

GODALMING  
MINSTER

# Parish Profile

for the position of Rector

January 2025



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"It is a an exciting yet challenging time as we seek to discern God's will for how we continue to unite our four churches and six congregations, each with its own distinctive worship style, each seeking to make the love of Jesus real and tangible."

"Over the last 4 years, through regular worship and house groups, my faith and knowledge of God has grown deeper than I could imagine. I have found that Jesus is there with me, he comforts me and gives me strength as I carry the cross daily and in doing so, I have grown closer to God."  
~ Seb, PCC member

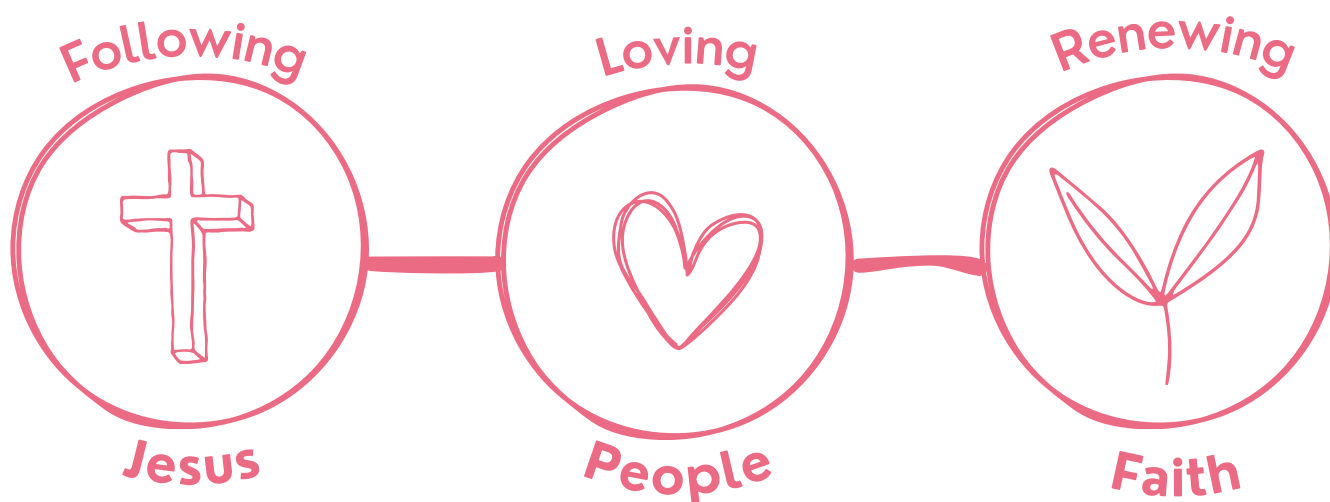


# Hello

Godalming Minster was formed in January 2024 and being just over a year old we are still finding our way. It comprises four church buildings, the oldest of which dates from the 9th Century and the newest from 1934. Each location hosts at least one congregation, with worship styles varying from 1662 BCP and traditional choral to the more charismatic.

Our vision of Following Jesus, Loving People and Renewing Faith encompasses the following three priorities: Deepening Discipleship, Mission and Evangelism and Growing Younger. This document explains further who we are, and how we see our vision and priorities developing.

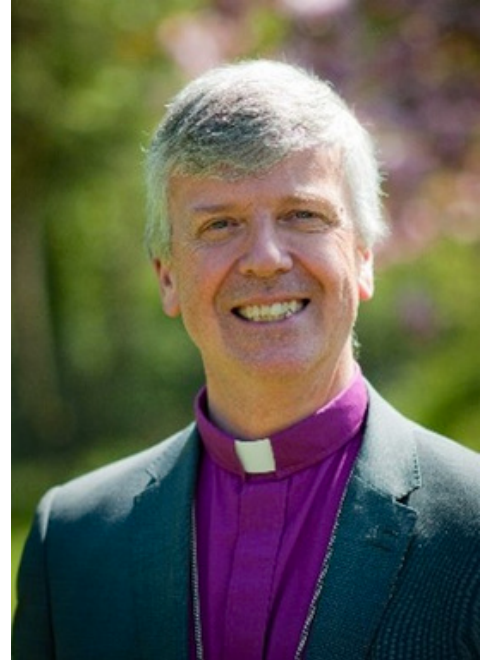
This post presents an unusual opportunity to play a key role in the early stages of the establishment of Godalming Minster. We are looking for someone to oversee the development of a new team to equip us for the next phase of mission within this large evangelical parish with a history of growth, and of reaching people across the whole community.



# A note from Bishop Andrew

The Diocese of Guildford is a warm and friendly place to be, with a strong cohort of gifted and passionate laity and clergy, some excellent church schools, and plenty of beautiful countryside to enjoy on a day off!

Our vision as a diocese is to see lives and communities transformed through the love of Christ; and, to that end, we have recently refreshed our Diocesan Strategy Transforming Church, Transforming Lives, with a particular focus on Growing Disciples, Growing Diversity and Growing Community. Although our congregations are generally rather larger than average, we are all too conscious that we are only reaching a tiny proportion of our Parish populations, and are particularly keen to become more effective in passing on the baton of faith to younger generations.



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

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

+Andrew Guildford





## A note from the Archdeacon of Surrey

I'm delighted that you're reading this profile for Godalming Minster. The Minster brought together the parishes of Godalming, Busbridge, and Hambledon just over a year ago, under the leadership of the Revd Simon Taylor, who had been Rector of Busbridge and Hambledon for 13 years. Simon has now taken up a new role with CPAS, so the post of Rector has become vacant.

