

PARISH PROFILE

Emmanuel Croydon



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About Emmanuel – Who We Are

Welcome

We have produced this profile for the benefit of potential applicants to be our new Vicar. We are excited about this next step in our journey as a church. We eagerly anticipate welcoming our new incumbent to lead and teach us to be more effective disciples, to help every member understand their value to God and to each other, and to support us in sharing what it means to know Jesus.



Overview

Emmanuel is a lively evangelical church which caters for a range of ages, with a weekly worshipping congregation of about 350. There are many activities through the week providing for babies (with their parents and carers) all the way through to retired people.

Over several decades, we have evolved from a conservative evangelical position to be a more open evangelical church. We hold a breadth of individual views, grounded in a core position which takes the Bible seriously, and which longs to bring people into a relationship with Jesus. We want to grow through effective evangelism.

Our Sunday services are relatively informal and often seek to engage us in fresh and creative ways. They use a variety of contemporary and more traditional worship styles supported by able

musicians and an innovative audio-visual tech team. We are a church that is willing to try new ideas.

Preaching, teaching and prayer are very important to us. We are blessed to have many good preachers who apply biblical teaching in a relevant way. Homegroups, prayer groups and Bible studies are also important.

We have an Associate Vicar, a non-stipendiary Curate with PTO, 5 lay readers, 3 Southwark Pastoral Auxiliaries, a staff team of 6 and hundreds of volunteers.

There is a tradition of strong children's work which draws in large numbers each week and also brings many adults to us who might not otherwise come. Events such as our Mayhem holiday club and creative Christmas services attract significant numbers from the local community. Our ministry to older people is also growing.

Pastoral care of church members and parish residents is shared among many people, including the clergy and a small pastoral team, and with home groups playing an important part. Although it is a challenge, as for many larger churches, we encourage all church members to exercise care for one another as members of the Body of Christ.

We have a desire to continue to serve those in our community who are vulnerable. We have teams who serve with passion the homeless, women who do not speak English, the frail elderly, and those with additional needs.

The church building houses the staff team, church office and clergy office. There is a newly-refurbished and extended Emmanuel Centre building across the road, which is used for church activities as well as community hire.



Emmanuel at a Glance

Key Information

Number of people living in Emmanuel Parish	6,765
Worshipping Community	650
Electoral Roll	373
Sunday services - range of styles	4
Average Sunday attendance	350
Children - on the register	127
Children - average Sunday attendance	53
Youth - on the register	65
Youth - average Sunday attendance	26
Home Groups - number of groups	17
Home Groups - total number of members	166
Life Groups - number of groups	40
Life Groups - average number of people attending each week	500+
Members living in parish	60%
Members living outside parish	40%
Average distance of members from church	2.3 miles

Occasional Offices

Weddings in 2019	6
Baptisms in 2019	6
Funerals in 2019	7
Confirmations in 2019	0

Sunday Services

9.15 am	A lively family service for all ages. Contemporary band-led worship. Crèche and groups for children and young people. Holy Communion once a month. Rock Café serves drinks and biscuits in the Emmanuel Centre between the 9.15 am and 11 am services.
11 am	A more traditional Anglican service – appreciated by those who enjoy the use and structure of liturgy. Hymns and songs, old and new are led from organ and by other musicians. Holy Communion twice a month.
6.30 pm	An informal service. It includes an extended time of band-led worship, teaching and prayer, engaging creatively with our community and the world. Holy Communion once a month. Refreshments are served after the service.
8.30 pm	Monthly Service of Evening Prayer. 30 minutes of stillness, reflection and prayer.

Our Parish

South Croydon is a relatively prosperous area of the London Borough of Croydon, situated 12 miles to the south of central London and just within the M25. It is served by a train station and good bus and tram connections, making it popular with commuters. There are several beautiful green spaces within and around the parish, offsetting the busy pace of life in the area.

The parish has a population of approximately 6,800 with over 3,000 households, including many small occupancy households. Most of the parish is aged 30-44 (28%) and 45-64 (23%) but there is also a large, and often transient, population of young adults (18% are aged 18-29).



The housing stock in the parish is a mixture of detached, semi-detached and terraced homes, and also a growing number of apartment blocks which accounted for the majority of property sales in 2018. There is a diversity in affluence within the parish. The eastern part is relatively affluent, with larger detached and semi-detached homes, while many of those in the western part live in smaller terraced houses or social housing - including next door to the church itself.

