OUR AIM

In God's strength, to bring Jesus to the centre of our lives
and to the heart of our community
In God’s strength, to bring Jesus to the centre of our lives and to the heart of our community

The speech bubbles throughout this profile illustrate what our congregations have said about what they give thanks for in the life of our churches.

Consent has been given for the use of all photographs in this profile.
WELCOME

WELCOME FROM THE CHURCHWARDENS AND LAY REPRESENTATIVES

Welcome to this profile of the parish of Herne Hill. We hope that you will enjoy finding out about us and that the information you need is here, as you discern the will of God for the next stage of your ministry.

We are one parish with two churches. We reflect a range of Christian traditions and worship styles; and we are varied too in age, ethnicity and social background. What unites us is our Biblical faith and our parish aim "in God's strength, to bring Jesus to the centre of our lives and to the heart of our community". In the years since St Saviour's and St Paul's were brought together as the single-parish benefice of Herne Hill, in 1988, we have drawn closer spiritually, socially and organisationally. Our congregations have grown significantly. Now we look to continue that evolution, and are seeking someone to help us in that process.

This profile has been a collaborative effort by a lot of people in the parish, and that is typical of our parish life. Our clergy lead us and work with us to discern God's direction, but a lot of our activities are delivered through the time and talents of our congregations. We have many (though never enough!) volunteers who express their faith and gratitude to God through service. We think this is the way in which God is calling us to grow further - there is more about this in the section "Our future".

We are praying that God will send us the right person to be our vicar for the next stage of our journey as a parish. Whether or not you have a part in that journey, please pray for us too.

Adjoa Andoh-Cunnell
Lay representative and licensed reader

Andrew Firman
Churchwarden

Leigh Whittingham
Churchwarden and lay representative
OUR PARISH

Our parish straddles two London boroughs - Lambeth and Southwark. We are roughly 5 miles from central London, with great transport links, but with a strong local focus. To live here is to have the best of London, whilst living in a community where you can know and be known.

Both Herne Hill (in the South of the parish) and Loughborough Junction (adjacent to the Northern parish boundary) have a range of independent shops, small supermarkets, a choice of GP surgeries and dental practices, and a number of pubs and eateries. The Sunday market at Herne Hill offers locally-produced food, and arts and crafts.

Development of this area took place largely in the late Victorian and Edwardian periods, though as elsewhere in London new building goes on all the time. There is a mixture of privately-owned, privately-rented and social housing, with a large concentration of property owned by the London and Quadrant Housing Association in the area around Milkwood Road.

Within the parish are the green spaces of Ruskin Park (with flower gardens, playground, paddling pool, sports facilities and bandstand) and the Milkwood Community Park, which was landscaped and developed through the practical and fundraising efforts of local people including members of our congregations. Just beyond the parish boundary is Brockwell Park, with its renowned Lido and all-year gym.

From Herne Hill station, trains reach London Victoria in less than 10 minutes. From both Herne Hill and Loughborough Junction, Thameslink trains go to Blackfriars, Farringdon and St Pancras. From Denmark Hill (just outside the parish boundary) more trains go to Victoria, Clapham Junction and Docklands. A number of bus routes give more connections, and the Underground (Victoria line) from Brixton (a 20 minute walk away) opens up still more possibilities.
Immediately to the South of the parish is Dulwich, with another lovely park and the world-class Dulwich Picture Gallery. To the North is the busy town centre of Brixton, with its market, shops and entertainments. King’s College Hospital and the Maudsley Hospital, just beyond the parish boundary, are both a major employer and a major resource.

**Local statistics**
Population: 9,600. Age profile: 23% aged 0-17, 68% aged 18-64 and 9% aged 65+
Ethnicity profile: 71.9% White, 28.1% Black, Asian and Minority Ethnic
Religious affiliation: 49% Christian (source: Research and Statistics team, Church of England central services)
Deprivation: ranks 4,442 out of 12,599 parishes in England (where 1 is the most deprived - source: Church Urban Fund)

**Electoral Roll for the Parish of Herne Hill**
The 2017 Electoral Roll has 265 members, 121 at St Paul’s and 144 at St Saviour’s. The total church family is, however, much bigger. There are more than 130 names on the children’s church and crèche registers; there are over 450 names on the parish contact list; the combined Christmas Eve and Christmas Day congregations number more than 640.

**WHAT WE VALUE**
In preparation of this parish profile, members of our congregations were asked what they give thanks for in the life of our churches. This word cloud shows what they said, as do the speech bubbles used throughout this profile.
OUR AIM
In God’s strength, to bring Jesus to the centre of our lives and to the heart of our community

OUR BUILDINGS

“We shape our buildings; thereafter they shape us” – we go on to describe our buildings next, because the physical differences in our two churches have had a significant influence on the ways in which we worship and in which the different congregations have developed.

St Paul’s Church is in the south of the parish and is grade 2* listed. The original church burnt down a few years after being built in 1848 and most of the current building, by G E Street in Victorian Gothic style, dates from 1856. At just about the highest point in the parish, and with a prominent spire, the church is a noted local landmark. The church has some fine stained glass, most notably in the East window. There is a memorial to John Ruskin, who lived nearby, in the nave. Volunteer teams clean the church, polish the brass and arrange flowers.

Following extensive fund-raising and much prayer in the parish, a major reordering of the back third of the nave was completed in 2014. A new welcoming area was created, separated from the worship area by a floor-to-ceiling glass screen incorporating a First World War Memorial Screen which previously formed the entrance to the chancel. A modern and well-equipped kitchen, a spacious and sound-proofed crèche, a meeting room, two toilets (one fully accessible) and storage areas were also created, none of which previously existed within the church. This modernisation has been a real blessing and has created opportunities to worship and make the love of God known in new ways, some described below and some still to be discovered.

The next challenges are improving the church grounds, planned for 2018, and replacing the roof slates which needs to happen within the next five to ten years.

St Paul’s Church Hall was erected beside St Paul’s church in 1958, with an anticipated useful life of about 30 years. Unsurprisingly it is now in poor condition, both internally and externally. The church uses it on Sundays for two of its children’s church groups.

The hall generates a very substantial rental income, mainly from Herne Hill School (a private preparatory school which occupies the former Victorian vicarage, behind St Paul’s church). This income represents an important contribution to the church’s finances. Various ideas for raising funds for a new hall have been considered during the last decade but none has been progressed. It is unlikely that the hall will be useable for more
than about five more years, and a small team is currently investigating the feasibility of a scheme which would include the building of a new hall.

**St Saviour’s Church** is housed in a building erected in 1914 to serve as the church hall. When the Victorian church next door was demolished in the 1980s, the church hall was consecrated and took on the dual role of church and church hall.

