

SAIN⁺T MARY'S REIGATE



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A Note from the Churchwardens

For the last ten years, the vision of St Mary's has been to build a church community capable of reaching the community of Reigate and beyond with the love of God. Looking back over the last ten years in preparation for this profile, it's been hugely encouraging to see how that statement of intent has coloured so much of our church life.

In that time, we've grown as a community in a number of tangible ways. We have grown in number as a congregation, particularly amongst our young families. We have reimagined and redeveloped our church buildings through a community building project that has modernised the interior of St Mary's Church and given us a beautiful new Church Centre. We have grown spiritually through discipleship courses, life groups and great teaching, while our work with young people has also evolved under the care of dedicated youth and children's ministers. And we've grown in maturity and unity as a church family that provides a welcoming and joyful home to a rich diversity of Christian traditions and approaches.

As we have built our community, we've tried not to lose sight of that vision for a church which reaches out to the community around it, providing a place of welcome and hospitality to people of all walks of life. Our weekly 'Easter Project' provides a free hot meal to over 70 lonely and vulnerable people within our local area - a ministry which has added to the diversity of our own church family. In the summer our 'Holiday at Home' week offers enjoyable activities for the older element of our church family and last year we reinstated our annual 'Holiday Club' attended by over 100 children from the local area. And we continue to serve as a focal point in the local community at special times of the year, with around 2000 people coming to our annual Christmas market and over 3000 people attending our church services during the Christmas period.

God's faithfulness and generosity over this time has been incredible. Yet amidst these successes we know that there is huge, untapped potential for St Mary's as we enter a new chapter in our church life. Hundreds of people come through our doors every year who do not yet know Christ. A large fringe to the congregation, many of whom have attended the Alpha course but remain hesitant and unsure about going deeper in their faith. Hidden needs within the wider community which remain unaddressed. And there is a real hunger amongst many for our church to engage at a deeper level with the work of the Holy Spirit.

In Matthew's Gospel, Jesus tells his disciples that, "The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field." This verse captures something of what we feel God is calling St Mary's into in this next chapter of our church life - to raise up a community of Christians willing to go out into the world around us as we seek to share God's love. To lead us in that calling, St Mary's will need a Vicar who can challenge us as well as nurture and empower us; who can push us out of our comfort zone while building on the strong foundations that have already been laid.

As you read through this profile, we hope that you might prayerfully consider whether God is calling you to take on this key role in the next chapter of St Mary's long history. The role is a challenging one, but we know that, for the right person, it has the potential to be deeply rewarding. We are certainly excited about what God might have in store.

Tim Leask and Lynwen Plowman
Churchwardens, St Mary's, Reigate



About St Mary's - Who We Are

Our Purpose

Building a Community to reach a Community with the Love of God

St Mary's is a vibrant, flourishing, open-evangelical church, which is passionate about living the Gospel message in the heart of Reigate. We believe that God has called us into **partnership** with Him to see our parish and wider community **transformed** by His love.

In this mission, we are committed to playing our part as:

A WELCOMING Community

- A church that seeks to be open and accessible to all, inviting everyone to experience God's infinite love and welcome.
- A caring community in which the needs of others are recognised and acted upon.

A LIVING & LIVELY Community

- A community in which **real life** is shared, lived out and celebrated.
- Where life in all its fullness (John 10:10) is something we work towards together.
- Where worship is marked by a sense of God's presence and life changing power.

A SHARING Community

- Where **life, faith** and **hope** are freely shared and lived out in our wider community.
- An **outward** looking, mission minded community that cares for the needs of others.
- A church that seeks to live out the gospel message of love, of freedom, of equality and of justice both locally and globally.
- A church where generosity flows in response to God's generosity - where we are all encouraged to give as well as receive.

A GROWING Community

- A church with a desire to know God better, where there is a hunger to engage with the Bible and to grow in prayer and service.
- A community with a desire to learn with and from each other as fellow disciples of Jesus Christ.
- A church growing spiritually and numerically, and growing in confidence as we experience God working in and through us in his world.



Building a
Community
To Reach a
Community
With the
Love of God



Our Congregation

There are 521 individuals on the electoral roll of St Mary's and the Heath Church, with an average total Sunday attendance of around 525 (including children) in 2016. Many members of the congregation come from outside the parish. Having gone through a period of growth between five and ten years ago, attendance figures have in recent years remained relatively flat, despite an apparent increase in the number of people associating themselves with the church. This seems to be a result of not only people leaving church but also changing attendance habits over the last decade, with a significant number of our congregation (particularly those with children) choosing to attend church on a fortnightly or ad hoc basis, often in order to accommodate alternative activities.

This decline in the habit of weekly attendance has been a contributing factor in the growth of a large "fringe" to St Mary's, often made up of those who are relatively new to faith or those with no faith. Creating a nurturing environment of discipleship that enables these more occasional attenders to go deeper in their relationship with God and draws them into the life of the church, is a key priority for the PCC.



St Mary's
is a
Warm,
Welcoming,
Open Church

The presence of a large fringe is not the only significant feature of St Mary's congregation. Young families make up a significant proportion of our congregation, driven in part by competition for places at the outstanding local church schools – something which brings opportunities as well as challenges. With long-standing committed members approaching retirement or retired, and our more elderly congregation at the Heath Church, successfully integrating as one church family and meeting all the needs across the age spectrum can be difficult.

The general demographics of St Mary's reflect the predominantly white, middle-class make up of Reigate. There is a diversity of theological opinions within our wider congregation and while most people sit somewhere on the spectrum of evangelicalism, there are a number of people who come from other Christian traditions. Over the last five years, the success of our 'Easter Project', serving local people in need, has also brought new demographics into our church, further enriching our communal life.

Despite its pressures, St Mary's is a warm, welcoming, open church, full of people who genuinely want to get to know God better, whatever stage they might be on their Christian walk. We strive to be a community where all people can find a place to call home and a church family that will support them.



