

A New Team Ministry
for Colindale

A Proposal for
St Augustine Grahame Park
and St Matthias Colindale



A New Team Ministry for Colindale?

A proposal for consultation – January 2024

Background

The first Anglican place of worship in Colindale was an “iron chapel” dedicated to Saint Mellitus, which stood in Colindeep Lane in the 1920s while the building of the suburb was getting underway. This original mission territory was divided in two, the northern part becoming the parish of St Alphage, Burnt Oak, with its church being dedicated in 1927.

In the southern part of the mission territory a combined church and hall was built in 1934, named after Saint Matthias the Apostle. This territory was a mission of the parish of West Hendon (St John) until it became the new Parish of Colindale (Saint Matthias) in 1951. After fundraising within the parish, the new church of St Matthias was built, and dedicated on 21st October 1973 by Bishop Alan Rogers of Edmonton.

In the Parish of Burnt Oak, its large geographical area and the expansion in population with the building of the Grahame Park Estate, prompted the creation of a new mission district within that parish, and the building of the Church of St Augustine in 1974.

Re-Envisioning Mission and Ministry in Colindale

Plans for significant redevelopment, contiguous across the parish of Colindale and the mission district of St Augustine, prompted a proposal for a new united parish to address this developing missional need, as part of a proposal presented to Area Bishop’s Council in 2016, which also included proposals for Cricklewood. The proposal at that time was to expand the existing parish of Colindale to include the mission district of St Augustine. This would have created a parish with one incumbent and two worship centres, with a new Church of St Augustine to be built on the site of the present one as the new parish church (in the event, this was not carried out). There was no parish priest based at St Matthias from 2006 to 2018, and when Fr Joseph Gabor was appointed to St Augustine’s Church it was with the intention that in due course he should become the incumbent of the expanded parish.

Some of the goals set out in the 2016 proposals have been achieved, whilst some others need to be reassessed for a continually developing situation. The vacancy in the Parish of Burnt Oak now allows a consultation to take place with a view to preparing a draft scheme for pastoral reorganisation.

Proposals to be brought forward in 2024 will need to take into account changes since 2016, which include:

- The new housing developments now being built, or planned, in the southern corner of the existing Parish of Colindale along the Edgware Road, near the Church of St Matthias (2,605 new housing units, bringing the total of new housing units in the whole proposed new parish, built or planned since 2011, to 9,803).
- The consequent growing population of the area. It is difficult to obtain exact statistics (available parish census data still refer to 2011), but it can be estimated that the proposed new parish will have a population of approximately 41,000* within a few years. Provision for the cure of souls needs to take this into account.
- The present ministry provision of two, rather than one, full time clergy, both priests in charge, at St Augustine (stipendiary) and St Matthias (house for duty). Fr Joseph and Fr Matthew have developed a friendly and co-operative working relationship, meeting regularly, planning mission events, praying Evening Prayer together online most weekdays, and swapping pulpits and altars one Sunday a month from January 2024.
- Plans are being brought forward across the Edmonton and Willesden Areas to submit an ambitious bid for SDF funding for new mission initiatives along the A5 corridor. It will be important to learn from past SDF projects and build in mutual support and co-operation with the existing parishes from the outset, to better enable the growth and ministry of both new and inherited churches.

* Based on half of the 2011 population of the Parish of Burnt Oak (assuming that the St Augustine district has half the population), plus the whole 2011 population of the Parish of Colindale, plus double the number of new housing units built or planned since 2011 in the new parish (assuming average double occupancy): $15013 + 6248 + 19606 = 40867$.

The Proposal for Colindale

To enable both churches to co-operate more fully in mission, and to make better provision for the cure of souls, by creating a new single Benefice and Team Ministry of Colindale from the present Parish of St Matthias and Mission District of St Augustine:

- The new Benefice will be a single parish
- Both churches – St Matthias and St Augustine – will have equal status as parish churches within the new parish.
- Those who live in the parish will be able to exercise their rights as parishioners in either church (e.g. baptisms, banns, weddings, funerals).
- The boundary between the new Parish of Colindale and the Parish of Burnt Oak will be adjusted to include the arc of new developments coherently within the one parish (see maps in the Appendix).
- There will be two priests of incumbent-level experience, a Team Rector and a Team Vicar. Initially, Fr Joseph Gabor will be appointed as first Team Rector, based at St Augustine's. Fr Matthew Duckett will be appointed as the first Team Vicar (house for duty), based at St Matthias. The way in which the cure of souls is shared by the Team Rector and Team Vicar will be set out by the Bishop in their respective licenses.
- There is inbuilt flexibility, as other clergy and lay ministers can be added to the Ministry Team from time to time as appropriate.
- There will be one PCC for the whole parish, elected from a new electoral roll formed initially from the two existing electoral rolls, with one budget and one Common Fund contribution.
- There will be two churchwardens, one from each parish church.
- Sub-Committees of the PCC may be established with responsibility for matters local to each church.
- Future Team Rectors will be appointed by the Bishop and the Team Patronage Board. Future Team Vicars will be appointed jointly by the Team Rector and the Bishop.

Benefits of a Team Ministry

According to the Mission and Pastoral Measure, the purpose of pastoral reorganisation is:

- (i) To further the whole mission of the Church of England
- (ii) To make better provision for the Cure of Souls

Seven years on from the 2016 vision documents, a new team ministry in Colindale will address both of these goals for 2024 and beyond.

This proposal will combine the benefits and strengths of a united parish with the better provision for the cure of souls that is possible in a Team Ministry. It will enable a shared common mission for the churches and congregations of St Augustine and St Matthias, the better to engage with the developments around both our churches, and enabling both congregations to build on their strengths and learn from each other. It will build on the positive and co-operative relationship that already exists between Fr Joseph and Fr Matthew.

It will establish a team of two clergy of incumbent-equivalent status, sharing the cure of souls, to minister across the parish. Other clergy and lay ministers may be added to the team as opportunity arises, for example enabling mutual support and co-operation with any church plants or new worshipping communities arising out of the A5 Corridor bid.

At the same time, the proposal will allow for good mutual flourishing of the different strands of catholic tradition represented by St Augustine's and St Matthias', as local decisions on matters of ministry would be devolved to the Team Rector and Team Vicar in their exercise of the cure of souls.

Challenges

The large population and size of the new parish present logistical challenges, in particular the distance between the two churches (35 minutes' walk, 15 minutes' drive). The time and venue for parish events, AGMs, PCC meetings and courses would need to be carefully considered.

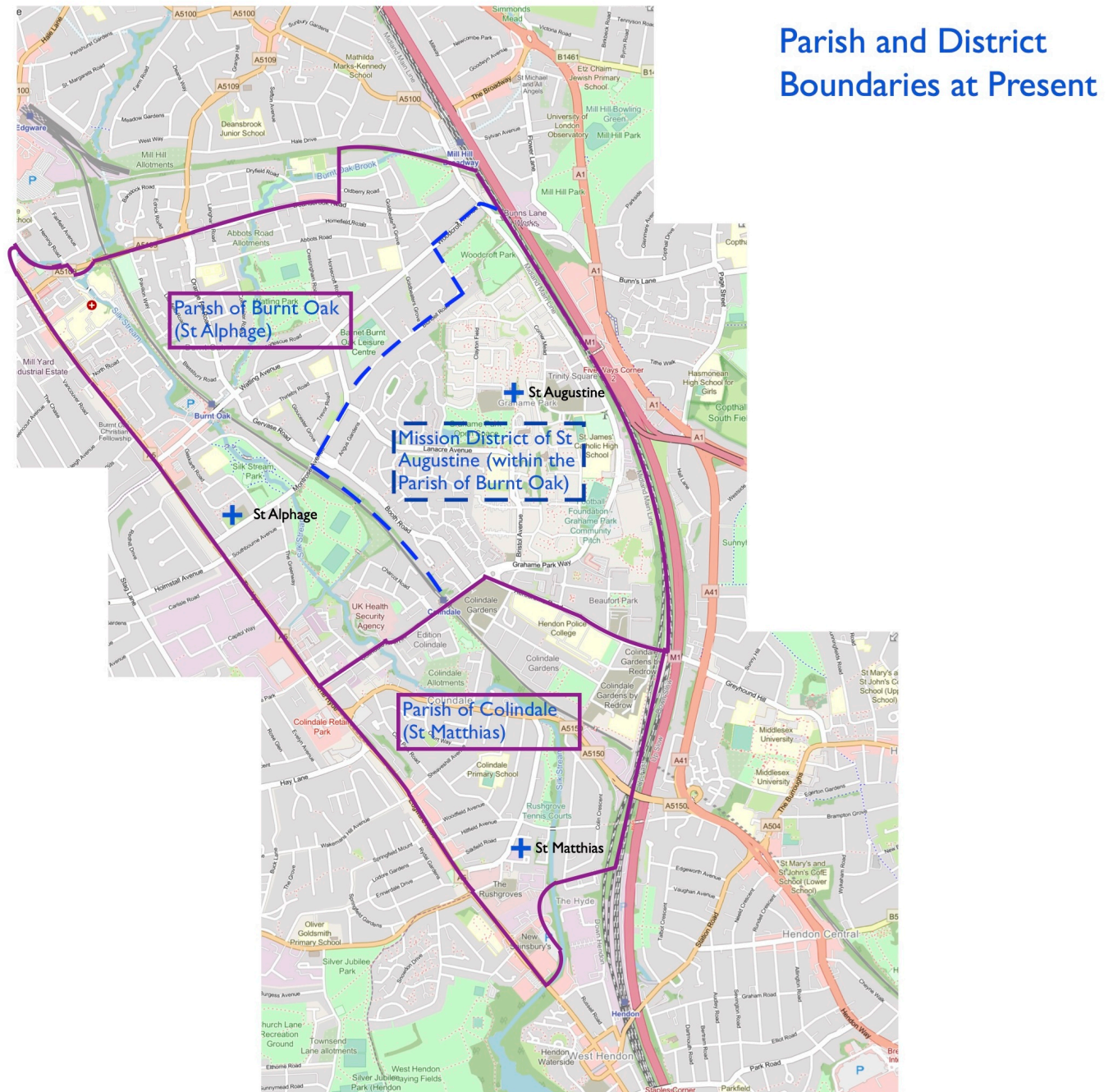
A careful balance will be important in the new PCC, to foster trust and openness about how decisions are made for the whole parish and how they affect the individual churches, including in matters of income and expenditure. The Churchwardens of St Augustine and St Matthias will have an important role of lay leadership in developing trust and co-operation.

