

The Parish Church of St John-at-Hampstead

**Review of
The Year's Activities
2015**

Foreword from the Vicar

Though this is the last report I shall write for an Annual Parochial Church Meeting of this Parish, I do not want to anticipate here too many of the things I shall be saying on my final Sunday. However, it is appropriate now as then to say thank you, on your behalf, to all those who contribute so much to the life of this church.

Amanda Kneller became my new PA in October in succession to Paula Flynn who moved to Salisbury in the summer and was temporarily succeeded by Judy East. I am very grateful to all three of them as they each managed to cope with my office style or lack of it.

Angela Gardner and Jon Siddall bring many gifts to the office of Churchwarden. I have benefitted enormously from their wisdom and efficiency and am sure the parish will be in safe hands during the interregnum. Inigo Woolf continues to care faithfully and wisely for our finances with the generous help of Charles Perrin as chair of the Finance Working Party.

I am also grateful to Handley Stevens for the many things he continues to do, having handed on the role of PCC secretary to Nicholas Walser, but retaining responsibility for oversight of the working parties; to Peter Ginnings who managed the responsibilities of Stewardship Secretary with wonderful efficiency and has handed over to Nicki Siddall as Stewardship Administrator to whom we are very grateful for taking on the practical part of this task while we look for someone to help us review our whole approach to stewardship; to Andrew Penny and Diana Finning, our deputy churchwardens who do so much beyond the call of duty; to Gaynor Basseby Fish for keeping the records of our membership in the electoral roll; to all our patient and indefatigable PCC members, and working party chairs; to James Sherlock, who in spite of his recent illness, continues to conduct our service music and concerts with wonderful skill and sensitivity; to David Moore who assists him and ensures that our Junior Choir goes from strength to strength, who took on extra responsibilities while James was away, and who directs our new and enthusiastic community choir; to David Gardner who ensures we always have a well-trained team of servers for every Eucharist; to the leaders of all our Sunday School groups and for the oversight of Chris Money, Marilyn Brooks, Vanessa Fitzpatrick and Helen Evans, who enable our children to enjoy themselves and to learn at the same time; to Richard Blakesley for ensuring we have a friendly and efficient team of sidesmen and welcomers; to Sheena Ginnings and her team of wonderfully skilled flower arrangers; to Dee Lawal for ensuring that there is always coffee on Sundays; to Anne Stevens for overseeing the regular cleaning of the church; to Elizabeth Beesley for supplying wonderful things to eat on special occasions; to Margaret Willmer for drawing people into our services and events with her wonderful posters; and to Nicholas White for making sure we are read to on Sunday mornings; to Jenny Bunn and her team of gardeners; to Katherine Reed for managing the parish office and all the wide variety of calls upon her time and patience, and to Judy East for standing in when Katherine is away; to our Readers, Andrew Penny and Handley Stevens, for their faithful work and inspiring preaching; to Jan Rushton whose twentieth anniversary of priesting we were delighted to celebrate with her, and who continues to help us in our worship, social outreach and study; and lastly but not least to Diana Young who will soon complete her period of formal training and who has developed a disciplined, conscientious, gently humorous, and thoughtful style of ministry which will continue to benefit this parish during the interregnum and whatever parish she then goes on to serve (and we should also thank Simon for all that he involves himself with not least in the Sunday School and on the stage.)

Given the length of this list any prospective incumbent of this parish will see how remarkably privileged one is to have so many people who do so much, and therefore allow the Vicar to get on with other things!

The Vicar

Introduction from the Churchwardens

The announcement by Father Stephen at the Annual Parochial Church Meeting last April that he planned to retire in May 2016 inevitably set the tone for the rest of the year.

In rightly celebrating all that he has brought to Hampstead Parish Church during his 15 years of dedicated service in leading our worship and teaching, caring for our members, promoting and representing our work within the local community including the Parochial School, encouraging our support of charitable causes, valuing our musical traditions, and supporting our links with drama, it has also given each of us reason to reflect on the future of our Church and how we can build on our strengths and achievements, and address our weaknesses.

The consultation exercise with members that we have subsequently undertaken on your behalf has reinforced the view that there is already much to be proud of in our Church. This is further confirmed by this review of the year's activities. We add our sincere thanks to those expressed by the Vicar to all those who make Hampstead Parish Church what it is.

As we prepare for the next phase of our development, and we look forward to welcoming Fr Stephen's successor, we need also to consider carefully and prayerfully the extent of our ambitions as a Church, and our priorities, and what it will take to achieve them.

Angela Gardner & Jon Siddall

Mission Action Plan 2013-2017

The PCC, supported by the Standing Committee and the Working Parties, has made further concerted efforts to work towards the implementation and delivery of the five key aims set out in the Mission Action Plan 2013-2017. The PCC met five times during the year on 12 February, 7 May, 2 July, 10 September and 12 November.

The current membership of the PCC, Standing Committee and Working Parties is listed at Appendix A below. The aims of the Mission Action Plan (revised in November 2015) are to:

- Build a lively and loving community that is welcoming and hospitable to all
- Offer a variety of challenging and accessible worship and teaching to meet differing needs
- Provide welcome and activities for older people as well as children and young people across the age range
- Demonstrate by our actions God's love as a force for good in our community and in the world
- Share the responsibility for finding the time, space, money, volunteers and skills needed to achieve this plan.

Further encouraging progress was made during 2015 notably through the introduction of some important new initiatives including Holiday in Hampstead, the Community Choir, and the establishment of a small team of Lay Visitors. The planned development of programmes for younger members of the Church was held back by the continued absence of a Children's and Youth Worker although this was partly offset by the determined efforts of the Junior Church team, well supported by the clergy. There is much still to be done if the aspirations of the Mission Action Plan are to be realised in full.

A full update on the progress made to date towards the achievement of the aims of the plan is set out at Appendix B below.

The Year in Brief

Our Membership

There were 341 names on the Electoral Roll at 1 January 2015. In the course of the year 10 names were added and 6 removed either through death or relocation away from the parish. The net result was an Electoral Roll total of 345 at 31 December 2015. The number of individuals involved with the Church remained somewhat higher and further efforts will be made to encourage more of them to take the formal step of joining the Electoral Roll.

Our Worship

We continued to offer a full range of services ranging from the regular Sunday Services of Holy Communion, Morning Eucharist and Choral Evensong to daily Morning Prayer and Evening Prayer, and the weekly Holy Hamsters and midweek Communion services. Our main services were again ably supported by our professional Choir and our Junior Choir.

Attendance, Baptisms, Marriages & Funerals

The average attendance at worship on the Sundays in October (the period designated by the diocese for gathering such statistical information) was 243 (237) for all services; 184 (181) adults and 59 (56) children with an average of 114 (119) communicants. (These statistics are not perhaps fully representative of our average annual figures because half term falls in October. However, they do give some guidance as to growth or decline, year on year).

