



***Parish Profile
and
Statement of Needs
2024***

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1. WELCOME :

Welcome : The Bishop of Guildford

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

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



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

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

Rt Revd Andrew Watson
Bishop of Guildford

Welcome : The Archdeacon of Dorking

St Mary's Cuddington is situated in the north eastern tip of the Diocese, close to Epsom with the M25 about 20 minutes away. It has a small shopping area with some good local amenities, with the beautiful Surrey Hills a short distance away.

There is much to rejoice over at St Mary's with a committed congregation, a small but growing children's Sunday Club, good relationships with the local schools and excellent connections with the local uniformed organisations resulting in well attended parade services. The church building and community centre provide an excellent centre for the community.



St Mary's has great potential and the new incumbent will need to build on the most recent church development plan which focuses on discipleship of the existing church community primarily through the development of small groups and teaching opportunities, and ministry to families, children and young people. I sense that the new vicar needs to be a collaborative leader who brings purpose, energy and vision and must have a desire to continue to "empower and release" people; allowing them the freedom to explore, develop and deploy their God given talents and gifting. The successful appointee needs to be a person who is a strategic missional leader with a pastoral heart and is enthusiastic about growing disciples and promoting Everyday Faith.

This appointment is perfect timing for receiving resource and support from the wider diocese. 2024 marks the launch of our second round of the Parish Needs Process. This marks a brand-new way of working whereby the diocese will seek to walk alongside each parish to help them with vision and whatever needs they might have arising out of this.

I am very enthusiastic about the opportunity that this post offers for the right missional leader. For the person that God calls, there is so much to offer here: the warmth of a great church family and wider community; the opportunity of leadership in a parish, deanery and diocese which offers considerable support and resources; the exciting challenge of discerning with this community what God is doing and how we might join in; the privilege of living and working in a beautiful part of the country with so many opportunities for clergy and families.

If you'd value an informal conversation about this post, please do not hesitate to be in touch with me at archdeacon.dorking@cofeguildford.org.uk, so that we can arrange a time for us to speak.

Venerable Martin Breadmore
Archdeacon of Dorking

Welcome : The Churchwardens

Welcome to the parish of St Mary the Virgin, Cuddington.

We seek a leader who can demonstrate ways for us to energise existing plans and develop new growth opportunities. At the same time, our existing congregation needs to continue feeling the love of God.

St Mary's is a welcoming Church community, with a deep history, where friendships have flourished and grown over many years. With the commitment of our previous vicar, this community has kept together and supported one another through the challenges of the pandemic years, bringing some new members, as others have moved on.

Our attention now turns to the growth opportunities that lie ahead, nurturing individual faith through worship and house groups, developing ministry for families & children, and deepening our outreach in the community.

We aim to be welcoming and inclusive across the community in our range of worship. The regular Sunday service at 9:30am is a Sung Eucharist which reflects our central Anglican and choral traditions. We aspire to welcome families, with appropriate services at regular intervals. These have a warm approach which seeks to ensure that all feel embraced by the love of God. Each month, we have a BCP at 8:00am, and an evening service which offers a time of spiritual refreshment, reverence, peace and joy.

Alongside this, we host several community and social events which are always open to all. This gives us an opportunity to broaden the church family, nurturing each other's journeys as we walk the path of faith together.

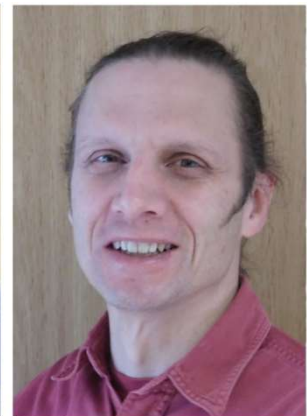
With members of the church community also being leading members of schools, Scouts & Guides, and the Residents' Association, we see a real opportunity to energise our connections to families and young people. At the same time, we need to care for those core members who continue to contribute so much in their later years, and still have so much more to offer.

We thank you for taking the time to read our Parish Profile and trust this will give you an insight into our church community, what we do, and how you as a pro-active leader might energise our development.

