

Mission Enabler Communities

Full time

Application Pack

April 2021



Thank you for your interest

in the role of Mission Enabler - Communities for the Diocese of Guildford.

Please find enclosed the following information:

- Page 3 **Introduction from Peter Harwood, Director of Mission**
- Page 4 **Job Description and Person Specification**
- Page 10 **An overview of The Diocese of Guildford**
- Page 16 **Outline of key terms and how to apply**

Dear Applicant,

Welcome to the pack for the role of Mission Enabler – Communities in the Diocese of Guildford! I am so glad you are considering joining this team, and please be assured of our prayers for you and the other potential candidates as together we seek God's man or woman for the post.

This is an exciting time in the diocese, with the launch of the vision of a Transforming Church, Transforming Lives in 2016 leading to significant new missional energy in many of our churches, chaplaincies and schools. It has been especially encouraging to witness the development of around 80 new worshipping communities since the launch, including some major projects in areas of new housing.

In December 2017 we moved our diocesan teams into new, attractive, open plan offices on the University of Surrey Research Park; and embarked on a major review of the services we offer, seeking to ensure that the diocesan strategy gets well embedded, that our resources are efficiently managed, and that Church House Guildford is genuinely meeting the needs of our communities, parishes, schools and chaplaincies.

The Parish Needs Process is a key tool used to identify these needs and in this process, in a 2 year cycle, a member of the Mission Enabler Team (ME Team) will guide every church through a process of discernment towards a new/renewed vision and Church Development Plan, ready for the Archdeacons biennial Visitation. The ME team, made up of posts with particular specialisms, is then available to act as consultants helping advise parishes on the best ways to act on their plans. We believe this will release faith, energy, hope and resources for church renewal, health and growth.

The ME Team is a team of 6 posts with a clear sense of purpose and plan. The Pandemic has given us opportunity to trial many parts of the plan, which will be implemented in full from September 2021. The challenge is great, but the potential is huge.

We look forward to receiving your application form and a supporting statement (no more than 2 sides of A4) highlighting your reasons for applying, what you can bring to the role, and how you meet its requirements. The closing date for receipt of applications is 5th May 2021 at midday. If you would like to have an informal discussion about the role, you are welcome to contact me; peter.harwood@cofeguildford.org.uk or David Welch, the Head of the Mission Enabler Team; david.welch@cofeguildford.org.uk

May our God lead you as you seek the next step forward in your own life and ministry.

Every blessing,

Revd Peter Harwood
Director of Mission



Mission Enabler – Communities

Introduction

The vision of the Diocese of Guildford is that of a *Transforming Church, Transforming Lives*. It's the greatest joy to see individuals and church communities growing in faith, hope and love across the diocese; and an equal joy to see the wider community touched and blessed through the witness of Christian people. Never has this been more important than during the Covid crisis, in which many of the churches have been hugely involved in reaching out to the most vulnerable in their communities with creativity, compassion and flair.

Goal 6 of Transforming Church, Transforming Lives -

'Together to increase the range, professionalism and spiritual fruitfulness of our partnerships with the local community, to help create a safer, stronger, fairer and more sustainable society'

is especially relevant in this regard. With a calling to be 'salt and light' in the communities we serve, this goal challenges us to be a force for good in our communities, with a particular commitment to the poor and disadvantaged.

Up until recently much of the focus of our community work as a diocese has centred around high-level partnerships with local councils, but a number of these contracts have come to a close as a result of funding cuts or freezes. Meanwhile we've increasingly recognised that it is the *parishes* who are at the heart of our community efforts, and the tens of thousands of worshippers who make up our transforming workforce across the diocese.

The purpose of the new role of *Mission Enabler - Communities* is therefore to hold together our involvement with the County and Borough Councils at senior level and the community activities of Christian people working on the ground.

Context

The Mission Enabler team is part of the Mission Team, whose focus is to enable every parish to reach its full potential under the Parish Needs Process (PNP) - a systematic approach to encouraging greater focus and fruitfulness in all of our parishes, chaplaincies and schools. The Head of the Mission Enabler (ME) Team, reporting directly to the Diocesan Director of Mission, leads a team of multi-disciplinary Mission Enablers, all of whom will play a key role in the implementation and support of the PNP. There are seven in the team – Head of ME Team, ME – Evangelism (0.8FTE), ME – Children, ME – Youth (0.8FTE), ME – Communities, ME- Stewardship (0.7FTE) and ME – Fresh Expressions and Church Planting.

