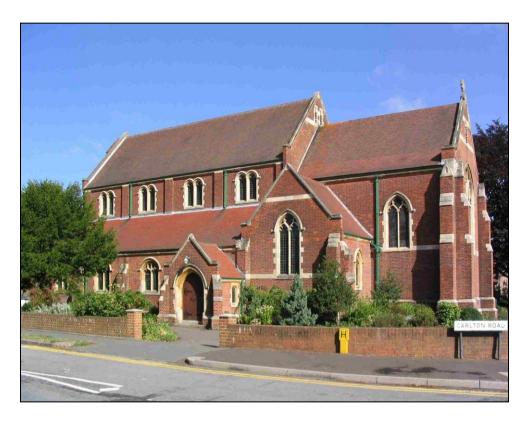
Holy Trinity Church Redhill Parish Profile



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Overview

Thank you for your interest in our parish, our church and our vacancy. The PCC hopes that this booklet will give you a flavour of Holy Trinity Redhill - a place of many blessings, opportunities and challenges.

Holy Trinity is

- a parish church, serving a diverse community in a commuter town
- a large church, with several distinct congregations
- a united church, with a tradition of welcome and caring
- an evangelical church, with a love for the Bible and for sharing the Gospel

Holy Trinity has

- grown rapidly, by multiplying congregations and planting a small church
- outgrown its church centre, and has designs for a new one
- a need for more staff and volunteers to realise its potential
- a great opportunity for people to discover their gifts and use them in God's service

Holy Trinity hopes

- to reach in to its present members, deepening discipleship and commitment
- to reach out to its parish, offering a welcoming centre for community and worship
- for children and young people to be welcomed, valued and encouraged
- for prayer, pastoral care and discipleship to be hallmarks of its life

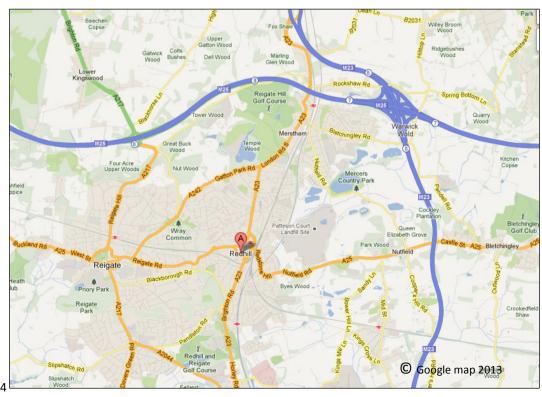
Holy Trinity is praying for

- a preacher and teacher who speaks clearly, applying Scripture in love to the whole of life
- a leader with clear vision for the potential of the church and patient determination to achieve it
- an effective communicator who can keep a diverse church united and motivated
- a humble enabler who can bring the best out of the staff, and inspire people to step out in faith

Town & Parish

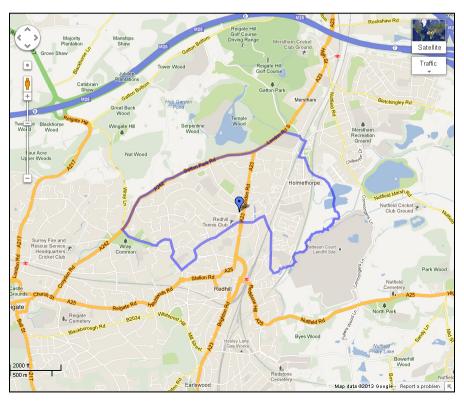
Redhill

- Redhill has **direct** train **links** to London (via London Victoria and London Bridge), Croydon, Reading, Tonbridge and Brighton. It is also close to Gatwick Airport and is just off Junction 8 of the M25 and is at the junction of the A23 and the A25. Originally built as a railway town, it is now a commuter base and as larger homes are sold off more single unit housing is often developed. Two large estates have been constructed in the past five years, one of which is in our parish and the other on our border.
- With its excellent transport links, Redhill has become a very **diverse town** with established communities from West Africa and South Asia as well as newer communities from Eastern Europe and East Asia. There is a small shopping mall, supermarket, theatre/cinema, leisure centre, library and a basic street market twice a week. Many also commute into Redhill as it has a good number of graduate employers in insurance and engineering (amongst other sectors). East Surrey Hospital, a large major acute hospital serving East Surrey and North East Sussex is a another large employer. Redhill borders Reigate. Whilst geographically close (indeed the western boundary of our Parish is technically in Reigate), they have a quite contrasting social make-up. Redhill is predominantly working and lower-middle class and Reigate more middle and upper middle class.
- Redhill has five primary schools, the nearest to Holy Trinity being St Matthew's Church of England Primary school www.stmatthewsredhill.org.uk and Wray Common Primary School www.wray-common.surrey.sch.uk. There are two secondary schools in Redhill, St Bede's, an ecumenical specialist music school with sixth form www.st-bedes.surrey.sch.uk where admission is dependent on church attendance by parents, and the Warwick School www.warwick.surrey.sch.uk a specialist science and technology school for years 7-11. There is also a further education college. In Reigate there is a further secondary school, a sixth form college and two independent secondary schools.
- Holy Trinity takes part in Churches Together events. In 2012 we participated in a "Church in the Park" Sunday service, working with both Redhill and Reigate Baptist churches and St Mary's Church, Reigate, and also hosted a Churches Together 48-hour prayer event. We are active, both in terms of finance and personnel, in joint schools ministry through local organisation SparkFish www.SparkFish.org.uk.



