

St Paul's  
D O R K I N G



# Parish Profile



**St Paul's**  
D O R K I N G

a growing community of grace

[www.stpaulsdorking.org.uk](http://www.stpaulsdorking.org.uk)

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# An Introduction to St Paul's

Thank you for considering St Paul's Church, Dorking, as a parish where God may be calling you for the next season in your ministry. St Paul's is an evangelical and gently charismatic church, best described in our strapline: 'a growing community of grace.'

We are living in interesting and challenging times and as a church we rest in the sound knowledge of God's presence and leading. For many of us, church and our faith have become firmly established over many years, but as we move into 2021 and as a result of the impact of COVID-19, the ways in which we express church, the way we worship, the ways we reach out, and the way we simply 'do' church will all be different. As someone said, 'that was then, this is now!'

So, bearing in mind the above, the following profile is designed to give you a flavour of the life and vision

of St Paul's Church, the parish and the town of Dorking. In addition, we have included an overview of the more important aspects of church life; the staff and volunteers, the services etc. as well as details of the parish and the importance of involvement in the surrounding community. The church estate – and especially the vicarage! – merits a special mention, as do the church finances.

As we enter this new season for our church we continue to be guided by God through the power of His word, following Jesus' teachings and acknowledging the power of the Holy Spirit, but at this time of pandemic we also recognise that this might involve adopting a different approach to church from that to which we have all become accustomed. For some that will bring challenging, even anxious times; for others exciting times, but we only seek God's will for our church.

So please read on, beginning with the Bishop of Guildford's message describing the Diocesan vision of Transforming Church, Transforming Lives, and see how that vision has been and continues to be pursued at St Paul's and might be increasingly fulfilled in the future.

For further details on day-to-day life at St Paul's please visit our website at:  
[www.stpaulsdorking.org.uk](http://www.stpaulsdorking.org.uk)



## A message from Rt. Revd Andrew Watson, Bishop of Guildford

# Transforming Church, Transforming Lives

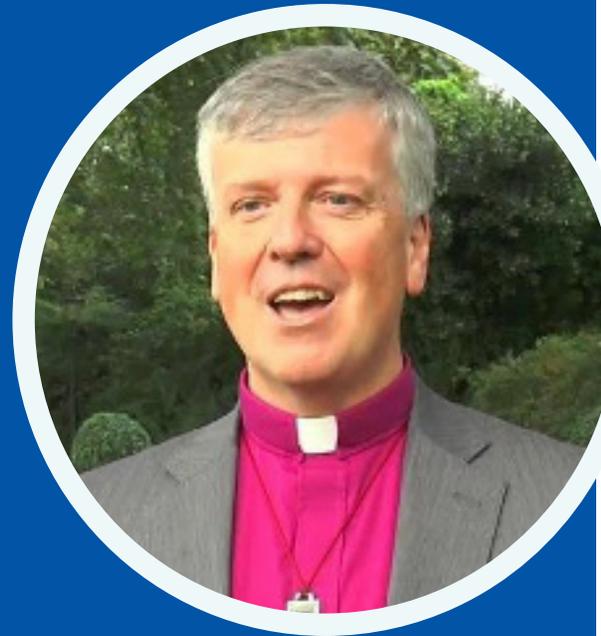
I moved to the Diocese of Guildford in early 2015, and have found it a warm and friendly place to be, with a strong cohort of gifted and passionate laity and clergy, and a growing commitment to building on the old and releasing the new, as we seek to 'proclaim the Gospel afresh in this generation'.

In the Autumn of 2016 we launched our diocesan vision, Transforming Church, Transforming Lives, encouraging a deeper dependence on God in prayer, a focused attention to Parish Development planning and 12 Diocesan Goals as a framework for all our mission

here in Guildford. This has been well-owned from the start, not least because around 2000 people fed into the process through a Survey/ Monkey and a series of clergy meetings and deanery prayer events; and at the heart of it is a commitment to growing 'prayerful, confident disciples in daily life', as expressed in the first and most important of the Diocesan Goals. Do check out the details at: <https://www.cofeguildford.org.uk/about/transforming-church-transforming-lives>

We recognise and celebrate the diversity of Church traditions

in the diocese, and the range of contexts in which the Church is called to serve; and Transforming Church, Transforming Lives has proved remarkably adaptable, from catholic to evangelical, from the poorest communities to the richest, and from the smallest of villages to the largest of conurbations. If you share our excitement for this vision, along with the values that undergird our Diocesan goals, we would love you to apply!



-  1. Make prayerful, confident disciples
-  2. Increase the number of new Christians
-  3. Develop safe, attractive and spiritually enriching children / youth ministry
-  4. Increase the number of lay leaders of all ages
-  5. Together to grow number of ordinands
-  6. Together to increase partnerships with the local community
-  7. Together to increase partnerships with Christian communities beyond the Diocese
-  8. Together to improve standards and develop Christian distinctiveness with church schools
-  9. Encourage regular, proportional and sacrificial giving
-  10. Streamline processes to release fresh energy for mission
-  11. Develop effective communications
-  12. Having church buildings that are fit for purpose



## Coronavirus (COVID-19)

It goes without saying that COVID-19 has impacted on everyone and it would be foolish to ignore the effect it has had and will continue to have on each of us and on the church. However as a church we rest in the sound knowledge of God's love and His guidance leading us through the unprecedented times we are currently living in.

The virus has affected all of us in one way or another and there is no doubt that each of us will have to re-assess what is 'normal' once we come out of the other end and return to some semblance of normality. In the meantime, our aim so far has been to provide online and other mechanisms which allow our whole church community to continue to be connected in a safe and welcoming manner, and the PCC has recently agreed an 'interim response plan' which involves reassessing our service provision, our small groups, our community links and our prayer life.

So, as we enter this new season for our church we continue to be guided by God, but at this time of pandemic we also recognise the probability of adopting a different approach to church from that to which we have all become accustomed. Regardless of this we only seek God's will for this next season for our church, for His kingdom and for our new incumbent.





# Vision

Our current vision statement, “to be a growing community of grace”, reflects both the church’s strong Bible-based evangelical tradition (‘saved by grace’) and our ‘gently charismatic’ openness to the Holy Spirit’s ‘gifts of grace’.

