



PARISH PROFILE
for
ST MILDRED'S CHURCH
ADDISCOMBE, CROYDON, CR07EB



*We seek to be an open and loving church, growing in faith and confidence
and joyfully sharing God's love with all.*



The Diocese of
Southwark



Introduction



St Mildred's has served the Addiscombe community in the love of Christ, in the liberal traditions of the Church of England for the last ninety one years. We have a strong musical tradition and an excellent choir. The church building underwent a major refurbishment in 2018, and in 2023 it was granted [Grade II listed status](#).

The church shares the Bingham Road site with the St Mildred's Centre, which provides a vital hub for local activities and helps enable our mission work through established projects such as our homeless Drop-In, our Toddler Group and our Community Garden. Over one thousand people pass through the Centre every week, providing an excellent opportunity to reach out to members of the community who don't normally attend church, involve them in the mission work that we do and ultimately grow the numbers attending our church services.

This year St Mildred's became a member of Inclusive Church and with the right leadership it is perfectly positioned to serve the congregation and the community of Addiscombe well into the

future. As well as strong attendance at Sunday worship services, the church also comes alive on other days of the week to host musical concerts, plays and rehearsals, the annual Christmas market and other community related events.

St Mildred's has a strong foundation, but we have ambitions to improve and are looking for an energetic and enthusiastic vicar who can provide visionary leadership to our congregation and the local community. We would like to see our church grow in both numbers and diversity and the right candidate will help us meet the objectives of Inclusive Church, attract new people and families into the church, deliver our Mission Action Plan and develop an environmental action plan to help improve our carbon footprint. The successful candidate should be willing to work collaboratively with the St Mildred's team to build on our achievements, nurture our musical tradition and have the ability to identify new opportunities for the future.

Spiritual life at St Mildred's



There is something for everyone at St Mildred's Church... whether you need the quiet reflection of a prayer service, the uplifting chorus of the Choir in full voice or to deepen your understanding of the scriptures through our home study groups.

St Mildred's holds two Sunday services, one at 8am in the Lady Chapel and a roam Eucharist (with a family service once a month). Evensong takes place in the church once a month and there is a Wednesday morning Eucharist service in the Lady Chapel.

The Ministry team includes a retired priest, a Licensed Lay Minister (LLM) or Reader, a trainee Reader and a Southwark Pastoral Auxiliary (SPA). Lay involvement at St Mildred's is important for making people feel part of the services and we have an enthusiastic team of servers as well as lots of volunteers who provide a welcome team, help with bible readings, lead intercessions and administer the chalice.

There are regular bible study groups and our Lent courses include several groups on various days and times. There was good participation from the congregation in the recent Living in Love and Faith consultation.

The Mother's Union is well supported at St Mildred's with regular meetings and guest speakers, prayer gatherings, interaction with other churches in the deanery and diocese and charity fund raising activity.

St Mildred's has a consecrated garden of remembrance, and we have a designated officer who keeps the records for the burial of ashes and looks after the garden. In addition, there is an area for contemplation in a beautiful 'internal garden'.

Our younger members of the congregation are catered for by our Sunday school, called Millies Mountaineers, and they ascend through the ranks of 'scramblers' and 'climbers' as they get older. In October 2023 a new 'Summit' youth group started and includes children in school years 7-13 who meet on the first Sunday of the month.

Attendance at services

The Electoral roll currently stands at 163 and has remained relatively static over the last few years. The average number of communicants for the roam Sunday service in 2022 was 68.

