

St Philip & All Saints with St Luke's Church, Kew



PARISH PROFILE

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Welcome to St Philip & All Saints with St Luke's Church

Thank you for your interest in the position of Vicar in the United Benefice of St Philip & All Saints with St Luke's Church, Kew.

Led by our individual missions, both St Philip & All Saints (more commonly known as The Barn Church) and St Luke's aim to be welcoming and friendly places for all who come to worship with us. Our congregations are from a mix of social backgrounds and span the age ranges from young families to those with more life experience. Both churches have an open and inclusive feel with services that follow a traditional liturgy balanced with liberal theology. The members of The Barn and St Luke's PCCs are capable, committed and open to new ideas and look forward to welcoming a new incumbent.

With the departure of our long-standing Vicar, Peter Hart, to the role of Team Rector at St Martin's with St Peter, Worcester, there is now an opportunity to lead the congregations of both churches in our journey of faith and our mission in the communities we serve.

Whilst The Barn and St Luke's are only 10 minutes walk apart, each church has its own distinctive characteristics and individual challenges. Both churches serve the wider Kew community which includes people who have lived here for many years and others who moved here for its easy commute to London. We are searching for a Vicar who will:

- be energised by the prospect of leading two congregations, providing each with clear direction to grow within our communities;
- preach and lead us in a way that helps us make worship relevant to our daily lives;
- be an inspirational leader able to communicate with all age groups;
- address the challenges of developing work with young people;
- be a visible presence in our communities, supporting us to develop our missions;
- work creatively and positively with other churches in Kew and the Kew Community Trust.

We wrote this parish profile just as we were returning to church following the initial lockdown due to Covid-19, during which we used Zoom, our digital platforms and telephone to keep in touch with each other to enable us to continue to worship God together. We started re-opening our churches in July and are now holding a mix of Communion and Morning Worship services in both churches which we live stream for those who are unable to be with us in person.

We have created a joint profile which sets out information on both churches and also gives a flavour of what we share with each other. We hope the information included here will help you to visualise the contribution your leadership could make to both The Barn and St Luke's. If you would like any additional information, please email the Parish Office:

office@kewparishes.plus.com

On behalf of our PCCs and the congregations of The Barn and St Luke's, we look forward to receiving your application.

The Churchwardens.

The United Benefice of St Philip & All Saints with St Luke's Church

The Barn Church and St Luke's Church, Kew, form a United Benefice. We share a Vicar, two Readers and a Parish Office with two Parish Administrators.



The Parish Office for both churches is on the mezzanine floor of St Luke's Church.

We have separate church services, Churchwardens, PCCs and finances, but enjoy several joint services during the liturgical year as well as participate in each others' Patronal Festivals. The Vicar, Readers and Churchwardens of both St Luke's and The Barn aim to meet regularly to discuss church priorities and joint events.

Relationships between the two parishes are friendly and co-operative, and there are undoubtedly opportunities for further collaboration and encouragement of joint activities.

The Ministry Team - we have two Readers, Richard Austen and Michael Tonkin, supporting both churches, whose ministry is greatly valued.

The Vicarage is situated next to the Barn Church. It is a substantial detached house with 6 bedrooms, 2 receptions, a study and large kitchen. It has mature gardens at the front, side and rear of the house, a garage and gas central heating. Planning is already in place to update and decorate the Vicarage before the new Vicar arrives.

Worship at The Barn and St Luke's - Our patterns of worship have had to change recently in light of the current pandemic, however, we are delighted that we have been able to welcome our congregations back to church providing a mix of Morning Worship and Communion services. The services on page 5 are what we had before Covid-19; we hope to return to that again soon.



Sundays

8:00am

Holy Communion at St Luke's

9:30am

Parish Eucharist at The Barn

11:00am

Parish Eucharist at St Luke's

On the first Sunday of the month, we have All Age Worship in both churches

Weekdays

Tuesdays 11:00am

Bible Study at St Luke's, led by the Vicar or one of the Readers

Thursdays 10:00am

Holy Communion at St Luke's

Other Services

First Thursday
of each month

Communion Service at Abbeyfields Nursing Home

Policy for Christian initiation of Baptism and Confirmation in our parishes – Both churches have an open policy about Baptism providing the family are parishioners or members

of the Electoral Roll; otherwise it is at the discretion of the Incumbent. Services of Baptism are usually performed during Parish Communion. We admit children to Communion from the age of 10, following preparation classes run jointly between the churches; over the last few years a number of children have been admitted. Classes have also been run for adults, typically when there are young parents seeking confirmation. In principle, marriage of the divorced is possible, following agreed guidelines.



