



“We would love to invite you to come as you are and explore with us being a Christ-centred, welcoming, supportive, celebratory, local church community. A community that loves God, loves each other and loves Brixton. Everyone is welcome – children, students, men and women, young and old.”

WELCOME TO ST PAUL'S BRIXTON!

Thank you for taking the time to read about our church and parish. We hope that this profile will give you a flavour of St Paul's, our parish and a sense of the opportunity that would be presented to a new Vicar.

We are a family; a small, but wonderfully diverse church in the heart of Brixton. There are a few key things you need to know about St Paul's, about what we value:

- Christ being at the centre
- Our welcome is important to us
- We love to celebrate
- We are a local church
- We are supportive

Our vision is to continue to be a healthy, growing community church through Loving God, Loving Each other and Loving Brixton, more on our vision and values later.

St Paul's is an Anglican Evangelical Charismatic Church which is welcoming to all. We are a diverse church believing it is possible to celebrate members' different church and ethnic traditions and styles in our worship. Our patron is The Church Society.



At St Paul's you will meet a variety of people; single parents, unemployed, young and retired professionals, new parents, established families and older people. We place a high value on our church family sharing life together and practical social action in our community. Our Sunday services are essential to our church life and we encourage everyone to participate in their unique way. We hope as you read this profile you get a sense of the warmth, informal welcome and a community feel that St Paul's offers.

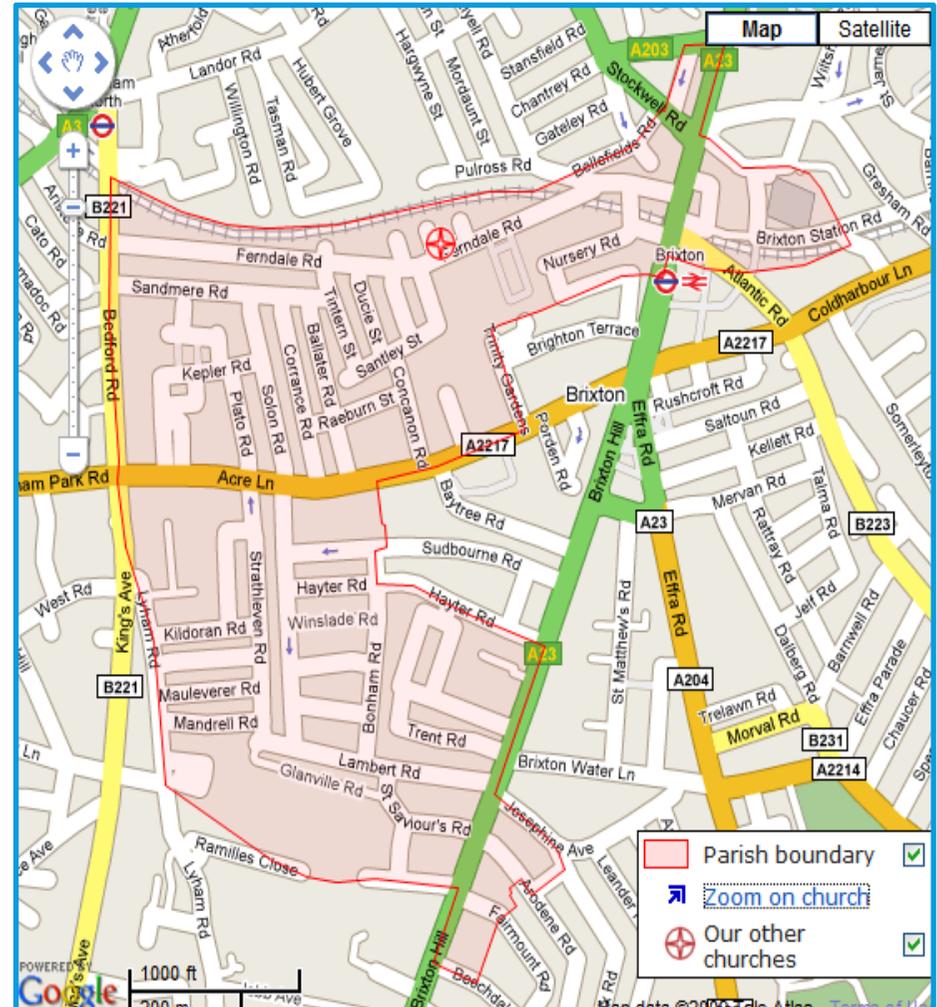
Recent History: In 2008 the Rev. Ben Goodyear was invited to consider a graft from Ascension Balham Hill. The challenge was to integrate the two different worship styles and the two different cultures of the churches i.e. a young white planting team from Ascension, Balham Hill and a predominately black congregation from St Paul's. Although, at times, this was not always easy, through the commitment of the congregation, working together, praying together and uniting around our core values, the result is that St Paul's has become a Church that is vibrant, celebratory and supportive, serving God and our community. Attendance has grown, with the average Sunday morning attendance of 55 with a wider church family of 120. We have 72 members on the electoral roll. Part of the growth has come from the transition from being a Sunday church to an everyday church. This has included running home groups, Alpha, and a whole range of outreach projects run in partnership with other local churches including debt counselling through CAP, street pastors and foodbank. One of our cherished moments was the installation of a stained-glass window in 2014. It was designed to reflect Brixton and our congregation inscribed with our prayers and Bible verses. St Paul's is relying heavily on lay leadership and volunteers with a sense that 'sleeves must be rolled up' as everyone has a part to play. There has always been a sense of shared ownership and willingness to serve as well as the opportunity to welcome several new people to the St Paul's family.



