



January 2025

# ST PAUL'S CHURCH, SLOUGH

## PARISH PROFILE

# CONTENTS



- Welcome**
- From the Archdeacon**
- About St Paul's**
- Vision and Values**
- An Intercultural Church**
- Mission Action Plan**
- Strengths, Challenges, Opportunities**
- What We Offer**
- Church Life**
- Community Groups**
- Children and Young People**
- The Team**
- Our New Vicar**
- Church, Parish and Town**
- Mission Partners**
- Buildings**
- Finance**
- Burnham and Slough Deanery**
- Diocese of Oxford**
- Safeguarding**



# Welcome



Welcome to St Paul's, Slough and thank you for expressing an interest in being our next Vicar. We hope that this Parish Profile will give you a detailed insight into our church, its life, mission and ministry and the exciting opportunities we see for the future.

Our prayer, as we work with the Diocese, Church Pastoral Aid Society, our other Patrons and Deanery is that the Lord will guide and encourage you as you seek His will and consider applying for this unique role.





## Note From Archdeacon



Guy Elsmore  
Archdeacon of Buckingham

*“St Paul's Church has a unique identity as a lively family of Christians from many backgrounds and nations. St Paul's is a place of belonging and of growing faith, for people of all ages. As one of the Diocese's “Hub Churches”, St Paul's has received investment from the Church of England's Strategic Development Fund and has been a source of blessing, learning and growth for other parishes. St Paul's vocation to be a place of intercultural exploration and learning makes this appointment a unique opportunity for the right candidate.”*

# ABOUT ST PAUL'S



St. Paul's has a strong Evangelical tradition in where outreach always has been, and is likely to continue to be, very important, both in support of overseas mission and in the local area particularly to the intercultural community represented in our Parish.

There are many gifts available to be used in the membership, but confidence is sometimes lacking and enabling skills are needed.

We are a welcoming church and visitors often remark on the positive welcome they receive. There is great pastoral concern for church members and a recent trend of close counselling and mentoring when that is needed.

There are other non-Anglican evangelical churches nearby, but the parish has been very limited in its co-operation with any other churches in the area; this is something which we would seek to improve.

With the support of two substantial grants, we have recently appointed a Children, Youth and Family Worker to grow our ministry amongst the younger age groups. There are provisions for teenagers and young people and this work has been identified as needing special attention because of the pressures and attractions that

**5** might draw this age group away from Christ.





The scope of our mission has diversified extensively in the last 25 years and St Paul's is now regarded as an exemplar of intercultural ministry in the Oxford Diocese. Several nationality groups worship at St Paul's with particularly significant numbers of Asian and African members.

Our church building has undergone major renovation work over the last 10 years to create a beautiful and modern, flexible worship space retaining much of the Victorian highlights. The project was funded through the sale of church properties and further contributions from the congregation and other donations. The major changes include a new entrance and welcoming area, kitchenette, toilets, a repurpose of the main worship space, chapel room and a new prayer room as well as technical changes to the heating and electric systems. Truly a transformation worth celebrating and to enjoy in years to come.

St Paul's was originally built to meet the needs of a growing population due in part to the influx of workers associated with the Great Western Railway. We now find ourselves again at the threshold of opportunity with a new building in a developing area. This presents a great opportunity for a new Vicar to lead the next phase of the life of St Paul's bringing the Gospel to this part of Slough and being a welcoming, caring beacon for Christ for all.

# VISION AND VALUES

 **ST PAUL'S**  
**COMPASS VERSE**  
**FOR 2023**  
Love the Lord your **God**  
with all your **heart**  
all your **soul**  
all your **mind**  
and all your **strength**



# Our Vision

St Paul's aspires to be a Bible-based and Christ-centred intercultural worshipping community boldly advancing the Gospel and Kingdom of God while responding to needs in society.

# Our Values

Our values are simple but represent what we hope to accomplish for God's glory here on earth. We long to be a people who take up the cross and follow Jesus by seeking to be:

- **Bold** in the way we speak out the truth and live lives that glorify Jesus.
- **Caring** in the manner we aspire to meet the needs of all who live within our parish boundaries.
- **Dedicated** followers of Jesus Christ
- **Generous** in giving our time, talents, and treasure to the service of God.
- **Humble** in the way we serve one another and seek the Father's will.
- **Joyful** as we promote confidence in God, spiritual unity, servanthood, humility, compassion, and sacrifice.
- **Loving** in the way we relate with one another and show we are disciples of Jesus.
- **Obedient** in remaining faithful to God's sacred Scriptures.
- **Spirit-filled** in our faithfulness to Jesus as his Spirit leads us.
- **Thankful** for the forgiveness of sins and God's gracious provision in all things.
- **Prayerful** in the way we express our dependence on God both individually and corporately.



# MISSION ACTION PLAN

The Mission Action Plan flowing from our Vision and Values contains three core areas.

Arising from them our priorities are:



- To maximise our MAP Vision and objectives
- To maintain, develop and expand our current activities and intercultural mission which we see as key mission initiatives
- To actively encourage engagement and contact with the community around us.

- To support a number of missions, home and abroad, both prayerfully and financially.
- To visit every home and workplace in the parish over the next 2-3 years to share the Good News of Jesus and extend warm invitation to St Paul's.



# STRENGTHS, CHALLENGES AND OPPORTUNITIES



## GUIDING PRINCIPLES

Strengths	Challenges	Opportunities
<ul style="list-style-type: none"> <li>Orthodox, Christ centred &amp; bible-based teaching with an evangelical conviction benefitting from our CPAS patronage.</li> <li>Commitment to mission with missionary links in both the UK and abroad.</li> </ul>	<ul style="list-style-type: none"> <li>Position as an evangelical church within the Church of England which, led by the House of Bishops, has departed from the plain teaching of Scripture on marriage, sex and sexuality.</li> <li>Limited engagement within the Deanery structure and other churches within the Deanery.</li> </ul>	<ul style="list-style-type: none"> <li>To be a leading evangelical light in Slough and surrounding areas, with a focus on intercultural outreach and engagement.</li> <li>To reassess our vision and purpose, recognising our history and heritage, and our passion to be to be a beacon for Christ in our town and parish.</li> <li>To be an intercultural model for churches in the Diocese and nationally.</li> </ul>

## CULTURE

Strengths	Challenges	Opportunities
<ul style="list-style-type: none"> <li>Culturally diverse membership with a positive welcome and acceptance of all who attend.</li> <li>Strong fellowship ethos cemented through well-established and attended Community Groups.</li> <li>Lively worship music groups that benefit from intercultural and multiage membership.</li> </ul>	<ul style="list-style-type: none"> <li>Tendency for groups to meet along cultural, ethnic &amp; heritage lines with limited integration socially.</li> <li>Harmonising the ambitions and aspirations for the church across different cultural, ethnic &amp; heritage groups.</li> <li>Whilst improving, we do not maximise our digital opportunities, which impacts on our connection with youth and young adults.</li> </ul>	<ul style="list-style-type: none"> <li>To be a welcoming church capitalising on our cultural diversity, a recently refurbished and re-ordered church building and, longer term, potential housing developments within the parish.</li> <li>Use the vacancy period to come together as a church membership in prayer to seek God's guidance and direction.</li> <li>To enhance &amp; formalise pastoral ministry, particularly for those most in need, using the now, well established, Community Groups as the catalyst.</li> </ul>



