

The Parish of St. Mary's, Shalford and St. Michael's, Peasmarsh

Parish Profile

**A PARISH CHURCH OF
SANCTUARY, HOSPITALITY AND SERVICE,
WITH PRAYER AND THANKSGIVING AT ITS CORE**

A warm welcome to St Mary's, Shalford, our prayerful church where we strive to serve God and spread His love around our village. You will find our Christ-centred church community is friendly, inclusive, supportive and outgoing. We hope that reading our Parish Profile will help you to decide whether God may be calling you to serve here with our team, driving forward our missions and leading us on towards our vision of a parish serving God more fully.

We look forward to meeting someone keen to join us.

Introduction from the Bishop



It is a great privilege to live and serve in the Diocese of Guildford. Our part of Surrey and Hampshire (including a parish in London and Sussex) combines the stunning beauty of the North Downs with close proximity to central London. This makes it a highly desirable place to live. It has seen a considerable increase in population in recent years which continues to rise with extensive building of new houses.

We are a very friendly diocese with strong relationships across parishes, schools and chaplaincies. In the last five years, we have invested significantly in clergy wellbeing. We launched the wellbeing covenant in 2021 and, since then, we offer spiritual direction, clergy mentoring and pastoral supervision. We also provide clergy counselling when needed. As bishop, I take the love and care of clergy very seriously.

The Diocese has a strong vision rooted in *Transforming Church, Transforming Lives*. This was the result of considerable consultation in 2015 and was updated in 2023 when we discerned three priorities: *Growing Discipleship, Growing Diversity, and Growing Community*. Each parish is asked to consider what this overarching vision might mean in its local context and express it in a Church Development Plan.

There is significant support of parishes through the central team in Church House Guildford. In 2020, we launched the Parish Needs Process. This is our unique support system which recognizes that each parish in the diocese is different and it seeks to journey alongside each one of them, supporting in a way that is rooted in particular needs - whilst seeking to build a supportive learning community across the diocese.

Building on training provision that has existed for some time in the Diocese of Guildford, in 2026 we launched St Martha's College. This seeks to support our parishes in equipping leaders for all sorts of ministries (including ordained ministry). Its most exciting recent venture has been the two-year *Foundations in Ministry Programme* which has seen over 120 people explore calling and formation.

Whilst we have seen considerable growth in many parts of the diocese over recent years, our greatest challenge since the pandemic has been recovery of ministry to children and young people. We are in the process of prioritizing these areas – as we currently rewrite our children's strategy and have launched the Youth Catalyst Programme which is providing an exciting platform for young people to explore faith.

Introduction from the Bishop (continued)

We are therefore always looking for clergy with a proven ability - or at least the clearest potential - in leading change, fostering a vocational culture and growing the church younger, so that our vision of a *Transforming Church, Transforming Lives* might be more fully realised.

The diocese has been blessed with very able leadership for the last decade through the ministry of Bishop Andrew Watson, whose untimely death in March 2026 caused considerable grief for us as a diocesan family. Inspired by his example, however, we are committed to continue to 'run with perseverance the race that is set before us, looking to Jesus, the pioneer and perfecter of faith'.

Wishing you every blessing in your discernment – and please do not hesitate to get in touch with one of the archdeacons if we can help in any way.

A handwritten signature in blue ink that reads "+Paul." The plus sign is a simple cross, and the name "Paul" is written in a cursive, slightly slanted style.

The Rt Revd Paul Davies
Bishop of Dorking
& Acting Bishop of Guildford

Introduction from the Assistant Archdeacon



This post provides an exciting opportunity for a priest to build on the excellent work which has been done by previous incumbents in this parish, as they become the spiritual leader of an already thriving parish.

I sense a real desire to grow in discipleship, and to reach into the community with the love of Christ, in the spirit of the Diocesan strategy, Transforming Church Transforming Lives. The new Vicar needs to fully embrace Village life and be able to thrive in this type of ministry. She/he should be comfortable with a variety of worship styles. Although the parish is broadly 'central' in terms of tradition, there is also the need to be creative enough to explore new ways to reach the unchurched and be willing to invest in growing ministry to young and old alike.

During the present vacancy the parish has been well-supported by two retired priests (a husband and wife) who live in the Village, as well as by other retired clergy living in and around the area. Although it is in Guildford Deanery, the previous incumbent has enjoyed growing links with nearby parishes in the Cranleigh Deanery, where many of the Shalford children go to school. A creative reordering of the church building provides excellent facilities for doing all sorts of outreach and community work.

The post is not without its challenges – particularly around the need for major repairs at St Mary's, and in helping the parish to decide what to do with St Michael's Church, which is currently in a state of dilapidation and is unusable. However, for the person that God calls, there is so much to offer here: the warmth of great church families and wider community; the opportunity of leadership in a parish, deanery and diocese which offers considerable support and resources; the exciting challenge of discerning what God is doing here, and how you might join in; the privilege of living and working in a beautiful part of the country. Shalford sits just two miles outside Guildford and on the very edge of the beautiful Surrey Hills National Landscape (formerly known as an Area of Outstanding Natural Beauty). With good transport links, this all goes to make Shalford a very attractive place to live.