St Saviour’s is grade 2 listed. It is described in the latest quinquennial inspection as a fine Edwardian building in classical vernacular style typical of that period.

It comprises

- a two-storey west wing, the ground floor taken up by entrance loggia, lobbies and ancillary rooms, the first floor being a flat accessed by a staircase on the north side
- a central single storey enclosing a high-ceilinged hall; and
- an east wing enclosing the stage area, some meeting rooms (including one on the first floor) and a basement storage and boiler room area.

The church is set in its own small grounds, mostly garden. On the north side development plans include a possible new garden room extension.

In order for the church to house the weekly service at St Saviour’s, volunteers set out platform blocks, up to 200 chairs, an altar table, banners and other furnishings on a Saturday evening or Sunday morning to create a space for the Sunday morning service. This transforms a
versatile space into a place of worship and Godly encounter. It’s all put away again after the service ends.

At other times the church is the setting for other parish activities, described below. It is used by St Saviour’s school for plays, end of term/year services and drama classes. It is hired out at weekends for children’s parties and during the week for a range of outside meetings and activities, including Brownies.

The three-bedroom flat is let commercially (currently to the parish youth & children’s worker plus two other people).

1 Finsen Road, next to St Saviour’s church, was purpose-built in the 1970s. The house belongs to the Diocese, and remains the Vicarage. It is detached, with a garage and off-street parking.

The front door opens into a quarry-tiled hallway with built-in cupboards and access to a meeting-room, study and WC. Beyond a door with obscured glazing, an inner hall then gives access to the rest of the house. The kitchen (with adjoining utility room) overlooks the large garden, with the school playground beyond. The dining-room, which adjoins the kitchen, has glazed doors opening onto a small patio; the rest of the garden is laid to lawn, with borders stocked with well-established shrubs and roses.

Up the wooden, open-tread staircase is a spacious landing with parquet flooring. From it opens a big sitting-room, also with parquet floor, a functioning fireplace and 2 floor-to-ceiling windows overlooking the beautiful green space of Ruskin Park. Two double bedrooms have built-in wardrobes, there is another double bedroom with washbasin, and a single bedroom also with a fitted cupboard. There is a shower-room with basin and WC, and a bathroom with bath and basin.
The house has gas central heating, and a burglar alarm with a call button by the front door. The house is beautifully light, with large windows throughout and a very open aspect at both front and back. The front of the house, overlooking Ruskin Park, is South-facing.

8 Ruskin Walk is a house just around the corner from St Paul’s church, purpose-built as a vicarage in the 1980s. It was occupied for some years by clergy and their families, but is now let commercially. The house belongs to the parish and provides a significant income. The current tenants are about to enter their fourth year of occupation. 8 Ruskin Walk falls just inside the area controlled by the Dulwich College Scheme of Management and so is subject to a small annual charge and the need to obtain prior approval before altering the external appearance or felling or pruning trees.

OUR PEOPLE

The Reverend Gill Tayleur has been an Honorary Curate and then Honorary Assistant Minister in the parish since her ordination in 2008. She trained under the Diocese of Southwark’s Ordained Local Ministry Scheme, having been an active member of the parish and served in a wide range of roles, including parish administrator, since she and her husband Trevor moved into the area in 1984. Over the years she has developed lasting relationships with many people in the parish.

Gill carries out a full range of ministerial duties in the parish, including planning and leading Sunday worship, preaching, pastoral ministry including with the sick and dying, funeral ministry, supporting and overseeing the youth and children’s ministry, baptism, confirmation and marriage preparation, links with the five schools in the parish, oversight of the parish office and buildings management work, occasional ministerial role at the playgroups and lunch club, safeguarding, authorising online finance and so on.

In recent years, Gill has served the parish full-time, non-stipendiary. While she hopes to reassess her role and number of working days once a new vicar is in post, she has loved seeing God at work in the parish over the years and looks forward to more.

The Reverend Ben Hughes has been Honorary Assistant Minister in the parish of Herne Hill since 2013, having previously served in a number of other London churches. He studied for full-time stipendiary ministry at Cranmer Hall in Durham and was ordained in St Paul’s Cathedral in 1999.
Ben undertakes a varied range of ministerial and lay duties within our team, as well as in neighbouring parishes within the Deanery and further church. Ben also works full-time in an adolescent psychiatric hospital school where he teaches art and design supporting young people returning to mainstream education. He is married with two young boys and maintains a healthy work/life balance through many interests including theology, art, music and rebuilding classic cars and bikes. Ben is excited to be part of God's unfolding will and work within the parish and diocese and looks forward with anticipation to the changes and new opportunities ahead.

We are also fortunate to have no fewer than four experienced, licensed readers who preach and lead services -

**Adjoa Andoh-Cunnell** is an actress of British-Ghanaian heritage who also writes, directs and teaches. She has lived in and around the parish since 1984, and has worshipped regularly in the parish since 1998. Her three children all attended St Saviour’s primary school, and both she and her eldest daughter were married in St Saviour’s church. Adjoa was licensed as a reader in 2009. She is also a bereavement counsellor and a member of BAFTA.

**Adrian Parkhouse** dates his licensing as a reader by recalling the screams of his eldest child in the Cathedral during the service, so that was 31 years ago – 4 years after he and his wife Anne came to the parish. A lawyer by profession, since his three children have grown up he has developed an interest in psychology, most recently studying for a Masters in the psychology of religion.

**Simon Brindley** (also currently lay chair of the PCC) first came to St Saviour’s in 1981 when he was 23 and he loves this part of South London. He and Jennie were married at St Saviour’s in 1985 and have two grown-up children. Simon has been a reader since 2011. He works as a lawyer at the Financial Conduct Authority, loves sport, and is fascinated by the history of polar exploration.

**Trevor Tayleur** (married to Reverend Gill Tayleur) was licensed as a reader in 1989, having worshipped in the parish since 1984, soon after he and Gill were married. They’ve seen a lot of growth since then, including in their two now-adult children. Trevor is another lawyer, lecturing at the University of Law, specialising in EU and constitutional law. Having been to school and university in South Africa, he has a keen interest in that country and enthusiastically supports the Springboks and Proteas.
**OUR AIM**

In God’s strength, to bring Jesus to the centre of our lives and to the heart of our community

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**Bex Griffiths** is our full-time youth and children’s worker. Bex gained a BA(Hons) in Youth and Community and Applied Theology from the Institute for Children, Youth and Mission (CYM), and came to Herne Hill in 2015. Bex has a passion to empower children and young people to develop and grow into their individual personalities and to live for God, and she uses her energy and creativity in that mission.