## RESOURCES

Strengths	Challenges	Opportunities
<ul style="list-style-type: none"> <li>• Active, willing and engaged core membership, with strong lay support.</li> <li>• Community engagement through employed Parish Workers, Intercultural Enabler and Youth &amp; Family Worker.</li> <li>• Stable income from hosting of pre-school nursery within the refurbished church buildings.</li> <li>• Well located and obvious presence in the centre of the parish on a busy trunk route close to the town centre.</li> </ul>	<ul style="list-style-type: none"> <li>• Transient congregation with a material dependency on a limited core of the membership.</li> <li>• Lop sided age profile distribution with many of the active membership nearing or at retirement age.</li> <li>• Giving has lagged budget in the last FY and there is a dependency on a limited number of the church membership and external, albeit regular, third-party funding.</li> <li>• Significant outstanding defects from re-ordering project impair the full use of the building</li> </ul>	<ul style="list-style-type: none"> <li>• The vacancy period to be a catalyst for those not currently involved to offer their time &amp; talent.</li> <li>• In the longer term there is the potential for property development within the parish boundaries and this is likely to attract young adults which could help bridge the skills gap of the current membership.</li> <li>• The refurbished and re-ordered church building continues to offer up huge opportunities for increasing our presence and impact within the parish.</li> <li>• Capitalise on the relationships developed with visiting clergy during the vacancy period.</li> </ul>

## ACTIVITIES

Strengths	Challenges	Opportunities
<ul style="list-style-type: none"> <li>• Long established ministry to Asian community and evolving African Heritage group.</li> <li>• Recent recruitment of a Youth and Families Worker, with strong Deanery support, to evolve and nurture a growing number of children that attend church regularly</li> <li>• Developed outreach ministry to schools in and beyond the parish boundaries.</li> <li>• Established network of intercultural Community Groups that meet most weeks of the year.</li> </ul>	<ul style="list-style-type: none"> <li>• Historic tendency to try to do too many activities with insufficient buy-in and resource.</li> <li>• Many day-to-day activities are under-resourced, with the maintenance &amp; cleaning of the buildings being particularly challenging.</li> <li>• Maintaining our SDF objectives at a time of change brought about by the vacancy and Associate Minister move to St Georges.</li> </ul>	<ul style="list-style-type: none"> <li>• Evolving the development of St Paul's as a leading light intercultural hub.</li> <li>• Maximising the benefit of the refurbished and re-ordered premises with focus on pre-school, and school age children and their parents, youth, young adults and senior citizens.</li> <li>• Expand our profile in the community through open events, drop-in café and support Be Happy pre-school nursery.</li> <li>• Collaboration with like-minded churches within Slough and the Deanery.</li> </ul>

# AN INTERCULTURAL CHURCH



# An Intercultural Church

St. Paul's Church in Slough is proud to embody and champion the vision of an intercultural worshipping community, where people from diverse backgrounds come together in unity to worship, grow, and serve. Over the past few years, this intentional commitment has transformed our congregation into a vibrant mosaic of cultures, languages and experiences, deeply enriching the life and mission of our church.

Intercultural mission and ministry have been growing at St. Paul's for more than thirty years, positioning our church as the leading intercultural worshipping community in the Diocese of Oxford. Our primary focus is to share our experience to promote Church models that foster cultural and ethnic integration. We aim to encourage effective intercultural mission and ministry and inspire a culture change within the Diocese regarding ethnic and cultural integration.

Our congregation has experienced significant growth and our community engagement has expanded through seventeen community groups, up from just four. Our focus on the next generation is evident in the participation of children and young people. We have also developed three language fellowships, growing from one previously. These groups reflect the diverse and inclusive environment we have nurtured over the years.

Intercultural worship is central to our identity. Intercultural worship is a form of worship music that combines elements from various cultural backgrounds and traditions to create a harmonious and inclusive worship experience. Today, we have five intercultural praise and worship groups, compared to just one a few years ago. These groups enrich our worship services, drawing on the many traditions and expressions of faith within our community.

Leadership and participation within the church reflect our commitment to diversity. UKME/GMH involvement in roles such as preaching, worship, and leading services has grown significantly. This transformation has made our leadership team more representative of our congregation and the local community. Additionally, the Parochial Church Council has embraced diversity, with seventeen out of twenty-three members now from UKME backgrounds. This diversity enables us to engage in meaningful conversations and deepen our intercultural mission.

Our events and celebrations also highlight the vibrancy of our church community. The Intercultural Mission Conference hosted by St. Paul's launched the Anglican Network of Intercultural Churches, fostering collaboration across the UK. We have celebrated key cultural milestones, including Windrush 75, Black History Month, and South Asian Heritage Month. Community outreach events, such as Easter Funday 2023, welcomed over six hundred attendees, showcasing the welcoming and inclusive nature of St. Paul's.

Strategic Development Funding (SDF) has been instrumental in enabling this work. The funding allowed us to hire key staff, including an Operations Manager, an Intercultural Ministry Enabler and an Associate Minister (who has now moved to St Georges Britwell to become their Priest In Charge thus forming a partnership with St Paul's). These roles have expanded our capacity for discipleship, outreach, and nurture, strengthening our mission. We have also developed resources such as unconscious bias training, hosted UKME vocations events, and published the Oxford Journal for Intercultural Mission, contributing to the wider church's learning and growth.

At St. Paul's, **intercultural mission is not just something we do; it is who we are.** We seek a Vicar who will join us in continuing this vital work, helping our church to thrive as we strive to reflect the beauty and inclusivity of God's Kingdom. Together, we aim to leave a legacy of faith that transcends cultural boundaries and impacts future generations.



# CHURCH LIFE



## Worship

We hold two regular Worship Services each Sunday at 09.00 and 10.30.

The 9.00 Morning Worship is a quiet more reflective service with singing and with Holy Communion twice per month. Attendance is typically 20 to 35 adults with occasional children.

At 10.30 Worship is livelier with contemporary music and singing and with Holy Communion twice per month. Attendance is typically 80 to 120 adults and 30 to 50 children. The first Sunday of each month is typically an All Age service. For all other services, it is our practice for children to be present for the first part of the service and leave for Sunday School after a time of worship (toddlers are catered for too during the morning services). August services tend to be combined family services.

Weekday services are held on the principal festivals including: Ash Wednesday, Maundy Thursday, Good Friday, Ascension Day, Christmas Eve (midnight) and Christmas Day (family), New Year's Eve and New Year's Day.