The parish is predominantly ethnically white (almost 70%) but with a growing number of Asian (14%) and black (9%) residents. This is similar to other areas in the south of the borough but is in contrast to other areas of Croydon which are more ethnically diverse. Within our parish 55% identify themselves as Christian, 19% as 'other religion' and 26% as having 'no religion'.

Emmanuel has a strong relationship with St. Peter's Primary School which is situated across the road from the church and the parish also contains another state primary and an independent primary school. A secondary school has also recently opened and is now entering its second year. Emmanuel has begun to make connections with the school which will strengthen as members of the church community start to attend the school. In addition there is a specialist independent day



school for children with profound learning difficulties. Although not in the parish, Archbishop Tenison's Church of England secondary school has historically strong connections with Emmanuel and this continues with church members serving as Chair and Vice Chair of Governors and the Youth Ministry Coordinator acting as Assistant Chaplain. Whilst not in the parish, the area is also served by independent secondary schools with good reputations.

Within the parish there are three nursing homes one of which we enjoy a close relationship with.

Outside the parish, South Croydon has several good (mostly independent) restaurants and shops but the area, and our parish itself, both lack an obvious social hub. This provides Emmanuel with opportunities to utilise its newly completed Church Centre to provide a social hub for local groups.

Parish in More Detail			
Households		Ethnicity:	
Deprivation ranking (1 = most deprived, 12,425 = least deprived)	5,747	White	70%
Population	6,765	Asian	14%
Occupied households	3,035	Black	9%
Aged 0-4	7%	Mixed	6%
Aged 5-17	11%	Other	1%
Aged 18-29	18%	Religion:	
Aged 30-44	28%	Christian	55%
Aged 45-64	23%	Other religion	19%
Aged 65+	13%	No religion	26%

Our Congregation

Emmanuel is a church which is seeking to grow in our relationship with God and to serve our local community. Although we are a parish church, our footprint extends more widely over the South Croydon area and 40% of the congregation come from outside the parish, on average from 2.3 miles away but some travelling considerably further.

Our congregations, across our different services, represent a wide range of backgrounds, church traditions and Christian experiences. We seek to be a multi-generational, multi-cultural community drawn together by our desire to love God with heart, soul, mind and strength and to love our neighbours as ourselves.

There are 373 people on the electoral roll with an average total Sunday attendance of around 350 (including children). Our total worshipping community of 650 includes all those who identify themselves as members on our ChurchSuite database plus children and young people registered with our Sunday groups. Attendance figures over recent years have slightly declined. This is partly a result of changing church attendance habits over the last decade, with many people attending fortnightly or on an ad-hoc basis in order to accommodate other activities.

Messy Church and 'life-groups' during the week provide other opportunities for fellowship in addition to Sunday.





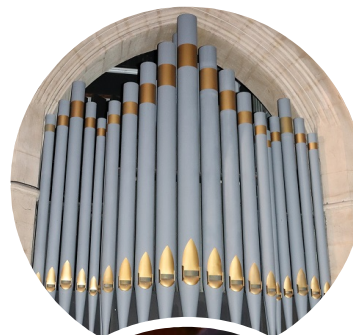
Our Worship

All of our teaching, ministry and activities are grounded in the Bible, and our desire to see people respond to the living God through a creative approach to worship. Music is an important part of our overall worship and ranges from full contemporary worship bands who lead spontaneously, to organ-led music and is complemented by the use of visual media.

We have many talented musicians who arrange and play in inspiring ways, including string quartets, an a cappella group, a festival choir and our youth band. We enjoy and appreciate all of them as we worship together.



Our 9.15 am Service is lively, informal and noisy with lots of children! The sung worship is led by a full band with contemporary songs as well as re-workings of some of the best traditional hymns. The service begins with twenty minutes of all together worship, after which children leave to take part in their own activities: the crèche (ages 0-3), The Rock (ages 3 – 11) and EYC Sunday (school years 7 – 11). Once a month we celebrate Holy Communion together. The service lasts about an hour, and is followed by The Rock Café in the Emmanuel Centre as the children's activities are finishing.



Our 11.00 am Service is a more reflective service which creatively respects Anglican liturgy and includes a mix of traditional and new hymns and songs led from the organ and by a group of other musicians. This service celebrates Holy Communion twice a month and includes weekly prayer for our mission partners. Lasting for about 75 minutes, it allows more time for worship, reflection, prayer and teaching ministry than at our earlier service.

Our All Together Service - at least once a term our morning services come together at 10 am for a service which combines aspects of our 9.15 am and 11 am services. The children and young people participate in the whole service and music is usually led by our Youth Band.

