



Anerley Team Ministry Team Rector

Parish of Christ Church and St Paul's Anerley
within the Diocese of Rochester

Parish Profile

Contents

SUMMARY.....	2
BROADER CONTEXT.....	3
THE RECTOR WE NEED.....	5
THE PARISH	6
THE CHURCH	7

*To be disciples of Jesus and to make disciples of Jesus; serving the
people of Anerley and South East London in the power of the Holy Spirit*

Summary

We are looking for a Jesus-centred, Bible based, Spirit filled rector ready to take our evangelical, charismatic churches to the next stage.

We have two church buildings, Christ Church and St Paul's, both of which are modern buildings. The way we do church across these is similar – our services are informal, use modern worship music and we do not use written liturgy or robe. We dedicate infants and baptise by full immersion. We have an orthodox biblical view of human sexuality.

We have a committed, worshipful, diverse congregation and a small, strong staff team (supplemented until 2024 by two externally financed members) as well as licensed lay ministers and other lay leaders. We are blessed that our books balance.

A new rector will need to be committed to work with people on the margins of society. We currently work with ex-offenders and those at risk of falling into criminal activity; with the poor and those with mental health difficulties.

There are significant opportunities for a new rector;

- We feel we could do better at pastoral care and the ongoing discipling of existing church members and building up the Church
- We would like to strengthen our work with children and families in our churches and the parish. We are open to new approaches for this important ministry
- We have a heart for mission, and have been exploring the possibility of a church plant in the parish
- We have recently freed up St Paul's from a 4-day a week preschool leaving an almost blank canvas on which to build in the Crystal Palace area

In common with other churches, we are wrestling with the ongoing Covid pandemic and all that it means. We have used this opportunity to prayerfully look at our activities and not simply to restart all that we did before. A new rector will, therefore, be able to shape our ministries rather than inheriting a structure that is difficult to change.

Finally, we want all that we do to be underpinned by prayer and we actively seek the guidance and leading of the Holy Spirit, taking seriously words, pictures and prophecies we receive.

We will invite shortlisted candidates to come to an informal visit ahead of the interview to see the parish and meet with some of us – we look forward to meeting you!

Broader context

In 2009 Christ Church Anerley and St Paul's Anerley merged to form 'Anerley Team Ministry' (or ATM). We decided to work as a single team and have pooled our funds to reflect this. Both churches have a very similar philosophy of ministry; both are evangelical and charismatic.



Our Mission Statement is;

To be disciples of Jesus and to make disciples of Jesus; serving the people of Anerley and South East London in the power of the Holy Spirit.

Our Vision statement is;

To see God's kingdom advance in the local area, in South London and to the ends of the world, by being an outward looking and servant hearted Christian community committed to prayer and worship, discipleship and evangelism.

We are open to prophetic words from God and have incorporated these into our vision and where we channel our energies. We have had words about caring for the needy and poor in the area. Another spoke of our church being a circle of light, moving in the Spirit, that joins with other churches across the country as part of the last times revival. Recently we have had words which talk of the importance, in the midst of troubles, of taking hold of the Bible and relying on it and the Spirit as our guide, rather than worldly wisdom.

Anerley Team Ministry – Parish Profile

Our Values are built around Ephesians 3:17-21. We seek to be;

- **Jesus centred** – Jesus at the centre of all we are and do
- **Spirit led** and seeking the gifts of the Spirit – open and obedient to the voice and move of the Holy Spirit
- **Bible based**
- **Prayerful**
- **Every member ministry**
- **Shared leadership**
- **Faith filled** – willing to get out of the boat
- **Community focused** – serving others and sharing God's love in word, action and lifestyle
- **Passionate worshippers of God and witnesses to God**
- **Ezekiel 34** is at the heart of our community involvement – we aim to seek the lost, bring back the strays, heal the sick, strengthen the weak and bind up the injured

ATM holds an orthodox view on human sexuality i.e. marriage in church is to be between a man and a woman only. However, we want to be a welcoming community for church members, whatever their orientation. Note that we encourage applicants of either gender.

Financially we have been, and are, in surplus – financial reports from recent years can be found on the Charity Commission website:

<https://register-of-charities.charitycommission.gov.uk/charity-search/-/charity-details/5007678/charity-overview>

In the past we have benefited from some large legacies, and a large portion of this is still available. We believe that God has a purpose for this – and are looking forward to seeing it!

