

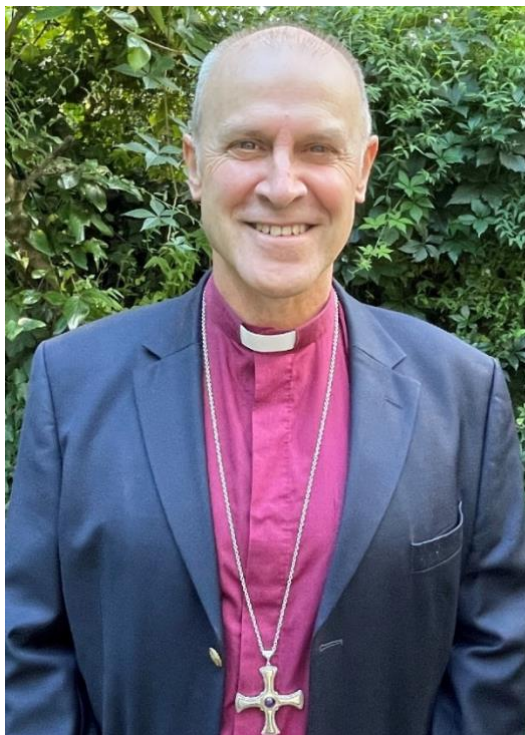
ST MARY *with* ST ALBAN Teddington



Parish Profile

Growing Faith and Friendship for All

BISHOP'S WELCOME



St Mary with St Alban, Teddington is a significant parish within the Kensington Episcopal Area, where the church is deeply embedded within its wider neighbourhood. This parish provides an excellent opportunity for a priest who can offer a prayerful and Spirit-led vision for mission that will build on the Church's excellent existing connections within the wider community; who can develop its creative and innovative approach to mission and ministry; and who has a desire to make the love and life of Christ known in this attractive part of South-west London.

The Parish are seeking a vicar who is passionate for mission, who can articulate a strong theological understanding, and who can lead traditional but stimulating worship. There is a particular focus already in place around working with families, children and young people, which will need nurturing and building up. The next incumbent here will also need to be able to respond creatively and flexibly to the changed

circumstances of the pandemic and its aftermath.

Whilst this post is potentially suitable for someone seeking their first incumbency, the next vicar here will need to demonstrate some clear life-experience and wisdom, and the post may therefore also be attractive to an experienced priest looking for a fresh challenge.

The Diocese of London, and within it, the Kensington Area, is a supportive place in which to live and to minister. The Diocesan Strategy, 'Capital Vision 2030', emphasises the need for clergy well-being, alongside the broad ambitions of Confident Disciples, Compassionate Communities, and Creative Growth, all within a church that is seeking to become younger, safer, and more culturally diverse. There are good colleagues close by in neighbouring parishes, and Hampton Deanery and Chapter both operate well with a sense of unity and missional direction, rooted in the church's core purposes of Worship and Witness Together.

The Rt Revd Dr Ric Thorpe
Acting Bishop of Kensington

INTRODUCTION

Welcome to our Church, which is not only a treasured building in a much-loved Churchyard, but a strong and active limb of Christ's body in the parish and community.

We aim to tell the good news as clearly and widely as we can, teach both old and new believers, tend those who look for support and need our love, transform our small piece of the Kingdom and influence others to do the same, and treasure God's creation as best we may.



We are seeking a priest who will identify with what we do, and who we are, will value the strong foundations of our church and help us develop our faith and friendship. They should come ready to address the challenges we face and readily acknowledge, especially attracting and retaining youth and younger adults, and making our building fit for the 21st century. If we have whetted your appetite, please read on.

SECTION 1

Teddington and its Community

Teddington is a suburb of south-west London in the Borough of Richmond. It has the River Thames on one side and Bushy Park on the other. It is a wonderful place to live and work, and in 2021 was given the *Sunday Times* accolade of being 'the best place to live in London' mainly because of its good schools, excellent transport links, a small hospital providing a mix of services, a variety of independent shops and small chain stores and plenty of green spaces. It has a strong community feel, with a wealth of opportunities for culture, the arts and sport within easy reach. We have an Arts Centre, and active community groups, while Kingston, Twickenham and Richmond with their numerous retail and cultural facilities are close by.



The display in the church by Teddington Guides for Teddington in Flower

The Church makes many active contributions to community activities, often in conjunction with other organizations such as the Royal British Legion, uniformed groups such as Scouts and Sea Cadets, the Teddington Society, the Royal Parks and the Royal National Lifeboat Institution. People who come to live in, or simply to visit, the area often comment on its friendliness, greenness and restfulness, proud of its history, but forward looking.

St Mary with St Alban is at the eastern end of Teddington near the river. You can see the YouTube video of the site at: <https://youtu.be/nZ-dPd4ZRnM>

The Parish

The population of the Parish was around 11,500 in the 2011 census but population growth and a very recent significant change in Parish boundaries may mean that it is now around 17,000. Many streets have a feeling of comfortable affluence, but not ostentatious luxury; that is not the case for all and there are some areas of social housing. The age profile is more like the rest of England, rather than the rest of London, with 91% identifying as white. It is less racially mixed than the rest of the Borough or England. About two-thirds of the population have a degree level qualification, and child poverty is lower than elsewhere. That does not, however, mean that social problems do not exist, especially those such as loneliness and mental instability.



