

October 2021

The Parish Church of St Anne, Kew Parish Profile

Registered charity number 1129136



Christ centred • Faithful • Inclusive • Outward-looking

A Welcome from the Churchwardens

Thank you for your interest in considering our vacancy.

St Anne's Church has stood on Kew Green in its various forms for more than 300 years and has earned a significant presence in Kew and beyond. Generations have come to faith and worshipped within its walls and its congregation continues to thrive today.

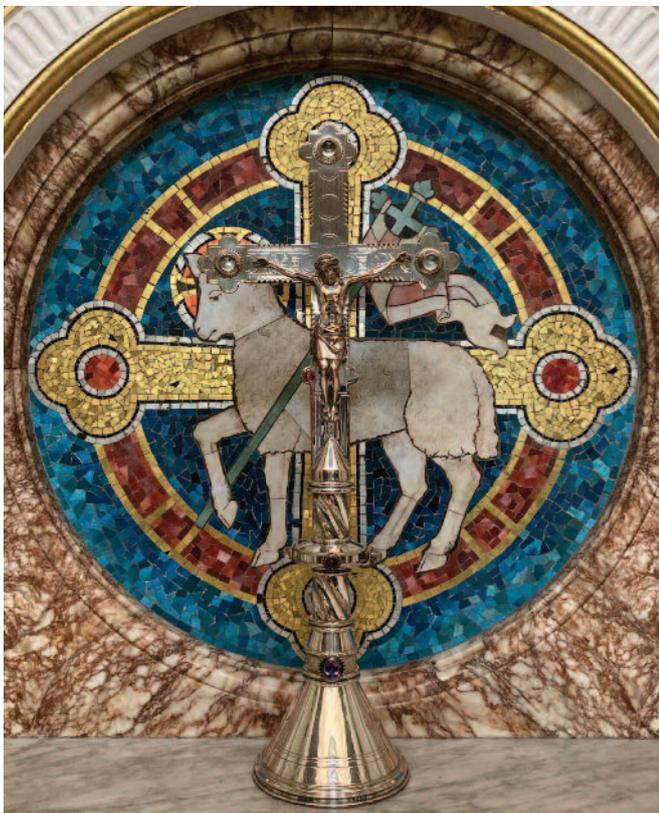
In preparation for developing this Parish Profile we conducted a wide-ranging consultation across the congregation and more extensively. We asked about people's experiences of life at St Anne's and their hopes for our future. This process, which attracted an impressively high level of participation, included a Parish Survey, Listening Posts, and two in-depth Café Consultations.

The thoughtful contributions and deep level of engagement demonstrate a highly engaged congregation who are strongly invested in our future. We have included some of the many key themes that emerged from the wealth of ideas, and have set out the challenges and opportunities they pose. This has assisted us in discerning what we would value in our new priest.

We hope that this profile will help you to consider whether you wish to apply for the vacancy and to discern if God calls you to this place of worship.

Our congregation continues to pray together for the wisdom and guidance of the Holy Spirit for all applicants and those involved in the process of seeking and appointing our new priest.

Cate Lyon and John Mortley
Churchwardens



St Anne's Church

We are an inclusive church that welcomes everyone at all stages of their faith journey. The church building offers a sacred and beautiful space for prayer and contemplation, and promotes a sense of reverence through its services and music.

Since its inauguration as a small chapel in 1714 our church has played a vital part in the development of Kew. It is a Crown living, and its rich history of royal patronage, local dignitaries, artists and parishioners is commemorated in memorials throughout the church and churchyard. Today the quiet formality, distinctive liturgical style and rich musical tradition of our church continues to attract a thriving, creative and committed congregation.



