

# St Andrew's Epsom

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## Parish Profile 2025

## Introducing St Andrew's

At St Andrew's, Epsom, we seek to be an authentic and hospitable community of faith, embracing diversity and inclusiveness. Our communal and personal spirituality is nurtured through worship that is both traditional and innovative. We value education and quality preaching to inspire us to live our faith through service in our community and wider society with courage, justice and love.



The people at St Andrew's range from the very young to ninety plus. We describe ourselves as a 'family', showing affection for and commitment to each other, the parish and its work. We are optimistic about the future and work enthusiastically as a vibrant community. The people of our church community have many talents and a wide diversity in our professional and private lives.

**We look forward to working with our new Vicar to provide suitable places for the spiritual and social life of the parish members and the wider community.**

## Our Future Goals

A Mission and Ministry Strategic Plan has recently been developed by the Vestry, outlining the following goals:

1. Explore and trial different forms of worship and engagement, and develop programmes that appeal to young people and young families, utilising the resources and facilities available at St Andrew's.
2. Review and enhance strategies for community outreach and social justice within the wider community.
3. Finalise a long-term property development plan for the land occupied by the parish centre, office, early childhood centre, and cottage; ensuring it is financially viable and meets the evolving needs of the parish.
4. Develop strategies to address environmental issues and promote sustainability.

***The full Strategic Plan is attached to this document as an appendix.***



# Our Parish Team

## Parish Administrator

Karen Ross

## Vestry

Stephen Best	Vicar's Warden
Lesley Anderson	People's Warden
Stephen Hamilton	Treasurer

Martin Bonham

Tina Chen

Bridget Graham

Kay Hawk                      Synod Representative

Tony Randerson              Synod Representative

## Vestry Committees

Church Worship, Pastoral Care, Church Education, Church Events and Fundraising, Church Mission and Church Property.

## Parish Activities

Kids' Church, Sanctuary Guild, Ginger 'n Bread Circle, Flower Guild, Music and Choir, Friends of the Choir, Space, Bishop Jim White Memorial Lectures, Sundays at Three, Books, Bagels & Banter, and the Strawberry Fair held in November.

## Office hours

Tuesday to Friday: 9.30am – 12.30pm



## A Year in Parish Life

<b>December</b>	Advent Special Service and Carol Service Pageant Christmas Services: Children's Christmas Eve Service, Midnight Mass, Christmas Day
<b>January</b>	One service only at 9.30am
<b>February</b>	Church Picnic Restart of Contemplative Services
<b>March</b>	Shrove Tuesday Ash Wednesday Service Lenten Study groups
<b>April</b>	Holy Week Services Special Good Friday Service Easter Services
<b>May</b>	Books, Bagels and Banter
<b>June</b>	Parish Lunch
<b>July</b>	Winter Study Group
<b>October</b>	All Souls' Special Evensong
<b>November</b>	Patronal Festival and Luncheon Strawberry Fair

*\* Choral Evensong and alternative services held from time to time*

## Other special events

Over the years, the Parish has undertaken three pilgrimages – one to the Bay of Islands to trace the Marsden Cross and other mission sites as part of the bicentenary celebrations, the second to Parihaka in Taranaki to acknowledge the Land Wars and their part in our history, and the third in 2024 to Hiruhārama.



## Statistics: 2022 – 2024

### Yearly attendance at all services

2022	3938
2023	4070
2024	4581

### Christmas Attendances

2022	274
2023	255
2024	267

### Easter Day Attendances

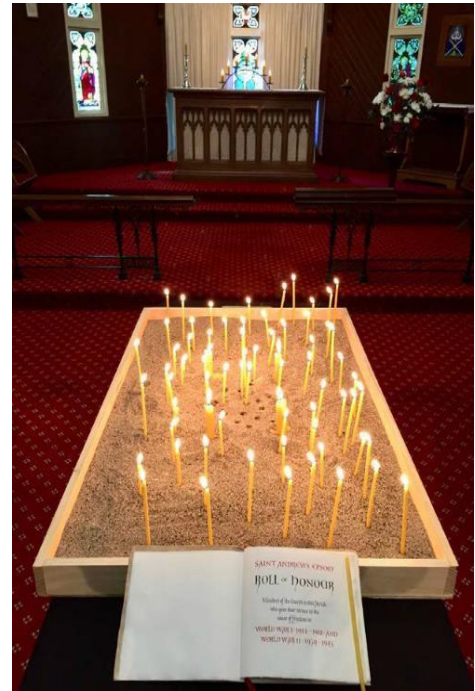
2022	99
2023	105
2024	119

### Evensong Attendances

2024	86
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### Carol Service Attendances

2022	88
2023	127
2024	153



## The Church



In October 2018 St Andrew's Church Epsom celebrated 150 years since its consecration by Bishop Selwyn.

