

APPOINTMENT OF A NEW HOUSE FOR DUTY PRIEST FOR ALL SAINTS CHURCH, TILFORD

THE POSITION

We are looking to appoint a new Resident Priest (two days plus Sundays) for All Saints Church, Tilford, Surrey within the United Benefice of The Bourne and Tilford. The thriving Ministry Team is led by the Rev'd John Morris (Vicar since 2017)



THE OPPORTUNITY

This position provides an exciting and potentially hugely fulfilling opportunity to live and work in an attractive village setting in West Surrey and to minister to a thriving community which has attracted many younger families in the last few years. All Saints Church has a dedicated regular congregation, a regular Sunday school and a small choir but with considerable potential to grow its outreach and mission to the wider community.

VISION/MISSION STATEMENT

Our Vision is to be an attractive, caring, growing Church at the heart of our community.



IMPORTANT INFORMATION ABOUT THE CHURCH AND PARISH

THE PARISH

The village of Tilford lies in the Green Belt part of Surrey approximately 3 miles SE of Farnham, close to the border with Hampshire. It is a village of around 700 people about 8 miles from the A3 and 10 miles from the M3. The centre of the village is a Conservation Area and most of the surrounding area of farm, wood and heath land is designated as an Area of Outstanding Natural Beauty. The Local Authority is Waverley Borough Council.

Tilford is a large-area village with a small centre containing the two medieval bridges and a green. Two branches of the River Wey meet in the village, with the rivers crossed by stone bridges dating back to the 13th Century and built by the monks of nearby Waverley Abbey (founded in 1128). The heart of the village is the green that provides the focus of village activities including regular cricket matches and a Fete in July. On the west side of the green is the



Village Hall or Institute, an early example of the work of the famous architect Sir Edward Lutyens. This is the venue for a lively playgroup and nursery well patronized both within and beyond Tilford. Many other organizations also use the Institute. Adjoining this is the All Saints Infants School and the vicarage, which houses our resident priest. The Church itself is situated to the southwest of the green on the road to Hindhead close to the vicarage.

There is a village shop and tearoom, a garage and three pubs. The Barley Mow pub is on the green and dates back to 1763, and the other two are on the outskirts. There is a retail garden centre and the Museum of Rural Life. A Cricket Club, Women's Institute, Gardening Club and a Dramatic Society provide for leisure pursuits and Hankley Common Golf Club is within the Parish. There is a district Girl Guide/Scout camp at Heron's Wey that is well used in the summer and a campsite behind the church, which is administered by Waverley Council. Waverley Abbey House, adjoining the Waverley Abbey ruins, is a centre for Christian evangelical inter-denominational studies.



On the north-east side of the village is the Ahmaddiya Muslim Community. This was established in 1984 on the site formerly used by a school. Approximately 30 families live there with the children attending the village schools.

The population historically has consisted primarily of retired people and commuters in owner-occupied homes. However, in recent years significant numbers of younger families have moved into the village attracted by the rural but accessible location and good schools. There has been a small amount of development in the village and at present some new houses are being built next to the village shop.

The area of Rushmoor to the south of Tilford is in the Parish of Churt but Tilford has been adopted by many of these residents.

There are two Church of England Aided Schools in the parish. All Saints' C of E Aided Infants School is close to the church and vicarage. This popular school has approximately 90 pupils in three classes. Waverley Abbey Junior Aided School is a triple-Deanery School of 470 pupils serving at least 20 villages. According to OFSTED, both perform well. The incumbent of The Bourne delegates the right to be an ex-officio governor of All Saints School to the Resident Priest at Tilford. There are good links between the Church and schools, particularly All Saints School. The previous office-holder worked hard to develop these links and this will be a priority for the new office-holder.



There are no nursing homes in the parish. The nearest medical services are doctors in the Bourne, Elstead (next village) and in Farnham. The nearest hospitals are at Farnham, Frimley and Guildford but there is no A & E at Farnham.

THE CHURCH

All Saints Church was consecrated in 1867. Tilford remained an independent parish with its own vicar until 1975 when there was a Suspension of Presentation and a part-time priest licensed by the Bishop carried out ministry. This arrangement continued until 1997 when retirement of the licensed priest was the catalyst for the inauguration of a new scheme, when the United Benefice of The Bourne and Tilford was created. In 2006 a new Parish Room, including a kitchen and toilet, were built to provide a dedicated space for the Sunday school and for parish and social gatherings. The churchyard remains open for burials.

