

# THE PARISH CHURCH OF ST JOHN-AT-HAMPSTEAD

## PARISH PROFILE







# Our Parish

Hampstead Parish Church ('HPC') stands on a site of Christian worship dating back to 986AD and lies in the Camden Deanery in the Edmonton Episcopal Area . With over 4,000 households in an area of 0.5 square miles, Hampstead lies close to Central London and Hampstead Heath, and is an attractive "village" community with an associated history and amenities.

The population in the Parish was just over 9,250 in 2011 (estimated at 11,200 in 2018), with 20% under 17 years of age and 16% aged 65 and over. Hampstead has a high concentration of [state and independent schools](#) with a correspondingly large number of families. Some 34% of the population self-identify as Christian and there is a significant Jewish community (13%).

Hampstead is home to a large professional / managerial population (over 60% of the total), comprising both UK and foreign nationals and high levels of educational attainment (over 60% are graduates). The parish is amongst the least deprived in the UK, with relatively low levels of unemployment for north London (3%) and low numbers with no qualifications (7%).

However, there is a significant minority of residents suffering deprivation - either low incomes (7%), child poverty (10%), the deprived elderly (14%), or living in social rented housing (24%). And a significant proportion (18%) live alone (including 36% of all over 65s), and 4% are single parents (including 7% of all adults with dependent children). There is therefore real lived experience of austerity, loneliness and insecurity.

Between 2011 and 2021 the population has continued to grow, with an increasing proportion of children. As a result of the pandemic numbers in employment fell slightly, but those retired or economically inactive increased significantly.

Information for Hampstead is from the 2011 Census or from the Church Urban Fund's poverty look-up tables 2018, both for the parish; and from Camden's Neighbourhood data 2013/14 for Hampstead, which covers the St John's, Christ Church and part of St Luke's parishes. The 2021 Census parish level data are not available until autumn 2023.

Church code 623323; Parish code 230323; Benefice ID 23/154P



# HAMPSTEAD NW3

# Our Church

## Worship

Hampstead Parish Church worships in the liberal catholic tradition (vestments, reservation, occasional use of incense), centred on the Parish Eucharist as the main Sunday service and on Choral Evensong every Sunday. Our worship is moderately formal, following Common Worship at the Parish Eucharist and BCP at 8.00am Holy Communion and Evensong. Traditional choral church music forms an integral part of our worship, and we have both a professional choir and a junior choir supported by an annual grant from the Hampstead Church Music Trust ('HCMT').

Our preaching and teaching aims to be thoughtful and engaging, reflecting our members' expectations that they will be encouraged to reflect and think for themselves as well as being informed. The focus is on relating the Bible, prayer, and Christian tradition to contemporary experience, and motivating congregations to translate this into practical action in their daily lives.

## Membership

The following figures for 2022 are compared with 2019, the last year before the pandemic, to provide a "near normal" comparison. There were 227 adult members on the electoral roll in December 2022 (235 in 2019) and 50 children were registered with our children's groups (88). However, there are another 150 some-time adult attenders recorded on our Parish database, and another 100 children and young people, reflecting the potential for others on the fringe to be drawn more actively into church life. We aspire to be a diverse and inclusive community, with members drawn from a range of cultures, lifestyles, nationalities, and Anglican and other traditions, reflecting the population within the Parish and the surrounding post codes from which the congregation is drawn. While many members are better off than in many parts of London, this conceals a range of contrasting income levels.

As many churches have found, our usual Sunday attendance was significantly hit by the pandemic, and has not recovered fully as church members have lost the "habit" of church, or are still anxious about going out, or have taken up other activities. Average weekly attendance in 2022 (excluding festivals and holidays) was 130 adults (218 in 2019) and 30 children (28) across all services, down roughly 35%. In addition there were about 14 online worshippers at the Parish Eucharist.

Our 2017 and 2022 Surveys of church members indicate that approximately 60% of the congregation lives outside the Parish, with the majority living within 2 or 3 miles of the church. We are predominantly a Sundays-only congregation (i.e. with limited attendance at mid-week events) and the proportion of members attending every Sunday is smaller than in the past.