North Redhill

- The parish (population 7,500 in 2001 but now much larger due to the construction of the Park 25 estate) comprises the northern third of Redhill. It is a study in contrasts. Within a few streets of one another there is the mixed social housing of Timperley Gardens and the well-appointed Hurstleigh Drive. There is also a small light industrial estate and the further education college East Surrey College www.esc.ac.uk within the parish. There are currently no contacts there but there is the potential for developing links.
- Community facilities Holy Trinity's Church Centre represents one of the main community facilities locally and has the most flexible range of rooms. It is used throughout the week by local charities, the NHS, businesses e.g. Kumon, and organisations such as Brownies and Guides, by the local council as a polling station as well as church activities. It is a much-used and appreciated space. However, it is operating at capacity, is in need of major repairs and the church has plans for a new building.
- There are two primary schools just outside our boundary and a Roman Catholic primary school within. However the parish contains both of the Redhill secondary schools, including the ecumenical St Bedes. There are no formal links between the Parish and the school, as it is a Diocesan responsibility, but our Youth Minister is involved in activities there through SparkFish. There are plans being developed for a new primary school to be built on the northern boundary of our parish.





Church - Ethos

Heritage

Founded in 1906 Holy Trinity Church was established as an evangelical church and its patronage placed into the hands of the Simeon's Trust. It has maintained a strong heritage of expository Bible teaching throughout its history. Over the past century the church has looked outward to the Parish and to the wider mission field.

Diversity and unity

Across our different congregations there is great diversity in age, ethnic heritage, social and church background. There is also diversity in peoples' appreciation of style in sung worship and understanding of the role of baptism. Over the past decade, however, we have found rich blessing in moving forwards as a church family, united in purpose and love of the gospel.

Beliefs and priorities

We hold firm to our evangelical heritage, and want its blessings to be relevant in contemporary culture and accessible to all. We believe that God's Word in the Bible is our supreme authority in faith and conduct. Our doctrinal statement can be found on our website at www.htredhill.com/about-us.php Preaching and teaching from the Bible is at the heart of our church life.

Within the Anglican church, we might be described as 'moderate conservative evangelical'. We warmly affirm ordained and lay women in all aspects of ministry to the whole church, including leading and preaching, and we seek to play a constructive and principled part in the wider life of the diocese and the national church. But we are not 'moderate' in our sense of mission. We long for the people of our parish to feel welcome, hear the Gospel, see its impact and respond personally to God. We want to grow together as disciples of Jesus, equipped to use our gifts in the church and the world. Key truths that we hold dear are:

- The inspiration of Holy Scripture and its supreme authority in all matters of faith and conduct
- The finished work of Christ upon the cross, understood in a penal substitutionary manner
- Justification by grace through faith.
- The necessity of the new birth.
- On the person and work of the Holy Spirit we have followed traditional evangelical teaching

Holy Trinity Worldwide

The church has six linked mission partners serving the worldwide church who are working with Crosslinks, Wycliffe, Navigators, Interserve and CMS. Our partners are in a wide variety of situations: single, married, with young families, or with adult children. They work in South Asia, Africa, South America, and Europe. Two grew up at Holy Trinity Church and the rest have grown into a relationship with us over time.

The PCC tithes its income and each Mission Partner receives a share equal to 10% of that tithe. The rest is spent supporting CPAS, MAF, our local schools ministry SparkFish and reserved for emergencies (such as medical treatment).

In addition, the Rendezvous congregation supports a Tearfund project in Uganda with prayer and finance.

Although supporting World Mission remains a priority for the leadership of the church, only a small percentage of the Church Family are engaged either by receiving prayer letters or attending prayer meetings or non-Sunday events with missionaries on furlough or financially.

Eco Church

We have a long association with A Rocha, a Christian Conservation charity working worldwide. As part of our corporate commitment to be good stewards of God's Creation a small committee helped us to drive forward some "green" initiatives in Church and our Church Centre, and Holy Trinity was awarded an Eco-Congregation Award in July 2012.













Church - people

There is an electoral roll of 668 (2012 figures) and a usual Sunday and Saturday attendance at the main daytime services of 370 adults & 160 children. Our website www.htredhill.com gives details of our services, sermons, children's and youth work.

Congregations

Sunday @ 8.00am, 9.15am, 11am, 4pm, 7pm
 On the first Sunday of the month, we hold an 8am service of Holy Communion using the Book of Common Prayer. It is sparsely attended (fewer than 10) but valued by those that come.

Our services at **9.15, 11 & 4** all have the same sermon and readings, some mu<mark>sic in common, and are all based around an informal liturgy. At these services the children leave for their own groups after the first 15 minutes.</mark>

- **@9.15** (attendance 240-330) mainly serves families with young children (although people of all ages attend) and has a broadly contemporary music style. It has a large number of people who are new to Church. It is the biggest congregation and has a very lively feel.
- @11 (attendance 160-210) mainly serves an older adult congregation (but includes some families with children) and has a broadly more traditional music style. It has a peaceful, quiet feel to it.
- **@4** (attendance 60-80) is a slightly shorter service followed by tea. Whilst it is in the main very much like the 9.15 it is much smaller with a more intimate feel. It also has more new members and a much higher proportion of children.

Our service @7 (attendance 50-110) has the most contemporary music style, led by young musicians, and is more attractive to young adults than other services. It has its own sermon series and offers a deeper look at Scripture than our morning services allow. Our youth groups meet at the service and have a session following it. On the first Sunday of the month it is called **Spectrum** and looks at contemporary issues through the lens of the Bible.

Rendezvous (attendance 50+) is our Wednesday service, described as an "oasis in the week". Rendezvous is a 45 minute lay-led service with well-known hymns, followed by 45 minutes of fellowship over coffee. It has its own steering group, sermon series, and a well-established network of fellowship and support. At the moment it mainly attracts members from the retired who really value its warm and informal style. For some members it is their main service at church, but for the majority it is their second service in the week. Each member of the clergy preaches and presides at Rendezvous once a term.

Timperley Family Church (TFC) is our church plant, which meets in the Scout Hut in the Timperley Gardens area of our Parish (see p11)

Whole Church

In a large church where most people attend only one particular service, it is important to have opportunities to meet up with members of other congregations.

