



**St Barnabas**  
transforming lives • changing the world



# Parish Profile 2022

..... St Barnabas, North London

# Parish Profile 2022



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# Introduction to the Parish Profile

Welcome to **St Barnabas**, North London, a vibrant evangelical charismatic collaborative family of churches with a dynamic missional outlook. We are delighted that you are interested in exploring this key role at St Barnabas, known to many as 'St Bs'. A role that enjoys the support of a great staff team and many volunteers.

*'Transforming lives: changing the world'* is what we are passionate about. Our desire is to see people come to faith in Christ as they encounter Jesus and the power of the Holy Spirit at work in their life. We want to be a community of missional disciples, that will go out from St Barnabas, into our locality and beyond, with the Gospel of Jesus Christ.

Over the past 35 years, St Barnabas has had a long history of being a resourcing church, within the New Wine Network of churches, dedicated to mission and evangelism, local and global. The challenges of today may be different to those of previous years, but the mission field is still huge and the workers few. We long to see many more come to faith in Christ.

We are currently in a season of rebuilding for new life and growth, as we start to emerge from the pandemic. We are a family of churches, known for church planting and sending out missional leaders (lay and ordained) locally, nationally and globally. There is still so much more to be done, and to this end we seek an incumbent who will successfully build on the faithful and fruitful work done here over the past 40 years, with a strong vision and call for this new season of our church's life.

We hope that this document will give you all the information needed and invite you to join with us in the discernment of who God is calling to be our new Vicar. We look forward to warmly welcoming whoever that might be.

**The PCC of St Barnabas, North London**

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**'Transforming lives:  
changing the world'**

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# Bishop's Statement

# Bishop's Statement for St Barnabas Woodside Park



*The RT Revd Robert Wickham  
Bishop of Edmonton*

The appointment of a new Vicar for St Barnabas Woodside Park is a significant appointment within the Edmonton Episcopal Area and the Diocese of London. St Barnabas is one of five Resource Churches within the Edmonton Area, and the only Resource Church serving the London Borough of Barnet. This is significant, as Barnet is a Borough with complex urban regeneration, where many of the local churches are relatively small in comparison to the size of the parishes that they serve.

Following the completion of the first phase of go+grow, we have reached an important moment in our serving the people of North London, whose lives have been severely affected by Covid. This is therefore a time of soul searching in our boldness, simplicity, and humility.

Subsequently, I would like to share four main challenges which I would be looking to the new Incumbent to be working collaboratively with me and others to address. These are alongside the challenges and joys mentioned in the Parish Profile.

## **The church needs to grow in number and in discipleship**

We are looking for a new Vicar who will not only love all the people, they will also focus upon developing healthy models for church growth, in partnership with others. There is a great scope to work with the Senior Staff of the Diocese to enable this growth, and I would expect any new Incumbent to liaise directly with the Gregory Centre for Church Multiplication, with the Bishop of Islington and his team. I would also expect the new Incumbent to place high regard upon individual and corporate discipleship as a means of growth and a rationale of serving the local community.

## **The church needs to grow younger**

Work amongst children and young people is a significant priority for the parish. With no Parish school, but plenty of Church of England and community schools locally, I would be looking for a Vicar who will support a school's ministry, and who will place the ministry amongst children and young people as a particular challenge. Covid 19 has demonstrated that our children and youth ministry is fragile, across the Borough. As the Resource Church, there is an opportunity for fresh imagination to develop training and strategy as we respond to this present reality.

**We are looking for a new Vicar who will not only love all the people, they will also focus upon developing healthy models for church growth, in partnership with others**

**St Barnabas is a place where everyone in the community might find a home and belong**

### **The church leadership needs to reflect the community**

There is the expectation of discerning, fostering, and supporting vocations within the Church of England, to a variety of ministries. Explicitly, the Edmonton Area has a paucity of women clergy and of clergy from the Global Majority, and it is important within church communities like St Barnabas, who serve a very diverse population, that there is a healthy environment to foster new vocations and mentor new leadership. The Edmonton Director of Ministry works from the Church, therefore there is ample opportunity for creative training to be developed. This has been an exceptional strength of St Barnabas in the past, and I pray for a continuation of this priority. I also pray that this will demonstrate too that St Barnabas is a place where everyone in the community might find a home and belong.

### **The church needs to work collaboratively with others**

Finally, there is the need for creative engagement with other churches within the Deanery in a time of change. The new Vicar must have a heart for working with others, which reflect a diverse mixed-ecology ecclesiology, in bringing the Gospel into new contexts. For each church in the Deanery to thrive, we are looking for Incumbents who can respect such diversity and pray for each church to thrive in a spirit of generous orthodoxy. This means that Clergy gatherings and Synod will need to be high priority for the new Incumbent, as they play their role in developing a cohesive collaborative culture in our effective mission across Barnet. This will involve helping to develop a strategy for new church plants for the Borough, especially working with our Dean of Mission and with the Safeguarding Team, who will ensure that any new creative development will have safeguarding at its core. In addition, such partnerships will lead to new ways of serving the community, with a heart for community transformation. The Diocesan partnership, Compassionate Communities, will be a helpful aid.

**These challenges, within the context of Vision 2030, offer an exciting and rewarding ministry for the right man or woman. As you discern, be assured of my prayers.**

**+Robert Edmonton**  
April 2022



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# The Role of Vicar

### 3. The Role of Vicar

**The parish profile provides an outline of the life, mission and ministry of St Barnabas. The appointment of a new vicar will represent a significant transition in the life of our church communities.**

**We need a spiritually mature leader who is **passionate** about Jesus, a worshipper who is full of the Holy Spirit**

Our new vicar will have the role of leading us both spiritually and strategically.

The oversight of the St Barnabas 'family of churches', the breadth and diversity of our various congregations and ministries, and the large staff team (clergy, employed staff and lay volunteers) will require a person of substantial vision, capacity, compassion, self-awareness and emotional resilience, who can lead us prayerfully, confidently and joyfully in to this new season.

Above all we need a spiritually mature leader who is passionate about Jesus, a worshipper who is full of the Holy Spirit, and who will inspire us to follow Jesus and make him known.

***A full role description and person specification can be found in Appendix 1.***





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# About the Parish & North Finchley

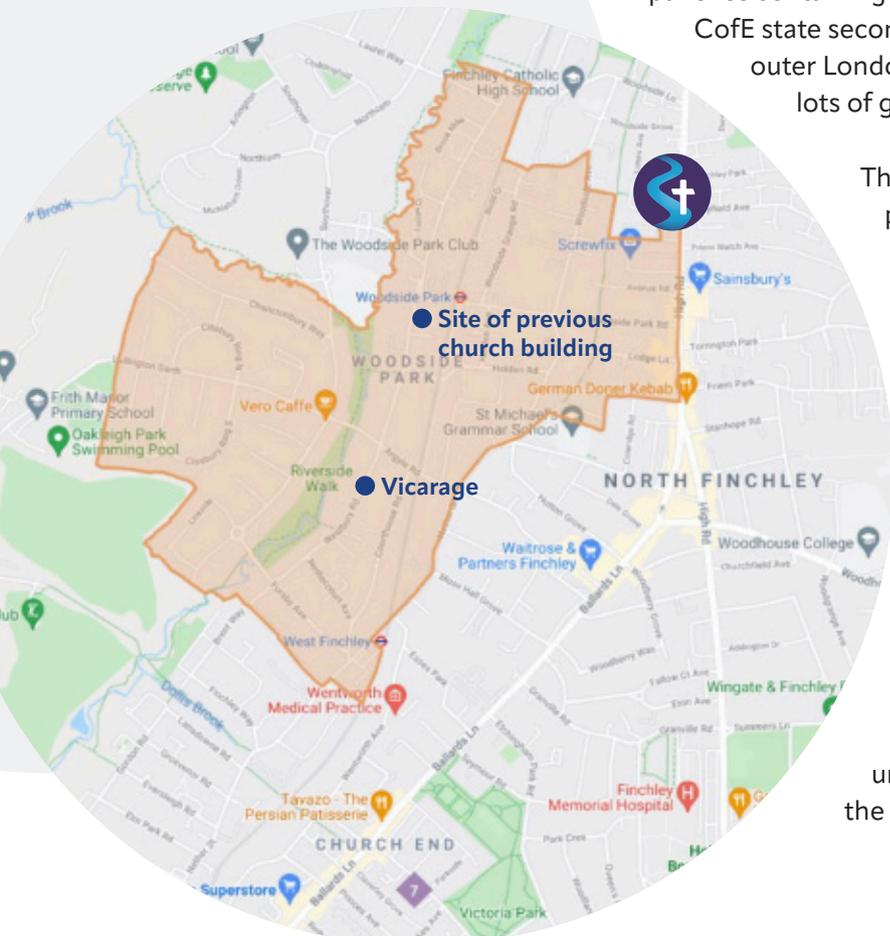
#### 4. About the Parish and North Finchley

**The church is in the heart of North Finchley, an outer suburb of North London. The area is residential with mainly privately owned housing, though there are some small council estates in the parish and a number of homes for the elderly.**

The parish has a population of about 8,500. There is a wide ethnic mix, including a large number of Jewish, Japanese, Italian, Greek, African, Indian and Chinese people. The parish borders the High Road of North Finchley, where the church building is located, which is a typical North London shopping high road within the borough of Barnet, which has a population of just under 400,000, the vast majority of whom are within a 15-minute drive of the church. The demography of the local population is younger than the national average, with the largest proportion of the population being in the 25-34 age group. Like many London regions, the Borough has pockets of both deprivation and affluence side by side.