The Mission Enabler – Communities will focus on 3 areas of work. The first (an estimated 50% of the role) will involve providing consultancy services to parishes in the area of social transformation. These engagements will be in response to needs, especially those identified by the PNP and will be allocated by the Parish Co-ordination team. The second (25%) will be leading and facilitating vision days and supporting parishes in the formation of their Church Development Plans (CDPs). The third area (25%) will involve representing Guildford Diocese within the most strategic of statutory, voluntary, community and faith sector bodies. Within this 25%, she/he will also line-manage the work of the Surrey Appropriate Adults Volunteer Scheme (SAAVs). This third aspect of the role will be overseen directly by the Director of Mission.

Job Purpose

- To resource and support parishes in the mission of strategic church leadership and the embedding of *Transforming Church, Transforming Lives*.
- To be accountable for developing and overseeing the provision of tools, consultancy services, social enterprise advice and signposting of resources that support churches and schools to develop their community engagement in line with needs identified through the PNP.
- To tender and manage grant-funded services and partnerships where these are currently offered (e.g. Surrey Appropriate Adult Service) and advise on the establishment of Social Enterprises.
- To facilitate and support the Parish Needs Process by ensuring that parish priorities are identified and reflected in a well-documented Church Development Plans (CDPs) that clearly articulates anticipated outcomes and the needs (resources and services) to support its implementation.
- To be a source of advice and best practice to churches who work with and help vulnerable adults.
- To inform and advise the Bishop, BLT and the wider diocese of strategic opportunities for community transformation.
- To represent the interests of the Bishop and Guildford Diocese on various county and regional bodies (incl. Church of England, statutory, and voluntary organisations).
- To actively engage in grant-making decisions by the Trustees of the Bishop of Guildford Communities Fund, which gives pump-priming grants to church-based community initiatives.
- To be accountable for developing productive partnerships with civic stakeholders and the wider voluntary, community and faith sector, ensuring we are well-informed of the needs of our communities across our diocese, and able to bring a Christian voice and support to decision makers engaged in addressing them.

Accountable to

- Head of Mission Enabler Team
- Director of Mission (for the work with SAAVs and Hear, Here & Surrey Faith Links)

Line managed by

- Head of Mission Enabler Team

Key relationships

Internal-facing:

- To work collaboratively with:
 - The Head of the Mission Enabler Team
 - Bishop's Leadership team: Bishops of Guildford and Dorking; Archdeacons of Surrey and Dorking; Diocesan Secretary; Dean of Guildford, Diocesan Director of Education, HR and Safeguarding Director
 - Archdeacons' office
 - Diocesan Board of Education
 - Deputy Diocesan Secretary & Parish Co-ordination Team
 - All Mission, Operations and Education Team members

Parish-facing:

- Incumbents and church leadership teams across the Diocese of Guildford
- Area Deans
- Parish teams and their staff
- Ecumenical social action projects and social enterprises

External:

- Chief Executives and other local authority officers and councillors
- NHS colleagues through Strategic Transformation Partnerships and Clinical Commissioning Groups
- The Mission & Public Affairs Team at Church House Westminster
- Peer group roles in other dioceses
- Chief Executives of the wider Voluntary Community & Faith Sector, particularly through the Youth CEO Group and Surrey Charity Chief Executives Group
- Funders including Surrey County Council Adult Social Care, Surrey County Council Family Services, Children in Need
- Surrey Police
- Parachurch social action organisation/charities

Responsibilities:

Parish Needs Process (25% of time)

