

HAMPSTEAD PARISH CHURCH – MISSION ACTION PLAN 2013 - 2017

PARISH PROFILE

The city we live in ¹

London is the largest city in Europe. It has:

- a population of 8 million, and the biggest city GDP
- a very diverse community, in ethnicity, nationalities, languages, and religious beliefs (58% Christian, 16% no religion, 8% Muslim, 2% Jewish, 6% other)
- a rapidly rising school-age population, causing a shortage of school places
- an increasing retirement-age population.

London has a very wide income range:

- four of the 20 most deprived local authorities in the UK (Hackney, Tower Hamlets, Newham, Haringey)
- two of the most affluent parliamentary constituencies (Kensington & Chelsea, the Cities of London & Westminster)
- almost 25% of Londoners are economically inactive, including over 10% unemployed
- nearly a quarter of children live in workless households
- 10% of the working age population has no qualifications, rising to almost 15% of 16-24 year old NEETs (not in employment, education or training).
- life expectancy at birth varies by 9 years between the richest and the poorest areas.

The Diocese of London encompasses:

- over 500 worshipping communities, with a total of 75,000 Christians on parish electoral rolls
- 150 schools with some 60,000 students and staff, as well as chaplaincies in colleges, hospitals, prisons and other areas of London life
- over 1,000 community projects run by parishes to benefit 200,000 Londoners annually
- around 700 clergy (both paid and self-supporting), as well as a large number of lay ministers.

The diocese is committed to serving London and all her people. It is growing – both in numbers on Electoral Rolls and attending church on a normal Sunday, and in its impact on supporting the disadvantaged. Its mission is to be more confident, compassionate and creative in sharing the Christian faith.

The character of the parish ²

The population data shows a mixed north London suburb in transition:

- total population of just over 9,000 people (21% below age 19, 58% between 19 and 65, and 14% over 65)
- about 55% live alone, and the remainder in married/ partnered families
- population growth is about 11% over the ten years since 2001, and the proportions of children and people living alone also increased
- 49% are born in Britain and 51% abroad (significantly more in western Europe and North America and fewer in the Indian sub-continent than in the diocese generally)
- 79% have English as their main language
- the proportion born abroad has increased since 2001, but ethnic diversity is among the lowest in the country
- 45% have no religion (or none was stated), 34% are Christian (significantly fewer than in the diocese), 13% Jewish, and 8% have other faiths.

¹ based on Annual Report 2010 from Diocese of London and Capital Vision 2020 briefing materials

² based on 2011 Census data and deprivation analysis by the Church Urban Fund: see <www.cuf.org.uk/research>

People are substantially well educated and largely well-off, although getting older:

- 60% of adults are employed, largely in the professional, scientific or finance sectors (more than in the diocese as a whole)
- the balance comprises 21% retired/ economically inactive people, 10% in full-time education, 7% home-makers, and only 2% unemployed
- since 2001 the proportion in employment has fallen slightly, whilst those retired or economically inactive have increased significantly
- over 60% of the population are graduates (qualification levels are amongst the highest nationally).

Unsurprisingly, there is little evidence of deprivation:

- 55% are not deprived (i.e. a much higher level of affluence than in the diocese)
- 32% suffer low deprivation and only 13% medium or high deprivation (all lower than the average for the diocese)
- only about 11% live in social housing
- very few working age adults (7%) have no qualifications
- life expectancy is significantly higher than the UK average.

A comparison with our congregation ³

There are over 500 adults and over 200 children on our parish database who attend church more or less regularly. Based on the parish survey:

- about a third of the adults are under 45, a third between 45 and 65, and a third over 65; the congregation is older than the parish population, although the proportion in the youngest age group has increased from 25% in 2004
- 27% of respondents were single and 73% married (an increase in the proportion living in families/ with partner since 2004; and a much higher proportion of families in the congregation than in the parish generally)
- about 60% of adults have no children at home, but 40% have an average of 2 children (of whom half are under 6 years old)
- the data confirm that growth between 2004 and 2012 has been largely in young marrieds/ families with children

- many of the older, longer-standing members are retired, whereas the younger, newer members are often in two career households
- a high median income (over £65,000 in 2013), conceals a wide range of incomes; the median is up from 2004, suggesting that newcomers may have had a significant impact on income distribution
- the majority of our members live within 1½ miles of the church; half live in NW3 and another third in neighbouring postal districts; the rest are regulars who come from further away

- three membership groups based on length of attendance suggest a fragmented (but growing) church community (40% under 5 years, 19% between 6 and 15 years, and 37% over 15 years in 2012; compared with 19%, 39% and 38% respectively in 2004)
- but all three groups value the same aspects of HPC's distinctive worship (music, sermons, balanced approach, worship styles), members of all groups attend the main parish Eucharist, and most feel we meet their needs well/ very well.