There is little sense of community in the parish, and children go to a wide variety of different schools. Within the parish there is one state primary school and one private junior school. Immediately the other side of the parish boundary not only are there two other state primary schools, but also adjacent parishes containing five CofE state primary schools and two CofE state secondary schools. Overall, it is an attractive outer London suburb, with some very good schools and lots of green spaces, making it ideal for families.

The parish is a very pleasant place to live, and property prices are high. In the late eighties there was substantial redevelopment of some of the larger houses into flats and currently there is extensive new development in the area. On the High Road, you can find a wide variety of restaurants, pubs and independent shops, adding further charm to the area. There is also a large number of parks, including Friary Park, Swan Lane and Dollis Valley Greenwalk, all of which are nearby. The rolling countryside of Totteridge, with its beautiful Darlands Lake nature reserve, is also within walking distance. The local underground station, Woodside Park, is on the Northern line. (Zone 4).



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# Our Heritage

Worshipping God's goodness · engaging Jesus' love

**welcome**  
to St Barnabas

St Barnabas

**Sunday Services**

10am	Act of Remembrance
11am	Worship with Children's Prayer
11.30am	Worship with Children's Prayer
12pm	Worship with Children's Prayer
1.30pm	Worship with Children's Prayer
2.30pm	Worship with Children's Prayer

Tel: 020 8543 8710  
[www.stbarnabas.co.uk](http://www.stbarnabas.co.uk)  
Barnabas Way, London N16 9LH

**St Barnabas Church started as a corrugated iron chapel in 1885 in Woodside Park. The church was set amid fields; the roads and houses that eventually surrounded it would not be built for another 25 years. This location away from the emerging High Road was chosen in response to the founders' sense of mission and a specific call to start a mission outpost where they believed people would soon be living. This adventurous Spirit-led approach has been a hallmark of St Barnabas ever since.**



*St Barnabas Church, Holden Road*

**Isaiah 60 is another key scripture the church has held, and that call to 'arise and shine' in a more visible way inspired the vision of relocating to the High Road**



*St Barnabas Church, High Road*

The original iron-chapel was replaced by the Holden Road church building and was consecrated by the Bishop of Willesden on 14th March 1914. The church's initial growth was not maintained and when John Coles became vicar in 1982 he felt God speak to him from Matthew 28:18-20 and promise that the church would grow. Through interactions with Vineyard, John experienced the baptism of the Spirit and began to bring change to the church. There was a renewed focus upon Jesus, the authority of scripture and prayer for an empowering of the Spirit for the purpose of mission.

The church grew, became younger and was known for its ministry to children and young adults. Contemporary sung worship was another of its hallmarks that caused people to gather here. Services were a place of encountering Jesus by His Spirit who, through the ministry of the gifts of the Spirit, enabled everyone to be empowered for mission wherever they were. Training in and providing space for healing ministry provided opportunities for people to learn and see God working. The Church warden at the time had a prophetic picture of young people flowing into the neighbourhood like a river. The intentional giving away of what the church was receiving was another hallmark – both locally, as many church plants were established (see section 9) and even internationally, through the sending of members overseas. Releasing and multiplying leaders (both ordinands and worship leaders) and engagement with the New Wine church network gave St Barnabas a wider influence. Thus, a prophetic word that St Barnabas would bless and impact the Church of England was fulfilled.

From his appointment as Vicar in 2001, Henry Kendal continued with this vision. Acts 13 and the characteristics of the Antioch church became a key scripture in helping him further discern the call upon St Barnabas as a large, diverse, generous, and sending resource centre. The desire to resource the wider church, especially those working in marginalised communities, and not to just grow our own attendance, is another characteristic that recurs through our history. Isaiah 60 is another key scripture the church has held, and that call to 'arise and shine' in a more visible way inspired the vision of relocating to the High Road. This adventurous move, like the founders' original plans, was about enabling the future mission of the church. This scripture, along with a passage from Isaiah 43, are printed on doors in the new building, for the move marks a new season for the church.



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# Our Vision & Values

# 2030 Vision

**'Transforming lives – changing the world'**

**Our vision is to be a large church in North London where individuals are being transformed, by the Holy Spirit, to be like Jesus. We plant churches and partner with others to grow, teach and send empowered disciples who are changing the world:**

'...they sent Barnabas to Antioch. When he arrived and saw what the grace of God had done, he was glad and encouraged them all to remain true to the Lord with all their hearts. He was a good man, full of the Holy Spirit and faith, and a great number of people were brought to the Lord.' Acts 11:22-23

From this, we see an ongoing call to be a Spirit-led church that is inter-generational, true-hearted, faith-filled, growing, diverse, prophetic and generous.

## Foundational Values

St Barnabas identifies itself as an evangelical charismatic church within the Church of England and is part of the New Wine network of churches. We have been very influenced by the teaching and practice of John Wimber and the Vineyard movement. We want to be a truly 'word and spirit' church, taking the exploration of scriptures seriously as our guide to everything and pressing into the things of the Spirit with enthusiasm.

We firmly believe in 'every member ministry', releasing leaders, lay and ordained, male and female.

We fully subscribe to the historic catholic creeds of the church ([www.london.anglican.org/Beliefs](http://www.london.anglican.org/Beliefs)) that expound the truth that God is one, revealed to us in three persons (Father, Son and Holy Spirit). And we also agree with the statement of faith of the Evangelical Alliance (which can be viewed at <https://www.eauk.org/about-us/how-we-work/basis-of-faith>).

## Mission

We believe that God has called us to put an overarching priority on mission, local and global. Our World Mission Support Ministry is amazingly well-resourced. As a designated resource church in the Diocese of London, we are committed to church planting across our region.



# 2030 Vision

## Seeking God's Plan for St Barnabas Church in 2030 – Mission Action Plan



We are at a pivotal point of our journey and are drawing up exciting new plans and strategies to take us into the coming season, based around the missional vision we believe God has given us.

Over the past few years, we have seen the growth of contrasts and a polarisation of society. Many times, these contrasts are painful, but sometimes contrasts hold a powerful tension that allows new meaning and life to develop. We now believe God is calling us as a church to grow together in our mission across five contrasts. These are **key values** to shape our community and our culture. It's like an infusion of new DNA that God wants to replicate in us as we **grow to be like Jesus**, called to be a church that lives out these five contrasts:

### Humble and Bold



Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience. Colossians 3:12

...since we have such a hope, we are very bold. 2 Corinthians 3:12

Following the life-pattern of Jesus, we want to be a humble church, preferring others, recognising our own weakness and frailty, and serving our community and our world. Alongside that, we need to be bold and grow in boldness. Boldness in our speech, in our actions, in what we stand for, what we stand against and in whom we stand. God is calling us to courageous acts of his love.

### Diverse and United



...there before me was a great multitude that no one could count, from every nation, tribe, people and language, standing before the throne and before the Lamb. Revelation 7

How good and pleasant it is when God's people live together in unity! Psalm 133:1

We are a diverse church located in a diverse community and we recognise the power of reflecting the worship of heaven: open to everyone from every place. At the same time, we are called to seek the blessing of unity. As God calls us deeper into union and oneness with him, so he calls us into deeper unity and oneness with each other and to grow in our relationship of love with all those around us. Our community is called to be an expression now of heavenly love and unity that will continue into eternity.

### Powerful and Vulnerable



'In the last days, God says, I will pour out my Spirit on all people...' Acts 2:17

'But he said to me, "My grace is sufficient for you, for my power is made perfect in weakness." Therefore, I will boast all the more gladly about my weaknesses, so that Christ's power may rest on me..' 2 Corinthians 12:9

We are a church that has experienced the transforming power of God in our lives, and we seek to continue to live, love and serve in that power. We want to see North London set on fire for Jesus and that fire carried to the ends of the earth. At the same time, we are called to grow in the vulnerability that we show to others; to take down our masks and open up our lives so that others can see Jesus at work in us. **We believe as we vulnerably open our hearts to the power of the Holy Spirit, we are transformed.**

### Loving and Challenging



God is love, and all who live in love live in God, and God lives in them. 1 John 4:16b

Learn to do right; seek justice. Defend the oppressed. Take up the cause of the fatherless; plead the case of the widow. Isaiah 1:17

We are called to grow in loving God, our church, our community and our world. That love is modelled on the love of Jesus who gave everything for us on the cross. We are also called in love to grow in challenging ideas and structures in society that oppose his love. We stand for and with the least, the last and the lost. Seeking to grow in loving and contending for them, in Jesus' name. In the context of true community of love, we also able to open ourselves to accountability and growth in our lives.

### Local and Global



Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.' The second is this: 'Love your neighbour as yourself.' There is no commandment greater than these." Mark 12:30-31

Therefore, go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you plead the case of the widow. Matthew 28:19-20

We are a local church with a global vision. As we have been reminded during the COVID-19 pandemic, our hyper-local is interconnected with the hyper-global. Our neighbours are those we clapped with on our doorsteps, but our connection to the global experience of God's human creation has rarely been more apparent. God is calling us to step further into these new realities: both the relationships on our streets and the ones over Zoom; from the High Road to the Himalayas, our focus is to be both local and global. Reaching out into missional relationships of love through whatever networks and opportunities the Lord provides.



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# St Barnabas today

## Church Worshipping Community

We currently hold the following services that are led by leaders (clergy and lay).

### Sunday Services at St Barnabas High Road

8.30am	Holy Communion	approx. 6-10
9.30am	Morning Worship	approx. 60-80 adults plus children (0s-11s) including SEN provision
11.30am	Morning Worship	approx. 120-160 adults plus children and youth (0s-14s) in age-related groups
11.30am	Livestream	average 35 views online and typically, 180 views on YouTube catch-up
5pm	The Five	approx. 15 Youth Congregation for 14s-18s
5pm	Evening Worship	approx. 40-60 adults

Average Sunday attendance is about two-thirds of pre-pandemic levels, although if online views were factored in, this deficit would be largely made up. Young adults and youth numbers have fallen dramatically during the COVID-19 pandemic.