There's a lovely, spacious vicarage, which is vacant and waiting to be loved and lived in!

If you'd value an informal conversation about this post, please do not hesitate to be in touch with me by email roy.woodhams@cofeguildford.org.uk or telephone 07889 542054, so that we can arrange a time for us to speak.

Canon Roy Woodhams

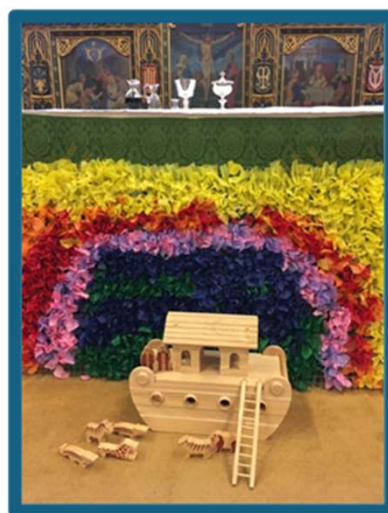
Assistant Archdeacon of Surrey

Opportunities

We are looking forward to having a new Vicar to lead our mission and ministry and have identified the following things as particular areas of priority and opportunity:

Ready for growth:

- ❖ Over the last 6 years we have established worship patterns offering a range of styles for a variety of ages. The infrastructure is there, ready for growth and to promote our worship opportunities more widely in the parish. Discovering God through the Arts adds another dimension to our worship which we are ready to develop further, including welcoming art installations that move us spiritually.
- ❖ Nurturing and encouraging Morning Prayer and creating more Quiet Spaces and opportunities for contemplative prayer in St Mary's is also our mission. We would welcome a Vicar who will work with us to build on our firm Spiritual foundation.



Children and Youth Ministry

Our new incumbent will have the opportunity to shape a coherent and sustainable ministry that nurtures faith from the earliest years. There is an exciting opportunity to develop and grow initiatives such as Bubble Church for very young children and their families, explore the appointment of a part-time Children's Worker (potentially in partnership with neighbouring parishes), and deepen links with local youth and community organisations. The Vicar will help us create warm, visible welcome points for new families, through village welcome events and celebrations of key life moments so that all feel valued and supported within our church community.

Spiritual Development and Refreshment

At St Mary's we value opportunities for developing and deepening our faith and for refreshing our inner spirit. It is this spiritual nourishment that helps equip us to spread the news of the Gospel and serve our community. Our ongoing mission is to:-

- ❖ Encourage people to develop their gifts and use them for God's work.
- ❖ Suggest people might like to train as locally recognised leaders.
- ❖ Take up opportunities offered by the Guildford Diocese Theology Hub.
- ❖ Attend prayerful Vision Days at St Columba's in Woking.
- ❖ Offer Advent and Lent meditations.
- ❖ Arrange group visits to Wintershall.

More Opportunities



Eco Church:

St Mary's Shalford is an Eco Church having gained bronze and silver in the A - Rocha national awards scheme. The churchyard has been planted with new native trees and an area of wildflower meadow, and the new mowing regime, with some occasional help from the scything team, now ensures a variety of areas of long and short grass to increase biodiversity.

Building Repairs:

We have been working with the church architects and the structural engineer on necessary repairs revealed by our 2023 quinquennial. This is in two phases.

- ❖ Phase 1 will be re-roofing the copper covered spire with wooden shingles and repairing some stonework on the North side of the church.
- ❖ Phase 2 will deal with subsidence to the kitchen/toilet area.

We hope to have applied for grant funding by the time a new incumbent joins us but we are looking forward to having a new pair of eyes on the actual work. Phase 1 should be starting imminently in Autumn 2026. The new incumbent will be fully involved in Phase 2. There are more details in Appendix 3.



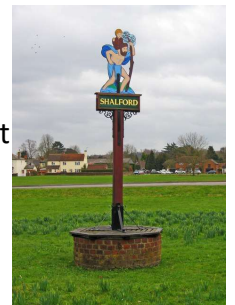
We pray for a Vicar who is...

- ❖ A prayerful disciple who will help us deepen our relationship with God and who is open to integrating various aspects of the Arts into creative and reflective worship.
- ❖ An engaging preacher with a sense of humour who is caring and compassionate and who can confidently lead our welcoming and inclusive church.
- ❖ An excellent communicator and listener who will work with our existing team of volunteers and take on the twin challenges of increasing our worshipping community and making our finances sustainable together with further developing our community engagement.
- ❖ Someone who will cherish and uphold tradition while discerningly embracing change, nurturing a joyful, hopeful and spiritually rich environment for all.
- ❖ Keen to grow the number of worshippers and the youth ministries in line with the Diocese's vision of 'transforming church, transforming lives' through developing a more 'diverse, growing, intergenerational church.'
- ❖ Interested in developing our music provision – both traditional and contemporary – to enrich our worship and draw in people of all ages.
- ❖ Someone who is interested in leading us from silver to gold in the A-Rocha Eco Church scheme and encouraging the continued nurturing of all of God's creation.

