

# Saffron Walden and Villages Team Ministry

*Thank you for looking at our profile.*

*Our mission is to share God's love. As you will discover, we are a large busy team with an exciting range of activities.*

*As our communities change and grow, we need your help to meet new challenges and lead us in our next steps.*

*We are looking to appoint a confident and compassionate priest as Team Rector of Saffron Walden and Villages Team Ministry and Area Dean of Saffron Walden Deanery, who will be committed to working with the team and nurturing the churches, in order that we can share God's love in the wider community.*

*You will have a heart for the rural ministry of our town and villages: ready to listen to and engage with the people you meet and to work inclusively and consultatively to help us arrive at a shared vision for the future.*

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## Summary

We are a team of 12 churches and nine parishes centred on Saffron Walden, a thriving market town in rural northwest Essex with good links to Cambridge and London, comprising part of the Saffron Walden Deanery.

At our heart is [St Mary's](#), Saffron Walden, a majestic, cathedral-sized church with a regular worshipping congregation of over 200, rising to around 800 at major services. It is open daily and attracts many tourists from around the world.

The Team Rector, with pastoral responsibility for St Mary's, works with three Team Vicars and leads a large team of clergy and lay people offering a rich ministry in the churches they serve.

The Team Rector is recognized by the local community as a key spiritual leader and is warmly welcomed to play a visible part in town life as well as in the surrounding villages and churches.

### ***Our strengths as a Team:***

- Richness and diversity of our worship, prayer and spirituality;
- Warmth of welcome to all: congregations and visitors, recently improved by the addition of refreshment and toilet facilities in St Mary's and many of the other team churches;
- Strong visibility and connections with the local communities and other churches in Saffron Walden and the area;
- Our youth and families work in church groups, the choir and local schools;
- A large team of committed clergy and lay people who give freely of their expertise and time;
- Mutual support between the churches in the team, including central administrative support, and sharing of ministry resources.

### ***Our priorities for the future:***

- Developing our people resources (in number and experience) to engage with and meet the needs of a rapidly expanding and increasingly diverse population. Growing the successors to our current leadership team;
- Making and nurturing disciples of all ages, strengthening our links with families, children, young adults and schools;
- Valuing and caring for God's creation – building on our initial [Eco-Church](#) initiatives.

## The Role of Area Dean and Team Rector

**Area Dean of Saffron Walden Deanery:** Comprising 25 parishes and 33 churches in rural Essex, the deanery is at the forefront of implementing the Diocesan vision articulated in '[Transforming Presence](#)'. More details of the role of Area Dean in the Chelmsford Diocese can be found [here](#).

**Team Rector of Saffron Walden and Villages Team Ministry:** comprising the parish of Saffron Walden and eight surrounding village parishes with twelve churches in all. Working with three Team Vicars, the Team Rector will be leading a large team of experienced and skilled clergy and lay people.

**Rector of St Mary the Virgin, Saffron Walden:** the Team Rector has particular pastoral responsibility for the ministry of the town church and its two daughter churches outside the town. As the only Anglican church in the town, St Mary's welcomes a congregation with a wide variety of churchmanship and traditions and we seek to embrace this diversity by providing a range of different service styles and liturgies.

St Mary's is open every day for services and visitors; seating up to 800 people at festivals. There is a very strong choral tradition with a robed choir of adults, choral scholars and juniors numbering nearly 70 members.

**Training incumbent:** in recent years, the Team Rector has trained many stipendiary and non-stipendiary curates and lay ministers. The discernment and nurture of new ministry is an essential element of the role.

**Spiritual leader in the life of the town and the district:** St Mary's plays a major role in the civic and parish life of the historic market town of Saffron Walden, hosting Remembrance parades, mayor making, and other civic services. The Rector works closely with the [town](#) and [district](#) councils and local charities such as the Foodbank and Saffron Walden United Charities. The Rector is an ex-officio governor of St Mary's CofE VA Primary School and trustee of St Mary's Church Preschool.

**Churches Together in Saffron Walden:** The Rector plays a pivotal role in [Churches Together](#). Ecumenical relations are strong; the ministers meet regularly and several joint events are planned each year.

### In order to fulfil this role, the person we are looking for will:

- have experience of working in a team;
- understand and appreciate the opportunities and needs of rural ministry in small villages and towns;
- offer confident, strategic and inspirational leadership enabling the ministry of others;
- have strong organisational, delegating, mentoring and training skills;
- have experience of, and be comfortable with, leading services and mission in a wide range of styles, including nurture and development of ministry with families, children and young adults;
- be visible, available and willing to engage constructively with local communities.

## Saffron Walden Deanery

[Saffron Walden Deanery](#) is at the forefront of the implementation of the Diocesan strategic priorities heralded and articulated in the [Transforming Presence](#) initiative. We have already achieved the pastoral reorganisation needed in response to this vision which is to be implemented throughout the diocese by 2025 - having seven stipendiary posts in the deanery, one of which is the Team Rector's position. The deanery was the first Mission and Ministry Unit (MMU) to be created in the diocese and the Saffron Walden Area Dean is also the leader of the MMU.

Alongside three chapter meetings and a day retreat each year, that include the retired clergy, whose ministry is integral to the church's life, there are an equal number of gatherings just for the licensed clergy, licensed lay ministers, readers, and the lay chair. These provide an increasingly important setting for the implementation of the Transforming Presence agenda, whereby they are known as the 'Transforming Presence' meetings. There have been significant initiatives to emerge from them.

1. The Deanery-wide training and development of lay ministry in the Deanery 'Growing Leaders' course, building on the experience and expertise of the Saffron Walden and Villages Team Ministry which had run this CPAS course successfully several times. This has since been run three times with a total of 27 participants over the three courses with representatives from every benefice. More recently, a Care and Share course, developing pastoral care skills, had participants from 5 benefices. In addition, we have started running a SHAPE course each year. This year was the third course which attracted 7 participants.
2. The appointment of a buildings officer, a former churchwarden offering informal advice to churches exploring various issues around buildings maintenance and development.
3. Annual Gospel preaching weekends in June, where visiting preachers preach evangelistic sermons around the Deanery, supported by training of preachers and parishioners in preaching and invitation.

The Deanery has four work teams, co-led by a lay and ordained leader. The aim is explicit in the names of the teams:

- Encouraging children and young people;
- Encouraging the best use of our resources;
- Encouraging evangelism;
- Encouraging service and ministry.

The Deanery Synod is also a focal point for engagement with Transforming Presence with one of the identified aims being the focus at each meeting. As speakers often come a considerable distance, Synod meetings are often opened up to anyone who is interested in the topic. Besides being a good setting to receive some input on the challenges we are facing, Synod also serves as a forum in which to ask questions and to share expertise.

Biennially, there is a deanery conference on a Saturday when we meet for the morning and early afternoon to consider a theme. There is worship, an address from a keynote speaker and work in groups. These conferences have attracted 40-50 people from across the deanery. They have given impetus to our working together and helped shape a shared agenda. In previous years we have considered 'living distinctively'; 'effective evangelism' and 'collaboration,' paying particular attention to where we could fruitfully work together.

In addition to learning and working together, we worship together. Our annual deanery service takes place in the autumn at different churches across the Deanery reflecting the tradition of that church and the diversity of the Deanery. The theme of the service is chosen to reflect some of the work we are doing together.

**Rev'd Margaret Davis, Acting Area Dean, and Canon Graham Cook, Lay Chair**

## Saffron Walden and Villages Team Ministry

The Team Ministry was formally established in 2012 but the clergy and churches in the team have been working together closely for many more years. The Team is led and overseen by the Team Rector.

The structure is shown in [Appendix 2](#). There are 9 parishes in the team and 12 churches, comprising nine parish churches and three daughter churches. The parish of Saffron Walden is led by the Team Rector; each of the other three pastoral groupings is led by a Team Vicar. Associate priests, curates, licensed lay ministers, lay readers and a number of active retired priests collaborate with them in ministry, and make possible a full pattern of Sunday services across the Team.

Whilst each PCC has responsibility for the ministry and mission within its parish, opportunities to work together when it is appropriate to do so are sought and grasped within each pastoral grouping. All licensed clergy and two lay representatives of each PCC form a Team Council which meets three times a year. These meetings are an opportunity to learn from each other, to address issues of common concern, to co-ordinate what we are doing and to collaborate on shared ventures, including the annual Team Service.