**Leigh Whittingham** has been churchwarden at St Paul’s since 2008 and was the mastermind and organiser of the re-ordering of the church in 2013. Until his retirement in 2011, Leigh was finance director of the British Medical Association. He and his wife Penny have lived in the parish, and worshipped at St Paul’s, for close to 40 years. They have three adult children and three grandsons.

**Andrew Firman** has been churchwarden at St Saviour’s since 2016 having worshipped at the church since 1994. In his professional life he is a solicitor. He and his wife Wendy, whom he met at St Saviour’s, have lived in the parish with their three children (all of whom attended St Saviour’s primary school) since 2005. Andrew was a governor, and then chair of governors, at the school for a number of years.

**Derek Gibson** is our full-time, paid parish administrator. He deals with a wide range of operational matters, including property, lettings, finance, compliance, publications and more. Derek is assisted for 15 hours a week (also paid) by **Sharon Calderbank**. Derek and Sharon, who are both regular worshipping members of our congregations, work in the parish office, located in the vestry at St Paul’s.

We also have a large number of volunteers involved in all the activities of the two churches, as described elsewhere in this profile.
The parish of Herne Hill is open evangelical (and unaffiliated to any evangelical or other churches or movements). Members of our congregations come from a variety of church traditions and some also attend other churches. We seek to ensure that newcomers feel at home even if they’ve never been in a church before – we want no-one to feel excluded from experiencing the love and grace of God. Our parish aim is, in God’s strength, to bring Jesus to the centre of our lives and to the heart of our community.

Services
We believe that public worship is one of the key ways of encountering God: through worship, prayer, and hearing and receiving His teaching through the Bible. We believe that Sundays are an opportunity to refresh after the week past and to start the new week with God. We currently have 3 services each Sunday:

- 8:00 at St Paul’s
- 9.30 at St Saviour’s
- 11.15 at St Paul’s
The 9.30 and 11.15 services are the main parish services and, with the same preacher and leader at both, they share preaching and structure. The full-time clergy also attend both services each week. However, with very different venues and worship styles they each have a different feel or flavour.

The 9.30 service at St Saviour’s is relatively informal and relaxed, with around 80 adults and 50 children attending each Sunday. Low-key prayer ministry is offered after each service.

The 11.15 service at St Paul’s reflects the more traditional building. That said, the atmosphere is still one of a family, with preaching and Holy Communion being led from the lectern and altar table nearest the pews. Clergy robe (cassock and surplice with preaching scarf or stole) for Holy Communion services. The liturgy is spoken. Usually there are around 80 adults and 25 children each week.

Both services are based on Common Worship and a variety of communion prayers, confessions, absolutions and blessings are used, always planned with the Biblical theme of the service in mind. Weekly service sheets are produced – we don’t use hymn books or service books, but we do have Bibles for the congregations to use (NIV). Members of the congregation read the Bible lessons, lead prayers of intercession, and assist with the chalice. A monthly pattern of services has usually included two services of Holy Communion, one morning worship, and one all-age worship service. Lectionary readings are used at major festivals.

Children’s church is important at both churches, and meets at the 9.30 and 11.15 services, except on the occasions
of all-age worship. Many in the congregations stay for coffee and biscuits after each service, served by volunteers. At St Saviour’s the school playground is open after the service for children to play, supervised by adult volunteers.

The preaching team of 8 (3 clergy including the vicar, 4 readers, youth and children’s worker at all-age services) brings variety and richness to Sunday sermons. Biblical teaching is at the heart of our worship, and services are structured around this message. The preaching team meets regularly to discuss, discern and plan forthcoming sermon series, chosen to meet the current needs of the congregations. Sermons have been aimed at bringing people into deeper and more confident faith in God to help us to bring Jesus to the centre of our lives and the heart of our community. Sermons are uploaded weekly to the parish website, both in text and audio formats.

The 8:00am congregation who meet at St Paul’s enjoy a spoken Book of Common Prayer Holy Communion service with a short sermon based on the BCP lectionary reading for the week. The congregation ranges between about 5 and 10 people each week. They are regular and very committed to the service and its prayerful and contemplative nature. They share a sit-down breakfast once a month in the church after the service. They are supportive of one another and are a closely-knit congregation.

Occasional joint services for both churches are held throughout the year. In Holy Week and at Christmas, services have been held jointly in a variety of styles. Our most recent Good Friday service, for example, lasted 3 hours starting at St Saviour’s and including craft, percussion, drama and meditation, followed by a walk of witness through the parish, and concluding at St Paul’s with a traditional choral meditation on the cross. Our Christmas services, including a Christingle service, are very popular and often reach capacity (350+) in our largest church, St Paul’s.

The high degree of creativity in our congregations is displayed in the nativity plays produced in both churches at Christmas time, and in seasonal activities such as the production of weekly recipes during Lent and the distribution of art cards as an aid to prayer and meditation.

Another important annual event is our “In Grateful Memory” service at St Paul’s, held on the evening of Remembrance Sunday for the bereaved of the parish. About 50 people attend. A number of people attend only this service each year and see it as their key and ongoing link with the church.
Music
St Paul's has enjoyed a strong musical tradition throughout its history. Hymns are chosen by the clergy to fit the Biblical theme of the service and are generally traditional, with one more contemporary song included each week. The church houses an impressive 3-manual Norman and Beard organ: it is in need of restoration, but is still functional. The choir is small in number, but provides a lead for congregational singing during services, as well as singing prepared pieces including introits and anthems, and seasonal music at Advent, Christmas and Easter. Whether it is meditative singing during prayer or Holy Communion, joyful praise to help people get ready to worship God, or a blessing to thank God for bringing new people to him through baptism, we enjoy the contribution music can bring to worship. On two occasions in recent years we have joined with other local churches for sung Evensong. The choir meets weekly on Fridays and welcomes new singers of any age. There are also a number of instrumentalists in the congregation who form an occasional band.

A Broadwood grand piano, on long-term loan, enables us to broaden the choice of music for services. It has also been used for concerts.

We are currently seeking to fill a vacancy in the paid post of Music Director at St Paul's. We hope to appoint a good organist and pianist who will work well with a new vicar, is able to lead the choir, and also has the skills and enthusiasm to continue our tradition and introduce new ideas for the future. During the vacancy, casual organists are employed and the choir continues to be active.

Music-making at St Saviour's is highly inclusive and informal with an aim to encourage all ages. There is a diverse music group of about 15, with different combinations leading worship each Sunday depending on availability. Usually this means guitars and drums, piano and strings or solo keyboard, plus a small group of singers. Four people take turns to co-ordinate the musicians; there is no paid director or regular worship leader. Another small team takes turns to manage the sound system. Rehearsal sometimes takes place on a Saturday
evening, or on Sunday before the service. Young musicians of any standard are encouraged to join in; parts are written for whatever notes the player can play.

