

WARLINGHAM WITH CHELSHAM AND FARLEIGH

CHURCH OF ENGLAND TEAM MINISTRY

SEPTEMBER 2023

JOB APPLICATION PACK

**Team Vicar (0.5 FTE) in the Warlingham
with Chelsham and Farleigh Team Ministry**

An exciting opportunity to join the Warlingham with Chelsham and Farleigh
Team Ministry as Team Vicar - four small churches with a big heart -
on the edge of North Surrey Downs.

The Team Ministry:

The Team is made up of the four parishes of All Saints', Warlingham; St Christopher's, Warlingham; St Leonard's, Chelsham; and St Mary's, Farleigh; which are situated on the boundary between suburban and rural areas in North East Surrey and just beyond the outskirts of Croydon, within the Deanery of Tandridge and Archdeaconry of Reigate, in the Croydon Episcopal Area of the Diocese of Southwark.

All Saints' Warlingham



St Christopher's Warlingham

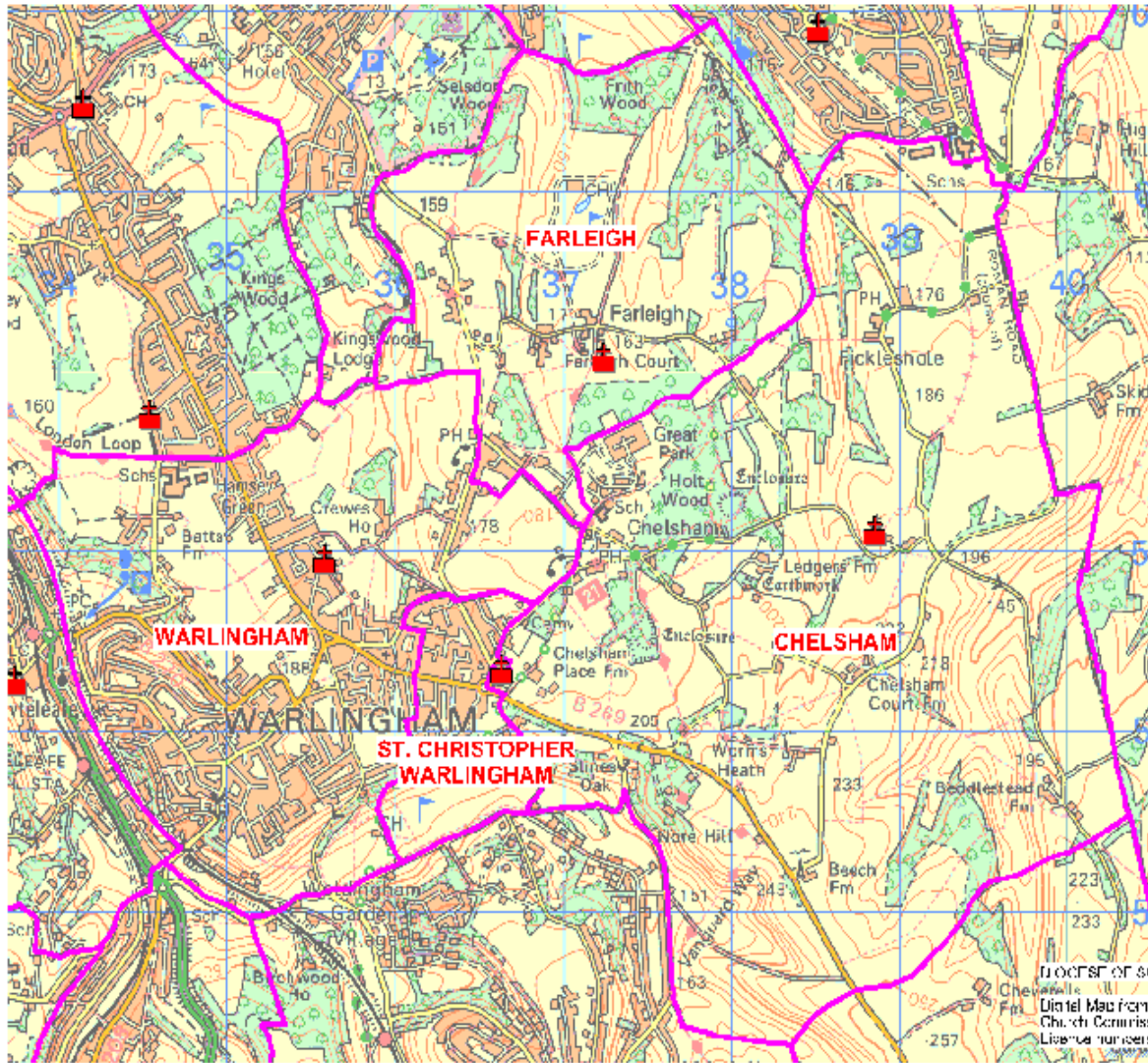


St Leonard's Chelsham



St Mary the Virgin Farleigh





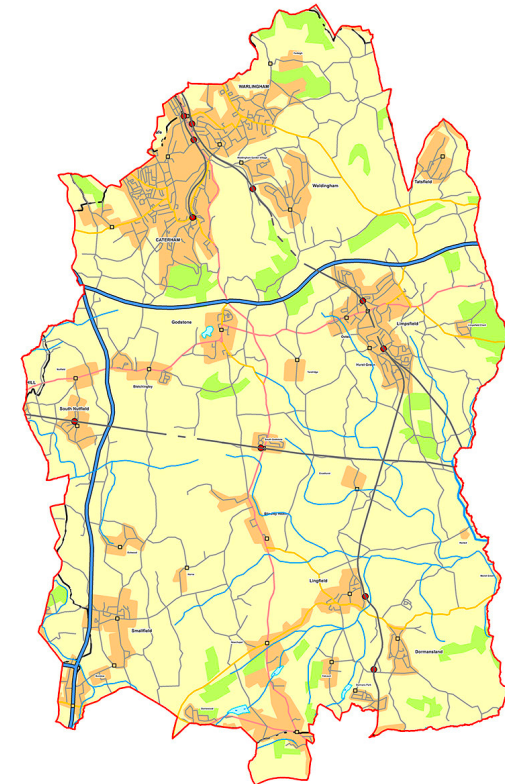
**WARLINGHAM,
CHELSHAM AND
FARLEIGH
TEAM MINISTRY**

The parishes vary in character and circumstance, offering a broad range of opportunities to engage in mission with people of all ages and of differing church traditions.

Tandridge Deanery

Tandridge Deanery is the newest, largest (by area) 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 26 churches, serving small towns and villages. The churches of the deanery still occupy a central place in their communities, often with a breadth of church tradition reflected in their congregations, and with many opportunities for engagement with their parishes through occasional offices and other events. Stretching from the southern edge of Croydon to the southernmost parishes in the diocese, bordering West Sussex, the deanery is socially and demographically mixed. It covers the same area as Tandridge District Council, and we are looking forward to the opportunities this will create for working together with this and other secular agencies on shared projects. Our Deanery Mission Action Plan has *Inspiring churches* as its strap-line and inhabits values of being *Inclusive, Collaborative and Supportive*. The Deanery Leadership Team is exploring ways in which the deanery can provide support, training and resources for parishes, as well as facilitating the exchange of knowledge and expertise. Our Synod meetings are lively and engaging, and Chapter is warm and supportive. In addition to our regular Chapter meetings, we have a newly formed WhatsApp group for clergy, quiet days and social events. You would be made most welcome among us.

Map of Tandridge Deanery



Introduction and Background

The local area and community of Warlingham.

The four parishes which constitute the Team lie to the south east of Croydon in Tandridge District, Surrey.

