

Love God
love people
make a difference



PARISH PROFILE



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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!



Rt Revd Andrew Watson

Welcome

from the Archdeacon of Surrey

The post of Rector of St Saviour's, Guildford is a senior leadership role in the Diocese of Guildford. St Saviour's is one of our largest churches, in one of the most strategic locations, at the centre of the beautiful county town of Surrey.



The Venerable Paul Davies

Every church thinks that it's welcoming. St Saviours really is. My family and I worshipped here on our first Sunday in the diocese (managing to avoid blowing my cover as a new archdeacon) and we were enveloped by a worship and warmth that filled our hearts with joy. Since then, I've grown in love for this church and, in many respects, wish that God was calling me to this post! Three things excite me about St Saviours. First, it has an attractive and uncomplicated personality which expresses itself in a united desire to grow in discipleship; a deep joy in the fellowship of the diverse people God has drawn to be part of this family, and a warmth of welcome and heart to all who stumble across its threshold. Secondly (whilst recognising my bias) it really does have a dream staff team! Thirdly, it has a simple but deep and effective commitment to its vision to 'love God, love people and make a difference'.

Like all churches, there is work to do. Despite still being one of our largest churches, St Saviour's has witnessed a gentle decline in number over the last decade which seems to have accelerated in the last few years. Whilst the beginning of this decline might be attributed to past leadership struggles, I sense that the more recent decline is related, amongst other factors, to the emergence and growth of other churches in central Guildford, the pandemic, and leadership capacity – not least through the unfortunate long-term sickness of the most recent incumbent. That said, it feels like a new season is already upon us and from my perspective, even in the last few months, I've seen God at work in powerful ways, not least through the arrival of new people. It feels like the church is growing in diversity.

The potential of St Saviour's is enormous. This profile articulates what the PCC and church community are looking for in a new leader. It is not looking for the archangel Gabriel! It is, however, looking for a new rector who is rooted in God's word, who is gifted in preaching and teaching His word, and who can inspire and lead the staff team, PCC and church community in discerning a new vision from God and praying for a new stirring of the Spirit in this season. It also seeks a leader who has proven capability in co-ordinating strategy and implementation, to ensure this vision is embedded in the life of the church, and in managing the staff team well. In return, the PCC is very committed to the wellbeing of their rector and has been reflecting upon sustainable leadership for the whole the staff team in a large and busy church.

As with all posts in the Diocese of Guildford, we are praying for the guidance of the Holy Spirit in this discernment process. If, as part of your discernment, you would welcome an informal and confidential conversation about this post, please do not hesitate to get in touch with me.

With warmest wishes

Paul

Paul Davies
Archdeacon of Surrey

Welcome

from the Churchwardens

We are so glad you are exploring the role of Rector at St Saviour's and will be praying as you seek to discern whether God is calling you to minister with us.

In the course of our prayer and reflections in preparing this profile, Jesus' words in Matthew 5:14-16, were given to a member of the congregation.

“ You are the light of the world. A town built on a hill cannot be hidden. Neither do people light a lamp and put it under a bowl. Instead they put it on a stand, and it gives light to everyone in the house. In the same way, let your light shine before others, that they may see your good deeds and glorify your Heavenly Father in heaven. **Matthew 5:14-16 NIV**

St Saviour's has been a beacon of light for Jesus Christ in the centre of Guildford for many years. In this generation, we seek to renew our vision to be that city on the hill, serving God and our community with integrity and boldness to bring glory to His Name.



CLICK HERE

Explore our website



CLICK HERE

Explore our YouTube channel

Find out more about our life as a church and watch some of our services through the links above.

Don't miss our recent congregational videos on YouTube about what it means to be part of St Saviour's. For a flavour of our diverse worship styles, check out our Christmas carol services.

St Saviour's is genuinely excited as we wait for the appointment of a new Rector. As a church community, we have experienced some uncertainty over the past few years (we talk about this more later in the profile). By the grace of God and thanks to strong interim leadership, the church is regaining momentum, there is a buzz at Sunday services, and a genuine sense of excitement as we enter a new season.

We'd love our new leader to help us shape a refreshed vision to serve God and our community, to empower and equip teams and to underpin this with excellent Biblical teaching. So if you're a strategic leader, an engaging Biblical preacher and someone skilled in collaborative leadership, please consider whether God is calling you to St Saviour's.