Godalming Minster was born out of an exciting vision for the Church of England to serve the town of Godalming with a joined up, united approach. Previously, it existed as four churches across three separate parishes. This is a vision to return to the ancient concept of the minster (we know there was a Saxon minster in the parish, near Tuesley). It is not about reducing resources - human or otherwise (indeed, the minster project has demanded considerable investment from parish and diocese). Rather, it is about one Church of England parish serving one town. The new vision celebrates diversity (across the four sites and eight congregations, diversity is celebrated and provided for). It does, however, recognise that we are stronger in our united vision of following Jesus, loving people and renewing faith. It also ensures that we are as mission focussed as we can be, through a diverse team of leaders who have pastoral care and responsibility for specific congregations but also a portfolio across the parish.

Over the past year, the team at Godalming Minister – clergy, paid staff team, Wardens and many others – have worked hard at beginning to shape the identity and culture of the Minister, and have established a strong pattern of different types of worship across the four different sites. As the people of Godalming Minister move into this next stage of their life together, we're looking for a prayerful, pastoral leader, who will help the Minister to discern the vision for the coming years, to deepen in discipleship, and to share the good news of Jesus with the people of Godalming.

I hope you will enjoy reading what follows, and that you will prayerfully seek to discern whether the Lord is calling you to Godalming Minister, and to the Diocese of Guildford.

If you would value an informal conversation about the post, please don't hesitate to contact me by emailing [catharine.mabuza@cofeguildford.org.uk](mailto:catharine.mabuza@cofeguildford.org.uk) or by calling 07785 990208.

Please be assured of my prayers for all those reading this Profile.

The Venerable Catharine Mabuza  
Archdeacon of Surrey  
January 2025

# Welcome from the Wardens



David & Will

We are delighted that you are taking time to read our profile and consider the role of Rector here in the newly formed parish of Godalming Minster.

After two years of prayer and planning, the Minster was born just over a year ago when the parishes of Busbridge, Godalming and Hambledon came together with the common priorities of deepening discipleship, growing 'younger' and furthering mission and evangelism across the greater Godalming area.

The Minster structure envisages four stipendiary clergy each residing in the community they primarily serve, to increase visibility. They will also serve across the Minster parish, using their unique God given gifts and talents to teach, preach and spread the good news of Jesus Christ.

We are still in a time of change, partly because of the excitement of implementing the Minster vision, but also due to recent clergy changes. Our Rector of 14 years has departed for a calling with CPAS. In late 2024 our Associate Minister at Church Street retired, and our Associate Minister at Franklyn Road moved to another Diocese when her husband was appointed to his post of first responsibility. Simon Willetts, our Deputy Rector and Worship Pastor, has therefore changed his responsibilities from Hambledon to Church Street, and is currently providing spiritual leadership for the Minster during the vacancy.

We prayerfully await the arrival of our new Rector. We are looking for someone who is experienced in managing a complex structure, and who can provide leadership and oversight as we rebuild our team for the next phase of our life in Christ together. This will include leading a committed team of stipendiary clergy, staff and volunteers.

As churchwardens, we support the principles and practices commended in the Diocese of Guildford Clergy Wellbeing Covenant. We undertake to be available to pray regularly with the Rector and discuss their workload and priorities. This includes helping them consider training and development that they feel they need for their role, including retreats and maintaining a healthy overall work-life balance.

If you would like to contact us for an informal chat, please do email us. We would be delighted to hear from you. We very much hope that you will feel called to come and lead us on our journey.

**David Wilkin**  
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# Who we are



Church in the Park



Children's Ministry



New Wine

Godalming Minster is a fresh take on the ancient idea of a resourceful Christian community of worship, which serves its area to grow disciples of Jesus and share the gospel through teaching, nurture and care. It's an exciting time because the Minster was born in January 2024 after two years of prayer and preparation.

The Minster has four landmark church buildings, two C of E primary schools, a ministry hub, church hall, community centre and a café which are the hives for worship and mission activities. Our regular congregations span the 1662 BCP, choral tradition, common worship, contemporary, "Church in the Park" and the more charismatic, so that everyone can find a spiritual home and expression. Together the congregations involve about 300 people, with many more who participate in outreach activities.

Our passion is for children and young people and to nurture faith and relationship with Jesus in brand new generations. This is reflected in our provision for 0-18s, our investment in paid staff positions, our work with four local schools, and an expectation that everyone has a part to play in the vision.

You'll join a committed staff team and a church family who serve faithfully. You'll minister in a context where following Jesus, loving people and renewing faith means that evangelism, Christian discipleship, becoming a younger church and loving outreach all really matter.

**"We're fun, friendly and vibrant where everyone is welcome and there's something for everyone across all the services and congregations."**

~ Gemma, children's team leader

We're on a journey! We struggle with our faith, and the demands of time and busy lives. There's quite a high desire and expectation for good quality provision in worship and everything we do, so that prayer and Bible study are sometimes eclipsed. We're challenged to inspire each other to be part of a home group, understand our spiritual gifts and serve where we are most able to share God's love and witness.

Within Godalming Minster there is a range of views and understandings with regard to LLF. It will be crucial that our next Rector has the capacity to facilitate and manage evolving discussion on this topic. They should possess strong pastoral abilities to guide and support the congregations, along with the interpersonal skills necessary to navigate diverse perspectives.



## Creative, collaborative leadership

You'll be part of a friendly and supportive team who enjoy being together. We're outward facing and work closely with many in the local community. There's a great clergy, LLM, Local Assistant Minister (LAM) and wider lay team (see: [website/who's who](#)).

We meet regularly for prayer, activity updates, planning and to help one another. The team day usually starts at 9.30am. The team prays together weekly on Mondays in team meetings and there is a daily pause for prayer at 11am for those who are in the office hub at that time.

We believe in locally based, visible leadership and we encourage "every member ministry" to its full. This means that the clergy don't do everything or lead everything. Some congregations are completely lay-led and there's some autonomy within the congregational leadership for local decisions. Each congregation has its own leadership team. LLMs and clergy actively visit, preach and lead at all congregations.



The Minster works with many in the community. Supporting Mayors of Waverley and Godalming (Lib Dem), Lord Lieutenant of Surrey & local MP (Cons).

The team can be found on our [website](#).



