



# BENEFICE PROFILE

WINDMILL UNITED BENEFICE

ONE FLOCK ✕ ONE MISSION ✕ THREE PASTURES

We look to appoint a Rector. We hope this Benefice Profile gives a sense of each of our three parish churches, and our vision and priorities for the future.



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## Who Are We?

The Windmill United Benefice was created in 2015 and consists of:

Count	Category	Description
3	Parish Churches	St Bartholomew, <b>Burstow</b> . St Mary the Virgin, <b>Horne</b> . St John the Baptist, <b>Outwood</b> .
4	Villages	Burstow, Smallfield, Horne, Outwood
3	Church Halls	Church Hall, Smallfield <sup>1</sup> Church Room, Outwood Flamsteed Hall, Burstow
6	Schools & Childcare Settings	Burstow Primary (ages 5 - 11) Aurora, Redehall Rd., (SEND <sup>2</sup> ), Little House Montessori Nursery, Flamsteed Hall. Owlets Nursery, at Burstow Primary. (ages 3-5) Butterfly Nursery, Horne parochial school. (ages 9 mths – 5 yrs.) Gingerbread Nursery, Centenary Hall. <sup>3</sup> (NB: There is no church school within the benefice)
1	Rectory	4-bedroom, detached house, built c.1990, (see picture on last page of this profile)

The Benefice is in a rural area on the Surrey and West Sussex borders, surrounded by stunning countryside. There is a strong farming community whilst some working people commute either to London or other commercial centres, such as Gatwick airport. Many others are retired.

We aspire to be inclusive and welcoming of all people, irrespective of ethnicity, gender, sexuality, age or background and we look for someone who wants to join our Benefice family, lead us in worship and develop God's work in our community.

<sup>1</sup> Smallfield Church Hall in the centre of Smallfield includes a consecrated chapel.

<sup>2</sup> Special educational needs and disabilities.

<sup>3</sup> Centenary Hall is a Civic building in the centre of Smallfield, managed and run by the parish council.

# Seven whole days not one in seven

## One Mission

### Seven whole days not one in seven

Inspiring people through worship and word to live out God's love in their daily lives.

### Mission Action Plan (MAP)

See Appendix-A for our summary MAP lodged with Southwark Diocese on 19 September 2023.

The 'five marks of mission' adopted in 1988 at the Lambeth Conference and in 1994 by the General Synod are these:

- TELL** Proclaim the good news of the kingdom.
- TEACH** Teach, baptise, and nurture new believers.
- TEND** Respond to human need by loving service.
- TRANSFORM** Seek to transform unjust structures of society.
- TREASURE** Strive to safeguard the integrity of creation; sustain and renew the earth.

We recently added a sixth mark...

- TACKLE** Address our financial, buildings maintenance and other concerns.





## Benefice

The Windmill United Benefice is made up of the three parishes of St Bartholomew, **Burstow**, St Mary the Virgin, **Horne**, and St John the Baptist, **Outwood**. All parishes offer a broad range of opportunities to engage in mission with people of all ages.

We are part of Tandridge Deanery, which is the newest, largest, and most rural deanery in the Diocese of Southwark. It was formed from the former deaneries of Caterham and Godstone in late 2016 and consists of 30-churches serving small towns and villages.

Our churches occupy a central place in our communities, with many opportunities for engagement through regular services and other local events. Some administration tasks are shared and managed from the central benefice office located in Smallfield church hall.

## Assistant Clergy

There are two self-supporting ministers who live within the Benefice and who are both actively involved in the life and ministry of the Benefice.

The **Revd Charles Sargent**, whose family are from Burstow, and whose ministry has taken him from parish ministry to university chaplaincy and then to being a chaplain to the Royal Air Force, from which he retired in 2015. Charles now runs the family business alongside keeping a small hobby farm. His interests continue to be in helping with the RAF Air Cadets, being a member of a Medical Research Ethics Committee, music (he conducts the handbell team in the benefice) and travel.

The **Revd Steve Bishop** has been an associate priest for 20-years, recently moving into the area having retired, after 40-years, from the world of finance as a Risk Manager. Steve enjoys amateur dramatics, music (being a member of the Windmill Songmen) reading and spending time with family, especially the two grandchildren.