### Sunday Services at our Church Plants

10.30am	Oakleigh Community Church, Whetstone	approx. 80 adults plus children and youth
11am	Faith House, Colindale	approx. 30 adults plus children
5pm	church@five, Strawberry Vale, East Finchley	approx. 45 adults plus children and youth

### Other Ministries (St Barnabas High Road)

We have developed a number of ministries to enable us to fulfil our vision of '*Transforming lives: changing the world*' in the most effective way available to us. These are constantly under review, but currently include:

**Kids and Under 5s Church:** We gather our children together in age-appropriate groups each Sunday for their version of church. This includes sharing God's story, worshipping together, praying for one another, and having a lot of fun. We believe that even children not yet born matter to God and that His desire for the very youngest to the very oldest child is for them to know him, not just in their head but also in their hearts.

**Youth:** Roots is the youth ministry at St Barnabas. Our vision is to create an environment in which young people, aged 11-18, can meet with God through fun activities, intimate worship, transformative, Bible-focused conversations and life-affirming relationships. We currently run a number of different programmes during the school terms which all aim to engage young people from every walk of life.



## 7. St Barnabas today



**Young Adults:** Our Young Adults ministry is aimed at building community for the 18-30s demographic. We do this by meeting, eating and socialising together in small groups. Most of our young adults gravitate to our 5pm High Road service.

**Life Groups at St Bs:** We encourage all members of St Bs to be in a small group. Currently we have 24 listed groups and a number of other informal ones. They are a great way to get involved, learn, grow and make new friends.

**2-4 Groups:** We encourage everyone to belong to a 2-4 Group, for prayer and support. We do not attempt to manage or monitor these although there are rumoured to be well over 100 in operation.

**Pastoral Care:** Pastoral Care starts with the life groups. We also have a pastoral care team who act as first responders to pastoral concerns, passing on appropriate cases to the clergy team. They are also engaged in home visits and home communions.

**Adult Discipleship:** We have run a variety of courses including: baptism preparation, marriage course, parenting, mentoring, money management, Christian mindfulness, and other discipleship courses.

**Sung Worship:** Contemporary worship is a key value of St Barnabas. We currently have about 40 members on the worship team, including many excellent musicians. Our vision is for passionate and intimate worship.

**Healing Prayer Ministry Team:** St Barnabas has a prayer team that is active at every service. We run occasional Learning to Heal Training Days.

**Men's Ministry:** The men at St Barnabas run prayer breakfasts, pub nights, walks and other activities to which the men of St Barnabas are encouraged to invite their friends.

**Mosaic:** Aims to empower spirit-filled, Christ-centred women, fearlessly and relentlessly pursuing God's presence and purpose for their lives and together impacting the church and the community. They run regular breakfast events.

**Oasis:** Maturing in our Christian identity is part of our vision for our membership. Through the 'Keys to Freedom' course, teaching events and small group prayer ministry, Oasis aims to equip and disciple individuals to become all that God created them to be.

**Kingdom Creatives:** a creative community passionate about encountering Jesus, through diverse creative expressions, with a missional view to 'give away' by partnering with ministry both inside/outside the church.

## Church Outreach

### Community Ministries

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**Homeless Outreach Ministry:** Every Sunday a team hosts a Community Lunch at the church for about 50-60 people in our area who are homeless and those who identify with that community. Includes clothes bank.

**Night-shelter:** We partner with other local churches to provide a winter night shelter for homeless people. Our church centre has showers and washing facilities for our guests. (NB. The Night-Shelter has not been able to function in the pandemic, and has been outsourced to the Borough, although we have continued to provide food for those being housed)

**Foodbank:** Set up at the beginning of lockdown in 2020 in partnership with church@five, this has grown to be a major referral-free foodbank for North London, with hundreds of families benefitting from this weekly provision of food and other items.

### Social Outreach

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**Barneys:** Barneys is a church toddler group. It is a major outreach to the under 3's families in the area. Barneys has a committed core of leaders and at present runs two mornings a week. A number of these families come along to our Family services and other outreach events, such as our regular Friday Evening Messy Church.

**Outreach to Senior Citizens:** We are building friendships with senior citizens in our locality, seeking to make Jesus known to them through a weekly social club (The Wednesday Club) and regular social events.

**English Conversation Classes:** We run very popular weekly English conversation classes for non-English speakers in our neighbourhood.

**N12 Community Choir:** This is a sizeable choir, the vast majority of whom are not church members. Its vision is to build community amongst those who don't otherwise attend St Barnabas.



## Church Outreach

### Outreach Groups and missions

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**Healing on the streets:** This team goes out regularly offering prayer for healing and prophetic ministry on the North Finchley High Road.

**Alpha:** We run Alpha courses once or twice a year, for those who are seeking to investigate Christianity. In addition, courses are run at other times for specific groups e.g., Farsi, Spanish, Cantonese and Polish speakers.

**World Mission:** Through the agency of our internal organisation, World Mission Support (WMS), we support those we have sent and those considering world mission. Currently, we have eleven Mission Partners and Associates abroad, nine UK-based Mission Partners and Associates, two people exploring becoming a mission Partner (one abroad and in the UK), and four short-termers. Our mission partners are members of St Barnabas (past and present) who have been raised up and sent out from us. Our mission associates are also mainly previous members of St Barnabas, with whom we have strong connections. Our Mission budget is currently in excess of £100,000. This budget is overseen by the WMS board, our World Mission Pastor and our Member Care Pastor.

### Enterprise Programme

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This seeks to equip disadvantaged adults to successfully enter the world of work. Trainees are on an 18-month programme, after which the hope is that they will be able to move on to alternative employment. Led by our partner charity Hope North London, Hope Café is the first social enterprise which takes on these trainees, teaching them employment and life skills.





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# About the St Barnabas Family of Churches

# St Barnabas currently is a family of four churches

(all part of our parish, although not necessarily geographically within our parish):



**Barnabas High Road:** our central church centre where staff offices are based.



**Oakleigh Community Church:** planted in 2001, based in Whetstone, with a membership of about 100 adults and children, led by Revd Mike Pavlou. It has its own church building that has recently been refurbished and extended to accommodate the growing numbers. Their main Sunday morning service is at 10.30am and has kids and youth groups. Midweek they have small groups and outreach projects. Currently with income of just under £150,000, they are financially viable and running a healthy surplus. (See appendix 2 for further details)



**church@five:** meets on Sunday afternoon at Green Man Community Centre on Strawberry Vale in East Finchley. Led by Revd Helen Shannon, there is a regular attendance of about 40-50 people, together with kids, youth, midweek groups and activities groups. Their finances are entirely integrated into St Bs, and as such they operate financially as an additional congregation of St Bs. (See appendix 3 for further details.)



**Faith House:** Based in the "Stay Club" in Colindale, Faith House was launched in 2021. They have started regular Sunday worship, midweek groups and event and a gospel choir. It is led by Revd Adrian Clarke. Their finances are still evolving and work is being undertaken to secure funding to help them get through to a point of viability. (See appendix 4 for further details.)



9

# From 'resourcing church' to 'Resource Church'

## 9. From 'resourcing church' to 'Resource Church'

For many years St Barnabas has identified itself as a "resourcing church": church-planting, running conferences, events and other training resources. Also sending members, ordinands, mission partners and staff to resource the wider church.

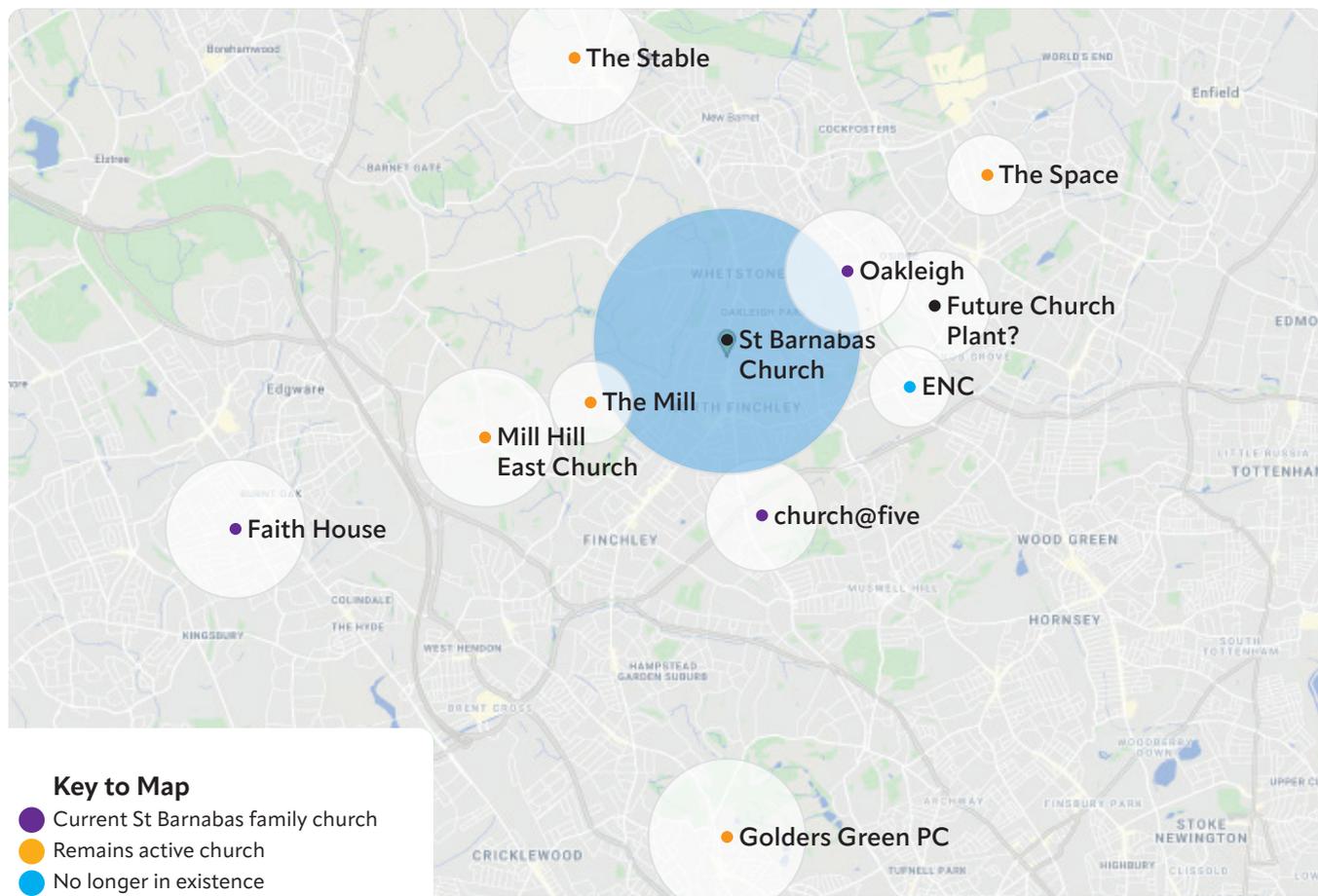
**Church Planting:** One of the key areas of resourcing for us is Church Planting. As a Resource Church, we have a specific brief for planting and revitalising churches across the Area. Church planting has been in St Barnabas' DNA for the past three decades, with missionaries and teams being repeatedly sent out to start new ventures. Whilst not all of these have endured, the majority continue to thrive. Three of the church plants have remained part of St Barnabas' parish, which has been a successful way of resourcing these fledgling churches.