Contemporary Worship



Minster Choir at Winchester Cathedral





# Our Vision & Priorities



## Following Jesus

Our commitment to nurture and **deepen discipleship** involves shaping and developing our existing network of small groups, individual and communal prayer life, the exercising of spiritual gifts and stewardship.

Examples of what's happening now, with room to grow...



Diversity of worship and preaching  
17 small (home) groups  
1 year discipleship-leadership course  
Short courses eg Bible course  
Congregational leadership teams to grow each congregation



## Loving People

Putting **mission and evangelism** at the heart of our identity as disciples of Jesus, and meeting the needs of our local communities across the parish.



Foodbank  
Hearing Aid clinics  
Older people's ministry  
Social (warm) hub  
Yew Tree Café  
Alpha & Baptism courses  
Alpha follow-up course  
Bereavement Course & Cafe  
Pastoral Care Team



## Renewing Faith

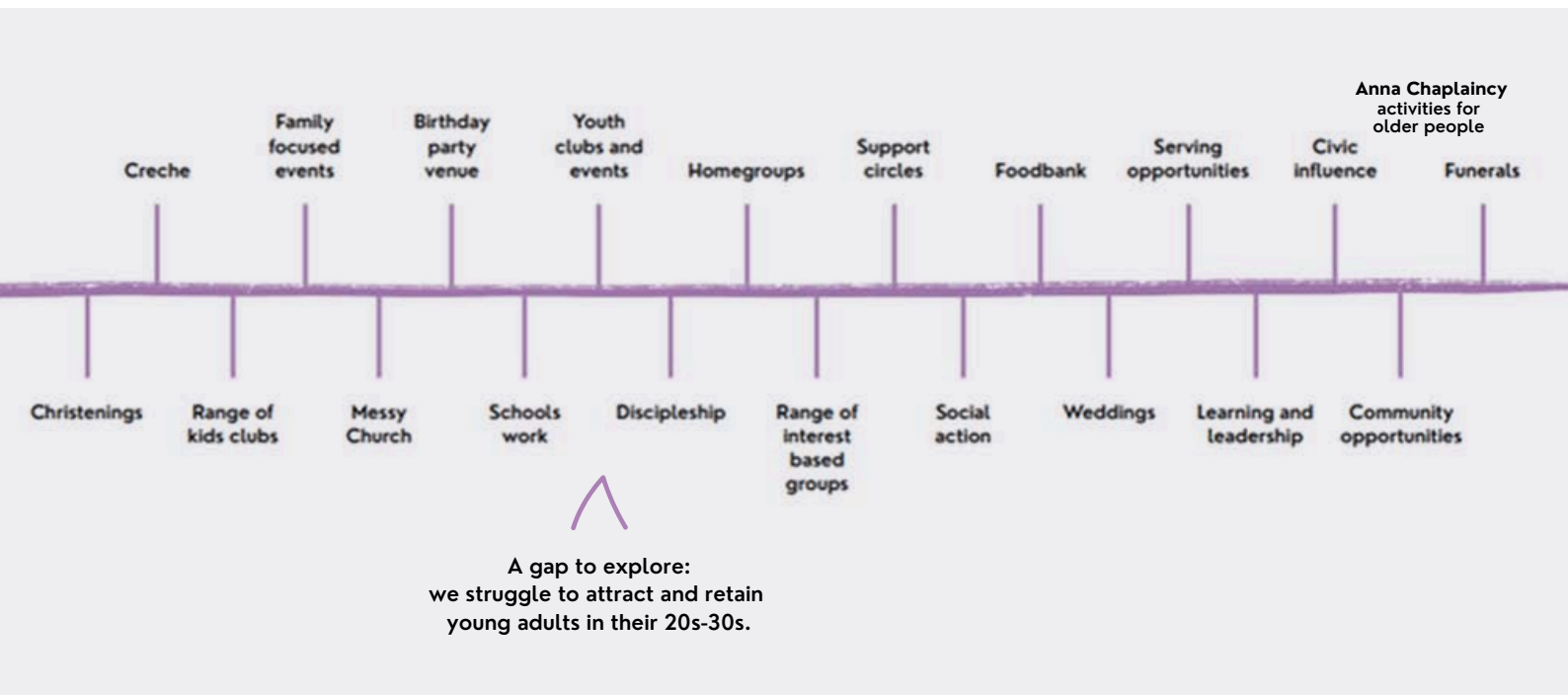
Our intention to **grow younger** in everything we do. We are focused on youth and children's ministry, our work in schools, identifying new leaders and people to serve in younger generations, and shaping our worship and activities accordingly.



Schools ministry  
Toddler groups  
Holiday clubs and Light parties  
Church in the Park  
Music outreach  
Youth café and Friday night social

# For People, for Life

Our aim is to offer something meaningful for everyone across the Minster,  
which brings people closer to Jesus,  
from the cradle to the end of life:



# The Mission Field

The Godalming area that comprises the Minster serves approximately 14,000 people within Godalming and Busbridge and a further 1,000 people in the Hambledon area. It's a picturesque part of Surrey, 5 miles from Guildford, with good links to the south coast. Two local stations, Godalming and Witley near Hambledon, have fast trains to London.

Godalming and local villages are known for their historic charm and beautiful surroundings. In the wider area there are a number of leisure facilities and sports clubs. There is an active social life in the area. The town and nearby villages offer a blend of rich history, scenic landscapes and vibrant community.

Godalming has many coffee shops and restaurants and it's a busy place. There's a growing trend in the Godalming area for people to work from home for part of the week. The Minster's Yew Tree Café at our Brighton Road site is regularly used by remote workers.

Education provision within the parish is good and includes the very popular Godalming 6th Form College (state) and independent schools such as Charterhouse and King Edward's, Witley. Nearby state secondary schools are Rodborough and Broadwater, where our Youth Director supports an ecumenical charity, Trinity Trust Team, with PSHE support. Two of the five primary schools in the parish are Godalming Minster church schools. There are nursery schools in both Hambledon village and around Godalming.