It will be important that the Ministry Team is seen to function fully as a team across the whole parish. Fr Joseph and Fr Matthew are already committed to this and want to develop new ways in which this can become a reality. The same would need to apply to other clergy and lay ministers who may be licensed to the Ministry Team in due course.

Consideration should be given as to whether the provision of just one stipend for a parish of two churches and an anticipated population of 41,000 is adequate for future recruitment and provision for the cure of souls. This should ideally be reviewed before the next Team Vicar vacancy occurs.

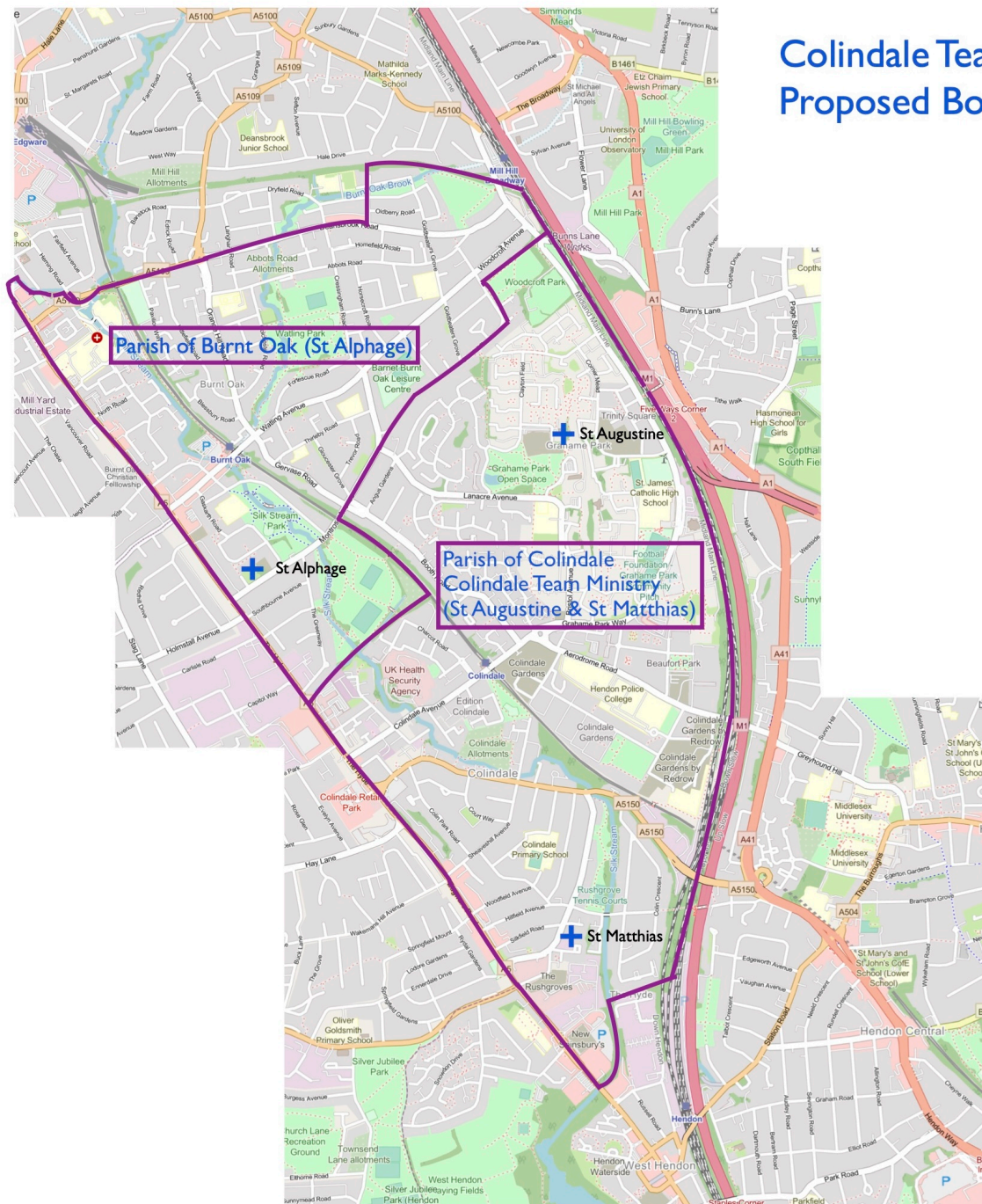
Fr Matthew Duckett, 26th December 2023

Appendix I: Maps of the Present and Proposed Parishes



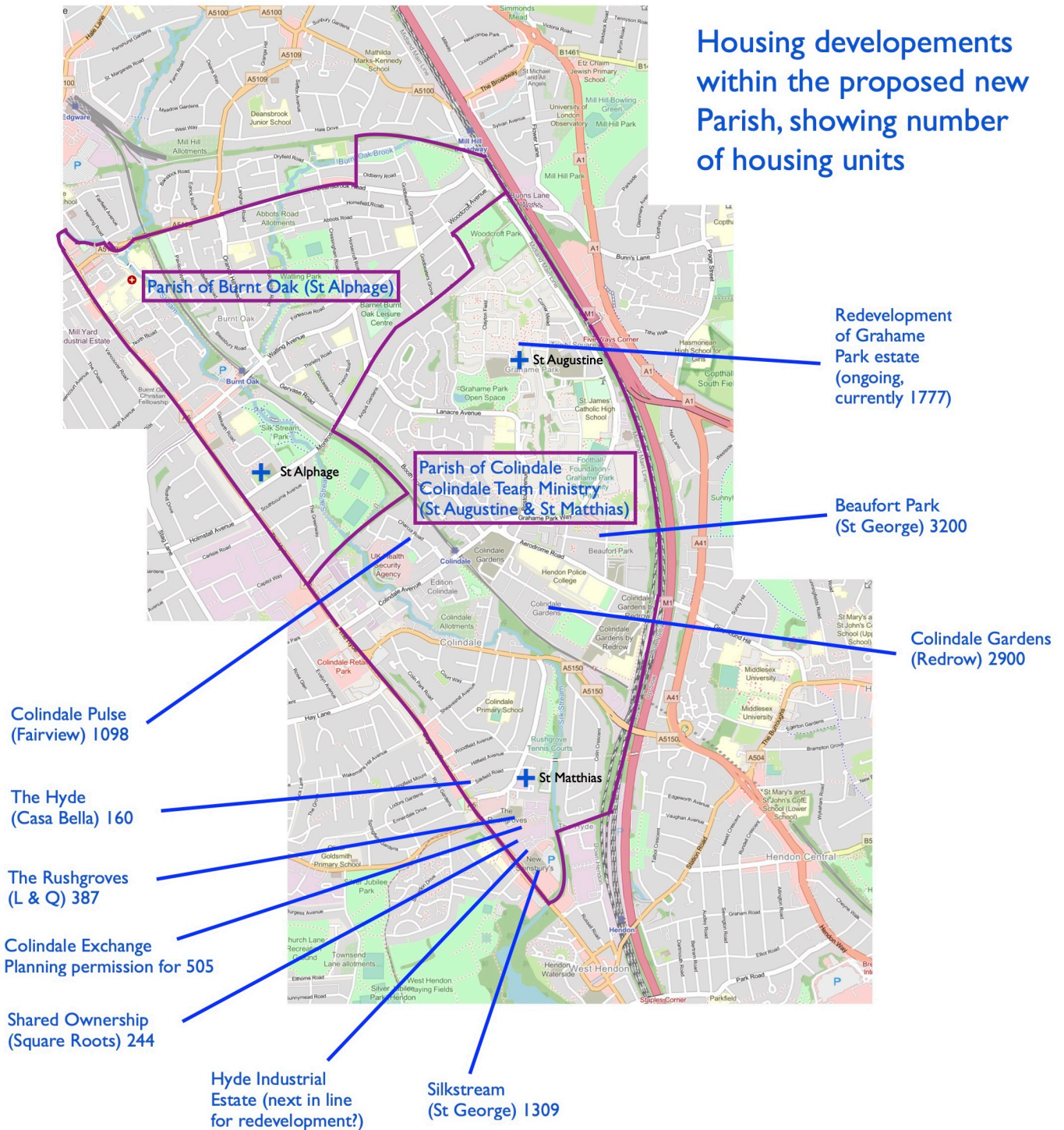
I. Map showing the current parishes of Burnt Oak and Colindale, and the Mission district of St Augustine.