- To journey alongside parishes (9-12pa) across the Diocese of Guildford, on a two-year cycle, to support them through the pre-determined stages of Church Development Planning required ahead of a Deanery Visitation. This will include four phases:
 - i. **Review:** to facilitate discussions with parishes as they prayerfully consider their current and future mission. This involves co-ordinating and managing vision meetings and facilitating reflection on a church community's strengths and weaknesses.
 - ii. **Choose:** to support parishes as they identify their needs and decide on the priorities and mission that they believe God is calling them over the next four years or so.
 - iii. **Plan:** to support parishes as they develop an effective and tailored Church Development Plan (CDP), providing advice, challenge and encouragement.
 - iv. **Act:** to journey alongside parishes as they move from prayer and planning into action. This involves assisting parishes to document their CDPs clearly and concisely, to set realistic targets and deadlines for the various aspects of their plans, to assign responsibility for actions and to hold them to account on their commitments and plans.
- To ensure that CDPs clearly reflect the needs the church has for support, translating these into service types, ensuring that this information is communicated to the PCT ahead of the Deanery Visitation.
- To ensure that the Church and Community schools in the parish are invited and drawn into the PNP and have the opportunity to share their School Development Plans as part of the PNP.
- To ensure high quality records of all discussions and engagements with parishes in line with the process co-ordinated by the PCT for this purpose.
- To provide ongoing support and encouragement to the assigned parishes in the delivery of their pre-determined needs. This involves checking-in with them every few months, monitoring progress and guiding any adjustment to plans, ensuring the PCT are kept informed of any changes to plans and needs.
- To participate in Deanery Action Meetings, as required, to sponsor and support social action plans.
- To lead Vision Days in parishes as part of the vacancy process, as needed.

Consultancy services & Specialism Leadership (50% of time)

- In response to needs identified during the PNP and consistent with the agreed CDP, to provide consultancy advice and support to local church leadership teams as they seek to develop the ‘range, professionalism and spiritual fruitfulness of [their] partnerships within the local community, to help create a safer, stronger and more sustainable society’ (TCTL Goal 6). This will include:
 - Supporting parishes on the delivery of their locally owned needs identified through their CDPs and the PNP.
 - Providing ongoing support and encouragement to parishes in the delivery of their needs, checking-in with them and monitoring progress, addressing queries and offering support and permission to adjust plans or initiatives as required.
- To ensure high quality records of all discussions and engagements with parishes in line with the process co-ordinated by the PCT for this purpose.
- To develop, pilot and implement toolkits to support the consultancy process and facilitate local church leadership teams to evaluate and design church based social action projects and social enterprise.
- Occasionally, as required, proactively to explore and facilitate grant funding that supports parish (or deanery) based initiatives targeted at meeting identified needs and initiatives that are locally owned.
- In line with TCTL, to develop and lead a clear strategy to increase the effectiveness and growth of church based social action projects and social enterprises across the diocese, ensuring that this remains relevant and reflective of research, statistics and trends both locally and nationally in this sector.
- To identify training needs as part of the One Training Plan. To support the development and delivery of diocesan training events for church based social action projects and social enterprises, drawing on resources available from the national church and other organisations with expertise church based social action projects and social enterprises.
- To share expertise, resources and good practices amongst Mission Enabler colleagues and across parishes. To ensure signposting to excellent and up-to-date resources developed by the national church, other dioceses and organisations.
- To be an advocate of national and Church of England initiatives into local contexts.
- To advise churches on best practise in working with and helping vulnerable adults.

Overseeing diocesan-wide community engagement (25% of time, overseen by Director of Mission)

- To oversee the work of and provide line management and support to the SAAVs Team
- To oversee the work of the Hear, Here project, including the Hear Here administrator
- To oversee the work of Surrey Faith Links Adviser
- To sit on various strategic council/borough committees and boards as required (such as Adult Social Care Partner meeting, Community Projects Fund, CCG liaison groups).
- On occasion, to take a lead on the writing, submission of bids and placement of contracts for grant-based services, where they are clearly drawing on the vision of parishes on the ground - ensuring that in collaboration with finance & HR they are calculated on a total cost basis with full cost recovery, have appropriate staff provision and that the necessary processes, reporting and risk mitigation are in place to deliver the services in line with the contracted Service Level Agreement terms and Key Performance Indicators.
- To support the review and development processes for Surrey Faith Links, SAAVs, Hear Here projects
- To develop and oversee teams of volunteers in issues of community engagement across the diocese, e.g. the environment team, a newly-established Hear Here / disability team, teams working in areas such as modern-day slavery, refugees etc.