For weekday services, there was a weekly average of 7 (7) communicants, 13 adults and 12 children at Holy Hamsters (17 adults and 14 children) and an average weekly attendance of 3(4) at Morning Prayer and 3 (3) at Evening Prayer.

There were 25 (12) baptisms, there was no confirmation in 2015 (6 candidates in 2014), 4 First Communions (4), 6 (5) weddings and 2 marriage blessings, and 22 (13) funerals. (Figures in brackets are for the previous year).

From the funeral registers we note in particular the deaths of Rachel Nugee, Anthony and Sari Hutton, and Peter Dun.

Our Activities

Within the Church

We again organised a full programme of activities ranging from another successful Spring Fair and Christmas Market to the popular Living Book Club and a series of well supported concerts, recitals and drama productions. A highlight was John Rutter's presence to conduct a scratch performance of his own Requiem.

In the Community

We remain fully committed to our work in the community through our involvement with amongst others Traidcraft, CARIS Haringey, Christian Aid, Citizens UK, and the NW3 Good Neighbours Scheme. We continued to support our chosen charities locally, nationally and internationally, achieving our target of committing 10% of unrestricted income to other charitable causes.

New Initiatives

We remain open to supporting new initiatives and this year saw the introduction of Holiday in Hampstead, the Community Choir, and the establishment of a Lay Visitor scheme.

Reports on Church Activities

The Churchyard and Additional Burial Ground

We recently uncovered a gravestone carved by Eric Gill - not even the Camden History Society knew that was there but the family had a record of it and, with the help of the gardening group, cleared the stone.

Satisfying as it is to uncover a gravestone and reveal details about a person long lost to ivy and earth most of our work is on the basic essentials of keeping paths clear, cutting back, weeding, tidying and making compost - seriously, we spend an extraordinary amount of time making compost!

We were fortunate to receive a substantial donation from a Church Row resident specifically to repair several gravestones that Camden had marked as dangerous. Camden's solution being to lay them all flat this has saved several from a sad demise. Some had already been laid down and those we've, regretfully, left them as they are. One large pedestal is still marked with hazard tape and Camden are being encouraged to come and make it safe as soon as possible.

We're trying to reduce the less appealing side of allowing dog-walkers to enjoy the area. We don't want to completely ban them but the evidence of their visits left on graves or their muddy enthusiasm when you're mourning a loved-one make it a matter of concern and we ask everyone to be considerate.

In June we joined the Open Churchyards weekend and provided a range of activities, refreshments, graveyard tours and information. This year (yes, I know this a review and I shouldn't be looking forward) we've registered with the Open Gardens Weekend (18-19 June). The churchyard is at its best in June, wild flowers, butterflies, insects - it's a nature conservation area and these things are close to our hearts.

I'm grateful to all the volunteers who turn out every month, rain or shine, to keep it looking cared-for.

Judy East

The Cleaning Team

The cleaning team volunteers – men and women – ensure that the church is kept bright, shiny and as free as possible from dust, litter and spiders' webs. Each member of the team takes on responsibility for a particular item or space. Some cleaning, such as the polishing of the brass communion rail or the standing candlesticks, is undertaken quite frequently, often at times when the volunteer is in the church for other reasons. The main bulk of the cleaning is however, achieved on specific Saturday mornings, which provides an opportunity for the team not only to co-ordinate their labours but also to socialise over hot drinks and cake. In 2015 the team met for six cleaning mornings; on four occasions (in February following the building work on the back pews and floor, in late March, September and December) to clean the main body of the church, and twice, in June and late October, to clean the galleries. The gallery cleaning presented particular challenges, since the use of the galleries for miscellaneous, and not always well contained, storage makes adequate cleaning almost impossible.

This year a number of long-standing members of the team, whose contribution we have so much appreciated, have moved away or left the team, but we have been very glad to welcome two or three new members. We are still short of the numbers that would be desirable: I am very grateful to those volunteers who do considerably more than their allotted stint, but would like to have sufficient to ensure that everyone has an appropriate task and none need spend more than an hour or two at it.

I am sure that the fact that so many visitors who come to the church comment on how well cared for it seems is an outward and visible sign of Hampstead Parish Church being a caring community. That is an important message. I should like to express my thanks to the team for their very thorough and faithful efforts.

Anne Stevens

Fairtrade at Hampstead Parish Church

Fairtrade is continuing to flourish at Hampstead Parish Church through its support of Traidcraft, the UK's leading fair trade organisation. Founded in 1979 as a Christian response to poverty, Traidcraft has a unique structure both as a trading company and a development charity working together, with a mission to fight poverty through trade. It campaigns to bring about trade justice and works with some of the poorest people in the world, supporting them in transforming their lives by trading out of poverty.

Although the Traidcraft stall only runs once a month, our sales have been strong over the past year, and we have moved up in the best sellers list to be among the top 150 out of over 4,000 Fair Traders. This is very exciting and we are extremely grateful to our loyal supporters who have made it possible – thank you! Of course it is only possible because of the small but loyal team of helpers who run the monthly stall and develop their muscles carrying the heavy boxes of Traidcraft goods.

We had a very successful Big Brew event in the spring, when donations of nearly £400 were matched with government funding for the Traidcraft's Fair Necessities appeal. Traidcraft items made up some of the Foodbank contributions, Traidcraft chocolates were supplied for the Contact Club's annual Christmas dinner and festive Traidcraft food was part of the Christmas hampers. These were distributed through Camden Age UK to elderly and isolated members of the local community. Traidcraft supplies us with food and craft items for every season, from Easter eggs in the Spring to Christmas cards and nativity sets to sell at the Christmas Market, and it is always worth visiting the stall to see what new goods are on display. In 2015 Traidcraft encouraged us all to "Show you Care", and what better way to do that than by purchasing a delicious packet of biscuits, a charming embroidered card, a tasty packet of almonds or a useful bar of soap? Every purchase makes a difference to vulnerable and marginalised people in the developing world.

Diana Finning

The Flower Team

Each week (except during Lent and Advent) one or more members of the Flower Team arranges flowers in the main body of the Church and in the Lady Chapel.

The Flower Team has 21 talented members, of whom 12 do flowers throughout the year and other members are available to help at the Easter, Harvest and Christmas Festivals. The

team is always happy to welcome new members. The only requisite is to enjoy working with flowers in what is a very beautiful and special building. This year we were very pleased to welcome Stephanie Romigs and Esther Fitzgerald.

This year we sadly said goodbye to 4 of our long-standing members. Jenny Macdonald-Hay, Audrey Stocker, Rosemary Gaskell-Taylor and Christine Risebero who either retired from the team or moved out of London. I would like to thank them all very much for their commitment, hard work and creativity and we will miss them and their beautiful arrangements very much.

Flowers are a lovely way to remember someone or to celebrate a special event and members of the congregation are invited to sponsor the flowers during the year in celebration of an event or on special anniversaries.

