



St Martin of Tours, Ruislip

Diocese of London

Willesden Area

Worshipping the Father - Proclaiming the Son - Praying in the Spirit



Here in the heart of Ruislip

**Parish Profile and Statement for the
appointment of an Incumbent
PCC of St Martin's Ruislip July 2022**

Contents

Section 1. Introduction & History

- Summary of the profile
- Statement from the Bishop of Willesden
- Introduction to the Parish

Section 2. The Vicar we need

Section 3. Church Buildings and Grounds

Section 4. Church Activities

Section 5. Organisation & Finance

Section 6. The Vicarage

Section 7. Other information

- The Hillingdon Deanery



Section 1: Introduction & History

Summary of the Profile



St Martin's is an ancient church which has existed in various forms since shortly after the Norman Conquest. It is located in what is now a part of western London, in the Borough of Hillingdon, just north of the A40 and a short distance from the M25. While it is a busy commuter parish, there are many areas of quiet around Ruislip itself.

The church had an electoral roll of 543 at the most recent APCM in 2022. Its style of worship is firmly based on an Anglo-Catholic liturgy, with music, both choral and organ, being a major part of its life.

Sunday services in pre-Covid circumstances have been a Vigil Mass at 6:00 on Saturday evening and Masses at 8:00, 9:15 and 11:15 on Sundays, each service having a slightly different emphasis. Daily Mass is said each weekday, with sung Masses for special occasions during the week. Currently during the interregnum, Sunday services are at 8:00 and 10:00 in order to maintain clergy cover.

As with all other churches, the Covid pandemic has caused extreme disruption in worship life. Thankfully, things now seem to be returning to normal. It has to be acknowledged that the pandemic has not been the only cause of disruption in the last year. The previous incumbent who retired officially on 31st July 2021 had encouraged the Parochial Church Council to change episcopal oversight from the Bishop of Willesden to the Bishop of Fulham. A resolution to this effect was voted on and approved by the PCC on 29th June 2021. This caused much hurt amongst parishioners and disagreement between them and the PCC of the day.

At the APCM on 15th March 2022, a new PCC was elected, and at a PCC meeting on 27th April 2022 the resolution of 29th June 2021 was rescinded and episcopal oversight has been returned to the Bishop of Willesden, thus permitting the celebration of the mass by women priests at St Martin's.

The congregation seeks to move forward together, becoming one family once again and renewing our commitment to serving Jesus Christ here in Ruislip. However, any future incumbent needs to be fully aware of the problems that have existed over the last year or so, and be aware that there is a major task of healing and reconciliation.



Statement from the Bishop of Willesden



BISHOP LUSA NSENGA-NGOY

Thank you for your interest in the role of Vicar of St Martin's, Ruislip in the Diocese of London. 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 Confident Disciples, foster Compassionate Communities, and enable Creative Growth. 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.

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. The parish and Patron are praying for a priest who will attend to St Martin's steeped 'Anglo Catholic' heritage that takes pride in its rich choral tradition.

They will need to come with considerable emotional intelligence, deep spiritual resilience, and the vision to help the church recover confidence for missional engagement with the whole parish. St Martin's next priest cannot underestimate the significant fracture and division in the congregation on the issue of the ordination of women to the priesthood. They will need to be committed to reconciliation in the parish.

There is an element of risk to this venture, and we are trusting God's calling and are committed to the emerging vision of hope expressed by many at St Martin's.

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 St Martin's and the Episcopal Area, do get in touch with me or my colleagues Ven. Catherine Pickford, Archdeacon of Northolt or Revd Richard Young, Area Dean of Hillingdon for an informal chat.

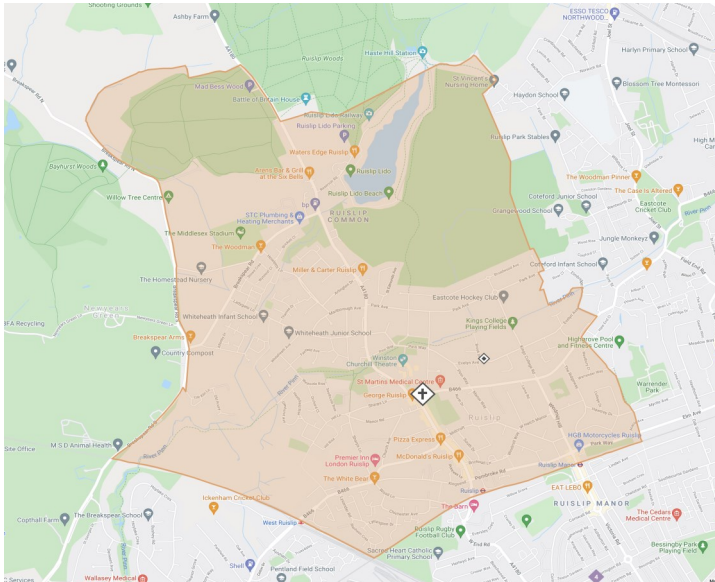
Yours in Christ,

+ Lusa Willesden

Lusa Nsenga-Ngoy

Bishop of Willesden

Introduction to the Parish



THE PARISH OF RUISLIP

In 1087, the Norman landowner, Ernulf de Hesdin, granted the Manor of Ruislip to the Benedictine Abbey of Le Bec Hellouin in northern France. Ruislip became the administrative centre for all the land owned by the Abbey of Bec in southern England. Across Eastcote Road, at Manor Farm, there was a small priory with a few monks. After Henry VI suppressed the alien priories in England, the manor of Ruislip was given as an endowment to his foundation, King's College, Cambridge. The patronage of the church was given to the Dean and Canons of St George's Chapel in Windsor: to this day they continue to be involved in the appointment of each new incumbent.

