocese launched the new Parish Needs Process, seeking to walk alongside every parish to help with vision and the resources required to fulfil it. This parish identified a number of key priorities. These include: discipleship, prayer and young people. There is the hope that with the right leadership, the members of all the churches will be encouraged to grow in their faith, and in what it means to follow Jesus every day. There is a recognition of the importance of prayer, and the desire to grow this across the parish. Finally, it is acknowledged that the numbers of children and young people remain small, and so there is a need to address this. Churches across the deanery seek to work together, and the good relationships amongst the clergy and the well-attended Chapter meetings are a good source of encouragement. Within the parish itself, there is an active and diverse team of both clergy and laity.

This is an attractive post for the person that God is calling to serve the existing congregations and to grow the churches. If you would value an informal conversation about this post, please do not hesitate to get in contact with me: [vicar@stalbanshindhead.org.uk](mailto:vicar@stalbanshindhead.org.uk).

Revd Richard Bodle



### 3. Welcome from the Church Wardens



Kris, Sarah and Pamela

Thank you for your interest in the opportunity to serve as the Rector of The Parish of Badshot Lea and Hale.

The theme of our Parish Profile is community. Although housing developments have blurred the historic boundaries which existed between the villages and their neighbouring towns, both Badshot Lea and Hale retain their own identity. Outside the church there are many village activities run by committed volunteers including (to name but a few) scouts, football clubs, a local history project, conservation groups and a carnival committee. Our three churches aim to be outward looking witnesses to the love of God for this community.

You will see that we offer three churches with their own distinctive worship styles but who nevertheless work together as a Parish and enjoy sharing in Parish social events. It was not always like this but under the guiding hand of our current (or should it be previous) incumbent we have moved a long way and are now a united and strong Parish.

We are offering you the opportunity to guide us on the next stage of our journey, so that we can grow in numbers, grow younger and achieve more of our potential.

We look forward to meeting you,

Pamela, Kris and Sarah

## **4. Our Recent Journey**

### **4.1 Unity**

A significant success story has to be the unity between our three churches. This has not always been the case but a lot of attention has been made to building good relationships and making decisions and events parish centred; we have a single PCC. Today the parish is very strong, we may have differences in our worship styles etc. but we work together for the benefit of the parish as a whole.

### **4.2 St Mark's Growth**

St Mark's Church has experienced growth both in numbers and in enthusiasm. The church members share a passion for the building and for the future growth of its worshipping community

The preservation of the church building is important to many outside the worshipping community. The church organ (which is affectionately called Emily after the local benefactor, Emily Mangles, who paid for it) was refurbished in 2018. The church houses a set of historically important murals by local artist Kitty Milroy which were restored in 2021.

Both of these projects were expensive and the fundraising needed involved many local people. The individuals pictures in the murals were local residents and the daughter of one of the models is a member of the congregation. These activities raised the profile of the church in the local community, and the church marks Kitty's birthday each year with a special service.

Twelve years ago, St Marks' main challenge was staving off extinction because the congregation had dwindled. Its challenge now is to move from being a new congregation to becoming a secure and established congregation which continues to grow. Like many churches St Marks is dealing with a 'covid hangover', post pandemic the number of children attending services has fallen and the Christenings which used to be a regular feature of Sunday services are now much rarer.

### **4.3 Worship**

The pandemic has impacted our churches considerably and gave opportunity to make some changes.

It was important that our worshipping communities did not feel isolated during lockdown so we developed on-line services. This proved to be very popular, both in the local community and also with visitors from across the world. Reaching out to families we also developed a Toddler service. The main service is viewed by care homes and the Toddler service by Pre-schools as well as individuals. We still have regular attendees at both services so the intention is to keep them running.

We encourage families to worship at our churches and our style of worship has become less formal. This may include a short drama as a representation of the readings or theme of the service. This change has been accepted positively by the majority of our regular worshippers. The churches are all very welcoming to families and provide spaces for children's activities within the worship space.

#### 4.4 Buildings

We realised that our buildings were not being utilised fully and should be made more available for community use. Our church buildings are now suitable for a variety of groups to hire and make good spaces for private parties. This has made a great difference to parish finances as well as making our buildings come alive. The excited squeal of youngsters playing with the oversized train tracks provided by 'Trainmaster' is such a delight and far better than our churches being empty throughout the week.



#### 4.5 Safeguarding

When new Safeguarding requirements became more onerous a spreadsheet system was devised to keep track of what needed doing and led us to 100% on the Church of England Dashboard. The diocese has congratulated us for our achievement in this area.

#### 4.6 Parish Share

We are, after a few difficult years, able to pay our Parish Share. This is largely due to the administrator who is responsible for hall bookings. She was particularly proactive in the pandemic, seeking out groups that had lost their venues. Her personal touch means that she creates good relationships with hirers resulting in repeat bookings.

Whilst confident that we will be able to continue to pay the Parish share, our financial position is still not satisfactory as we need to build up unrestricted reserves. One way of achieving this could be greater congregational giving; either personal increases or more regular givers via the Parish Giving Scheme.

The point is this; the one who sows sparingly will also reap sparingly, and the one who sows bountifully will also reap bountifully. Each of you must give as you have made up your mind, not reluctantly or under compulsion, for God loves a cheerful giver.

