



INCLUSIVE. WELCOMING. ENGAGED.



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WELCOME FROM THE BISHOP OF GUILDFORD.

The Diocese of Guildford is a warm and friendly place to be, with a strong cohort of gifted and passionate 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 recently refreshed our Diocesan Strategy Transforming Church, Transforming Lives, with a particular focus on Growing Disciples, Growing Diversity and Growing Community. Although our congregations are generally rather larger than average, we are all too conscious that we are only reaching a tiny proportion of our Parish populations, and are particularly keen to become more effective in passing on the baton of faith to younger generations.

Our team of Mission Enablers are committed to working with every Parish in fleshing out that vision in an appropriate way, going with the grain of the church's history and tradition, whilst also suggesting new ways to 'proclaim the gospel afresh in each generation'. The pandemic, while presenting many challenges, has helped to forge new relationships between many of our churches, creating a spirit of 'us and us' more than 'them and us', and opening up new approaches to partnership and inter-church collaboration.

If you share our vision for transformation, and have a track record in growing disciples, growing diversity and growing community, we'd love to hear from you!

+Andrew Guildford



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WELCOME FROM THE ARCHDEACON.

The stories of St Mary's and Holy Trinity are deeply rooted in the story of Guildford. At the bottom of the High Street, the Anglo-Saxon tower of St Mary's is the oldest surviving piece of architecture in the town, standing on what is thought to be the site of Guildford's first church in c600AD. From the pulpit of this church, Lewis Carroll preached, and it was where his funeral was held in 1898. At the top of the High Street, the Georgian tower of Holy Trinity marks the largest church of this period in Surrey. Replacing an earlier building which collapsed in 1740, it has served for many years as the civic church for Guildford – containing the memorials of many of its most celebrated people (such as the tomb of George Abbot, Archbishop of Canterbury 1611-33). It also served as the pro-Cathedral from the founding of the Diocese of Guildford in 1927 to the consecration of the current Cathedral in 1961.

Holy Trinity St Mary's is, however, far more than just the custodian of two Grade 1 listed buildings which speak of the history and salvation history of Guildford. The present church communities are deeply committed to the vision of the diocese in being a Transforming Church, Transforming Lives which is expressed in growing disciples, growing diversity and growing community. They are churches which seek to enable people to grow in their faith through a very high standard of worship, and engaging and intelligent preaching and teaching. They seek to welcome everyone in their desire to be as inclusive and diverse as they can be in celebrating and valuing all God's people and what they bring to the life of the church. And they look outward to their communities, working with so many partners in their desire to build up the common life of the town – especially amongst those in need of support. Partnership is central to the life of these churches: ecumenical (close relationships with the Methodist Church, the Orthodox community and the Town Centre Chaplaincy); civic (valued links with the town council and the judiciary); educational (working with and supporting so many schools in addition to their own school – Holy Trinity Pewley Down); music and the arts (through links with the Guildford Shakespeare Company, the Yvonne Arnaud Theatre, so many musicians, choirs etc)... the list goes on and on.

This post falls vacant following the retirement of Canon Robert Cotton who has been an inspiring leader for the past 27 years. It has been a delight to be alongside the PCC as they've prayed and reflected upon the future and what they feel God is discerning them to prioritise in the chapter ahead. This is a senior post which will be a great blessing for the person whom God calls. If, following your reading of this profile, you would appreciate an informal conversation, please do not hesitate to be in touch.

With prayers for this discernment process and all who will be testing a possible call to this exciting role.

Paul Davies
Archdeacon of Surrey
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WELCOME FROM THE WARDENS.

Thank you for your interest in becoming the next Rector at Holy Trinity and St Mary's. We are in the fortunate position of being the parish in the heart of Guildford town centre, with great opportunities to sustain and build up numerous links in the town. As an inclusive church, the parish is proud of its reputation of being a welcoming, accepting and nurturing place.

Our two churches are beautiful, holy spaces where God's love is shown in action. They are spaces to reflect and pray, to feel safe and looked after. They are spaces which are open as often as possible; we believe that local people consider them to be "their" churches, not least because of the wide range of community groups which utilise these flexible spaces, and because of Holy Trinity's role as Guildford's civic church and the diverse roles St Mary's holds in meeting the needs of the town. This has also been evident in the ways that we have supported other parishes. Our clergy team have supported churches in vacancies, our Safeguarding Lead advises other parishes and our treasurer also helps churches with their finances. We are greatly blessed to have the capacity and expertise amongst us to do this.

As Church Wardens we value the importance of 'noticing'; noticing a new family in church, noticing the demeanour of a homeless person, noticing an individual struggling, noticing if someone is not there. Having a strong pastoral team across both churches is extremely important, and we would hope that our new Rector not only sees the strategic, bigger picture but also notices the 'seemingly insignificant'.

We offered everyone in our parish the chance to respond to a questionnaire about matters they felt were important for our new incumbent and what they love about our parish. We have included some quotes throughout this document, so you have an understanding of our congregation's priorities.

We are genuinely excited to welcome a new Rector to a parish that we feel is unique, vibrant and very special.

Please do visit our website htsmguildford.org and our [YouTube](#) channel to get further insight into life at Holy Trinity St Mary's.

Helen, Jenny and Ginnie



"a force for good in our community."

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INTRODUCTION.

Holy Trinity & St Mary's Guildford is a remarkable place. Like many other parishes, we aim to do a variety of things well, and are eager to learn and grow in new ways. What makes us most extraordinary, though, is not the huge numbers of worshippers and visitors who come through our doors, or our stunning listed buildings; it is not our exemplary choral liturgy or our thriving ecumenical partnerships. Rather, it is the golden thread of inclusivity which runs through everything we do, and aspire to do. This inclusivity is central to all aspects of our communal life:

WORSHIP

Our worship is inclusive. Though our tradition is broadly liberal catholic, each week includes a diverse and dynamic range of services – encompassing the Book of Common Prayer and Common Worship, Methodist liturgy and music, spoken and sung Evening and Night Offices, and full, cathedral-style Choral Eucharists... and that's just the regular round.

WELCOME

Our welcome is inclusive. A proud member of the Inclusive Church network, we aim to welcome and embrace all who enter our doors, regardless of ethnicity, gender, sexuality, neurodiversity, age, disability, economic or social background – and we are open to learning from all, as well, and to ensuring every voice and personality finds safe space within our walls.

CARE

Our care is inclusive. We work hard to provide genuine pastoral and spiritual attention to all those in need, amongst our large regular congregations and further afield, not least through our work with local charities, housing associations, and schools.

ENGAGEMENT

Our engagement is inclusive. We take seriously our physical and spiritual position at the beating heart of a bustling town. From chaplaincy at the local theatre to service on governing bodies, from drop-in sessions for adults learning English to supporting the local prison chaplaincy team, we aim to serve the whole parish and the wider community, as creatively and carefully as we can.

THEOLOGY

Our theology is inclusive. In an age of never-ending strategies and vision statements, our mission is a simple and clear one: to show the face of God to every person we are privileged to meet, and to see God's face in them.

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THE PARISH.

The Parish of Holy Trinity and St Mary's is situated in the heart of Guildford, a large, busy, university town with a population of about 77,000, surrounded by unspoilt countryside. The joint benefice dates back to 1699 with two Grade I listed church buildings (Holy Trinity Church and St Mary's Church) and the Trinity Centre.

With a population of approximately 3,000, the parish covers the historic town centre and part of the residential area east of Guildford. There are four other Anglican churches and several churches of different denominations within a one-mile radius, with which we enjoy close links.