Ever since the church began to grow (from a point where it was on the brink of closure in the 1970s as outlined below), a core focus at St Paul’s has been the imperative to proclaim the gospel of Jesus Christ. Accordingly, our first published ‘statement of purpose’ (based on Matthew 5:14 and inscribed on a stone plaque hanging on the church wall) was “we are here to be a beacon of light for Jesus”.

Then, in the first part of the 21st century and springing out of a ‘three loves’ vision to “love God, love one another and love all in God’s world” we embarked on the substantial project

outlined below to refurbish and extend our buildings. We have sought also to be ‘salt of the earth’ through embracing the other ‘Marks of Mission’ of the Anglican Communion – responding to need, addressing social injustice and caring for creation, all of which we would see as being an inherent part of our calling to be a ‘growing community of grace’.

The building project completed in 2014 was envisioned not just for the church’s use today, but as a potential resource for the whole community and an investment for the future – something “for this generation and the next” (Psalm 145:4). As our vision has developed, we have begun to sense a calling to look increasingly further than our own ‘growth’ to facilitating a ‘growing community of grace’ beyond our own walls and parish, partnering with and resourcing churches cross-denominationally within the town of Dorking and within the villages that comprise the rest of the Dorking Deanery.

# The Parish and the Church

The parish of St Paul's in the Diocese of Guildford is located within the southern half of Dorking, with the church itself situated in a quiet residential (and private) road a few minutes' walk from the town centre (which is in the next-door parish of St Martin's).

The population within our parish is representative of the wider Dorking community and is predominantly white middle class (94%), with those who claim Christianity accounting for 57.5% and a further 30% claiming no affiliation. The most recent census (2011) records the parish as comprising 1,845 households providing homes for 4,241 people although this figure will have changed since then. Housing varies from small, terraced town houses and two small estates to substantial detached homes.

The church has an electoral roll of 299 at the time of writing, many of whom live outside the parish. We have an average Sunday attendance (pre-COVID) of about 250 including approximately 50 children.

We are an evangelical and gently charismatic church with a deep love of Scripture acknowledging the work of the Holy Spirit and our call to

be agents of God's Kingdom as His witnesses in the world He loves. We have had a long-term association with New Wine and its vision of "local churches changing nations", as well as with other evangelical events or conferences including Spring Harvest and the Keswick Convention.

Traditionally many of our church family have attended Spring Harvest and more recently some of our clergy team attended the annual New Wine leaders' conference. In recent years, between fifty and ninety of the of the church family have attended the New Wine summer conferences. In addition, we generally run at least one Alpha course each year, the Marriage Preparation Course, and the Parenting Teenagers Course.

We also occasionally host larger events drawing in people from a wide area, including Forever Reign (a multi-church worship event), a regional Christian Vision for Men event, an annual visit by the King's Chamber Orchestra, and events led by well-known speakers such as Pete Greig of 24/7 and Rev. Jonathan Aitken.

The PCC is currently involved in

developing the church's 'Mission Action Plan' and at the time of writing is supporting the four-pillared initiative to guide us through both our period of vacancy and the COVID issue (see 'Coronavirus' section above).

The church you see today is the result of its growth and development since first being built in 1857. Although well-established, during the late 1960's numbers were falling, but the appointment of a new vicar in 1973 helped reverse this situation.

In 1977 a church room was erected adjoining the church building and then in 2003 the church was reordered. The pews were removed, and new flooring, lighting, heating, sound and multimedia facilities were installed.

Finally in 2013 the old church room was demolished in order to make way for a new Church Centre, designed and built to reflect our current and future needs, and at a cost of £2m this opened in 2014 with outstanding facilities for all ages (although a 'section 106' agreement which our neighbours asked us to enter into does impose some

limitations on the extent of use). It has evolved into a flexible space which houses the church office, the Nursery, a modern well-equipped kitchen, good toilet facilities, a room for quiet prayer, smaller meetings and children's groups, and a large meeting hall for a wide variety of events and activities.

The church building is in good repair, with regular Quinquennial inspections and repair work undertaken as and when required. It is also DDA-compliant with accessible WC facilities, a lift and an induction loop.

So here we are in 2020, with a rich Christian heritage behind us, and looking forward with eager anticipation to a new season in the life of St Paul's and to welcoming the new Vicar whom God will send us.





# Services and Worship

Each term the Leadership team seeks to identify what God might be wanting to say to us as a church. In response, we follow a particular theme or book of the Bible week by week. The teaching and preaching on Sunday is applied through small groups which meet during the week. Notes based on the sermons are made available to everyone each week.

Prior to lockdown we had three services on a Sunday:

## 9.00am

Using the common worship liturgy, usually with communion and song/hymn books, adult choir and organ or piano accompaniment.

## 10.30am

An informal service for all ages (usually with separate groups for under-14s), where the worship has a contemporary feel in a New Wine style, led by a band. On the first Sunday of the month we have Café Church, where the environment is more informal (like a café!).

## 6.30pm

Lightly-structured open time of charismatic worship and encounter.

During Lockdown 1 we began streaming recorded services (with the smaller 6.30 service being live on Zoom) and then from August to October we held one of our streamed services each week in the church building, with a maximum permissible attendance of around 40 people. Now that we are in Lockdown 2 we have reverted to recorded or streamed acts of worship with no congregation present.

After initially having an encouragingly high number of people tuning in to the online services, we have subsequently seen a reduction in 'attendance'. As with many other churches we seek to discover the reasons for this, and we are continually exploring how best to 'do' church in the current COVID era.

There is also a Zoom time of prayer, based loosely on Morning Prayer,



## Services and Worship continued...

each week at 9am on Tuesdays and the church is open for quiet prayer on a Wednesday. In addition, throughout the pandemic we have also established two further prayer times via Zoom on a Tuesday evening.

We encourage members of the congregation to be involved in the many roles needed to make Sunday worship a time when gifts are used, and all made welcome. This includes a welcome team, coffee team, sides people and assistant wardens.

Involvement is also encouraged in preaching, leading intercessions, assisting at communion, Bible reading and prayer ministry. Occasionally there may also be the offering of a word, picture, tongue or prophecy as the Holy Spirit leads, at any of our services.