The age of the congregation divides unequally – with about 30% under 45, about 25% between 45 and 65, and about 45% over 65 years. This profile is the reverse of the age distribution of the adult population in the Parish (58%, 25%

and 17% respectively), reflecting the lower number of young adults joining HPC and a generally ageing congregation. However, the number of young families with children has grown over the last ten years and continues to grow. Our links with Hampstead Parochial School and the development of the Junior Church and the Junior Choir are important factors in this respect.

We have a core community which is both stable and active. In 2017 and 2022, our membership reflected three sub-groups based on length of attendance: about 20% had joined within the previous 5 years; 25% had attended for between 6 and 15 years; and 55% had been members for over 15 years.

Information on church membership is drawn from the Diocese of London's Mission Statistics, the HPC ChurchSuite membership database, or from our parish surveys in 2017 and 2022

## Communications

Over recent years HPC has invested considerable resources in establishing and maintaining a membership database as the foundation of managing its internal communications and pastoral relationships.

A weekly e-letter is sent to some 465 current and past members and friends on the database who have asked to receive it. This gives details of forthcoming services and events as well as news of key happenings. This is complemented by [the monthly magazine](#). Separate e-letters are circulated for specific purposes, for example appeals each year related to our Dedication Sunday in October, thanks to members contributing to our Giving Scheme after the end of each tax year, together with information useful for their tax return, inviting attendance at the priesting of our curate, Graham, in May 2022, or encouraging participation in the Parish Survey in October 2022.

Letters are sent each year to every household in the Parish to promote the voluntary rate scheme, and regular posters draw attention to our Christmas and Easter services as well as other church events.

A Review of the Year's Activities was introduced in the Annual Report in 2015, alongside the more formal Report and Financial Statements. [2022 Review](#)

Recognition of the need for improved external communications led to the launch of a new website in autumn 2022. This gives us greater opportunities to interface with our congregation and the wider community. The content will be kept under review as we seek to understand better what information our members, friends and enquirers would welcome to enable them to engage more fully with and strengthen their commitment to the church.

# Our Buildings & Facilities

## The Church

The story of the church began in 986AD with the granting of a charter to the Benedictine monks of Westminster. The present building was consecrated on 8 October 1747 and enlarged twice in the nineteenth century.

## Upkeep and Development

As a Grade I listed building, the age, style and character of the building requires significant effort to maintain it and to balance modern requirements with its value as a place for prayer, reflection and respite. We follow an active programme of repairs and improvements to meet HPC's developing needs and to use the space we have to best advantage; recent works have included the development of a separate Clergy Vestry and the creation of additional circulation space at the back of the church by the removal of two pews. We operate an annual voluntary rate scheme which generates funds from parish residents, who are not necessarily churchgoers, for the upkeep of the church buildings.

Disability access is a challenge in a listed building, and is now routinely considered in all our projects.

The next planned major project – provisionally scheduled for 2023/24 - is the replacement of the life expired vestry roof to include additional insulation, and the refurbishment of the choir vestry and vestry lobby to create a multi-functional space for the whole church community. We are also looking at the feasibility of creating a new entrance to include new

external steps and a disabled lift connecting the upper and lower floors. The project will be funded by a combination of reserves, existing bequests and dedicated fundraising. The Parish has a strong record of responding generously to special appeals and managing projects successfully.

## The Parish Rooms

We have four parish meeting rooms and a kitchen, situated under the west end of the church, which were extensively refurbished in 2009 and are well-used by the church and the community, as well as providing an additional source of income. They remain an important means of contributing to the life of the wider community.

## The Vicarage

Built in 1925, the Vicarage is an attractive detached house next to the church and in close proximity to Hampstead village, its amenities and transport links. It has three reception rooms downstairs (one of which is currently used as the Vicar's study), a large kitchen/breakfast room, and a utility room. Upstairs there are four bedrooms and two bathrooms. The house has gas central heating and is in generally very good condition, having been fully refurbished in early 2017 – adding a new kitchen, shower room and boiler. The house has a large established garden, a cellar and off-street parking.



## Other Parish Property

The church has a further two residential properties within walking distance of the church: an investment property, comprising the freehold of a building divided into four flats of which one is owned by the Parish and currently let to tenants; and a flat purchased in 2007 which provides accommodation for our curate but can be let when not needed for that purpose



# Our Mission

We want to grow as a church in commitment and spiritual maturity, and in impact on the wider community. Our approach is to empower and motivate the whole congregation to witness to their faith in their daily lives, to attract a wide range of people to come into church through a variety of initiatives, to provide them with an experience of God through our welcome, preaching and music, to encourage them to be curious and join us, and to support lifelong learning as disciples of Christ.