The River Pinn runs through the parish. Hillingdon Borough Council have used the river to create an attractive footpath known as the Celandine Route which runs for 12 miles from Pinner, through the parish, to join the Grand Union Canal at Cowley.

The modern expansion of the area into what was termed "Metro-land" was due to the Metropolitan Railway in the early twentieth century. Ruislip station was opened in 1904 and a new urban district was created to reflect the population growth. Population in the 1881 Census was 1,455 but in the 1961 Census it was 72,791. We are now part of the London Borough of Hillingdon, and the population in the parish is about 17,000. Ruislip has a diverse mix of residential properties (privately owned, mortgaged or rented) and council tenancies.

Over the years the parish boundaries have been adjusted, with the formation of further parishes, including Eastcote (St Lawrence's), Ruislip Manor (St Paul's), South Ruislip (St Mary's). Within the boundaries of the parish are the Ruislip Lido, extensive woods and parklands, plus nearby swimming and fitness facilities.

Ruislip High Street has a good variety of shops, a diversity of eating establishments, and several banks. Within easy reach is a range of supermarkets, DIY, garden centres and other large stores, as well as sports centres, gyms and cinemas.

The Heritage Centre for the borough is the Manor Farm complex, located to the north of the High Street. It includes Manor Farm, near the site of an old motte and bailey castle, the Great Barn (c. 1300 AD), the Small Barn (now the local Library), and a duck pond. Many popular community events are held in this area. Near the Manor Farm site is Winston Churchill Hall, used for a range of live entertainments.

Breakspear Crematorium is located within the parish: our Clergy regularly assist with funerals conducted at the site. Opposite the crematorium, in Breakspear Road, is a small industrial area supplying building materials and other services.

The parish is fortunate to be served well by public transport: the London Underground Metropolitan and Piccadilly lines run through Ruislip Station, while the Central Line and Chiltern Railways run from nearby West Ruislip Station. HS2 occasionally causes some disruption in parts of the parish as work progresses and tunnelling continues. Bus routes go to Mill Hill Broadway, Heathrow Central, Uxbridge, Ealing Broadway, Northwood Hills and West Drayton (which allows connection with the Paddington main line services to the South West).

Section 2. The Vicar we Need

We are looking to appoint a full-time stipendiary Vicar in the parish of St Martin's Ruislip, within the Hillingdon Deanery and the Archdeaconry of Northolt, in the Diocese of London, under the episcopal oversight of the Bishop of Willesden. He or she will be a modern, inclusive, Anglo-Catholic priest. At St Martin's our incumbent will embody three fundamental qualities which we believe best represent the life of our church and their role:

A Prayerful Priest

We seek a priest who is formed and nourished by a strong and stable prayer life, from which they will lead us in our worship; for whom the Daily Mass and Daily Offices are an integral part of their Christian faith; who takes the liturgy seriously, who appreciates its beauty, and who will share these spiritual riches with all who come to St Martin's; who rejoices in both feast and ferial days, who opens the liturgy to those with experience, those with none, and with the children who attend our church; who loves the rhythm of the Church Year, and uses the seasons of the Church to draw people closer to God (through devotions such as Stations of the Cross during Lent). We seek a priest who will continue to build on the life of the church to engage with the wider community. Present occasions include the annual Remembrance Service at the Ruislip War Memorial, our community Carol Service, the ashing of commuters at Ruislip tube stations on Ash Wednesday, and the local distribution of Harvest gifts.



A Preaching Priest

We seek a priest who loves to preach and to teach, and for whom catechesis is at the heart of their ministry; who is confident in preaching weekly and who will encourage the preaching of our Lay Readers; who will strengthen the faith of our congregation with regular teaching – from Bible Studies to Advent and Lent Courses; who is just as able to communicate the faith to adults as they are to children, and is happy to lead Confirmation Classes for both; who can use the occasional offices to impart the beauty of the catholic faith of the Church of England, and who will gladly instruct those seeking Baptism and Holy Matrimony; who can inspire all our Lay Leaders, and especially those in our congregation who lead Young Church and minister to children.