## Parishes

### Burstow parish

Population c. 4,100, the main centre of population is Smallfield with considerable local employment at Crawley/Gatwick and further afield. There are good local shops, a social club, and one operational pub – The Shipley Bridge.

## Horne parish

Population c. 1,600, mostly rural with several working farms and rural businesses. Some local workers and commuters but largely a retired population. Green belt restrictions apply so little starter housing. New developments in Horley have included '**Horne** detached' (see map in Appendix B). No pub or shop in the parish.

## Outwood parish

Population c. 800, the population consists of several agricultural workers but also a high number of AB<sup>4</sup> households and commuters as well as retired people. The Harewood's Estate was transferred to the National Trust (NT) in the 1950s and so there are: NT tenant farms and let out NT cottages and houses, very few affordable houses, three pubs – Bell, Castle, and 'Dog and Duck', a local butcher and a farm shop.

The village hall in **Outwood**, named the Lloyd Hall<sup>5</sup>, was rebuilt in 2015 and caters for several organisations in the village including the Royal British Legion, WI, exercise & ballroom dancing groups, family parties, yoga, film nights, special events, wedding receptions, etc.

Next to Lloyd Hall is a Children's Playground and a MUGA<sup>6</sup> for tennis and other ball games.

There is a village Cricket Ground in the woodland area off the commons. **Outwood** Cricket Club has several teams involving both men and women.

## Alternative places of worship

The only other place of worship within the Benefice boundaries is Smallfield Evangelical Church on the corner of New Road. We have good relations with them but no formal agreement.

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<sup>4</sup> 'AB households' are households that have a higher or intermediate managerial, administrative, professional occupation as their main source of income. This is based on a socio-economic classification called Approximated Social Grade (ASG), which is produced by the Office for National Statistics (ONS) using census data

<sup>5</sup> Lloyd Hall is managed and run by a committee completely independent from the Benefice.

<sup>6</sup> MUGA - Multi-use games area: A multipurpose facility designed to incorporate sports such as tennis, netball, basketball, football, and many other sports all into one surface<sup>1</sup>



## Our Next Rector – Skills, Qualities and Experience

We are looking for someone...

- with an appetite for rural life, committed to sharing God's love in our communities and demonstrate that rural ministry can thrive.
- who is enthusiastic and has an understanding and appreciation of how music is used in a variety of ways to support and enhance worship.
- who will motivate our 'journey in faith'.
- who will bring a visible and compassionate presence in our villages.
- with desire and skills to draw young people, with a willingness to provide input to local schools and uniformed organisations (Scouts, etc.).
- with fresh eyes to lead and challenge us to be the congregations that newcomers wish to join.
- with an inclusive approach, welcoming all, to bring people together.
- who is an inspiring and enabling leader; warm and approachable, compassionate, and encouraging.

We need help with...

- becoming more mission focused. (see our MAP summary in Appendix-A)
- recognising individual talents and developing them for roles within the ministry of the Church.
- reaching out to younger adults than those generally represented in our congregations so that we form a truly all-age worshipping community.
- improving visibility, outreach, and invitation to everyone in our communities.
- meeting pastoral needs in our communities.
- continuing to strengthen bonds within our Benefice, while preserving the identities of our three individual churches.





## People

Our three congregations worship separately with some joint services throughout the year. During the Covid pandemic we switched to online worship all sharing one sermon. We have continued the online worship and the sharing of one sermon, at all three churches as well as online. Whoever is preaching pre-records their sermon so that it can be put online and played in whichever of the three churches does not have a live sermon that week.

Most of our congregations (including the choirs) live within the three parishes. They enjoy the weekly Sunday morning services which rotate between morning worship, family service and holy communion. People like the liturgical style of worship and the occasional choral evensong.

Like many churches our congregations are ageing, and we struggle to deal with the same challenges as many churches in keeping children once they are involved in other activities on a Sunday.

There are good links with local farmers, and we have working farms in each of the three parishes – one farmer writes regularly in the parish news: another hosts special services in a barn, such as at Lammastide and he also plays the organ for some services in **Outwood**.





## Music

Music is a strong feature of our worship and church lives. It involves about 40 people from the Benefice communities.