Warlingham Village itself is a leafy suburb – mixed housing and considerable green open spaces. (see map on page 3). Its statistics are given in the extract from the 2021 census on page 6. Salient facts are that it has a population of about 8,600 is ethnically over 87% white; 30% of households have pensioners living alone.

By contrast, Chelsham and Farleigh are rural, lying in the adjacent greenbelt. Chelsham has about 250 houses and Farleigh 100.

Warlingham is commuter territory, principally for London and Croydon. Farleigh and Chelsham have agriculture and leisure employment, for example, at Farleigh Court Golf Club and numerous stables.

The area is served by a number of schools: Warlingham Village Primary, Hamsey Green Primary, Warlingham Park Independent School, and Warlingham School (Secondary). Clergy have a good relationship with the schools and take part in assemblies at all of these. Schools regularly visit the churches for services and education.

Croydon is the nearest town centre with good communications and shopping and entertainment facilities. In Warlingham, however, there are many outdoor activities for children and adults and a cluster of good restaurants.

Warlingham Green



Key facts for Warlingham Village from the 2021 census

Population 8917 ; Households 3630; Households owned 86%

87.9% ethnic white

31% of Warlingham residents are pensioners living alone

56.9% call themselves Christian cf 66% in 2011

Households without cars 11% Households with 2 or more cars 40.5%

The challenge:

We are seeking a half-time, mission-hearted pastor to join the Team. Someone who is warm, friendly and energetic to help grow our congregations in faith, in spirituality and in numbers but who also has a heart for pastoral care. We are four small churches that have faithful but ageing congregations which have reduced since the pandemic and we know that we need to grow to be sustainable into the future. We have a traditional ministry with occasional offices being regularly asked for which can lead to opportunities for developing relationships and mission. The post-holder needs to be a good communicator, able to foster positive relationships, have a heart for the people of the Benefice and be able to work flexibly.

We are looking for a priest who will:

- Reach out into the local community to serve and show God's love to all through traditional ministries such as weddings, baptisms and funerals and be open to creating fresh expressions of Church
- Continue an invitational and inclusive culture where all are welcome and affirmed
- Bring leadership and direction to create opportunities for mission
- Have a pastoral heart and enjoy visiting parishioners at home and the local nursing home, Cranmer Court
- Empower lay members of the congregation
- Help the congregations to grow in faith, in spirituality and in numbers
- Work collaboratively in supporting our ministry with families and young people and with older people
- Demonstrate a heart for community outreach and social justice
- Pray with us to see what God is calling us to do
- Love, support and develop us, as we love and support them
- Promote inclusiveness in places of worship and within church activities

We are looking for a priest who will be:

- Enthusiastic in their love of God and people, both approachable and welcoming
- Alive to safeguarding issues and how we can promote the safety of vulnerable people within our churches
- A prayerful person of faith who enjoys traditional ministry and builds relationships
- Confident to seek out opportunities to create community
- Present and incarnational
- Visionary and missional, excited by challenge and prepared to be risk-taking and experimental
- Innovative, authentic, creative, inclusive, flexible, adaptable, resilient and energetic
- Family-friendly and aware of the challenges faced by families and older people in this area
- An evangelist and teacher
- Someone who understands the importance of communication and will engage with a broad range of communication channels
- Supportive of mission where there are opportunities within the Team Ministry, for example, at the weekly summer Teas at St Mary's Farleigh, in being an active part of Messy Church, leading an enquirer course, or being at the Warlingham Summer Fair.

Due to the nature of the Team organisation it will be necessary for the Team Vicar to lead worship within the benefice on a Sunday, as each church has a service. The Team Vicar will need to be sympathetic to the traditional language preferred at St Leonard's, Chelsham and St Mary the Virgin, Farleigh.

Overview of the Team

There are four churches in the Team - St Mary's is Norman, All Saints' and St Leonard's are 13th century, and St Christopher's dates from the early years of the 20th century.