A Pastoral Priest

We seek a priest who will be a pastoral presence for the community of St Martin's and the wider parish, who is also sensitive to the needs of those who are marginalised in any way; someone who is committed to engaging with the whole community, forming relationships with neighbouring parishes, local schools, businesses and community organisations; someone who will promote Christian fellowship, and will play a leading role in the social calendar of St Martin's, including charitable and fundraising opportunities, social events, parish holidays and pilgrimages. We are looking for an experienced priest who will be able to help heal the deep hurt that has arisen within our church community, so that we may once again become a strong centre of Christian worship and teaching.



Section 2. The Vicar we Need cont.

For an experienced and skilled candidate, St Martin's offers a great opportunity to lead a church with a strong foundation, celebrating in the modern inclusive Anglo-Catholic tradition, irrespective of gender, within the diverse cultures of West London. With the right priest and team we can engage and work together on our journey through life in the spirit and unity of Christ's Gospel.

After an emotional Resolution debate, they will need, with the support of the Bishop of Willesden, to help the congregation to achieve forgiveness and reconciliation, transforming St Martin's into a place of welcome where all may encounter the love of God in Jesus Christ. St Martin's will offer a style of Anglo-Catholic worship, satisfying new and regular modern-day worshippers, whilst caring for those who seek a traditional approach. It aspires to reach out to younger generations and maintain its reputation in offering full support to those preparing for lay-ministry, ordination and curacy, allowing them to work with no discrimination or limitations to their ministry.

To sum up, the candidate will have the following qualities, and be able to address our particular needs, as listed below:

Prayerfulness, maintaining a spiritual life nurtured by modern catholic liturgy, with a rule of life that incorporates the Offices and Mass in daily worship, making room for the whole spectrum of the Church. In worship, they will offer a high standard of liturgical leadership.

Spiritual leadership encompassing courageousness, empathy and skills to restore our flourishing Christian community, offering worship together with a deep mission of teaching and support.

Team leadership - shaping a healthy team culture across the many communities of St Martin's, with shared vision and purpose at its heart. They will create a compelling vision of mission and ministry within and without the Church, including embracing the use of social media.

Theological skills as an engaging preacher and communicator, an interpreter of the "signs of the times" connecting theology and scripture with developing trends in contemporary public discourse.

Financially aware - providing confident leadership together with the churchwardens and the PCC to secure the sound financial management of St Martin's, and a willingness to encourage and support those who fundraise.

A friendly, caring and engaging personality with excellent public communication skills and a willingness to work with other denominations, reaching into public and civic life and voluntary organisations.

Reconciliation skills to facilitate the bringing together again of our divided parish.

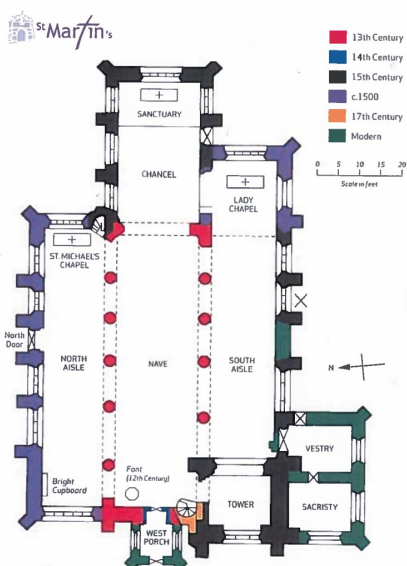
The needs that we would like our new Vicar to address include:

- 1) Provide pastoral care, healing and reconciliation, following two years of uncertainty and pain.
- 2) Energise and engage the whole community of Ruislip in the Christian Faith.
- 3) Encourage and enable lay ministries, and encourage new people as teachers and preachers.
- 4) Work with our PCC to ensure that St Martin's is always an active, financially sound enterprise.
- 5) Be an active promoter of vocations, being a trainer of both male and female Deacons and Priests.
- 6) Welcome other clergy to help provide the daily services and Sunday worship, as well as helping to support Christian teaching.
- 7) Work in Ruislip and neighbouring parishes to enliven and renew Christian Mission.
- 8) Work with our local schools to achieve close links with their staff and pupils.
- 9) Work with other community members (Councillors, MP, residents, key users of our buildings).
- 10) Be fully and constructively engaged with the life and mission of the Deanery.

Section 3. Church Buildings and Grounds

Church Buildings

St Martin's is an ancient and beautiful church dating back to the 11th century. In the Domesday Book there is mention of a priest holding 40-60 acres of land in Ruislip, which suggests that a church existed here. The present flint and stone building dates from the mid-13th century, with additions and alterations taking place in the 16th and 17th centuries. In the 19th century the interior of the church was restored by Sir Gilbert Scott and Ewan Christian; in the 20th and 21st centuries alterations included creating a liturgical space between the nave and the chancel, moving the font, restoring floor tiles, glazing in the area beneath the tower and installing glass entrance doors.



Bells

The church has a peal of 8 bells hung for change ringing. Whitechapel Foundry cast the current bells in 1802. Initially there were 6 bells; a further 2 bells were added in the mid 1800s. Bells were rung in Tudor times as the Tudor steps up to the first floor are quite worn; this indicates that the first bells at St Martin's were rung from the first floor.