**The Bishop of London designated St Barnabas as a Resource Church in 2019.** The purpose of this new initiative, funded by money from the Strategic Development Fund, is to revitalise the mission of the Church of England through church-planting. This means that we have additional clergy training with us in order to plant out in the near future. The first of these was Adrian Clarke, now leading Faith House (below).

As a London Diocese resource church, we have been working with the Gregory Centre for Church Multiplication ([www.ccx.org.uk](http://www.ccx.org.uk)). We are in conversation with two dioceses and local church leaders about a possible location for the next church plant. The potential area is on the new Oakleigh Park development where there currently isn't any local church.



## 9. From 'resourcing church' to 'Resource Church'



**1. The Stable:** Started by previous members of St Barnabas.

**2. Northside:** (not shown on map) This was the first church-planting team sent out by St Barnabas in 1993, within the geographic parish. However, for multiple reasons, the plant closed shortly thereafter.

**3. Mill Hill East Church:** A Baptists Together/ United Reformed Church plant out of St Barnabas in 1995. Still thriving under the leadership of a former St Barnabas Worship Pastor.

**4. Cell Church:** (not shown on map). Two small groups operating together on the 'cell church' model from 1996-1998.

**5. Oakleigh Community Church:** Planted in 2001 under Mike Pavlou's leadership. A "Bishop's Mission Order" (BMO) church which remains part of St Bs' parish.

**6. ENC.** (Emmanuel Network Church): Planted 2006 by a former St Barnabas Youth and Young Adult Pastor. Since closed.

**7. Golders Green Parish Church:** A team was sent out by St Bs to revitalise this church in 2007 under the leadership of a former Associate Vicar.

**8. The Space:** A house church, planted by John and Anne Coles, former vicar and a team including a former Assistant Curate.

**9. church@five:** Planted by Helen Shannon in 2010. A BMO church, which remains part of St Barnabas parish.

**10. The Mill:** Initiated in 2018 by an ordinand based at St Barnabas who has since become curate at St Paul's Mill Hill and oversight for this project therefore passed to them.

**11. Faith House:** Planted in 2020 by Adrian Clarke. A BMO church, which remains part of St Barnabas' parish.

**12. Future:** Possible church plant on Oakleigh Park.

A smiling woman with her hair tied back, wearing a tan cable-knit sweater and a blue lanyard, sits at a desk. She is looking towards the camera. On the desk in front of her is a computer mouse on a blue mousepad, a keyboard, and several books. A tan jacket is draped over the back of her chair. The background is a blurred office or classroom setting.

10

# Staff Team

**The St Barnabas High Road staff currently comprises seventeen pastoral staff (including some clergy and ordinands) and full-time equivalent of just under six operations staff, with a couple of vacancies. This does not include Hope Café staff, who are employed by our partner charity Hope North London. In addition to this, our three church plants each have a member of clergy and various other staff.**

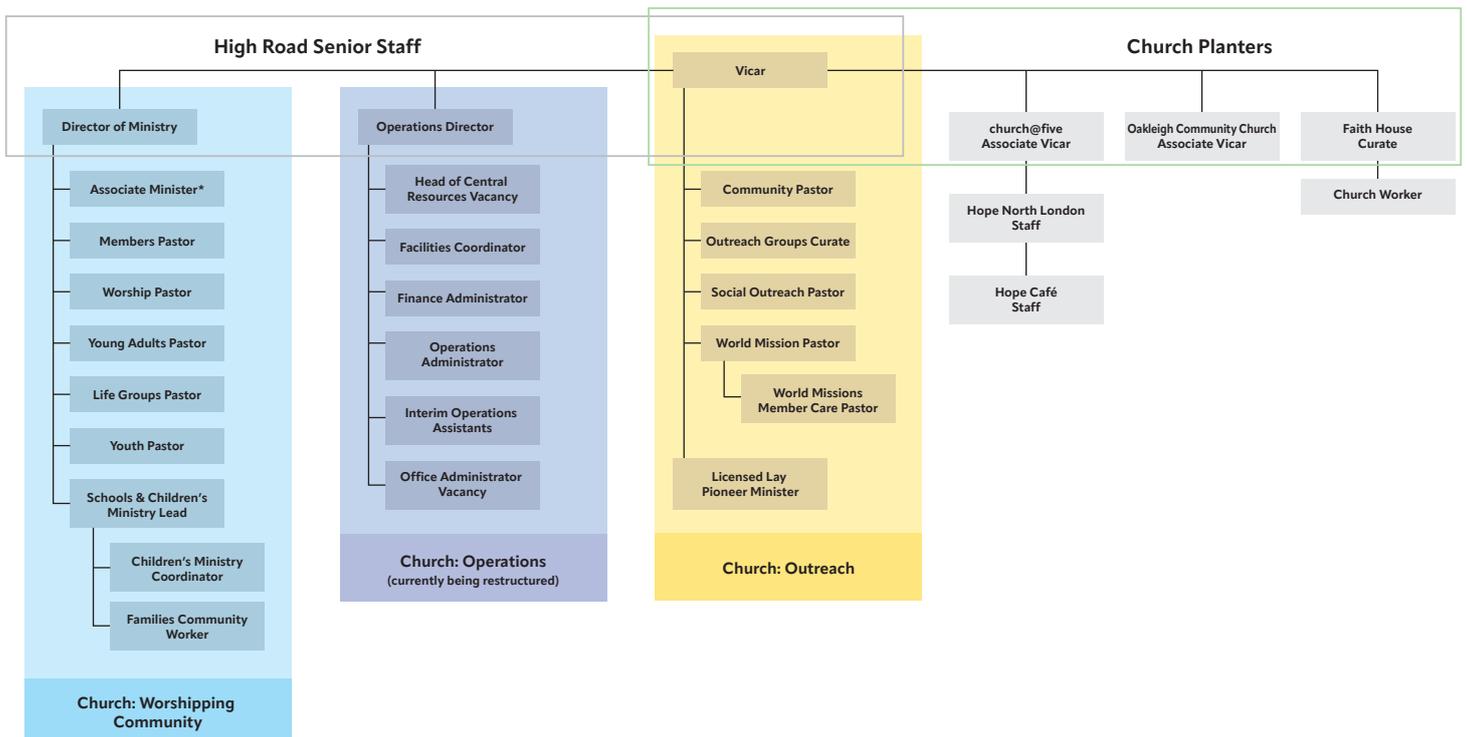
**Structure:** The staff chart (below) shows the basic structure. The St Barnabas High Road staff is organised into three sub-groups, indicated by the coloured rectangles, Church: Worshipping Community (CWC), Church: Outreach, and Church: Operations. Each of these has a weekly staff meeting. The overseers of each of these three departments form the senior staff group, which also convenes a weekly meeting. The church-planters form a separate staff group relating into the vicar.

St Barnabas always seeks to adapt to the unfurling situation, so this current structure is not old, or set in stone, and is likely to change as the ministry of the church evolves. The principle is that everyone

should have clear lines of accountability and communication that fit with their area of ministry as well as enabling effective collaboration with other ministries. And that no one member of staff should be overloaded with too many direct reports. The staff currently includes seven ordained clergy, three ordinands, and four people in discernment for ordination. The staff team currently includes four members who although unpaid, carry significant responsibility. This sometimes leads to a non-ordained volunteer staff member providing elements of supervision for a stipendiary clergy-person. This is in keeping with our understanding of the priesthood of all believers.

## St Barnabas Staff Plan

transforming lives • changing the world



\*seconded



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# Partnerships

## 11. Partnerships

**The Diocese of London.** We work closely with the Edmonton Episcopal Area, with one of their senior staff having his office in our church centre.