General

- To be a proactive member of the Mission Enabler team and contribute to the life and work of the diocese as a member of the Mission Team.
- To be a source of expertise on working with vulnerable adults, keeping up-to-date with the latest safeguarding policies and best practices. To be a reflective practitioner and be attentive to the changing patterns of mission, both generally and within church based social action and social enterprise.
- To undertake any other reasonable duties as requested by the Diocesan Director of Mission and the Head of the Mission Enabler Team.
- To maintain relationships with representatives of the Dioceses of Winchester and Portsmouth, attend management and steering group meetings of the Good Neighbours Network.

Person specification: Mission Enabler – Communities

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Educated to degree level, or equivalent. • Evidence of continuing learning and development, whether through formal course participation or self-directed learning 	<ul style="list-style-type: none"> • Theological qualification
Experience	<ul style="list-style-type: none"> • Team leadership at a parish level, as a staff member or volunteer • Working in church-based missional social action projects • Building, nurturing and developing teams • Leading and facilitating workshops, large and small group sessions • Working with and supporting vulnerable adults 	<ul style="list-style-type: none"> • Guiding a variety of churches through a mission planning process • Working with ecumenical partners in delivery of social action projects and social enterprises • Social Enterprise • Evidence of ability to have grown people and churches in discipleship and mission through their leadership
Knowledge	<ul style="list-style-type: none"> • A knowledge of the issues facing staff and volunteers involved in church-based missional social action projects • A good working knowledge of statutory organisations and how they function including Councils, statutory services and the NHS. 	<ul style="list-style-type: none"> • A knowledge of the Church of England, its organisation and governance structures • A knowledge of the social enterprise
Skills	<ul style="list-style-type: none"> • Ability to build and sustain strong working relationships with teams and individuals from a diverse range of backgrounds and traditions • Strong planning, organisational and administrative skills • Ability to handle a diverse workload, adhering to agreed timelines • Strong facilitation skills • Excellent communication skills, both verbal and written 	
Behaviours	<ul style="list-style-type: none"> • A commitment to our diocesan values, summarised as <i>Fostering Dignity, Building Community, Seeking Wisdom, Inspiring Hope</i> • An ability to listen well and respond appropriately, strong emotional intelligence and collaborative attitude • A flexibility and willingness to appreciate different perspectives within the various traditions of the Church of England • Have a positive 'can do' attitude and show excitement for God's mission in the world 	
Personal	<ul style="list-style-type: none"> • A personal, mature and growing faith in the God and Father of our Lord Jesus Christ. (This role carries an occupational requirement to be a practising Christian in accordance with the Equality Act 2010) • A deep commitment to the aims and mission of the Church of England and the Diocese of Guildford • A high level of integrity and discretion, and ability to handle confidential information with diplomacy and sensitivity • A warm and open demeanour, presenting a professional and positive image at all times • A willingness to work in an open plan, modern office environment and homeworking. • A willingness to work flexibly, including at weekends, where required to facilitate vision days • An ability to travel around the diocese, with a full, valid driving licence 	

The Diocese of Guildford and its setting

A. Area, People and Community

The Diocese of Guildford covers the western two-thirds of Surrey and a significant area of north-east Hampshire. It also includes one parish in a London borough and one in rural West Sussex. In the north-east, it is largely suburban, but moving south and west, there are several distinct towns and numerous villages. The south-west has a more rural feel to it, but the north-east is largely suburban. The population here is greater with excellent road and rail links, particularly to London, meaning that there is much commuting within these areas.

The population is just over a million, rising in line with the national rate. The average population density is above average, both regionally and nationally.

The area is rightly perceived as affluent, hiding several local key issues. The population is quite mobile, but the cost of housing is very high and there are issues of homelessness in the towns. (There are surprisingly high levels of domestic and sexual abuse). The government wants a significant number of new homes to be built in the area, but there is much lively debate about where they might go.

Taken as a whole, the Diocese has the lowest average IMD (Index of Multiple Deprivation) in England, but the picture is not uniform. Throughout the area there are tight pockets of deprivation, enclosed within housing estates, or even within a few streets. These pockets have high levels of child poverty, low income, poor mental health, and other significant problems. Often, they are adjacent to affluent areas that camouflage the extent of need, driving down the statistics and diverting public funds to areas of more widespread poverty in other parts of the country.

