

*All Saints' Belvedere*

# PROFILE

2024



*“For where two or three are gathered in my name, there am I among them.”*

*Matthew 18:20*

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# WELCOME

*“So then, welcome him in the Lord with great joy, and honour people like him”*

*Philippians 2:29*

## WELCOME

.....  
Welcome to our Parish Profile, which we pray will serve as a guide in helping you towards deciding if All Saints’ is the place for you to continue to grow and develop in your ministry.

The Parish Church of All Saints’ is intimately tied up with the history and development of Belvedere, and over the years has been at the centre of ‘village’ life. Many families who have since moved away still maintain links with the Church. This provides opportunities for mission today and the need to liaise with other parishes.

As you read through this profile, we hope that you might prayerfully consider whether God is calling you to take on a key role in the next chapter of All Saints’ life. The role is a challenging one, but we know that, for the right person, it has the potential to be deeply rewarding. We are certainly excited about what God will have in store.

Parochial Church Council of All Saints’ Church, Belvedere

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*“All God’s people here, send their greetings.” 2 Cor 13:13*

# THE PARISH

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The Parish of All Saints, Belvedere is situated in the residential northern side of the London Borough of Bexley, between Woolwich and Plumstead to the west and Dartford and Erith to the east. The Parish is approximately one square mile in area, and the Church is situated centrally in the area known as ‘The Village’ or Upper Belvedere.

There are approximately 3,600 dwellings, mainly houses and bungalows, but also several sheltered housing schemes, blocks of flats, a centre for people with learning disabilities and a fire station. The population is about 10,500 with 21% being under 16 years and 15% being over 65yrs. The parish is 25.4% ethnically diverse.

There is no industry in the Parish. The only employment is generated by local businesses. Many residents commute to London to work. However, 14% of adults in the parish receive key out-of-work benefits and 13% live in social housing. Child poverty is stated to be 23% (Church Urban Fund 2012).

Belvedere is well served by public transport including a railway station which runs directly to Central London. The nearby Abbey Wood station is a terminus for the Elizabeth Line and provides direct links to Central London and Heathrow Airport in around 1hr.

‘The Village’ has three local supermarkets, a sub post office, take-away food outlets, cafe, public houses, hairdressers, newsagents, florists, a couple of restaurants, two chemists, a dry cleaners, funeral directors, charity shops, etc, all situated along Nuxley Road and Albert Road.

There is a small library, recreation ground and a small park with a water park nearby. Franks Park and Bostall Woods are 15 minutes walk away and River Gardens a 10-minute bus ride.

There are dental and doctors surgeries within a short walk. Lessness Heath Primary School is close by and there are two private nurseries.

Our local churches of other denominations include: Belvedere Baptist Church and the Free Grace Baptist Chapel, both on Nuxley Road and the smaller Congregational Church and Methodist Church, both located on Picardy Road.

Belvedere Social Club is situated in Nuxley Road and Belvedere Sports and Social Club in Woolwich Road.

In nearby Erith there is The Exchange which is a new arts hub along with the Playhouse which puts on plays by local dramatic societies, and there is also a leisure centre along with a further one in Crook Log Bexleyheath.

Trinity School, Bexley's Church of England Secondary School, is situated on the edge of the parish and there are several other schools providing secondary education within a five-mile radius, as well as Bexley College of Further Education.

The Erith Brook Street Cemetery is partly situated within the parish; Hill View Cemetery at Welling is a 15-minute drive and Eltham Crematorium at Falconwood is a 20-minute drive.

The two main hospitals serving the local community are Queen Mary's at Sidcup and Queen Elizabeth at Woolwich, the latter having an Accident and Emergency department. Residents of Belvedere may also be admitted to Darent Valley Hospital near Dartford or the Blackheath Hospital.

We have an excellent local hospice, the Greenwich and Bexley Cottage Hospice, situated on Bostall Hill, just outside the parish, a 5-minute drive away.

Bexley Borough is fortunate in having a number of extensive open spaces, including Danson Park, Hall Place, Foots Cray Meadows, Sidcup Place and Lesnes Abbey.