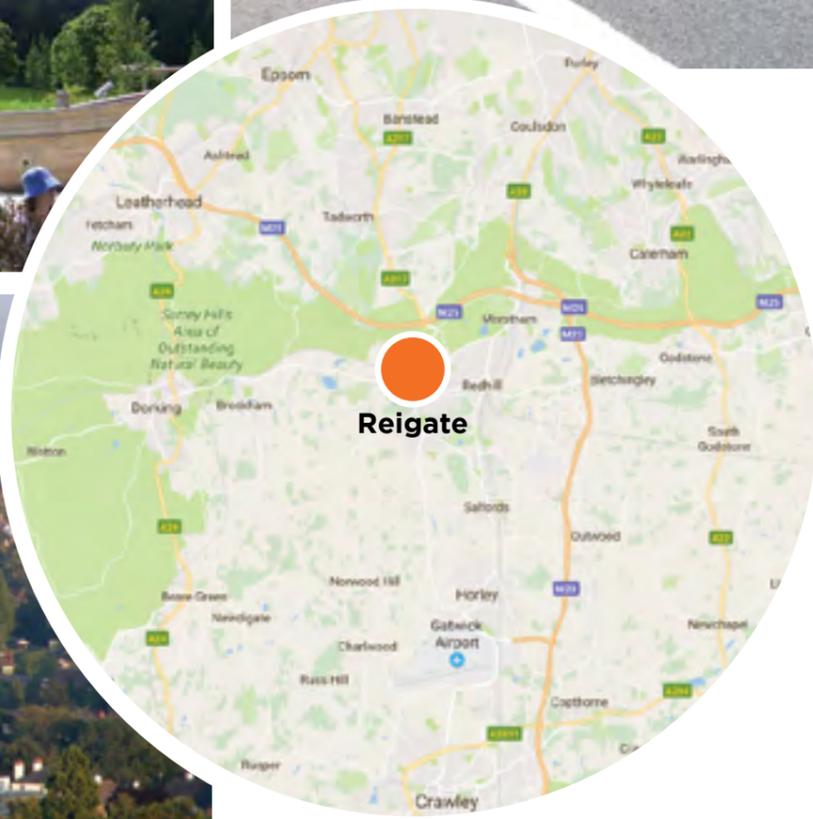
Our Parish

Situated to the south of London, just outside the M25, Reigate is a relatively prosperous London commuter-town with good connections to the surrounding area. Many young couples relocate here from London in order to start families, as the local schools have a good reputation and the area is surrounded with open green spaces.

The actual parish of St Mary's has a population of around 7,000, and covers most areas of Reigate to the south of the railway line, including the town centre. It is predominantly middle-class, although by no means exclusively so, and many of the residents work in professional occupations, particularly in London. Beneath the relative comfort of a market town, however, there are all the challenges associated with 21st century living and prosperity: financial pressure and stress, marital breakdown, and the problems of lives lived in a state of constant comparison. The parish is also in close proximity to areas of relative deprivation, and the church is actively engaged in supporting those in need.

Despite changing social demographics, driven in part by rapidly rising house prices, Reigate has a strong sense of community life. There are a number of niche, specialist shops, as well as some high-end national chains, and the town is well-served by good-quality pubs, restaurants and coffee shops. The centrally located Priory Park hosts a number of community events throughout the year, and there is plenty of open space for walking and cycling. Reigate is also home to a number of churches of various denominations, and there is a great informal network of Reigate Ministers.

There are a number of outstanding schools in the Reigate area, both independent and state-funded. Within the immediate vicinity of St Mary's Church is the voluntary-aided Reigate Parish Church Primary School, which is currently in the process of expanding from an infant school to full primary school, and has significant links to the church. Adjacent to the church grounds are Reigate Grammar School and Reigate St Mary's Preparatory and Choir School, both of which are independent. Also of note is Reigate Priory Junior School situated in the local park, Holmesdale Community Infant School, and St Bede's School in nearby Redhill, a unique, voluntary aided, fully ecumenical Christian secondary school.





Our Buildings

A church is of course much more than a building, however at St Mary's we are extraordinarily privileged to be able to worship God in some beautiful and awe-inspiring buildings.

St Mary's is one of the largest parish churches in Surrey and is a Grade II* listed building dating back to the 12th century. The church has many historic associations and houses England's first public lending library, the Cranston Library, of which the Vicar is an Honorary Trustee. The medieval church was extensively restored in the 19th century, reordered in the 20th century and most recently a major programme of work was completed in 2012 as part of the Community Building Project (CBP).

Over the last few years we have invested much time, energy and finance into the CBP aimed at making our facilities suitable for mission and ministry in the 21st century and beyond. The CBP, launched in 2009, has 4 main elements:

The reordering of St Mary's Parish Church.

The majority of this work was completed in 2012 with chairs replacing pews, a new floor and dais, refurbished toilets, new visual screens and improvements to access within the church. In the last couple of years we have installed a new sound system significantly enhancing our worship. The result of all this work is a versatile space used throughout the week for services, ministry events, concerts, and our annual Christmas Market.

A new Church Centre.

Replacing a dilapidated church hall built in the 1960s, our wonderful Church Centre meets the needs of our growing church family and our desire to serve the wider community. The bulk of money was raised from within our church family, and the centre opened in 2014 with our Christmas Market where we welcomed visitors from the local area and further afield. The centre is now used for a wide variety of church and community events as well as providing a suite of offices for our clergy and administrative staff.

Overseas Mission projects.

A 10% tithe on all internal church giving to the CBP has funded a number of overseas building projects.

Renovation of our Church Organ.

The refurbishment of our 100 year old Norman and Beard organ is the final element of the CBP. Renovation work began in April 2017 and is scheduled for completion by the end of September 2017.

In addition to St Mary's Parish Church and Church Centre, we have two other church buildings within the parish, described overleaf. We also own three properties within the parish for housing clergy and staff; and we have part ownership of a house, with the Diocese, for a Curate



Adults and children
attending our weekly services
525

Individuals attending a Church
service over the course of a year
6500

Visits to our new Church Centre
during the year
60,000+

Number of meals served over
the year
7,500

Heath Church

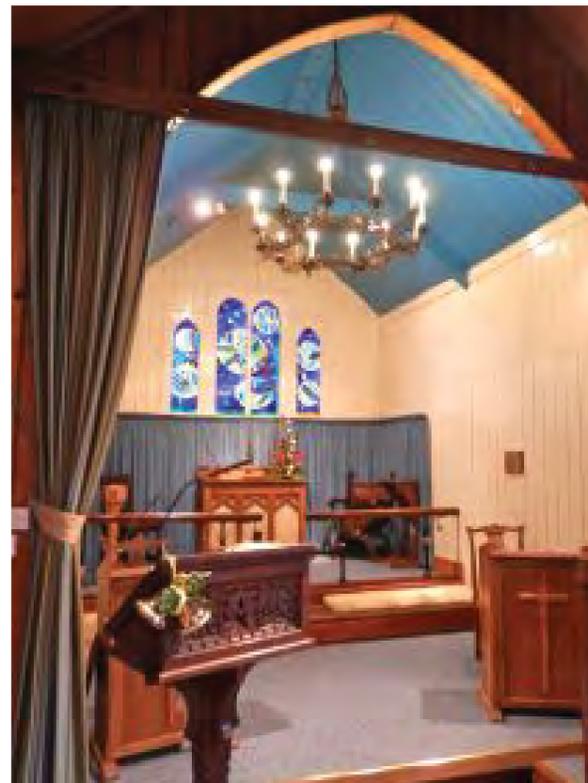
An important part of the St Mary's family, the Heath Church is a daughter-church, located within the same parish and coming under the responsibility of the Vicar of St Mary's.