There is one primary school in the parish, St. Mary with St. Peter's (SMSP), which has close links to the Church, see its website at <https://www.smsponline.co.uk>). The number of entry streams at SMSP has increased from 1 to 3 in the last 20 years.

There is also a private primary school in the Parish which uses the Church for some services.

Pupils from SMSP outside the Church doing a project

Just outside the parish boundary there is another large primary school and a co-educational secondary level school with academy status, as well as St. Mary's University in Twickenham. In SMSP 12% of the 614 children do not have English as their first language although a proportion of those will have been born here. It was graded 'outstanding' in its last Ofsted report, and has as its vision 'to live out Jesus's promise of life in all its fullness'.

Slightly more than 20% of the parish population are 19 or under, while at the other end of the age spectrum 18.2% are over 65 years, with a recent 55% increase in the 70-74 age bracket. Many of these are parents coming to live near their children and grandchildren.

SECTION 2

Looking to the future

The Church has been at the centre of Teddington life for 800 years, a focus for Christian witness and worship, the marking of life events, a place to find comfort in difficult times, or to give joyful thanks when life is good.



We recognise that our Parish houses a wonderful community of people, intelligent and ambitious, willing to give of their time and expertise, demanding and critical in equal measure, but often concealing fears and anxieties. We also know that around us, too often unseen or unrecognised, are individuals and families struggling with relationships and lack of resources, unable to match up to what they see around them and afraid to admit weakness or seek help. The

Parish Care Team, set up during Covid, supported many feeling acute stress and isolation.

Our Christian community wants to continue to offer the warmest of welcomes to all, not only regular worshippers and attendees at events, but to anyone irrespective of their situation.

Building on the vibrant and successful variety of services, events and activities that we have offered in recent years, we look to broaden our reach and genuine engagement.

The further upgrading of the facilities in the Church and Churchyard will help with that, and we are seeking to introduce effective new, and different, ways of engaging young people, the marginalised and those looking for support and friendship. But we must also continue to care for, and deepen the faith of, the many people who have been central to the life of St Mary with St Alban over the years, helping them to embrace the changes we are seeking. Furthermore, we aim to support and retain our existing lay leaders and volunteers, and to recruit new ones.

Particular areas for development include deepening the spiritual experience of worship, widening our musical repertoire, and offering broader opportunities to worship. In addition, we want to help and encourage people to reflect on, and learn about, God's creation in our Churchyard. Fundamental to our missional focus, we need to establish ways of taking the Christian message to new venues in the community using both traditional and modern methods, and attract and retain especially children and younger men. Relevant to this, and as part of the Parish's wider remit, it is important to continue fostering our relationship with SMSP and its new Head.

Many of the challenges we face are not unique to this parish, especially around embracing diversity, engaging long term with all age groups, and making the Christian message relevant and accessible every day.

Basically, we want to take forward our 2021 Mission Action Plan (*shown in Appendix 1*), and its recent update, strengthening faith and friendship while building anew.

SECTION 3

The person we are seeking

We are looking for a priest who will come with energy, enthusiasm and vision, to inspire and lead the parish into further growth and deeper local engagement. We want someone who is able to build on the firm foundations already in place, and to respect what has gone before, but who is prepared to challenge us with new ideas and be able to argue the case for both constancy and change.

As part of our desire to reach out to the community even more, they will need to engage with a wide range of community groups, to seek out new partners when necessary, and respond with insight to criticism and suggestions.

We would like our next Vicar to be a 'people person' approachable to all, a good listener, and someone who is able to articulate clearly the key messages of Jesus Christ to those from a wide range of backgrounds and understanding. A clear priority is pastoral visiting, in order to get to know and be known, as well as valuing the wisdom, skills and experience of laity and clergy, and leading them creatively in their ministry to the parish.

Our community connections are wide and varied. The Community, Memory and Bereavement cafes and the effective Pastoral Visiting Team reflect our desire to offer sympathetic and compassionate pastoral care to anyone in the community who seeks our support. The Activate Pioneer Sports Ministry is based in the Parish, and its various programmes engage many who benefit from physical exercise and human contact to improve well-being and personal happiness. All these programmes are dependent on a reliable and committed group of volunteers willing to offer time and skills to ensure their future success. The new Vicar will want to be active in engaging, supporting and recruiting lay people as leaders across these various ministries.



They should be comfortable in and supportive of our tradition of worship: eucharistic vestments are worn, and careful ordering of the liturgy is important, alongside actively encouraging and supporting the regular use of inspiring music in the liturgy. They should also be ready to consider adjusting patterns and styles of worship, not only on Sundays but every day, and not only in church, but around the Parish, particularly to attract young people and those looking to strengthen their faith.

The success of the *Building Anew* project is fundamental to our plans to offer a hub within the Church building for pastoral care and more social engagement amongst our

varied congregations. This will require a Priest with tenacity and determination to step up to the challenges of fund-raising and see the project through to completion.