Licensed clergy in the Team, together with the team facilitator, meet regularly for prayer and strategic planning on matters affecting the whole Team. Whilst each church retains its own distinctive character and independence, the ministry team aims to achieve an ethos that:

- is collaborative and committed to working together;
- offers support and accountability;
- seeks to share expertise and resources;
- promotes mutual learning;
- facilitates good communication across the team;
- has a shared approach and policy around the occasional offices.

It is a large Team but most of its ministers are part-time and self-supporting. Aware that 'time' is one of their key resources, the lay and ordained ministers within the Team combine a rightful emphasis on the locality where their ministry is primarily exercised with a commitment to the meetings, events and ministry of the Team Ministry as a whole.

For many years, the Rector has been a training incumbent, with one full-time curate based at St Mary's. In the last ten years three part-time self-supporting ministers have also been trained with a particular emphasis on experience in the village churches. Two curates completed their training in February this year; one starts maternity leave in April and the other is currently based in Debden and Wimbish.

Weekends Away have been held every few years as an opportunity for people of all ages and from all churches in the Team to meet together in a relaxed setting. The [next one](#) is planned for June 2020 at Belsey Bridge.

## Supporting you in your ministry

This is a wide-ranging post with many responsibilities but you are not on your own. You will be working with a large team of ordained and lay workers, both paid and unpaid. We will protect your time off, encourage you to take your full holiday entitlement and ensure that your expenses are paid promptly.

## Support staff

Your secretary is based in the Rectory office and works 18 hours a week, providing you with personal administrative support in parish, team and deanery responsibilities. The ministry team is supported by a busy Parish Office next to the church, open every weekday morning.

Details of the lay team are set out in [Appendix 3](#).

## The Rectory

This is a substantial 4 bedroomed detached house, situated on Borough Lane, about a mile from the church and within walking distance of local primary and secondary schools.

It has a large lounge, a dining room looking out to the garden, a modern kitchen and utility room with a downstairs toilet. There are four bedrooms upstairs, one with an ensuite shower, plus a family bathroom. There is also a large room under the eaves on the second floor. Well maintained and decorated, it provides a comfortable family home.

It has quite a large secluded garden which is mostly laid to lawn.

The office and additional cloakroom on the ground floor are separated from the main living space.



## Parish of Saffron Walden

[Saffron Walden](#) is an attractive, historic, East Anglian market town (population approximately 17,000) with a major conservation area and a large number of historic buildings. It has a flourishing twice-weekly market and many locally-owned shops and businesses. It has significantly expanded in the last 50 years and will need to adapt to substantial new housing and population growth in the next decades. Privately-owned housing is relatively expensive but there are significant areas of social housing and sheltered accommodation. It has much sought-after schools and is within commuting distance of both London and Cambridge and only 12 miles from London Stansted Airport (but not on the flight path).

[Saffron Walden County High School](#) is an outstanding school. It enjoys excellent examination results at all levels and can boast some of the finest facilities of any state school in the country. There are four strong state primary schools in town including our church school St Mary's CofE VA Primary School (with connected pre-school) as well as an independent prep school.

The recently built [Saffron Hall](#), an outstanding concert hall and venue for literary and music festivals, has added greatly to the town's cultural amenities. [Saffron Screen](#) presents films and live streaming of musical and dramatic events worldwide. There is a high degree of commitment to the town amongst the local population – Saffron Walden has one of the highest proportion of volunteers to local charities in the country. The town frequently features in 'Best place to live' surveys.

## Parish Church of St Mary the Virgin, Saffron Walden

[St Mary's](#) plays an important role in the spiritual and civic life of the town, with an active congregation (300 on the electoral roll including the daughter churches of St James' Swards End and St John's Little Walden). Our mission is to share God's love, our full vision statement is set out in [Appendix 4](#). There is a full pattern of Sunday and weekday services, including services for families and children, and the church is kept open and well used during the day for private prayer. The average congregation at main Sunday services is around 200. The church is the hub and the springboard for many groups: social, pastoral, Christian nurture, children's and youth activities, all reaching extensively into the community.

The PCC delegates most of its authority to a broad range of sub-committees which report back to the full PCC. Except for the Worship Committee, most of the sub-committees are chaired by lay members of the PCC.

St Mary's is a member of the [Major Churches Network](#). It is a major tourist attraction for the many visitors whose numbers run into thousands every year drawn from many nationalities. The church hosts civic services such as the Churching of the Mayor and Remembrance Day, as well as services for the C of E primary school and many other local schools and organisations.

We welcome a congregation with a wide variety of churchmanship and traditions and we seek to embrace this diversity by providing a range of different service styles and liturgies. We aim to preserve the integrity of each style and to do it well – some people come to a variety of different services whilst others prefer to attend just a particular type or time of service.

The principal Sunday service is at 10am. With the exception of the 3<sup>rd</sup> Sunday, this is Common Worship Parish Communion with choir. Team JC (Sunday Club) meets during the first part, with up to 14 children, joining the congregation before the peace. Refreshments are served after every service and significant numbers stay to enjoy fellowship.

The Family service on a 3<sup>rd</sup> Sunday is less formal including all-age activities and is normally led by two ministers with the support of piano/organ and a small singing group. It is followed by brunch.

The 8am BCP communion is a traditional said service with a strong faithful congregation.

The evening service varies across the month from an informal youth-led service H2H ('Highway to Heaven'), through traditional choral evensong with full choir, evensong with hymns and a quiet communion with an emphasis on wholeness and healing. On 5<sup>th</sup> Sundays a quiet Taizé-style service is held.

On a typical Sunday, the Rector can expect to take two or three services at St Mary's. They will usually lead the 10am service and baptisms; several times a year, they may lead morning services at the village churches. Leadership of the Sunday 8am and evening services is shared with other ministers in the team as is the Wednesday morning communion and other weekday communion services. Morning prayer is said daily in the North Chapel. Further details of the monthly service pattern are set out in [Appendix 5](#).

### Music at St Mary's

St Mary's has a rich musical life: as well as music on Sunday services, there is also a regular summer programme of lunch-time concerts. Our Director of Music, Oli King, works closely with the Team Rector on all musical aspects of worship at St Mary's. He leads the music programme, assisted by organist, Jeremy Allen and supported by [St Mary's Music Association](#).

St Mary's robed choir sings for Sunday services and holds occasional concerts in aid of a charity or music funds. Currently there are 34 adults, 10 choral scholars and 20 children in junior choir. As well as singing and playing at St Mary's, the choir gives concerts in other churches and sings evensong once or twice a year in a cathedral.

Musical development of young people is strongly supported with choral scholarships available to young people in the adult choir and an annual organ scholarship as well as a general music bursary.

St Mary's Brass Group rehearses weekly, and plays at some services and other events including St Mary's Christmas Fair. The fine organ is frequently used by visiting recitalists.

## Bellringing

With a tower of 12 bells, St Mary's has a [Society of Change Ringers](#), who ring for Sunday services, weddings and national occasions.

## Children and Young People

Full-time Children and Youth Leader, Matt Williamson, leads experienced volunteer teams in a wide range of activities.

**Team JC** (Our Sunday School) is for children aged 3 to 11 and meets on Sundays during term time, except the 3rd Sunday of each month when there is a Family Service. Starting with breakfast in the Parish Rooms at 9.45am and finishing in the Church, there are stories, games and craft.

**Aftershock** for 11 to 18 year olds meets in the Parish Rooms on Sundays from 7.00 to 8.30pm during term time except for the 1st Sunday of the month when it forms part of H2H (Highway to Heaven). It provides a chance to socialise, explore the bible and enjoy each other's company – and there's normally food involved!!! Young people from other churches and non-churchgoers are all welcome. Each January, the group host an evening of good food and entertainment to raise money for [Jimmy's](#), a charity for homeless people. This year they raised nearly £4,000!

**St Mary's Tinies** meets in the Parish Rooms on Tuesday mornings during term time from 9.30am for craft activity, refreshments and toys, finishing with a short service. All parents and carers of babies and pre-school aged children are very welcome to this friendly group.

