



SAINT ANNE'S, BAGSHOT – PARISH PROFILE 2025



Introduction and welcome

‘For the Community, in the Community, inspired by Christ’

Welcome to St Anne's, Bagshot and thank you for prayerfully considering whether God may be calling you to serve here. We are a welcoming, traditional, inclusive and supportive church community striving to bring God's presence to the village and surrounding area. Our vision is to be a blessing to all and we take pride in our outreach work. We are looking for a new vicar who will lead the community with faithfulness, creativity and pastoral care as we continue to evolve whilst retaining our traditional DNA. We look forward positively to the opportunities created by a new chapter in the life of our church.



Contents

Page No

A letter from Bishop Andrew	3
A letter from Assistant Area Dean Andrew	4
The Parish	5
The Church of St Annes, Buildings & Vicarage	6
Worship at St Anne's	8
Future Plans & Reaching Out	12
The Team	14
Finances & Safeguarding	15
Statement of Need	17
The Process & How to Apply	20
Life at St Anne's	21



A Letter from Bishop Andrew



The Diocese of Guildford is a warm and friendly place to be, with a strong cohort of gifted and committed laity and clergy, some excellent church schools, and plenty of beautiful countryside to enjoy on a day off! Our vision as a diocese is to see lives and communities transformed through the love of Christ; and, to that end, we have refreshed and simplified our Diocesan strategy, Transforming Church, Transforming Lives, with a particular focus on Growing Disciples, Growing Diversity and Growing Community.

Although we have made a steady recovery since the pandemic, there has been a considerable decline in the number of children engaged in our worshipping communities; and we recognise the need to embrace a mixed ecology in all of our parishes and to renew our commitment to becoming a diverse and inter-generational church. Congregations want to 'grow younger' in theory but in practice can be reluctant to embrace the sacrifice involved in passing on the baton of faith to younger generations.

Vocation is another key theme in the diocese right now, and here we have been much encouraged by a considerable growth in vocations for lay and ordained ministries through the broadening scope of our Local Ministry Programme, recently renamed the College of St. Martha. This has sought to raise up a new cohort of confident, theologically-articulate assistant ministers in many of our parishes to support our incumbents and lead fresh initiatives, especially in the areas of discipleship and evangelism.

Our team of Mission Enablers is committed to working with every parish in fleshing out its vision in an appropriate way, going with the grain of the church's history and tradition, whilst equally suggesting new approaches to 'proclaiming the gospel afresh in each generation'. This is just one of a number of ways in which we aim to support our clergy; and newcomers to the diocese regularly speak favourably of the welcome they receive and the strong sense of mutual interdependence – 'us and us' rather than 'them and us' – between the parishes and the support services at Church House Guildford.

We are therefore 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.

Do please put in an application if that might be you!

Every blessing,

+Andrew

A Letter from Andrew Knowles, the Assistant Area Dean



There is much to celebrate in the parish of St Anne's, Bagshot, which is rooted in a strong tradition of worship and community life; it is a welcoming, caring and inclusive congregation with a desire to grow deeper into God, grow younger, and reach out further into their village with the love of Christ.

We are seeking to appoint a full-time incumbent who will build on these foundations and lead them with a clear vision in their next chapter of ministry. The new minister should have a passion for preaching and teaching God's word that is relevant for daily life and a heart for nurturing all-age discipleship within the central Anglican tradition. They long for someone to help them build on the links they have within the wider community and to do so with confidence, creativity, and using the many gifts within the congregation.

St Anne's is not alone in this journey. Supported by the wider diocese and in partnership with the other churches of the deanery, St Anne's took part in the Parish Needs Process in 2024. This led to the creation of a Church Development Plan, which helped to clarify the vision for Bagshot while also highlighting opportunities for collaboration and mutual support across the deanery. Already, this process is bearing fruit, with growing partnerships in areas such as schools work and eco initiatives. St Anne's has wonderful resources: a beautiful and well-maintained church building, a well-equipped church centre, a village setting full of opportunities for mission and ministry, and a strong group of volunteers.

St Anne's is at an exciting point in their journey of faith. While the congregation may feel a degree of uncertainty in this season of change, for the person God is calling, there is so much to offer: the warmth of a faithful church family, a heart for serving the community, a desire to grow in worship and mission, the opportunity of leadership in a parish; a valuable and supportive network of colleagues within the deanery and a diocese which offers considerable support and resources; the challenge of discerning with this community what God is doing and how we might join in and the privilege of living and working in a part of the country with so many opportunities for clergy and families.

If you'd value an informal conversation about this post, please do not hesitate to be in touch with me at vicar@stmaryscamberley.org.uk

Blessings

Andrew

The Parish

The Village of Bagshot

Bagshot is located in the county of Surrey and the Diocese of Guildford, close to Junction 3 of the M3, seven miles from the M25 and within easy reach of Heathrow (although not under the direct flightpath). There are local train stations at Bagshot, Ascot and Sunningdale, with fast train services from Woking. Our nearest town is Camberley, and we are close to Windsor and Guildford. Bagshot is on the outer edge of the Green Belt, separated from its neighbours by open heathland and forest, Surrey is one of the most heavily wooded counties in the UK. Much of the surrounding land is owned either by the Crown Estate or by the MoD. For a map of the parish please see <https://www.achurchnearyou.com/church/8080/>.

There has been a settlement here since Saxon times and for centuries Bagshot formed part of Windlesham parish. Growth in the 19th Century led to Bagshot becoming a separate ecclesiastical parish in 1874 and the current church was built in the early 1880s, under the patronage of Prince Arthur, the Duke of Connaught, and was consecrated in 1884. The Duke lived at Bagshot Park. St Anne's has retained connections with the Park and successive inhabitants. Currently, this is the home of the Duke and Duchess of Edinburgh and their family.

Since the 1950s the village has grown significantly, with several new estates being built on former nursery land.

Local Facilities

Local shops include a Co-op in the village centre, a large Waitrose and a Pets at Home. Bagshot also has several pubs, cafes and other food outlets. Pennyhill Park Hotel and Spa, a five-star hotel and wedding venue is located on the edge of the village and some of our wedding couples come via the hotel, which is also a training base for the England Rugby teams. Local organisations and societies include, amongst others; gyms, tennis and cricket clubs, Scouts/Cubs/Beavers, Guides and Brownies/Rainbows, The Bagshot Society, a library staffed by volunteers, Bagshot Care (volunteer drivers/helpers) and a local day centre in the village. There is a wide range of village organisations as well as activities hosted in the Bagshot Playing Fields Pavilion and our Church Centre and Parish Hall.

The village is on the edge of Swinley Forest (owned and managed by the Crown Estate), offering 2,600 acres of beautiful woodland, including Rapley Lake and world-class mountain bike trails.

Bagshot is served by a GP practice (rated good), an NHS/private physiotherapy practice and two dental practices. The local hospitals are Frimley Park Hospital (rated good) and the recently rebuilt Heatherwood Hospital on the outskirts of Ascot. Both form part of Frimley Health NHS Foundation Trust. There are two care homes in the village; Bagshot Gardens (Avery Group) and Bagshot Park Care Centre (providing neurological rehabilitation). There are also retirement properties at Violet Place, Wessex Lodge, Hart Dene Court and Meade Court (almshouses).

There are two other churches in Bagshot; Christ the King, Roman Catholic Church and the Brook Church, part of the Newfrontiers network.

Population and Social Factors

The population of Bagshot from the 2021 Census is 6,056, although it has increased slightly since. We have slightly higher than average numbers of people aged over 30, and lower than average numbers in their late teens and 20s. In the 2021 Census just under 90% described themselves as of white ethnic origin and just over 50% as Christian. We declared in 2025 an electoral roll of 91 people, which has risen to 97 currently and about 30% live outside the parish. Over two-thirds of property in the village is owner-occupied with under a third of social and privately rented properties. There are low levels of deprivation and crime and Bagshot is generally thought to be an attractive and convenient place to live.

Schools

State Schools: Bagshot has Bagshot Infant School (rated good) and Connaught Junior School (rated outstanding). The local secondary school, in Camberley, is Collingwood College (rated good), just outside the Bagshot boundary. Farnborough Sixth Form College provides A-level education and Farnborough Technical College provide A-level and BTEC education (both colleges are rated outstanding).

Private School: Hall Grove, on the edge of the village but in the Windlesham parish, is a highly regarded mixed prep school which, from September 2025, is also taking pupils from 13-16 (GCSE).

