



Post of Associate Vicar/Pioneer for Community Development & Mission

The PCC of St Mary's Battersea wish to appoint a stipendiary priest as Associate Vicar/Pioneer for Community Development and Mission. The post holder will hold the Bishop of Southwark's Licence. This is a self-funded post by the PCC under Common Tenure. The PCC has guaranteed funding for seven years and the offer of more. In the first instance, the post will be offered for a minimum of five years with an extension to seven being made by mutual agreement in Year 4 of the post.

Background to the Post

St Mary's Battersea is a single-church parish church, serving a geographical parish of about 13,500. The PCC's current vision is as follows:

to be a community which is growing together with God:

a community of *Christ's disciples*, faithful and enquiring;

a community of *love*, hospitable and nurturing;

and a community of *difference*, inclusive and transforming.

Emerging from this, a Mission Action Plan has been developed which at its heart says this: "To live out our vision we will: *form* ourselves as a community of disciples, *tend* the people of our community, *pursue* the common good in our area, *steward* for God the treasure given to us as individuals and as a church, and *nurture* our time and talents." The post of Associate Vicar for Community Development and Mission is being created to assist the PCC and the wider church in its goal of pursuing the Common Good in the parish and the wider community. The PCC also sees new opportunities for mission and evangelism.

St Mary's has, historically, had healthy staffing. This peaked in 2013-15 with a team of three clergy (including a stipendiary curate), two pastoral ministers and a family and children's minister. This team has reduced to one priest (the incumbent), chiefly through natural wastage of departures to retirement and relocation. The PCC recognises that, in order to continue to build its capacity for ministry and mission, new staff members are necessary, particularly a second priest. Alongside the Common Good work mentioned above, this priest is also required to assist in liturgical duties and occasional offices. The current Vicar, Canon Simon Butler, is serving as the Prolocutor of the Southern Province in the General Synod and as an *ex-officio* member of Archbishops' Council. Both posts will last until November 2020 at the earliest. The appointment of an Associate Vicar will enable the parish to continue to operate liturgically in his absence. At the same time, the PCC is restructuring its administrative staff to create a more senior management role which will lift some

administrative burden from the clergy, thus freeing them up to fulfil their vocations as priests to the church and community.

The opportunity to create this self-funded post comes from the generous donation of a member of the congregation, who has found themselves, through personal loss, with a substantial inheritance which they wish to use for the work of St Mary's. Although the donor does not wish to be widely identified and has no desire to 'control' or direct the ongoing work of the Associate Vicar, we intend to keep them informed of the ongoing work as part of our stewardship of their generosity. The PCC will enter into a Deed with the donor to ensure the funding stream is secure for the duration of the post.

The Parish & Wider Community



Battersea Square

Battersea was, until the 1980s, a deprived area of docks and social housing. Since those days, encouraged by the prevailing political environment, the area has become gentrified. Housing is extremely expensive, popular with young, often transient, professionals, and with a growing number of cafes, restaurants and coffee shops. The process of gentrification will continue, within and beyond the parish. Alongside the building of high-density, high-cost property on brown field sites in the parish, the biggest sign of regeneration is the massive Nine Elms Development site to the east of the parish, at the heart of which sits Battersea Power Station. This leisure development and 'destination' is to be surrounded by 16,000 homes (comprising of up to 26,000 people). Much of this property will be unaffordable to those on low or moderate incomes. The Diocese of Southwark has obtained funding from the national Renewal and Reform programme to develop ministry and Christian community in Nine Elms and around. Although not directly related to this particular post, Canon Butler and the neighbouring incumbent of the Parish of Battersea Fields (and his soon-to-be-developed team) recognise the possibility of overlap and mutually-supportive working.

A number of estates lie close to the parish, chiefly the Doddington, Shaftesbury and Winstanley Estates. These are some of the most deprived communities of South London: highly-diverse, with significant levels of poverty, high levels of immigrant and refugee communities. The Winstanley Estate is to receive an injection of £100 million in the coming years, with improvements to much of the low-quality housing promised, but with accompanying concerns and fears about the effect this will have on the community. Some of its residents are to be rehoused in St Mary's Parish. Again, although these communities are not part of the Parish of St Mary's, they do form an important context in terms of the work of community development locally.