Within the parish, there are areas of historic need which are undergoing regeneration. Some parts of the Franklyn Road area are included in this.

**Just over half of the Minster's population identifies as Christian, followed by nones, at 45%.**

**The highest proportion of Christian affiliation is in Hambledon. The lowest affiliations are in part of the Franklyn Road and the Brighton Road Busbridge areas.**

"...bustling high street, enviably large houses and the sense of a corner of the country little used to political ruptures. To mark the 80th anniversary of D-day, the local shops were draped with an array of European flags; the scene in front of me seemed to crystallise the very English affluence that fosters calm and endless continuity....Its dominant middle class is educated, outward looking and fuller than ever of the values that define the capital city where so many local people make their living – conservative with a small "c", perhaps, but also discernibly modern. What really runs deep, moreover, are shared ideals about business and success"

The Guardian, 2024

"Godalming (area) is supremely popular with families for its excellent education, convenient transport links, and many recreational activities. For those that want to travel to London, Godalming strikes a perfect balance between a peaceful country village and a happening market town. As a spectacularly lush village in the famous Surrey countryside, Godalming is surrounded by other equally beautiful villages...resulting in a highly desirable place to relocate to."

Where's-Home 2024

"The Godalming (area) has been named the best place to live across 26 counties. The Surrey market town won the national vote for 'Best place to live 2022' in the Muddy Stiletto awards"  
~ The Express Newspaper, 2023



# Centres of worship and mission

The Minster is a spiritual identity, vision and culture. People gather at our four church sites from across the area based on activities, style of worship and relationships. To encourage the sense and identity of being part of Godalming Minster, we refer to the buildings by location, rather than their historic saints names - but you may hear both used.

Our four churches each serve their local communities, and many people have deep and long-standing connections both with their local area and their church building. There are also people who travel across the Minster parish, and from further afield who have found a spiritual home in a particular location. With the establishment of Godalming Minster in 2024, the Busbridge Contemporary congregation relocated to Church Street which offers opportunity and space for growth and outreach in the town centre.

## Brighton Road

Busbridge Church, The Busbridge Old Rectory (Admin & Ministry Hub) and The Yew Tree Café. Classic and Evening congregations gather here.

## Church Street

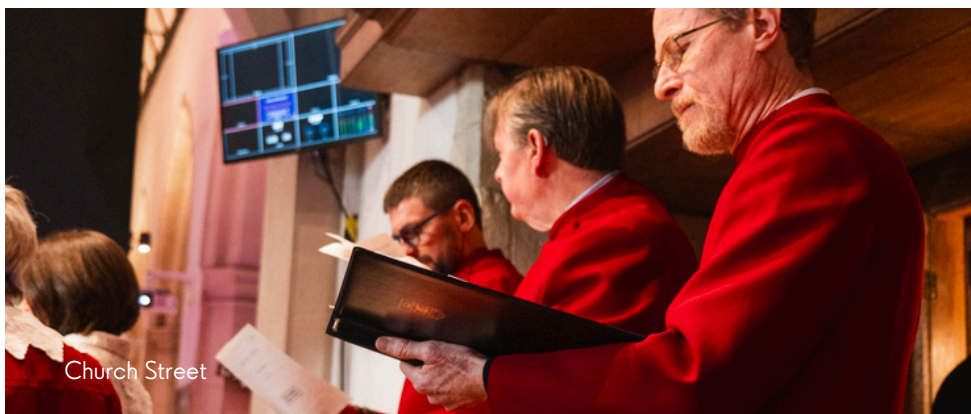
St Peter & St Paul's Church and The Octagon. BCP, Choral and Contemporary congregations gather here.

## Franklyn Road

St Mark's Church and Community Centre with the Foodbank. A Sunday morning congregation gathers here.