Songs, mostly contemporary but often with one more traditional hymn each week, are chosen by the clergy to fit the Biblical theme of the service. Words are on the service sheet or OHP. New songs are often introduced, sometimes something learned at summer camp. The mixture of joyful all-age praise and contemplative adult worship before sermons helps set people’s hearts and minds on Jesus.

Musicians at the two churches welcome chances to work together. These have included the Carol and Christingle services and parish weekends away. Music has also been used in outreach, with regular carol singing at Christmas and occasional neighbourhood concerts.

Prayer
Prayer is a vital part of the life of our churches and is encouraged as a first-line response in all circumstances. When individuals have encountered difficulty or trauma the churches have provided not only pastoral support and advice but intense prayer as well, including through a few prayer partnerships. Prayer sessions are arranged in response to particular circumstances and we have seen significant response from God as a result.

Intercession sheets are produced each week, to assist those leading intercessions at the main services, and include details of the sick and bereaved, and other local needs. Prayer in small groups is significant for many, and a wonderful way of people coming together to pray for the church.

Small groups
There are currently six groups which meet in people’s homes in the parish. They are organised independently and arrange and run their own programmes of prayer and study.

A review of the small groups was carried out recently, surveying members of the congregations about their reasons for attending or not attending home groups. People who do go to small groups go for fellowship and to learn more about their faith, to pray and to study the Bible. The main reasons people gave for not going to a group were lack of time and not knowing about them.
Four of the existing groups said they were keen to welcome newcomers, and efforts are being made to advertise those groups more effectively.

Other services

In 2016 there were:
- 11 funerals
- 15 baptisms
- 1 infant thanksgiving
- 3 weddings
- 11 banns of marriage published
- 3 adults and 5 young people presented for confirmation

YOUTH AND CHILDREN’S WORK

In the parish of Herne Hill we are passionate about empowering and growing children and young people in their social and spiritual development. Weekly we have over 200 people aged 0 – 18 coming through our church doors to engage in playgroups, children’s church, youth groups and school activities.

Children’s church

Sunday morning worship at both St Paul’s at 11.15 and St Saviour’s at 9.30 welcomes people of all ages, and that very much includes babies, children and young people. On some Sundays we worship all together, but on most Sundays in term-time we split into different age groups. Our thriving children’s church groups offer age-appropriate activities.

We use Scripture Union materials to introduce children and young people to the Christian faith and the Bible, through discussions, games, craft, drama, music, puzzles and more.

Over 50 volunteers are involved in children’s church for the approximately 130 children and young people who come along to either St Paul’s or St Saviour’s. All adults are subject to a DBS check and receive safeguarding training.

The desire for places in church schools in London inevitably influences the number of young families attending our churches. At St Saviour’s in particular a proportion of the congregation attends, at least initially, in order to meet school admissions criteria. We see this as both a challenge and an opportunity. A leaflet on Children, Schools and Church Attendance acknowledges that many parents and carers who come to our churches want to get their children into a particular church primary or secondary school, and encourages them to use this chance to discover who God really is, to find out about His love for them and to get involved in the church community.
Zone Two
Zone Two is a youth group for young people in school years 6-8, which meets on a Sunday evening at St Saviour’s. The youth group provides a fun and safe environment for socialising, indoor and outdoor games and a popular tuck shop. Zone 2 sessions also contain a brief period of learning using Bible stories and exploring subjects which young people may face in their day-to-day lives. Attendance has varied from 3 to 15 young people.

JGL Youth (Just General Life)
JGL Youth is a youth group for young people in school years 9+, which meets on a Wednesday evening at St Paul’s. It is a space for individuals to socialise and to encourage their faith journey by discussion of current issues and of the Bible. Alongside this group we encourage the young people to develop their individual growth through regular one-to-one mentoring sessions. Attendance at JGL Youth is generally between 4 and 8 young people.

In the autumn term 2017 we are running, jointly with Herne Hill Baptist Church, a new 14-week Romance Academy course to equip young people to deal with relationship and sex education issues. Fourteen young people, including some from other churches, are taking part.

Milkwood Summer Programme
The programme is a two-week community event for children and young people aged 6-16 in the Milkwood Community Park. We team up with providers such as KickLondon, Heart in Art Workshops and XLP to create an action-packed programme for children and young people to be a blessing in the community. During the programme we also take young people aged 11+ on a range of trips (including GoApe, trampolining, bike riding and picnics).

Summer camps
Every year some of our children and young people attend Christian summer camps, and these have had a significant and lasting impact on the Christian journey of a number of young people...
over the years. Historically we have strong connections with Scripture Union's West Runton holidays with children, young people and leaders enjoying the camps and growing in faith. Bex also takes a group of young people each year to Soul Survivor – they returned this year brimming with joy and Godly passion.

**Brownies**
A Brownie group meets weekly at St Saviour’s and around 20 girls aged between 7-10 years attend for fun and varied activities. Three longstanding members of the congregation have led the group for many years and links with the church are strong.

**Work with schools**
In addition to the strong involvement with St Saviour's CoE Primary School, described in the next section, we have links with other schools in the parish.

Bex helps regularly in a class at Herne Hill School. Each year the school holds Harvest and Christmas services in St Paul’s church, with one of our clergy participating.

Classes from Jessop Primary School and Judith Kerr Primary School visit St Paul’s from time to time as part of their RE curriculum learning and we hope to welcome them to an ‘Easter Experience’ in 2018. Contact has recently been made with Michael Tippett School, a secondary school for students with severe learning difficulties, and we hope to develop this relationship further.
OUR SCHOOL

St Saviour’s is a one-form-entry Church of England Primary School with up to 30 children in each class. Most parents choose to send their children to the school because of its Christian foundation and academic achievements, and because of its good reputation in the area. Many families have had links with the school for generations. The attendance rate is amongst the best in Lambeth.

Historically the school has been over-subscribed and competition for places has been fierce. However, recent over-provision of school capacity in Lambeth means that, in common with other local schools, St Saviour’s currently has vacant places. As a result, budgets are severely stretched.

The school was put in special measures 3 years ago and has been working with a local federation of schools since then. There has been a good deal of change, including a new head teacher on secondment from the federation. Partnership with the federation has now ended. While the head teacher has chosen to remain with St Saviour’s for now, we will need to recruit a new head in the next few years. Last year, the school was rated “Good” in all categories by OFSTED and "Good" in the latest SIAMS inspection with "Outstanding" ratings for Christian distinctiveness and leadership.

The governing body comprises:

- nine foundation governors consisting of the vicar, two governors appointed by the Southwark Diocesan Board of Education, and six governors appointed by the Parochial Church Council of the parish of Herne Hill (three of whom must be parents of pupils registered at the school)
- three parent governors
- the headteacher
- one staff governor
- one governor appointed by Lambeth Education
- one co-opted governor.