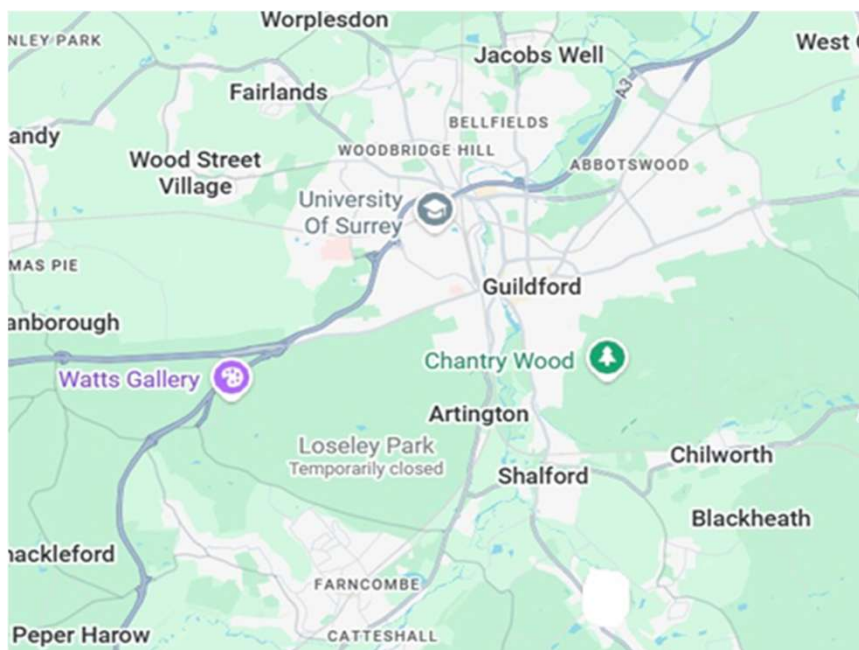


Parish Location

- ❖ Shalford is an attractive village just south of Guildford.
- ❖ Although close to Guildford, it has a rural feel with easy access to walks and bike rides.
- ❖ The village offers welcoming pubs, independent shops, a large village green and modern village hall.
- ❖ Local infant schools include Shalford Infant School and Pewley Down Infant School. At Key Stage 3 level, schools include Holy Trinity, Guildford, CofE Aided Junior School and Tillingbourne Junior School. Guildford County School, Broadwater School and Glebelands School are among others at secondary level. There are also several prestigious independent schools.
- ❖ Shalford benefits from its own station with direct links to Gatwick and is within walking distance of Guildford mainline station with direct 30-minute journey time to London. It also has good bus links to neighbouring villages and town.
- ❖ The population of the civil parish was 4,142 at the 2021 census.
- ❖ Guildford is an attractive town with excellent shops, entertainment and sporting facilities.



The location of Shalford is shown on the map below: (scale 1 inch to 2 miles):

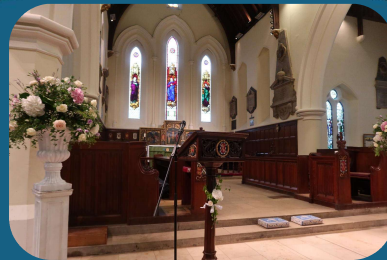


Our churches

The Buildings:

St. Mary's Church

- ❖ Likely the fourth church on this site which has been a centre of Christianity for more than a thousand years. The present church was completed in 1847 and was the work of Benjamin Ferrey, a pupil of Augustus Pugin.
- ❖ The church was reordered in 2011 when the floor was replaced, pews removed and under floor heating installed.
- ❖ The reordering has provided a flexible space for worship, concerts, and community events.
- ❖ There is a modern audio-visual system.
- ❖ The green spire of Shalford parish church is a familiar landmark. Sadly, it is leaking and needs urgent repairs which will mean it is unlikely to be green.



St. Michael's Church and Church Hall

- ❖ Arts and Crafts era church in Peasmarsch which originated as a mission room serving the Peasmarsch end of Shalford Parish. In recent years, it has deteriorated badly and is currently unusable.
- ❖ Church hall (below right) used for occasional services and is also available for hire.



Our People

Kate Waldock	Parish Administrator
Chris Hughes	Treasurer, PCC member
Sheila Pickering	Sacristan
Ann Hyde	Churchwardens team, occasional preacher, PCC member, fabric & finance team
Caroline Boor	Churchwardens team, PCC member
Carolynne Spooner	Churchwardens team, pastoral visitor, chalice assistant, PCC member
Harriet Morris	PCC member, health & safety officer
Sue Odell	Churchwardens team, pastoral visitor, deanery synod rep, PCC member
Ann Thomas	Churchwardens team, building repairs co-ordinator, PCC member, fabric & finance team
Jan Barklem	Churchwardens team, PCC member
Gina Cox	PCC secretary, PCC member
Jacqui Davies	PCC member
Ian Farr	PCC member, fabric & finance team
Emily Nash	Occasional preacher
Liz van Eykenhof	Director of Music
John Simpson	Parish Safeguarding Officer, PCC member



Our Services



Worship and Prayer are at the heart of the life of St Mary's. Working from this spiritually supportive foundation our mission is to spread God's love and the good news of the Gospel throughout the Parish of Shalford and Peasmarsch. We invite everyone, young and old, to join us in our church worship, to come and discover a place of sanctuary and space for private prayer and to participate in our varied community activities and events. We are open all day with a self-service Pilgrim Café for passers-by. We are known locally for being an exceptionally friendly and inviting village church – “We always feel welcome here” – is a comment we frequently hear. We recognize that people who join us may have no faith, be on a faith journey or may be just curious to discover more. Our Services reflect this diversity of needs and encompass both tradition and creativity.



