



St. Paul's South Harrow Parish Profile



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A Letter From The Bishop



Thank you for your interest in the role of Vicar of St Paul's, South Harrow, in the Diocese of London. This is a caring church with a deep commitment to growing in faith and serving the wider community. You will see all of that depth and variety reflected in the parish profile. Building on this, we are seeking to appoint someone who will lead and encourage the worshipping community as it discerns and lives the vision for the next chapter. We are praying for a wise and pastoral priest, who will work in collaboration with others, developing and sustaining a healthy culture where leadership is shared and accountable. I am delighted that you are exploring the possibility of applying for this role and I want you to know that there are many of us here in the Willesden Episcopal Area who are praying for those seeking to discern God's calling in this area.

As a Diocese, London has an audacious and ambitious vision to see every Londoner able to encounter the love of God in Christ. To serve this vision, we have committed ourselves to be churches that engender leadership that will nurture people of all ages and backgrounds to live out their faith among those with whom they do life Sunday to Saturday. We want to foster the emergence of a church that is visibly and meaningfully loving her neighbours. We wish to see a church landscape of ever-increasing varied configuration with new worshipping communities emerging in new and different ways alongside inherited ministry within parishes. We also hold to the aspiration of building church communities that will reflect the rich diversity of our city, welcoming all people across ethnic, cultural, and linguistic heritages, and safe places where we enable younger generations to flourish alongside others.

As an Episcopal Area we aspire to enable innovative expressions of ministry, actively partnering with our schools, chaplaincies and Fresh Expressions of Church. It has been encouraging to explore and develop new opportunities for the resourcing and revitalisation of mission and ministry across the Area. As you discern whether you are called to minister in Willesden, you will need a healthy dose of enthusiasm about being part of this fluid landscape.

Here in the Willesden Episcopal Area, we have been blessed with a rich diversity in theological and liturgical traditions. These have come with some remarkable examples of partnership and mutual support in mission and ministry across church traditions.

Inevitably, there is an element of challenge to this venture, including the need to develop and release more capacity and establish stronger bonds across the rich mosaic of life experiences in the Willesden Episcopal Area. We are trusting God's calling and are committed to the emerging vision of hope expressed by many at St Paul's.

For the right candidate, there is the possibility that I will also invite them to take on additional responsibility across the Episcopal Area. This is part of our commitment to better resource our shared mission and ministry, and release particular gifts brought by those God sends to us in Willesden.

If this is something that you find exciting and daunting, then perhaps God is calling you to this role. Please keep reading, and if you need more insight into this parish and the Episcopal Area, do get in touch for an informal chat.

Yours in Christ's service,

Lusa Nsenga-Ngoy
Bishop of Willesden

Who We Are

St. Paul's, South Harrow is an Evangelical church open to the work and guidance of the Holy Spirit. We make Scripture the ultimate authority in all matters of Faith, Doctrine and Worship. Prayer is central to all aspects of the life of the church.

St. Paul's is a loving, giving and united community that bears witness to the love of Jesus. There is a real oneness in Christ with many members of the congregation caring informally for others in a variety of ways. Our shared ministry has considerable lay involvement. Our church family is diverse in our wide social and ethnic mix, and age range with multiple nationalities represented in our congregation.



In November 2018, St. Paul's was called to join Christ Church Roxeth and St. Peter's West Harrow under the London Diocese Resource Church programme. Although these three churches have unique styles and qualities, there is a shared history and shared values. Hence, **One Church Harrow** (1CH, see www.onechurchharrow.org) was born with the mission to grow God's Kingdom in Harrow and NW London. The vision? To see 10% of Harrow following Jesus by 2030.

We believe this will be achieved through a combination of intentional discipleship, new missional communities and new congregations, and where opportunities arise, church plants and church grafts to revitalize existing parishes. It will involve multiple types of leadership including stipendiary, non-stipendiary, bi-vocational and lay. Our current focus is on building on the resources we already have across the churches so 1CH is launching the first wave of Discipleship Groups using a method developed by Sustainable Discipleship (www.sustainable-discipleship.com). Although people within the St. Paul's congregation are at different places in understanding, grasping and living out this vision, St. Paul's remains very committed to this 1CH vision, and so must our new Vicar.

At St. Paul's, we have four values that shape who we are and what we do:

STORY

We are committed to God's **story** as revealed by Jesus and in scripture. The word of God is truth that transforms us and changes our society, and we focus on clear and relevant bible teaching in our services.