The Diocese is becoming more diverse ethnically, and there are notable Asian populations in Woking and Camberley. There has also been a large influx of Nepalese to Aldershot and Farnborough following recent Government changes to Gurkha pension provision. In 15% of parishes, the proportion of White British inhabitants is now less than 80%.



Principal occupations include Wholesale/Retail Trade, Professional & Scientific, Education, Human Health & Social Work, with significant numbers also in Information & Communication Technology and Finance. There are also many military personnel (and their families) in several areas of the Diocese; Aldershot is the 'Home of the British Army' and the tri-service lies within the Diocese. The University of Surrey and College of Law are based in Guildford, together with the Surrey Research Park. The University of the Creative Arts is based around Farnham, and Royal Holloway (University of London) is in Egham. There are also four major hospitals and four prisons. A significant number of key national decision makers live within diocesan borders.

B. The Church in the Community

The Diocese has two archdeaconries, each with six deaneries, and a total of 162 parishes. There are very few multi-parish benefices with just one stipendiary priest.

A great deal of the work of the church is done at a local level by the parishes. The diocesan teams support and encourage the work of the parishes, and work with wider networks to the mutual benefit of the church and society at local, regional, and national levels.

The Diocese includes churches representing all shades of Anglicanism. All traditions play their full part in the life of the diocese, and broadly speaking there is an encouraging absence of tribalism.

We are fortunate to have some 300 licensed clergy. Nearly two thirds of these are stipendiary, of whom over 90% are full-time. About a third of all licensed clergy are women, including our Suffragan Bishop and the Dean of the Cathedral, with a higher proportion amongst Self Supporting Ministers. There is a significant number of clergy couples, ministering in various ways.

With more than 200 clergy and investment houses, 217 church buildings and many parish owned halls and facilities, our property portfolio provides an essential asset for our mission and ministry across this area, whilst also supporting multiple community activities, clubs, and meetings.

The proportion of the population attending church, both adults and young people is above the national average, but overall numbers have dropped, albeit slightly more slowly than the national average. With a changing population, ministry to new parishioners is a significant task. Church communities vary in size, but about half have an average adult weekly attendance of over 100.

Parish clergy, authorised lay ministers and other lay members, including chaplains, are not only engaged with church schools across the diocese, but also with over 250 county and independent schools. Many of the latter have church foundations.

Many parishes are involved with their local communities, not just by way of occasional offices, prayer, and financial support, but in active engagement through projects such as CAP (Christians Against Poverty) Centres, Street Angels/Pastors, food banks, furniture recycling to needy families, chaplains to GP surgeries, Night Shelters and Credit Unions.

The 83 church schools (53 voluntary aided) in the Diocese include three secondary schools. There are also 11 affiliated schools. We currently have 21 academies, 16 of which are under the care of the Diocese's Good Shepherd Trust. The development of this programme has been a major source of new work and is being enthusiastically embraced in line with national Church initiatives. Through this and all other work, we will improve the education of 22,000 children, strengthen our schools' Christian ethos and continue to grow our presence in the community.

Alongside the engagement of our churches and schools, the Diocese has entered into partnership with Surrey County Council – which has led to work such as the Surrey Appropriate Adults Volunteer Service which is part of the Mission Team.

C. Transforming Church, Transforming Lives

Transforming Church, Transforming Lives is the vision of the Diocese of Guildford, launched in September 2016 following a long period of prayer and consultation. It envisages individuals and church communities open to the transforming work of God’s Spirit in their own lives, and so becoming agents of Christ’s transformation to the world around them.

This vision is deliberately couched as a strapline to the phrase ‘Diocese of Guildford,’ rather than as an initiative in its own right. *Transforming Church, Transforming Lives* communicates the essence of everything we are seeking to pray and work towards across the Diocese.

Transforming Church, Transforming Lives is a framework not a blueprint, encouraging a thousand local initiatives to work towards our broader shared goals. It is primarily a strategy for the local church, though many of its principles are being extended to groups of churches, network congregations, chaplaincies, and church schools.