Our Regular Services

Patterns of Worship prior to Vacancy period

❖ **First Sunday 10am – Sung Eucharist (congregation 35-55)**

Common Worship Liturgy and Lectionary. High Altar.

Small unrobed enthusiastic choir. Potential for new Vicar to work with our Director of Music to increase choir numbers.

❖ **Second Sunday 9am – Communion Service (congregation 12-15)**

❖ **Second Sunday 10am –All Ages Café Church (congregation 35-55)**

Designed to appeal to families and young people seated around tables; contemporary music, child-friendly prayers and activities and stories . Great potential to increase numbers of children and young families.

❖ **Third Sunday 10am – All Ages Parish Holy Communion (congregation 35-55)**

Common Worship Liturgy and Lectionary.

Often using our Nave Altar with beautiful cloth stitched in squares by parishioners.

❖ **Fourth Sunday 9am – Communion Service (congregation 12-15)**

❖ **Fourth Sunday 10am – Creative Service (congregation 35-55)**

Usually seated in the round. Discovering God through painting, music and sculpture using the AV system. Sometimes with a Taizé Service.

❖ **Fifth Sunday – 9am Communion Service (congregation 12-15)**

❖ **Fifth Sunday – 10am Lay-Led Service (congregation 35-55)**

Led by one of our well-established Lay Teams; stimulates conversation and exploration of Biblical themes.

Midweek Services

❖ **Morning prayer 8.30-8.50am - Monday to Wednesday (small congregation)**

❖ **Wednesday 11.30am - Holy Communion**

30 minute peaceful service with Nave Altar (**congregation 12-15 sometimes increased to 25 with Care Home residents**)

Home visiting and home Communions are conducted as required.



Other Services



Christmas Day

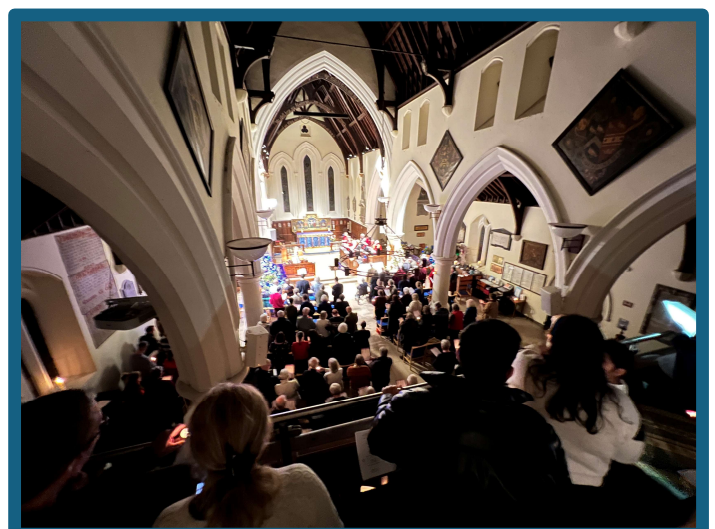
Major Festivals At Christmas, Easter, Harvest Festival and Remembrance our services can attract up to 150 people.



Harvest Festival



Carol Service



Out of the Ordinary Services



- ❖ Unique services are held from time to time, such as blessing young trees to be planted in the churchyard.

- ❖ Our Pet Service was very popular and we always welcome well-behaved four-legged friends on a lead.



- ❖ Our churchyard affords us the opportunity to worship outdoors in the Summer, enjoying the wonders of Nature and God's Creation. Sitting on tree stumps or chairs by the Yew trees and wild flowers, we feel close to God as we take Communion. Passers-by in the street sometimes join our worship. Children love the freedom.
- ❖ Peace Vigils and Candlelit Contemplations are held occasionally.
- ❖ On Good Friday we walk the Stations of the Cross set up in the churchyard.

We have 2 Diocese Trained Occasional Preachers who enjoy the opportunity to preach and enable the priest to have a break from sermon writing

Worship and Prayer in the Community

Discipleship Groups: These self-led groups are flourishing. We pray, study the Bible and theological books, have tea or wine and form friendships. New people are helped to form a group.



Pastoral Care: The pastoral team provides confidential support for those experiencing illness, bereavement, or loneliness. Home visits, prayer support, and the ministry of presence are central to our understanding of what it means to be a caring Christian community.



Lent Courses: These are well attended and offer potential for a new Incumbent to attract churchgoers and non-churchgoers to a thought-provoking Lent Group. Guided by the Leader we use films, books and ourselves to spark discussion.