Blessings

Dave and Deborah

✉ churchwardens@stsaviours.org



**Dave Snell &
Deborah Pepper**

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Location

Guildford - our town

St Saviour's is located in the middle of Guildford, a thriving town, within easy reach of London and a short drive from Gatwick and Heathrow airports. It is generally regarded as the county town of Surrey, England's most wooded county. The town's population is around 80,000 and the population of the wider borough, around 145,000. Although Guildford appears, and in many ways is, an affluent cosmopolitan town, there are also areas of significant deprivation within the town and wider Borough.

GEOGRAPHY

A 'gap' town where River Wey crosses the North Downs

Surrounded by Surrey Hills
Area of Outstanding
Natural Beauty

COMMERCE

Substantial destination
shopping centre

Major commercial centre –
engineering, ICT and software,
digital media, especially video
games, scientific, digital media,
life sciences, healthcare,
professional services

HISTORY

Historical centre of Surrey

Anglo Saxon in origin

Heritage town centre

Guildford Diocese founded
1927 and Guildford
Cathedral completed
in 1965



CULTURE AND SPORTS

Major entertainment venues
including G Live, Yvonne Arnaud
Theatre and nightclubs

Excellent sports facilities at
Surrey Sports Park, Guildford
Spectrum and Guildford Lido

Many cultural activities
and sports clubs

EDUCATION

Surrey University (2020/21:
16,500 students,
one third international)

Guildford School of Acting

Guildford College (10,000 students)

Academy of Contemporary Music

Excellent primary and
secondary schools

Location

St Saviour's - our parish

Our parish is small in area: just less than half a square kilometre, a fifth of a square mile. Eight minutes' walk from the mainline rail station, it is a mixture of commercial, retail and residential development. At its heart is a residential grid of Victorian terraced houses. Our boundaries just edge into Guildford's second most important shopping street (North Street), with its weekly market, and also includes several large offices (eg professional services and video arts) and other local businesses (primarily retail plus pubs and clubs). There are several public sector buildings: the police station, law courts, the probation service offices and the job centre (the two latter adjacent to the church), a GP surgery and a YMCA hostel.

The parish's residential population (approx 4,000) comprises chiefly young families, older people and people living on their own, but has fewer families with teenagers. There are currently no significant focal points for the residential or business communities in the parish.

Data from the [Church Urban Fund's Look Up](#) tool shows St Saviour's parish to be just below average on the deprivation scale for parishes in England. Numbers of lone parents and people living on their own are higher than the average for Guildford Diocese. Levels of ethnic diversity are about average for Guildford Diocese.

Eleven households within our congregation are geographical parishioners, including two clergy families. St Saviour's engagement with the parish (historically quite limited) has been the focus of a local mission and outreach group recently and we have a growing number of initiatives which connect with people who live locally.

Our parish includes 3 nurseries and a one form entry primary school, Sandfield, part of a local multi academy trust, which is located very close to our church. 40% of children at Sandfield speak English as an additional language (compared with 21% nationally) and 17% are entitled to free school meals (compared with 25% nationally). A number of other local churches support Sandfield and our own links are not particularly well developed at present. Our curate leads assemblies at a local Church of England primary federation and we also have links with a local secondary school.

Developers submitted revised plans in August 2022 for the regeneration of a block of land between the church and the town centre within our parish. Current plans include almost 500 new homes, largely flats, a new medical centre, commercial space and a new bus station. More details are available [here](#).



> [Click here](#)
to view
tool



> [Click here](#) to see more details

About St Saviour's

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FLOW'RS BEFORE THEE

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Our Church Community

Our church and adjacent church centre are in the centre of Guildford, on a major roundabout just outside the main shopping area. The church dates from 1876, when it was one of several local churches built by Victorian evangelicals to meet the needs of Guildford's burgeoning urban population. The church centre was built in the early 1990s and significantly refurbished and upgraded in 2018.

St Saviour's is a gathered church with members drawn from Guildford and beyond seeking a clear focus on Biblical preaching, lively contemporary worship and strong children's and youth work. The diversity of the church – by social background and ethnicity in particular – has increased over the past few years. We have not yet engaged as a congregation with issues of racial justice or human sexuality.