## Our worship

Music has always had a very important place in the worshipping life of the St Paul's family. We love to sing with the musicality God has already given us and we are always open to finding new ways of

expressing our love for God and our reverence for Him.

We have a substantial number of church members who help to lead us in sung worship, enabled by the Holy Spirit. These include those involved in the choir and worship bands, and on the sound and multimedia desks. Those involved in the worship ministry are drawn from across the church and we are continually seeking God's heart in growing His worship ministry.

## Baptism

Following due preparation, we baptise children who worship at St. Paul's or live in our parish, giving the opportunity for parents to bring their children before God in a public declaration of their intent to raise them in the family of the Church. These baptisms generally take place during the 10.30 Sunday Service and on average, before the pandemic we witnessed around 10 - 12 baptisms every year.

We also offer baptism to young people and adults who have not previously been baptised. We have baptised individuals in the sea at our annual church picnic near Worthing.



## Thanksgiving

A service of thanksgiving is available which does not involve baptism but gives parents and the church family the opportunity to give thanks to God for the gift of a child and to receive prayer and a blessing.

## Marriage

Couples preparing for marriage meet the clergy and are invited to attend the nationally recognised 'Marriage Preparation Course'. On average we conduct two or three weddings annually. We are open to marrying divorced people and follow the House of Bishops' guidelines in these matters.

## Funerals

Our authorised Ministers are available to lead funeral services (and other services of remembrance and thanksgiving), either in the church or at crematoria etc, and on average we conduct around six per year. There is no graveyard at St Paul's.

# The Town

Dorking is a long-established market town set in the valley of the River Mole and Pippbrook between the North Downs and the Greensand Ridge, approximately 21 miles (34 km) from the centre of London and 6 miles south of J9 of the M25.

Despite the current COVID-19 constraints encouraging people to work from home, it remains a commuter town served by three railway stations: Dorking which serves London Victoria and London Waterloo together with Horsham to the south, plus Deepdene and Dorking West on the North Downs line serving Redhill, Gatwick Airport and across country to Reading. There are bus services to Guildford, Redhill, Horsham and Kingston.

Denbies Vineyard, one of the largest vineyards in the UK, is located north of the town and produces internationally acclaimed (if a little pricey!) wines. Box Hill, owned by the National Trust and designated a Site of Special Scientific Interest due to the large number of rare orchids, is nearby.

The three main shopping streets have a mixture of small independent shops, charity shops and larger outlets plus three supermarkets

(Sainsbury's, Waitrose and Lidl) with a small Tesco Express on the A25/A24 roundabout where a statue of the famous five-toed Dorking cockerel stands as a sentinel over the town – not quite 'Christ the Redeemer' looking down on Rio de Janeiro, but this is Dorking!!

We are blessed with many local businesses some of which compete with the national chains: coffee shops to rival Starbucks and Costa (both of which have outlets), pubs (both gastro and traditional), restaurants both at the high end and the more affordable end, and above all (for carnivores!) a marvellous butcher imaginatively named 'Dorking Butchery'...



## The Town continued...

Another 'not-to-be-missed' is the Dorking Food Float. With a stall outside Barclays Bank in the High Street on a Friday and Saturday run by a member of the congregation it sells locally sourced produce, also delivering weekly vegetable boxes. This has been quite a challenge during COVID-19 but it's been a great blessing to many folk.

Dorking rose to a greater prominence in 2012 when Box Hill was included on the route of the Olympic cycling race, since when it has become a centre for cycling. As well as a number of road cycle routes there is also a large area popular with off-road cyclists on the North Downs Way covering Box Hill and Ranmore.

Dorking Halls provides for many and varied events including choral and instrumental music festivals of all genres, pantos and with its three cinema screens there is always a film to watch. Dorking has a semi-professional football club (now in the National League South), a rugby club, and a modern leisure centre with a swimming pool, a gym and

various rooms which provide for other sports and activities. There is also a library, a local museum and two golf courses.



# Schools

## St. Paul's Nursery

The Nursery is an expression of St Paul's Church's heart for the community and an outworking of our church's vision to demonstrate Christian love and service. Established and managed by the Church for the benefit of local families, it was classed as 'Outstanding' in a recent OFSTED inspection (February 2020).

The aim of our Nursery is to offer high quality education and care to children and families from all sections of the local community, providing a safe, secure and loving environment for children to learn and grow, and where the emphasis is on learning through play. An enjoyment of learning is fostered by a broad, stimulating and balanced curriculum both indoors and out. In 2019 we officially qualified as an accredited Forest School and since then have offered sessions to all of our children to explore and experience the natural world through this innovative way of learning.

Qualified staff members work in partnership with parents and carers to ensure that children are valued, loved and educated as

we encourage their individuality and development. Members of the church also volunteer in the Nursery, reading stories and supporting the children with their play.

We also offer places to children with Special Educational Needs and work in partnership with parents, other educational establishments, and health and social services. Christian values are incorporated into our provision, whilst we remain aware of and respect views and opinions of those of different faiths.

The Nursery is open every weekday morning during term time and two afternoons a week during the Spring and Summer terms.

## Dorking Primary Schools

Dorking has 5 primary schools. St. Paul's, St. John's, St. Martin's, St. Joseph's and Powell Corderoy. All have been graded 'Good' or 'Outstanding' by Ofsted. All are 'Faith' schools apart from Powell Corderoy.

Staff and members of St. Paul's deliver 'Walk Through the Bible' (a national R.E. programme, previously 'Bible Explorer') to all the local primary schools. A church Staff member also delivers regular assemblies at Powell Corderoy and also provides additional R.E. and worship support.

## St Paul's C of E (Aided) School

St Paul's School was built at the request of the church's first Minister and Churchwardens in 1860, and the school and church have always enjoyed a close relationship. The school aims to serve the surrounding community by providing an education of the highest quality for children of all faiths and none, within the context of Christian belief and practice. Christian values are promoted and encouraged, as is an understanding of the meaning and significance of faith.

Many children from church attend the school with a number of the congregation serving on the Governing body, including the current Associate Vicar. Staff members take a weekly assembly and during the term the church is used for special services such as at Christmas, Easter and other festivals. Staff have also set up a 'Prayer Space' for a day, in the church, for the school.

## Secondary Schools

The town is fortunate to have two secondary schools and the church hosts carol services for both schools. Both schools have been rated 'Good' by Ofsted.