Peter & Dan



PETER HARVEY
Churchwarden



DAN SMITHERS
Churchwarden

2. VISION FOR ST MARY'S CUDDINGTON

In October 2022, when we started to put the pandemic behind us, we reconstructed our Parish Development Plan (*PDP*) based upon our vision **“To grow in Christ, share Christ & love Christ in others”**. We used this to articulate our hopes and priorities against the three Diocesan themes. We measured our progress against this in the Archdeacon’s visitation in 2023, and with the leadership of a new vicar we can develop and energise this vision, identifying new pathways to explore.

To Grow in Christ - Growing Discipleship

We desire leadership to help people grow in their faith. To inspire individuals both within the regular committed worshippers at St Mary’s and in the wider community to progress on their faith journeys.



The PDP sees the development of house groups to get alongside those with needs and provide meaningful teaching. Also to explore worship which grows a deeper sense of spirituality.

To Share Christ - Growing Diversity

St Mary’s strives to be inclusive across all ages, genders, ethnicities and cultures in our community. but like many churches, sees challenges in connecting across all age groups. Developing a closer integration to understand the needs of children and families remains a key priority for St Mary’s.



The PDP sees the opportunity for children to serve, read and lead prayers during services, and suggests “Pizza and Discussion” evenings for older children.

To Love Christ in Others – Growing Community

St Mary’s strives to deepen its reach across the community, building upon connections with uniformed organisations, the Residents’ Association, local schools, fellowship groups and our social events. Recent work on the website & Facebook has given us a stronger connection. We want to bring our presence into their context, supporting Food Bank and Eco-Church.



The PDP sees us reaching out more broadly and deeply with those who have needs across our community.

2.1 TO GROW IN CHRIST – *GROWING DISCIPLESHIP*

Our Worship

The 9:30am Sunday service is Sung Eucharist, using Common Worship liturgy, which reflects our central Anglican tradition. Clergy wear vestments and our robed choir lead the Eucharistic setting and hymns. The Church of England Lectionary is followed, with a sermon based on the Gospel. Since the pandemic we have continued to offer this service online via Zoom.



On the first and third Sundays, when Sunday Club meets, the children join the service just before communion. After receiving communion or a blessing, the children share what they have done in Sunday Club.

There is a said Holy Communion service at 8:00am on Sundays. Common Worship is generally used, except on the first Sunday when BCP is used.

We hold evening services once a month on Sundays at 6:00pm, These vary in format and have included Choral Evensong (BCP), healing and spirituality.

Common Worship Morning Prayer is said on weekdays in the Side Chapel.



The uniformed organisations join us at non-Eucharistic parade services on Mothering Sunday, Harvest and Remembrance Sunday. At these services the young people are involved in reading, leading the prayers, and taking part in the talk or activity.

House Groups

In line with the PCC priority area for growing and developing people in the congregation, it is recognised that House Groups are supportive places for people to grow. There are currently 4 house groups, which meet twice a month, with about 32 members. The groups meet in members' homes, usually taking it in turns to lead the study.



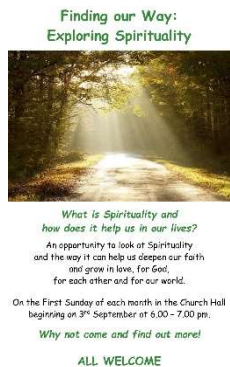
The PCC priority area has considered ways to support the growth of this with suitable house group materials, and to consider how these might be more accessible to new members.

Study Courses

Providing common material has been advanced through the introduction of various study courses. A course around “Exploring Jesus” was launched in Advent, with study materials offered for use in house groups.

Exploring Spirituality

With the support of Canon Maggie Marsh, a church based “Exploring Spirituality” course was introduced last autumn and was well supported.



During our vacancy, a Lent reflection based on the ‘I am’ sayings of Jesus has also been popular with members of the congregation who appreciate a time of quiet spiritual reflection.

Prayer Chain

We have a group of people who pray in confidence for those who make an urgent request for prayer.

Pastoral Support

Pastoral care is provided by the Ministry Team and three Pastoral Assistants, who meet regularly to discuss pastoral needs. Each of the Pastoral Assistants has a designated area of responsibility, including baptisms, young families, the elderly, sick and bereaved. Support for the elderly includes transport to and from church and the monthly Afternoon Club.