2 Corinthians 9:6-7

# 5. Growing Disciples in the Parish



## 5.1 Our Worship

Church	Service	Frequency	Music	Children	Attendance
St George's	Sunday 10am Communion – intergenerational Occasional Service of the Word	Weekly	Organ / Keyboard Hymns Ancient & Modern Small choir	Approx. 10 occasional	c. 30
	Sunday 6pm Said Evening Prayer BCP	Monthly	None	None	c. 7
St John's	Sunday 9:30am Communion – Traditional Occasional Service of the Word	Weekly	Organ / Keyboard Hymns Old & New Small choir	None attending regularly	c. 20
	Sunday 6pm Taizé (currently suspended)	Twice monthly	Organ	None	c.5
St Mark's	Sunday 11am Modern Worship, presented on screen usually communion	Weekly	Small band, violin, bass & keyboard	None attending regularly	c. 25
	Wednesday 12pm Said Communion	Weekly	None	None	c. 6
Online	Service of the Word	Weekly	Hymns recorded during lockdown.		
	Toddler Service	Monthly	Hymns recorded during lockdown.		

“The fact that we have three different churches, each with its own style of worship, should be celebrated in that everyone should be able to find a “good fit” somewhere in the parish.”

A Church member



Although the worship styles at the three churches differs, there are some similarities:

1. Baptisms are generally held within the main services. It is important that the baptism candidates and families feel welcomed into our church communities.
2. The readings and intercessions are read by lay people. Being involved in the leading of a service can be part of discipleship growth.
3. Several outreach services are run throughout the year, e.g. Pet Service, Pride Service, Harvest Festival (incorporating Apple Day at St Mark's), Mothering Sunday etc. and the Carol Services and Christmas Eve Crib services are well attended.
4. Vestments are worn at all celebrations of the Eucharist.

The choir come together for special services and may also robe if it feels appropriate.

Services are held in Farnham Mill Care Home and Bankside, a retirement complex in Weybourne. We also provide home communion where required. The residents of Farnham Mill occasionally attend Sunday morning worship at St George's.

O come, let us sing to the Lord; let us make a joyful noise to the rock of our salvation!

Psalm 95:1

## **5.2 Children and communion**

The PCC have agreed that children may take communion from the age of 7 with their parent's or carer's permission, and after following a programme of preparation.

## **5.3 The Choir**

We have an amazing choir leader. During lockdown, when small gatherings were permissible, she opened up her garden to sing worship songs together. Now the choir comprises of members of the three churches as well as a non-worshipping member that has come from our 'Connections' community group.



At our 2023 Carol Services the combined choir delighted the attendees with the quality of their singing. The choir are keen to sing at community events and visit local Nursing homes as well as leading our worship.

## 5.4 The Musicians

We have some talented musicians that provide interesting musical arrangements, with instruments including organ, keyboard, violin and double bass. The musicians move between the three churches to bring variety to the worship.

They also come together with our own in-house caller to provide a folk band to play for the parish barn dances that are held in St Mark's and St George's churches.

## 5.5 Some Worship History

At St George's Church for many years there was an additional non-eucharistic service at 11:30am on a Sunday morning. This was primarily lay-led and aimed to be a period of all-age worship. As this followed shortly after the 10am service, it was hoped that the two congregations would socialise over coffee served between the two services. This service was on the whole very popular with young families although that popularity started to wane in 2019, just before lock-down.

In reality, the two congregations rarely met so there were two distinct worshipping communities. Also, as children approached their teenage years the families started to drift away. After lock-down it was decided to combine to a single service, but to aim for this to be intergenerational. There remains a problem of retaining young people today – but there are so many opportunities for youngsters that compete with our worship times.

But Jesus said, 'Let the little children come to me, and do not stop them; for it is to such as these that the kingdom of heaven belongs.'

Matthew 19:14

Other initiatives to attract young people and young families have been introduced for and run for a while e.g. Messy church, Babushka, family worship, holiday clubs etc. None of these are running currently; there is an enthusiasm on our side, but not always the man-power or the take-up to make them happen.

## 5.6 Celebrations

We have an enthusiastic 'catering team' who love the opportunity to help put on a celebration. For example, for the Queen's Jubilee we arranged an afternoon of entertainment, calling on some of our hirers to help with this, which culminated in an afternoon tea.



## 5.7 Home Groups

We have been trying to encourage people to get involved in home groups (e.g. personal testimonials in our services). We currently have two face-to-face groups and one online group that run weekly throughout the year. The groups offer fellowship, bible study and prayer and a safe environment in which strong relationships build. It would be good to have more groups.

## 5.8 Courses

We run a regular group called 'Questioning Faith' which has proven to be popular to those starting out on their faith journey.

# Explore the big questions of life

## Questioning Faith

We run lent courses each year which attract people in addition to those attending the home groups.

We also run themed courses for example a recent course for deepening prayer which we see as a priority for growing our parish, building relationships with God and one another.

"Prayer changed me and I change the world".

Oswald Chambers

We have found that courses can lead to participants joining an existing home group or for a new one to develop.

# 6. Growing Diversity in the Parish

## 6.1 Youth Leader

We have an energetic volunteer youth leader who is actively involved in dramatisations in our worship and creates engaging online Toddler Service material.



Life-size Christingle



Online service sock puppet

She also visits the local schools to lead assemblies and organises religious experiences to which school children are invited to be involved. These experiences are very popular with the children who have asked for more opportunities like this.



Part of the Harvest Experience



Part of the Pentecost Experience

She runs courses for children wishing to receive communion before their confirmation and for confirmation candidates. We already have children signed up for these for 2025 when they will be old enough to go through this process.