## The Ashcombe Secondary School

Assemblies at Ashcombe are taken weekly by Church / Youth ministry leaders from churches within the town. The church staff also support the student-led Christian Union.

## The Priory C of E (Aided) Secondary School

The Priory has a team of chaplains (including the lead chaplain, who is part-funded by all the Anglican Deanery churches), and two members of the St. Paul's staff are part of this team. They resource and support a number of events including assemblies, communion services, pupil and staff retreat days, 'OMG' week and prayer spaces. Children from Year 7 have also met with senior members of the church, entertaining them and providing them with a cream tea.



# The Community

The church runs a number of ministries and is a partner in many others in order to serve the needs of the local community. The following include some, but not all, of the ministries the church runs or supports.

## SPOT

St Paul's 0 - 3's is a group for children from birth until they start nursery or pre-school. It is staffed by qualified early years practitioners providing a safe, secure, loving and friendly environment reflecting Christian values and ethos. SPOT meets in the Church on Wednesdays during term time from 10 am to 11.30 am.

## Early Bird Café

Early Bird Café is in Church between 8.45 am and 10.00 am each weekday in term time. Everyone is welcome, with a toddler play area, free Wi-Fi and space to prepare for the day.

## Work Out

Work Out is a midweek fresh expression of church, meeting monthly on Friday lunchtime with a light lunch provided. It is a network for those seeking to integrate the life of work with Christian faith. Its meetings are short, sharp and packed with practical stuff connecting faith with work. It is not just for those who can attend meetings – much of the group's activity is involved with networking and is conducted electronically.

## MoMEntum

This has been running for three years, held every other month. It was born out of a vision to reach out to the men of Dorking in a way which creates an inviting but not intimidating Christian environment. Since its inception it has held a number of different events with an emphasis on a talk given by a

Christian man with a story to tell, backed up by good food and a glass of ale. Speakers have included senior figures in government and politics, sporting themes have also featured as well as the occasional visit to a local curry house! Attendance has averaged around 40 – 50. The aim is to attract men on the periphery of church, those with faith, those who are seeking and those who simply don't know...

## Just Women

This is a new ministry for the church. The strap line is 'Just women - where two or three are gathered' and the vision for this ministry is to provide a place for women of all generations to meet, build relationships and support one another. This has been done through holding breakfasts (with a speaker) and by running events including a very successful 'Swish' (clothing swap) event in March 2018. All events are designed

to be an easy invite, so that women can bring family, friends and neighbours.

## ConneXions

This ministry for Seniors started in March 2019. The aim is to reach out to the older members of the church and local community who might be lonely and offer them friendship. Two local Care Homes are also invited to bring residents along with carers. Every month a cooked lunch is offered, followed by a 'thought for the day' with a Christian input. Other 'optional' activities include games, artwork or more energetic activities like indoor bowls. The team has also been able to foster links with local schools, with choirs from primary schools coming to sing.

The Community continued...

## Young Families Network (Stepping Stones)

This is a group for families with children under 7, started in 2019. We meet monthly on a Sunday afternoon in the church nursery space to play, build community and explore how to live an everyday faith as a family in this unique stage of life. During lockdown we ran an online 'Parenting for Faith' course.

## Residential and Nursing Homes

There are a number of residential homes within our parish. In three of them we hold services of Holy Communion or Evening Prayer each month, or other informal worship, where we proclaim the good news of Jesus and enjoy fellowship with those who are unable to join us on a Sunday. Members of the St Paul's family are able to visit and offer the opportunity for Bible Study and recreational support as individual circumstances require. In addition, we are able to share worship and ministry at Pelham Woods, a secure

rehabilitation service for women who have complex mental health problems.

## Involvement with other Ministries

Our church members are involved in many other ministries in the town. These include Beatitudes (a charity shop with a focus on supporting struggling families), The Besom (a practical, equipping ministry for those who can give time, money and skills) and the Local Foodbank and Community Fridge.

## Rainbows, Brownies and Guides

These uniformed organisations meet on Monday and Tuesday evenings in church and take part in Parade services on Remembrance Sunday and Mothering Sunday.