There were 393 adults on our Electoral Roll at the 2022 APCM and we estimate that the church includes about 400 adults, from 250 households. Our average Sunday attendance is between 240 – 260 adults. Our contemporary and traditional Christmas carol services could – in pre pandemic days – attract congregations of between 300 – 500. The average weekly attendance over the last three months for children and young people, including those attending our additional needs ministry, is just over 80. The student and young adult community number about 80.

We have 3 Sunday services:

9.00am, 10.30am and 6.00pm.

The 9.00am is more liturgical and reflective with a mixture of worship which can be organ or piano led, sometimes with a small choral group. The congregation tend to be older but younger people who prefer a more liturgical style are also made most welcome. The 9.00am congregation have a strong sense of community and mutual support.

The 10.30am is more informal and family focussed and includes provision for children aged 3 – 11 and a youth group for 11–17s together with a crèche and our Trekkers ministry for children with additional needs, aged 5 – 11. People of all age groups attend the service and congregational numbers have increased quite noticeably in recent months with newcomers joining the church.

Our student and young adult community are probably the largest group at the 6.00pm but people of all ages attend, including families with older children. Groups run for children aged 7 – 11, a youth group for 11 – 17s and also groups for older Trekkers. The service is informal in style and has a strong tradition of enjoying longer times of contemporary worship, Biblical teaching and prayer ministry. Again, congregational numbers have been increasing in recent months.

Viewings of services broadcast online through our YouTube channel remain high. In the last few months, there have been typically between 60 – 100 viewings of each of the three Sunday services, sometimes more. There have been a total of 91,000 viewings of our online services since we opened our YouTube channel at the beginning of the pandemic.



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Our recent journey

St Saviour's grew steadily during the 1980s, 1990s and early years of the 21st century. Growth was based on a strong tradition of Biblical preaching and an experience of charismatic renewal. During this period the Church Centre was built, many new ministries initiated and a large staff team was developed.

By 2010, church attendance had plateaued and then started to decline. A new rector was appointed in 2010 and left in 2012. This was a difficult period in the life of the church and caused significant distress. Our most recent Rector worked hard and successfully to rebuild unity in the early years of his ministry. However, the lack of clarity around the church's vision, the expansion of several independent churches in Guildford and the dislocation of the pandemic, mean that St Saviour's has seen congregational numbers, and income, decline quite significantly in the last five years.

Sadly our Rector became ill early in 2020 and was not able to return to his role. By the grace of God, strong interim leadership and a dedicated and stable staff team have helped to stabilise the position as the church reopened after the pandemic. The atmosphere has changed quite markedly since the summer of 2022 and there is a growing sense of God at work.



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What makes us distinctive?

In terms of our character...

PCC members recently described our church character as multigenerational and welcoming, a caring and committed community. This is borne out by what we've been told by people who have joined the church recently. Some PCC members commented the church still feels a bit lost with a lack of clear direction. Equally, the PCC identified a growing sense of a church in recovery, regaining its momentum with real potential for the future.

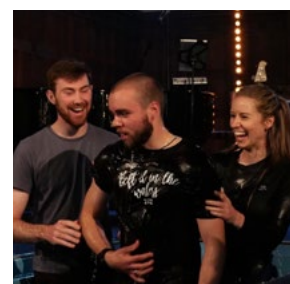
In terms of our spirituality...

A consistent feature over many years has been that we are diverse in terms of evangelical spirituality, without being polarised. The congregation includes many who have previously worshipped in other church traditions. Members of the congregation attend Spring Harvest, New Wine, The Big Church Festival and Greenbelt. In the past, largest numbers have attended New Wine.

We would describe ourselves as a church of Word and Spirit. Our call to share Christ means that Biblical truth underpins our life and witness. Rooted in scripture, we seek to provide creative, imaginative and inspiring preaching that is culturally relevant and vividly applied to contemporary life, centred on Jesus Christ. We also aim to allow God to shape our corporate and individual lives by his Holy Spirit. We seek to offer prayer and worship open to the gifts and leading of the Spirit and follow the Spirit's lead in our witness and mission.

We want to equip everyone as an effective disciple of Jesus Christ and are committed to encouraging every member ministry. We actively affirm the ministry of women, including in leadership.

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What makes us distinctive? (continued)

In terms of our ministry...