Building

Since its opening in 1907 the Heath Church has been in continuous use as a place of worship. It is one of a number of Iron Churches built around this time, popularly known as 'Tin Tabernacles'. A hearty community now meets in this building and it is a much-loved part of the parish. Although the building was, until recently, in a poor state of repair, an extremely generous legacy from a past parishioner has enabled a full refurbishment to take place.

Leadership

The Heath Church is currently led by the Heath Leadership Team (a group of highly committed lay volunteers) with the oversight of an Associate Vicar, reporting to the Vicar. Freda Handley, the lay leader of the evening congregation for many years, recently took on responsibility for the whole church after the previous lay leader of the morning congregations retired from the role. In addition there is a fabric and maintenance team and a dedicated treasurer; and one member of the Heath Leadership Team is co-opted onto the PCC. Most of the administration is centrally located in the Parish Office at the Church Centre with local roles such as flower arrangers, gardeners and sacristan coming from the Heath congregation.



The Heath Church is a Daughter-Church, located within the same Parish



Services

The average congregation at the morning service stands at 35 (evening services tend to be smaller) but attendance is consistent and faithful. Services are liturgical and make use of both Common Worship and Book of Common Prayer. There is one morning service each Sunday at 10.30am, with Holy Communion taking place once a month. The frequency of evening services is seasonal – in the winter the number of services recently reduced to one per month at 4pm and in the summer services take place twice a month at 6.30pm (see below for services at the Mill Church which form part of this pattern). Church family funerals are occasionally held at the Heath and the congregation also takes responsibility for resourcing a monthly service for residents at the nearby care home of Dungate Manor.

The style of services could be described as comfortably formal. Consistency of style and a warm welcome are the hallmarks of the Heath, and it serves as a place of rest and solace for some who have, for a variety of reasons, needed a break, either temporary or permanent, from the vibrancy of St Mary's.

Demographics

A significant majority of Heath members are retired and many are over 70. While those in retirement can offer many hours to the community there is the challenge of fewer able-bodied people who can contribute to the physical aspects of running the church. This is where the partnership with St Mary's is critical. There have been times where the future of the Heath Church has been questioned because of the age-profile; however, over the years attendance levels have remained steady.

Outreach

The Heath Church offers a lay-led monthly social 'Cuppa Club' on a Thursday morning often including a focused talk or activity. Twice a year, in Advent and Lent, the Heath hosts Bible study courses for the whole community, which have tended to be led by our honorary clergy.

The Mill Church

Reigate Mill Church is a former windmill on Reigate Heath which is consecrated as a church and used for occasional services through the year. It has no congregation. The building, owned by Reigate and Banstead Borough Council, hosts a monthly evening service during late spring and summer, and forms part of the Heath pattern of evening services largely attended and resourced by the Heath congregation. There are a handful of baptisms, dedications and wedding blessings at the Mill each year. The most eagerly anticipated service is 'Mill Carols' which attracts around 80 people each year. A small but dedicated team of volunteers look after the building in partnership with the council.



St Mary's is blessed with a dedicated and able staff team

Our Staff

St Mary's is blessed with a dedicated and able staff team who work together to lead and coordinate us in worship, discipleship and pastoral care. Historically, we have been a training parish for curates

Associate Vicars

Helen Fraser and **Kate Capper** are our Associate Vicars; each of them works three days a week plus Sundays. Helen has been with us for approaching three years and Kate has been with us for 18 months.

Associate Ministers

We have four Associate Ministers.

Ali Foulkes is our full time Associate Minister responsible for music and worship.

Matt Harris is our full time Associate Minister responsible for Youth (school years 7-13)

Karen Girdler and **Lynn Lobb** are part-time Associate Ministers who are responsible for children in preschool, reception and school years 1-6.

Honorary Assistant Clergy

We have two further ordained Ministers who lead and preach. **Danielle Robinson** is a retired Hospital Chaplain and licensed Assistant Priest attached to St Mary's, while **Mike Fox** is a retired Vicar with Permission to Officiate.

Lay Ministers

Alongside the less formalised lay ministry that many members of St Mary's take part in, we have a licensed Reader, **Ian Nott**, recently moved to Reigate; and one member of the Church family, **Judith Littlemore**, in training as a Southwark Pastoral Auxiliary.

Administrative Team

Led by Operations Manager, **Viv Hawes** who is responsible for the smooth running of the church, our seven part time administrative and operational staff equate to 3.4 full time equivalents. They are supported by a large number of committed volunteers including our Treasurer, **Alastair Rubie** and Deputy Treasurer, **Fiona Gent**.



St Mary's Ministry - What We Do

Sunday Services

St Mary's Parish Church hosts three services every Sunday, which take on different styles.

At **9.00am** we hold a traditional communion service in the chancel, using the Book of Common Prayer. This service is attended by up to 50 people, many of whom are older members of our congregation, although young families also attend. Hymns are accompanied by either the piano or the organ, and occasionally joined by the Reigate St Mary's School choirboys. Clergy are always robed.

Our **10.30am** service is a relaxed, family-friendly service and usually attended by around 350 people of all ages. We have a thriving Children and Young People's ministry, but we remain together as a church family for worship at the beginning of the service. Most of the worship is band-led, although we sometimes open or close the service with an organ-led hymn. Communion is celebrated on the second and fourth Sunday of every month, while an all-age service is held on the first. Clergy do not robe, and services often have a significant amount of lay involvement including in preaching, reading and leading intercessions.

The final service at **6:30pm** is informal, with a focus on contemporary worship and more scope for charismatic preaching, teaching and ministry. Clergy do not robe and the services tend to have a significant level of lay involvement, with Communion held once a month. Over the last two years we have experimented with one service a month held in the Church Centre, where there is a more intimate setting for worship and a greater sense of community with coffee served beforehand. Attendance at this service is around 100, including a number of younger people, however numbers have dropped off in recent years and younger people in particular are not always engaging with this as we hoped they might. Setting a clear direction and strategy for growing and developing this service, particularly more definition in terms of style will be a priority for the next incumbent.