At Easter, Harvest and Christmas we share the decorating responsibilities with the children's groups and other members of the congregation who come along to help. Putting together the Easter Cross has become a tradition and is always great fun.

My very grateful thanks to the flower team for their enthusiasm, commitment and creativity; also to Suzanne Pinkerton who waters the flowers each week, Chris Weatherhead who helps with flower transport at Easter and Christmas and Katherine Reed for all her practical help. I would also like to thank the congregation for their appreciative comments and their financial support through Flowers in Memory.

Sheena Ginnings

The Junior Choir

The Junior Choir continues its regular schedule of Thursday 5.30-7.00, Friday 4.45-5.30 and Sunday from 9.00. The choristers continue to sing at the Parish Eucharist and Choral Evensong on the first Thursday of the month. Occasionally they sing on Sunday Evening instead of the morning.

I currently have 20 choristers ranging from age 7-17. They are all Barney Rodgers Scholars meaning that they receive subsidised one to one singing tuition from either myself or members of the adult choir. Choristers are still entered for ABRSM and RSCM examinations as and when.

We continue the publication of our termly choir newsletter: Chorister News and continue the recent development of Thursday informal concerts held on the third Thursday of the month. Since writing last year, we have enjoyed a concert trip to Sussex in June, singing Evensong at Exeter College, Oxford, in September, and singing at the Houses of Parliament in November. Never a dull moment!

David Moore, Junior Choir Director

The Living Book Club

The Living Book Club had its first meeting in May 2014. It meets on the first Sunday of every month, except January and August. Living Books are either members of the congregation or a member of their close family. It is a chance to find out about a person's life, interests, experiences or inspirations from them. It starts with tea, followed by the talk and then a chance to ask the Living Book more questions.

This year Living Books have included a documentary film maker, a biographer, a musician, a baroness, a dancer and choreographer, a Shakespearean scholar, a psychiatrist and opera lover, a daughter and writer tracing the wartime experiences of her father, a family historian and namesake, and a victim of terrorism and his wife.

The Living Book Club highlights that there is always much we don't know about people. It also illustrates the richness, diversity, creativity, courage and resilience within our congregation.

Sheena Ginnings

Safeguarding of Children, Young People and Adults at Risk

The PCC has adopted the Diocese of London's recommended policy statement on the safeguarding of children, young people and adults at risk, which is renewed annually. By this statement we are reminded that we have a duty to value all people as bearing the image of God and therefore to protect them from harm. The implementation of the policy is overseen by the Children and Young People's Working Party and by the Church Safeguarding Officer. The Pastoral Care Working Party is also developing appropriate procedures for safeguarding of adults at risk. A copy of the Safeguarding Policy is displayed at the back of the church, as are the names and contact details of the Safeguarding Officer (Deborah Zandstra, who was appointed in place of Nicholas Walser as from 1 January 2016), and Children's Champion (Vanessa Fitzpatrick) and contact numbers of Childline and Parentline.

We follow the guidelines published by the Diocese of London in all activities involving children, such as the Sunday School, Creche, Junior Choir and Holy Hamsters. These include ensuring that all leaders and regular helpers have up to date DBS checks and all groups should be supervised by at least two adults, and carrying out regular risk assessments.

Nicholas Walser

Servers

I have looked back 15 years (for obvious reasons) to early 2001 when I on behalf of the servers gave "a warm welcome to our new vicar!" We then had 25 servers "operating" and were "coping" with Common Worship. Of those servers, only Gaynor Basseby Fish, Peter and Sheena Ginnings and I are still serving. Angela Bates (now Gardner) and Jean Harrison had joined the team by Easter.

Since then many have joined our team and served the church well, and in 2015 we were sorry to lose long-time servers Bill and Christine Risebero, though wishing them well in their new life in Burford. Also, John Willmer, whose service to the church goes back even further, but thankfully he (with Margaret) still continues to serve the church in many ways.

We are now about to say a warm goodbye – and thanks – to Father Stephen. We will continue to support our clergy, Diana and Jan, as we serve at the Eucharist during the interregnum and await a new vicar.

We have an excellent team of servers, diverse and representative of our wonderful church in Hampstead, young and old. It is a privilege to play an active part in our worship in this way and to be close to our excellent professional and junior choirs in the chancel.

However, we only have a team of 16 active servers currently. We very much hope for more members of our congregation to join us in the worthwhile business of assisting the clergy as they lead us in worship. If you would like to find out more, please contact me.

Thanks as ever to all the clergy and to Judy East and Katherine Reed for their assistance and again to Father Stephen for his interest and encouragement and more over the last 15 years.

David Gardner

Sidesmen and Welcomers

The Sidesmen, Sideswomen and Welcomers team has continued to play an important part in ensuring a positive initial contact for visitors to services in the church. Around 40 people currently help out on a regular basis at either the 8.00am, 10.30am, or Evensong services, and others help out occasionally, for example at the Christmas services.

Our main task is to extend a warm welcome to all those who attend services, whether they are regular members of the congregation, newcomers or visitors, as well as to be on hand to provide assistance and information when required. The Sidesmen and Welcomers help prepare for services, ensure that everything runs smoothly 'behind the scenes' and tidy the church afterwards.

Those on duty fulfil a further important responsibility in protecting the health and safety of the congregation should an emergency arise, including the evacuation of the church. Meetings between the Head Sidesman and the Churchwardens, and among the Sidesmen, Sideswomen and Welcomers are held from time to time to discuss the role of the group and possible ways of improving our efforts.

Grateful thanks go to all members of the team for their valued support. We would benefit from additional volunteers at the moment, and are particularly keen that all groups and ages are adequately represented. Please let me know if you are aware of anyone who would like to be involved.

Richard Blakesley

Stewards

It's a cold, wet Saturday afternoon in February and I'm 'stewarding' - sitting in the church to welcome visitors. There are none. No one wants to go out on such a day, or if they do, a church is low on their list of places to visit.

Boxing Day - the church is open and all the people out for their holiday walks drop in, wander around, admire the crib, the Christmas tree, the flowers. "Happy Christmas" they write in the visitors' book. Today I know why I'm here.

A range of interesting and far-flung visitors signed the Visitors' book in the early weeks of 2016 - "Remembering Tom Sutton" - not many of the congregation now would remember Tom Sutton, verger here for 39 years until his retirement in about 1970. Others come back who were married here, baptised here, or just lived locally and remember visiting. Some of them light a candle or put a prayer request in the book. Many of them remark on how nice it

is to find the church open. And that's why we do it - to keep the church open for the occasional visitor, for the people who want somewhere quiet to pray during the week, even for the street people who need somewhere to get warm. My thanks to everyone who helps in this way.

