

St Paul's Wimbledon Park Parish Profile



Overview .

We are a friendly, inclusive parish church aiming to serve the local community and build relationships with people at different stages on their life's journey. We are a lively, (increasingly more) international and ecumenical congregation catering for differing needs through worship and community.



When asked in a questionnaire and in group discussions what the congregation most valued as distinctive about St Paul's, the most cited aspect was the **friendly church community** and in many cases the long term friendships which had been built up within the regular congregation. Often mentioned in relation to this were the warm welcome for new members, especially those from other countries, and the **inclusivity, diversity and liberality** of the congregation in terms of background and beliefs.

The second most valued and distinctive feature of St Paul's was **the centrality, quality and character of the music** under a Director of Music, both in contributing to our worship but also to our mission.

While there were a variety of views expressed about preferred styles of worship, recognising that the congregation contains people across the spectrum of ecumenical backgrounds, many people expressed broad satisfaction with what they describe as **a 'middle-of-the-road' approach to worship** which is flexible, has some variety and draws from different traditions.

Our Mission to the Parish and beyond is partly realised by the variety of activities which take place in **our Community Centre**, many of them organised by regular church members. Like many churches, the regular congregation is weighted towards the older age group, whereas local data indicates an unusually young demographic.

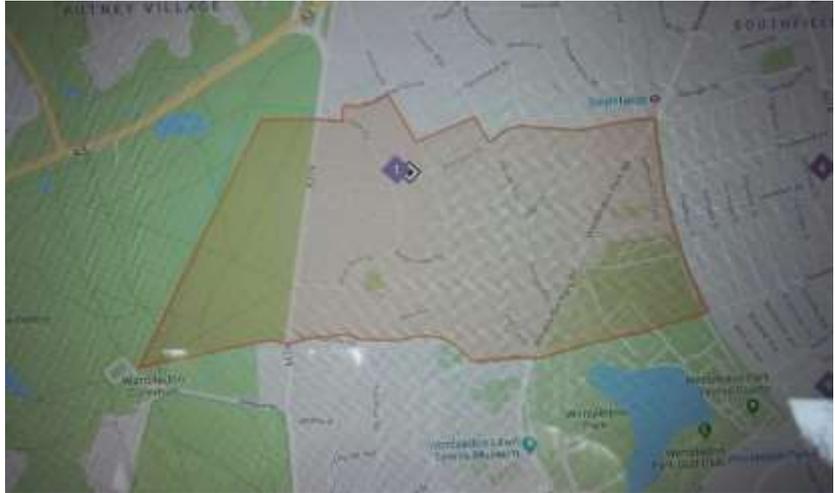
In considering future directions for the Church as part of our survey, **the most desired changes were increased provision of activities for young people and also for young professionals, together with more effective communication.**

Church location and parish demographics

St Paul's Church is situated in a pleasant, leafy, quiet corner of London SW19, between Wimbledon Common and Wimbledon Park. It is close to, and more or less equidistant from, the lively centres of Wimbledon, Wandsworth and Putney.

Southfields is the closest Tube Station; it lies on a corner of the Parish boundary and is less than 15 minutes walk from the church. The District Line from Wimbledon provides frequent transport from there into the West End and City. The church is also linked by the 39 bus with Clapham Junction, Wandsworth and Putney, by the 493 bus with Richmond, Wimbledon and Tooting and by the 93 bus with Wimbledon and further south. Both Heathrow and Gatwick airports are within easy reach.

The local housing is unusually varied in nature. It includes some large detached houses and Edwardian terraces, but also post-war council-built estates, comprising mainly medium and lower rise flats and maisonettes, with small numbers of semi-detached and terrace houses. Many of these are now owner-occupied or privately rented and the population living on the estates has become much more heterogeneous in terms of both class and ethnicity. There has also been more recent private development of flats and houses. Across the Parish, about half of dwellings are now owner-occupied, about a third are privately rented and about a sixth are socially rented. Members of the regular congregation are from all types of local housing.