**New Wine.** We have long been associated with New Wine, not least because a previous vicar, John Coles, was the Director of New Wine. A group of St Barnabas people attend the summer conference, some of them volunteering on teams. In the past, many of our staff have been given responsibility for significant ministries within New Wine. Our current vicar, Henry Kendal, heads up the North London New Wine network, assisted by a couple of other local church leaders.

**The Gregory Centre for Church Multiplication (CCX).** As mentioned above, as a 'Resource Church', we have been increasingly working with CCX, headed up by the Bishop of Islington.

**Hope North London (HNL).** This is now an independent charity which was set up by St Barnabas in 1998. The charity works with children, young families and communities from areas of deprivation, delivering programmes to enhance their welfare. Much of the charity's work is associated with church@five. In the past two years, in partnership with St Barnabas and church@five, the charity has set up an enterprise programme whose first business, the Hope Café, is based on the ground floor of our High Road church centre. The vicar of St Barnabas is a trustee. Details of the charity's activities can be viewed on Charity Commission website (search for Charity number: 1073072), or on the HNL website <https://hopenorthlondon.org.uk>

**JKT North London.** Formerly known as the 'Jesus Kingdom Trust', this charity was set up in the 1990s to hold property on the behalf of St Barnabas PCC. The net assets were transferred to a new company (charity no: 1191229, company no. 12627169) in 2021 which is a wholly owned subsidiary.





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# Buildings

# go+grow

*the journey so far...*

St Barnabas High Road is the church centre situated on the North Finchley High Road. It is a four-floor, 25,000 sq ft commercial building, which has been adapted for our purpose. After a challenging relocation project called “go+grow”, we moved our parish church from a back-road to new High Road premises in September 2018. It is wholly owned by St Barnabas with no outstanding debt. It is the resourcing base for our church plants and wider ministries.

The main usage of the floors is as follows:

- **Basement:** Car park, maintenance
- **Ground Floor:** Foyer, Church worship sanctuary, and café
- **First Floor:** Children’s ministries, social outreach ministries, chapel
- **Second Floor:** Youth ministry, undeveloped space, diocesan offices
- **Third Floor:** Church offices

We have completed phase one of the go+grow project. A planned phase two would comprise the construction of a bespoke auditorium built on the surface car park on the back of the building. This would provide a state-of-the-art 500-seat auditorium. We are therefore in an interim situation, where our building provides exceptional accommodation in every department except the main adult meeting space.



Architect’s CGI drawing of the Phase Two auditorium to the rear of the property.

## 12. Buildings



Vicarage

**Vicarage:** 68 Westbury Road is a fine detached house in a quiet residential road near the Dollis Brook Green-Walk park. It has two spacious reception rooms, and a good-sized kitchen, a study and a downstairs toilet. Upstairs it has four generous bedrooms and a bathroom. There is a single garage and a large garden.

**Oakleigh Community Church** has been recently completely refurbished and extended. It is now an excellent facility, catering very well for the Oakleigh church community's needs. It is on a new 20-year lease from the Church Growth Trust at a very reasonable rent.

**26 Stable Walk**, on Strawberry Vale, is a five-bedroomed house owned by JKT North London on behalf of St Barnabas. The property is mortgaged, and acts as the church leader's accommodation and gathering place for church@five.

All the rest of our buildings including clergy accommodation, are rented or borrowed. Two of our church-plants do not own their own premises. **Church@five** meets in the Green Man Community Centre, which is provided free of charge for us. For **Faith House**, we rent a space in Colindale for Sunday meetings.



Oakleigh Community Church



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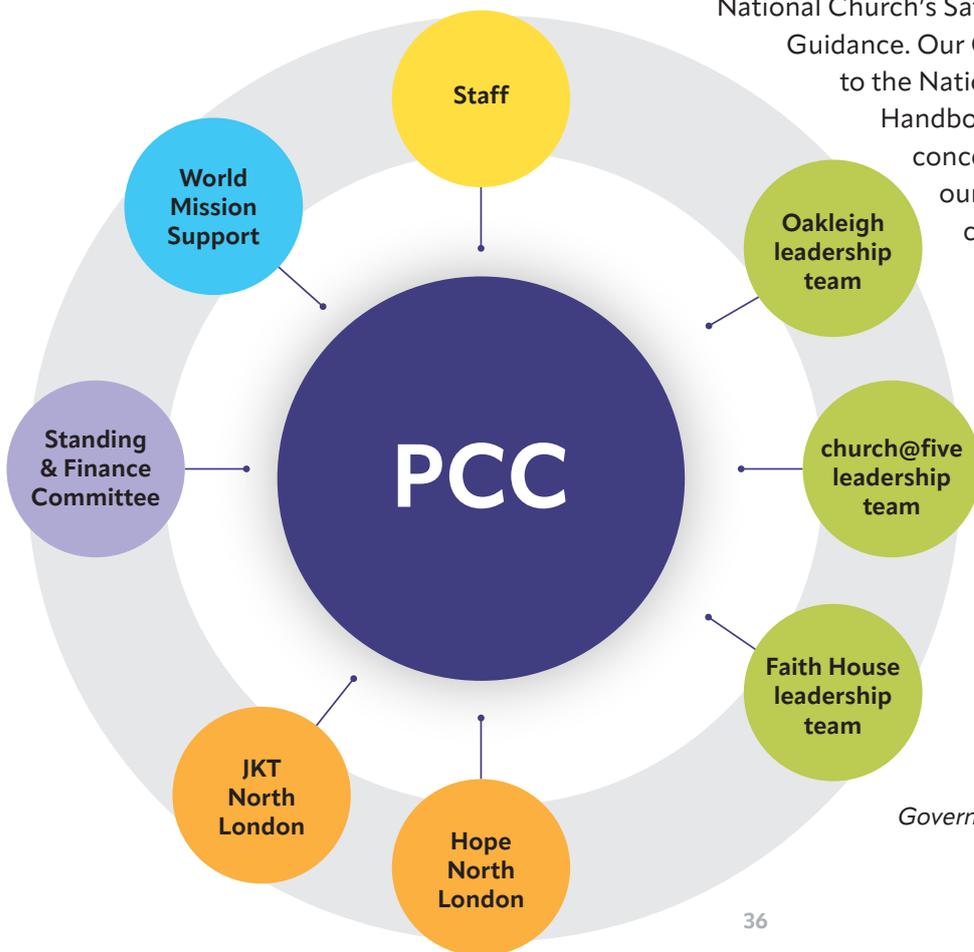
# Governance

**The governance structure of St Barnabas is very simple with all groups referring into the PCC.**

**PCC:** St Barnabas is a registered charity (1131412) and the members of the PCC are the trustees. The PCC is very large with 29 members (12 elected members, 9 deanery synods reps, 2 churchwardens, and 6 clergy). As a result, the PCC operates more as a council than a cabinet. For more detailed work, the Standing and Finance Committee works on behalf of the PCC. The PCC meets five times a year plus a summer Away Day. The Standing and Finance Committee is made up of the senior staff (currently Vicar, Director of Ministry and Director of Operations), the two churchwardens and the treasurer. We are actively seeking additional members with finance and legal experience. Currently all members of S&FC are also PCC members, although this has not always been the case. The S&FC is appointed by the PCC each year.

**Safeguarding:** Here at our St Barnabas family of churches (St Barnabas, Oakleigh Community Church, church@five and Faith House), we are committed to safeguarding children, young people and vulnerable adults. We want our children and young people to thrive, have fun and meet with God - all in a safe environment. We adhere to the London Diocese Safeguarding Policy which is contained in 'Promoting a Safer Diocese' (2018) and further guidance can be sought from the National Church's Safeguarding Policies and Practice Guidance. Our CSOs, clergy and parish staff refer to the National Church's Parish Safeguarding Handbook for advice on responding to concerns. For further details please see our website: <https://www.stbarnabas.co.uk/safeguarding>

**Staff:** With a church of St Barnabas' size, it is inevitable that the actual leadership of the church rests largely, although not entirely, with the staff (paid and volunteer). The staff, in particular the senior staff, work with the PCC and S&FC and are accountable to the PCC.



*Governance structure*

### 13. Governance

**Church Plants:** Each of the three church plants have their own leadership teams. Each of these proposes a member to sit on the PCC to represent the interest of the plant (as yet this has not been established with Faith House, but that is the intention). Each church plant brings a brief report to each PCC meeting.

**World Mission Support (WMS)** acts on behalf of the PCC and is answerable to the PCC. When a new mission partner is proposed, they will be formally adopted by the PCC.

**JKT North London** has its own trustees and relates closely into the S&FC.

**Hope North London** is an independent charity. One of the members of the PCC is assigned to represent Hope North London's interests, and this member happens to also be a board member of HNL.

From time to time the PCC will set up other working groups to acts on its behalf.



A decorative graphic consisting of two overlapping teal circles on the left side of the page.

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A decorative graphic consisting of two overlapping teal circles on the right side of the page.