Most Communion Services follow Common Worship Order 1.

Except for the 9.00 service which tend to use printed service sheets and music books, the services use an Easy Worship projected liturgy and words system. The music groups are active in all but the 9am service with keyboards, guitar, bass, and other instruments and drum kit. Music at 9am typically is more traditional with keyboards only.



## Staff

The parish has an SDF funded Operations Manager and Intercultural Ministry Enabler. The parish funded roles include an Asian Ministry Parish Worker and an Administrator. Lay involvement in services is extensive. A good number of the congregation take their turn at Bible reading and leading prayers and a smaller number share in the children's talks at the morning services and in preaching. Planning teams operate for All Age and other special services and the music group assist in the choice of worship songs.

## Community Groups

There are 17 Community Groups (bible study groups). These groups choose their own study theme.

## Asian Fellowship

The Asian Fellowship at St. Paul's Church has been a cornerstone of our community for the past 25 years, serving the South Asian Christian diaspora with love and dedication. Meeting every Friday at 8:00pm in the main church, the fellowship offers a vibrant worship service in Urdu, Hindi, and Punjabi.

Beyond weekly services, the Asian Fellowship hosts a variety of events throughout the year that bring the community together, including:

- South Asian Heritage Month Celebrations
- Annual Asian Convention
- Seaside Picnic
- Christmas and Easter Pageants

These events provide opportunities for worship, fellowship, and cultural celebration, enriching our shared faith journey.

## Alpha

Alpha courses have been held from time to time. These have been both daytime and evening and have been led by the staff team, using the videos but with a supporting lay team as discussion group leaders.

## Music Group and Choir

The music groups meet to practice weekly. A rota system is operated for choosing worship songs and leading the practice. There are groups such as from mainstream members, formed of the youth and young adults and one with a more Asian style. There is no regular choir, but at Christmas a special choir is assembled.

## Parish Lunches

Informal parish lunches are held on occasions as an opportunity to get together after a service.

## CAMEO

Come And Meet Each Other afternoon teas are held once each month (except January and August) on a Thursday for the over 55's.

## SPARK

SPARK is St Paul's Slough's toddler group. The name stands for 'St Paul's Ark'. The vision for this toddler group is to offer a safe space for toddlers to play, sing and do some craft activities. The adults will have an opportunity to relax and chat over a coffee as they make new friends.

## Schools Programmes

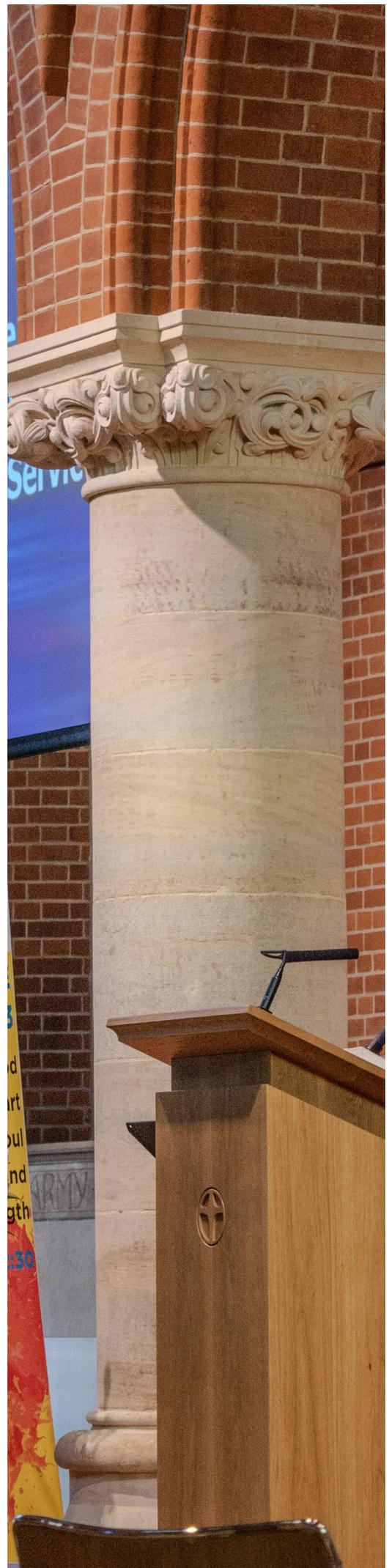
We operate popular schools' programmes in Church at Christmas and Easter to introduce children to church and the Christian faith. Programmes such as Easter Cracked and Christmas Unwrapped attracts in excess of 600 pupils from 6 schools.

## Hirers

Several independent organisations regularly use church premises on a hire basis.

- Be Happy pre-school use the Gilliat Lounge and Gilliat Hall Monday to Friday in term time.
- Wing Chung martial arts classes for children and adults on a Tuesday evening in the Hall
- 2 Pentecostal churches hire the Gilliat Hall on Sunday's for their services.

There are frequent ad hoc hiring's of the Hall and rooms for parties, social events and church related events. This is an important source of income for St Paul's.



# COMMUNITY GROUPS



# Community Groups

St. Paul's Church Slough is a vibrant community committed to worshipping together in large gatherings on Sundays, in the Church and growing deeper in faith through small, dynamic Bible study groups, known as Community Groups. These groups are integral to fostering spiritual growth, creating strong relationships, and building a sense of belonging. These groups serve as vital spaces where individuals from diverse backgrounds can come together to explore Scripture, support one another, and engage with the wider community.

Beyond their spiritual focus, the Community Groups act as an important outreach channel and a gateway to the church. For many in Slough's diverse population, these groups provide a vital circle of friends and a sense of family. These friendships often lead to individuals becoming regular church members and taking active roles in ministry and volunteering.

We currently have **17 active Community Groups**, strategically **organised into four clusters**:

- **Church-Based Groups**
- **Home-Based Groups**
- **Virtual Groups**
- **Workplace Groups**

These groups are central to our vision of creating a Christ-centric, intercultural worshipping community that responds to societal needs and advances the Gospel.

## Vision and Strategy

We aim to grow the size, strength, and impact of our Community Groups by encouraging more participation. Currently, 30% of our Church members take active part in these groups and we aim to increase this participation to 80%.

Our strategy focuses on enhancing leader development through workshops, mentoring, and coaching, while promoting and expanding groups to meet emerging needs. We leverage tools like ChurchSuite to improve engagement and reporting, and use outreach activities to welcome new members. Leadership workshops, social outings, and group leaders' dinners are held to foster community, celebrate achievements, and honour the dedication of volunteers in our community groups.

Moving forward, we aim to:

- Continue diversifying groups to meet the needs of our growing congregation.
- Enhance technological tools for better engagement and reporting.
- Foster deeper connections between groups and the wider church community.