We believe that giving is a biblical principle, so as well as encouraging our members to tithe, the church tithes 10% of income, using this to support a number of local and overseas charities.

The electoral roll for the parish is 223.

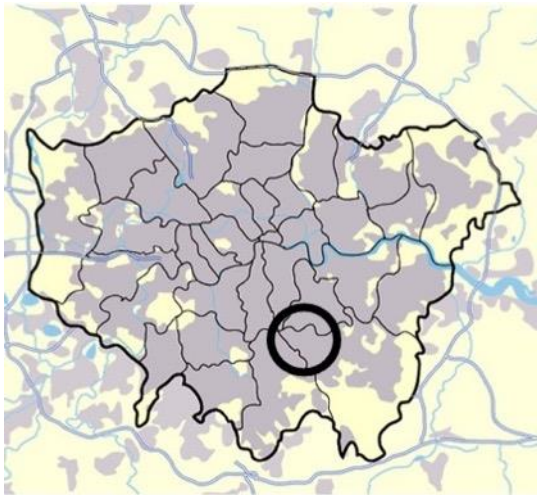
Our web site is anerleyteamministry.org.uk

The rector we need

So what are we looking for in our new rector?

- We believe strongly in shared leadership (clergy and lay working alongside each other) and that all within the church can and should play a part in the life of the parish. We are looking for someone who will encourage and embrace this approach.
- We need someone who is Bible based, Spirit-led and prayerful – someone who is dedicated to growing closer to Jesus in their own life, and who can encourage others to do the same. Someone who can lead prayer ministry, and who will facilitate a response to the Spirit during services.
- We would like someone who is a Charismatic, believes in and encourages the Gifts of the Spirit and who will take a lead in demonstrating this. Someone who is Evangelical with a heart for mission. We need someone who has an orthodox biblical view of human sexuality.
- We would like someone who can help enable the church (and the individuals within it) to grow to meet their full potential.
- We would like someone who could help us to better serve the families and children within both the church and the parish.
- We would like someone who can help us make the most of our congregation's diversity whilst helping us to grow in unity.
- A willingness to come alongside the last, the least, the lost and the marginalised is important - this is an area that has become a large part of our ministry. Many in our congregation, and in the area, experience social and mental health problems, and we also have a number who are ex-offenders.
- We would like someone who will be connected to other leaders and churches, open to learning and growing together, seeking a broader view of what the Spirit is doing in the nation. A number of people currently attend New Wine gatherings, and ideally we would want a new rector to continue to encourage this and prioritise it for themselves too.
- We are looking for someone who will be visionary to lead us and enable the church to realise God's calling on ATM.

The Parish



Anerley is a suburb of London in the Borough of Bromley. Whilst it is an outer London area, its needs are those of an inner-city parish. We are one of the poorest areas within the diocese. Parts of the parish are amongst the poorest in the UK, though other parts of the parish are more affluent, and these areas are tending to grow.

The parish has a population of around 18,000. The area has an ethnically diverse and highly mobile population. The mobility is because local property is relatively cheap for London and is a stepping-stone as people move to the parish, but later move on to more affluent areas. There are therefore a steady number of people joining and leaving the Church.

The parish has several care in the community homes, and residential and nursing homes. It also contains a refuge for families escaping from abusive home situations, and Stafford House which is a set of 13 flats for people with mental health needs. There are two large social housing estates.

Whilst there is a perception of a high crime rate, statistically Anerley is average for the UK, and below average for London. However there have been some notable violent crimes in the area which have drawn a response from the Church.

Anerley contains the former site of the 'Crystal Palace', which is now Crystal Palace Park and this contains the National Sports Centre.



Road and rail links are very good – the parish has two rail stations and a bus terminus giving excellent access to central London, Croydon, Bromley and other parts of Kent.

The parish contains a large multicultural state primary school (James Dixon) which the church has excellent links with. There is also a Catholic primary school in the parish.

The Church

Christ Church Anerley

The Christ Church congregation is Bible-based, open to God (working through His Spirit) and seeking to make disciples for Jesus. We are not typical Anglicans. Our core church members have traditionally been white middle-class, but over recent years this is no longer the case. We now have a wide ethnic mix (around 50% are white) with members from over 30 different nations. We also have increasing numbers of people who are less well off or are on the margins of society (often coming via Freedom Forum).

We meet in a modern church building (1990) which is in very good condition and includes a basement extension known as the Hive.



