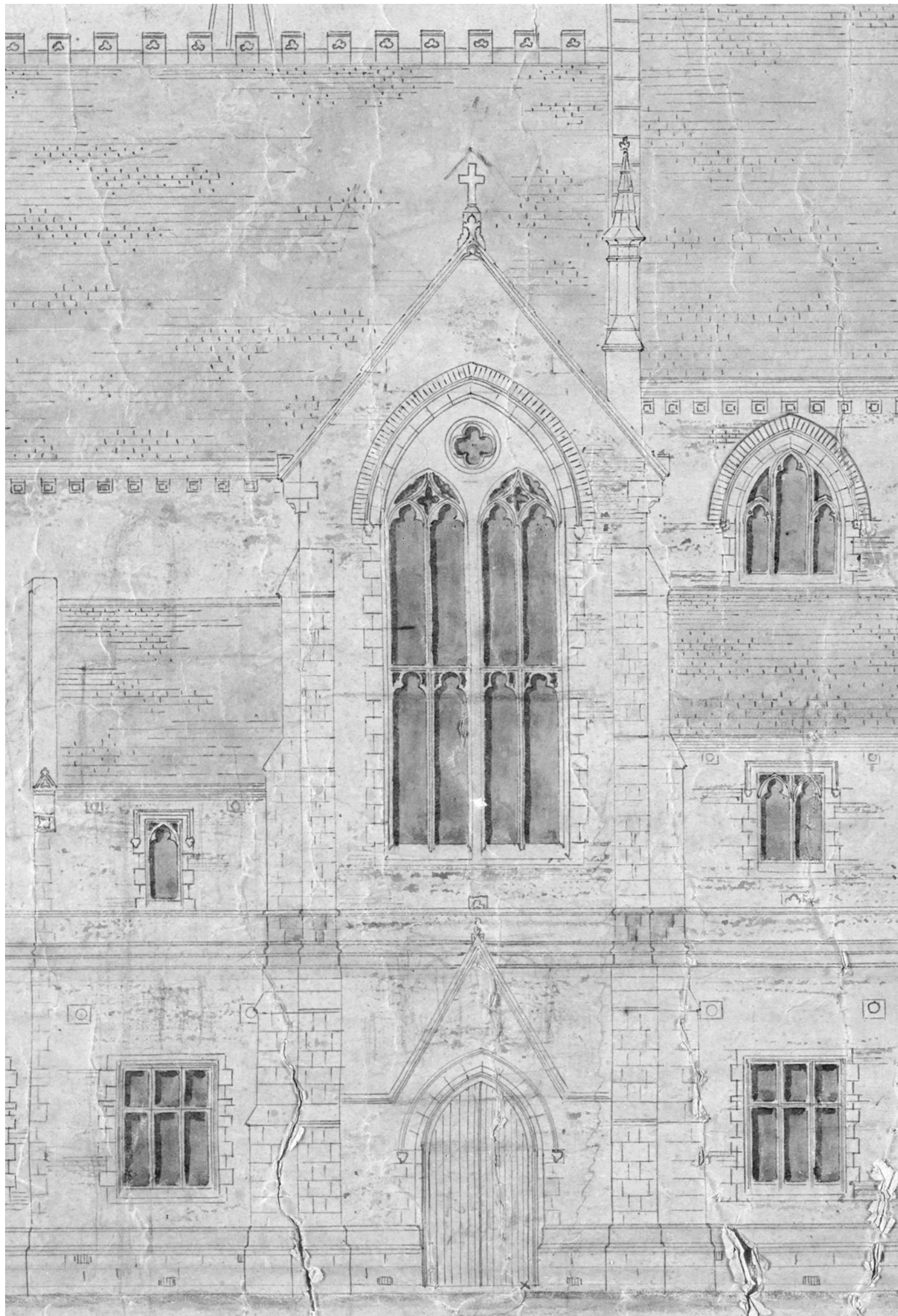




ST PAULS

*est. 1841*

P A R I S H   P R O F I L E



Kia Ora,  
Hau Mai,  
Haere Mai!