There is also a desire and commitment within our Church and local community to encourage care for God's Creation, and to live our lives in the most sustainable and environmentally friendly way. Our new Vicar must be sympathetic to this and must look to promote efforts accordingly.



The Easter Procession in the Churchyard

A discussion in the Church with SMSP pupils



SECTION 4

The Church



There has probably been a building for worship on this site since the 13th century, but there is evidence of a more substantial nature from around 1560. Stephen Hales, as Vicar for nearly 50 years in the 18th century, made significant additions, and further alterations were made in 1833 and 1877.

Due to the transfer of Parish worship to the newly built St. Alban's in the 1890s no further changes have been made to St. Mary's, even after the closure of St. Alban's in 1976. This has resulted in the present plan for development – *"Building Anew"* - in order to improve Church facilities providing extra space, toilets and catering facilities. More about this is in Section 7.

A Conservation Management Plan was completed in 2019.



The Churchyard

Sensory Area

A lovely Churchyard Of 0.91 hectares surrounds the Church, constituting one of Teddington's green spaces. It was opened for burials in the late 17th century, and closed in 1884 when the new Teddington Cemetery opened. The Churchyard

has high historical, aesthetic and communal value and is of 'exceptional significance.'

It is cared for jointly by a team of volunteer 'Holy Gardeners' and Richmond Council, has two beehives, two 'chatty benches' and a recently



created Sensory Area. About three or four services are held in the Churchyard every year, and there is an Adopt a Grave scheme.

The Parish now holds a Bronze Award from A Rocha, and we are aiming for the Silver Award. (<https://ecochurch.arocha.org.uk>)

The Parish Hall



The Parish Hall was built in the 1890s and extensively modernised in the 1990s. It is in Langham Road, the other side of the High Street to the Church.

The Parish Administration is run from here, and both the large hall (*see photos above*), and the smaller Mina Hogan Room, are used for church functions and activities such as supper talks and the Annual Bazaar, as well as being let for private and community activities. Hall hire is a major source of income. A PCC member liaises with the Parish Administrator on Hall issues.

The Vicarage



The Vicarage is a double fronted semi-detached six bedroom house in Manor Road, part of the Teddington Lock conservation area. It is a short walk from the Church, has a well tended garden and off-road parking. It was extensively refurbished in 2009, and is currently being fitted with double glazing.

SECTION 5

Our resources

Finances

The financial situation of the Church is overseen by the standing committee of the PCC which reports back to the PCC. At the time of writing the finances are in a good position with a 2021 income of £297,900 and expenditure on £312,700, plus a gain on investments of £16,000 leading to a surplus of £1,200. We have £240,000 on cash deposit and £140,000 in investments. These seemingly high reserves are in preparation for the 'Building Anew' project.

The main sources of income are from Planned Giving and Gift Aid, with collections, donations and Hall income, now recovering from the effect of Covid, making up the rest. 33% of expenditure our enhanced payment to the Common Fund, with office costs, the Curate, Hall and Church maintenance costs and music making up the rest.

The main annual fund raising activity is the Christmas Bazaar which raises around £5,000.

(See Appendix 2 for 2021 accounts)

Staffing and Communication

The Parish has a Vicar, a part-time Assistant Priest (currently funded by the Parish and who completed her Curacy with us), one licensed non-stipendiary Priest, and three Priests with PTOs. It has been a Training Parish for two Curates in recent years, and two members of the congregation are training for ordination. There are also strong links to the Pioneer Minister in Activate (see below).

There are three part-time administrators, who work a total of 68 hours per week. One supervises Hall bookings, the Office Team, communications and the web-site, one provides Church/Clergy support, and the third is the Hall Administrator. A part-time Caretaker helps with management of the Hall, and a cleaner comes once a week for a full clean. There is also a part-time Music Director.

Safeguarding

The PCC aims to promote a safer culture within our Church and takes seriously its duty to keep from harm all who are welcomed to our Church, especially children and vulnerable adults. The Safeguarding Policy is reviewed annually and the Parish Safeguarding Dashboard is used by the Safeguarding Officer to ensure that we are following correct procedures. This involves the safer recruitment of volunteers including safeguarding training at the appropriate level, and DBS checks where the role requires it. There is a small safeguarding team to assist and support the volunteer Safeguarding Officer.

Communication with the congregation and the community takes many forms, about which detailed information is in Appendix 3.

SECTION 6

What We Are About...growing faith and friendship

Our Priorities

Our priorities have been, and remain, to grow faith and friendship through

1. **Enhancing our Welcome and Invitation**
2. **Health- Related Activities with Partnerships at the Peter and Paul Centre(PPC)**
3. **Growing Faith Centre at St. Mary with St. Alban (SMwSA)**
4. **Arts and Culture**
5. **Church Building Redevelopment at SMwSA**
6. **Ecumenical Sport Ministry in Bushy Park**

These were identified in the 2019-2021 Mission Action Plan (see Appendix 1).

Enhancing our **welcome** is being done through broadening our worship traditions. Our



pattern of worship is aimed at including all ages, and occasionally in venues other than the Church itself.

