

A New Team Vicar for All Saints East Sheen

This is an exciting opportunity to take on the key role of Team Vicar (incumbent status) of All Saints, East Sheen (ER 169 USA 107) and to be part of our flourishing Team Ministry.

The successful applicant will have full responsibility for All Saints and will also enjoy the support of clergy colleagues and benefit from the infrastructure of the Team. S/he will also have responsibilities across the Team depending on the gifts they bring and the needs of the Parish. The Team Vicar of All Saints has in the past taken responsibility for youth and children's work.



Person specification

We are looking for a priest who:

- is confident in God and the gospel to transform lives.
- has intelligence and a deep spirituality, and is an inspiring teacher and preacher, able to challenge and encourage us to live out our faith in daily life.
- will cherish and maintain our modern catholic tradition and liturgy.
- will value our strong musical tradition.
- has the energy, enthusiasm and imagination to understand, mobilise and challenge a seemingly comfortable community and to help us to grow numerically.
- will help us to attract and retain new families and will relate well to children and young people.
- will develop and strengthen our weekly 'Late Service' and help us to create greater links between this and our main Sunday service.
- will value the contribution of older people and help them and all of us to continue to deepen our spiritual lives.
- has a sense of humour and is warm and wise in pastoral care.

- will offer sensitive but decisive leadership and help us to embrace change where it is needed.
- is a good listener.
- will enjoy being part of a lively team ministry

We offer

- An inclusive, open-minded and friendly congregation committed to the church and to the local community.
- Uplifting modern catholic worship.
- A strong musical tradition with robed choir which attracts singers of all ages.
- A beautiful church building in good structural and decorative condition in a largely residential area, but within walking distance of the Upper Richmond Road with good transport links, shops and restaurants.
- The support of clergy colleagues who meet each weekday for morning prayer and weekly for a staff meeting. The Revd Peter King, a MSE is based at All Saints.
- A well-resourced parish office offering significant administrative support .
- A substantial five-bedroomed vicarage in a quiet residential road within a few minutes walking distance of the church.

Who we are

All Saints is a sizeable church situated in an affluent part of south-west London. Church members tend to be well educated, articulate, and lead busy lives. Although many in our congregation and the surrounding community are comfortably off, this can mask deep spiritual needs. Many are stretched financially and hold down stressful and demanding jobs. Others have to manage on static or falling pensions.

The church stands within the modern catholic tradition of the Church of England with a traditional liturgical pattern and choral services marking the Church's year. Worship is dignified and reverent without being fussy. The Blessed Sacrament is reserved in the Lady Chapel. Vestments are worn for all Eucharists and both the sanctuary team and communion assistants are robed for Sunday and other major services. Incense is used every Sunday during the main Eucharist and on all other major feasts and festivals.



The main Sunday act of worship is the 10.00am Eucharist with a sung setting of the Mass, an anthem, a psalm sung to traditional Anglican chant and organ voluntaries before and after the service.

Sermons are thoughtful and thought provoking. Parishioners comment: 'We come here for a regular spiritual MOT'. 'All Saints provides an important opportunity for reflection and to remember how God can be found in daily life'.

In addition to the main Service, Sunday worship includes an 8am Said Eucharist (Common Worship Order 2 in traditional language) and at 12 noon the Late Service (a short and informal non-eucharistic service, with a simplified Mass on the last Sunday of the month). There are midweek Eucharists on Tuesdays at 8am and Thursdays at 10am.

At the 10.00am service on the 3rd Sunday of every month we have a child friendly Eucharist in which the whole congregation worships together. We feel that we are a welcoming and inclusive congregation.

We have midweek evening services on Ash Wednesday, Maundy Thursday and All Souls' Day. There is also an annual Memorial Service to which we invite the loved ones of those who have died during the year.

Our Patronal Festival (All Saints' Day) is sometimes transferred to the nearest Sunday evening and our celebrations include the very popular All Saints' lunch.

Music is a major feature at All Saints. There is a large robed choir ranging in age from 7 to 80 (around 17 adults and 14 children), although recruiting new children is an ongoing challenge. We have recently installed a powerful three-manual rebuilt and reconditioned organ which greatly enhances worship. The Director of Music, Richard Lyne was appointed in 2013 and is supported by an accomplished organist, James Cryer.



The church also hosts the popular All Saints Concert Series which was launched in November 2003. There are usually three classical concerts and a jazz evening each year, offering local people the opportunity to hear music played by first class professionals at an affordable price.