## 6.2 Youth Ministry

We are proactive with our provision for young people with groups run by church members, visits to schools and pre-schools, inclusion of schools and scouts groups in church events and invitation to specific spiritual experiences etc. We offer classes for communion before confirmation (aged 7+) and confirmations classes (aged 11+). We regularly have confirmation candidates presented at the cathedral on Easter Saturday.

However, attendance by young people and their families at our Sunday services is disappointingly low despite us doing our best to make them feel very welcomed. We have attended some training to help with making the service more accessible and intergenerational and are open to trying new ideas.



We have a games evening which is designed for all ages to enjoy. Some very lively young people from the area attend and enjoy a range of activities including art, painting and papier mâché. An important part of the evening is eating together with discussions. Provision for these youngsters is a valuable part of our ministry.

There is a Baptist, a Methodist and a Roman Catholic Church within the parish. Good informal relations exist.

There is a Churches Together in Farnham of which we are members. They organise a Good Friday Walk of Witness and joint projects such as the Week of Christian Unity and coordinated support of Christian Aid Week.



Good Friday Walk of Witness

Ecumenical relations in Farnham are supported by the Farnham Christian Community Trust (FCCT), an independent body which resources a wide range of ecumenical activities including leading school assemblies, parenting groups and social activities.



The Syro-Malabar Church regularly uses our churches for social and children's events and has taken part in a fundraiser for Christian Aid with us. The Apostolic Faith Church (Mugodhi) meets at St George's Church every Sunday afternoon. We are keen to encourage these links.

We have excellent relationships with other faiths, particularly the local Muslim communities, and one of our curates speaks at interfaith meetings. We have a regular women's interfaith meeting at St Mark's.



The parish is part of Inclusive Church ([www.inclusive-church.org](http://www.inclusive-church.org)), with a curate who is the Inclusive Church regional ambassador for Surrey,

We include annual Pride services in our calendar and work with the community to increase support for marginalised people.

The parish sees community work as vital to its role in the area.

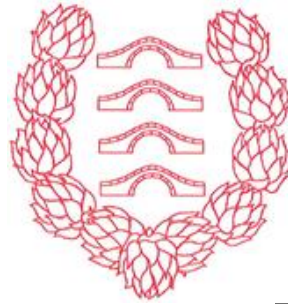
### 6.3 Ecumenical Links

### 6.4 Inclusive Church

## 7. Growing Community in the Parish

### 7.1 Community Links

We have developed good community links with groups such as Sandy Hill Inclusive Partnership, the Badshot Lea Community Association, the Farnham Literary Festival with whom we run poetry competitions, the Farnham Forum and Farnham Maltings, a thriving arts venue, which has just opened a Craft Café at St George's.



At our Parish Fete we invite local community groups to promote their activities. This helps our fete to be a more diverse and attractive event, but we also hope it generates more interest in the community groups. We provide prayer stations at various community events, e.g. Hale Carnival and Farnham Gostrey Meadows Festival.

### 7.2 School Links

We have been running a successful mentoring initiative at Heath End School for children in Years 9 and 10. This has currently been put on hold as we have no one to lead but hope to reinstate when we can.

We work alongside the local schools. We host the community Christmas Light switch-on in Badshot Lea and support the school's Easter Egg Hunt. The school is included in the Parish Fete held in the St George's Church garden. The head teacher of the Badshot Lea Village Infant School was involved in the development of our parish profile.

“Badshot Lea Village Infant School, while not a church school, values its links with the parish and enjoys its place in the community.

From visits to the church for our RE lessons, our wonderful ‘Open the Book’ assembly friends, and our end of term services, we would love to continue embracing our shared ethos and work within the local community.

Having a vibrant, personable and inclusive person to lead the parish and help with some of our assemblies would be fantastic.”.

Gemma Ball, Head Teacher

We invite schools to experience prayer stations at St John's at specific festival times and schools and a local nursery have their own special services held in our churches led by our ministry team.

Our 'Open the Book' team regularly visits two primary schools and a nursery to share bible stories with children in a way that is fun, interactive and memorable. We would love to grow this team so we can bring the word to more youngsters.

Church members run 'Little Bees', a very popular toddler group, at St George's Church. Although the families don't tend to attend our worship, some do come along to seasonal services and have brought their children to baptism.

A toddler group was started at St Mark's church but currently there is not the demand for this.

A sea cadets group meet in a hall in Badshot Lea. Their band can be heard practicing on occasions in the village. They often play at our parish fete and are invited to parade at some of our special services (e.g. St George's Day).



We are fortunate in that a community payback group is providing us with much appreciated manpower to maintain our gardens and provide some interior decorating.

### 7.3 Pre-School Provision

### 7.4 Sea Cadets

### 7.5 Community Payback

## 7.6 Summary of Activities and Organisations

The following activities take place in the parish:

- “Little Bees” hold a session each week in St George’s for pre-school children.
- Art at St Mark’s is held on the first and third Thursday of each month offering the opportunity to try out some art along with coffee and cake.



### *Art at St Mark's*

- Connections is a social group for over-50s which meets at St George’s on alternate Tuesdays.
- St John’s has a drop-in coffee morning on the second and fourth Thursday of the month.
- Friday Night Games takes place at St Mark’s on the second and fourth Fridays of the month and involves a wide range of ages playing games, having a meal and doing craft. We have recently introduced aspects of Youth Alpha into this.
- There is an interfaith meeting for women once a month on a Saturday.
- There are a small number of regular study and prayer groups which are often lay-led. One is online and the others in-person.
- Exploring faith courses are run at regular intervals.
- There are Lent courses and other regular courses such as ones on prayer, ethics and worship.
- A craft market is held at St Mark’s four times a year.