OUR PARISH, BRIXTON

Our parish (St Paul with St Saviour, Brixton in the Lambeth North Deanery) covers most of West Brixton and a tiny bit of Clapham (SW2 & SW7); this area making up approximately 10,000 people. Our parish forms part of the Diocese of Southwark, which is a good place to be. The Diocese has been developing new strategies to enable congregations and communities to thrive the Southwark Vision. Appendix 1 has more information about the Diocese and their vision.

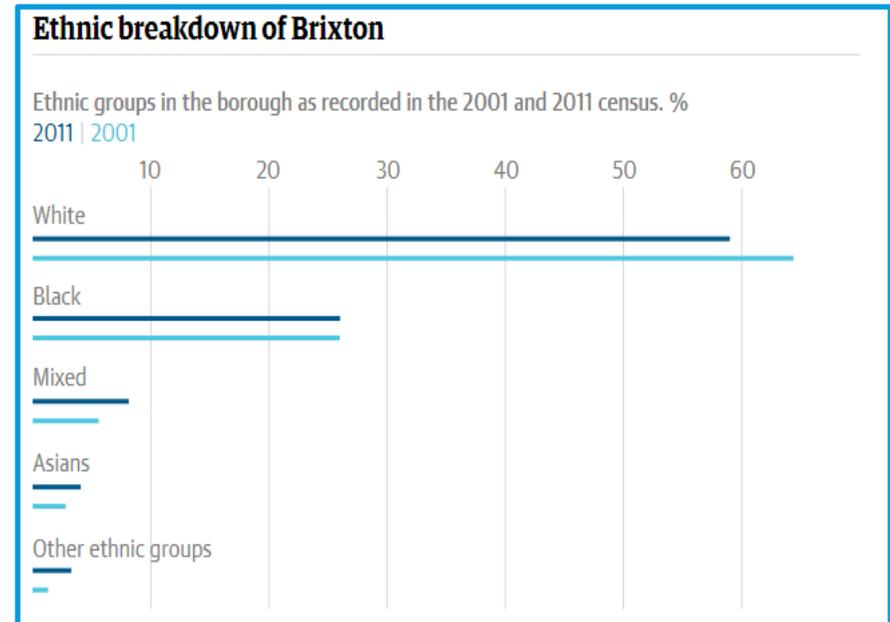
Brixton is a lively, vibrant area in south London, with diversity woven into its fabric. Music, food, culture and commerce here are fantastic and reflect the area's Caribbean roots. We have the UK's only dedicated heritage centre for Black British History and Culture. Brixton Village, The Fridge, the famous Ritzy cinema and countless music venues provide plentiful entertainment options. People who live here come from a variety of places and work as shopkeepers, social workers, bankers, doctors, nurses, actors, road sweepers, teachers, accountants, bus drivers, media workers and patty chefs!



There are also people without employment in Brixton. Through its multiplicity, Brixton sees signs of both affluence and, in many cases, real deprivation; a gap which is growing, causing Brixton to be unaffordable for many local families and workers, forcing them out of the area. Lambeth is the 8th most deprived borough in London and 22nd most deprived in England, with circa 87k people living in poverty, after housing costs. The most deprived places in the borough are mostly in Brixton and Stockwell. One of St Paul’s missions (more on which later) – Love Brixton – is to help address some of the area’s needs through work like Foodbank and CAP.

Economic activity in Brixton		
2001 and 2011		
Brixton economic activity	2001 (%)	2011 (%)
People aged 16-74: Economically inactive: Other	2.42	4.65
People aged 16-74: Employees Full-time	33.5	50.26
People aged 16-74: Employees Part-time	12.59	8.57
People aged 16-74: Full-time student	2.19	3.88
People aged 16-74: Looking after home / family	5.62	2.81
People aged 16-74: Permanently sick / disabled	4.59	3.33
People aged 16-74: Retired	20.93	4.46
People aged 16-74: Self-employed	14.65	10.72
People aged 16-74: Student	1.74	5.65
People aged 16-74: Unemployed	1.97	5.67
Unemployed people aged 16-74: Aged 16 - 24	0.02	1.18
Unemployed people aged 16-74: Aged 50 and over	0.48	0.8
Unemployed people aged 16-74: Who are long-term unemployed	0.71	2.25
Unemployed people aged 16-74: Who have never worked	0.02	1.04

Source: ONS census data



According to the last census in 2011, our parish is 58% white, 26% black and 16% mixed, Asian or other ethnic groups. Our church is mixed too, but with more black members than other ethnic groups. In terms of class, the parish and the church, has a mix of working and middle class

There is a variety of housing within our Parish including 3 council housing estates – Blenheim Gardens (south) where our community centre is based, Solon Road (north west) and Edmundsbury (north east). In our parish we don’t have many institutions apart from Lambeth College, although Brixton itself has schools, and homes for the elderly and a men’s only prison with a capacity of 798.