The town centre has many shops, cafés, pubs, bars, restaurants, theatres and music venues and small offices. The parish is also home to Guildford Castle, the Guildhall, Guildford Tourist Information Centre and art gallery, Guildford Museum, the Yvonne Arnaud Theatre, and Abbot's Hospital, the 400-year-old alms house for elderly residents.

The parish's residential area includes a private hospital, Mount Alvernia; Addison Court, a sheltered housing association, affiliated to the church; Castle Nursery & Pre-school; and Holy Trinity Pewley Down School, our church school, which welcomes families of many faiths and none. The parish also has close links with three other local schools which fall outside the parish boundaries: Sandfield Primary School (part of a local multi-academy trust) and two local independent schools, Guildford High School and the Royal Grammar School (for pupils aged 4-18).



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OUR CHURCH COMMUNITIES.



Holy Trinity Church is clearly visible at the top of the High Street, and seeks to make the most of this presence and location. “Open our hearts to the High Street” was a strapline devised 30 years ago, and remains relevant as a motivator today. Holy Trinity is recognised as a key community space for concerts, drama, lectures, charity events and schools. This is a church that evokes awe and wonder, yet also feels friendly and personal. This is a place where people drop in for private prayer, as much as it is a sacred space for communal and national celebrations. Holy Trinity was the pro-Cathedral for the diocese from 1927 until the current Cathedral was dedicated in 1961. The character of being a welcoming place of holiness, open to all, endures and has been enhanced over the last 25 years. As Guildford’s civic church, we are privileged to host many of the borough’s major services, including the town’s celebration of Remembrance Sunday attended annually by several thousand people.

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OUR CHURCH COMMUNITIES.



Situated just off the bottom of the High Street, St Mary's Church is the oldest church in Guildford, dating from Saxon times. A sharing agreement was put in place between the Parish and Guildford Methodist Church (GMC) to lay out how the St Mary's church building is shared. However, we share much more than a beautiful, historic, sacred building. The people from the two churches have come together into a single unified community and this has included welcoming new worshippers from neither of the original constituent congregations. The majority of the regular congregation are both members or extended members of the Methodist church and on the electoral roll of the Parish. The leadership of St Mary's is managed jointly as a partnership between the Parish and GMC.

St Mary's is also a favoured venue for smaller services, including a regular vigil for peace in Ukraine which attracts thousands of visitors. The Garden of Remembrance and the Garden of Hope (which was established during the recent pandemic) are places of comfort for many. The Sunday congregations value and support this active engagement with the town and borough, which is seen to be part of the parish's distinctive character.

St Mary's also hosts the Orthodox Christian Community of Holy Trinity, part of the Ecumenical Patriarchate of Constantinople, which aims to represent and support the Orthodox Christian tradition for everyone.

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OUR CHURCH COMMUNITIES.



The Parish of Holy Trinity and St Mary's is an inclusive parish with a liberal catholic tradition and an eclectic mix of people within the congregations. While the majority of regular worshippers are aged 55+, and fit within the broadly "professional occupation" spectrum, this summary doesn't do justice to the diversity of our community. Both churches attract a variety of people from a much wider socio-economic group and from an increasingly wide range of ecclesial traditions, some with English as an additional language – and, after a slow start post-Covid (in common with the wider Church), we are beginning to see regular, considerably higher numbers of younger worshippers, including families and children. The Parish is a hive of activity throughout the year, with a busy calendar of services and events. Some are 'home-grown'; many are organised by schools, charities, community groups and organisations/businesses, booked through the parish office and supported by staff and members of the congregations as and when required. These bookings are an opportunity to build and develop relationships and make connections with those from diverse cultures and backgrounds.

For over 20 years, the parish has been engaged with health and education projects in the Diocese of the Highveld, South Africa, and in particular Kwasa College, a Church primary school. The parish as a whole has taken Kwasa to its heart. We have had two youth trips and two adult trips to Kwasa. Rev Sharron Dinnie, the founder of Kwasa, also visited Guildford with four children from the school. We are now engaged with other supporters to assist them as they become an all-through Primary and Secondary school.



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"Ecumenical links especially with Methodists at St Marys".

OUR CHURCH SCHOOL.



Holy Trinity Pewley Down is a federation of two Church of England schools, one infant and one junior, on two sites in the parish about half a mile from each other. 560 children are welcomed to school every day, by a staff team of around 100. The school community speaks upwards of 30 languages.

The school values and motto – Learn to Live – draw inspiration from Jesus’ words, “I have come that you may have life – life in all its fullness.”. The school’s [website](#) provides further information.

The partnership between the church and school is very precious. The current Rector plays a central role in the life of the school, serving as a governor, supporting the school in its vision and values, and providing pastoral guidance and spiritual wisdom for the headteacher and staff at difficult times. Children love the regular assemblies he leads and end of term services, for both children and their families, are held at Holy Trinity Church. The Church welcomes children from the school into church choirs and Sunday services, and provides a link for members of the school community to engage with a community of faith.

The school is keen to explore with the new incumbent how the partnership could further be developed. Could the Church offer chaplaincy support to families in need, serving the school community in practical, prayerful, spiritual and emotional ways? Could there be further connections between some of the ministries run by the Church and the life of the school? There is lots of potential!

"Able to communicate with children and to be engaged in the wider aspects of church school education".

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OUR PATTERNS OF WORSHIP.

Worshipping together lies at the heart of our community life. Although the Eucharist is central to our worship, our all-embracing inclusivity extends to our regular worship, and across our Sunday services there is a wide diversity of worship style and church tradition. Our worship has frequently been described as well ordered, creative, energetic, sensitive, solemn and respectful, delighting in music, art and poetry. Excellent preaching is a high priority: our congregation is theologically and politically engaged, and enjoys being challenged!

There are four services in the parish each Sunday, two in Holy Trinity and two at St Mary's:

- An 8.00am said service of Holy Communion in St Mary's, using the Book of Common Prayer with the Common Worship lectionary readings. This is attended by a small but faithful congregation of around ten people in the building, with others joining online via Zoom.
- A Sung Eucharist service at Holy Trinity at 10.00am. This uses Common Worship liturgy, and is a choral service combining congregational settings with anthems and motets, with singing led by our robed choirs. The Eucharist is celebrated at the High Altar, a nave altar or occasionally "in the round", for example at termly services more deliberately focussed on children and families. The congregation typically numbers 120-150 people, with a significant number of under-16s either singing in the choir or making use of St Luke's Children's Chapel with their parents.
- At 10.30am in St Mary's, Morning Worship takes the form of morning prayer or Holy Communion, drawing on the rich variety of the Methodist and Anglican traditions. The service is accompanied by an organist, and once a month St Mary's Choir sings anthems and/or a mass setting. The congregation numbers typically 25-50 people.
- At 6.00pm in Holy Trinity, Choral Evensong according to the Book of Common Prayer is sung during school term-times, with weekly alternating boy and girl choristers singing with the adult choir, or the Youth Choir. The sermons preached at Evensong take the form of short reflections on the readings that aim to connect with the younger choir members as well as the adults and choir parents. The congregation averages around 50-60 people including the choir.



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"Good liturgy and intelligent preaching".

OUR PATTERNS OF WORSHIP.

The services at Holy Trinity are livestreamed on YouTube, with the morning service being joined by upwards of 20 people at the time and receiving significantly more views during the week. An advanced sound and camera system was installed during lockdown, which has benefitted the church community significantly and enables us to maintain contact with housebound parishioners through prayer and worship.