Our 6.30 pm Service is an informal service with time allowed for extended worship, teaching and prayer ministry. We celebrate Holy Communion once a month, and engage creatively in prayer for our community and the world we live in. Prayer ministry at this service offers the opportunity to be prayed for on a one-to-one basis and this prayer ministry is growing. The service lasts up to 75 minutes and is followed by refreshments in the foyer.

Evening Prayer is a monthly service which takes place at 8.30 pm and provides 30 minutes of stillness with reflection and prayer.

Messy Church is a monthly service, with a difference, for 3 to 11 year olds and their parents and carers. This offers something for young families to do together. It includes many of the elements that are in our other Emmanuel services such as Bible stories, prayer activities and singing.

Messy Church starts in the Emmanuel Centre with 'Messy Time' which consists of different crafts, games and activities for children and parents to do together. Then everyone heads across the road to the church to sing, shout, jump up and down, listen, learn, laugh and have a good time. We finish with the children going back to the Centre for a hot meal.

Prayer is an important part of our worship at Emmanuel.

For example, groups meet regularly to pray for the work of the church each week and also in the half-termly meeting called 'Prayer at the Centre'. Other topic-specific prayer groups meet regularly to pray for persecuted Christians, and Christian workers in Asia, and in Africa.

Periodically we arrange creative prayer events prepared with visuals and activities that inspire meditation and prayer, where people can come and go during the day or evening.



Our Staff



Ben Jones has been Associate Vicar at Emmanuel for 4 years. Prior to that he trained at Trinity College, Bristol, and served a curacy at St. John's, Folkestone. His role is to support the vicar in all areas of ministry. Ben cares most about building community and helping people to discover and grow in God's calling on their lives.

Becky Frost is Emmanuel's Children's Ministry Coordinator. Becky spent two years as a teacher in an international school before coming to Emmanuel. She provides activities for children aged 3 - 11 years old and coordinates a team of up to 150 volunteers. She considers it a privilege to lead sessions that are fun but also provide an opportunity for a life-changing experience of Jesus.



Mike Rutt has been our full-time Youth Ministry Coordinator since 2010 and works with young people where his role currently includes facilitating and restoring the ministry to 11-18 year olds. Mike also serves as an Assistant Chaplain at Archbishop Tenison's Church of England secondary school.

Clare Fillingham works part-time as our Young Families Ministry Coordinator. Clare oversees the running of our groups and activities for young families. Her role includes helping young families to integrate and make the most of the opportunities for support and fellowship.



Stuart Burke is our full-time Music and Worship Coordinator. Prior to this, Stuart worked as Music Administrator for Trinity Vineyard church and as a professional actor and musician. He coordinates the work of our team of our worship leaders, Principal Organist, musicians and technicians to help people of all generations and traditions engage in worship through a variety of styles and traditions of music. He also oversees the development of young musicians through our Youth Band.

Magdalena Zajackowska is our acting Operations Manager, responsible for managing the church office, overseeing health and safety, communications, external contracts and the maintenance of Emmanuel's buildings. The role allows Magdalena to fulfil her enthusiastic approach to serving our church community and contribute to the life of Emmanuel through her administrative skills.



Office Administrator: We currently have a vacancy for a part time office administrator who is responsible for the day to day running of the church office and for supporting the Operations Manager and the Clergy in the routine diocesan and parish administration and other activities.

Wider Team

Non-Stipendiary Curate – Rev. Jan Wilson is a non-stipendiary curate with permission to officiate.

Churchwardens – David Lawton and Wendy Riches lead and coordinate much of the work by the PCC and others involved in the running of the church.

Lay Readers – we have five Lay Readers who are licensed to lead services and preach and who regularly assist in our Sunday services.

Service Leaders and Preachers – we also have a small team of other people who occasionally help to lead services and preach.

Pastoral Care Team – we have a team of three Southwark Pastoral Auxiliaries and two others who work with our clergy to respond to crises and to provide one-to-one care and counsel.

PCC – we have an active and committed PCC made up of 16 members, 6 Deanery Synod members, along with our Churchwardens and Clergy, exercising ongoing oversight of our vision and our life together as a church. Over the past three years, they have worked well together on the rebuilding of our Emmanuel Centre, as well as a review of our church finances and staffing in order to address financial deficits.

Treasurer and Finance Team – our Treasurer, along with a team of helpers, oversees the finances of Emmanuel, the budget for the church (and for groups within the church) and the authorisation of expenditure. Each year we encourage our congregation to consider and pledge their giving for the year ahead, with the finance team managing a variety of ways for people to give.