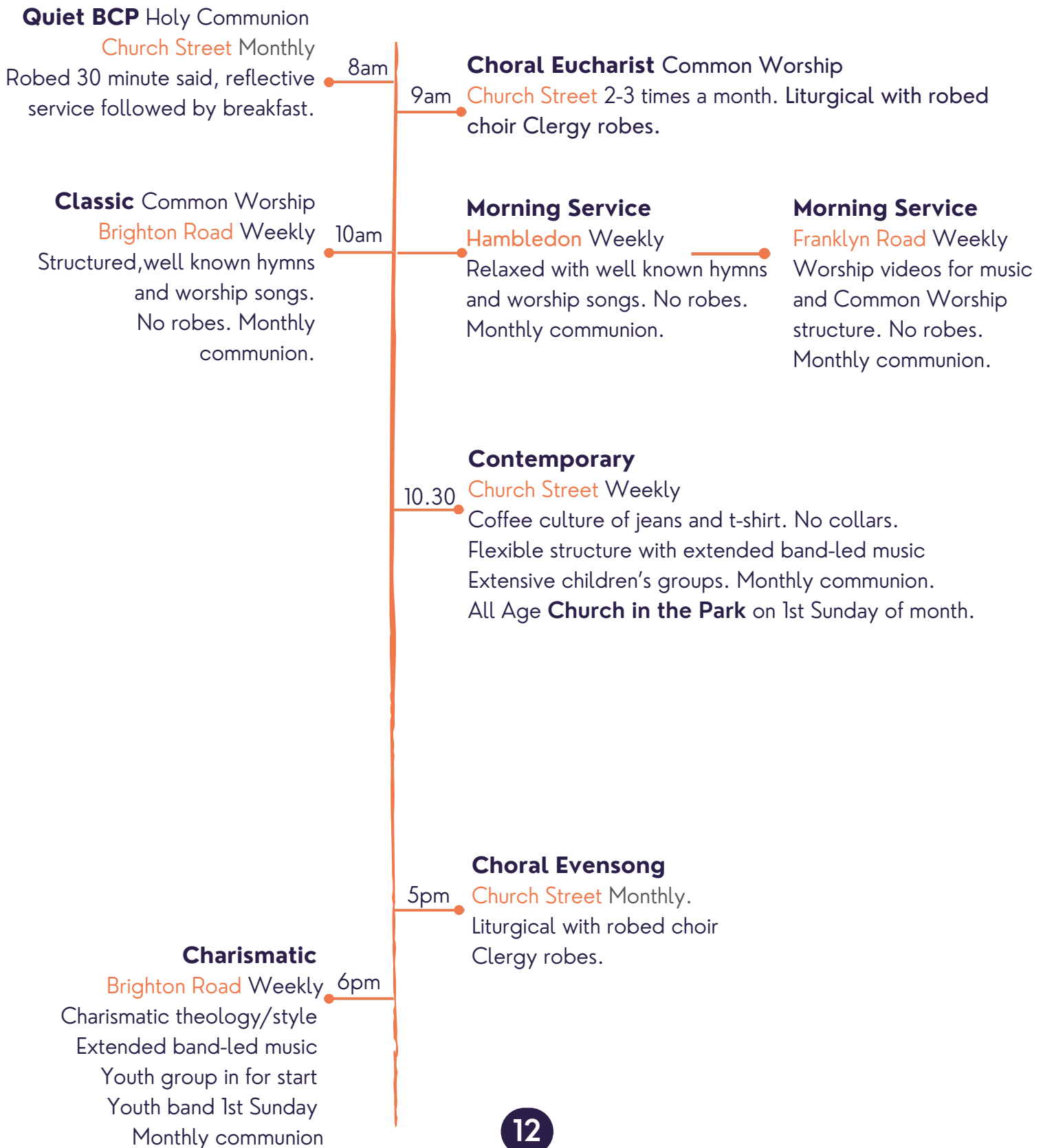
## Hambledon

St Peter's Church and Room. A Sunday morning congregation gathers here, and evensong takes place each term.



## The flow of Sunday worship

You'll be interested to see how each congregation and worship location currently connects across the Minster. We're working out how the flow, timings and connections work best for the future and it's important that the Rector has a real passion for raising new leaders and encouraging the growth of teams to serve and lead.





# Brighton Road

## Busbridge Church

Busbridge Parish was formed in 1865 and the church, which is Grade II\* Listed, was dedicated in 1867. It was designed by George Gilbert Scott in an Arts and Crafts style, with some fine Burne-Jones stained glass windows, along with a chancel screen designed by Edwin Lutyens.

In recent decades it has been the site of vibrant worship and thriving youth ministry which led to the launch of the contemporary service. Initially this congregation gathered in the Busbridge Junior School across the Brighton Road, then returned to the church building post-Covid before relocating to Church Street when the Minster was established. Busbridge Church has sent a significant number of people to train for ministry over the years.

The path through the churchyard was built in 2016, primarily to improve the safety of parents and children who walk between the infant and junior school twice daily. There was a major refurbishment in 2019, when the nave pews were removed and a new oak floor installed. In 2024 extensive work was completed to re-shingle some of the tower and re-tile some of the roof sections.

A memorial to Gertrude Jekyll, local gardener and artist, is in the churchyard. The National Trust has recently purchased Munstead Wood, Gertrude's home for many years, which is very close by. This may increase the number of visitors to the church when it's fully opened in a few years' time.

## What happens here

- Classic and evening services
- 0-18s Summer Holiday Club and Light Party
- Free movie showings on the big screen for older people
- Charity Quiz nights





## The Busbridge Old Rectory

The Minster's administrative centre and ministry hub is the beating heart of the Minster. It's located on the Brighton Road site. Busbridge parish purchased the rectory site from the Diocese in 2017 to improve facilities for ministry and accommodate increasing numbers of staff. The diocese in turn purchased Spinney Copse in Hambledon Road, to serve as the Rectory. The various rooms in the Old Rectory provide office space and are very suitable for meetings and events. The garden provides a safe space for toddlers, youth activities, outdoor services and BBQs. The Hut and Yard, part of the Old Rectory, provide great facilities for young people to meet and learn about Jesus.

## What happens here

- Toddler groups; and a Pray and Play group
- Youth work in The Hut; including Friday night socials
- Alpha; the Bereavement Course; the Pre-Marriage Course; the Bible Course
- Bereavement Café
- Breakfast and evening meetings; Newcomers' Teas
- Men's monthly Breakfast and Ladies-led local interest group
- Seniors' Ministry activities, many of which take place in the church or Old Rectory
- Hearing Aid Clinics: Minster hearing aid champions run clinics for routine maintenance of NHS hearing aids, as well as offering tea, cake and a good chat. Monthly clinics take place at the Old Rectory, Hambledon and Godalming Library, and batteries can be collected from the Yew Tree Café.

## Yew Tree Café

The Old Rectory is made all the more pleasant by being situated right next to the busy Yew Tree Café, which opened in 2022. This was formerly known as the Church Centre, built in 1975, and for many years provided space for meetings, toddler groups and other smaller gatherings. The recent introduction of accessible paths through the churchyard linking the church with the surrounding roads, has resulted in a significant increase in movement across the church site. The Café provides a natural, thriving meeting point, and staff and volunteers offer a warm welcome and a gentle outreach. They host the weekly Prime Time coffee morning, and the monthly Busbridge coffee morning.



Youth Games in the Old Rectory Garden



Yew Tree Cafe



Old Rectory Garden

## The Busbridge area

Busbridge Junior School is a CofE Aided school, with church representation on the Board of Governors. The Minster team provides weekly assemblies and hosts Easter, Harvest and Christmas services in the church. We have a close relationship with Busbridge Infant School which also holds key time services in the church.

St Edmund's Catholic Primary School is near the church, and Godalming College (sixth form) which has about 2,000 students is also situated in Busbridge.

The recreation ground provides a much used open space with a modern playground, and has facilities for football, bowls, cricket and tennis, and the Howling Owl bar and café in The Pavilion is open daily. It is also the location of a historic and well-used scout hut.