Values and Ambition

Our four adopted values which underpin St Anne's role as a parish church are to be:

-  **Christ centred**
-  **Faithful**
-  **Inclusive**
-  **Outward-looking**

We look to our new priest to teach and guide us on our Christian journeys as we engage further with community outreach and social and climate justice. We have an appetite for variation in the way in which we worship as a church. More specifically we look to offer a wider range of services and greater involvement for the benefit of our community, and to encourage a growth in numbers, especially of our young people who we want to see playing an active part in the life of our church.

Our new priest should have a strong faith with a deep spirituality and share the commitment to our four mission values. They should have excellent leadership skills to guide us and manage change, with the essential ability to work collaboratively and encourage lay involvement. We are looking for a reflective thinker with ambition who can work across our community and the Diocese to engage with the spiritual and social challenges that lie ahead.

Our Congregation

St Anne's congregation is drawn from across Kew and parts of west London. Many are attracted by the particular character and style of worship that St Anne's offers.

St Anne's has an electoral roll of 243. Up to 40 regularly attend the Sunday 8.00am service and around 110 come to the 10.00am service. We are now returning to pre-pandemic attendance levels of weekly worshippers.

A large proportion of our congregation have attended regularly for many years, and we welcome a steady number of newcomers. Each year young parents and their children join us because of St Anne's strong links with The Queen's Church of England Primary School. There is a thriving Junior Church and parents' network.



In addition, St Anne's is open for visitors each morning, and welcomes those who enjoy our Summer concerts and home-made Teas, or who discover St Anne's whilst visiting Kew's Royal Botanic Gardens whose World Heritage Site lies within our parish boundaries.



Worship Tradition and Liturgical Style

St Anne’s style of public worship is firmly based in the eucharistic tradition. At our Sunday sung Eucharist service we follow Common Worship, Order One with eucharistic Prayer B, with a robed choir and sung responses. Our earlier said service offers quietness and simplicity and also follows Common Worship, Order One, but the collect and intercessions are in contemporary language. Our congregation greatly values a discerning and challenging sermon.



Alongside this, there is a keen appetite for variation, innovation and creativity in our worship, music and mission. As a congregation we are highly aware of the need to develop agility and flexibility in responding to the changing needs and expressions of faith for current and future generations of people at all stages of their Christian faith.

We seek a priest who will honour what is essential to us but also guide, support, encourage and hold us together as church as we move towards broader and more adventurous expressions of our faith and mission.

Attitudes to Churchgoing

There are many and varied attitudes to churchgoing amongst the congregation. Some urge a more active mission-based church with a focus on service to the community and social justice, others attend for the sense of fellowship, and still others for peace and renewal before the week ahead.

We seek a priest who can help us to accommodate differing priorities and attitudes within a cohesive congregation.

Discipleship, Study and Prayer

Our weekly bible study group meets in church and online to encourage learning and deepen faith understanding while preparing for the following Sunday’s lectionary readings.

We also run a weekday online morning prayer group, and a rota of welcomers host an open church for private prayer for an hour each morning.

We hold an annual Lent Group course series, usually in conjunction with neighbouring churches, which draws around 50 people. An occasional short study or discussion series is offered during the year.



St Anne's has a tradition of pilgrimages, parish retreats and church quiet days which provide a range of opportunities for reflection and spiritual renewal accessible to all.

We hope to resume these journeys in the near future.

We seek a priest who encourages and accompanies all who seek to explore and deepen their faith and spirituality.

Mission and Outreach

St Anne's contributes generously to the Parish Support Fund, with significant support for other parishes in the Diocese. In addition, each year we pledge 5% of our donated income to be divided between five selected charities, each of which we undertake to support for a three-year term. These represent a mix of local, national and international charities. Each is championed by a member of the congregation and selected by the PCC.

Relationships with the charities are developed through presentations, updates and volunteering opportunities throughout the three-year term. We collect weekly for Richmond Foodbank.

Our Summer Teas and concerts form an important aspect of our mission and offer pastoral outreach for those who need it. A fund-raising lecture series run by the Friends of St Anne's also reaches out to a wider community.