MORNING PRAYER

Morning prayer is said daily (except holidays) by Zoom, at 8.30am each weekday and 9.30am on Saturdays, with between five and eight attendees each day.

SPECIAL OCCASIONS

Holy Trinity hosts major Civic Services. At these and the major festivals, notably Christmas Day and Easter Sunday, the congregation regularly numbers in excess of 400 people. We welcome congregations from other churches in the Diocese and worship together for special events such as Ash Wednesday and Good Friday.

RESIDENTIAL

Services also take place at the two residential communities in the parish. Abbot's Hospital has a monthly communion service in the chapel and Addison Court holds services at key seasons in the church year.

RAINBOW

Every six months we hold a Rainbow Service for LGBTQ+, supporters, families and friends. These are lively, creative services which help to celebrate and affirm every person for who they are. They have also helped to provide healing and support for those who have been hurt by religion.

BAPTISMS

Since lockdown we have seen an increase in the numbers of baptisms in the Parish – these mainly take place either in the 10.00am service at Holy Trinity, or in shorter services afterwards.

ADDITIONAL SERVICES

In addition to these acts of worship, there are opportunities for smaller, reflective evening services during choir holidays and on other occasions, which can provide space for services of wholeness and healing, reflections on art and music, or other creative ideas.

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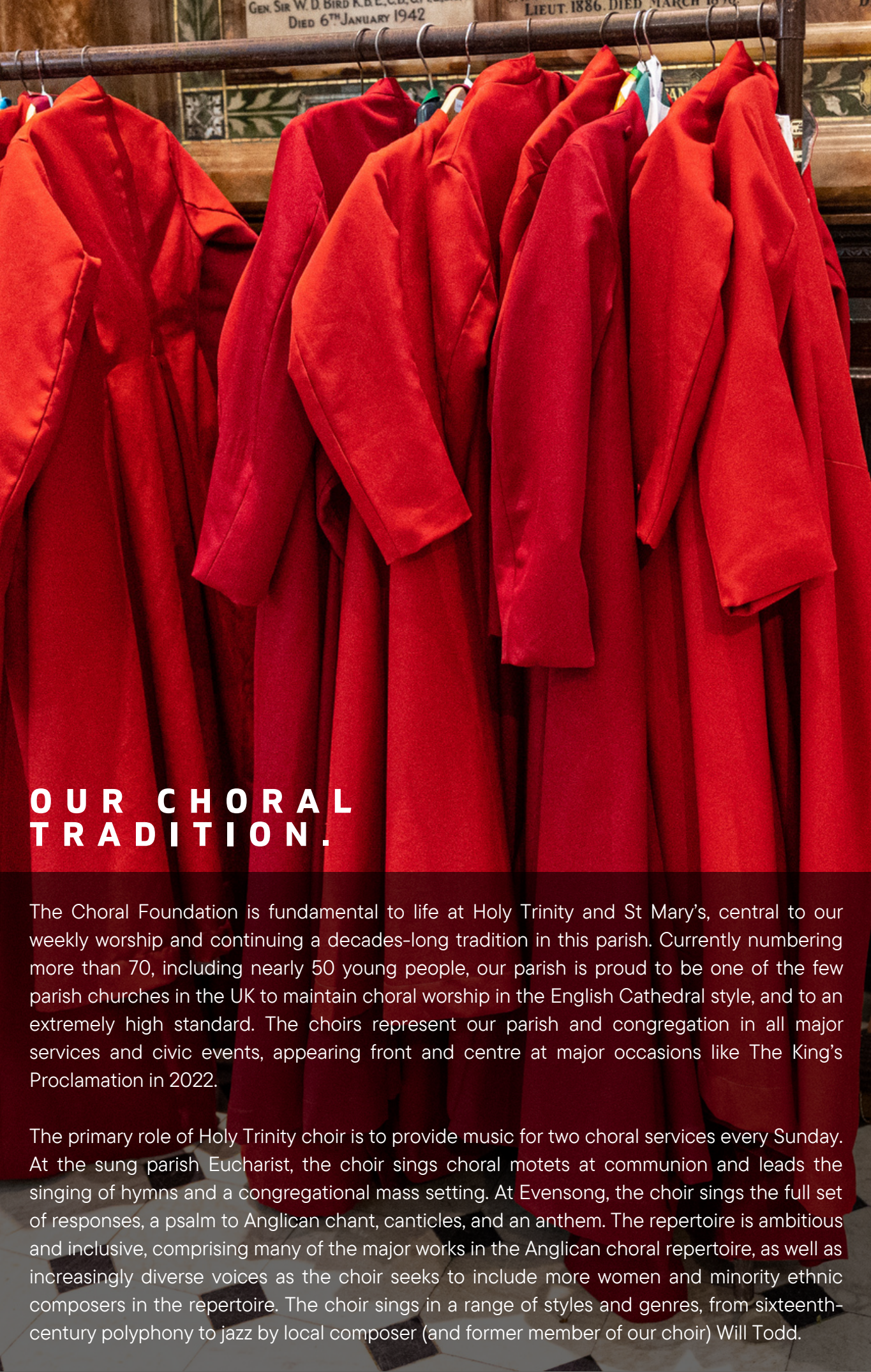
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"To be even more of a presence in
the local community"



OUR CHORAL TRADITION.

The Choral Foundation is fundamental to life at Holy Trinity and St Mary's, central to our weekly worship and continuing a decades-long tradition in this parish. Currently numbering more than 70, including nearly 50 young people, our parish is proud to be one of the few parish churches in the UK to maintain choral worship in the English Cathedral style, and to an extremely high standard. The choirs represent our parish and congregation in all major services and civic events, appearing front and centre at major occasions like The King's Proclamation in 2022.

The primary role of Holy Trinity choir is to provide music for two choral services every Sunday. At the sung parish Eucharist, the choir sings choral motets at communion and leads the singing of hymns and a congregational mass setting. At Evensong, the choir sings the full set of responses, a psalm to Anglican chant, canticles, and an anthem. The repertoire is ambitious and inclusive, comprising many of the major works in the Anglican choral repertoire, as well as increasingly diverse voices as the choir seeks to include more women and minority ethnic composers in the repertoire. The choir sings in a range of styles and genres, from sixteenth-century polyphony to jazz by local composer (and former member of our choir) Will Todd.

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OUR CHORAL TRADITION.

In addition to regular services, the choir sings at several special events throughout the year. Festive carol services for Advent, Christmas, and Epiphany are highlights of the calendar for many, with the recent addition of a **Christmas concert** (at which the choristers sang Britten's Ceremony of Carols). Each summer, the whole choral foundation joins together with the choirs of Guildford Cathedral for a combined evensong often numbering 100 voices, which alternates between each Church. Every other year, the choir has traditionally visited a Cathedral to sing the services for a week; following a successful visit to Llandaff in 2022, the next trip is planned to Worcester in 2024.

All this music is performed by varied combinations of girl choristers, boy choristers, teenage voices, and adult singers. The choral foundation aims to provide singing opportunities for everybody, from 7 years old upwards, whichever voice part they sing. St Mary's Choir offers additional opportunities for adult singers. It is unrobed and non-audition, singing one Sunday per month and for major festivals. Attracted by the comparatively lighter commitment, St Mary's Choir brings together a number of singers from the congregation and further afield; their musicianship is greatly appreciated by the St Mary's congregation.

The music at Holy Trinity and St Mary's is led by Nick Graham, a former HT chorister himself, supported by organist and assistant choral director, Robert Patterson. Helen Lee runs the choir at St Mary's, and the choral foundation is supported by two singing teachers who work with the choristers each Thursday at rehearsals. The team all have full-time jobs elsewhere and balance these with leading a high-quality music department in the parish.