Public transport in Brixton is excellent – all buses go to Brixton! The Victoria line even has a night tube and the overland trains are very well connected.

We are a family; a small, but wonderfully diverse church – a much valued characteristic that we love to celebrate. The disposition of our church is joyful and celebratory. We like to sing, dance and rejoice in the good news of Jesus.

Our Vision: *Love God, Love Each Other, Love Brixton* is the challenging by-line that summarises what we are striving to be as a church.

Our values Through our first Mission Action Planning (MAP) day exercise in 2014 we created our values: In all that we do at St Paul's Brixton, we seek to be welcoming, supportive, local, celebratory and Christ-centred.

Our vision is that St Paul's Brixton will be a **healthy growing community church** and we will do this through

Loving God

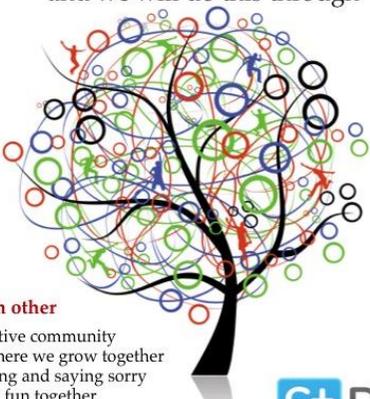
- in vibrant worship that energises faith
- by using our gifts every day
- by praying together and praying with other churches

Loving each other

- in supportive community groups where we grow together
- by forgiving and saying sorry
- by having fun together.

Loving Brixton

- in partnership with other churches
- by being a green church
- by feeding the hungry
- by addressing the causes of hunger
- by connecting people to Jesus the bread of life



St Paul's
with St Saviour's Church Brixton



A recent MAP day in May 2018 identified these themes as an expression of our aspirations for how we can serve God in the future. We hope that the new vicar will work with us to realise some of these aspirations:

- Children/youth work ministry
- Changing lives through Christ and encountering the Holy Spirit
- Men's ministry
- Lay ministry and equipping our congregation to grow into their gifts and callings to further God's kingdom
- Meeting together and doing life as church family
- New Christians – creating opportunities for our friends and people connected to our mission activities to know God
- Use of our properties for further ministry
- Greater outreach involvement in our local community including CAP, Citizens and Brixton prison

LOVING GOD

We **Love God** through our worship, using our gifts daily and praying together and with other churches

Our Sunday services

We currently have two 'Services of the Word', one All Age communion service and one communion service a month. On Sundays, we start at 11am and our service is Bible-based, musical, often creative and always expectant. Sunday school is run 3 times a month and has about 8 children ranging from 3 to 10. The Sunday School numbers have fallen in recent years. Previously we had 20 to 30 babies and children attending Sunday school and crèche. We currently do not offer any weekday services unless it is a Christian festival at Easter or Christmas. St Paul's likes to celebrate the Christian festivals, whether it's wearing red at Pentecost, taking our worship outside on Palm Sunday, writing our own nativity plays or coming together to reflect on the events that lead up to Easter Sunday.

We have a congregation blessed with gifts, from preaching thoughtful Bible based sermons, to leading vibrant worship. We are blessed by our fantastic organist and pianist who has been with us for over 50 years and who collaborates with our other talented musicians and singers to bring a variety of songs and hymns to St Paul's. During the worship, we offer prayer ministry to anyone who wants to respond to the sermon or a word/picture that has been given, needs healing or encouragement, or just wants to praise God.

Individuals are celebrated during the service, whether that's a 'sung happy birthday', sharing a testimony, or from hearing what the children have been up to in Sunday School.

Usually, there are anywhere between 40 to 60 people (e.g. 50 adults and 8 children) at Sunday service, but some days can be quieter than others. After the service, we stay for tea, coffee, biscuits and cakes in our small hall next to the sanctuary.



In the last twelve months, St Paul's has held 12 baptisms or reaffirmations and 3 confirmations. Over the last 3 years we have had 1 wedding, 1 wedding blessing and 4 funerals. Also, over the last few years we have celebrated weddings of church members who have held their marriage service in other churches.

Messy church is a very separate congregation and meets monthly on Sunday at 3.30pm for arts, crafts and games. We also have a mini sermon and occasionally take communion. We have seen Messy Church grow in the past couple of years, with on average 26 adults and 43 children, most of them not churchgoers.



Prayer life

Holding each other up in prayer is important to St Paul's. We have a strong history and have positive expectations of prayer and are eager to see signs; wonders and miracles take place. During this vacancy period we are coming together as a church to listen to God and seek Him and His plans for St Paul's and our new vicar.