The Social Justice Forum (2015-2018) met under the auspices of the PCC to run twelve workshop sessions using a Franciscan perspective of Learning, Reflecting and Acting to study the refugee crisis. These were followed by Climate Justice sessions, backed up by three public lectures attended by up to 100 people. Distinguished speakers included the Director of the Royal Botanic Gardens, Kew and Brother Sam of the Society of St Francis.

We also enjoyed a well-attended public lecture by Dr Rowan Williams on the Challenge of Affluence. We look to build on our relationship with the Royal Botanic Gardens. We are aware that our commitment to Social Justice and Climate Justice is still at a very early stage and needs encouragement to see it progress.

Mission Action Plan

We set out our strategic vision in our Mission Action Plan, which is usually reviewed each year. The focus for its next revision is emerging out of this Parish Profile, and we have a committed team eager to work with our new priest and the congregation on the development of the future Plan.

Fellowship and Social Activities

Our congregation enjoys social activities run by volunteers. These include a harvest supper, parish picnics and parish breakfasts, as well as our weekly after-service coffee.

Volunteers

Around 100 members of the congregation are actively involved in volunteering in some way to support all that we do at St Anne's. They act as sidesmen, serve at the altar, read the lessons, sing in the choir, arrange the flowers, clean the church and keep it looking beautiful, maintain the churchyard, manage the website, produce the *St Anne's Church News*, serve as sacristans, serve the coffees and prepare the Summer Teas, and act as concert stewards, to name but some of the volunteer activities. Our congregation has a wide range of professional skills and talents.

It is sometimes hard to recruit volunteers for some significant administration and finance roles and we seek a priest who will help us to address this challenge.



Pastoral Support

St Anne's congregation has a longstanding, alert and energetic attitude towards care and contact with one another. A pattern of informal pastoral support has long been characteristic of our congregation.

St Anne's must also go on being a good neighbour, reaching out to those who live in the parish. Such neighbourliness is a practical expression of our four declared values. We recognise the value and work of local community organisations and wish to maintain our strong links with them.

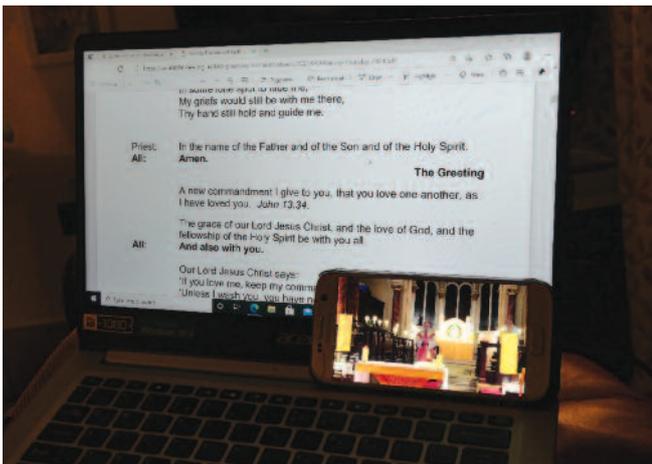
We seek a priest who prioritises the pastoral aspects of priestly vocation and will support our endeavour to develop a pastoral support team within the congregation to offer compassion, contact and companionship for those in need.

Lessons from the COVID-19 Pandemic

The pandemic has brought us suddenly into a confrontation with our fragility and vulnerability and, for some, has led to a re-thinking of lives and habits. For others, the global catastrophe of the pandemic has provoked fundamental questions around God's purpose and our response.

During the long periods of lockdown, as a dispersed congregation, we have at times struggled to maintain a sense of fellowship, with anxieties around loss of cohesion, rhythm and structure and shared worship and communion. However, others were drawn in by the wider reach of live-streamed worship, which allowed us to reach the housebound, isolated and frail. Some people discovered us online and now worship with us in church.

We now have an unprecedented opportunity to broaden our reach beyond the pews and maintain regular contact through livestream, Zoom and social media. We hope to consider hybrid options in the future to sustain as broad a reach as possible.