Principal Organist - who works alongside our Music and Worship Coordinator with responsibility for overseeing and planning the music at our 11 am services and playing at any other services as required. He is also responsible for planning our traditional Candlelit Carol Service each year.

Worship Leaders – we also have a team of Worship Leaders who work under our Music and Worship Coordinator to plan the music and lead the bands in our Sunday services.

Safeguarding Team – we take our responsibilities for safeguarding seriously and have a safeguarding team who administer and oversee this for all of our activities.

We also have a large group of volunteers who help in a wide variety of ways including managing the Emmanuel Centre bookings, maintaining our buildings, running all of our technology, running activities and helping in many other aspects in the life of our church.

Ministry at Emmanuel – Who We Serve

Our Ministry - to Families

Our ministry to families is a significant part of what we do at Emmanuel. Our challenge is to help new families to feel part of the life of the church - to help them integrate and make the most of the opportunities for support and fellowship.



Crèche

A staffed crèche is provided at the 9.15 am service during term times and the crèche facilities are also available for parents to use with their children at services during the holidays. Our average weekly attendance is 6 but we have a total of 28 children registered.

The crèche is held in the Watney Room for parents to take babies and small children up to the age of 3. With the service shown on a screen in the crèche, parents and helpers can still see and hear what's going on in the church from an environment which is more comfortable for a little one on the move. Parents are welcome to stay if they prefer but can also leave their children with our volunteer helpers.



Toddlers

Emmanuel Toddlers is for pre-schoolers and their parents and carers and meets on a Wednesday morning in term time in the Emmanuel Centre. Toddlers is a thriving community and provides a place for parents, carers and toddlers to meet and make new friends.



There are a variety of rooms available for different activities, ranging from a quiet room for puzzles, books and gentle play, to a larger room where there are playhouses and ride-on toys. There is also a room for a special programmed activity which could be anything from simple craft to dressing up, pop up tents or biscuit decorating. Hot and cold drinks, biscuits, fruit and toast are also available.

Our average weekly attendance is 60 toddlers and their parents/carers with a total of 140 toddlers registered.

Saturdays

Saturdays meets once a month and, as the name suggests, runs on a Saturday morning and is for dads, grandads and male carers with children up to 7 years old. Saturdays offers bacon butties, newspapers, toys, games and craft. There is plenty to do and it gives dads, grandads and carers the chance to spend time with their children whilst giving their other half the morning off. There is an average attendance of 15 children and carers.

Bumps and Babies

Bumps and Babies runs on Thursday afternoons during term time. It offers a space for mums and dads to meet other parents of little ones aged up to 18 months, to chat together, make friends and swap stories in a group which is normally about 17 people. It includes plenty of tea, coffee and biscuits, and activities ranging from simple 'toys and chat' to special taster sessions such as baby sign and baby massage, footprint and pottery painting.

Mums' Breakfast

This is a well-attended event approximately once a term for mums, including some on the fringe of church. It is a time to share 'being Mum' (without the children!) alongside other mums. There is space to pray, worship and explore a topic from a visiting speaker and it finishes with intentional conversation over breakfast.

Moving on Mums

Twice a term, mums with children in the sixth form and above meet for a mix of spiritual and social events and to support each other as their children transition into new phases of life.



Our Ministry - to Children

Children's ministry at Emmanuel has been a strength for many years and currently has contact with around 100 different children on a weekly basis through a variety of groups. It caters for children from within the Emmanuel church family and from the local community.

Friday Night Project

This runs on Friday evenings for children in school years 3 - 6. Children come along to take part in fun activities such as craft, cooking and sport. The evening finishes with a Bible story and worship.

The Rock

The Rock is our Sunday morning group for children aged 3 to 11 years old. This is a time of community, worship and fun. The children start off altogether and then split up into age-appropriate small groups where they play games and study the Bible.

Group	Number Who Came at Least Once	Normal Attendance
Rock Sunday: Pebbles & Marbles (pre-school & reception)	20	12
Rock Sunday: Opals & Diamonds (year 1 & 2)	21	9
Rock Sunday: Rubies & Emeralds (year 3 & 4)	26	10
Rock Sunday: Boulders & Meteors (year 5 & 6)	24	11
Friday Night Project	89	45

Mayhem

Mayhem is a holiday club that we have run over recent years during the Easter holidays for children of primary school age. We welcome 200 children (of which only 36 are from The Rock) into the church to share the good news of Jesus with them through dramatised Bible stories, worship, craft, sport, team building, GUNGE and much more.