A Director of Music with responsibility for music across the benefice is employed. Each church has its own organist or accompanist for Sunday services. Each church has a pipe organ<sup>7</sup> for use during services, although at **Horne** the electronic organ is usually used and at **Outwood** an electronic piano is sometimes played instead of the organ.

The **Benefice Choir** has over 25-choristers with an age range of about 80-years. The choir rehearses together weekly but, on Sundays, choristers attend their own churches to sing and lead the worship. The set-up is now very much three sections of one choir rather than three choirs singing together.

The Benefice is affiliated to the Royal School of Church Music and the choir follows its Voice for Life Training Scheme. Many of our choristers have achieved Awards and wear a variety of medals. Through the scheme, a better understanding of music and its use in worship is gained, along with improving vocal technique and performance standards.

**Horne** has a small **instrumental group** which leads worship at the monthly family service as well as occasionally at benefice services, such as the Easter morning service on **Outwood** Common.

A few members of the **Horne** Instrumental Group lead the music at the monthly **Café Church** held in Smallfield Church Hall.

The Benefice has an active **Handbell Choir** led by Revd. Charles Sargent. It performs at events in the Benefice several times a year, including coffee mornings and the Christmas carol service in Smallfield. This ringing team has also established a good community outside our normal church congregations.

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<sup>7</sup> For further information about our pipe organs, here are the links:

Horne: <https://www.npor.org.uk/survey/N13763>

Burstow: <https://www.npor.org.uk/survey/N13407>

Outwood: <https://www.npor.org.uk/survey/N13846>



The **Windmill Songmen** is a group of men from the villages who meet to prepare secular songs. These are performed at several events throughout the year, in Smallfield, **Outwood** and further afield. The group is a form of outreach and includes men who do not normally attend church. Good camaraderie has been established.



## Worship

Sunday services are usually led by the clergy though Church Wardens occasionally lead services of Morning Worship. On some festivals and special occasions congregations combine for joint services, for example – at Candlemas, Ash Wednesday, Palm Sunday, Holy Week, Trinity, Lammas, and Advent. The three churches take turns to host joint services. At **Horne** there is space in the churchyard for outdoor worship and this is used for joint services on special occasions.

In general, members of each congregation feel loyalty to their own church and yet there is a strong sense of an overall Benefice mission and purpose, which was developed and encouraged by the previous Rector since the beginning of the Windmill United Benefice in 2015.

The pattern of regular Sunday morning services around the Benefice is a mixture of Holy Communion and Morning Worship. At St Mary's, **Horne**, there is a Book of Common Prayer (BCP) service of Holy Communion at 8 a.m. followed by a family service at 10 a.m. on the first Sunday of each month.

## Parish Policies

Currently the Benefice does not admit children to communion before confirmation. Remarriage of people who have been divorced takes place according to the General Synod 2002 Guidelines for Clergy.

## Festivals

In addition to standard services, we celebrate the following annually:

(Key: 3 = separately in each church, Joint = together in one of our churches)

Candlemas	Joint	Harvest Festival	3
Ash Wednesday	Joint	Remembrance Sunday	3
Mothering Sunday	3	All Souls	Joint
Palm Sunday	Joint	Advent	Joint
Maundy Thursday	Joint	Carols	3
Good Friday	Joint	Crib	3
Easter Vigil & lighting the Easter candle	Joint	Christmas Eve Midnight Mass	Joint
Ascension Day	Joint	Christmas day	3
Trinity	Joint		
Lammastide	Joint		



## Café Church

Takes place on the second Sunday of each month, in the afternoon.

Messy Church, like other church services and activities, was suspended during the pandemic. This gave us time to take stock and consider where we were, what we wanted and where we wanted to head in the future. To this end, Messy Church has morphed into Café Church and launched on Good Friday 2022. Café Church is for all ages – participants ages range from 0 to 90! There are tea or squash, cake, a chance to chat with old friends and new, activities on the theme of the day that anyone can join in, a couple of songs and a short talk.

## Other worship

Choral Evensong is sometimes sung. These services were interrupted by the pandemic restrictions, but we are keen to hold these more frequently again. The Lent groups are a highly valued part of the church's year, and we look forward to having a themed course of thought-provoking discussion, study, and prayer. The groups meet in either the chapel of Smallfield Hall or, prior to the pandemic, in people's homes. There are usually two groups on different days at times to cater for working people and other commitments.