# CHILDREN AND YOUNG PEOPLE



## Children's, Youth and Families Worker

Recognizing the urgent need to nurture and inspire the younger generation, St. Paul's, with the support of 2 significant grants, has made a strategic investment in appointing a dedicated Children's, Youth, and Families (CYF) Worker. Our young people are among the most precious members of our church community, and we believe they hold the key to the future both for St. Paul's and the wider Church as they grow into mature followers of Christ and leaders in their own right.

We were delighted, last September, to welcome Hassan Olasesan Olanipekun ("Ola") to this vital role. Ola brings a deep passion for gospel-centered ministry and a heart for building meaningful relationships with children, young people, and families. His appointment marks a new chapter in the life of our church, one brimming with exciting opportunities to equip and empower the next generation of believers.

The church is filled with anticipation as we look forward to seeing the fruits of this ministry, not just in the present but for years to come. By investing in Ola's role, we are laying a foundation for a thriving legacy of discipleship and gospel outreach. Through his work, we aim to:

- Provide spiritual care and development opportunities for children and youth.
- Engage families in a shared journey of faith.
- Strengthen connections between the church and the wider community.

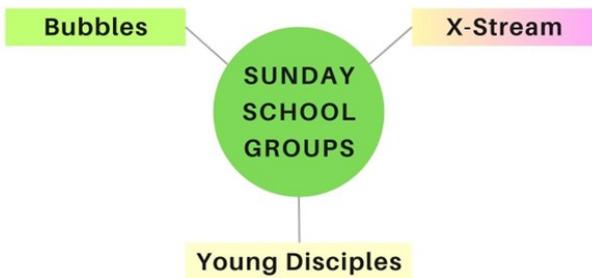
We believe that this ministry will have a transformative impact, shaping the lives of our young people, revitalizing our church community, and reaching others with the love of Christ. Ola's arrival is a clear expression of our commitment to growing the Church of tomorrow, today. We invite a new Vicar to partner with Ola, our dedicated teams, and the whole congregation as we work together to cultivate a vibrant, Christ-centered ministry for all generations.

# Sunday School

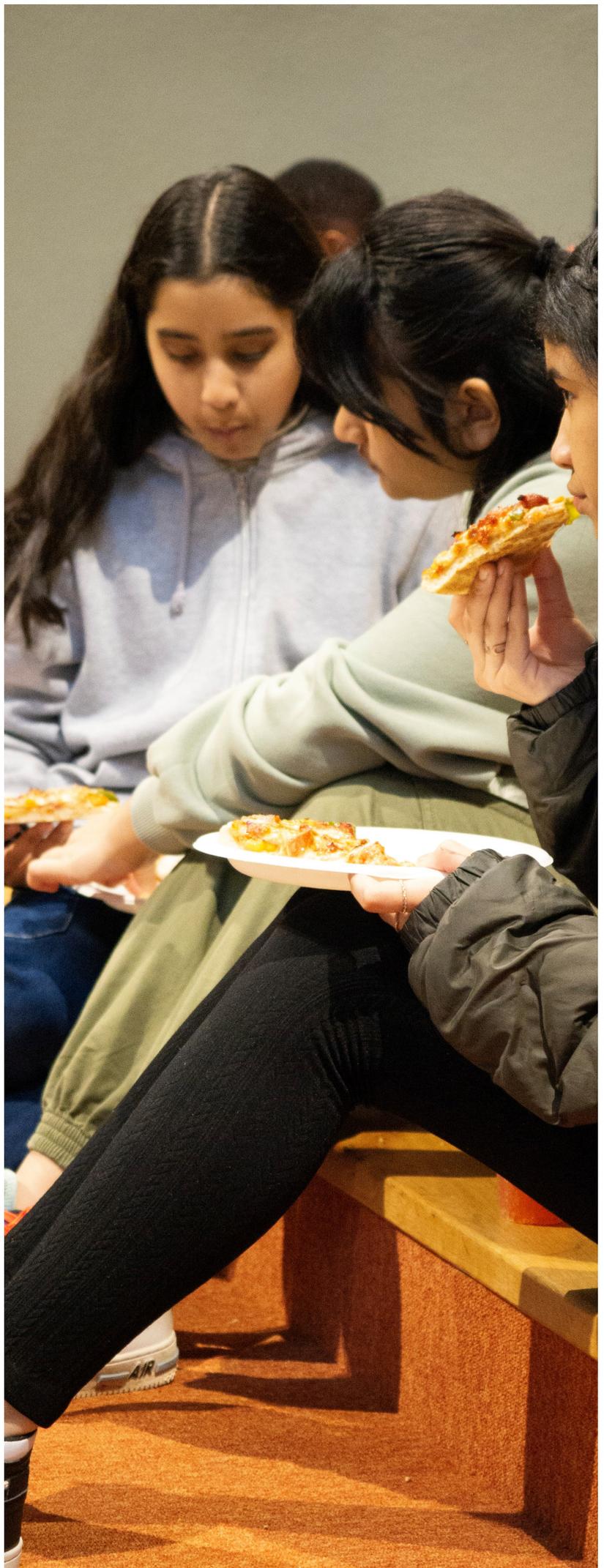
The Sunday school meets three Sundays per month during the 10.30 service. Each week children attend one of the following groups: Bubbles (Years 1 and 2) and X-Stream (Years 3-6). We also encourage the children to take an active role during the monthly All-age services. It is our vision that each child that comes to St Paul's church feels welcome in Sunday school and able to learn and contribute. We hope and pray that friendships may grow and the children's faith may deepen.

## Young Disciples

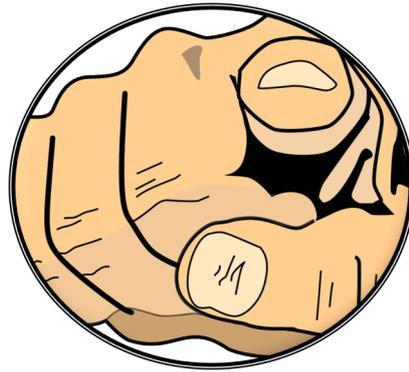
Young Disciples group meets during Sunday morning services (10:30) and is for secondary school age young people. The aim is to strategically inspire, equip and develop young people in understanding and sharing their faith. The group play an active part in the monthly the All Age Services.



- Young Disciples Group** aged 11-18 years
- X-Stream Sunday School Group** aged 7-11 years
- Bubbles Sunday School Group** aged 0-6 years



# THE TEAM



You!