This special event was a part of Auckland's 150<sup>th</sup> anniversary and was marked by congregation members describing and discussing the history of the building and the very special features to other members of the congregation and the wider public.

The original church building, which doubled as a schoolhouse, has undergone a number of enlargements and improvements over the 150 years, however, one thing has remained – the distinctive “spire on the hill”.

## The Parish Property

St Andrew's Church is in the 'Selwyn tradition' of Auckland colonial church architecture and Heritage NZ has it as a Category 1 classification that 'merits permanent preservation because of its very great historical significance and architectural quality'. Recently, the church has installed a new organ to enhance our music. During 2024, the Parish undertook a building project pertaining to the restoration of the church including re-roofing and restoring the stained glass windows.

The church is well maintained and, along with its historic graveyard, is a well-loved part of the community of Epsom.

The Vicarage dates from the 1930s, and significant refurbishment has taken place recently. It is a large, attractive 2-storey house with four bedrooms, a Vicar's study, sitting room, dining room and kitchen with a breakfast area. There is a large north-facing deck and garden. A double garage completes the vicarage, and the house overlooks St Andrew's Garden.



The Parish Centre contains the parish office, large entry space, hall, supper room, additional meeting room, a kitchen (which has been refurbished) toilets, and storage areas. There is also an upper room on a second storey.

The property also includes a well-maintained parish garden, a popular venue for social gatherings and the annual Strawberry Fair each November. A dedicated group of parish volunteers cares for a thriving vegetable garden, with produce donated to the Auckland City Mission. A spacious double garage provides essential storage, completing the property's features.



## Where We Are

Epsom is an affluent suburb of Auckland, New Zealand. It is located in the centre of the Auckland isthmus between Mount Eden and One Tree Hill, south of Newmarket, and five km south of Auckland's CBD.

As a result of its location, Epsom is well served by all amenities – transport, schools, health facilities, shopping, places of worship and a wide variety of restaurants and cafes representing the wide ethnic diversity that Auckland has to offer.