A new Mission Action Plan ('MAP') is currently in preparation for the period 2023-2027, based on the results of the Parish Survey carried out in autumn 2022. This identified seven key **Aims**:

- To maintain a range of styles of worship that speak to different groups
- To deepen our own faith and attract and nurture others
- To celebrate and involve our younger members (teens, 18-30s) more
- To encourage a wider sense of welcome and belonging since we are one in Christ
- To build a more inclusive and diverse congregation
- To make our pastoral care more visible and accessible
- To ensure that our children and young people feel valued and are encouraged in faith
- To attract and encourage new volunteers to help us achieve our potential.

Alongside the key task of recruiting our next Vicar, our current thinking on the **Priorities** for the next MAP includes:

- Exploring a range of ways to better understand our faith and recognise the presence of God in our daily lives
- Strengthening our work with children, young people and families
- Developing our capacity to meet the needs of our own and the wider community for a fair, just and equal society
- Finding more effective approaches to recruiting and using volunteers and to fundraising.

We recognise the key **Challenges** that we need to overcome in the short term include: short term are:

- Allowing our busyness to get in the way of developing our faith and commitment
- Difficulty in balancing the diverse needs and expectations of different sections of the church membership and integrating them within a single church family
- Not being truly inclusive, welcoming newcomers or showing the same unconditional love and hospitality to all people
- Competing demands on the time and resources of church members
- Failing to harness fully the skills and enthusiasm of the congregation and to build on the work and experience of volunteers.

The new Incumbent will lead us in shaping and implementing our strategy for mission, challenge our thinking and inject new perspectives into our Mission Action Plan for 2023 and beyond. We will also reflect the Aims and Priorities of the Diocese of London's 2030 Vision and draw on the resources developed for it.



# Our Church in Action

## Welcome

As part of our commitment to be welcoming, welcomers are on duty at the Parish Eucharist – our main Sunday service. The church also remains open every day to the team of welcomers who greet visitors, provide them with information, or encourage them to enjoy the peace and beauty of the church. Many visitors come to pray or to light a candle. We plan to redesign our Welcome card, which invites newcomers to tell us something about themselves, and our Welcome pack, which provides more information about the church and its activities and is sent out to those filling in the card. Until the pandemic a Newcomers Party was held three times a year. We hope to find a new format for this and to reinstate it later this year.

## Services

There are three regular services on a typical Sunday:

- Holy Communion (BCP) at 8.00am, attended by up to twelve regular worshippers (10 in 2019) plus occasional visitors
- Parish Eucharist (CW) at 10.30am, during which children leave for the Crèche or Junior Church groups, regularly attended by 85-90 adults and 30 children (110 and 50 in 2019) plus about a dozen online. A small team of servers supports the clergy at this service. We are currently rethinking the form of our family-friendly 'All Age Eucharist', which we plan to hold about four times a year (e.g. Harvest Festival, Mothering Sunday, Christingle and Candlemas)
- Choral Evensong (BCP) at 5.00pm with a regular attendance of about 30 (30 in 2019).

The involvement of our professional choir, which sings at both the Parish Eucharist and Choral Evensong, is an established and distinctive feature of HPC's worship. This is complemented at the Parish Eucharist by the Junior Choir, which also sings a weekday Choral Evensong once a month during term time. HPC is one of only five parish churches in the wider north London area where Choral Evensong is sung on a regular weekly basis.

We have had a longstanding practice of maintaining regular daily worship in the church. This regular pattern was disrupted by the pandemic and we are considering what is the right

balance between needs and resources as we establish a "new normal" going forward. Until recently Morning Prayer (CW) has only been held on Saturday mornings in person, although we plan to restart a regular weekday service in September. Evening Prayer (CW) is held each weekday on Zoom, and has a regular following. There is also a mid-week Holy Communion (CW) service on a Wednesday morning in person.