Other Activities:

- ❖ Monthly Services (Lay or Communion) for residents in our local Care Homes, Guildford House and Mill Court.
- ❖ Visits to local Nursery and Infant School.
- ❖ Resources distributed to Parishioners at Advent and Easter. In the past we have made our own Novena Cards.
- ❖ Prayer Team has previously compiled 2 lovely Parish Prayer Booklets of prayers, prose and poetry with suggestions from Parishioners.

Serving the Wider Community: St Mary's seeks to uphold Christ's calling to serve those in need. Through fundraising, collections and awareness campaigns, we support local and international charities, including foodbanks, housing initiatives and projects that promote justice, peace, and human dignity.



Music in Worship



- ❖ Music is an integral part of worship at St Mary's with live music in many services, which is much appreciated by the congregation.
- ❖ We have a Director of Music playing every Sunday.
- ❖ A small committed choir boost the singing and regularly perform anthems in the services.
- ❖ Once a month we invite other musicians to come and join us for more informal worship music, currently a singer/songwriter, a drummer and a singing guitarist.
- ❖ Every Summer we host a very popular Hymns and Pimms evening.
- ❖ From time to time we welcome the Cathedral choir to sing Choral Evensong.



Musicians at the Summer Festival



Visiting choir

Ex military band concert



Children and Families

Young People:

At St Mary's, we are committed to investing in the next generation and ensuring that children, young people, and families find a vibrant and welcoming place within our worshipping community. Our goal is to develop a coherent and sustainable programme of ministry that nurtures faith from the earliest years. We hope to strengthen our provision through initiatives such as Bubble Church, offering an accessible and engaging form of worship for very young children and families, and in the near future, potentially appointing a part-time Children's Worker, ideally in partnership with neighbouring parishes, to coordinate and grow our ministries with young families and children. Building deeper partnerships with other local youth organisations—such as Scouting, Guiding, and community wellbeing groups—forms an important part of our vision to embed the church more fully in the life of the parish. We aspire to create welcoming environments for new families, including family village welcome events and celebrations of key life moments, ensuring that all feel valued and supported within our church community.

Strong links have been established with the Shalford Infant School who are keen to welcome a Vicar who will play a positive and visible role in the life of the school – see Appendix 4, letter from the current Head.

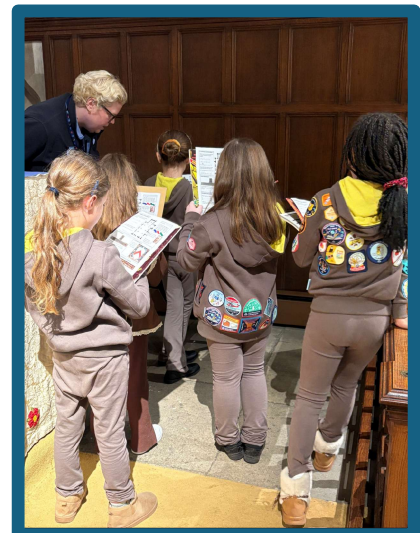


Parent and Toddler Group:

Toddlers takes place every Monday in term time at St Mary's Church from 9.30-11.15am. The church provides a warm, safe and welcoming space in which children can play with toys, sing together and make use of the craft table, supervised by volunteers. Parents can enjoy coffee, tea and biscuits and children juice and biscuits.



New Arts Society Children's Church Trail: A fun trail around the inside of St Mary's, challenging children to answer questions about the art, history and architecture of the Church. Launched by 1st Shalford Brownies this year.



Safeguarding



The PCC take full responsibility and have Safeguarding posters in the church, on our noticeboard and on our website, with contact details.

The key challenge is to advertise to the people within our parish, that we can listen to their Safeguarding concerns and signpost those affected to professionals that can help. The church magazine will be used to relay our message. On our website, the link to Safeguarding information is in a prominent place

A speech to our congregation on Safeguarding Sunday is an important platform to highlight the importance of Safeguarding within our church and that confidentiality is of the utmost importance and that our church is a safe place to discuss concerns.

Roles within the church have in the past been filled with volunteers from our congregation. Nevertheless, Safeguarding Training Certification is necessary and expected. Certificate expiry is monitored so everyone is always up to date. DBS checks are carried out where required by the role as appropriate.

We greatly appreciate the help and knowledge offered by the Guildford Diocesan Safeguarding team who are always knowledgeable and willing to help.



Regular Community Church Events

Shalford Village Cinema:

A group of parishioners show a film for the public in the church on the 2nd Friday each month. They aim for tasteful topical films released in the past year for which a licence can be obtained. Duties are divided between projectionists and contributory bar staff. Their activities are overseen by a member of the PCC, and meetings are held every 4 months to plan ahead. The objective is to raise funds for the church. Audiences vary from 20-60 persons.