One of the most exciting and yet challenging things about St Mary's is its breadth of traditions, opinions and theological perspectives. This is particularly reflected in our approach to our services. Many of our congregation are keen to see a greater focus on the work of the Holy Spirit in our worship, preaching and prayer ministry, while others remain hesitant and slightly nervous about moving away from more traditional structures. Working out how we move forward as a church family, balancing the traditional and liturgical with the contemporary and spontaneous, will be an important responsibility of our new Vicar.



St Mary's Parish Church hosts 3 services every Sunday, which take on different styles





We've tried to develop a real breadth in our expressions of worship



Worship

One of the joys of St Mary's is being able to resource a variety of services and events with different styles of worship, from the more traditional through to the most contemporary. Inevitably, there are always opinions on the music used, with some preferring traditional and theologically rich hymns, and others wanting modern, response focused songs. We see a place for both, and have tried to develop a real breadth in our expressions of worship.

We have a gifted team of around 40 to 50 regular volunteer musicians and technicians (sound and visuals), including a Church Organist, which is led by our Associate Minister for Music and Worship. Bands are usually based around a worship leader on acoustic guitar or keys, accompanied by a bass guitar, drums, and one or two backing singers, and we often have additional instrumentalists. At Christmas, musicians and singers join with volunteers from the congregation to form choirs - adults for our traditional Carols by Candlelight service, and kids for the all-age messy church style service - with a youth band leading the Contemporary Carols.

After recently running the Worship Central Course, we realised it would be helpful to have more free space to spend time seeking God, dwelling in His presence and being inspired by the Spirit. The Waiting Room is our monthly (Monday) evening of worship for this, providing the opportunity to step back, worship and wait - whether through prayer, singing, painting, reading or simply sitting to be with God. This is a relatively new initiative and open to anyone.

In recent years, we have struggled with a shortage of able and available worship leaders, having to rely on a small and very dedicated number. God has been faithful and in the past year we have grown a number of potential leaders, however this area still needs strengthening. The time pattern of our services also necessitates a midweek band rehearsal for the morning service, and for those musicians who commute to London, or lead busy family lives, this commitment can be a burden.

We have made a real effort to bring new people into serving with the music and technology - particularly youth. More young people are now involved and part of the regular rota, benefitting from working with older, more experienced musicians, rather than being isolated to a monthly youth-only team. However as many eventually move away to university, this process of training is something of a continuous cycle.

Discipleship and Evangelism

St Mary's has always been a discipling church and in recent years this has become a key missional priority. Due to increased work pressures, commuting difficulties and overburdened family diaries, we have begun to find that 'one size no longer fits all' and the traditional weekly Bible study group by itself is not working. To draw people closer into relationship with God, including those at the fringes of our church life, we have begun to develop a number of discipleship and evangelism 'streams', aimed at helping people meet God where they are. This work has been directed by a subgroup of the PCC, under the leadership of Helen Fraser, Associate Vicar.

The main component of our evangelism strategy is our annual **Alpha course** which runs in the spring term and attracts around 30 to 40 participants. A strong and experienced team contribute to making this a popular and effective outreach, with much of the leading and teaching previously being undertaken by the Vicar. Alpha is often followed in the summer term by a full immersion adult baptism service and preparation for confirmation, and participants are encouraged to join a 'Post-Alpha' study group. Beyond the Alpha course evangelism is sporadic, and St Mary's does not have a fully developed evangelism strategy or pathway. This is an area for future growth.

There are 26 **Lifegroups** which meet in the week for prayer, study and pastoral care. Over the last few years commitment and attendance have declined and it has become harder to recruit leaders. Because of this, our recent objective has been to offer a menu of other opportunities for growth alongside our Lifegroups.

Some people prefer to 'sign up' for a limited number of weeks for a course, than to make an open ended commitment to an ongoing group. For this reason, we currently offer **opportunities for personal growth** including: a women's discipleship course which follows material by Beth Moore; a home grown course based on the 'Strengthsfinder' materials; annual Marriage and Parenting Courses; as well as a fledgling theology group. We have also encouraged the formation of smaller prayer triplets.

We have **ministries specifically targeted at men and women**. Our weekday women's ministry - **Jigsaw** - seeks to disciple women of all ages, meeting occasionally as one large group, though more often in small groups to break open the Bible, pray and support one another. A termly gathering draws women together from St Mary's and beyond, in order to challenge, nurture their faith and build relationships, often with an outreach and evangelism focus. Our **Men's Ministry** has a more social focus, and welcomes men into the community of the church through breakfasts, pub trips and golf days, as well strengthening and encouraging them through bible study and support groups. Like many churches, we have seen a recent decline in the number of men in leadership and volunteering roles in the church and this ministry seeks to encourage both a deepening of faith amongst men and their wider involvement in church life. We also have weekly men's and women's **bible studies** that are led by one of our Honorary Assistant Clergy.

An area of discipleship we are particularly passionate about is **growing leaders for Christian ministry**. St Mary's has long been a 'sending church', and over the last decade

a significant number of our congregation have been accepted for ordination in the Church of England. We are also keen to raise up new lay leaders within the Church community - particularly effective teachers and preachers. To help this, St Mary's is currently a host venue for the Southwark Diocesan Bishop's Certificate, which is proving successful in encouraging men and women to think about their involvement in lay leadership. We also recently ran the CPAS 'Growing Leaders' course, which helped us to develop a formal mentoring structure.

A key part of our discipleship is St Mary's attendance at the **New Wine** conference held every summer at the Royal Bath & West Showground. A group of around 150 from our church family attend each year, drawn by the opportunities for worship, fellowship, and to spend time with God, away from the bustle of everyday life. Alongside other conferences and events, including Soul Survivor and the Premier Women's Day, this week is an important highlight of many St Mary's calendars.



Youth and Children

Young people are very important to us and large numbers come to our services, Sunday groups and weekday activities, with over 400 attending our weekly groups throughout the school year. In the past year attendance at our mid-week groups has increased, as well as off-site activities, where we have been privileged to see many grow in their faith and self-esteem.

O to 5's - Children and Families Ministry

At this age children only come if someone brings them, so this ministry is involved with families. The aim is to enable the children and their accompanying adult to gain a real experience of God, meet Jesus, and connect with their innate spirituality.

Our strengths are in numbers and the pool of volunteers and leaders who together run the eight groups we have for this age range. Four meet during the week, and four meet on Sunday mornings. The large numbers attending can limit what we can do, particularly prayer time.