PRESENCE

We are dependent on God's **presence** through the power of His Spirit for everything we do, so we try to keep things simple and engender an environment in which we can pursue the presence of God.

FAMILY

Community and **family** are the pillars of life at St. Paul's. We are a diverse congregation in terms of background, ages and ethnicity and we live out interdependence as the people of God through mutual love, service, and care.

JUSTICE

We demonstrate and proclaim God's **justice** to see His Kingdom in our local community and the wider world. St Paul's gives 10% of our income to Christian charities in Harrow, the UK and across the world.

We Are Committed to God's Story

The Bible plays a central role in our life together as our personal stories find their place with the story of God. We want to cultivate habits of discovery, exploration and delight, excavating the riches in the Bible and uncovering who we really are and what we are here to do. There has been a notable shift in the culture of storytelling at St Paul's over the last couple of years in our **testimony** slot on Sundays. Our congregation has shared their stories of answered prayer, healing, God's guidance in work and family situations, and God's provision in their lives. It has also been a chance to rejoice in stories of people coming to faith and to pray for any further breakthrough that is still needed. St. Paul's wants a Vicar who will share and rejoice in these testimony slots.

During our time with 1CH there have been two church plants. **Hope Church Harrow View** meets weekly on Sundays, gathering either in the Moat Café at Headstone Recreation Ground or in homes around the Harrow View area. Some of our congregation either host or meet with this community periodically.

The other church plant – **Mosaic Church** – has been a key part of our story. This met on Sunday evenings at St Paul's offering an intercultural service reaching out to those from the many different international backgrounds in Harrow. Although this has since come to an end, St. Paul's remains a community with a thirst to explore different styles of worship and ways of doing church. Intercultural values remain a key part St Paul's.



Our focus on God's Word is as equally important in our children's church ("King's Club") and with our Youth, as it is in our main service. Our children are so keen to explore God's Word that they took the initiative to start a fortnightly **Children's Bible Group**. The children of St. Paul's are a true blessing to our community, and we actively celebrate and encourage them in all they want to do. The 2023 Crib Service was written and performed by our children.

Our focus on scripture goes beyond our Sunday services with homegroups and 'Circles', our discipleship tool that creates a space for reading and reflecting on scripture.

We Are Dependent on God's Presence

We aim to be dependent on the power of the Spirit for everything we do, so we try to keep things simple and create an unencumbered environment in which we can pursue the presence of God. We have rich patterns of worship that have evolved over time. Prior to the vacancy, on Sundays we developed a more traditional liturgy-led service, followed by a more open, free-flowing style of service. Whilst we have moved to a single service, many of the congregation have expressed a desire to explore multiple patterns of worship once again. St. Paul's embraces change, and we are seeking someone who can enrich how we worship.

The first Sunday Service of each month is to worship together and attract families with children. We also hold a popular Tuesday communion.



Prayer is at the heart of who we are and all that we do at St Paul's. It is the chief way that we engage with God and there are many opportunities for this. Our specifically trained **Prayer Ministry** Teams serve the congregation on Sunday mornings and there are a **variety of prayer meetings** at St. Paul's and across 1CH that have evolved as our needs change. Additionally, on every first Wednesday of each month, Christians across Harrow hold an hour-long online Prayer meeting to pray for our borough. **PRAY FIRST** (a 1CH event involving 21 days of prayer and fasting) provides a chance for everyone to reset their prayer life at the beginning of the year and discover the impact of

freeing up time to focus more on God.

Worship gives us a chance to dive headfirst into God's presence. St. Paul's has a long history of a diverse range of worship leaders and groups. This is highly valued by the congregation, and we are keen to rediscover this as the worship in most services is now predominately digital (using CDs, YouTube and Spotify). Although this digital move has been well-received by the congregation – a further example of St. Paul's ability to adapt – “live” worship is always greatly appreciated and is occasionally provided by musicians within 1CH and wider. We enjoy traditional hymns and modern songs in equal measure and occasionally introduce new songs to keep our worship fresh. We have at times incorporated intercultural worship into our worship ministry as we seek to be more inclusive and creative as a church.

Worship ministry at St. Paul's has been an excellent way of developing and nurturing the gifts and skills of all ages within our church. Worship is not just for the adults. We love to see our children singing, dancing and flag-waving in God's presence. That is why we aim to kick off every service with family worship songs and why we celebrate communion as a family twice a month.