In the aftermath, the work of repair, restoration and reuniting as a Christian family must begin. In part a re-establishment of familiar ways, but whose purpose is not to take us back to where we were but rather to bring us to where we need to be. To new horizons, fresh ways, new paths and a deepening of faith.

We seek a priest who can help us to learn the lessons of the pandemic, be amongst us as we recover and reunite, and help us grasp the opportunities and new paths that lie ahead. We look forward to working with our new priest to help us identify new and creative channels of communication and technologies that will widen access to worship, and prayer, study and fellowship groups in order to better share our Christian witness within and beyond the congregation.

Lay Involvement and Leadership

There is a widespread call for an increase in opportunities for lay involvement and leadership, and for the discernment and nurturing of vocations.

Currently, morning prayer is lay-led as are some Bible study and faith discussion series.

We seek an enabling priest to encourage and nurture the gifts amongst the laity, support us in discerning God's call in our lives and help us to respond.

Safeguarding

We are committed to ensuring that St Anne's is a safe church and that all safeguarding protocols and practice are in line with diocesan safeguarding policy. We recognise that safeguarding is everyone's responsibility.

Children at St Anne's

Junior Church has flourished with a part-time paid leader. It meets on Sundays, and pre-pandemic had grown to include older children as well as a thriving younger group. It encourages children's spirituality through creative activity and learning.

Climate justice is a key focus and passion for our young people who have worked together on projects such as a 'Letters to a Creation' quilt and planting seeds around Kew. Our children have also produced a Nativity film and a Christmas carol for the Kew community. Christmas services are extremely well attended by families, with congregations of about 450 at our Christmas Eve Crib Service.

We also hold popular annual events for our families with young children and these include the Summer Picnic and the Light Party.

We offer interactive sessions to children aged nine years and over to learn about Holy Communion in preparation for taking a full part in our communion services. Older children and adults who are ready to make their faith commitments come to classes to prepare for confirmation.



Several of the local schools in the immediate area come to St Anne's for Christmas and other religious services and activities, and they also use the parish hall on occasions for their curricular studies.

We acknowledge that the pressures on young families and the increase of Sunday morning activities results in sporadic church attendance, and that our Junior Church is therefore fragile and needs to be nurtured and supported. We are blessed with a committed group of children supported by their families, and we want them to play a greater active part in our collective worship and weekly Eucharist. We are also keen to grow the opportunities for teenagers and young people.

We seek a priest who has a vision to support this call to integrate children and young people more fully into our church life.





The Queen's School

The Queen's Church of England Voluntary Aided Primary School, located in the parish, first had its home within the walls of the church 200 years ago. It was designated 'Outstanding' in all areas in its latest SIAMS and Ofsted inspections. Christian faith and principles are central to the school's values and purpose. St Anne's diocesan and foundation governors have an active and significant role in the school's governance and learning activities. The incumbent at St Anne's holds the role of a governor of the school, and regularly leads collective worship and other special services.

We are keen to further promote strong, positive links between St Anne's and the school for the benefit of the families and young people in the community.

Music

Music plays an essential part in the spiritual, artistic and social life of our church. Our professional Director of Music, who is also our organist, leads the choir who sing at Sunday services and other festivals.

In the context of the Sunday 10am service, the choice of music, including hymns, anthems and great organ music reflects an appreciation of the season in step with the lectionary, and encourages praise, reflection, prayer and thanksgiving. The choir's contribution, through the singing of a wide range of repertoire from plainsong and renaissance polyphony to new music composed specially for the ensemble, is intended to elevate our offerings as we celebrate the Eucharist.

Every year, from May to September, we produce a series of free Sunday afternoon recitals offering an eclectic musical programme to entertain, educate and delight our audience of regular concert-goers, visitors, families, schoolchildren and tourists.