Tots praise, which runs every Monday in term time in the church chancel attracts around 30 preschool children and their parents – over 100 are 'on the register' for this alternative style service. Our weekly Toddler group with over 50 children and accompanying adults is the largest group of 'unchurched' people coming through the doors of our Church Centre on a regular basis – a tremendous opportunity for spreading God's welcome, love, and grace. At present, this takes place on a Friday when most clergy have their day off. In the past, Curates have taken on a link role with the Toddler group.

School Years 1 to 6

For this age group, the focus is on understanding the Bible, making friends, caring for each other, encouraging discipleship and creative prayer. Where necessary we provide one to one support for children with additional needs to facilitate their ability to take part in activities, and have a dedicated team of volunteers who serve in this way.

We are in contact with around 250 to 300 children in this age group as attendance varies by week. Places for schools in the area, particularly at local faith schools, are very competitive and losing children from our groups once they have a school place or start school is, sadly, quite common.

We run informal Sports Hall Specials twice a term where children can invite their friends, play sports and use circus equipment in a fun atmosphere. Midweek there is a Cell Group for Years 5 and 6 where around 20 to 30 children meet together to enjoy a tuck shop, games, and laughter whilst learning about God and making friends.

Young people are very important to us

.Holiday Club - # Loved by God

2016 saw the return of Holiday Club, a three-day themed event for children from Reception age to Year 6. Over 100 children took part in fun-packed interactive sessions and workshops assisted by a huge team of volunteers. Our 2017 Holiday Club is already in the planning stages with the theme of Heroes and we are looking forward to another three days of exciting God-filled activity this August.

Youth work - Years 7 to 13

Pathfinders, our group for Years 7 to 9, meets in in the Church Centre's chapel during the 10.30am service, unless there is an All-Age Service. For some time, those in Year 9 and above have been meeting after the Sunday 6.30pm service, for a social time complete with food, known as The Lounge. However, despite thriving week-day Cell Groups and a large Pathfinders group, numbers at the Sunday evening service have remained relatively low, driven in part by family commitments and schoolwork pressures. We are currently experimenting with moving The Lounge to meet in a local café for an hour from 5pm on a Sunday, before heading up to church as a group. Our hope is this new format will help encourage youth to re-engage with the evening service.

Our **Cell Groups** meet during term time. Year 9-13 groups run on Monday and Wednesday evenings, and explore what it means to be Christians in the 21st century. Year 7 and 8 Cell groups also run on Monday and Wednesday, and provide an opportunity for young people to go deeper in their faith as they have fun, learn and of course eat. Wednesday Night Football at Reigate St Mary's school gym, for those aged 16 and over, provides a great way to get different generations interacting.

Trips away to Carrot Wood Adventure Centre for Years 7 and 8, and to Soul Survivor for Years 9 to 13 are a highlight of the year. Soul Survivor, a five day event which from this year will be at Peterborough showground, provides an incredible opportunity for young people to spend time worshipping God and getting to know him better, while growing together. We also take years 7 and 8 to the Diocese of Chichester's May Camp over the last Bank Holiday weekend in May.

St Mary's also has a thriving **Girls' Brigade Company** with around 30 girls aged 5 to 16 meeting on Friday evenings. Girls Brigade is an international organisation with a common purpose: to seek, serve and follow Christ in everything they do.





Pastoral Care and Local Outreach

Pastoral care is overseen by Associate Vicar Kate Capper, working with a team of volunteers. We have a system to provide support and care for individuals with short or long term issues and a variety of groups bringing together those in similar situations for mutual encouragement and support. These groups include:

Restored Lives which aims to support those people who are or have in the past suffered the pain and disruption of divorce or separation and provide hope for the future. It is hosted in homes starting with a shared meal and led by people who have themselves been divorced and understand the problems involved. It runs annually or as needed.

The **Carers' Support Group** meets monthly for mutual support, encouragement, information and prayer for those whose duties for another person go well beyond normal responsibilities. The majority of members are from within St Mary's but some join us from other churches or are non-church goers.

The **Bereavement Support Group** meets monthly for anyone who would value the space to come as they are and share their experiences of life after the death of a loved one. It currently has a small core of regular members.

We have two related activities that offer a welcome to our wider community and those within the church family who are around during the day. **Community at the Centre** meets on Thursday mornings starting with a short act of worship followed by coffee and a varied programme of talks and activities before a soup lunch. Between 12 and 25 people come each week. **Holiday at Home** is a five day event in August attracting up to 100, predominantly older people from the church family and wider community who value the activities and outings on offer. The event ends with a 'Songs of Praise' style service and tea on the Sunday.

Hospitality and welcome are at the heart of **The Easter Project**, an initiative providing a free cooked lunch in the Church Centre for anyone who wants to come on a Saturday. It has grown from small beginnings eight years ago to the point where around 70 people are fed every week by six teams of volunteers on a rota, coordinated by a lay leadership team. There are opportunities for people to come to an art group in the morning beforehand and to receive practical support and prayer from the regular hosting team. Originally for the homeless and disadvantaged it is now a supportive community for all ages in its own right.

We help host the local **Winter Night Shelter** once a week for 12 weeks over the coldest months of the year. About 18 members of St Mary's are directly involved along with many from other local churches as well as from the wider community.

Members of our congregation, along with other churches in the area, work to provide a local **Community Debt Advice** service. This runs out of another church's premises and supports people in Redhill and Reigate in financial difficulties (similar to Christians Against Poverty but with a more flexible model and local support). The service has very good relationships with the local council and other agencies. St Mary's supports Community Debt Advice both with volunteers and financially.

There is some overlap between many of these groups and activities and it is a joy to see God working in and through them.

Bless Reigate was set up in November 2012 and every week since then members of St Mary's have gone out on designated routes, in couples to pray blessings over the parish. Those who cannot walk yet wish to support this work are known as 'Buddies' and are linked to a particular couple, praying for them as they walk and pray. Currently there are 40 team members, coordinated by a member of the congregation who sends an email each week with suggestions for prayer.

Prayer ministry is offered at the end of most services by a team of volunteers who meet together as a team six times a year. Currently this ministry takes place at the front of church during the coffee time after services and we believe this is an area for further growth.

24/7 Prayer runs during Holy Week in the chancel each year and is a creative prayer space in the Chancel, open 24 hours, for 7 days during Holy Week. This is a much loved and well supported event in our calendar organised by a very creative and prayerful team.

Parish at Prayer is our weekly prayer meeting on a Tuesday morning in the chapel at the Church Centre, attended by 6 to 12 people most weeks.



Community Connections

As a focal point for the wider town, St Mary's is integrated into the local community at a number of levels.