- Training courses The Director of Training has prepared and adapted several courses, some that follow on from Christianity Explored for new Christians, some which focus on church members such as Shaped for Service to establish gifts, skills and abilities and where God is leading people, and bite-sized Growth Courses tackling various topics, to encourage growth in discipleship and understanding of our faith.
- **Growth Groups** Just under half of the adult congregation at Holy Trinity are members of cell groups, known as Growth Groups (22 groups at present). We would like to see this proportion increase. Predominantly meeting once a fortnight they follow material produced by the Director of Training. During Lent they meet weekly.
- **Ashburnham** Every two years in September, we have a church weekend away. For the last few years this has been held at Ashburnham Place in Sussex. This regularly attracts more than 250 people of all ages and is highly valued by those that go.
- Prayer Holy Trinity has a prayer ministry team which, among other things, monitors an email address, where people can send confidential prayer requests. Members of the team are available after Holy Communion for anyone who would like private personal prayer in confidence. Once a term the church holds Powerline, our church family prayer meeting. Attendance at this meeting has not grown in recent years to reflect the current size of the church. The weekly Trinity News, our "pew sheet", has a prayer section on the back including a Parish Prayer Cycle covering each road in the parish, link mission partners and members of the electoral roll.

Areas of ministry

- Children There are over 200 children of primary school age on the registers of our various Sunday groups. Not all attend every week and the numbers vary from service to service, with the majority attending at 9.15. There are 90 adult volunteers on rotas to serve this age group. There is lay co-ordination of the Sunday work, but following a recent review, the PCC would like to employ a children and families minister to develop it more widely. For example, although there is a popular Under-5s group and Toddler Praise service for preschoolers, there are no midweek activities for children of primary school age apart from a holiday club in the Spring. Some families begin attending church to support their application to St Bede's secondary school (see p4), providing good opportunities to reach families who might otherwise not come.
- Youth Our youth minister currently leads a variety of work with young people of secondary school age. For young people in school years 7-9 we have Pathfinders on Sundays, and midweek there is Rock Solid combining craft/activity/leisure/Bible time. There are around 35 young people in these groups. For school years 10-13 we have Focus on Sunday evenings after the 7pm service (known as Prayer Groups or PGs) and midweek they have smaller discipleship groups on Tuesdays (known as Bible Groups or BGs). There are around 25 young people in these groups. There are monthly social meetings for 14-18 year olds including film nights and bowling. There are annual weekends away.
- **Retired** We are blessed to have had a retired member of the clergy and his wife who moved to Redhill to begin a focussed ministry to the retired. Ten years on, Rendezvous is very well established, and the annual Holiday Club for the over 50s **Allsorts** has gone from strength to strength. Allsorts is also used as an outreach opportunity, building on a real sense of community. There is a **Lunch** for retired members of

- the congregation, which takes place nearly every month. There are also good links with Linters Court, the Assisted Living apartments next door to the church. A service of Holy Communion is held there monthly.
- People with learning disabilities Both our congregation at Sunday@11 and TFC Saturday @4 are enriched by the presence of a group of people with learning disabilities who live in various parts of our parish. Called Friends of Jesus they meet monthly for their own teaching scheme of simple bible teaching, singing and craft. They occasionally perform drama and very moving prayer dances during the Sunday service. One or two help on the coffee rota and handing out service sheets, and with their own helpers, the group join the Church family at our week-ends away at Ashburnham. An enthusiastic team of all ages greatly enjoy working with the Friends of Jesus.
- Local community There is significant engagement with two elements of the community, young people and people with learning-disabilities. The church sponsors Rainbow, Brownie, Guide and Ranger units, and many of their leaders are church members. It actively supports schools ministry, financially and through the Youth Minister, who works in nearby schools with the ecumenical organisation SparkFish. The church has built up a ministry with adults who live in sheltered accommodation locally. As well as the Friends of Jesus group mentioned above, we host the local Gateway Club.
- **Baptism** Holy Trinity currently operates an open policy on Parish baptisms. We ask families to attend for three weeks at the 9.15 service to watch "Who is this Jesus" and discuss it with a church couple. Our Ordained Local Minister has led this ministry for many years.
- Marriage We marry people in accordance with the Bishops' guidelines and at the minister's discretion where good conscience allows. Couples attend Marriage Preparation classes led by a lay couple.
- **Pastoral Care** this is mainly done informally and often through Growth Groups. But we acknowledge the risk that we can easily miss those who don't "join in".





Timperley Family Church ("TFC")



Timperley Family Church is our **church plant** in the Timperley Gardens area of our Parish. All activities take place in a Scout Hut. The main service is a Saturday afternoon café-church meeting. It has a small and committed team headed up by the Curate (building on the good work of the previous two curates to establish ministry in this area of the parish) and two lay leaders. It is a useful place to grow leaders and is a good training opportunity for the curate who has historically been given sole leadership of the Church under the guidance of the Incumbent. During the week there are activities for different age groups.

Timperley Gardens contains a mix of housing. It is predominantly social housing: houses and flats, with a small proportion of private houses. It is not well served by public transport, has no leisure opportunities or amenities, has only two shops and low car ownership. This can lead to isolation, especially for lone parents. Significant work has been done over many years to establish credibility and consistency, rooted in and underpinned by prayer, for an area that had been neglected for a long time by the church community. No assumptions are made and the team are not trying to replicate Holy Trinity in its structures, presentation or style. It is hard work but *incredibly* exciting!











TFC Areas of Ministry

Saturday @4

This is tea/cake/fellowship, with opportunities to ask for personal prayer, followed by a short talk, brief worship with live music then craft for children and activities for young people. It has its own distinct teaching series.

- **Prayer** The TFC team hold regular prayer breakfasts at the Scout Hut where group leaders can feed back their concerns and joys. This is then written up to enable the whole team to pray for specific activities or situations. Church members at TFC have grown in confidence to ask for personal prayer at their tables before and after the talk.
- **Children** TFC has it's own parent/toddler group, **Timperley Under-5s**, which meets on Wednesday mornings in term time. This has been a significant source of support for mothers who are often quite isolated and they have an annual **Mums Night In** with craft and nibbles and fellowship.
- Youth TGYC meets on Monday nights in term time and is for those in school years 7-11. There is a need for more male leadership but there have been significant conversations and building of relationships with this group.
- **Retired** In the past TFC has held a Friday morning drop-in aimed at elderly residents, but due to falling numbers (some became too frail to come) this has stopped. A team member has been trying to establish a monthly coffee morning in one of the block of flats.
- **Local community** TFC has built good neighbourly relations with local business people and the local police team. The neighbourhood police feel that the provision of the youth club has had a positive influence, and antisocial behaviour has declined. Indeed TFC has attracted grants from Raven Housing Trust, the police and the Diocese in recognition of its effective ministry.