**"Every person who walks through our doors is important to us, so if you ever feel like just another number, we're doing something wrong and I give you permission to tell me about it."**



*“When you come together, each of you has a hymn, or a word of instruction, a revelation, a tongue or an interpretation. Everything must be done so that the church may be built up.”*

*1 Corinthians 14:26*

# WORSHIP

Our Worship style can be described as Central Choral Eucharistic-based; however, it should be noted that we have people of all traditions who worship with us: Catholic, Pentecostal, Evangelical, Liberal, Congregational, Methodist and Baptist.

Vestments are worn by the clergy and the choir is robed. Incense is not used. Services use both Common Worship and the Book of Common Prayer. Although all our services are attended by people of all ages, the 10.00am service on the 2nd Sunday is particularly less formal in character.

## **Our Regular Services**

Sundays	8.00am	Holy Communion	Book of Common Prayer
	10.00am	Holy Communion	Common Worship
2nd Sunday	10.00am	Community Worship	(No Communion)
	4.00pm	Holy Communion	Common Worship
4th Sunday	4.00pm	Evensong	Book of Common Prayer
5th Sunday	10.00am	Service of Healing and Wholeness	
Wednesdays	9.15am	Morning Prayer	Common Worship
Thursdays	10.00am	Holy Communion	Book of Common Prayer

Refreshments, which includes fresh filter coffee, biscuits and often home made cakes are served in church after the 10.00am services on Sundays and Thursdays.

## **Baptism**

We have a welcoming and open policy and initial requests are taken by our administrator. Our position is that godparents must be baptised but we are happy to also have 'sponsors' as well as godparents. Families are encouraged to attend a couple of services if they have not been before.

Baptisms take place either during the 10.00am Sunday Morning Service or more often than not afterwards at 12.15pm.

## **Marriages**

All Saints' is a popular venue for weddings. All Saints' encourages blessings of civil marriages and renewal of vows. All Saints' has conducted marriages after divorce and follows the House of Bishops guidelines when considering such matters.

## **Children's Worship**

We are proud at All Saints', following a hiatus beginning in 2022 to have recommenced a Sunday Club for children aged 4-11yrs. This is held on the first Sunday of each month and typically follows the lectionary where we encourage the children to show off what they've learnt to the congregation towards the end of the service.

## **Multicultural Service**

All Saints' Belvedere is blessed with a diverse congregation which continues to grow. We started a Multicultural Service 14 years ago, usually held in June or July to celebrate that diversity where the congregation attend wearing national dress and read or lead prayers in different languages. This is considered one of our key annual services and is followed by a bring and share lunch in the Church Hall where a variety of national dishes are served.

## **Occasional Offices**

Baptism, Confirmation and Marriage preparation are at the Incumbent's discretion. In 2022, 20 Funeral Services were taken. There were 19 Baptisms and 1 Marriage.

## **Music**

The church has a strong tradition of choral music with organ and robed choir\* that has been affiliated to the Royal School of Church Music (RSCM) since 1978. We currently have one of the largest choirs in the area, with membership comprising of 12 Choristers aged

16 and under, 2 student choristers currently at university and 9 regular or part-time adult Choristers.

We have recently opened up a separate group for very young singers in Reception and Year 1, and the first cohort are taking part in Friday practices on a regular basis. (*\*except in summer when it's really hot, and for Community Worship on the second Sunday, when we wear our choir t-shirts instead*).

Choristers are offered a broad musical education using a range of resources including the RSCM's Voice for Life scheme and Trinity graded theory workbooks. Among our members there are currently 4 who hold the RSCM Bronze Award, 2 with Silver and a Gold Award Chorister.

The group is lively and committed with a strong drive to encourage and enhance the worship in our church and we are also able to call on friends from the Leoa Academic Male Voice choir to augment our numbers for special events. All our members are encouraged to attend local and area choir events appropriate to their age and experience whenever possible, some of which are arranged by the Director of Music in collaboration with colleagues across the Rochester and Canterbury RSCM areas.