This is particularly true when it comes to **local schools**. Reigate Parish Church Primary School is a voluntary-aided Church of England school with strong links to the Church. 50% of school places are reserved for children attending church, a majority of places on the Board of Governors are reserved for PCC appointments (including the Vicar) and the school holds regular services in our buildings. Our next Vicar will be expected to play an active role in the life of the school, acting as pastor to children and teachers alike, and playing their part in the team leading collective worship. They will also work closely with the Head teacher and other governors, for example in reviewing documentation for Diocesan inspection. One of the governors' current priorities is the significant school expansion programme as it changes from an infant school to a primary school.

St Mary's has a strong relationship with the neighbouring Preparatory School, which uses the Church and organ for weekly choir practice, and the adjacent Reigate Grammar School. St Bede's, the large ecumenical Secondary School, not far north of the parish, has some formal links with St Mary's, although there is potential for these to be developed.

We also support local schools through our engagement with **SparkFish**, a local Christian schools-work charity, working across Reigate, Redhill and Merstham, in around 20 primary and secondary schools. SparkFish aims to support children and young people during the school day through engaging children in RE, giving students the opportunity to explore prayer and reflection for themselves, and by caring for children's emotional well-being through group work as well as one-to-one mentoring.

Alongside many other local churches, St Mary's has supported the work of SparkFish, since its launch seven years ago, through regular financial giving, prayer, hosting of events and the regular involvement of the children's and youth work staff team.

This collaboration is indicative of the good ecumenical relations in Reigate and neighbouring Redhill, with a minister's fellowship group meeting informally each month for sharing, mutual support and prayer. There are occasional joint services and events throughout the year, including an annual service to celebrate the work of SparkFish. For a number of years, local churches together put on a summer celebration service in Priory Park, under the heading **Church in the Park**, with the last event being in 2015 in Memorial Park, Redhill.

As part of its aim of reaching the local community, St Mary's has regularly sought opportunities to host **community events**. The most significant of these is our **annual Christmas market**, which brings around 2000 local people through our doors.

The Church Centre is also used for community events throughout the course of the year, some put on privately, and some put on by the Church. In January 2017, the Centre was

used as receiving point for the **Samara's Aid appeal**, collecting thousands of items of clothing from families across Reigate and Redhill, to be sent out to refugees enduring harsh weather conditions in refugee camps on the edge of Syria. We have looked at opening the Church Centre up more regularly as a **café space**, catering particularly for local parents before and after the school-run. This was trialled in 2016 with relative success, and while logistical challenges involved meant the trial was not continued, there is a desire for something similar to be developed.

The reordered church, has enhanced the church as a **venue for concerts**, and it is used regularly by the English Arts Chorale and Reigate and Redhill Choral Society. St Mary's has a historic peal of 10 bells and a dedicated team of bell ringers ring almost every Sunday and on special occasions.

As part of **Heritage Open Days** every September, St Mary's and its bell tower, along with the Heath and the Mill Churches, welcome visitors interested in exploring local buildings of historic interest. Of particular interest is **The Cranston Library**, founded in 1701 by the then Vicar of Reigate. It is located above the Vicar's vestry and contains around 2,400 volumes and is possibly the earliest public lending library in England and of national importance. The Library is in the care of a charitable trust. The Vicar is, ex-officio, one of the nine Trustees, and conventionally holds the title of Keeper of the Library.

Despite these connections with our community, we feel we are only just scratching the surface. We now need to be bolder in taking the love of God tangibly into our community, going beyond our buildings to where people live, work, socialise and go about their daily life.



The centre was used as a receiving point for the Samara's Aid appeal



Global Mission

Supporting **God's** Mission Around the World

Go...
Long-term Mission, Short-term Mission, Visiting Mission Partners

St Mary's has a long history as a missional church, and we currently support seven long-term mission partners in Burundi, Senegal, Jordan and Uganda, as well as supporting UK-based partners at Tearfund and World Horizons. Our mission partners are very much part of our church family and we hold regular events to update the congregation about their work and family life; over recent years we have held a number of successful mission partner events in the summer when many of them are back in the UK.

Short-term mission is also an important part of church life in St Mary's, and members of all ages are encouraged to go on short-term trips, whether as a family, on a Gap-year, a professional sabbatical or in later life. In the past year alone, individuals have gone on short-term trips to Sri Lanka (with Smile International), Uganda (Tearfund), South Africa (Tearfund; gap year at Liv Village), and Tanzania (school trip, through Tearfund). Teams have also gone out in the past to Burundi, to work with our partners there through the Community Building Project.

Engage... Making informed choices that affect People around the World

With world mission changing, and fewer missionaries going out long-term, we are increasingly looking at ways in which we can impact the world from the UK. These include:

International Justice issues. We look to raise awareness of international justice issues, supporting the work of International Justice Mission, StoptheTraffik and Tearfund.

Humanitarian and aid programmes. We host clothes and medical collections for the Samara's Aid Appeal for refugees in the Middle East.

Fairtrade. St Mary's is a Fairtrade church; we hold a regular Tradecraft stall and support Fairtrade events, and we are also involved with a campaign to make Reigate a Fairtrade town.

Community Building Project. As a result of our fundraising for our Church Centre, ten percent of the money raised from the congregation has gone on overseas building projects. To date the total invested in these projects is over £168k. These include a new health clinic, girls' safe house and a toddler day centre in Gitega, Burundi, and a church community building project in Mafraq, Jordan, to support both the local population and Syrian refugees.

Pray...

Prayer is a vital part of global mission and we are constantly looking at ways in which we can intercede for the needs of the world, particularly in the areas of persecuted Christians, international justice issues, and humanitarian disasters.

St Mary's is a Fairtrade church; we hold a regular Tradecraft stall and support Fairtrade events.

The Future of St Mary's - Where We're Going

Our prayers for the next 5 years

As we move forward to a new chapter we asked our members to give us their thoughts following prayer for the next period of our life as a church community. A number of themes rose to the surface as clear priorities that we believe God has laid on the hearts of our congregation and could form a significant focus for our new Vicar going forward.

Many people felt that God is calling St Mary's to become **a real and tangible presence in our community**. There is a strong sense that we have reached a time when we need to be more outward-looking, going beyond our church buildings to engage with the daily life of Reigate and beyond.

Drawing in those on our fringe, including many of the **young adults and older teenagers** was another recurring theme. By living out our faith, we pray that we might develop an inspiring culture of testimony, igniting an infectious passion for God, and working with other churches to bring about a revival in Reigate.