- The parish runs the Farnham Poetry Competition on behalf of the Farnham Literary Festival and the final takes place at St Mark's.
- Farnham Maltings, a nationally renowned arts centre, has recently launched a Crafts Café at St George's.
- Social activities are held throughout the year, organised by members of the laity. These include barn dances, quiz nights, a Harvest Supper, gintasting, and beetle drives. In the past there have been flower festivals, tea parties and a 'holiday at home' for older people.



*Above: summer fete; right: barn dance*

- There is a summer fete held at St George's for the whole community.
- Several parish away weekends have been held in the past and have been greatly enjoyed by those who have participated, but this has not happened for a while.
- Other community groups use the facilities of St George's and St Marks extensively.

## 8. Our Vision for the Future

### 8.1 Growing Disciples

Current Strengths	Future Vision
The Parish is united despite the three churches having different, vibrant characters.	Maintain this diversity-in-unity and develop the different characters of the churches.
There is a culture of vocation: lay members stepping forward to take up ministry roles, encouraged by the collaborative approach of the Rector.	Draw on this spirituality to improve areas where discipleship is weaker e.g. financial giving
Congregations tend to be elderly. With all the obvious problems, still this is a group of people stable in the short-term, to whom the church is important, many with time to spare and secure materially.	Affirm the valued presence of the elderly as a core group and ensure their views are engaged with properly.
There is thought to be a good culture of private prayer.	Develop prayer groups/ church or parish prayer meetings/ prayer walks
On-line services were introduced successfully.	Use these to reach more people and especially more families.
We have a strong parish choir.	Continue to experiment with worships songs to have a greater appeal to non-church people.
We have an excellent safeguarding officer.	Support officer with PCC more engagement.
Paying full parish share for the last two years.	Continue this financial discipline to build up unrestricted reserves.
Current Weaknesses	Future Vision
Like many other parishes, our congregations are small for the size of our Churches and our Parish.	Grow numbers where possible; where not, develop a theology of waiting to be of service to the world.
The number of people attending small groups is low.	Find ways to make attending small groups a natural part of church life.
We run some good social events, but it tends to be only church people that attend.  As these are also fund raisers, we are always dipping into the same pockets!	It would be great if we could encourage more non-church people to attend social events, develop relationships and become part of our worshipping community. This could also help with our financial situation.
Pastoral care can be hit-and-miss although our congregations do provide fellowship & support to one another.	Develop the system, e.g. with pastoral assistants.

## 8.2 Growing Diversity

Current Strengths	Future Vision
We have an excellent volunteer Youth Minister.	Get funding for a Youth Minister (or pay current Youth Minister) that we can possibly share with other parishes.
Vibrant visits from primary schools and from a small group of teenagers to Games Night.	Develop visits from other schools. Barfield School used to have links with St George's.
The Open the Book team is popular.	Grow the Open the Book team so we can reach more children.
Mentoring program at Heath End School was introduced at the request of the school and managed by the Parish but is now on hold due to the departure of our Rector and her husband.	Reinstate this.
There is past experience within the Parish of running popular family services, holiday clubs, activities, youth services, Messy Church.	It may be possible to do these things again if there are enough resources and demand.
We have talented musicians.	Develop musical activities with children or services with modern music. Consider reinstating the youth band in the future.
Friendly links with other Christian denominations and other faiths exist.	Develop these so far as priorities and resources permit.
Current Weaknesses	Future Vision
There are few children in services.	Grow numbers where possible (see proposals above); where not, develop a theology of waiting to be of service to the world.
When young people approach their teenage years, they tend to drift away from church.	Consider worship provisions for teenagers – time and substance to suit their needs.
All-age' services are not particularly all-age, and that suits many in the congregation. (This is not exactly a 'weakness', just a natural problem.)	Hold genuinely all-age/intergenerational services at a realistic frequency.

## 8.3 Growing Community

Current Strengths	Future Vision
Activity through external media (social media, local newspaper, local radio); parish website, magazine, congregation-wide e-news, leaflets, posters; presence at community events.	Creating a culture of invitation - engaging well when we are not in church - being prepared for invitations to be declined - it might be that it's just not the right time. Goal: our churches to be seen as natural community hubs.
Hall/church lettings mean many external groups pay to come into our churches daily, giving natural links into the community.	Carry out a simplified version of St John's Project to provide an additional site for letting, to bring people into a splendid church for a cafe, after-school safe space, etc. Continue policy of discretion to offer favourable lettings rates in special cases (but not too much!).
Our administrator is also a member of the Parish clergy and so uniquely placed to encourage relationships with external groups, including faith groups, for example by attending their events and promoting them to our congregations	Continue to value this in our administrator and encourage involvement by congregation members.
The Kitty murals at St Mark's have recently become established as a local art attraction. St Mark's has hosted literary competitions and performances and a regular craft fair.	Continue developing links with The Maltings, a local arts venue. Consider developing a drama group.
We endeavor to make a positive input to the community	It would be wonderful for our churches could be seen as the heartbeat of the community.

Welcome one another, therefore, just as Christ has welcomed you, for the glory of God.