The bells are now rung from the ground floor, which is quite unusual. The long draft up to the bells make Ruislip bells quite a challenge, but it is said that if you can ring the bells at St Martin's then you can ring anywhere.

The bells are rung for weddings and other special occasions as well as on Sunday mornings. Monthly practice is on a Wednesday afternoon, with smaller more concentrated practices on a Wednesday evening. Along with our own band of 5 ringers we welcome regular visiting ringers who help with weddings when required.



Section 3. Church Buildings and Grounds cont.

Grounds

St Martin's Church building is situated in grounds of approximately 3 acres. The larger part of this area is taken up for burial purposes. The newer part of the ground (the new churchyard) is full, and attempts have been made to have it officially closed; the latest attempt for this to happen has been rejected. The new graveyard has approximately 830 graves.

The older part of the grounds which immediately surround the church building has approximately 234 graves and is used for certain open-air occasions. Fronting Eastcote Road are brick and timber almshouses, possibly dating back to the 14th or 15th centuries. In 1979-81, these were converted, to provide four flats and a maisonette. The property is leased to a Housing Association for a period of 75 years: this will expire in 2051. The churchyard contains several memorials of special interest, including the grave of the world-famous singer Elisabeth Schumann and a wall plaque to the theatre and film star Jessie Matthews.

The Garden of Remembrance has nearly 600 plots and has a constant stream of visitors.



ALMSHOUSES AND OLD GRAVEYARD



ST MARTIN'S AND NEW GRAVEYARD



NEW GRAVEYARD

Church Hall

St Martin's has a large modern church hall with very good facilities, making it very popular with hirers. In addition to the main large hall, there is a smaller hall and a well-equipped large kitchen, toilet facilities (including disabled and baby changing facilities) and a meeting room.

Most days the hall is hired out to various long-standing groups, including children's dance groups, yoga, Brownies, Guides and Rainbows, Tea Dance classes, fitness groups, History and Operatic Societies, and monthly classic lunchtime concerts. During the summer holidays it is used to provide sleeping accommodation for the children (and their helpers) participating in the 10-day annual Orchyd holiday for disabled children. There is also a week's holiday club for schoolchildren.

St Martin's runs its own Youth club, Toddler group, and a soup lunch drop-in club once a week. The lunch club provides very reasonably priced soup, filled rolls and home-made cakes, but more importantly it provides conversation and company for many people who are alone.

Parish Office

The Parish Office is situated in the Church Hall. It is open Monday – Friday from 9:00am – 1:00pm. Among the tasks performed from the office are hall bookings, maintenance servicing, arrangements for weddings, baptisms, funerals, interment of ashes, register entries, and everyday administration for the parish, supporting the clergy and churchwardens.

Section 4. Church Activities

Masses

The style of worship at St Martin's is firmly Anglo-Catholic. Mass is said every day, along with Morning and Evening Prayer. On Sundays we normally have four Masses: the Vigil Mass at 6.00pm on Saturdays is a sung Mass, primarily aimed at families; 8.00am is a said BCP Holy Communion service; 09.15 is a traditional High Mass with hymns, choir and incense. Both the 8.00 and 9.15 are followed by tea and coffee in the Church Hall; 11.15am is a less formal sung Family Mass with hymns and worship songs. (Pre Covid, this was followed with refreshments at the back of the church.) With the retirement of the Vicar in July 2021, the usual Saturday Vigil Mass has not taken place; and since Easter 2022, the 8.00am Holy Communion service continues, but the 9.15 and 11.15 Masses are currently a combined 10.00am Mass.

On average 130 people attend the combined Sunday Masses, though the numbers have been badly affected by Covid and the divisions over the last year. Numbers are now beginning to recover.

Both the 9.15 and 11.15am Masses (currently a combined 10.00am Mass) include Young Church which makes use of the adjacent Church Hall for much of the Mass, and a self-service Crèche in the bell tower for parents with babies and toddlers.

St Martin's has been able to call on local retired clergy who lead many of the weekly services.

Monday

9:00am Morning Prayer
9:30am Mass

Tuesday

9:00am Morning Prayer
9:30am Mass
5:30pm Evening Prayer



Wednesday

9:00am Morning Prayer
5.30pm Evening Prayer
7.15pm Mass

Thursday

9:00am Morning Prayer
9:30am Mass (coffee after Mass)
5:30pm Evening Prayer



Friday

9:00am Morning Prayer
5.30pm Evening Prayer
7.15pm Mass

Saturday

8:30am Morning Prayer
9:00am Mass
9.30am Sacrament of Reconciliation
5:30pm Evening Prayer
(6.00pm Vigil Mass)

Section 4. Church Activities cont.

Occasional Offices

	WEDDINGS	BAPTISMS	FUNERALS (IN CHURCH)	INTERMENT OF ASHES	CONFIRMATION CANDIDATES	CREMATORIUM FUNERALS
2017	7	31	11	10	26	AVERAGE 25-30 PER YEAR
2018	3	20	9	25	25	
2019	5	21	15	12	20	
2020	1	7	9	9	47	
2021	5	14	11	10	17	
2022*	2	7	5	3	7	

(*2022 Q1 & 2)

Electoral Roll Members

2022	2021	2020	2019
543	525	527	484



Section 4. Church Activities cont.