The Parish of St Mary's is sandwiched between these high-density parishes and communities, with the River Thames forming the northern boundary. Among its residents, alongside the wealthy, growing number of riverside apartment dwellers, young professionals and a long-standing, historically-stable earlier community, are three estates: the Somerset Estate, the large Totteridge House, and the Surrey Lane Estate (the latter remaining predominantly tenanted).

Prior to gentrification, the Parish of St Mary's was an industrial, working-class community. The remnants of that historic identity is seen in a number of social and community institutions, with which the church has worked over the years, including:

1. The Katherine Low Settlement www.klsettlement.org.uk



St Mary's has a long-standing and warm relationship with KLS, one of the historic Settlement Movement houses. It is now a successful, growing multi-purpose charity, with a focus on fighting poverty in many ways. It works in a number of fields, including children & families, newly-arrived communities, and older people. It also acts as landlord to a wide range of community groups, church groups and charities. The Vicar is currently a Trustee of KLS. KLS will be a great place to learn about the community, develop local networks and partnerships, and where St Mary's can build and develop new opportunities.

2. Caius House www.caiushouse.org

Caius has been a centre for youth work in Battersea for over century. Its origins are in Oxbridge mission work and it retains a significant connection with these roots. Two years ago, it opened a brand new, state of the art home in the parish, with an enviable set of facilities. However, its funding is rumoured to be precarious and its long-term future may be uncertain. Links with Caius have been more distant but we are confident that St Mary's will find a welcome.



3. The Battersea Salesians



The Roman Catholic Society of Don Bosco (known as The Salesians) is an educational order working with young people and schools. Its ministry over 125 years in Battersea centres around Sacred Heart Roman Catholic Church (with which St Mary's has a growing and warm relationship) and the recently-reopened John Bosco College, a Catholic Secondary School. The Salesians have built their international study base alongside JBC, and currently a community of thirteen priests and lay brothers live there with a small convent for (predominantly retired) nuns nearby. The Salesians are enthusiastic about working with St Mary's in promoting the common good in Battersea.

4. Westbridge Primary School

This single-form entry primary school primarily serves the Surrey Lane Estate. Its intake is predominantly Somali Muslim, with Afro-Caribbean and White British children in the minority. St Mary's has had good links in the past, through the former family and children's minister. The Vicar was Governor of the School but resigned two years ago in reaction to poor oversight from the external Trust which runs the School. The School is much improved and there is great potential for partnership.



5. Battersea Park



Battersea Park forms well over half the area of the geographical parish. More significantly it is the major amenity and a popular leisure venue. Managed by a staff cooperative on behalf of the London Borough of Wandsworth, there are a wide variety of sport, cultural and leisure events throughout the year. The church has strong links (the park team manage St Mary's Churchyard) and conducts the annual Armistice Day Service. A highlight of the year is the Annual Rotary Club Christmas Day Lunch, in which 400 elderly Wandsworth Residents are bussed into the park and entertained and fed by a large team of volunteers.

Alongside these obvious partners within the parish, Battersea contains a wide range of other charities, churches and community organisations, new and old, which serve various cohorts of the population. Happily, many of the local professional people express a desire to serve their community (the geography of the parish gives it something of a community feel) and to get involved in charitable work. An honourable mention ought to be made of Thomas's School, Battersea (a fee-paying prep school at which Prince George is currently studying) which is in the heart of the parish. The culture of the School is broadly Christian and there is a strong sense of responsibility to the local community and to ensuring that the children who attend don't simply live in the bubble of privilege in which they are fortunate to find themselves. Parents at the School recently launched LinkUp Battersea, an

organisation now working closely with KLS, to connect professional people who want to serve in charitable ways to the needs of local community groups and charities.

Battersea is a rich ground for community development and there are huge opportunities for an Associate Vicar to discern where the Mission of God and the work of the Kingdom are active locally to join in, and to build community across social boundaries for the sake of the Gospel.

St Mary's Church, Battersea

The site of Battersea Parish Church, originally dating from 697AD, occupies a spectacular site on the south bank of the River Thames. The current church, dating from 1777, is a galleried, porticoed church sitting in a closed churchyard. Hundreds of people pass through the churchyard every day, commuting and for leisure. It is visible, recognised and people feel attached to it. It is the only Grade 1 Listed Building in the London Borough of Wandsworth.