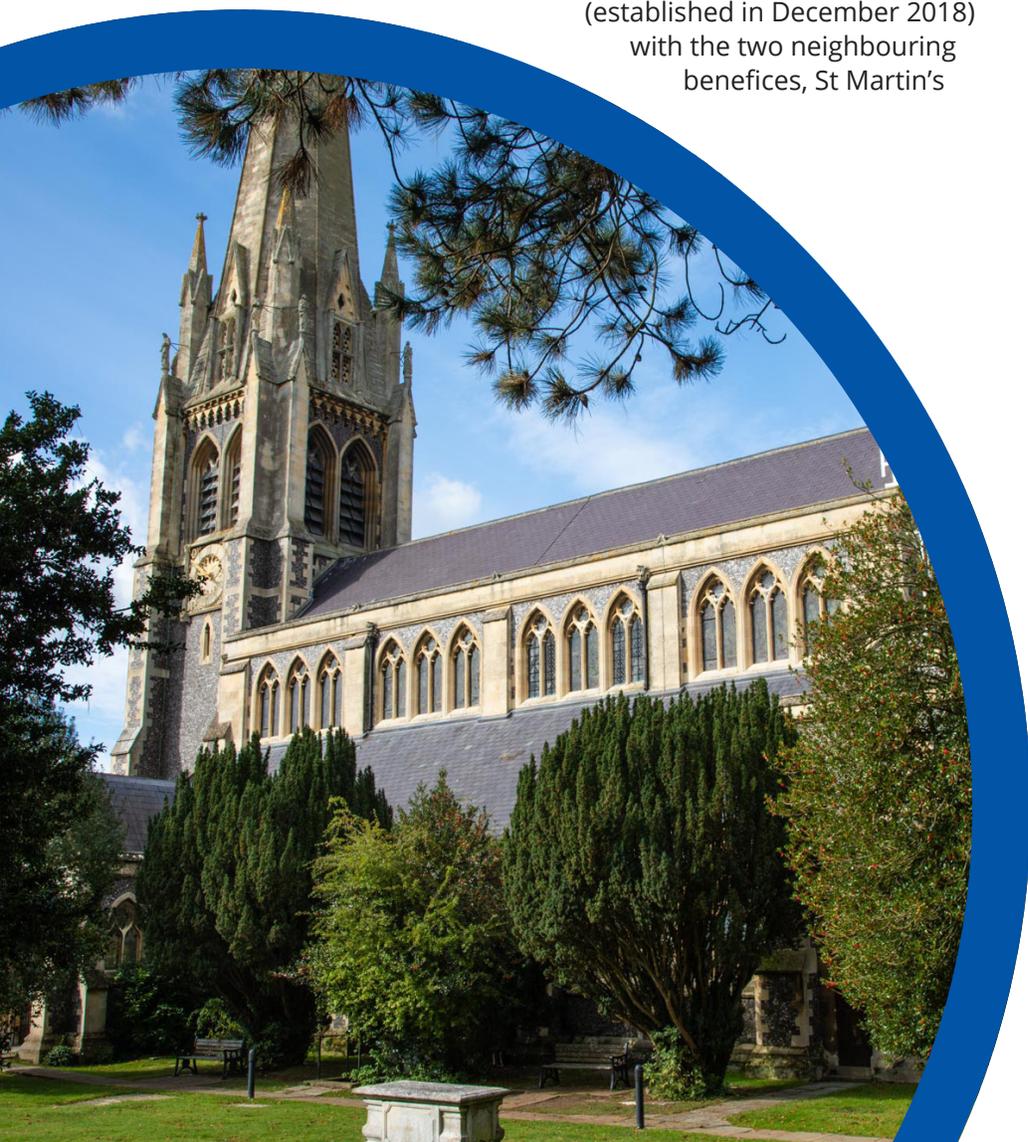
## Little Notes

Live music with a professional musician for babies, toddlers and carers. Little Notes is held in the church on Monday mornings during term time.



## Other local churches

St Paul's is part of a Group Ministry (established in December 2018) with the two neighbouring benefices, St Martin's



Dorking (with Ranmore) and St John's North Holmwood. In September 2019, a 'graft' into St John's took place with the objective of bringing fresh missional energy to that parish, with around 30 St Paul's members moving there when our Curate became their Priest-in-Charge.

As a resource church St Paul's also seeks to support the other (village-based) churches in the Deanery, by providing ministers to lead or preach when necessary (including during a Vacancy). We have four 'lay' places on the Deanery Synod, with the current Lay Chair being a member of St Paul's.

Other (non-Anglican) centres of worship in the town of Dorking include Roman Catholic, Baptist, United Reformed, New Frontiers/FIEC (combined) and Pentecostal churches. There is good co-operation between the denominations – a united 'Zoom' prayer meeting is currently held monthly, the local Foodbank is run by Churches Together in Dorking (CTD) and a number of the churches also combine for aspects of youth work.

WE ARE A BEACON  
OF LIGHT FOR JESUS

## Staff

As a church we are blessed to have a large and enthusiastic staff team which will continue to thrive under an incumbent with good leadership skills. The team includes both authorised Ministers and those who are paid for their work on behalf of the church, to support all the activities in which we are involved, and more importantly to provide the leadership, support and training to the church family and the parish.

There are two stipendiary clergy (an Associate Vicar and a recently appointed Curate), a Self-Supporting Minister (retired), an Ordained Local Minister and a Licensed Lay Minister. We employ a full-time Children's & Youth Minister and a part-time Youth Pastor, and employ (or contract the services of) a part-time Worship Pastor, a choir director and an organist.

As a resource church we place a

strong emphasis on vocational training and have an ordinand who will take up his first curacy in mid-2021 and another ordinand who has just begun her course. A New Wine intern and a trainee Licensed Lay Minister currently complete the 'Ministry' team.

Supporting this team we have a busy office which is staffed by an Operations Manager, a Communications Co-ordinator and a Parish Administrator (all part-time). The church is also served by a Caretaker and by a number of volunteers in administrative or organisational roles including a finance team to support the church Treasurer and a designated Health and Safety Officer, together with a Verger to assist on special occasions.

Finally, the Nursery which is held on church premises (see above) is staffed by a Headteacher, a Deputy Head and an able staff team under the governance of the Management Committee.

Further details of the staff and their brief biographies can be found on the church website  
[www.stpaulsdorking.org.uk](http://www.stpaulsdorking.org.uk)

## Pastoral Care and The Role of Volunteers

St Paul's aspires to be not so much a church *with* small groups as a church *of* small groups. They are a key focus for a whole range of church activities at St Paul's, including worship and prayer, love and care, outreach, social action and practical support. Vital to the life of the church, they are led by volunteers from the church family and are encouraged to build on the teaching from the platform.

We currently have eighteen small groups comprising around 170/180 members, which meet in private homes or in the church (with varying attendance levels). Along with others in the church family they are encouraged to participate in, support and help lead the many activities described above. Most groups are generic in membership, though a few are aimed at specific age or gender groups. Groups are

very individual in style, but most (although not all) follow the sermon series and use the study notes provided by the preachers each week.

In addition, we have a team of lay pastoral assistants trained by the Diocese of Guildford in order to be able to offer specific support during times of need. They support pastoral needs as they arise both in the fellowship and in the wider parish, whilst Small Groups also provide a key network for this type of support.

We are fortunate in having many willing and talented volunteers for church activities in every role as described above, as well as the more technical areas such as audio and multi-media without whom we would find it hard to reach the demographic we serve.



# Children & Youth

St Paul's places a high value on Children's and Youth Ministry, with the current Children's and Youth Minister having been employed since 2009 and now being supported by a Youth Pastor. Across the ages there is a core value of encouraging children and young people to engage fully with what God has for them; through prayer, the word, spiritual gifts and serving ministry. Thanks to a team of fantastic volunteer leaders, helpers and support workers, St Paul's is able to work hard at achieving this vision.

## Under 7s

As part of the 10.30am Sunday programme, there is a staffed crèche with a range of activities including songs and bible stories. The 3-5s and 5-7s group use the inside and outside of our purpose-built nursery, making for an ideal venue.

Each term there is a very popular Under-5s praise event (Christmas, Easter, Teddy Bear Picnic).

