

All Saints with Holy Trinity Wandsworth



But if we walk in the light, as he is in the light, we have fellowship with one another, and the blood of Jesus his Son cleanses us from all sin. (1 John 1:7, ESV)

January 2023

Parish Profile

Welcome!

We're so glad you're considering this vacancy.

We are a friendly church family in South West London whose mission is **to know Jesus Christ and to make Him known**. We're looking to welcome a new vicar who shares our desire to do just that and will lead us at this time of opportunity and challenge.

If you are exploring whether God is leading you to join with us in our joys and struggles, our ambitions and weakness, and our journey to be more like the church that we are called to be, then we invite you to read on. We're joining with you in prayer as you discern God's will in this process.



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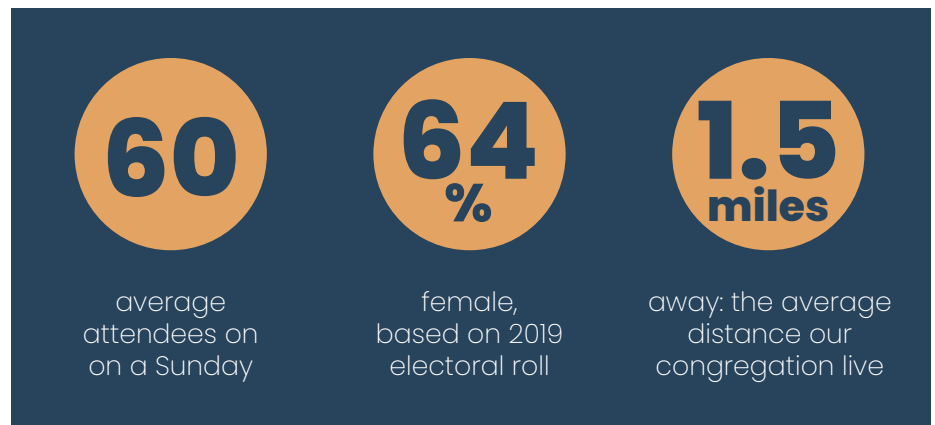
Who we are

Holy Trinity and All Saints are two distinct churches.

The churches have vibrant congregations, differing demographics, church structures, staff teams and management. The two separate congregations have a positive and collaborative working relationship, the development of which is a priority for us over the coming years. The two churches are around a 20 minute walk from each other, with Holy Trinity at the top of West Hill, and All Saints at the bottom, in Wandsworth town centre (see page 12).

Holy Trinity

We are a warm and friendly congregation who delight in meeting with one another as brothers and sisters in Christ, learning from the Bible, and endeavouring to welcome others.



The composition of our congregation has varied significantly over time thanks to a level of 'churn' common to South West London. Whilst 10 years ago we had a thriving children's and teens ministry but very few people in the 18-40 age bracket, today our congregation is primarily adults, with relatively few children in KidsChurch. We have seen a growing contingent of those in their 20s and 30s, and some younger families.

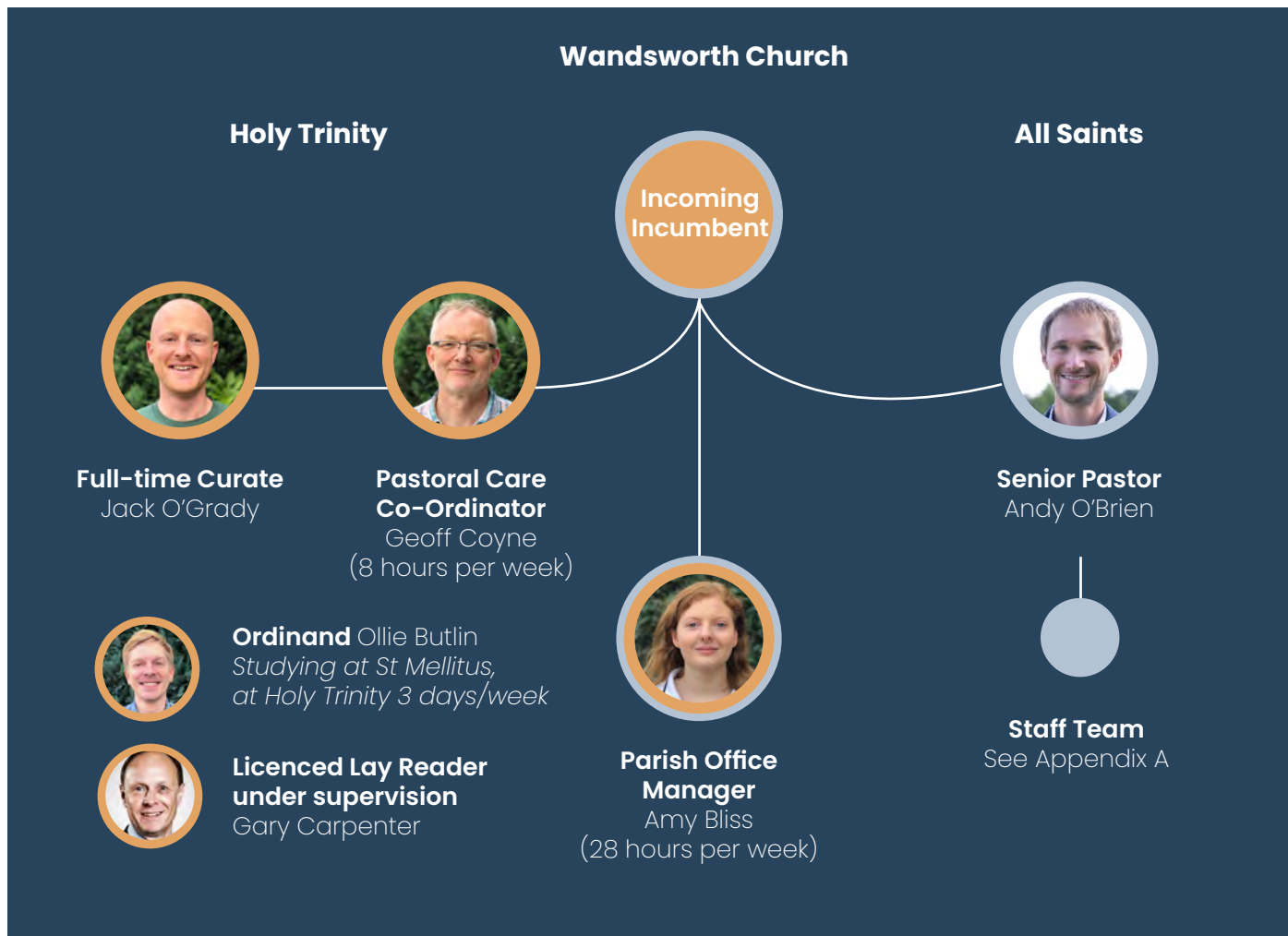
As for many churches, the pandemic was a period of uncertainty and change. We shifted towards live-streaming our services, which we continue to offer, and saw a number of church households move out of London as well as the loss of several elderly congregants.