Baptism

When families ask to book a baptism, they will be visited by a Baptism Visitor who will explain the service and answer any questions. Details of the candidate, parents and God-parents are noted, and the completed form is returned to the Parish Office by the family. Normally, baptisms take place during a Sunday Mass.

Pre-Covid, we had baptism Sundays once a month, alternating between the 9.15am and the 11.15am Mass. We have up to three families at each baptism.

Confirmation

Confirmation classes usually begin in January, with the Confirmation service held in May. Children from Y6 upwards may attend the classes, during which they will be accompanied by at least one parent. Each year, several adults and children are confirmed.

Weddings

As well as meeting couples individually, we hold a wedding preparation evening once a year for those who will be getting married in the church. The evening is designed to give the couples all the information they need for their up-coming wedding, and to let them meet the organist and other members of the parish who will be helping them with arrangements and preparations.

Sick Communion, Holy Unction and Funerals

Our clergy, supported by our Lay Readers (LLMs), are frequently called upon to provide these ministries.

Reconciliation (Confession)

Confession is offered on a weekly basis, and can also be arranged individually.

Prayer

Prayer is a vital part of our Christian lives. Apart from our regular services we have a Prayer Support Group. The members of this group meet monthly in church, and pray daily for the parish and its people, including any special intentions requested on the intercessions board. Members also keep in touch with those who are housebound, sick or bereaved, and give confirmation candidates individual prayers to support their life with Christ after confirmation. St Martin's has also hosted two ecumenical *Weeks of Accompanied Prayer* (in 2013 and 2017).

Cursillo

Many members of the parish are involved with the Cursillo movement. Of these, all have served our church, and some have gone on to be ordained.

Social Events and Fundraising

St Martin's holds very popular annual events. These include coach trips to Christmas markets, harvest suppers and barn dances, Martinmas fayres and a Christmas Dinner & Dance, as well as our Patronal Festival and Confirmation gatherings.

Section 4. Church Activities cont.

Music at St Martin's

Music has always been an essential part of the liturgy at St Martin's, as you would expect from a church steeped in the Anglo-Catholic tradition. The Director of Music is employed to play for 3 services a week and take a Thursday night choir practice, drawing upon many competent musicians from within the congregation to support the department.



OUR TREBLES

The Saturday 6pm Vigil, Sunday 9:15am and Sunday 11:15am masses are the 3 sung masses, offering a good variety of musical styles for those in the community. The mass settings are sung by the congregation together with the choir. The 9:15am Sunday mass principally uses traditional hymns from the New English Hymnal with organ accompaniment and is attended by an amateur robed choir. The choir usually sing an anthem each week from the core parish repertoire. Pre-pandemic, the trebles have been following the RSCM Voice for Life examinations and receive remuneration based on their attendance and qualification level. The Service of 9 Lessons & Carols each Christmas is one of the highlights of the choir's year and excellently showcases their ability.

The Saturday 6pm and Sunday 11:15am currently both use the 'Celebration Hymnal for Everyone' which provides a wide selection of both traditional and more contemporary worship songs, catering successfully for a more family-based congregation. Both tend towards organ accompaniment but sometimes the digital piano is also used for worship-song style music. The 11:15am mass also has a singing group although this has been disrupted recently and will require regeneration.

The organ is a large 3 manual digital Allen instrument installed in 1993 and was recently extended to include some extra stops commonly called for in the organ repertoire. The church hall grand piano lends itself to a popular monthly recital series which hosts professional classical musicians.

Staff & Volunteers

St Martin's has a paid part-time parish Administrator, who works from the Parish Office and has been in the position for 9 years. St Martin's also employs a cleaner (also part-time) and a Director of Music. All maintenance work on-site is carried out by volunteers who keep the grounds tidy and undertake general jobs around the church and hall. For more specialised jobs, working days are organised and, where necessary, external contracted companies are used.

Other volunteers include a Pastoral Team, Sidespeople, Servers, Liturgical Ministers, tea and coffee and the flower arranging teams, an Electoral Roll Officer, a Safeguarding Officer, and a Children's Advocate.



PARISH ADMINISTRATOR



DIRECTOR OF MUSIC

Section 4. Church Activities cont.

Youth Ministry

St Martin's is very much a family church, welcoming all ages from babies to grandparents. Everyone worships and socialises together at our various events, such as the annual Holiday Club, dancing at Harvest Festival, or running stalls at the Martinmas Fayre.

Children are an important part of St Martin's, from our young servers to choir members. As the First Holy Communion and Confirmation course deepens their understanding of their faith and Jesus' love for them, children are encouraged and invited to be fully involved in church life. The church calendar includes services and activities tailored for children, including the Good Friday children's service, Advent and Lent sessions offered to secondary school age children, the All Saints Light Party, Christmas Eve services, and 'Faith & Pizza' sessions.

We have both a Safeguarding Officer and a Children's Advocate.