The church has an Electoral Roll of 238 and a Usual Sunday Attendance of between 100 and 140 adults plus up to 25 children. The majority of church members would identify as white middle-class, but there is a significant minority of BAME people. The congregation is both local and gathered and about half the people on the Electoral Roll live in or around the parish. A significant number, however, travel in from across South-West London and beyond. These are typically people who lived locally at some point and continue to worship at St Mary's. The age range is very wide: there are a good number of young families, young professionals (this has been a significant growth area in recent years), single people, married and cohabiting couples (opposite- and same-sex) alongside a healthy number of retired people, often who have lived in Battersea for many years. An area where St Mary's struggles more is in attracting people from a working-class background.

St Mary's is not, and has no desire to be, pigeon-holed into a specific tradition. There is a strong middle-of-the-road element, which forms an anchor point allowing various elements of other traditions to be appropriated. The previous incumbent brought parts of the Catholic tradition with

him, while Simon Butler has his roots in a very generous open evangelicalism, although is himself equally reluctant to be pigeon-holed. *Alpha Courses* work well at St Mary's from the Evangelical tradition, elements of Catholic liturgical practice exist (such as the Holy Week Triduum), and the parish has an inclusive vision rooted in Liberal Anglicanism. The style however is broadly liturgical, formal but human, with only a limited amount of ceremonial. Hymnody appropriates the best of world worship and modern worship songs, from a *New English Hymnal/Sing Praise* base. An Associate Vicar from anywhere on the spectrum from open evangelical to liberal catholic would find a warm welcome, a conducive prayerful community and recognisable points of reference. The parish is a strong supporter of the ministry of women in all three orders but has had limited experience of women clergy on the staff team. Applications would therefore be particularly welcome from women clergy. The parish would willingly welcome a priest in a civil partnership.

Pattern of Sunday Worship:

- 8.30am Holy Communion (Book of Common Prayer) (Attendance: 15-30)
The congregation at this service has tripled in five years
- 11.00am Parish Eucharist (Common Worship Order 1) with Junior Church
(Attendance: 75-110 adults, 10-30 children, higher on baptismal Sundays)
On the 1st Sunday, adults and children worship together. On other Sundays musical worship is led by organ and St Mary's Choir. One Sunday a month usually includes up to 3 baptisms. The numbers attending are stable and there are always first-time worshippers and visitors present. Getting to know people can be a big challenge!
- 6.00pm Currently Varies as below:
1st Sunday: Evening Prayer & Bible Study (Attendance: 6)
2nd & 4th: Choral Evensong & Sermon (Book of Common Prayer) (Attendance: 25)
3rd: Evening Prayer & Guided Meditation (Attendance: 6)
The leading of evening worship is assisted by a loyal and dedicated team of Evensong Ministers, who lead and preach at Choral Evensong

Weekday Worship

- 8.30am Eucharist (Tuesday)
- 12.30pm Eucharist (Thursday)

Pattern of Daily Offices

- 8.30am Morning Prayer (Monday & Wednesday, said privately on Thursdays)
Evening Prayer is currently said privately but could change according to the wishes of the clergy staff

Occasional Offices

Baptisms: say 20 children per year, plus increasing numbers of adults. *Baptism takes place at the 11am Service.*

Weddings: Up to 15 per year. *Divorcees are remarried, after an interview with the Vicar.*

Funerals: 15 per year

Memorial Services: 6-10 per year.

It is the custom of the parish to offer a Service of Prayer & Thanksgiving for a Civil Partnership, while respecting the discipline of the Church of England about blessings.

We also offer simple Thanksgiving Services after the birth of a child, before/in place of baptism.

Staff

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|-------------------------|--|
| Vicar: | Canon Simon Butler |
| Parish General Manager: | Mr David Britten (new post, from early 2018) |
| Parish Secretary : | New Post: Appointment in early 2018 |
| Director of Music: | Mr James Potter (from Lent 2018) |
| Organ Scholar: | Mr Callum Anderson (annual appointment) |
| Choral Scholars: | 4 (annual appointment) |

Lay Involvement

Lay people are involved in many ways: liturgically (e.g. choir, readings, intercessions, leading and preaching at both Evensong and other Sunday services), education & nurture (e.g. Junior Church, home groups), mission & community (e.g. Alpha Course, bell ringing), leadership (e.g. chairing PCC working groups, leading on special projects). Developing lay leadership and ministry is a priority for Simon Butler.