³ based on 2012 Parish Survey, and comparisons from 2004 Parish Survey

MISSION STATEMENT

Hampstead Parish Church (HPC) is a community of Christians within the Church of England who work together to discover the significance of Jesus Christ for ourselves and for our time and to share the love of God with our neighbours.

We want to respond to the needs we see in a focused way. Our Aims for the next 5 years are therefore to serve:

- a growing population, with more children, more elderly and more singles
- a more transient population, perhaps moving less to find schools or more affordable homes than to meet the demands of global careers
- > AIM 1: build a lively and loving community that is welcoming and hospitable to all

- a diverse population, in both nationality and faith (or lack thereof)
- a highly intelligent and influential population, generally well informed, but with an increasing number indifferent (rather than hostile) to religion
- > AIM 2: offer a variety of challenging and accessible worship and teaching to meet differing needs

- a population with many of the pressures that go with double incomes and child raising
- a reliance on networks rather than neighbourhoods for information, friendships and community
- > AIM 3: provide welcome and activities for children and young people across the age range

- few social needs in the immediate area, although some pensioner poverty, isolation
- significant needs in the wider city, both within the church and in society generally
- > AIM 4: demonstrate by our actions God's love as a force for good in our community

- an income rich, time poor population
- different expectations of what people want from church, and a different sense of obligation about contributing
- > AIM 5: share responsibility for finding the time, space, money and skills needed to achieve this plan.

OUR RESPONSE

The plan set out below indicates the ways in which, with God's help and your support, we hope to achieve our five Aims.

The first Working Party named against each action carries primary responsibility for its implementation; where a second WP is shown it has a supporting role. Actions highlighted in shaded cells have the highest priority under that Aim. If you have suggestions for how to improve our response, or would like to get involved, please write to the Chair of the relevant working party (names are listed at the end of this Plan).

These proposals will shape our activities and development over the next 5 years. We will continue to use resources wisely, we will monitor progress on these actions carefully and on the related fund-raising and volunteering schemes, and we will report achievements regularly to the PCC and in the Annual Report. We will carry out a major audit in 3 years' time to assess the continued relevance/ affordability of these plans and to adjust our priorities where necessary.

AIM 1: Build a lively and loving community that is welcoming and hospitable to all

Proposed actions	Working Party	Completion
a. Improve welcome by reordering the space at the back of church and providing better information for visitors and members	Buildings (Communications)	2014
b. Improve integration of new members (e.g. review follow up processes, offer mentors, hold parties at different times)	Pastoral Care	2013
c. Support and develop activities both new and old, regular and one-off, to engage groups across the congregation (e.g. coffee at the back of church / outside as often as possible, outings, talks, parties, book club, coffee mornings after school drop-off, music, drama, readings etc)	Volunteering & Events (Pastoral Care)	Ongoing
d. Improve communications with members by introducing a weekly e-newsletter with links to more detailed information on website	Communications	2013
e. Improve communications with members and outsiders by updating the website (e.g. provide up-to-date information about events, groups, sermons, membership; explore podcasts of the main services and on-line discussion forum)	Communications	2014
f. Review other media to support a clear and consistent communications strategy (e.g. magazine, notices, advertising)	Communications	2014

AIM 2: Offer a variety of challenging and accessible worship and teaching to meet differing needs