Church - place

Church building

The red-brick building has a very visible and prominent site on the main road through Redhill – although the entrance is actually at the rear, off Carlton Road. There are pews throughout the Nave seating 300 comfortably. The Chancel has recently been re-ordered and the choir stalls removed. During services song words and other items are projected onto a large screen over the Chancel and there are smaller screens mounted on the pillars through the church. A video camera is used to enable everyone to see activities in the Chancel, such as baptisms. The church lighting was updated 6 years ago and offers a wide variety of lighting moods. There is a two manual organ built by Hunter in 1911 that was changed from pneumatic to electric action in 1985. It is now maintained by Henry Willis and is mainly used at the Sunday @11 services, weddings and funerals. All essential work required by the last Quinquenniel(2009) has been carried out. In addition all the guttering and drainpipes were replaced in low maintenance cast aluminium in 2012.

Church Centre

The Church Centre is on the church site, but not physically attached to the church. The original Church Hall was built in 1920 and extended in 1937 and 1991. It was renamed the Church Centre when the new office block was added in 2004. In the office complex there are also two small meeting rooms that are reserved for church use. The office is open on week days and is the first point of contact for many centre users. The centre itself has a range of up to five separate rooms of various sizes: the largest of which can either be partitioned or opened to provide our largest space seating 120 people comfortably. Unfortunately this is inadequate to put on a social event for the whole church community.

The centre operates at full capacity on a Sunday morning during the 9.15 service where space for children's and youth work is very limited. During the week it is used by a range of business and community hirers. Well-maintained and popular, it is nevertheless in need of some long-term and substantial repairs, particularly to the roof, glazing and flooring, kitchen and toilet facilities, to improve disability access and the inefficient heating. Taking many of these challenges together and wanting to offer a building that honours the gospel, providing much-needed flexible community space and better support for the work of the parish church the **PCC** has plans before the local council for a completely new building that would be connected to the church itself (see Appendix D).

Vicarage

Built only ten years ago, the Vicarage is three houses away from the church. It is in keeping with the other houses and is not obviously "the Vicarage". An attractive 4 bedroom house with excellent sized kitchen, utility room and reception rooms, a family bathroom, shower room and garage, it has a self-contained office and cloakroom facilities in line with current Church of England guidelines. There is a good sized garden with a terrace and good off-road parking. We have 2 further houses, rented from the Diocese, for our other stipendiary clergy; the Curate's is in the parish, the Director of Training's is in the Earlswood area of Redhill.





Images of our church, vicarage and church centre





Church – resources

Staff team

At the moment Holy Trinity has a stipendiary **curate** in the third year of his training. We have a diocesan stipendiary post of **Associate Vicar and Director of Training**, whose ministry is shared two-thirds/one-third between Holy Trinity and the Deanery. Key to this is the development and running of discipleship courses to which members of any churches in the Deanery are invited. We have two **part-time non-stipendiary assistant ministers:** One is an **ordained local minister** with permission to officiate who has been a member of Holy Trinity, with her husband, for over 40 years and has been ordained since 2000. And one a **retired minister** who, together with his wife, came in 2003 at the invitation of our previous incumbent to develop the ministry to the retired community in our Parish. Neither of these posts have housing or housing allowances. The retired minister will step down during 2013. Our **Youth Minister** is full-time and she works both with the young people in our church, as well as leading and preaching, and also in local secondary schools (both state and independent) leading assemblies, running courses and encouraging Christian Unions.

In addition we have a part-time **Director of Operations**, known as the Church Manager, responsible for the day-today running of the church. These six form the staff team and they meet weekly for Bible study, fellowship and discuss church and pastoral matters.

Administrative support is currently provided by two secretaries job-sharing one post.

In previous years we have had lay assistants who have helped with many of the practical tasks around the church but we have none currently in post.

Staffing is acknowledged to be a **key risk** for the church as all systems and personnel are working at capacity and there is currently no room to develop significant new ministries. Nearly all efforts are directed at maintaining the church and its activities as currently constituted.





We consider one urgent need is the provision of a **Children and Families' Minister** to lead and develop the work among the 200 primary school children we have on our roll (and their families). We are currently running a **'Giving' campaign** in the hope that the Lord will enable us to unlock our resources to cover our deficit and to fund such a post.

Lay leadership

Holy Trinity has two licensed **Readers**, plus three with permission to officiate, of whom one is trained to take funeral services, and one Reader Emeritus. They occasionally preach and lead services at other local churches, both Anglican and independent as well as at Holy Trinity, where they are more likely to preach at the midweek service, Rendezvous.

The **Growth Group Leaders** meet together once a term with the Director of Training for leadership support and training relating to aspects of group life. They are the church leaders that most members of the congregation have personal contact with and should be a first port of call for pastoral issues for their members.

The Parochial Church Council is responsible for matters of decision involving the church and members are Trustees of the Charity. It meets every two months with a current membership of 28. Day to day business not needing PCC authority is delegated to a Standing Committee known as the PCC Management Committee (the PMC) who meet monthly, with a current membership of eight.

Over the past decade a dozen men and women have gone forward for **training in the ordained ministry**. Many candidates were from our own Church Family and some had spent time here serving the church as lay assistants.

The church runs on an **army of volunteers**, but in an area where people are very time-poor, the vast majority serve on a rota basis. There are 90 people on rotas serving the children's work alone. Coordinating this pool of people who are willing to help but not lead takes up a good deal of time.

Finance

As you will see from the snapshot in Appendix B, our quota and other people costs are the bulk of our expenditure. Holy Trinity pays in full the agreed Parish Share to the Diocese. The PCC tithes 10% of its income to mission, both in the UK and overseas.