Community arts organisations, schools, choral societies and orchestras enjoy access to our church and share their gifts, strengthening our relationship with communities within and beyond the parish.

Our Youth Choir is run by a volunteer from our congregation, a professional musician who started the group to give our young people aged between seven and 18 years the opportunity to explore a wide repertoire of church music and to take a more active part in the Sunday Eucharist. Choristers are also encouraged to read a lesson as part of their commitment to the service. The choir has taken part in a number of events in the Dioceses of Southwark and London and has sung carols in aid of SPEAR, a local charity for people experiencing homelessness.



Greater Involvement with Local Churches, Deanery and Diocese

There is a call amongst us for greater involvement and partnership with local churches and the Deanery and Diocese. We want to reflect and support diocesan and Church of England initiatives and make greater use of diocesan education and training resources.

Kew is home to four places of Christian worship. St Anne's, St Philip and All Saints (The Barn Church) which forms a United Benefice with St Luke's Church, and our Lady of Loreto and St Winefride's. The churches have forged communication and activity links, joining together as 'Churches Together in Kew' (CTK) www.kewchurches.org.uk. Each of our neighbouring churches has new incumbents and there is a shared appetite for greater collaboration between us through re-energising CTK.

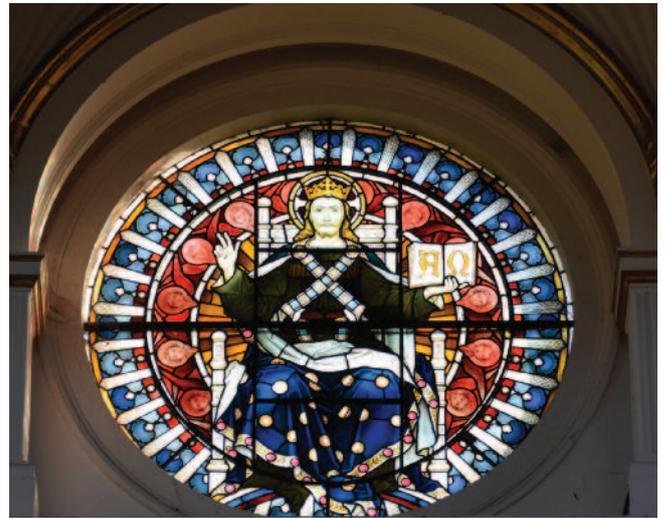
We seek a priest who actively develops links with local churches and has enthusiasm for involvement in diocesan and wider Church of England initiatives on social justice, climate change and other contemporary issues.

Governance

The PCC meets regularly. There are two subcommittees, Fabric & Finance and Ministry and Mission, which also meet regularly and report to the PCC. These subcommittees work closely with our Treasurer and Church Architect.

During the Interregnum a small Interregnum Team was assembled by the churchwardens tasked with implementing all aspects of the Interregnum Plan. Members are drawn from the current PCC and ex churchwardens. The team reports regularly to the wider PCC and communicates progress to the congregation.

We benefit from employed staff who look after the administration of the church and the hall, the Junior Church, and the music and special festivals.



Stewardship

Our congregation seeks to manifest its Christian generosity with committed giving to the church and onward to aligned causes. Adherence to responsible governance and good stewardship includes a planned giving scheme. Our standing orders have remained stable throughout the pandemic. Two thirds of our parishioners give regularly, though at slightly below the average for parishes in the Diocese of Southwark. The parish has no endowment or trust funds, so almost all income must be raised from or by the congregation. Our finances are in good order.

We seek a priest who will support and encourage efforts to increase giving to a level which enables us to broaden and develop our mission.

Use and Maintenance of Buildings

The buildings comprise the church, the parish hall and surrounding churchyard. A number of recent changes, including the re-development of the gallery, have enhanced the function of the buildings through a more intensive and flexible use of space. This has been in response to the need for more and better facilities for worship, activities and learning connected with the church and the wider community. The hall is hired out regularly for a range of activities and the church is booked as a venue for concerts. The range of uses, however, remains severely constrained by the nature of the building and its site.