Nursery Schools: There are two nurseries in the village, Little Echoes and Busy Bees, as well as Bagshot Village Pre-school, based at the Infant School.

Saint Anne's

The Church of Saint Anne

We are proud to have a fine example of Victorian church building, situated beside Bagshot Park, on a hill around 500 metres from the village centre and with a spire which is visible for miles around. The church was built in the early 1880s, on land given by the Duke of Connaught, who opened the subscription list. His mother, Queen Victoria, donated £100 and the total cost was £5,133. The church is a beautiful building with fine stained-glass windows, Victorian tiling and conventional pews which can seat about 250-300 people and a bell tower with eight bells, which are rung weekly. There is a fine and well-maintained Walker three-manual organ, dating from 1899 and a grand piano. There are both choir's and vicar's vestries. In the 1950s, a small extension was added to the vestry, more recently glass doors were added to the front porch and in 2005 the Church Centre was built. The Church is Grade II listed, as is the War Memorial in the grounds.

<https://historicengland.org.uk/listing/the-list/list-entry/1189873> (church)

<https://historicengland.org.uk/listing/the-list/list-entry/1454315> (memorial)

The fabric of the church is generally in good order; the roof was re-tiled in the 1980s, the lighting and sound systems updated in recent years and extensive repointing and repairs to the fabric carried out in the last 25 years. There will be a Quinquennial inspection in November 2025.

We do not have a graveyard. The small grounds surrounding the Church include gravelled parking, a garden and an allotment. We also have a community run apiary on rented Crown Estate land adjacent to the church grounds.

The church is open for prayer every day.

The Church Centre

In 1998, St Anne's benefited from a £750,000 legacy, a large part of which was used to fund the building of the Church Centre attached to the north side of the building. This consists of the Parish Office, hall (100 sq metres), kitchen and lavatories. It is used for church group meetings and social events, as well as being used or hired by other community groups, including U3A, Windlesham Parish Council, Bagshot Concert Band, Rainbows/Brownies and for four days per week, by Miriam Grace (a day club for people with memory impairments).

The Parish Hall

St Anne's Parish Hall, built in 1925, is further down Church Road, about 300 metres from St Anne's, closer to the village centre. The Trustees of the Hall are the Diocesan Board of Finance but the entire responsibility for operating the Hall is held by the PCC. The Trust Deed of 1930 includes the clause that the Hall is to be used "for the benefit of the Parish of Bagshot" and it continues to function as a village hall. It is run by a small committee (technically a sub-committee of the PCC) including non-church members. Its finances are separate and are reported as a Restricted Fund of the PCC. The financial separation means that from time to time, capital spending and improvement projects are supported by grants from local councils as a village facility. It is used by a wide range of organisations and is in generally good order.

The Vicarage

The vicarage, built in the 1950s, is next to the church, in a semi-rural environment, adjacent to Bagshot Park farmland. It has large gardens, mainly laid to grass, four bedrooms (one en-suite), bathroom and toilet, kitchen, utility room, sitting room, dining room, downstairs cloakroom and study (with independent access). There is an attached garage. The vicarage will be inspected by the Diocese and any necessary repairs and refurbishment will be carried out. Once an incumbent has been appointed the PCC will arrange for the vicarage to be redecorated, in consultation with them.



Worship at St Anne's

Congregation

We are a church where everyone is welcome and a caring community where friendships grow and are nurtured. People are willing to help others and to engage with our outreach activities. We have a strong volunteer group, including people who are not regular churchgoers. There is an established congregation, some of whom have been coming to St Anne's for many decades, alongside newer members. Over the past 11 years our average attendance at the Sunday 10:00 am service has remained stable, whilst our 8:00 am congregation has more than doubled in the last two years and is also growing younger. Whilst our combined congregation numbers have remained broadly stable, there has been regular steady change as people have moved away or have died and others have joined us, about 40% between 2014 and 2025. We have also offered a range of Sunday afternoon services for families, which since 2024 has been in the form of a monthly Messy Church, which has doubled the congregation of the service it replaced; we hope to grow further in collaboration with our neighbouring parish of Windlesham. In addition, on Wednesdays, we have a 10:00 am Holy Communion service and on the second Sunday of the month a Taize prayer service, which attracts a distinct congregation. We do, however, have concerns about the current age profile of the congregation and would like to grow younger across all of our services.

We see ourselves as;

- In the central Anglican tradition – valuing the traditional services for which many of our congregation attend
- Open to considering the new
- Welcoming and supportive to all
- We pride ourselves on our community and outreach work, with a number of groups running, but want to deepen and expand this work, particularly with the local schools and organisations, building on our existing work in this area

Around a third of our congregation live in other parishes and are attracted by the liturgical pattern and inclusive nature of St Anne's. We are a member of the Inclusive Church network.

Please see the SfM Dashboard in the Appendices for more detailed information.

Worship Pattern and Services

We aim for a balanced mix of services that will satisfy differing needs and tastes at some time during the month. We offer something more accessible for children on most Sundays at 10:00 am but have very small numbers of children in this congregation. At all Eucharist services the clergy wear cassock-alb, stole and chasuble and at the Sunday 10:00 am there is a Gospel procession led by a robed crucifer and acolytes. At Mattins, clergy wear cassock, surplice, scarf and academic hood. For Mattins and seasonal services there is a robed choir. At All Age Worship, Messy Church and Taize Prayer the clergy are not robed.

Sunday Service Pattern and Average Attendance

Service	1 st Sunday	2 nd Sunday	3 rd Sunday	4 th Sunday	5 th Sunday
8.00 am (10-20 people)	BCP Holy Communion 1662	BCP Holy Communion 1662	BCP Holy Communion 1662	BCP Holy Communion 1662	BCP Holy Communion 1662
10.00 am (40-45 people, plus several online)	All Age Worship	CW Holy Communion Junior Church	BCP Mattins 1662	CW Holy Communion Eco Church Junior Church	CW Holy Communion Junior Church
3.00 pm (15-40 people)			Messy Church		
6.00 pm (6-12 people)		Taize Prayer			

All confirmed members of the Church of England are welcome to take communion, as are those who regularly take communion in their own churches. Sunday morning and Wednesday services are followed by refreshments in the Church Centre and the Sunday 10:00 am service is livestreamed via YouTube, making it accessible to people who are not physically able to attend. We also occasionally livestream other events, including funerals and weddings.

We offer the Prayers of Love and Faith where this is requested, within an existing service, as the guidelines permit.

Weekday Services

9.00 Morning Prayer via Zoom each day except Sunday

10.00 Wednesday; Holy Communion

Special Services

As well as our regular Sunday and weekday service pattern, we also hold other seasonal services:

- Advent & Christmas
 - Advent reflections/advent course (weekly)
 - Christingle service
 - Community carol singing and an informal carol service at the cemetery chapel
 - Nine Lessons and Carols, with an extended choir and a full church
 - Christmas Eve Crib service (two due to popular demand)
 - Christmas Eve Midnight Holy Communion
 - Christmas Day 8.00 and 10.00 Holy Communion
- Remembered with Love, Bereavement Service (usually around Candlemas)
- Lent & Easter
 - Ash Wednesday Holy Communion with imposition of Ashes
 - Lent course (weekly)
 - Mothering Sunday is usually an All Age Worship service

- Holy Week evening services include stations of the cross, Holy Week meal (alternate years), Maundy Thursday service, including handwashing (as a more inclusive alternative to footwashing) and stripping the church
- Good Friday, Messy Church, ecumenical walk of witness, hour at the cross
- Easter Vigil, dawn service, 8.00 and 10.00 Holy Communion
- Ascension Day Holy Communion
- Harvest Festival
- Remembrance Sunday includes uniformed groups and concludes at the War Memorial in the churchyard.

For more detail, please see the SfM dashboard in the appendices.



Occasional Offices

Baptisms

We operate an open baptism policy and are happy to baptise anyone requesting it, following some preparation. For families, this typically involves attending a baptism preparation morning, which take place every other month on a Saturday morning, together with a follow-up visit closer to the baptism date, whilst adults seeking baptism are encouraged to explore confirmation. Baptisms for existing congregation members have taken place during our 8am, 10am, and our Family@Four service (now replaced by Messy Church) but most take place as a stand-alone Sunday lunchtime service. A volunteer supports our baptisms from enquiry through to acting as vergers for the service. In 2024 we had 10 baptisms (including 1 adult). In 2025 (as at the end of August) we have had 8 baptisms and another 7 are booked before the end of December. Several of our recent baptisms have come from Pixies playgroup families and, in addition, we have had 4 teenage/adult enquiries about baptism in recent months; there is a sense that God is doing something here!