Alan Deen  
Church warden



Steve Dass  
Church warden



Umair Asif  
Operations Manager



Nadeem Azam & Sarwat Azam  
Parish Workers



Lara Deen  
Intercultural Ministry Enabler



Ola Hassan  
Children, Youth and Family Worker

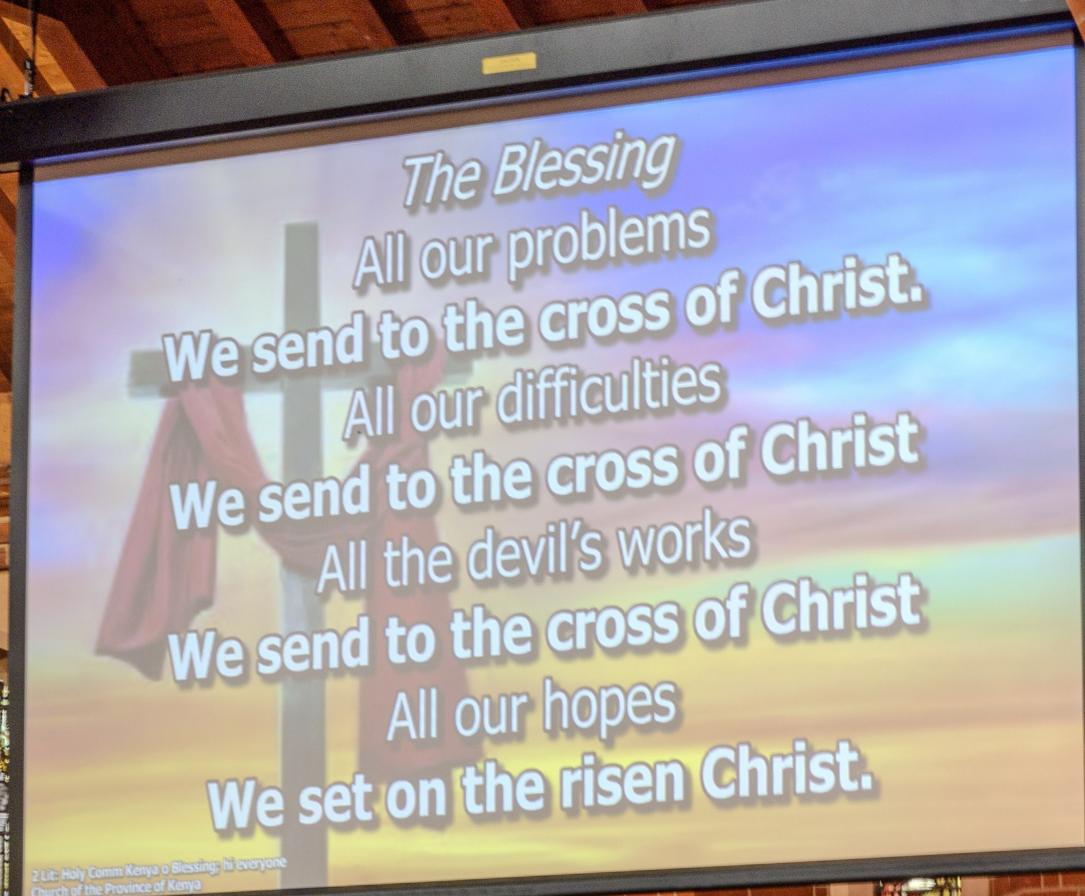


Johnson David  
Parish Administrator



Marco Kriek  
Treasurer

# OUR NEW VICAR



*The Blessing*  
All our problems  
**We send to the cross of Christ.**  
All our difficulties  
**We send to the cross of Christ**  
All the devil's works  
**We send to the cross of Christ**  
All our hopes  
**We set on the risen Christ.**

2 Lit: Holy Comm Kenya o Blessing: hi everyone  
Church of the Province of Kenya



# Our new Vicar

We need a Vicar who is a mission minded forward thinker and strategist who will deepen the understanding of the importance of pastoral care and God's calling for us as a intercultural Anglican community expressed in our Vision and Values.

Our next Vicar will be deeply committed to upholding our biblical evangelical foundations, rooted in the historic formularies of the Church of England, while also embracing a gentle spirit of renewal, particularly through prayer ministry.

Holding orthodox Biblical views on matters of human sexuality, they must be a prayerful, faithful expository teacher and preacher of the Scriptures of the Old and New Testament and give priority to this in pastoring the church. This will be combined with perseverance, humble self-reflection, the pursuit of personal holiness and devotion to Christ; to mining the Scriptures, seeking all the while to be Spirit filled and led.

Our Vicar must possess passion, energy and creativity to make the Gospel engagingly accessible to people of different cultures, ages and backgrounds with a focus on drawing in those on the margins of the church and be able to equip and encourage others in this vital responsibility.

We are looking for a confident, secure Vicar, an excellent communicator combining strong inter-personal, governance and leadership skills with a people centred and inclusive approach.

They will be collaborative leader and team player who readily delegates, possessing the personal charisma necessary to lead St Paul's as it faces current and future challenges and seeks to grasp opportunities to advance the Vision.

The Vicar will be discerning of other people's gifting and encourage them to grow through the exercise of them in ministry and other areas of church life. They should demonstrate a caring and sensitive pastoral style and be respectful and mindful of the cultural diversity of the church.

They must be available, approachable and committed to visiting parishioners and congregants, especially those in need, and to personal prayer ministry.

The next Vicar will build on the existing foundations but will initially take stock, ask questions and listen to answers before any reshaping of our activities.

They must exercise responsible stewardship of the human and physical resources of the Parish, managing and organising these in partnership with the PCC to achieve our priorities. Leadership of our staff, to maximise their potential and contribution to our Vision and Values, is a key quality we are seeking in our new Vicar together with a strong focus on governance, and compliance to established safeguarding principles & practices.

# What we will offer to our new Vicar

St Paul's offers a unique opportunity in our Diocese to make an impact in a culturally and religiously diverse expanding community.

We offer:

- ◇ a warm and welcoming diverse and relatively young (in age profile) but well-established church community, spiritually hungry and keen to grow and keen to engage in mission at home and further afield;
- ◇ a church which is open to traditional and more lively family services offering opportunities to work with a wide variety of styles and new initiatives;
- ◇ Children, Youth and Family Worker focused on growing the youth involvement and Christian based values within the younger parish.
- ◇ The parish funded roles include a Parish Worker (with a focus on Asian Ministry) and an Administrator.
- ◇ An Operations Manager and Intercultural Ministry Enabler, both of whom are part-funded by SDF (Strategic Development) Funds until 2026, and intended to be fully parish funded beyond the SDF funding period.





- ◇ a congregation with developed skills but needing encouragement to get involved in a committed way in sustaining the church's various existing activities and using their talent to develop new initiatives;
- ◇ some well-established links within the community particularly with junior schools and the pre-school based in our premises but also presenting an opportunity for development;
- ◇ an opportunity to grow a fresh commitment to corporate prayer
- ◇ an opportunity to work in an area undergoing urban regeneration with many individuals and families incoming to the parish in the next 2-5 years.
- ◇ a well-maintained, substantial and relatively modern vicarage nearby
- ◇ a fully reordered and modernised main church building giving our new vicar a fantastic opportunity to build on present work and develop new activities to reach those on the margins and serve the community;

# CHURCH, PARISH AND TOWN



## Town

In the 2021 census, around 87,400 Slough residents said they were born in England. This represented 55.1% of the local population. The figure has risen from around 83,200 in 2011, which at the time represented 59.4% of Slough's population in the 2021 census.