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The demographics of the Parish are not only very varied but are continually changing, and this too is reflected in changes in the congregation. The Parish population is just over 8000. Currently it ranks just outside the lowest third across the country in terms of combined deprivation factors i.e. it is less deprived than the average. In relation to individual factors it has a particularly low proportion of older people, people with low or no qualifications (50% are graduates) and working age poverty, while the degree of ethnic mix is rather above average. Half of the population identifies as White British or Irish; only 55% were born in the UK; 17% have been here for less than 5 years. In comparison with the Diocese, the Parish has a fairly typical ethnic profile but a rather smaller proportion of people who identify as Black/Black British. The regular congregation, while mainly White British, includes people from several ethnic groups and from every continent. This diversity was often cited as a welcome feature of the Church in our survey.

The presence in Southfields since 1924 of an Ahmadiyya mosque has also over the years attracted to the area families of Pakistani origin who probably form the most numerous and cohesive minority ethnic community in the area. We also have a Buddhist temple and a synagogue close by.

The high number of flats and the excellent transport links into Central London and the City make it now an attractive area for young professionals, including many from outside the UK.

However the high cost of housing means that some younger people soon move outwards from the area, and some of the older generation move outwards or away after retirement.

For these reasons, a fair number of the regular congregation live outside the parish itself, mainly in Southfields but several travelling from some distance in order to maintain old friendships, and there is a high turnover among younger families. Especially in comparison with the parish data, the congregation contains a much higher proportion of older people. Over the last 30 years there has, as in many other churches, been a decline in regular attendance. The most desired change expressed in our survey was a higher proportion of younger people and a better overall age-spread in order to increase the church membership and maintain it in the future.

Ethos and Worship



Worship at St Paul's encompasses a diversity of traditions and has become less formal in recent years. There are mixed views in the congregation about this. Worship ranges from the broad-church for much of the year, to a higher (modern catholic) tradition on specific occasions (e.g. Good Friday, Midnight Mass). The emphasis has been on providing a varied approach to suit different

occasions, needs and preferences within the congregation. There is active lay involvement at all services in reading, intercession and serving; vestments are usually worn at main services. We seek, as far as possible, to practice an open table at communion.

The congregation values friendliness and inclusiveness, relevant and challenging preaching, a strong music tradition (evident in the regular all-age choir and musical pieces) and the engagement and participation of young people (where possible) during the main service. Theologically, most of the congregation are now liberal and pro-inclusion, with some more traditionally catholic and some more clearly evangelical in their leanings. All have an active questioning approach to faith and discipleship. Many people in the congregation have expressed their appreciation of being able to sample many different styles of worship and preaching during the interregnum.

Sunday Services are normally held at 8.00am (but not during the interregnum); 10.00am Sung Communion (with Mattins on 5th Sundays in the month) and 6pm.



The Coffee Lounge is well-attended after the 10am service, providing many opportunities for pastoral exchange and networking.

Three different orders of service are currently used in the 10.00am Sung Communion across each month, varying from more informal and shorter at the All-Age Communion on the first Sunday to a more traditional form of Common Worship on the second and fourth Sundays.

Attendance at the main service is currently around 50 adults and 10 children. At Christmas 2017 there were around 130 at Midnight Mass and about the same number, including over 60 children, at the Christmas Eve crib service.

Children of all ages are welcome in the church. During school term time Junior Church meets during the 10am Sunday service, except for the first Sunday in the month when they remain in church for All-Age Family Communion. Junior Church provides lively activities run by a team of helpers; numbers vary from 2 to 15 but with a regular core of 6-8, and there is separate provision for Acorns (3-8 year-olds) and Oaks (8-15 year-olds).



Many different people contribute in different ways to worship as well as to other aspects of the church. We are using the interregnum to continue increasing lay leadership and to experiment with different forms of service. Morning Prayer is lay-led in the side chapel by one of a team of people on Tuesdays to Fridays (with the occasional Saturday). Each leader decides their own form of service; these range from BCP to Iona-inspired services. The small Sunday 6pm Evening Services are also mainly lay-led and include BCP and CW and an occasional Healing service or musical reflection.