We see ourselves as a group of people rather than a building. We are lively, charismatic, friendly and informal. We love the children being in the service. We are serious about Jesus and coming together to worship, encourage one another and to reach out. We like to have fun and there is a lot of laughter.

We have been, and remain, committed to 'shared leadership' and 'every member ministry'. Our lay leaders will often lead services, worship and preach. We have greatly benefited by the willingness to allow freedom for individuals to 'try out' new skills and giftings including leading and speaking. This approach includes the children, youth and young adults; enabling them to feel part of, and valued by, the rest of the congregation. It is an approach we want to continue.

Our worship team is committed to leading worship sensitively and prayerfully, although the team is smaller than it has been in the past. Our worship style is contemporary; normally keyboard, guitar and drums. We are open to the Holy Spirit during worship times, which often leads into times of open prayer, words of knowledge and the prophetic. We seek to encourage and grow the gifts of the Spirit.

We have a Welcome Team who greet people on a Sunday morning, and a Prayer Ministry Team who provide prayer support during or immediately following the service.

Pre-pandemic a typical month included different morning services - All Age, Family Communion and Morning Worship - these had around 150 adults and 30 children. We also

had an evening service each week with a congregation of around 40. Once a month we held a charismatic, worship focussed 'Worship & Spirit gathering' of around 50 people. We have experimented in the past with different styles of Church – we are open to change if it enables us to be more relevant to the community around us. We held a monthly Sunday 'breakfast' before the morning service to help to build relationships within the congregation. On a normal Sunday the congregation had around 30 children and our Sunday school groups were divided by age - a Crèche for infants, and two groups for primary and secondary school aged children, with a mix of Bible-based teaching and fun.



At the start of the pandemic we moved our main Sunday Service on-line, streaming it using Zoom and YouTube. We also had an outdoor service on Sundays during the summer months, and a youth service on Saturday evenings. In spring 2021 we restarted our main Sunday Service in Christ Church. The service is still live-streamed so that those who are unable to physically join us can still participate (we intend to continue this permanently). You can find our channel on YouTube by searching for Anerley Team Ministry, or by following a link from our website.

Currently our numbers on Sunday in the building are around 120 adults and 15 children – online we have around 30 live connections, and will typically see 150+ views by the end of the week.



We recognise the Jewish heritage of the church and celebrate several biblical festivals, such as Sukkot (Feast of Tabernacles), Passover, Shavuot (Pentecost) and Purim, gaining insight into how these festivals can draw us closer to Jesus.

Our Saturday evening youth meeting for 13-19 age group incorporates games, worship, Bible teaching, interactive discussion of relevant topics, prayer and practice of the gifts of the Holy Spirit.

We have yet to reinstate many pre-pandemic activities, and we are biding our time with this as we believe that this gives an opportunity for positive change.

St Paul's Anerley

The congregation which meets at St Paul's is smaller than Christ Church, but otherwise has many similarities.

Pre-pandemic our Sunday congregation was around 60 adults and 15 children. We had a similar pattern of Sunday morning services to Christ Church, a creche and two Sunday school classes. Worship is mainly contemporary – we have a number of singers who are able to lead worship, but lack musicians in the congregation. We sometimes have musicians join us from Christ Church, but otherwise we use 'iSing'. The congregation will normally stay after the service to chat over tea or coffee and we have regular Bring and Share lunches. As at Christ Church we have a Welcome Team and Prayer Ministry Team.

We stopped meeting in person during the early stages of the pandemic and instead joined the livestream services. We set up a number of support groups within, and for, the St Pauls community – these met both virtually and physically and included a WhatsApp group for the whole church family, plus focused groups including ones for men, women and children. From Autumn 2021 we started to meet back in the building on Sundays, with around 40 joining the service. This is led locally by members of the congregation, but then joins with Christ Church via the Livestream for the sermon which is shown on a large 75" TV screen. We have a regular midweek small group to which all members are invited for prayer, worship, Bible study and testimony. The vision for this group is to grow both spiritually and numerically.

The building was dedicated in 1978, is in good repair and has recently been redecorated. It has a lofty octagonal intimate worship area with seating for up to 100 people on flexible modern seating.



Two halls connect in series from the worship area. The first is a small hall which can be opened up to make a larger worship space when needed – which is most Sundays. There is then a larger hall which can and is used for a variety of activities. We also have the use of the 'Vicarage' which adjoins St Pauls – this is no longer used as a vicarage, but gives us additional space for activities - for example Sunday School groups.