We also hope that through constant prayer we might be equipped with courage to make a difference, to **move out in faith**, to be more daring, and to expect and receive miracles. There is a shared desire to see a **Healing Ministry** grow up within St Mary's.

Reducing the churn in attendance and retaining those who come to our services and then fall away, especially young families, is a key priority. We want to draw more people to faith, yet to do this we need to be more creative, going beyond our regular Alpha courses to where people are, rather than expecting them to come to us.

A focus on outreach will require us to inspire, nurture and **grow more leaders and volunteers**. The numbers of young people in our church is an amazing blessing and discipling the younger generation so they can become leaders of the future is a tremendous honour and responsibility.

Improving integration across our age groups and valuing the richness among the generations is vital if we are to grow together, serve each other and deepen relationships within our church family.

Above all we want to be **led and renewed by the Holy Spirit**, encouraging spiritual gifts in one another, praying for, caring for and loving one another so that we become a beacon for God's love and grace across our community.



Above all
we want to be
led and renewed
by the
Holy Spirit





The challenges ahead

Of course, our hopes and prayers will always encounter significant challenges. As we prayed about where we believe God is calling St Mary's to be, we also spent time reflecting on some of the challenges.

Maintaining unity while moving forward is critical. Over the past ten years we have united behind the vision and the reality of our Community Building Project. As this comes to a close we need to maintain momentum, accept change and come together behind a new vision for St Mary's and the Heath.

Waiting and listening to God's plan for us, being patient and remaining faithful, will require us to be ever more diligent in prayer, both corporately and personally.

With all the many activities that take place it is important that we keep our focus and not pull in different directions. There is always a need to **balance commitments with resources**, and not allow ourselves to become distracted.

Managing our expectations and guarding against a sense of complacency is essential if we are to be an effective witness within our community. **We need to remain relevant but not compromised by a changing society** and engage with cultural issues with integrity.

The **busy nature of daily life exerts competing pressures** both within and outside the church. Retaining people, connecting with and involving those on our fringe, empowering our retired generation, engaging with young people and the 20 to 30's, growing our Men's Ministry are just some areas we need to address.

Equipping our church to minister more effectively, to **go beyond our comfort zone and to reach out to those in need** will require us to be even more supportive of our leaders and our ministry team. We want to grow and not stand still, looking forward with anticipation to what the future will bring.

Who God might bring

When Church members were asked to pray about who God might bring, the following characteristics emerged - that our new Vicar:

- Comes with vision, passion and a hunger to see God's Kingdom flourish in Reigate.
- Is a good Bible based teacher and effective communicator, able to lead us into a deeper understanding of God's message and life lived in all its fullness.
- Will be spirit-led and servant-hearted, seeking God's will and ambition for us as a church and in the world.
- Is a skilled enabler with the ability to encourage, develop and release gifts amongst us.
- Has resilience, self-confidence and a sense of humour, comfortable in their own identity and therefore able to work with and lead a diverse range of people.
- Shares our emphasis on an open and hospitable evangelicalism that sees value in other traditions and styles of worship.
- Will unite us all through love by being approachable and down to earth, with pastoral sensitivity, empathy and compassion for those who might be going through difficult times.
- Has the ability to inspire and relate to Christians and non-Christians alike, drawing those on our 'fringe' into a closer relationship with Jesus and the Christian faith.



Job Role and Person Specification

Our new Vicar will be an ordained priest within the Church of England, (or a church in communion with it, or a Church whose orders it recognises); and will have completed their Initial Ministerial Education. Within this role they will have the normal operational responsibilities, including leading the staff team, direct line management of our two Associate Vicars, Operations Manager, Children and Youth Ministers and the PA; in addition, they will lead the various core meetings such as staff, PCC and Standing Committee meetings. The Vicar will also be expected to have a key role in many of the St Mary's services, particularly the 10.30 am and 6.30 pm services; as well leading and preaching at the Heath Church on occasions.

Together with the support of the Clergy and lay leadership, the Vicar will hold overall responsibility and oversight for the key areas of our ministries and mission detailed within the profile. They will also act as the public face of St Mary's Church in and around the Parish of Reigate, and will be required to involve themselves in the life of the community.

We want our Vicar to help us set our vision and lead us onto the next exciting stage of our journey; and to do this we believe the following are **essential characteristics** required for this role:

- Strong strategic leadership, led by God, with clear thinking and able to lead a large, multi-congregational church, bringing unity and integration across all generations and traditions; setting the direction of travel and enabling us to achieve this.
- A gifted and inspirational communicator, preacher and teacher of the gospel able to lead us, wherever we are on our journey, into a deeper understanding of God's message and how it applies to our lives.
- The ability to challenge us to look and reach outwards, stretching our horizons and capacity – taking us beyond our church buildings and to be a real and tangible presence in our community.
- A committed evangelical able to draw people in and ignite an infectious passion for God.
- A skilled enabler and collaborative team-worker, with the ability to discover, encourage and develop gifts that enables others to reach their full potential.
- The ability to work collaboratively and take the people (both staff and laity) with them on their journey; being adaptable in their ministry and able to relate, nurture and encourage the diverse congregations of St Mary's.

Desirable characteristics are set out below, however, we accept that what we want may not be what God wants for us. We understand that no one person can offer all the skills and qualities we think would be right for this position and may not be able to match in every respect all the points that follow:

Personal Qualities

- Disciplined in personal prayer and Bible study with a desire to encourage others and deepen our love for the Lord.
- Gently charismatic Christian, comfortable at BCP Holy Communion as at New Wine.
- Resilient, quietly confident with a sense of humour, comfortable in their own identity and therefore able to work with, lead and connect with a diverse range of people, wherever they are and whatever their situation.
- A people person - with an ability to encourage us to unite in love; being approachable and down to earth, valuing all members from the youngest to the oldest whatever their tradition.
- Has a desire to see a church led and renewed by the Holy Spirit so that God's love and grace flows out across our community.
- Brings and fosters enjoyment, laughter and a sense of fun.

Experience

- Worked within a complex, dynamic environment in a leadership/oversight role.
- Experience of ministry within a large church team of staff, lay leaders, and ministry leaders.
- Involved in the discernment, development and communication of vision in a church environment (and excited to repeat that again with us).
- Experience in working across a range of traditions, comfortable with leading and equipping worship in a variety of styles and experiences.

Knowledge, Skills, Competencies

- The sensitivity and confidence to lead people into God's presence and facilitate the work of the Holy Spirit.
- Able to share our open and hospitable evangelicalism that sees value in other traditions and styles of worship.
- The ability to develop, inspire, encourage equip and release others (staff and volunteers) in their gifts to fulfil their ministries.