The ethos of Transforming Church, Transforming lives is:

- To encourage local mission through a culture of permission-giving, training, support, and finance.
- To develop a deeper sense of partnership and shared accountability between churches and across the Diocese, as parishes increasingly look to resource one another, and Church House Guildford to resource the whole.
- To grow a culture of honesty, mutual learning, persistent prayer, deepening discipleship, and confident faith sharing.

Set within that broader context, Transforming Church, Transforming Lives:

- Sets 12 Diocesan Goals, which together provide the framework of all our mission activities within parishes, chaplaincies, schools, the Cathedral and Church House Guildford, recognising the primacy of the first goal above the rest.
- Provides resources for parishes, schools, chaplaincies, and the cathedral as they select the goals to which they are particularly committed over the coming year: these resources to include support, training, mentoring, prayer resources and grant funding through the newly established Growth Fund.
- Expects every parish to pray over its mission priorities and to produce a Church Development Plan to be renewed and revised in each year following – to be addressed by the needs-based process recommended in the Church House Review.

The twelve diocesan goals are as follows:

1. For every parish and chaplaincy to develop an appropriate strategy for making prayerful, confident disciples in daily life.
2. Together to increase the number of new Christians of all ages through persistent prayer, confident faith-sharing, life-giving worship, and the development of 100 new worshipping communities by 2027.
3. For every parish to develop a safe, attractive, and spiritually-enriching children's and youth ministry, encouraging sharing of resources where appropriate.
4. Together to increase the number of lay leaders of all ages, who are called, trained, and deployed in the church and wider community.
5. Together to grow the number of ordinands by 50% from 2020 and beyond.
6. Together to increase the range, professionalism, and spiritual fruitfulness of our partnerships with the local community, to help create a safer, stronger, fairer, and more sustainable society.
7. Together to grow the number and depth of our partnerships with Christian communities beyond our diocesan borders, in the holistic mission to which Jesus calls us.
8. Together to improve the standards and develop the Christian distinctiveness of our church schools, wholeheartedly embracing our contribution to education in the diocese.
9. For every parish to encourage an increasing number of worshipping Christians to commit to regular, proportional, and sacrificial giving.
10. Together to share expertise and streamline our processes to release fresh energy for mission.
11. For every parish and chaplaincy to develop effective communications, promoting a church that is visible, attractive, and accessible.
12. For every parish to work towards having church buildings that are fit for purpose in supporting today's ministry and mission.

D. Diocesan Teams

We concluded an extensive review of our central teams at Church House Guildford in 2019, which sought to ensure our central team structure, capacity, capability, and flexibility is organised to effectively support and help lead the objectives and priorities of *Transforming Church, Transforming Lives* (TCTL) through our parishes, chaplaincies, and schools over the next five to ten years.

The Central Staff at Church house are divided into 3 teams – each of which is overseen by a director as drawn in the diagram below. This team arrangement is grounded in a set of foundational processes that all CHG teams are integral to, foremost amongst these is a new Needs Process that informs and guides all CHG teams, rigorously grounding our work in the vision, plans, and needs of parishes.

These teams were formed in early 2020, and the pandemic has delayed final transition, but the this will be completed by Autumn 2021, when the final Parish Needs Process will be launched. The pandemic has provided opportunity to support parishes in new ways – trialling many of the processes that will be integral to the Parish Needs Process.