Relationships – There are three Anglican parishes in Kew; St Philip & All Saints and St Luke's in this United Benefice and St Anne's on Kew Green, where there will be a vacancy for a new Vicar in 2021. This will provide an ideal opportunity for a mutually supportive relationship between the two Vicars, to the benefit of the three parishes. There is a grouping of most of the churches in the area called Churches Together in Kew (CTK) www.kewchurches.org.uk. This includes St Luke's, The Barn, Raleigh Road United Reformed Church, St Anne's and St Winefride's (RC). The Kew Baptist Church is no longer part of the group and the Raleigh Road URC is currently inactive within the group. The group's activity has somewhat diminished over the last year, partly due to Covid-19, but mainly due to the lack of enthusiasm of anyone to lead the group. The only joint venture that continues is the publication of a Christmas card for every home in Kew giving details of Christmas services. Re-energising this group could be one of the challenges a new vicar might wish to tackle.

Your future and ours

Growing in faith - In 2020 and onwards, both churches strive to be places that support us to:

Grow in worship and service to God by providing vibrant but also calm spaces where everyone can be helped to deepen their relationship with God;

Grow in our communities, by warmly welcoming all who want to worship with us and actively reaching out to those around us to share the good news of Jesus Christ;

Grow in love by caring for each other, supporting one another and helping us all on our journey in faith.



Kew Gardens



St Luke's

St Luke's and The Barn are welcoming and inclusive churches, both with a mix of all ages and social backgrounds. We want to ensure that anyone who walks through our doors experiences that warm welcome, whether they are regular attenders or visitors.

Our next incumbent will need to have the skills and drive to work with us to further develop our missions. We have made a good start, but we know we can do more. Our PCCs are flexible and open to new ideas and willing to be challenged to develop God's priorities and clear direction for the next decade.

We are searching for a Vicar who can energetically and imaginatively lead the growth of The Barn and St Luke's across all age-groups in our parishes and communities, whilst respecting our traditions and building on what we have already established. This will be particularly important post Covid-19, to encourage our existing congregations and potential new members into our churches to worship with us.

Kew and its community

Kew is a district in the London Borough of Richmond upon Thames, Surrey which retains a village feel. It is the location of the Royal Botanic Gardens (Kew Gardens) and is also the home of The National Archives.

Kew is a mainly residential area because of its suburban hallmarks. Among these are sports-and-leisure open spaces, parks, schools, transport links, architecture, restaurants, few high-rise buildings, modest road sizes, trees and gardens. Most of Kew developed in the late 19th century, following the arrival of the District Line of the London Underground. Further development took place in the 1920s and 1930s when new houses were built on the market gardens of North Sheen. More recently several large housing developments with river-fronting flats and houses were constructed along the Thames riverside, which have increased the size of Kew by approximately one third, presenting huge potential for all the churches of Kew to expand their congregation numbers significantly. There are c1750 households in the parish of St Luke's and c1600 in The Barn parish.



Kew Village

Kew has strong transport links, offering the opportunity to go into London for work, culture and entertainment as well as south and west to the countryside and the south coast. From Kew Gardens station, the Underground services run to Richmond and to central London. London Overground trains run to Richmond and via Willesden Junction to Stratford.

School Links – The Queen's Church of England Primary School sits in the neighbouring parish of St Anne's; the Vicar of that parish sits on the Governing Board of the school and shares with the Vicar of The Barn and St Luke's an active role in the life of the school, assisting with collective worship, other religious ceremonies and in overseeing the general well-being of the pupils. Both St Luke's and The Barn provide a Foundation Governor on the Governing Board of the school. Entry to The Queen's School is based on proximity as well as the support of the Vicars of any of the three parishes (St Anne's, St Luke's and The Barn).