We will soon be holding discussions about restarting our 'Holy Hamsters' service for parents and carers and their pre-school children on a Thursday morning. This relies on volunteers to resource it but has been a good recruiting ground for our Junior Church on Sundays. The Rosary is said online each Thursday morning at 8.30am, and additional services are held to commemorate significant days in the church calendar (e.g. Ash Wednesday, Maundy Thursday, and Ascension Day). The range of services illustrates our willingness to explore creatively different ways of meeting the varying needs of our members and the wider community.

## Occasional Offices

In 2022 there were 13 baptisms (15 in 2019), 4 weddings and blessings (6), and 28 funerals (16). In addition, 2 candidates (4) were confirmed by the Bishop of Edmonton.



MISSION STATISTICS 2013-2022										
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Av weekly attendance (Oct.)	258	262	264	218	202	218	246	103	205	180
Av weekly attend - % children	21	25	26	17	18	17	11	11	15	14
Electoral Roll (Dec.)	328	341	344	345	338	346	235	232	234	233
Worshipping community	n/a	330	332	356	312	240	300	300	394	415
Occasional offices	32	51	55	33	23	31	37	19	21	34

**Notes:**  
 From 2013 to 2015 we had a full-time youthworker  
 In 2016 we were in vacancy  
 The Electoral Roll was revised in 2019  
 In 2020 we maintained an online Parish Eucharist



## Children and Young People

We run a Crèche and two Junior Church groups on Sunday mornings, catering for babies through to teenagers. Our Youth group, which attracts up to ten teenagers, meets fortnightly on Sunday evenings in the home of one of the clergy and in alternate weeks provides a mix of teaching and discussion with purely fun activities.

Our children and young people are involved in the All Age Eucharist services where they take part in the readings and the intercessions. With additional resources, we would have scope to further develop our other children's services, e.g. Epiphany, Easter Passion play, Ascension. Since 2013, following discussion by the PCC, the church has admitted children (aged 8 and above) to communion before confirmation. None were admitted in 2022 (5 in 2019).

Whilst we have a growing community of families with younger children, we recognise a need to do more to support them on their Christian journey and to welcome and integrate families into the wider church community as their children grow and priorities change. We have a dedicated team of Junior Church volunteers, but we recognise the need for additional resource to enhance and extend our work in this area, for example through running a children's holiday club.

The PCC has adopted the House of Bishops' "Promoting a Safer Church" policy and the Parish Safeguarding Handbook. We have a dedicated Safeguarding Officer and a Children's Champion who work with the clergy and the PCC. Church officers and volunteers who work with children or vulnerable adults are DBS checked.



## Teaching and Study Groups

Several ecumenical Lent groups meet at different times and places to suit varying needs during the six weeks up to Easter, although numbers have been dropping in recent years. This year we discussed 'The Fruits of the Spirit' online exhibition at the National Gallery. Our monthly Bible Book Club will

continue in September following the summer break. Another very successful initiative is a monthly 'Current Affairs' discussion group, which attracts about 20 participants, some from outside the church community.

Parish pilgrimages, retreats and quiet days have been well received, although there have been few recently. A women's retreat three years ago would have been followed up by another, but the pandemic intervened. We would like to develop a Christian education programme both for those new to faith and those growing in discipleship. And we will explore with members in the 20s to 30s age range what appetite there is for restarting that group, which met monthly on a Sunday evening

## Older Members and Vulnerable Adults

We have a small lay visiting team who support the clergy in home visits during the week to those who are housebound or otherwise in need. Through the Friends at Church scheme, members of the Pastoral Care Working Party keep in touch with over 50 vulnerable members of the congregation, especially those living on their own. Those that wish to do so can register contact details with HPC which might be useful in an emergency.

The clergy and lay helpers have established links with Henderson Court, a local authority day-care and residential centre for the elderly, and Spring Grove, a private home for the elderly. These were largely suspended during the pandemic, and we will discuss with them what support they would welcome. We need to manage expectations as to both the frequency of services (we used to hold a short, simple monthly Tea Service on a Sunday afternoon), and whether residents would welcome pastoral visits.

In 2015 we introduced a week of varied activities, entertainment and meals under the title "Holiday in Hampstead", which was designed for those pensioners in the local community who were in London in August. The event proved very popular and has been repeated each year since (other than during the pandemic).