Our links to holiday clubs and schools make children's events popular and well attended – we recently held a 'Light Party' at Halloween with 28 children joining us with their families.

St Paul's Church hall is used as a Polling Station during elections. We take this opportunity to open a 12 hour coffee shop and invite members of our community to stay and chat.

Regular activities have included a weekly Youth Club, a weekly Toddler group and a monthly community café, although these have yet to restart since the pandemic

We have recently freed up St Paul's from a 4-day a week preschool – this gives an opportunity to use the buildings purposefully during the week.

Our activities

Mission and Evangelism



Lockdown affected many of our outreach activities, however we were able to continue to hold a weekly outdoor church service called 'Church in the Car Park' each Sunday afternoon, with worship and preach.

We have also been running an evangelistic 'Church on the Street' every week consisting of a small team, singing songs of worship, street preaching and witnessing appropriately to passers-by on the streets in Penge, Anerley and Crystal Palace.

In 2019 we applied for a significant grant from the Church Commissioners to help us to improve our outreach within the parish. We were successful in this, and it has allowed us to employ two additional members of staff until 2024. Our Mission Development Pastor helps us with outreach in the parish, and our Freedom Forum Pastor leads an outreach to ex-offenders and other disadvantaged people. The grant has already made a significant difference to our outreach, helping us take the Good News of the Gospel outside the doors of the church buildings. We would like to create a church plant within the area, and as a step towards this we have held taster church sessions (with a short worship and preach).

For many years we ran a missional event 3-4 times a year called Weekend Workout. This was an opportunity for the Church to give to the local community, and included three streams - practical, evangelistic, and prayer. Whilst these were initially very successful, in later years the numbers dwindled, and it hasn't restarted since the pandemic.

One of our lay ministers is a volunteer workplace chaplain representing local churches, and regularly visits local businesses to support their wellbeing as "a listening ear, an open mind, a helping hand" – as part of this he organised Christmas carol singing at a local café.



St Paul's has run a Carols in the car park style service every Christmas time. This opportunity is used to share the gospel, sing praises to God and become closer to the local community.

Foodbank



The ATM Food Store works in partnership with a christian foodbank as part of Transform Bromley Borough; a group of eleven churches working together to provide food for families and people in need, in the name of Jesus.

The church remained open throughout the lockdown period to run the ATM Food Store. The Foodbank Team did an outstanding job providing food to between 60-70 people each week. People collect the food from the church premises, although a few are not able and we deliver to them. We have held several teaching sessions on making positive lifestyle changes, we give away Christian literature and pray with most of our clients.

Freedom Forum

The Freedom Forum works with people who are ex-offenders or are struggling with mental health related issues. As well as regular meetings for the group, there is also a practical side; for example, the Kings Car Wash has been established as part of the ministry. This is a car wash which operates at the church premises, and provides an opportunity for people in the Freedom Forum to experience regular work.

Kings Boxing

Two years ago we set up Kings Boxing - a boxing club aiming to attract the youth in the parish who might otherwise be involved in street crime. It has proved very popular, with sessions now taking place twice a week and around 20 young people engaged. Each session includes a Gospel message.

Westminster Theological Centre (WTC)

ATM is committed to the study of theology in the local church and proud to partner with the interdenominational theological college WTC (wtctheology.org.uk) as a hub church. Many members of our two churches have successfully completed and benefited from theological study and we welcome Christians in the local area, including church leaders, to study at our Hub. Some come from as far away as Margate to study. Courses are accredited by the University of Chester. Students attend two residentials a year in Nottingham and the remaining 20 Monday evenings are hosted at Christ Church. Our hub is run by a part-time member of staff and requires little time from the rector. ATM has also ring-fenced some of its legacy funds to support prospective students who would not otherwise be able to benefit from study.



Small Groups

Meetings in small groups, including home groups, have always been a large part of life at ATM. During the lockdown most of these moved from physical meetings to Zoom. Some have continued on Zoom and others have resumed meeting in person. We also have a Men's group which has run for many years.

There has also been a strong encouragement for church members to form Prayer Triplets. Around 40 people are currently in these. The purpose is to pray outwardly for the lost, for one another and for the world.

Youth Ministry



Youth is a priority for us and during the week there are a variety of different meetings for different age groups. Our Friday night youth club offers many fun activities, providing a place for our Christian youth to bring unsaved friends. Our Saturday night youth meeting continues to be a great time for young people to fellowship together, worship Jesus and get to know God in a deeper way. We also provide mentoring and counselling, enabling young people to mature in their understanding of the Bible, faith and relationship with Jesus.