India was the next most represented, with just over 17,100 Slough residents reporting this country of birth (10.8%). This figure was up from just over 11,500 in 2011, which at the time represented 8.2% of the population of Slough.

The number of Slough residents born in Pakistan rose from just under 11,300 in 2011 (8.0% of the local population) to just over 14,400 in 2021 (9.1%).

## Religion in Slough

In 2021, 29.4% of Slough residents described themselves as Muslim, up from 23.3% in 2011. The rise of 6.1 percentage points was the largest increase of all broad religious groups in Slough. Because the census question about religious affiliation is voluntary and has varying response rates, caution is needed when comparing figures between different areas or between censuses.

Across the South East, the percentage of residents who described themselves as Muslim increased from 2.3% to 3.3%, while across England the percentage increased from 5.0% to 6.7%. In 2021, 32.0% of people in Slough described themselves as Christian (down from 41.2%), while 13.1% reported having "No religion" (up from 12.1% the decade before).

There are many factors that can cause changes to the religious profile of an area, such as a changing age structure or residents relocating for work or education. Changes may also be caused by differences in the way individuals chose to self-identify between censuses. Religious affiliation is the religion with which someone connects or identifies, rather than their beliefs or religious practice.

## **Parish of St Paul's**

It has a population of 18,200 in only 1.1sq miles. It is considered to be deprived and in the bottom 17% of parishes (2,069 out of 12,443, where 1 represents the most deprived.)

It has a relatively young population; the largest group aged 30-44 followed by 18-29 then 5-17 and 45-64.

There are many churches in or just outside the parish, including:

- Slough Baptist, Windsor Road
- St Ethelberts Catholic Church, Wellington Street
- Holy Redeemer, Wexham Road
- St. Andrews Methodist Church, Merton Road
- St. Mary's Church, Church Street
- Trinity URC Church, Windsor Road
- Full Gospel Asian Church, Farnham Road (large Urdu speaking group)
- Salvation Army, Stoke Road

Other Religious Faiths include:

- Kingdom Hall of Jehovah's Witnesses – Sheehy Way

Hindu Temples:

- Sri Raghavendra Swami Brundavan, White Hart Road

Sikh Temples:

- Shri Raghavendra Swami Brundavan, Bath Road
- Shri Raghavendra Swami Brundavan, Woodland Avenue
- Shri Raghavendra Swami Brundavan, Wexham Road

Mosques:

- JMIC Jamia Masjid & Islamic Centre (Slough), Stoke Poges Lane.
- Jamia Masjid Ghousia, Diamond Road
- Masjid al-Jannah, Stoke Road

## **St Paul's Congregation**

There were 251 names on the Church Electoral Roll as at 1/1/23.

By 31/12/23 this had reduced to 222 of whom 125 were not resident within the parish. (12 names had been added to the roll, whilst 41 were removed as they had either died, or no longer attend and do not live in the parish.

# MISSION PARTNERS



# Mission

Our support of home and overseas mission has been a defining feature of St. Paul's over the years. The church currently financially and prayerfully supports various missionary organisations and charities. Some of these include:

- Moses Bantu
- Victor & Peggy Pulido
- Wayne Dixon
- Barnabas Aid
- Church Pastoral Aid Society (CPAS)
- Church of England Evangelical Council
- Rooted in Jesus
- Emerge (Wexham Park Hospital)
- St. Luke's Hospital for the Clergy
- Diocese of Peshawar
- The Buckingham Clergy Charity

We are linked with missionaries in Colombia through YWAM and in Pakistan. We also have links with a Schools Worker through CCiS. We seek to maintain and extend our links with the organisations we support and to encourage increased involvement of our members in this work. We also send an annual donation to The Buckingham Clergy Charity and St. Luke's Hospital for the Clergy.

St Paul's has a strong ministry and we seek to continuously improve what we do and explore how we can minister more effectively to the congregation and the community. We aim to improve and increase relationships, organisation, depth of engagement, commitment and the numbers involved within our fellowship.

We encourage all member ministry and we welcome, care for and encourage integration of all church members and newcomers into the fellowship of the church. We encourage faith development in each person and consider this to be essential discipleship for the future strength of the church. The parish has employed a dedicated Parish Worker for Asian ministry for over 40 years and intends to continue this. This has been very effective in growing the congregation and aligning the congregation with the ethnic mix of the parish.



# BUILDINGS



## St Paul's Church

St Paul's Slough was opened in 1906 to support the town's growing population, partly driven by workers from the Great Western Railway. It followed the establishment of a mission church and a pledge by Mr Algernon Gilliat to build a permanent church once the mission reached capacity. With a strong evangelical, Bible-based ministry, the church gained a reputation as a sending church.

Built in a high Anglican style, the red-brick building featured stone columns, a steeply pitched roof (re-tiled in 1975), and an alabaster pulpit and font. In 1970, the Gilliat Lounge and Hall were added, providing meeting rooms, a kitchen, and storage. A driveway led to a car park beside the hall.

Our church building has undergone major renovation work over the last 10 years to create a beautiful and modern, flexible worship space retaining much of the Victorian highlights. The project was funded through the sale of church properties and further contributions from the congregation and other donations. The major changes include a new entrance and welcoming area, kitchenette, toilets, a repurpose of the main worship space, chapel room and a new prayer room as well as technical changes to the heating and electric systems. Truly a transformation worth celebrating and to enjoy in years to come.

The refurbishment also included new underfloor heating, lighting, flooring, and an upgraded audio-visual system. Phase 1 of the project, which began in 2018, reached 95% completion by early 2020, but the contractor's administration delayed external works and finishing touches. Despite some outstanding issues, the church remained in full use.



## Vicarage.

This was built in 1975 when the original Vicarage was sold. It comprises a large lounge, dining room, study, kitchen and cloakroom. Upstairs are 4 bedrooms, one with en-suite bathroom and dressing rooms and a family bathroom. All is in reasonably good decorative order, with a well-kept large enclosed garden on the south side, and a large area of grass and trees to the front, leading into a double garage.



## Church Houses.

The church benefits from the use of two houses which are both occupied at present and kept in good order, together with their gardens. One is a four bedroomed house built in the early 1980 with a large garden intended as a Curates house and is currently let. The house next door to the church is currently used by the Parish Worker having originally been the vergers house. It is a three bedroomed end of terrace house with a garden part of which is used for church events.



# FINANCE

St Paul's Church generates unrestricted income from general offertory giving and donations, rental income from a church-owned property, and hiring out the Gilliat Hall, including a contract with Be Happy Preschool.

Additionally, the church benefits from a restricted annual grant from the Bowyer Trust for upkeep and a separate restricted grant from an anonymous donor to support a Youth & Families Worker. A further grant from the Oxford Diocese in 2024 enabled employment for this role from September 2024 for three years.