We long to see more of the gifts of the Spirit within our services and in the lives of the congregation. We yearn for words of prophecy, speaking in tongues and healings to be the norm at St. Paul's.



We Are Family

We take our relationships seriously, with one another, with our community and in the workplace. We are a family together, in all our diversity, where we can come as we are, find acceptance, affirmation and love, and weave our faith into the fabric of every aspect of our lives. We love spending time together in worship, over coffee after the service, and outside of the church. The use of home groups and the 1CH discipling tool, 'Circles' (see www.onechurchharrow.org/circles), helps to establish and grow relationships.

St. Paul's has an age spread from pre-school to people in their 90s. One active member – a former churchwarden – celebrated their 100th birthday last year. Many of our congregation have worshipped at St. Paul's for more than 20, 30, 40 or even 60 years. The Sunday morning congregation averages an attendance of around 50 adults (over 16s) and 12 children (under 16s), with around a handful joining via the live stream. We have 137 people currently on the electoral roll, but there are many others who would call St. Paul's their home. Visitors to St. Paul's will witness an ethnically and socially diverse congregation, reflecting the local area.



Being a family means supporting and serving one another: "Everyone has a part to play" is a common theme. Members of St. Paul's embody the church in supporting each other and volunteering to run its mission and ministries. This is something we desire to continue to encourage.

Our **Pastoral Team** provides vital support to those who are vulnerable or need extra support whether due to physical or emotional sickness and trauma; some members have undergone bereavement training. This team also assists in delivering Home Communion.

Part of growing as a church is welcoming in new friends. Each term we hold a **Newcomers' Lunch**, bringing together new members of the church alongside some of the more established members of our church family.

"King's Club", our provision for children, currently meets every 2nd and 4th Sunday. Run by members of the congregation, who are passionate about children engaging with Jesus, this creates a fun and inclusive community making a space for children of all ages to encounter Jesus.





Our youth group also meets at the same time. The aim is to build relationships and make faith real and relevant to them with breakfast, warm up activities, and games. Then through reading scripture, discussion, and prayer they can get to know Jesus better and to see his presence in their everyday lives. Our babies and toddlers are looked after by our Creche team which enables their parents to have uninterrupted time engaging with the service and Jesus.

Our value of Family extends beyond St. Paul's into our local community. Our location makes it ideal to host outside groups. The primary one is **Roxmead Nursery** (www.roxmeadnursery.co.uk/our-nurseries/roxmead-nursery-st-pauls) who use the Upper Hall every weekday. **Jesus Saviour Church**, a Tamil speaking congregation that recently celebrated their 21st year, meets in the main church on a Sunday afternoon. We also have a long-standing hire to a **ballet** school and have recently become involved with **Multi Horizons Children's Contact Centre** (www.multihorizons.co.uk).

St Paul's has a tradition of supporting **students** from London School of Theology. We have also helped train **future church leaders** through ordinands and curacies, as well as growing our **lay leadership teams**.



We Demonstrate and Proclaim God's Justice

We want everyone to know that Jesus is King. This means we share Jesus whenever we can and we show Jesus through acts of mercy and justice, working for the common good of our local community, the city and the planet. We partner with other organisations around Harrow, such as **Found** (www.ccrharrow.org/found) and **FirmFoundation** (www.firmfoundation.org.uk) with members of St. Paul's as trustees of both charities. Several members of St Paul's help with the "The Ark", the homeless Winter Night Shelter run by FirmFoundation, either by providing meals or sleeping over. Two of our congregation are ambassadors for Compassion (www.compassionuk.org), regularly visiting local churches to talk about Compassion's work.

We aim to make Jesus known through personal, and events-based, evangelism. In 2022 and 2023 **Everywhere Groups** were our main corporate way of reaching out into the community. The groups most connected with St Paul's are:

INSIDE OUT was our Street Outreach group which had been door-knocking, offering healing on the streets, giving away gifts to those who pass by and prayer walking. Although this is no longer running there are a handful of people who have begun to express a desire to undertake street evangelism once again.

KINGDOM KEEPERS meets on the first Saturday of each month and its aim has been to bring transformation to our community through creation care in the local Ecology Park whilst engaging in conversations with those they encounter and leaving signs of God's blessing.



CORBINS CAFÉ has been running for several years and continues to welcome a stream of people every Wednesday morning. There are a few regulars who enjoy coming again and again as well as others who have been blessed for a short while. The team pray with visitors and on different occasions have prompted conversations to do with questions of faith.