Choir & Music

St Mary's has a choral tradition with a robed RSCM affiliated choir that performs a wide range of music. The choir leads the music at the 9:30am Communion and the major festivals with a range of anthems and liturgical settings. Members of the choir also volunteer to accompany weddings.



The Director of Music accompanies the majority of services, and there are other organists we can call on with great experience of playing at St Mary's. The church has a fine Father Willis organ, enlarged and modified in 1974 and 2010.

The Communion Service at 9:30am is sung, using Margaret Rizza's “Mass of the Bread of Life” setting. Hymns are chosen from several books to give variety.

The choir puts on an informal summer concert in church and performs seasonal music at Christmas and Easter. On occasions it has sung with a local community choir at concerts and also sung carols as part of local community Christmas events.

Weddings

St Mary's remains popular for church weddings and occasional marriage blessings. Since Covid, numbers are recovering with currently 2 booked in 2024. Couples have appreciated the quality of our marriage preparation and the personal nature of the services. Our previous incumbent and our current clergy team are open to the remarriage of divorcees.



The church building, dressed with flowers by a team of gifted in-house flower arrangers, combined with the fine Victorian gothic interior and the Willis organ, lend dignity, reverence and style to the marriage service.



The well-maintained garden and attractive lych gate give the final touch to photo opportunities after the ceremony.

Baptisms

We were pleased to have 22 baptisms in 2023, including three adults, and have already seen several in 2024. Usually these are at 11am following the main service, or within 09:30am itself for church families. We have also encouraged Toddlers to baptism, and welcome this as a real opportunity to connect more broadly into the community.



Funerals

St Mary's clergy take around 10 or 12 funerals a year. Many of them have taken place at the three crematoria and cemeteries that lie within half an hour's drive of the parish, and relatively few are conducted in church or as a memorial service.



Ashes are interred in our Garden of Remembrance. An annual service of commemoration and thanksgiving is held at All Souls tide.

2.2. TO SHARE CHRIST – *GROWING DIVERSITY*

Children and Young People

During the last 5 years, we have welcomed an increase in the number of children and families who attend church regularly and we welcome the opportunity for further growth in this area. Our children range from babies and toddlers to secondary-age young people. The Toddler Group is thriving post-COVID and we have strong connections with uniformed organisations (Rainbows, Brownies, Beavers, Cubs and Scouts) in the local area.



We are the home church for 1st Cuddington Rainbows, 3rd Cuddington Brownies and the 2nd Cuddington Scout Group.

Sunday Club

With a growing membership currently around 7 families, and 14 children, our children's church, Sunday Club, meets during the 9:30am service on the first and third Sundays during term time. Leaders plan activities for a range of ages from the start of school to early secondary age using the Roots resources. Children thoroughly enjoy sharing their activities and learning with the rest of the congregation.



In recent years, seven of our children have taken their first communion. Through a series of learning sessions, they learn about the church building, think about prayer and delve into the meaning behind the Eucharist. Sharing a special communion service with family and friends is a highlight of their journey of faith, so far.

Children are very committed to Sunday Club but have come less frequently to the all-age services, and no real pattern has been established. Some of the older children who now receive Holy Communion have teenage needs which are not being fully met.



With the encouragement of the wider congregation, children demonstrate a keenness to help out within the service and lead services including a Christmas Nativity.

Children's Corner



We have an open space at the back of church which is fitted out with toys, books and craft activities. Families are welcome to use this space whenever they wish to during the service.



There is a beautiful stained-glass window installed in this corner, made by Andrew Johnson of Exeter, showing scenes from the Old Testament.

Toddler Group

A committed group of church members help to run a lively Toddler Group in the Cuddington Hall on Friday mornings during term time.



We regularly welcome 20 to 30 children and their caregivers to sessions of open play, food, story time and sing-a-longs.



We take the families into church for story time before Mothering Sunday and Christmas end of term.

We are currently exploring how we stay better connected with families beyond Toddlers, through baptism and invitation to Sunday Club.

2.3 LOVE CHRIST IN OTHERS - *GROWING COMMUNITY*

Fundraising and Social Events

The St Mary's church congregation very much enjoys working together for a series of fundraising and social events, which is coordinated by a small team of seasoned helpers.