**"On Track" After School Club** meets at St Mary's School on Wednesdays from 3.15pm - 4.15pm for Bible activities, games, food and fun.

**Junior Choir**, led by our Director of Music, Oli King, sings at three or four Sunday services a month and at some weddings. Children have their own social programme as well. The choir is affiliated to the Royal School of Church Music and the juniors work through the ribbon tests to attain seniority.

**Joyful Noise** is our youngest singing group meeting on Friday afternoons during term time. Open to all children in school years 1-3, they play musical games, handbells and percussion, as well as singing. Members often progress to the Junior Choir.

**Rainbows, Brownies, Guides, Senior Section** These Guiding units are affiliated to our church and meet weekly in the Parish Rooms.

## Adult groups and activities

Six home groups meet weekly or fortnightly for prayer and Bible Study, and Women Who Wonder, a Christian discussion group for women of working age, meets monthly in the home of one of the wardens.

St Mary's Mothers' Union, open to Christian women and men, meets monthly in the Parish Rooms. An annual programme provides a variety of speakers, services, parties and outings.

Our men's ministry includes walks, breakfasts, lunches and suppers. Primarily providing fellowship (and food!), the breakfasts also host stimulating talks from a wide variety of speakers.

In addition to regular morning and evening prayer in church, we hold a 20 minute silent prayer group and a Julian group each month.

Coffee, Cake and Company is an informal monthly drop-in on a Sunday afternoon to which people with mental health issues or struggling with loneliness are particularly welcome. We have a chat, sometimes play games and finish with a brief reflection, hymn and a prayer.

We are blessed with skilled banner makers, kneeler stitchers and flower arrangers who beautify our church.

Our teams of vergers, welcomers, and dusters all contribute to providing a friendly welcome to all who come through the doors.

## The Church and the Community

### Occasional offices

**Baptisms** – we offer baptisms in our main 10am service once a month and also make provision for one or two special baptism services each month at 12 noon. Families are visited by a member of our lay baptism team, led by the Baptism Co-ordinator, and they are invited to attend a family service prior to arranging their baptism. They also attend a clergy-led preparation evening.

**Weddings** – we have around 15 weddings each year across the Team, with about 10 in St Mary's. Couples are invited on a one day marriage preparation course and are well supported by our Weddings Co-ordinator who looks after the administration and legalities for weddings across the team. We find there is increasing competition from secular wedding venues.

**Funerals** – we take about 50 funerals each year of which more than half are held in the local [Cam Valley Crematorium](#) or [Saffron Walden Cemetery](#). We provide follow-up bereavement support and invite next of kin to our annual All Souls Service which is well-attended by many people who don't otherwise come regularly to church.

### Community outreach

**Parish Office:** open every weekday morning, this acts as a hub for parish and team activities and as a link with the wider community.

**Pastoral visiting:** our lay pastoral team visits the housebound and offers Home Communion. We hold monthly clergy-led communion services in the three care homes in Saffron Walden. A member of the retired clergy is the chaplain to the local community hospital in Saffron Walden. Two members of our pastoral team are also lay chaplains at Addenbrookes Hospital, Cambridge and are able to provide pastoral visits to church members there.

**Prospects Group:** a small team, led by an LLM, provides a monthly 'messy church' style service for adults with learning difficulties in the local Adult Resource Centre and occasionally they are supported in attending special events in the church.

**Transition Project:** provides a free, open door service to help those who are looking for work. We run a free clinic every Tuesday morning from 10 am to 12 noon in St Mary's Parish Rooms next to the Church. Referrals to the project often come from the local Citizens Advice Bureau.

**Parish Rooms:** in frequent use by community groups - children's activities, residents' groups, community choir.

## School Links

We have close links with **St Mary's Primary School** and **St Mary's Church Pre-School**, situated very close to the church.

The Rector is an ex-officio governor of [St Mary's CofE \(VA\) Primary School](#) and the church appoints six other Foundation Governors.

*"We have close links with St Mary's Parish Church and often use it as a resource for RE and other lessons. Some collective worship and school services are held in church, such as Harvest Festival, Ascension and an Easter service. We encourage all children to learn about and respect other cultures and religions. Once a week our assembly is led by a member of the clergy." Extract from the School Prospectus*

[St Mary's Church Preschool](#) is in the grounds of the primary school but is an independent charity; the Rector and a churchwarden are ex-officio directors and the current chair is a member of the congregation.

Our youth worker leads discussion groups at Saffron Walden County High School and participates in outreach events to several local primary schools with [Stort Valley Schools Trust](#).

## Civic Links

The historically close association between the town and church continues and the Rector takes a lead in representing the Christian churches in the local community. St Mary's hosts civic services such as the Churching of the Mayor, Remembrance Day, Holocaust Memorial Day, Christmas Tree services (with presents given to a children's hospice), and services for the High Sheriff, as well as services for the C of E primary school and many other local schools and organisations.

The Rector, or his representative, sits on several charitable trustee boards in the town, including the foodbank and Saffron Walden United Charities. There are opportunities to chair or participate in local council strategic panels.

## Churches Together in Saffron Walden

The Rector plays a pivotal rôle in [Churches Together](#). We work closely with churches of other denominations in Saffron Walden, joining together for services in Advent, Week of Prayer for Christian Unity, Good Friday procession, Pentecost as well as supporting joint initiatives such as Street Pastors, XL mentoring and Lent study groups. For the last 50 years the local churches have organised VBS – a weeklong vacation bible school for over 400 children and young people. Sadly, it ran for the last time in August 2019 leaving a big gap in our outreach to the families in Saffron Walden.

## Mission Links

We support (financially and with prayer) [Lynn Treneary](#), working in South Sudan for CMS, and the Gardner family working in Romania with Wycliffe Bible Translators. Closer to home, we make monthly collections of money and clothing for [Jimmy's](#) (working with the homeless in Cambridge) as well as holding an annual fund-raising supper.

## Communications

In order to communicate our faith within the church and in the wider community we use a variety of media which take into account our different audiences to enable us to achieve a coherent message

given by all within the church. We seek to ensure consistency and quality in the presentation and perceptions of the church and its message in, for example, our [website](#) and [social media](#), [parish magazine](#), information leaflets, notice-boards, church guides and invitations and we pursue a good working relationship with the local press. In everything, we work within the PCC safeguarding guidelines, in particular with respect to the publication of images and personal data.

## The Church and its Buildings

St Mary the Virgin is one of Essex's largest and grandest churches. It stands on a hill with a commanding position over the historic market town of Saffron Walden and can be seen as prominently from the North as the South. A Grade I listed church, it was built between 1450 and 1530 and is remarkable for the size and magnificence of the nave, the sense of height, and the light and openness of the interior.

The churchyard, area approximately one acre, is enclosed with boundary walls and bounded by houses and cottages. The churchyard was closed for burials in 1857, most gravestones removed in 1956, placed round the churchyard walls, and the area laid mainly to grass. Some gravestones and various chest tombs remain, some of which are listed and some in a poor state of repair. The churchyard is maintained by Saffron Walden Town Council.

Opposite the North side of the church is the Verger's Cottage and Parish Rooms, a Grade II listed building which provides rental income. The cottage dates from the early c16, with c17 and c18 century additions, and the Parish Rooms from the late c19, with late c20 additions which include the current Parish Office. The whole site falls within Saffron Walden's central Conservation Area. The paths (rights of way) through the churchyard are enjoyed by the local community to provide access to the centre of town.

St Mary's has retained strong links to the Saffron Walden Town Council: originally the Guild of the Holy Trinity and later the Town Council met, and kept their records, in the Muniments Room over the South Porch of the church.

The church buildings have been maintained in a good state of repair. New heating was installed four years ago, and the extensive re-ordering of the West end, including a modern servery, toilet, children's corner and storage facilities was completed in 2018. Planned future work includes the refurbishment and re-location of the Audley tomb from the South chapel (choir vestry) to the North aisle and the re-ordering of the clergy and choir vestries.

The [Friends of Saffron Walden Parish Church](#), a registered charity, provides funds for the maintenance of the fabric of the Church and for carrying out improvements and adornments. The Friends have been responsible for many practical schemes, such as the inner doors of the West Porch, the voice reinforcement system and contributing to the new servery and welcome furniture.