Welcome to St Paul's Symonds Street,  
a vibrant and Spirit-filled Anglican Church  
located in the heart of Auckland City.

Our desire is to live the way of Christ  
by cultivating authentic worship,  
deep relationships, and God's life in our city.

We are looking for someone who is called  
and able to equip and empower St Paul's to live out our mission.



# Our priorities

## As the people of St Paul's we want to prioritise:

- ◇ Gathering for authentic worship in the power and ministry of the Spirit through biblical teaching, responsive worship, the sacraments, and prayer
- ◇ Developing a diverse, inclusive, and intergenerational community through radical hospitality, honesty, and deep friendship
- ◇ Following Christ with purpose in the contexts of our everyday lives and engaging missional initiatives with a particular concern for the vulnerable and marginalised
- ◇ Speaking imaginatively and prophetically on the critical issues of the day, especially engaging with the two universities on our doorstep
- ◇ Working for the renewal of the wider church, especially by identifying and developing leaders
- ◇ Restoring and developing our historic church as a place of ministry and mission for the future
- ◇ Engaging with mana whenua and tangata whenua



# Our values

## As the people of St Paul's, we value:

- ◇ Responsiveness to the Holy Spirit
- ◇ A theologically-grounded perspective
- ◇ Empowering and equipping people in ministry and their giftings
- ◇ Nurturing growth at every stage of life
- ◇ Honouring our Anglican heritage and taking leadership in the renewal of the Church
- ◇ Creative and prophetic engagement with culture
- ◇ Radical hospitality and justice for all people
- ◇ Care for God's creation







# Who do we need as our next Vicar?

**For our next Vicar of St Paul's, we are looking for a vibrant and seasoned leader, someone with a proven track record who is:**

- ◇ Able to identify, develop, and empower leaders for St Paul's, the wider church and community
- ◇ A facilitator and collaborator who is able to lead a staff and volunteer team, and build and sustain a healthy team culture
- ◇ Christ-centred, Spirit-led, and grounded in an ongoing experience of God's personal transformation
- ◇ A gifted teacher with theological and spiritual depth
- ◇ Able to cultivate an intergenerational, diverse, and inclusive church
- ◇ Committed to continuing St Paul's bicultural journey between Māori and Pākehā







# What happens here?

## OUR SERVICES

St Paul's has a congregation of around 800. There are three services held on a Sunday: a 10am family service, a 3pm liturgical service, and an informal 6.30pm evening service. An average of 350 attend each week across all the services. There is a strong children's church in operation during the Sunday morning services, which caters to four different age groups.

## WORSHIP

Music has played a significant role throughout the history of St Paul's. We have a long and rich history of writing our own music. From the St Paul's Singers to our current St Paul's creative projects, music has been flowing from the church for as long as we have existed. Central to the heart of each service is vibrant and authentic worship, led by our full-time Worship Leader, Chris Cope.

### Song Release

Recently, St Paul's Music (SPM) released a song called "You Are My Desire". This has been another moment of the church stepping into the calling that it has in terms of writing, producing, and singing God-inspired and God-focused music, both locally and globally. Here is a link to the music video and more about SPM:

[You Are My Desire \(feat. Chris Cope\)](#)

[SPM](#)



### Recording Studio

We are in the final stages of building a recording studio in the crypt of St Paul's. This will provide a creative space that enables ideas to be transformed into inspiring songs and albums. It will also function as a filming location to capture and produce multimedia content for both St Paul's and other church groups.

### Christmas at St Paul's

Christmas is always one of the high points of the year for St Paul's, with many visitors attending. The season includes a Carol Service, complete with the West City Brass Band, and a large choir of St Paul's carol singers. We also offer a fun family Nativity service, a beautiful candle-lit Christmas Eve service and a Christmas Day worship service which are enjoyed by the whole community.