A mix of traditional and contemporary hymns appropriate for our congregation is chosen by the Director of Music from "Complete Anglican Hymns Old and New" to reflect the weekly, seasonal and festival lectionary provision. We have two regular volunteer organists for Sunday morning services, and a third who plays for Evensong on the fourth Sunday, but on occasions when we are unable to have an organist, the director of music produces a CD of the hymns to support the congregation's singing. Our current communion setting is the "Mass of St Thomas" by David Thorne, which is well known and sung confidently by the congregation.

## **Attendance**

There are 86 people on the Electoral Roll, 44 of whom are resident within the parish and 42 non-resident. The average weekly attendance over all Sunday Services is 73 adults and 15 children. There is a wide age range in the church from babies to 90+

Longer term historical attendance statistics can be found online at

<https://allsaintsbelvedere.co.uk/mission.pdf>



## Growing New Disciples

All Saints' is proud to have been a placement parish for those exploring their calling. In the last 11 years our parish has trained 4 to ordination and another as a licensed lay minister. We have a lay member who is exploring ordination and other members of the congregation who have undertaken a deanery led Christian Leadership Course.

Since 2006 All Saints' has presented over 120 candidates in our annual confirmation service. In 2023 despite the challenge of being in a vacancy, 4 candidates were prepared and presented to the bishop in 2023. This is therefore something that we're incredibly proud of and a heritage that we aim to continue.





VISION



MISSION



VALUES

*“With this in mind, we constantly pray for you, that our God may make you worthy of his calling, and that by his power he may bring to fruition your every desire for goodness and your every deed prompted by faith.” 2 Thessalonians 1:11*

# OUR VISION AND VALUES

At All Saints’ we consider our values as; being **prayerful, welcoming, listening, caring** and **nurturing** as the basis of our vision of being a **worshipping, invitational, inclusive,** and **growing** church that shares the good news of Jesus, that nurtures faith, and that serves the community in Belvedere and the world at large.

This directly feeds into our mission which is to strive to achieve our vision by identifying new and innovative ways to improve our pastoral care of all people, to continue to offer specific opportunities for prayer, worship and learning together, to encourage community engagement through social events and activities for the benefit of all, and to look to grow our resources.

We have informally set ourselves a number of goals, some of which we’ve achieved such as running a Stewardship Campaign which resulted in an increase of around 30% on our planned giving, however, since Covid there has been a reduction in planned giving and regular attendance.

We recognise the need for support in continuing to achieve our goals which in summary focus on growing in lay ministry, children’s and youth work and a real drive to grow in all directions such as membership; maturity; service; age range and community engagement and communication.



*“He is the one we proclaim, admonishing and teaching everyone with all wisdom, so that we may present everyone fully mature in Christ.” Colossians 1:28*

# OUTREACH AND FELLOWSHIP

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The Church is open Mon to Wed mornings for 1-2 hrs for visitors to look around, light a candle, say a prayer or have a drink and chat with the volunteers that staff this.

In addition to a Lent Bible Study group, we have held other study groups during the summer period and in the lead up to Advent.

Special Services and church activities are advertised by posters on the Church and Hall Notice Boards.

Our predominant online presence is via our active Facebook group page where we share information and news. We also live stream and then publish our Sunday 10am service and where possible 10am Thursday too. We have regular live viewers and also those who watch later on catch up. We do have our own domain [allsaintsbelvedere.co.uk](http://allsaintsbelvedere.co.uk) which currently redirects to “A Church Near You”. It is our aspiration to develop it further to meet the needs of an ever growing online world.

Throughout the year social and fundraising events take place including Bring and Share Meals, Harvest Lunch, Fish and Chip Dinner and Quiz nights.

Two key events are our Summer and Christmas Fayre and more recently a lighting of our outside Christmas Tree which draws in the community with complimentary mulled wine, hot chocolate and mince pies and carol singing by our choir.

For the past two years we have been blessed to host Lessness Heath Primary School for special services leading up to Christmas for students who are exploring Christianity as part of their education which resulted in some 300 students coming through our doors. We hope to continue to grow our engagement with our local schools.

