

Diocese of London, Kensington Area

**A CENTRAL LONDON PARISH  
ST JAMES, NORLANDS & ST CLEMENT, NOTTING DALE  
IS SEEKING AN INCUMBENT**

(female or male) to lead our multi-cultural, inclusive and community-focussed Notting Hill parish. We are a two Church, unfussy, liberal catholic parish; in the south of the parish is some great wealth, in the north are some of the most disadvantaged areas in London. We have a highly respected Community Project, The ClementJames Centre and a popular Church school. We aim to be open and accepting, recognising everyone as an individual creation of God. We are committed to a sacramental style of worship and community ministry.

We anticipate our new Incumbent will:

- have highly sensitive pastoral skills, able to minister to those of all faiths and none, with very effective communication gifts
- have theologically insightful preaching gifts
- have energy and enthusiasm for parish life as a preacher, pastor, teacher and liturgical president
- have the vision, leadership and commitment to carry our congregations forward with spiritual energy, building on existing strengths and developing new areas of ministry
- be an excellent team leader *and* a dedicated team player able to support and encourage lay involvement in the development of the worshipping life of the parish and to work collaboratively with parish and community project staff
- have the essential administrative and financial awareness to ensure the successful ongoing development of the parish

For a Parish Profile and application form contact: Jan Redshaw, PA to the Bishop of Kensington. Email: [jan.redshaw@london.anglican.org](mailto:jan.redshaw@london.anglican.org)  
See also: [www.clementjames.co.uk](http://www.clementjames.co.uk) for the parish profile and further information about the parish. **Deadline for applications: 23/4/10.**



The PARISH of  
St CLEMENT & St JAMES

## **PARISH PROFILE AND FURTHER DETAILS**

### **St CLEMENT NOTTING DALE & St JAMES NORLANDS**

*The Church at worship, witness and work  
in the local community*

#### **The Mission of the Parish**

*To be the Church at worship, a focus for Christian belonging and Christian living, and expressing the love and justice of God in Jesus Christ, with and in the local and wider community. We are committed to a sacramental style of worship, centred on the celebration of Holy Communion as the gathering of the Church as the body of Christ. We strive to be open and accepting, recognising everyone as a unique and individual creation of God. We share the Church of England's commitment to the ordination of women as well as men, and share the values of the Inclusive Church network.*

#### **The Mission of the ClementJames Centre**

*To be the Church in action in the local community, a focus for community identity and participation, and a provider of services particularly for those at greatest disadvantage.*

### **• OVERVIEW OF THE PARISH**

St Clement and St James is a united, unfussy, liberal catholic parish comprising two lively parish churches, a parish school and a thriving community project (The ClementJames Centre). The parish of just over 12,000 embraces the rich variety of London life. In the south of the parish, there is some great wealth, but in the north are some of the most disadvantaged areas in London: this diversity is reflected in the worshipping life of the two Churches. Overall, the parish is an urban priority area with many of the population renting homes from the local authority or from housing associations. People of all races and backgrounds live in the parish and this is reflected in our congregations.

The parish is located in Notting Dale and Norlands, to the west of the lively Portobello and Notting Hill district. The parish has its own Carnival Band and participates in the Notting Hill Carnival each year, with a service in St Clement's Church followed by the carnival procession – a highlight of the year. In touch with the community, both churches are used for the celebration of the baptisms, weddings, and funerals of parishioners. In 2009 these amounted to 27 baptisms, 10 weddings, and 7 funerals.

St Clement & St James Community Project (The ClementJames Centre) has been a key part of parish life and identity for 29 years. The parish believes very strongly that it should seek to serve its local community and reach out to those in most need.

St James's and St Clement's Churches both play host to a number of other community groups and organisations including W11 Opera, I Maestri. Potters House Church and the local Eritrean church; they also respectively provide the meeting place for 'Miss Delaney's' and 'Miss Delaney's Too' – providing local, independent, nursery education. These groups provide regular rental income and contribute to the financial stability of the parish.