Whether it's making cakes for "Homemade Sundays", attending "Quiz Nights", or participating in "Bring and Share Lunches", we are always open to welcoming new members into the church community. Recent events include a stained-glass window talk with canapes and drinks. We use local social media groups to advertise these to the wider community.



St Mary's Groups

The Afternoon Club - provides a monthly meeting place for any adults who are available in the afternoon. This includes a number of older people who prefer not to go out in the evenings. They appreciate the companionship of the meetings playing board games or listening to talks, often accompanied by slideshows, and always followed by tea and cakes. They also enjoy their garden centre visits that end with cream teas.



The Walking Group - consists of church members and their friends who meet weekly for a walk of a few miles, usually in the local countryside.



Twice a year they have a London Walk led by a blue badge guide who has become a good friend to the group. Sometimes their walk concludes with a pub lunch together.

The Women's Group - has the aim of being 'A support group for helping women live a Christian life'. It has grown into a supportive, friendly group of women who meet on Saturday mornings once a month to enjoy fellowship. Numbers are between 20 and 30 and include friends and neighbours in the local community.



A Knit and Natter group also meet during weekday evenings once a month.

The Men's Group - meets monthly to socialise and discuss whatever is of concern at the time. Once a quarter this takes the form of a mid-week carvery evening meal and in the intervening months we meet for a breakfast on a Saturday.



Numbers have been between 12 and 20 and all men are very welcome to join us.

Uniformed Organisations

We have a good relationship with the uniformed organisations. Parade services are held on Mothering Sunday, Harvest, and Remembrance Sunday where young people enjoy playing a full and active part in the worship.



We see this relationship as a strength and see an opportunity to use this to connect more deeply with those who have needs in the community.

Schools

Over many years, we have established good relationships with the local schools, and we see this as an important aspect of our outreach into the community. Our congregation includes the Head Teacher of a neighbouring CofE school.

There are four schools in the parish – The Mead Infant School, Auriol Junior School, Cuddington Community Primary School and Linden Bridge School. Linden Bridge is a special needs school for children and young people with autism and social communication difficulties.

Previous incumbents have had links with some or all of the schools, either through school assemblies, as governors, or welcoming them to the church as part of the RE curriculum.

Other members of the congregation also have links with these schools, as governors, support staff and regular helpers. Cuddington and Linden Bridge hold their annual Carol Services in church.



Residents' Association

Each summer Cuddington Residents' Association organises a community fair in the local Shadbolt Park. The ethos of this fair is to provide a good day out for local people to meet and enjoy each other's company. Members of the St Mary's church family play a leadership role in this event, which is widely attended by the local community.



Food Bank

With a food bank in the neighbouring Ruxley parish, members of St Mary's provide regular contributions and assistance to this. Our Harvest Festivals, attended by Scouts and Guides, provide very significant contributions.

Communicating with the Community

Connecting to the local community is greatly assisted by various forms of publicity.



A monthly church leaflet called "The Listening Post" provides thoughtful articles as well as giving details of forthcoming events in the calendar.

Use of the St Mary's Facebook page has also proved a very effective means of reaching out to others in the community. In 2024, we have relaunched our website using "Church Edit".

Eco-Church

We have recently achieved the Eco-Church Bronze Award.



St Mary's members are environmentally aware, and work closely with others in the community, including local councillors and the Residents' Association to support initiatives such as care for the local Hogsmill River Nature Reserve, as well as supporting recycling and local litter collection. Sunday Club members are very interested in environmental matters and want to work on a church garden.

Within the church buildings, LED lighting has reduced our carbon footprint, and one day, we hope to be able to replace our church oil heating system.

The season of Creationtide leading up to Harvest is recognised in the seasonal preaching.

3. ST MARY'S CUDDINGTON – STATEMENT OF NEEDS

Since we entered our current vacancy, it is clear from the congregational questionnaire that the church family of St Mary's Cuddington remains very upbeat about our future. Following our Vacancy Vision Workshop, we see a great potential to build on our strengths, overcome challenges, and seize the growth opportunities ahead, with the right missional leader.