Our new Vicar will be able to work with, lead and connect with a diverse range of people, wherever they are and whatever their situation.

1. The Vicarage

An attractive detached house built around 80 years ago, the Vicarage is less than a five minute walk from the Church and a similar distance from the centre of Reigate. The Vicarage was remodelled ten years ago for the previous incumbent and his family and is in good decorative order, consisting of a recently re-fitted kitchen, two reception rooms, two toilets/bathrooms, four bedrooms, garage and a large back garden. To the rear of the house is a small annex, which would make an excellent study, consisting of two small rooms and an additional toilet.

The house - 76 Church Street, Reigate, RH2 0SP - is set back from the road (which is part of the A25).



2. Governance

St Mary's **PCC** is made up of 23 people, including the Vicar, two Associate Vicars, a non-stipendiary minister, the two Churchwardens, ten elected members and seven Deanery Synod members. Meetings are traditionally chaired by the Vicar every eight weeks.

The following sub-committees report into the PCC and are normally led by a PCC member:

- St Mary's Global
- Finance Team (including Stewardship)
- Community Building Project
- Church Centre Management Team
- Youth and Children's Group
- Discipleship Team
- Heath Church Leadership Team

The **Standing Committee** is comprised of the clergy, two churchwardens, two deputy wardens and the treasurer, and this aims to meet mid-way between PCC meetings.

Our **Churchwardens** also play a key role in supporting the work of the Vicar, carrying oversight for all areas including the Church Building Project and the Church Centre Management Committee. They are ably supported in this by two deputy wardens, as well as many gifted people who oversee specific areas on their behalf, including Fabric and Facilities, Stewarding, the Church Centre, Finance, Children and Youth Ministry, and Mission Partners.

Of course, our formal governance structures only tell part of the story. Vital to our ministry are the large number of people within our Church family who either lead specific ministry areas or support the leadership giving many hours of their time in service. Ministries, such as Men's Ministry, Women's Ministry, St Mary's Global and The Easter Project, are led by and dependent on these people.

3. Finances

St Mary's is blessed with a healthy financial position and a high level of giving from the congregation. We receive about 280 regular standing orders. A recent campaign for 2017 'giving' pledges received 160 responses.

Our church finances mainly comprise the Community Building Project (CBP) and the General Fund.

The CBP is in its final stage. It has existed for nine years and has completed the reordering of St Mary's Church and the construction of the Church Centre, which opened in autumn 2014. Work is currently underway on the final project, the refurbishment of the church organ. Concurrently with this, we have given 10% of all money raised from church members to overseas development projects. The total raised for the CBP exceeds £2.5 million, of which only £75,000 came from external grants. In order to complete the project we still need to raise approximately £125,000 in addition to existing pledges. Interest free loans are however available to complete the payments to the organ contractor.

All other activities including the Heath Church, overseas mission partner payments and donations come under the umbrella of the General Fund. The table opposite summarises our General Fund income and expenditure for 2016 and an estimate for 2017. Our General Fund Reserve stood at £81,000 at 31st December 2016, equivalent to over 7 weeks expenditure.

We contribute significantly to the Diocese of Southwark under their new generosity based scheme and we base the amount of our annual contribution upon funding the cost, including overheads, of one full time clergy post elsewhere in the Diocese in addition to the cost of our own clergy.

We benefit from a legacy which provides an annual income of about £12,000 for expenditure on the church fabric and which also provided a fund currently standing at £50,000 for use by the Heath Church. We await the results of the Quinquennial Church Building review, but we hold reserves of £22,000 to put towards these costs.

The finance team includes the Treasurer, our Assistant Treasurer who prepares budgets and monthly and annual accounts, a Gift Aid Officer, our Stewardship Officer who promotes our annual planned giving campaign and others who deal with tasks such as payroll and banking. All are volunteers.

A full copy of the Church audited accounts is available on request or on the Charity Commission website.

GENERAL FUND INCOME AND EXPENDITURE

	2016 £'000	2017 estimate £'000
INCOME		
Giving	421	423
Tax recovery	97	91
Church, Centre and house rental	71	73
Other	34	34
TOTAL	623	621
EXPENDITURE		
Parish Share	222	223
Salaries	174	176
Mission Partners and other donations	70	70
Activities, Facilities and Admin	136	152
TOTAL	602	621
EXCESS of Income over Expenditure	21	

Notes

1. Other income includes contributions to activity expenses.
2. Expenditure includes Depreciation, a non-cash charge, of £14,000 in 2016 and £16,000 in 2017

4. The Diocese

Southwark is a vibrant, diverse diocese that encompasses the full spectrum of Anglicanism. Historically, this theological diversity has sometimes led to tensions between the different wings of the church, however more recently there has been significant progress made in learning to journey well together, as one church body. The recent 'Hearts on Fire' mission strategy, launched by the diocese in 2016, builds on this work by offering a vision for mission that is open and accessible to Anglicans of all backgrounds.

St Mary's has looked to support this work, and has fostered a strong relationship with the area bishop. The previous incumbent also took an active role in the wider diocese, becoming a member of the diocesan 'theological conversations group', the Diocesan Synod and the Diocesan Council of Trustees, as well as being an Honorary Canon of Southwark Cathedral.

Southwark is also home to areas of high deprivation, and St Mary's takes its responsibilities as one of the wealthier churches in the Diocese of Southwark seriously. We are very blessed as a church and pleased we can make a significant contribution to the work of the diocese through the Parish Support Fund, and are supportive of the efforts the diocese has made in improving its financial operations.

The new Vicar of St Mary's will also become a valued member of the Reigate Deanery - a large deanery of 23 parishes, covering town centres, large new housing estates and areas of beautiful countryside. The deanery is increasingly finding ways of working together, focusing around the Deanery Action Plan, and will occasionally meet together as a Chapter for a time of worship, a shared lunch and a speaker.



5. General Information

Further information

Further information about St Mary's Reigate can be found on our website -

www.stmarysreigate.org

including details about activities mentioned in this Profile, current preaching programmes and forthcoming courses and events.

Any requests for information should be addressed to the Vicar's PA, Kate Emeny -

Kate.Emeny@stmarysreigate.com

- and marked for the attention of the Parish Representatives.

Communications

In addition to its website, St Mary's has a Facebook page,

www.facebook.com/stmarysreigate

and Twitter account,

[@stmarysreigate](https://twitter.com/stmarysreigate)

Both of these channels are overseen by our staff team.

Approval

This document was approved by the Parochial Church Council of St Mary's Reigate at a meeting held on 30 March 2017.