## 7-11s

7-11s have their own group on Sunday mornings. The midweek group "XL" is a core part of our ministry to this age range. Led by a team of adults and young leaders, the 2.5 hour programme is crammed with a meal, games, prayer, teaching and worship. The group is a mix of church regulars, other church children and non-church family children. Our schools programme is crafted to resource both the local primary schools' curriculum and the children's ministry of the church.

## Secondary Students

Sunday programmes include an 11-14s group, a monthly yr9+ girls' discipleship group ('TBH') and a newly started yr9+ boys' group. The midweek group 'Wednesday Night Youth' is aimed at over-14s.

## Leading, training and practical service

One of our core aims at St Paul's is to maximise the opportunities for children and young people to serve and grow in their personal God-given gifts.

Children and young people are encouraged to be involved in all areas of church life. This can be anything from outreach, social action (e.g. Besom projects), running the tech or sound, working as a leader/helper or being in the worship band. In fact, many of our programmes and events such as Holiday Club, Youth Alpha or XL would not run without them.

## Soul Connect Network

Soul Connect is the umbrella name for the Dorking Churches' joint children's and youth ministry. It is an effective partnership ministry built over the last ten years. It acts as a hub for youth leaders and others (e.g. Priory Chaplaincy), managing resources and organising events such as town-wide Youth Alpha and the Soul Connect Weekend Away.



# World Church

With a portfolio of seven mission partners around the world we have an active engagement and a generous outward giving budget (in broad terms, 10% of general fund income) which is supplemented by particular gift occasions and individual donations.

The World Church Team comprises 6 members, all of whom have had some experience of overseas mission work. The Team manages the budget, but importantly also seeks to raise the profile of the worldwide church to all members of St Paul's. We act on the basis that there is much inspiration, insight and rich fellowship for us through meaningful contact with our believing brothers and sisters from other cultures.

Our mission partners cover a range of ministries including anti-trafficking, refugees, creation care, strategic prayer, church ministry and care for children. Communication with the church family is mainly through our World Church monthly newsletter. This has a readership of approximately 150 and we seek to not only share the latest news from all our partners, but also recognise the work of individuals within our church family who are serving the

world church, and share a range of information and insights to inspire and promote prayer.

Many of our contacts are known to us personally, through visits made by our church members. In 2019 a group of 15 went out to Kenya to run a children's holiday club; and in early 2020, a team of five from St Paul's went out to Mumbai with Tearfund to learn more about the anti-trafficking projects based in the city. Partly self-funded, they also benefitted from a generous bequest. This visit was an unforgettable and perspective-changing experience which they are sharing in a number of ways with the church family.

We are aware that not everyone is able to travel so in addition to the newsletter we encourage prayer support through our Small Groups, include updates in Sunday morning services and hold occasional popular World Church focussed events such as concerts, talks and quiz nights. We also encourage mission partners or representatives from funded organisations to visit and take part in St Paul's services and join us afterwards for a shared lunch.





The Vicarage

## The Estate

### The Vicarage

The Vicarage is a 1930s four-bedroomed detached house with double-glazed windows. It is situated in a quiet residential road typical of Dorking and is about 100 yards from the church. Approached by a tarmac driveway suitable for parking several vehicles the house sits back from the road on the south side of the town and enjoys glorious views of the wonderful Surrey Hills.

The vicarage has extensive gardens mainly laid to lawn but with some mature trees to provide protection in the summer months. It makes it ideal for summer garden parties and previous occupants have also taken advantage by hosting chickens! There is a detached garage, and the property is surrounded by hedges on all sides.

Ground floor accommodation consists of entrance hall, study, utility room, kitchen, cloakroom and two reception rooms. The study has a separate entrance. The kitchen opens onto one reception room, which can also be opened onto the second, allowing for flexible use of the space, as required. Upstairs are 4 bedrooms, (one en-suite) and a family bathroom.

The vicarage will be inspected by the diocese and any necessary work will

be undertaken prior to occupation by the new incumbent. At the same time the parish will arrange redecoration as required.

### The Associate Vicar's House

The Diocese owns a detached house in Ashcombe Road (in the next-door parish of St Martin's) which the church has use of for the current Associate Vicar and his family.

### The Curate's House

St Paul's has responsibility for a house obtained via a Church Commissioners' loan. This is about half a mile from the church in Falkland Road. A semi-detached three-bedroomed Victorian house, it has been used in the past to accommodate our Curates and is now the home of our Children's and Youth minister and his family (i.e., not the current Curate...).

### The School House Flat

At St Paul's School there is a separate two bedroomed flat which is located above the offices which service the school. This self-contained flat is the responsibility of the church and is rented out commercially – currently to a member of the congregation.



# Finances

## Overview

We are very blessed that our current finances are sound, but a significant challenge may lie ahead. Following the completion of the Church Centre in 2014 income to our general fund increased substantially. Allied to good expenditure control, this allowed us to accumulate a significant balance in the general fund, enabling us (with the further aid of a substantial legacy) to expand the ministry team with the appointment of an Associate Vicar, Worship Pastor and Youth Pastor in 2019. These appointments do however mean that total expenditure currently exceeds total income, with the plan being to close this deficit via income growth over the next two years.