Confirmation

We run confirmation classes roughly annually, in response to expressions of interest, and existing congregation members are encouraged to attend alongside confirmation candidates to support them and refresh their own faith. Since Covid19 we have usually had 1 or 2 people confirmed each year, in 2024 we had two confirmations and in 2025 we have had one confirmation (in a local care home) and there are a further three people considering confirmation later this year.

Weddings

Our beautiful church attracts wedding couples from both within and outside of the parish, some choosing to make a qualifying connection through regular worship. A small team (including the clergy) runs an annual marriage preparation day which has recently included couples from other deanery churches, and the clergy meet with couples for service planning and rehearsals. We are delighted that many of our wedding couples have since returned for baptisms. Our Office Manager supports the administration aspect from initial enquiry though to producing the Marriage Documents. In line with national trends our wedding numbers have fallen post-Covid and in 2024 we had 4 weddings, plus 1 blessing following a civil marriage. In 2025 (to the end of August), we have had 2 weddings and 2 more are booked this year.

Funerals

Funerals are held in church and at the local crematoria (Bracknell and Woking), and we have good relationships with our local Funeral Directors. We also conduct interment of ashes services, most often at the cemetery in Bagshot. We intend to begin offering The Bereavement Journey (facilitated support group) to support those grieving loved ones, and we also invite all those bereaved in the past 3 years to an annual Remembered with Love service. In 2024 we conducted 11 funerals at St Anne's and 4 at local crematoria. In 2025, to the end of August, we have conducted 8 funerals at the church, 2 at local crematoria and 2 burials of ashes. At present all funerals are taken by the clergy.



Worship in the Community

We know the importance of meeting people where they are and we try to do this through acts of worship elsewhere in the community, including:

- Regular services at Bagshot Gardens Care Home (alternating a simple hymn-based service and Holy Communion)
- Home communions by both clergy and lay pastoral visitors
- School assemblies at both the infant and junior schools, usually 3-4 times per term at each school. We are in conversation with the schools to deepen our engagement with them and they have now resumed their visits to the church (paused during Covid19)
- Occasional events e.g. blessing the village Christmas tree when its lights are switched on, carols at the cemetery chapel, etc
- Whilst our Pixies playgroup doesn't include any explicitly Christian content, we aim to share our faith through our actions.



Future Plans and Reaching Out

Church Development Plan

Our Church Development Plan for 2024-2026, building on our existing work and developed following an 18-month consultation period, leans into our vision of being a blessing to all the community and mission to become a community whose habits and practices anticipate and portray the life of God's kingdom. It includes a number of active initiatives, some current projects and other ideas which have been considered and are currently on hold pending future review when a new incumbent is in place.

- Reaching into the Community
 - Christmas Tree Festival (2023 and 2024, next one planned for 2026)
Very successful – with 1,500 visitors in 2024 over three days and funds raised of £4,250 each for St Anne's and for a local charity, Connect Counselling
 - Faithful Fellas (aka Men's Group), meet monthly for breakfast, conversation and have speakers, started in June 2025
 - Regular contact (fellowship) lunches re-started in the summer of 2024

- Concerts (started in the autumn of 2024)
- Reaching for God
 - Messy Church, started in September 2024
 - Youth Alpha Course, started in August 2025

In the next few months, we will also be offering: The Bereavement Journey (a facilitated support group for the recently bereaved), Hymns We Love (a short course exploring the meaning behind favourite hymns), flower arranging workshops, and social evenings for the Pixies Playgroup adults. In addition, our Church Development Plan includes continuing redecoration and renovation of the Church Centre and the formation of a new sub-committee structure for the PCC, which is now in place.

For more detail, please see the Church Development Plan in the appendices.



Eco Church

St Anne's has been part of the A Rocha Eco church awards scheme since 2020 and we are a Silver Award holder. We have a dedicated Eco group committed to reaching Gold. So far we have transformed our outside space with an allotment, bird feeders, a bug hotel and a rewilded area, plus the apiary on adjacent Crown Estate land. We have a monthly eco-focussed Holy Communion service and incorporate forest church ideas in our junior church and messy church sessions. We have been actively pursuing a reduced carbon footprint, use green energy and ultimately wish to be solar powered. We work with the wider community to promote care for the environment, such as our village litter picks and we are actively collaborating with other deanery churches, to share ideas and support each other as we care for God's Creation.



The Team

The clergy at St Anne's are well-supported by a committed and enthusiastic team, coming from a wide range of experience, ages and viewpoints, but united in a desire to support the work of the church, upholding tradition whilst remaining open to the new.

Our team includes:

- Associate Vicar (SSM), Ellen Turtle, who is also Area Dean
- Office Manager, Phillippa Pluess (12 hours per week, employed by Saint Anne's)
- Churchwardens, Carolyn Nahajski and Andy Hall
- PCC Members:
 - David Perry, Treasurer & Finance Team Lead
 - Dina Roberts, Secretary
 - Lynne Cowley, Deanery Synod Rep
 - Nicki Hunt, Deanery Synod Rep & Events Team Lead
 - Kate Dyerson, Eco Team Lead
 - Jo Lyddiatt, Fabric Team Lead
 - Jocelyn Buxton, Laura Fox-London, Tom Heinink, Stan Oakes
- PSO & Visiting Team Lead, Helen Perry
- Health & Safety Officer, Gordon Hunt
- Communications Team Lead, Neil Lyddiatt
- Worship Lead (vacancy cover & rotas) Yvonne Fealey

Our clergy and services are supported by a group of volunteer Readers, Intercessors, Sidepersons, Servers, Chalice assistants, Crucifers, Junior Church leaders, Sound Desk managers and a sacristy team. Morning Prayer is often lay-led and we also have lay-led services at the local care homes. We hope to develop lay leadership further during the vacancy and beyond.

The Visiting Team at present consists of eight members who visit a number of vulnerable elderly parishioners, in their own homes, in hospitals and in local care homes, supported by the clergy. The group meets every two months to give formal reports which are recorded.

Music has always been important in the life of St Anne's. However, our Music Director has recently moved away, so we are relying on other sources during the vacancy. We hope to make a new appointment and to re-build the choir with the new incumbent.

We have other well-established teams, groups and rotas, including the Ladies Group, bellringers (who practise and ring weekly), the very successful Pixies playgroup for babies and toddlers, flower team, church cleaning, eco team, grass-cutting, coffee and so on, including more recently, Faithful Fellas (men's group). We have one established house group and have recently begun a youth Alpha course. We are also working in collaboration with the Windlesham parish youth worker.

The newly established PCC teams will call upon the wider congregation to help with practical matters and we set up *ad hoc* teams (e.g for the Christmas Tree Festival, fete etc).



Finances

The finances of St Anne's have been relatively stable, though not without challenge, for a number of years, with income from planned giving and other donations, alongside income from events and from hire of the Church Centre. In particular:

- We have been able to pay our Parish Share in full, despite a 37% increase since 2018, and expect to continue to do so in the foreseeable future
- In some years our unrestricted income has fallen short of our expenditure by a few per cent, but we are blessed with additional reserves which enable us to fund the gap. In 2024 our unrestricted expenditure amounted to around £138,000, of which £89,000 was for the Parish Share. Our income last year was around £136,000 which led to a small deficit of around £2,000

- Within our restricted funds we have two funds with total balances of around £32,000 which can be used, *inter alia*, for repairs to the church fabric
- Members of our congregation have been generous in their planned giving and other donations so that we have largely been able to meet increasing costs and also to replace the loss of income from some donors who have died. Stewardship campaigns have supported this increased giving, albeit not delivering the increases we had hoped for
- A significant contribution to our income is the rental we receive for use of our Church Centre, particularly from Miriam Grace, who hire the hall for four days each week
- Our congregation and the wider community have also been active in their support of fund-raising efforts for charitable work in the community e.g. our Christmas Tree Festival and appeals for the support of refugees settling in our local community.

A major challenge for the PCC in the medium-term is that a large proportion of our planned giving comes from the older (over 70) members of our church community. While this is not unexpected and is not unusual, it emphasises the need to attract and to involve more people from the younger age groups and to investigate alternative sources of income.