Since late 2021, the church has also received Social Development Fund (SDF) grants from the Church of England to support Intercultural Mission in the Diocese of Oxford. This funding established a training hub, employing an Operations Manager, an Intercultural Mission Enabler, and an Associate Minister (until November 2024). However, the SDF grant is being tapered, shifting financial responsibility to the parish.

The most recent independently examined accounts (2023) report a total income of £362,059, including £237,314 in unrestricted funds. The church allocated £17,449 (10% of general offertory) to mission work and charities. Staff costs totalled £115,052, with £53,536 covered by restricted grants.

Financial management includes monthly accounts reviewed against the budget, with reserves maintained at three times monthly expenditure. The church does not rely on general fundraising but trusts in God's provision, with gift days held for special needs.

# BURNHAM AND SLOUGH DEANERY

Since the implementation of synodical government, the deanery has developed a strong sense of team working. Church tradition across the deanery is diverse and, like other deaneries of a similar size, we are enriched by the variety of worship that takes place daily and weekly within our thirty places of worship across a mixture of rural, semi-rural and urban parishes.

The Burnham & Slough deanery recognises the importance of outreach to the wider community and many of our parishes are actively engaged in mission activity that brings them into regular contact with the people of God in the wider community.

Being part of a diverse community has given rise to some important inter-faith work, alongside some important community development work resulting from engagement with the Local Strategic Partnerships in Slough and South Bucks.

Like all deaneries, we respond to the changes that the National Church is facing at this time. Our recent deanery re-organisation has brought us into four groupings of churches - three formal group ministries and one informal group of churches working together in the East of the deanery.

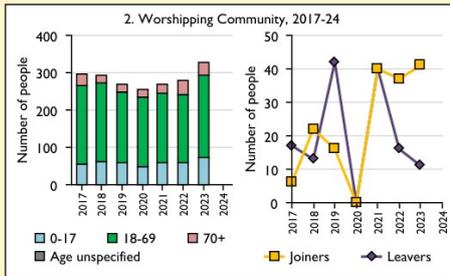
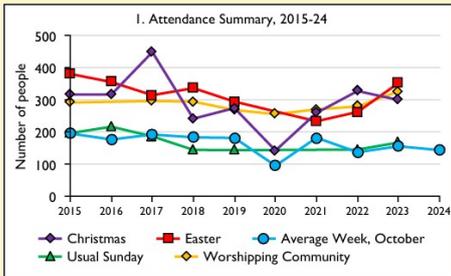
Our ministerial resources serve to lead these groups in their ministry and mission activity. This structure requires flexibility and for people to work much more collaboratively together. Needless to say, anyone new to the deanery would be expected to work within this new structure and be part of this way of working.

The area covered by the deanery has a very diverse population. It has places of affluence as well as having wards that are some of the most deprived in the country. The table lists the current Church Groupings within the Deanery, should we say that currently there are discussions about reorganising some of the groups.

The table shows the current parishes within the deanery:

Groups / Parishes			
Eastern	Northern	Jubilee	Southern
<b>Iver Heath</b> St Margaret	<b>Farnham Royal with Hedgerley</b> St John, Farn. Comm. St Mary, Farn. Royal, St Mary, Hedgerley	<b>Burnham</b> St Peter	<b>Colnbrook Horton and Wraybury</b> St Thomas Colnbrook, St Michael Horton St Andrew Wraybury
<b>Iver and Richings Park</b> St Peter & St Leonard	<b>Upton-cum-Chalvey</b> St Mary, Slough St Laurence, Upton St Peter, Chalvey	<b>Hitcham</b> St Mary	<b>Datchet, Eton, Eton Wick, Boveney &amp; Dorney</b> St John the Evangelist, Eton St John the Baptist, Eton Wick St James the Less, Dorney
<b>Wexham</b> St Mary	<b>Slough</b> St Paul	<b>Taplow with Dropmore</b> St Nicolas & St Anne	St Mary Magdalene, Boveney St Mary, Datchet
<b>Langley Team Ministry</b> St Mary, Christ the Worker, St Francis	<b>Stoke Poges</b> St Giles & St Andrew's Church Centre	<b>Cippenham</b> St Andrew	
	<b>Manor Park</b> St John and St Michael		
	<b>Britwell</b> St George		

## SfM Dashboard for the Parish of Slough: St Paul in the deanery of BURNHAM & SLOUGH



### Parish Census and deprivation summary

Parish population (2021): 21510

	Parish	Diocese	National
% aged 0-19	29%	24%	23%
% aged 20-44	42%	33%	33%
% aged 45-69	23%	30%	31%
% aged 70 & over	6%	12%	14%
% Christian	26%	45%	46%
% non-Christian religion	61%	13%	11%

Parish deprivation rank (IMD 2019): 2175

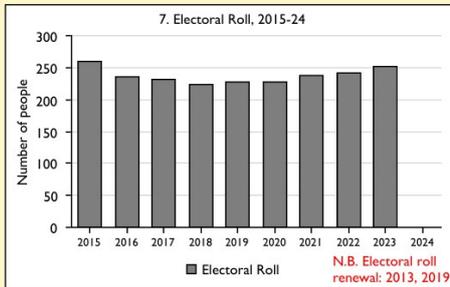
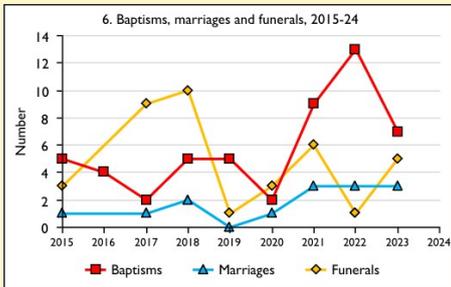
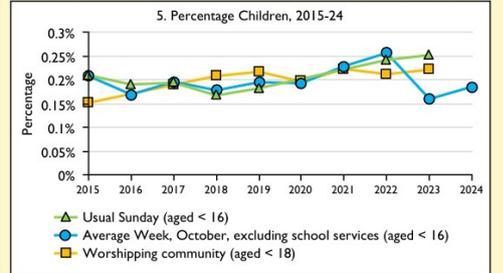
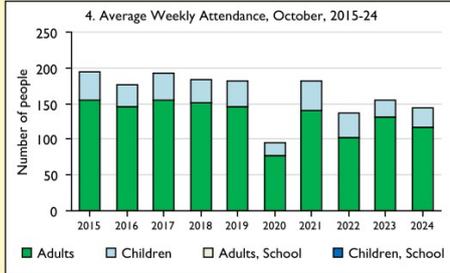
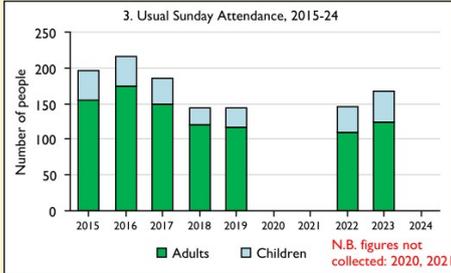
(1=most deprived parish in the Church of England, 12,239=least deprived)