### **As a parish we:**

- strive to be open and accepting, recognising everyone as a unique and individual creation of God
- are committed to a sacramental style of worship, centred on the celebration of the Eucharist
- are committed to developing our ministry with children and young people
- are committed to developing existing and new areas of ministry including non-Sunday worship, Christian education and the Living Church Project

## **• BUILDINGS**

St James's Church stands at the centre of its square, looking down Addison Avenue. It is a listed grade II National Heritage Building. The architect was Lewis Vulliamy, and it was built in around 1845. Its chancel was added in 1876 and was designed by Robert Jewell Withers. A number of its original features, such as the stained glass windows, remain. Perhaps the most impressive of these features is the church organ, which has been part of the church since 1895. A major reordering of St James' took place in the 1990s and the organ was restored in 1996. The tower has just undergone repairs, with the parish involved, together with the Norlands Conservation Society and others, in fund-raising for this important local feature.

St Clement's Church was founded in 1860 by the Revd Arthur Dalgarno. Located in the artisan dwellings of Tredgold Street, Dalgarno started a school for the ward. The church site was bought by Dalgarno with his own funds, and he worked there for a number of years without pay. This community spirit remains central to the congregation of St Clement's Church. It is at St Clement's that the parish runs a number of community-based activities through the ClementJames Centre. The building is grade II National Heritage listed and is steeped in an immense amount of social history. St Clement's recently underwent a major reordering and the parish also recently commissioned a new triptych by Mark Cazalet, now hanging in the north transept above the altar to St Clement of Rome. The triptych celebrates the creativity of the Notting Hill carnival as an expression of the creativity of God.

## **• WORSHIP**

Church worship is centred on the Sunday celebration of the Eucharist. The tradition of the parish is liberal catholic, with a modern, unfussed and relaxed formality. There are three Sunday services: 8.00 am Holy Communion (St James's, said, *Book of Common Prayer*), 9.45 am Parish Communion with Sunday School (St James's, sung, *Common Worship*, order one) and 11.30 am Parish Mass with Sunday School and Youth Group (St Clement's, sung, *Common Worship*, order one). There are 232 persons on the electoral roll, with Sunday attendance at the three services numbering between 120 and 150 prior to the interregnum. There is a weekday Eucharist on Wednesdays and a school Eucharist on alternate Mondays. There are also several large joint services each year as well as occasional special services throughout the Church Calendar.

## **• YOUTH WORK**

The parish views work amongst children and young people – in church, school and community – as vital and a key area for further development. For three years the parish had funding for a full-time Youth Worker but this has now come to an end. In 2009 25 lay volunteers ran the Sunday youth programme.

The weekly Sunday School at St James's is organised by a member of the congregation, with a rota of parishioners running activities. In 2009 there were about 20 children attending this group.

At St Clement's there are two Sunday groups – Group No 1 for over sevens and Group No 2 for the under sevens. They are also led by the laity. In 2009 there were 29 children and young people attending these groups.

Clergy support the Sunday School activities at both Churches by offering help with ideas and materials for activities. There is a Children's Committee and the new Incumbent would Chair this

group. Other youth activities that have been run in the parish include 'Faith and Film' events, weekends away, drop-in sessions, regular confirmation classes in both the parish school and in the churches, and regular school assemblies.

In 2008 the parish also piloted a 'Living Church' programme at St Clement's Church working with local primary schools. Classes of children came out of school for a morning to learn about the Church and its worship. This was a vibrant and exciting collaboration with local schools which encouraged tolerance and understanding between different Christian denominations and different faiths. We are looking to renew and develop this programme in the future.

## • OTHER PROGRAMMES

During the year the parish runs Advent and Lent courses (both daytime and evening), Confirmation classes, informal Bible studies, and an annual study day. It also runs one-off programmes periodically - for example a book group. A new 'servers' guild has been formed for young people and adults in both churches and there are 13 young people in it. The parish has run courses for adults exploring the Christian faith in the past and proposes to provide this again in the future. We are also planning other occasional Sunday evening services and events.