In collaboration with 'Churches Together' we have opened the church up for weeks of prayer, where we have creatively built prayer stations and encouraged the congregation (with the congregations from the 'Churches Together' churches) to sign up for hour slots praying and listening to God for our community, our church, and ourselves. Our last one was in February 2018. This has been successful and an engaging new way for people to encounter God.

We have run 'Deeper' on a Thursday night exploring the prophetic using Bethel Church material. Growing our prophetic gifts is something that has been introduced to St Paul's over the last few years and we have had sermon series and external speakers to encourage us in this.



LOVING BRIXTON

We **Love Brixton** in partnership with other churches; by being a green church; by feeding the hungry; by addressing the cause of hunger; by connecting people to Jesus, the Bread of Life. Here are just some of the things St Paul's is involved in:

Parents & Toddlers' Group This is run by St Paul's and we see about 25 adults and 40 children each month visit our Parent & Toddlers' group, and the group has just celebrated its 5-year anniversary!

CAP: In 2017, partnering with other churches, we gave out 44 Christmas Hampers to all the CAP clients we'd helped throughout that year. Over 5 clients have gone debt free, 30 in the process and a few have dropped out. 2 people have come to know about Christ, with 4 baptisms and a good number connecting to local churches. St Paul's also gives financial support to the CAP Brixton Debt Centre to enable its activities.

Citizens: Drawing on the proven power of person-to-person organising, Citizens' work transforms communities and builds the local power necessary to create local and national change. St Paul's is an active member of Lambeth Citizens working on local justice issues like affordable housing, access to university & Citizenship, and welcoming refugees to Lambeth.

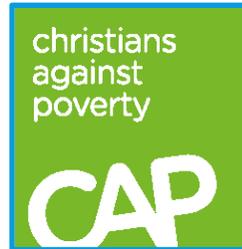
Foodbank: St Paul's is part of the Norwood and Brixton Foodbank. St Paul's opened its doors to be a distribution centre in 2012. In 2017 we fed 9,295 people in partnership with other local churches. St Paul's also expanded and holds 'Food For Thought', a short lunchtime 'praise service and soup', each Tuesday.

Acts of Witness & Carol Singing: Every Good Friday and at Christmas we sing opposite Brixton tube station with 'Churches Together' and invite people to come to services. Some have joined our church as a result.

Street Pastors: Some of our members have been listening, caring and helping late on Friday nights with Street Pastors from other churches.

Alpha: We run Alpha Courses at least once a year and have seen a small number come to faith and join the church as a result.

Churches Together, Brixton and Stockwell are a diverse group of people from different churches in Brixton. One of the many things we have in common is that WE LOVE BRIXTON! We aim to provide a common witness to the Christian faith and to engage in activity which might bring benefit to Brixton. St Paul's hosts a weekly prayer meeting on Wednesdays at 6.30am so the leaders of 'Churches Together' can pray together.



LOVING EACH OTHER

We **Love each other** in supportive community groups where we grow together; by forgiving and saying sorry; by having fun together. Below is how we love each other as a church family:

Youth group: It meets twice a month with 4 youth at present. We are looking to collaborate with other churches and will be taking our youth to Soul Survivor this summer. We have previously had the opportunity to take the youth to New Day which has always been fun!

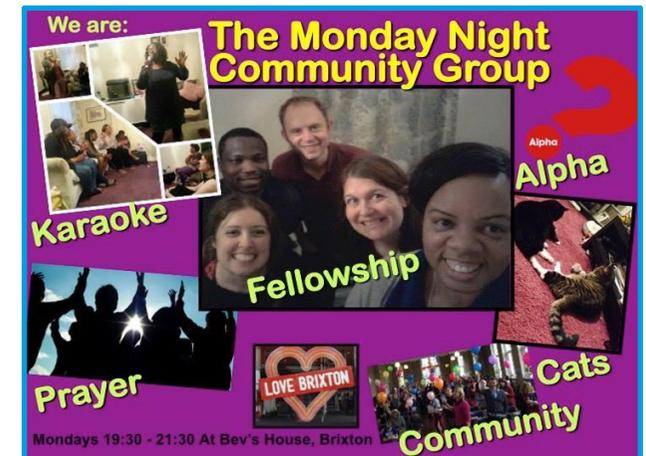
Parenting Course: At the start of 2018, we ran a *How To Get Your Children Through Church Without Them Hating God* course for parents.

We have previously run the **Marriage Course** and Bethel's **Single Life Workshop** for our members and people outside of St Paul's.

Home groups: Many of our regular members belong to a weekly home group or community group. Our home groups are all unique all seek to do life together whilst growing in our relationship with God through bible study, prayer, praise, testimony and learning from books like 'Naturally Supernatural' and 'Sacred Pathways'. Our **Seniors' group** and **Women's prayer group** meet in the church.

Church Weekend Away: Every 2 years we have a church weekend away which is well attended and enjoyed. It is an opportunity to spend quality time as a church family together and have fun. We have invited some fantastic visiting speakers who have inspired and taught us. We also invite visiting children's workers to lead their sessions. The theme of our last weekend was Ephesians 3.14-21, 'Immeasurably more'!