The following areas of church life capture something of the DNA of St Saviour's:

- Three distinct flourishing congregations (9.00am, 10.30am and 6.00pm) each with their distinctive worship style
- Our amazing ministry to children and young people with additional needs and their families (Trekks)
- A refreshed and growing ministry to children and young people from church families
- An expanding ministry to students and young adults who form a growing cohort within our congregation
- About half the adult congregation involved in midweek discipleship groups
- Engagement with our local community through our thriving mid week Toddler group, our community meals programme, Meals for You, and our community befriending project, Community Angels.

Clearly, there is a good deal more which goes on week to week including our pastoral ministry, our CAMEO (Come And Meet Each Other) group for the older members of our congregation, the ministry of our worship team and faithful team of intercessors, the development of leaders and running of courses including Alpha, marriage preparation, parenting and divorce recovery and much more besides.

Midweek daytime, the Church Centre thrives as a busy staff workplace and as a base for church activities. We currently have a limited number of lets to local education and community groups. However, as part of our local mission focus, as well as to generate revenue, we are considering increasing the number of lets.

Our occasional offices have been very limited in recent years. So far in 2022, we have had one wedding, one funeral and two thanksgivings with similar numbers in 2019, the last year before the pandemic. There have been 5 infant and 4 adult baptisms per year, of which only a small proportion arise from the parish.

We support mission partners in Africa, the Middle East and the UK, together with a number of local Christian charities and projects. More details are available through this link > [Click here](#)

In terms of what we feel God is calling us to...

We have a growing sense of God on the move at St Saviour's. We are seeing stronger engagement in our work with children and young people from church families. Relationships are deepening with those we meet through our community facing projects, especially the Toddler Group and Meals for You.

Our ministry to students and young adults is flourishing, under the leadership of our Curate, and students now serve in a range of other ministries across the church. The work of our Local Mission Group earlier in 2022 helped us understand the context of our parish much better and has offered several pointers for where God might be calling us next.

For the future, we are exploring with the Diocese an approach to the Church of England's Strategic Development Fund for funding specifically to develop a local Anglican hub for work with young people, students and young adults. The shape of the proposal is still being discussed but it will be rooted in the context and practice of work which is already emerging at St Saviour's.



St Saviour's

Our clergy and staff team

We have a clergy and staff team of 14 of whom seven are part time. The church is really blessed by their ministry, their leadership of key areas of church life and their commitment and dedication.

In the absence of the Rector, the current clergy team includes an Interim Associate Minister, an Associate Minister (currently on maternity leave, returning March 2023), a Curate, two NSMs (one of whom is retired and still active in ministry and the other, working full time in a diocesan role) and one SSM, still working full time. We also have an LLM. The Associate Minister is funded directly by the church.

In addition to our clergy and LLM, we employ an Interim Operations Director, a Worship and Prayer Pastor, a part time Director of Children Youth and Families Ministry (also the Safeguarding Lead) who leads a team of four – a Youth Pastor, a Children's Pastor, an Additional Needs Pastor and a Safeguarding Administrator. The team also includes a Senior Administrator/Head of Communications, a part time Production Co-ordinator, a part time Buildings Manager and a Caretaker/Cleaner. Our full staff structure is shown in Appendix 2.

We are blessed as a church by the involvement of many members of the congregation in many areas of ministry. Like many churches, we have found it more difficult to resource ministries with volunteers since the pandemic but have observed that the situation is now improving.



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Governance and the PCC

The Parochial Church Council (the PCC), comprises 22 people from across the congregations and is registered as a charity with the Charity Commission. More details are available on the Charity Commission website through this link > [Click here](#)

The PCC meets 8 times a year for prayer, review of ministry areas and formal business. A Standing Committee comprising (at present) the Interim Associate Rector, the Churchwardens, the Treasurer, the Secretary and a member of the PCC, meets as necessary between PCC meetings.

The PCC has 4 sub committees:

- Finance
- HR
- Safeguarding
- Buildings

which carry out the more detailed work of review, policy formulation and financial planning, presenting reports and recommendations to the PCC for approval. The sub committees include both PCC members and members of the congregation with particular expertise.



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Our local partners

St Saviour's has a range of local partnerships with other churches and Christian and community organisations.