Good ecumenical relations are maintained with the local Notting Hill Methodist Church and St Francis of Assisi Roman Catholic Church (including shared outdoor worship on Palm Sunday), and through active participation with Churches Together in Notting Hill (including an ecumenical procession on Good Friday).

## • ST CLEMENT AND ST JAMES PRIMARY SCHOOL

The Parish has liturgical and pastoral responsibility for the one-form entry St Clement and St James Church of England VA Primary School, with nursery. The clergy conduct weekly services at the school and prepare older children for Confirmation. The vicar is an ex-officio governor. Within the parish bounds there is also the Avondale Park Primary School, the St Francis of Assisi RC Primary School, and the Thomas Jones Primary School, and three independent schools (Norland Place, Tabernacle, and Walmer Road schools).

## • PARISH STAFF

The new Incumbent will be supported in her or his ministry by the current stipendiary Associate Vicar (Revd Dr Keith Riglin), the self-supporting Associate Priest (Revd Mary Clarke) and by two part-time employees (full time in the office as both posts are shared with the community centre) – Helena Sannum (administrator) and Georgina Cox (finance officer).

The parish has previously been a training parish. In the future we envisage either a full-time curate in training or a house-for-duty clergyperson supporting the Vicar. The congregation also includes a University Chaplain (Revd Andrew Willson) who occasionally leads worship - for example during clergy holiday periods or at festivals.

## • SUPPORT THROUGH TRAINING

There will be opportunities for national training and training via the Diocesan Continuing Ministerial Education. We also offer in-house training, through the ClementJames Centre: the Pacific Institute Investors in Excellence training programme. There are other in-house training opportunities for the team which are shared with the Community Centre, including an annual team-building day.

## • PAROCHIAL CHURCH COUNCIL AND LAY INVOLVEMENT

There is a joint PCC for the Parish with four serving Church Wardens, two from each Church. There is also a very active and strong Finance Committee which was formed in 2009 and which meets every 6 weeks and a Children's Committee (which meets more sporadically and needs

development). There is good lay involvement generally in the life of the parish and with the leadership of a new Vicar we anticipate further growth in this area. Two members of our congregation have gone into ordained ministry in the last few years and we currently have a member of the congregation exploring her vocation.

- **FINANCES**

The Finance Committee currently comprises the Associate Vicar, the Treasurer, the Finance Officer and four members of the congregation. Like many parishes, we have seen a dip in giving during the recession and the interregnum has had a further impact. We are also currently paying for an Associate Vicar from Parish funds. The Finance Committee has taken a number of steps to restore more stability including securing further rentals of our Church buildings to maximise their use and initiating a stewardship campaign.

- **THE CLEMENTJAMES CENTRE**

St Clement and St James Community Project (now known as The ClementJames Centre) works together with the Parish to be 'the church in action in the local community'. The ClementJames Centre is an independent charity with a team of 14 paid staff led by the Chief Executive (Clare Richards). Its staff may be of all faiths or none. However, just as the parish supports the centre in its reaching out to a multi-faith community, the centre staff regardless of their faith, all support the work of the parish. For example, they attend the annual Carnival Mass and the weekly community lunch.

The ClementJames Centre is based at Sirdar Road, also home of the Parish Office and parish staff team. It is a busy site with over 200 users coming and going each week. The ClementJames Centre was founded by the parish twenty-nine years ago to serve the people of Notting Dale: the poorer district of Notting Hill.

The Centre runs a Community Education Programme which includes 'Communicate', an English Language Programme for refugees and asylum-seekers; an after-school study support club for 250+ children and young people, often with special learning and behavioural needs; a mentoring programme matching young people with university students; and a specialist FOCUS programme for local primary and secondary schools. Our Summer holiday programme concentrates on Carnival and the designing and making of costumes. The ClementJames Centre also offers a Community Shop (currently led by a volunteer parishioner) providing food, clothes, household goods and toys at token prices to those on low or no incomes and holds one-off events such as Quiz Evenings.