Romans 15:7



## 9. Our next incumbent

We offer you:

- Three churches offering different worship styles within Common Worship Order 1 and BCP Evening Prayer and Taizé services.
- Solvent parish with three significant income streams
- Strong links to two primary schools, two infant schools, a nursery and a secondary school. All of these are non-church.
- Eclectic musical tradition.
- A culture of vocation.
- Membership of Inclusive Church.
- Good interfaith links.
- Opportunity to shape and redesign one worship space.
- Good community links.
- Spacious rectory.
- A parish that is signed up to the C of E Clergy Wellbeing Covenant.

What we are hoping for in our next clergy appointment:

- Collaborative leader who is capable of delegation.
- Ready to help us grow in spiritual maturity.
- Open to new ideas for growing congregation numbers.
- Dedication to inclusion.
- Experienced and skilled in engaging with young people but also with an understanding of the needs of all ages.
- High profile at parish events and in the community.
- Sensitivity to the three distinct characters of the churches and having a flexible worship style

It would be really nice if our next appointment has:

- Project Management experience

Some of the things our parishioners have told us:

You should be someone who considers everyone from the cradle to the grave an important part of the church.

St Mark's is friendly and relaxed.

The usual congregation is elderly and needs gentle encouragement to step out of its safety zone.

I would like you to be kind, loving, friendly, and an ally to the LGBTQIA+ community.

St John's is friendly, welcoming and a beautiful building of peace.

St George's is a friendly welcoming church where fellowship and support are freely given by the congregation.

Everyone's contribution is valued.

A vicar that is kind, easy going, approachable and fun!

# Appendix 1 Church Buildings



## A1.1 The Parish Church of St George, Badshot Lea

St George's Church has a history stretching back to 1903. It is sited on the crossroads in the center of the village opposite the village infant school. The vicarage is sited alongside St George's and is currently let out by the diocese, not being used by the clergy.

The church can seat 125, extending to 200 for larger services by expanding out into the hall. Seating is moveable and stackable which makes the space very versatile. At the last quinquennial the church was judged to be in good repair.

The church hall is built onto the side of the Church and comprises a large, light and airy meeting hall, a well equipped connecting kitchen and two small rooms. One of these - The Haven - is ideal for business meetings, counselling or as individual working space. There is disabled access and toilet facilities, and a dedicated church car park adjoins the hall. There is also a lawned area alongside the church which is available for church, community and school events.

The hall can be partitioned to create two smaller areas and the partitioning between the church and hall can be opened to create a single space for big occasions and large congregations. This flexibility makes the building a very versatile space for both church and community use.

Having a door from the hall out to the car park also makes this a suitable space for outdoor services.



A number of community groups and other worshipping traditions are regular hirers of both the church and hall spaces with other groups hiring on an ad-hoc basis.

The congregation covers a wide age span. The worship style has become more relaxed since COVID with the intention of it being inter-generational. This is a challenge, but we are moving in that direction. St George's is a fully inclusive, warm and welcoming church.

A nave altar is used in preference to the chancel altar helping to make a less formal atmosphere but without infringing on due reverence.



This Grade II listed church was built over 175 years ago. It is an attractive church in Romanesque style, close to Farnham Park.

The church has a nave altar in addition to the high altar. The church can seat approximately 250 people. Adjoining the north side of the church, though not part of the main structure, is a small meeting room (the Sumner Room) which shows some evidence of subsidence. It has a kitchenette and a utility area with a toilet. Though the area is kept in reasonable order it is in need of updating.

The congregation is mainly elderly and the average age is probably about 75 years. We do therefore need someone who will encourage young people to come to St John's while not excluding the elderly but faithful members.

There is an attractive open churchyard with a Garden of Remembrance.

Prior to COVID there was an ambitious (£2M at 2019 prices) project, "The St John's project", which was to make the Church a more modern and versatile space. It was also intended to make this into a Hub for young people to use after school. The fully specified and documented plan was suspended after COVID with funding/grants significantly more difficult to come by. The current expectation is that only a cut-down project will be practical, but a moderate

## A1.2 The Parish Church of St John the Evangelist, Hale

### A1.2.1 The St John's Project



amount of work will be required to enable the potential of a relatively under-used building to be exploited.

As a small start to the St John's project, the pews were removed from the North Aisle area to create an open space that would potentially allow a more versatile use of the space. The floor was temporarily leveled but this is showing signs of wear and needs attention. The original plan was to remove all the pews and have all the floor leveled and replaced recreating an attractive open and versatile space.

Another part of the project was to obtain land to the south of the churchyard which would become a much-needed car park and allow for the creation of a much more accessible approach to the Church, rather than the existing long and steep walk. The car park is part of a wider planning application for use of a parcel of land. The planning process has been challenging, but recent indications are that things are starting to move forward. As there is no hall the hope was to improve our facilities and make the church building dual purpose. This would help to increase our income.

The church tower is in need of significant work, in excess of £50,000 and a start has been made to raise these funds.

### A1.3 The Church of St Mark, Upper Hale



St Marks has a small but committed congregation of ~20 regular worshippers. It is situated on top of the hill in a residential area opposite the village's primary school. St Marks is a welcoming, outward looking church which seeks to be part of the local community.