Remembrance Sunday is important in the parishes and especially in **Outwood** because the village is home to a branch of the Royal British Legion and previous Rectors have been invited to be Chaplain.

Statistics of activity by Church (2022)				
		<i>Burstow</i>	<i>Horne</i>	<i>Outwood</i>
1	Number on Electoral Roll	47	64	37
2a	Average attendance	20	29	17
2b	Easter Day attendance	34	65	41
2c	Christmas Eve 'Midnight Mass'	54 (Joint service)		
2d	Christmas Day attendance	21	37	19
3	Typical numbers each year of:			
3a	Weddings	5	1	2
3b	Baptisms	7	5	3
3c	Funerals	12	4	5

The uniformed organisations (Scout group, Rainbow, and Brownie packs) attend **Burstow** for Mothering Sunday, Harvest and Christmas Carols.

## Buildings

All three parish churches have been left unlocked and open for use 24-hours a day since the easing of lockdown during the Covid pandemic and people have appreciated being able to visit whenever they like.

The three churches each have open churchyards.

### Parish Church of St Bartholomew, Burstow



The oldest part of the church is the north wall of the nave which is 11<sup>th</sup> century and includes Saxon herringbone stonework and a blocked Saxon window. The western half of the chancel dates from the 12<sup>th</sup> century, a Norman window survives in the north wall. The tower, south aisle and east end of the chancel were all added in the 15<sup>th</sup> century, including internal features such as the four-square cluster shafts of the south arcade, font, and north wall aumbry.

John Flamsteed (the Astronomer Royal to Charles II) was rector from 1684 to 1719 and is buried below the chancel. The east window is a memorial to Flamsteed.

The church was restored in 1884, a new roof and the south porch were added.

The vestry is of recent construction (c. 1976) with rubble sandstone cladding to the external walls. The entire tower structure is hardwood timber as is the south porch. The tower base walls are clad with timber boarding externally and the upper walls are shingled. All the roofs are covered with clay tiles apart from the spire which is shingled.

**Burstow** has a tower with six bells. Currently, the church does not have a team of ringers. However, the bells are in good order. Ringers from other churches visit and will spend time change ringing, method ringing, and even aim for a quarter peal.

If bells are requested for weddings, ringers are sought from other local churches.

Just before Christmas 2023, Burstow was granted money from the National Heritage Lottery Fund for re-shingling the church spire and re-boarding the tower base. Work is likely to start in late spring 2024.

### John Flamsteed Hall

Opposite the church. Used on Sundays for toilets and coffee after the service. Let to a Montessori nursery school during the week.

### Smallfield Church Hall and Chapel

In the centre of Smallfield, hired regularly by uniformed, fitness and community groups and used by the church for Café Church, Seder meal, Smallfield Carol Service and Lent groups in the chapel.

### West View Cottage

Several years ago, Burstow Church received a legacy of a property known as West View Cottage. Via the services of an estate agency, the property is rented out and provides valuable income.

### Parish Church of St Mary the Virgin, Horne

This has been a place of worship since at least 1150. Sometime between 1150 and 1250 the original church was built. That building was restored and extended extensively in 1880 and very little of the original remains. The current Church is Grade II\* listed.

We are fortunate to have a set of drawings from around 1825 that show a large timber bell tower at the west end and inside: box pews, a pulpit, but no arch to the chancel. These, together with material in our NADFAS<sup>8</sup> survey folder, builds an image of the setting in which our predecessors worshipped. The image is enhanced by the church model that stands by the choir vestry and which represents St Mary's prior to the 1880 restoration.

In 1880 the west end was reconstructed, and the belfry considerably reduced in size. A north aisle, organ chamber, vestry and



chancel arch were added to the original nave and chancel. The south porch was moved westwards, a fifteenth century window was re-sited into the new north wall and the wooden Rood Screen was relocated to the Baptistry. The three remaining bells are hung for swing chiming and were rung regularly pre-Covid. There is some enthusiasm to reinstate tower bell ringing, but we need someone to lead and teach.

During WWII a bomb exploded nearby blowing out much of the original stained glass and this was replaced with plain glass leaded lights that give a wonderful bright and airy feel.