Young Church

Young Church begins with the congregation in church. At the 9:15 and 11:15 Mass, they meet under the rood beam, and leave together for the church hall, returning during Communion. We are very fortunate to have a new group of volunteer leaders who came forward to revive Young Church following the pandemic, bringing with them enthusiasm and fun.

All Age/Parade Mass

Pre-Covid, we had a monthly Parade Mass where our uniformed organisations would be invited alongside our Young Church. Numbers of attendees have decreased over the years. For some festivals, e.g. Harvest, we have an All Age Mass, and Young Church remain with the congregation throughout the service.

Previously, St Martin's offered various opportunities and events for specific ages that were well attended and popular among the wider community. Not having recovered fully from the pandemic, we have not yet been able to bring back K@SM (Kids @ St Martin's), St Martin's Holiday Club, Children's and Youth pilgrimages to Walsingham or other one-off events.

Uniformed Organisations

St Martin's-sponsored girl-guiding groups – 'St Martin's 2nd Ruislip Rainbows, Brownies and Guides' – meet weekly in the hall. In the past, strong connections with these groups included the Sunday Parade Mass (held 8 times a year), the making of the Christingles and helping out at the Martinmas Fayre.

Toddlers Group

One of the recent post-pandemic successes has been the re-starting of the Friday morning Toddlers Group, which continues to grow week by week, and many more new families are now attending church with us.



Section 4. Church Activities cont.

School connections

St Martin's has close connections with the local schools. The primary schools of the C of E Bishop Winnington-Ingram (BWI), Whiteheath, Grangewood, Newnham, and the C of E Bishop Ramsey Secondary School continue to benefit from clergy visits to school assemblies, and the hosting of Christmas carol services, end-of-term services and a Year 6 Leavers' Mass.

There are strong connections with BWI, as our Advent Posada and Palm Sunday procession both begin at BWI.

The Posada visits all classes before arriving back at St Martin's Sunday services, so Mary and Joseph continue their journey with members of the congregation.

Palm Sunday begins in the BWI playground as we journey with a donkey through the streets of Ruislip to St Martin's.

Several members of St Martin's are governors at both BWI and Bishop Ramsey Schools.



PALM SUNDAY AT BWI



POSADA

How children at BWI develop their faith with St Martin's

Children at BWI start visiting the church regularly from the very start of their time at the school. At the end of term there is always a special service held at the church where we celebrate all that the children have achieved so far and ask for God's blessing on them for the future.

Different year groups will also visit the church at different times of the year to support their learning across the curriculum. For example, the year 6 children visit the church and its grounds as part of their work on WW2, to view and pay respects at the various war memorials. We also hold Christingle services for the KS2 children in the church at Christmas.

We also bring St Martin's into the school. Our clergy regularly preach to the children in collective worship and deliver a special Mass for KS2 children each term. Each year, children also produce work on St Martin and his life.

Section 4. Church Activities cont.

St Martin's Outlookers

St Martin's Outlookers usually hold a number of fundraising events every year, including Afternoon Tea, Charity Lunches, Wine Tastings and other talks. The Committee adopts two charities each year – one in the UK and one abroad. All of these events have proved very popular and raise a lot of money for the chosen charities. We give the money raised to a representative for each charity at the annual Charity Lunch. Most years each charity receives about £1300 pounds, and sometimes more.

Some of the Charities that have benefited are: Hearing Dogs for Deaf People, Help for Heroes, It Takes One Woman, Dream to Walk, The Acorn Trust, Tariro, Shelter Box, Greenfingers, London Air Ambulance and Hillingdon Young Carers, to name just a few.

Sadly, owing to Covid, recently we have not been able to organise any fundraising events, but hopefully our time will come again.

Friends of St Martin's

Friends of St Martin's was originally formed in 1971 (so has just marked its Golden Jubilee), to bring together all those who love the church and who wish to help with its care by contributing to the costs of maintenance and restoration of the building. We relaunched Friends in 2012, and raised over £5,000 by holding a Summer Festival Weekend.

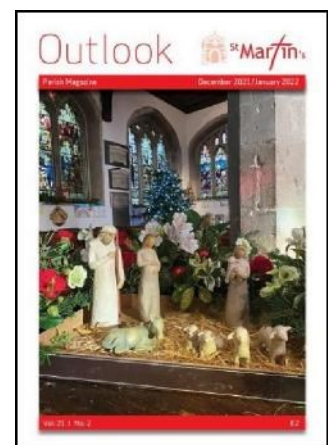
Friends has regularly organised fundraising events, such as Quiz Nights, talks, musical evenings and Garden Open Days. Friends supports projects to meet the costs of the work needed to preserve the fabric of the church.

Love and care over the centuries has enabled the community of Ruislip to have access to the church and Friends of St Martin's helps to ensure that that tradition continues.

Outlook Magazine

'Outlook' is the St Martin's parish magazine which is published every other month. It has a cover price and has a circulation of around 200. Copies are also available in church for others to buy. Various advertisers from Ruislip High Street take out regular adverts in the magazine.