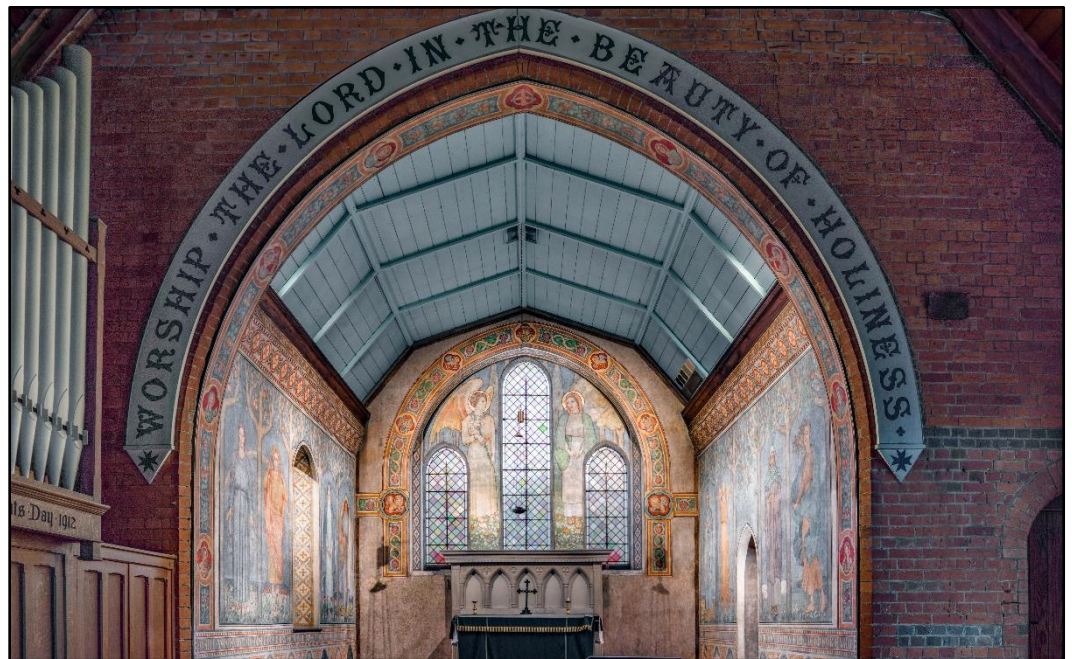
The church was built over 140 years ago and was given Grade II listing in 2021. In addition to the High Altar, it has a Nave Altar which is used for the main Sunday Eucharist. Its seating for 100 is moveable and the church is used by both congregational and other groups.



Attached to the rear of the church, there is a community centre (built 1996) for the use of both church and village. The parish office is beside a community room consisting of a kitchen, meeting room and unisex toilet together with disabled toilet facilities. The lower area consists of a meeting room, currently occupied by a florist, a storage area, boiler room and unisex toilets.

For a number of years, plans for the reordering and refurbishment of the church have been discussed with a view to making the church a more flexible worship and community space.

### A1.3.1 The Kitty Milroy murals

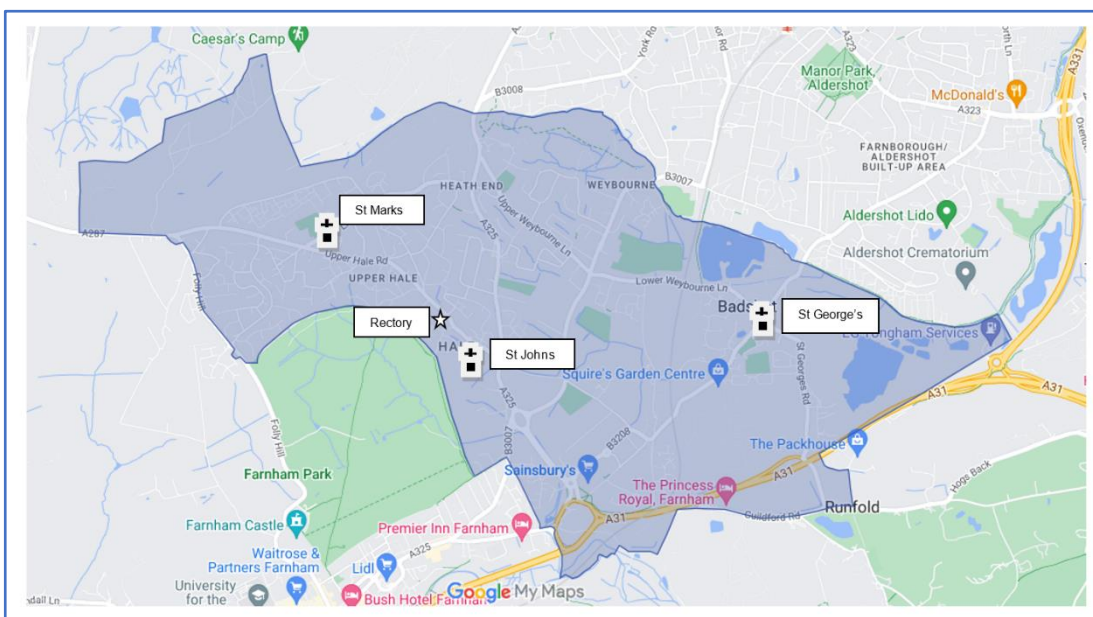


*The Kitty Milroy murals*

St Mark's is home to the Kitty Milroy Murals, a series of wall painting dating from the early 20th century which are now recognised as being of both local and national importance, particularly as examples mural art development and the recognition of women's painting in the 20th century. In 2022 the church was shortlisted for a Surrey Historic Buildings Trust Heritage Award.