The audited figures for 2012 are not yet available. However while in 2011 we had a cash surplus of £31,000, in 2012 we will report a deficit. This is despite receiving legacies of £37,000. Over the year we have lost a number of older, generous, givers. Whilst the overall number of regular givers has increased over the year, new givers are (on average) contributing smaller amounts. General guttering replacement and roof repairs on the church increased expenditure. The PCC-approved budget for 2013 is based on 2012 levels of giving and projects a deficit of £30,000. In February, following a sermon series on money, we challenged the congregation to both cover this deficit and to enable the PCC to employ a children and families minister. A copy of the leaflet produced for this giving campaign is included in Appendix B.







Where now? Where next?

Taking stock

The PCC has taken the opportunity of the interregnum between Vicars to think about where the church has travelled up to now, and where God may be calling us next. We have been helped by:

Congregational survey In 2012, a detailed survey was commissioned by the Diocese. Its results (see Appendix C) are a

snapshot of how Holy Trinity is perceived by its members

PCC away day

The PCC, staff and readers spent a morning together, outside our own surroundings. Our discussions

have fed into this parish profile.

Conclusions

- Under the ministry of our last Vicar, we have experienced rapid change and growth without losing unity. We are very grateful for that, and aware of our responsibility to the many children and families who now come to our church. We recognise that pastoral care in a large church is a particular challenge.
- We see a great opportunity to deepen the faith and use the gifts of those who have joined recently. We realise that not all newcomers stay, and we want to turn a warm welcome into an ongoing relationship with commitment on both sides.
- Our staffing has not kept up with our numerical growth, and nor has our giving. We are placing before the church the need for a Children and Families Minister, believing and teaching that God provides through his people.
- We want to use our prominent site more effectively in God's service for our own congregations, and as a centre for community in our parish. Our church centre is heavily used, but it needs major repairs and doesn't cater for our recent growth. So we have launched an ambitious project to replace it completely, with designs completed and fund-raising begun.
- As people of the Word, we can be a bit wordy we think we need challenge to get out and apply it, to be aware that the Holy Spirit longs to
 inspire us in prayer and practical service.
- We are conscious that much of the church's prayer life takes place in Growth Groups, but we feel that we give too little priority to central corporate prayer.

Our next Vicar

The PCC of Holy Trinity is praying for:

- a preacher and teacher who speaks clearly, applying Scripture in love to the whole of life
- a leader with clear vision for the potential of the church and patient determination to achieve it
- an effective communicator who can keep a diverse church united and motivated
- a humble enabler who can bring the best out of the staff, and inspire people to step out in faith

Other essential aspects:

- commitment to uphold the ethos of the church as described on page 6
- love for the Gospel, and desire to see people within and outside the church changed by the Holy Spirit
- passion to develop active discipleship in the church family
- satisfying experience within a large church, business or organisation
- successful team leadership and enjoyment of achieving goals through other people
- skills and experience to be a training incumbent in the diocese of Southwark

Desirable interests/experience:

- corporate prayer in a large church
- pastoral care in a large church
- recruitment and induction of staff
- developing buildings for the sake of the Gospel



The ministry opportunity

The opportunities and responsibilities will include:

- developing, communicating and implementing vision and direction for the church
- leading the ministry of the Word and public worship in a way that is faithful, relevant and inspiring
- building and leading the staff team, and being pastor to its members and their families.
- promoting lay ministry through the encouragement of teamwork, training and leadership
- developing strategy for pastoral care within the church and the parish
- valuing and encouraging ministry to children, young people and families
- overseeing the development of the PCC's project to redevelop the church centre
- helping the church play an active role in the deanery, diocese and local church bodies
- maintaining personal spiritual growth and training, and caring for self and family through recreation

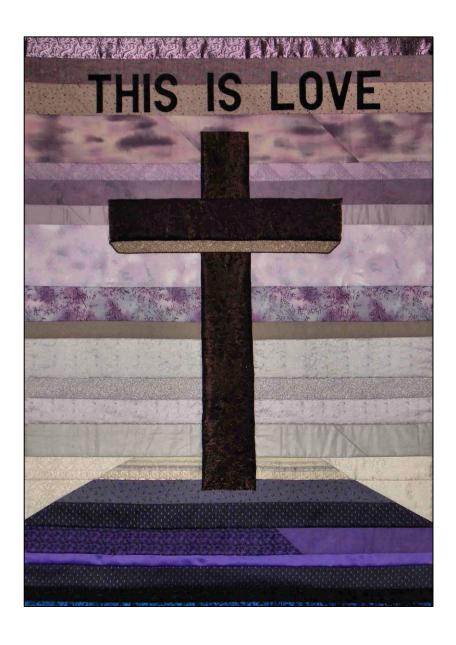
Tasks which will be delegated to others:

- routine administration of the church and parish
- routine visiting and pastoral care
- day-to-day involvement in the building project

Outside the parish:

In addition to the parish role, the vicar may hold responsibilities in other areas of Christian work (e.g. Deanery or Diocese)