Strengths

- People often say that they feel accepted and well received by the congregation as a whole. St Mary's continues to pride itself on being welcoming and inclusive to all.
- Our worship is enhanced by a committed choir, as well as a supportive team of assistant clergy, servers, readers and sidespeople.
- The "Exploring Spirituality" church-based courses have proved very popular during the vacancy.
- House Groups already offer networks of support as well as places to learn and develop our faith, building upon material from common courses.
- We also have some very enjoyable social events, some families who are very committed to the church, and a resourceful team caring for the church building.
- There is a sense that we have now stabilised following the challenges of the pandemic, and our financial reserves are showing some early signs of improvement.

Key Challenges & Opportunities

Grow in Christ - Discipleship

- Encourage more individuals on their faith journeys to explore, develop and deploy their God given talents and gifting.
- Further develop House Groups & Teaching material to make these more accessible to new members.

Share Christ - Diversity

- Explore varied styles of worship to enable families, children and young people to become more integrated into the church family whilst also enhancing our choral tradition.
- Develop the provision we offer to children as they move through our Toddler Group, Sunday Club and create opportunities for teenagers.

Love Christ in Others - Community

- Working in partnership with schools, uniformed organisations and the Residents Association to reach out and support more deeply those having the greatest needs.
- Consider how we can further develop St Mary's as a hub and add to our events calendar to better connect with those in the community.

We are looking for a vicar...

We are looking and praying for a new vicar who brings an enthusiasm for connecting with people and sharing God's love across the community in everything we do.

- **Collaborative** : An experienced and engaging team leader, who connects with all members of the church family to empower, mentor and encourage them to discover and develop their gifts, leading change at a pace which works for all.
- **Worship** : Who is open to growing different worship opportunities appealing to all age groups whilst embracing our choral tradition and Anglican liturgy.
- **Welcoming** : Advocates us as a welcoming and inclusive church for people from different ages, ethnicities, genders, cultures and backgrounds. Brings love, humour, humanity, humility and approachability to the role.
- **Pastoral** : A compassionate listener committed to nurturing the pastoral needs of our current congregation and community, with its diversity and range of views.
- **Enthusiastic**: Someone who has a proven track record of leading from the front, to energise the church's key ministries, in particular among young families and children, through active participation.
- **Outgoing** : Brings an experience of working with community organisations and their needs and how to relate these to the vision of growing our church.
- **Teacher** : An accomplished teacher who can develop our confidence in our own spiritual journeys through thoughtful worship, teaching, preaching and prayer.
- **Resilient** : Careful to maintain a healthy work-life balance, whilst being an effective organiser who gets things done.

What we offer...

For you

- A commitment to support the wellbeing of you and your family, respecting days off, study time and holidays, consistent with the Clergy Wellbeing Covenant (as led by Bishop Paul)
- Working expenses met in full including an annual retreat.
- A conveniently located and purpose-built family sized vicarage.
- A readiness for us to listen to Scripture and to be prompted by the Holy Spirit.
- A church and PCC which celebrates the best of the choral tradition, which with the right leadership is willing to develop mission and worship for tomorrow.

Our People

- A recognition that we are on a journey together, that we will learn from one another, and grow in faith together.
- Supportive Churchwardens, Peter and Dan, and the PCC.
- Support from our part-time ministry team Maggie, John, and Jason.
- Considerable operational support from our staff team of Kat, Jacqui, and Rob.
- Experienced teams of chalice assistants, assistant wardens, servers, readers, intercessors and sidespeople, supporting our worship calendar.
- Careful stewardship of our accounts by David our treasurer supporting our mission.
- A committed church estates team, who maintain the church buildings, grounds and IT infrastructure.
- A church community which is connected to the schools, Residents' Association, uniformed organisations in the locality and which desires to deepen these connections further.

Our Facilities

- A Victorian Church Building suited to our style of worship, with car parking & gardens that facilitate church activities.
- A Church Hall, and parish rooms hosting many regular community events.
- A recently re-launched website using Church Edit.
- IT Infrastructure including church laptop for hosting services through Zoom, Parish Office computer & printer and registered use of Google and Microsoft software products.
- Well managed finances with nearly £250k in reserves and only a £3k annual deficit, which we believe we can stabilise with our new priest.