In 2017 we celebrated our 150th anniversary with a number of events culminating in a service on All Saints Sunday led by the Right Revd. Andrew Watson, Bishop of Guildford.

CHURCH SERVICES

Sunday Worship

Our churchmanship is a happy balance of traditional style with liberal ethos, in which spirituality is varied. There is a good blend of feeling, thinking and honest enquiry. It is notable that the church continues to attract people of all ages and that in recent years a number of families living in other parishes have chosen the church as their preferred place of worship partly because of our respect for more liturgical approaches to worship.

The current services offered are:

8am	Book of Common Prayer Communion	Alternate weeks
10am	Sung Eucharist Common Worship	1st, 4th and 5th
10am	Family Service with Eucharist	3rd

Normal attendance at 8am is around 10 and at 10am around 30. The post-holder has

historically produced a supplementary sheet for each service, containing details of the service, readings (following the Revised Common Lectionary), hymns, and notices. For special services a complete service is printed on the church's own facilities.

Weekday Worship

There is currently no weekday worship in Tilford, but the Resident Priest participates in Morning Prayer at St Thomas-on-The Bourne on Tuesdays and is on the rota as celebrant about once a month for the Tuesday morning service of Holy Communion (BCP). Special services are arranged for Holy Week, Ascension Day etc, often jointly with The Bourne parish. The church is open daily from 9am till dusk.

Weddings, funerals and baptisms

During 2017 there were 11 baptisms, 3 weddings 9 funerals and 6 internments of ashes. Already for 2018 five weddings have been booked and there have been a number of funerals. As mentioned elsewhere in the profile, the benefice clergy team is able to assist with occasional offices if required.

MUSIC

There is a small but loyal choir that sings four-part harmony to hymns. The hymn books used for congregational singing are Common Praise supplemented with music taken from a variety of resources. The congregation welcomes innovation without in any way ditching traditional practice.



In 2013 extensive renovation of the historic organ was carried out. It is a fine Edwardian instrument, built in 1909 by Alexander Young & Sons, who were known for their quality of workmanship. We are currently reliant on the wife of a former post holder based in Portsmouth to play the organ at three out of the four 10am services. For the remaining service, if we are unable to secure the services of a local organist we use a cd machine which works reasonably well. We continue to appeal for more regular help with providing music for this service.

We play host to the annual Tilford Bach Festival which underlines the acoustic quality of the church and the potential for further music-making opportunities.

CHURCH PRACTICES AND POLICIES

Baptism: Those with a valid connection to the parish are welcome to this sacrament with appropriate preparation by the priest, and for extra-parochial baptisms always after consultation with and consent of the appropriate vicar. It is possible to provide joint baptism preparation with The Bourne parish.

Confirmation: Young people are encouraged to join with a larger group from The Bourne parish for joint confirmation preparation. Some young people are educated at Boarding Schools where they may be confirmed.

Marriage: Encouragement is given to all who seek marriage and the process of preparation is managed jointly with the Bourne parish. Marriage of those whose previous marriage has been dissolved is supported, within the Bishop's Guidelines. Clergy from the Bourne parish can be available for weddings if the Resident Priest chooses not to work in the parish on Saturdays.



THE VICARAGE

The current vicarage was built in the 1960s and stands about 50 yards from the church and next to All Saints Infants School. It has a dining room, living room, kitchen and cloakroom and the Parish Office (separate from the main accommodation) on the first floor and four bedrooms (one en suite), bathroom and study/fifth bedroom on the second floor. On the lower ground floor there is a utility room and double garage with a parking area outside. The vicarage is kept in a clean state with a rolling programme of decoration as necessary. New windows were installed in 2010. It should be noted that the vicarage is situated on the slope of a hill and has a number of steps to the frontdoor.

The Parish Office is directly attached to the vicarage (but separate from the house) with some members of the PCC having direct access by key via the shared front door. Unfortunately, there are no other sites where it could be located.

The Diocese will inspect the house and undertake any necessary repairs prior to occupation.