### **Uniformed Organisations**

There are a number of Guiding units for girls aged 7yrs to 14yrs who meet at All Saints Church Hall during term time. The Scouts, whilst they don't use the hall, are based locally.

### **Parish Magazine**

The Parish Magazine is created and printed in house for the first Sunday of each month and includes an open letter from the Vicar. A copy is available online at

<https://allsaintsbelvedere.co.uk/ASPM.pdf>

### **Ecumenical mission and community engagement**

All Saints' is a member of the "Churches Together in Belvedere". For a variety of reasons including changes to ministry teams, there has been a hiatus in activity for a while now, however, the opportunity to revive the venture does exist.

Local Schools hold Remembrance and Carols Services and the Incumbent is occasionally invited to take assemblies.

All Saints' actively supports both financially and practically the following organisations:

Christians Against Poverty, Bexley Winter Shelter, Bexley Food Bank where our Harvest donations are sent, Christian Aid and The Children's Society.

Church members run a Coffee Morning in the Church Hall every Friday with a 'nearly new' stall, books and bric-a-brac. Proceeds go to charities as agreed at the end of each year.

As well as the Coffee Morning, other laity-initiated and self sustaining activities include an Art Club which is really thriving and meets weekly and often items they create are sold during Summer and Christmas Fayres.

### **Community Payback Team**

All Saints' hosts a local community payback team run by the Probation Service. Operating out of the Church Hall on Monday and Tuesdays we provide an opportunity for the rehabilitation of up to 20 offenders through community service. Their predominant role is to manage the upkeep of the Church, Hall and during the vacancy the vicarage grounds.



*“In him the whole building is joined together and rises to become a holy temple in the Lord.” Ephesians 2:21*

# THE CHURCH

.....

The Parish Church of All Saints is a Grade 2 listed building. The Nave was built as an interdenominational chapel in 1853 by order of Sir Culling Eardley, Bart. The chapel was dedicated as an attachment of St John, the Parish Church of Erith, in 1856 and consecrated as a Parish Church in 1861.

Built of brick faced with flint and a slate roof, the church is set in well-maintained grounds with a perimeter flint wall. The church seats approximately 300 people.

Recent refurbishments include a new heating system, new electrical and lighting system and works throughout the church's fabric.

We have a dedicated children's area in the North Transept which we are continuing to develop.

There is still a lot to be done to keep this Grade 2 listed property in a good state of repair. This includes maintenance to the roof.



*“As you enter the home, give it your greeting.” Matthew 10:12*

# THE VICARAGE

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The vicarage is brick faced and is fully central heated. It has been recently fitted with secondary glazing.

The vicarage was built at the same time as the church and stands in its own grounds between the church and the church hall.

The ground floor consists of a large corner lounge and French doors leading onto a terraced garden, small dining room, kitchen, cloakroom and toilet. There are five bedrooms (three double and two single), a bathroom and a separate toilet on the first floor. There is a spacious study on the ground floor accessed via the hallway as you enter the front door.

The garden is large and has been used to hold garden parties and other events. It is a well stocked with bushes and trees to maintain privacy around the perimeter. The garden includes lawns, flowerbeds, vegetable plots and a greenhouse. Access is via a side gate which can be secured.

The property also boasts separate outhouses which incorporate a shed and small garage. Access to the drive is via Nuxley Road which is fitted with a bar gate.

The Vicarage is over 150 yrs old and along with the church hall next door, is situated on a large plot of land that it is acknowledged can be challenging to manage.



*“From one man he made all the nations, that they should inhabit the whole earth; and he marked out their appointed times in history and the boundaries of their lands” Acts 17:26*

# THE CHURCH HALL

.....  
The hall is situated the other side of the vicarage and was built in 1957 with contributions from church members and parishioners. It is used extensively by community groups and has regular hire contracts with a dog-training group, a Karate Club, a Tai Chi group, the local Women’s Institute and a Kettlebell Fitness group. Rainbows, Brownies, and Guides also meet in the hall each week. Otherwise it is available to the public for ad-hoc private functions.