Colindale Team Ministry Proposed Boundaries



2. Map showing the proposed new Parish of Colindale and redrawn boundary with the Parish of Burnt Oak.

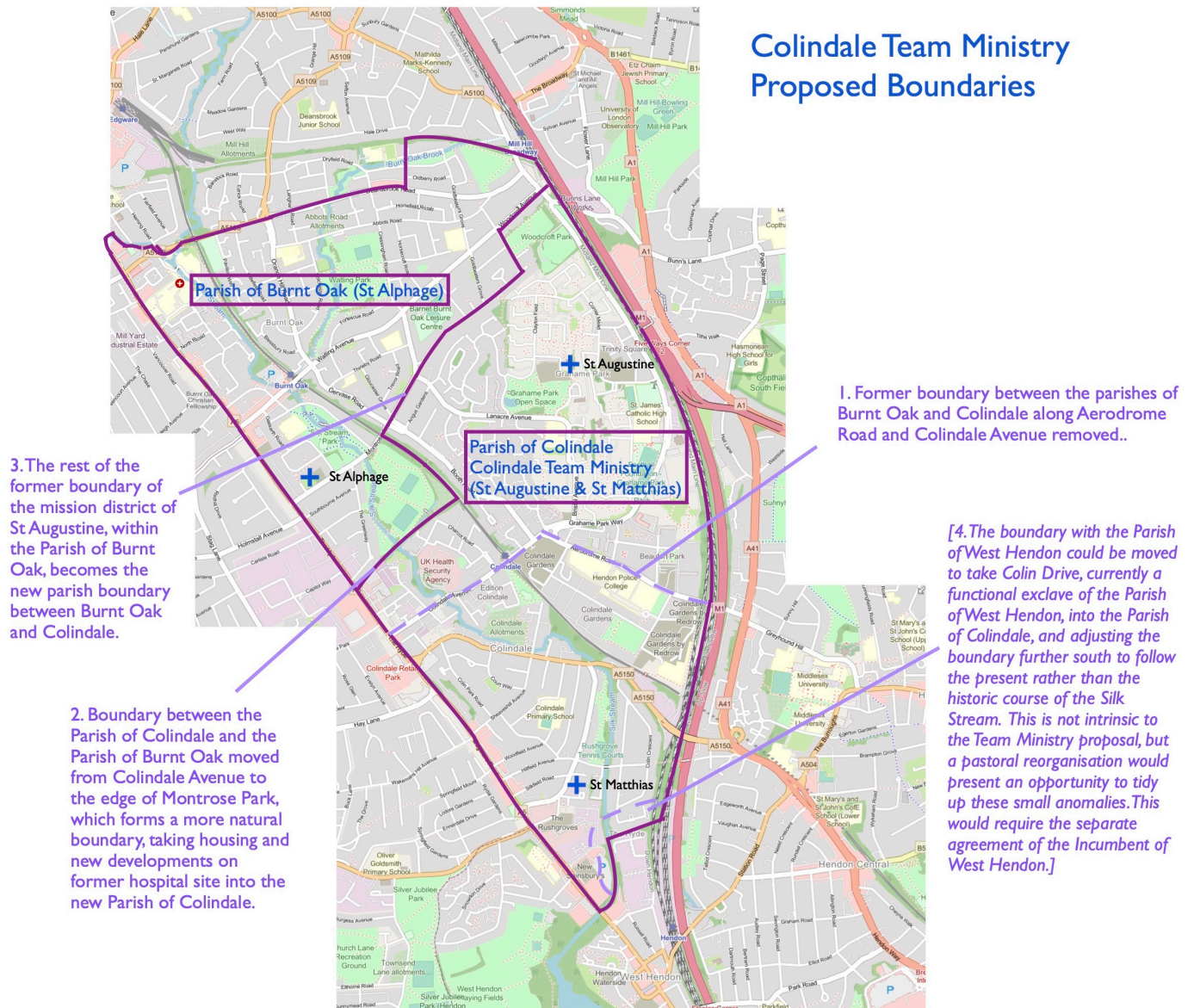
Housing developments within the proposed new Parish, showing number of housing units