## SMALL GROUPS

We have learnt through the Covid pandemic that the most resilient churches are the ones who had an established and strong communal life outside of the Sunday service. The old adage still holds true: that the model of simply 'going to church' on a Sunday will not sustain the church. One of the primary places to outwork our vision of 'cultivating deep relationships' is in small groups.

Therefore, our aim is: To create a network of supportive relationships that promote a healthy and resilient community within St Paul's. To achieve this, we have created HUBS to provide regular and responsive support and connection for small groups and their leaders across all ages and stages. Currently we have approximately 25 small groups and five HUBS, which equates to about 30% of the congregation attending a small group.

## MISSION

Our current Missions Strategy is constantly being navigated in light of the Covid pandemic. Over the last couple of years, St Paul's has engaged in the following:

### The Open Course

A five-week course which provides an introduction to the essentials of Christianity. We had on average about 75 attending this course. This has been a significant







opportunity for the church to build relationships, facilitate conversation, and create a welcoming space for the wider community.

### **The Counselling Centre**

This is an exciting development that is part of our missional heart for the city. Through this initiative, we have been able to provide excellent subsidised counselling services for those who live, work and/or study in the CBD over the last three years. The Counselling Centre enables people to get the mental and emotional support and tools they need to navigate their life amongst anxiety, stresses and pressures of city life. Through initial seed funding, the Centre is in the process of now becoming an independent entity that can continue to provide counselling to people who struggle to afford professional counselling. St Paul's has recognised that this is a growing need in the context of the parish, especially post Covid and will continue to be a core supporter and provide office space for counselling services.

### **World Vision Chosen Campaign**

St Paul's is a keen supporter of the World Vision Chosen campaign with many of our parishioners putting their names forward in order to be chosen as sponsors. Children from a community in Lalogi Lakwana, Uganda then chose who they wanted to sponsor them. This gives the power back to children in that community and gave them some agency when they often have had little choices in life. The sponsorship funds support peace and protection, resilience and livelihoods, and literacy improvement for children and their families.

### **Prison Ministry**

In 2021, a team was established to head into Mt Eden Prison, working once a month to lead worship, share messages of hope, and pray for inmates. This ministry continues to offer Jesus' love, peace and hope in a dark place.

### **Feed My Lambs**

In December each year we support families in need in the Far North by partnering with St Saviours Church. Through this initiative a significant donation is sent each year to Rongopai House Community Trust to provide food packages as well as gifts for children.



## FAMILIES AND CHILDREN

A central element to the church's mission is the strengthening of families. A vibrant children's church operates during the Sunday morning services, catering for different age groups: Tiny Stars, 0-2 years old; Sparklers, 2-3 years old; Rockets, 3-5 years old; Tribes, primary school age. Each group has dedicated leaders whose Sunday input supports parents in discipling their children. This is a growing area in the life of St Paul's and is an area of focus in terms of improving resourcing and development.

The following are some of the other initiatives that take place in the life of St Paul's:

### Family Events

St Paul's has a varied geographic community. One of the things we do to help knit our faith community together is have four families events a year. These range from our church picnics, a family barn dance or Ceilidh, World Vision 40hr Famine challenge and our Halloween alternative, the Carnival. These events create a fun place to bring friends, connect as families and have heaps of fun whilst doing it.

### 1:1 Camp

The 1:1 Camp is an opportunity for parents to help their kids grow in their faith. We go overnight for a basic camping experience. During the camp we facilitate opportunities for the parents to share their faith and why they go to church and enable the kids to ask them questions about their faith.

### School Holiday Programme

At the end of each school term we offer a week-long programme in the first week of the school holidays where children can connect, have fun, develop closer friendships, and grow in their relationship with God.