Kew also has several other good primary schools and access to the secondary schools in Richmond and the surrounding areas. A new primary school, with nursery, was built in 2003 to accommodate the growing numbers of children in Kew.



River Thames and Railway crossing to London

A bit about The Barn

The Barn Church is historic. It was the first church in England to be built from a barn. The timbers come from a 17th-century barn in Oxted, in the far corner of Surrey. The Oxted barn was L-shaped and used at various times for cattle and the storage of hops and crops. When the timbers were dismantled and moved to Kew in 1929, they were numbered. (You can still see the numbers on the beams.) They were then reassembled to create one long nave.

The timbers clearly predate the barn itself – they were probably from ships that fought at the time of the Armada – and the Tudor panelling behind the altar may be even older. The north and south entrances are paved with ancient threshing stones. The barn was given to the Diocese of Southwark by the Lambert family, with major contributions from their Hoare relations, one of whom supplied 2-inch bricks of 17th-century style to match the timbers.

The new development of the west end for community purposes has had the enthusiastic support of the family who gave us the church, and their commitment to the education of children is illustrated in a striking panel in the old Lady Chapel.

Congregation – The Barn has 71 members on the Electoral Roll with around 50 attending Sunday Communion, plus c30 children.

Life Events – In 2019/20 there were five baptisms, one wedding and seven funerals in the church or at the crematorium.

The uses of The Barn Church and Hall - When Covid-19 struck, The Barn, like all churches was shut, so this is a snapshot of life before Covid-19. At the time of writing we are holding socially distanced services and hope to begin welcoming back other users gradually.

The absence of fixed pews means that it is highly adaptable for meetings, and social events, like our Barn Dance and Christmas and Summer fairs. The west end of the Church has a lighting rig that can be used for performances. The Kew Community Choir has held successful musical performances over the years, most notably *The Wind in the Willows* in 2019. It is used by a local orchestra and Jazz band for rehearsals.



The Barn

The Barn Church Summer Fair

Two Wood Avenue, Kew, TW9 4HF



Some local schools hold their concerts and social events here, it is also used as a Polling Station and by the London Borough of Richmond upon Thames for public meetings. The income from these activities makes a significant contribution to church funds.

On most weekday mornings it is used by toddler groups. The Hall is the base for The Barn Nursery, the Slater School of Dance and Kew Karate. The Barnes and Richmond Operatic Society (BROS) rehearse here. At the beginning of lockdown all these activities ceased. The Nursery returned after Easter on a four-day basis. We hope the others will begin to return when restrictions have been lifted.

Hello from the Barn entertainment team - I am Felice Oxborrow and work with a team of people, the BarnEnts, to stage events at The Barn. We usually (although 2020 is proving to be an exception) stage around four events a year that have three guiding principles: that they should be enjoyed by all the participants (including the people running the event!); that they bring the congregation together; and that they bring the wider community into the church. With these aims in mind, we usually run a Spring ticketed event such as a Jazz evening with Supper or a Film Day; a Summer Fair which is usually run in the Church grounds with outdoor children's activities etc; an Autumn (family) Barn Dance with live music; and a Christmas Fair where small independent crafter/traders are invited to sell alongside the more traditional stalls of mulled wine and bric-a-brac. The Christmas Fair particularly draws in the local community with around 300 people usually visiting. As a congregation, we are very fortunate that people will give of their time, talents, and experience gained from their working lives to make the events special.