School Assemblies

We have 2 local schools in which we regularly lead Bible-based assemblies. This provides a great opportunity to speak to over 500 children on a monthly basis and to reach out to the local community.



Our Ministry - to Youth

Emmanuel Youth Culture

The current mission of the youth ministry at Emmanuel is to “Engage with; Speak Into; and Transform Youth Culture” through the transforming message of the gospel. We long to see young people have life-changing encounters with Jesus and become disciples. Our aim is to nurture them so that they reflect Christ in their decisions, lifestyle, and their understanding of where they fit in the world.



Group	Number Who Came at Least Once	Normal Attendance
EYC: Sunday (7-9)	28	17
EYC: Sunday (10-11)	11	6
EYC: Sunday (12-13)	7	3
EYC: Wednesday	17	9
EYC: Friday	42	21

We run various activities throughout the week, including Sunday morning and evening activities for young people aged 11-18, an after-school mid-week drop-in, and a Friday night open youth event. We also run annual weekend retreats for secondary school aged children and one-off special events throughout the year including attendance at Soul Survivor evenings.

Across this academic year we have had 65 individual young people registered as attending these events once or more.

As part of our Youth Ministry we also serve our local Church of England secondary school, providing support to the Chaplain in a number of different ways.

The PCC and Youth Ministry team are acutely aware of the difficulty in retaining young people as they progress through school years 7 to 13 and the need to develop strategies to address this.



Youth Band

The Emmanuel Youth Band is for young people in school years 7-13. Up to 17 young people meet twice a month to rehearse under the leadership of our Music and Worship Coordinator. The Youth Band lead worship at our ‘All Together’ morning service once a term with instruments that include the organ and classical instruments as well as acoustic, electric and bass guitars, piano, drums and voices.

Our young people are as valued in their gifts and offering as our adults are and they reflect a significant part of our congregation. Some of the more confident members of the Youth Band also play regularly in worship bands across all of our services. We have seen a great improvement in the young people that come - not only musically, playing together as a band, but also in leading the congregation in worship.

Students

We currently have a number of students, who have grown up through Emmanuel and are now away at university or other further education colleges. However, at present we have no-one responsible for keeping in touch with them and supporting them in this formative time of their lives or when they return home during the holiday periods or after finishing their education. The PCC and staff team have identified this as another area that needs to be addressed.



Our Ministry - to Our Community

As a church, we are keen to reach out, serve and share God's love with the most vulnerable in our community. We seek to follow Matthew 25:40 "Whenever you did one of these things to someone overlooked or ignored, that was me - you did it to me." The key activities we are involved with include:

Croydon Churches Floating Shelter

Each winter, from the beginning of November to the end of March, over 30 churches within Croydon combine to run the Croydon Churches Floating Shelter to provide a nightly shelter for homeless people. Between January and March on Tuesday nights, Emmanuel offers friendship, a warm meal, somewhere to sleep, shower facilities, and a chance to chat and be heard. Over 100 volunteers mainly from within the church provide this support.

Food Bank

We also support Croydon Community Food Bank, an independent food bank to help people in crisis in our community. Members of our congregations provide non-perishable food to support this cause.

Waggy Tails

Waggy Tails is a charity which was started by a member of the congregation and is a popular activity club for young people aged 13-18 with additional needs. Young people travel in to the Emmanuel Centre from outside our community and are given the opportunity to work with and train dogs in a monitored environment. Each teenager is provided with a "Buddy" who is typically a sixth-former from a local secondary school.

Waggy Tails aims to help every teenager receive a sense of worth, fun and fulfilment, with the opportunity to meet and make friends.



Lighthouse

As a follow-on to Waggy Tails, this group aims to introduce Jesus to those older teenagers and young adults with additional needs and their carers. It meets weekly on Wednesday evenings during term time and consists of a meal followed by an exploration of the Christian faith, fellowship and Bible teaching.



Caterpillars

A monthly group for pre-school children who have additional needs. It aims to be a haven for parents as well as a safe and enjoyable place for the children, with lots of sensory toys as well as friendly faces and tea and cake.

Disabled Christian Fellowship (DCF)

This is a welcoming club for all those with disabilities and their carers and loved ones. It meets bi-monthly and has speakers and activities along with providing a light lunch.