As the impressive numbers of choristers show, the choirs continue to be our best tool for bringing new young people and families to the parish, and, with no auditions or joining requirements, we manage to achieve remarkable things with all our young people. Recent leavers have gone on to prestigious choral and organ scholarships, for example at Oxbridge, and professional conducting roles, in addition to the many who continue to sing, and attend church, in later life.



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CIVIC AND TOWN CENTRE ROLES.

Holy Trinity Church hosts three main community services each year: the Civic Service for the new Mayor of Guildford in May, the Service for the local Judiciary in October, and the main service in the Borough for Remembrance Sunday. The connections that are generated by these annual services are the basis for wider ministry throughout the year. The Rector is often asked to be the Chaplain to the Mayor and/or the High Sheriff. There are warm links with local regiments, as seen on Armed Forces Day or Freedom Parades based at Holy Trinity. Other national or county events, such as the Proclamation of the new monarch or commemorating local figures who have died, naturally find a space at Holy Trinity.

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Beyond these high-profile events, we take our responsibility as a “high street parish” seriously, and envisage this being an area of growth with our new incumbent. We see – and work to ensure others see – our churches as community spaces, open to all and shared with many local businesses, artists, theatre groups and musicians.

We support a number of town centre charities and often welcome guest speakers to services. These links have been instrumental in raising the profile of our churches within the town, as well as raising awareness of the important work these charities do. A fundamental expression of cooperation and outreach is the relationship that we have with the Guildford Town Centre Chaplaincy that includes the Street Angels, Community Angels and Volunteer Chaplains who regularly operate out of St Mary’s. Holy Trinity has a tradition of inviting significant national speakers to give lectures on religion, science, the arts and the environment, which are open to the public, and which reflect the important intellectual contribution the church makes to Surrey life (e.g., the 250th Anniversary of the rebuilding of Holy Trinity; the Annual Religion and the Environment lecture).

OUR CIVIC AND TOWN CENTRE ROLES.

The Rector currently holds a number of specific roles in the town centre:

- As the Bishop of Guildford's nominee, the current Rector is a member of the governing body of the Royal Grammar School and of Guildford High School. Holy Trinity hosts special services for both schools, including the traditional annual Carol Services.
- The Rector is also the Bishop's nominee as Chaplain to the Yvonne Arnaud Theatre. There have been meetings with the cast backstage during productions with the Chaplain always available for private discussions.
- At Abbot's Hospital the Rector is an ex officio trustee along with the incumbents of St Nicolas' and St John's, Stoke. With their agreement, the Rector attends the trustee meetings and runs a monthly communion service for the residents.
- An important responsibility for the church is the Holy Trinity Housing Association and Addison Court where Holy Trinity is, in effect, the 'landlord'. The Rector is an ex officio trustee of the housing association and is expected to attend the regular quarterly meeting of trustees, where the finances and operation of Addison Court are reviewed.

Putting aside the formal responsibilities that come with these appointments, the Rector of Holy Trinity is seen most importantly as an approachable, independent, trusted, non-judgmental listener. The Rector's presence in the town has given individuals from all walks of life the opportunity to meet him privately to exchange views, raise concerns and sometimes unburden themselves, in a safe environment.

"Connection to the life of Guildford as Civic Church and location on the High Street"



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ECUMENISM .

As noted above, St Mary's is a shared church with a combined congregation from the parish and Guildford Methodist Church (GMC). Leadership of worship is shared between Anglicans and Methodists; many appreciate this relaxed, creative and inclusive approach.

GMC has been instrumental in the significant development of the vision for St Mary's to become a centre for outreach activities in the heart of Guildford; several of these are listed below and in Appendix 1. As a result of these activities, a significant number of people are welcomed into the church each week.

We value deeply an ecumenical approach of working with people from other churches in Guildford. Common Ground is an ecumenical community based at St Mary's which was set up by people from GMC, the Parish and other churches to find fresh ways of sharing the Gospel in the town. This reinforcement is essential for us to fulfil our outreach vision given our limited number of willing and able volunteers. In recent years Guildford Street Angels, who serve the night-time economy, are delighted to have their base at St Mary's.

As a result of this approach, many people now consider St Mary's to be their spiritual home even if they only attend events or services occasionally and our Sunday congregation often includes many occasional worshippers.

*"Ecumenical links especially with
Methodists at St Marys"*



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DURING THE WEEK.

Our buildings are very busy! For a full list of activities please see Appendix 1 or visit our [website](#). Below is just a small sample of some of the regular church events that we offer the community:

- For those who are looking for friendship, support and a listening ear we have various activities which always include some kind of delicious refreshment – of course! These activities include Lunch Club (monthly), Saturday Coffee (weekly), Coffee and Cake for Charity (monthly).
- Night Vision was a monthly Friday night drop-in opportunity for those seeking a spiritual space or escape from the revelry in the town. At the start of the war in Ukraine this was extended to become a weekly Vigil for Ukraine. Since then, well over 4000 people have come in to light candles, many of whom have rarely or never entered a church before, and the universal reaction has been gratitude.
- Chit Chat is a weekly opportunity for foreign residents to practise their English, find out about life in the UK and to make friends. It has proved very successful. Guests have included au pairs and more recently refugees.
- The Trinity Club meets monthly and offers a talk followed by discussion and refreshments. It supports our congregation's development through opportunities to understand the wider world and what this might mean for us as Christians.
- The Upper Room meets monthly on Zoom. It offers stimulating discussions for spiritual growth and reflection on the interface between faith and daily life.
- Curry & Compline meets monthly for a short service of Night Prayer followed by a meal in one of Guildford's many excellent restaurants - with robust theological debate as well as much laughter and jollity! Membership is focused on young adults.
- The Lent and Advent lunches occur weekly during those seasons. They offer a talk, followed by discussions, followed by a simple soup lunch. Many congregations take their discipleship and theological formation seriously, which are reflected in these and other discussion events – for example, an evening of theological reflection on Death and Resurrection following the demise of Her late Majesty Queen Elizabeth II.
- Pop up Play Cafés are run periodically during the school holidays. These offer much-valued free craft activities and games for young children and parents.
- The enthusiastic band of bell-ringers usually practises on Wednesday evenings at one or other of our church towers, and rings before Sung Eucharist services at Holy Trinity on Sunday mornings.

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Y O U N G P E O P L E .

At Holy Trinity and St Mary's we want every child and young person who enters our doors to feel noticed and cherished. We aim to involve children in the fabric of our worship, undertaking roles that increase their confidence as vital members of our church family, including serving, welcoming, reading, and assisting our Church Wardens.

St Luke's Children's Chapel, at the west end of Holy Trinity, is a vibrant area where young children and their parents can be part of the congregation whilst having their own space to play, learn and relax. We want our very youngest members to feel that they are part of what happens on a Sunday morning and not an appendage to it. Bible Story Playtime enriches this experience; older children have their own 'prayer station' at our Rainbow Table, with books, activities and seasonal crafts. These areas are popular with visiting families accompanying our steady stream of Baptisms on a Sunday morning, who often say they had not thought it could be so easy to bring small children to church! Although numbers are rising post-pandemic, we are eager to continue creatively considering how to ensure that families are central to our worship and mission, and to be led by our new Rector in this.



Café Club is our thriving group of 20-25 teenagers (Year 7 to Sixth Form), held after school on Thursday evenings in the Trinity Centre. Fellowship, food, games, discussions and downtime form the basis of this time together.