In an ideal world we'd have stewards in the church every day so that any visitor can see a presence, either someone they can talk to, or at least be aware of the comfort of knowing that there are people in the building - because if you don't know the church, don't know where the office is, or that people are working there, it can seem a bit lonely. But that's a way off yet and we have to content ourselves with covering times when the office is closed - Wednesdays, Saturdays and Thursday afternoons, Bank Holidays and Sundays when there's no choir. There aren't many of us - like any volunteering group in the church we could do with more but we manage - and that's all anyone can ask really. If you'd like to help don't be afraid to ask me more about it.

Judy East

Reports on Activities of Associated Charities and Organisations

The Friends of the Drama

The Friends of the Drama experienced another successful year with the summer and autumn productions once again at the heart of our activities.

Our summer production, Shakespeare's Richard II, was ably directed by John Willmer and Bill Risebero, who successfully guided the cast and crew through the historical and dramatic intricacies of the play, to a series of well received performances. In the autumn, Jane Mayfield took on the challenge of adapting and directing one of the nation's most beloved novels: Pride and Prejudice. The production drew large and appreciative audiences who were moved and entertained in equal measure, demonstrating the versatility and range of talent in the Players.

The two productions raised a combined surplus of more than £3,000 which has meant that the Friends of the Drama are able to commit a further significant charitable donation of that order to Hampstead Parish Church.

The popular Literary Hours on the third Wednesday of each month reinforced the Friends of the Drama's commitment to encouraging church-based literary activities and raised nearly £900 for the HPC Fabric Fund. There were also two well attended evening events: a play reading of Richard II and a Literary Evening reprising two successful Literary Hours, enabling us to reach members of the local community that cannot attend at lunchtime.

Our grateful thanks go to those who continue to support the group, both on and off stage, and enable us to reach out into the local community through our literary and dramatic activities. We remain indebted to Hampstead Parish Church for the ongoing use of its facilities.

In 2016, as the Players celebrate their 40th anniversary, we would most especially like to extend our thanks to Father Stephen for his support and participation over the last 15 years.

Matthew Williams
Chairman

The Friends of the Music

The Friends of the Music underwent notable changes in 2015. We have traditionally organised musical events at HPC to raise funds for the Service Music, as well as to create performance opportunities for our musicians. However, the very generous legacy recently received by the Hampstead Church Music Trust from Miss Charmian England has relieved us of much of our burden of fund-raising. Instead we received two generous grants from HCMT to organise two major choral works for performance by the Choir - the St Matthew Passion and the Messiah. Both drew a large audience into the Parish Church: the first was offered free of entry charges, and the second was given in partnership with the Hampstead Arts Festival. The Friends also organised one of our traditional "Come & Sing" events in November, when John Rutter very kindly directed a performance of his own Requiem. All three events featured soloists from the Choir with professional instrumental accompaniment, and over 750 people came to hear and be moved by sacred choral music performed by impressive musicians.

These performance opportunities are an important incentive in recruiting good singers as "regulars" to the Choir. As well as the choral works, the Friends organised two outstanding recitals from members of the Choir during 2015: Martin Oxenham performed songs by Balfour Gardiner, and Robin Tyson, Paul Robinson and Nick Mogg songs by Schubert and four of Britten's Canticles.

Alongside this exciting music programme the Friends continued to organise the social events which are an important feature of this organisation. As well as the annual Garden and Carol Service parties, we held an entertaining Desert Island Discs evening with Handley Stevens as musical castaway. The income from these events - together with Friends' subscriptions and donations - has enabled us to direct our reduced fund-raising activities towards a number of new initiatives at HPC:

- to provide funding for adult singers to accompany the Junior Choir at their monthly Choral Evensong (which greatly enhances the musical experience for the Choristers);
- to support the promising new Community Choir venture with kick-start funding for its first term to organise wider advertising and publicity for non-liturgical music at HPC, helping us to draw more people in to share our music.

The Friends are grateful to the HPC musicians for throwing themselves into our musical events with such enthusiasm. James Sherlock has conducted some inspirational performances, David Moore has organised some admirable lunchtime recitals (as well as continuing his excellent work with the Junior Choir), and the Choir has given us a year of memorable music-making.

Gill Perrin
Chairman

The Community Choir

Everyone loves to sing! The Hampstead Parish Community Choir is open to everyone of all levels of musical ability. Members do not need to audition or be able to read music. The only requirement is to love music and want to sing. It is under the umbrella of and supported by the Friends of the Music. The Choir sings a broad repertoire of music and is led by the assistant organist and very talented musician David Moore and meets every Thursday during term time.

The Community Choir started rehearsing in October 2015. It is now at the end of its second term and has a regular membership of 25 choristers. The Choir performed its debut concert for friends and family in January. However the highlight this year for the Choir was being invited to sing *Jesu, Joy of Man's Desiring* on 6 March at Handley and Anne Steven's Golden Wedding celebration concert. The Choir aims to hold a concert each term. Social events are also important and these are held regularly each term.

The Community Choir always welcomes new members. If you would like to find out more contact Chris Money on cfmoney@blueyonder.co.uk.

Chris Money

Hampstead Christian Study Centre Reading Group

The Hampstead Christian Study Centre continues to meet on Wednesdays at 8.00pm in the Crypt Room. It has recently transformed itself into a Reading Group discussing recent works of a theological importance. This has proved most rewarding with members feeling they could raise questions and air opinions under the expert leadership of Stephen Tucker, Jan Rushton and Claire Wilson.

In the Summer Term 2015 we read with great pleasure an amazingly clear and succinct book by David Bentley-Hart, "A Short History of Christianity" from which most of us emerged much clearer about the progress of Christian thought throughout the world, its different doctrines and the scholars who helped to spread it. In the Autumn Term we looked at the state of contemporary Britain to see if we were "On Rock or Sand" with the group of thinkers with particular expertise called together by the Archbishop of York to examine issues such as economics, education and poverty. Again the discussions were lively and often well-informed and critical of the essayists.

In this last term we felt we should examine interfaith issues which are increasingly impinging on our lives and so we moved from Christian writers to read Mona Siddiqui's excellent short book "How to read the Qur'an". We were correct in thinking this would interest people as we had 31, including a few Muslims, at the first meeting and 24 who continued to attend. We are particularly grateful to the Egyptian Muslim scholar who assisted our thinking and even altered his busy schedule at the Brompton Hospital to attend. We will follow up this study by looking in the Summer Term at Karen Armstrong's "The Bible: a Biography".

We have kept up our tradition of holding Saturday afternoon lectures (with tea) and were delighted to hear Andrew Gimson in the Summer Term talking about the kings and queens of England in a highly entertaining way. In the autumn, as usual we hosted the Annual Donald Barnes Memorial Lecture at St Peter's and, as it was the turn of a woman to deliver this, we welcomed Dr Julia Ipgrave who gave a beautifully structured and thought-provoking lecture comparing the present reactions to immigrants to the writings of early settlers in America and their reactions to the native Indians. We are excited that this year's lecture on Wednesday 9th November will be given by Lord Williams, the former Archbishop of Canterbury. The subject is not yet fixed but then we know Rowan Williams can talk well about anything!