These include:

- Engagement with other local churches across the town from different denominations to co-ordinate work with students at Surrey University and Guildford College
- Collaboration with two other large town centre churches to run joint gatherings for young people aged 11 - 18
- Collaboration with Guildford Town Centre Chaplaincy (GTCC) to set up a St Saviour's based hub of Community Angels, a community befriending programme
- Support for North Guildford Food Bank, the Matrix Trust (a local Christian youth charity), YMCA Guildford, HMP Send and Guildford Community Action, who work with the homeless

Many church members volunteer with our partner charities and other local charities so there are strong networks at congregational level with Christians from other churches. We are active in a 'cluster' of local Anglican churches as well as in Guildford Deanery.

We also enjoy strong relations with Guildford Diocese, our Archdeacon and Bishops. Our Rector would be expected to work collaboratively with Anglican colleagues locally and at diocesan level, attend monthly chapter meetings and support the work of the Deanery and its Synod.



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Our current priorities

Our current priorities are set out below, together with what we're doing to meet them and what is planned next.

PRIORITY	WHAT HAVE WE BEEN DOING?	WHAT'S NEXT?
 <p>To continue to reconnect as a church community and to rebuild our Sunday worship</p>	<ul style="list-style-type: none"> Ensuring careful attention to every aspect of each service to resource and encourage the congregation and our visitors Rebuilding teams to serve on Sundays Strengthening the community life of each service by appointing service pastors and running socials 	<ul style="list-style-type: none"> Refocussing our welcome and integration systems so newcomers are integrated quickly into the congregation Considering 'next steps' in building social connections within and between congregations
 <p>To develop our prayer and worship life as a whole church family</p>	<ul style="list-style-type: none"> Re-energising our monthly whole church prayer and worship evenings Regular congregational prayer weeks, holding a month of prayer in May and days of prayer and fasting 	<ul style="list-style-type: none"> Ensuring the appointment of a new incumbent is surrounded in prayer Increasing the capacity of worship team across all three services and returning to activities such as song writing
 <p>To strengthen our work with children, youth and families including Trekkers, students and young adults</p>	<ul style="list-style-type: none"> Appointing full time children's and youth pastors in September 2021 Recruiting and training new team members to support work with children, youth and students Holding youth social and discipleship groups and away weekends to build community For students and young adults, prioritising discipleship groups 	<ul style="list-style-type: none"> Increasing collaborative working with other local churches to build capacity for youth work and create critical mass of young people Increasing the numbers of trained volunteers for each ministry to build capacity Increasing capacity of discipleship groups so all age groups can grow in maturity
 <p>To prioritise our mission and outreach initiatives and partnerships in the local community</p>	<ul style="list-style-type: none"> Local Mission Group has analysed the context of the parish and identified key missional priorities To build on work of Toddlers, Meals for You and Community Angels as individual projects and to integrate them where practicable, including with the work of other local organisations/charities 	<ul style="list-style-type: none"> Integrating the work of the Local Mission Group into a wider church vision and strategy particularly as it relates to extending our reach to families in the local area Developing the Christian distinctiveness of the Toddler group further In partnership with other churches and local organisations, to respond to the cost of living crisis
 <p>To equip and empower our church family to be missional in their everyday lives</p>	<ul style="list-style-type: none"> Through recent church made videos > Watch video here, encourage congregation in their personal discipleship and engagement with church To offer opportunities through church led projects – eg Alpha, Meals for You, Toddlers and Community Angels – to take part in missional activities 	<ul style="list-style-type: none"> Devoting more resource to our discipleship groups (PoDs) and to develop more group leaders

After the pandemic, our immediate priorities were to reconnect as a church family and to rebuild our key ministries, particularly to children, young people and students, including our additional needs ministry. The initial work has now been completed and we are now taking stock, looking to see where God is particularly at work and seeking to discern next steps.