Thank you for reading

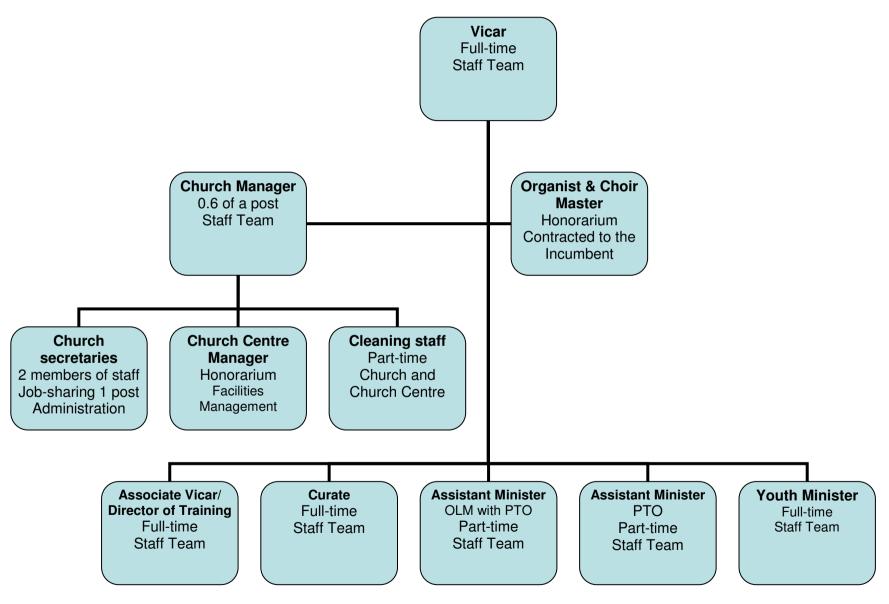


We hope you've enjoyed reading our
Profile and that it has helped you to
understand our church: its **priorities** and
its **challenges**.

If you feel that God might be calling you to lead us through a challenging and exciting period in our church life, then we would love to hear from you and we hope you will complete an application form.

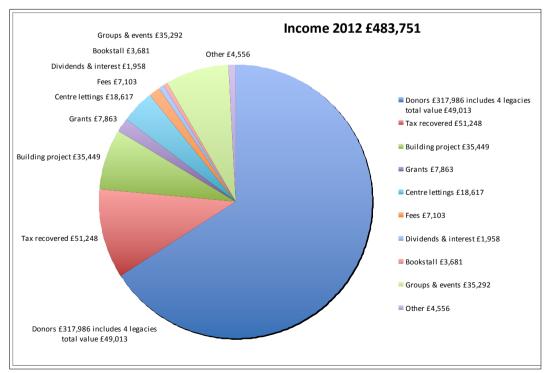
Thank you for your interest and we pray that God will bless you and guide you as you consider this vacancy.

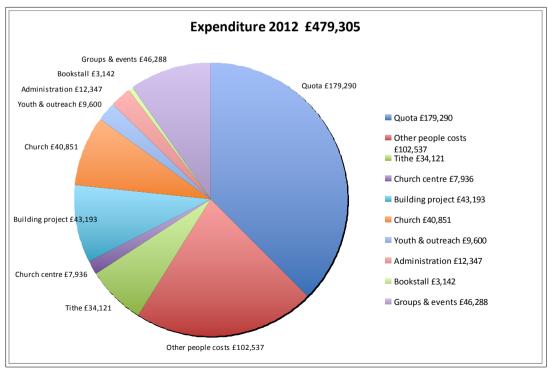
Appendix A: Organisation Chart



Appendix B: Occasional offices & financial snapshot

Occasional Offices	2012	2011
Baptism (under 13)	19	35
Baptism (over 13)	5	2
Thanksgivings	1	1
Confirmations	15	13
Marriage	8	2
Blessing following a civil ceremony	0	2
Funerals held in church	7	6
Parish Funerals (usually at the Surrey & Sussex Crematorium in Crawley)	12	17





Our Response

Guidelines for giving

The Bible recommends that we give a tithe – that is 10% of income. We suggest half (5%) is given to maintain our work at Holy Trinity. If you are new to this you may wish to start with a smaller percentage while seeing how the Lord cares for you as you step out in faith.

- Pray about it and discuss with your family what proportion you will give.
- Decide how often you wish to give weekly, monthly, quarterly and whether directly from your bank or using a set of dated church giving envelopes.
- If you pay tax, please complete a Gift Aid form. This
 increases your giving by a quarter at no extra cost to
 you. If you give by cash, consider using the
 envelopes scheme so that we can claim Gift Aid.
- Please do complete the separate response form even if at the moment you are not changing what you give, or are unable to give at all.

Please put your response form in the Red Box in the church foyer or send to the Church Office.

Or use the confidential email address: treasurer@htredhill.com



Regular giving maintains our contribution towards the continuing costs and work of the church, even during weeks we can't be there.

Record Of My Response

/	Keep your own record of the response
	form you submit here
	I have decided to give £ to the work
	of Holy Trinity each: week/month/quarter
	I pay income tax & have completed and
	signed a Gift Aid form
	I have set up a new standing order on my
	account at bank
	I have requested a supply of giving
	envelopes
	I am unable to make any commitment at
	present
	I am unable to increase my current giving

One last thing...

We are encouraged to write a will, to make life easier for those left behind. You might consider leaving a gift to future generations at Holy Trinity. Paul Harland is our legacy coordinator.



We believe God is calling us to do more...

At Holy Trinity we thank God for

- five congregations welcoming new people weekly
- activities for all ages; babies to the elderly
- Timperley Family Church

Who funds all this? We all do!



We believe God is calling us to do more...

...more sharing the Good News of Jesus!

For this, in addition to continuing what we already do, we urgently need

- · to renew our buildings
- a lay minister for work with the 200 primary school age children on our roll, and their families

Our Great & Generous God

"For you know the grace of our Lord Jesus Christ, that though He was rich, yet for your sakes He became poor, so that you through His poverty might become rich." 2 Corinthians 8:9

Our response to the generosity of our loving and gracious God towards us, leads us over time to be increasingly generous in supporting His work.

This should be true of us - however little or however much money we have.

God is no man's debtor! Those who have learnt over the years to trust God's provision and give proportionately, can testify to the truth of this.

The Facts

Excluding the building project, what will it cost to run Holy Trinity in 2013?

In an average month we spend:

clergy & diocesan cost	£16,500
youth work & outreach	£4,200
church building	£2,100
church centre	£1,100
administration	£4,800
tithe of PCC income for mission	£2,900

Our monthly expenditure is £31,600 or £7,300 per week.

If our monthly income in 2013 stays the same as in 2012 it will be:

our giving £27.000 other income £2,200 a total monthly income of £29,200 or £6,700 per

This means we would have a shortfall of £2,400 per month or £550 per week.

To this we should add the cost of our greatly needed Children's and Families' minister. This will be about £2,500 per month.