The committee and all who have attended the Study Centre in recent years owe a tremendous debt to the erudition and eloquence of Stephen Tucker. We are overwhelmingly grateful to him for his support and interest. I don't know what we will do without him. Thank you, Stephen.

Mary Shakeshaft

Report on the Fabric, Goods and Ornaments of the Church

One of the duties of the churchwardens is to inspect and report on the fabric, fixtures, fittings and furniture of the Church. And so, like generations of churchwardens before us, we arrived at Church one dark, cold night in January to dust off the register and count and inspect the various assets included therein.

There were crucifixes and pyxes, maniples and chasubles, altar frontals and superfrontals,... many items are used in our worship season by season, but many more are exposed to daylight (or, in our case, electric light) just once a year for the purposes of the check, and then shut away again for another year. One wonders why... and whether better use could be made of some of them.

There is an exception, a handsome silver gilt Steeple Cup dated 1629-30 and donated to the Church in 1747 by Susanna Weedon. This item is under loan to the V&A Museum and can be viewed in the Silver Gallery (no.65) – do take a look if you're there.

We are pleased to report that we have not identified any items of value to be missing or damaged since the previous year. With respect to the building itself, restoration work on the gallery windows was completed during the year. We are grateful to all who made this possible by contributing to the Windows Appeal. We thank the Buildings Working Party which meets regularly to review building risks and maintenance and to oversee projects.

2016 has already seen the overhaul of the north and south side exit doors which could only be opened and closed with difficulty, as a result of wear and tear over many years. A major Church redecoration project will be needed in the coming years to preserve the interior for future generations of worshippers; this will be a significant and costly undertaking and will require careful planning. We are indebted to all who help with the upkeep of the Church.

Angela Gardner & Jon Siddall
Churchwardens

Report on the London Diocesan Synod

The Diocese of London forms part of the Province of Canterbury. St John-at- Hampstead is one of 413 parishes within the Diocese and under the synodical system of government that operates within the Church of England, the Bishop of London presides over a diocesan synod whose clerical and lay members are elected by each deanery. The elected members from North Camden Deanery include Inigo Woolf.

The London Diocesan Fund is a charitable company limited by guarantee and it acts as the Bishop's Council; it currently has around 50 members including, bishops and archdeacons, together with lay and clerical members elected by the Diocesan Synod. Inigo Woolf has been a member of the Fund for some years and is also Treasurer of the Bishop of London's Fund.

The Fund aims to raise sufficient funds from parishes to cover the cost of providing clergy to all 413 parishes. At St John-at-Hampstead we have always strived to cover the cost of our clergy and contribute to the support of other parishes.

The Diocese has a strategic plan, Capital Vision 2020 which sets out some key objectives to be achieved by 2020. More information is available on the Diocese of London website.

Report on the North Camden Deanery Synod

Synod met four times in the year – holding regular meetings in February, June and October and a special joint meeting with South Camden in November. The regular agendas followed the three Capital Vision themes, namely: seeking to be more confident in speaking and living the Gospel of Jesus Christ, more compassionate in serving communities with the love of God the Father, and more creative in reaching new people and places in the power of the Spirit.

The February meeting in the chapel of the Royal Free Hospital was well attended. Revd David Rushton spoke about the hospital's multi-faith chaplaincy, which operates across several sites, and its space which includes both Muslim and Jewish prayer rooms.

Under the heading "How well do you know your Bible?" the Revd Marjorie Brown explained her parish's challenge to read the whole Bible in a year. A group of 60 church members met bi-monthly to discuss and support each other. The challenge had helped to instil the habit of daily readings, had encouraged members to discover less well known material, provoked useful discussions and enabled transformational change in many of the participants. Other similar projects in the parish include a Sceptics Group and a Preaching & Pints evening on Sundays (evening prayer and study followed by the pub), to tackle difficult issues.

There was an initial discussion on how well we understand the social needs of our parishes and develop opportunities for outreach, which Synod agreed to follow up. Synod approved the financial statement for 2014. And a member's resolution was passed calling on the Bishop of London to ensure that arrangements for the consecration of the new Bishop of Edmonton would be acceptable to parishes of both integrities.

The June meeting was at St James West Hampstead. Fr Andrew Foreshow-Cain welcomed synod to St James, and gave an overview of the new Sherriff Centre located within the church. It consists of a Post Office, a children's soft play centre and a cafe. Since opening last July, it now welcomes up to 3,000 people into the church building each week, and has become a very popular community asset.

John Ward spoke about his experience of serving for 10 years on General Synod. He saw Synod's biggest achievements during this period as passing legislation enabling women to become bishops, improving clergy pension arrangements, and blocking the Anglican Covenant. Whilst the debate on human sexuality was ongoing, important conversations had led to an acknowledgement of the deep hurt on all sides. Other future challenges will include reform of the relationship between the Archbishops and Synod in the way Synod works, and implementation of the controversial Green report on identifying and training future Bishops. He had found it deeply affirming to be elected and to work collectively with others, and had made some surprising friendships.

The Revd Diana Young reported briefly on the work of the Camden Interfaith Forum, and the benefits of getting to know other local faith leaders. Revd Stephen Tucker reported on the local hustings for the General Election held in the deanery. And an appeal was made for nominations to replace our Synod representative (who was retiring) on the London Diocesan Board for Schools.

At the meeting in October at St Luke's school, the Revd Alistair Tressider explained that his church had a 25% turnover of church members each year, with average length of stay of under 2 years. The school was created using the existing church halls as a resource for the

whole community following a shortage of school places locally some 4 years before. It is massively oversubscribed and very successful.

Dr Edie Friedman, Director of the Jewish Council for Racial Equality, spoke about the work of her organisation, how they and the Jewish community have responded to the global refugee and migrant crisis, and suggested how the wider community and other people of other faiths might respond together and encourage social cohesion rather than division. Ideas included:

- Acknowledging that it is a huge challenge, it is a complicated message, and difficult for the public to comprehend the numbers of people moving globally
- Campaigning: Faith leaders can choose to make public statements, get media coverage, and tell the Government “not in our name”
- Changing the narrative on refugees back to one that is more positive; we are at a crossroads where either we continue to be anti/suspicious of refugees, as the Government has chosen to be recently in their use of language and actions, or we can challenge the existing narrative and remind ourselves that refugees are part of British society and always have been
- Standing up for social justice: the UK is a very rich country and the squeeze on public services should not be used as an excuse not to help refugees
- Adopting the interfaith manifesto
- Finding ways to mobilise communities to help practically when refugees arrive.

Members discussed what was happening locally in parishes regarding ministry to the elderly. A number of initiatives were described – including lay pastoral visiting, shorter/ simpler services, holiday activities, tea and talks aimed at the elderly, and outings. It was suggested that death, dying and termination of care could be other topics for discussion. Members also discussed whether there was a greater need for faith based bereavement counselling in our parishes, and what we could do.