Proposed actions	Working Party	Completion
a. Shorten parish Eucharist (such as: sharpen up timings, shorter settings, fewer verses of hymns, drop one reading, drop gradual hymn, sing "Agnus Dei" during communion, more communion stations, Junior Choir anthem from their stalls)	Worship & Education	2013
b. Explore ways of increasing accessibility/ teaching benefit of services (e.g. more modern hymns/ congregational settings; a different pattern of Sunday services), and ways to deepen spirituality (e.g. more silence, prayer)	Worship & Education	2014
c. Introduce Emmaus type course, topical debates/ discussions (e.g. encourage enquirers over a meal, with older Christians as mentors; monthly afternoon Bible study of topical subjects, with advance reading)	Worship & Education	2014
d. Explore with those members in work how their faith influences their working life	Worship & Education	2014

AIM 3: Provide welcome and activities for children and young people across the age range

Proposed actions	Working Party	Completion
a. Develop our support for children, young people and their families on their spiritual journey (e.g. by developing an integrated programme from crèche to teenager and a supportive community of parents)	Children & Young People	Ongoing
b. Provide opportunities for them to engage in wider church activities (e.g. Children's Council, working for church charities)	Children & Young People	Ongoing
c. Increase and improve the financial and human resources (i.e. both recruitment and training) to build on existing initiatives (Children's council, admission to communion, Teen group and Summer camp, and mid-week Lent Eucharists at HPS)	Children & Young People	2013
d. Find a new meeting space for a Sunday school class or a larger space to introduce active games / craftwork etc (see also under Aim 5d)	Buildings (Children & Young People)	2015/17

AIM 4: Demonstrate by our actions God's love as a force for good in our community and the world

Proposed actions	Working Party	Completion
a. Address issues of member isolation – both elderly and young mothers (e.g. visits, shopping / cooking, drop-in club, 'Friend at Church' scheme)	Pastoral Care (Volunteering & Events)	Ongoing
b. Improve access to pastoral support (e.g. make easier to seek help/ match with volunteers; train more lay visitors)	Pastoral Care (Volunteering & Events)	Ongoing
c. Publicise and engage with practical projects / groups that "do" things (e.g. food bank, Traidcraft, childrens' Christmas parcels, C4WS packages, Henderson Court, CARIS, etc)	Social Action/ (Volunteering & Events)	Ongoing
d. Develop contacts with the charities we support and increase our understanding of their work	Social Action	Ongoing
e. Explore the needs of the local community and the actions we might take to respond to them (e.g. through London Citizens, Churches Together in Hampstead)	Social Action (Pastoral Care)	2013

AIM 5: Share responsibility for finding the time, space, money, skills needed to achieve this plan

Proposed actions	Working Party	Completion
a. Undertake the works identified in the Quinquennial Review	Buildings	Ongoing
b. Provide adequate funding to enable us to achieve other MAP priorities within a fully funded operating and capital budget, and plan for the longer term (eg Windows, Additional Space, Church Redecoration)	Finance & Fund-raising	Ongoing
c. Raise awareness of Church's running costs and capital expenses; teach members about Stewardship and increase the number of members/ levels of giving from the congregation (see footnote)	Finance & Fund-raising (Clergy)	Ongoing
d. Identify and deliver a new large space for meetings, children's activities, events etc (see also under Aim 3d)	Buildings (Children & Young People)	2015/17
e. Find volunteers, record offers of availability, and match people to tasks in support of priority actions; appoint volunteer co-ordinator / team	Volunteering & Events	2013
f. keep HPC's staffing and management structure under review, giving due consideration to succession planning	Standing Committee	Ongoing
g. Monitor/ expedite progress in implementing this plan	PCC (Standing Committee)	Ongoing

Footnote:

The church relies significantly on voluntary giving to cover the costs of clergy, staff, accommodation and activities, before we consider the costs of the new proposals outlined here. A Stewardship campaign will begin in October to explain our financial needs and to invite church members to consider seriously their responsibility to contribute to meeting these costs.

Working Party Chairs (who may be contacted through the Parish Office)

Buildings	<i>David Diracles</i>	Volunteering & Events	<i>Andrew Penny</i>	Social Action	<i>Rosemary Loyd</i>
Communications	<i>Fr Stephen Tucker</i>	Worship & Education	<i>Fr Stephen Tucker</i>	Finance & Fund-raising	<i>Charles Perrin</i>
Pastoral Care	<i>Diana Finning</i>	Children & Young People	<i>Marilyn Brooks / Chris Money</i>	Standing Committee	<i>Handley Stevens (sec)</i>

Approved by the Parochial Church Council
12 Sep 2013