For further detail please see the Finance Dashboard in the appendices and the 2025 APCM Vicar's Report: <https://www.saintannebagshot.org.uk/church-development-plan/vicars-report-apcm-2025>

Safeguarding

St Anne's takes a proactive approach to safeguarding and it is embedded in all church activities. The PCC and Steering Committee are aware of their duty of care regarding the safety and wellbeing of the vulnerable in our church community and are all up to date in their safeguarding training, as are the members of our Visiting Team. Our designated Parish Safeguarding Officer (PSO) works together with the clergy and the diocesan safeguarding team to deal with any safeguarding issues and to ensure that all national and diocesan requirements are fully understood and implemented.

We work hard to promote the welfare of children and adults, ensuring that safer recruitment practices are adhered to for all volunteers, with DBS checks where appropriate (including all PCC members) and activities are risk assessed. The PSO handles the DBS work and the incumbent and another lay member of the church deal with Safeguarding training.

The parish is on level 3 of the Parish Safeguarding Dashboard.

To find out more about St Anne's please visit www.saintannebagshot.org.uk

Statement of Need

St Anne's has achieved much in the last eleven years, but we can do much more and we are looking for a new incumbent to lead us through the next phase. The vacancy gives us an opportunity for prayerful contemplation and to think about where we are now and where we would like to be. Our consultation process in producing this profile has shown much common thought, together with a level of uncertainty about the future and a desire to form a clearer vision for our next chapter.

It is clear from our consultation, that our congregation wants to continue to develop what we do at St Anne's whilst retaining our traditional character. We are proud of the range of worship services we offer and of the welcoming, supportive and inclusive nature of our community. In particular, we would like to focus on;

- Growing our congregation and community in faith and numbers
- Retaining our traditional worship, whilst being open to explore new and additional forms of worship
- Expanding our outreach work with the wider community, engaging with other institutions, schools and the village and raising our profile through events which bless the wider community, drawing people to the church and activities/events which happen here
- Developing and building on our existing offering to children and young people, in addition to Messy Church and the Pixies Playgroup
- Improving our financial position, maintaining and expanding a strong base from which to work

What we offer

- A supportive, capable and experienced team and community within the church, including a refreshed PCC, lay team and volunteers, two churchwardens, an Associate Vicar and a part-time, employed, Office Manager
- An engaged and welcoming congregation, who are open to the new alongside valuing the traditional nature of St Anne's
- A range of community outreach work, which gives both established and developing relationships with the local community, within and without the church, on which to build
- An established range of events, such as, concerts (including the Military Wives Choir and Frimley Healthy Harmonies), quiz nights, the annual Big Breakfast for Christian Aid, Christmas Tree Festivals, Royal/National events, talks and so on, which attract wider audiences to the church and play an important part in raising both funds and our profile
- One church, no graveyard, although we do have a garden and gravelled areas around the church
- A financially better position than many parishes, we have paid our parish share for the last 11 years and will continue to do so and we are close to solvency
- A comfortable private vicarage, next to the church, with plenty of garden and in a quiet setting
- Excellent local facilities and educational opportunities for families
- A village community which is engaged with and supportive of the church, who view St Anne's as an integral part of the local community

Challenges

- The age profile of our overall congregation is a concern, both in terms of the financial future and also in sustaining our volunteer teams. As is the case with most churches we could use more volunteers to help with things!
- Financial challenges – whilst we have managed to increase our income over the last 5 years, our parish share and other running costs have also substantially increased and we continue to run a small deficit. Recent stewardship campaigns have not delivered the results hoped for and we need to think about future fundraising methods
- Balancing the desire to maintain traditional worship whilst appealing to all parts of the local community and congregation, so that we retain the existing congregation whilst growing our numbers and drawing in a wider community
- Effective communication between the Church leadership and the congregation, ensuring that there is a wider awareness of the work of the clergy, PCC and lay teams; that the congregation feel that their voices are heard and that the reasons behind plans and actions are fully understood
- Location, because we are not in the centre of the village, we have to put extra effort into attracting people to visit us, through raising our profile and through events taking place in the church buildings
- Increased competition for family time at weekends and declining exposure to Christianity amongst families and young people, with church not forming part of modern family life
- The vision for the next chapter of St Anne's will need to be clearly distilled and well communicated, avoiding the development of siloed and isolated thinking

Opportunities

- Saint Anne's has the potential to play a more central role as a hub in the life of the village, through events which will attract and bless the community
- A desire to grow our congregation whilst sustaining the existing groups
- Building on our current core of younger people and families to attract more of them to services and church activities
- There is an opportunity to strengthen and develop our relationships with the village, local schools and other organisations
- About 52% of adults in Bagshot described themselves as Christian in the 2021 Census, which presents a very exciting opportunity for us to grow our local congregation and other church-based groups, in a village where St Anne's is highly regarded
- Our Church Development Plan includes a number of initiatives, some of which are currently happening, some of which are in the planning stage and a number of which are on hold pending the arrival of our new incumbent, when they can be reviewed
- To renew our musical offering both in worship and in outreach and to shape this through the appointment of a new musical director

Person Specification

We are looking for a pastoral leader, who will help and support us in spirituality in today's fractured world, bringing us together in our Christian life and in the life of the church. They will be welcoming, approachable, engaging and understand the importance of traditional worship to our congregation, whilst embracing change as appropriate. They will be a collegiate and collaborative leader, with good people and communication skills, able to navigate complex environments and to convey a clear message, bringing people with them. They will be committed to growing our community and congregation through our worship offerings, through outreach work and through events which engage with and bless the village.

Skills and Attributes

- Leadership skills and an ability to engage with others, demonstrating discernment and empathy in decision-making, being skilled in using the talents of others around them
- Pastoral and approachable leader
- Respects Church of England tradition whilst being creative and adaptable
- Strong communicator across all age groups, from young children to the elderly
- Able to engage with and build relationships with other organisations and individuals in the wider community
- Thought provoking preacher and good teacher, able to make sermons engaging and relevant
- A team-builder with experience of leading, managing, motivating and supporting volunteer teams
- Able to manage potential conflict well and with pastoral sensitivity
- Experience of developing and implementing strategic plans collaboratively, addressing concerns and bringing people alongside
- Understanding of church financial management and commitments would be an advantage
- Interest in music and/or musical ability is much valued at Saint Anne's!
- Experience within a traditional worship environment would be helpful



The Process and How to Apply

If you would like to find out more and to have an informal conversation please contact the Assistant Area Dean, Andrew Knowles at vicar@stmaryscamberley.org.uk

To apply please visit <https://www.cofeguildford.org.uk/xdb/licensedclergyva>

Closing Date for Applications 8th December 2025

Interviews 12th & 13th January 2026

Appendices

- National Census Dashboard
- Statistics for Mission Dashboard
- Finance Dashboard
- Church Development Plan
- Vicarage Floor Plan