The Treasurer noted that all parishes had confirmed their Common Fund contributions for 2016, which amounted to about 89% of the actual total cost. He noted that our deanery is relatively wealthy and suggested that we should meet our full costs, whereas presently deanery clergy are supported by £90k from the Diocese. Synod agreed that going forward we should take a more corporate approach. Thanks were expressed to Rebecca Smith, whose last meeting this was as Synod Secretary, and members were asked to suggest nominations to replace her on Standing Committee.

In November members of North and South Camden deanery synods were invited to a “Welcome” service at Goodenough College to greet Bishop Rob Wickham and Archdeacon John Hawkins, following their appointment as Bishop of Edmonton and Archdeacon of Hampstead respectively. This was well attended and was a very joyful occasion.

The Synod has continued its usual business of reports from other synods and committees and school Governor Appointments and grants. It is still seeking volunteers to act as school governors as well as a new Synod secretary and LDBS director, and volunteers with experience of setting up networks/ interest groups and of developing websites to help with implementation of the deanery MAP.

Peter Ginnings
Lay Chair

APPENDIX A – Membership of the PCC and Working Parties

(As at 31/12/2015)

Trustees under an Act of Parliament of 1827

Ex Officio

Revd Stephen Tucker	Vicar
Angela Gardner	Churchwarden (also an elected trustee)
Jon Siddall	Churchwarden
Revd Diana Young	Curate

Elected

Gaynor Basseby Fish
Gillian Perrin
Nicholas Walser
John Willmer
Margaret Willmer

Membership of the PCC

Ex Officio

Revd Stephen Tucker *	Vicar and PCC Chairman
Angela Gardner *	Churchwarden and PCC Deputy Chairman
Jon Siddall *	Churchwarden
Revd Diana Young	Curate

As a lay member of the London Diocesan Synod

Inigo Woolf *	Treasurer (also a member of the Deanery Synod and an elected member)
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As lay members of the North Camden Deanery Synod

Annie Duarte	
Diana Finning *	Deputy Churchwarden (also an elected member)
Vanessa Fitzpatrick	
Peter Ginnings	
Rosemary Loyd	

Elected Members

Gaynor Basseby Fish	Electoral Roll Officer
Elizabeth Beesley	
Natasha Blumenthal	
Jonathan Davey	
David Diracles	
Helen Evans	
Seka Graovac	
Jenny Lupa	
Christine Money	
Andrew Penny *	Deputy Churchwarden
Handley Stevens	
Nicholas Walser *	PCC Secretary
Eva Wood	

Co-opted Member

Revd Jan Rushton

(Those marked with an asterisk * are current members of the Standing Committee which meets between the full meetings of the PCC and in an emergency if necessary).

Working Parties of the PCC

The Working Parties support and carry out the plans and programme of activities approved by the PCC.

The Working Parties consist of members of the PCC and other members of the church with relevant skills or experience. The intention is that each should include a mixture of established members (to provide continuity over what we do well) and newer members (to encourage new thinking about changing needs). The Vicar, Churchwardens and PCC Secretary may attend meetings of any Working Party of which they are not already a member.

The **Buildings and Fabric Working Party** sustains and develops our physical heritage. Its role is to ensure the good repair, safety and functioning of the church building (including heating and lighting); to anticipate and recommend improvements to meet the changing needs of the congregation; to commission and manage related projects (in association with our professional advisers); to monitor the use and condition of the Parish Rooms and the needs of outside users; and to monitor the work of the cleaning team and contractor.

Members: Inigo Woolf (Chair), Katherine Reed (Secretary), Elizabeth Beesley, George Fitzpatrick, Mark Nevard, Mervyn Warren, Margaret Willmer.

The **Children and Young People's Working Party** continues to support and encourage the work of all our children's organisations and events, oversees parish policy on child protection and seeks to find ways in which the church can reach out and further its work with children and families.

Members: Marilyn Brooks (Joint Chair), Christine Money (Joint Chair and Secretary), Sanaz A-Rad, Helen Evans, Vanessa Fitzpatrick (Children's Champion), David Moore, Andrew Penny, Nicholas Walser (Safeguarding Officer until 31 December 2015), Revd Diana Young, Deborah Zandstra (Safeguarding Officer from 1 January 2016).

The **Communications Working Party** helps to build community through informing members and "seekers" of church activities. Its role is to develop a single communications strategy and plans that span several media (website, magazine, emails, pew sheets, noticeboards); to oversee the commissioning of materials, design, production and maintenance of these media to meet the information needs of users; to support staff and members engaged in communications activities; and periodically to review user satisfaction with church communications.

Members: The Vicar (Chair), Eva Wood (Secretary), Jo Bohling, Graham Lee, Jon Siddall, Margaret Willmer.

The **Finance and Fundraising Working Party** exists:

- to promote the link between faith and financial responsibility;
- to encourage a culture of giving by members on a regular basis;
- to review in detail budgets, results, and financial reports and to debate and propose solutions to financial issues;

(the Working Party does this in recognition of its role in advising the Standing Committee which may not have the time or expertise to do this work. The role of the Standing Committee is to assess the financial working party's recommendations in the light of reports from other working parties and make recommendations to the PCC, which retains the legal responsibility for all financial matters. To avoid duplication of effort the

financial working party will meet the week before the Standing Committee, and on other occasions as necessary.)

- to devise fund raising campaigns in the context of the above, to support the priorities in the Mission Action Plan;
- to support and monitor the effectiveness of fund-raising activities.

Members: Charles Perrin (Chair), Angela Gardner (Secretary), Peter Ginnings (Stewardship Secretary), Bryan Sanderson, Jon Siddall, Inigo Woolf (Treasurer), the Vicar.

The **Pastoral Care Working Party** helps build an inclusive and caring community attentive to the needs of all its members. It reviews and develops the pastoral care of the congregation, including those who are housebound, isolated or in hospital. It supports the work of the sidesmen, welcomers and those responsible for hospitality after worship, arranges for newcomers to be properly welcomed and involved, and encourages / initiates the development of support networks and group structures to involve as many members of the congregation as possible.

Members: Diana Finning (Chair), Handley Stevens (Secretary), Stephen Clarke, Sheena Ginnings, Nicki Siddall, Nicholas White, Revd Diana Young, and (representing the Social Action Working Party) Rosemary Loyd.

The **Social Action Working Party** focuses our engagement with the world around us. It proposes the list of charities to be supported by the church¹; provides information about and personal contact with these charities; plans a programme for increasing congregational involvement in this part of our mission; and focuses our response to issues of social justice and social need in the local area.

¹ This sum, amounting to 10% of our parochial income, comes mainly from collections at Easter, Whitsun and Christmas, and from the proceeds of the Spring Fair.