## Racial Justice and Inclusion

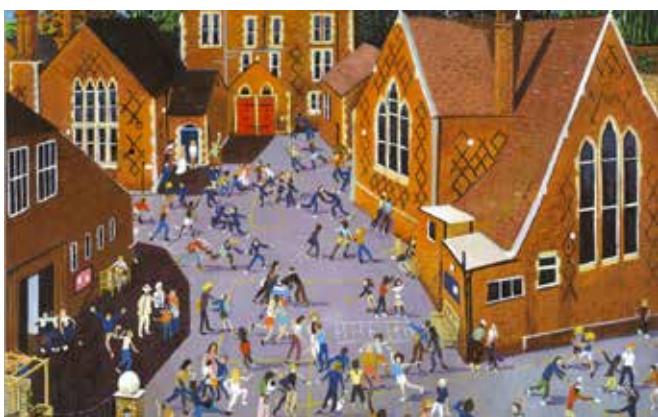
Following the death of George Floyd and the focus on the Black Lives Matter movement we formed a Racial Justice and Inclusion group to highlight the need to gain greater awareness and understanding of discrimination. We reached out to members of our congregation from global majority heritage backgrounds to better understand their experience at HPC, and have reviewed our activities with reference to the Archbishops' Anti-Racism Taskforce Report "From Lament to Action". For the past two years we have held informal exhibitions during Black History Month and, in addition, a team of researchers has begun to investigate possible links between slavery and those church members who contributed financially to building our church in the 18th and 19th centuries.

## Links to the Community

### *Hampstead Parochial School*

We greatly value our links with Hampstead Parochial CE Primary School (HPS), a Voluntary Aided school founded over 160 years ago, and seek to build on our existing relationships. Children from a number of families in our regular Sunday congregation attend the school, and some volunteer as governors or with the PTA; the school (children, staff and parents) celebrates major festivals in church at Easter and Harvest; and the clergy visit the school regularly to lead an act of worship.

The Vicar is an ex officio governor. Currently, the Vice Chair of Governors serves on the PCC, our second PCC appointed governor is a regular member of the congregation, and the Chair of the PTA is a member of our staff. All three are parents at the school. HPS was classed 'good' in its most recent OFSTED inspections (2012, 2016, 2019) and 'excellent' in its SIAMS inspections (2014, 2019).



### *Links with Other Schools*

We welcome a number of other local schools into church for their carol and other services and concerts. In total in 2022 around 5,000 people from eight schools, the local hospice and hospital visited the church for special services. In recent years local primary schools have participated in local history projects to celebrate the 200th anniversary of the consecration of the Additional Burial Ground and the 100th anniversary of the end of World War 1. We also arrange visits from local schools on request.

### *Music*

Choral music also makes an important contribution to the life of the church outside our regular services. A programme of events is organised by the [Friends of the Music](#). In 2022, performances of Bach's St John Passion and Stainer's Crucifixion were given, the former with support from the Hampstead Church Music Trust. Monthly evening recitals are given by the Hampstead Collective, originally formed during the pandemic by members of our professional choir. There are also visiting performances at lunchtimes and evenings, and a 'Come and Sing' scratch Requiem each autumn which attracted up to 80 singers in 2022 (60 in 2019). The musical programme is complemented by a number of social events.



Hampstead Community Choir was formed in October 2015 and is open to individuals at all levels of musical ability. The choir, which now has over 50 members, sings a broad repertoire and performs a concert each term, often jointly with the Junior Choir and the Hampstead Players. In 2023 it gave a performance of Vivaldi's "Gloria", and has sung at the Parish Eucharist when the professional choir is on holiday (e.g. after Christmas and Easter).

## Drama

The church has longstanding connections with drama dating back to the formation of the [Friends of the Drama](#) ('the Hampstead Players') in 1976 on the initiative of the then Vicar. The objects of the charity focus on the use of drama to promote the mission of the Church. Two main productions are performed in the church in the summer and autumn. In 2022 these were *Much Ado About Nothing* and *Blithe Spirit*. This year *Measure for Measure* will be followed in the autumn by *My Fair Lady*. The programme is complemented by an occasional Literary Hour and play readings, and a number of social events, all of which bring people into the church, with a number becoming members. The Players also make a financial contribution to HPC.



## Other Activities

Social events are an important means of building community. The church organises a number of activities, including periodic fairs and markets to raise funds for the charities it supports through book, craft and thrift sales. We also hold occasional one-off community events, such as commemorating the death of Queen Elizabeth II in 2022 and celebrating the Coronation of King Charles III over the May bank holiday weekend this year.