### St Paul's Kids Online

Our St Paul's Kids YouTube channel now has 152 Videos with over 6200 views since 2020. These videos are of creative fun stories for preschool and primary aged kids, craft activities, and our online nativity production. Our Kids Ministry Leader, Donald Fawkner, also produces a monthly video clip called Faith Hacks. This is a short video clip of ideas for equipping parents to resource their kid's faith journey. You can find out more about our Families ministry here:

[Families](#)





## YOUTH (YEARS 7-13)

We facilitate a fun space of belonging for all youth to connect, be valued, and develop deeper relationships between leaders and each other. We do this through fun games, engaging socials, eating together, and discipleship.

Our youth are divided into three key age groups; Zeal (school years 7-9), Core (school years 9-11), and Testify (school years 11-13).

These groups provide spaces for youth to cultivate an authentic relationship with Jesus in a way that resonates with their age and stage. They meet on Friday nights and during Sunday services.

To read our full Youth Vision, click on this link below:

[Youth](#)



## PASTORAL CARE

At St Paul's, we are committed to caring for one another. Our church aims to be a place of refuge, where people can receive practical and spiritual support in all seasons of life. The following are examples of care that the church provides:

### **Fellowship Fund and Cookie Monsters**

The St Paul's Fellowship Fund, gifted by congregants, enables us to provide counselling and practical support to individuals and families impacted by the effects of the pandemic. Likewise, our small group 'Cookie Monsters' keeps our freezer stocked with meals to be sent to families in need.

### **The River Team**

This is an experienced ministry team that specialises in healing, freedom, provision, and prophetic encouragement. Each month they provide a night of testimonies, communion, and prayer ministry.

### **Targeted sessions**

The pastoral care team continually seeks to provide specific education in response to the changing needs of the community. Over the past year the following courses have taken place:

- ◇ Identity and Boundaries
- ◇ Resilient Life: focusing on resilience post-Covid (relationships, anxiety, grief and loss, and navigating the digital space)

## COMMUNICATIONS

Communication is vital and St Paul's endeavours to use multiple communication channels to connect with its community. Weekly email newsletters are sent out to the congregation (Happening), and families with children/youth are sent monthly emails (Ignition), to keep our community up to date with what's going on.

We also have a big focus on social media and campaign-driven communications, our reach across all social media channels is consistently growing.



Taking great pride in our creative projects, we enjoy creating videos for our congregation and the wider Church. From funny promotional videos for courses, to our online church services, to our viral Christmas videos which have gone far and wide (and are still popular years later). You can find all of our videos here:

[St Paul's YouTube Channel](#)

## KEY EVENTS AND COURSES

- ◇ **Festival One** - Every year over Auckland Anniversary weekend we attend Festival One as our church camp. Festival One is a Christian music and arts festival focused on community
- ◇ **The Open Course** - This is our version of the Alpha Course, created in house and curated for New Zealanders
- ◇ **Resilient Life Series/ Big Issues seminars** - Seminar-style evenings looking at the big questions and current issues facing our congregation, New Zealanders, and Christians around the world
- ◇ **Annual Quiz Night**
- ◇ **Christmas and Easter Services** - Kids' Nativity, Carol service with concert band and choir, Christmas Eve, Christmas Day, Holy Week creative initiatives, Good Friday service, Resurrection Sunday Services

## STAFF TEAM

The St Paul's staff team is a passionate group of people who care deeply for the congregation, support one another, and will take any opportunity to have a laugh. We have weekly staff meetings which are a mix of business, devotion, worship, and prayer. We have team away days where we plan, strategise, and connect. Our team also has a lot of fun together with social events: staff and family potlucks, pub quizzes, Christmas parties, and so much more.





The team is currently made up of 20 individual employees plus two contractors. This breaks down as follows:

1x full-time clergy; 2x bivocational Sunday clergy; 7x full-time employees; 5x part-time employees; 5x Sunday part-time workers; and 2x contractors.

We are blessed with an experienced and dedicated Vestry and HR Subcommittee who have continued to support the staff and leadership through the disruptions of Covid and this interregnum season.

Line management of the staff team is shared between the senior leadership, although the Vicar maintains overall management and spiritual oversight of the entire staff.