The three main Services on Sunday are

8.00am Said Communion (BCP) regularly attended by 12-15 people,

9.00am Morning Worship with 80-90 adults and children, *(photo)*

10.00am Sung Eucharist, and Children's Church with 70-90 people *(photo below)*,

Occasional Choral Evensong.



Festival Services often attract congregations of 130-180, with major Services much higher. Last Easter Day the number of people attending Church was 199, whilst on Christmas Eve and Christmas Day in 2021 614 adults and children worshipped in Church.

Morning and evening prayer is said on Zoom from Monday to Saturday, and all 10.00 services are live streamed (<https://www.youtube.com/channel/UCkzhgyCEIL7YHPCTfvlpNcg>).

There is an additional said Communion Service (Common Worship) on Wednesday mornings, followed by a weekly term time Church Mice Toddler Service (*photo below*).



Services are held regularly in local Schools, and a Residential Home. Special annual Services include the River Blessing Service (*photo next page*) which involves the local Lifeboat Station, and the processional Remembrance Service in November which takes place outside the hospital (*photo next page*). Some services such as for Palm Sunday procession, Easter Dawn, and Loving your Churchyard week are held outside (*photo*).





Reading, Intercession, Server and Welcomer rotas are now organised through the Church Suite system, with expansion to other areas planned. There is continual encouragement for new people to be involved.

The Church is open every day for private prayer, for visitors and for people to light a candle.

Growing faith has led to a number of courses being run, such as Alpha, Pilgrim and 'Living in Love and Faith'. Other approaches to growing faith include Quiet Days, usually two a year, and pilgrimages, some of which are known as 'Parish Plods' (*photo*). These are often walks, such as completing the Capital Ring and the Jubilee Greenway, but have also included a pilgrimage to the Holy Land in 2018, and visits to Hereford, St. Alban's and Salisbury Cathedrals.



There is a monthly discussion group, known as the First Wednesday Group, which meets to consider topics of interest and relevance, ranging from Iona to 'Changing Attitudes to Mental Health'.

To Grow Faith in younger people a less formal form of Sunday Service, Morning Worship was launched in 2012, aimed particularly (but not exclusively), at young families. Held weekly at 9.00am, it contains a Catholic feel whilst being interactive and accessible. Participation is encouraged through the 'rota that isn't a rota', and Holy Communion is celebrated once a month. Following the Service, a Coffee and Craft session is held in the Hall to enable families to get to know each other, where children can have creative fun and adults can meet up; this is proving popular. Younger children, ie infants, and their parents, are welcomed at the weekly Church Mice Service, and the Sunday Children's Church is now being rethought in order to attract slightly older children.

Older children are encouraged to be servers, read the lesson and be involved with their parents in reading the intercessions, but we lack an active Youth Group.



There are strong links with local schools, especially SMSP where the Vicar is an ex-officio Governor. Services are held for other local schools or young people's organizations in Church or in their school.

Peter and Paul Centre

Health related activities and Ecumenical Sport Ministry are being developed by a Diocesan initiative 'Activate', which is looking to engage people through Sports Ministry, and which is based at the newly created Teddington Mission Hub in the PPC. 'Activate' aims to promote well-being through activity, and greater missional outreach by the wider church. The Pioneer Minister is developing links with local youth and sports organisations (www.activatechurch.org.uk), whilst maintaining strong links with SMwSA. The new Vicar will be an ex-officio Trustee of 'Activate'.

Faith can also be enhanced through individuals' contact with the Church at times of **life events**, such as baptisms.

We have a thriving **Baptism** Ministry, with Services taking place at 12 noon most Sundays. In the first 9 months of 2022, 57 baptisms took place, supported by members of the Parish Visiting Team. Church Mice and Sunday Morning Worship provide opportunities for families to continue contact with the church.



There have been 5 **weddings** this year. Couples are paired with another couple in the congregation who act as a point of contact and friendship, and serve as welcomers on the day.

The first 9 months of 2022 have seen our clergy conduct 20 **funerals** in Church, and some at local crematoria. Bereaved families are invited to the All Souls Service in November and the Longest Night Service at Christmas. A Bereavement Cafe meets twice a month at the PPC.

Diversity and Inclusion

As the description above indicates, the population of Teddington is not racially diverse, although we do have both regular and occasional worshippers from varying backgrounds, and we welcome same sex couples. It has therefore been seen as important to raise awareness of some pertinent issues with the formation of a Diversity and Inclusion Group. They have organised study sessions, supper talks and outings, such as a Slave Walk in London. All those who prepare Intercessions are asked to consider diversity in their prayers.

Teddington had a sizeable hospital, Normansfield, for those with learning needs. It closed in 1997, and many of its residents were relocated in the community. This is another aspect of the local diversity issue, (www.SteppingonOut.org.uk) (www.downs-syndrome.org.uk)

Teddington does not have (many) street sleepers. In winter months we used to participate in Glass Door's 'Homeless Support in West London Churches' (www.glassdoor.org.uk). For some years this involved running a night shelter once a week, but now it is planned to contribute in a different manner.