The new incumbent will not be expected to engage with all these activities. Whilst there are some events which the Vicar usually leads or facilitates, others will have lay champions who may need little or no input from the Vicar.

## Links to local churches & places of worship

We have good working relationships with neighbouring Anglican, Roman Catholic, United Reformed, Baptist, and Quaker churches. Our clergy help out at other local churches when needed and HPC is a member of [Churches Together in Hampstead](#) which began with ecumenical Lent groups (currently one of our Readers is the Chair of this group). Although members still come together for an annual fundraising quiz night and a picnic on Hampstead Heath, numbers are not

large and there is not a unified 'voice' in the community. The clergy participate in a neighbourhood interfaith forum run by Interfaith Matters and also in the London Borough of Camden's Faith Leaders' Forum.

## Social Justice

HPC has a strong commitment to outreach and to addressing social justice issues through its giving and its practical engagement. We support the Camden Council of Churches Cold Weather Shelter (C4WS), providing dinner, bed and breakfast accommodation for 10-12 guests (2022) on Saturday nights during the first half of each winter (14 in 2019). We have also actively supported a Syrian refugee family under the government's Vulnerable Persons Resettlement Scheme (VPRS), so that in their fifth year in the UK they are much closer to independent living.



HPC is a Fairtrade church. We ran a monthly Traidcraft stall before, sadly, Traidcraft ceased trading in January 2023. We ranked high on their best sellers list. We contribute regularly to a local food bank and support CARIS Haringey and other causes, providing clothes, bedding, toys and Christmas hampers, and the church is a London living wage employer.

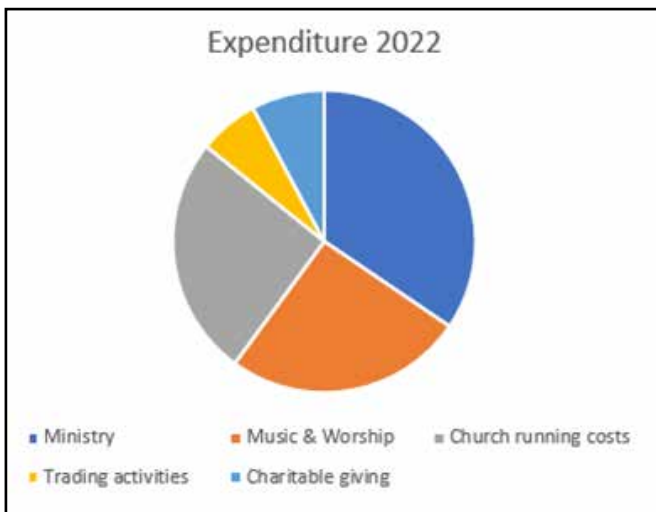
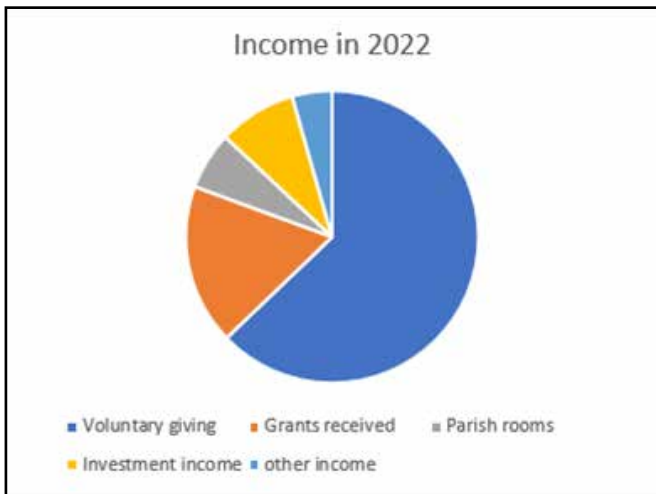
HPC supports a number of local, national and international charities. A sum equivalent to 10% of the previous year's unrestricted income (before grants and trading activities) is usually met from fundraising events and special collections at certain services (e.g. Remembrance Sunday). Earmarked donations and collections on behalf of (for example) Christian Aid go directly to the recipient. A list of these charities (reviewed every 3 years) can be found [here](#). The children's groups also choose particular causes to support, donating books, toys, clothes, and money. Leaders publicise our regular food bank collections to encourage parents to share with their children the needs of others in the wider community.