Sunlight streams through the west window and casts a beautiful shadow across the chancel arch.

The altar table sits on a wooden dais. Beneath it is a memorial marking the burial of four members of the Stileman family. Timothy Stileman was Rector of this Parish for 34- years until his death aged 82 on 14 February 1762.

At present our church has a gradually growing congregation. Many of whom give their time and energy enthusiastically to a variety of essential tasks. Their contribution of ministry to church life is greatly valued and much appreciated.

Regularly worshippers and visitors alike say that their impression is that this Church is a welcoming place for worship where they enjoy warmth of fellowship and feel God's presence.

### The old Horne Parochial School

The PCC is the beneficial owner and trustee for the old **Horne** Parochial School building opposite the church. The building is currently hired to the Butterfly Nursery, and we have occasional access, outside school hours, to the building and facilities such as toilets. The Butterfly Nursery usually contribute their colourful artwork to decorate a window in church to celebrate Christmas, Easter and Harvest Festival.

Funded by proceeds from the sale of an unsustainable building elsewhere, we are about to complete phase one of a two-phase project. Phase one is to refurbish the building and make it eco energy efficient. This links with our Bronze Award Eco Church status on our journey to Gold.

Phase two, yet to begin, is to build a suitable space on the same site as the school to be used by the church for its own purposes and be made available to the wider community.

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<sup>8</sup> National Association of Decorative and Fine Arts Societies



## Parish Church of St John the Baptist, Outwood

The church was built in 1869 in a plain lancet style and is unaltered since this date apart from the tower.

It includes nave of five bays and chancel with a broad, square tower at the west end, added in 1876.



The tower has four bells and the ringing chamber forms a gallery that overlooks the nave. Access to the belfry is via an octagonal turret built into the southeast corner of the tower.

There is a combined clergy and choir vestry next to the north side of the chancel. There is an open porch on the south side of the nave.

The church is founded on heavy clay and stands in a small graveyard close to the north side of Brickfield Road, half a mile from the village. It is bounded on three sides by dense woodland.

A Heritage Lottery Grant recently enabled work to restore the render on the crumbling Reigate stone.

### Church Room

In Wasp Green Lane, about 200m from the church, used for toilets on Sundays. Let out to various groups including **Outwood** Parish Council and the Royal British Legion.



## Activities

### Relationships with Local Schools

Previous Rectors have worked closely with **Burstow** Primary School in supporting the whole school and taking assemblies. We look to maintain and strengthen our link to the school. There are also links with Aurora Redehall School and St Bede's Ecumenical School in Redhill.

### Local Charity

The Rector is an ex officio trustee of **Burstow** Parochial Charities which administer some £5,100 pa to those in need.

### Cameo (Come and Meet Each Other)

CAMEO meets at 2 p.m. on the first Friday of the month in Smallfield Church Hall, each meeting has a topic led by a speaker or a group member; the atmosphere is informal and relaxed. Tea and cake play an important part in proceedings.

The group offers the opportunity to mix socially in an informal and friendly atmosphere. Since it started in November 2006 as a bereavement support group, CAMEO has grown from a handful of members to around thirty, and now offers opportunities for company and new friendships.

### Community Lunch

This is a venture organised by **Burstow** Church that takes place on the third Sunday of every month at 1 p.m. in Smallfield Church Hall. A two-course meal is served, there is no fixed price, but donations are invited. This has been a source of valuable outreach in the community.

### ECO Church

In 2021, **Horne** Church achieved the bronze status Eco Church award and is working towards gold status. Our ambition is to become an Eco Church Benefice and we are committed to work towards a greener and healthier future for all. We want to make a long-term change for better through individual and community actions and create a positive change in our local area and beyond.

## Christmas and Summer Fairs

The churches hold Christmas and Summer Fairs as part of their fundraising activities, and these attract the local communities.

Every other year in **Outwood** there is a 'Festive Firs' weekend, at which individual trees are decorated by various groups and displayed in the church. Visitors vote for their winning tree.

Again, in **Outwood** the local Horticultural Society holds its early summer show in the church and exhibits of fruits, vegetables and flowers are displayed, judged on merit and prizes awarded.