Our challenge

Other than a limited income from Centre bookings. the vast majority of income comes from giving by the congregation- the person in the pew.

To meet our costs and employ a full time Children's and Families' minister, we need to increase our total giving each month by £5,000.

To put it more starkly: if we were to divide this between us, we would need to give:

- £16 extra per adult every month, or
- · £4 extra per adult every week.

We appreciate that individual situations are different, so our responses will be different. Our Heavenly Father is not so much interested in the amount, but rather the spirit in which we give, and we each have a valued part to play.

We would love to see more considered, regular, committed givers standing with us.

Could you be one of them?



"For you know the grace of our Lord Jesus Christ, that though He was rich, yet for your sakes He became poor, so that you through His poverty might become rich." 2 Corinthians 8:9

Appendix C: Signs of Growth Congregational Survey

On Sunday 19th February 2012, all the people over 5 attending Anglican churches in the Croydon Episcopal Area were asked to complete a survey ('Signs of Growth') during the service. Altogether in the Croydon Area 10,500 questionnaires were completed, of which 499 came from Holy Trinity. The results of the survey have been published for individual churches and for the Area as a whole, which makes it possible to see where a church has distinctive characteristics.

By noting similarities and especially differences (of 5% or more) between Holy Trinity and the Area as a whole, Holy Trinity could be described as follows:

- Large representing 5% of the people in the Area (122 churches)
- Busy one of few churches with four Sunday services
- Representative gender and ethnicity in line with the Area as a whole (62% female, 38% male, 86% white, 11% black)
- Young many children and young people (greater proportion than the population as a whole), fewer retired people and more of working age (many part-time)
- Local most travel less than 10 minutes and on foot
- Mobile many have joined in the last five years, partly reflecting mobility in the population
- Welcoming looking out for newcomers and expecting the church to grow
- Committed regular weekly attendance greater than average
- **Contemporary** a preference for everyday English, without ceremony, but with a significant minority enjoying traditional hymns
- Engaged few bored in worship, most finding a direct connection with daily life

- Learning strong sense of growth in faith through listening (sermons), reading (Bible and Christian books) and discussion (study groups and conversations)
- Supportive strong sense of a caring community, ready to offer help
- Potential untapped low sense of participation in the running and decision-making of the church, and few people feel the church demands too much money

The following pages give **statistical details** from some sections of the report.

This Appendix provides comparisons between Holy Trinity, all the churches in the Croydon Episcopal area and the 2001 census returns for the Episcopal area. We do not have the census breakdown for our area, but assume we are probably fairly similar to the whole Croydon area. The initial sections relate all people, while later sections relate to adults only.

Gender

	Holy Trinity %	Croydon	Croydon
		Episcopal Area %	census %
Male	38	36	48
Female	62	64	52

We have many fewer males than females in Holy Trinity: our balance is slightly better than average.

Age

	Holy Trinity %	Croydon Episcopal	Croydon
		Area %	census %
0-4 (HT did	1	3	7
not fill in)			
5-11	14	8	8
12-16	10	6	8
17-19	3	1	3
20-29	5	4	13
30-39	11	8	16
40-49	18	14	14
50-59	12	14	12
60-69	10	17	9
70-79	9	15	5
80+	7	10	5

Holy Trinity has proportionately many more children (5-16) than other churches in the Croydon area and also in the community. We are attracting children to our church. Like other churches, we lack members in the 20-39 group. We are over-represented in the 70+ group, and also more surprisingly in the 40-49 group. Our adult age profile is closer to the census than most churches.

Ethnicity

	Holy Trinity %	Croydon	Croydon
		Episcopal Area %	census %
White	86	84	82
Mixed	3	3	3
Asian	2	1	7
Black	8	11	7
Other (inc	1	1	1
Chinese)			

Holy Trinity has more white and fewer black than the Croydon census or Croydon Area churches. Perhaps that reflects a difference between Redhill and Croydon. All churches struggle to reach people from an Asian background, though we are perhaps doing better than average. The ethnic diversity in Redhill has noticeably increased since the 2001 census.

Numbers

499 survey forms were returned from Holy Trinity out of 10549 in the Episcopal area (4.7%) so around 1 in 21 people in the Episcopal area were in Holy Trinity on the survey date. Almost 1 in 5 (19%) attending services in the Reigate deanery were in Holy Trinity.

Holy Trinity has a higher proportion of children than other churches, with 1 in 4 (25%) children in Reigate Deanery attending. Figures for the Croydon Episcopal area are not quite certain as the number is not given, but it looks as if around 1 in 15 (7%) children in the Episcopal Area attend Holy Trinity (by subtracting number of adults in the 2 archdeaconries from the total number of responses).

The survey figures include responses from 364 adults at Holy Trinity out of 8600 in the two archdeaconries indicating 4.2% (1 in 24) of adults attended Holy Trinity.

The 364 adults completing surveys at Holy Trinity is very close to the median number attending Sunday services during the eight Sundays surveyed for the October and November 2012 count. This suggests the survey is typical of the Holy Trinity adult congregations. The number of children completing the survey (135) is at the bottom of the range attending during the October and November count (average 162). This is due to the absence of under 5 children in the survey, as we had an average of 33 children in this age attending on Sunday mornings in church with a few more at 4pm.

Questions to adults Marital Status

	Holy Trinity %	Croydon Episcopal
	70	Area %
Single	7	12
Married	66	62
Living with a partner	6	6
Widowed	9	13
Separated	2	1
Divorced	7	5
Divorced and remarried	3	1

Holy Trinity has notably fewer singles than the average for the Episcopal area and more than average who have experienced marriage breakdown.

Our younger than average age profile perhaps explains the fewer widowed and more married than average. Holy Trinity has the same proportion living with a partner as other churches, though this is much lower than in society.

Employment status

	Holy Trinity %	Croydon Episcopal Area %
Full time	33	30
Part time	27	17
Unemployed	2	3
Carer/housewife(husband)	6	6
Retired	31	43
Student	3	1

Holy Trinity has a greater proportion of adults in work (60%) than the average for the Croydon Episcopal area (47%), especially of those in part time work. Our younger than average age profile is linked to our smaller proportion of retired and greater proportion of students.