The attendance figures for key services are as follows:

Easter Day.	125 adults.	36 children
Christmas Eve mass	76 adults	3 children
Christmas Day.	70 adults	22 children
Nine lessons & carols	160 adults	25 children
Remembrance Day	93 adults	35 children
Mothering Sunday	94 adults	23 children

Delivering the Five Marks of Mission – Tell, Teach, Tend, Transform and Treasure



To teach, baptise and nurture new believers

The St Mildred's Centre provides a great opportunity for the new vicar to capitalise on the opportunity of reaching out to the local community and encourage them to engage in the life of the church. Growing the church family is a priority and we should maximise on the potential of the one thousand people who pass through the Centre every week. St Mildred's has a baptism group which meets regularly and ensures that support is provided to families preparing for baptism, including home visits. In 2022 nine baptisms took place at St Mildred's church. We welcome children (year 3 and above) to receive communion before confirmation after a four week preparation course, which was introduced in 2006. Confirmation classes are run for teenagers over 13 and adults are prepared for confirmation through the Emmaus course. For those wishing to improve their knowledge of the bible, daily bible reading notes are available and personal bible study is encouraged. We also highlight the excellent 'ground floor' introductions about the bible which are run by the Diocese via Zoom and are free for anyone to join.

To proclaim the good news of the Kingdom

At St Mildred's we seek to proclaim the good news in our weekly services, in our Sunday school and through our community activities such as our Nativity from scratch (with real donkeys) which involved local residents who don't normally come to church and our Tea

Towels and Tinsel service attracting families and young children who aren't regular church attendees. In the last few years several members of the congregation have studied for the year-long Bishop's Certificate and the Ministry team has expanded so there are more people to spread the good news. Two members of the congregation have undertaken training for Licensed Lay Ministry (LLM) and one has trained as a Southwark Pastoral Auxiliary (SPA). One person has been ordained and another has just been accepted for ordination training, starting in 2024.

To respond to human need by loving service

St Mildred's has provided a Drop-In service since 2007 every Sunday afternoon for the homeless and lonely and runs from October to July. A team of volunteers, including members of the local Catholic Church, provide hot food, haircuts, toiletries, showers, new underwear, clean clothing, companionship and a listening ear. There is usually a summer BBQ and some members of the Drop-In also come along to our Christmas day lunch which is held in the St Mildred's Centre every year and is open to all. Some of our Drop-In guests have ventured into church for our morning service. Last winter, our Mission Outreach Group opened up the church as part of the 'Warm Hub' scheme for those in the local community who were worried about their energy bills. Post Covid, St Mildred's set up a 'Staying in Touch' scheme so that members

of the congregation, often elderly, had someone to help keep an eye on them and keep in touch if they are unable to attend church. We also offer home communion to those who require it. Last winter members of the Women's Group and Mother's Union knitted woollen hats for prisoners at Wandsworth prison, as part of a deanery wide appeal, and the previous winter we donated Christmas gifts to refugees living locally. The Mother's Union regularly donates to overseas charities.

To seek to transform unjust structures of society

Our prayer group meets on the second Wednesday of the month and prays for those in need in the UK and overseas as well as those suffering from the aftermath of war and natural disasters. St Mildred's has raised funds for Christian Aid and the Children's Society and written letters to support Amnesty International campaigns. We have also made donations to Nightwatch and local foodbanks. By joining Inclusive Church and creating a new PCC working group, we hope we can address issues

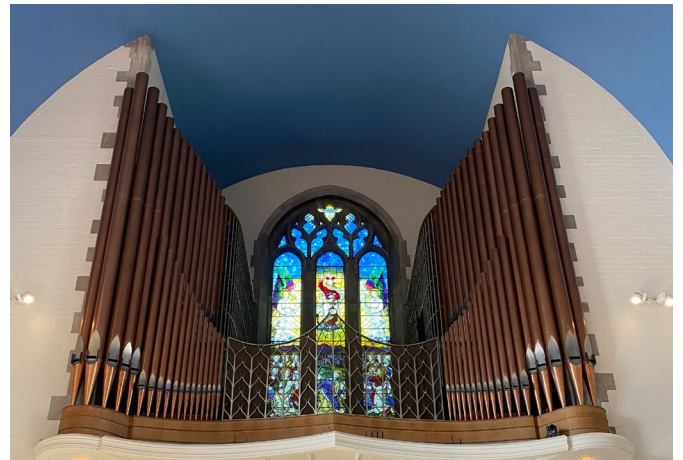
of inclusivity, diversity, equality and anti-racism in our church and local community. We want to be a church where 'all are welcome' and are currently open to suggestions of how to promote our inclusiveness.