## Saffron Walden PCC Financial Summary

St Mary's PCC delegates the overall financial control to its Finance Committee, who, with the aid of an annual budget (reviewed quarterly) seeks to live within its means. In recent years this means controlling an annual budget of just over a quarter of a million pounds.

We regularly thank the congregation for their stewardship and annually invite them to review their giving. We have approximately 200 regular givers and their generous giving covers in excess of 70% of our annual expenditure.

We are in the middle of an extensive buildings development programme which we hope to complete over the next couple of years. The money for each phase comes from a combination of grant

applications, fund raising and utilising some general funds surplus to retained reserves. The 2020 budget (see [Appendix 6](#)) includes an amount of £10,000 to commence the refurbishment of the Parish Rooms.

Both our daughter churches also live within their means and indeed they are able to make regular annual donations to a number of charities they support.

We have 6 employees – Director of Music, Youth Worker, Church cleaner, and 3 administrative staff as well as a self-employed assistant organist – reflecting particularly the importance we attach to music in our church and the development of our young people.

The summarised Income and Expenditure figures attached are for our General Fund only and therefore do not include several other restricted funds that we have – for example the Fabric Fund which derives rental income from the Verger's Cottage and other investment income. The full [Financial Statements](#) are available on the PCC page of the church [website](#).

St Mary's church is a grade I listed building and we are very well aware of the serious responsibility of maintaining the church, its organ and bells to enhance the worship of future generations.

## Parish of Saffron Walden – daughter churches

### St James, Swards End

#### The [Village](#)

Swards End has about 190 houses mostly strung along the main road to Radwinter about two miles from Saffron Walden. The only community buildings are the church and a modern village hall.

About 140 children live in the village, most of whom attend primary and secondary schools in Saffron Walden or Radwinter.

The village has an active WI, youth club, mothers and toddlers, and carpet bowls, all meeting in the village hall, which also provides a bar and snack lunches one Sunday a month. The main community event is a biennial village fete. The Parish Council meets in the church room.

#### [St James](#)

**People** St James is a chapel of ease of St Mary's, Saffron Walden. It has 40 members on the electoral roll and a regular worshipping congregation of about 20 people who live in the village. Few children attend but we have recently been successful in attracting half a dozen youngsters to sing in a pop-up choir for Mothering Sunday and the Harvest Festival. Coffee after every service encourages strong relationships and lay people serve at the altar, read and lead intercessions.

We hold Advent or Lent groups which attract people from other churches in the team. We have an occasional baptism or funeral and, unusually, have two weddings booked for 2020.

Currently, a retired priest in the Team leads services and provides pastoral oversight, supported by two deputy wardens.

The church committee has its own constitution with most powers delegated by Saffron Walden PCC. One member sits on the PCC. About half the core congregation also worships regularly at St Mary's and there is a close relationship between the two churches.

**Community** St James provides several resources to the village

- monthly youth club in the village hall. Currently about 20 local children aged 10-13 attend;
- bi-monthly Coffee Morning in the village hall;
- popular Harvest Supper with speaker in the village hall which many villagers attend;
- Carol-Singing around the village which raises funds for Crisis. The singers include church and non-church members.

**Building** The red brick church was built about 170 years ago. It is in a reasonable state of repair and has had a toilet and servery installed. The church doubled as the village school until 1947 and is separated into two rooms by removeable doors. Normally the church seats about 40, with the hall alongside. With the doors down, over 150 people can be seated.

The churchyard, which used to be the school playground, has recently been developed into a pleasant community garden.

#### **Services and Congregation:**

2<sup>nd</sup> Sunday 9.30am Holy Communion (CW) with hymns (approx. 15-18 attend)

4<sup>th</sup> Sunday 9.30am Morning Praise - all age worship with hymns (approx. 12-15 attend)



*St James is a warm and friendly church, small enough to know and value everyone who comes – we value being ‘church family’.*

*Our challenge is to strengthen relationships with the village community, including younger people, so that those we reach out to will want to come and find out more about being part of ‘God’s family.’*

## St John the Evangelist, Little Walden

### The Village

Little Walden is a hamlet 2 miles north of Saffron Walden. There are approximately 70 residences in Little Walden, spread out over the village with a central area of houses in Petlands and Petts Lane.

The village has a pub, a village hall and the church.

The village has an active WI and village hall committee; the church collaborates with both groups to put on events and raise funds for various charities.

### [St John the Evangelist](#)

**People:** St John’s is a chapel of ease of St Mary’s, Saffron Walden. It has 18 on its electoral roll with a regular worshipping congregation of 10. Our electoral numbers are on the decline and we have a congregation with an age range from 45 to 95 years. Having said that, we have a full church committee that meets regularly, we pay our full parish share and currently give around 20 percent of our income to a range of charitable causes. To support our Deputy Churchwarden, a core of parishioners is involved in the upkeep of the church grounds including border planting using ecologically-friendly methods and the siting of replacement boundary fencing.

**Community:** St John’s has historically had a good relationship with the village with a supportive “fringe” of people who attend Easter and Christmas services. Our Harvest Festival is well attended and is followed by lunch after which an auction of locally-sourced fruit and vegetables is held; the money it raises is divided equally between national and international farming charities. The Crown public house, along with the village hall, is at the centre of community life and the publican and his wife are great supporters of Church initiatives such as Carols on Christmas Eve for which they host and provide refreshments.

**Building:** Our Church was originally built in the late 19<sup>th</sup> Century by the Gibson Family as a Quaker Meeting House and was given to the Church of England in the 1890s. Following the latest Quinquennial, an extensive programme of work was undertaken ably led by our Deputy Churchwarden and the church is now in a good state of repair. It comprises one large worshipping area, which can house approximately 60 people and a small adjoining Vestry.

### **Services and Congregation:**

2<sup>nd</sup> Sunday 11.15am Family Service

4th Sunday 11.15am Holy Communion (CW)

Communion Services are wonderfully led by the Reverend Michael Lovegrove whilst a Home team of licensed lay preachers lead our family services. Hymns of varying styles are sung during both services and are accompanied by our own organist.

We have started having services in an outdoor space, which we call **Forest Church**. These informal services are offered to the congregation, village and wider community. They are held in a local nature reserve and have proved to be popular with young and old alike. The premise of the service is that we can deepen our connection with God in a natural environment.

## The Villages

### The Cam Villages Churches

The [Cam Villages Churches](#) comprise five churches within four parishes in villages that are situated in the Cam Valley area of the Saffron Walden and Villages Team Ministry. They consist of Great Chesterford, Little Chesterford, Littlebury and Littlebury Green and Wendens Ambo. A Team Vicar, who has pastoral responsibility for the five churches, works closely with the wider Team and the Team Rector. There are also two lay ministers, some retired clergy and a self-supporting associate priest who support the Cam Village churches.

The Cam Villages churches seek to work together whenever possible and are aware of the need to do so more in the future. During a five-week month there is a 'Cam Churches Together' service where all the churches meet together to worship in one of the churches. In addition, any courses, events or services are open to all the Cam Villages churches and to the wider Team. We hope to develop our working together and, with help from the Team Rector, to continue to value our unique village identities but also to grow and walk together in the footsteps of Christ.

### St Mary the Virgin, Wendens Ambo

#### [The Parish](#)

Wendens Ambo has a population of about 500 people and lies two-three miles to the west of Saffron Walden. It is the result of the amalgamation of Great and Little Wenden in 1662. The main railway station for the area, Audley End, is in the village. It serves commuters to both London and Cambridge, both adults and schoolchildren. Residential use has largely replaced agriculture, although the Audley End estate based in the village manages arable and livestock farming locally. The railway station environs are now the centre of the principal economic activity of the village with some local offices and light industry, a small shop at the station and a motor garage.

#### [St Mary's](#)

**People** There is a regular congregation of 15-25, mainly adult. This has grown in the last ten years, aided by the presence of a priest living in the village. Most of the key members of the community are regular worshippers. The church has been financially solvent for many years and meets its parish quota.