Other ways we love each other is through celebrating **Black History Month**, our annual **trip to the seaside**, **St Paul's has Talent** concert, **Harvest** and **St Paul's day Luncheons**, the list goes on....



Leadership and resources

Much of the work done for St Paul's is given away for free by our volunteers through their passion to serve. We have 58 people using their gifts to serve in church ministry. The new leader will definitely be faced with the challenges that associate with managing unpaid resources and ministry gaps. Traditionally we have had ordinands, part-time non-stipendiary curates and community outreach trainees who have formed part of the staff team at St Paul's. In 2018 we have seen our Vicar, part-time Curate and part-time Community outreach trainee move on to the next stage in their calling. We would expect the new vicar to want to create similar opportunities for full or part-time trainee ministers.

Churchwardens: In May 2018 we elected our churchwardens for the next twelve months: Dan and Lucy. Dan has been a warden for two years now and for Lucy this is a new challenge.

Parochial Church Council (PCC): This group has officially-prescribed responsibilities for a range of organisational and administrative activity and is broadly representative of the church family. Safeguarding and Health and Safety are important roles undertaken by members of the PCC. The PCC is currently at full strength (fourteen) including: Churchwardens and Deanery Synod representatives.

Church Administrator: A member of our congregation volunteers 12 hours a week to help with some of the essential administration that is required to run the church. We have a paid cleaner.



CHALLENGES WE FACE

Challenges and opportunities we face –

Integrating as a community: Our sense of community and welcome is one of our key strengths. We come from wide and diverse backgrounds reflecting the parish we live in. Messy church is often seen as an outreach missional activity rather than part of the St. Paul's congregation involved in the day to day life and decisions of St Paul's. Its demographic is very different from the other services and work is needed to build a 'one St Paul's community' across different groups and mission activities. While a high percentage of the church are in Home Groups/prayer groups, these could also be more mixed in membership. The recent MAP day exercise emphasised our need to develop further our pastoral care structure. We want to be a family that cares for one another, with space to be open and vulnerable.

Bring people to know Jesus through our outreach

We have a hope and expectation about what God has in store for us as a church and wider community in this next chapter. We want to continue to be Christ-centred and Spirit-filled and long to be a church where all are welcome. Our MAP day highlighted our desire to be a church where local residents come to know Christ and brought into our church family through our wider mission activities.

Youth and Children: We are aware of the challenges faced by young people growing up in Lambeth and as a church we have very few teenagers that attend. We would like to develop and support our current children as they become teenagers and resource this ministry for now and the future. Our recent MAP day showed we want to place a higher focus on our children and youth by working in collaboration with other local churches.

Resourcing: We are a small church. In May 2018 we have seen our Vicar, part-time Curate and part-time Community outreach trainee move on to the next stage in their calling. Resourcing through working with other churches is vital to our mission. Our congregation is sacrificial with their time and burn out is a concern. Our previous vicar pioneered all of our mission activity.

Men's ministry: In terms of gender, the adult population of the church has a significantly higher percentage of female members. We see the development of men's ministry a key factor in our future growth. Although there have been occasional attempts to encourage more men (including husbands of members) to become part of our fellowship, lack of leadership resource and the fact we are a dominantly female congregation has prevented this from succeeding.



WHAT ARE WE LOOKING FOR IN OUR NEW VICAR?

Someone who feels as excited and passionate about the next season at St Paul's as we do and feels called to lead us as a church community

We have spent time as a church community thinking and praying about what we are looking for in our new Vicar. We welcome applications from both men and women. The following represents the qualities we are looking for:

Spiritual & Theological	Character & Interpersonal	Vision & Leadership	Community & Mission
<ul style="list-style-type: none"> ➤ Belief and commitment that the Bible is our ultimate authority – that it should govern the way we live our lives and act in our world ➤ Spirit-filled, prayerful, discerning and follows the lead of the Holy Spirit and seeks spiritual gifts, especially prophecy ➤ A gift for teaching, is able to communicate the Bible faithfully in a relevant and contemporary style to the church and unchurched ➤ Commitment to their continuing growth in their own faith journey and their own relationship with Jesus 	<ul style="list-style-type: none"> ➤ Empathy for the St Paul's family; who can support through pastoral care and oversight; minister to a diverse range of people, faiths and traditions and has a heart for young people and children ➤ Passion for social justice and inclusion ➤ Models faith, compassion, honesty, humility and vulnerability ➤ Enthusiastic and energetic 	<ul style="list-style-type: none"> ➤ Passionate leader who can inspire, enable, grow and mentor new leaders ➤ An encourager who has a heart for making disciples and grow our men's ministry ➤ Able to articulate and develop the vision that God has given to St Paul's and recognise, encourage and develop people's gifts so everyone can play their part ➤ A desire to embrace a wide range of church traditions and recognise the value they have in our spiritual growth ➤ An ability to draw on life's broad experiences in their leadership ➤ Is able to bring people together through recognising and celebrating diversity ➤ Is comfortable at managing disagreements and differences in a healthy transparent way 	<ul style="list-style-type: none"> ➤ Focuses on God's mission and plans for St Paul's ➤ Has a heart for Brixton, the parish, and continuing to develop our strong connections and relationships with local churches ➤ Has wisdom in how to resource God's work ➤ Able and willing to develop our current outreach ministries and identify future community needs in line with our vision ➤ Has the experience and knowledge necessary to deal with the challenges associated with life ministering in an inner-city ➤ Good administrative/technology/digital skills

We appreciate that our future vicar will have interests and life outside of church, and promise to be respectful of their personal time and space. We will also commit to supporting them in their continued growth and development as a church leader.