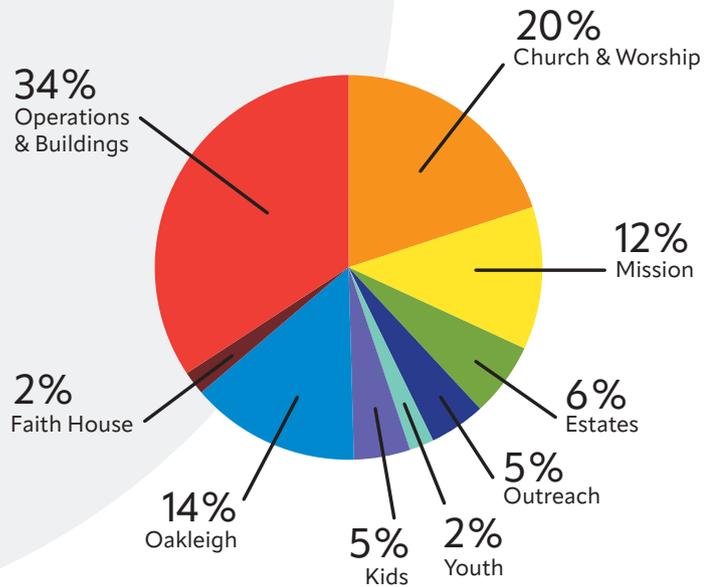
# Finances

# Finance Headlines

## 2020 to 2022

St Barnabas is an amazingly generous church, reflecting God's heart of generosity. Our general giving income for 2020 was an incredible £965k\*. [Link to 2020 Accounts here.](#)

In 2020 our expenditure was used as follows:



# 2021

Weathering the storm of the pandemic meant budgeting for a significant deficit of £101k in 2021. This was a strategic decision in exceptional times to spend some of our reserves in order to sustain and reboot our ministries. In the event, while our income did not quite achieve our target, expenditure was well-controlled and also less than budget, resulting in a much lower deficit than was anticipated as follows:

### 2021 estimated results

Total income	£ 808k
Total costs	- £ 839k
Deficit	- £ 31k

# Rebuilding for Growth

## – 2022 Budget

### Income

In 2022, we need to restore full levels of income through giving, to enable our finances to move forwards on a sustainable basis.

### Costs

We have prayerfully prepared our cost budget (see below) based on our expectation of God providing the finance needed to resource His vision. This next season affords us huge prospects for growth and mission. To seize these opportunities, we are asking the congregation to urgently and significantly raise their month-by-month regular giving. In the event that we face unforeseen costs, or our income is lower than expected, we do have sufficient reserves to bear a similar level of deficit for one more year. We are proactively exploring other avenues of income generation.

# 2022 Budget

## £955,000

### World Mission £110,000



Through World Mission Support (WMS) we are now supporting 15 mission partners and 5 mission associates across the world as well as considering two new mission partners. In addition, we support various other mission organisations. All of this money goes to projects away from St Bs.

### Discipleship & Worship £102,000



Much of running St Bs church is in this area. This includes our Sunday worship, discipleship, life groups, outreach into our community, Christmas and Easter, and the production of all our music.

### Pastoral Staff (Common Fund) £133,000



This is the cost of running our Vicars Henry Kendal and Andy Gliddon, and contributing to clergy training and other church matters.

### Young People £79,000



We have wonderful vibrant children's, youth and young adults' ministries with lots of activity. Staff members, trainees and many volunteers are all involved.

### Buildings £193,000



Our extraordinary High Road headquarters offers us the opportunity, not only to have a prominent presence in North Finchley, but also has exceptional facilities for a plethora of groups and activities.

### Operations £257,000



The smooth running of every area of church life is facilitated by the operations team. This is a reasonable cost judged against comparable organisations. All our finance and HR fees, publicity, printing, stationery, general catering and of course operations staff are funded out of this budget.



### church@five £81,000

This ministry reaches out to our local community and beyond, with a special focus on Strawberry Vale. Helen Shannon is assisted by a committed team.

All figures exclude restricted income (e.g. Oakleigh Community Church Building Refurbishment Project) and all figures subject to audit.

SAFE  
- Partnership -

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# Demographics & Statistics

The parish is a rapidly changing one, with much recent new construction having taken place and a constantly moving population. Census data for the parish from 2011 is therefore very out of date, and the parish is the intersection of multiple census areas (LSOAs and Wards) which, as they extend away from the church centre, have very different characteristics. Therefore, it is not possible to get information that reliably represents the parish demographic from official sources.

**300**

Average Sunday attendance  
300 (adults and children).  
Nearer to 450 pre-pandemic.

Electoral Roll

2019: **488**

2020: **519**

2021: **528**

Congregation survey (self-selecting) results 2019:

Age breakdown:

18-34: **18%**

35-49: **24%**

50-64: **47%**

>65: **11%**

Ethnicity:

global majority

white British **46%**

**54%**

Gender breakdown approx.:

Male **35%**

Female **65%**

(church database)

Full mission statistics available on request.



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# Priorities & Challenges

## 1. Impact of pandemic and rebuilding

Since reopening our main Sunday worship services, our attendance has been about two-thirds of our pre-pandemic attendance. Some people have not yet returned. Others have drifted away. This has particularly affected levels of volunteering on teams as well as our finances. So, there is a rebuilding job to be done. There are also great opportunities, new people have arrived but this also presents the challenge of integrating them into the life of the church and discipleship.

## 2. Developing a post 'go+grow' vision

The focus of the church's effort and vision, despite our efforts, for many years was the go+grow relocation and faith adventure. As COVID occurred so soon after the move to the St Barnabas church centre, there has not been time for us as a church to get used to our new surroundings, nor for the leadership to develop a new vision for the church that fully reflects the opportunities of our location and the new building resource available for the community and the wider St Barnabas family of churches.

### a. Making the most of the new location

Since the move to the High Road, our mission focus has become more local (eg Foodbank). The use of the building as a focal point for the community to engage with us in vibrant mission needs to be clarified and communicated to all within the wider family of churches.

### b. Providing a suitable auditorium

The go+grow project is incomplete, it always included a phase two that would provide a new main auditorium. Currently on Sundays, we meet for worship in an area on the ground floor that is low-ceilinged, with some poor sight lines and a slightly institutional feel. This area is quite large and pre-pandemic we were able to accommodate around 300 seats, but it feels the temporary measure that it is. We have planning permission to build a 500-seat auditorium, but we would need to raise around £4m. The best way of providing a suitable auditorium that meets the needs of any new post-COVID vision needs to be addressed.

### c. Strengthening the family of churches

The church centre congregation is only part of the mission and expression of life within St Barnabas. The joint shaping of our shared identity as a 'family of churches', who provide mutual support, generosity, and care for one another, needs to be addressed. A clear vision of how our family of churches work and relate together for mission within the context of our role as a Resource Church needs to be worked out through strong relationships.

### 3. Raising the spiritual health and discipleship

As the 2022 priorities state, there is a need to build relationships and discipleship within the church. This though is not just a result of COVID, it was a challenge that the PCC had already highlighted. The numbers engaged in life groups is a small percentage (12.5%) of the membership. Discipleship and spiritual formation need strengthening within the body of the church. A number of those who have left in recent years were those who were more engaged in creating places within the church for training and practice in Holy Spirit ministry.

### 4. Intercultural

We are a very multicultural church, with over 50 nationalities actively involved. However, despite real progress having been made in the past few years, this has not always been adequately reflected in all areas of church life, in the staff and in the leadership. We appointed an EDI (Equity, Diversity and Inclusion) working group, looking at ways to move us from being a multicultural church to a truly intercultural church. The work of this group was interrupted by COVID 19 and will need picking up again.

### 5. Accommodation

North London is an expensive place to live, with sky-high property prices. As a result of the go+grow project, St Barnabas now only has the vicarage and one other house, which is owned, on Strawberry Vale (church@five). With a large staff team, accommodation has been a challenge, and we would like to acquire additional housing for future clergy.

### 6. Local Mission

St Barnabas is part of the Borough of Barnet, which has a population of just under 400,000, and which is constantly growing and diversifying. Our heart is for the 92% that are not engaged with a church of any denomination. As a London resource church, our prayer is 'for every Londoner to encounter the love of God in Christ'. Therefore, our vision is to be a robust and generous resource church for this area, working collaboratively with the diocese and local church leaders. We want to plant new churches and worshipping communities, of all shapes and sizes (led by lay and ordained leaders) across the borough.

### 7. Growing Younger

We want to rediscover our heritage of thriving children's, youth and young adults' ministry. These have been significantly impacted by the pandemic, as well as a lack of focus on targeted relational outreach to these age-groups over a number of years. We want to grow younger in outlook, approach and impact. Equally we want to re-establish our pipeline of younger leaders, children's and youth workers.



# Appendices



# Appendix 1.

## Role Description and Person Specification

### Vicar, St Barnabas, North London (the Parish of Woodside Park)

#### Role Description

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##### *Key Responsibilities*

**To oversee mission and ministry in St Barnabas, providing vision, direction and leadership**

- Provide oversight, guidance and leadership for the St Barnabas Staff Team, PCC and Ministry Teams, as appropriate, in the discernment and implementation of vision.
- Work with the St Barnabas clergy, Director of Operations and other key leaders to ensure that key ministries and congregations are informed by clear, strategic vision; and adequately structured for mission and growth.
- Lead by example to foster a culture of collaboration and teamwork within the teams, ministries, congregations/church plants of St Barnabas.
- Ensure the effectiveness of the staff team by releasing them and delegating work appropriately, motivating them and providing clear direction.

**To grow a healthy church having concern for the development and well-being of the staff team, congregations and church plants; equipping them for mission**

- Be responsible for the mission and evangelism dimensions in the life of St Barnabas (a designated Resource Church in the Diocese of London), focussing on releasing and enabling leaders and facilitating new congregations and new worshipping communities.
- Proactively seek out church planting opportunities both within the parish and further afield, in discussion with the Diocese and Bishop.
- Support St Barnabas, and other church plants/congregations in the core practices of growing healthy leaders and a healthy growing church.
- Develop a pipeline of leaders to multiply ministries, congregations, and churches within the St Bs family of churches and the wider church.
- Enable a culture of spiritual development, prayer, evangelism and discipleship.
- Lead by example to foster supportive work and ministry environments that play to people's giftings and strengths, which facilitate personal development and growth.
- Ensure the development of the spiritual life, wellbeing and theological reflection for the staff team.
- Prayerfully support and encourage those discerning Christian vocations (lay and ordained) within the Church of England. Facilitate learning and development for ordinands on mixed mode schemes, placed at St Barnabas.
- Ensure suitable pastoral care structures; to include a pastoral team; healthy, vibrant small groups, and a culture of caring for each other.
- Champion excellence in safeguarding, maintaining full compliance with diocesan and national safeguarding guidelines, policies and procedures.