3Cs Café:

About 20 years ago, some members of St Mary's congregation suggested holding a weekly get together for "Coffee, Cake and Conversation" and so 3Cs, as it has always been known, came into being. We still meet in church every Wednesday morning (with short breaks at Christmas, Easter and in the Summer) from 10.00 to 11.30 a.m. Everyone of all ages, whether a regular congregation member or not, is welcome to join us for home-made cake, biscuits and coffee or tea. From time to time we welcome some of our friends from the two local care homes - Mill Court and Guildford House - and occasionally even passing walking groups, which is always a pleasure. For those who wish to stay, following 3Cs Café there is a short midweek Holy Communion service from 11.30 – 12 noon.



Men's Breakfast:

A group of some 30 men parishioners meet monthly on the 3rd Saturday usually for a fry up. The objective is to have parishioners, possibly not regular churchgoers meet in the church, and make a useful contribution to church funds. We hold quarterly planning meetings to discuss chefs and menus. We have been running 1.5 years.

Regular Community Church Events

Bellringers:

Since the 1880s, the 8 bells at St Mary's have rung out to call parishioners to worship and celebrate great national events. The bells do of course require regular maintenance and we are fortunate that we have a very experienced steeple keeper who carries out repairs and keeps them in good order and safe.

The current band comprises 14 regular ringers, who practise every week to extend their repertoire of different methods. The band is fortunate in having several very experienced members who give their time to help the less experienced develop their skills. Such is the quality of the teaching that several competent members from other local bands attend as well, resulting in normally around 20 ringers on most practice evenings. New members, of all ages, are warmly welcomed to join our band and soon fit into the team.

During the year a few visits take place on Saturdays to other churches to enjoy the challenge of ringing different bells, gain experience and develop confidence, as well as having a jolly good time.

Band members support normal church activities as individuals and by ringing at weddings, funerals or other special services. On Easter Sunday and Christmas Day, for example, there is now a tradition of starting the service with a short burst of handbell ringing, by a sub-team of the band, finishing with a flourish of all the bells being rung loudly together - which raises a cheer from the congregation and sets the tone for the service!



Shalford Garden Club:

Over the years the club has held various events in the churchyard. They assisted in planting the wildflower meadow in the churchyard, and in maintaining the plants in the Garden of Remembrance. They have helped the Toddlers Group grow potatoes and beans. They participate in the Shalford History week and in the Christmas Tree Festival.



Special Events



The annual Barn Dance



Jubilee celebrations



Hymns and Pimms



Plays by Guildford Shakespeare Company



Summer Festival



Solo Gospel enactments e.g. 'I am Mark'



Christmas Tree Festival

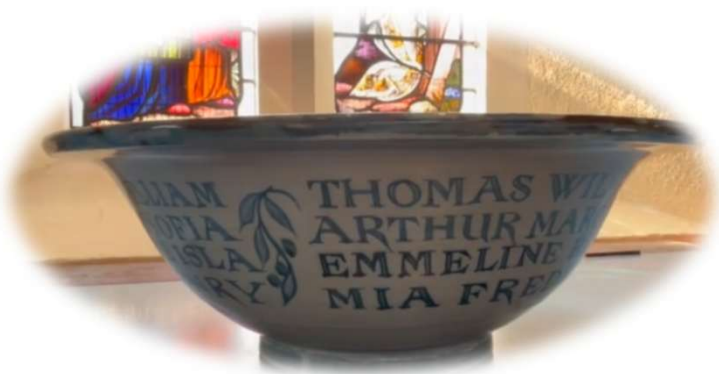
Life Events

Baptisms and Weddings

Baptisms 6 (2024) 7 (2025)

Weddings 5 (2024) 1 (2025)

Funerals, including cremations 14 (2024) 11 (2025)



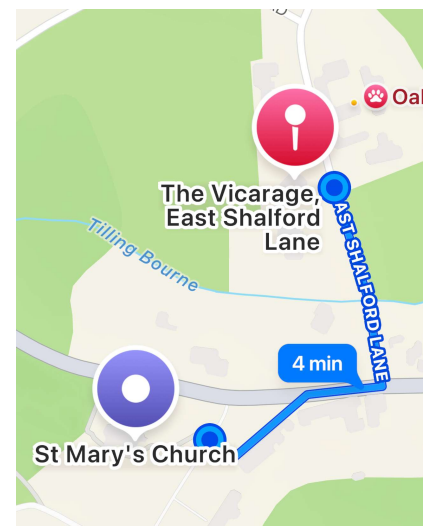
Where you'll live



The Vicarage:

- ❖ built in the 1950s
- ❖ A 4 mins walk from the church
- ❖ in a semi-rural environment
- ❖ Has a large garden, mainly laid to grass, four spacious bedrooms, bathroom and toilet, kitchen, utility room, sitting room, dining room, downstairs cloakroom and study. There is an attached garage.

Approximate Area = 212.2 sq m / 2284 sq ft
Store = 2.8 sq m / 30 sq ft
Garage = 14.6 sq m / 157 sq ft
Total = 229.6 sq m / 2471 sq ft
Including Limited Use Area (2.5 sq m / 27 sq ft)
For identification only. Not to scale.
© Fourwalls



The Guildford Deanery

As you consider the role of Vicar of Shalford in the Deanery of Guildford, please be assured of our prayers from across the Deanery for all those who put out their fleeces in discerning whether God is calling them to this rather wonderful corner of the kingdom. Guildford Deanery is a richly diverse place which includes the beauty of the Surrey Hills, the Cathedral, and the Bishops' houses, and is diverse not only in terms of population but also ecclesiology.