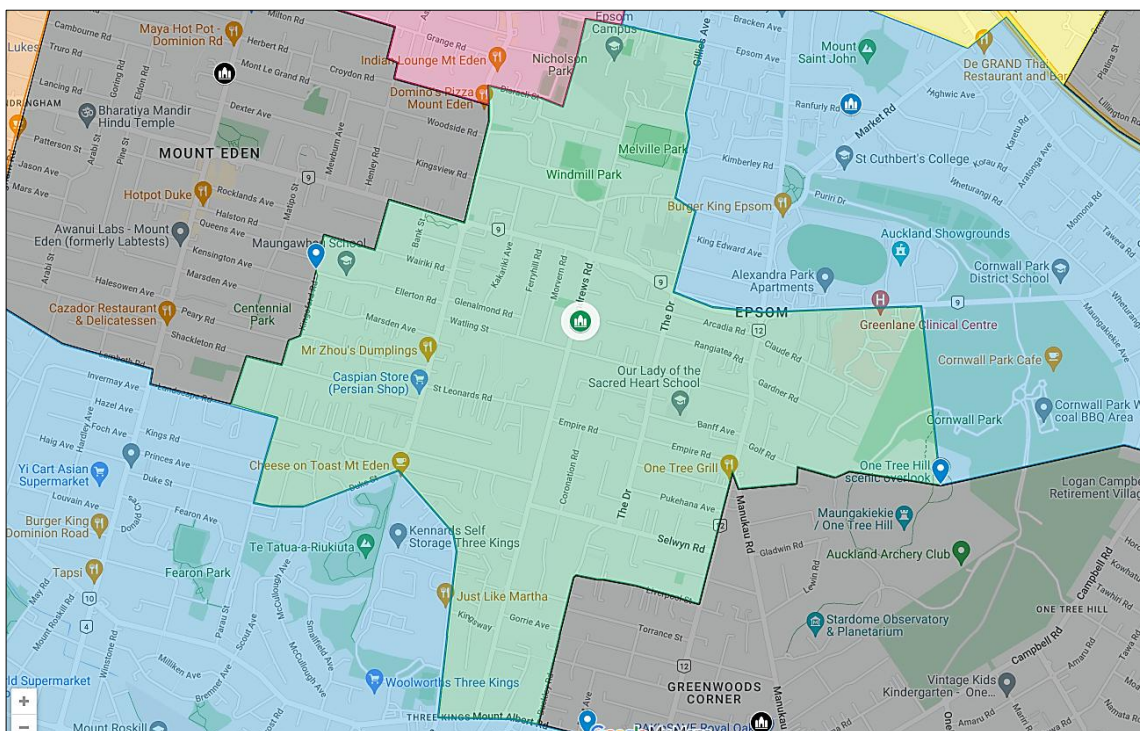


*A view of Epsom, from the summit of Maungawhau (Mt Eden), looking south*

Several large residences were built in Epsom's open country during the mid to late 19th century surrounded by large estates and smaller working farms. As these were subdivided towards the end of the 19th century the landscape changed dramatically. One major landowner, Dr John Logan Campbell, gave a large portion of his estate to the city and that is now Cornwall Park.

Epsom's most notable parks and reserves are the volcanic cone of Mount Saint John and Marivare Reserve with a War Memorial in the form of an arch made of Volcanic rock, together with sports grounds Melville Park and Windmill Park. As well as reserves located in Epsom itself the suburb is ringed with public parks often given to the city by Epsom residents.

Surrounding suburbs are: north Newmarket and Grafton; north-east Remuera; east Greenlane; south-east Cornwall Park; south Three Kings and Onehunga; west Sandringham and Mount Eden.



*A map including the location of St Andrew's and the Parish Boundary.*

Epsom has a wide range of quality education options, from early childhood through to tertiary education. The Vicarage is in zone for Epsom Normal Primary School, Auckland Normal Intermediate, Auckland Grammar School and Epsom Girls' Grammar School. The Parish is also located near two private girls' schools – Diocesan School for Girls<sup>1</sup> and St Cuthbert's College.

<sup>1</sup> *Diocesan School for Girls offers scholarships for clergy daughters from Year 7. Please contact the school for further information.*

# What Makes St Andrew's Special

## Worship and Liturgy

The parish has adopted a liberal theology based on inclusiveness and a place for all, coupled with Anglican traditions in its liturgy, Eucharist and music. In the words of a Bishop who knows the parish well, it is very much a “niche” parish combining modern and progressive theological positions with the fundamental traditions of Anglicanism.

We currently enjoy our liturgically based services with all the Anglican trimmings of vestments, choir, sung service, servers and liturgist.

This allows for the full expression of the Anglican way of worshipping. Our services and music are always highly rated in any surveys and reviews and frequently sought in other parts of the Diocese.

We are looking, however, to increase our use of innovations for different services at different times and possibly on different days. Some of these, such as the Taizé, Care for Creation and Contemplative Services, have been trialled in recent times.



In addition, we encourage baptisms, weddings and funerals as an essential part of parish life. In 2018, the Vestry resolved that they would support their Vicar conducting same-sex blessings, a position roundly supported by the Vestry and congregation.

We seek a Vicar who will explore with us imaginative themes and resources.



## Music and the Parish Choir

Music plays an important part in the worshipping life of the parish.

### The Parish Choir

The parish choir consists of sopranos, altos, tenors and basses. This Choir sings every Sunday at the 9.30am Choral Eucharist and choral evensong or other special services on occasions.

The Choir also presents concerts and sings in other parishes from time to time.

Rehearsals are held on Wednesday evenings from 7.30pm – 9.00pm in the church.

New recruits are most welcome.

### Choral Scholarships

These are available for secondary school and tertiary students.



### The St Andrew's Junior Choir

The St Andrew's Junior Choir consists of young people from the age of 8 to 15+.

They meet every Friday afternoon at 4pm under the direction of the Director of Music. The Junior Choristers sing approximately five times per term at the 9.30am Eucharist on a Sunday. On occasions they also sing at special services and concerts. Choristers receive basic voice training and sing a variety of music. Junior Choristers receive a small scholarship for their singing.

### Sundays at Three

This is a bi-monthly concert series held in the church at 3pm followed by afternoon tea. Entrance to each concert is by koha.

A variety of talented musicians take part and include organists, pianists, instrumentalists, choirs and solo singers.



## Children's Church

A team of people plan children's activities suitable for the service of that day and the age of the children attending. The children have a story at the front of the church before they start their activities at the children's corner. They have input into any intergenerational services that may occur.



## Outreach

### Space

- A 30-week parenting course for the parents of babies.



### Anglican Trust for Women and Children

- On-going support provided through fundraisers and collection of gifts

### Auckland City Mission

- Weekly food collection including vegetables from the Parish community garden

### Te Papapa School

- Weekly collection for breakfast programme and annual donation for students' stationery

### Early Childhood Centre

- Located on the Parish campus but operated independently from Church activities



### Parish Garden

- Fresh produce grown in this garden and donated weekly to the City Mission

### St Andrew's High School – Tonga

- Support for the school through fundraising for scholarships, resources and staffing.