The fabric of the church and hall are in a good state of repair both internally and externally. All the maintenance and project works carried out on the church over the last 30 years have aimed to enhance the sustainability and environmental qualities of the church while respecting the design and fabric of the original structures.



The Friends of St Anne's

The Friends of St Anne's (FOSA) is a separate registered charity, whose members include non-churchgoers. It is a fundraising body whose purpose is to support St Anne's as a treasured landmark Grade II* listed building and its place in the history of Kew. Through a programme of events and activities FOSA raises significant funds to help maintain, restore and enhance the beauty and character of the external fabric of the church and churchyard.

Accommodation

Prior to the interregnum an agreement was reached with the Diocese on a proposal to sell the current vicarage, which is too large for its purpose and in need of considerable renovation and ongoing maintenance, and identify and purchase a more appropriate property to serve as the new vicarage.

The sale of the current vicarage is underway and the identification and purchase of a new property is being actively pursued by the Diocese and parish.

The new vicarage will comply with diocesan guidelines. It will be a substantial property, in good repair with capacity for four bedrooms and a separate study area. It will have access to a private garden and will be situated within the parish boundaries.

Due to the time required for property sale completion and purchase, we are not in a position to provide further information in this Parish Profile. However, it is our intention to enable candidates to view particulars of proposed accommodation as soon as they can viably be made available. An update will be included in the documents that candidates can access on application.

Communications

We maintain a comprehensive website www.saintanne-kew.org.uk which provides access across the parish and more widely to the weekly *Messenger*, which is also printed. This contains the Order of Service as well as concerts, activities and events information. We also email the weekly *St Anne's Church News* to subscribers. These enable us to attract many from both within and beyond the parish to our festivals and special events.

We use Facebook for our live and recorded services, and Zoom has provided our platform for meetings, especially during the pandemic.



Person Specification

To maintain the best of what we already do, we are seeking a person who:

- Shares our values of being **Christ centred, Faithful, Inclusive** and **Outward-looking**.
- Is committed to excellence in sacramental worship and music and can support the range of traditions within the congregation.
- Cares about preaching and teaching with scriptural and theological perspectives that address our personal, spiritual and social challenges in the context of a world that is both increasingly secular and multi-faith.

To take us forward, we are also seeking a person who:

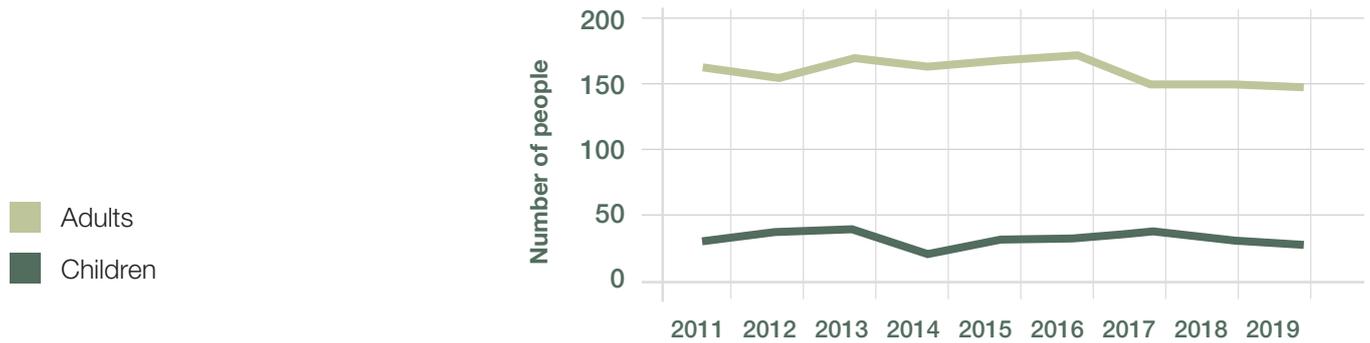
- Has the skills and is committed to bringing about change and challenge in our worship, our Christian living and our approach to social justice.
- Is committed to engaging the laity in ministry of the church and can nurture our involvement with other churches and the diocese.
- Is experienced and eager to engage with children and young people in the life of the church.