More recently, it has been a joy to welcome a good number of new members joining the church, and to see new and diverse people get stuck into Growth Groups, prayer meetings, and new initiatives.

We have a small group of dedicated volunteers who serve in numerous ways, including leading Growth Groups, music, KidsChurch, building maintenance, PCC, social media and running of Sunday services. Whilst our congregation enjoys a diversity of ethnicities 'in the pews', we acknowledge that our volunteers and leadership team, and the power they hold, do not reflect the diversity of the congregation as a whole.

We are also conscious that we do not reflect much of the wider diversity of our parish, and so we seek to welcome people from a greater diversity of ages and socio-economic backgrounds into our church family. You can read more about our priorities for the future on page 18.

Our staff team



Our PCC

The PCC comprises 17 individuals including the vicar, associate minister, curate, two wardens (one of whom is a member of General Synod) and three deanery synod representatives. The PCC meets approximately 6 times per year. A subcommittee, the Parish Management Group comprising the Vicar, Curate, Wardens (Paul Ashworth and Carl Hughes), Treasurer (Gary Carpenter) and Parish Office Manager, meet monthly to undertake administrative business on behalf of the PCC.



Christ Church at All Saints



Since September 2020, the church congregation of 'Christ Church', constituted under the auspices of the Co-Mission Churches Trust, and who had been meeting in Earlsfield, have rented the All Saints church building from the PCC and use it exclusively. This includes their weekly Sunday service, and various midweek groups and outreach activities. The senior pastor of the church is an ordained Anglican clergyman, Andy O'Brien, who was well known to us as a former youth worker and 'apprentice' in the parish.

Whilst a small but faithful congregation had been worshipping at All Saints until 2020, we had struggled to maintain a sustainable town centre ministry at All Saints in recent years, lacking the resource and focus required. With the centre of gravity of the parish's ministry moving steadily towards Holy Trinity over the past two decades, we were delighted that All Saints not only provided Christ Church with the new venue they needed, but also posed a great opportunity to see revitalisation of gospel ministry in the town centre.

Although our congregations continue to operate as distinct churches, our relationship has developed quickly. We have entered into a formal agreement for working together; have carried out joint activities

such as combined services, outreach and youth work, and ministers have preached in each others' pulpits. In January 2022, Andy O'Brien was licenced as an Associate Minister of the Parish, under the authority of the Vicar, and is a member of our PCC. Our congregations are theologically aligned and differences in ecclesiology are regarded as secondary. We are excited by the gospel growth potential of partnering together. This work has been encouraged by the diocese and has received support under the Fresh Expressions initiative. This relationship is further explained in the appendix.

The strategic development of this relationship will be an important element of the Vicar's responsibilities.



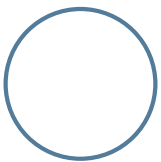
What we believe

We are an Anglican evangelical church committed to a clear Bible ministry seeking to uphold, defend and spread the gospel of Jesus Christ as shown to us in the Scriptures.

Although a range of styles of churchmanship is represented in the congregation with varied views on secondary issues, we are committed to the doctrine of the Church of England as set out in Canon A5 as being “... **grounded in the Holy Scriptures, and in such teachings of the ancient Fathers and Councils of the Church as are agreeable to the said Scriptures. In particular such doctrine is to be found in the thirty-nine Articles of Religion, the Book of Common Prayer, and the Ordinal.**”

We support the work of the Church of England Evangelical Council (CEEC) in upholding these doctrines. In seeking to articulate our faith, the PCC has recently re-affirmed the following traditional Anglican evangelical statement of faith based on CEEC’s expression of its basis of faith, attracted by its emphasis on the grace of God:

“As members of the Church of England within the one, holy, catholic and apostolic church we affirm the faith uniquely revealed in the holy Scriptures and set forth in the catholic creeds, of which the Thirty-Nine Articles of Religion are a general exposition.”



God as the Source of Grace

In continuity with the teaching of Holy Scripture and the Christian creeds, we worship one God in three persons - Father, Son and Holy Spirit. God has created all things, and us in his own image: all life, truth, holiness and beauty come from him. His Son Jesus Christ, fully God and fully man, was conceived through the Holy Spirit and born of the virgin Mary, was crucified, died, rose and ascended to reign in glory.



The Bible as the Revelation of Grace

We receive the canonical books of the Old and New Testaments as the wholly reliable revelation and record of God’s grace, given by the Holy Spirit as the true word of God written. The Bible has been given to lead us to salvation, to be the ultimate rule for Christian faith and conduct, and the supreme authority by which the Church must ever reform itself and judge its traditions.



The Atonement as the Work of Grace

We believe that Jesus Christ came to save lost sinners. Though sinless, he bore our sins, and their judgement, on the cross, thus accomplishing our salvation. By raising Christ bodily from the dead, God vindicated him as Lord and Saviour and proclaimed his victory. Salvation is in Christ alone.



The Church as the Community of Grace

We hold that the Church is God's covenant community, whose members, drawn from every nation, having been justified by grace through faith, inherit the promises made to Abraham and fulfilled in Christ. As a fellowship of the Spirit manifesting his fruit and exercising his gifts, it is called to worship God, grow in grace, and bear witness to him and his Kingdom. God's Church is one body and must ever strive to discover and experience that unity in truth and love which it has in Christ, especially through its confession of the apostolic faith and in its observance of the dominical sacraments.



The Sacraments as the Signs of Grace

We maintain that the Sacraments of Baptism and Holy Communion proclaim the Gospel as effective and visible signs of our justification and sanctification, and as true means of God's grace to those who repent and believe. Baptism is the sign of forgiveness of sin, the gift of the Spirit, new birth to righteousness and entry into the fellowship of the People of God. Holy Communion is the sign of the living, nourishing presence of Christ through his Spirit to his people: the memorial of his one, perfect, completed and all-sufficient sacrifice for sin, from whose achievement all may benefit but in whose offering none can share; and an expression of our corporate life of sacrificial thanksgiving and service.