To strive to safeguard the integrity of creation; to sustain and renew the life of the earth

St Mildred's has been a Fairtrade church since 2007. There is an excellent flower team in church who ensure that the flower displays remind us of the importance of nature and help celebrate the changing seasons. We strive to recycle as much as possible and we have started to compost garden waste. Two years ago, St Mildred's set up a community garden to celebrate God's gift of flora and fauna in our natural world. A flower meadow has been created, as well as insect hotels and a bird feeding area. Local neighbours who don't normally attend church take part in the weekly community gardening sessions and help grow flowers and vegetables, some of which are used to provide food for our Drop-In guests. Long term, we would like to develop an environmental plan to help address our carbon footprint.



Our Musical tradition



We are very proud of our St Mildred's Choir which leads us in our hymn singing (we use the hymn book Hymns Ancient and Modern) and inspires us in our worship throughout the year. New members are always welcome, and we are pleased to see our junior choir (age 6 upwards) going from strength to strength. Highlights of the past year include the Nine Lessons and Carols concert, the autumn and summer Choir Concerts and the annual choir visit to perform at a cathedral (it was Coventry in 2023). The Ladies Choir entertains various groups at St Mildred's and other churches and performs regularly in the Women's World Day of Prayer Service in Croydon on the first Friday in March.

The Choir produced their own Christmas Album in 2019 called Sing Choirs of Angels and you can hear the choir singing the [Gloria here](#)

Periodically, our worship band comes together to lead us in more recent hymns and this offers an informal relaxed feel to services.

The organ restoration project

A huge fund-raising effort is underway to restore the West organ which was installed in St Mildred's church back in 1959. Superior replacement pipework has been acquired from a local organ built by Lewis & Co in 1906 (they built the organ in Southwark Cathedral) which will result in a significant upgrade. Restoration work began in autumn 2023 and the fundraising campaign to 'Adopt a Pipe' has been rolled out to the local community of Addiscombe through a leafleting campaign. Funding applications to Trusts are ongoing and the new organ is due to be in place for spring 2024.



Communicating with our Parishioners

Our communications have expanded and improved since lock down and we seek to reach out widely to those online and those who are not. In addition to our Parish Post - St.Mildred's Church, Addiscombe (stmildredschurch.org.uk/resources/parish-post/) which is printed and distributed monthly we provide printed weekly notices and a weekly email update about what's going on at St Mildred's. Our website www.stmildredschurch.org.uk is updated regularly and we have a Facebook page which highlights

upcoming events and services. Notice boards in the church ensure that those who are not on social media or computer literate are kept up to date with what is happening in the Church and the St Mildred's Centre. The church has a large window facing onto the busy Bingham Road which is used to promote the work of the church and centre and to display seasonal and church celebrations such as harvest festival, Easter and Christmas.

On-line services

A small, but enthusiastic team, ensures that our main worship services are live streamed with subtitles for those unable to attend in person, and are regularly viewed by around 40-50 unique viewers for each service. This is a mixture of new and returning viewers, and the number of subscribers to the channel has gradually increased to the current 113 subscribers. We also stream more personal services which are very appreciated so family members from across the world can be part of the service. Music is a huge part of the St Mildred's tradition, and we have extended that to our YouTube channel, where we now have a library of choir anthems and worship songs that have proven very popular. With over 19 thousand views we continue to grow.

Our roam service on Sundays is live-streamed and can be watched on You Tube. From time to time, members of the congregation have come together in a dramatic presentation of a parable and the story of the Good Samaritan can be [viewed here](#)



The PCC and working groups

The PCC meets monthly throughout the year, except for August and December and it regularly reviews, updates and adopts key policies including data protection, Safer Church, Anti-Racism Charter and Inclusive Church. We appreciate the importance of safeguarding and our team of safeguarding officers ensure that all relevant people are up-to-date with their training.