All Saints' and St Christopher's serve Warlingham itself. The other two churches serve their separate communities, and all churches attract members from further afield. The churches are connected by country roads.

. The Team is staffed by:-

The Team Rector: Revd Michelle Edmonds (Instituted and Inducted 31 October 2016 and having previously served as Team Vicar for 7 years) also Area Dean (May 2020) and Chair of Churches Together in Warlingham.

The Team Vicar: to be halftime (position vacant)

1 Southwark Pastoral Auxiliary (specific focus - Spirituality) : Mrs Jane Hoskins

Profiles of the churches are attached, giving a fuller explanation of their variety and individual circumstances.

Each Church has its own Churchwardens and PCC. There is a consultative Team council and a team budget to which each of the four churches contribute.

Clergy and Lay Readers (from beyond the Benefice), regularly take services at all four churches. In each parish lay teams sustain an active church life. At times congregations combine for joint services, for example, for Ash Wednesday and we meet together as a Team for worship on any fifth Sunday of a month.

In general members of the congregations feel their loyalty is very much to their own church and yet there is a developing sense of an overall Team Mission and purpose, which is being encouraged by the Rector. As a Team our core statement is *Being Christ to one another and the community (Christ centred and outward focused)*. Our Team Mission Action plan has three focus areas: *Welcome, Community Outreach and Communication*.

Some activities are specifically Team-wide and encourage members of individual churches to join together for example, planning for the Big Christmas Sing, Confirmation classes, or the Tangent group - a weekly Bible Study group.

Pilgrimages from the Team have been led by the Rector to Lee Abbey, to Durham and Holy Island and Iona and have been much valued by participants.

The monthly “Parish News” produced by an editor and small team, (drawn from each church) covers the activities of all the churches and the local community, and is widely regarded in the community. There is also a monthly email News sheet which has become an essential means of communication. A local directory of useful addresses and telephone numbers is also produced every two years.

There is a Team website www.cofewcf.org that needs some development. Individual churches use a mixture of ‘A church near you’ and Facebook pages for on-line communication. All Saints’ has its own website team and web address. During lockdown the ability to live-stream services on Facebook was used to enable the congregations to connect. This saw a much wider engagement by the community and beyond and is being continued.

The Parish Office is the first floor in the Church Hall on Warlingham Green. There are plans for increasing administrative support for the Team Rector to assist her duties as Area Dean.

Baptisms are welcomed for all who live in Warlingham, Chelsham and Farleigh. Families are encouraged to attend church and baptisms take place either within the Sunday morning service or later in the day.

All candidates for Christian Marriage, including divorcees, are welcome. Couples are encouraged to attend worship and to hear their Banns read. Marriage preparation sessions and an Annual Renewal of Vows service have proved popular.

Ecumenical Relationships

The Team meets with representatives from the Warlingham Catholic, Methodist and Pentecostal churches in a Churches Together forum. There are joint services of carols at Advent and Christmas, a walk of witness and an act of worship on Warlingham Green on Good Friday and on Remembrance Sunday. Churches Together often has a Tent at the annual Warlingham Fair, providing an important presence. Churches Together also puts on a programme of Lent talks, groups and activities. The Advent, Christmas, Holy Week and Easter services are always ecumenically advertised in the local CR6 magazine which goes to every household in CR6 (postcode). The current chair of Churches Together in Warlingham is the Team Rector.

Relationships with the Local Community

All Saints' is regarded as the local Civic Church, and the Church Hall on the Green is a venue for community activities for example, for the Big Christmas Sing and the annual Christmas pageant and lighting up event. However while All Saints' and St Christopher's serve a distinct Warlingham community, St Leonard's serves a different and separate community and St Mary's draws much of its congregation from Croydon, people who have no personal links to Warlingham.