Home, Study & Prayer Groups

Currently three. The parish runs annual Lent Study Groups which attract a larger group of attendees and will be ecumenical with Sacred Heart Church in 2018. Alongside this St Mary's often runs an Alpha Course each year, run in an inclusive, open and questioning way (with the blessing of nearby Holy Trinity, Brompton!). There is a monthly Men's Group, a Book Group and other ad hoc groups.



Parochial Organisations

St Mary's Choir, St Mary's Bell ringers. There are a number of other activities and groups including: flower arrangers, Mission Giving, Christian Aid Week, Children's Society. Thomas's School Kindergarten meets in term time in the church crypt and there are warm relationships there. The PCC meets six times per year and for a Saturday morning in January.

Particular Future Plans

- St Mary's Moorings, a long-standing complex project to refurbish the riverside moorings is likely to take place in 2018/19 which will provide a long-term source of income to the parish. It has been a long-running challenge to get this work completed and a major time commitment for Simon Butler.
- St Mary's will be running a Parish Mission, *FaithWorks 18*, alongside Sacred Heart RC church in the latter part of 2018. The aim is to encourage personal faith development, introduce the idea of evangelism to a congregation who have not been familiar with it, and to re-connect (with our RC friends) in our service to the local neighbourhood.

Further details of future plans to 2020 are included in the Strategic & Implementation Plans forming part of the Information Pack.

The Post of Associate Vicar

There are three elements to the post which will need to be held together in creative and mutually-informative tension. In each area, risk-taking, trial and error and building on existing work are to be encouraged:

- ***Growing New Expressions of Church:*** We are looking for a priest who can act with a pioneering approach to create new opportunities for evangelism and Christian formation. We expect these to create openings for fresh ecclesial communities that appeal to those with whom St Mary's currently finds it hard to connect. Such expressions of church should be contextual, sustainable and created from within a broad commitment to community work, as described below. The successful candidate does not need to have expertise in any specific area but will be a person with a kingdom-theology of mission who can allow their personal skills and passions to draw others towards life in Christ, contextual spirituality, and work of the People of God. The gift of this appointment is *time*: the funding means we are in no hurry to see immediate results in terms of numerical growth driven by performance anxiety. That means you will be someone with an understanding of *missio Dei* who can proclaim the Gospel and build church through investing time and energy into relationships, discerning the presence and work of God in our community, and who brings people together in a manner that creates ways of being church that differ from the more traditional expressions currently within the life of St Mary's
- ***Community Development.*** You will be responsible for developing St Mary's commitment to the Common Good in the Parish and beyond, taking leadership of this element of the life of the parish from the Incumbent and PCC. Working with local partners (see above) and the wider Deanery, you will use Community Development/Organising and other experience and skills to help St Mary's and other churches to respond to the needs of the community (particularly those living in areas of relative deprivation) and provide support to existing work. You will develop targeted, funded initiatives in response to specific needs which you will have discerned through good networking, constructive partnership and prayerful discernment, and you will enable the Christian community to grow in its commitment to the needs of the most vulnerable groups locally. This will include, but not be limited to, work with Refugees and Newly-Arrived Communities in north Battersea. An early task will be to create a programme of work and implementation plan that will win the support of the PCC and provide a way of monitoring and evaluating the developing work.

- **Traditional Pastoral Ministry.** Working alongside the Vicar, you will be expected to take a full part in the liturgical life of the parish as a priest, with specific encouragement to ensure that our liturgy, prayer and discipleship reflect your own areas of ministry in respect of the Common Good. You will also be expected to share responsibility with the Vicar for baptisms, weddings and funerals, and to provide necessary cover for him while he undertakes duties related to his national role. You will undertake some aspect of wider pastoral ministry, chiefly arising from your community development role, ensuring that the staff team at St Mary's continue to get to know the people of the church in a fast-changing congregation.

As a licensed priest in the Diocese of Southwark, the Associate Vicar will be expected to play his or her part in the life of the Deanery, take part in CME, receive spiritual direction (or its equivalent) and other ongoing formation and training, and to make, if desired, an appropriate contribution to the life of the church beyond the parish of Battersea.

The post will be a Common Tenure post, with seven years funding available at the outset. However, it seems likely that we will wish to introduce a review point after 4 years, chiefly to enable monitoring and evaluation of what is a novel appointment to the parish, and the legalities will reflect that. Should this process reveal promise and progress, the post will continue for a further three years.