THE LUNCH CLUB was launched in 2022, with a dedicated team of helpers and regular attendees. This follows the Tuesday Communion Service and provides a social space along with a light lunch in the main church.



Both The Lunch Club and Corbins Café are registered as Warm Spaces during the winter months (see www.harrowgiving.org.uk/warmhubs/).

October usually sees two annual community events. The **Quiz Evening** is as an opportunity to invite and connect with some of our friends and neighbours. **Lightnight**, our alternative Halloween event, hosts children from the parish, many of whom are connected with our local primary school (Welldon Park Academy), for an evening of food, themed games, drama and a short talk. Lightnight has a big impact on our community and provides many children the opportunity to hear the gospel. Although these events did not take place in 2023, members of the church are keen for these to become regular fixtures once more.

As part of 1CH, we work collaboratively on projects such as **Summer Days** when 1CH hosted children, primarily those on free school meals, at Christ Church for games, outings, lunch and conversations about Christ over a period of two weeks.

St Paul's meets its Common Fund commitment (see Annex III Finance) and, has, over many years **given 10%** of our income to Christian charities alleviating suffering for the homeless and the poor; who are sharing faith and supporting children in Harrow and across the world; and mission agencies who are sharing the Christian faith in other countries. We frequently hold "special services" where guest speakers – often from our chosen charities – talk to us about their work. Recent examples include Christians Against Poverty; Samaritans Purse (Operation Christmas Child); Evangelical Alliance; Church Mission Society; Compassion; Harrow Street Pastors.



The value of Justice is not just about challenging what is unjust. It is acting with mercy and care for those in need. Here our values of Family and Justice overlap. As we build a family and care for each other and our community, we bring justice. We are a local collection centre for **Operation Christmas Child** and, in 2023, collected more than 250 boxes that were sent to children overseas. Also, as a direct result of the generosity of our congregation for our **Harvest** service we can give food parcels to several local people in need as well as supply food to the Harrow Foodbank.

We know that St. Paul's and 1CH need to continue growing in outreach and evangelism. If we want to achieve our vision, we must do more. We need to try new things. 1CH previously developed 'Missional Communities' which had the aim that on the first Sunday of the month we left our church buildings and started meeting in communities, coming together around the interests and needs of the people of Harrow. These **One Church Everywhere** Sundays were intended to give people the time and space to be the church scattered across Harrow, not just in one building. Within St. Paul's there was a mixed reception around this initiative. Therefore, we are looking for a Vicar who can help us create and pioneer new ways of serving and reaching our community.

It is important that our new vicar is willing to engage with real life issues that affect our community to create change and not shy away from political and public discussion underpinned by God's teaching.



A Letter From The Archdeacon



Archdeacon of Northolt

I am delighted to be able to commend St Paul's, South Harrow to you and hope you will find the profile the PCC and congregation have written helpful as we seek a new incumbent to work with them in the service of the gospel.

St Paul's serves one of the most culturally diverse parishes in the deanery and is committed to engaging deeply with its community.

As incumbent you will need to value lay ministry and be able to encourage and grow new leaders. St Paul's has a family atmosphere and children, and young people are taken seriously and well served. Youth and student leadership is encouraged and supported and there is a culture of encouraging wide participation in leading services.

Harrow is a diverse deanery, incorporating a wide range of church traditions and contexts. Matthew Stone, the new area dean, leads a supportive chapter which meets together regularly.

St Paul's values its membership of the One Church Harrow group of churches, and I know from talking to the clergy at St Peters and Christ Church that they are excited about the appointment at St Paul's and very much looking forward to working with a new clergy colleague. The team provide real support and encouragement to one another as Christian leaders as well as learning from one another and sharing ideas and good practice across the three churches.

The vicarage is a good place to live and is set back from the road which gives considerable privacy. It is in a good state of repair.

St Paul's benefits from excellent salaried administrative support which contributes significantly to its missional and ministry potential.

If you would value an informal conversation about this post, please do not hesitate to be in touch with me at archdeacon.northolt@london.anglican.org.

With every blessing for your discernment journey

Catherine Pickford

Archdeacon of Northolt

The New Incumbent

St. Paul's is a loving, giving and united community that bears witness to the love of Jesus. But we long for more opportunities to share the love of God within our parish and across Harrow with 1CH. This was confirmed in the recent church-wide questionnaire where more community involvement was a regular comment.