During Summer months afternoon teas are served in **Outwood** Churchyard twice monthly and visited by villagers, ramblers, and cyclists. The churchyard has a gate leading onto NT land where many footpaths may be accessed. Also, it is a very pretty place with primroses in spring, and ox-eyed daisies in summer, a lovely place for peaceful reflection.

## Plant Sale

At **Horne** the annual plant sale has become a popular fundraiser. Members of the congregation donate unwanted trays and pots for others to use in growing on seedlings, cuttings, and divided perennials, ready for the event in late May. There is usually a cake stall alongside the plants and refreshments are also available.

## Uniformed Organisations

There is a thriving local Scout Group 1<sup>st</sup> **Burstow** with Scout, Beaver, Cub, and Squirrel sections as well as **Burstow** Rainbow, and Brownie packs.

## Welcome on Wednesdays (WOW)

The Smallfield Surgery Practice Health Champions run a weekly coffee morning in Smallfield Church Hall to provide company and activities. Members of the benefice are volunteer champions, others visit to support and entertain guests, and the event is supported by the benefice by offering the hall rent free as an important part of its community support and a living out of its mission statement.

## Barn Dance

Our annual social event to celebrate harvest festival has evolved over the years into our current Barn Dance when we enjoy an evening listening and dancing to our local Barn Dance Band, assisted by a dance caller, that plays traditional country music ... 'we eat, drink and are merry!'

## Royal British Legion – Outwood branch

This is an important organisation in the village that raises funds for ex-servicemen and their dependants by running fundraising events throughout the year.

## Communication

### Magazine

Two monthly magazines cover the entire Benefice. The Smallfield, **Burstow** and **Horne** Parish News is produced by the benefice and delivered to regular subscribers by



volunteers and on sale in the post office and greengrocers. **Outwood** News is supported by **Outwood** Parish Council and delivered free to all residents of **Outwood**. Rectors Ramblings is a key feature in both publications, and both carry church calendars and news.

### Website

The Benefice website <https://www.windmillchurches.co.uk> carries a list of services and events across the benefice, as well as, currently, the weekly online service

### Other

News is also posted on two Facebook pages:

<https://www.facebook.com/StMarysHorne> and

<https://www.facebook.com/windmillunitedbenefice>

as well as on the benefice X (formerly Twitter) page: @windmillunited. The Internet connection in the villages prevents live streaming of services but films that were made during lockdown can be viewed in the Windmill United Benefice YouTube site: [https://youtube.com/playlist?list=PLIKNaIR0-X\\_Nc3dO-N\\_A7mv7W2PKdBzy-&feature=shared](https://youtube.com/playlist?list=PLIKNaIR0-X_Nc3dO-N_A7mv7W2PKdBzy-&feature=shared)



## Financial Summary

The benefice finances are well managed and stewarded by the respective PCCs. Each Church has its own Treasurer.

The Benefice is committed to paying the parish support fund (PSF) agreed by the three PCCs and we aim to increase the payment annually by an amount related to the annual rate of inflation.

2022 (financial year)	Burstow	Horne	Outwood
<i>INCOME</i>			
Giving	£ 22,688	£ 10,708	£ 7,428
Tax recovery	£ 3,200	£ 1,698	£ 0
Rental	£ 22,600	£ 11,145	£ 3,608
Other	£ 8,915	£ 10,963	£ 4,868
<b>TOTAL</b>	<b>£ 57,403</b>	<b>£ 34,515</b>	<b>£ 15,904</b>
<i>EXPENDITURE</i>			
Parish Support Fund	£ 27,000	£ 16,899	£ 6,500
Honoraria/Salaries <sup>9</sup>	£ 2,700	£ 5,817	£ 300
Activities, Facilities, Admin	£ 25,677	£ 12,428	£ 7,655
Other	£ 4,380	£ 3,047	£ 1,380
<b>TOTAL</b>	<b>£ 59,757</b>	<b>£ 38,191</b>	<b>£15,835</b>

In terms of giving, the parishes are supported by their church families as well as those from the wider community who see the benefits that flow from having a strong church at the centre of their communities.

There is already a need to hold regular fund-raising events to supplement the free will offering income which does not cover expenditure.

<sup>9</sup> A salaried contract is in place between St Mary the Virgin, Horne, and the Director of Music for the Benefice, with the two other parishes proportionately contributing towards this cost by way of off-setting honoraria payments.