'Outlook' welcomes contributions from parishioners on various topics. As well as a regular column from the Vicar and an 'agony' column called 'Ask St Martin' where questions of theology are discussed, it also features book reviews, reports of parish socials and special events, and occasionally a specially-set crossword puzzle. There is a dedicated 'Kids Zone' for the children and young people of the parish as well as news from Young Church and BWI School.



Parish Holidays and Religious Pilgrimages

One of our traditions, which has been curtailed owing to the Covid outbreak, is to organise parish holidays. These regular events started in 1988 with a visit to Paris. Over the years we have been to many centres, both within this country and abroad. In the UK to Exeter, Falmouth, Liverpool, Chester, Scarborough and Newcastle. Further afield: Amsterdam, Tours, Cologne, Rheims, Rome & Assisi, Romania, Poland, and Oberammergau for the Passion Play.

Each year we also organise a number of pilgrimages to Walsingham for different groups. Other places of pilgrimage have included the Abbey of Bec in Normandy (the proposed 2020 visit was not possible), and occasional trips to Taizé.

Section 4. Church Activities cont.

Charities supported by St Martin's

Myosotis is a charity founded in 1996 by Carol Daniel, a former parishioner. It is based in Barlad, Romania. Members of our congregation, who are trustees of the charity, travel once a year to visit the schools for children with severe learning difficulties and clinics for children with special needs. Whilst there have been some positive changes in the care of abandoned children in Romania, this progress does not extend to children with learning disabilities. As these children reach mature physical years they remain in total need of support and suitable accommodation. The charity also provides education in social integration/reintegration; housing and individual care; medical, psychological, social and educational assistance; recreational, cultural and educational activities; exploring work therapy and integration into a sheltered workshop; optimizing independent living skills such as cooking, gardening, cleaning, looking after pets.

There are no paid UK staff and all money raised in the UK goes to funding the projects that are run in Romania. St Martin's contributes £9,600 a year to the Myosotis Trust in addition to separate fundraising events.



ORCHYD is a charity supported by St Martin's. It is a residential holiday for children with disabilities. The children stay in the hall for 10 days and are taken out on excursions every day. As well as this being a great experience for the children, it gives their parents some much needed respite. The charity takes 20 children from around the UK every year.



Other charitable activities: St Martin's is also a Foodbank collection point for the Hillingdon Foodbank, and holds yearly collections for Christian Aid, The Children's Society, Save the Children, The Additional Curates Society, Mencap, projects supported by the Diocese of London, as well as other charities on a one-off or ad hoc basis.

Section 5. Organisation and Finance

Organisation

- The parish is served by two elected Churchwardens.
- The Parish is also served by the PCC, made up of elected members and clergy as ex-officio members. Overall, there are currently 28 members of the PCC (incumbent - vacant, 2 churchwardens, 9 Deanery Synod and 15 elected members, plus 1 co-opted member for 2022-23).
- Safeguarding matters are referred to, and overseen by, the Safeguarding Officer.
- The Church is also served by a Standing Committee made up of the Incumbent, Churchwardens, Lay Vice Chair, Treasurer, PCC Secretary two elected PCC members, and the Safeguarding Officer.

Finance

St Martin's has traditionally been a church which receives significant financial contributions from its congregation as well as having earnings from such activities as Hall lettings. As such, St Martin's has, over many years, made significant Common Fund contributions to help support less well-attended churches. Even after such contributions, there have been surpluses of income over expenditure in many years.

In addition, there have also been one-off major fund-raising projects, such as the '*New Life Project*' which was undertaken between 2016 and 2018 to fund essential roof repairs, new lighting and sound systems for the church which raised almost £113k.

However, with the events of the last couple of years, we are currently living through more challenging times. This situation has resulted partly from the pandemic (for example a fall in hall lettings from £31k in 2019 to £14k in 2021) and partly from a reduction in regular giving. Consequently, St Martin's has had to reduce its Common Fund contributions accordingly. A summary of our finances for the period 2019 to 2022 is as follows:

- The financial outcome for the year ending 31st December 2021 was a deficit of £31k on our unrestricted funds based on an expected income level of £163k and expenditure of £194k.
- This follows deficits of £15K and £16k in the years 2020 and 2019.
- This trend may be reversed for the next financial year (2022) when our PCC has agreed a budget for the management of our General Fund/unrestricted cash reserves. That budget results in a small surplus of about £2k.
- The net impact of these deficits is a reduction of unrestricted cash reserves over the 3-year period 2019 to 2021 of about £52k, with an expectation that unrestricted cash reserves will be about £66k as of 31st December 2021.
- Following discussions with our Diocesan Finance Director in October 2021 it was agreed that our Common Fund contributions would be reduced to £45k for 2022 (from £85k in 2021).
- This will be reviewed during 2022 and as part of that review there are some important challenges that need to be successfully met to return our Common Fund parish contributions to normal levels. This is already under consideration by the Treasury, Finance & Stewardship Sub-committee, possibly via a stewardship campaign.