As the present Church building is not the most easily accessible to those with mobility problems, it is hoped that 'Building Anew' will address some of these issues. Parking continues to be a problem and is likely to become more so with the advent of new Controlled Parking Zones.

Our Sensory Area, mentioned in Section 4, aims to make the Churchyard more pleasurable for those with sight, hearing, physical and mental disorders.

Arts and Culture have been promoted in a variety of ways. The Church has had a Choir for many years and always enjoyed singing as part of worship, but **music** acquired a much more central role during the incumbency of the last Vicar, with the appointment of a part-time Director of Music with a broader remit than his predecessors. There are still ideas to take

forward from a 2015/6 music survey, especially in respect of greater variety to help attract, involve and retain younger people.

The Choir has about 15 regular members and other 'irregulars' who join for special occasions. We have a talented team of organists, and recently purchased 'The New Ancient and Modern Hymn Book' with its combination of traditional and modern hymns. The choir always sings at the 10.00am Sunday Service, and about 3 times a year there is a Choral Evensong. From time to time St. Mary's combines with other Teddington churches to put on large-scale concerts.



Handbell ringers

Choral Workshops have also been organised. An ad-hoc orchestra provides support on special occasions, as do the group of Handbell Ringers, several of whom are members of the congregation.

The **heritage** of the Church has recently been recorded by local volunteers, sponsored by the Arts Society Richmond and the Church Recording Society. The final published record will provide a nationally available reference for those interested in studying aspects of Church heritage.

A 2019 project by the West Middlesex Family History Society recorded the churchyard graves. Again this is in the public arena and so those interested in local and/or family history can access it. (www.west-middlesex-fhs.org.uk)



One very active group, who meet regularly are 'Plain and Pearl' who knit, **craft** and create, and are always present at Parish functions (*photo*). Attendees are a mix of congregation members and others from the local community.

Sustainability

Although not mentioned in the Mission Statement the recent awareness of the importance of climate change has led to the development of the Church's **Sustainability** Group.

Teddington's connection with nature and the environment dates back to Thomas Traherne, a 17th century poet and cleric who was Vicar here for seven years. His **poetry** explores the glory of creation, and a love of the natural world, which a small, but enthusiastic Parish group has been studying for a number of years.

Many local people use the path through the Churchyard, and at one time the Churchyard was somewhat neglected. However recent initiatives are helping many appreciate the flora and fauna of the area. The Churchyard is used as much as practicable as part of our worship and pastoral care.



This September the Group organised the Parish's first Sustainability Weekend, to coincide with Harvest Festival. Many local community groups took part having displays or demonstrating activities. The day's activities were followed by a Sustainability Supper in the Parish Hall. It was very well received.

The Group provide regular tips as to how we, and the Church we are proud of, can contribute to more sustainable living, even in difficult times.

Developing faith is important, but so is **friendship**. We attempt to foster it in many ways, some more formal than others. Our drop-in Community and Memory cafes are one way of bringing together Church members and others in the community, of any faith or background.



Regular coffee mornings (*photo*) and lunches are held in local venues, and there is always coffee after the two main Sunday Services, but we need to restart our Men's Group.

The Church has links with many local organisations, and considers these crucial to creating a sense of community. It also supports the Teddington Society, a local amenity society, in events such as Teddington in Flower and the annual Summer Fete (www.teddingtonsociety.org.uk). Scouts, Guides, the Royal British Legion and the RNLI are all involved in Services or events during the year.

The Church ensures that the monthly newsletter is delivered by volunteers to all the households in the Parish. In it is a monthly diary, a list of regular services, and a collection of articles and information. The Parish has a well-maintained website, www.teddingtonparish.org, and is becoming ever more active on social media.

Churches Together in Teddington (CTT) often work to organise events such as the Christmas lunch.

Friendship links to those further afield are through ALMA www.almalink.org.uk and we support Pemba in Northern Mozambique, a Parish that has suffered several natural and political disasters.

SECTION 7

Building Anew

‘Building Anew’ is the project to equip our beautiful, historic Church with much-needed facilities. Currently the Church lacks toilets, catering facilities and separate space on site for Children’s Church and other Church/community events. Since 2018, under the guidance of the PCC and Building Anew Governance Group, the Project Team has considered options, seeking expert input on all aspects. The scheme selected seeks to preserve the significant historic features of our Church, maximise the use of the existing space available and add a sympathetic, step-free extension on the north side of the Church in place of the existing Choir Vestry. This will contain:

- a multi-purpose gathering/meeting space with an integrated kitchenette – the ‘Garden Room’ – with large glass windows and an integrated contemporary glass artwork,
- a connection to the north aisle of the Church via a ‘pentice’ and a glass-walled passageway, fully accessible toilets, and direct access to the Churchyard on the south side.

To minimise size and disturbance to graves, and to contain costs, the proposed scheme includes re-ordering the northeast of the Church to make more efficient use of the existing footprint. The pipe organ, which is not high-quality and of negligible value, will be replaced by a digital organ.