Working with the Incumbent

Simon Butler has been Vicar of St Mary's for 6 years and is committed to remaining in the parish until at least 2021. He has experience as a Team Rector in a previous appointment in working with colleagues who are of incumbent status as well as in training curates. In shaping this post, he is aware of the importance of creating a working relationship that allows both you and he to lead according to their own style and priorities, within the broad framework laid down by the PCC, its Mission Action Plan and the Canons of the Church of England. He writes this by way of introduction:

"There is so much this new post can bring to our life and mission at St Mary's and the combination of my broadly traditional ministry of word and sacrament and a missional and imaginative colleague will, I hope, bring blessing to us all. The Church is very aware that I need some help in my ministry but, while they interpret that chiefly in terms of time and capacity, I know I work best with colleagues who are self-starters and who bring their own passions to the common endeavour of shared priestly ministry. I'm certainly not expecting a clone— either liturgically or ministerially – but in saying that, I am aware that we will inevitably need to invest some time into establishing and maintaining a pattern of independent and shared ministry that is mutually-supportive, appropriately challenging and encouraging, and where both priests in the parish are seen to be equals in our roles and our service of others. To that end, I have obtained the services of a professional coach, who is a practising Christian, who is committed to help us develop our future working relationship. St Mary's is a lovely community and the neighbourhood is full of fascinating and gifted people. For the right person, this will be a life-enhancing and game-changing piece of ministry for the parish and, the Lord being your helper, for you."

Housing & Expenses

The PCC is committed to housing the successful candidate in appropriate accommodation for their specific needs. St Mary's owns a three-bedroom maisonette in the Parish which could be the right place for some candidates. However, we recognise that it could easily not be. Should this property not be found to be suitable, the PCC will seek a long lease on a rental property for the candidate and his/her family, and the gift to the parish from the donor includes a significant contribution to funding this, which can be combined with other income from the continued letting of the maisonette, to produce a healthy housing fund for the post.

The PCC is committed to funding working expenses in full.

Person Specification

| ATTRIBUTES | ESSENTIAL | DESIRABLE |
|---------------------------------------|--|--|
| Ordination & Pastoral Care | An ordained priest within the Church of England, or a Church in communion with it, or a church whose orders it recognises | An enthusiastic but sensitive pastor within the Church community |
| Spirituality | Someone who has a mature, secure faith in God in Christ, and whose prayer life is both sustaining to self and enriching to others. Comfortable worshipping in a broadly traditional, liturgical context. | Can respond well to spiritualities very different from your own |
| Theological | Able to reflect theologically on their own experience and that of others. | Experience as a reflective practitioner |
| Training & Experience | If coming from curacy, has satisfactorily completed IME; if coming from other forms of ministry, has a track-record of leadership within and beyond the church | Able to organise effectively and to prioritise when faced with multiple demands |
| Mission | Able to show competence and pioneering imagination in community development, evangelism and traditional pastoral ministry. You will be able to identify and respond to new opportunities for mission and be able to work constructively and sensitively where those opportunities cross parochial or other boundaries. | A recognised qualification in community, social, youth work, evangelism or similar |
| Working Style | Able to work well with people from many different backgrounds. Someone whose love and care for people is clear. Is a self-starter who brings their work to the table when with other leaders unselfishly. | |
| Collaboration | Able to work collaboratively and persuasively with other clergy and lay leaders to deliver St Mary's Mission Action Plan. A person who understands and addresses conflict with maturity and self-awareness | A collaborative worker with volunteers and other churches |
| Worship | An inspiring, competent and engaging preacher | An imaginative worship leader |
| Organisation | A good manager of time and diary. | |

HOW TO APPLY

Application Process

Please submit your application by clicking on the 'Apply' button within the advert for this post in the Pathways system, (reference cofe/TP/142/347), registering your details, and completing the Clergy Application Form that you will be directed to. Within your application please ensure that within the section, 'Vocational Personal Statement', you have explained how you respond to the vision for the post.

The **Closing Date** for Applications is **Wednesday 21st February 2018**.

Shortlisted candidates will have an opportunity to visit the parish on Saturday 17th March and to meet Canon Simon Butler by arrangement (enquiries about the role should be directed to him on 07941 552407 or at vicar@stmarysbattersea.org.uk. Simon is very happy to discuss the post with enquirers prior to application.)

Interviews will be held on **Tuesday 20th March 2018** at a venue in, or near to, St Mary's Church, Battersea.