Members: Rosemary Loyd (Chair), Liz Cross (Secretary), John Barker, Natasha Blumenthal, Rebecca Dodson, Seka Graovac, Ted Pleasance, Revd Jan Rushton, John Willmer, and (representing the Pastoral Care Working Party) Diana Finning.

The **Volunteering and Events Working Party** exists to increase member participation in running church spiritual, pastoral and social activities, and to oversee the church's events. Its role is to support other working parties in need of finding volunteers; to devise a programme of social activities that engages the whole congregation; to encourage and recruit volunteers with the appropriate time and skills to assist with the variety of activities; and to provide support to the individuals and groups responsible for organising/putting on individual events (as needed).

Members: Andrew Penny (Chair), Elizabeth Beesley, Jenny Lupa, Jon Siddall.

The **Worship, Education and Spirituality Advisory Group** helps equip the congregation to be "the church in the world". It exists to advise the Vicar on the presentation of the liturgy; to explore possible developments in the liturgy, pattern or style of services; to review needs and opportunities to improve the Christian education of the congregation; to review, develop or commission retreats, quiet days, study groups and courses; and to monitor the work of the choir and serving team.

Members: The Vicar (Chair), Richard Blakesley, Judy East, Vanessa Fitzpatrick, Angela Gardner, David Gardner, David Moore, Andrew Penny, Revd Jan Rushton, James Sherlock, Jon Siddall, Handley Stevens, Nicholas White, Revd Diana Young.

APPENDIX B – MISSION ACTION PLAN 2013-2017 – Progress against Aims

AIM 1 Build a lively and loving community that is welcoming and hospitable to all	
Proposed actions	Achievements 2013-15
<p>a. Improve welcome by reordering the space at the back of church and providing better information for visitors and members <i>Buildings/ Comms</i></p>	<p>Pews were removed, stone laid, and the porch redecorated. Decision on better storage of hymn books deferred until more is known about requirements for new hymn books. Design agreed for kitchenette under the South East staircase. Policy agreed for display of information. Volunteer stewards help to keep church open for visitors throughout the week.</p>
<p>b. Improve integration of new members (e.g. review follow up processes, offer mentors, hold parties at different times) <i>Volunteering/Pastoral</i></p>	<p>Newcomer parties held at different times, but Sunday after the 10.30 service is the most successful. More frequent parties to be held and newcomers encouraged to keep coming during their first year. In order to help improve follow up and integration, parties include a wider selection of congregation members, and photographs are taken to help match names and details with faces.</p>
<p>c. Support and develop activities both new and old, regular and one-off, to engage groups across the congregation (eg 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) <i>Pastoral/Social Action/Volunteering</i></p>	<p>Spring Fair 2014 and 2015 and Harvest Lunches were successful in involving a wide range of people across the congregation. See also Crèche report at AIM 3 Actions a,b,c Activities to engage groups across the congregation include: Lunch-time Music Recitals and Literary Hours, monthly on first and third Wednesdays; Community Choir on Thursday evenings in term-time; monthly Living Book Club with lively following; monthly Tea Service attracts small but interesting mix from congregation and local community; two Dementia Friends events arranged in 2014, attended by about 40 people; Holiday at Home, in August 2015, a highly successful week of varied activities and delicious lunches for retired members of the community.</p>
<p>d. Improve communications with members by introducing a weekly e-newsletter with links to more detailed information on website <i>Comms</i></p>	<p>A weekly e-newsletter has been introduced, and has operated successfully, though there have not been many opportunities to link it to the website.</p>
<p>e. Improve communications with members and outsiders by updating the website (eg provide up-to-date information about events, groups, sermons, membership; explore podcasts of the main services and on-line discussion forum) <i>Comms</i></p>	<p>Development of the website is ongoing. Home page now gives a good impression of the character of our church life; weakest sections are 'Groups' and 'the wider view', and a central person is needed to make sure everything is kept up-to-date. Podcasts and online discussion fora need more technical investigation.</p>
<p>f. Review other media to support a clear and consistent communications strategy (e.g. magazine, notices, advertising) <i>Comms</i></p>	<p>We are developing a house style for all notices and advertising, and have worked on a simple communications strategy.</p>

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

Proposed actions	Achievements 2013-15
<p>a. Shorten parish Eucharist (eg 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)</p> <p style="text-align: right;"><i>Worship/Education</i></p>	<ul style="list-style-type: none"> • Shortening the Eucharist raises various problems, especially now that the service starts with a brief introduction for the children. This is regarded as strengthening our relationship with the children and their parents more effectively than the All Age Eucharists, which now only happen at Candlemas, on Mothering Sunday and at Harvest. A shorter service would reduce the time children have in their classes, especially the older ones. • Hymns are where possible timed to cover what happens while they are being sung. We try to keep to the shorter settings and now always communicate the servers during the Agnus Dei when its length allows. We use some more modern hymns, but have to print them on an already crowded service sheet. Timing of anthems has been discussed with James and David, so that they never go on longer than communion. • Sometimes longer readings are cut, and intercessors have been asked to be more succinct.
<p>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)</p> <p style="text-align: right;"><i>Worship/Education</i></p>	
<p>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)</p> <p style="text-align: right;"><i>Worship/Education</i></p>	<ul style="list-style-type: none"> • A Pilgrim Course led by Diana Young for families, had a small but enthusiastic attendance. • the Hampstead Christian Study Centre attracts members of our and other congregations (in large numbers for a book on the Qur'an), and also arranges a termly lecture on the book's themes. • suggested daily Bible readings were provided for Advent 2015, to be repeated in Lent. • newcomers / enquirers are proving elusive in responding to their needs.
<p>d. Explore with those members in work how their faith influences their working life</p> <p style="text-align: right;"><i>Worship/Education</i></p>	<p>Remains an aspiration</p>