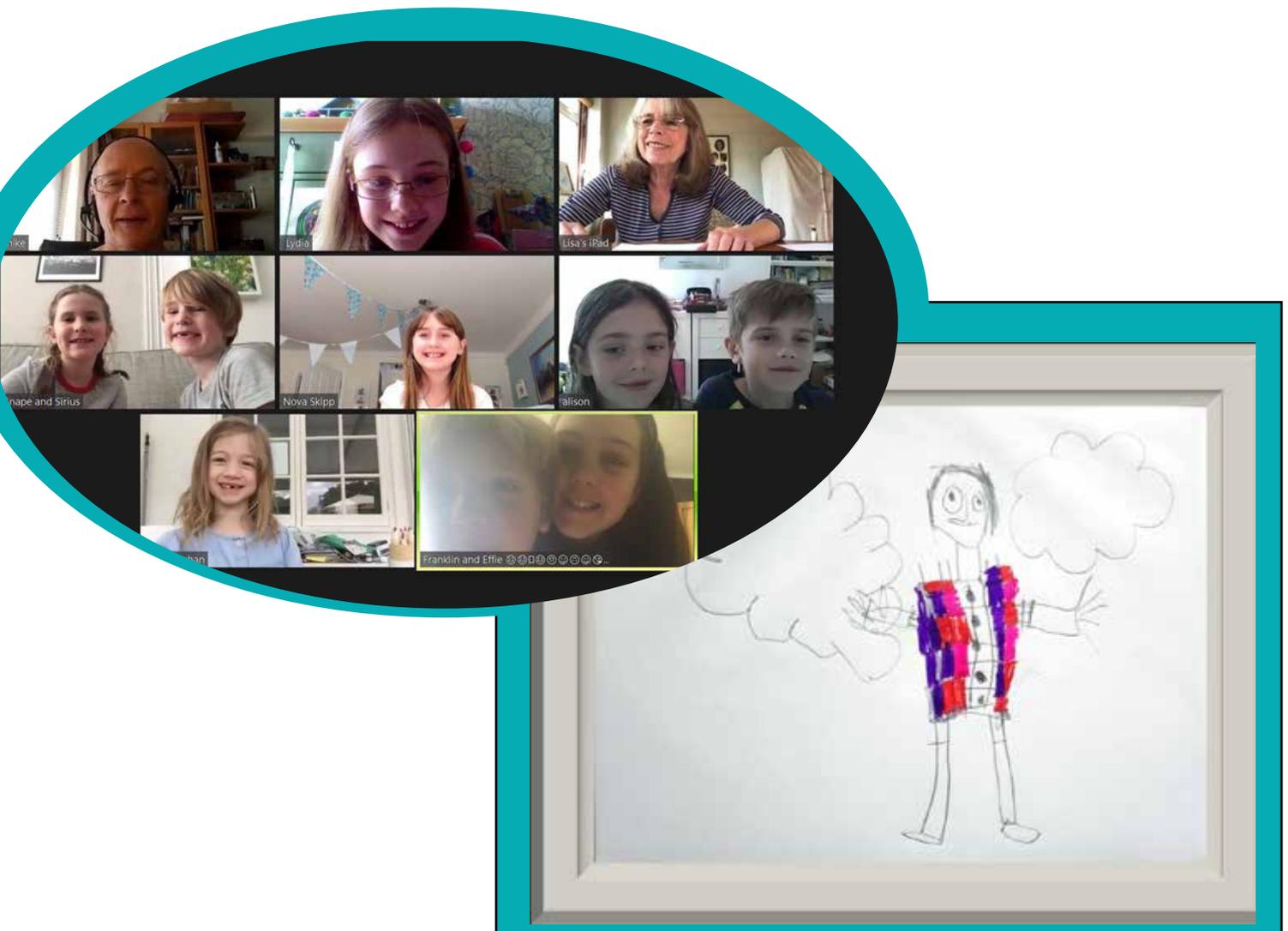
Hello from our Treasurer - I'm Suzie Strickland the Church Treasurer. It's a busy role as there are always invoices to pay whether that be for building work, standard bills or paying others that provide us with services. This year is financially challenging as we had to install new boilers. Looking forward, my goals in the role are to bring more order and simplify processes whenever possible including by promoting online donations over cash where possible. Lockdown has meant that we haven't been able to raise money from events and we've missed out on in person cash collections; despite having many generous parishioners who have continued to provide direct debit donations, we have been unable to pay our Parish Support Fund contribution of £44,000 for the majority of 2020. However, we have plans in place to try to honour our pledge retrospectively at a more manageable rate of £36,000.