## Parish Finances

The proposed parish budget for 2025 is attached to this profile. The following comments come from the parish treasurer in relation to the parish finances.

As at 31 December 2024, St Andrew's Parish had a total cash balance of \$407,669. Other assets on the Balance Sheet mainly relate to the historical valuations of some of the onsite buildings, fixtures and fittings. The Balance Sheet, including in the reported balance of the General Reserve, includes a carrying value of land at \$6.8 million, and a nil value for the church and vicarage, an accounting policy based on their age. All of the assets (including the valuations) are under the control of the General Trust Board, and are based on policies adopted by Trust Investments Management Ltd on behalf of the Diocese.

Of the total cash balance, \$286,784 related to cash held in 'Special Reserves' for designated or restricted purposes for which the Vestry has responsibility but limited discretion (including \$4,748 in the Special Reserve administered by the St Andrew's Cemetery Board, which is the St Andrew's Vestry), \$28,510 related to building works retentions held by the GTB on behalf of St Andrew's Parish over which it has no discretion, and \$82,641 related to three reserves set aside by Vestry over the past three years over which it has complete discretion. The remaining \$9,734 related to 'working capital' associated with general parish purposes.

The modest 'working capital' cash balance includes a small accumulated cash surplus brought forward from previous years. This needs to be considered, however, in conjunction with the balance of the three discretionary reserves, none of which existed three years ago.

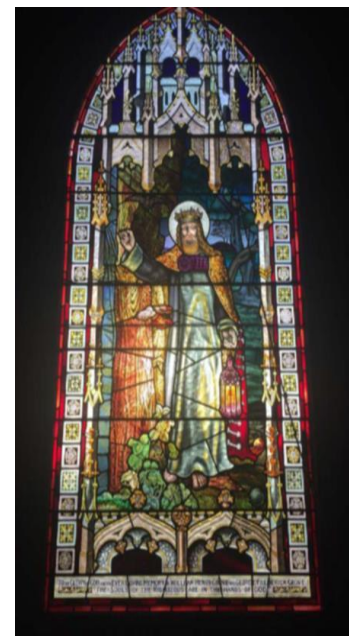
The approach to budgeting over the past few years has been to adopt a 'zero budget' – with all cash receipts for general parish purposes (including Offertories) matching budgeted expenditure for general parish purposes before any 'capital expenditure' or depreciation expense. Any capital expenditure therefore needs to be either funded from Special Reserves or the funds being raised through internally targeted giving or external fundraising.

Over the past five years, substantial external and internal fundraising has been achieved in addition to the 'zero budget' for general parish purposes. This has included over \$600,000 funding for major church maintenance, a replacement churchyard toilet, a replacement brick wall in the cemetery near the toilet, and an upgrade (by way of digital enhancement) to the pipe organ. The latter project included eliminating a significant contingent liability with which the parish would have been faced in relation to the previous electric wiring of the organ.

The draft Parish budget for 2025 is attached, prepared on a similar basis to the previous few years. There is no budgeted income for the 'Strawberry Fair' held each year in November. Any net surplus from the Fair is intended to be added to the recently established 'Strawberry Fair Reserve', the balance of which as at 31 December 2024 was \$26,641. There is also no budget for a surplus from a second 'Books, Bagels and Banter' event in 2025.

The financial position of St Andrew's can probably best be described as modestly comfortable. The difference between a surplus or deficit from year to year is significantly impacted by the level of regular Offertory giving, and this is a significant area of focus for the Treasurer and Vestry, including the trend during the year, and by comparison with previous years.

With regard to regular Offertory giving, and probably similar to many other parishes, St Andrew's is currently (and probably has been over the past 30 or more years) significantly dependent on a relatively small number of parishioners who give significantly more per week than most others. Approximately ten parishioners give over 80% of the annual Offertories. This represents a potential future financial risk to St Andrew's unless the giving can be more evenly distributed, and / or the number of givers increased.