THE PARISH TEAM

The people of Tilford and those members of the congregation from surrounding areas look to the Resident Priest for their immediate pastoral and sacramental needs, although other clergy from the benefice team lead services in Tilford from time to time (see below). There is a team of around 5 chalice assistants and a group of around 10 lay people read the lessons and lead the intercessions.

The Electoral Roll as at the 2018 Annual Parish Meeting numbered 79.

The PCC consists of the Incumbent, the Resident Priest, two deanery synod representatives, the two churchwardens (currently Andrew Napier and Sue Small), and 9 elected members. Our lay chairperson is Andrew Napier and the post of Treasurer is currently shared. It meets around 6 times per year at both the church and in members' houses. We no longer have separate committees to cover areas such as finance or maintenance but there is a good process of PCC members being willing to lead in different areas and for different projects and this seems to work satisfactorily.

PARISH ORGANISATIONS

A Lent programme is followed every year in conjunction with the Bourne. In 2018 this took the form of a number of small groups meeting across the benefice. However, there is currently no dedicated home group for the Tilford Parish.

Churchyard maintenance is carried out on an ad hoc basis and we have been fortunate to have had the services of the gardener of a member of the congregation to carry out the annual grass cutting in the last couple of years. For the inside, there is a rota of weekly cleaners and flower-arrangers.

All Saints Juniors (ASJ)

This is the Sunday School. ASJ was led for many years by a member of the congregation, but following her departure last year we have relied on a rota of adult helpers supporting two of our young members in leading the school. ASJ seeks to teach our Christian faith and the love of God to the children and their families. With the growing demands on parents and children's time on Sunday mornings, the average weekly attendance has sadly fallen in the last few years and currently varies from around 4 to 8 with greater numbers on special occasions.

Charities

Charitable giving has lapsed in recent years owing to the pressures on income but it is hoped to look at opportunities to re-start it soon.

Parish Magazine

The magazine is edited and managed by a lay team. It aims to be a village community magazine with a balanced content and has a wide appeal beyond the church congregation. Circulation is to around 100 people.

Because of both the cost and time of producing hard copy magazines, as well as their relative inflexibility, in early 2018 it was agreed to move to an on-line magazine so far as possible with a small number of hard copies being produced for those without access to the internet. It is early days but feedback so far has been very positive and it has certainly made production considerably easier as well as producing a far more attractive and engaging product.

Website

There is currently no dedicated website for All Saints but this is something being actively investigated and it is hoped a basic site will be up and running this year.

SOCIAL EVENTS

All Saints Church is one of the largest village churches in the area, seating up to 250, and has been host to the Tilford Bach Festival in May for over 60 years. These concerts attract musicians and singers of the highest quality, including from overseas. The Tilford Bach Society also presents 'Carols by Candlelight' every Christmas. The Church has excellent acoustics with an attractive and pleasing sense of atmosphere adaptable for different kinds of worship despite the inflexibility of the pews.

There are various social events throughout the year following the pattern of the seasons. During

2017 for the anniversary these include an organ recital, flower and art festivals, a village lunch and a Christmas tree festival and it is hoped to replicate some of these in future years. The Church is very involved with the Village Fete in July, organizing the raffle and having several stalls on the day.

BENEFICE LINKS

The Resident Priest is a member of the Benefice Ministry Team, which meets monthly for a formal Ministry Team meeting. Previous Resident Priests have chosen to join the Vicar to say Morning Prayer together occasionally. The Ministry Team consists of the Vicar, a permanent Curate, a curate in training, an Ordained Local Minister, two retired priests, two Licensed Lay Ministers, and two pastoral assistants. All the clergy help out at Tilford from time to time and there are opportunities for the Resident Priest in Tilford to lead worship in the other churches should they choose to do so. The previous Resident Priest sometimes takes services in the three churches of the Bourne parish, including Tuesday morning Holy Communion at St Thomas-on-the Bourne. Combined services are usually held for the respective patronal festivals. In short, although there is no expectation for the Resident Priest to work outside Tilford, contribution by the Resident Priest to the whole benefice is welcomed, according to their interests, skills, and experience.

ECUMENICAL LINKS

Tilford is a member of Churches Together in Farnham. As part of the Farnham Deanery, our representatives meet regularly in Deanery Synod, and the Deanery Chapter meets monthly for lunch and fellowship.