Key relationships and responsibilities

The post holder will be expected to:

- Work collaboratively with the Rector and Ministry team to inspire vision and growth in individuals, groups and congregations.
- Exercise a priestly ministry throughout the Warlingham with Chelsham and Farleigh Team, respecting the different traditions of each church, and taking specific responsibility for St Christopher's Church.
- Share in pastoral ministry such as visiting at home, nursing homes, and taking home communions.
- Build on the established Messy Church.
- Form closer links with the local community through activities aimed particularly at young families and other identified areas of mission.
- Participate in meetings of the Team Council, staff meetings and meetings with churchwardens as necessary.
- Participate in the activities of Churches Together in Warlingham and in the activities of the Deanery Synod and Deanery Chapter.
- Meet and pray regularly with the Team Rector and Ministry Team.
- Be flexible in shaping and developing the role as it evolves.

The Pattern of Services within the Benefice

<u>Sunday Services</u>			
All Saints'		St Mary's, Farleigh	
9.30am	Parish Eucharist & Sunday School 2nd, 3rd, 4th	9.30am	Matins <i>1st, 3rd</i> Holy Communion 2nd, 4th,
		7pm	Compline <i>May-September</i>
	All Age Eucharist <i>1st</i>		
6pm	Choral Evensong <i>1st</i>		
St Christopher's		St Leonard's, Chelsham	
11am	Parish Eucharist or Morning Praise	11.15am	Country Services & Morning Praise <i>1st</i>
			BCP Holy Communion 3rd
10.30am	Brunch Church (monthly as advertised)		
Whenever there are 5 Sundays in a month a Benefice wide Holy Communion is held alternating between All Saints, St Christopher's, St Leonards and St Mary's			
<u>Weekdays</u>			
All Saints'	Holy Communion on Wednesday at 10am.		

Overview of each church in the Team:

All Saints' Warlingham, CR6 9NU.

Of the four churches in the Team, All Saints' is nearest to the centre of Warlingham and has the largest catchment area (population 6,700).

The church building is Grade 2* listed dating from the 13th century. The church is well maintained, although it is an ongoing task to keep the fabric in good condition. Interesting features include the shingle spire to the bell chamber and the fourteen century St.Christopher painting on the north wall to the chancel. The church's appearance and its setting make it a popular venue for weddings and baptisms.



The Parish Eucharist on a Sunday is at 9.30am with the first Sunday being an All-Age Eucharist. Choral Evensong is on the first Sunday at 6.00pm and we also have a weekday Eucharist on Wednesdays at 10.00am.

Services are from Common Worship. Attendance on Sunday morning averages around 30. The age profile of our congregation is increasing but we do have some younger people and families who are encouraged to take an active part. Young children, including those in the choir, are welcome at our Sunday School, when it meets, during the first part of the service.

Music plays an important part in our worship and life at All Saints'. There is a fine William Hill organ which was restored and installed with funds raised by public subscription. Organ recitals are held each month during the summer with visiting organists by invitation, which are very popular. The four-part robed choir have a wide repertoire of choral music and have made recordings in the past. Handbell ringing is



another manifestation of the musical tradition and the handbell team regularly performs at events in the area and farther afield.

All Saints' is set in a large churchyard which is in regular use and lovingly maintained every third Saturday morning by a large work-party, including those not regularly seen in church. This is also a social occasion when coffee, doughnuts and chat are all enjoyed.



All Saints' is regarded as the civic church for Warlingham and used for special services when required. Warlingham Green is close-by, which is the venue for Remembrance Day services and the witness on Good Friday as well as Carols at Christmas. There is a good ecumenical spirit in Warlingham and events on The Green are usually organised through Churches Together in Warlingham. Warlingham Church Hall on The Green is now managed by a community trust but is available for church use by arrangement, and is used for Parish and Team lunches or special events.

All Saints' has been focussing on ways to increase its community engagement and commenced a weekly Scrabble group and a Community Choir - both of which have been popular. Messy Church commenced last year, alternating months with St Christopher's Messy Church, this has drawn in many families who come regularly.