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

Proposed actions	Achievements 2013-15
<p>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)</p> <p style="text-align: right;"><i>Children & Young People</i></p>	<ul style="list-style-type: none"> • Holy Hamsters is thriving and often recommended to baptism families as an easy way into church. • After experimenting with various resources, currently using Roots. • Crèche introduced more Christian input. Developing music and special themed St Martin's Day, St Lucia's Day, epiphany; overseas parents have shared customs from their home country. • Monthly Crèche / St Matthew's email goes out to parents with news of activities. • All children start in church every Sunday before going to their groups. Clergy and group leaders experimenting with ideas for All Age Eucharists. When available, clergy visit Sunday groups. • Liz Brown ran Summer Activity Week, and introduced Teen Group (to resume when new YW appointed).
<p>b. Provide opportunities for them to engage in wider church activities (e.g. Children's Council, working for church charities)</p> <p style="text-align: right;"><i>Children & Young People</i></p>	<ul style="list-style-type: none"> • Crèche parents helped organize 2014 Spring Fair, and ran various stalls at 2015 Spring Fair. • Crèche organize socials (Mums' dinner / Dads' dinner) plus termly toy cleaning / pizza sessions. • Children's charity work: Crèche are keen to focus the children's minds on giving / sharing. Focus on giving in run-up to Summer Fair. Collections for several church charities included Christmas. shoe-boxes and more than 400 pairs of children's boots and shoes.
<p>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)</p> <p style="text-align: right;"><i>Children & Young People</i></p>	<ul style="list-style-type: none"> • Training held for leaders to explore Roots resource material and how to use it. Session on how to work with very young children. • 13 children admitted to communion. • Junior church section of Parish database facilitates regular contact with parents. • Children's Council: Church wardens are talking to St John's Group about their views on the parish as part of the succession planning process. Some form of formal or informal representation may emerge. • Other initiatives (eg Teen group, summer camp etc) hampered by lack of staff (see 5 f).
<p>d. Find a new meeting space for a Sunday school class or a larger space to introduce active games / craftwork etc (see also Action 5d)</p> <p style="text-align: right;"><i>Buildings/Children & Young People</i></p>	<ul style="list-style-type: none"> • Not achieved. A number of options were considered, but each had some practical and/or cost issues. As an interim measure, the Thorns Room was cleaned up and has been used by the St Mark's Group since September 2014, but it is small and needs some improvements.

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

Proposed actions	Achievements 2013-15
<p>a. Address issues of member isolation – both elderly and young mothers (e.g. visits, shopping / cooking, drop-in club, ‘Friend at Church’ scheme)</p> <p style="text-align: right;"><i>Pastoral/Volunteering</i></p>	<ul style="list-style-type: none"> • Pastoral WP is liaising with Meals for Mums so that it is obvious that it is open to all, not just to Mums. • Friend at Church scheme has developed a spectrum of care options appropriate to a wide range of needs. • Refreshments offered after the 10.30 service on Christmas Day, a lonely time for some people.
<p>b. Improve access to pastoral support (e.g. make easier to seek help/ match with volunteers; train more lay visitors)</p> <p style="text-align: right;"><i>Pastoral/Volunteering</i></p>	<ul style="list-style-type: none"> • Following selection and training in Spring 2015, a small team of Lay Visitors has been established and begun to make visits.
<p>c. Publicise and engage with practical projects / groups that “do” things (e.g. food bank, Traidcraft, children’s Christmas parcels, C4WS packages, Henderson Court, CARIS, etc)</p> <p style="text-align: right;"><i>Social Action/Volunteering</i></p>	<ul style="list-style-type: none"> • The food bank collection has become a regular part of Parish life, delivered to CARIS Haringey and the Trussell Trust in Camden. Parishioners also donated children’s clothes, book and toys to CARIS, together with contributions from two schools (Hampstead Hill and The Hall). • Knitted 78 blankets for Syrian refugees; organized Syrian-themed Harvest lunches (2013 and 2015) for Hand-in-Hand for Syria, Christian Aid and Taalim. • For Christmas 2014 and 2015 parishioners sponsored 60+ hampers for delivery by the Primrose Hill and NW3 Good Neighbours scheme to lonely and isolated elderly people. • Activities publicized through Parish Magazine, weekly e-letter and pew sheet.
<p>d. Develop contacts with the charities we support and increase our understanding of their work</p> <p style="text-align: right;"><i>Social Action</i></p>	<ul style="list-style-type: none"> • A list of the charities we support, with brief outlines of their work, is available at the back of church, with newsletters and other publicity material. A member of the congregation keeps in touch with each charity, writes reports for the parish magazine, and may in some cases be more directly involved, e.g. as a Trustee. Occasionally a speaker comes direct from one of the charities.
<p>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)</p> <p style="text-align: right;"><i>Social Action</i></p>	<ul style="list-style-type: none"> • Acting through Parish membership of Citizens UK members of the Social Action WP have worked with others to support national campaigns for the Living Wage, for improved care for the elderly and better conditions for care workers, and local campaigns for affordable housing in London, and improved provision for mental health in Camden. We have collected shoes, clothing and bedding for the homeless who frequent the Contact Club at Heath Street Baptist Church.

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

Proposed actions	Achievements 2013-15
<p>a. Undertake the works identified in the Quinquennial Review</p> <p style="text-align: right;"><i>Buildings</i></p>	<p>With grants and a successful Windows Appeal, all five South Gallery windows have been restored. There are no other major quinquennial repairs outstanding.</p>
<p>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)</p> <p style="text-align: right;"><i>Finance</i></p>	<ul style="list-style-type: none"> • A review of hire charges (Sept 2014) and careful management of Parish room lettings has resulted in a significant increase in income, whilst continuing to provide meeting space for community support groups. • Targeted appeals and special events (e.g. Spring Fair, Christmas Market, Syrian harvest lunch) have enabled the Parish to achieve target giving away of 10% of unrestricted funds (Aim 4). • Funding made available to increase space for welcome and circulation at back of church (Aim 1). • Designated reserve is being built up to contribute towards cost of redecorating church. • Onerous property-related liabilities had to be settled in 2015; risk review must consider options to minimize such risks in future.
<p>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</p> <p style="text-align: right;"><i>Finance</i></p>	<p>October stewardship campaign, on Dedication Sunday, reinforced by sermons, Giving Scheme letter from Vicar and Churchwardens, and (2015) explanatory flyer for Junior Church families, has kept number of givers broadly stable, though income adversely affected by loss of a small number of significant givers. It is recognized that stewardship needs to be continuous (not just once a year); financial giving flows from being engaged in the life of the Church and a sense of belonging to the Church community.</p>
<p>d. Identify and deliver a new large space for meetings, children's activities, events etc (see also 3d)</p> <p style="text-align: right;"><i>Buildings/Finance</i></p>	<p>This action was not achieved – see response at 3d</p>
<p>e. Find volunteers, record offers of availability, and match people to tasks in support of priority actions; appoint volunteer co-ordinator / team.</p> <p style="text-align: right;"><i>Volunteering</i></p>	<p>We have had several offers of help, although far fewer than needed, and these have been co-ordinated by Andrew Penny who has matched them to the appropriate volunteering teams. But there is scarcely a "bank" of information and the response to appeals has generally remained poor.</p>
<p>f. Keep HPC's staffing and management structure under review, giving due consideration to succession planning</p> <p style="text-align: right;"><i>Standing Committee</i></p>	<p>Liz Brown (Youth Worker) left in summer 2014 and attempts to replace her have so far been unsuccessful, but a new recruitment plan was developed at the end of 2015. At the APCM in 2015, the Vicar announced his intention to retire in May 2016, and planning has commenced for his succession.</p>
<p>g. Monitor / expedite progress in implementing this plan</p> <p style="text-align: right;"><i>PCC/Stg Comm</i></p>	<p>Progress has been monitored by Standing Committee and the PCC, and reported annually.</p>