Hello from our editor of The Link (Parish Magazine) - I'm Charlie Grace and have been editing The Link parish magazine since Link 18 in March 2008, and I reckon that's long enough for anybody! At the age of eighty it's time to hand over to someone else with new and fresh ideas, so I'm definitely on the search... I work with a small team of contributors from both churches. We had just taken delivery of Link 66 in March 2020 but were unable to deliver it because of the lockdown – a real pity, as it contained a tribute to Peter Hart as well as his final letter. Meanwhile in June, Anna Pannett produced a splendid Newsletter as an online slimmed-down version of the magazine, which was posted on both churches' websites, and she hopes to continue this at intervals until we can be sure that volunteers from our churches will be able to get out and deliver Link 67 to approximately 3,000 households in the two parishes. I also sing in The Barn choir.

Hello from the Junior Church team - I'm Lisa Skipp. I have been looking after the older children in Junior Church for several years. I have children from age six upwards for as long as they want to keep coming. I usually have around 10 in the older class. We follow the topic that our vicar is preaching each Sunday and I try to make it relevant to their lives. I also write and direct the crib service performed on 24th December. We rehearse for three weeks before, during Junior Church. Since the lockdown we have had Junior Church on Zoom and it has gone really well. Hopefully this will continue until it feels safe to go back to normal.

The younger children are in their own separate room and the parents share the class with a weekly rotation. There are generally 10 – 20 children at any one time and the topics are in-line with what the vicar is preaching but at an age appropriate level and lots of glitter!



Eric (4) God in a jazzy waistcoat

A bit about St Luke's



The Parish of St Luke's developed with the coming of the railway in 1880. Housing immediately surrounding the church is expensive, which can be a barrier to young people. It may also mean that many people find themselves 'asset-rich but cash-poor'. St Luke's Parish encompasses Kew Village which has a busy feel to it with a parade of shops, sub-post office, several excellent restaurants and cafes.

The Church is a successful conversion of an over-large Victorian building to provide a smaller church and independently run community spaces. Generally, the population of the Parish and the congregations are slightly older than The Barn Parish.

There is one private school in the Parish, The Unicorn school, which visits the Church once annually and we have close links with two residential homes for the elderly.

Congregation - St Luke's has 80 members on the Electoral Roll with around 45-50 attending Sunday Communion plus c. 20 children.





Junior Church and Worship - We have a lively and enthusiastic Junior Church community at St Luke's.

We meet every Sunday during the 11am service with the children in two groups (pre-school and Primary). We follow the theme of the main service in an age appropriate way. Our sessions are hosted by a different family each week, co-ordinated by our two Junior Church leaders. We also have great singalong sessions with our wonderful music leader and regular family services.

Junior Church is involved in a number of events throughout the year including a Christmas play with the Brownies, a nativity and a Summer BBQ. We have also been involved in various 'Churches Together in Kew' events, such as a summer picnic on Kew Green (with a tug of war), an Autumn 'Festival of Light' disco and a film club, which enables us to meet with the greater faith community in our area. Even during these peculiar lockdown days we have managed to keep our Junior Church community together

with weekly Sunday morning Zoom sessions, bringing Junior Church direct into everyone's homes, which has been lots of fun. At the time of writing we are planning to gradually bring back our Junior Church during the Autumn of 2020.

We are an open and inclusive Junior Church and always encourage new ideas. Whilst we have a number of older children acting as servers which retains some children into their younger teen years, going forward we would love to explore what more we could offer for the secondary school age children in our community and this is an area we need to develop. We hope, with the support of our new Vicar, to grow and strengthen our community in faith and love.





Music - St Luke's has a thriving and active church choir of 18 singers. Alongside our Music Director and within the choir, there are three members who regularly share the conducting and help run the choir as a team. They are also able instrumentalists. At least eight singers are usually present at Sunday morning services and they sing an anthem during communion and lead the liturgical singing. The full choir is present on Festival days when we sing a more ambitious anthem and a special mass setting, often accompanied by both organ and other instruments. We have two organists who play on a rota basis and once a month there is an All-Age church band to accompany the All-Age service. Once a term, St Luke's Brownie pack joins the All-Age service for their church parade. A Junior Choir takes part in the Advent Carol service.