All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the servant of God may be thoroughly equipped for every good work.
2 Timothy 3:16-17 (NIV)

We hold a traditional view, and firm belief, in the authority of the Bible. We need to apply this living word of God to all aspects of our lives. Two of the more common responses in a recent questionnaire was that sermons should use stories and anecdotes to illustrate points, and that Bible lessons are to be relatable to daily life. We expect our new Vicar to see the Bible as our ultimate authority and help all generations of the congregation apply it to their lives.

Our new Vicar will have the role of leading St. Paul's, South Harrow, both spiritually and strategically. They will chair the PCC and Standing Committee of the PCC. They will lead the clergy and staff team, which involves direct line management of any Curate and the Administrator. They will have overall responsibility for the spiritual life of the church and the delivery of church missions and ministries, both those identified within this profile and future ones as determined by the Vicar, PCC and congregation. This includes a focus on ensuring pastoral care is provided in partnership with the Pastoral Team.

An integral part of the new Vicar's role is being a leader of 1CH, in partnership with the two other Vicars. This will involve the ongoing development and communication of the 1CH vision. We are seeking someone who can bring people together around that shared vision, then to grow and equip us. Along with the other 1CH Vicars, they will be responsible for the exploration and creation of new and innovative ways to make this vision a reality.

Person Specification

We are looking for a Vicar who shares our vision and values and has the life experiences and skills to drive us forward in our journey. Someone who:

- **has a deep personal faith in Jesus:** prioritises prayer and daily bible study and is alive to the movement of the Holy Spirit in their daily walk with Jesus. They must be Spirit-led and servant-hearted, seeking God's will and ambition for us as a church. As a person of prayer they encourage the church to grow deeper in prayer.
- **is passionate about reaching the lost:** we would like a Vicar who has a heart for evangelism and mission. They are energised with a passion for seeing people come to Christ and for reaching out into the wider community. Our Vicar will desire to see the church grow numerically and in spiritual maturity so we can fully support the discipling, missional communities and church planting aspects of the 1CH vision.
- **is a good communicator:** our Vicar must be able to present their vision for St. Paul's and 1CH in an understandable and relatable way. Furthermore, they have an engaging style that enables them to communicate biblical truth to our diverse and multigenerational congregation, teaching us how to apply Bible lessons and faith in our daily lives.

- **can encourage and equip:** we are looking for a person who can recognise the gifts our church already possesses as well as discern hitherto hidden gifts and to see those gifts exercised and developed within the church. Our Vicar can identify and empower leaders, reinforcing the principle that everyone gets to plant.
- **is innovative:** although we have set patterns of worship, the congregation has expressed a desire to explore different approaches. We long for a new perspective in “doing church”. Our Vicar must, however, understand where we have come from and be able to introduce change whilst retaining some of our more traditional roots.
- **can lead but also be guided:** we desire that our Vicar can delegate responsibilities, work with our existing teams and build new teams. As leader they must have the confidence to break and re-form teams as required, as well as facilitate the identification, growth and development of lay leaders in the congregation. Our Vicar must also know when to ask for suggestions from, and be guided by, people around them.
- **is patient and has a sense of humour:** they must also be self-aware, knowing their own strengths and weaknesses, and show sensitivity, empathy and compassion in relation to pastoral issues.