# Appendix 1.

## Role Description (cont.)

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### Specific responsibilities

- Lead worship services, including 8.30am Holy Communion and occasional offices (baptisms, weddings, funerals) as required.
- Deliver Holy Spirit-inspired, bible-based teaching to equip and resource the whole church. Regularly contribute to the preaching, teaching and training programmes of the St Barnabas family of churches and externally (training days, conferences) as required.
- Have line management responsibility for the senior staff, church plant leaders' cohort and to ensure that effective line-management and personal development reviews takes place for all staff.
- Own the vision for further developing our buildings, facilities and infrastructure; work with Operations Director to establish a project team to review Phase 2 of the 'go+grow' building project in the light of our current needs.
- Play a key role in fundraising for existing ministries and future ventures through casting vision, building faith and leading the communications associated with specific gift days as appropriate.
- 'Champion' of World Mission Support (WMS) – the body within St Barnabas charged with providing care and support (before, during and after) for our mission partners and associates.
- Hold other important offices to facilitate the close working and co-operation of related organisations: Trustee and Chair of the PCC; Trustee of Hope North London; Trustee and Chair of JKT North London. These carry their own legal and regulatory responsibilities, to be discharged alongside and as an integral part of the role of the Vicar of St Barnabas.

### Ensure that mission and ministry in St Barnabas is engaged with the wider vision of the Diocese and Church of England

- Collaborate with the Bishop, Archdeacon, St Barnabas Staff Team (clergy, employed staff, lay volunteers) and PCC to lead the spiritual work and ministries of St Barnabas under the overall 2030 Vision of the Diocese of London. 'For every Londoner to encounter the love of God in Christ' <https://www.london.anglican.org/our-2030-vision/>
- Be the Incumbent in the Benefice, having regard to the calling and responsibilities of the clergy as described in the Canons, the Ordinal, the Guidelines for the Professional Conduct of Clergy and other relevant legislation. <https://www.london.anglican.org/kb/clergy-terms-of-service-information/>

### Other responsibilities as needed

- The key responsibilities listed above are not exhaustive and may be supported by long- term and short-term objectives to be agreed between the Vicar, Area Bishop and/or Church Wardens as appropriate.



# Appendix 1.

## Person Specification

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### Skills and abilities

- A visionary leader who can help the church to discern God's call, develop and communicate the vision, set the direction of travel and takes others with them on the journey. Thinks strategically and has the skills and experience of overseeing and delivering change.
- A mission-focussed leader, with both a local and global perspective, attuned to the missional opportunities whether on our doorstep, across North London, or on the other side of the world. Having a compassionate concern for the poor and disadvantaged.
- Someone with creativity, imagination who sees beyond the status quo, to identify and take hold of opportunities for the extension of God's Kingdom through evangelism and seeing people come to faith.
- Committed to growing the church in number and Christian maturity. A person who will help us reach out to the increasing number of the 20-30 age group in our surrounding area, as well as children and youth.
- A leader of leaders, who has experience of leading in a large, diverse, complex church/organisation with a large staff team. Committed to and delights in identifying, encouraging, equipping and releasing the whole church to lead and fulfil their God-given calling.
- A bold, servant-hearted leader who is prayerful and full of faith, expecting great things of God; able to live and lead in the 'now and the not yet'. Someone who is guided and empowered by the Holy Spirit and who confidently leads others in exercising the gifts of the Holy Spirit.
- A gifted communicator, able to cast vision and teach with depth, creativity, relevance and application. Bible-based and led by the Holy Spirit. Confident in preaching/teaching to 200+.
- A networker and relationship builder. Has experience of developing healthy relationships, both internal (e.g. family of churches) and external (e.g. the Deanery, Diocese, strategic partners). Specifically building relationship, engagement and participation with the New Wine Network, which is a key partner for St Barnabas.
- A heart for people, caring for the emotional health and wellbeing of our church members and staff team, valuing relationships over vision objectives. Leads by example, to encourage spiritual disciplines and healthy rhythms that feed body, mind and soul.
- Someone with a track record of growing and multiplying things. Readily engages and facilitates others to plant new congregations, and new worshipping communities, to reach new people, as per our mandate as a London Resource Church.



# Appendix 1.

## Person Specification (cont.)

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### Theology

- Committed to both 'Word and Spirit' (Kingdom Theology - Vineyard & New Wine).
- A person with a Bible-based life and ministry, who seeks to be faithful to Scripture and who teaches and practices orthodox biblical teaching on human identity and sexuality.

### Qualifications/training - essential

- Ordained priest within the Church of England.
- Safeguarding (experience and training).

### Experience - essential

- Priestly ministry at incumbent or senior leadership team level within a large church, or a large organisation, such as a charity or business, involving managing a team, budget, setting vision, etc.
- Leadership and line management of a large staff team and handling multiple projects.

### Experience - desirable

- Senior leadership responsibility in a complex organisation with substantial budget and resources to manage (including buildings). Comfortable around complex financial figures, accounts and project management including building project oversight.

# Appendix 2. Oakleigh Community Church Profile

## OAKLEIGH COMMUNITY CHURCH

### Parish Profile



#### MISSION STATEMENT:

“To win and make fully devoted followers of Jesus Christ by sharing Jesus’ love through words and actions”



#### INTRODUCTION

Oakleigh Community Church is a lively, vibrant Church with a multicultural congregation. Set in the middle of a principally residential area in suburban North London, Oakleigh is a community church not just in name, prioritising serving and reaching out to our diverse London community. Oakleigh is a Bishop’s Mission Order, which is legally part of the St Barnabas parish. Mission is at our heart and we are dedicated to sending people out, as we were sent. We seek to be a loving, outwards looking community who boldly proclaims the gospel of Jesus – reflecting our role as a missional, evangelising church.

*"a missional, evangelising church"*

#### GROWTH

Oakleigh was planted in September 2001 from St Barnabas, Woodside Park with an initial team of sixteen people. From those small beginnings, including our fringe members, Oakleigh has grown to a total of over 200 adults, children and youth (pre-pandemic figures). Reflecting its role as a missional church, Oakleigh’s growth has been primarily convert growth, as well as welcoming back others who had drifted away from Jesus.

The leader of the planting team was Revd Mike Pavlou, who has continued to lead Oakleigh up until the present time. Mike is now retiring, creating a vacancy at Oakleigh for a new spiritual leader to take the church forward into the next stage of its exciting development.



# Appendix 2.





**LOCATION**  
 168-170 OAKLEIGH RD NORTH,  
 WHETSTONE, LONDON, N20 0UG

**GEOGRAPHY**

Oakleigh sits in a prominent location and is adjacent to a crossroads on a busy suburban road, which is also a bus route. There are local schools, local shops, and larger shopping facilities within 5 to 15 minutes drive in Whetstone, Finchley, Southgate and Barnet. Several overground and underground train stations are within a similar distance.

In general, people in North London suburbia now have little sense of community. They generally travel to work, shop, spend time with friends and engage in a variety of leisure pursuits. The catchment area Oakleigh serves has a population of approximately 9,000.

Oakleigh is not a parish church, but a BMO geographically within the Church of England parish church of All Saints Whetstone, just a few hundred metres away on the same road. However the character and theology of the two are different; Oakleigh is a modern, informal, evangelical charismatic church, whereas All Saints is more of a traditional church. There is a good friendly relationship and co-existence between the two churches.

**DEMOGRAPHICS**

Oakleigh's age profile is mixed. We have a multicultural congregation reflecting the diverse London community around us, and have thriving groups for both kids and youth. While a majority of Oakleigh members live in the neighbourhood, others come from farther afield. Socio-economic profiles are mixed, mainly ranging from C2 to B.

Principally residential, the area around the church has a diverse demographic from affluent middle-class through to working class. Homes range from large and expensive detached houses, through to many blocks of flats (no high-rise; some local authority owned), with many occupied by those who are less affluent. It is quite multi-ethnic and this is reflected in Oakleigh's fellowship. The borough of Barnet is experiencing a huge increase in population due to more flats and housing estates being built in the area.





# Appendix 2.



Oakleigh website: [www.stbarnabas.co.uk/oakleighcommunitychurch](http://www.stbarnabas.co.uk/oakleighcommunitychurch)

Oakleigh Facebook page: [www.facebook.com/Oakleigh.OCC](http://www.facebook.com/Oakleigh.OCC)

St Barnabas website: [www.stbarnabas.co.uk](http://www.stbarnabas.co.uk)



## MINISTRIES & TEAMS

Oakleigh is very much an every member ministry church and as such the majority of our members serve in various capacities and there is a lot that goes on!