The Village Hall offers a facility for many different groups to hire, and also has a car park, which the church can use on certain occasions.

Every year there is an Open Studios event for people to show their artistic skills. Every other year the community has recently hosted an Open Gardens weekend, where people's skills, shrubs and flowers can be admired in gardens, large or small.

Ladywell Convent is the motherhouse of the Order of Franciscan Missionaries of the Divine Motherhood. As well as running a conference and retreat centre, it maintains Ladywell Shrine. The sisters graciously provide coffee and pastries after the Easter Sunrise ecumenical service held at the Shrine (possibly the oldest place of Christian worship in Godalming).

Hydon Hill Cheshire Home is nearby. Before Covid, some residents used to worship at Busbridge, and lately our Anna Chaplain is a regular visitor and service leader there.







Church Street seen from the River Wey and the Phillips Memorial Park

## Church Street

The Minster's oldest location is in Church Street, at the heart of Godalming's town centre between the station and the High Street. The spire can be seen from afar and it's arguably the most visible landmark in Godalming. This ancient grade 1 listed Anglo-Saxon building dates back to the 9th Century and seats c.500 people. The church has a peal of 8 bells and a wonderful William Hill & Son organ (1887) which accompanies traditional choral worship. It's the focus for large civic services and events with the Borough and Town Council. Our regular traditional Sunday morning Choral Eucharist and monthly evensong services occur here, and our lively weekly Contemporary service with children's groups.

The Octagon was completed in 1970 and refurbished in 2000, to act as a parish hall. Today it hosts mid-week toddler and baby groups and is regularly hired by community groups.

The church fabric is generally in a good state of repair. In the lead up to the Minster, some pews were removed to enhance contemporary worship and a new audio-visual system was installed. The building requires further reordering and we are starting to think about how best to optimise this wonderful space for worship and the benefit of the wider community.





## What happens here

- BCP, choral and contemporary services
- Toddler group and baby group in the Octagon
- Uniformed groups
- Godalming Community Gospel Choir
- Concerts and recitals
- Bell ringing
- Lammas (hand bell) ringers
- Community groups and events, eg. service and refreshments after the High Street Christmas Lights procession

## The Church Street area

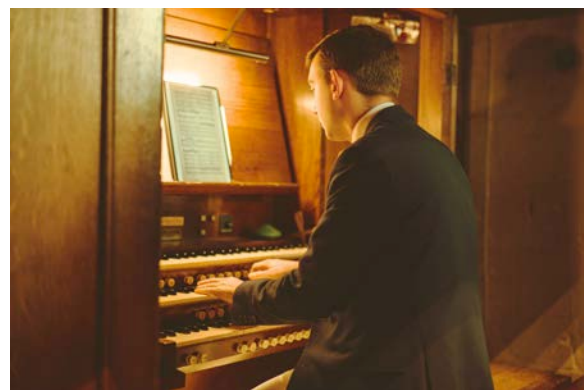
Church Street is in the centre of Godalming, a small market town with a mixture of long-established and more newly arrived residents. The town centre is in a valley near the river and the railway, and most of the residential development has taken place up the hills just outside the town. Housing nearer the centre tends to be older Victorian terraces, and some offices which have been converted into high quality flats, along with 3 units of sheltered housing. There is a mix of residents - the main age groups are professional singles and couples in their 20-30s, often working from home, along with older, long-standing residents.

The Cellar Camino Café near the Borough Hall, one of our ecumenical mission partners, provides a caring and friendly meeting place for disadvantaged and vulnerable people in the community, along with gentle Christian outreach.

The Minster members lead Open the Book assemblies at the nearby Moss Lane Infant School.

The Meath provides residential care for people living with complex epilepsy needs. Some residents attend church services and are part of the Minster family.

Godalming has a fascinating museum, an active Town Council, Waverley Borough Council Offices, library, and ambulance and fire stations. Godalming's Staycation week of events every August, includes a Churches Together worship service at the Bandstand in the Phillips Memorial Park next to the bowls club.





# Franklyn Road

St Mark's celebrated its 90th birthday in 2024. The foundation stone was laid on 8th August with the dedication service on 18th December 1934. It has been at the centre of community life since then, particularly with the later addition of a community centre. The site is overseen by a Community Centre management team led by the Associate Minister on behalf of the PCC. The building is in a state of good repair.

The Franklyn Road congregation and the centre facility are central to community growth and helping to address the challenges people face. There are strong links with the neighbouring CofE St Mark's and All Saints Primary School.

## What happens here

- Sunday morning service and mid-week prayer
- Foodbank- open 2-3 times a week
- Smart Tots (Toddler group)
- The (Warm) Hub - free lunch and social
- School assemblies, after-school youth cafe and community days

There are also local community activities here all day, every day, including yoga, pilates, table tennis, drumming, book groups, chess and U3A.

## The Franklyn Road area

There's a local shop, uniformed organisations, and a toddler play park. The Eashing Cemetery which borders the church remains open for burials, and has many visitors. Some parts of this area have a high deprivation index, mostly found in social housing. Other parts have more established detached homes or terraced Victorian cottages and there's also a new Cala Homes development called Ockford Park.





# Hambleton

St Peter's is the only church in Hambleton, and the list of Rectors goes back to 1301. It is located on the edge of the village, and was completely rebuilt in 1850. Hambleton was a centre of evangelical-charismatic renewal in the 1980s and 1990s, and some well-known figures in revival have a connection. In 2007 a meeting room, kitchen and toilet were added. The building is generally in a good state of repair. The site has a small car park and an extensive open churchyard, including enormous yew trees which are over 1000 years old.

## What happens here

- Sunday morning service and mid-week prayer
- Monthly coffee morning and hearing aid clinic
- Outreach services such as Hymns and Pimm's in church, Carols at the Pub and the Festival Service on the cricket green
- Joint church/community Hambleton Magazine
- Located on the Greensand Way, many walkers are welcome visitors

## The Hambleton area

The quintessential rural village of Hambleton, Surrey, is c.5 miles south of Godalming. There is a deep sense of community and belonging, and the church is part of that heritage.