St Saviour's

Our priorities

The immediate priorities for our new Rector will be:

- To establish a clear and compelling vision for St Saviour's, align the congregation and keep us moving forward
- To celebrate diverse forms of worship within the church, with a focus on Biblical teaching and preaching
- To encourage all members of the church in their journey of discipleship
- To empower, equip and release a multigenerational congregation to serve the church and the wider world
- To develop our work with children, young people, students and young adults including those with additional needs
- To prioritise a clear and intentional strategy for community engagement



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St Saviour's

Key qualities and competencies in our new rector

We are praying for:

- A servant leader who walks closely with God, is dependent on prayer and is sensitive to the Holy Spirit's leading including in public worship
- A strategic leader, able to discern a vision for the church and communicate it well to the congregation
- An engaging preacher, rooted in Scripture, and able to engage with contemporary culture
- A leader with a pastoral heart; a shepherd able to foster a church culture where everyone feels known, valued and encouraged to contribute
- A collaborative leader, who thrives in sharing ministry, building and releasing teams and enabling others
- A leader who understands the challenges of incumbency in a large church including leading a staff team and overseeing the responsibilities of the church as a charity
- A leader who is self aware and realistic about their gifts and limitations and can delegate responsibilities to others in a supportive manner
- A leader who is resourceful, resilient and disciplined in maintaining a realistic work life balance



How will we support you?

Our deep desire is to shape the role in a way which is rewarding and stimulating but also sustainable for you. Your wellbeing is a key concern for us. In collaboration with the Diocese, we will:

- Tailor bespoke support to enable you to thrive in ministry.
- Support a culture of collaborative ministry, in particular with the Associate Minister, the Curate and key members of the staff team, including the Operations Director and the churchwardens.
- Assure you that the Churchwardens – as well as the diocesan team – are always available to pray with you and discuss your workload and priorities.
- Agree with you any training and/or development you need for your role.
- Encourage you to keep good boundaries and take regular Sabbath time.
- Encourage you to meet regularly with a spiritual director and/or mentor, and take regular retreat time including an annual retreat.
- Offer financial support to enable you to meet regularly with a counsellor for supervision or support.

St Saviour's fully supports the principles and practices commended in The Diocese of Guildford Clergy Wellbeing Covenant > [Click here](#) for more detail



Summary

from the Churchwardens

Thank you so much for reading our parish profile. We hope it captures a sense of our genuine excitement as a church family that God is urging us forward to become a real and authentic presence in Guildford and beyond.

We have no doubt that you will be prayerfully considering whether to apply and would encourage you to contact the Archdeacon, Paul Davies, or us, the Churchwardens, informally and confidentially if you'd like to learn more. Or drop in and visit us. As we enter a new season, we eagerly await a new Rector who will work with us as we step confidently into all God is preparing for us.



Dave Snell & Deborah Pepper

“ You are the light of the world. A town built on a hill cannot be hidden. Neither do people light a lamp and put it under a bowl. Instead they put it on a stand, and it gives light to everyone in the house. In the same way, let your light shine before others, that they may see your good deeds and glorify your Heavenly Father in heaven. **Matthew 5:14-16 NIV**

✉ churchwardens@stsaviours.org

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Safeguarding

Safeguarding is a key priority for St Saviour's because we believe that every person is a precious child of God and it is to Him that we render account for our stewardship of His people. It is, therefore, of primary importance to us that St Saviour's is a place of safety for all – but particularly for the many children, young people and vulnerable adults that we welcome on a weekly basis. The PCC is committed to building a safe culture by combining good relationships and communication at all levels, clear safeguarding accountability and professional curiosity, with rigorous safeguarding policies, as required by the House of Bishops.

As a church with a sizeable number of families, including our Trekkers ministry for families with children with additional needs, we operate robust safeguarding procedures to ensure that children and young people are kept safe. We also pay careful attention to keeping vulnerable adults (and staff and congregational members who engage with them) safe including vulnerable adults from the community who visit the church because of its town centre location.

Our Safeguarding Lead and Safeguarding Administrator ensure that DBS checks, training and safer recruitment procedures are applied and kept up to date for clergy, paid staff and all those who volunteer with children, young people and vulnerable adults. Safeguarding is a standing item on the weekly staff meeting agenda (subject to the requirements of confidentiality). A display board in church identifies key policies, contact information for outside agencies and identifies those with key safeguarding responsibilities in church. A safeguarding representative is nominated for each service. We used Safeguarding Sunday to reinforce the message that safeguarding is the responsibility of the whole church community and to ensure that everyone is confident in how to pass on any concerns.