The Sunday congregations are made up of people of all ages and circumstances with a number of families attending the 10.00 am Sunday Service. The children have their own group in the vestry using 'Godly Play' material during the main part of the service and return for the peace or communion. There are pram spaces on the side aisles and we have a carpeted children's reading area with children's books and drawing paper where small children and parents can take 'time out'.



Children also participate in the main service as choir members, acolytes and readers and often as sidespeople for the third Sunday All Age service.

A pastoral group works with the team vicar to assist with baptism and bereavement visiting and pastoral care of the congregation and fringe members. Members of the congregation organise various volunteer rotas covering Sunday service readings, intercessions and offertory, coffee serving, chauffeuring, flower arranging, cleaning, mowing of the church lawn, etc.'

In the last fifteen years new heating, lighting, kitchen, disabled access and toilets have been installed in the church. These projects were made possible by fundraising events involving the entire community and have created an attractive venue which is now also used by local schools and other organisations.

Many in the congregation are connected to local charities. 'Active Retired', a parish wide group which organises outings and events for older people, is based at All Saints and we have particularly strong connections with FiSH (a neighbourhood care charity).

There is a spacious hall attached to the church which is used for church meetings such as the Consultative Group (DCC) and is busy during the week with community activities including a nursery.

Two newcomers write:

What first strikes you, when you enter All Saints Church, is the light, simplicity and beauty of the building itself. The wooden floors and chairs and beams look and feel warm, peaceful and unpretentious. Then the welcome you receive when you first arrive at All Saints is warm and generous without being overbearing! The musical excellence of the Choir provides wonderful music to accompany our worship.

The Late Service has been a wonderful way for us as a family to be part of the church community. Always thought-provoking, often very funny - and successfully creating "space" for contemplation and prayer - to think about the week just gone, and how we can contribute in the week ahead.

Challenges

In common with other churches in the Diocese, All Saints has produced a Mission Action Plan <http://www.mortlakeparish.org.uk/wdpress/wp-content/uploads/2014/11/All-Saints-Mission-Action-Plan-2015-2016.pdf> and in preparation for this asked the congregation's views on strengths, weaknesses, opportunities and values. This section of the profile draws on their responses.



The Late Service draws in numbers of families with young children but we would like to see more of a crossover with the main 10am congregation, perhaps initially by making the third Sunday All Age Eucharist more accessible and family friendly.

The numerous young families in East Sheen lead to a large number of Baptism enquiries. We want to encourage more of these families to attend All Saints regularly. We have a flourishing mid-week Songs and Stories Group for pre-school children

and their carers and this is another good opportunity for cross over into our Sunday Services.

Although we have a large number of committed and active volunteers, we are keen to encourage younger and newer members to take on a more active role, especially helping to run the children's groups during the main service.

We have valued the opportunity to discuss the sermon once a month after the service and to deepen our faith through Lent and other courses but would like to encourage more people to take up these opportunities.

Perhaps at times we can be inward looking, focusing on our church and our own needs rather on issues of mission and social justice. We are always looking for new ways of drawing in people from the community not just to church services but to social and other events and hope our new Team Vicar will inspire and encourage us in this..

The Church Building

All Saints was built in 1928 to serve the growing suburb of East Sheen. The foundation stone was laid by the then Duchess of York (later the Queen Mother). The building has an uncluttered simplicity, drawing worshippers into adoration and prayer.

The church comprises the main nave with north and south aisles, and a chancel at the east end; south of the chancel is the Lady Chapel. To the north side are the vestries and organ chamber. There are south and north porches. The external walls are built of a rustic handmade brick, and the internal walls are fair-faced flint brick. There is a small spire, and the roof is covered with plain clay tiles. The moveable pews mean that the building offers a flexible space for church and community events.



Following a fire in 1965 the church was restored and adapted. More recently the interior has been much enhanced through the generosity of both the congregation and local community. The Suzy Lamplugh window was installed in 1996 to commemorate the estate agent who went missing in 1986, and who was, with her family a member of All Saints congregation. The terracotta Stations of the Cross by renowned local sculptor Nathan David were specially commissioned for All Saints by a member of the congregation, in memory of her parents.

All Saints church is open during school term time 9.00am - 6.00pm (or dusk in winter), seven days a week, and we encourage any who wish to find a quiet place for prayer or reflection, or just to look around.