Children's Ministry

A core team is committed to Kingdom Kids at Christ Church and Little Saints/Young Disciples at St Paul's. During the pandemic we kept in touch with families by phone and sent a weekly email including news and activities, bible stories, video links etc. Many of these resources for the children have been posted on the church website. There were also monthly interactive Zoom meetings for children, which grew in popularity. We held an event in the summer in the local park for children and their families.



We have now re-established in person teaching on a Sunday morning but are still sending a weekly email to keep in contact with those who have not been able to return, as well as informing all our parents about what we are doing each week.

Prayer

As a body we are committed to the power and need of prayer. Revival Prayer was established over 5 years ago and meets every Monday to Thursday for an hour at midday with a focus to pray for revival. The group continues to be persistent in prevailing prayer, intercession and worship and was one of the few ministries which we have maintained throughout the pandemic.

We strongly believe in the healing power of Jesus and have a Prayer Ministry Team at all our services to pray with people.

Coffee Shop

Coffee shop meets weekly in Christ Church. It is a pop-in outreach activity, welcoming both church members and people from the community. People enjoy coming in for a chat, a cuppa, a listening ear and hearing a short reflection focused on Jesus

Residential and Nursing Home Services

We hold regular services in two local residential and nursing homes.

Community Meals

In the past we hosted regular Community Meal's from both churches, targeting those in our community in need of a meal or company during the day. The meal was very well attended, and helped us to build links to the community, particularly to those who were in need. We stopped this with Covid, and have yet to decide whether we should restart.

Events

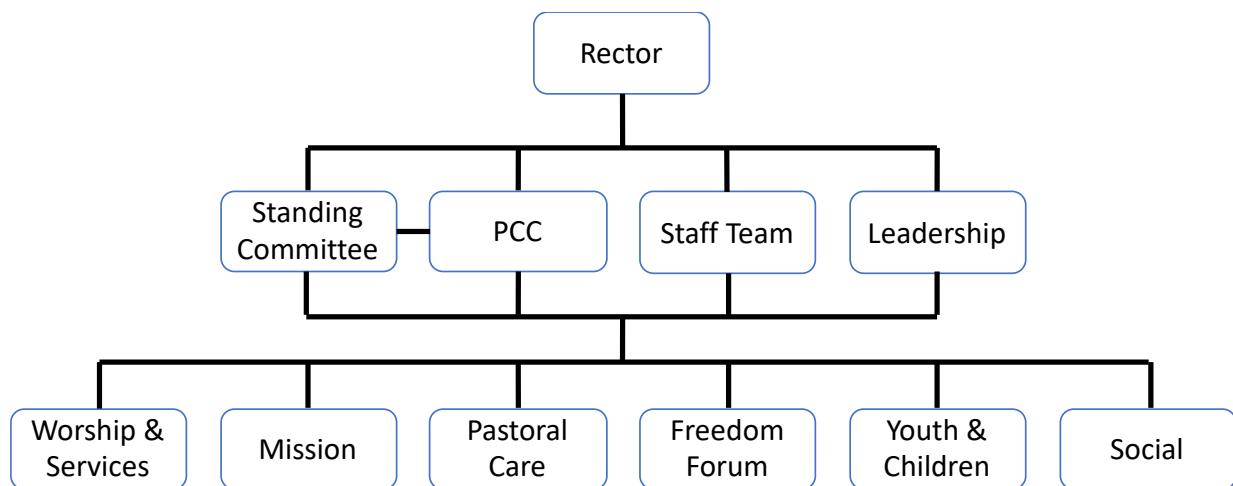
We have run or engaged in a number of other events or activities over recent years including;

- **Urban Beach/Summer Outreach** – for many years we have run an annual weeklong event in front of St Paul's. We created a beach away from the sea by importing a large volume of sand - the event was very popular with the local community. This year's had a smaller beach but extended across multiple weeks.
- **Lee Abbey Camp (Devon)** - each summer, many of our youth have attend Lee Abbey Camp in Devon which has always been a huge success, providing an invaluable opportunity for youth to de-stress, go deeper in their faith and relationship with Jesus as well as in their friendships with one another.
- **New Wine Leaders Conference** – we aim to send a number of leaders to this.
- **Annual Outings** – we organise social outings most years, for example hiring a coach for a day at the seaside.