FINANCES

St Paul's giving has increased, and for 2017 was £33,036. Our annual income for 2017 was £89,903 (this included £14,010 Kitchen donations) and is forecast to be £82,250 in 2018. The majority of this income comes from our congregation (mainly by monthly standing order) and rental of our flats. However, there has been an increasing amount raised from activities, such as hiring out our hall, which totalled nearly £17,182 in 2017.

Our Missionary and Charitable Giving includes donations to: The Robes Project, Tear Fund and XLP. A significant amount of our income is then spent on our PSF and church running costs.

However, we have still been able to spend a good amount on our work within the church and the community, as well as maintaining a hardship fund for congregation members who have struggled in these difficult economic times

St Paul's financial statement is found in Appendix 2.

OUR BUILDINGS

Our church building: We are on Ferndale road, only a short walk away from the very busy high street and the Brixton underground, but on a quiet street, with a football pitch and residential houses surrounding the church. We also have a local pub, The Duke of Edinburgh, a short walk away from the church, which has a fantastic beer garden.

Inside the building, there is a main sanctuary space with seating capacity of 150, a side hall area that is used for Sunday school and refreshments, a vestry and a kitchen that has recently been refurbished. There is also a back room that is mainly used for Foodbank storage. We hire our Church out to the New Testament Church of God (a Pentecostal Church) for worship. This is a long-standing agreement and goes back over 40 years.

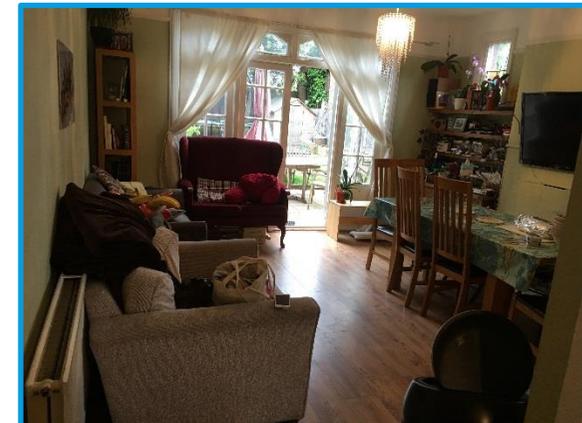


Our community centre: We have a community centre in the heart of a council estate about 20-minute walk from the church building, at 24 Blenheim Gardens. It has two offices, main hall and a kitchen. The hall seats 36 people at tables or 55 seated theatre style or 90 standing. We use the community centre for Messy Church, Toddlers and some small group meetings (e.g. Alpha). We also have had many memorable St Paul's parties in the community centre. The community centre and some of its office space is rented out. We rent the Community Centre to two other Pentecostal Churches on a Sunday and rent out one office space at the Community centre to Beacon Church, a New Frontiers church.

3 Flats: Above the community centre are 3 flats which we rent out.



The vicarage: The vicarage is a lovely, spacious, 5-bedroom Victorian, end of terrace house with a good size garden, just off Acre Lane and 1-minute walk from a large Tesco, 7-minute walk from Brixton tube and a 10-minute walk from church and the community centre. It has a large office space and facilities separate from the main family living area.



MORE INFORMATION

We hope this short Profile has given you a fair overview of our Church. We are looking for a minister who is called by God to be part of our Church Family and to help us move forward on the exciting journey we believe Jesus has planned for us.

There is much more information we could have shared and this can be found by:

- Visiting our Website www.stpaulsbrixton.com
- Contacting one of our church wardens lucy@stpaulsbrixton.org or dan@stpaulsbrixton.org
- Visiting our YouTube Channel www.youtube.com/user/stpaulsbrixton





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St Paul with St Saviour, Brixton - Vicar

Thank you for your interest in this post.

The Diocese of Southwark is a good place to be. The communities it serves are diverse and together make up a large population that is changing and growing. This brings challenges and many opportunities as we work together to pray, serve and witness.

The Kingston Episcopal Area, and within it the Archdeaconry of Lambeth, is a supportive, committed and relatively well resourced part of the diocese. In particular, there is a good group of clergy and churches within the Deanery.

The Diocese, under the leadership of Bishop Christopher, has been developing new strategies to enable congregations and communities to thrive our Southwark Vision which you will find in the profile. This will give you a flavour of the commitment to mission that is broad based and effective.

With my best wishes and prayers.