Schools and other community links



There are two schools in the All Saints area of the Parish. The strongest link is with East Sheen Primary School. The Team Vicar of All Saints has traditionally been a governor there as well as leading assemblies and welcoming school groups to All Saints to learn about the church.

Richmond Park Academy is a secondary school rated 'Good' by OFSTED. There is a positive relationship between the Parish and the Head of R.E. and clergy from across the team have taken R.E. lessons. A new Headmaster will be in place

from September 2016 giving opportunities to strengthen links.

There are two residential care homes Alexander House (privately owned) and Oxford House (Abbeyfield) in the All Saints part of the parish and regular services are held there.

Facts and Figures

Electoral roll 169

Usual Sunday Attendance 107 (90 adults, 17 children)

Occasional Offices (figures for 2015)

Baptisms 19

Weddings 6

Funerals in Church 1; at Crematorium 7

Christmas 2015

Christingle 255

Carol Service 492

Midnight Mass/Christmas Day: communicants 401; attendance 581

Easter 2016

Holy Saturday and Easter Day: communicants 271; attendance 340

The Team and the other churches

The Team Ministry is situated in an attractive part of south-west London between the River Thames and Richmond Park, with good local schools and transport links. It has a population of around 17,000. A railway line runs through the parish and effectively divides it into two parts: All

Saints and Christ Church lie south of the railway line, in East Sheen. St Mary the Virgin is north of the railway line in Mortlake. Some parishioners travel across the parish to attend the church in which they feel most at home. The Team has signed up to the Inclusive Church Statement.



In addition to this post, the ministerial team consists of a full-time Team Rector with responsibility for St Mary's, Canon Ann Nickson, and a full-time Team Vicar at Christ Church, Revd David Guest. The stipendiary team is completed by the parish Curate Revd Gareth Davies who was ordained Deacon in 2016 and is based at St Mary's. We also have a Minister in Secular Employment, Revd Peter King and a retired NSM with PTO, Revd Olwen Williamson. The team is augmented by two Readers, William Arnold and Paul Russenberger, and two Southwark Pastoral Auxiliaries (SPAs) Deirdre Munro and Mel Le Vesconte. We employ a full-time administrator Cheri Crump who staffs the Parish Office at St Mary's

each weekday from 8.30 am to 4.30pm.

It is Parish policy to admit children aged 7 and upwards to the Eucharist after a course of preparation and to conduct the marriages of those who have been divorced provided they satisfy Church of England guidelines.

St Mary the Virgin Mortlake

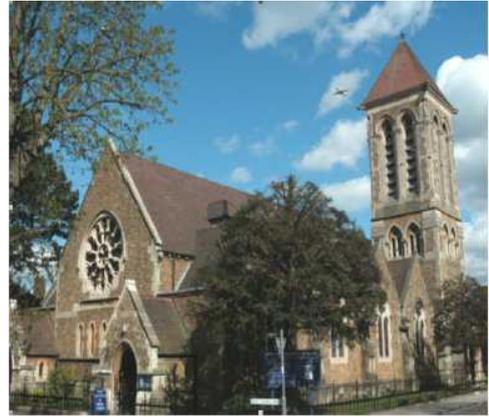


St Mary's, is the historic parish church of Mortlake, built in 1543 and is the assigned church for the Team Rector. It has a central and liberal tradition. The main Sunday service is the sung Eucharist at 10am using Common Worship. There is an all age Eucharist once a month. The 8.00am said Communion uses the BCP. During the week there are Eucharists at 10.00am on Tuesdays and 9.30am on Saturdays. St Mary's has strong links with the Mortlake Community Association and hosts the annual Parish Christmas Lunch, the popular Boat Race Teas and the Churchyard Garden Party. Major plans for the development of the old brewery site in Mortlake will bring

significant changes and new challenges in this part of the parish.

Christ Church, East Sheen

Christ Church has a central church tradition and was built in the 19th century. Its setting close to a primary school and popular gastro-pub give it the feel of a 'village church'. The main Sunday morning service uses Common Worship but the congregation also includes a number of people who value the BCP tradition. Evensong is held on Sunday evenings and the weekly Eucharist follows the BCP. Christ Church also has non-traditional services, including the annual pet service which is very popular with children. A new Community Hall is nearing completion and will provide a valuable space for church and community use.



Parish Organisation and Vision

There is a single PCC for the Parish, with two Parish Wardens who deal with Parish issues, a PCC Secretary and Treasurer. Each church has its own elected Consultative Group (the equivalent of a District Church Council) and two Churchwardens who deal with the day-to-day running of the churches. The PCC committees have balanced representation from each church.