PARISH SUPPORT

Administration for the parish is done by those who are concerned with various aspects of the church's work, e.g. Churchwardens and the Treasurers and is generally not a responsibility of the Resident Priest. The parish office houses the printer, photocopier and computer.

FINANCIAL STATE

Tilford has a total annual income of around £43,000 and generates a very small surplus in most years. The Parish's reserves were largely used up in the building of the Parish Rooms at the west end of the church in 2006. About 45% of the total giving income is tax-efficient and a large proportion of this is planned. The largest cost is the Parish Share (currently £29,460), which absorbs approximately 68% of total income. The Parish magazine is successful financially, making a surplus in most years (which we are hoping to grow by moving on-line).

We have seen a decline in regular giving in recent years both in terms of the numbers giving and the value as people do not regularly review their gifts in line with inflation. Fundraising remains a significant challenge despite the wealth of the local community, although significant amounts can be raised for an attractive cause as shown by the appeal to renovate the organ in 2012/3. Thankfully the fabric of the church is in a reasonable state but this year repairs to the roof will be necessary and we are hopeful of covering the cost of that through donations. Recent improvements to the lighting have helped enormously and it is hoped at some point to be able to redecorate the church.

The parish pays the usual ministerial expenses, and the heating and lighting costs for the parish office.

THE HOUSE FOR DUTY ROLE

OUR AIMS FOR OUR CHURCH

- Ensure that All Saints church remains at the heart of our community with real relevance to the people of that community.
- Continue to build our engagement with children, young families and our schools to ensure a vibrant future for our church
- Continue to make provision for weekly inspiring worship and prayer.

WHAT ARE THE OPPORTUNITIES WE HAVE?

Younger community

Traditionally a community of older/retired people, in recent years there has been an increasing influx of younger families attracted by the beautiful setting, lifestyle and the highly rated schools. These families offer a real opportunity in terms of looking to the future of our church.

Wealthy community

All Saints Church is situated in a very wealthy area and the potential to raise funds remains high provided people feel some form of connection with All Saints Church. The local community, whether members of the congregation or not, have consistently proved their generosity over recent years especially in respect of specific fund-raising projects like the Parish Rooms and the refurbishment of the organ.

Community engagement

Music is central to the life of the village, particularly through the Tilford Bach Society, whose annual festival and Christmas concerts attract musicians and singers of the highest calibre to a small rural English community. All Saints Church remains proud to host these concerts and they demonstrate the opportunity we have to provide a venue within the church for wider community activities.

The village offers varied activities from the Garden Club to the Art Club. Engagement with these activities provides a real opportunity to keep the church in the hearts and minds of the community in a non-church setting.

The church also provides a very attractive setting for weddings and under the provisions of the Marriage Measure that potential can only grow.

WHAT ARE THE CHALLENGES WE FACE?

All Saints Church is no different to most churches in the challenges it faces, particularly in respect of the continuing decline in church attendance, financial pressure and increasing distractions for children and their families on Sundays.

However, we are confident that with the opportunities we have, none of these challenges is insurmountable or terminal.

WHAT WE ARE LOOKING FOR IN OUR NEW PRIEST

As a church community, we recognise how fortunate we are to continue to enjoy all the benefits of having our own resident priest. We really want to maximize that blessing.

We are very much looking forward to working with our new priest in particular to assist us in respect of the following key areas we believe are central to a healthy future of All Saints Church:

- Continuing the good work of the previous House for Duty priest in developing and strengthening our engagement with and outreach to the wider community. Tilford has much to offer those who live and work here and we are determined that the church should remain very much at the heart of life in the village.
- Continuing to create an environment in which young families feel welcome and inspired. In that context, active and regular engagement with the two village schools will be important.
- Continuing to build our weekly congregations through passionate and flexible ministry.

With these in mind (but recognising the time constraints inherent in the role), we have sought to identify the key characteristics of our new priest:

- A strong and inspirational communicator, able to engage with people of all ages.
- Enthusiastic about children and developing their involvement with the church community both in church and school.
- Willing to encourage the development of pastoral care and greater outreach in the community and embracing the opportunity to be part of and involved in village activities.
- Happy to work both individually and as part of the wider benefice team.