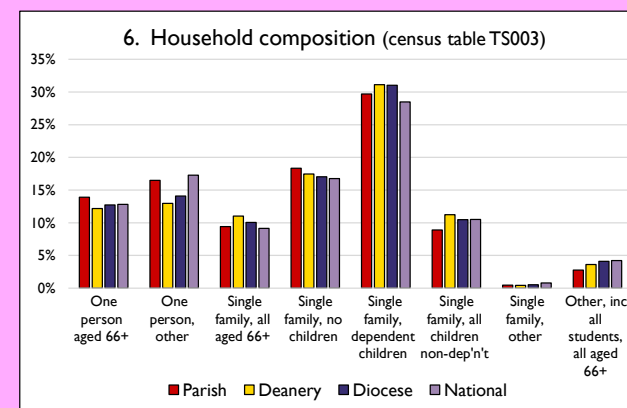
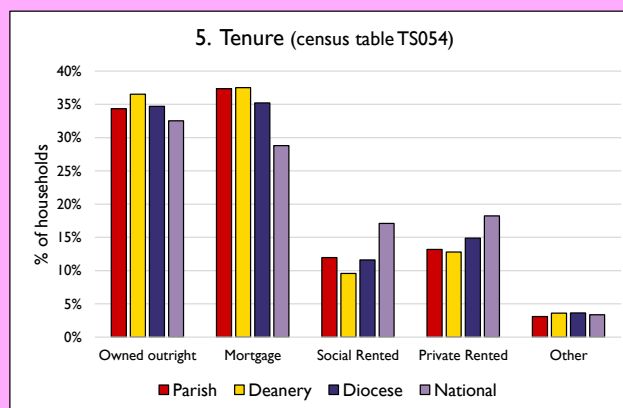
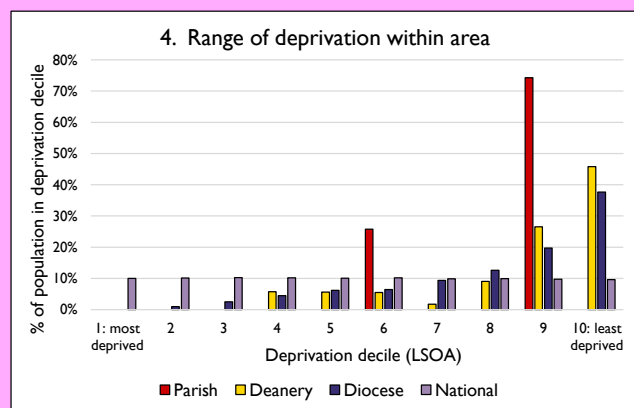
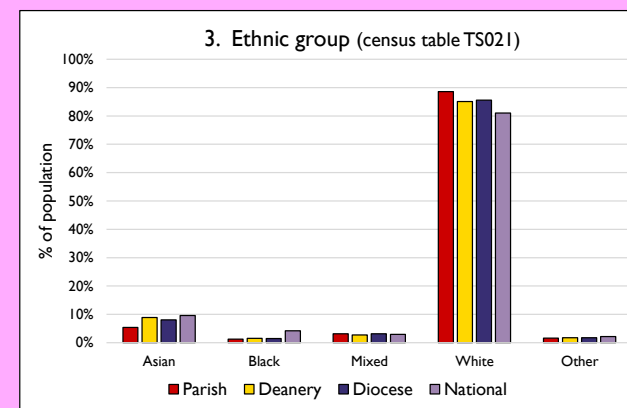
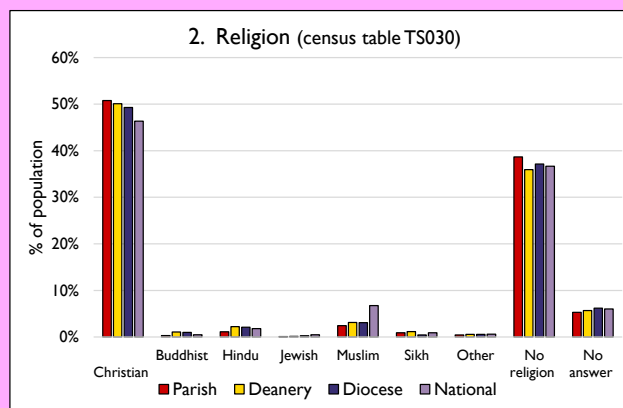
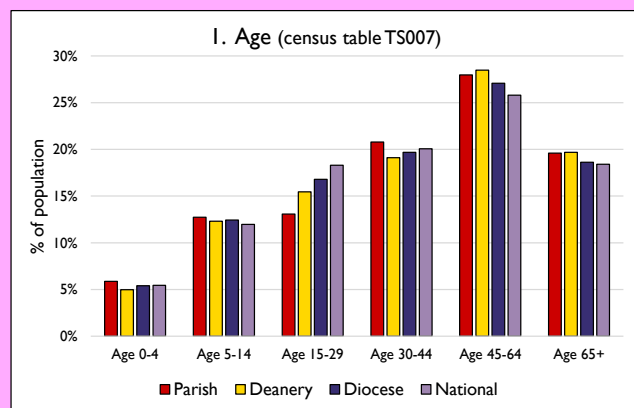
During our vacancy workshops we chose pictures of angels which spoke to us and ones like this spoke to many of us. We hope that it speaks to you too as you seek to discern where God is calling you.



Life at St Anne's



National Census 2021 Dashboard for the Parish of Bagshot in the deanery of SURREY HEATH



7. 2019 Deprivation Statistics

Index of Multiple Deprivation (IMD), domains, and subdomains

IMD - overall deprivation 84%		
Employment 69%	Crime 33%	Health 66%
Income 63%	Education 64%	
Income: Children 61%	Children & Youth 69%	
Income: Old people 64%	Adult Skills 58%	
Housing & services 68%	Living Environ't 86%	
Local services 69%	Indoors 97%	
Affordability 23%	Outdoors 17%	

Shading shows severity of deprivation compared to other parishes, colour-coded by decile.
E.g., a figure of 25% means that 25% of parishes are more deprived than this parish.

	Parish	Deanery	Diocese	National
Population	6,056	90,802	1,076,209	56,506,784
Occupied households	2,579	36,152	429,599	23,444,438
Living in households	5,983	89,250	1,050,561	55,542,946
Average household size	2.32	2.47	2.45	2.37
Living in communal estab'ts	73	1,552	25,648	963,838

Parish, Deanery and Diocese codes

Parish	170105 St. Anne, Bagshot
Deanery	17106 SURREY HEATH
Diocese	17 Guildford

Notes & definitions

Census and deprivation statistics have been mapped onto parish boundaries, and are therefore approximations.

Census data as shown in figures 1-3, 5, & 6 are derived from the National Census 2021 produced by the Office of National Statistics (ONS).

For details from ONS see: https://www.nomisweb.co.uk/sources/census_2021.

Deprivation statistics are derived from the English Indices of Deprivation 2019, produced by the Ministry of Housing, Communities & Local Government.

More details can be found at: <https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019>.

Deprivation statistics are published at LSOA level. Figure 4 shows how the population of each area is split across LSOAs, categorised by LSOA deprivation decile.

For more detailed parish census and deprivation information, see: <https://www.churchofengland.org/about/data-services/resources/publications-and-data#na>.

For an interactive map showing parish deprivation and census statistics, see: <http://arcg.is/1RaS4CS>.

Parish deprivation statistics in figure 7 are colour-coded by parish deprivation decile:

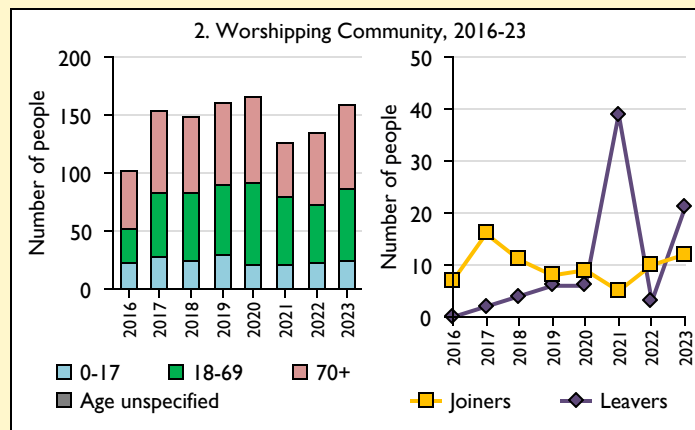
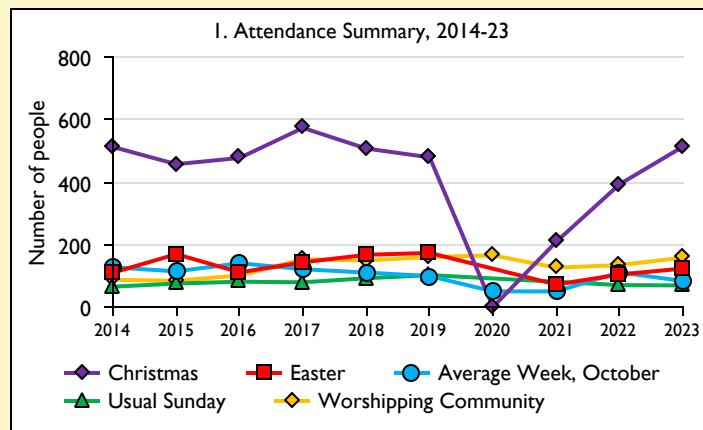
< --Most deprived ----- Medium ----- Least deprived -->										
Coding	5%	15%	25%	35%	45%	55%	65%	75%	85%	95%

Produced by the Data Services Team, Church House, Great Smith Street, London SW1P 3AZ. Date of production: 27/2/2024. Version 32; index: 2176

Every effort has been made to ensure that data are reliable. We would be grateful to be notified of errors and to receive comments/suggestions: please email statistics.unit@churchofengland.org