Selam

This group is for women in the community who do not speak English fluently and do not access the Council's provision due to their culture and lack of childcare facilities. Two classes run per week during term time with a crèche facility and the group combines teaching English skills and providing a safe space where relationships are formed and grow.

Respite Group

This is a monthly group for those with dementia and their carers, which provides support, friendship, laughter, singing, tea and cake!

Our Ministry - to Older People

At Emmanuel, older people represent over a third of our adult congregation and we have a range of groups and activities, which specifically provide fun, friendship and fellowship for these members of the church and the wider community. Particular highlights include:

Tuesday at 11

This is a monthly meeting primarily aimed at older people in our community who enjoy fellowship, food and hearing a wide range of speakers and music.

Rendezvous

Rendezvous is a 'holiday at home' and is a highlight for many elderly people for 3 days during August each year, with additional Spring and Autumn Rendezvous days to maintain relationships. Many different age groups support the activities, which include craft, games, puzzles and a special activity in the afternoon such as a quiz, film or musical entertainment. Lunch is provided for our guests along with a 'thought for the day'.

Friday Fitness

On Friday mornings, this group lives up to its name, combining exercise and friendship with plenty of fun! Both church and non-church members attend.

Open Home

A monthly informal and friendly get-together for ladies who are over 60 (but young at heart) to enjoy a chat over lunch at a local garden centre or similar location.



Our Ministry - to One Another

Being a large church, it is difficult for everyone to know each other well and for new people to feel integrated into our church community. Therefore, we have put in place various groups to facilitate this. Within the range of groups there is something suitable for everyone.

Pastoral Care

Our pastoral care team meet with the clergy every week and identify the pastoral needs in our church community and how individuals or families can be supported by the team in times of personal need or crisis through one-to-one care or counselling.

Home Groups

Home Groups are an important part of our life together at Emmanuel. We have groups that suit a wide variety of people which meet in evenings, during the daytime (some with a crèche) and at weekends. Some groups meet weekly and others less frequently. Whilst certain groups consciously aim to cater for those in their twenties or for mums with young children, other groups are more mixed.

Life Groups

Life groups are another way of building our church community. They are small groups which meet together with a common purpose or shared interest. They range from sports and fitness to music, food, craft, 'general interest', prayer and reflection. These are great places to foster, develop and nurture friendships. We currently have over 40 life groups meeting regularly.



20's- 30's

This can be a transient demographic group and, as a result, numbers within our church community fluctuate. Many in this age group are involved in our evening services - leading the prayers, in the worship band or welcoming. Once a month the 20's-30's meet for a 'Pot Luck Café' after the evening service and during the week there is a 20's-30's home group.

Sport

At Emmanuel, we use sport to enhance fellowship within our community and build relationships with those outside our church community.

The football team (Emmanuel Lightning) plays in a church league and is predominantly non-church members.



The netball team (Emmanuel Thunder) plays in the Croydon Netball League and is currently in the second division.

Other sports organised at Emmanuel include: the Cycling Club, Badminton Club, Emmanuel Runners and Circuit Training.

Our Ministry - in Global Mission

Since it was founded, Emmanuel Church has had a strong tradition of active involvement and support of mission work in the UK and around the world and our Global Mission Committee (which reports to our PCC) is responsible for overseeing our spending on global mission which accounts for around 16% of our total income.



In earlier years many members of Emmanuel worked in mission roles overseas (particularly in East Africa and the Far East) and were instrumental in establishing mission organisations and work which are still active today in those areas. More recently our main focus has been on supporting individuals or projects working with local people who are serving their local communities.

Over recent years we have supported mission partners in Tajikistan, Egypt, Tanzania, Moldova and Kenya as well as funding the training of 3 students each year at a theological college in Uganda. We are also currently supporting one member of Emmanuel who is working in full time mission with the African diaspora in the UK (having recently returned from many years of working in Tanzania to support local pastors and evangelists). Another member has just completed a year of mission training at All Nations Christian College and



is exploring her future vocation in mission. Over the last 20 years we have also encouraged and supported groups of our young people who have served on short term projects either helping with summer camps in Moldova and Ukraine or working on projects with mission organisations such as Operation Mobilisation and LatinLink. In 2019 this has included a small group going to Nepal with International Needs.

Emmanuel also supports a range of mission organisations (usually linked to the Evangelical Alliance or Global Connections) which have been selected to reflect a mix of social concern, relief, evangelism and discipleship and which work both globally and in the UK.



Resources at Emmanuel

Our Finances

After a run of small deficits for several years, our finances are currently in a healthy position, with a projected small surplus on our budget for 2019, following a surplus in 2018. We have been blessed by the generous giving of members of our congregation.