We prepare children from age 7 up for their First Communion, a step in their spiritual journey with us when they learn about the Eucharist and what it means to us as Christians, about their church building and the meaning of what happens in it, what it feels like to robe in the clergy vestry, handle the sacraments, and speak from the pulpit. We use this as a time to celebrate our young people and their spiritual journey with us; they see it is a big step up and feel much more engaged and involved with the service.

Many of our young adults are prepared for Confirmation from age 14 onwards. Confirmation classes provide precious extra time for discussion and engagement with this age group, encouraging them to see Confirmation as a thrilling step on a lifelong journey, preparing to fully commit to a living worship of a living God.

"Confident, happy and ready for the next thing."

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ENVIRONMENTAL AWARENESS.

We believe that being an Inclusive Church includes nature and the environment. The Eco Group comprises nine members of the congregation. The work of the group follows the key areas identified by the national A Roche Eco Church initiative which promotes practical sustainability projects across the churches' worship, teaching, buildings, land, and community engagement. The group works closely with the clergy, buildings committee, and youth groups as well as community and environmental groups in Guildford. In November 2021 we became the only holder of the Eco Church Gold Award in our diocese, and one of only 32 such churches nationally. Under an independent assessment St Mary's has been recognised with a Silver Award. Together, we see ourselves in a 'beacon' role, trying to be as active as possible in the Deanery and beyond in supporting other parishes on their sustainability journey.

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OUR TEAM.



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The new Rector will be supported by a committed, interdependent and mutually supportive clergy team of four Associate Ministers. Rev Jonathan Hedgecock is an Ordained Local Minister in full-time secular employment as a Technical Director in an energy sector consultancy. Rev Ben Cahill-Nicholls is a self-supporting priest, working full-time as Chief Executive of Clergy Support Trust, a national Anglican charity. Two former Ordained Local Ministers from the parish – Rev Rod Pierce and Rev Brian Roberts – now have Permission to Officiate and continue to preach and preside regularly. In July 2023 four become five, when our Operations Manager, Corinne Jones, will be ordained by the Bishop of Guildford as an OLM licensed to the Parish.

Three other priests with Permission to Officiate – Rev Adrian Leak, Rev Helen Poole, and Canon Andy Wheeler – worship regularly in the parish, and contribute in a number of ways to ministry. Canon Wheeler was the driving force behind Common Ground Guildford, the ecumenical initiative described above, and shares its leadership.

The clergy team works closely with Rev Dr Paul Glass, who is the Methodist Superintendent Minister of the Wey Valley Circuit and Methodist Chaplain at the University of Surrey, and has oversight of Guildford Methodist Church worshipping at St Mary's.

Over many decades and under several incumbents, the parish has been deemed suitable as a training parish and has been allocated a series of stipendiary curates following their ordination. We hope that the parish under the new Rector will similarly be accorded this status and receive another stipendiary curate as soon as possible.



"Caring clergy, friendly, diverse congregations and feeling that people matter"

OUR TEAM .

Parish Office Staff

The Parish Office is managed by two part-time members of staff: the Communications Manager, Chloe Benson and the Operations Manager, Corinne Jones, both reporting to the Rector. The two managers work collaboratively, and are key in the exchange of information with the clergy, the PCC officers including the three Church Wardens, those in charge of the music, and most importantly with members of the congregations and members of the public. A particular role with great financial implications is the marketing and managing of the letting of the facilities in the Trinity Centre, and the two churches. The Property Manager, Robert Munro, reports directly to the Rector and is responsible for the day to day management, maintenance and cleanliness of the Trinity Centre and the two churches. In this he is assisted by the cleaners, Carol Barnes and Julian Giraldo.



Children, Families and Youth, and Safeguarding

The Parish employs a part-time Children and Families Coordinator, Pippa Mitchell, to mastermind the Church's provisions for children, youngsters and their families, reporting to the Rector. Pippa works with guidance from the PCC's Youth Committee, and with help from adult volunteers.

Safeguarding is monitored by a volunteer Safeguarding Officer, Mari Gardner.

Our full staff structure is shown in Appendix 2.

Key Volunteers

We are blessed as a church by the involvement of very many members of the congregation in different areas of ministry, including the Church Wardens, the vice-chair and members of the PCC, the chairs and members of its important committees, the treasurer and others dealing with the parish's finances and fund raising, the choirs, the altar guild, lesson readers and intercessors, a small number of trained "Occasional Preachers", welcomers, the technical team, flower arrangers, the gardening team, Church sitters, the Eco church group, Food Bank volunteers, the Pastoral Care Group, Chit Chat hosts, the coffee and refreshment teams, the Saturday Hearing Aid Clinic, the Unit Leaders of the Guides and Brownies, and the Bands of Bell Ringers who ring at both churches.

"Opportunities for learning in non-judgemental ways"

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GOVERNANCE AND PCC.

The PCC numbers over 30, including up to nine members elected for 3 years each year. It has a good representation from both Holy Trinity and St Mary's, including Methodist friends.

It currently has three committees - Standing Committee, Finance Committee and Children and Youth Committee. They aim to do the detailed work, leaving the PCC free to discuss direction of travel and make decisions.

The PCC aims for best practice in governance, which it keeps under active review. We are fortunate to have several people with professional expertise in this area around the table.

PRIORITIES AND VISION FOR THE FUTURE.

Whilst there is much to celebrate in our parish, we are also very aware of the areas that we would like to develop and strengthen and all the unfilled opportunities that exist to show Christ's love in our town.

YOUTH

Youth engagement with teenagers is a real blessing with weekly groups thriving. However, both churches recognise that we are not seeing so many young families and young children in our congregations. As a parish we would love to work on ways to encourage this group to be part of our church family.

ECUMENICAL

For many years both the congregations of Holy Trinity and St Mary's have worked hard to strengthen the relationship between them. However, we all recognise that this has the potential to really flourish and become a rich, ecumenical partnership, whilst at the same time we see the great value in ensuring each church retains its own unique qualities.

OUR TOWN

The relationship with different elements of the town centre is a positive one, and we meet certain needs by keeping the buildings open regularly, but we realise we do not always reach out effectively to the diverse and often vulnerable groups in the parish.

PASTORAL

Despite having a fantastic group of 'Welcomers', like most churches, we also want to ensure that people not only feel welcomed, but connected and integrated, with fully inclusive pastoral love evident when they are in any of our buildings.

THEOLOGY

In a busy world with busy lives being lived, we would welcome the opportunity to explore other ways to find time to reflect, pray and learn with each other. Our congregants' theological and spiritual lives are important to us, and we wish to do more in this area.

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"Providing a sacred space of welcome, prayer and reflection"

KEY QUALITIES OF THE NEW RECTOR.

We would like our new Rector to be:



A wise spiritual leader who walks humbly with God



Deeply compassionate and inclusive of all



Able to gain the respect of everyone and speak the language of the people they serve



Energised by and rooted in the liturgical and musical traditions of our churches



A collaborative leader who values enabling a team to flourish



Spiritually and emotionally grounded



A visible presence in our town who can lead civic services with dignity and grace



A gifted preacher and teacher who delights in God's grace and is a life-long learner



A skilled manager who notices the detail but can be strategic at the same time



A steward who encourages everyone and celebrates everyone's gifts

"We strive to be open, inclusive, compassionate, welcoming and non-judgemental.