**Community** is socially active. Junior cricket draws over 100 schoolchildren. The village pre-school is popular and a major contributor to the finances of the Village Hall. The Parish Magazine is published monthly by the churches in Wenden and Littlebury. It is produced and distributed by volunteers.

[Wenden Neighbours](#) is a church initiative to provide help to those in need of assistance in shopping or visiting hospital. It is listed on [Uttlesford Frontline](#) (a community project that helps the public and frontline workers)

**Buildings** St Mary's is a Grade I Listed, largely mediaeval building, originally the church of Great Wenden; it can seat about 120 people. There are plans to alter the interior by the provision of a toilet and kitchen. There is a modern electric organ and a light ring of six bells rung in collaboration with bell ringers from the Team Ministry. The church building has recently had Lottery-funded major repairs and is in good condition. Its maintenance is supported by the Friends of Wendens Ambo Church ([FOWAC](#)), an independent charitable trust.

The church-owned Village Hall is administered independently of the church. It has been upgraded with a grant from the Lottery.

**Services and Congregation:** Services are held at the church every Sunday at 9.30 am.

- First Sunday. Family Service with up to 30 attending;

- Second. Holy Communion;
- Third. Morning Prayer, often with visiting musicians and Taizé chants;
- Fourth. Family Communion;
- Fifth. Sung Matins, with a choir drawn from neighbouring churches, some outside the team.

*The challenges are typical of village churches all over the country with an ageing congregation, an over-dependence on a small number of major donors, and insufficient links with the young, but its strengths are the underlying prosperity of the village, an active community life, the building's architectural appeal, and its convenient location in the centre of the village.*

## Holy Trinity, Littlebury and St Peter's, Littlebury Green

### [The Parish](#)

The Parish comprises Grade I listed Holy Trinity Church in Littlebury and its daughter church, St Peter's, two miles west in Littlebury Green. There are 43 names on the electoral roll. Littlebury's population is about 600 and Littlebury Green's is about 150.

Many professional residents commute, alongside a significant retired population. Most children attend local schools, including Great Chesterford C of E Primary Academy.

### [Holy Trinity](#)

**People** Communion services on most of the Sundays have an average attendance of 15, mostly older parishioners - presenting succession challenges for lay leadership roles. The bellringing group ring on most Sundays. A "Prayer for Littlebury" house group meets weekly.

A monthly Café Church is held on first Sundays, teaching the basics of faith with activities for all, but aimed primarily at youngsters. A number of families from Great Chesterford also attend. Average attendance is around 45.

The church is open daily. Its vision is to be at the heart of the village, welcoming and showing love for others.

**Community** Outreach services have in the past featured pets, church flower arranging and bell ringing. Special services attract much larger numbers, with around 200 at the annual Crib Service. The wider community is supportive of the annual fete and other fundraisers, which help cover regular outgoings and parish share. A monthly Pop Up Coffee Shop is held as part of outreach and wider engagement. The secular [Friends of Holy Trinity](#) organise other fundraisers to support upkeep of the fabric and churchyard, and also organise twice-yearly churchyard tidies.

**Buildings** The original 13<sup>th</sup> century Church, remodelled by the Victorians, has been enhanced with toilet and kitchen, improved heating and lighting, and more usable space for liturgical and community use. 2017 Quinquennial Review works are close to completion.

### [St Peter's](#)

**People** Regular congregations average around 10, increasing at festivals to around 30. The church has received excellent financial support from the village when needed, and is in good order both inside and out. St Peter's is able to make its proportionate contribution to the overall Littlebury parish share (which in recent years has been consistently fully met).

St Peter's is looked after by two Pro-Wardens, who are members of the Littlebury PCC. It has recently been licensed for weddings.

**Community** It is the only community building in Littlebury Green and is made available for secular uses, including as a polling station. As part of its fundraising St Peter's organizes Littlebury Green's main annual community event, a summer outdoor barn dance.

**Building** St Peter's is unique. Built in 1885 from a "flat-pack", its green corrugated iron exterior hides a wonderful pine board interior, retaining most of its original fixtures. In recent years, the roof, bell tower and windows have been renewed and a new small organ installed.

**Services** There are two services a month, Holy Communion and a Family Service. All major festivals are celebrated and St Peter's patronal takes the format of a Songs of Praise.

**Challenges** *Both Churches face the challenge of engaging families with many competing time priorities.*

## All Saints, Great Chesterford

### The Parish

The parish is in the north-west corner of Essex amidst arable land in the valley of the River Cam, four miles north of Saffron Walden and twelve miles south of Cambridge. There is a school, a village shop/bakery, two doctors' surgeries, vehicle repair garages, a thriving small industrial estate, two public houses, a hotel and a community centre offering a variety of sports and community facilities. The railway station on the main London-Cambridge line is within walking distance and there is an hourly bus service to Saffron Walden and Cambridge.

### All Saints' Church

**People** *Our strengths:*

- A loyal team of people, very ably led by Alex Jeewan, who enrich church life by the tasks they undertake in a whole variety of ways;
- A growing relationship with the other Cam Villages churches;
- Close links with our village school (Great Chesterford C of E Primary Academy, of which the incumbent is *ex officio* a member of the governing body);
- A varied pattern of services throughout each month for the widest possible appeal (as detailed below);
- A strong tradition of prayerful teaching in Bible study, Lent and other courses;
- Two Lay Readers PTO; the assistance and encouragement of the Rev'd John Risby (retired);
- A dedicated choir and organist.

### **Community**

- Outreach to the wider village community through *Men's Meet Up, Meeting Point, RiPPles, Tea at Two, the Good Neighbour Scheme; also the Friends of All Saints*, generating community support for care of the church building.
- Outreach further afield involving contributions to outside charities, but especially, through personal involvement, to *Lifeline Romania with Chesterfords Aid*, well supported in the village also.

**Building** Dating from the 13th century, the church stands at the highest point of the village it serves, a community of circa 1800, with a good spread of ages but with a high proportion of young families and a number of vulnerable elderly. The church is kept open during daylight hours and is used regularly, not only by members of the congregation, but also by those in the wider community and for concerts and community events. 200 metres away is The Vicarage, home to Team Vicar for the Cam Villages Churches, Rev'd Alex Jeewan.

## Services and Congregation

A service of **Holy Communion** is held every Sunday, either at 8.00am, or 11.00am (with average attendance 40). **Morning Prayer** is held monthly, as is **iChurch** (all-age worship, incorporating breakfast, activities and modern worship songs played by a band of young people; a screen and computer play their part). The robed choir sing at all mid-morning services except *iChurch*; clergy are robed for all but *iChurch*. **Daily Morning Prayer** is said at 8.00am on three weekdays.

*Our challenges for the future:*

- *To continue to develop our worship and fellowship to enable us to provide a church welcoming and accessible to all;*
- *To work to encourage people to discover their gifts and ministry;*
- *Whilst ensuring ministry to older members of the community, to engage and nurture young people by providing an environment which affirms faith in Jesus Christ;*
- *To participate in engendering an increased sense of family within the Cam Villages Parishes and within the Saffron Walden Team.*

## St Mary the Virgin, Little Chesterford

### The Parish

Little Chesterford is a small parish (population ~200) which sits three miles north of Saffron Walden comprising the village of Little Chesterford, the hamlet of Springwell and [Chesterford Research Park](#).

The Church is at the centre of the village and adjacent to the small Village Hall. Village events are predominantly organized by the Church and Village Hall Committee members with the support and help of the local community, with two main annual events raising funds for both buildings; the Summer Fete, and a November 5th Bonfire Night display. Both are much larger than would be expected of such a small village and draw many people from further afield.

The Village Hall is extensively used by the church when facilities such as a kitchen and toilets are required. It is also the venue for a well-supported Art Group, other classes, and village social events. There is a strong sense of community in the village.

### St Mary's

**People** The Parochial Church Council comprises two Assistant Churchwardens and six other members with an electoral roll of 35.

The congregation has a small core of mostly older people, with others attending less frequently. Average attendance is around 10. Lay involvement in lesson reading, intercessions and service preparation is well established, and occasionally Morning Prayer is led by an Assistant Churchwarden. Bible study groups held jointly with Great Chesterford are well supported.