Music

Music is an important feature of Worship and Mission, and when asked what they valued as something distinctive about St. Paul's, it was mentioned by 50% of the 42 respondents, more frequently than all but one other aspect. Mainly cited were the quality, the variety, the contribution of the choir, and the many talents of the director of music.

The more formal choir and organ music aims to match the breadth of spiritual experience and background in St Paul's congregation and reflect the church's liberal catholic traditions. In addition to music from the traditional Anglican choral repertoire, we now draw on international folk traditions, more popular styles and other faith sources

(especially in the All-Age communion services), with much material specially arranged by the music director.



Congregational hymns (from *Complete Anglican - Hymns Old and New*) are chosen by volunteers on a month-by-month rota, and include new hymns, chants or songs from time to time. We use a communion setting written by our director of music, a musical all-rounder (pianist, singer, conductor, organist, composer, arranger), who has served at St Paul's for over 10 years. Piano accompaniment is often used in preference to organ. We also have a small orchestral string group that play for special celebrations. Music is chosen to match the theme of the service or lectionary, a topical anniversary or commemoration.

The adult choir numbers between 12 and 30 volunteer singers, typically around 24, who are active in and strongly committed to the church and to each other, receiving warm praise from members of the congregation and visitors. The choir sings anthems at major festivals, the Mattins service, and jointly with junior choir at the monthly All-Age communion service. The junior choir ages range from 7 to 15, with a core of 7 or 8 singers. Recently, Junior Choir members have also prepared dramatic readings of the gospel for the all-age service.

Special choir-led services are arranged from time to time. Occasional lecture-recitals led by the director of music or by members of St Paul's congregation get a good audience. St Paul's has a warm acoustic and a high quality well-maintained organ and is thus a popular venue for local amateur and semi-amateur musical organisations, regularly booked by choral societies, orchestras, school groups etc.

Church members, groups, committees, responsibilities and organisations

St Paul's church is a community that is run by dedicated volunteers, often with many years of continuous service towards the church and bringing the community together.

There are 118 on the electoral roll. The survey informing this Parish Profile was completed by 41 people, of whom 33 said they attended church most weeks. A similar number attended a related round table group discussion. Given that some people who were unavoidably absent, this suggests that there are a core group of around 50 or so people who are strongly committed to the church, the great majority of whom are over 60. This corresponds to the weekly attendance of around 50 adults and 10 children at the 10am service.

The PCC meets monthly and has 15 members (only one of whom is ex officio). The subcommittees listed below mainly communicate by e-mail and only meet if needed.

PCC Committees:

- *Fabric Committee:* oversees the maintenance of the church building.
- *Social Committee:* co-ordinates social activities when required throughout the year.
- *Finance Committee;* has oversight of church finances
- *Worship Committee:* advises on matters of church worship
- *Communications Committee:* advises and supports our communication with the local community.
- *Community Centre Management Group*

Groups and individuals that help with the smooth running of the church include:

- the CURATE, LAY MINISTER, SOUTHWARK PASTORAL AUXILIARY and CHURCH WARDENS who make up the staff team
- the PARISH ADMINISTRATOR who works 12 hours a week to support the vicar and PCC
- the SACRISTAN and WELCOME TEAM who make sure everything is ready for services
- SERVERS, READERS, INTERCESSORS and CHALICE ASSISTANTS and those who draw up the rotas for these
- the JUNIOR CHURCH leaders and helpers team, who provide weekly age appropriate classes and activities.
- the TUESDAY BIBLE STUDY GROUP, whose purpose is to read, discuss and share thoughts on the Gospel for the following Sunday.
- the DIRECTOR of MUSIC, the CHOIR and JUNIOR CHOIR, and STRING GROUP
- the SAFEGUARDING OFFICERS
- the MONEY COUNTING TEAM who assist the TREASURER
- the FLOWER GROUP who enrich our church and lives, with amazing flower displays on the Welcome Table, Paschal candle, Lady Chapel and with a large arrangement by the pulpit.
- the CLEANING TEAM who tirelessly look after our church interior and alert the fabric committee to problems.