Ministry as the Stewardship of Grace

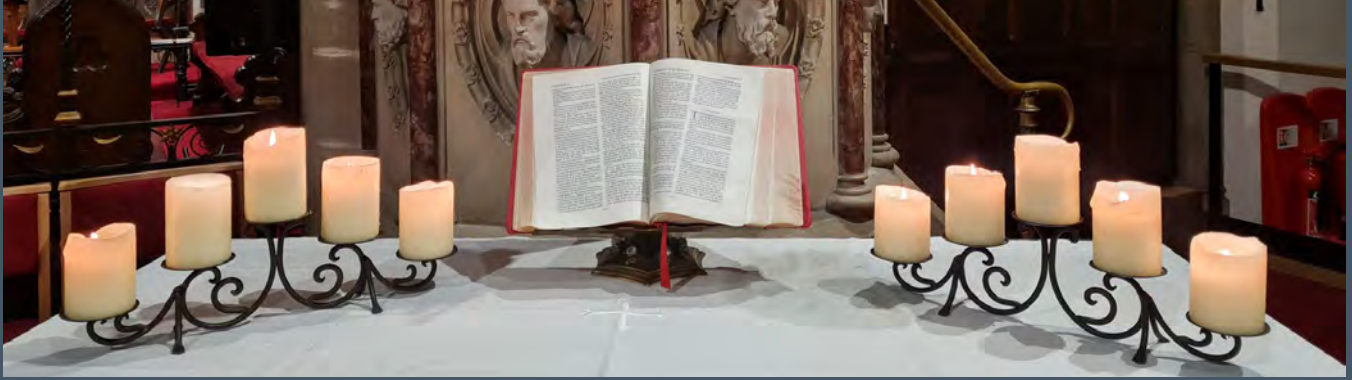
We share, as the People of God, in a royal priesthood common to the whole Church, and in the community of the Suffering Servant. Our mission is the proclamation of the Gospel by the preaching of the word, as well as by caring for the needy, challenging evil and promoting justice and a more responsible use of the world's resources. It is the particular vocation of bishops and presbyters, together with deacons, to build up the body of Christ in truth and love, as pastors, teachers, and servants of the servants of God.



Christ's Return as the Triumph of Grace

We look forward expectantly to the final manifestation of Christ's grace and glory when he comes again to raise the dead, judge the world, vindicate His chosen and bring his Kingdom to its eternal fulfilment in the new heaven and the new earth."





Living in Love and Faith

In response to Living in Love and Faith (LLF) and notwithstanding that, in February 2023, General Synod may be asked to vote on resolutions on the bishops' conclusions following the LLF process, the PCC has adopted the following motion:

'This PCC recognises the profound pastoral issues involved in the Living in Love and Faith process, and the fundamental need to love our fellow human beings. We accept all those who trust Jesus Christ as saviour and lord into the church as fellow sinners. We affirm our commitment to the authority of the Bible which assures us that salvation is offered irrespective of gender or sexual orientation, and which also underlies the historically orthodox doctrine and practice within the Church of England in relation to the areas of identity, gender and sexual activity.

Accordingly, we acknowledge God's creation of mankind as male and female and the standard of Christian marriage between one man and one woman as the proper place for sexual intimacy and the basis of the family. We call for a commitment to lifelong fidelity in marriage and sexual abstinence for those who are not married, whilst acknowledging and repenting of our own failures to maintain this standard. We seek to be welcoming and accessible to all but would be unable to accept any in leadership positions in the church who openly live in contravention of this commitment."

The role of women in ministry

Although we consider ourselves to have a generally conservative evangelical ethos and are agreed on fundamental issues, we accept a variety of types of churchmanship in the church family. We accept our differences of views in matters of secondary importance.

We have not clearly articulated our corporate view, nor even held a debate within the PCC in recent years, on the role of women in ministry. In practice, women are involved in most aspects of ministry. They lead and teach in small groups and prayer meetings, lead public worship, prayer and reading of the scriptures in church services and all less public ministries.

We understand that our church patrons would not propose a woman vicar for the appointment and therefore further discussion is not required in this context.

The PCC's consensus is that a female vicar would cause disruption to the life and membership of the church and the staff team, and therefore would likely be a distraction to our growth aspirations in the short term.

Although there are a variety of views on the position of women in ministry held by members of the PCC and church family more widely, this has not created division in the congregation, who generally accept the status quo and regard the issue as secondary.

We accept that this general position is unsatisfactory and so we would welcome further discussion and consideration led by a new incumbent based firmly on biblical principles.



What we do

Services

Our traditional Book of Common Prayer **9am service** attracts a small but faithful congregation. Holy Communion is taken once a month and Morning Prayer on other weeks. There is no music and the sermon is normally the same as that preached at the 10:30am service.

Our **10:30am main morning service** is a contemporary Service of the Word. It features varied liturgy, music, Bible reading, prayer, and coffee and fellowship afterwards. The sermon is usually expository in nature. We run children's work during the service in term-time; stream each service online; and celebrate Holy Communion once a month. We project liturgical words and hymns onto a screen to avoid printing of service orders. An all-age family service is held monthly.



Music

We are fortunate to have a skilled team of musicians, particularly on our impressive **'Father' Willis Organ**, as well as on other instruments, including the piano. We have an increased emphasis on 'all-age friendly' music once a month.

On some **special occasions**, the music takes a more formal emphasis, with a full volunteer choir, led and conducted by our Director of Music. These include our Christmas Carol Service, Remembrance Sunday and Easter Carol service

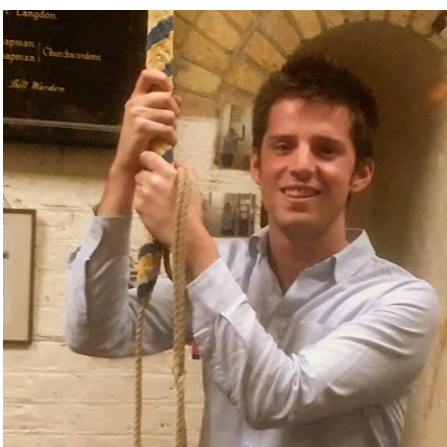
Our **bell-ringers** ring each Sunday and on special occasions. All are volunteers, who encourage those of all ages (often from outside the church) to give it a try, with regular training available.



Discipleship

Our three **Growth Groups** meet each week in leaders' homes. These are designed to be small Christian communities that encourage us to live for Jesus in a secular world, including fellowship, Bible study and prayer. We meet together as one church family for the **First Wednesday** of each month for food, teaching and prayer, and have **prayer meetings** on Tuesday and Thursday mornings.

We also have a **Ladies Bible Study Group**, monthly **Coffee and Craft**, **20s and 30s**, and young families Bible study group, with a crèche. Our men's group **'Books and Bacon'** and social group for older members, **'CAMEO'**, are on pause, though we'd love to see these reinstated.