You can see our current staff team here:

[Meet the Team](#)

## VESTRY

Our new Vicar will work closely across a few key leadership and governance areas such as vestry (consisting of 14 members) and the Senior leadership Team (SLT) (5 staff members). This also involves managing and empowering the various sub-committees within our vestry (Finance, Human Resources, Health and Safety, Bicultural, Pastoral Care). In addition, the Vicar will regularly meet with the Wardens, SLT and staff team, as well as managing the SLT team.



# Finances and Facilities

## OUR FINANCES

St Paul's has an exceptionally generous congregation whose donations enable the church to carry out God's ministry. We take seriously the responsibility to work within our approved budgets with integrity and accountability. Our financial year runs from January to December and our budgets are approved in December for the following year. Below is a summary of our audited actuals for 2020 and 2021 along with forecast figures for 2022.

The table below shows an overall decrease in revenue over the three years of \$511,966 (24%). This is mainly due to the decline in grant income of \$406,960. Grant income in 2020 was high due to the Lotteries Board awarding \$406,960 (excl GST) for the church building restoration project. The remaining decline in revenue relates to the continuing impacts of the Covid-19 pandemic on our donations & fundraising (-\$52,194) and other revenue i.e., courses & events (-\$52,812).

Revenue	2021 Actuals	2022 FC	2023 Budget
Total Revenue	1,493,712	1,517,382	1,441,518
Expenditure			
Total Expenditure	1,695,727	1,769,730	1,780,754
Operating Surplus/Deficit	14,208	(89,889)	(159,473)

In 2020, along with the Lotteries Board grant, the Diocesan Development Fund awarded St Pauls a grant of \$150,000 (excl GST) for the establishment of The Counselling Centre. This grant was spread equally over the three years in the table.

In 2021, the St John's College Trust Board awarded \$85,000 (excl GST) for our recording studio project.

The increase in Donations & Fundraising in 2021 of \$23,670 related to a fundraising campaign for external lighting of the church.

The table on the previous page shows an overall increase in expenditure over the three years of \$35,194 (2%). Operating & Property expenditure has increased by \$68,677 (16%) mainly due to essential R&M on the church and clergy housing and a doubling of insurance costs. Depreciation has increased by \$41,346 (47%) due to the church building restoration. Staff, Stipend & Ministry costs have declined by (-\$63,384) (5%) due to the loss of several staff over the Covid pandemic who have not been replaced.

## OUR FACILITIES

### The Church

Deceptively large, St Paul's has many different rooms. As well as the main church space where we have services, we also have a chapel, and a Crypt, which is home to our primary school Sunday programme, Friday youth group, regular mid-week events, and special one-off events. There are also three preschool rooms, a full kitchen, and several other operational spaces.

St Paul's church is a Historic Places Category 1 Building. Constructed in the 1890's, the church has seen a number of additions, improvements, and restoration projects over the years. As a result of the 2011 Christchurch earthquake, a Royal Commission report was undertaken to give recommendations on how to safeguard the history and ensure the safety of buildings like St Paul's.

St Paul's has been very proactive in managing building safety. Salmond Reed Architects has been involved with St Paul's for over 20 years. With expertise in heritage buildings, Salmon Reed have partnered with us to develop a 20-year master plan that will see the building seismically strengthened, restored and

modernised. The project has been staged to allow for manageable areas of work to be completed in a strategic way, prioritising urgent repairs.. We completed phase one in 2020, restoring the front facade, bell tower, porches, and west front. Our next focus is raising funds to restore the church roof, strengthening the structure and ensuring we are watertight.

The restoration of our historic building is a significant, ongoing work, which would require the Vicar to have key involvement either from a delegation and/or oversight perspective. This will include obtaining funding and maintaining momentum around the restoration project. For access to the master plan please email the address at the end of this profile.

## OUR OFFICE

The church offices (leased) are just up the road from the church and provide an excellent area to run St Paul's on a day-to-day basis. They also provide space for small groups, seminars, and courses during the week.