The church choir team also runs Kew Community Choir (KCC) which in addition to being great fun, also raises funds for the church. The KCC has 45 regular members, sings both secular and church music, and performs at many community events during the year. The KCC has also performed especially chosen music events e.g. *Joseph and the Amazing Technicolor Dreamcoat* and *Wind in the Willows* which not only raises money for both churches but also brings the community together.

Life Events – There were nine Baptisms at St Luke's in 2019/20 and eight people admitted to Communion. St Luke's also welcomes weddings, however, the numbers of these are small with only one performed in 2020. Our Vicar took 11 funerals in 2019 in church and/or at the crematorium.

Our people and groups

Our Churchwardens – we normally have two Wardens, however one has just come to the end of her tenure and the vacancy is being filled on a temporary job-share basis by two previous Wardens until such times as we fill the post. There are also two Deputy Wardens. This team is vital to the health and wellbeing of our church community and the smooth running of our church. Our Wardens remain in office for four years, ideally with a two-year overlap.

For Services – we have teams of welcomers and servers for Sunday services. Members of our congregation prepare intercessions, do the readings and are chalice bearers.



Church Governance – Our PCC has 18 members and we have an experienced Treasurer and PCC Secretary. The PCC meets every other month.

Other Groups - We have established volunteers as safeguarding officers and running the church rotas for activities such as flowers, coffee, intercessions, etc. We would like more of the congregation to become involved as it often seems to fall to the same people. Succession planning is an on-going challenge.

Social and Fundraising Committee – this group organises social, fundraising events throughout the year such as Quiz nights, Bingo, MacMillan Coffee Morning and the Christmas Fair which raise around £4,500 annually.

The proceeds from these go to organisations chosen by the committee and to the church. In 2019 we supported React, a local charity working to improve the quality of life for children with life-limiting illnesses, and London's Air Ambulance. For 2020 our chosen charities are Pancreatic Cancer UK and Small Steps for Africa, a registered charitable trust, working with small, local organisations across Africa, supporting education and health projects.





Communications – St Luke's has a well-maintained website: www.stlukeskew.org and an active Facebook page: www.facebook.com/stlukeskew. We also have a monthly on-line parish newsletter that goes out to both churches.

Church Buildings - St Luke's Church was built in 1889, following a temporary 'iron church' in Sandycombe Road, to serve the population of the parish with the coming of the District Line. It is unique in that it was one of the few Anglican churches designed by Goldie, Child and Goldie who were primarily designers of Roman Catholic churches. It is built in the Gothic Revival Style. The large Victorian Church in the Avenue was redesigned in 1983 to function as a dual-purpose building: a smaller church in the former chancel area and the former nave and the rest of the building as a community space. There is a small Garden of Remembrance, where ashes are interred.

The areas demised for the community space became a large hall with a kitchen, office space, an upstairs hall and two smaller meeting rooms. The new Marwood Room was a recent addition to the back of the building. The Church and large hall are divided by sound-proof panels which can be folded back to allow the whole building to be used.

We are in a fairly unique position to share our building with the Kew Community Trust (KCT), the local community organisation renting the demised parts of the building. Monday to Friday 9:00am to 3:30pm KCT runs the Avenue Club (www.avenueclubkew.com) which is a social club aimed at the whole community and especially retired and semi-retired people. The club organises a wide variety of classes, outings and services to enhance social activities and wellbeing. Avenue Halls (www.avenuehalls.com) hires the community rooms out to private hirers when not in use by the Club. There is a governing body of 15 trustees, including a representative from St Luke's Church.

The KCT covers the majority share of the costs of running and repairing the building. Whilst this means we do not receive any income from renting out our building, the loss is far outweighed by the financial security of the vast majority of building maintenance costs and administration being provided by the KCT. The KCT also invests in our building, at no expense to us, through capital projects such as the building of the Marwood Room, which has given us another beautiful room to use in our worship.