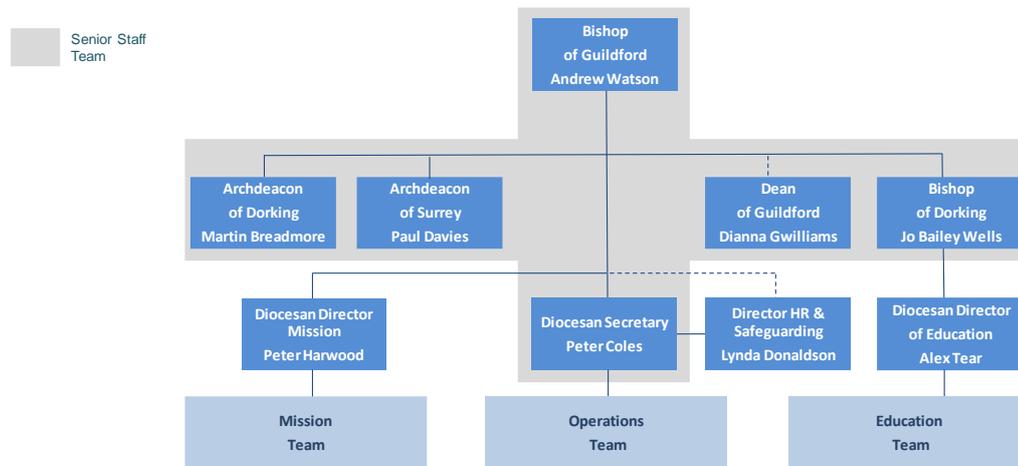


E. The Bishop’s Leadership Team and Diocesan Structures

The Bishop’s Leadership Team provides the day to day leadership and management oversight for the diocese and staff teams. It includes team directors as well as senior clergy.

Bishop’s Leadership Team meetings have been evolving as a new team comes into place. They include a monthly meeting and occasional residential, and a smaller breakfast meeting for Bishops, Archdeacons, Diocesan Secretary and Dean (which exists predominantly for prayer and mutual support). The Bishop’s Leadership Team is the formal Safeguarding Committee and is advised by a safeguarding panel with an independent chair.

Bishop's Leadership Team (BLT)



Like many dioceses, Guildford has brought together several committees to join up policy, priorities, and finance. The members of the Bishop's Council are the standing committee of the Diocesan Synod, the board of directors/trustees of the Diocesan Board of Finance, the Mission and Pastoral Committee and the Property and Parsonages Committee. The Bishop's Council is as small as is practicable. It is supported by a non-executive Audit & Finance Committee, Housing Advisory Committee and Remuneration Committee (for staff pay). When detailed consideration is required by the Bishop's Council on a particular subject or review, an ad hoc steering group will be formed with representation of interested parties. Members of the Diocesan Synod are also members of the Diocesan Board of Finance. The other main committees are the Diocesan Advisory Committee and the (unincorporated) Diocesan Board of Education.

F. The Cathedral

The Cathedral sits in the geographical centre of the diocese and has, in recent years, begun to address the physical isolation from the town of Guildford and to reach out to parishes, schools and chaplaincies of our Diocese. It seeks to serve as the 'Mother Church' for the Bishop in his mission and ministry, but also as a resource to the whole community of Surrey and north-east Hampshire. Underlying the plans for a residential development on part of the site and for a £7.5m renovation and improvement project already underway is the intention of the Cathedral to provide a place of welcome, worship, inspiration, and engagement for the furtherance of God's Kingdom.

G. Finance

The Diocese has an annual budget of around £12 million and aims to achieve a break-even position each year. Around 70% of budgeted costs relate to ministry provision and housing; 10% relate to our contribution towards the national Church, and the remainder mainly funds the work of the central diocesan teams. The Diocese has very limited investments and the budget is almost entirely funded by parish share receipts.

From 2019 the Parish Share has been determined by allocating direct ministry costs according to the number of incumbents, which results in a request of around £58,000 a year per incumbent post; smaller parishes may share an incumbent. Remaining 'shared' costs are allocated in accordance with a formula involving adult Sunday attendance and a prosperity factor. More details can be found on the Diocesan

website: <https://www.cofeguildford.org.uk/governance/parish-share>

H. International links

The Diocese has a long-established link with the Anglican Church of Nigeria, which is a valuable channel of communication for the Communion as a whole, though current Communion politics mean that aspects of the relationships are currently on hold. We also have developing links with the Diocese of Sialkot in Pakistan, and with the Lutheran Diocese of Viborg in Denmark. Many parishes have their own links to these and other parts of the world.

Outline of key terms

- Salary competitive within the charity sector with a generous non-contributory pension provision. Please do get in touch for further details.
- 23 days annual leave per annum (pro-rata), rising to 26 days per annum after 1 years' service, plus Bank Holidays.
- Once we return from remote working, there are attractive, open-plan office and surroundings at Church House Guildford, 20 Alan Turing Road, Guildford, GU2 7YF, with free car parking.

How to apply

A completed **application form** and a **supporting statement** (no more than 2 sides of A4) detailing your reasons for applying, what you bring to the post and how you meet its requirements should be sent to: recruitment@cofeguildford.org.uk no later than the closing date: 5th May 2021