APPENDICES

Introduction

St Mary the Virgin, Cuddington is a parish in Epsom and Ewell within the postal district of Worcester Park on the southwest outskirts of the London suburbs. Our congregation includes those who reside in the neighbouring London Boroughs of Sutton and Kingston-upon-Thames within the Diocese of Southwark. Our location gives us ready access to the Surrey countryside, as well as to London.

With a population of 6,700, recent demographic data shows an increased number now work from home, as part of the Cuddington Community.



This means St Mary's is well placed to be the hub for that community as we strive to deepen our support for those with needs.

What we offer, is to be friendly and inclusive, welcoming everyone with a sense of acceptance and belonging.

Our worship and community activities are supported by our ministry team, our staff team, and a broad team of dedicated volunteers.

Together they provide the connection with the community, helping everyone to feel welcomed.



Our Ministry Team



**REV DR JOHN
RICHARDSON**

Assistant Priest

We are blessed to have John's thoughtful experience in leading worship through our vacancy.



**REV CANON MAGGIE
MARSH**

Assistant Priest

Working in close partnership with John, Maggie plays a key role in leading our worship.



JASON GRAY

Licensed Lay Minister

As LLM, Jason shares the preaching in support of our worship.

Our Staff Team



KAT MACKIE

As Parish administrator, Kat provides a friendly first point of contact for all enquiries, including Hall Lettings as well as maintaining our parish website.



JACQUI HOOPER

As Caretaker, Jacqui looks after the running of our church buildings, supporting those who hire the Cuddington Hall.



ROB MACCHI

As interim Music & Choir Director, Rob brings many years of experience to his role of playing the organ and leading the choir.

Our Volunteers

Teamwork is at the heart of all the other volunteers who play key roles in the running of the parish.

Assistant Churchwardens – Dan and Peter very much appreciate the team of assistant wardens who provide support for all the services.

Intercessors & Readers – Members of this team play a central role in our worship.

Estates Team – We are indebted to the members of this resourceful team who undertake numerous maintenance activities to keep our church buildings in good condition.

Flower Arrangers – A dedicated team who ensure we have appropriate floral displays for all seasons.

And the Rest...there are many other individuals who devote their time and talents to various unsung duties behind the scenes, for whom we remain ever grateful.



Governance & Safeguarding

St Mary's PCC usually meets monthly, and has standard recurring topics to monitor key responsibilities, including H&S and safeguarding, as well reviewing progress on our parish development plan. The agenda is prepared by the Standing Committee, which is currently acting as the Vacancy Management Team.

Looking after those in our church community, and our talented team of helpers, means that the PCC takes safeguarding very seriously.

The PCC has adopted, and actively adheres to, the Guildford Diocesan Safeguarding Policy and its associated procedures. These policies, procedures and guidelines demonstrate our commitment to promoting the welfare and wellbeing of all young people and vulnerable adults in order that they can safely participate in the activities and services provided by the Church.

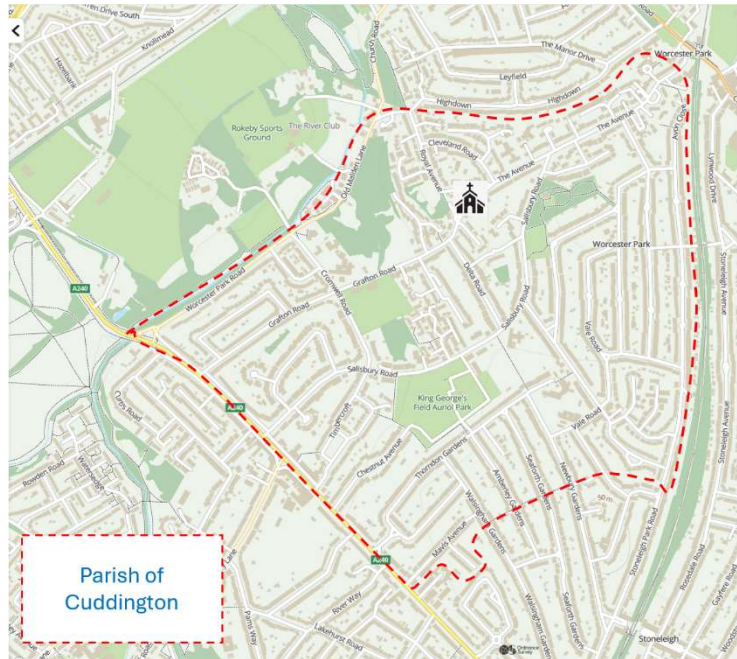
We have a Safeguarding Officer who leads on all safeguarding matters. All members of our Church who work with young people or vulnerable adults have undertaken appropriate training.