### The Vicarage

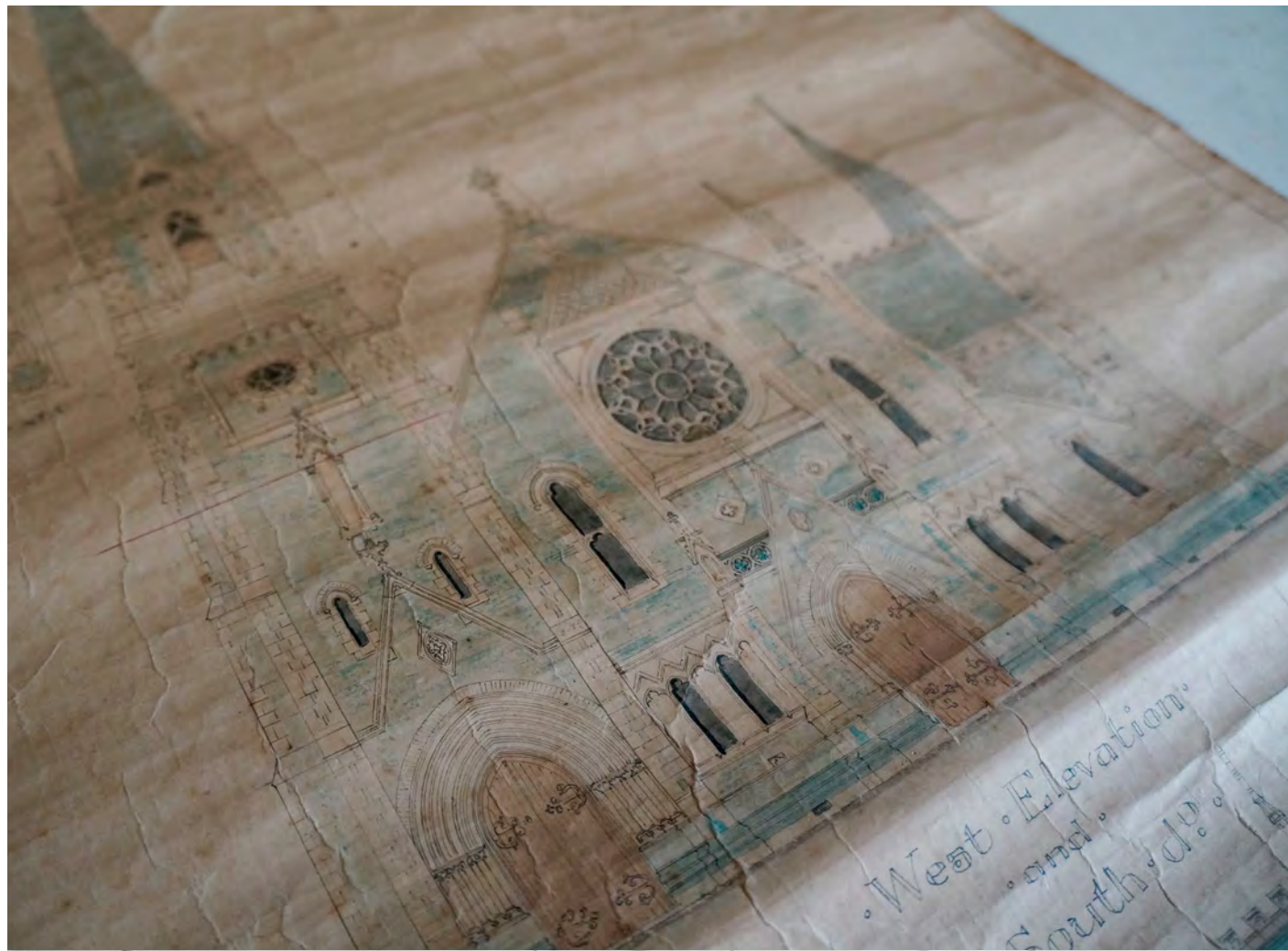
A four-bedroom vicarage is available to the Vicar (and family) and is located within the parish, just 2kms from the church building. The vicarage is an attractive, traditional villa with large-sized rooms and polished wood floors. The house is located very near the Auckland Domain, one of Auckland's largest recreational parks, and the Auckland War Memorial Museum, one of Auckland's best tourist attractions. It is also in all the top primary zone and secondary state school zones, ensuring excellent education options for the Vicar's children. The house is undergoing a refresh so it is ready to accommodate the new Vicar.