The governing body is very active. There are three committees which meet once each term, as well as a full governing body meeting each term. There are link governors for the main areas of the curriculum and governors have a policy for visiting the school regularly.

The older part of the school buildings, the junior block, dates from around 1869 and the infants block was built in the 1960s. A number of extensions and a new school hall have been added more recently. Following consultation with the school community, the premises officer’s house is being redeveloped to enhance the music curriculum provision.

The school is well-supported by parents and carers and there is an active Parents, Staff and Friends Association. The PSFA has in particular worked hard in recent years to raise funds to further develop the playground space. Many parents regularly help in school, with reading, educational visits and extra-curricular activities.
There is a strong and stable staff team. Developing the potential of the staff team is a priority and staff have opportunities to receive training internally and externally. St Saviour’s is a ‘model’ school of good practice.

St Saviour’s is a school where every child is valued as an individual. The aim is to develop, nurture and celebrate individual talents and personalities while stressing the importance of social values, respect and responsibility.

The vicar has been a valued part of the team at St Saviour’s school. The previous vicar was an active member of the governing body, offering critical advice and support to the school in regular governor meetings, and helping to define the vision of the school. He chaired the faith group which meets twice a term to maintain and enhance the Christian ethos and distinctiveness of the school. The vicar has been a helpful sounding board for ideas for the head teacher and regularly prayed with and for staff, governors and the children. Doing so, he enriched and strengthened the links between the church and school.

The school has enjoyed regular visits from the clergy, to lead collective worship and take part in a variety of school events such as the post-referendum Bring and Share supper which was held to show support for the significant number of European families who attend St Saviour’s school. Clergy have been involved in Harvest, Christmas, Easter and Leavers’ services as well.

The parish youth and children's worker also takes a turn in leading collective worship in the school. She also runs a Christian Union and teaches a transition class in year 6. In 2017 she accompanied year 6 on their school journey.

The school is focused on enabling all children to make great progress, and to develop good relationships with each other, their own community and beyond. It is hoped that children at the school will continue to enjoy a warm and personal relationship with the church.

Further information about the school is available on the website at http://www.stsaviourslambeth.co.uk
MISSION LINKS AND GIVING

Supporting the work of others both overseas and locally has always been an important priority for us, with both financial and prayer support committed each year.

Overseas mission links
We have pledged financial and prayer support to two mission partners, both of whom we have been supporting for over 10 years. These are

- Suzanne Windsor, funded through Latin Link, who works in Cochabamba, Bolivia, for many years in nurseries for children on the edges of society, and more recently with women prisoners.
- Rock of Joy and Nansana Primary schools in Uganda, through the Kabanda Trust.

We give around 5% of our income from giving to these two mission links and pray for them most weeks in our prayers of intercession in Sunday worship. We have separate visits from Suzanne and from Pastor Steve from Rock of Joy school every 2 years or so, when we have a lunch together to hear more about their ministries, helping us to maintain our relationship with them.

We also support other individuals working in overseas mission through prayer, particularly where we have congregation members directly involved with their work. Examples include Simon Guillebaud working in Burundi with Great Lakes Outreach (one of our previous congregation members works closely with GLO and comes back each year to share news of their work); International Justice Mission (particularly when one of our parish families lived in Chennai for 3 years working for them); and LivEmpowered, a ministry in the US with young women (our previous youth and children’s worker now works for them).

We’re always open to new ideas for mission and through toilet twinning at St Saviour’s we have recently raised a large sum of money for the work of Tear Fund in providing sanitation for communities in need.

Local giving
Each year we also give around 5% of our income from giving to around half a dozen local charities, often including St Saviour’s school, Spinnaker Trust and Link Age Southwark. In addition we have run very well-supported appeals for various other charities such as the Children’s Society (through our Christingle service); Southwark Day Centre for Asylum Seekers (Harvest festival); the Bishop’s Lent appeal; the shoe box appeal run by Operation Christmas Child; Brixton and West Norwood Foodbank; Angel Tree Prison Fellowship; and Christian Aid.
OUTREACH AND OTHER ACTIVITIES

Community Action Steering Group
The CASG was set up by the PCC in 2014, after much serious thought and prayer about how best practically to show God’s love and care for people in the parish. Its purpose is to develop and coordinate community engagement by the churches, with special emphasis on being a blessing to the community around Milkwood Road. The sale of a church building in that area produced a significant sum of money (now held in the Community Engagement Fund) which the PCC decided should be earmarked for mission there, where worklessness and social deprivation are more marked than in other parts of the parish. The report of the working party, the recommendations of which led to the CASG, is at [http://hernehillparish.org.uk/assets/documents/milkwood-report.pdf](http://hernehillparish.org.uk/assets/documents/milkwood-report.pdf). It describes the process of discovery which was undertaken, and the needs identified in the area.

CASG examines and may recommend to the PCC opportunities for the parish either to organise and run projects or to support partners with relevant expertise to do so. Examples of the former include the Milkwood Summer Programme for children and young people and various smaller projects (such as drama workshops and a singing group for small children and their parents or carers).

The latter have included a three-year project with local charity Tree Shepherd, to provide training to “start your own enterprise”, and the introduction of Timebank, with members exchanging skills and services. While financial support has been the primary input from the parish so far, the possibility of personal involvement is also explored.

CASG also provides a focus for engagement with more general issues in the area, examples being the closure of the local library (where we met user groups and assisted in providing alternative accommodation for activities) and the reduction in funding for amenities in Ruskin Park (where the possibilities for active and financial contribution are regularly discussed with the Friends of the park).

The work of the CASG is still in its early stages and its terms of reference are to be reviewed in the light of lessons learned. There is a range of views to be explored about how its work could be further developed. Issues to consider include the capacity and resourcing of the CASG; how strictly its activities should be confined within the boundaries of the parish; the respective merits of a substantial investment or of funding a series of smaller-scale activities until the Fund is exhausted; and whether financial support is sufficient without greater parish involvement in practical action.

The substantial sum held in the Community Engagement Fund represents both an exciting opportunity for mission, and a significant challenge to use it wisely and effectively.
Lunch club for older people
This monthly event was started following the redevelopment of St. Paul's in 2014. It caters for about 26 older people (numbers are increasing) and provides an inexpensive 2-course meal followed by tea or coffee. Approximately half the guests attend St. Paul's or St. Saviour's whilst the others may attend another church or none at all. Our aim is to reach out to those who may live alone, to serve a nutritious meal and provide good company in a warm and welcoming atmosphere. Volunteers from both churches provide transport, shop, cook and serve the meals whilst others set up and lay the tables, arrange flowers and wash up. Homemade desserts are also provided by volunteers. All the team sit down to eat with the guests. A Christmas meal in mid-December is usually followed by the choir from St. Saviour's School singing carols and Herne Hill School have entertained guests at the Easter meal.

