



The Diocese of Southwark

Croydon Episcopal Area

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Vacancy in the benefice of St Nicholas, Charlwood & Emmanuel, Sidlow Bridge

Statement in relation to the post, the needs of the diocese and the wider interests of the Church. In considering whether to offer this post to any applicant, the Diocesan Bishop will wish to satisfy himself that the applicant is able and willing to work positively and purposefully with the [Diocesan Vision](#).

The Parishes

Charlwood church is well connected to the village of Charlwood and is much valued by the whole village. Worship is middle of the road, with a monthly family service which does attract some families from the village. There are good foundations to build on for further work with families in this parish. Sidlow Bridge church is in a more isolated situation and most of the congregants travel from other places to attend the church.

The congregations of Charlwood and Sidlow Bridge have been working together for many years, and in recent years, particularly through the pandemic this has led to a sense of being a benefice, even though in law this is not yet the case.

The Deanery

The parish is part of the Reigate Deanery. The Area Dean, Revd Martin Colton, writes:

The Reigate Deanery is made up of 23 parishes and we embrace a diverse range of communities from quiet country villages to main town centres. Generally, the parishes of the Deanery are affluent, but there are pockets of social need. As a large Deanery we have parishes of varying church traditions which we see as a strength. By working together we support projects such as Street Pastors and the Winter Night shelter and work with other agencies in promoting Social Justice. We hold an annual workshop day to explore ways of empowering our laity and there are regular Quiet Days and Healing Services. In recent years the Deanery has been a focus for our response to the refugee crisis. Our meetings as a Chapter are times for us to share and support each other as well as sometimes having external speakers to help us in our shared ministry. You would be made most welcome amongst us.

The needs of the Diocese & the wider church

All appointments in the Southwark Diocese take place within the context of the diocesan [Hearts on Fire vision](#). As this unfolds, it is providing a challenge to all parishes and worshipping communities to ensure that their lives and activities are all shaped around the call of the gospel, and our participation in God's mission in the world. The other strategic document

affecting the whole diocese is the [Strategy for Ministry](#). Under this banner the diocese is emphasising the call to growth, both numerical and spiritual, to a renewed partnership between all members of the church in ministry, and to increased collaborative working beyond parish borders, and particularly in deaneries. As the [Strategy for Ministry document](#) will inform diocesan and Area policy over the next few years, it is important that all clergy in the diocese have a good understanding of its aims and objectives.

Finance

As of 2016, a new system of financial contributions towards the parish share was introduced across the Diocese, called the Parish Support Fund (PSF). All parishes and churches are invited to contribute with generosity, and to aim at least to meet their own ministerial costs. The benefices of Charlwood and Sidlow Bridge 2023 pledges total £25,500, with both churches decreasing their pledges during the last two years. Charlwood's pledge is £18,000 and Sidlow Bridge's pledge is £7,500. These compare to the joint ministry provision of a shared post, equivalent of House for Duty priest shared between the two benefices where total indicative costs for 2023 of £44,300 are £26,580 and £17,720 respectively. Until 2023 Charlwood's pledge was nearly self-financing, covering over 97% of their indicative costs, and before 2022 Sidlow Bridge covered over 60% of their costs. All parishes are encouraged to give both generous and realistic pledges, in proportion to their means. Whilst the Pandemic and subsequent cost of living crisis have been challenging for parish and Diocesan finances, we encourage all parishes to give both generous and realistic pledges, in proportion to their means, and each year to aim to take a step towards become self-financing. We would expect the new incumbent to work with the lay leaders to encourage a pattern of generous giving.

Collaborative Ministry

I am looking to appoint clergy in this Area who can articulate their vision for the mission of the church in the places to which they are called, and who have a vision for the church's growth. In whatever tradition or location, I look to hear from the clergy how they will work together with lay members of the church and with their neighbouring parishes and colleagues. I am looking for people with active and developing spiritual lives who can be an example of discipleship to the people of God. I take very seriously my own responsibilities as pastor to the clergy and will always endeavour to make myself available to support them in their ministry.

A handwritten signature in black ink that reads "Rosemarie Mallett". The signature is written in a cursive, flowing style. The first name "Rosemarie" is written in a slightly larger, more prominent hand than the surname "Mallett". The final letter of the surname, "t", has a long, sweeping tail that loops back under the word.

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