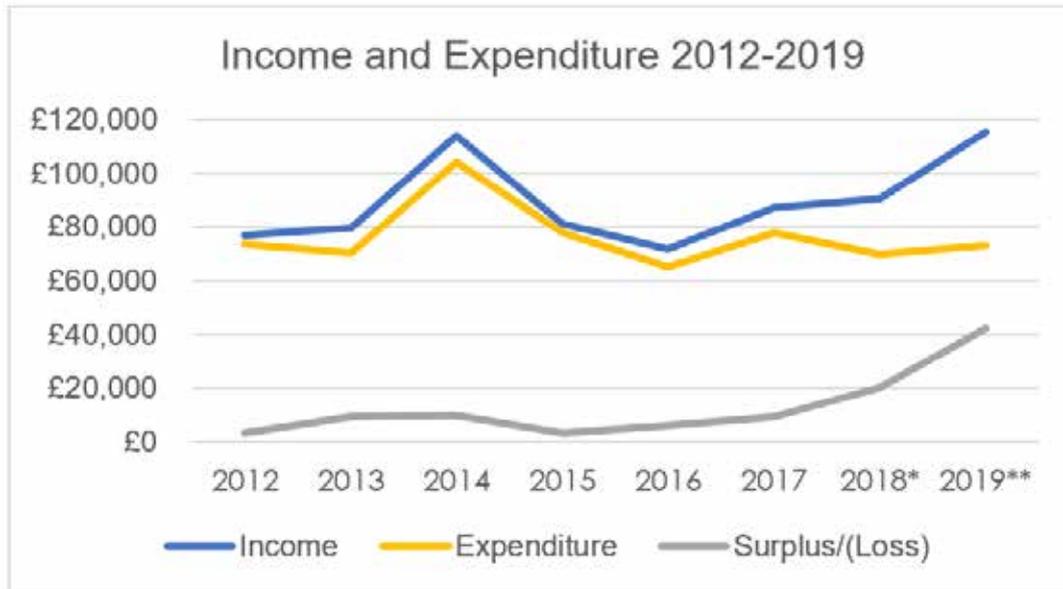
We are very proud of the way in which the Church and the KCT uses the building to give exceptional value to the community. Our previous vicar built a strong and productive relationship with the KCT. There is a real opportunity here to further develop this relationship and for an enthusiastic and inspirational vicar to play an influential role with the KCT in both their and our important work in the community and the wider use of the building.

The Church has exclusive use of the whole building for Sunday services and for fundraising events and use of rooms for PCC meetings and bible study throughout the year. We share the use of the office with the KCT staff.

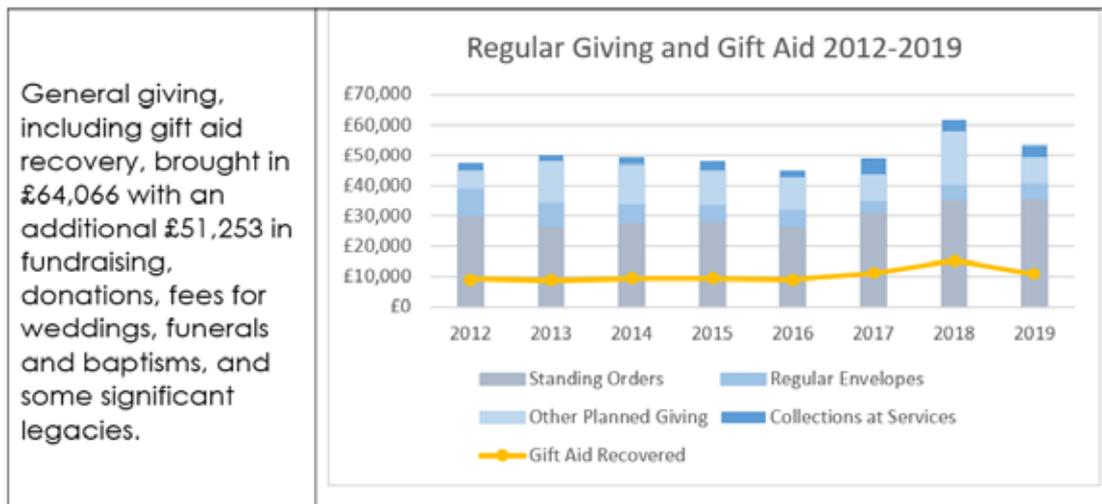
The Vicar and Churchwardens are Trustees of St Luke's House (a former Church School now housing a nursery and several arts and educational projects). St Luke's House is nearby on Sandycombe Road.