Children

We run both a **crèche** and **Kid's Church** during our 10:30am service, to encourage parents to be able to stay in the service, and to teach our 5-16 year olds about Jesus.

Post-Covid, we haven't maintained a critical mass of teenagers for **youth events**, and anything we do is combined with Christ Church at All Saints.

Outreach

Trinity Tots is our free children's play group for local parents and child-minders, including a short Bible story. Most attending have no other link with church, but we have built great relationships, and seen the occasional family migrate to church attendance, especially at our Christingle and Christmas Eve Nativity services.

We have recently launched **Beers and Ideas**, a monthly opportunity to invite friends to discuss a question of faith in the low-key environment of a local pub. We run occasional **Christianity** or **Hope Explored** courses, to enable seekers to find out more about the faith. We also have a small **Wandsworth Food Bank collection**.

Community links

Geoff, our Pastoral Care Co-Ordinator, holds regular services at the **Pines Nursing Home**, and is seeking renewed access to the **Signature Nursing Home**.

We seek to work with **local schools**; in the absence of a Vicar, the Associate Minister is an acting governor of St Cecelia's CofE secondary school and, working with the headteacher and lay chaplain, leads assemblies, supports the Christian Union, and hosts their Christmas Services at church.

The **Holy Trinity Church Centre** is hired out for events and activities, which includes commercial hire and community groups such as Brownies, choirs and charities. We also offer **baptisms, weddings, funerals and reading of Banns of Marriage** which offer opportunities for outreach.

All Saints

Christ Church at All Saints are located in the town centre and have a different demographic. Alongside their weekly services and groups, they are involved in a number of other outreach activities. Their work in the community includes **door-knocking and street evangelism**; **carol singing** at Southside shopping centre; a monthly **teenage youth group**; and they support a **Ministry Apprentice, Woman's Worker and Administrator** within their staff team.

Pastoral ministry

A volunteer team coordinated by Geoff Coyne provides pastoral support for those in need, housebound or unwell.





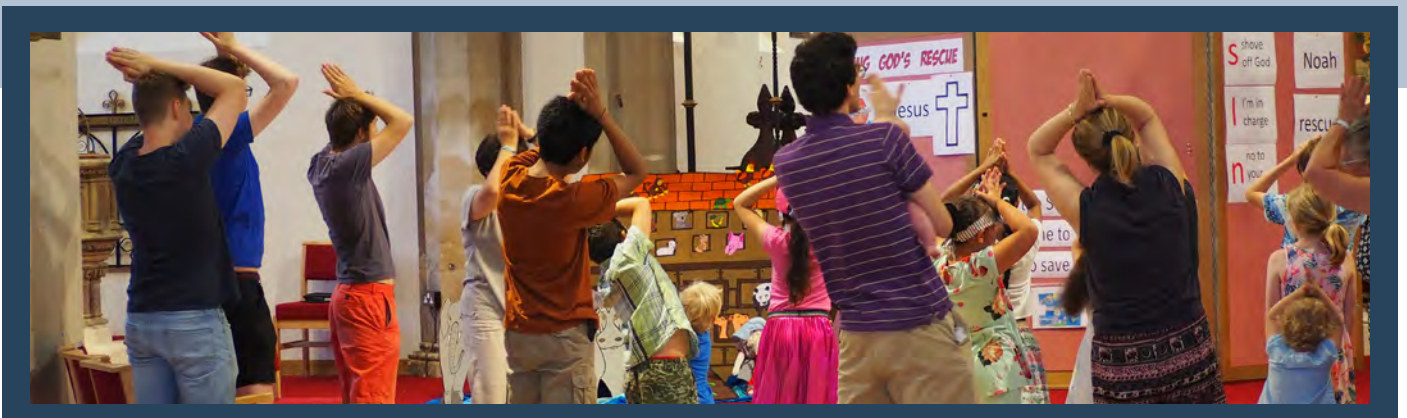
Mission Partners

In the past year, we have partnered with the following individuals and organisations in prayer and financial support:

- **Paul and Hawanatu Mahmood, Theophany School, The Gambia:** work amongst teenagers and church plant (left)
- **Peter and Rose Kamau, Nairobi Kenya:** theological training and church plant (middle)
- **The Chaplaincy at the Royal Hospital for Neuro-Disability,** as well as their Chaplain, our Pastoral Care Co-Ordinator, Geoff Coyne (right). We also seek to provide monthly music support at their services, and annual Christmas carol visits
- **Nathan Prior:** Ministry apprentice at Christ Church Bromley
- **New Growth Ministries:** Mark McKenzie (Chair of the Board of Trustees) running an orphanage in Zimbabwe.
- **Open Doors:** Serving persecuted Christians around the world
- **London City Mission:** Making Jesus known in every community in London
- **Church of England Evangelical Council**

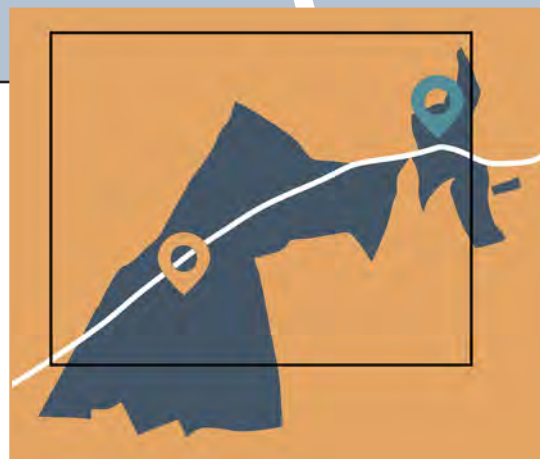
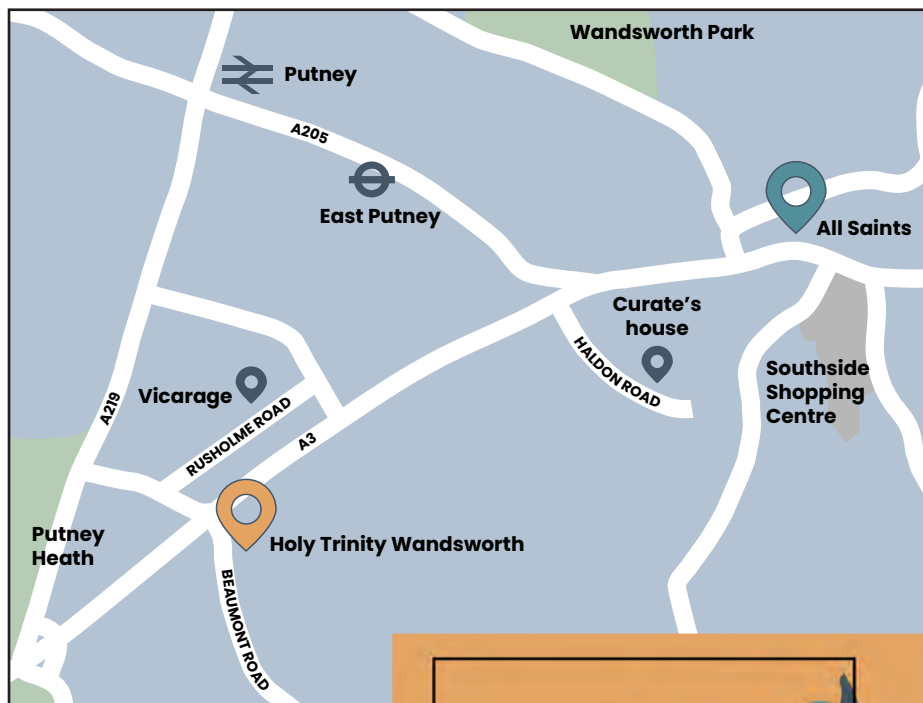
Safeguarding