The Parish Mission Action Plan identified three priorities:-

- Our growth in numbers and spiritual depth.
- Children and young people.
- Our identity as a Parish.

We recognise that our first two priorities are primarily achieved through the teaching, pastoral care and mission of the three churches. However, the pooling of our numbers and resources enables us to do things together which we could not do so easily as individual churches. These include:

- Parish study days and quiet days.
- Our popular Lent Lectures where the numbers attending enable us to attract good outside speakers. In 2016 the theme was 'Spirituality for daily living' and in 2017 the focus will be 'Faith and the arts'.
- Holiday at Home, a week of activities for older people run by the Parish SPAs with help from an enthusiastic group of volunteers drawn from across the Parish. This takes place at All Saints.
- Confirmation classes which recently brought together 12 adults from across the Parish.
- The Parish Christmas Lunch and the Vineyard lunches for homeless people held at St Mary's and run by volunteers from across the Team.
- The annual Palm Sunday procession and Remembrance Day Services which are ecumenical and community events organised by the Parish and held in the centre of Sheen.

We also join together for patronal festivals when the joint choir from our three churches lead our worship and we have joint services on Monday to Wednesday during Holy Week. The clergy rota is produced centrally by the team rector and all three stipendiary clergy preach and preside in the two other team churches once in each four month rota.

Finance

The Team's finances are generally in good shape, and planned giving remains stable. We have a 'Planned Giving Renewal' Sunday each year when our three congregations are encouraged to review their giving. As one of the larger Parishes in the Diocese we make a significant contribution to the Diocesan Parish Support Fund and we view this as part of our mission giving. We also give 5% of our annual giving to charities and mission in the UK and overseas. Reasonable clergy expenses are paid in full.

Deanery and Ecumenical Links

Clergy play a full part in the life of the Deanery. Ecumenical relationships with the local Roman Catholic priests and the Baptist Minister are warm and there are occasional meetings for coffee and the exchange of ideas. We take part in the Week of Prayer for Christian Unity with a Unity Service in one of the local churches and the Parish organises the Palm Sunday and Remembrance Day Services which take place at the Sheen Lane War Memorial.

The Vicarage

The Vicarage is an attractive five bedroomed semi-detached house built c1910 in a quiet leafy street in East Sheen, about a three minute walk from the church. On the ground floor there are two spacious reception rooms, a large kitchen diner and a utility room. Upstairs are five bedrooms, a bathroom with a shower over the bath and a separate WC. There is a good sized family friendly garden.

The local area



East Sheen is an attractive and prosperous part of the London Borough of Richmond. The population is predominantly middle class and property prices are high throughout the area. Most housing is privately owned and ranges from terraced housing to larger detached or semi-detached properties. The community enjoys high levels of employment and many households are supported by two incomes. There are a significant number of retired people, some of whom are now asset rich but income poor. There are also numerous young families attracted by the good schools and the family-friendly environment. Proximity to Richmond Park, Palewell Common and the river makes it an attractive place to live.

Mortlake railway station has a direct line to London Waterloo. The journey takes twenty five minutes and trains run every quarter of an hour. Bus services run regularly to Richmond, Hammersmith and Putney.

The Upper Richmond Road which runs through the centre of East Sheen offers a wide range of shops ranging from W.H. Smith, Robert Dyas and Waitrose at the larger end to many small, independent shops and businesses. There are numerous coffee shops and small restaurants. Sheen Lane Centre has doctors' surgeries, a library and a social day care centre. FiSH runs three drop in sessions there each week (FiSH and Chats) and there are also regular surgeries held by the police and local councillors. Richmond with its theatres and cinemas is just a short bus ride away.



In addition to the schools in the All Saints area of the Parish, there are a number of other primary schools, including a Roman Catholic School, a state Primary School, a Free School and private schools. The parish falls within the catchment area of two well-regarded church secondary schools.

Applications

Applicants should use *the enclosed Application Form*, which should be received at the Kingston Area Office by midday on 20th October.

Shortlisted Candidates will be invited to visit All Saints, the other churches in the team and to meet clergy and key parish members on Saturday 26th November. Interviews will be held on 30th November. Full expenses of shortlisted candidates will be met.

The Archdeacon (john.kiddle@southwark.anglican.org), Team Rector(annnickson@aol.com tel 020 8876 4816) or Parish Warden (cm_graham@live.com) are happy to be contacted for an informal chat about this post.