We don't always get it right (just as you won't either) but we hope that our honesty and commitment will always shine through as we strive to make our churches and the wider community better"

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We very much hope that you will find your time in this parish to be rewarding and stimulating but also sustainable for you. All staff and volunteers prioritise and respect your day off and your need for a retreat and holidays - not to mention commitments with family and friends. We will encourage and support you to have the breaks and training you need. We are enormously blessed with our strong clergy team who have experience and wisdom (and one of whom has national responsibility for clergy wellbeing, so we have to take it seriously!), plus the office team who are all there to support you. Our Property Manager takes on the burden of property management, including small maintenance tasks at the rectory. The numerous rotas and sign-up lists mean many aspects of what happens on a Sunday run (mostly!) smoothly.

As a new incumbent you may also be interested in the **Guildford Clergy Wellbeing Covenant**. This seeks to forge a partnership between senior clergy, parishes and incumbents to focus on the wellbeing of clergy.

SUMMARY FROM THE CHURCHWARDENS.



"Welcome, as you are."

We do hope that reading our profile has given you a clear picture of our parish, along with all its joys and complexities!

We all recognise and embrace with genuine excitement, this new stage in the life of our HTSM community, and look forward to welcoming and working with our new Rector.

We do encourage you to contact the Archdeacon, Paul Davies, or the Church Wardens, informally, if you would like to learn more.

Ginnie, Helen and Jenny



"We are to keep the "rumour of angels" alive, by being people who are steadfast in prayer, active in service and confident that light is stronger than darkness."

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APPENDIX 1



The Parish of Holy Trinity & St Mary's Themed Activities & Events

PRAYER AND WORSHIP (IN ADDITION TO SUNDAY SERVICES)

- Morning Prayer (daily) on Zoom
- Town Centre Chaplaincy lunchtime prayers (monthly)
- Night Vision/Vigil for Ukraine (weekly) at St Mary's
- Orthodox Services at St Mary's
- Common Ground Guildford services at St Mary's
- Holy Trinity Pewley Down end of term services at Holy Trinity and St Mary's
- Sandfield Carol Service at Holy Trinity
- Guildford High School Commemoration Service at Holy Trinity
- Royal Grammar School Compline at St Mary's and Advent Carols at Holy Trinity
- Rainbow Services supporting the LGBTQTI+ community at St Mary's
- In Nomine choral services at Holy Trinity

FELLOWSHIP AND LEARNING

- Children's Chapel for 0-7 year olds (weekly) at Holy Trinity
- Café Club 12+ Group (weekly) at the Trinity Centre
- Pop-up Family Play Cafés (in school holidays) at St Mary's
- Curry & Compline for 20-30s (monthly) in Holy Trinity & St Mary's
- Trinity Club discussion group (monthly) at St Mary's
- Upper Room discussion group (monthly) on Zoom
- Practical Aspects of Spirituality at St Mary's
- New Start Lent Course and Seder Supper
- Lent Reflections at St Mary's
- Advent Reflections at St Mary's
- First Communion course at Holy Trinity
- Parish Walking Group
- Parish Bingo at the Trinity Centre
- Parish pilgrimages and trips
 - Choir tours
 - Quiet Day
 - Battlefields
 - Northern Abbeys
 - Kwasa Centre in South Africa

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COMMUNITY ACTIVITIES AND EVENTS

- Brownies (weekly) in the Trinity Centre
- 2 Girl Guide Units (weekly) in the Trinity Centre
- Opening churches with stewards/sitters (daily where possible)
- Chit Chat for people whose first language is not English (weekly) at St Mary's
- Saturday Coffee (weekly) at Holy Trinity
- Hearing Aid Clinic (fortnightly) with Saturday Coffee at Holy Trinity
- Coffee and Cake (monthly) at St Mary's
- Lunch Club (monthly) in the Trinity Centre
- Support Groups (Weekly AA Young Persons' Group, Guildford Adult AA Group, Parenting Classes, Oakleaf Enterprise mental health charity courses) in Trinity Centre
- Sandfield School Activity mornings (termly)
- Tours for tourists, schools and adult education groups (guides from Parish and Town Guides)
- Monthly Foodbank Sundays and Charity Sundays in both churches
- Charity collection days in town (using churches/Trinity Centre as base)
- Community Group meetings (Cluster Group, Common Ground, Guildford Vision Group)
- Workshops and training (South East Coaching Group, NHS, National Citizens Service)
- Diocesan meetings in Holy Trinity, St Mary's and Trinity Centre
- Private parties and receptions (baptisms, weddings, funerals, birthdays)
- Local business meetings
- Corporate hospitality
- **Concerts in HT and SM (choral, orchestral, folk, Jazz, chamber, recitals, organ)**
 - Local Schools (lunchtime recitals and evening concerts) in both churches
 - Guildford Youth Symphony Orchestra in Holy Trinity
 - Surrey University Choral and orchestral concerts in Holy Trinity
 - Numerous choral societies, adult choirs and orchestras in both churches
 - Monthly organ recitals at St Mary's
 - Organ workshop at St Mary's
 - Folk concerts and workshops at Holy Trinity and St Mary's
 - Charity Concerts (e.g. Royal Surrey Choir)
 - Carol Concerts (Mayor's, schools, charities, local businesses)
 - Boileroom at Holy Trinity
 - Guildford Fringe at Holy Trinity
 - Hennessey-Brown Music at Holy Trinity
 - Surrey Hills International Music Festival at Holy Trinity

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• Theatre Productions

- Guildford Shakespeare Company (Holy Trinity & St Mary's)
- Guildford Opera Company in Holy Trinity

• Exhibitions

- Art and photographic exhibitions (private and charity) at St Mary's
- Local Authority consultations in Holy Trinity

• Fairs

- Parish Plant Sale
- Guildford Arts Society pop-up affordable arts sale in Holy Trinity & St Mary's
- Children's Business Fair in Holy Trinity
- Funyard Events Makers Market in Holy Trinity (monthly)
- Community Safety Event in Holy Trinity

• Talks/Lectures

- Eco Lectures in Holy Trinity & St Mary's
- Heritage talks in Holy Trinity, St Mary's & Trinity Centre
- Guildford Book Festival talks in Holy Trinity & St Mary's

• Theatre Schools in Trinity Centre (weekly classes)

- Guildford Theatre School (all day Saturday)
- Shine Time (Wednesday after school and Summer School)

• Rehearsal, practice and recording venues

- Parish Choirs (weekly) in Holy Trinity, St Mary's & Trinity Centre
- Parish Bell ringing (weekly) in Holy Trinity & St Mary's
- Community Choirs in both churches (Guildford Vox, Rainbow Choir, Royal Surrey Choir, Guildford Choral, Occam Singers, Vivace Chorus, Rock Choir)
- Theatre Companies (Guildford Shakespeare Company, Quick Fantastic)
- Local Performing Arts Schools (Italia Conti, Performance Preparation Academy, Academy of Contemporary Music, Yvonne Arnaud Youth Theatre)
- Numerous organists and pianists including organ lessons for young people

• Exam venues

- ABRSM music exams in Holy Trinity & Trinity Centre
- Organ exams in Holy Trinity & St Mary's
- Dance exams in Trinity Centre

• Fitness & Dance classes (weekly)

- U3A Keep Fit and yoga in the Trinity Centre
- Pilates in the Trinity Centre
- Latin Addiction salsa dancing in the Trinity Centre