We take safeguarding very seriously. Nicola Taylor, who has professional experience in Social Services, is our Safeguarding Officer, who with the incumbent oversees safeguarding matters and liaises with the Diocesan Safeguarding Officers when appropriate. Nicola reports to the PCC annually. At each meeting of the Parish Management Group and PCC, any incidents are reported although there are no current matters under investigation or action. We are conscious of the recent high profile reports relating to leadership in evangelical churches and are keen to learn from these and so ensure that our new vicar exercises leadership in a humble and servant-hearted manner.



Where we are

The parish of All Saints with Holy Trinity is situated to the West of Wandsworth on the border between Putney and Southfields in South West London.



Wandsworth Parish boundary

Holy Trinity

The church is located at the top of West Hill and sits adjacent to the A3. It neighbours The Royal Hospital for Neuro-disability and is in close proximity to an extensive council estate which has been substantially upgraded in recent years. Many of the flats and houses are now privately owned.

On the North West side of West Hill there is a conservation area comprising 5/6 bedroom Edwardian and Victorian houses now mainly in single occupation by affluent families. Nearer the top of West Hill there are several blocks of flats including one mansion block. All of this results in a parish with a very mixed demographic.

All Saints

The historic church building is located diagonally opposite the main entrance to Southside Shopping Centre in Wandsworth town centre. The building is used exclusively by the congregation of 'Christ Church at All Saints' (read more in the appendix).

The housing around All Saints is a typical London mix of public and private sector property, mostly flats, semi-detached and terraced housing.

The town centre location means All Saints has civic links as well as being well-placed for ministry to hundreds of new homes springing up on sites throughout the town centre. The biggest development is on the Wandle Delta at Riverside Quarter. Here 422 new homes, of which 25% will be affordable housing, have been approved.

Demographic

The London Borough of Wandsworth, which contains our parish, is a fairly diverse area.

There are around

327,500

residents in
the borough

30.6%

of the population
are aged 30-44; the
highest nationally by
borough



66%

of household
spaces are flats,
maisonettes or
apartments



8th

highest district
nationally for single
parent households
headed by a female



54%

of the population
are recorded
as single

16.3%

increase in
people aged 65
years or over

The area is subject to significant 'churn' as individuals move into and out of the parish relatively quickly. While the area could generally be described as affluent, there is a large disparity between different areas of the borough. Our hope is that the new incumbent will enjoy living in Wandsworth, and approach this role with the creativity needed to grasp the particular challenges of the area.

www.ons.gov.uk/visualisations/censuspopulationchange/E09000032/

Facilities and the environment

Wandsworth is an area with good facilities. There are bus, train and underground links to the rest of London, as well as road links out of the city. The town centre has a small shopping centre and a high street with shops, restaurants and pubs. The area is very green for London, and we are in close proximity to a number of large parks and commons. We recognise that as Christians, we are called to be good stewards of this creation. So we invite our new incumbent to help us consider more intentionally how our church can best care for our physical environment, both in our parish and beyond.

What our location means for us

The area presents a number of challenges in our present situation. Although the congregation is ethnically diverse, the white middle classes are over-represented. This gives us the opportunity to think hard about how we reach different groups. There is also a large section of the population who will increasingly feel the effects of the cost of living crisis – a problem which will also be a challenge for our church.



What we use

Background to the area

All Saints, the parish church of Wandsworth is the oldest public building in the town centre and is recognised by Wandsworth Borough Council as the focal point of the town centre's townscape. There has been a church on this site for 800 years but the present building is largely from the eighteenth century when it was rebuilt to provide for the growing population. There are monuments from the previous building, notably a fifteenth-century brass and seventeenth-century monument to Henry Smith (a London merchant whose charity still exists) and Susanna Powell.

The Wandle river has always been crucial – there were mills in Wandsworth soon after the Norman Conquest and so the area was always both industrial and agricultural. In the late nineteenth century the area was increasingly developed with all kinds of housing replacing fields and market gardens. The expanding Victorian suburb required more churches, one of which was Holy Trinity, a Chapel of Ease, built on West Hill in the 1870s. There are several other Anglican churches in close proximity as well as other denominations, and a mosque.

All Saints

Situated in the town centre, the church is ideally located for civic activities, and has a capacity of 200. However, the disadvantage of its location is that it has only limited car parking. A public car park is available nearby. The building is Grade II* listed and consists of a bell tower, chancel, aisles, nave and substantial balcony. There are bells in the tower which are usable for limited tolling.

A reordering was carried out in 2008 which created a servery at the back of the nave and two meeting rooms and toilets at the West end of the building. Music at services is provided by a variety of instruments but the organ is not functioning. Modern AV is used with a large screen available.

We have plans to refurbish the building to make the space more flexible for a variety of different types of ministry, and for which we anticipate grant funding would be available. Underpinning of the apse is also required in the longer term. We had agreed with Transport for London that they would pay for the underpinning in return for the sale of a narrow strip of land along the East end of the site, which would be compulsorily purchased for road widening. This has been delayed along with the entire Wandsworth Centre regeneration project.

In the immediate term, damage to the front porch caused by a vehicle losing control on the High Street is being dealt with by our insurers.





Holy Trinity

Although All Saints is the parish church, Holy Trinity is the larger facility with a comfortable capacity of 220. It was consecrated in 1863 with construction being completed between 1872 and 1888 and is now a grade II listed building. The church was extensively reordered and refurbished in 2013 to meet the needs of a modern church, replacing wooden pews with movable chairs, and adding a 'link' building to the Church Centre to provide office facilities.