The church has the right of use of the hall whenever necessary such as for PCC or other meetings. It is also used as a polling station during elections.

There is a booking secretary and a caretaker. Disabled access and toilet facilities are available, and new heating was installed in 2010.

A new kitchen is needed and fundraising efforts are currently ongoing to pay for renovations.

Recognising the size of the land that both the vicarage and hall sit on, there is always a possibility for redevelopment in the future.



*“Let everyone be subject to the governing authorities, for there is no authority except that which God has established.” Romans 13:1a*

# GOVERNANCE AND ADMINISTRATION

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Our ministry team currently consists of a retired canon who has bishops’ permission to officiate, our licensed lay minister and a lay member of the congregation who has completed an approved diocesan course with permission to give the occasional sermon.

We have a part time paid parish administrator, who works 3 mornings a week in the Parish Office which is based in the church. She is also our disclosure officer managing the DBS checks.

In addition to the two church wardens, the PCC which includes a nominated safeguarding officer, All Saints’ is blessed to have a healthy range of volunteers who help keep the building and grounds in good order, including, gardening, brass cleaning, and flower arranging.

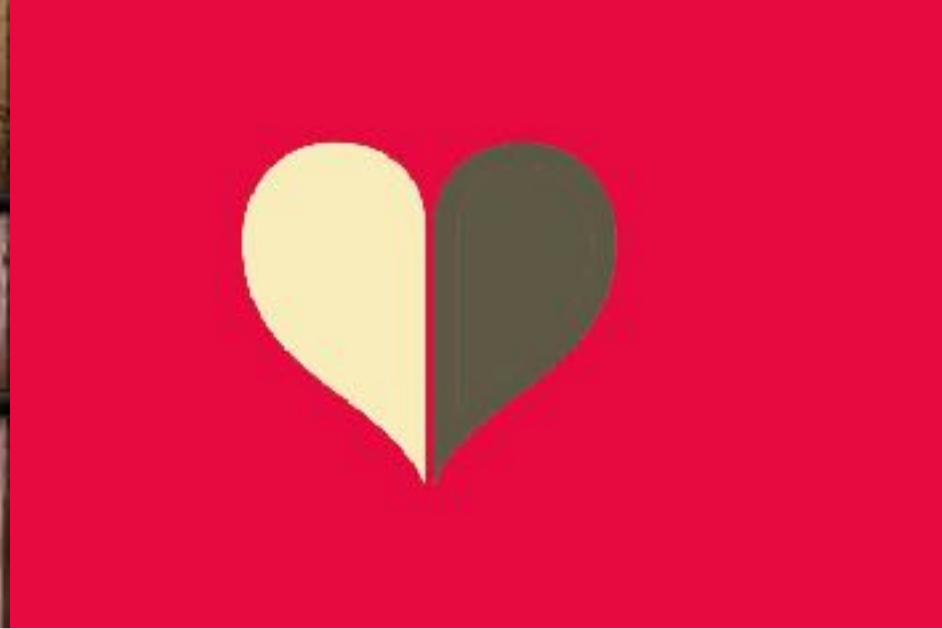
A couple of Saturday mornings a year a ‘cobweb party’ is held where all are invited along for the morning to help undertake those irregular cleaning and DIY tasks.

## **Finances**

Finances as at the latest Church of England Finance Dashboard Statistics can be found online at the following address:

<https://allsaintsbelvedere.co.uk/finance.pdf>





*“There is no Jew or Greek, slave or free, male or female; you are all one in Christ Jesus.”*

*Galatians 3:28*

# ROLE DESCRIPTIONS

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The PCC are naturally seeking a driven and passionate individual who has a vision for growth.

Along with the wider role description and person specification provided on page 18, a successful candidate would need to be able to identify and implement a plan in the following key areas:

- ❖ Growing our regular attendance.
- ❖ Increasing regular planned giving.
- ❖ Driving forward Youth and Teen ministry.
- ❖ Rebuild and strengthen ministry and pastoral support for older people and the housebound.
- ❖ Support the laity to actively pray for and participate in the mission, ministry and life of the church.