### Other Clergy Housing

We also own two modern 4-5 bedroom clergy houses. One situated in Mt Eden and one in Stonefields. Both are occupied by our clergy.







# Our History & Context

We are part of the Anglican Church in Aotearoa New Zealand. Our history dates back to the first Christian church service held on our shores, Christmas Day 1814. At the invitation of chiefs Te Pahi and Ruatara, Rev. Samuel Marsden preached on the site of what would become the Oihi Mission Station in the Bay of Islands.

Soon after signing Te Tiriti o Waitangi on 20 March 1840, Paramount Chief Apihai Te Kawau and Ngāti Whātua Ōrākei gifted 3000 acres on the Waitematā Harbour to Governor William Hobson to establish his new capital, Auckland.

St Paul's was founded within a year of the city's establishment and was the first permanent church structure in New Zealand. The foundation stone was laid by Hobson on 28 July 1841 and the first service was held on 7 May 1843. Now in its third and final location on Symonds Street, the church on its current site was dedicated in 1894. Our history and our beautiful building are important to who we are as a church community.

St Paul's experienced a profound season of renewal during the ministry of Father Kenneth Prebble. Through an encounter with a young Baptist businessman who had entered St Paul's to pray during his lunch hour, Prebble was invited to a prayer meeting at which he experienced the Holy Spirit. Powerfully moved, he sought advice from the wider Anglican Communion and discovered other Anglicans who were becoming involved in renewals of the Spirit. Prebble's experience allowed him to transform St Paul's life and ministry. Prebble and his successor, Father David Balfour, led by the Spirit, created a church that had a real and lasting impact in the lives of many people.

St Paul's experienced another season of renewal during the late 1990s and early 2000s, when many young New Zealanders came to faith or re-experienced the Spirit at St Mary's, Bryanston Square in London. Returning home, they sought a similar spiritual home in Auckland. A team from St Mary's was invited by the

Anglican Church in 2004 to set up new family and young adult-focused services at St Paul's. Since then, St Paul's has grown and flourished, seeking to offer a relational and authentic community, grounded in deep faith, which celebrates creativity and our rich heritage.

Recognising Aotearoa New Zealand's bicultural history and our place as an historic church, St Paul's has been committed to honouring and deepening our Treaty partnership for Māori and Pākehā. In recent years, we have begun a haerenga (journey) at St Paul's, actively nurturing relationships between Māori and Pākehā, growing our understanding of Te Ao Māori, recognising Māori Tikanga, and using Te Reo Māori within our worship services. More details on our journey so far and our hopes for the future can be found here:

[Renewing Our Biculturalism](#)

St Paul's is located in the commercial and education centre of New Zealand and is home to over 30% of our country's population. It is a multicultural city, with a large representation from the Pacific and neighbouring Asian countries. The population of NZ has grown to just over 5 million which, globally, is still quite small. This has its advantages, but also presents some challenges, especially in a world emerging from the recent pandemic. Our congregation is made up from people living in many parts of Auckland and also spans multiple generations and stages of life.

The following video offers snapshots of our story so far:

[St Paul's History](#)



What's next?

If you are excited and feel stirred by the possibilities here at St Paul's, then we would love to hear from you. To apply, please email a covering letter, your CV (including a recent photo, sermon link and referees) to [elizabeth@stpauls.org.nz](mailto:elizabeth@stpauls.org.nz)

**Applications close 5pm Friday 24 February 2023.**

N Ġ A M I H I