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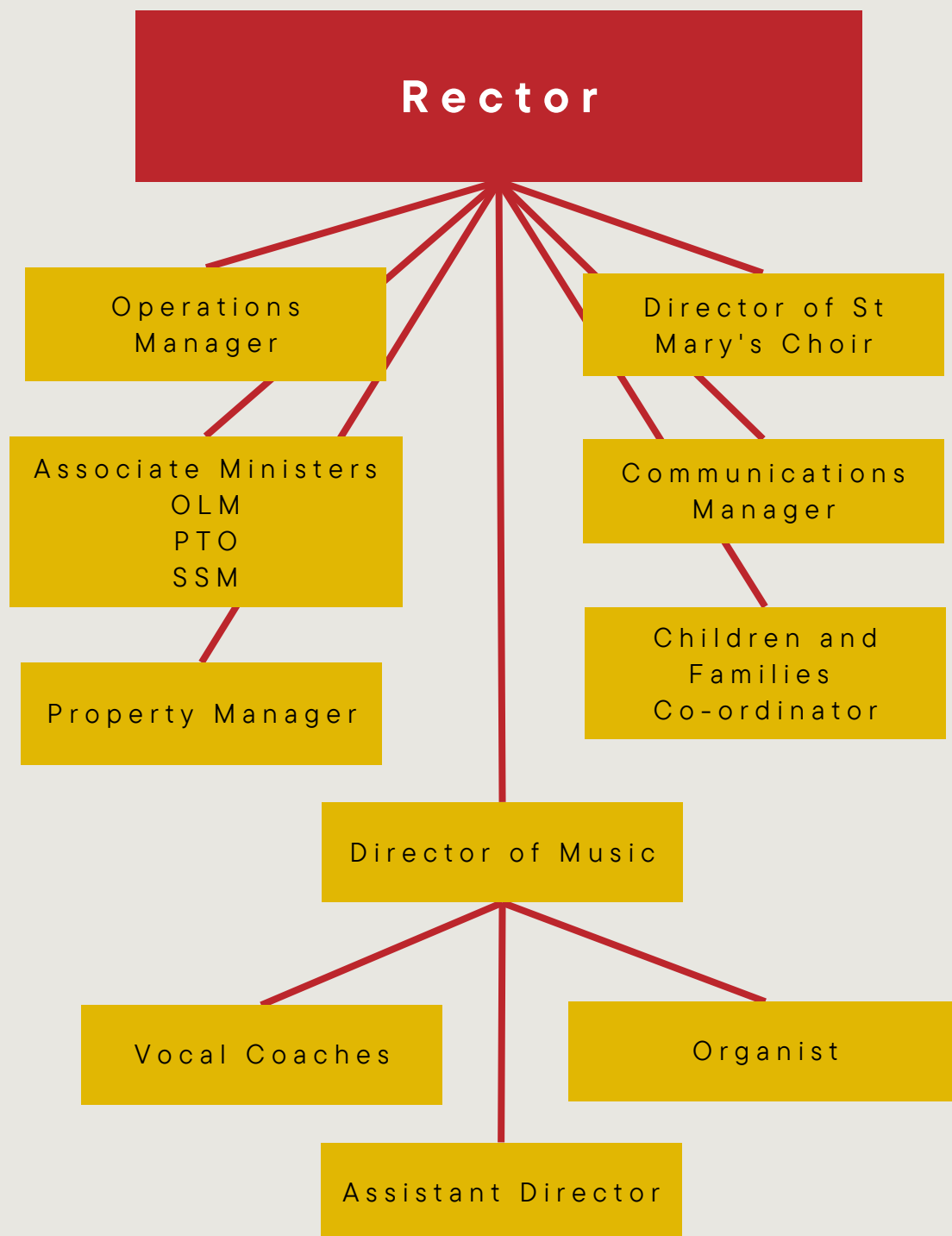
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Safeguarding

Safeguarding at HTSM has always been at the heart of our inclusive and caring church community. In the past, the work done to keep people safe and protect the vulnerable went on behind the scenes. Now, encouraged by the Diocese of Guildford, we are striving to make everyone aware they can contribute towards safeguarding our whole church community as part of an open, safer church culture.

Our safeguarding practice centres on the protection of members of our church groups specifically for children, young people and vulnerable adults. This is of paramount importance to us, but it is by no means our only focus. As a town centre church our congregation includes a wide range of people. We welcome many visitors from the surrounding area to our services, including those who are vulnerable. Our Church Wardens are always alert for new faces at services and ready to report any safeguarding concerns. Activities such as Saturday Coffee offer outreach to vulnerable local residents, whilst church sitters welcome everyone who comes through the door during the week.

We have safeguarding procedures in place to ensure both visitors and all who welcome them are kept safe

Everyone who enters our churches can see our safeguarding policy on a display board, accompanied by information on how to contact the Safeguarding officer and the clergy. We have local emergency contact information including local helplines prominently displayed for those in need. This information is also available on the safeguarding section of the parish website.

The Safeguarding team at HTSM consists of a voluntary Safeguarding Officer, the DBS Administrator and the PCC Safeguarding Lead. Guildford Methodist Church also has a safeguarding officer. We work in close collaboration with the clergy, Church Wardens, Pastoral Care team and our Children and Families Coordinator. Good communication between all of us is crucial to the smooth working of safeguarding in the Parish.

At HTSM we have adopted the safeguarding policy Promoting a Safer Church which is accessible to every church member, both in our churches and on our website. Information on how to report a safeguarding concern is available on our parish website, set out in simple steps.

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Safeguarding training is seen as fundamental to our Clergy, Church Wardens, PCC members and all volunteers working with children, youth and vulnerable adults. At HTSM we are blessed with a large number of volunteers. DBS checks, Safer Recruitment and Leadership trainings are undertaken as necessary for those in key positions. We have developed Risk Assessments and Role Descriptions for all groups in the above categories and update them regularly. All new group volunteers are issued with the chapter 'A Safe Environment and Activities' from the Parish Safeguarding Handbook as a guide to ensure their behaviour is appropriate and accountable.

Safeguarding is a standing item on the agenda of all PCC meetings. Members of the PCC are involved in the regular review of our safeguarding policies and documents. Other items are subject to confidentiality.

We follow the guidelines of the Parish Dashboard from the Diocese of Guildford with regard to all documentation and training.

We are committed to the prevention of abuse. We have produced a HTSM Domestic Abuse statement and have worked hard to raise awareness around this subject. In recent years HT hosted a Focus Group on Domestic Abuse with representatives from local Women's Aid groups, Surrey Police, the Judiciary and the Probation Service, which offered an insight into the importance of responding sensitively and promptly to allegations of abuse. Diocese training which raises awareness of domestic abuse is now required for the PCC, Church Wardens and Pastoral Care group.

Working with the Children and Families Coordinator, we have developed a children's safeguarding section of the HTSM website to include information specifically for young people who may be suffering from bullying, online abuse or other issues. Live links to websites ensure quick and easy access for children and young people.

Safeguarding at HTSM is likely to continue to evolve to face the issues which affect our congregation in today's society. To that end, we are working hard to ensure we stay up-to-date with current requirements. We are proud to work under the guidance of the Diocesan Safeguarding team, with whom we have an excellent relationship.

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Our buildings

The Parish estate comprises Holy Trinity Church; St Mary's Church; the Trinity Centre which includes 5 Trinity Churchyard; 6 Trinity Churchyard (leased out); and 27 Pewley (the curatage, currently leased out). In recent years both churches have been significantly repaired & improved following QQ Reports.

Holy Trinity Church was re-built in 1760, following the collapse of the former church tower during building works. It is situated at the top, south side, of Guildford High Street, standing above the level of the High Street. It is brick built, with a pitch ridge roof, with parapet gutter on two sides. The tower contains an actively used Bell Chamber, some of which were hung in 1769.