SfM Dashboard for the Parish of Bagshot in the deanery of SURREY HEATH



Parish Census and deprivation summary

Parish population (2021): 6056

	Parish	Diocese	National
% aged 0-19	23%	24%	23%
% aged 20-44	30%	31%	33%
% aged 45-69	33%	32%	31%
% aged 70 & over	15%	14%	14%
% Christian	51%	49%	46%
% non-Christian religion	5%	7%	11%

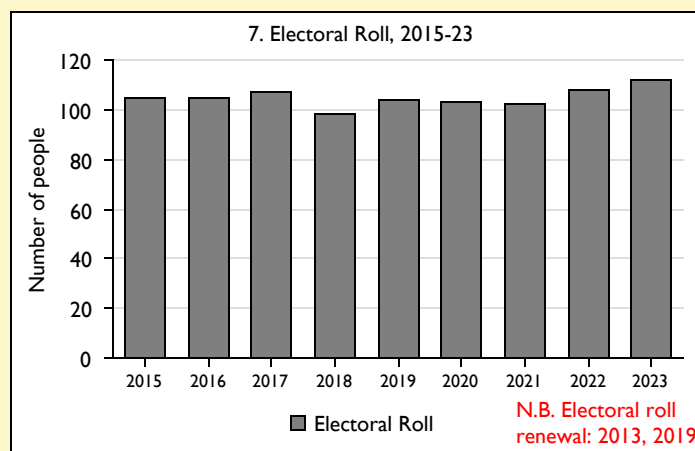
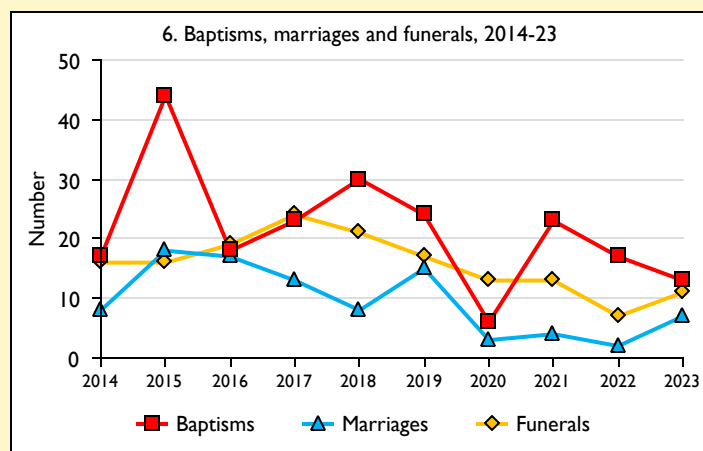
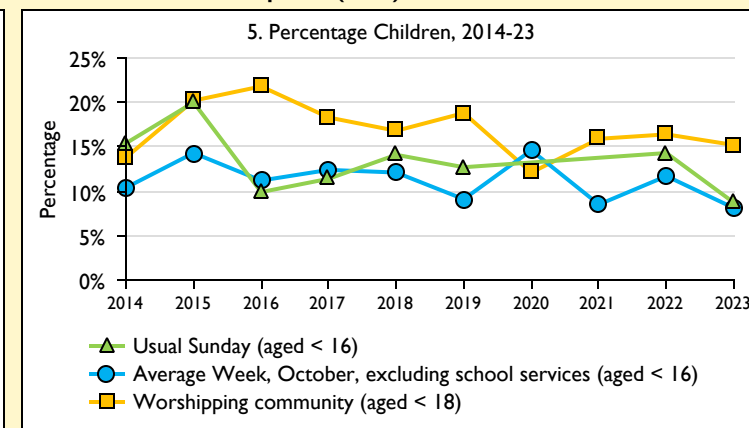
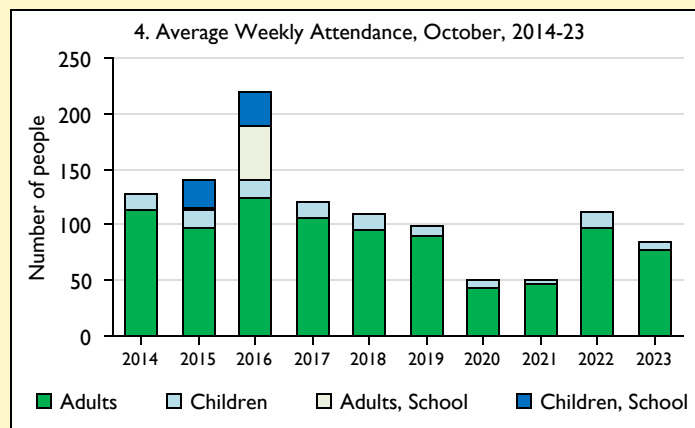
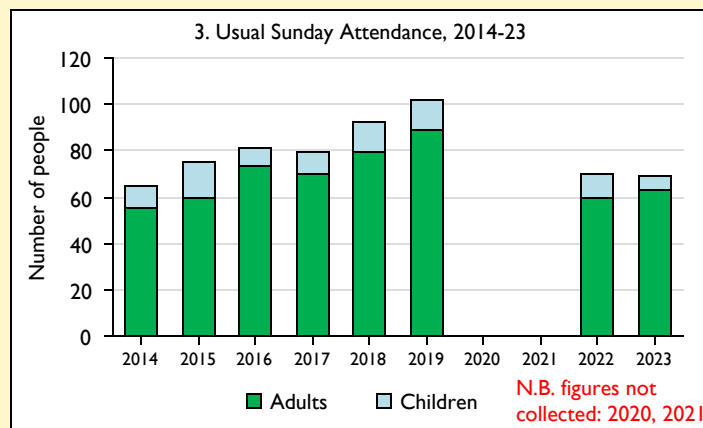
Parish deprivation rank (IMD 2019): 10329

(1=most deprived parish in the Church of England, 12,239=least deprived)

For more detailed census & deprivation info: see <http://arcg.is/1RaS4CS>
<https://www.churchofengland.org/researchandstats> and
<http://www2.cuf.org.uk/poverty-england/poverty-map>

Number of churches in parish (2024): 1

Parish Code: 170105



This dashboard contains figures as submitted by churches currently in the parish
Attendance statistics: taken from annual Statistics for Mission returns.

Average weekly attendance: attendance at Sunday and midweek church services & fresh expressions in October; Figs 1 & 5 do not include attendance at services for schools.

Easter: Easter Eve & Easter Day; Christmas: Christmas Eve & Christmas Day.

Baptisms: all baptisms & thanksgivings.

Marriages: marriages and services of prayer & dedication after civil marriages.

Funerals: those held in church & at crematoria/cemeteries.

Because of pandemic-related church closures, Easter figures were not collected in 2020.

Census data: taken from the 2021 national Census.

Deprivation statistics: IMD taken from the English Indices of Deprivation, published by the Ministry of Housing, Communities & Local Government, Sept 2019.

The above statistics have been mapped onto parish boundaries so are approximations.

For more information, see: <https://www.churchofengland.org/researchandstats>

Variations in attendance from year to year may be the result of changes in the number of churches that submitted returns, or changes in parish/benefice structure.

Number of churches included in returns: 2014 1; 2015 1; 2016 1; 2017 1; 2018 1; 2019 1; 2020 1; 2021 1; 2022 1; 2023 1.

Produced by Data Services, Church House, Great Smith Street, London SW1P 3AZ. Date of production: 06/07/2024.