Guildford Deanery is the largest in the diocese and consists of 16 parishes. We have 16 incumbents, and 40 clergy in total (a combination of Curates, retired clergy, Residentiary Canons, PTOs and Associates) who are welcomed to Chapter which meets each half term for food, fellowship and mutual support. Our Deanery Synod meets four times a year and together we join our 33 lay representatives, including 9 on Diocesan Synod and 3 on General Synod.

We rejoice in our diversity and work well together from across the traditions in the places we are all called to serve. If God calls you here, you would be joining an active and positive Chapter who would support and encourage you as a partner in the Gospel.

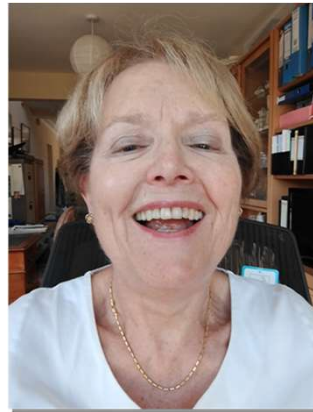


Canon Neil Roberts, Area Dean of Guildford

If you'd like to know more about any aspects of our wonderful church and parish...

Please don't hesitate to get in touch with one of the
Anns (our churchwardens)

churchwarden@stmarysshalford.com



Or

Archdeacon Catharine Mabuza

Catharine.Mabuza@cofeguildford.org.uk



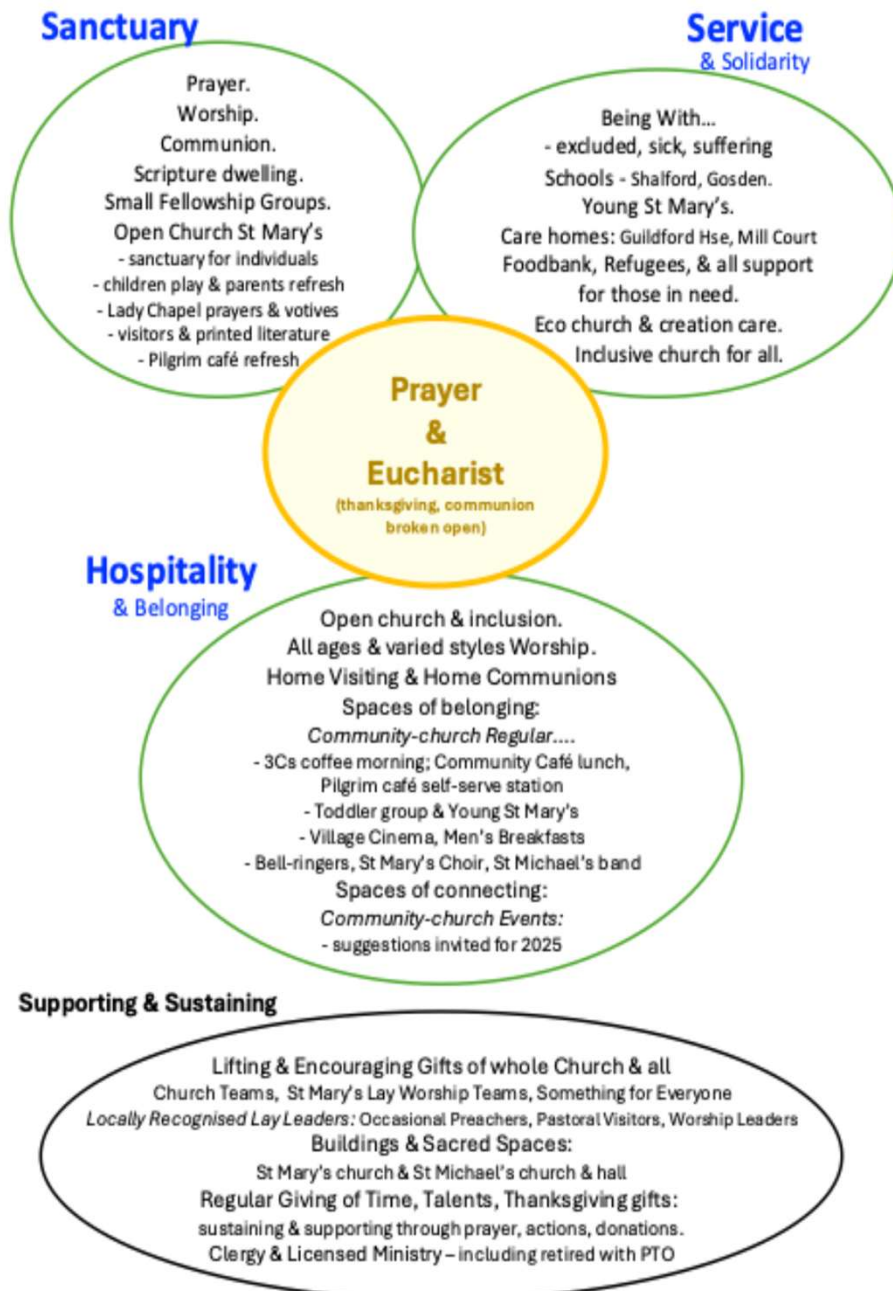
Appendix 1

Summary of our Church Development Plan:

Simpler, Humbler, Bolder

Shalford Parish Church in the heart of community

**A Parish Church of: Sanctuary, Hospitality, Service
with Prayer & Thanksgiving at core**



Appendix 2

Finances:

Financial Overview

Financial Performance: Over the past several years, the parish has operated with a deficit in its day-to-day running costs. Encouragingly, recent years have seen a significant reduction in this deficit, highlighting the parish's ongoing commitment to improving its overall financial stability and sustainability.