### Sundays

#### Hospitality Team

**Mini Church:** 0-5yrs      **Kids Church Team:** 5-11yrs

**Youth Church:** 12-15yrs      **Youth Plus:** 15-18yrs

**Worship Team/band:** a small band leads worship twice a month, plus guest worship leaders from St Barnabas

#### Sunday Intercessions Team

**Ministry Team:** prayer is offered at the end of most Sunday morning services

**Ministry of Sound and Light:** manages audio visual and technical facilities

**Small Groups:** meet weekly in each other's homes

**Prayer On The Streets (POTS):** an outreach on Saturday mornings in Whetstone. To date over 400 people have received prayer

**School Coffee Run:** serving coffee each week to parents

**Alpha:** one or two Alpha courses are run each year

**Men's and Women's Breakfasts:** periodically on Saturday mornings

**Summer Community Barbecue:** normally held in early June, has attracted over 300 people

**Mothers and Toddlers Group:** weekly

**Messy Play:** Monthly

**Church away day/weekend:** annual

**Primary School Assemblies**

**Discipleship courses/events**

**Services in care homes**

**Note:** because of the current Covid19 pandemic some of the ministries mentioned above are not operational at the moment.



## FINANCE

Oakleigh is financially self-funding, and has been in surplus for the last few years. For governance purposes, its accounts are integrated into St Barnabas' accounts, but as a restricted fund. Financial administration is managed by St Barnabas. The Oakleigh Minister's stipend is locally funded and housing is also provided.

For the size and demographics of Oakleigh we are blessed with a very good level of giving. Most members give by monthly standing order and there is also a weekly offering. This income is enhanced by Gift Aid. Our financial affairs have generally been extremely positive.

To reflect God's generosity, Oakleigh gives monthly financial support to a variety of causes: Pathway Christian Assemblies; Philo Trust; Marios Kaikitis OAC evangelist.

# Appendix 2.

## SENDING CHURCH

Over the past few years Oakleigh has sent out one person for ordination training; another to train as a full time Church Army evangelist; and another as a missionary to the entertainment industry in Hollywood USA.

With the huge population increase happening in the locality, our vision is to plant more churches and worshipping communities in the borough and beyond.

### SERVICES

- Main service – Sunday morning: 11:00am-12.30pm
- Engine Room Prayer meeting – 5pm Sundays
- Prayer & Praise night - 7.30pm Wednesdays once a month

## THEOLOGY & CHARACTER

Affiliated to New Wine, we are in the evangelical-charismatic tradition. The style of the church services is relaxed and informal and there is a strong sense of church family, with a warm welcome extended to all who come through the doors.

We are a Church of England Fresh Expression fellowship, who are word and spirit based. With passionate contemporary worship and gospel focused Bible-centred teaching, we seek to continually grow in our faith as followers of Christ.

## LEADERSHIP TEAM

Oakleigh has a committed Leadership Team made up mainly of key congregation members who, together with the minister Revd Mike Pavlou, make main decisions for the church. We have a part-time Admin worker and are looking to employ a part-time Kids and Families worker.



Unusually for a BMO, Oakleigh is currently legally part of St Barnabas. There is a strong and supportive relationship between the two churches, and Oakleigh has a degree of practical integration with and resourcing by St Barnabas that is very beneficial. At the same time, the day-to-day operation and administration of Oakleigh has been left with our own leadership, and the church essentially operates independently. The leadership team reports into the St Barnabas PCC, which the minister and one member of the Oakleigh Leadership Team is a part of.



## OUR BUILDING

The building Oakleigh occupies was previously a Brethren Chapel, and has been a place of Christian worship for over 100 years. It is leased by the St Barnabas affiliated charity: The Jesus Kingdom Trust (JKT), from the freeholder Church Growth Trust.

Our congregation outgrew the main hall space and so in 2020 we undertook a major reordering and refurbishment of the building, whilst we continued to meet in a local school hall. The building reopening at Easter 2021 with approximately double the previous capacity (now 200 seats), and better facilities for our kids, youth work, a café, and office space. Made possible by the generous and sacrificial giving of the congregation, Oakleigh remains debt-free.

Community Groups: Our building is used as a community hub, being hired out by community groups throughout the week.





# Appendix 3. church@five Profile

Transforming lives – transforming estate communities since 2010

## church@five Mission Aims

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- To join in with Jesus' mission to proclaim the good news of the Kingdom of God through words, actions, signs and wonders
- To empower and equip people through the transforming power of the Holy Spirit to become all God created them to be
- To bring Father God's justice, healing, hope and mercy to transform our estate communities
- To look for opportunities to multiply all God is doing, encouraging and equipping others in similar missional contexts

## church@five mission Values

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- 4 B's: Bless our local neighbourhood through service and love
- Belong together as a family which welcomes all
- Believe in Jesus
- Become more like Jesus through the presence and power of the Holy Spirit

## church@five mission Distinctive

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- A church where you can 'come as you are'
- A church for the toughest communities
- A church where 'everyone gets to play' and raises up local leadership
- A church underpinned by incarnational teams

## church@five mission Objectives

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- To continue to grow church through gathered public worship, small groups and personal discipleship
- To plant new contextual worshipping communities on The Grange and then on Prospect Ring/Market Place, including through incarnational teams
- To continue to identify, train and deploy local leaders
- To continue to accompany people on their journey towards healing and wholeness through signposting, mentoring and group support





# Appendix 3. church@five profile

## Key Partnerships

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- St B's
- Hope North London - both Estates and Enterprise
- Green Man Community Centre
- CCX
- Eden/The Message

## Geography and Demographics

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church@five meets on Sundays in the Green Man Community Centre, Strawberry Vale, East Finchley N2 9BA. Some of church@five's midweek activities and groups meet at the Green Man or in people's homes but the majority meet at the church@five vicarage, 26 Stable Walk, East Finchley N2 9RD.

Most of the church@five family come from the Strawberry Vale estate, surrounding social housing or from a similar social economic background. We are a multicultural family of all ages; we also have a number of children and young people who independently come along and there's always a visitor or two.

A large number of church@five members struggle with addiction, trauma and mental and physical health issues.

## Leadership

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church@five is governed by St Barnabas PCC but has its own BMO. We currently have a leadership team made up of local leaders and an oversight group.

## Finances

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church@five is financially underwritten by St Barnabas and its giving goes directly to St Barnabas. Because of church@five's demographic, it will never be financially self-supporting; however, people at church@five are generous with their time, talents and treasures.



# Appendix 4.

## Faith House Profile

### Introduction



Faith House Church is a vibrant charismatic Anglican church based in the heart of Colindale in North West London. The Church is a faith-filled, spirit-led family of believers that are committed to the purposes of God. Faith House Church is a Bishop's Mission Order and was planted during the COVID pandemic. It is located in an urban area of North West London where there are many flats and new building developments on the horizon. With many new people coming into the area, it is not uncommon for new people to come through our doors on a Sunday but this doesn't stop The Church from reaching out beyond its four walls. Faith House Church has a missional heart and is committed to being a church that reaches out to the community around, as it responds to the call to represent Christ and serve the different needs of the community. Founded on the Five Pillars of Faith, Fire, Family, Fuel and Fun, Faith House Church seeks to be a church that prioritises building God's Kingdom, God's way, hoping it would be a blessing to Colindale and beyond.

### Location



Faith House Church is located right in the centre of Colindale in North West London. It is just around the corner from Colindale Underground station (which is a part of the Northern Line) and is also close to Hendon, Burnt Oak and Mill Hill Broadway overground stations. Faith House Church is currently renting a space. The local area is densely populated, with many new housing developments that have changed the landscape of Colindale over the last decade. It is a very multi-cultural area which is reflected in the church, with many families and singles moving into flats from many different nationalities. The local area also has many shops (mostly food-related) and is close to a number of parks. There are also some good public spaces that Faith House use on a semi-regular basis to do street outreach. During the pandemic, when at different points we were not able to meet in the student accommodation, we met on the streets and did church on the streets. Now, we go out on evangelism regularly and do other street outreaches in the local area.

### Demographics



Faith House's age profile is mixed. It is mostly 30-60-year-olds with some under-30s and a number of families with young children. We are still developing our children's work and at the moment, the children have activities in a space to the side of the service. There is also a mixed ethnic profile, with a large percentage of black people in the congregation. There is also a number of other ethnicities and in recent months, we saw an increase of people coming from Hong Kong. While most of the church live locally, a number come from further afield. The area around the church has a very diverse demographic and homes range from more expensive detached homes to smaller flat rentals (in the Stay Club itself). Most homes in the area are flats of a varying price range.

# Appendix 4.

## Faith House Profile

### Sending Church

Faith House Church has a missional heart and is outward-looking in theology and practice. We have recently begun a Gospel choir as part of our outreach to the local area and intend to do a number of different ministry endeavours as we continue, including some mission trips and a potential online ministry. In the future, we will be looking to plant churches from Faith House and send people for ordination training, but not for the time being. We believe God is calling us to reach out to Colindale and beyond and are trusting in God's leading and timing to see his plans come to fruition.

### Theology and Character

The Church is a charismatic Anglican Church, with links to Soul Survivor Watford and the New Wine Network and has an emphasis on the things of the Spirit. The church aims to create a space for God to move as we meet, to move in the worship time and as the word is preached. The style of services is relaxed and informal, while creating space for community to be built through carved-out time in the service for fellowship and prayer. We are a welcoming church, open for anyone who comes through the doors or any who we meet on the streets, believing that the world will know we are Christ's disciples by the way that we love one another.

### Leadership

Faith House has a committed Core Leadership Team (consisting of ten members) that meet once a month to discuss big-picture plans, seek His will and find unity in prayer. Pastor Adrian Clarke, a planting curate from St Barnabas, facilitates these meetings and, together with the core team, they make decisions on behalf of the church. The church currently has one additional employee: Tom Stubbings, who is involved in many different areas of church activity and is also a part of the Core Leadership Team. There is a strong supportive relationship between Faith House Church and its parent church, St Barnabas, which takes a variety of forms and is greatly beneficial to Faith House. The day to day running of Faith House is mainly left to its own leadership; however, there are some financial services that St Barnabas still provides, though for the most part, the church runs independently.