In addition, the fine Father Willis organ has been extensively overhauled and the church's eight bells are anecdotally regarded by many as amongst the best in Surrey.

Modern AV and live-streaming equipment is used with the liturgy and hymns projected onto screens in services. There is a substantial servery at the back of church and a vestry at the South-East corner of the building, which is occupied by the creche on Sundays, but available as a relaxed meeting room at other times. Toilet facilities are available by the vestry and in the Church Centre.

The Churchyard has been developed as a car park, with 8 spaces used during weekdays by Noddy's Nursery. There are no significant building development needs although a boiler requires replacement and we are considering whether an air source heat pump could be effective.

Church Centre and Offices

The Church Centre adjacent to Holy Trinity is a flexible facility completed in 1996. It was developed as a joint initiative between us and the owners of Noddy's Nursery. The three-floor building was completed at the Nursery's cost in consideration for the grant of a long lease over part of the building. The Nursery occupies the ground floor, other than the stairs and toilet. Our part of the Centre comprises, on the first floor, a main hall, kitchen and toilets, a conference room and smaller meeting room. On the second floor, there is another meeting room, which we have let to the Nursery on a short lease. Step-free access is provided by way of a lift.

The Centre is used for our own work, including Kids' Church, Trinity Tots, prayer meetings and meetings of the PCC and the like, and also hired to third parties for commercial benefit. We would like to make better and more frequent use of this space, especially during the week. The building is in good order having recently been redecorated.

A modern reception area and offices are housed in the Link built in 2013. It is situated between the main church building and the Centre and accommodates the Vicar's office, a shared office with 4 desks and a reception desk, used by the Parish Office Manager.

Vicarage (left)

This six bedroom detached house with garden is owned by the Diocese, but has been the home of our vicar for many years. It is located at 11 Rusholme Road, a quiet road in Putney, just a five minute walk from Holy Trinity and 20 minutes from All Saints, making it well placed for hosting church events. It has two reception rooms, a modern kitchen, study and two bathrooms. There is a mature garden with a detached garage, shed and a number of fruit trees that yield a substantial summer harvest.



74 Haldon Road (right)

The church owns a three storey terraced house at 74 Haldon Road, which is a fifteen minute walk from Holy Trinity. The kitchen and dining areas were refurbished in 2021. It is typically used to house a curate or ministry apprentice in the parish.

Finances

The PCC manages its finances through a general fund, a restricted fund for ministry workers and a number of small restricted funds for other specific purposes. The income and costs of Christ Church at All Saints are not controlled by the PCC and so are excluded from these figures, other than including the rental income for the use of the church building paid to us by them.

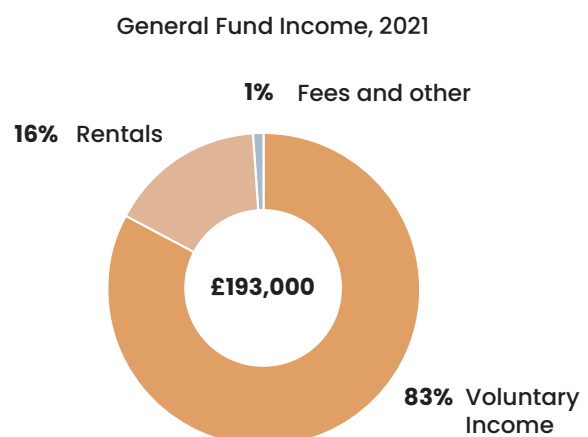
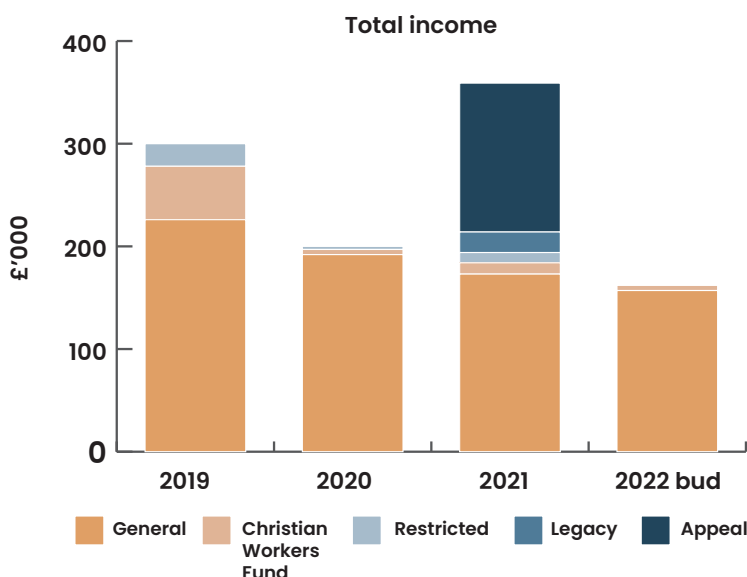
General Fund - income

We seek to pay for our ongoing general expenditure from our regular income and we undertake appeals for specific projects from time to time. In 2021, for example, we raised funds in an appeal to renovate the kitchen and dining areas of the curate's house and carry out major refurbishment to the organ and roof repairs at Holy Trinity, projects all satisfactorily completed.

We were fortunate to receive a specific legacy of £20,000 in 2021 and two further residuary legacies in 2022 of a total £171,000. These are significant unusual items which the PCC is seeking to use for specific

projects in memory of the legators rather than on general parish expenditure. Such projects have not yet been identified but might include providing seed funding for capital projects to reduce our carbon footprint or resourcing additional ministry support.

We budget prudently, as the turnover in congregation members means we know whose regular giving is likely to drop off but we do not anticipate new joiners. Our income relies heavily on giving from the congregation supplemented by income from the Church Centre and from the lease to Noddy's Nursery. Within the voluntary income, about 80% comes from regular committed giving from the church family.