## Income and Stewardship

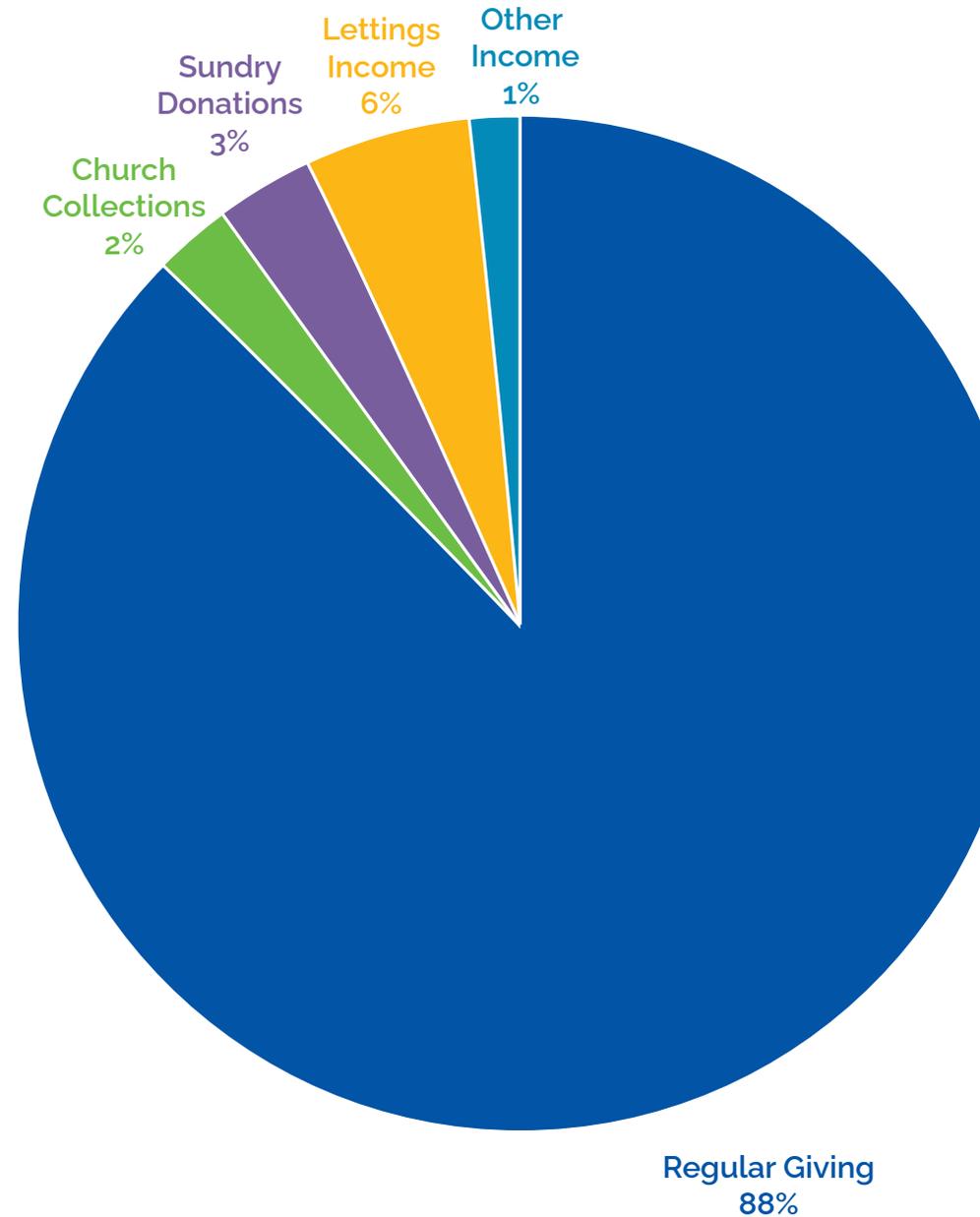
Regular giving by the congregation (including gift aid) accounts for 88% of our budgeted income. Around 150 households give regularly via standing order. In 2015 we ran a major membership and stewardship focus entitled 'Count Me In - Connect, Serve, Give'. This resulted in a significant boost in income and

the addition of new givers. Since that initiative we have run various lighter-touch encouragements for church members to review their giving.

With the requirement to increase income significantly in the next two years, and the age profile of our giving being heavily weighted to the generation approaching retirement, we anticipate an imminent need for further teaching about financial giving in the context of grace and discipleship.

Other income sources include rental of the School House Flat (£10k), church and centre lettings (approx. £7k) and Sunday collections. The church now has a credit/debit card donation point.

## 2020 Budgeted Income (£359k)



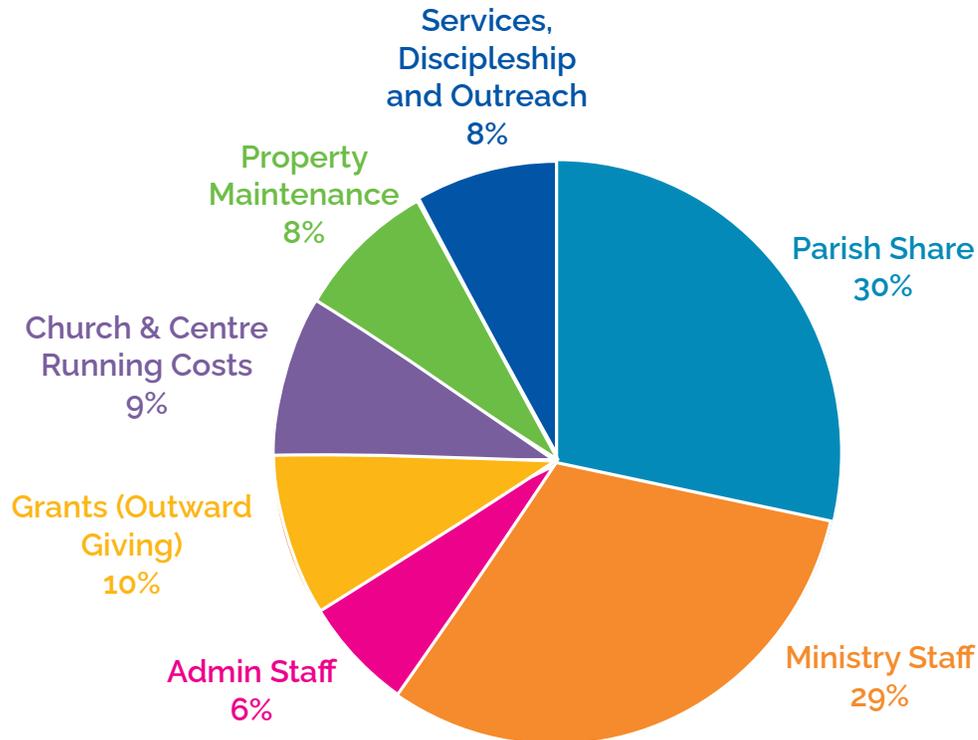
## Expenditure

Our largest expenditure is parish share (currently £120k) which we commit to paying in full.

Ministry staff costs include stipend and housing for our Associate Vicar, salary and housing for our Children's and Youth Minister, Worship Pastor's salary, Youth Pastor's salary and ministry staff expenses.

Admin team staff costs include our Operations Manager, Comms Coordinator, Parish Administrator and Caretaker.