For the past few years, the focus of Emmanuel's finances has been on raising the funds for the redevelopment of the Emmanuel Centre, which cost £2.1m. A significant proportion of the money has come from congregational giving. The final funds were raised by selling a property in 2019, which enabled the repayment of loans taken out to pay for the balance of the construction costs. The remainder of the sales proceeds has increased reserves.

Raising funds for the Centre did have a negative effect on giving for general expenditure in 2017 so a gift day was held in the autumn of 2018 which resulted in a significant increase in regular givers.

As well as the restricted fund for the Centre redevelopment there are three other funds:

- General fund - for unrestricted, day to day expenditure.
- Development fund - an unrestricted but designated fund, used for the development of people, projects and properties.
- Mission fund - a restricted fund used to support our own missionaries, home and overseas missionary societies and agencies, and other projects and appeals with which Emmanuel has connections.

In 2018, the total income for the General, Development and Mission funds was £615,000. This was an increase of 17% on 2017 due to the receipt of a legacy, increased income from the Emmanuel Centre (which was closed for much of 2017) and an increase in giving following our gift day.

Income	2017 £'000	2018 £'000
Giving	386	425
Mission Giving	21	20
Tax Recoverable	84	87
Events	11	20
Rental Income	22	34
Legacy	-	29
	524	615

Expenditure	2017 £'000	2018 £'000
Diocese	227	200
Staffing, Support & Governance	168	165
Mission	80	56
Events & Activities	35	27
Property	47	67
	557	515

Expenditure on the three funds was reduced in 2018 as income expectations had been lowered to reflect 2017 giving. Mission spend was reduced largely due to timing of funds being spent with a number of grants being made early in 2019.

A full copy of the church's audited accounts can be found on [the Charity Commission website](#).

Our Buildings

The Church

Emmanuel was built in 1899, funded by the Watney sisters who came from the family which owned the Watney brewing business. The sisters had already established a thriving mission and community services in South Croydon and built the church and established the parish in an area of Croydon that would rapidly expand in the following years. The church holds about 500 people, in the original pews on a floor that slopes down to the front and, in line with its evangelical roots and emphasis on preaching, the pulpit occupies a prominent position and the church has little in the way of ornamentation. It is equipped with an excellent organ, a drum kit for the band, and an outstanding sound, lighting and projection system.

In the year 2001 an extension was added to the side of the church that includes a foyer with facilities for serving refreshments, a large multi-function activity room (the Watney Room) and a basement room (also with facilities for refreshments). Clergy and staff have office space within the church site.



Emmanuel Centre

Opposite the church is the Emmanuel Centre. The old hall was extended and totally refurbished in 2017 and now includes a sports hall, kitchen, toilets and showers, and 8 multi-purpose rooms. The Centre forms a hub of activity helping us to create, sustain and nurture a welcoming community throughout the week, drawn together by our desire to know and follow Jesus.

We want the Centre to serve our congregations and the local community – supporting, transforming, sustaining and inspiring all those who come through our doors.