- the COFFEE ROTA TEAM who provide the opportunity for the congregation to enjoy social fellowship after our 10 o'clock Sunday morning services.
- The KEYHOLDERS who assist with opening and locking up the church after bookings, which are a great way to show off our beautiful church to members of the public. It is also a significant source of income.
- The ORGANISERS, COOKS and REFRESHMENT helpers who support the Community Centre Groups and Church Events

Community bonding, appreciation and service groups:

- the FRIDAY MORNING GROUP is an enthusiastic book club for Christian literature.
- the AWKWARD SQUAD is a regular get together of men of all ages, beliefs and interests, extending a hand of friendship into the community and fellow religious groups.
- the CHURCH BIRTHDAY CARD SCHEME where every member of our congregation is sent a card on their birthday.
- The three regular COMMUNITY CENTRE GROUPS noted below.

Mission



St Paul's is committed to outreach into the local community as well as developing faith among the congregation. A formal mission action plan was initiated firstly by holding a facilitated mission away-day for members of the PCC and other interested parties in November 2015, out of which a mission action plan was created which was regularly reviewed and ran for the following two years.

The main action plans which derived from this were as follows:

- Mission outreach projects to the local community. The summer Flower Festival, Nativity Crib Festival and Summer Garden Party were special examples of outreach on top of the regular community outreach events (Carol Service, Christmas Fair and Community Centre clubs).
- Practical support to improve access and seating for elderly people in the congregation. This resulted in the purchase of a ramp and provision of chairs with arms for those with mobility problems.
- Resourcing support for Junior Church, which resulted in two people attending Godly play training courses.
- Improved communications: the website was reviewed although it is recognised this would benefit from further work
- Worship: It was felt there was scope for changing the format of the 6pm service to attract a different kind of congregation, but it was felt this should be explored in discussion with the new incumbent.

Community events continue to feature in the church calendar during the interregnum, for example, the Celebration for the end of the First World War and the Christmas Fair. Other

aspects of mission are achieved through regular Community Centre Groups run by church members which are described in the next section.

We are agreed that we need to work out how we could better serve and involve local young people and young adults. There are also other areas into which we might consider establishing or extending aspects of mission in which some key members of the congregation are already individually active. For example in relation to local public services (the church has a tradition of hosting local hustings before elections), increasing support for local food banks and homeless charities, and improving the quality and sustainability of the local environment (especially regarding public use of Wimbledon Common and Wimbledon Park).

The Church circulates Parkside Post throughout the Parish 2 or 3 times a year. This is put together by our Southwark Pastoral Auxiliary (SPA) and advertises services and activities in the Church and Community Centre.

A small mission group reviews church mission giving on a regular basis. Alongside this, St Paul's has a tradition of success in raising funds during Christian Aid week each year (with some house-to-house and street collections and donations from the congregation raising generally around £6000, and more than 20 people actively involved). Contributions are made to homeless charities through Christmas carol-singing at Southfields tube station and round the Parish. We also make regular contributions to a local food bank, A Fairtrade stall in the church sells groceries and other goods.

St Paul's Community Centre

The Community Centre was opened in 1988 as a partnership between the Church and Wandsworth Borough Council, who provided funding to extend and refurbish the existing church hall, built in 1960.

The centre was run by an independent management committee, which included PCC



representation and was chaired by the vicar, during the period of the lease. From 2014 the Centre reverted to the ownership of the Church. A new constitution was agreed and the management committee is now a sub-committee of the PCC but also contains representatives from the 'user' groups and local residents.

The rooms (large hall, lounge, kitchen, small meeting room, two offices and conservatory area with safe outside play space) are well appointed with furniture to suit most needs. It has an efficient

heating system and decorations are to a good standard.

The Centre raises sufficient funds to maintain the building and pay the salaries of a part-time cleaner and a part-time Premises Manager, responsible for the letting of the building.