Section 6. The Vicarage and Curatage

The Vicarage

13, Eastcote Road, Ruislip, HA4 8BE

Originally built in 1928, 13 Eastcote Road was purchased by the Diocese in 1982, when the old vicarage in Bury Street was found to need underpinning. The study was added subsequently.

The Vicarage is opposite the Church in Eastcote Road and has parking at the front for two cars and a garage situated in St Martin's Approach with access at the rear of the main garden.

This four bedroomed detached property is suitable for a family home, the rooms are spacious and fully centrally heated from a gas boiler in the kitchen. It is double-glazed throughout.

Further details of the vicarage can be obtained from the parish office, as can those of the curatage.



The Curatage

5, Wyteleaf Close, Ruislip, HA4 7SP

A modern semi-detached property on a fairly new estate, about three-quarters of a mile north of the church. It is a three bedroomed property with a through lounge/diner. There is a small garden to the rear.



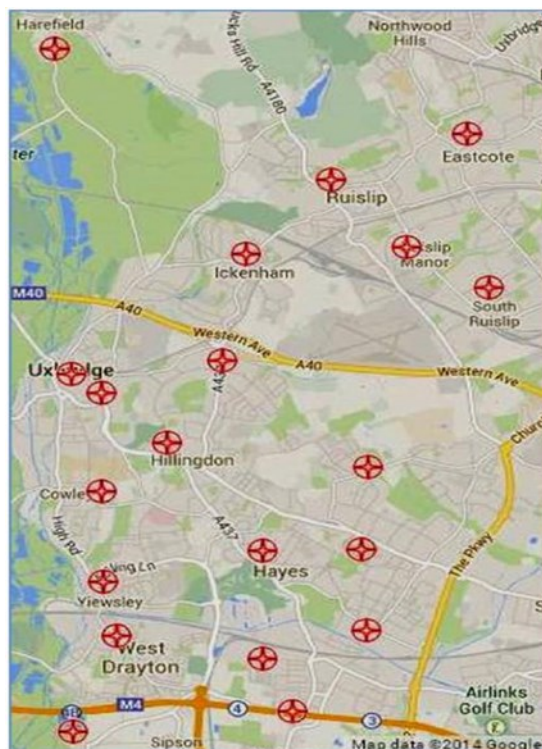
Section 7. Other information

THE HILLINGDON DEANERY

As is usual in the London Diocese, the boundaries of Hillingdon Deanery largely coincide with those of the London Borough of Hillingdon. The Deanery includes 19 parishes (between the northern boundary and Heathrow Airport), and both Hillingdon and Harefield Hospitals, which provide care for the whole area. Bishop Ramsey School, the Church of England secondary school (11-18) for the Deanery, is located in the parish of Eastcote (in the north of the Borough) and there are also five CofE primary schools in the Deanery. The Deanery is served by some thirty clergy in both stipendiary and non-stipendiary roles.

Hillingdon is a vibrant place to live and work. In socio-economic terms there is a marked contrast between the north and south of the Deanery. Many of the parishes north of the A40 are largely affluent, middle-class communities in 'Metro-land', whereas to the south there are areas with significant issues of deprivation.

The southern parishes also tend to be significantly more multi-ethnic. In the far south of the Deanery, the Heathrow villages have suffered from more than a decade of uncertainty caused by the airport expansion plans. Major regeneration is taking place across the south of the Deanery, much of it related to the arrival of Crossrail. Some northern parts of the Deanery are being adversely impacted by work on HS2.



The Hillingdon parishes reflect a rich diversity of tradition, and include 3 parishes under the care of the Bishop of Fulham. We are really committed to building good, supportive relationships and working together in mission wherever possible. We have developed an ambitious Deanery Plan to address, together, some of our most pressing mission priorities, the first of which has been to put together a package of support to enable the renewal of mission and ministry at St Anselm Hayes Town, one of our 'Fulham' parishes. Our Deanery plan also includes proposals to plant new congregations or churches in the Deanery. A few parishes are net contributors to the London Diocesan *Common Fund*, while many others receive financial support, because of their particular context.

St Martin's has historically been the largest parish in the Deanery in terms of Electoral Roll and a significant net contributor to Common Fund. This year's Common Fund offer has had to be reduced very significantly due to a number of factors including reduction in hall income due to the pandemic but also reduced planned giving following the Fulham resolution. We long to see a renewed period of flourishing in the life of this parish, but this will call for wise and patient leadership focused on the need for reconciliation.

The Area Dean is a member of the Bishop of Willesden's Area Staff Group, which meets with the Bishop and the Archdeacon of Northolt monthly. The Deanery Chapter meets several times a year for prayer, support and mutual encouragement and holds an annual Christmas Dinner, and we strongly encourage all clergy to be actively involved. Hillingdon Deanery Synod holds three meetings annually. These are usually open meetings and are used as opportunities to resource our churches for mission.

If potential applicants would like to know more about the Deanery context, they are welcome to contact the Area Dean, Revd Richard Young: 01895-442093 / vicar@stmatthewsyiewsley.org.uk.