It is a Grade 1 listed building, designed by James Horne, but enlarged by a design of Henry Woodyer in 1869 and later by Sir Arthur Bloomfield in 1888. The church enjoys very good acoustics for musical performances and (sometimes with the organ – one of the loudest in Surrey) is frequently used by non CofE organisations for concerts and theatrical events. It comfortably seats over 300 people, including the balcony at the west end of the nave.

Between 2012 and 2018 it was substantially renovated, externally & redecorated internally.

St Mary's Church is a Grade 1 Listed Saxon/Medieval building, in Quarry Street, at the west end, south side of the High Street. The tower at the east end pre-dates William the Conqueror, with the nave built over the three centuries which followed. It is a flint faced building, with three nave arched tiled roofs. The tower contains an actively used Bell Chamber, which was re-hung & strengthened in 2018/9.

St Mary's has recently been substantially renovated both externally (new roof tiles & tower flint) and internally (largely funded by Methodism) with a new kitchen, underfloor heating & a new welcome area with toilet facilities. The relatively new organ is in regular use for worship and concerts.

The Trinity Centre, originally completed just before the First World War, was substantially rebuilt & ordered in the 1990s. It now contains an upper hall, with sprung floor suitable for dancing, which can seat with tables, over 100. There is an annex, a small kitchen, and small meeting room, also used as an archive store.

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The lower hall can seat – with tables – about 50, and enjoys a fully fitted kitchen, with ovens, hobs and a serving hatch.

On the upper ground floor there are full toilet facilities, with a DDA compliant lift to the upper hall. Integral to the main building there is the Parish Office in 5 The Church Yard, with CCTV.

Adjacent to the Trinity Centre is 6 Trinity Church Yard, a leased-out terraced dwelling, with two bedrooms.

Together with the two churches, The Trinity Centre is frequently used by external organisations. More than 50% of all visitors to the parish buildings – including the churches – are non-formal religious users.

27 Pewley Way is situated to the south, above & about 10 minutes' walk from Holy Trinity. This family home – with 4 bedrooms, large kitchen-dining family room, and separate sitting room – was bequeathed to the parish some years back and is used as the curate's home, or leased out when (as currently) there is no current curate in the parish. It enjoys a detached garage, small front and much larger back garden. There is parking off the road for one car, on the steep driveway.

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The Rectory

The Rectory is a twentieth-century town house in Eastgate Gardens, about 5 minutes' walk from Holy Trinity. It is brick built, with external parking for 2/3 cars. Opposite the house is the back of the Royal Grammar School, and its all-weather playing area.

Eastgate Gardens is off the Upper High Street and, as such, close to all central Guildford's shops, cafes & restaurants. Within walking distance are a multi-screen cinema, the Yvonne Arnaud Theatre, the G Live concert hall, and the bus & rail stations.

Externally, there is a small front garden, and a larger rear garden, suitable for receptions & entertainment. Internally, on the ground floor there is a kitchen-dining room, a study (to the right of the entrance), a larger reception room used for meetings, and a more private rear, garden-facing sitting room. On the first floor there are five bedrooms with a bath/shower room.

The structural maintenance of the Rectory is undertaken by the Diocesan Property Team whilst the interior decor is the responsibility of the incumbent.



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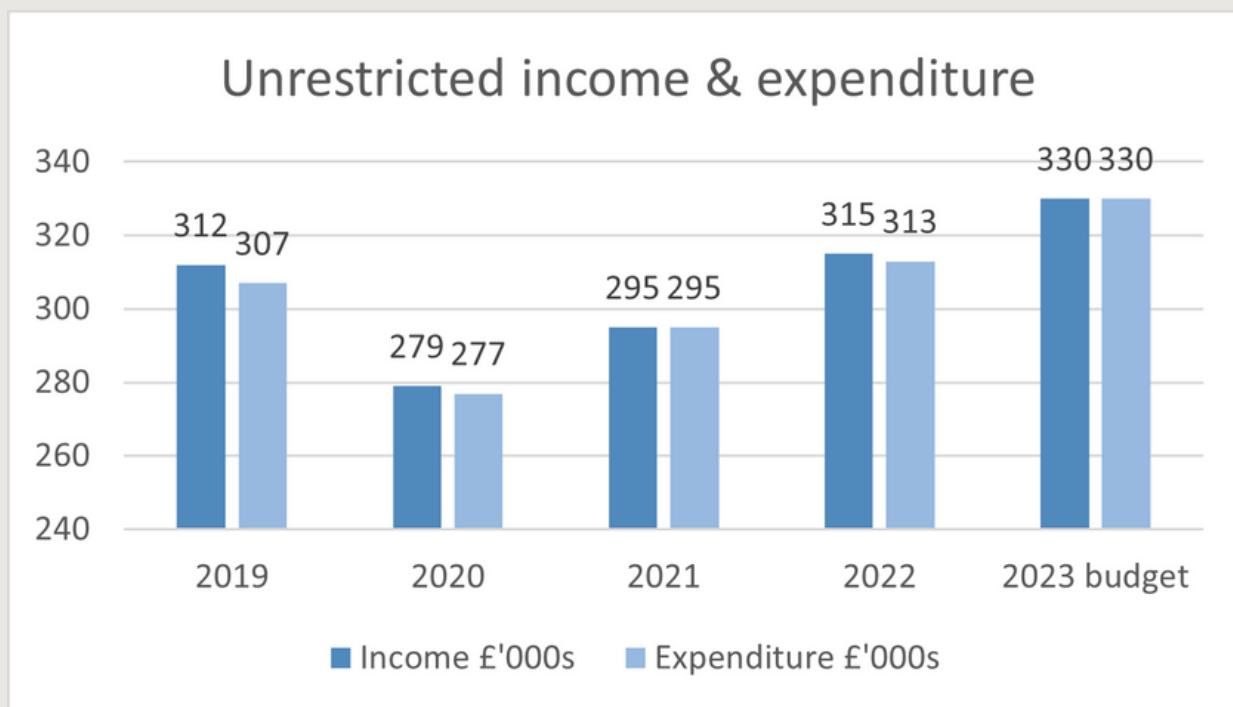
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The chart below tells a story:

- This parish runs a roughly break-even budget for its normal operating activities.
- We suffered a big drop in income during the Covid years, mainly from lost cash donations and lost lettings for our buildings, but these are gradually recovering.
- When our income dropped, we were able to balance the books by lowering costs and by increased donations from our parishioners.



What the chart doesn't show is that we paid our employees their full salaries during the pandemic (supported in good part by the Government's furlough scheme); maintained our Outward Giving; continued to invest in our choral tradition, then involving more than 40 young people; continued to pay our Parish Share in full; and that our parishioners are still wonderfully generous as we face the next challenge of high energy costs.

Plans for the future include expanding activities for young people, and generating a new stream of income to support the higher cost base as we develop as a parish.

The underlying structural trends are a decrease in Planned Giving (owing to some deaths and departures from the parish) but an increase in other forms of giving and an encouraging up-tick in building lettings for 2022-23.

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Our liquid assets at the end of 2022 were £277k in cash and £133k in short-term investments. Some of this is held in Restricted funds. Fixed assets include the two Grade 1 listed churches, which are both in good condition as a result of sizeable investments over the past decade, and the Trinity Centre (parish hall) which is in need of some refurbishment.

Day to day management of our finances is done by our volunteer Treasurer, assisted by the Operations Manager, who also leads on the vital lettings activity. They are supported by a Finance Committee of parishioners with relevant experience, who oversee governance and strategy and advise the PCC on financial matters. We are blessed with people dedicated to our mission and to stewarding the money that enables it.

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