# Parish Finances

## 2025 Draft Budget

St Andrew's Epsom - Budget 2025 (compared to 2024 Forecast & Budget) - Summary					
General Reserve Activities	v1 2025 Budget	2024 F/cast	2024 Budget	\$ Change 25-24	% Change 25-24
Offerings and donations	142,500	137,983	141,000	4,517	3.3%
Fundraising and other revenue	18,000	19,494	14,500	-1,494	-7.7%
Investment revenue	12,000	13,812	11,149	-1,812	-13.1%
Property revenue	113,500	100,626	90,000	12,874	12.8%
<b>Total Church Operating Income</b>	<b>286,000</b>	<b>271,915</b>	<b>256,649</b>	<b>14,085</b>	<b>5.5%</b>
Staff costs	113,120	115,287	125,243	-2,167	-1.9%
Property costs	75,625	73,644	70,500	1,981	2.7%
General expenses	44,755	50,188	33,200	-5,433	-10.8%
Diocesan Quota & Levies	22,000	21,193	21,206	807	3.8%
Mission and Giving	500	0	500	500	
Contingency	0	0	0	0	
<b>Total Church Operating Expenses</b>	<b>256,000</b>	<b>260,312</b>	<b>250,649</b>	<b>-4,312</b>	<b>-1.7%</b>
Net Church Operating Surplus / (Deficit) before Depreciation	30,000	11,603	6,000	18,397	158.6%
Depreciation	70,000	57,911	60,000	12,089	20.9%
<b>Net Surplus / (Deficit) after Depreciation - Church</b>	<b>-40,000</b>	<b>-46,308</b>	<b>-54,000</b>	<b>6,308</b>	<b>-13.6%</b>
Capital expenditure - General (excluding Special Reserves)	0	0	0	0	#DIV/0!
Transfers to / (from) Reserves	30,000	-73,303	6,000	24,000	400.0%
<b>Net cashflow after Capex &amp; Transfers - Church</b>	<b>0</b>	<b>84,906</b>	<b>0</b>	<b>-5,603</b>	<b>#DIV/0!</b>
Special Reserves	2024 Budget	2024 F/cast	2024 Budget	\$ Change 23-23	% Change 23-22
Income					
Total	36,250	52,794	25,750	-13,500	-52.4%
Expenses					
Total	6,250	98,101	29,750	-23,500	-79.0%
Depreciation	182	182	182	0	0.0%
<b>Net Surplus / (Deficit) after Depreciation</b>	<b>29,818</b>	<b>-45,489</b>	<b>-4,182</b>	<b>34,000</b>	<b>-813.0%</b>
<b>Combined net cashflow after capital expenditure</b>	<b>30,000</b>	<b>39,599</b>	<b>-4,000</b>	<b>34,000</b>	<b>-850.0%</b>
<b>Net Surplus / (Deficit) after Depreciation - Consolidated</b>	<b>-10,182</b>	<b>-18,494</b>	<b>-58,182</b>	<b>48,000</b>	<b>-82.5%</b>

# Making An Application

The qualities we seek in our new Vicar are:

## Leadership

**A well-rounded set of leadership skills, including:**

- A strong focus on parish life, with active engagement in the community
- The ability to guide and support the parish's strategic plan and its four priority goals
- Building and nurturing strong connections with the wider community

## Theology

**A strong foundation in theology, demonstrated through:**

- Strong personal faith
- An excellent preacher who delivers thought-provoking sermons
- Fully inclusive in all aspects of ministry
- Innovative, yet grounded in sound liturgy

## Personal

**The personal qualities that will enrich the parish, including:**

- A good listener, attentive to the needs of people at every stage of life
- A people person who connects well with people of all ages
- A good sense of humour, bringing warmth and approachability
- An appreciation for music and its role in ministry

## Management

**The ability to effectively manage the parish and its operations, with:**

- A strong working relationship with the Vestry
- An understanding of parish events
- A collaborative approach, working productively with others
- Offering stability and continuity

## Making An Application

Thank you for your interest in the position of Vicar of the Parish of St Andrew's, Epsom, Auckland. The Nomination Committee invites you to lodge a formal application with:

**Archdeacon, The Ven. Carole Hughes**

Email: [carole.hughes@aucklandanglican.org.nz](mailto:carole.hughes@aucklandanglican.org.nz)

The formal application should contain:

- i. A letter of application from you, including how you feel your skills, experience, and strengths meet the needs of our Parish as expressed in the Parish Profile.
- ii. A copy of your Curriculum Vitae
- iii. The names and addresses of three referees which should include;
  - a lay member from your current situation
  - a person from the wider community
  - a clergy colleague

Applications close on **11<sup>th</sup> April at 5pm.**

Should you be shortlisted for the position you will be required to attend an interview on **29<sup>th</sup> April from 1pm.** Further details will be supplied at a later date should you be shortlisted.

Please do not hesitate to contact Archdeacon Carole Hughes, should you have any queries related to this vacancy. You may also like to review the Parish website: [www.standrewsepsom.org.nz](http://www.standrewsepsom.org.nz)

The Committee looks forward to receiving a completed application from you.

# Appendix

**St Andrew's Strategic Plan – December 2024**