Parish Location

Situated at the northern tip of the Diocese, within the Deanery of Epsom, the parish of Cuddington is geographically compact at approximately 1km square, with the church sitting in a central location at the top of The Avenue, with the vicarage nearby.

We enjoy good relations with our neighbouring churches including St John's Stoneleigh, Stoneleigh Methodist Church, Worcester Park Baptist Church and St John's Old Malden (part of our neighbouring Diocese of Southwark).



We are fortunate to have several parks and open spaces in the parish and surrounding areas, including Auriol, Shadbolt and Nonsuch Parks and the Hogsmill Nature Reserve. There is also easy access to Epsom Downs and the Surrey Hills.

Transport connections are good; the M25 is a 20-minute drive away via the A3 which continues to Guildford and Portsmouth. Central London is a 30-minute train ride away from Worcester Park and Stoneleigh stations (via Wimbledon) and, in the opposite direction, trains serve Guildford and Dorking via Epsom.

The church and vicarage, are a 10-minute walk from Central Road, Worcester Park with a wide range of shops, cafes, and restaurants. There are four schools within the parish – a primary school, an infant school, a junior school, and a SEND school. The parish has three sheltered developments.

History

The Parish of Cuddington has a fascinating history. At the time that the first permanent church was built, around 1100AD, the village was in what is now Nonsuch Park. Henry VIII subsequently demolished the church to make way for the building of Nonsuch Palace and the living went into a 329-year vacancy!

It ended with the arrival of the railways, in the mid-19th century, when a wave of house building along the new Wimbledon to Epsom line created a new Cuddington Parish in Worcester Park and its surrounding area.

The present building is Victorian, having been built in 1895 to replace an earlier iron church. It is a well-maintained, Grade 2 listed building standing in a commanding position at the top of The Avenue. The grounds include a Garden of Remembrance.

Epsom Deanery



Epsom Deanery is fantastic, but I'm biased!

Seriously there is good fellowship and cooperation across our 13 benefices, demonstrated by increased engagement at both the Incumbents and full Chapter meetings as well as Synod.

We try to ensure that the purpose of each meeting is clear and identify current relevant topics that are important for everyone. We have recently gone through the Parish Needs Process, an initiative to ensure each benefice develops a comprehensive Church Development Plan. This has enabled us to identify synergies between us and opportunities for even more collaborative working.

Mentoring is offered to new clergy, and we operate several clusters for deeper fellowship and mutual support. There is an annual Incumbents retreat for 24 hours as well as a Quiet Day for all the Chapter. We are concerned for one another's wellbeing believing that you cannot nurture others unless you nurture yourself. We would be delighted to welcome a new colleague and look forward to sharing ministry with you.

Area Dean – Revd. Rosemary Donovan

St Mary's Cuddington is part of Epsom Deanery, with Peter Harvey as Synod Lay Chair, and John Simon as Synod Treasurer. They both sit on the Deanery Leadership Team with Rosemary and all three of them are also on the Guildford Diocesan Synod.

The Church Building

The church has pew seating for 240, including 50 in the balcony. There is a side chapel, dedicated to St Nicholas, where the reserved sacrament is kept.



The church has a fine Henry (Father) Willis organ which underwent major restoration in 2010. The Clergy vestry is at the north-east corner and a separate Choir vestry is at the back of the church.



There is off-street parking for 23 cars at the church and unrestricted parking in neighbouring roads. Toilet facilities are available at the entrance to the church in addition to those in the hall.



There is level access to the main church and the hall. A T-loop for those with suitable hearing aids is incorporated into the amplification systems in the church and the Cuddington Hall, and large print prayer and hymn books are available.