Personal Qualities:

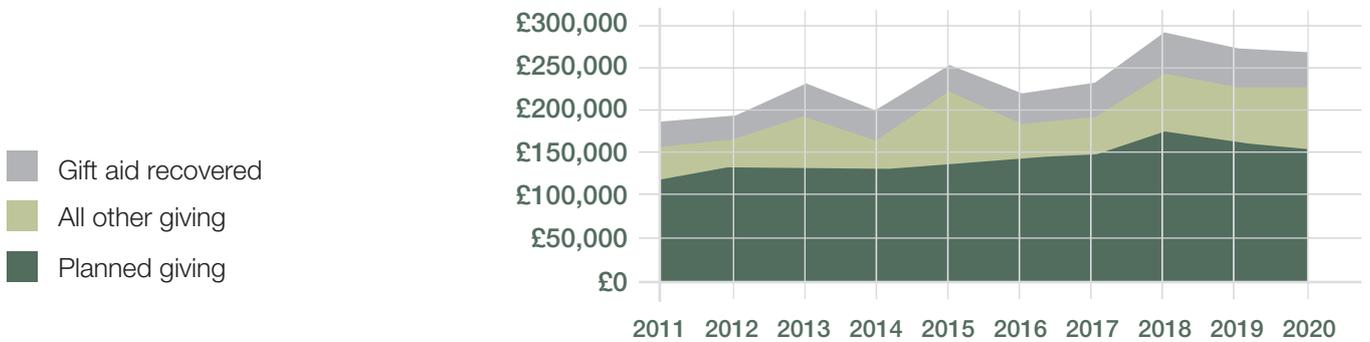
- An individual of deep personal spirituality, with a natural sense of pastoral sensitivity.
- A collaborative, enabling personal style, sharing ministry with laity.
- High energy and a strong work ethic.
- Ambitious for the work of the church across our whole community, both within and outside the church.
- Committed to managing change.
- A profound and reflective thinker who can apply Christian teaching to the secular and personal challenges of contemporary life.

Statistics at a Glance

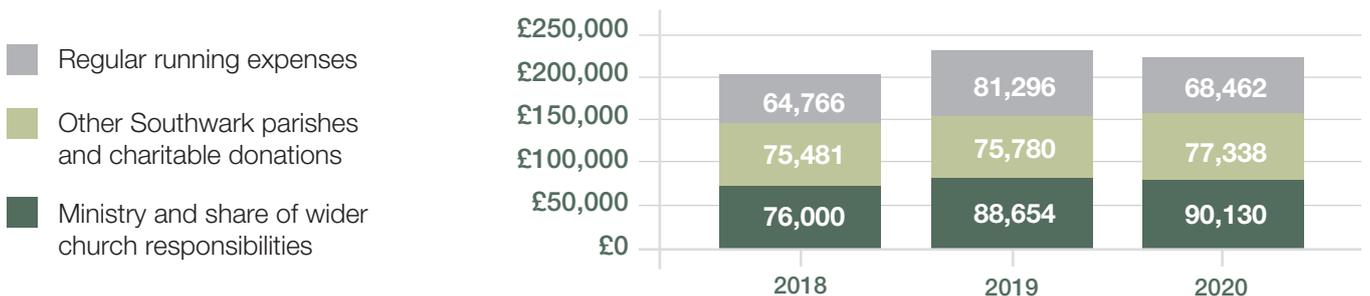
Usual Sunday attendance 2011 to 2019



Donated income 2011 to 2020



Standard expenses 2018 to 2020



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