This can be long term or one-off lettings such as wedding receptions, parties and wakes. The Centre provides space for many regular groups such as:

- Playgroup (meeting 5 mornings each week during term time)
- 'Dance Addiction' classes
- Ballet Group
- Table tennis
- Dog training
- Tutoring group
- Rugby tots
- Stoneleigh Youth Orchestra (on Sunday afternoons)
- Quartet
- Local resident meetings
- Alzheimer group
- Two Alcoholics Anonymous groups
- Drop-in centre for hearing aid wearers



Members of the church are involved in providing a Lunch Club for the elderly on Tuesday each week, a Friday Club for the elderly and a Coffee Morning for all on Thursday each week.

Welcare, a local church charity working with families, occasionally use one of the offices and on three mornings it is occupied by the Parish Administrator.

On Sunday morning the Centre is used by the church for Junior Church and coffee following the morning service. The Community Centre is well used and valued by the many local residents who join in the activities.

Relations with other churches, denominations and faiths and with schools

St Paul's enjoys good relations with the other churches in the Wandsworth Deanery, the Theological Faculty at Roehampton University, the nearby Synagogue and with the Ahmadiyya Islamic Community (some of whom attend the Men's Group 'Awkward Squad'). The secretary of the local Women's World Day of Prayer group representing 8 local Christian churches is one of our congregation.

We are keen to extend inter-faith relations, including establishing a link with a nearby Buddhist Temple.

There is one primary school within the Parish, Albemarle Primary School, where the previous vicar and many other church members are or have recently been governors in a personal capacity, with the vicar for many years being chair of governors. There is also a school for visually impaired pupils, including those who are multi-disabled, Linden Lodge. Church members are or have been governors of both a mixed Church of England secondary school, St. Cecilia's, and another primary school, Southmead, which each lie just outside the Parish boundary.

The Church Buildings

St Paul's Church is listed grade II*. Details of its structure, furnishings and stained glass are described in our two Guides. Outside, the church is red-brick with a central fleche and not particularly out-of-the-ordinary. Inside, the church is broad, light and spacious and the oak woodwork enhances this impression. It consists of nave, chancel, north aisle ending in a Lady Chapel and south aisle, behind which are the organ chamber and vestry. The church architecture is late Victorian Gothic and was designed to express the liturgical aspirations of Anglo-Catholics. The church remains today largely as originally designed and furnished.



St Paul's Church is one of only a very few churches and chapels in the country to be very completely decorated and furnished, including stained glass, by Charles Eamer Kempe or his studio. Its II* listing reflects this, as well as the reputation of its architects.

The organ was installed by W Hill and Sons in 1892. It has a fine sound but the alterations made over the years mean that it would not rank as a historic organ.



Some major Anglo-Catholics were associated with the establishment of the parish in 1877 and the building of the present church from 1888 to 1896. These included the sixth Earl Beauchamp and Canons H.P. Liddon and Scott Holland. Bishop Charles Gore grew up in the parish.

Next door to the church, and attached to its south wall, is the Community Centre. Outside the west end of the church is a 1919 war memorial calvary designed by C E Kempe, which is now separately listed Grade II.

The church has been well maintained. Its interior (with the exception of the reredos and screen) was restored and redecorated for the church's centenary in 1996. This was followed in 2000 by a lottery funded project to restore the exterior brick and stonework. A major overhaul of the guttering and roofs was completed last year, including the installation of a roof alarm. A new boiler has been

installed. We are up to date with quinquennial repairs but we do need to renew our electric system. Restoration of colouring and gilding to the chancel reredos and screen is also overdue and a priority. A new quinquennial inspection will take place in Summer 2018.

The Vicarage

Alongside the church is a handsome detached brick vicarage, with some 'gothic' detailing, built before the present church in 1883, under the supervision of architect Ewan Christian. Accommodation includes a study and cloakroom plus three reception rooms downstairs and five bedrooms upstairs. There is also a cellar and attic. The vicarage is next door to and shares the site of the Church and has an extensive mature garden which has often been made available to the church for parish events.



It is recognised that the house needs significant work to bring the accommodation up to modern standards. The Diocese is exploring possibilities for developing the property in a way that would provide a good sized vicarage and a separate residential unit which could be used for housing parish or deanery staff or interns. This work is programmed as a capital project to be planned during 2018 and completed in 2019. It is therefore anticipated that the new Priest in Charge would live initially in suitable alternative accommodation while the work is completed. There will be more information on the Parish Visit Day in September.