## 2020 Budgeted Expenditure (£403k)



## Funds

At the end of 2019 the balance of the general fund was £152k (set to reduce by £45k in 2020, and then further in the next couple of years or so as we seek to bring our income and expenditure back into line as explained above). We also held £24k in the quinquennial fund and £11.6k set aside for medium-term

equipment renewal needs. From a generous legacy we also held £21k in a Youth fund which is currently being used to fund our part-time Youth Pastor appointed in 2019, and a further £9k designated for world church projects such as overseas mission trips.

Balance of General and Designated Funds at 31/12/19 (Total: £218k)



## Impact of Lockdown

Loss of income streams, such as centre lettings, due to the lockdown and ongoing restrictions have been offset by savings from reduced use of our buildings. Regular giving to date has held up strongly. We were able to pay our remaining 2020 parish share in May to support the Diocese's cash flow.

However, the distracting effect of the pandemic (and Vacancy) and the difficult economic outlook make the imminent need to increase our income a greater challenge than originally envisaged.

We are mindful that God has blessed St Paul's richly and we want to see this blessing overflow more and more as we invest in His mission in Dorking and beyond.

# ECO Church

The church is committed to caring for creation as a way of showing our love for God and our neighbours here in Dorking and around the world. We are trying to do this through every aspect of our church life, including:

- worship, prayer and teaching about caring for creation, including developing a series of small group Bible studies available at <https://www.stpaulsdorking.org.uk>;
- making sure our church buildings do not damage the environment.
- managing church land in a way that allows our wildlife to flourish.
- encouraging our church family to live in a way that cares for God's creation - we want to see every member of the church take action to care for God's creation. We have developed the Creation Care award scheme to encourage households to make changes to care for God's earth.
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Over recent years we have made a number of changes to improve our impact on creation, which led to us being awarded a Silver Eco Church Award in 2018. We are working hard to achieve the Gold!



# Strengths and Challenges

- We are a very busy church, with lots going on, and although we have a very strong staff team this can lead to stress and prioritisation issues.
- We are fortunate to have a significant number of very mature/experienced Christians; however there is a limited number of younger leaders coming through. As a resource church we are having people going forward for accredited Church of England Ministry, but filling the gap they leave behind can present a challenge.
- We are a mixed community representing different styles of worship and theological approaches. We enjoy a wide musical experience ranging from traditional hymns through to contemporary music via both a choir and worship band, but face the challenge that some desire more focus on in-depth teaching whilst others value the more seeker-friendly style which has emphasised “journey” rather than commitment to discipleship.
- We offer a warm welcome and atmosphere of friendship but have folk on the fringe who don’t always integrate easily and this is borne out by attendance and electoral roll numbers having not increased in recent years. Furthermore, there is a lack of consistent attendance at Sunday services (for various different reasons). Despite this we enjoy a history of generous giving even within the current COVID challenges.
- Our small group structure and approach is probably in need of a refresh.
- We have a traditionally strong children’s and young people’s work but there are gaps due to our increasingly secular and busy world.
- Our strong team of Lay Pastoral Assistants is increasingly challenged due to the needs arising from increasing changes in current circumstances.
- We have a strong central commitment to World Church and a vision beyond the parochial, but do not always find it easy to get widespread engagement across the church to this.
- We enjoy good relationships and shared ministry with local schools both now and going forward but there remain other opportunities within the local community where we are just scratching the surface.
- We make extensive use of a flexible church building, but recognise that the church is the people not the building and we aspire to being a church beyond the walls, which can present challenges in a commuter town where many folk spend much of their time outside the parish.
- Response to COVID-19!



# Statement of Needs

## Person Profile

St Paul's is a church with a wide range of activities and lots of enthusiastic and talented members with both leadership and servant gifts. It is a busy church! However, we recognise that none of this activity has any value if it does not invite and enable people into a deep and meaningful faith in Jesus Christ and a lifelong passion to follow Him

The person we are looking to appoint will work to help us best show God's grace and love to our community, developing the faith of those who come to us and those we connect with in our lives. We recognise that this ambition needs inspirational leadership of our broad staff team together with some creativity which will develop the way in which the church functions post-COVID-19 and takes us forward into the next season of our development as a church.

It may be taken as a given that the person appointed will be a servant-hearted, Spirit-led leader who has a passion for Jesus, is gifted in introducing people to Jesus and growing disciples, and has the

experience and vision to lead a large and active church within the local parish, the wider community and beyond.

Ideally therefore, the person we are looking to appoint will be: -

- Someone who recognises and advances the role of St Paul's as a 'resource church' and builds on the networking opportunities across the wider Dorking churches including the Deanery and cross-denominational partners within the town.
- A leader and team builder with a passion for witnessing to Christ, who can inspire and build the next generation of followers and leaders across all age ranges within our community.
- Someone who understands and is steeped in sound and deep biblical and theological knowledge and has the prophetic gifts and insight to unlock and apply God's word helping us to be 21st century Christians on whatever frontline we face.

- A person of prayer who is alive to the work of the Holy Spirit in their own life and can lead others into a fuller experience of the power and gifts of the Holy Spirit in their lives.
- A leader who can take the best of what we were doing pre-COVID and combine it with what is now needed for these times - to develop an exciting and fruitful new season for St Paul's church.

## Personal Qualities

The above indicates someone who demonstrates the following personal qualities:

### Leadership skills

- An inspirational and skilled team leader who possesses preaching and teaching skills, a pastoral heart and good interpersonal skills
- Has a collaborative style of management, is willing to listen and delegate to others, and is able to motivate and inspire the staff team

- Has strategies to be able to cope with pressure and manage deadlines
- Is able to mentor others and to develop disciples and spiritual disciplines within the church including the 'fringe', strengthening corporate prayer life and bringing newer families into the 'core'.

### Enthusiasm and personal drive

- Someone who has the courage to take the church forward and who is willing to take risks and push the boundaries, accepting that sometimes this may fail
- Is flexible and constantly looking to learn, adapt and grow

### Initiative and Creativity

- Is excited by extending with others the potential of technology to enhance our mission, ministry and communications, and will be creative in how to develop church as we grow out of COVID-19



St Paul's  

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D O R K I N G

[www.stpaulsdorking.org.uk](http://www.stpaulsdorking.org.uk)