The population ranges from families who have lived in the village for generations, to people moving out of London in search of greenery, and change of pace and room for their growing families. Houses can be expensive, although there is a small amount of social housing and some affordable homes. There's more social and economic diversity than may be superficially apparent.

The Village Shop, run by the people of the village, is a thriving store, tea shop and Post Office and a real hub for the village and visitors, especially cyclists. The shop overlooks the cricket green, which hosts a grand village festival every two years which concludes with an open air Sunday service.

The Merry Harriers pub, Village Hall, football and cricket clubs, and the nursery school all have good links to the church. St Dominic's School supports the complex needs of up to 150 children with Special Education Needs.





# Key focus of the Rector's role

We give thanks for the blessings and opportunities God has given us, but we are also realistic about the size of the challenge facing us as we seek to step forward into the next phase of our life together. We are conscious that who we aspire to be and what we aspire to do are not necessarily matched on the ground. Our new Rector will be working with us as we inhabit this space between aspiration and reality, and as our Minster vision continues to evolve. There are many people who serve God in a wide variety of ways within a complex parish structure. We seek and pray for a Rector who can continue to unite and inspire us under God.

## Specific Areas of Responsibility

### Prayer

Fostering and leading a culture of prayer across the Minster within congregations, ministries and small groups, so that prayer is accessible, visible and modelled in all that we do.

### Leadership and collaboration

Formulating the vision, the Parish Needs Process (PNP) and implementing our priorities of Following Jesus, Loving People and Renewing Faith to build up the community of Christ across the Godalming area.

Creating teams and building people's involvement in activities. This includes raising up new leaders, mentoring them, nurturing them in faith and encouraging them to discover and exercise their spiritual gifts.

Supervising directly and indirectly the 12 paid staff (7 FTE) and up to 3 stipendiary clergy. Overseeing a Senior Leadership Team (SLT) which comprises (at full capacity) three Associate Ministers, two churchwardens, Youth Director, Operations & Communications Manager and Treasurer.

Chairing the PCC. The Rector will also serve on the Board of Governors of Busbridge CofE Aided Junior School and as a trustee of a number of local trusts and charities.

### Worship and preaching

Modelling the standard for preaching and leading worship to the team of lay (including 4 LLMs) and ordained (5) self supporting ministers. They should interpret and reflect the gospel in a way that will encourage faith development by adapting content and style for different audiences, occasions and purposes. They will also need to plan and conduct a programme of teaching which supports and nourishes the Minster community.

### Pastoral care

Overseeing the provision and extension of attentive pastoral care through the pastoral care team, forming a strategy and mentoring others in pastoral care.

## Key focus of the Rector's role - continued

### Mission and outreach

Working alongside and encouraging each of us to be outward focussed. This includes developing a discipleship pathway for people of all ages, taking into account different levels of faith and knowledge. We are aiming to be a church that offers something to everyone, and there are many different ways to be engaged with our local communities in order to gently draw those on the fringe closer to God.

### Civic engagement

Liaising and strengthening relationships with a wide variety of local organisations including Godalming Town Council to raise the profile of the Minster locally, in a meaningful way, and leading key civic services.

### Stewardship and organisation

Working with the PCC and churchwardens to ensure that structures and resources for the Minister are appropriate, including safeguarding, governance, finance and accountability.

# Who are we looking for?

## Skills and Attributes

We are praying for someone of a character which reflects and attracts people to Christ. The selection panel will be looking for the following qualities in the new Rector.

The person appointed will be:

- Secure in their **identity in Christ**
- Passionate about the power of **prayer**, and sharing it with others.
- **An articulate and inspiring communicator**. Gifted to preach and teach the Word of God in a variety of worship styles, to people at different stages in their journey of faith, as well as able to convey vision and engender a sense of excitement across a range of congregations and groups.
- **Approachable and empathetic**, an active listener with a pastoral heart, leading our churches in offering welcome to all people from diverse backgrounds.
- Someone with significant **leadership experience**, able to provide oversight within a complex parish and large team, and proficient in delegating and providing support to others with a mix of grace, assertiveness and wisdom.
- A **strategic** leader, able to see the big picture, as well as engaging with detailed processes
- Someone who **enables others to flourish and grow** in their leadership; collaborative in approach, and committed to raising up and equipping both staff and volunteers.