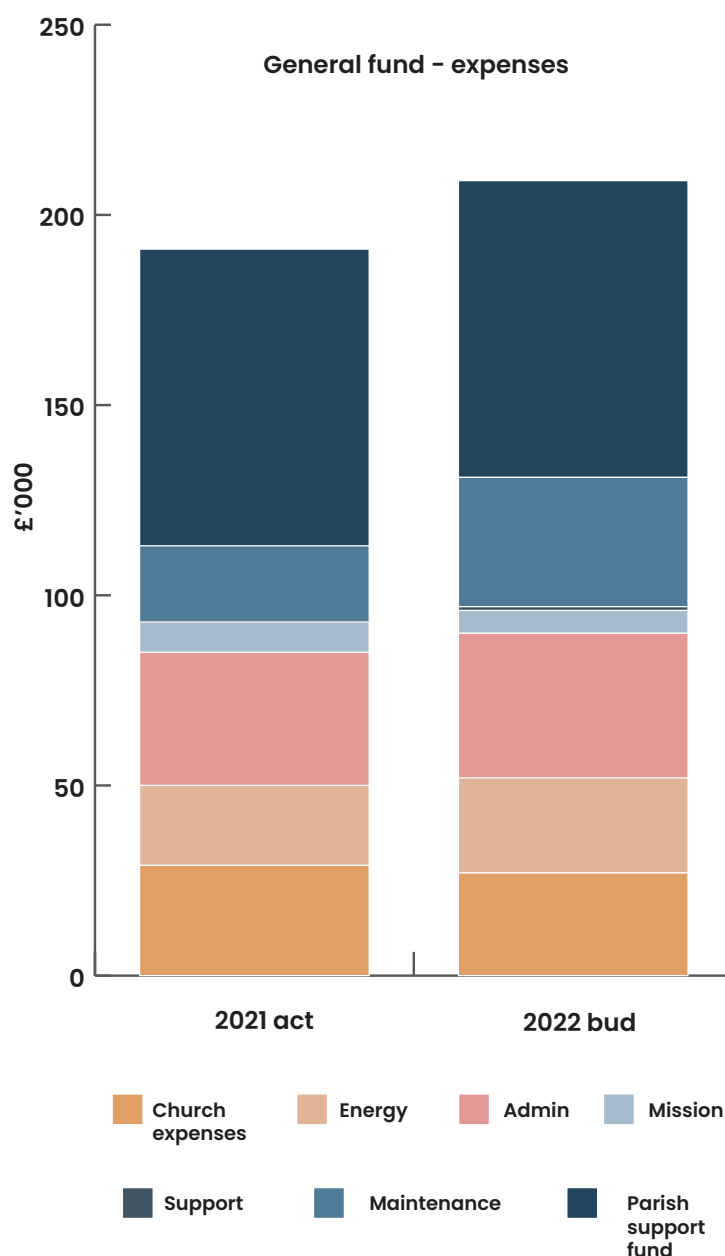
General Fund - expenditure

Our costs are led by the amount given to the Diocesan Parish Support Fund, comprising 37% of our total budgeted costs this year. The PCC is required to set this each year and we have decided to increase this from £78,000 to £80,000 in 2023. This is only marginally less than the Diocese's average cost per parish (taking the indicative cost per incumbent).

Maintenance costs do not include major projects for which we generally launch appeals. Support costs are those to provide resources for ministry; these are mainly provided through restricted funds and not included here. Our policy is to give away grants of a total amount of up to 5% of unrestricted direct giving to mission organisations or individuals. This is about £7,000 pa. The distribution of these grants is recommended to the PCC by the Mission Committee.

Administration costs include the employment of the Parish Office Manager. Energy costs are now coming through higher than budget despite entering into fixed price contracts and other church expenses comprise costs such as insurance, cleaning and organ tuning.

The net effect of the above is that we were budgeting a £37,000 deficit in 2022 knowing (i) that our income was likely to come in higher and (ii) if it did not, we had adequate reserves. Even excluding the large legacy, our management accounts to 30 September 2022 show only a small deficit with our income 15% up on budget.



Other funds

Other restricted funds derive from money given for specific purposes, which include youth/children's and seniors' ministries, with these funds in total standing at £6,000. There is also £7,000 available at the vicar's discretion to provide 'relief for the poor of the parish' and £7,000 to support the bells.

The PCC's 2021 accounts are available at the Charity Commission website [here](#).

Christian Workers Fund

This fund was established to provide ringfenced finance for employees involved in front-line ministry. Historically this has funded curates, ministry apprentices and pastoral assistants. The fund stood at £50,000 at 30 September 2022 and is currently being used up at the rate of £6,000 pa. Our plans include the employment of a ministry apprentice from the Summer of 2023 and this fund is likely to be sufficient to fund this for 2 years. We also seek grants from time to time to top this fund up.

Where we're going

Our mission is 'to know Jesus Christ and to make Him known'.

We find ourselves at the beginning of a new and exciting chapter, seeking to build on a foundation of strong Bible teaching and an engaged church community.

Our church has always sought to teach the word of God, aiming to equip the church family to both understand and share the gospel, and to live for Jesus in their daily lives.

Moving forward, **our priority goals for the next few years fall into the following three areas**, that we feel are fundamental to our development as a church today.



Disciple our congregation

We are keen to build on the foundation of strong expository Bible teaching, in order to disciple our congregation well. Our vision is for our church family who are:

- growing in knowledge of God's word
- prioritising prayer
- identifying and using their gifts
- emboldened to share the gospel
- equipped to be sent out
- pastorally cared for

In 5 years' time we would like to be a congregation that continues to prioritise God's word, learning from it in order to become more like Christ.

We hope that by discipling our congregation well, on the foundation of God's word, we will be able to...

Encourage participation

We celebrate the ethnic and socio-economic diversity of our congregation, but much of the core style, ethos and leadership remain white, educated and middle class. There are a number of attendees at our church, particularly those who are not of this demographic, who do not enjoy deep connection with others, and who are not serving regularly. Many of our neighbours might struggle to see themselves as part of our family.

We are keen to encourage those who *are* more involved to be reaching out to those who are *not*, so that they feel fully valued and cared for; well represented in our services and leadership structures; and increasingly emboldened to participate.

We are also keen to see a recovery in numbers of young families, children and youth. Growth without a starting critical mass has proven difficult.

Despite a wide variety of activities and midweek church opportunities, we often struggle to provide volunteers to serve and support the running of our hosted events. A committed group serve often, but are spread thinly, and cannot do everything and retain a balance in their own work, family and personal lives. We want to grow committed disciples across our whole church family who see involvement and service as part of their own ministry and spiritual journey.

In 5 years' time we would like to be a congregation whose diversity is well represented in our Sunday services, ways of operating, and structures, where all are serving and participating.

We hope that by better encouraging participation across our whole church family, we will have more resource in order to better...

Serve our community

Matthew 9:37-38 (ESV) reads *"Then he said to his disciples, 'The harvest is plentiful, but the laborers are few; therefore pray earnestly to the Lord of the harvest to send out laborers into his harvest.'*" We understand that Christ has directed us to go out to the harvest field, represented both in the places we work as individuals and also into the local community, to achieve the mission to which we are called. We desire to be a church where people from all dimensions of diversity feel safe and loved and have the opportunity to hear the gospel of Jesus Christ.