THE VENERABLE SIMON GATES
ARCHDEACON OF LAMBETH



Living God
Working with Him
Led by the Spirit

The Diocese of Southwark

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Southwark Vision 2017-2025

Our vision is founded on mutual commitment from all who make up the Diocesan family to walk together in the pilgrimage of faith, supporting, encouraging and resourcing each other in our common task.

A pilgrim people

We are a diverse community of Anglican churches, schools and chaplaincies in the hugely varied area of South London and East Surrey, from our Cathedral Church at London Bridge to our retreat house in the Surrey countryside. We work hard to journey well together, united by our faith in Christ. We're discovering that God's love changes lives, transforms society and sets our hearts on fire with the love of Christ; and so we are working to enable others to experience that reality.

Journeying together

From the Archbishop's Charge given to Bishop Christopher in 2011, the Diocese of Southwark has been on a journey of discernment towards a shared vision which is now brought together from the themes and agreed outcomes described in the Strategy for Ministry adopted by Synod in November 2015, and Hearts on Fire Vision for Mission, with its commitment to the five marks of mission and the strategic goals, adopted by Synod in March 2016.

A fruitful future

We share a vision for the future in which we will see:

- growing churches, new worshipping communities and new Christians
- deepening discipleship: engaged, prayerful and informed Christians
- growth in vocations to existing and new ministries
- generous giving and prayer supporting all we do
- justice and peace built up, and violence challenged, in our local and global community
- a shared commitment to the integrity of creation
- a church for all which reflects our diverse community in membership and leadership.

Resources for our journey

The two key documents which inform our work as a Diocese are:

- the Hearts on Fire Mission Strategy, March 2016
- the Strategy for Ministry Final Report, November 2015

These two documents together explain the detailed thinking behind the summary of our Diocesan Vision.

Hearts on Fire restates our commitment to mission, grounded in prayer that the growth of the kingdom of God may be at the heart of all we do. In particular we will:

- serve our Communities
- share our faith with great joy and gladness
- be the Church; a people with hearts on fire, loving God, walking with Jesus and led by the Spirit.

Strategy for Ministry sets out how we remain focused on that vision and mission, through ongoing cultural change as a Diocese. We are committed to becoming a Diocese which is

- Adaptive – seeing a culture of risk taking, permission giving and experimentation becoming embedded in the life of the Diocese
- Diverse – with visibly increased diversity in every part of Diocesan life
- Accountable – with communication demonstrated through increased sense of engagement from parishes with Diocesan central structures
- Devolved – especially in building up deaneries and encouraging them to become viable centres for mission and ministry, but also in encouraging collaboration, team work, and leaders who can enable and form individuals and communities.
- Strategic – looking ahead, discerning new opportunities which align with our vision and mission
- Realistic - aligning resources to serve vision and mission.

Supporting each other on the way

Our Diocese is made up of the parishes and deaneries, chaplaincies and schools in which individual Anglicans work and worship. The Diocesan vision will be realised primarily in the shared life, mission, ministry and service of all the baptised, clergy and lay together.

Diocesan structures and programmes seek to serve the whole people of God, in the following ways.

Lead, Enable, Serve

Those who work across the Diocese as a whole are committed to working in accordance with the following aim: ‘To serve, support, lead, and enable the mission of God as it is worked out in the parishes, deaneries, schools and communities of the Diocese of Southwark.’ This keeps the focus of Diocesan-wide bodies and officers clearly on the mission as it is worked out across the whole Diocese.

Mission Action Planning

The Mission Action Planning process is a key means for ensuring that the Diocese as a whole is working towards our vision and mission. Parishes and other communities which produce Mission Action Plans are asked to do so in the light of this, and specifically to reference how their MAP will reflect all of the five Marks of Mission. MAPs in turn resource those working across the Diocese as a whole with a richer vision of the potential areas for support and outreach.

Parish Support Fund

The Parish Support Fund exemplifies our mutual support in the Diocese most obviously through the sharing across the Diocese of the financial responsibility for our life and mission. Through its principles of generosity and accountability it enables all members of the Diocese to have confidence that resources are being generously given and effectively used.

Outcomes and Actions

The 2015 Strategy for Ministry Report identified a number of outcomes which we wish to see if the Diocese is to deliver on its vision and mission; the Hearts on Fire document emphasised our commitment to the Five Marks of Mission. Our commitment to the environment is expressed through the policy adopted by Diocesan Synod in 2013. Some outcomes have already been achieved, and others will become the focus of later objectives: we note particularly our commitments to the common good through attention to the needs of refugees, and responding to London's housing crisis. In order to focus our energies on an achievable number of these outcomes, we set ourselves the following objectives:

- to grow our average weekly attendance by 5% by 2025 partly through having each church develop a high-quality Mission Action Plan (MAP) which includes a course for evangelism and discipleship
- by 2025, to increase the number of worshipping communities with a primary focus on areas of population growth through investment in Fresh Expressions (fxC) in the areas where the data suggests the existing congregations are increasingly unrepresentative of the resident community and therefore unlikely to be successful in reaching them without intentional intervention
- to grow a financial resource base that allows investment in growth for the future. Key measurable include: annual financial surplus, working financial reserves equivalent to 6 months operating costs by 2020, 1% of Diocesan turnover annually dedicated to major Diocesan ministry and mission projects beginning in 2016, rising to 2% by 2020
- to grow the number of ordained and lay vocations by 50% by 2020 by enabling and discerning ordained ministers; by expanding opportunities for licensed and commissioned lay leadership; by affirming and growing other forms of lay ministry (e.g. worship leaders, family & youth leaders, spiritual directors); to offer relevant and enriching training, and create networks of support and celebration which reflect the diversity of the Diocese, our commitment to evangelism and discipleship, and delivers fully integrated and pioneering church growth and fresh expressions
- by 2025, to grow leadership and representation that reflects the rich diversity of our Diocese and especially focusing where the data suggests groups are currently underrepresented: through ethnicity, age (especially 18-40), educational opportunities, material well being, tradition.



Loving God
Walking with Jesus
Led by the Spirit
Luke 24:13-35

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2017
RECEIPTS AND PAYMENTS ACCOUNT

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2017

RECEIPTS AND PAYMENTS ACCOUNT

	Unrestricted Funds	Designated Funds	Restricted Funds	Endowment Funds	Total Funds 2017	Total Funds 2016	
Receipts							
Planned giving		28,982	—	—	—	28,982	24,279
Collections and other giving		4,054	—	—	—	4,054	2,889
Other voluntary receipts (<i>see note 2</i>)		1,284	—	15,393	—	16,677	4,258
Gift Aid recovered		7,691	—	—	—	7,691	6,385
Other receipts		4,054	—	—	—	4,054	5,457
Activities for generating funds		—	—	—	—	—	286
Investment Income (<i>see note 3</i>)		13,923	—	—	—	13,923	16,211
Receipts from church activities		14,523	—	—	—	14,523	11,710
Total receipts		74,510	—	15,393	—	89,903	71,476
Payments							
Cost of generating funds		39	—	—	—	39	—
Missionary and Charitable Giving (<i>see note 4</i>)		3,725	—	237	—	3,963	1,409
Parish Share (<i>see note 5</i>)		13,430	—	—	—	13,430	13,700
Clergy and Staffing costs (<i>see note 6</i>)		7,307	—	—	—	7,307	2,863
Church Running Expenses (<i>see note 7</i>)		36,018	—	787	—	36,805	32,598
Hall Running Costs		10,183	—	—	—	10,183	6,014
Church Repairs & Maintenance		3,238	—	—	—	3,238	1,482
Hall Repairs & Maintenance (<i>see note 8</i>)		7,504	—	—	—	7,504	13,422
New Building work		2,653	—	16,187	—	18,840	—
Governance Costs		123	—	—	—	123	100
Total payments		84,218	—	17,211	—	101,429	71,588
Excess of receipts over payments before transfer		(9,708)	—	(1,818)	—	(11,526)	(113)
Transfers							
Gross transfers between funds - in		4,014	—	1,856	—	1,856	—
Gross transfers between funds - out		(1,856)	(4,014)	—	—	(1,856)	—
Excess of receipts over payments before other gains / losses		(7,550)	(4,014)	38	—	(11,526)	(113)
Unrealised gains / losses		55	—	183	—	238	355
Net movement in funds		(7,495)	(4,014)	221	—	(11,288)	242
All assets at 01 January 2017		26,612	4,014	6,205	—	36,830	36,588
All assets at 31 December 2017		19,117	—	6,425	—	25,542	36,830

Represented by

	Unrestricted		Designated	Restricted	Endowment	Total Funds	Total Funds
	Funds	Funds	Funds	Funds	Funds	2017	2016
General fund		16,904	—	—	—	16,904	26,612
Barclays Shares		674	—	—	—	674	742
Beehive Mission Hall		1,538	—	—	—	1,538	1,416
Foodbank Fund		—	—	1,748	—	1,748	602
Kitchen Fund		—	—	(37)	—	(37)	2,140
Legacy - Wallace		—	—	2,273	—	2,273	234
Mini-Bus Fund		—	—	2,442	—	2,442	3,229
Grand Total	19,117	6,425	25,542	36,830			

STATEMENT OF ASSETS AND LIABILITIES

	General	Designated	Restricted	Endowment	2017	2016
Fixed assets - Investments						
COIF Investment Fund - Beehive Mission Hall	—	—	1,538	—	—	1,538
Legacy - Wallis	—	—	—	2,273	—	2,273
Barclays Shares	—	—	674	—	—	674
Totals	—	—	2,213	2,273	—	4,486
Current assets - Cash at bank and in hand						
Bank current account - No 1 Account	2,823	—	—	5,970	—	8,793
Bank Current Account - No 2 Account	11,901	—	—	(1,480)	—	10,421
Barclays Savings Account	1,670	—	—	—	—	1,670
Cash in hand	510	—	—	(338)	—	172
Totals	16,904	—	—	4,152	—	21,056
Grand total	16,904	2,213	6,425	—	25,542	36,830