The Church Hall and Parish Office

The celebration of the centenary of the current church in 1995 was marked by the addition of a two-storey extension to the church which incorporates a large hall downstairs and a large room and a parish office upstairs.

The main hall, known as the Cuddington Hall, is a resource for the local community. It includes a fully equipped kitchen and is available for parties and other functions. Regular users include Rainbows, Brownies, Guides, Slimming World, Paracise, Pilates, Age Concern, Cuddington Residents' Association, and Auriol

Bowls Club. These are in addition to our own Toddler Group, Thursday Club, Women's Group and Knit and Natter Group.

The first-floor room, known as the Leverton Room, has a more comfortable and intimate feel and is used regularly for meetings, courses, informal suppers, marriage and baptism preparation.

The parish office provides an equipped working environment for the salaried part-time Parish Administrator and the building is looked after by the salaried part-time Caretaker.

The Vicarage

The Vicarage was purpose built to Diocesan Parsonages Board standards in 1984. It is a centrally heated four-bedroom detached house, with a garden, located on a quiet private road behind the church. It has a study adjacent to the front door such that visitors need not disturb the rest of the household.



Finances

Finances at St Mary are recovering from a downturn during and after the covid pandemic. Unrestricted funds, as shown in the following two tables, continue to be in deficit but were offset by surpluses in the designated funds in 2023.

The table below shows the General fund income and expenditure in 2022 and 2023.

INCOME	2022	2023	EXPENDITURE	2022	2023
Regular Giving	£56,285	£62,865	Parish Share	£87,927	£89,355
One Off Giving	£24,056	£15,283	Ministry Costs	£2,261	£2,488
Gift Aid Tax Recovery	£17,095	£16,957	Church Running Costs	£32,994	£22,994
Fundraising	£5,295	£6,898	Hall Running Costs	£8,604	£13,360
Hall Lettings	£10,058	£20,605	Other Costs	£5,866	£2,662
Other Income	£4,129	£5,031			
TOTAL	£116,918	£127,639	TOTAL	£137,652	£130,859

The table below shows the funds under management over the last five years.

Reserves	2019	2020	2021	2022	2023
Unrestricted	£48,440	£46,742	£43,004	£25,720	£22,500
Designated	£151,196	£147,797	£142,920	£136,865	£142,134
Restricted	£18,170	£18,973	£20,187	£42,704	£37,236
Endowment	£38,835	£41,505	£47,443	£41,859	£45,796
Total	£256,641	£255,017	£253,554	£247,148	£247,666

Stewardship

A stewardship campaign in 2023, run in the context of a “Bring and Share Lunch” was successful in lifting the level and number of regular givers. In addition, a “Gift Day” in the autumn provided a one-off opportunity for parishioners to provide support. All of this alongside an increase in the number of hall lettings led to a significant improvement in the annual deficit, comfortably covered by reserves.

Much of our giving is paid directly into the church bank account and is Gift Aided. Having a card reader for casual donations has proved popular alongside the treasury cash box at the back of church, and we see an increasing number of givers donating through the Parish Giving Scheme. We take advantage of the Gift Aid Small Donations Scheme (GASDS) wherever possible.

Diocesan Support

The Diocese of Guildford recognises that being a clergyperson is both a joy and at times a challenge. So that you can thrive in your role we want to support and care for you to the best of our ability and resources. To do this, the diocese provides the following support:

- An exciting diocesan vision of "*Transforming Church, Transforming Lives*" with 3 priority areas: "*Growing disciples, growing diversity and growing community*"
- A diocesan facilitated Parish Needs Process designed to support clergy and churches to better engage with their communities
- A commitment to maintain clergy stipends at the top end of the range compared to other dioceses
- A Clergy Wellbeing Covenant, setting out senior clergy and parish commitments to support clergy
- A 36-hr rest period each week, extended to 48-hrs once a month
- 6 weeks holiday per year
- 3 Bishop's study days per year
- A clergy induction and training programme for first time incumbents
- An optional mentoring programme available for all clergy
- A Ministerial Development Review every 2 years
- An Employee Assistance Programme, and access to a confidential counselling service, if needed
- A day one right to maternity and paternity leave and pay
- Generous sick leave and pay entitlement