3. Map showing new and planned housing developments within the proposed new Parish of Colindale.

The numbers are the number of housing units in each development. The total number of new housing units built or planned since 2011 is 9,803.

Colindale Team Ministry Proposed Boundaries



4. Map with explanations of the proposed boundary changes in the Parish of Burnt Oak and the new Parish of Colindale.

Appendix 2: Legal Detail - What is a Team Ministry?

A Team Ministry is a legal structure for a benefice set out in the Mission and Pastoral measure 2011 and its associated Code of Practice. There are various ways in which a Team Ministry can be configured. The proposals presented in this document are a simple and streamlined way in which a Team Ministry can be set up. Further details about Team Ministries may be read here:

<https://www.churchofengland.org/resources/parish-reorganisation-and-church-property/mission-and-pastoral-measure-2011-and-code>

A Team Ministry is a single benefice in which there are two or more clergy of incumbent status working together in mission and ministry, and sharing the cure of souls, with the possibility of other clergy and/or lay ministers forming an additional part of the ministry team. Team Ministries are usually formed by joining neighbouring parishes, to better serve mission and ministry locally. They are created by a pastoral scheme approved and sealed by the Church Commissioners.

A Team Ministry is a single benefice, and the Team Rector is the legal Incumbent of the benefice. Other clergy of incumbent status who work with the Team Rector are Team Vicars. Together these constitute the Team Chapter. The way in which the cure of souls is shared by the Team Rector and Team Vicar(s) is set out by the Bishop in the licenses issued on their appointment. If there are other assistant ministers licensed to the Team they form the Ministry Team with the Team Rector and Team Vicar(s).

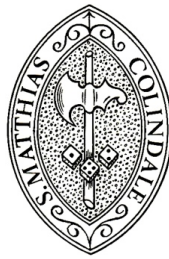
Team Vicars are appointed jointly by the Team Rector and the Bishop. Team Rectors, being the legal Incumbents, are presented by the patron following the usual appointment process. The Code of Practice recommends that the Bishop should not be the sole patron of a benefice that is a Team Ministry. In benefices where the Bishop is currently the sole patron (as in Colindale) a Team Patronage Board is proposed instead. The Patronage Board consists of the Bishop, Team Vicar(s), and representatives of the Ministry Team and PCC.



Saint Augustine's Church, Great Field NW9 5SY

www.youtube.com/saintaugustinecolindale
www.facebook.com/augustinecolindale
www.saintaugustinecolindale.com

Priest in Charge:
Fr Joseph Gabor



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✕ @ChurchColindale  stmatthiasnw9

stmatthiasnw9.org

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Fr Matthew Duckett