**Community** The church strongly supports the work of the local charity '[Lifeline Romania with Chesterfords Aid](#)', and is also involved in charitable giving via special collections and fundraising events. We have two small Village Charities of which the Incumbent is ex-officio Chairman of Trustees.

**Building** The church dates from the 12th century with additions and restoration over the centuries. Visitors to services at the church often comment on the simple, peaceful atmosphere in both the acts of worship and the building itself. It is the only place of worship in the village and is well cared for and in good repair. The church stands in its own, well-maintained open churchyard. The upkeep of the church and churchyard involves a number of villagers, not all of whom are churchgoers.

Fundraising for the church includes a well-established annual Bridge Tournament. The church finances are in good stead.

**Services and Congregation** Worship at St Mary's comprises a monthly BCP Morning Prayer and Common Worship (Order 1 Traditional) Holy Communion Service, as well as special services and the occasional hosting of joint services within the local Cam Villages group and the Saffron Walden Team.

*St. Mary's, in common with many small rural churches, faces the challenge of attracting the newer, younger residents. Neighbouring larger churches already provide successful youth services which some families from our village attend. At the same time, we have older church members from Great Chesterford attending some of our services. The PCC thought that we could better serve the needs of both villages by uniting with the parish of All Saints, Gt. Chesterford, to become a 'Joint Parish'. This process was begun in 2019 with the full agreement of the PCC of All Saints.*

## All Saints, Ashdon

### [The Parish](#)

All Saints' Church is situated at the top of the hill in the heart of this ancient village in north-west Essex, four miles from the market town of Saffron Walden.

The village of Ashdon is a thriving rural community of approximately 900 people, and 25% of the population are children and young people under 16 years of age, and about 20% of the people describe themselves as retired. Economically active residents are involved in farming, business (working from home and/or commuting to London or Cambridge) practical trades and services of all kinds, and a variety of professions.

Ashdon primary school has about 100 pupils and is rated as "Good" by Ofsted. We also have a beautiful village hall; a classic country pub; a long-established garden centre; a garage; a gem of a village museum; a [windmill](#), which has been renovated by the community as a tourist attraction and provides an educational service for local schools; two playgrounds; two churches (All Saints' and [Ashdon Baptist Church](#)) and a Tibetan Buddhist retreat house. For pre-school children, we have a nursery, and an increasingly popular Forest School.

The village is set amongst an ancient farming landscape and has the River Bourn running through it. Housing includes old cottages, farmhouses, a country estate, modern social housing; homes which attract those looking for village life for families or in retirement. Some families have lived in the village for generations. There are numerous community activities: Young Farmers, cricket club, painters, quilters, mosaic makers, gardening club, WI, the "Rustic Players", history buffs and environmentalists.

A quarterly village magazine includes church news.

### [All Saints](#)

**People** There is an electoral roll of about 60 people. We have a small group of willing volunteers who administer the Chalice and serve at Communion; Intercessions are written and read by members of the congregation; Lay people read the lessons; there is a rota of sides-people; we are also fortunate to have an experienced Verger - essential for Weddings and Funerals.

All Saints is open every day during daylight hours for parishioners and visitors alike, and is known as a place of peacefulness. The prayerful atmosphere inside and around the church reflects the centuries of worship here, and people continue to feel blessed and upheld by God's love in this church.

**Buildings** The church is Grade I listed, much cherished despite rising costs and diminishing income, and dates from the 13th century onwards.

The **Church Rooms**, which are just outside the churchyard, provide a venue for large meetings and social events. This modern and attractive building provides a good-sized meeting room, kitchen, toilets and storage space.

#### **Services and congregations**

- Every Sunday 9.30am Holy Communion (CW) attended by about 20 people
- First Sunday 8.00am Holy Communion (BCP) (5)

Between the 8.00am and 9.30 Service on the 1<sup>st</sup> Sunday we have breakfast in the Church Room. On the 2<sup>nd</sup> Sunday we have coffee in the Church Room after the service. Previously we have held a monthly Evensong service. There is a supervised children's activity corner in the church available for all services.

*Our biggest challenge is getting younger people of all ages to come to church.*

## St Botolph's, Hadstock

### [The Parish](#)

The Grade I listed church has stood as a centre of Christian worship in Hadstock for over 1000 years. It plays an active part in the life of the village and is open most days welcoming villagers and visitors to a quiet space for prayer and meditation or to enjoy its historic calm and beauty.

Hadstock lies on the North West Essex/Cambridgeshire border approximately 1 mile from Linton, which is in the Diocese of Ely. It comprises 126 households with approximately 330 inhabitants with 41 people on the electoral roll. The demographic profile of the village is gradually aging as housing in the area is increasingly out of the reach of young families.

There are 34 Grade II listed buildings and the central area of village is a protected conservation area. There is no pub, school or shop/post office. The war memorial is situated inside the church.

### [St Botolph's](#)

**People** The current PCC has 7 members plus a co-opted Fabric Officer. There has been no Churchwarden since 2016.

Christmas Eve, Easter, Mothering Sunday and Remembrance services are all well attended. The average congregation is 12 with 20 different individuals attending regularly. The congregation has increased over the last 5 years. A small prayer meeting is held monthly. There is no children's or youth church activity. A confirmation service is planned in July 2020.

A stewardship programme is in place. The parish share has been met for the past 2 years.

**Community** The church is believed to have been consecrated in 1020 following the Battle of Assundun in 1016 which may have taken place between Hadstock and Ashdon. The village is mounting a programme of events throughout 2020 including a flower festival and village party, historic exhibition, local school project, poetry competition and Rogation Sunday walks. The culmination will be a special commemoration Millennium service in October.

The [Friends of St Botolph](#) are an active group raising funds for building maintenance.

The Summer Fete is held on the Saturday nearest St Botolph's Day (June 17) and is well supported by the village and wider community. It raises significant funds for the village divided mostly between the church building and the Village Hall.

The church has good musical acoustics and has been used for fundraising charity concerts run by local people.

The church has run several successful Breakfast Talk series with speakers from the village. Afternoon teas and coffee mornings provide regular opportunities for 'get togethers' and chat. A Christmas time lunch has been provided for any at a loose end. Most of these activities are run by a small group of retired members of the congregation.

The [Hadstock Silver Band](#) practices weekly in the village and supports Remembrance Day Services. They also give a Christmas concert for the village.

**Buildings** The church requires considerable funds to maintain the fabric. It has recently been repaired, re-plastered and repainted with financial support from Friends, the wider village community and a number of grants.

There is a lightweight peal of 6 bells and a team of bellringers. There is a well-maintained churchyard and a car park shared with the Village Hall.

**Services and congregation** Services are held Sundays at 9.30am (except 5<sup>th</sup> Sunday) with an average congregation of 12. Morning prayers are said each Tuesday at 8.30am. A family service is held monthly. A Café style service is held in the Village Hall quarterly.

Music is provided by a rota of organists with an ad hoc village choir for Christmas and for other significant services but no regular choir.

**Strengths:** *Its history and importance in the local area and the commitment of the village to maintain the building.*

**Challenges:** *Aging congregation and consequential reduction in financial resources; need to attract young families.*

## St Mary the Virgin and All Saints, Debden

### [The Parish](#)

St Mary the Virgin and All Saints ministers to Debden and Debden Green. The census of 2011 recorded 782 residents in the parish. The village population is mixed, with some farming families, who have lived in the village for many generations and a number of professional commuters. It has a church school, village hall, recreation ground with pavilion, two public houses, a part-time post office and hourly bus service.

### [St Mary's](#)

**People** The electoral roll consists of 50. The core congregation is middle aged to elderly, with an average attendance of 18 at regular services. This increases, for festivals and special occasions, to between 40 and 60. There are some afternoon services to encourage younger families. Recently a Family Communion has been introduced. Refreshments are offered after every service.

The church has historically paid its Parish Share in full, and is valued by the whole village. When specific fund raising is required, the villagers support it willingly. However, day to day financial pressures are a constant concern for the PCC, and encouraging more people to become active members is an on-going challenge.