Ministry of Food
This is offered a few times a year as a response to a specific occasion for help. When we become aware that someone could benefit from our ministry, and by agreement with the proposed recipient, we prepare a rota to provide and deliver a course of meals for a week (or, if necessary, longer) to a household in need. Recent examples have included a family following the birth of a baby, someone having treatment for an illness, or a household suffering bereavement. A team of volunteers (currently around 15) from both churches fulfils this ministry.

Playgroups
Two drop-in, stay-and-play groups for pre-school children and their parents or carers are run weekly. Both groups are run by volunteers from the two churches. St Saviour's on Monday morning is for children aged 0-5, and regularly has 25 adults attend, most with 2 children. St Paul's on Tuesday, for children aged 0-2, has 35 adults every week, sometimes more, with 2 children per adult on average.

The playgroups offer a safe place for children to play, and for adults to get to know one another. Refreshments and great toys are provided, and there is about 15 minutes of singing at the end of each session. There is no charge, but a donation is welcomed. A large number of children, and adults, are thus becoming familiar with our churches as buildings - and hopefully as a place of worship. Quite a few families now come to church – recognising some faces and feeling at home and knowing where to go and what to do has encouraged this. The playgroups also get involved in supporting our chosen charities, and they mark major church festivals with linked activities.

The number of families in this area and, sadly, the cuts in services for young children mean we could probably fill a playgroup every day of the week if we had enough volunteers.
Parish weekend away
A weekend away has been organised in alternate years, with between 80 and 120 people taking part. Most recently the weekend took place at the High Leigh Christian conference centre, in June 2017. A reservation has been made there for July 2019. The aim of the parish weekend has been to grow closer to God and to one another. It has proved a spiritual turning point for many, and a wonderful chance for relationships between the congregations to grow. The weekend provides an opportunity for fellowship, worship, teaching and a range of leisure pursuits for all ages. Usually an outside speaker has been invited to lead the formal sessions. Groups are organised for children and young people, often with outside help, for example from Spinnaker Trust. Volunteers have organised a crèche, games, walks, a quiz, ceilidh and other activities. Feedback has been positive about the scope for deepening faith, developing relationships, and having fun.

Extensive fund-raising is always undertaken prior to the weekend away, most recently through an auction of promises. This ensures that help can be provided where necessary with meeting the cost of the weekend, so that nobody is excluded from participating.

Christian Aid tea
This is an initiative of one of our small groups, but also depends on the efforts of a large number of other volunteers from the parish. Held each year during Christian Aid week, it offers cream teas, a cake sale, and nearly new clothes and books. The event has become a
well-regarded fixture in the parish calendar, and attracts a lot of people who might not otherwise enter the church. Upwards of £1000 is raised each year.

**Whoosh**

This is an annual, long-distance, fundraising cycle ride, open to anyone who can manage the mileage and likes cycling.

Each year we raise money for a different good cause: usually raising £10-15,000 each year. This year’s ride (around the coast from Deal in Kent to Brancaster in Norfolk) involved over 40 cyclists (men and women) and raised funds for both St Saviour’s school and for Citizens UK to help settle a Syrian refugee family in Lambeth.

Just as important (maybe more important) than fundraising has been the team and relationship building that this annual cycle ride has fostered. It has also bonded churchgoing cyclists with non-churchgoers. It is much more than a holiday. It is an experience of fellowship. We typically stay in youth hostels or on church hall floors. We sing together; we pray together; we drink together; we dance together and we celebrate the creation together.

**Prison ministry**

The parish has supported the chaplaincy team at HM Prison Brixton for a number of years, including by joining the Sunday service at the prison. In addition to the opportunity to serve those in the prison, people from our churches have found it to be a deeply significant experience seeing God at work in the lives of others.

*a real sense of supporting each other in faith*

*love, community and fellowship*
A few members of the parish also help with weekday activities at the prison such as Sycamore Tree (a victim awareness programme) and a Fine Cell Work group, a social enterprise that trains prisoners in paid, skilled, creative needlework to foster discipline and self-esteem.

**Fair Trade**
A Traidcraft stall is run from time to time after the 11.15am service at St Paul’s, selling fairly-traded goods from around the world. Members of the congregations are also involved in an ecumenical Trade Justice Initiatives Group for Dulwich and Herne Hill Churches, supporting poorer countries by lobbying to keep fairer trade on the political agenda.

**Churchwarden’s Fund and Hardship Relief Fund**
Both these funds exist to provide financial assistance in times of hardship, primarily to members of the churches’ congregations. The Churchwarden’s Fund, historically based at St Saviour’s, invites contributions when a need arises, with no obligation to give on any particular occasion, and is administered by a reader and a member of the clergy. The Hardship Relief Fund is a restricted fund derived from historic gifts, and is administered by the vicar usually in consultation with one or both of the churchwardens.

**Men’s and women’s socials**
These have been organised about twice a year, with a relaxed gathering for either the men or women of both St Saviour’s and St Paul’s to socialise. The men often go to a curry restaurant; the women to a local pub.

**SAFEGUARDING**

The parish has a formal structure to ensure we are complying with the policies and procedures outlined in the Diocese of Southwark’s safeguarding manual, *A Safe Church*. Two Parish Safeguarding Officers (PSOs) liaise closely with the clergy, PCC, churchwardens and the youth and children’s worker. The PSOs carry out DBS checks and seek references for volunteers working with children, young people and vulnerable adults at church activities. We meet regularly with the clergy and youth and children’s worker to review safeguarding. We undertake an annual self-audit which is a helpful opportunity to reflect on safeguarding in the parish and to verify that we are up-to-date with the latest guidance.

Safeguarding training is run by the Diocese and is mandatory for key players including the PSOs. We also organise relevant training events for our volunteers and warmly encourage them to attend. Copies of *A Safe Church* are accessible in both churches, with contact details of the PSOs prominently displayed so that anyone with a concern can get in touch. We have a

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**it is a real blessing to come and be with a loving family**

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collective responsibility to ensure the safety and wellbeing of one another in the parish, and are delighted that this year for the first time we organised a Safeguarding Month in September to focus on this crucial topic.

**DECISION-MAKING AND MISSION ACTION PLAN**

The Parochial Church Council (PCC) has responsibility for co-operating with the clergy in promoting in the ecclesiastical parish the whole mission of the church - pastoral, evangelistic, social and ecumenical. It also has responsibility for the parish finances, and for maintenance of the church buildings.