Annexes

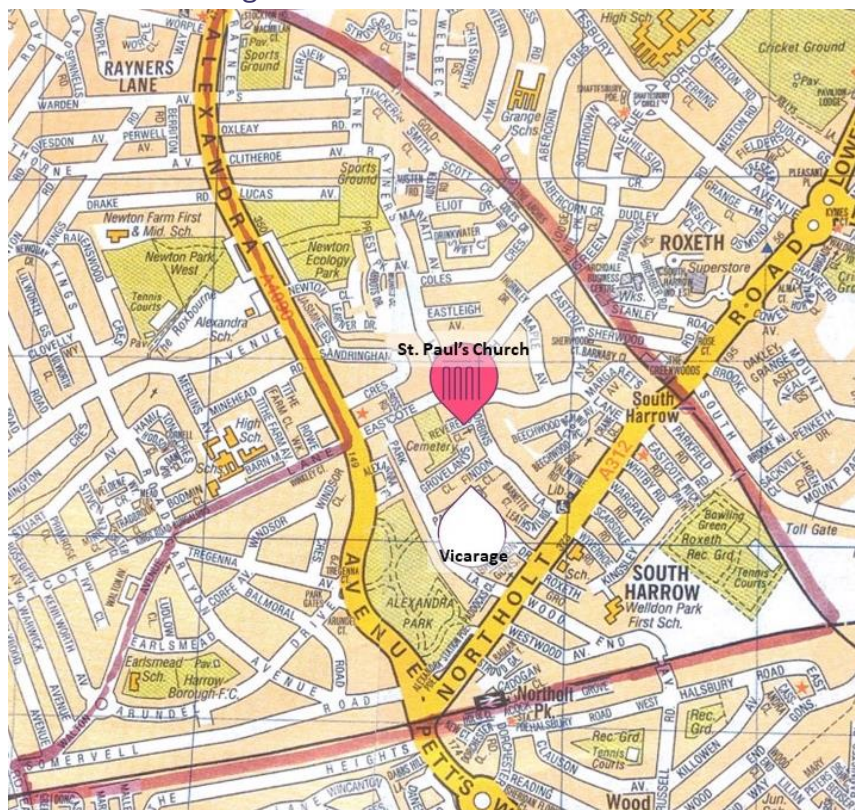
I. Where We Are

The parish of St Paul's, South Harrow is situated in the London Borough of Harrow, approximately 12 miles from London's West End. It is near the A40 trunk road with easy access to the M1, M25 and M40 motorways. Harrow town centre – with its precincts, shops, and cinema – is less than 2 miles away. The Vicarage is close to South Harrow Underground Station (Piccadilly Line) and Northolt Park Station (Chiltern Railway) both about 10 minutes' walk; it is also served by comprehensive and frequent local bus services.

St. Paul's parish itself is 0.8 square miles, predominantly residential, comprising 16,077 residents, with three parks (Alexandra Park, Roxeth Recreation Ground, and Newton Ecology Park).

Harrow is a particularly diverse borough of London. According to the 2021 Census:

- Harrow is 45% Asian, 37% white (closely reflecting the ethnicity of the Parish of St. Paul's where 47% are Asian and 33% are white).
- Christianity is the largest religion at 33.9%, followed by Hinduism (25.8%) and Muslim (15.9%). 10.6% of the population state no religion.
- Children represent 26.5% of the Parish. There are two first schools in the parish (see Annex VI, Local Schools). Our links with these first schools are not as strong as they once were, and this is something we'd like our Vicar to develop.



II. Staff and Leadership Teams

Our new Vicar will be involved with staff and leadership of two organisations: St. Paul's itself and 1CH.

St. Paul's

St. Paul's has one part-time remunerated member of staff, our **Administrator**.

Our **Ministry Leadership Team** oversees worship, children's work, youth ministry, pastoral work, Circles, prayer ministry, and mission work. Its aim is to empower and equip church members to serve and lead.

Our **Finance Team** meets every term, to review our finances, plan our stewardship communication and to put together the annual budget and the End of Year Report.



We currently have two **Wardens** and a Deputy Warden who meet monthly to discuss major strategic issues, our policies, buildings, and personnel. The **PCC**, which meets every two months, comprises 14 members with an excellent mix of skill sets, experiences, and length of time worshipping at St. Paul's.

A **standing committee** (which includes the Clergy, PCC Chair, Wardens, Secretary and Treasurer) meets on an ad-hoc basis as church business requires.

One Church Harrow

1CH Council comprises representatives from across the three churches along with the Vicars. This group provides strategic direction and oversight to 1CH. This group meets bi-monthly.

1CH Broader Leadership Team comprises the Vicar and another leader from each church who is chosen by the vicar. This group discusses the running and management of 1CH.

The Vicars also meet regularly to pray and discern God's will for 1CH.

III. Finance

Our finances have been healthy for several years. We have been able to pay our Common Fund in full and still engage in mission. The Lord has been gracious to us with generous regular giving by members plus rental income from a number of different sources.

We aim to keep three months' worth of expenditure in reserves.

	Common Fund	Mission Giving
2018	80,600.00	12,586.49
2019	82,800.00	10,800.00
2020	85,200.00	10,750.00
2021	75,900.00	11,780.96
2022	94,500.00	11,550.00

Our Mission Giving beyond St Paul's is set at 10% of our income and, in 2022, this was distributed to the following charities:

Oversea Mission Fellowship (OMF)	Christian Action Research and Education (CARE)
FirmFoundation	Church Pastoral Aid Society (CPAS)
CCR Found Shop	Church Mission Society (CMS)
The Barnabas Fund	Tearfund (Change a Nation)
Evangelical Alliance	Harrow Foodbank
CAP Debt (Rayners Lane)	New Wine
CAP National	London City Mission

The Charity Commission website (see register-of-charities.charitycommission.gov.uk/charity-search/-/charity-details/5004496/accounts-and-annual-returns) holds the returns, accounts and trustees' annual report for the last five years.