The PCC also wishes to advise any prospective candidate that:

- ❖ We support and encourage women’s ordained ministry.
- ❖ We have not yet made any specific decisions or explored in-depth any particular views of the PCC or congregation regarding our position on the issues relating to “Living in Love and Faith”.



## **ROLE DESCRIPTION FOR PARISH OF ALL SAINTS' BELVEDERE**

### **1. Details of post**

Job title: Vicar (6 days per week, including Sundays)

Name of benefice: All Saints' Belvedere

Episcopal area: Rochester

Archdeaconry: Bromley and Bexley

Deanery: Erith

Initial point of contact on terms of service: The Archdeacon of Bromley and Bexley

### **2. Role Purpose**

#### **General**

To lead in the provision of joyful and reverent public worship at All Saints' Church, Belvedere, or to arrange appropriate cover as needed.

To show strong leadership and collaborative working with the people in the reconciling mission of God in Christ, and in the development of discipleship by preaching, teaching and leading by example.

To draw out and use the strengths of each and every member of the church and encourage participation in the life and ministry of the Church regardless of background.

To understand the needs of the older generation and appreciate their experience and wisdom.

To develop our work with children, young people and families.

To provide for any pastoral offices across the parish.

To ensure pastoral care is provided to any who might require such ministry within reasonable limits.

To develop links with our local schools or other institutions within the local community.

To Chair the Parochial Church Council for All Saints Church, Belvedere.

To be an active member of the local clergy Chapter, developing faithful relationships and collaborative ministry with the other clergy and churches in the Deanery, having regard for the Deanery Mission and Ministry Plan.

To make prayer and study the foundation of your ministry.

To care for yourself and your personal relationships through a wise rhythm of work and recreation, including a weekly day of rest.

To have regard to the further responsibilities of the clergy as described in the Canons, the Ordinal, the Guidelines for the Professional Conduct for the Clergy and any other relevant legislation.

### **Specific**

- ❖ Lead and support the Church's Ministry Team in worshipping and preaching to a congregation of diverse ethnic and denominational backgrounds;
- ❖ Re-establish and develop links with the Uniformed Organisations associated with All Saints' Belvedere;
- ❖ Strengthen and further develop our relationships with with Lessness Heath Primary School, Trinity School and local nurseries;
- ❖ Provide pastoral care to residents of Hayley House, Flaxman Court and Court Lodge;
- ❖ Liaise with the Head Chaplain of the London Fire Brigade in respect of chaplaincy to Erith Fire Station situated in the parish;
- ❖ Work to revitalise Churches Together in Belvedere and to encourage local leaders in initiating appropriate joint ecumenical initiatives;
- ❖ Nurture work with children, including Junior Church and find ways to enthuse and encourage young people to continue their involvement with church beyond primary school and to attract new young congregants;
- ❖ Value and encourage the variety of liturgical and musical traditions within our church, including our robed choir;
- ❖ Provide opportunities for individuals to explore a sense of calling and actively encourage those who feel their vocation is to seek authorised, licensed or ordained ministries.

Come  
**GROW**  
with **US**



**CONNECTING TO GOD & ONE ANOTHER**

*“May the favour of the Lord our God rest on us; establish the work of our hands for us—  
yes, establish the work of our hands.” Psalm 90:17*

## **HOW TO APPLY**

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If you believe God might be calling you to join us in sharing the love of God with the people of Belvedere and to play your unique part in building the Kingdom of God as Vicar of All Saints' Belvedere we'd love to hear from you.

Application details are available of the Diocese of Rochester website at [www.rochester.anglican.org](http://www.rochester.anglican.org)

If you'd like an informal conversation about this vacancy please contact Fiona Porter (EA to the Archdeacon of Bromley and Bexley) on [fiona.porter@rochester.anglican.org](mailto:fiona.porter@rochester.anglican.org)