## Rectory

The rectory is situated at 5 The Acorns, Smallfield. It is an attractive detached house in a quiet 1990s development in the centre of the village. It has four bedrooms, an entrance hall, living room, dining room, study, two bathrooms, garage and gardens at the front and rear. The property is a stone's throw from Smallfield Church Hall and Chapel, the Co-op general store, Post Office and stationers, butcher, greengrocer, and cafe and a few minutes' walk from a GP surgery, Centenary Hall, Smallfield club, the village primary and nursery schools.

St Bede's School (Ecumenical Secondary), Redhill has a bus stop on Chapel Road, a few minutes' walk from the Rectory.





## More Information

To find out more about us, what we do, we urge you to visit our website [www.windmillchurches.co.uk](http://www.windmillchurches.co.uk) or you can find our churches on Facebook [www.facebook.com/StMarysHorne](https://www.facebook.com/StMarysHorne)

You can learn more about our diocese from <https://southwark.anglican.org>

## Our Final Message

We hope you've enjoyed getting to know us through our Benefice Profile and that you'll be inspired to bring your own personal approach, ideas, and love of God to our communities.

We do understand that rural ministry, as well as being very rewarding, can be a demanding endeavour, and we do not expect a single individual to bear the weight of everything.

We are committed to providing unwavering support for your ministry, ensuring you have the resources and encouragement you need to thrive. We look forward to welcoming you and working with you to increase God's kingdom at this exciting time in the life of our Benefice.

# Appendix-A

## Mission Action Plan: summary

Our details	
<b>Name of benefice</b>	The Windmill United Benefice (Burstow, Horne and Outwood)
<b>Deanery</b>	Tandridge
<b>Contact person (name and email)</b>	Revd Nicholas Calver ( <i>email address removed</i> )

MAP details	
<b>Start date (when MAP was adopted by PCC)</b>	Joint meeting of the three PCCs, September 19 2023
<b>Time period (1-5 years)</b>	3 years
<b>When MAP review is planned</b>	On arrival of new incumbent

Our Vision (how we want to be described in 3-5 years' time)
<p><b>The Windmill United Benefice</b> <b>Seven whole days not one in seven</b> <b>Inspiring people through worship and word to live out God's love in their daily lives.</b></p>

Our Mission Priorities (Areas you are focusing on for the next 1-3 years) If possible, please indicate which of the Five Marks of Mission these relate to
<p><b>1</b> To restructure our PCC meetings to make them more focused on mission rather than on maintenance. (Relates to all five of the Marks of Mission).</p> <p><b>2</b> To maintain our presence and to ensure its future for mission. (Along with Tell, Teach, Tend, Transform and Treasure we have added a sixth mark: Tackle. We need to tackle the issues that need to be addressed to make us practically and financially viable to maintain our presence for mission).</p> <p><b>3</b> Within the first year, each Mission Group to come up with two priorities for mission with associated actions connected to the Mark(s) of Mission they are responsible for.</p>

### **Our Goals (SMART action goals for the next year or more)**

**1** Following Jay Colwill's suggestion at our MAP planning meeting (July 2023, which was preceded by a benefice congregational SWOT questionnaire) we will create three Benefice Mission Groups, each group meeting three times a year. Each group would focus on one or two of the Marks of Mission (following Jay's advice about combining some of the marks.) There would be a Tell and Teach Group, a Tend Group and a Transform and Treasure Group. Every PCC member of the three churches would be a member of one (and only one) of the groups and non-PCC members could also be asked to join.

So as not to increase the number of meetings, instead of six PCC meetings a year (every two months) we would have three PCC meetings a year (every four months) and in between those PCC meetings the three Mission Groups would each meet (every four months).

To compensate for fewer PCC meetings (and to manage the interregnum), the three Standing Committees (churchwardens, PCC secretaries and treasurers) would meet to create a Benefice Standing Committee, meeting every two months (possibly more often during the interregnum).

**2** We will aim to strengthen our finances (develop a benefice treasurers/finance group, have a stewardship campaign).

We will ensure each church's buildings' maintenance issues are properly addressed. Each church PCC will decide how it best does this (as there will be less PCC time available for it).