And our Community Choir is a successful outreach venture that has attracted many singers who are not church members, some of whom have subsequently joined the congregation. We continue to think about other ways to be involved in the local community, and we now host a polling station within the church for national and local elections.

# Our Finances

## Income and Expenditure

The Report and Financial Statements for the year ended 31 December 2022 are available on the HPC [website](#)



### Contribution to the Common Fund

The church meets in full its commitment to the Common Fund. Until recently it was our practice to give more, and it remains our goal to reinstate this approach if and when the church's financial position so permits.

### Hampstead Church Music Trust

The [Hampstead Church Music Trust](#) is a separate charity, with the object of maintaining and promoting the performance and appreciation of church music in Hampstead. HPC applies to it each year for a grant, and in 2023 has been awarded grants of £53,000 towards the cost of the choirs and £8,000 for the performance of the St Matthew Passion in Lent. This means that a significant proportion of the costs of the professional choir and the music staff are met from outside the church's own resources. In addition members of Hampstead Parish Church are currently involved with the London Festival of Contemporary Church Music, and in 2023 the Music Trust has made a grant of £5,080 to the Festival for a concert of music by Michael Berkeley (75 this year), a young composers' workshop, and to commission a new Mass setting.

## Assets

Our main assets are the two residential properties referred to above. The flat in Frognal is let and generates income to support missional activities of the PCC. Whilst there are no restrictions on how the income can be spent, the priority of the PCC is to cover the cost of its work with young people.

## Stewardship

Over 200 members support the church financially on a regular basis – either through the Committed Giving scheme or by regular contributions to the Pew Envelope scheme or online. This translates to a larger number of individuals when taking into account family households, and also includes about 15 past members who continue to support us. This total, however, represents possibly only two thirds of the potential within the wider congregation.

A significant proportion of our regular giving comes from a small number of generous individuals and families, which is not sustainable in the longer term. A succession of stewardship campaigns in recent years to coincide with Dedication Sunday (October) has led to only modest increases in giving from existing and new contributors. Conversely, members were very generous in giving to the church in response to specific appeals (e.g. to help avoid significant losses during lockdown). Whilst everyone's capacity to give differs, our focus going forward is on building engagement and encouraging (mainly newer) members to give on a more regular basis to support the church's mission.



## Our Leadership & Support Team

In leading and developing HPC's work, the Vicar is able to call on support from fellow Clergy and Readers, a highly committed network of volunteers (with skills covering a variety of disciplines including communications, finance and the law) and a dedicated staff team. As in many churches, there is scope to galvanise and motivate this support and make it even more effective. Successful teamwork is fundamental to reducing the Vicar's workload and to the continued growth of the church.

### Clergy

During the vacancy our worship is being led by the Revd Graham Dunn (Curate) and the Revd Jan Rushton (Associate Priest), a retired priest who joined the congregation in 2011 and who has Permission to Officiate. They are supported by two Readers, Dr Handley Stevens and Andrew Penny.

Over a period of many years we have provided a training opportunity for curates; Graham joined us as a deacon in June 2021 and was priested with other ordinands in the Area in our church a year later. We are proud of this contribution to the wider church and are keen to continue to help form new clergy for their future ministries.

### Staff

The Clergy are supported by a small part-time staff team, comprising the Parish Administrator (28 hours per week), the Assistant Administrator (started 8 May 2023 – 21 hours per week), the Director of Music, the Director of the Junior Choir and Community Choir, and the Organist. The administrative team provides support to the clergy, the music department

and to the children's and youth work volunteers, and is responsible for letting and managing the parish rooms.

### PCC and Committees

As the range of HPC activities grew we recognised that we had reached the limits of what we might reasonably expect an Incumbent to manage alone and that a different style of leadership was needed. We developed support structures with a degree of delegation from the PCC to enable the delivery of HPC's Mission and implementation of our MAP more effectively. However following the pandemic the only regularly active groups are the Standing, Finance and Children and Young People's Committees, and the weekly Operations Meeting. We recognise the need to revisit this issue, both to find ways of sharing the work of a busy church community and to make best use of the special gifts and experience of clergy and lay members.