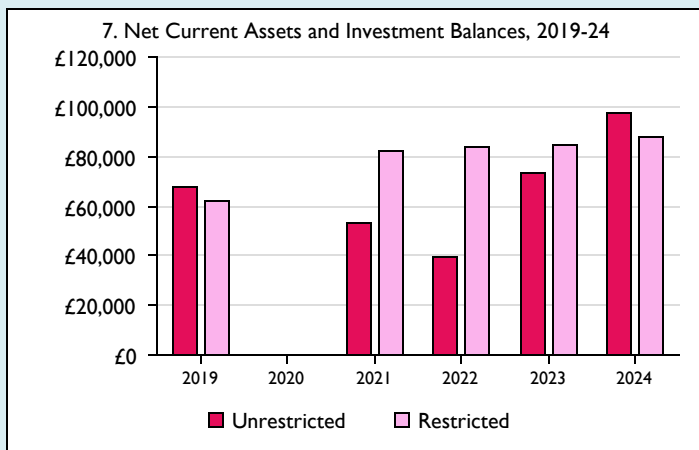
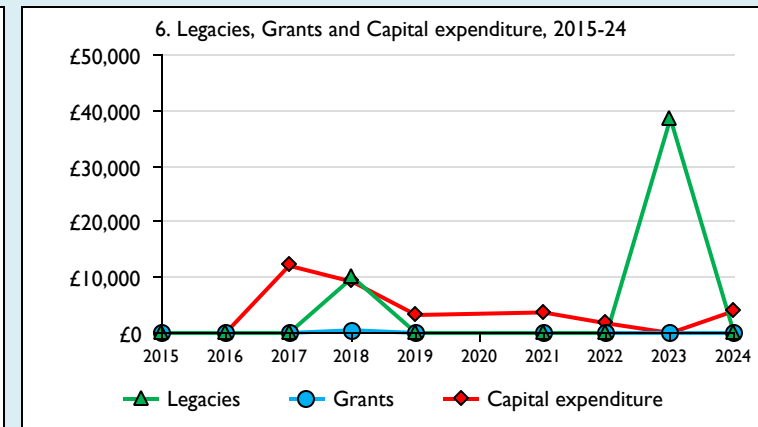
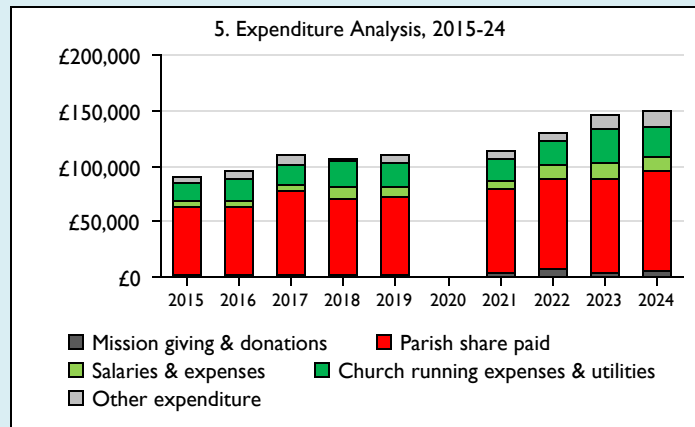
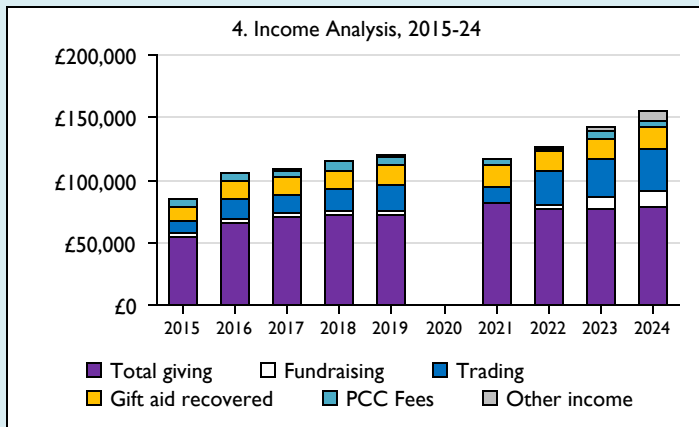
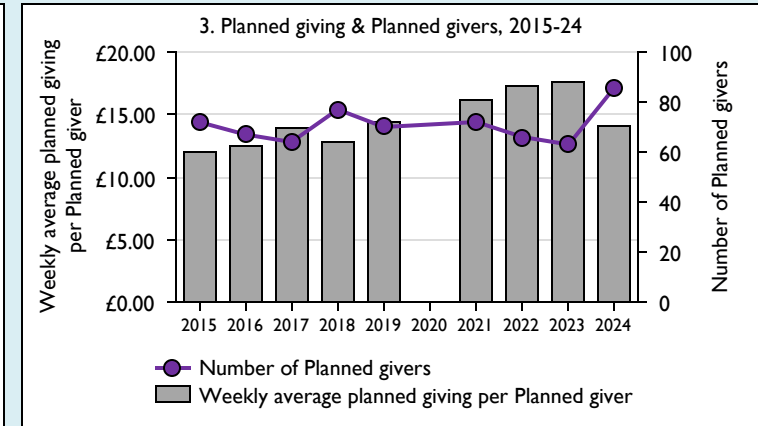
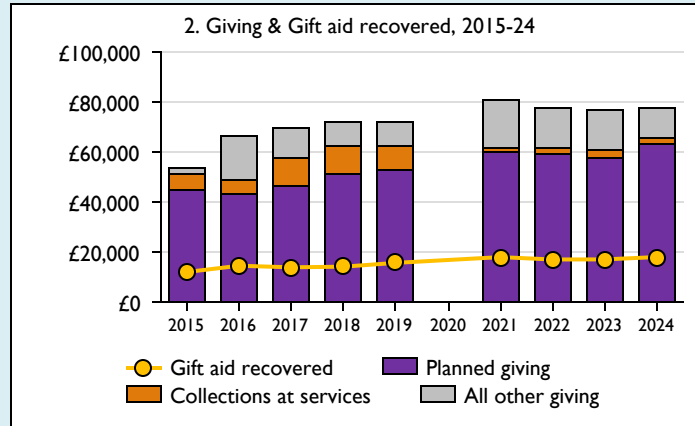
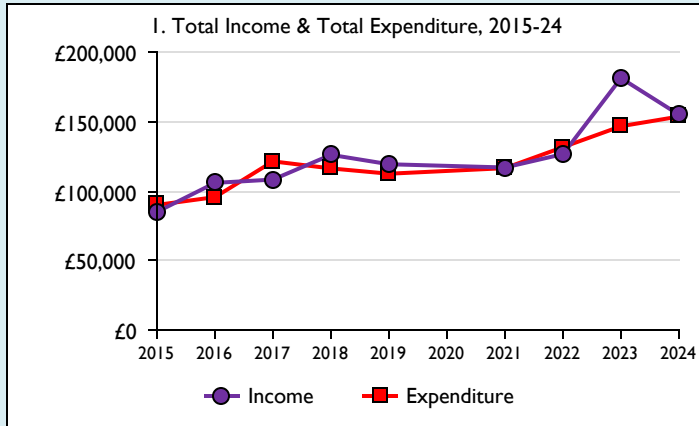
Every effort has been made to ensure that data are reliable. We would be pleased to be notified of any significant errors or omissions by email to statistics.unit@churchofengland.org



Follow us on Twitter:
@cofestats



Finance Dashboard for the Parish of Bagshot in the Deanery of SURREY HEATH



Weekly average planned giving per planned giver (2024)

Parish: 14.06
Diocese: 25.39

Number of churches in parish (2024): 1

Parish code: 170105

Notes & definitions

This dashboard contains figures as submitted by churches currently in the Parish; gaps may be the result of missing returns.

Graph 2 shows a detailed breakdown of the **Total giving** figure in graph 4.

Graph 3: **Planned giving** = Tax efficient planned giving + Other planned giving; **Planned givers** = Tax efficient planned givers + Other planned givers.

Graph 4 shows income other than grants and legacies.

Graph 4: **Total giving** = Tax efficient planned giving + Other planned giving + Collections at services + All other giving, including special appeals.

Graph 4: **Other income** = Dividends, interest, income from property + Any other income.

Graph 5 shows expenditure other than capital expenditure.

Graph 5: **Other expenditure** = Fund-raising activities + Mission and evangelism costs + Cost of trading + Other expenses.

Graph 5: **Running expenses & utilities** also includes governance costs.

Graphs 1-6: Unrestricted and Restricted amounts have been combined.

For further definitions please see the guidance notes attached to the Return of Parish Finance:

Variations from year to year may be the result of changes in the number of churches that submitted returns, or changes in parish/benefice structure.