View of north elevation of the church with proposed extension

In summary, Building Anew is about making our contribution to our Church’s 800-year history, which has been expanded and enhanced in every century, to make it fit for purpose:

- to offer a hospitable welcome to all who enter,
- to be a sacred space that is accessible to all, regardless of disability or need,
- to be a sustainable community resource where groups can meet for learning and fellowship,

- to be the building we need to fulfil our vision to ‘grow faith and friendship for all’.

Following consultation with, and positive feedback from, the Diocese of London and Richmond Council, as well as our congregation and local community groups, the scheme was approved by the PCC in May 2022. In August 2022 a formal planning application was submitted to Richmond Council, and a request for statutory consent submitted to the Diocese of London. At the time of writing, we are awaiting the outcome of these submissions. Once approvals are received, the fundraising campaign will be launched with a target of around £1.25 million. Construction work will commence once sufficient funds have been raised and is expected take 6-8 months, with completion scheduled for 2024.

CONCLUSION

This Parish is at an exciting time in its life. Our priorities are to enhance our lovely Church building, to deepen our understanding of the faith, and to grow in prayer and service of the wider Teddington Community, especially its youth and younger adults, and the world God has entrusted to our care.

So, will you come and join us and work with us on the next stage of our journey of faith? We are seeking a prayerful, enthusiastic, energetic lover of God and of God’s people, who will by word, example and life embody the life and values of Jesus with us.

And so, in the words of St Irenaeus show us that ‘*The Glory of God is a human being fully alive*’



APPENDIX 1 Mission plan

MISSION ACTION PLAN 2019 - 2021

~ 'Growing Faith and Friendship for all'



Projects recently established/taken root:

1. Memory Café
2. Nightshelter
3. Supper Talks - on mental wellbeing
4. Inset Day Childcare
5. Regular parish pilgrimages
6. Growing Leaders Course
7. MenU (men's fellowship) & Prosecco with Craft evenings (for women)
8. Cinema at SsPP
9. Drama/storytelling – Letters from the Front, War & Peace, Festival of Light, Passion Portraits
10. Mindhub trial
11. War memorial renovation
12. Outside signage at SsPP
13. Arts Society Recording project at SMwSA
14. SMSP School workshops (Yr2 Weddings, Y3 Church year, Yr4 Pilgrimage)
15. Godparent Sunday Service at SMwSA (inviting baptism families)
16. Joint parish website and newsletter
17. Handel's Messiah with singers from Teddington Churches

Plus regular review/development of existing services, youth ministry, school engagement, care home engagement

1. ENHANCING OUR WELCOME & INVITATION

- Participate in national pilot project called 'In their shoes'
- Each church to consider joining the Inclusive Church network
- Encourage culture of invitation in congregations (Season of Invitation)
- Adopt ChurchSuite management system to improve communications

3. GROWING FAITH CENTRE AT SMwSA

- Rolling programme of Supper Talks, Exploring Faith & Pilgrim Courses
- 'How to pray' workshops
- Helping families to nurture faith in children
- Learning opportunities in theology, music, heritage and local history

5. CHURCH BUILDING REDEVELOPMENT AT SMwSA

- Implement Conservation Management Plan
- Install toilets and kitchen to enhance hospitality
- Create comfortable meeting room for children's church and weekday groups
- Replace carpet flooring

2. HEALTH-RELATED ACTIVITIES PARTNERSHIPS AT SsPP

- Develop partnerships with local GPs and care organisations
- Participate in 'Healing Hub' pilot project with Guild of St Raphael & NHS
- Explore feasibility of site redevelopment as a Centre for Health & Wellbeing

4. ARTS & CULTURE HUB AT SsPP

- Community gospel choir
- Regular paint/pottery/poetry workshops
- Extend cinema project to hard-to-reach groups
- Quarterly Festival Events (including 40fest in September 2020)

6. ECUMENICAL SPORT MINISTRY IN BUSHY PARK

- Partnering with cricket clubs to mentor ex-offenders
- Regular meeting tent at parkrun
- Audit of existing links via church members
- Feasibility study for chaplaincy

And still to come...Deanery Mission with Bishop Graham in Spring 2021.

APPENDIX 2 Financial Report

This year saw a gradual process of recovery from the pandemic as activity in the Church and the Hall restarted. Hall rental income recovered to £45,079 (2020: £29,238) and Service collections re-started – bolstered by the use of 3 contactless devices. There was also a small rental income from the Church of £1,625 (2020: £0) – giving total rental income of £46,704 (2020: £29,238).

Income in 2021 was higher than in 2020 at £297,860 – this was due to an increase in planned giving income to £108,557; charitable collections for Alma and Glasdoor; and grants received for Activate and the Community Café and the increase in Hall income mentioned above. We also received £11,557 from the Job Retention Scheme and a legacy for £1,000.

Costs were down to £312,686 – this was mainly due to the hiatus on the extension project as we waited for feedback from the planners on the proposed scheme. This reduced project expenditure from £39,803 to £5,552. We are beginning to see the impact of the increase in energy costs (there is

energy price cap for non-domestic users) and the cost of gas for the Church has risen by 55% and for 2022 will be around £4,000.

The deficit for 2021 was £14,826 but a gain on investments of £15,983 enabled us to report a surplus of £1,157.

