



The Diocese of
Southwark

Croydon Episcopal Area

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Vacancy in Windmill United Benefice

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

The Benefice

The Windmill Benefice is made up of three rural parishes on the southern border of the Archdeaconry of Reigate in the Croydon Episcopal Area. The Benefice was formed about 10 years ago, and the last Rector worked well with the wardens and other laity to make it work as a benefice, rather than just an agglomeration of parishes. However, each parish still has a clear sense of its identity and purpose within the benefice. This is shown well in the way the benefice choir sings at united services and then separates into distinct groups for the other services in the parishes.

While most of the population of about 6500 are retired or commute to work in London, Redhill or Crawley, there are also working farms and rural workers in the parishes. The churches jointly share some festivals, particularly those that are more relevant to its rural nature such as Lammas.

The new Rector will value the rural way of life and will be involved in the life of the villages. I would expect them to understand the importance of being out and about and visiting people in all parts of the community. Indeed, I would hope that the new Rector will hold the Diocesan Faith in the Countryside portfolio, advising me and my fellow bishops on how we can best support our rural areas.

The Deanery

The parish is part of the Tandridge Deanery. The Revd Michelle Edmonds, Area Dean writes:

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 churchmanship reflected in their congregations, and with many opportunities for engagement with their parishes through occasional offices and other events. Stretching from the 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, which presents us with good opportunities for working together. We also work closely with our neighbouring deanery of Reigate in organising events for the Archdeaconry, including conferences for clergy and for lay people, and days on specific issues (such as support for carers, for example). Our current Mission Action Plan is organised under headings devised by our Synod - Inclusive, Collaborative, Supportive - and highlights

communications, events, training and networking as our priorities. Our Synod meetings are lively and engaging, with the first, themed half of the evening being open to all, and our Chapter meetings are warm, friendly and honest. You would be made most welcome among us.

The needs of the Diocese & the wider church

All appointments in the Southwark Diocese take place within the context of the diocesan vision: [Christ Centred, Outward Focused](#). This next evolution of our vision comes as we continue to walk together, discerning God's wisdom and guidance in our shared pilgrimage of faith. Keeping Christ as our centre and the focus of unity, we will continue to turn outwards - seeking to support, encourage, resource and learn from one another as we serve our parishes and God's world. Church is formed when people gather around the person of Jesus Christ, drawn to worship him and join in his work as he meets human hurts and hopes. Jesus walks with us and is also waiting for us in places of mission, healing, reconciliation, learning and worship. It is important that all clergy in the diocese have a good understanding of the aims and objectives of the vision.

Finance

As of 2016, a new system of financial contributions towards the parish share was introduced across the Diocese, called the Parish Support Fund (PSF). All parishes and churches are invited to contribute with generosity, and to aim at least to meet their own ministerial costs. The Windmill Benefice has pledged £54,999 for 2024. St Bartholomew, Burstow's 2024 pledge is £29,400, St Mary, Horne's pledge is £18,399 and St John, Outwood's pledge £7,200. The total team pledge has increased each year since 2016, and all the three parishes have increased or maintained their pledge each year. With the ministry provision of a rector with a full stipend, this benefice's indicative costs for 2024 will be £86,300 and the team's contribution represents nearly 64% of their indicative costs. Whilst the Pandemic and subsequent cost of living crisis have been challenging for parish and Diocesan finances, we encourage all parishes to give both generous and realistic pledges, in proportion to their means, and each year to aim to take a step towards become self-financing. We would expect the new Rector to work with the lay leaders and congregations to nurture and encourage them to continue a pattern of generous giving.

Collaborative Ministry

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



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