Friends of All Saints'

St Christopher's Warlingham (CR6 9EQ)

St Christopher's began one hundred and fifteen years ago as a place of worship in the east end of Warlingham, as a response to the population increasing. In the early days it was staffed by the Church Army and has always been notable for having a heart for mission. It became a parish church in 1992, within the Warlingham with Chelsham and Farleigh Team ministry, and was consecrated on the 16th of November of that year. It is a distinctive white wooden building which is welcoming in feel and not ostentatious in any way; it has flexible seating, a well equipped kitchen and a small adjacent hall which also has a kitchen and is well used by the community.

Vision Statement: St Christopher's Church Family are here
to welcome all, to share God's love & grow in faith together

St Christopher's has a small congregation who appreciate eucharistic worship but who are also open to new ideas and are keen to grow in number. St Christopher's is a member of the Inclusive Church Network. In October 2021 a Toddler group called Little Fishes started, facilitated by the Team vicar with support from some members of the congregation and the church warden. It continues and is still well attended today. It is a friendly group of parents, carers, grandparents and children, with free play, songs, a Christian story and crafts. This has led to some of the families from Little Fishes attending Brunch Church which happens monthly and takes the form of a more interactive worship, with pastries and breakfast baps. Both of these groups are seeing new families and developing a christian community.

St Christopher's worship has both modern and traditional hymns which are accompanied on the organ or keyboard, and an occasional guitar, sometimes using a screen with a projector. They have also held services to mark special times within the year, such as Harvest Festival held on a local farm in a barn, a Passover supper during Lent, a Pet service, services outside in the summer and two Christingle Services on Christmas Eve (which attract over 200 adults and children). They have held harvest barn dances, and charity Burns nights with poetry and dancing and lots of laughter.

Chelsham Road Community Hall, which is owned by the church, is situated next to the church. It is well equipped with a kitchen and used for groups such as the Brownies and Guides and to host the Advent Lunch for older people. It is hired out to a variety of regular users, such as Pilates, Tai Chi, Alcoholics Anonymous and is also available for private hire. It is a valuable source of income to the church as well as being a community resource.

Chelsham Road Community Hall
adjacent to the church



Little Fishes

Christingle service



Passover Supper - a team event



St Mary the Virgin, Farleigh CR6 9PX

St Mary's is a small building dating from the 1080s, though extended in the 1250s when it became part of the endowment of Merton College, Oxford who remain joint Patrons. It is Grade 1 listed. A new well equipped hall was built in the churchyard in 1998.



Physically the parish consists of about 150 houses. Some 40 of these lie within the historic rural parish of Farleigh, dependent on agriculture and, more recently, on leisure in the form of stables and a golf course. The other 110 houses lie to the south and share the suburban character of the Warlingham part of the benefice.

Only a small proportion of the congregation comes from Farleigh itself; indeed many come from considerable distances. They come because of the welcoming community at St Mary's, the traditional worship, and the wider fellowship experienced in serving weekly teas in the Hall on summer Sundays and in social events and outings.

The main weekly services are BCP Matins, on 1st and 3rd Sundays, and Holy Communion, Common Worship Order 1 in traditional language, on 2nd and 4th Sundays. On 5th Sundays the Team joins together for worship.



The average Sunday morning congregation is stable at about 18.

Compline by Candlelight services on Sunday evenings during the summer attract an ecumenical congregation, typically of about twenty. This service comprises a talk lasting about 20 minutes, given by visiting speakers on "People of Faith", and the service of Compline itself. Talks are given by visiting bishops, clergy and our own staff and laity. The service is much appreciated by those who come and has become a valued feature for the members of our own benefice and people from other parishes who find it a peaceful way to end Sundays.



St Mary's had an active mission to Cranmer Court, a large care home in the parish. This was curtailed due to COVID, but monthly services, monthly home communion and prayer services have just restarted.