## Appendix 2 The Parish

The Parish of Badshot Lea and Hale is set on the north side of the attractive town of Farnham in south-west Surrey, bordering Aldershot to the north-east and Farnham Park to the west. It includes the villages of Hale, Upper Hale, Folly Hill, Sandy Hill, Heath End, Weybourne and Badshot Lea and has a population of approximately 14,000. It was formed by the combination of the Parish of Hale and the Conventional District of Badshot Lea in July 1996 and was reorganised into a single parish in 2014, with three churches: the Church of St. George, Badshot Lea; the Church of St. John the Evangelist, Hale; and the Church of St. Mark, Upper Hale. In 2009 the parish became a registered charity.



### A2.1 The Community

It is a very mixed community which has been described as being “halfway between Aldershot and Farnham in so many ways”. In addition to traditional village housing there are several modern estates, including three significant areas of social housing with varied needs, and units of sheltered accommodation. There has been some recent infill building development and although the villages may appear to have no definite boundaries, there is still a strong sense of community within them. In addition to the newer residents, there are a significant number of long-term resident families who have lived in the parish for generations. There is a Working Men's club in Badshot Lea and a Social Club in Upper Hale. While some people work locally or are home-based others commute to the various outlying towns, e.g. Guildford, Woking, Reading, Basingstoke, Alton, Farnborough etc. The parish is within easy reach of the A3, A331, M3 and M4, and has a local rail link to Waterloo.

### A2.2 Housing

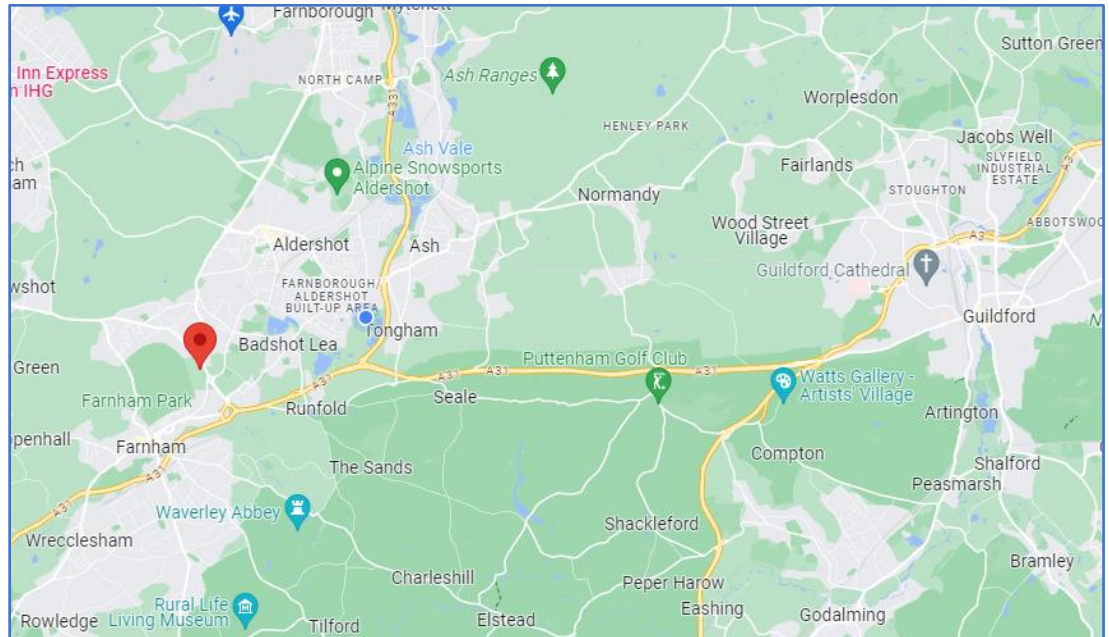
The parish has a variety of housing, from large, detached houses through to social housing. There is sufficient social housing in three main locations to qualify the parish as a CofE estate parish. However, the congregations are almost entirely made up of those in the middle range of housing.

### A2.3 Facilities

Facilities within the area include a small number of local shops in Hale, Heath End, Weybourne and Badshot Lea. The main shopping areas are in Farnham and Aldershot, both of which are in the latter stages of large redevelopments. There is a Sainsbury's superstore near Badshot Lea, and both a large Tesco store and a large Morrisons on the edge of Aldershot, close to the A325. Guildford Cathedral is about a 20-minute journey in light traffic.

## A2.4 Schools

There are a number of excellent state schools within, or within easy reach of, the parish, which cater for all the age groups. There are infant schools in Folly Hill and Badshot Lea. There is a primary school, Sure Start Centre and nursery in Hale, and a primary school in Weybourne. There is also good private pre-school and nursery provision in the area. There are two comprehensive schools in the Parish, one in Heath End and the other, All Hallows (Roman Catholic), in Weybourne. All Hallows also has a sixth form. Another good comprehensive is Weydon School, just outside the parish. Other sixth form colleges are in Farnham, Farnborough, Godalming and Alton. There are also a number of private schools in the area.



Good relations exist in the parish between the state schools and the church. The ministry team visits for assemblies and lessons, and the schools visit the churches for services (eg their choirs sing at the Christmas carol services) and Religious Education purposes. We have an **Open the Book** team who visit three local schools and a nursery on a fortnightly basis. There is scope for further development in this area.