### Volunteers

Volunteers play a hugely important part in the life of the church. As many as 130 contribute in one capacity or another – from gardening to finance, pastoral visiting to teaching in Junior Church, catering to cleaning, serving at the altar to preparing the intercessions, as well as through an involvement with the PCC and its committees and delivery groups. It remains an ongoing challenge to encourage some to make a more regular commitment and to share the burden more evenly with those who have taken on multiple roles, so that we can develop and fully deploy the gifts and skills of all our members.



# Our Next Vicar

Our Vicar will play a central role in shaping and inspiring our development as a church as we build on strong foundations and explore new ways to grow – in faith, impact and numbers – to become a place for the whole community to encounter the love of God in Christ.

HPC supports the ordination of women and is a member of the Inclusive Church network. We welcome the General Synod's proposals to bless the relationship of same-sex couples after a civil marriage or civil partnership as an initial step in the right direction. The successful candidate must therefore be willing to work with women priests and bishops and to welcome and value all church members – regardless of sexuality, ethnicity, socio-economic background or other aspects of personal identity.

## What are we looking for?

### Essential attributes

- ✓ **Churchmanship:** A liberal catholic priest with good theological and liturgical understanding, supportive of our existing style of worship and our strong choral tradition
- ✓ **Teaching:** A preacher who speaks to both head and heart, critically explores Scripture, recognises the place of doubt and questioning in our spiritual journey, and encourages the congregation to share their faith in word and deed
- ✓ **Discipleship:** An enabler who will cherish our congregations, our Junior Church and visitors, and help them to grow in a stimulating exploration of faith and witness that connects the Gospel with contemporary and social issues in their daily lives
- ✓ **Teambuilding:** A collaborative leader with the vision, skill and energy to develop and empower teams of clergy, staff and volunteers, who recognises and nurtures the skills and talents of others to enable the church to grow, and has the capability and desire to be a Training Incumbent
- ✓ **Mission:** A pastor who can work across different ages, backgrounds and needs to bring people closer to God and to each other, and can reach out proactively to serve those outside the church
- ✓ **Community:** A visible presence and respected voice in the wider community, working with our parochial school, other local churches and the Camden Deanery to implement the Diocesan Vision 2030.

### Desirable attributes

- ✓ Experience of working in partnership with Church of England schools and as a school governor
- ✓ An enjoyment of music, literature and the arts
- ✓ Some familiarity with key IT applications for administration, online meetings, streaming services, and website management
- ✓ An understanding of the use and potential of social media in fostering community
- ✓ Alert to the major trends shaping both the wider Church and the local area.

## What is the scope of the role?

In addition to leading and refreshing our church life, the Vicar has a role in the local community. Previous incumbents have been actively involved in the Hampstead Churches Community Support group (sponsoring a refugee family), Churches Together in Hampstead, the Camden Deanery, the wider Episcopal Area and Diocese, and local inter-faith networks.

As well as serving as an ex officio Governor of Hampstead Parochial School, the Vicar is the only ex officio trustee of the [Hampstead Wells & Campden Trust](#) (a local community charity disbursing substantial sums annually) and also acts as a trustee of a number of associated church charities (e.g. the Hampstead Parochial Charities, the Hampstead Church Music Trust, the Hampstead Players). In recent years previous Vicars have supported the work of the Church Row Association, the Hampstead Arts Festival and North London Citizens.

The new Vicar will decide where to invest their time and energy to meet the needs of the parish, and we welcome the breadth of perspective that such activities bring to their work in HPC.



## What we can offer

- Generous, engaged and resilient congregations who embrace Anglican choral liturgy but are willing to explore additional forms of music and worship
- An active Junior Church and varied outreach activities
- A curate, a PTO priest and two Readers, excellent administrative and musical support, and a professional choir
- A capable PCC and Churchwardens, with a structure of committed and active groups of lay colleagues to support the Vicar
- An attractive, well-appointed four bedroom vicarage next to the church, with an established garden and good access to central London and good local school

## Next Steps

We recognise there is a lot of information in this document. If you have reached the end, well done – you have met your first challenge. This post is personally demanding, but we want to reassure you that we also know how to have fun together!

If you are excited by what you have read about us and by the opportunities for your future ministry we look forward to hearing from you.



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