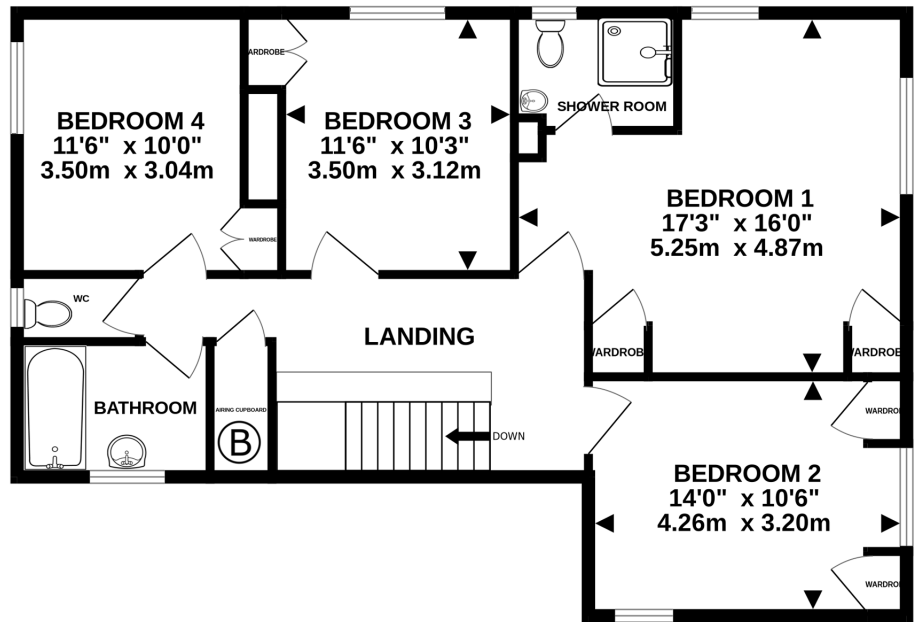
Number of churches included in returns: 2015 1; 2016 1; 2017 1; 2018 1; 2019 1; 2020 1; 2021 1; 2022 1; 2023 1; 2024 1.

Produced by Data Services, Church House, Great Smith Street, London SW1P 3AZ. Date of production: 06/10/2025.

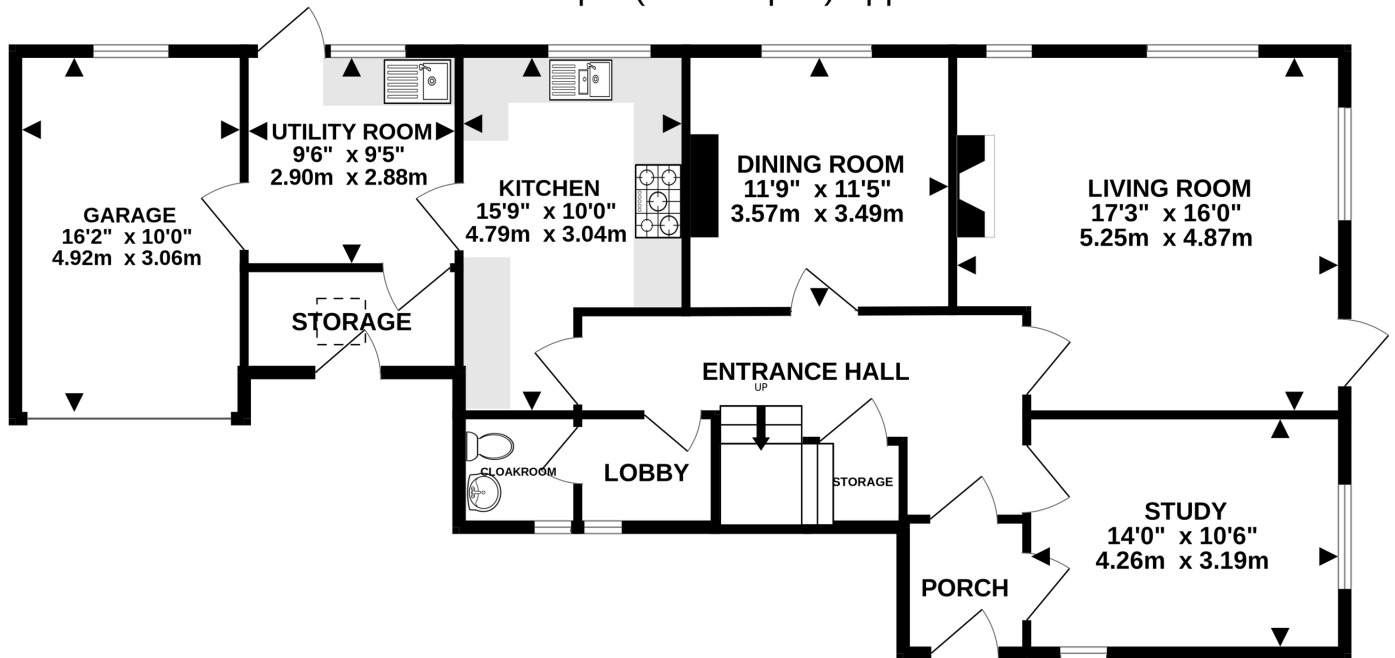
Every effort has been made to ensure that data are reliable. We would be pleased to be notified of any significant errors or omissions by email to statistics.unit@churchofengland.org

Church Development Plan for St Anne's Bagshot 2024-2026					
	Agreed by PCC on:	23rd July 2025		PCC review date: 23rd October 2025	
			GUIDE Bold = currently active, Nornal = in planning, <i>Italics</i> = on hold		
#	Priority	TCTL Priority Area: Growing Discipleship, Diversity, Community	Specific Action Points	Owner	Start date
1	Reaching into the Community	Community	a. Bereavement Journey - facilitated support group for the bereaved	Laura Baker	Late 2025
		Community, Diversity	b. Friday night Youth Club (FNYC)	Carolyn Nahajski	On hold
		Community, Discipleship, Diversity	c. Hymns We Love - short course exploring the meaning behind favourite hymns	Dina Roberts/Ellen Turtle	Jan-26
		Community	d. Flower Arranging Workshops	Joce Buxton	Dec 2025?
		Community, Diversity	e. Christmas Tree Festival - December 2023 and 2024, next one 2026	Carolyn Nahajski & Kate Dyerson	Oct-26
		Community, Discipleship	f. Faithful Fellas (aka Mens Group)	Derrick Fenn	Jun-25
		Community, Discipleship	g. Team of Welcomers to assist sidespeople at services	Ellen Turtle & Carolyn Nahajski	On hold
		Community	h. Pixies Social Evenings	Ellen Turtle/Pixies Adults	2026
2	Reaching for God	Discipleship, Diversity	a. Messy Church - monthly	Ellen Turtle/Bronwen Hall	Sep-24
		Discipleship, Diversity	b. Open Table (or similar LGBTQI+ initiative) if requested by congregation	Clergy/Amanda	On hold
		Community, Discipleship, Diversity	c. Review of service structure and worship patterns with guidance of the new incumbent and the wishes of the congregation	Steering Group	On hold
		Community, Discipleship, Diversity	d. Starting new worshipping communities, initially with Pixies group	Ellen/Tara	On hold
		Community, Discipleship, Diversity	e. Youth Alpha Course	Ellen Turtle/Andy Hall	Aug-25
		Community, Discipleship, Diversity	f. Developing story-telling assemblies with local schools, including possible use of Open the Book.	Ellen Turtle/Bronwen Hall	2026
3	Reaching into the Future	Community, Discipleship, Diversity	a.Exploration of possible installation of projector in church, if wished for by congregation and approved by PCC, after consultation	Clergy/Stefan Nahajski/Philippa Pluess	On hold
		Community, Discipleship, Diversity	b. Eco Project - Going for Gold. St Anne's continues to work towards a sustainable future, taking care of God's creation, in practical ways as well as through prayer and worship. This will mean more community engagement and a wider deanery approach alongside our existing work	Kate Dyerson	Ongoing
		Community, Discipleship, Diversity	c. Regular contact lunches and other fellowship events	Pat Stone	Jul-24
4	Significant building maintenance (operations and capital expenditure), operational matters	Community	a. Church Centre renovation - walls have been painted in 2025, kitchen and flooring under review	Fabric Team/PCC	2025
		Community	b. Stewardship campaign to address financial deficit	Steering Group	2025
		Community	c. Succession planning for Treasurer and new finance committee	Steering Group/PCC	2025
		Community	d. New PCC committee structure - parish profile, fabric, finance, events, communication	PCC	2025

1ST FLOOR
881 sq.ft. (81.9 sq.m.) approx.



GROUND FLOOR
1204 sq.ft. (111.9 sq.m.) approx.



THE VICARAGE, 43 CHURCH ROAD, BAGSHOT, SURREY, GU19 5EQ

TOTAL FLOOR AREA : 2086 sq.ft. (193.8 sq.m.) approx.

Whilst every attempt has been made to ensure the accuracy of the floorplan contained here, measurements of doors, windows, rooms and any other items are approximate and no responsibility is taken for any error, omission or mis-statement. This plan is for illustrative purposes only and should be used as such by any prospective purchaser. The services, systems and appliances shown have not been tested and no guarantee as to their operability or efficiency can be given.
Made with Metropix ©2025