IV. Safeguarding

St. Paul's follows the London Diocese safeguarding policy. St. Paul's has a Safeguarding Officer, as well as a separate Children's Champion and Vulnerable Adult's Champion. These three people work in partnership to form the **Safeguarding Team**. All PCC members are expected to complete basic on-line safeguarding training and safeguarding is a standing agenda item on PCC meetings.

V. Building



St Paul's is a typical 1930s building incorporating soaring verticals and featuring other period art deco features. In recognition of this, it is a grade 2 listed building. The exterior is austere, but this betrays a warm and welcoming interior beautifully set off by the lofty stained glass windows, often commented on by anyone who enters the main building for the first time.

Generally, the building is in good order. The main projects to be tackled are adding a raised insulation to the **flat roofs** over

the office round to the vestry and upgrading the **Audio Visual equipment**. The latter this will be done in phases: the first phase (replacing the old projector and screen with new flat screens) was completed in December 2023. Other proposed phases include the installation of a camera for improved streaming, new microphones and an upgrade of the sound desk.

There is good disabled access throughout the whole building which contains several separate areas that make it a good tool for mission and ministry and facilitate shared use by the outside groups previously mentioned:

- A chapel used for prayer.
- A carpeted ground level hall with kitchen facilities, including a serving hatch.
- A snug intended for use by the youth.
- A crèche room, painted to resemble Noah's Ark.
- A large office used by the administrator.
- A large upper hall with a separate kitchen and a separate meeting room. These facilities are used Monday to Friday by the Roxmead Nursery.
- Several storage rooms and cupboards.
- Toilet facilities including one that is fully accessible and is equipped for baby changing

Much of the general maintenance work on the building is undertaken by working parties drawn from the church membership (the **Maintenance Team**) which helps to reduce costs and strengthens fellowship and relationships.

Next to the church stands the former Scout Hut which is owned by the PCC. This was the original building when St Paul's started out in 1927, as a church plant. This hut is now a condemned building with the presence of asbestos making it a challenging project to replace.



Alongside the church is a thin strip of land giving access to the rear of the church and a small garden. To the rear of the church is a grassed area suitable for outside games that is also used by the nursery during the week.