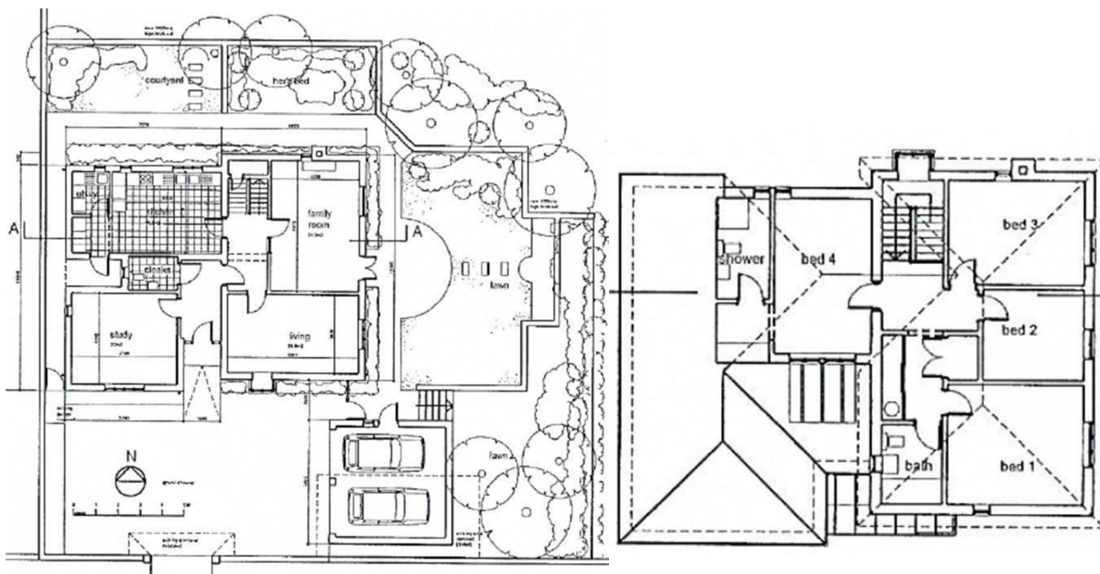


Residential Properties

The Vicarage, in Hurst Way, is a few minutes' walk from the church and is situated opposite Croham Hurst woods. It is a purpose-built detached 4-bedroom house, with a study, living room, family room and large family kitchen with utility room. Built less than 20 years ago, it is owned and maintained by Southwark Diocese.



Vicarage Floor Plans



Other PCC Properties held in Trust

- A 4-bedroom semi-detached house in Hurst View Road which provides a home and office for our Associate Vicar and his family.
- A 4-bedroom semi-detached town-house in Wells Close which is currently used by our Youth Ministry Coordinator and his family.
- A 2 bedroom modern terraced house in Whitmead Close which is currently used by our Children's Ministry Coordinator.

Our Opportunities and Challenges

Emmanuel has many strengths and is a happy community. For example, we are a well-resourced church with a large team of talented and committed volunteers. We are a congregation that responds enthusiastically to projects and challenges. We have a strong tradition of families' and children's work over many years. The quality of much that we offer is high and, for example, our Christmas services, and our children's holiday club are well-attended. Emmanuel has a lot of potential for growth.

We also recognise that there are some challenges to address and opportunities to enable. In this period of prayerful waiting and discernment we sense:

- **We are in need of a renewed vigour behind a clear and prayerful vision for the gospel**, grounded in scripture, which actively engages with modern culture – alongside continued social action. We feel we are trying to do too much, and may have become too activity-focused. We are a bit tired and maybe even lukewarm. New people have often come from other churches, rather than being new to faith. We want to change!
- **The need to increase our emphasis on intentional discipleship, nurturing new Christians, and exercising the gifts of the Spirit.** We struggle to retain people, such as older teenagers and the early-twenties (and their parents), as they transition through different life stages.
- **Unity is important to us.** In renewing our vision around the gospel, we want to maintain our unity whilst holding together some different theological views. We know that this may not always be comfortable, and recognise the challenge. We also value the range of worship styles and breadth of activities we engage in, yet this diversity has meant we have become fragmented and this has contributed to the loss of a driving purpose at Emmanuel.
- **The need to grow in how we welcome and receive everyone**, recognising the value and worth of each person, irrespective of their background or previous life experiences. Some people still find it hard to belong (and not just newcomers). We have some way to go to here, and we need to be nurtured and helped to accept, include, care for and love everyone more radically and deeply. While we are increasingly diverse as a congregation, we are still some way from being truly representative of our local area. We long to be more so and for people in the parish to see us as "their" parish church.

There is plenty of opportunity and desire to invigorate the change and growth we deeply want to see. While we know we have challenges our love of God and fellowship with each other has held us together. The PCC is united, committed and looks forward to collaborating with the new vicar that God calls to Emmanuel.

Our Desired Person Profile

Someone who is:

- A man or woman who knows and loves God, expressed through deep prayerfulness and wisdom;
- A vision-builder, with a passion for intentional discipleship, including for those people with a limited understanding of Christian faith;
- Able to re-invigorate our focus on mission, prayer and evangelism, seeking growth through new Christians, and extending our outreach into the local community;
- A collaborative leader, able to lead a large church sensitively in partnership with others, and build relationships within the parish and with other church leaders in the area;
- Able to identify, lead and empower a diverse team, of both employed staff and volunteers, so as to take the church ahead in implementing a renewed vision and strategy;
- A gifted preacher and teacher who knows and loves the Bible, and prophetically brings its message in a relevant way to where we are in the joys, the struggles and the messiness of everyday life;
- A people person, keen to be an active participant in all aspects of our life as a church, and who can lead us in becoming a church which is truly welcoming to everyone;
- Comfortable with a diversity of worship styles, and loves both liturgy and liberty, sacrament and creativity.
- Not shy of leading us in change, but able to handle change wisely and sensitively.



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