St Luke's Finances

St Luke's is in a reasonably stable position in these difficult Covid-19 times. Financially we were slowly growing our assets up to this year, with net assets of £114,754 at the 2019 year end. 2019 Giving included some significant legacies which is affording us a financial buffer and, we hope, will give us the opportunity to invest in our Mission Action Plan in years to come.



*includes gift aid recovery & CAF catch-up **includes significant legacies



The largest item of the expenditure has been the Parish Support Fund. Having held it flat in 2017 and 2018, we felt empowered to increase it for both 2019 and 2020. We have committed to holding it at £48,250 pa in 2021. The key financial risk is that we may be facing a large roof repair or replacement project, majority funded by KCT, which even with our minority contribution could still be a significant cost.

Person specification

The successful candidate will:

Leadership

- Be an inspirational and experienced leader who has the ability to challenge and lead us in our mission;
- Be energised by the prospect of leading two churches, providing each with clear direction to grow in our congregations and within our communities;
- Have the vision and experience of working with children and young people, helping them to engage fully in the life and work of the church;
- Be a visible presence in Kew helping to make our churches open and inclusive for all;
- Develop and lead teams within both churches to develop and nurture skills, encouraging more active contribution from a wider range of members;
- Work effectively and in partnership with other groups and organisations in Kew and beyond;

Theology

- Be a gifted preacher who can help us make our faith relevant in our daily lives and inspire a mixed congregation across all ages;
- Have the ability to bring the scripture to life through delivering services following a traditional liturgy, whilst preserving a sense of informality with a liberal theology;
- Share with us our passion for the importance of music within our worship;

Skills

- Have a positive outlook with excellent communication and interpersonal skills;
- Be compassionate, valuing and understanding the importance of pastoral care;
- Be organised, with a sound grasp of church financial and administrative practices.



Kew Gardens, Palm House

Our next Vicar - thoughts from the congregations of The Barn and St Luke's

During September, we invited members of our churches to respond to the following question: 'What do you think will be the most important qualities for the next Vicar of The Barn and St Luke's ...and why?' The adults submitted their answers anonymously both on paper and online. We looked for the frequency of occurrence of words and phrases in the responses and categorised the attributes listed. Here are the most popular responses:

Personal Characteristics

- Someone with warmth, humour, positivity, compassion, who is practical and sensible;
- A welcoming people person and an excellent communicator;
- Someone who places an emphasis on pastoral care and the ministry of healing;

Wider Community

- Someone who is community spirited and who will encourage us to turn our focus outwards onto the things that matter in society more widely;
- Someone who places emphasis on taking the Christian message out into the community and makes the Church welcoming, inclusive and relevant to the present;
- Willing to visit and work with other churches, The Queen's School, other local schools, local institutions, key interest groups and the Kew Community Trust;

Worship/Faith

- A good balance of traditional services and liberal theology with inspirational and challenging sermons;
- The ability to bring scripture to life and make it meaningful for all ages;
- Supportive of a wide range of music in our worship;

Team and Overall Parish Management

- Committed to, and competent in, encouraging children and young people in their love and learning of Christian values;
- Well organised/strong interpersonal skills/management and leadership skills;
- Build and nurture teams within both parishes, spiritually and managerially, with the ability to give feedback and guidance;

Going Forward

- Someone with new, positive ideas and a real vision to bring more diversity and people of all ages into our churches;
- Someone who will lead and energise the PCCs, inspire and aspire;
- Ability, experience and willingness to guide the churches through difficult times, managing change with diplomacy and courage.

Whilst the total number of responses was relatively small (26%), the qualities sought by the congregation in a new Vicar were thoughtful and clearly align with the views of the PCCs as set out in this profile.

The sort of Vicar our children would like to have

We also asked the young people in our Junior Churches the same question that we asked the adults. Their responses are displayed graphically below.



We are looking for an inspirational leader for our churches; a Vicar who will support us to grow in faith and help us to continue to enrich our communities.

If that sounds like you, we would love you to apply to be our next Vicar and look forward to welcoming you here.