There are a number of working groups which report into the PCC including:

1. Baptism group
2. The St Mildred's Centre
3. Finance Group
4. Home Communion Group
5. IDEA - Inclusion, Diversity, Equality and Anti-Racism group
6. Millie's Mountaineers (Sunday school)
7. Mission outreach
8. Organ restoration
9. Property group
10. St Mildred's online
11. Social events group
12. 'Staying in touch' group

St Mildred's sends four representatives to Deanery Synod, ensuring that we are involved with what is happening in the wider church community. One of our representatives is the elected Lay Chair of our Deanery and our representatives report back regularly to the PCC, as well as making a contribution at Deanery Synod.

St Mildred's also has a lay person appointed as Health and Safety Officer for the church and centre.

Church groups

Other church groups include Toddlers, The Literary Society (the Lit), Mother's Union and the Women's Group etc. (NB there are no uniformed groups now as they have amalgamated and meet at the Grant Road Scout hut).



The vicarage



The vicarage, situated next door to the church, is a large family house built in 2006 according to Green Book standards and has a 'private' side of the house and an 'office' side.

The house comprises a lounge with an open fireplace, reception room, a large double aspect, fully fitted kitchen, a utility room downstairs, four bedrooms (one with a sink), two bathrooms

(one with a bath and one with a shower), two storage rooms upstairs, a spacious loft and front and back gardens with a patio. The house has gas central heating and has a burglar alarm and two smoke alarms.

There is a large office and a disabled toilet off the entrance as well a garage and off-street parking for six cars.



Our financial health

St Mildred's Finances are managed by a capable and committed Finance Team and the church is in a good financial position, reflecting its importance to the local community we seek to serve. In the year ended December 2022, St Mildred's church income was £262,671.

Income is derived from two principal sources:

- Pledged giving, and church rental (£99,446)
- Centre Hire (£91,113)

In addition, there is a consistent stream of investment income and regular one-off donations. This money allowed the Parish to

make a £60,000 commitment to the Parish Support Fund in 2022 (£55,000 in 2021). In addition, it allows the Parish to meet staff costs totalling £45,000 and to support a variety of charitable causes aligned to our mission. A strong financial position allowed St Mildred's to finance a major church refurbishment in 2018 and to embark upon the renovation of the West End organ.

Full details of St Mildred's Financial position is available from the Audited accounts for the year ended December 2022. A copy is attached as an appendix.

The staff team

The Parish Office is situated inside the St Mildred's Centre. There is a small but efficient staff team who support the work of the Church and the St Mildred's Centre and they include:

- Centre manager (part-time)
- Two Parish secretaries (part-time)
- Director of Music

The Parish Secretaries and Centre Manager all have an individual Job Specification as well as a clear understanding of each other's roles and responsibilities, providing the highest level of competency when dealing with a wide range of enquiries when covering the office for each other.



The St Mildred's Centre



Built in 2006, and connected to the church via a glass door, the modern halls complex of the St Mildred's Centre plays host to a variety of services for both church members and the local community. Although it is connected to the church, the Centre is run on strong business foundations as a not-for-profit community project. It has been self-funding since 2009. It is run by our Centre Manager, supported by a group of committed volunteers.

The facilities include:

- a large hall (perfect for parties, celebrations and exercise classes)
- a large kitchen (ideal for feeding the 5,000)
- a small hall (great for monthly meetings of the Women's Group and other group meetings)
- a pavilion with its own kitchen (great for smaller events, socials and home to the pre-school)
- a committee room (where all those important PCC decisions are made)
- a lounge (useful for counselling services)
- a music room (where better to practice hitting the right note)
- a garden of remembrance (for the internment of ashes)
- an indoor garden with fountain (for quiet contemplation)
- attic storage, an upstairs office and showers (on the ground floor)



The Centre hosts a number of community activities including:

- Addiscombe Neighbourhood Care Association (ANCA) has an office within the centre and runs a lunch club on Mondays and Tuesday, Extend exercise classes and shopping buses.
- Association of Pastoral Care in Mental Health (APCMH) which runs a support group (activities are limited at present as they are struggling to recruit volunteers).
- ASPRA, our local residents association with whom we have excellent mutual support links.
- Toddler Group – runs once a week on a Tuesday morning (during the school terms) and is well attended. Other activities for babies and young children include Musical Bumps and Baby Sensory.
- Reviving Hearts – a new Youth Fellowship Group of young black Christians (aged 16-20) who meet weekly in the large hall.
- MLH breakfast and after school club also runs during the school holidays and, in 2022 and 2023, hosted children on Croydon Council’s Holiday Activities and Food programme for children from families requiring extra support.
- Millie’s Pre-School – a well-established pre-school based at the heart of the local community.
- Warm Hub on Wednesdays during the cold months
- Slimming World – a weight loss organisation catering for men and women of all ages.
- Community garden (March to October) reaching out to the local community
- Musical groups including Pop Choir, Croydon Sinfonia, Osiris Choir and the Rock Project.
- Dance Groups including Bollywood and Phoenix.

The local community



- The parish is a pleasant tree-lined residential area with around 8000 residents just east of Croydon, with lots of families and children and many pensioners. It is a pleasant place to live, with a good community spirit, good local resources and excellent travel links.
- Housing in the parish is predominantly owner occupied with some privately rented flats and a growing number of HMOs. There is relatively little social housing, although several small new developments are being undertaken by housing associations. Most of the housing is terraced, but the south of the parish consists of large, detached houses in the Whitgift Estate.
- Nearly 56% of those in employment are in professional, managerial, and technical groups.
- Around 21% of the resident population are retired but there are many families with children including teenagers.
- From the last census 43% of the local population are from minority ethnic groups. Fifty three per cent stated their religion as Christian.
- The parish has a low score overall on the Urban Priority Index which measures deprivation. But there are small pockets of the parish, notably Ashburton estate area that score quite highly. There are some outward signs of graffiti, problems with gangs of young-sters, fear of crime and the suggestion of drug use, but these are far less than in some other areas of the Diocese.

One of the three main roads going through the parish, the Lower Addiscombe Road, known by some as the 'High Street' has a wide variety of shops and services, including a supermarket and post office, several cafes, pharmacies, a traditional butcher, florist, and greengrocer, along with all the essential local amenities - doctors, dentists, nurseries and play groups.

The well used Bingham Road Recreation Ground backs onto the church, which is also within easy walking distance to Ashburton Park and Lloyd Park. The Addington Hills are also situated close by.

Ashburton Learning Village was redeveloped in 2009. This complex houses a very good public library, Croydon Music and Arts and Oasis Academy Shirley Park secondary school

There are no elderly people's homes in the parish, but there are some sheltered flats, including Mildred Court, next to the church.

St Mildreds is perfectly located for transport links – due to its proximity to East Croydon station and several local trams stops. East Croydon station provides access into London Victoria, London Bridge, London St Pancras International, Clapham Junction and Gatwick Airport and Brighton in the opposite direction.

Local church schools

There are two well regarded church schools available to apply to, within easy travelling distance of the vicarage:

St John's Church of England Primary School is a very popular voluntary aided Church of England primary school in Shirley, Croydon with pupils from 4-11 years of age. St John's expanded in 2016 to become a two form entry school and has close links with St Mildred's Church. The last Ofsted report was 'Outstanding' www.st-johns.croydon.sch.uk/index.htm

Archbishop Tenison's Church of England High School in Croydon is an 11-18 mixed comprehensive delivering academic excellence in a Christian community. It has 750 pupils and received a 'Good' rating in its most recent Ofsted Report. www.archten.croydon.sch.uk/

Local Independent Schools

Trinity School is an independent day school for boys aged 10 to 18 with a reputation for academic excellence, wide-ranging extra curricular opportunities and outstanding pastoral care. www.trinity-school.org

Whitgift is an independent day school offering all-round education of the highest quality for 1200 boys aged 10-18 and welcomes girls in the 6th form. www.whitgift.co.uk

Royal Russell is an independent day school for 1100 boys and girls aged 3-18 www.royalrussell.org.uk



Appendix of additional documents:

- Copy of audited accounts for 2022
- Copy of Mission Action plan
- Copy of job description and person specification



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www.stmildredschurch.org.uk