## A2.5 Healthcare

There are two general hospitals in Frimley and Guildford, both about 10 miles away. Farnham Hospital (about one mile away) has an outpatients department and wards for elderly patients together with a day hospital and two GP surgeries with a third moving there shortly (no A&E). All three of these hospitals are served by full- or part-time chaplains. The Phyllis Tuckwell Hospice is on the south side of Farnham about three miles away. Farnham Mill Nursing Home is in the parish and a retired member of the parish visits weekly. There are GP surgeries in Farnham and Aldershot.



## Appendix 3 Other details

The Electoral roll is 108 although the Church family numbers around 170.

St George's describes itself as broadly central in its churchmanship. St John's is more traditional, St Mark's, is primarily Eucharistic, but has a more informal and interactive feel.

During the vacancy, we are able to marshal our resources so that all three churches will have two communion services and two services of the word each month, plus additional communion services when we can book visiting celebrants. We have a curate scheduled to be priested in June which will mean that we can offer more communion services.

Parish weddings take place in all three churches. In 2023 there were four weddings. It is the parish's policy to allow the remarriage of divorcees provided they comply with the Bishop's conditions.

Rather more funerals from the parish take place at Aldershot Crematorium (5/10 min from the parish by car) than in the three churches. The clergy officiated at 26 funerals in 2023 with the majority of these taking place in church. There are three local government cemeteries which are used by the clergy and there is an open churchyard at St John's.

Baptism is open to all who live in the parish, following preparation of the parents (and godparents if possible). In 2023 there were 10 baptisms.



## Appendix 4 Parish Team

### Clergy

Stella Wiseman - Curate (16 hours per week) and administrator (30 hours per week)

David Camp - Curate (5 hours per week) due to be priested in July 2024.

John Evans - retired Vicar (92) an active member of St John's congregation.

### Church Wardens

Kris Lawrence - Churchwarden, Occasional Preacher, Occasional Worship Leader and regular worshipper at St George's.

Pamela Marsham - Churchwarden, Occasional Preacher, Occasional Worship Leader, Trainee LAM and regular worshipper at St John's.

Sarah Kay - Churchwarden and regular worshipper at St Mark's.

Bob (Robert) Shatwell - Deputy Churchwarden and regular worshipper at St Mark's.

Dave Walter - Lay Vice Chair PCC, Deputy Churchwarden and regular worshipper at St George's.



## Youth Worker

Michelle Chapman - volunteer Children's and Youth Worker.

## Other

Richard Myers - Treasurer, Occasional Preacher and regular worshipper at St Mark's.

June Jasper - PCC Secretary and regular worshipper at St John's.

We also have two members of the parish who are exploring ordination.



The PCC meets about six times a year to manage parish business.

The Standing Committee meets, via Zoom monthly, normally on the first Thursday of the month to discuss parish-wide concerns and set the agenda for PCC.

The Vacancy Management team of Lay Vice Chair, Treasurer and Administrator plus the churchwardens are meeting every two weeks to oversee the management of the parish. They oversee a number of sub-committees/small groups which are managing the various parish activities.

The parish is part of the Deanery of Farnham, which extends from Farnham in the north, almost to Haslemere in the south and consists of 13 parishes. The parish is represented on Deanery Synod by two lay people. The clergy chapter meets monthly for lunch and for a two-day annual retreat. In addition, the clergy of the Farnham town parishes meet regularly for fellowship and to share concerns of a more local nature.

The administrator works a flexible 30-hour week and is responsible for hall bookings (budgeted income next year £44,000), administration of occasional offices, publicity and the parish magazine.

## Appendix 5 Parish Structures Supporting the Ministry

## Appendix 6 The Deanery

## Appendix 7 Parish Support

## Appendix 8 The Rectory

The Rectory was built c.1930. It is located in the Upper Hale Road between St Mark's and St John's churches and was built so the main living area is at the back of the house. There are four bedrooms and a family bathroom and shower room. It is south-facing and is double glazed.



Downstairs there is a vestibule leading to an attractive light hall off which is a cloakroom with wash-hand basin and separate toilet. There is a good-sized study, a large kitchen with an adjoining utility area, breakfast room and separate toilet. There are two large reception rooms to the rear of the house, facing the garden.

To the rear of the house sloping gently downhill is a large garden with trees and shrubs.

## Appendix 9 Financial Situation

After a few difficult years the Parish started to pay its full Parish Share in 2022, has continued to do so in 2023 and has a budget plan to continue to do so in 2024 and beyond. The factors which enabled the parish to move to paying the full Parish Share were a significant focus on letting the various Church buildings and the letting of the curate's house.

Finances are tight with us basically breaking even on the general fund in 2022 (deficit of £2k on income of £137K) and 2023 (surplus of £1,202 on income of £143,165), so no funds are being put aside for major projects. The budget for 2024 shows a similar outcome on "normal activities", but a small deficit when you take into account the exceptional costs of the vacancy. Once we return to normal in 2025, it is expected that the accounts will return to a small surplus.

Broadly our income is spread 45% Giving and Collections, 25% Hall Hire, 10% Property rental, 5% Service fees and 15% other sources. Our expenditure is spread is 57% Parish Share, 20% administrator, 7% utilities, 5% Church maintenance, and 11% other.

Unrestricted reserves at the start of 2023 were £8,705, and restricted reserves were £25,449 of which some £18,000 related to Fabric Funds. The position at the end of 2023 was £9,907, and restricted reserves were £28,016 of which some £22,320 related to Fabric Funds. The parish owns a Curate's House (approx. value £325k), which is currently rented out. Clergy expenses are met in full by the parish.