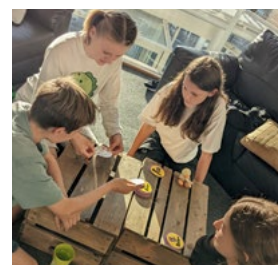
The PCC takes its safeguarding responsibilities seriously. We have a Safeguarding Forum, a sub committee of the PCC, comprising clergy, staff and congregational members with expertise in

safeguarding, which meets termly and reports to the PCC. The Safeguarding Forum reviews and approves all risk assessments for onsite and offsite activities. There is also a separate Safeguarding Forum for our Trekkers ministry to ensure the needs of this precious part of our congregation are given careful attention. We work closely with the diocesan safeguarding team, refer safeguarding concerns in line with the Church of England's procedures, and implement new policies as required.

Our Safeguarding Action Plan is monitored regularly and identifies the next steps we need to take to improve our safeguarding practice.

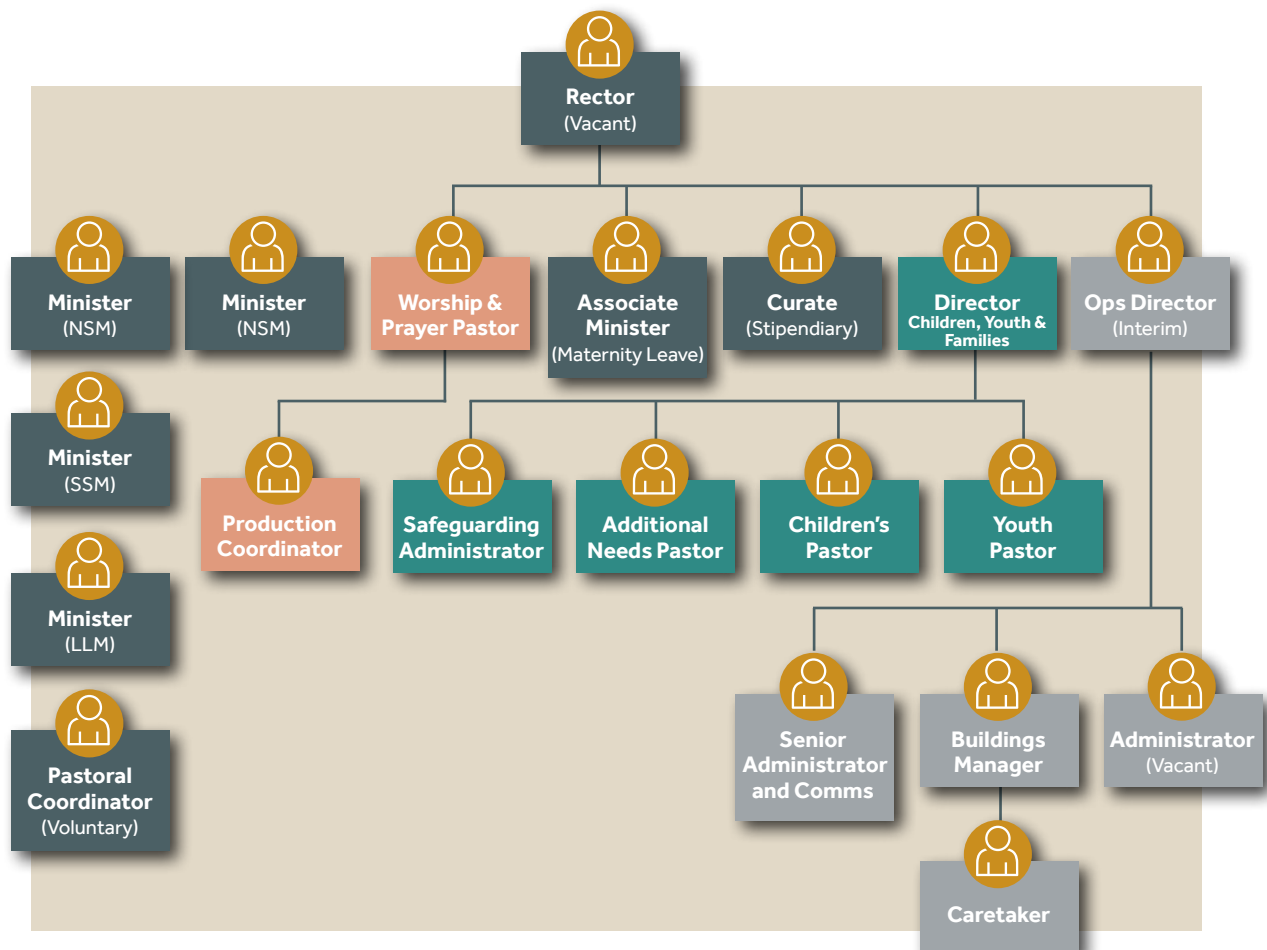
Current priorities include:

- Ensuring that anyone in the church community who reports a safeguarding concern to the Safeguarding Lead also lets those who have made a disclosure know that their concerns will be passed on, including any disclosure of historic abuse.
- Ensuring that our policies make clear how those with lived experience of abuse, including historic abuse, are assured of a confidential hearing, with concerns reported as necessary.
- Role descriptors for key volunteer roles within the church.



Staff structure

The organisation chart below sets out current staffing structure, including self supporting and non stipendiary clergy, and indicates current reporting relationships.



The current leadership group (Interim Associate Minister, Curate, Director of Children Youth and Families, Worship and Prayer Pastor and Interim Operations Director) meet weekly. The full staff team also meets weekly for prayer and whole church planning and practical issues. These two meetings are currently also attended by the Churchwardens. The staff team have an annual residential retreat and regular team days.

> [Click here](#) to meet the staff team.

Church

buildings

Our church is an elegant late Victorian Gothic building, dedicated in 1906, located in a prominent position on a major trunk road within Guildford's gyratory system. Inside, the church seats up to 400, has excellent, recently installed PA, sound, lighting and audio visual systems and flexible seating. The boilers for the church and Church Centre were replaced in the autumn of 2022. Building issues raised by the 2020 quinquennial have been addressed and we are not aware of any significant problems.

We have an integral three-storey modern extension (the Church Centre) dedicated in 1993, and significantly upgraded and refurbished in 2018. It includes office space, flexible meeting rooms plus a large, well equipped industrial kitchen. We have very limited car parking space although public car parks are available locally.

We have no churchyard but a small side alley was turned into useful outside space in 2019.

Other property

We also own outright a four bedroomed terraced house in the parish, which was substantially refurbished in 2020, and is the home of our Associate Minister and her family.



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The Rectory

The Rectory, a handsome Grade II listed Georgian building, is located close to the church and the town centre, at the end of a cul de sac and borders Guildford Cricket and Hockey Club and Dapdune Wharf, a National Trust property.

Externally, there is a private garden with extensive lawn and herbaceous borders. There is ample parking at the front of the house on a drive with a turning area and plenty of additional storage including a garage and two sheds.

Internally, accommodation is spread over the ground and first floors with a large cellar. At the front of the house, there is a good sized study and a sitting room. At the back, there are two further reception rooms, one of which leads to the kitchen. The kitchen was refitted four years ago. There is also a downstairs cloakroom. The cellar runs the full length and half the width of the house.

On the first floor, there are five bedrooms, one bathroom, one shower room and one separate lavatory. Two of the bedrooms have sinks in them.

The Diocese have carried out a number of maintenance projects in recent years and will carry out any necessary repairs ready for the new Rector. The parish will organise redecoration of the property in conjunction with the new Rector and their family.



Finance

St Saviour's finances have fluctuated significantly over the past ten years. Sunday adult attendance (excluding online attendance) and the number of giving households approximately halved between 2015 and 2022.

However, the church has been fortunate to benefit from some significant legacies which have been invested in capital projects (including the refurbishment of the Church Centre in 2018 and the installation of new boilers in the church and Church Centre in 2022). Income for 2022 totalled £600,000 but has reduced from £860,000 in 2019. Prudent financial management and significant reserves mean that the church is forecast to end the 2022 financial year with a cash balance of £194,000.

Day to day financial management is carried out by the Operations Director with oversight and advice from the Finance Team, led by the Treasurer. The Finance Team includes a number of members of the church with significant finance and industry expertise.

Our 2023 budget recently approved by the PCC is for budgeted income of approximately £610,000 and expenditure of £662,000. The deficit of about £50k will be met from reserves.

97% of income is expected to be generated from donations and the recovery of gift aid with room hire making up the remainder. The chart below shows the make up of income in more detail.

The breakdown of expenditure for 2023 is projected to be as follows:

- Staff costs just under 50%
- Parish share approximately 23%
- Buildings expenses approximately 15%

The chart above shows the breakdown of expenditure in more detail.