During 2021 we invested £66,323 in the CCLA CBF Church of England Fund this was funded from the sale of our holdings in the Sarasin Alpha Investment Fund (July 2021) and Schrodgers Cazenove Charity Multi-Asset Fund (December 2019). This brings our total investments to £145,267 and we have £299,984 in cash. We are holding these large balances to help fund the extension project.

Stewardship and Planned Giving remain our largest source of income generating £99,804 in 2020 and £108,557 in 2021. This is also supplemented by the Government Gift Aid scheme that refunds income tax paid on qualifying donations and therefore added a further £27,029 in 2021.

The table below shows the number of planned givers in December 2021. We had 74 monthly givers via the Parish Giving Scheme (PGS); 67 monthly via standing order to our Barclays account and 18 monthly Givers via CAF Donate.

Dec-21	PGS		Barclays		CAF		Total	
	No.	Value	No.	Value	No.	Value	No.	Value
Monthly	74	£ 4,457	67	£ 2,703	18	£ 714	159	£ 7,874
Quarterly	8	£ 1,094	5	£ 1,148			13	£ 2,242
Annual	2	£ 311	1	£ 100			3	£ 411
Total	84		73		18		175	

Note: the values refer to values per period – for example there are 13 people who give quarterly and they give in total £2,242 each quarter.

In December 2021 we had in total 175 planned givers – this compares to 178 in 2020.

Dec-20	PGS		Barclays		CAF		Total	
	No.	Value	No.	Value	No.	Value	No.	Value
Monthly	79	£ 4,563	68	£ 2,705	19	£ 687	166	£ 7,955
Quarterly	8	£ 1,071	2	£ 725			10	£ 1,796
Annual	2	£ 305					2	£ 305
Total	89		70		19		178	

Results for the year

Total Results for the Year

The commentary below is based on a presentation which differs to the legal basis, instead analysing the net income between the church, the hall and administration:

Incoming resources

	2021	2020
	£	£
Church	232,974	242,436
Hall	45,079	29,238
Parish Office – Administration	19,807	11,994
Total	297,860	283,668

Outgoing Resources

	2021	2020
	£	£
Church	225,051	255,831
Hall	43,971	43,575
Parish Office – Administration	43,664	40,303
Total	312,686	339,709

Net Income

2021	2020
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	£	£
Church	7,923	(13,395)
Hall	1,108	(14,337)
Parish Office – Administration	(23,857)	(28,309)
Total (deficit)/surplus for year	(14,826)	(56,040)
Gain (loss) on investments	15,983	5,610
Increase (decrease) in funds	1,157	(50,430)

Church

Income attributable to Church activities was £232,974 (2020: £242,436) down £9,462. This decrease was due to the absence of two one-off events that occurred in 2020. These were the Lent Appeal and a concert which in total raised £31,996.

Planned Giving was up £8,753 at £108,557 (2020: £99,804); collections from regular Services totalled £13,614 (2020: £9,173). This included £7,892 (2020: £2,939) from the card readers and £2,279 (2020: £3,188) from yellow envelopes.

This and other income qualified for recoverable income tax of £27,029 (2020: £33,788). The 2020 amount was higher as income tax was recovered on monies raised for the Lent Appeal and other charity appeals. This meant that Stewardship and the associated recoverable income tax again more than covered our contribution to the Common Fund of £105,000 (2020: £105,000).

In 2021 we received a legacy of £1,000 (2020: £0) and Grants of £19,050 (2020: £16,926) these were principally for the work of the Activate – the sports ministry. Bazaar income was down at £5,341 (2020: £5,784).

The total costs of running the Church decreased by £30,780 to £225,051 (2020: £255,831). This is mainly due to the reduced expenditure on the Church Development project of £5,552 (2020: £39,803).

Higher costs were seen in music provision £13,525 (2020: £8,814) as the Church re-opened. In 2021 we installed equipment for Livestreaming and this increased Church maintenance costs to £11,028 (2020: £2,447)

In 2021 we showed a deficit on net income of £14,826 this compares to a deficit of £56,040 in 2020. A gain on revaluation of investments of £15,983 (2020: £5,610) was recognised giving a surplus of £1,157 (2020: deficit of £50,430)

Hall

Hall Rental income recovered to £45,079 (2020: £29,238). Expenditure on the Hall (excluding depreciation and maintenance costs) was £25,534 (2020: £31,650). The depreciation charge was £10,635 (2020: £10,634). Hall maintenance costs were £7,802 (2020: £6,291).

Parish Office

The cost of running the Parish Office increased to £43,664 (2020 £40,303). Income attributable to the Parish Office was £19,807 (2020 £11,994). This was made up of income from St Peter & St Paul of £8,249 (2020: £3,769) to cover administration staff costs and £11,557 (2020 £8,225) from the Job Retention Scheme to cover salary costs of furloughed staff.

Restricted and unrestricted funds

To comply with relevant regulations, we are required to segregate our funds in the accounts between those which are ‘unrestricted’ and those which are ‘restricted’ (i.e. those given for a particular purpose).