**Community** To appeal to all age ranges there is a monthly Church Mice meeting for pre-school children and their parents, when there are craft activities, along with a short service and refreshments. The Reception Class from the school attends once a term. As part of the church outreach, a monthly Lunch Club is held in the village hall. The church financially supports and makes regular contributions to the village magazine with a letter from the curate and a diary of events. The school holds end of term services in the church and has ownership of a church display board. The



curate takes regular school assemblies. Remembrance Sunday is well supported by both the residents and army personnel from the local Carver Barracks. The school plays a prominent role in the Village Act of Remembrance. Family fun mornings have been introduced by the curate to foster links between the army and church communities.

**Buildings** The church is Grade I listed, at the end of a lane, a little way out of the village, and open daily. The oldest part is 13<sup>th</sup> century. In the 18<sup>th</sup> century, the church was restored and a new chancel built, below which there is a vault. Two outstanding treasures are the 14<sup>th</sup> century chest and the 18<sup>th</sup> century font made of Coade stone. In 2000 a New Room was completed to provide a meeting room, which was financed entirely by the parish. The churchyard is still open and there is a dedicated area for cremated remains.

**Services and congregation** There is a regular pattern of monthly services; two Holy Communions, a Family Service and Choral Matins, supported by a small choir. These are all held at 9.15am. Fifth Sunday services are held alternately at Debden and Wimbish. Average congregation about 18.

*Debden is proud of its church, which plays an active role in the life of the village.*

## All Saints, Wimbish with Thunderley

### The Parish

Wimbish lies to the south east of Saffron Walden and is a scattered village consisting of six hamlets. Like many dwellings the church is isolated. The parish is mostly farmland; farmers have diversified with small businesses in farm buildings.

The population of the village is 1700 which includes the soldiers and families at Carver Barracks. Many people commute to Cambridge, London and beyond.

Wimbish is twinned with Tang Ting in Nepal.

### All Saints

**People** There are 50 people on the electoral roll and on average 18 people attend the Sunday service. Most of the congregation are older but we actively encourage younger people and families. We have a full PCC. A free, parish magazine is delivered monthly to over 300 houses. There is a church website.

The church pays its quota in full and although our finances are tight we manage to make ends meet by the generosity of a devoted congregation.

**Community** We have excellent relations with the local community school which holds an annual Harvest Festival Service and Carol Service at the Church. It has become a tradition that the children 'dress' the tree with 'baubles' upon which they have written a prayer, thought or biblical quote.

There is a biennial Flower Festival which enlists the help of the village and is a wonderful community event.

In St Paul's there is a monthly Café Church and Coffee Morning. Morning Prayer is said on most Tuesdays and the Prayer Group meets fortnightly. Pilgrim courses are held twice a year. These are all small groups which are the mainstay of our Christian Life. New ventures are Wimbish Tots and the Family Fun Mornings held at the Barracks.

**Buildings** The church is 12<sup>th</sup> century, Grade I listed with a unique brass. The association with the parish of Thunderley is remembered with the Thunderley Chapel now used as the vestry.

St Paul's Mission Hall is situated in Tye Green, the main hamlet. It is a well-appointed hall which is used for services, church groups, social functions and can be hired.

**Services and congregation** Our worship follows a monthly cycle of Village Worship, Holy Communion, Matins and Holy Communion. If there is a 5<sup>th</sup> Sunday the service is held jointly with Debden. We enjoy the variety of the eight Eucharistic Prayers. Special events, such as Harvest Festival and Christmas Services, are well supported by the village community.

*Our strengths are our 'Warm Wimbish Welcome', our fantastic food and our wish to try new things in our worship and fellowship. Our main aim for the coming year is to redesign the north west corner of the church into a social area with a kitchenette.*

*We know our limitations – we can no longer physically cut the churchyard grass but our churchwarden emerita sells her home-made jam to contribute towards the costs of the upkeep.*

*We want to encourage villagers who are on the periphery of our church life to join us in Christian fellowship*

## Appendix 1

### The Diocese: A message from Bishop Stephen

In the Chelmsford Diocese we believe that God is calling his church to be a transforming presence. Our vision is that the church – that is the people of God here in Essex and East London – should be a transforming presence in every one of our parishes.

These are our priorities –

- To inhabit the world distinctively;
- To evangelise effectively;
- To hold ourselves accountable to one another and to God for the stewardship of the gospel;
- To re-imagine the way we minister so that each ordained minister and each individual Christian discovers their part in God's ministry and so that each church flourishes.

To this end we are looking for priests who are excited by this vision of becoming a church which is itself transformed, and which is becoming a more visible and effective presence in the huge diversity of communities that make up this most exciting and energetic part of England. There are many challenges ahead of us.

- We are a diocese generously subsidised by the national church. We need to become financially self-sufficient;
- Leadership often seems distant. We are creating patterns of leadership that are closer to the parishes. And we are looking to develop missionary leadership at all levels of church life. Nearly half our clergy will retire in the next ten years. We need to find out how to minister with fewer stipendiary clergy and with a re-imagining of how stipendiary ministry works. We need to re-organise the way parishes relate to each other in what we are calling Mission and Ministry Units;
- Some of our congregations still think ministry is what Vicars do. We have a vision of ministry where the whole people of God are involved in the whole of God's ministry. We are also experimenting with new forms of authorised lay ministry;
- Church must be a safe place. All those in ministry will be expected to undergo training that will equip them to respond well in situations associated with safeguarding;
- Levels of churchgoing are below the national average. We need to get evangelism on to the agenda and into the lifeblood of every church. We encourage and train churches to put on weekends of mission and outreach. One of our aspirations is that every benefice should have a trained lay evangelism enabler;
- We are developing missionary discipleship, so that every church in the diocese is a place where Christians are formed in order to be sent out in witness and service.

Despite planning for a future with fewer stipendiary clergy, we remain as committed as ever to the local church. And what is the local church, but a community of men and women gathered around Christ, and living and sharing the gospel in the networks and neighbourhoods of their lives? But we need priests to lead and to serve.

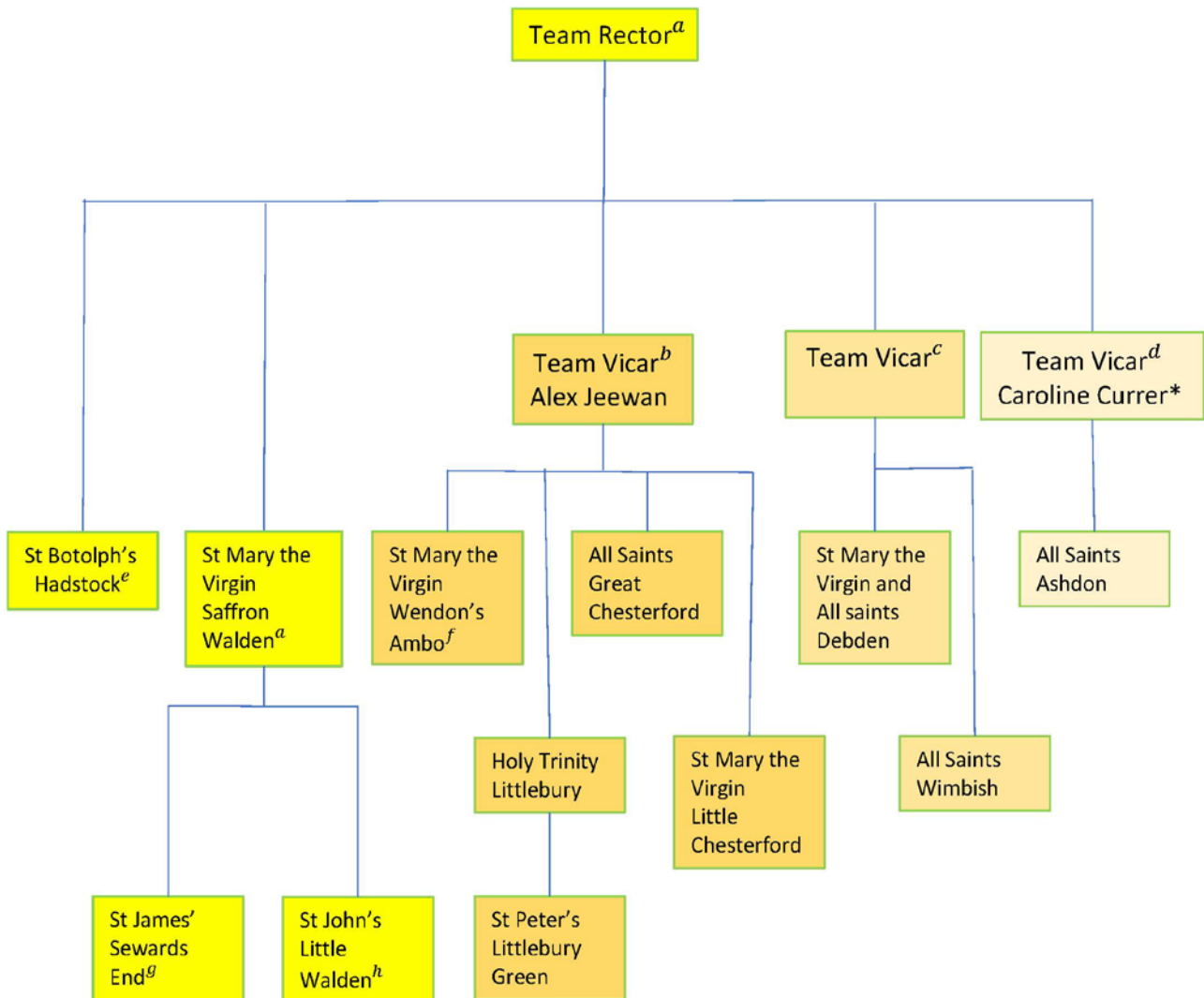
We know we need to change. We can only be a transforming presence when we have allowed God to transform us. Therefore, at the heart of all we do is a longing for intimacy with God and a renewed life of prayer. First and foremost a priest is a minister of the word and sacrament. All ministry flows from this. But a priest shares the ministry of the bishop, therefore presbyteral