**3** The first and second meetings of the Mission Groups will focus on identifying priorities and associated actions.

### **How we will share our MAP with others**

Through the benefice mailing list, through congregational announcements and through sermons

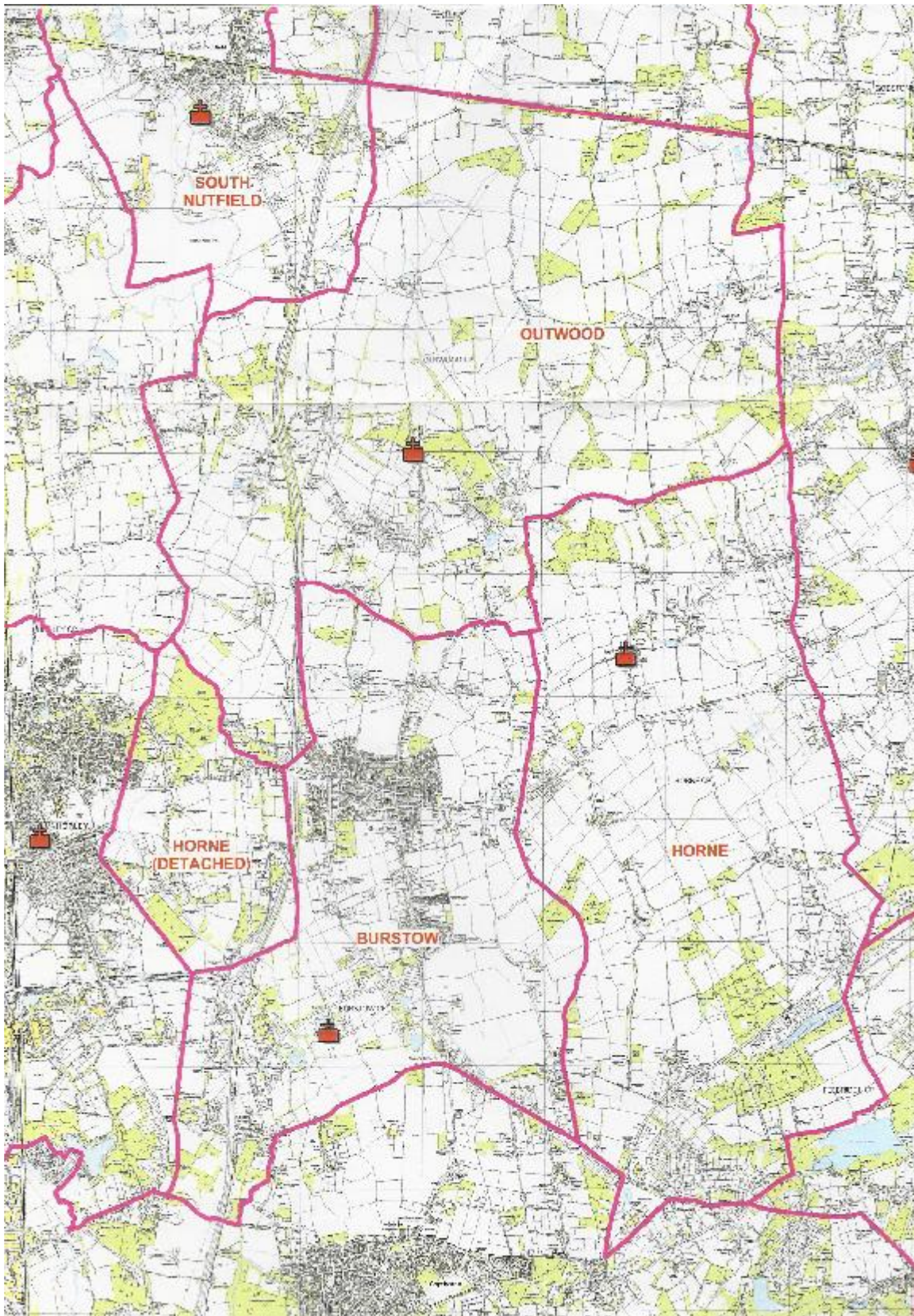
### **Any further comments or points of information**

*End of Appendix-A*



## Appendix-B

Here is an OS map showing the Ecclesiastical parish boundaries for **Burstow**, **Horne** and **Outwood**



End of Appendix-B