The PCC owns a modern 4-bedroomed end-of-terrace town house just two minutes' walk from the church. This was purchased originally for use by a curate but is currently let out. It is likely that this will be used as a temporary base while works are underway on the vicarage.

Staff

Norman Allen, is a Lay Reader since 2004, with PTO. He leads Mattins on the fifth Sunday, some Sunday 6.00pm services and morning prayer on some weekdays. He also coordinates the Awkward Squad group.

Rev Dr Nicky von Fraunhofer is a part-time, self-supporting priest. She presides and preaches on Sundays on a regular basis and began her ministry as a curate at St Paul's in 2014.

Joan Endean, is a Southwark Pastoral Auxiliary (SPA), since 2002. Her role is to:

- help facilitate social activities within the church.
- visit people within the church congregation who are deemed in need of support.
- take reserve sacrament to the housebound where appropriate.
- act as Electoral Roll Officer.
- compose and organise Parkside Post.

Margaret Brown, Warden since 2016.

Bob Essert, Warden since 2014.

Kevin Jones, Director of Music

Sam Egan, Community Centre Manager (P/T)

Guy Booth, Parish Administrator (P/T)

Finance

Key Financial figures as per the 2017 Accounts are as follows -

1. Total Assets = £250k.
Of this figure,
 - a. £157k is the current Balance Sheet valuation of the “curates house” property at 90 Augustus Road, which is currently rented out on an assured shorthold tenancy agreement.
 - b. £52k relates to loans due to members of the congregation to support recent repairs to the roof. This is due for repayment over the next 4 years.
 - c. £88k is held in Dedicated or Restricted funds (mainly £59k in the Community Centre Reserves and £19k in the Organ Fund)
2. Total Annual Income in 2017 = £170k, including
 - a. PPC’s general fund = £99k
 - b. Community Centre = £51k
 - c. Fabric Fund = £18k (one off related to roof repairs)
3. PCC General Fund Income of £99k comprised of
 - a. Regular Donations = £60k
 - b. Rental Income (Curates House) = £28k
 - c. Fund Raising, Church lettings etc = £11k
4. PCC General Fund Expenditure of £102k comprised of
 - a. Parish Pledge = £67k
 - b. Running Costs = £15k
 - c. Music = £10k
 - d. Mission = £6k
5. The General Fund is managed to generate a small surplus each year to invest in Fabric & Mission funds.
6. The Community Centre runs semi-autonomously as a sub-committee of the PCC and is managed to generate a surplus for reinvestment in maintenance of the church hall and community centre building for use of the local community as part of St Paul’s local outreach.
7. St Paul’s Financial position has been sound and relatively stable for at least the last 2 decades.



What we are seeking

We are looking for a Priest to work with us in openly exploring theological ideas and in helping us relate these to how we live our lives. We want to grow our congregation, broaden our age profile and to be outward-facing, working with and supporting our wider community.

Personal Skills, Attributes and Experience

We are seeking a vicar who will:

- be a good communicator, and a liberal, challenging and intellectually stimulating preacher and discussion-leader, eager to explore openly theological ideas and to relate these to how we live our lives;
- want to go out and meet children, young people and young professionals, find ways of providing for their needs, and thus draw them into the church community;
- appreciate music as an integral part of worship, parish and local life;
- lead services in a spiritual and thoughtful way;
- be a good listener and accepting, inclusive, outward looking, empathetic and active in a pastoral role;
- be a collaborative leader, and a good manager, administrator and delegator;
- engage productively with a variety of people and agencies in serving the local and wider community;
- welcome a variety of people into the church and respect everyone and the contribution they make;
- inspire, motivate and enable people to be active and to serve the church, the parish and the wider community;
- be willing to suggest and consider new ideas, and take initiatives in collaboration with the PCC;
- have previous experience of dealing with a varied congregation and Parish in changing circumstances;
- value the highly listed building as an aid to worship and mission.

In the application and at interview we will be looking for evidence of these skills, attributes and experiences.