The work at the ClementJames Centre is carried out by a dedicated team of professional, paid employees, led by a Chief Executive and a Trustee Board. The Vicar is an ex officio member of the Trustee Board and also provides ongoing pastoral care to the staff of the Centre. It has been the tradition (and is one we wish to continue) for the Incumbent and the Chief Executive to support each other in realising the vision of the parish and community centre mission statements. There is a joint weekly meeting of the parish and ClementJames centre teams which the Vicar attends.

- **FUTURE MINISTRY**

St Clement and St James Parish has been in interregnum for almost a year. We are now seeking a Priest (female or male) to lead our community-focussed, thriving, dynamic west London parish. We are looking to appoint someone with vision and strong leadership skills who will relish the challenge of running and developing a diverse, multi-cultural and inclusive parish, building on its current strengths and identifying new areas of ministry.

As a two church parish in an area of cultural and religious diversity we anticipate a vicar with highly sensitive pastoral skills able to minister to those of all faiths and of none and who is also committed to carrying our two congregations forward with renewed spiritual energy. As the Vicar is also an ex officio member of the Trustee Board of the ClementJames Centre, the parish would not envisage the appointment of a vicar not fully committed to the ethos and objectives of the Centre and to active participation in its governance and life. This, together with work based in a busy Parish and Centre office (with clergy colleagues, part-time parish finance and administrative officers as well as the

pastoral needs of the Community Centre staff team), anticipates a priest with a commitment to and energy for very active parish ministry. **We therefore anticipate our new Incumbent will:**

- Be a spiritually inspirational and pastorally sensitive leader of our parish, with theologically insightful preaching gifts, and able to exercise initiative with vision and sound management
- Be energetic and enthusiastic about all aspects of parish ministry, including as preacher, pastor, teacher, liturgical president and leader in mission
- Be a dedicated team player, with excellent interpersonal skills and able to work with others across the parish and community centre
- Have the necessary administrative and financial awareness to take responsibility for overseeing the sound and effective administration of the parish and to manage two part-time parish staff
- Be highly self motivated, able to prioritise and identify tasks and plan for the long and short term
- Be committed to ministering to both the congregation and the wider community including those of all faiths and none and to building partnerships and liaising with external organizations in the wider local community
- Be computer literate and possess excellent written and verbal communication skills

**We have identified some areas of ministry for possible development by a new Incumbent. These include:**

- Building on existing youth work and creating new youth opportunities in the parish
- Increasing Sunday communicant numbers and developing Sunday and non-Sunday worship
- Running a stewardship campaign both to strengthen finances and to build up our worshipping community
- Exploring new ways of deepening our spirituality and faith
- Strengthening existing lay involvement in worship and in parish life generally, looking at new ways to develop it further
- Mid-week worship – this has been growing steadily and we are looking to explore ways to develop this further
- Witness to and social mission in the wider community including: The Living Church project – this is an exciting collaboration with local schools that needs the leadership of an Incumbent to thrive; developing other Christian education, for example, through running a new study programme for parishioners and those interested in joining the congregations

**We also welcome and are open to the gifts and experiences the successful candidate will bring to our parish.**

**Accommodation:**

The Vicar will be housed in a 4 bedroom vicarage with small patio garden, meeting the Diocesan requirements for clergy housing.

**Further information:**

The Parish Office is based at 95 Sirdar Road, London W11 4EQ; telephone 020 7221 3548.

Please do visit the parish website <http://www.clementjames.co.uk/parish>. If you would like to apply for this Incumbency please contact the Bishop of Kensington's office for an application pack: [jan.redshaw@london.anglican.org](mailto:jan.redshaw@london.anglican.org)

Deadline for applications: **Friday 23<sup>rd</sup> April 2010**