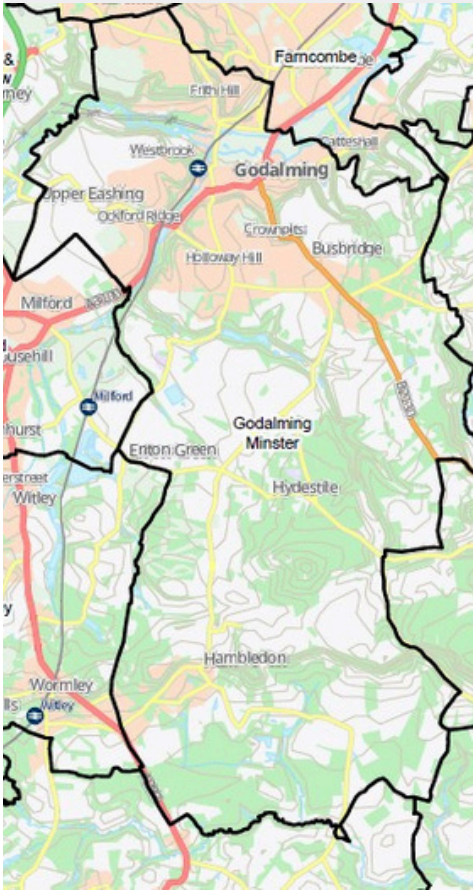
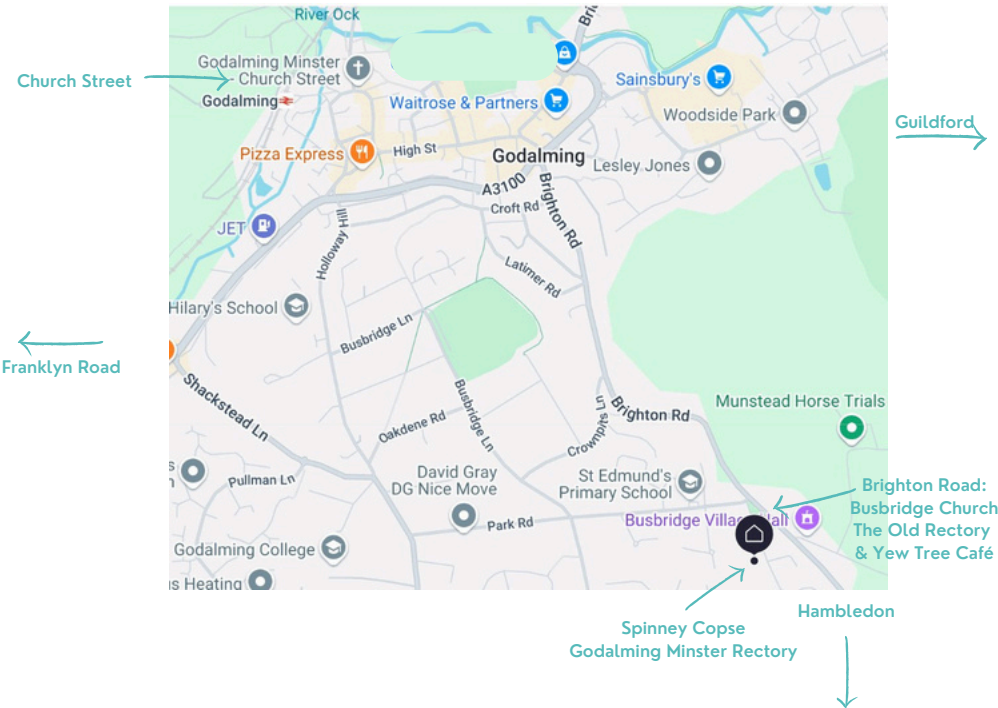


# References

## Housing



As a member of the clergy, housing is provided. The Minster parsonage is a five bedroom detached house. It has its own off-street parking. This house is in a great location as it is located opposite the Brighton Road site and the Busbridge Infant and Junior schools.



## Governance

When Godalming Minster was formed, we decided to retain the former Busbridge Church charity number (1128305), and fold in the accounts of the former parishes of Godalming and Hambledon. Our finance team has been working hard on the merger, and the first formal accounts for the Minster will be available mid-2025. Budgets have been prepared across the Minster since 2024.

The financial history of Busbridge is available on the Charity Commission website:  
<https://register-of-charities.charitycommission.gov.uk/en/charity-search/-/charity-details/5001387/charity-overview>

With an electoral roll of 464 in January 2025, the PCC has the maximum of 15 elected lay members, who represent all four churches. With clergy, churchwardens, an LLM representative and 4 Deanery Synod reps, total PCC membership is currently 22.

PCC meets every two months and is chaired by the Rector with a churchwarden as Vice-Chair (and as chair during the Vacancy). The agenda is set by a Governance Committee comprising the Rector, associate ministers (up to 3 but 1 at present), churchwardens and the Treasurer (a member of the PCC).

The PCC has also established the following sub-committees which report to the PCC:

- Finance
- Health and Safety
- Human Resources
- Mission and Evangelism
- Property & Fabric
- Racial Justice
- Specific Age Ministries
- St Marks Community Centre
- Yew Tree Cafe

Each sub-committee has Terms of Reference approved by PCC and comprises members from the PCC as well as other church members with relevant expertise and enthusiasm. In addition, a Standing Committee and Safeguarding Serious Incident group meet when necessary.

## Finance

The Minster is fortunate to have around £300,000 of unrestricted reserves, which enables it to budget with confidence, and step out in faith for uncertain ventures like the Yew Tree Café.

It is PCC policy to retain sufficient reserves to cover around 6 months of unrestricted expenditure.

Central Church grants to support the formation of the Minster run for the 3 years of 2023, 2024, 2025 and a newly qualified Associate Minister is provided free of costs to the Minster until early 2026 under the Post of First Responsibility scheme. By early 2026, income would need to significantly grow to offset the loss of these grants in order to maintain stipendiary clergy resourcing at current levels.

Because the total assets of Godalming Minster exceed £3.25million (mostly held in the buildings of the Old Rectory and two residential investment properties), Charity Commission rules require the accounts to be subject to an annual audit (as opposed to the light touch independent examination) requiring tighter governance processes across the organisation.

Approximate financial position for 2024:

### Income

Voluntary income (Giving) 400,000  
Rental Income (houses and school site) 100,000  
Central Church Grants (until end 2025) 45,000  
Yew Tree Cafe 90,000  
Franklyn Road Community Centre 50,000  
Other Income 50,000  
**Total Income 735,000**

### Expenditure

Parish Share 165,000  
Staff and People Costs (excl cafe) 320,000  
Ministry Costs 30,000  
Franklyn Road Foodbank 20,000  
Cafe costs 90,000  
Admin costs 40,000  
Fabric / Property costs 40,000  
Other Running costs 60,000  
**Total Expenditure 765,000**



# Next steps

We'd welcome an informal conversation. You can contact both the wardens by email, and they'll give you a call:  
william.bryans@godalmingminster.org and  
david.wilkin@godalmingminster.org

To apply, please go to  
<https://www.cpas.org.uk/jobs-ministry>  
and look up the vacancy details.

**Closing date:**  
**23 March 2025**

**Interviews:**  
**7 & 8 May 2025**



For more information please visit our website

[WWW.GODALMINGMINSTER.ORG](http://WWW.GODALMINGMINSTER.ORG)

Or you can find us at:



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