Parish Share Commitment: Despite facing ongoing financial pressures, the parish has demonstrated its dedication to wider church obligations by consistently paying the full amount of the Parish Share in recent years. This steadfast approach underscores the parish's prioritisation of its responsibilities within the broader church community.

Planned Giving and Core Expenses: To further support the parish's financial health, a planned giving campaign has been implemented. This initiative encourages regular contributions from parishioners, with the specific aim of ensuring that core giving is sufficient to meet the parish's core expenses. By focusing on sustainable giving, the parish is working proactively to secure its future financial viability.

Financial Controls and Governance: Effective financial management is underpinned by strong governance measures. The parish has robust and modern financial controls and records in place.

Accounting Systems and Monitoring: The parish makes use of an excellent computerised accounting system, which allows for straightforward and accurate tracking of its financial position. This system enhances transparency and ensures that financial decisions are based on up-to-date and reliable information.

Oversight Committees: Oversight of the parish's finances is further strengthened by the finance and fabric committee. This committee plays a crucial role in planning financial strategy and regularly monitoring both income and expenditure, ensuring that any issues are identified and addressed promptly, and that financial management remains responsible and responsive to the parish's needs.

Our 2024 Annual Report and Accounts are available on The Charity Commission website using this link - [2024 accounts](#)

Appendix 3

Building Repairs:

St Mary's 2023 quinquennial inspection revealed two items requiring urgent attention:

- ❖ The church spire is leaking and requires re-roofing
- ❖ The church toilets/kitchen block is subsiding

On the recommendation of our architect, we have been working with a professional fundraiser to finance these repairs. The plan is to split the repairs into two phases. We expect to obtain grant funding for each phase although we will have to contribute some funds from our reserves too.

Phase 1 will deal with the repairs to the spire and some stonework will be repaired at the same time. We have to choose whether to revert to the historical covering of the spire with wooden shingles or to use copper again. If copper is chosen, it will be brown as the green colour was caused by acidic weathering due to smoke from burning coal. The preferred option is for wooden, probably oak, shingles which is reversion to a previous covering and is cheaper than re-covering with copper. Our architects have been consulting heritage bodies, drawing up detailed specifications and obtained pre-planning advice from the local authority planning office. A planning application has been submitted, the proposal has been submitted to the DAC and the specifications have been sent to construction firms for them to provide a quotation for the work. Once we receive the quotations, we will apply to the National Heritage Lottery Fund for a grant. We expect to start work on the repairs in Autumn 2026.

Phase 2 will underpin the kitchen to eliminate the subsidence and will improve rain water drainage. Poor drainage was probably exacerbating the kitchen subsidence. At the same time, we will need to replace our aging boiler and update the kitchen. It is proposed that an air source heat pump will be chosen for heating and this possibility will need to be carefully managed if we are to avoid increasing our bills. This work will not begin before 2027. We look forward to working with a new incumbent on this phase.

Appendix 4

Letter from Head at Shalford Infant and Nursery School:

What Shalford Infant & Nursery School Hopes for in a New Vicar

Our small village infant school is an important and much-loved part of our community. We are looking forward to welcoming a Vicar who will play a positive and visible role in the life of the school. Below is an outline of the qualities we would value and the involvement we hope for.

Qualities We Hope to See

- **Warm and Approachable:**
Someone who relates naturally to very young children, communicates with warmth, and helps them feel safe, valued, and included.
 - **Child-Friendly Communicator:**
Able to share stories, ideas, and Christian values in simple, engaging, age-appropriate ways.
 - **Inclusive and Welcoming:**
Respectful of children and families of all faiths and none; sensitive to diverse backgrounds and individual needs.
 - **A Supportive Presence:**
Offering pastoral care to pupils, staff, and families—especially in times of sadness or challenge.
 - **Collaborative and Community-Minded:**
Enjoys building positive relationships with staff, governors, and families, and appreciates the school's role at the heart of village life.
 - **Committed to the School's Ethos:**
Supports the school's values and contributes to a nurturing, inclusive environment where children can flourish.
-

How We Hope the Vicar Will Be Involved

- **Collective Worship:**
Leading regular acts of worship that are joyful, thoughtful, and rooted in Christian values.
Supporting our special services at Harvest, Christmas and Easter.
- **Presence in School:**
A familiar and friendly face—visiting periodically, joining staff for a chat, and being available to the community.