ministry will increasingly be a ministry of oversight, guiding, nurturing and directing the mission of God's church in the communities we serve.

It is an exciting time to be part of God's missionary movement for the world, and the Diocese of Chelmsford is an exciting place to serve. We have a clear vision and we are looking to appoint clergy who will share this with us. In every parish we long to see each person and each community grow in faithfulness and ministry so that together we may serve in the world and Christ may be made known.

**+Stephen**

## Appendix 2: Team Ministry organisation



Team Rector:

<sup>a</sup> Vacant (full time)

Team Vicars:

<sup>b</sup> Alex Jeewan (full time)

<sup>d</sup> Caroline Curren\*

(part time HFD)

Associate priests:

<sup>e</sup> Paula Griffiths

(part time SSM)

<sup>f</sup> Tim Hardingham

(part time SSM)

Priests with PTO:

<sup>g</sup> Chris Bishop

<sup>h</sup> Michael Lovegrove

Andy Colebrooke

Jeremy Collingwood

Hilary Davey

John Disher

## Appendix 3: Support staff and PCC officers at St Mary's Saffron Walden

<b>Employees</b>		Approx. weekly hours
Matt Williamson	Children and Youth worker	40
Dawn Saxon	Parish Administrator	20
Oliver King	Director of Music	18
Jill Hrouda	Rector's Secretary	18
Caroline Goulder	Weddings Coordinator	6
Bruno Querci	Church cleaner	6
<b>Self-employed</b>		
Jeremy Allen	Assistant Organist	
<b>Voluntary staff</b>		
Judith Hasler	Lay funeral minister	
	Pastoral Assistant	
	Team Facilitator	
Lesley Lancaster	Baptisms co-ordinator	
Pam Russell	Verger	
Martin Hugall	Webmaster	
Kathryn Bennett	Parish Safeguarding Reps	
Pam Jenner		
<b>Churchwardens &amp; Assistants</b>		
Denis Tindley	Churchwardens	
Gill Caswell		
Bill Rose	Assistant Churchwardens	
Pam Jenner		
<b>PCC officers</b>		
David Birchall	Treasurer	
Lisa Brook	Secretary	
Clifford Want	Electoral roll officer	
	Press officer	

## Appendix 4: Saffron Walden PCC Vision Statement

**Mission:**    **Sharing God's love**

**Vision:**     Our aims as a church are to:

- worship God with joy and reverence
- tell of God's love in Jesus Christ
- learn about and live our Christian faith
- pray and learn about prayer
- serve God's world through prayer and action
- offer Christ's ministry of wholeness and healing
- encourage all to discover and use their gifts for God
- engage with and nurture children and young people
- welcome everyone warmly and offer generous hospitality
- value and care for each other

In all this, we will use the resources we have – our time, buildings and money – wisely in God's service.

Agreed unanimously by Saffron Walden PCC in 2011

## Appendix 5: Pattern of services

Monthly pattern of [services](#) at St Mary's and its daughter churches, St James and St John the Evangelist (Approximate attendance shown in brackets)

1 <sup>st</sup> SUNDAY	2 <sup>nd</sup> SUNDAY	3 <sup>rd</sup> SUNDAY	4 <sup>th</sup> SUNDAY	5 <sup>th</sup> SUNDAY
<b>St Mary's, Saffron Walden</b>				
8.00am BCP Holy Communion (25-30)	8.00am BCP Holy Communion	8.00am BCP Holy Communion	8.00am BCP Holy Communion	8.00am BCP Holy Communion
10.00am Parish Communion CW (180-220)	10.00am Parish Communion CW	10.00am Family Service (150-170)	10.00am Parish Communion CW	10.00am Parish Communion CW
		11.45am Holy Communion CW (15-20)		
6.30pm H2H Café-style youth-led service (30)	6.30*pm Choral Evensong (70-80)	6.30*pm Holy Communion with prayer for healing (20)	6.30*pm Evensong	6.30*pm Taizé service
<b>St James, Swards End</b>				
	9.30am Holy Communion CW ( 18)		9.30am Morning Praise (18)	
<b>St John the Evangelist, Little Walden</b>				
	9.30am Family Service (12)		9.30am Holy Communion CW (12)	
<b>Weekday services ‡ all at St Mary's</b>				
Monday	8.30am	Morning Prayer		
Tuesday	8.30am 9.30am 5pm	Morning Prayer Tinies (babies and pre-school children and their parents or carers) Evening Prayer		
Wednesday	8am 9.30am	Morning Prayer (followed by staff team breakfast) Holy Communion CW		
Thursday	8.30am 1pm	Morning Prayer Healing Service (first Thursday of the month)		
Friday	8.30am	Morning Prayer		
Saturday	9am	Morning Prayer (2 <sup>nd</sup> -5 <sup>th</sup> Saturday) Informal Parish Prayer (First Saturday)		

\* 4.00pm in winter months ‡ Principal saint's days are marked with a 9.30am communion service.



## Appendix 6: Saffron Walden PCC Finances

### Income

	2018	2019	2020
	Actual	Estimate	BUDGET
	£	£	£
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Stewardship	195,828	199,543	193,000
Collections and donations	33,798	28,893	28,620
Fundraising	6,138	6,150	6,150
Fees - weddings & funerals	9,848	10,216	10,250
Letting income, dividends & interest	6,569	6,371	6,060
Parish Share - contribution from SE	4,112	4,036	3,439
Parish Share - contribution from LW	3,297	3,236	2,757
Legacies		50,000	
Rebate on Curate's House	8,000	9,000	9,000
Other income	3,575	2,299	2,520
<b>Total income</b>	<b>271,165</b>	<b>319,744</b>	<b>261,796</b>
	<hr/>	<hr/>	<hr/>
	271,165	319,744	261,796
	<hr/>	<hr/>	<hr/>

## Expenditure

	2018	2019	2020
	Actual	Estimate	BUDGET
	£	£	£
Outward giving	20,348	20,850	20,500
Parish Share - gross	120,208	118,004	100,496
Church running expenses	25,025	26,335	26,252
Clergy expenses	19,928	19,591	19,013
Organist and choir	21,041	16,227	20,439
Youth work	32,038	32,216	34,465
Parish Rooms, incl office	10,173	11,969	20,124
Other expenses	14,705	14,858	23,610
<b>Total expenditure</b>	<b>263,466</b>	<b>260,050</b>	<b>264,899</b>
Surplus / (deficit)	7,699	59,694	(3,103)
	<b>271,165</b>	<b>319,744</b>	<b>261,796</b>