For more detailed census & deprivation info: see <http://arcg.is/1Ra54CS>

<https://www.churchofengland.org/researchandstats> and

<http://www2.cuf.org.uk/poverty-england/poverty-map>

Number of churches in parish (2024): 1 Parish Code: 270671



This dashboard contains figures as submitted by churches currently in the parish. Attendance statistics: taken from annual Statistics for Mission returns. Average weekly attendance: attendance at Sunday and midweek church services & fresh expressions in October; Figs 1 & 5 do not include attendance at services for schools. Easter: Easter Eve & Easter Day; Christmas: Christmas Eve & Christmas Day. Baptisms: all baptisms & thanksgivings. Marriages: marriages and services of prayer & dedication after civil marriages. Funerals: those held in church & at crematoria/cemeteries. Because of pandemic-related church closures, Easter figures were not collected in 2020. Census data: taken from the 2021 national census. Deprivation statistics: IMD taken from the English Indices of Deprivation, published by the Ministry of Housing, Communities & Local Government, Sept 2019. The above statistics have been mapped onto parish boundaries so are approximations. For more information, see: <https://www.churchofengland.org/researchandstats>

Variations in attendance from year to year may be the result of changes in the number of churches that submitted returns, or changes in parish/benefice structure.

Number of churches included in returns: 2015 1;2016 1;2017 1;2018 1;2019 1;2020 1;2021 1;2022 1;2023 1;2024 1.

Produced by Data Services, Church House, Great Smith Street, London SW1P 3AZ. Date of production: 10/01/2025.

Every effort has been made to ensure that data are reliable. We would be pleased to be notified of any significant errors or omissions by email to [statistics.unit@churchofengland.org](mailto:statistics.unit@churchofengland.org)

Follow us on Twitter: @cofestats



## SfM Dashboard Data for the Parish of Slough: St Paul in the deanery of BURNHAM & SLOUGH

Report	Field	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
1. Attendance Summary	Christmas	316	316	448	241	274	142	259	327	299	-
	Easter	380	355	314	336	294	-	233	262	352	-
	Average Week, October	195	176	192	183	181	95	182	137	155	143
	Usual Sunday	196	216	186	144	143	-	-	145	167	-
	Worshipping Community	291	-	296	294	268	255	270	279	326	-
2. Worshipping Community	Total			296	294	268	255	270	279	326	-
	0-17			56	61	58	50	60	59	72	-
	18-69			210	212	192	183	184	182	222	-
	70+			30	21	18	22	26	38	32	-
	Age unspecified			0	0	0	0	0	0	0	-
	Joiners			6	22	16	0	40	37	41	-
3. Usual Sunday Attendance	Adults	155	175	150	120	117	-	-	110	125	-
	Children	41	41	36	24	26	-	-	35	42	-
	Adults, School	-	-	-	-	0	-	-	-	-	-
	Children, School	-	-	-	-	0	-	-	-	-	-
	5. Percentage Children	Usual Sunday (aged < 16)	21%	19%	19%	17%	18%	-	-	24%	25%
Average Week, October, excluding school services (aged < 16)		21%	17%	20%	18%	19%	19%	23%	26%	16%	18%
Worshipping community (aged < 18)		15%	-	19%	21%	22%	20%	22%	21%	22%	-
6. Baptisms, marriages and funerals	Baptisms	5	4	2	5	5	2	9	13	7	-
	Marriages	1	-	1	2	0	1	3	3	3	-
	Funerals	3	-	9	10	1	3	6	1	5	-
7. Electoral Roll	Electoral Roll	260	236	232	223	227	228	238	242	251	-

Follow us on Twitter: @cofestats



# DIOCESE OF OXFORD

The Diocese of Oxford serves the mission of the Church in Buckinghamshire, Berkshire and Oxfordshire. The Diocese comprises more than 600 parishes, with over 800 churches, serving a diverse population of more than 2 million people located in all types of settings.

Due to the size and complexity of the Diocese, we have three Area Bishops who exercise considerable strategic and pastoral oversight for their Areas. The Bishop of Buckingham, the Rt Revd. Alan Wilson sadly died in February of this year. He had been our Area Bishop since 2003. We are currently in Episcopal vacancy, which will hopefully be filled by Lent 2025. The Archdeacon of Buckingham is Ven Guy Elsmore who has been in post since 2016. In September 2020, Revd Canon Chris Bull was appointed Associate Archdeacon of Buckingham.

Through prayer, listening and discernment a common vision has emerged for the Diocese of Oxford. The vision is based on the qualities described in The Beatitudes and addresses what kind of church we are called to be:

**a more Christ-like Church for the sake of God's world:**

**contemplative, compassionate, courageous.**

Our Common Vision continues to emerge as we identify together areas of our common life where we believe God is calling to focus. The diocesan focal areas are not a description of everything we do, but these priorities are being supported centrally by resources, training, conferences, workshops, and much more. The diocese is inviting benefices and their clergy to share a vision rather than demanding a response, motivated by hope not driven by anxiety, and thereby to flourish in their ministry. It is hoped that clergy appointed into the Archdeaconry of Buckingham will want to commit to this vision and encourage their benefice to share in becoming a more Christ-like church for the sake of God's world.



# SAFEGUARDING

Every person has a value and dignity which comes directly from the creation of male and female in God's own image and likeness. Christians see this potential as fulfilled by God's re-creation of us in Christ. This implies a duty to value all people as bearing the image of God and therefore to protect them from harm.

St Paul's Slough is committed to safeguarding children, young people and adults at risk. We want to create a safe place for everyone to worship and grow in Christ.

Concerns about children, young people and adults at risk will be diligently and promptly responded to according to our procedures, recognising the sensitivity it may hold for those involved.

- We commit ourselves to nurture, protect and safeguard all our members, particularly children, young people and vulnerable adults.
- We recognise that safeguarding is the responsibility of the whole church community.
- We undertake to exercise proper care in the selection, appointment, training and support of those working in both paid and voluntary positions with children or vulnerable adults, including the use of Disclosure and Barring Service (DBS) disclosures and making appropriate referrals to the Disclosure and Barring Service.
- We will respond without delay to concerns or allegations that a child or vulnerable adult may have been harmed, cooperating with the police and social care services in any investigation.
- We will challenge any abuse of power by anyone in a position of trust.
- We will seek to offer pastoral care and support to anyone who has suffered abuse, developing with them appropriate pastoral support.
- We will seek to offer pastoral care and support, including supervision and referral to the proper authorities, to any member of our church community known to have offended against a child, young person or vulnerable adult.



# Contact Us



**01753 531022**



**07483 942813**

Website - <https://stpaulsslough.org.uk/>

Email - [info@stpaulsslough.org.uk](mailto:info@stpaulsslough.org.uk)

Address - 130 Stoke Road, Slough, SL2 5AS



St Paul's Slough



stpaulsslough