The 23 members of the PCC are either appointed *ex officio* or elected by the Annual Parochial Church Meeting in accordance with the Church Representation Rules. The PCC usually meets 6 times a year.

As required by law the Standing Committee has the power to transact the business of the PCC between its meetings, and it also usually meets 6 times a year.

St Saviour’s and St Paul’s each appoint an Action Group to deal with matters relating to the individual churches and to develop their corporate life. Historically they have each met 4-6 times a year, and provided reports to the PCC. However, in recent years it has been harder to recruit people to the Action Groups and they have met less frequently. It is for consideration whether there is a continuing role for them, particularly in view of the increasing emphasis on
parish-wide decision-making and activity. The continuing need for a separate Annual General Meeting at each church, in addition to the Annual Parochial Church Meeting, could also be reviewed.

The PCC adopted its first Mission Action Plan in 2014 for the period 2014-2016. This gave us an opportunity to reflect on what it is that we as a church are here to do, and to think clearly about how we could put into action our parish aim to bring Jesus to the centre of our lives and to the heart of our community. The MAP has recently been reviewed, and a new Plan for 2017-2018 has been adopted. It is included at the end of this profile. The shorter duration of the new MAP is intended to allow for further review once a new vicar is in post.

FINANCIAL RESOURCES

We are blessed to have parish finances which are very healthy in both capital and income terms. The total giving in 2016 was £184,827 and will be higher in 2017. Our Diocesan Pledge for 2017 is £155,300. At the end of each year we donate c10% of our regular giving to home and overseas charities and mission partners. We receive significant income from rental of properties.

During 2016, we introduced a new parish accounting system to simplify accounting between the parish and the two churches. In addition, we implemented new Expenditure Authorisation procedures to improve financial governance. Finally, we reviewed and updated our Reserves’ Policy.

The General Fund balance at 31 December 2016 was £76,784. The Community Engagement Fund spent £20,010 during 2016 and stands at £604,012 at 31 December 2016. This amount represents the balance of the proceeds from the sale of St John’s Hall in March 2012. This fund is a Designated Fund earmarked for future projects that support the broader community within the parish.

The parish’s total assets at the end of 2016 were £1,026,162. The total assets include about £900,000 in bank current and deposit accounts. They also include the original cost, less depreciation, of premises, including 8 Ruskin Walk. The market value of 8 Ruskin Walk is considerably higher than its written-down cost in the balance sheet. All of the parish’s assets are dedicated to ensure we are able to operate as mission-shaped churches in Herne Hill, as we look for how best we may use them to help bring Jesus to the heart of our community.

The Annual Report and Accounts are available on the parish website.

OUR FUTURE

In preparing this profile, we have held an open consultation of the congregations, inviting feedback both in writing and in discussion. Many people’s expressions of their hopes for the future of our parish started with the word “more”. It is clear that people want to build on what we already are and do, and to continue on the journey we have been travelling.

bringing Christ’s love to the people of Herne Hill

non-judgemental guidance
In this section we outline in three main themes the areas of potential growth that the consultation highlighted. This is not a crowd-sourced agenda for action, nor a wish-list, but an expression of our ideas and aspirations for how we can continue to serve God in future. We hope that our new vicar will work with us to realise some of these aspirations.

The first theme relates to our worship and learning. We are working for the parish of Herne Hill to be a place where people can encounter and worship God, whether they are 2 or 92, and wherever they are in their faith. While wanting to preserve the best of our traditions, we’re also open to exploring new ways of worshipping, particularly to help us welcome more people into our churches. With our two thriving playgroups and close relationship with St Saviour’s school, one new direction could be child-focussed services, for example pram or toddler services, or messy church. Other ideas include youth services, praise services, evening worship and services out-of-doors to witness to our community. We would like to use our lay people more, to hear one another’s voices and to hear more about how God is working in our lives. We think there is scope to engage people more through the use of new media and creative activity. And while public worship is a key way of encountering God, we also want to grow our faith by deeper learning beyond Sundays. This could be through more prayer meetings and Bible studies, and running courses on themes such as marriage and parenting.

The next theme is our care for one another. We are working to be a parish where everyone can feel a part of the church family, and feel known and valued. We want to offer more social and practical support to our older people; and we want to ensure that our children and young people are fully involved in the life of the church, so the church remains a part of their lives as they develop into adults. We want to do more to grow together through social activity, through welcoming newcomers more consistently, and through more systematic and intentional arrangements for pastoral care of one another.

Our third theme is showing God’s love in practical ways to the wider community. We have really focussed in recent years on growing our relationships in the community, particularly through the Community Action Steering Group. We want to reach out more to those in the community who are not part of our congregations, especially through better support for the Community Action Steering Group, and to be God’s hands and feet for those in need. St Saviour’s school is a very important part of our community and we’d like to continue to develop our involvement there and find ways to maintain engagement with
those who initially come to church in the hope of a school place for their child. We also want to reach outward to other Christians locally, developing our links with other churches in the area, perhaps through shared services and activities.

Supporting each of these three themes is the need to be more systematic, more formally organised and more inclusive in our communications. At present, much depends on whether you hear a notice in the service, or who you happen to have a conversation with. We want to use the widest range of channels to ensure that our congregations, and the wider community, are better informed about everything our churches do and are, know how to get involved, and can feel included in the life of the parish. Further development of our website, use of social media, and production of an e-newsletter are all obvious possibilities; equally we must also meet the needs of those who don’t use digital tools.

We recognise that, while a new vicar can give us leadership and help in discerning God’s will and strategic direction, much of this vision will only be achieved by the efforts and commitment of the congregations. There is an expressed desire among the lay people in our congregations to be inspired and empowered to do more to embody our faith and to love and serve God and one another. While we have many examples of people using their time and talents to make good things happen, it is also a significant challenge to recruit enough committed volunteers to keep all our activities running. We are therefore praying that God will send us a vicar who will help us to work through this challenge and support and encourage us as we grow to serve God.

Over the years we have changed from being two quite separate churches (and three congregations) to being one parish. As we’ve grown, and grown together, we have kept the clear identity of each congregation but have become much more parish-focused and this has seen us benefit from some of the features of being one large church –

- our preaching team has been led by the vicar, but empowered to preach as a team. The sermon is repeated at both main services giving shared teaching and direction while retaining the distinct identities of the congregations.
• our safeguarding strategy, our administrative arrangements and most recently our finances have become more integrated, as we seek to make best use of our resources
• youth work, playgroups, prison ministry and most of our outreach activities are organised as parish ventures
• joint services, the parish weekend, and many social activities help create a shared parish identity alongside the individual church identities

In many ways, however, we have continued to operate as two smaller churches. Many of us have expected the vicar to do all the ministry, as in a small church context, and to provide the key church relationship for every member of our worshipping community. We were blessed with a vicar who for 17 years, through tireless devotion and commitment, met that expectation. But we know that as the parish evolved we were placing a very heavy burden on one pair of shoulders, even with the support of the other clergy and the rest of the preaching team.