For 2021 restricted funds fell to £279,421 (2020: £286,752) – these are principally the depreciated capital cost of the Hall. Unrestricted funds rose to £441,939 (2020: £433,452). The total value of funds in the Church rose slightly to £721,360 (2020 £720,203).

As explained in Note 1b, the PCC has considered the level of reserves which should be maintained to ensure that the PCC is able to meet both day to day costs in the event of year to year fluctuations in income, as well as being in a position to fund major structural work on our Church and Church Hall.

To achieve this security the target is to maintain a general reserve of £50,000 and to maintain a separate fund to cover major structural work and the proposed significant development of the Church. This year the general reserve is £88,171 (2020: £55,302). The balance on the Buildings Maintenance and Repairs Fund at the end of 2021 was £353,768 (2020: £378,150).

Balance Sheet

The Church is holding substantial cash and investments in order to fund the Church development project. At the end of 2021 cash and short term deposits stood at £299,984 (2020: £337,530). The value of investments at the end of 2021 was £145,267 (2020: £98,041).

During 2021 we invested £66,323 in the CCLA CBF Church of England Fund which was funded from the sale of our holdings in the Sarasin Alpha Investment Fund (July 2021) and Schroders Cazenove Charity Multi-Asset Fund (December 2019).

Investments are now held in the following Funds:

Newton Global Growth and Income Fund, Blackrock Catholic Charities Growth & Income Fund and the CCLA CBF Church of England Fund.

Debtors (receivables) were £15,462 (2020: £15,992). Debtors are made up of Gift Aid tax due from HMRC (£12,686), Hall and fee income not yet received (£1,100) and prepayments (£1,676). Total current assets fell to £315,446 (2020: £353,452),

F J Squire

Hon. Treasurer

APPENDIX 3

Communication

Communication with parishioners continues to develop with an active COMMS committee which meets regularly. Historically, from 1977 when SMwSA was recommissioned for Services the main communication was a monthly A4 black and white **newsletter**, written by the Vicar, printed locally, and distributed, free, to a gradually increasing number of local roads. The expense of printing was considered a cost-effective way of “spreading the word”. Over the last 45 years the print run has increased to over 5,600 A4 copies, produced in full colour with photographs; the coverage is (roughly speaking) every letterbox in SMSA and the (former) SP and SP parishes. It is still free and involves a band of about 75 volunteer deliverers. There are three editors who each edit 4 copies a year.

About 20 years ago the Vicar instituted a **weekly pew sheet**, with service details and notices, handed out to members of the Sunday congregations. As the Church was not open outside Service times this had limited “spread” value but was nevertheless a useful tool. It is still very much in operation, printed (A5) in the Parish Office and available at the back of Church throughout the following week.

In the last 10 years, communications have gone through a revolution and the Parish has been, and continues to be, up to date with using all aspects:

Website. In 2017, the teddingtonparish.org website was launched to provide a platform for news from both SMwSA and St Peter and St Paul. Following St Peter and St Paul becoming The Peter & Paul Centre, the website still carries news of both sites' activities. Editing of the website and liaison with the website development company is carried out on a voluntary basis, along with weekly support from the Ops & Comms Manager. The website provides detailed information on Church and streamed services, a range of social and prayer groups, hire of (and users of) the Church Hall and the Church's role in the various life events. Some website content is derived from the monthly Parish Newsletter; however it appears first on the website - the clergy and office teams, group leaders of various special interest groups and photographers tend to communicate weekly regarding updates required on the website. Updates are carried out as soon as possible.

Emailed Bulletin. Every two weeks there is a **Mailchimp ebuletin**, compiled by the Ops & Comms Manager, which is emailed to over 810 subscribers. This has the added advantage of reaching people who are connected with the parish but who live outside the Parish boundary and are therefore not in receipt of the printed newsletter.

During lockdown, when the Church building was closed, Services were held in gardens and front rooms and were both livestreamed and filmed, and available via our Church **YouTube Channel** and **Zoom**. Once services resumed in Church, the value of reaching a remote congregation was recognised. Gradually, with trial, error and use of borrowed equipment, a permanent audio-visual system was set up, purchased and installed and run by a small but dedicated and expert team of volunteers. Now many special events and all Sunday 10 am Services are available, live and later on demand, via our **YouTube Channel**.

Social Media. We run both Twitter and Facebook accounts, with a small team of three. This is an area that has been relatively dormant until recently, but we post more regularly now and are looking to re-start with Instagram too:

[facebook.com/Teddington Parish](https://facebook.com/TeddingtonParish) / twitter: [@TW11Parish](https://twitter.com/TW11Parish) /

Instagram: [@teddingtonparish/](https://www.instagram.com/teddingtonparish/)

Most recently **ChurchSuite** has been set up to centralise and ease the running of all the **rotas** that are in operation – eg clergy, flower arrangers, welcomers, lesson readers, intercessors, coffee helpers. We plan to expand the use of additional ChurchSuite modules, and are currently trialling the calendars as well as event booking and payments.

Acknowledgements

With grateful thanks to Karine Hall for her design for the frontpage, Sue Stevens for compiling and editing, Margaret Pollard for proof reading, and to many members of the congregation and PCC for their contributions.