Baptism & confirmation, religious background and time at this church

The 63% at Holy Trinity baptised as an infant is 10% fewer than in the Croydon Area and is balanced by our 26% baptised as adults which is 11% greater than elsewhere. We also have 8% fewer confirmed (Qs 4.3 and 4.4). The 42% at Holy Trinity from a different denomination is 10% more than average for the Croydon Episcopal Area (Q4.6). All this suggests we have a relatively large number who have transferred from the Baptist and other 'Free Churches'.

12% of Holy Trinity adults are not admitted to communion, compared with only 7% elsewhere, perhaps because of more who are new to the church. Q4.10 indicates that almost one third (31%) of our congregation have been coming for less than 5 years, though it does not tell us how many transferred from another church and how many started coming to church here.

Attendance

Members of Holy Trinity are regular attendees with 77% coming at least once a week and another 18% at least twice a month.

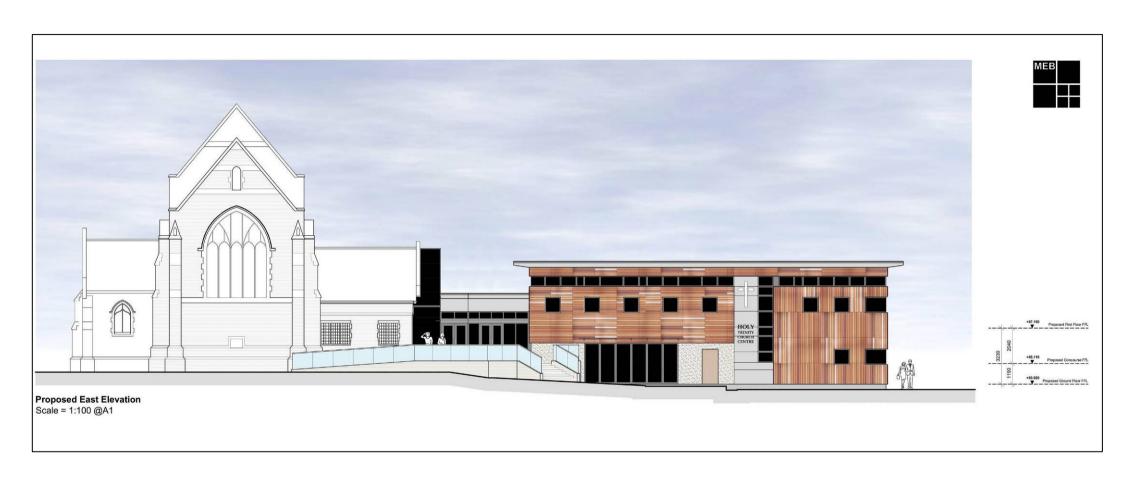
Prayer and Bible reading

Most of the Holy Trinity congregation (Q5.11) is helped by private prayer (79% Yes, 4% No). This is nearly identical to the Episcopal area. Most members also find Bible reading (Q5.10) helpful (79% Yes 7% No). The proportion helped by Bible reading at Holy Trinity is noticeably greater than in the Episcopal area (63%).

Bible and Prayer Groups

A big difference between Holy Trinity and the Episcopal area is the value placed on Bible study and Prayer groups (Q5.13), our Growth Groups. The Episcopal area has 40% valuing Bible groups and 34% prayer groups, while Holy Trinity has 66% valuing Bible study groups and 53% prayer groups. The number at Holy Trinity helped in their faith by introductory courses (our Christianity Explored courses) is also higher (38% compared with 26%).

Appendix D Building Project Plans



Development of the Building Scheme

In **autumn 2007** the PCC set up a group to review the use and suitability of the church buildings reporting to the PCC in **January 2008**. From this the architect Martin Heijne was appointed to undertake feasibility studies. A pre-planning meeting was held with the local council and drawings sent to the DAC **mid 2009**. Martin presented a developed concept to the PCC in **February 2010**. This was presented to the congregation at the APCM and 3 other consultation meetings. The general response of the APCM was to welcome the scheme in principle recognising the role of buildings in promoting the gospel in the community.

In **July 2010** the PCC agreed unanimously to 'proceed with the Building Extension Scheme, to seek the support of the congregation, to commit ourselves to giving a tithe of the funds raised to Mission elsewhere in the parish and elsewhere in the world'.

In **September 2010** the PCC agreed further steps forward, appointing Martin architect, creating a design group to work with him, a resources group looking at raising the money for the scheme and a prayer support team. Following a presentation in **January 2011** the congregation was invited to support the project in principle and to pray for it. We received 319 replies and of these 91% were in favour.

In **mid 2011** the architect and consultants for the next stage were confirmed with £37,000 in gifts and loans from PCC members to fund this. As the plans developed they were discussed with user groups.

In **August 2011** Martin Heijne died unexpectedly and his firm of architects ceased trading. In late 2011 negotiations with John March of MEB, a firm of Christian architects, led to them being appointed to complete Martin's work.

Working with the design group John Marsh developed the plans and these were presented at each service on Sunday 27th **May 2012**. Following which initial pledges of £735,000 (incl. Gift Aid) were made. Our fundraising target is £3.5 million.

In **July 2012** the PCC unanimously agreed to proceed to planning permission recognising the fees involved based on the pledges received at that date. Once planning permission is received the scheme will be re-launched seeking to raise finance for the full project.

Further consultations have been held with both church groups and external hirers as drawings have been developed for planning. In **October 2012** a presentation of the plans was advertised in the local press and these plans have remained on display in the church centre. A pre-planning meeting with the local authority planning officer was held in **January 2013**. An on-site meeting has been held with the Diocesan Advisory Committee and the plans formally considered at the DAC **February 2013** meeting. Following this meeting we have received comment that 'the proposed new building appears to meet the needs of the parish' and encouraging us develop our present proposals.