The PCC recognises that this is not a sustainable model to recruit to, and that if we are to continue to grow we must change. The acknowledged needs for more systematic communications, more intentional structures for pastoral care, and possibly more streamlined decision-making, all arise from the ways in which we continue to function as two small
OUR AIM
In God’s strength, to bring Jesus to the centre of our lives and to the heart of our community

churches rather than one large one. Although it will be challenging for us to adjust to working as a well-structured large church, we recognise that this change is necessary if we are to acknowledge and realise the next stage of God’s plan for our parish. We therefore pray that God will send us a vicar with the gifts to help us on this next part of our church journey.

If this transition is to succeed, lay people also will be crucial to the implementation of change. Their input will be needed to ensure that relational links are made in the congregations, and that pastoral care and spiritual nurture are not exclusively the responsibility of clergy. We therefore pray that God will send us a vicar with the skills to stir up the passion of lay people to take on more aspects of ministry, and to help provide them with the training, support and encouragement they need to deliver those roles successfully.

OUR NEW VICAR

Experience
At this stage in the parish’s life, we are looking for our new vicar not only to lead on the biblical, prayer and sacramental ministry of the church, but most likely to have experience of leading and managing people through change. Such a person will be able to show how they have harnessed people’s different talents, styles and time commitments to fulfil a shared vision. The new vicar is likely to have experience of working in a multi-cultural context. They will be able to connect with people of all ages and stages in life and faith through preaching, mission and ministry, in speaking and in listening.

We hope that the successful candidate for this post will be able to show how they have built or maintained strong relationships within the community including with other local churches. The successful candidate will be an ordained priest within the Church of England who has, as a minimum, satisfactorily completed a stipendiary curacy with Initial Ministerial Education.

Leadership style
We are seeking someone with good understanding of the pastoral, governance and communication structures that would best underpin our continued growth into a large church. We believe that we need someone who will be able creatively to navigate us through the transition.

We are looking for a leadership style which will

- Disciple us and inspire each person to use their gifts and talents to serve God, our community and each other
- Be inclusive, and empower all of us to contribute
- Recognise and celebrate our strengths and challenge us to build on them so that we can grow individually and corporately
- Keep our congregations joined up and united whilst appreciating and cherishing the differences in our worship and music traditions

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• Inspire and give spiritual direction to a well-established and diverse team of Assistant Ministers, Readers and a Youth and Children’s Worker

**General Attributes**
Someone who has an evangelical faith whilst being open to other traditions, to people on the fringe and to people outside the church.
Someone who recognises the importance of our relationship with our church school, who will support the Head teacher and governing body and nurture the church connection with the children and parents.
A person with spiritual discernment and grounded in listening to God, who demonstrates a personal commitment to prayer and recognises the power and significance of prayer in their ministry.
The Parish of Herne Hill

Mission Action Plan 2017-2018

Our aim is, in God's strength, to bring Jesus to the centre of our lives and to the heart of our community.

2017 marks the start of a significant new chapter for the parish of Herne Hill. In May 2017, our vicar of 17 years left for pastures new. The focus for 2017 and 2018 is twofold:

Firstly, continuing to be God’s church in Herne Hill, aiming, in His strength, to bring Jesus to the centre of our lives and to the heart of our community.

Secondly, discerning God’s vision for us in this next chapter and finding the new vicar for Herne Hill that God is calling to us.

Mission

Priorities

Jesus calls His church to mission. The Five Marks of Mission are:

1. To proclaim the Good News of the Kingdom
2. To teach, baptise and nurture new believers
3. To respond to human need by loving service
4. To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation
5. To strive to safeguard the integrity of creation, and sustain and renew the life of the earth

This is what mission looks like for us in Herne Hill 2017-2018:

Priority actions 2017-2018:

<table>
<thead>
<tr>
<th>Mission Action</th>
<th>Expected Outcomes</th>
<th>Completion date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1, 2</td>
<td>Vacancy process: nominating parish representatives and writing a parish profile, ensuring all have a voice. We hope to discern God’s direction for our parish and find the vicar He is calling to us.</td>
<td>March 2018</td>
</tr>
<tr>
<td>3, 4</td>
<td>Community Action Steering Group: providing funding and support to the Timebank; growing the 2 week Milkwood summer programme; review of the CASG and its terms of reference. We hope to see growth in the awareness and use of the timebank. We hope to build on the success of previous Milkwood summer programmes and see more children and young people and volunteers engage over the 14 sessions and 4 trips. We hope to see the CASG develop to be effective and sustainable.</td>
<td>December 2018 August 2017 December 2017</td>
</tr>
<tr>
<td>1, 3</td>
<td>Schools in parish of Herne Hill: continue programme of work in St We hope to maintain regularly leading collective worship, in addition to continuing work in the Christian</td>
<td>December 2018</td>
</tr>
<tr>
<td>Date</td>
<td>Objective</td>
<td>Description</td>
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<td>------------</td>
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</tr>
<tr>
<td>December  2018</td>
<td>Lunch club: provide a healthy and appetising and inexpensive meal in an attractive and welcoming environment once a month for older people. Playgroups: building relationships and a safe space to grow and play.</td>
<td>We hope to increase the numbers of guests from the original list of 20 to 32, and increase the number of helpers from both churches. We hope to see attendance remain high and relationships with the churches grow.</td>
</tr>
<tr>
<td>December  2018</td>
<td>Music: recruit a new director of music for St Paul’s and at St Saviour’s maintain a lively and inclusive group of musicians, including young musicians.</td>
<td>We hope to see regular choral and organ music enrich worship at St Paul’s; and at St Saviour’s we hope to see music as an accessible and attractive aspect of worship and an area where lots of people, including young people, can contribute.</td>
</tr>
<tr>
<td>December  2017</td>
<td>Youth work: run an evening session for parents about e-safety and pornography; and run a new 14 week Romance Academy series on relationships joint with Herne Hill Baptist Church.</td>
<td>We hope to have 50 parents attend the e-safety and pornography session and be better informed about keeping their children safe. We hope to have 15 young people attend sessions and gain a better knowledge of relationship and sex education.</td>
</tr>
<tr>
<td>December  2017</td>
<td>Small groups: following review, promote small groups.</td>
<td>We hope to see increased awareness about small groups and see an increase in people attending.</td>
</tr>
</tbody>
</table>

**OUR AIM**

In God’s strength, to bring Jesus to the centre of our lives and to the heart of our community