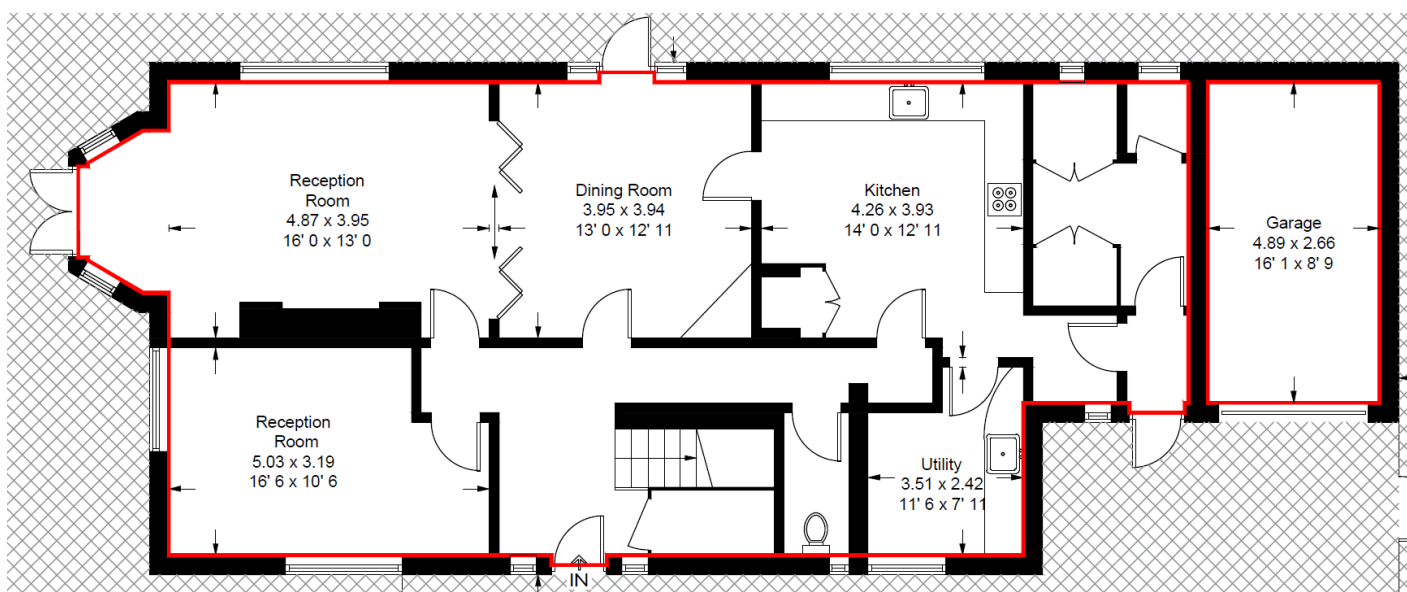
The Vicarage



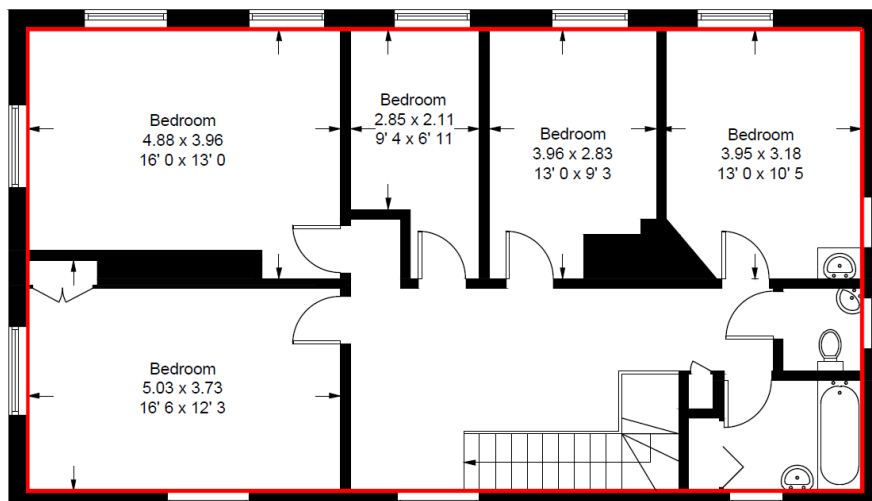
The Vicarage is a lovely five-bedroom 1930s house with a large garden to the sides and rear and parking for several cars. It is situated less than one hundred yards from the church, in a surprisingly secluded and peaceful setting, accessed via a short lane. The property has a study and is double-glazed throughout. The house is in good repair and decorative order.



Vicarage Ground Floor



Vicarage First Floor



Other Buildings

The parish also has full use of a three-bedroom semi-detached house a few minutes' walk from the church, in Eastcote Lane. Previously, it has been used to accommodate curates but is currently let to a family who are members of the congregation of the Tamil Church who meet at St Paul's.

VI. Local Schools

Within the parish there are two primary schools: Welldon Park Academy (www.welldonpark.theppt.co.uk) attained an Ofsted 'good' review in 2023; Earlsmead Primary School (www.earlsmeadprimaryschool.co.uk) was graded 'good' in 2020.

Heathland Primary School (www.heathlandschool.net), on the parish boundary, was graded 'good' in September 2023. Just on the other side of Harrow town centre is a CofE primary school, St Jerome's Bilingual School (French and English), that was founded in 2016 by parents and the London Diocesan Board for Schools (www.stjeromebilingual.org/).

Rooks Heath High School (www.rooksheath.harrow.sch.uk/) is 15 minutes' walk from the Vicarage; Whitmore High School (www.whitmore.harrow.sch.uk) is 20 minutes' walk; Nower Hill High School is a 30 minute bus ride or 30 minutes' walk away (<https://www.nowerhill.org.uk>). These have all 'good' or 'outstanding' Ofsted grades.

Harrow High School is also within easy reach (www.harrowhigh.com). Bishop Ramsey CofE School lies in the adjacent borough of Hillingdon (www.bishopramseyschool.org), two stops and a 15 minute walk from South Harrow Tube Station.

There is a very wide range of state and private schools in the Harrow area. For an overview please see: www.compare-schoolperformance.service.gov.uk/schools-by-type?for=ofsted&step=default&table=schools®ion=310&geographic=la

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