



Mission Action Plan 2024-2025

*A community of faith
& service*

Vicar's Foreword

I am delighted to introduce the Mission Action Plan for the coming year. This document is the result of a great deal of prayerful thought by the Parochial Church Council, having listened both to the voices of the people of St Andrew's and for the guidance of the Holy Spirit.

Our plan comes primarily from the conversations held at an away day on 16th September 2023 at St John's Clay Hill during which we heard personal testimonies of first encounters with the community at St Andrew's, what drew us in and what made us stay. We talked about the many elements of our life and mission we are proud of, where the Holy Spirit is clearly moving and where we should fan the flames and be bold and confident in doing so. Finally we used the government's list of protected characteristics in the workplace to consider our welcome and inclusion for all people in our society. Indeed welcome and inclusion seemed to be of the highest priority for us, alongside building our connections with the community and pastoral care. This plan is therefore divided into sections that reflect these priorities.

This document is not a complete list of everything that happens at St Andrew's nor is it a wish list of things to achieve, rather, it is our shared vision for where we feel we should prioritise our energy and income, reflecting the changing needs of the church and the community whilst boldly proclaiming the unchanging good news of Jesus Christ in Southgate.

Fr Edward Turner

Summary of Profile

The Parish of St Andrew, Southgate, is situated in suburban north London, towards the end of the Piccadilly Line, which provides easy access to Central London. The adult population of the Parish is just over 13,000. It is just about average on the nationwide deprivation scale. However the parish has a relatively small amount of social housing, and child and pensioner poverty is relatively low. There are however still significant poverty-related issues. Most of the Parish lies within the London Borough of Enfield with part of the Parish in the London Borough of Barnet.

The population of Southgate is from a wide range of social, ethnic and economic backgrounds. According to the 2021 National Census, around 40% of the population are from a non-British background. Only 45% of the population of the Parish declared themselves to be Christian, a decline from 58% in 2001 with 32% either not stating their religion or declaring no religion. There has been an increase in those stating "other", Islam being the most significant (12%). There are significant Greek, Cypriot, Jewish, Turkish and Chinese communities living in the Parish. There are also two synagogues (one Liberal and one Orthodox) and one mosque.

Rising house prices have led to many families moving out of the area and the number of school age children declining. The crime rate is also increasing.

St Andrew's is sited at the top of the main shopping street and next to a large ASDA supermarket. St Andrew's prominent location attracts newcomers to the area looking for a Church.

St Andrew's has a current electoral roll of 145. There is an unusually wide range of ethnic and cultural backgrounds represented in the congregation. There is also a healthy socio-economic mix. A further strength is a good gender and age balance. We have families who bring young children. Our tradition is modern liberal catholic.

Connection with the Community

What we are proud of and will continue to invest in and improve.

- The range and quality of opportunities to worship in different styles and at different times at St Andrew's.
- Opportunities for discipleship through online Bible study, Lent courses and explorers courses/confirmation classes.
- The number of church volunteers and the service they provide as musicians, choir, flower arrangers, hospitality team, servers, welcomers and youth workers.
- Our involvement in the training and nurture of curates and those exploring vocations.
- The breadth of activities (religious and non-religious) hosted or provided at St Andrew's which serve the community e.g. Lunch Club, Memory Café, Toddler Group, Foot Clinic, Can Bank, Rhyme Time, Film Club, Art Café, Autism Café, Book Project, educational and fitness classes in the halls.
- Promoting the creative arts through theatre, concerts, recording studio, art classes and events.
- The extensive use of our buildings and the creative use of flexible spaces.
- Our inclusion of people of all faiths and none.
- Volunteering opportunities.
- Our connection with local schools and the clergy input at St Andrew's School.

Our priorities

- **Communication. Invest time and money into online presence, social media and improving the website. Committing to termly leaflet drops to all houses in the parish to remind people of activities and Christmas services at St Andrew's.**
- **Investing in our buildings so they are fit for purpose, flexible spaces, well resourced and maintained.**
- **Creating safe and effective processes for non-church members to volunteer.**
- **Letting the community know that the church is active and here for the whole community.**

Welcome and Inclusion

What we are proud of and will continue to invest in and improve.

- Our diverse congregation.
- Our inclusion of children in church activities and worship, especially our monthly children's service, Little Fishes, Toddler Group, Sunday School and junior servers team.
- Our hospitality, including making the buildings available for charity events and insuring a warm welcome to those who visit for concerts and shows.
- Administration and the management of our buildings, so they are well presented and reflect our desire to give of our best to the community.
- Valuing the contributions of people of all ages and abilities.
- Our non-selective church choir and music groups.
- Welcoming curates and ordinands of all abilities, ethnicities, sexual orientations and genders.

Our priorities

- **Investing in our buildings to make them as accessible as possible including renovating the toilets and entrance to the church hall, making the crypt accessible and looking at ways to make the chancel accessible to all.**
- **To create better parking facilities**
- **Ensuring our calendar of social activities appeals to as many people as possible and reflects our diverse congregation.**
- **Ensuring our PCC reflects our diverse congregation.**
- **Safeguarding**
- **Making all people feel wanted and needed and encouraged to use their gifts.**
- **Create welcome signs in many languages.**
- **Improving our provision for partially sighted, deaf, disabled or neuro-diverse visitors and members of the congregation. Consider service with sign language.**
- **Offering a greater welcome for parents of young children including having a breast-feeding space.**

- **Recognising racism and prejudice in our community and speaking out for justice.**
- **Reaching out to those of other faiths in friendship and love.**
- **Welcoming people regardless of sexual orientation or gender re-assignment.**
- **Including teenagers on the PCC.**
- **Help to tackle tech-discrimination, particularly for the elderly.**

Pastoral Care

What we are proud of and will continue to invest in and improve.

- Pastoral care offered at the Memory Café, Lunch Club, Toddlers and Can Bank by clergy and pastoral assistant.
- Pastoral Care offered to visitors whenever the church is open.
- Care home visits and house Communion services offered by the clergy.
- The pastoral care of children at St Andrew's School.
- Offering many and varied opportunities for friendship and fellowship.

Our priorities

- **Forming a pastoral care lay team.**
- **Offering Neuro diversity training.**
- **Recognising the importance of language regarding questions of gender and identity.**
- **Understanding the wider debate in the church on the subject of human sexuality.**

Caring for the Planet

This was not one of the main themes during our conversations and deliberations around our shared vision but is a priority of the national Church and as such should be a priority on our Mission Action Plan.

- **To appoint an Eco Champion**
- **To engage fully with Eco-Church and the award system**

This Mission Action Plan was envisioned by the Parochial Church Council and compiled on its behalf by in the Parish Office on 1 February 2024 and will be reviewed at the APCM 2025

Vicar: Fr Edward Turner
Curate: Fr Tom Smith
Pastoral Assistant: Jonathan Esposito
Church Warden: Pennie Bongomin
Church Warden: Alex Lewis
Facilities Officer : Juliette Winter
PCC Secretary: Pam Dean
Director of Music: Katharine Robinson
Head Server: Jenny D'Cruz
Safeguarding: Anne Anderson