Serving our community (cont.)

Outreach and evangelism

We are located in a diverse geographical area, with a great potential for outreach, to serve our community practically and to share the gospel.

We have held evangelistic events from time to time, but are now looking to develop a holistic approach, built on discipling our congregation well and encouraging increased service and participation.

Parish presence

Our desire is to be an integral part of our local community. Holy Trinity has a physical presence, but many parishioners do not see it as their local parish church. We have a few baptisms, funerals and marriages, and have seen a trickle of folk join the congregation as a result of marriage or baptism preparation and bereavement work, but these are opportunities for growth.

We also have an opportunity in both our Trinity Tots work and relationship with Ronald Ross School to expand our outreach and use these as ways for young families into church.

All Saints

As explained in the appendix, the re-invigoration of mission at All Saints through the presence of a regular, vibrant, worshipping community has provided opportunities for growth which the congregation are energetically exploring.

We are happily working together in partnership as autonomous churches and have the aligned objective to see the Kingdom of God grow in that area, but the future working arrangements will naturally develop over time. We need to be open to the work of the Spirit as we are led as to how this will develop and also be sensitive to each church community's needs and aspirations.

In the next few years, the church building will require major refurbishment and, although it is hoped that the funding of this will largely be through grants, this is not yet certain. The building will need to be fit for the purposes of the congregation there and so its design and construction will require collaboration and discussion.

In 5 years' time we would like to be well known and established in our community, sharing the gospel boldly with our local neighbours, and serving their needs.

We hope that in reaching and serving our community, we will see growth in the numbers of our congregation, meaning we have increased numbers to disciple - thus starting the cycle again!

Who we're looking for

Our new vicar's responsibilities will include:

- providing faithful teaching from scripture, and encouraging and challenging us in applying God's word to our lives
- developing and leading our mission strategy in outreach to the local community
- managing the day-to-day working relationship between the congregation at Holy Trinity and Christ Church at All Saints, and developing the strategy for mission to the entire parish
- growing our congregation, bringing new people into contact with the gospel
- building discipleship; growing believers in their faith; and identifying gifts
- encouraging and developing ministry of all types, including those considering a vocation in ministry
- providing leadership to, and encouragement and personal development of, our staff team
- engaging with the management team to support the everyday running of the church
- serving as the Bishops' nominated Governor of St Cecelia's CofE secondary school, chair of Wandsworth Combined Charities and a trustee of Putney United Gospel Society

According to Scripture, our vicar must be:

- **Christ-centred**, with a commitment to following Jesus central to their life
- **trusting in the sufficiency and authority of scripture**: that its teaching is sufficient for all matters pertaining to salvation and is 'profitable for teaching, for reproof, for correction, and for training in righteousness' (2 Tim 3:16).
- **a good teacher**, capable of unpacking scripture and applying it to our lives (2 Tim 2:24).
- **prayerful**: Just as Jesus often turned to prayer (eg Luke 6:12), we expect our leaders to keep prayer at the centre of their personal and our corporate life.
- **humble**: Willing to be challenged and to admit to being wrong, and aware of their areas of personal weakness. They must be dependent on Christ for all things, not in their own strength (Phil 4:13)
- **servant-hearted**: Jesus came not to be served, but to serve (Matt 20:28, Mark 10:45, John 13:1-17) and we are all called to follow this example. As such, our vicar must recognise their leadership role is one of service to the congregation, not just authority.
- **accountable**: Keen to be held to a high standard, with clear accountability structures as they set a good example for those they oversee (1 Tim 3:2-7). Whilst recognising no-one is without sin, we require that our next vicar is not living in any persistent or unrepented sin, that would bring the gospel into disrepute (1 Tim 3:9).
- **someone with a heart for outreach** into the community with love and in evangelism: So much of our surrounding population is unreached and we want to reach new people in our community with the Gospel. (Mark 16:15)
- **mature**: Our vicar must be spiritually, mentally and emotionally mature to navigate the complexities of leading our parish church. (1 Tim 3:7)

In the context of our church specifically, we are looking for a vicar who is:

- theologically orthodox
 - comfortable with a range of recognisably Anglican styles of worship, music and liturgy (BCP/CW), and wearing clerical attire appropriate to the circumstances
 - welcoming, hospitable and approachable
 - empathic and emotionally intelligent: able to listen well; understand others' emotions, and manage their own
 - willing to learn
 - keen to encourage and develop the ministries and gifts of all church members
- ... ideally with experience in:
- discipling others
 - children, youth or family ministry
 - managing a team
 - financial and administrative management
 - negotiating conflict conversations

We recognise this is a long list, and that one vicar cannot do it all. As a church family we are committed to supporting you in prayer, in service, and in caring for you. You will also have the benefit of a large comfortable family house as a vicarage.

Appendix

The current structure of All Saints with Holy Trinity Wandsworth is an unusual one. All Saints is the parish church and Holy Trinity the chapel of ease, yet each church operates independently of one another. The two distinct congregations support one another in prayer, some shared staff responsibilities, advertising and some resources.

Christ Church at All Saints are involved in the planning for potential refurbishment of the building with the view that they will remain in the long term.

The incumbent will be responsible for working with Christ Church at All Saints towards a mission strategy for the entire parish.

Christ Church at All Saints' staffing is as follows:

Senior Pastor: Andy O'Brien

Pastoral Worker: Linda Trevitt (*salaried 38 hours per week*)

Voluntary Ministry Assistant: Nush Barnes (*with a special focus on music ministry and services*)

Ministry Trainee: Connor Bollenbacher (*with a special focus on youth ministry; fully funded from US supporters*)

Reach Global Missionary: Doug Allord (*particularly supporting music ministry and services*)

Administrator: Melissa Dunnnett (*paid per hour*)

The presence of a vibrant congregation at All Saints has resulted in the gospel being shared more widely with the people of Wandsworth.

Christ Church at All Saints have utilised door to door visiting and street evangelism to reach the many flats near by the church. They run a free weekly playgroup for parents and toddlers called 'smAll Saints' and have numerous evangelism opportunities at Christmas with various carols services and carol singing in local pubs. They currently run six small Bible study groups.

There are ongoing plans to refurbish the All Saints building to develop it into a facility that is fit for purpose where the gospel can be preached and the community well served.

A small working group of lay people from both congregations has agreed a set of plans with our architects (Hanslip & Co), which are being discussed with the Borough planners and the DAC. We hope that these works will be undertaken in 2024/25.