- **Mission trip to Ukraine** – the youth have made several mission trips to Ukraine to bless a small village church, helping in both practical ways as well as running an evangelistic Holiday Club for many local children.
- **Family Fun** – we run family fun sessions in St Paul's and Christ Church. These always receive a positive response as we share the love of God with others. The Easter session has been a regular feature for us.
- **ATM Christmas Hamper** – we distribute hampers at Christmas to bless those who find the festive season a difficult time. We do this as a love offering to give food, warm clothing, toys and toiletries to those in need.

The Organisation

We are organised into a number of teams (formal and informal), each reporting to the PCC and rector. The pandemic has affected this, with some of these teams in 'hibernation' however this is still how we aim to operate. The current structure is shown below:



Clergy

ATM has a single member of clergy – the Team Rector.

Leadership Team

Within ATM we have a Leadership Team - this has two primary functions;

- Provide insight into the vision/direction for the church
- To help and support the clergy

Membership of the leadership is by the invitation of the rector. The Leadership Team does not make decisions, but instead feeds recommendations or suggestions to the PCC/Clergy.

Currently the Leadership includes;

- Edith Adesioye
- Chig Gough
- Roman Naumenko
- Kevin Robson

Staff Team

The staff team meets on a regular basis to help with day to day running. Along with the rector, the following are currently a part of the Staff Team;

- Ray Blackham

- Julie Connolly
- Melissa Hutchings
- Darrell Mcleish
- Roman Naumenko

The Teams

ATM has a number of task related teams as shown above. Each covers an aspect of our mission – they are given a vision to direct them, and a budget to enable them.

Staff and other Key roles



Ray Blackham

Ray has volunteered full-time at Anerley Team Ministry since 2015 and has been a member of St Paul's since 1995. He leads the St Paul's congregation in services, worship, events and pastoral care. His passion is to ensure all members of are involved and given opportunities to use their giftings. He has run multiple summer outreach events, cafes for the community, and social gatherings. He manages building maintenance for the churches and buildings. He is Church Warden and a member of the staff team.



Julie Connolly

Julie joined us in 2019 and is employed as our Mission Development Pastor until 2024. She has reorganised the Foodbank to be better suited to outreach during the pandemic, and instigated and organised our outdoor services, along with other outreach activities



Melissa Hutchings

Melissa is employed by ATM as the Hub Director for the South London Hub of the Westminster Theological Centre, which is based in Christ Church Anerley

Melissa is also a member of the Staff Team, our PCC Secretary, and is a Church Warden



Darrell Mcleish

Darrell has been a member of the parish for many years. He is employed as our Freedom Forum Pastor through until 2024. He established and runs the Freedom Forum which is an outreach to ex-offenders and other disadvantaged people within the parish

He has also founded the Kings Car Wash and Kings Boxing



Roman Naumenko

Roman is employed by ATM as a full-time Youth Pastor since November 2004. Roman has provided a strong and inspirational leadership for the youth within the church and the parish. Roman has proved to be an inspiring preacher on Sunday mornings, encouraging many into the gifts of the Holy Spirit, especially the healing ministry. He also teaches a mid-week Bible Study group and is a member of the Leadership and Staff Team



Chig Gough

Chig is a member of the Leadership Team



Edith Adesioye

Edith is a member of the Leadership Team



Kevin Robson

Kevin is our Treasurer, and a member of the Leadership Team

We employ a Parish Administrator – however at the time of writing our current Administrator is leaving us, and we will be appointing a new one in due course. We also pay for the services of a Bookkeeper and Cleaner.

Others

The parish has five Licensed Lay Minsters, all of whom perform active roles. There are also numerous people within the congregations who give their time to run and support the many activities which ATM does – both within the church and the community.

The Rectory

The rectory is a large 1950's built five-bedroom family house with a large garden, approximately 100 metres from Christ Church, on Anerley Road.



The building is in good decorative order and the PCC is committed to ensure that the building is well maintained.



Other buildings

The church also owns three tenanted houses – two in Trinity Mews (approximately 50 metres from the rectory), and a further house in a nearby street. They provide a useful income to the church, although the maintenance is often a subject of discussion at PCC.

As previously mentioned, we also make use of the St Paul's Vicarage which is a four-bedroom 1970's built house adjoining St Paul's church. As we no longer have a vicar, this is used by St Pauls for children's work and other activities and is leased from the Diocese for this purpose