Teas in the Hall in the summer are a major focus of St Mary's outreach. They provide a community meeting space for many people. The teas rely on a wide circle of volunteers who also support St Mary's on other occasions such as Harvest Songs of Praise.

A Bereavement Group meets at monthly intervals and Coffee Mornings are held fortnightly to which all are invited

St Mary's is a niche-market church. It caters for one segment of churchgoing people drawn largely from outside its own boundaries. It does not have the resources or capacity of itself to fulfil all the functions of an independent parish, relying on the Team for the full range of functions.

St Mary's plans for the future are incremental, building on its strengths and competences. St Mary's finances are healthy at present as a result of money earned from Teas and the hire of the Hall but largely from donations due to the generosity of the congregation. St Mary's has a website stmaryschurchfarleigh.org.uk



St. Leonard's Chelsham CR6 9PJ

Chelsham Church is a remote, rural church dating back to Norman times, being mentioned in the Domesday Book. The Building is Grade 2 Listed and has undergone various restorations in its history. The Victorian version suffered Pevsner's disdain, but actually whatever changes were made at the end of the 19th century have had the effect of endowing St Leonard's with a solid fabric which serves well.

The Parish of Chelsham is not large numerically, amounting to some 300 houses in all and half a dozen farms.

Services are held on alternate Sundays at 11.15 am, usually celebrating Holy Communion once a month using the Book of Common Prayer. Other

services are BCP Mattins, Morning Praise and Country Services including Plough Sunday, Rogation, Lammas and Harvest. These are attractive forms of Service which have been popular for many years, and are supplemented by a Service commemorating Thomas Kelly, a benefactor who grew up in Chelsham, and became Lord Mayor of London- see portrait.

The Church is popular for Weddings. There is a large Churchyard where funerals and burials still take place.

End of term services are also held for Warlingham Park School, a local school within the parish (formerly St Leonard's Church School).

St Leonard's has a Society of Friends, which is constituted as a Committee of the PCC





The Ascension Window

and which has held an annual fundraising concert often with world-class musicians. An Animal Blessing Service and Dog show has been held annually by way of fund raising and outreach. This is a highly successful and enjoyable event held in the churchyard.

St Leonard's celebrates both the seasons of life and the seasons of the countryside. It is rooted in traditional worship, using BCP, and is a member of the Prayer Book Society. It is a country church, yet within 15 miles of London. Although there has been a large private housing development in Chelsham Parish, on the site of the former Warlingham Park Hospital (which dominated employment in Warlingham, Chelsham and Farleigh in its time), it is remarkably rural in its setting.



Accommodation and Remuneration



The Team Vicar's Accommodation, which was purpose built about twenty years ago, is situated at the heart of Warlingham Village. Address: 35 Dane Road, Warlingham, CR6 9NP.

It is close to local shops and amenities, such as GP surgery and Dentist and there is easy access to public transport routes to Croydon, Redhill and London. There is a frequent bus service which links with British Rail.

St Bede's School (Ecumenical Secondary), Redhill has a pick up point on Warlingham Green, a few minutes walk from the house.

Stipend and expenses

The stipend is in accordance with the diocesan scale for incumbents and includes National Insurance and pension. Expenses will be paid in full in accordance with diocesan guidelines and practice.

Church activity

Statistics of Activity by Church						
		All Saints'	St Christopher's	St Mary's	St Leonard's	Total
1	Number on Electoral Roll	61	35	31	35	164
2	Average number of Sunday attendance	30	11	17	16	74
3	Average number each year of :-					
	Weddings	2	1	2	1	6
	Funerals	13	5	2	5	25
	Baptisms	18	3	1	2	24
	Confirmation Candidates	1	1	0	0	2
	Regular home communions	2	0	0	0	
	Funerals at crematoria					11
	Parish Support Fund Contribution 2023	30,500	7,358	11,000	9,000	57,858