



# St Martin-in-the-Fields

Associate Vicar for the Chinese

Closing date - 30 June 2019

## **St Martin-in-the-Fields: A Very Quick Guide**

Due to its history (built by George I in 1726 as a symbol of his Hanoverian regime), and its location on what since the 1830s has been a prominent international public space, St Martin's has always been more than simply a parish church.

In 1987 the PCC created St Martin-in-the-Fields Ltd, which has sought from its inception to involve the church in the world of work, to make sufficient profits to ensure the PCC could meet its responsibilities, and to model what it might mean to be an exemplary employer and organisation. SMITFL is a company limited by share; the three shareholders are the vicar and churchwardens. SMITFL has also, since 2003, been responsible for the administration of the church – finance, HR, estate management, security, cleaning, and so on. It is wholly owned by the PCC, but its accomplished board of directors, currently numbering ten, has an important independent voice in the leadership of our community. To the existing Events, Concerts, Shop and Café was added the Café in the Courtyard in 2013.

The first broadcast service was made from St Martin's in 1924. Soon after, the celebrated vicar Dick Sheppard made a Christmas appeal for disadvantaged people – a tradition that reached its 90th anniversary in 2016. (There were two years when no appeal was made.) The Christmas Appeal became an independent charity in the 1930s and was restructured as a Charitable Incorporated Organisation in 2014. The Appeal has hugely increased its income over the last 10 years, from around £400k in 2008 to £3.1m in 2018, and has begun since 2015 significantly to expand its sources of income beyond the Appeal itself. Accordingly it launched the SMITF Frontline Network in 2016. The relationship with the BBC remains a very significant part of SMITF's life in choral worship and spoken word.

The St Martin's Social Care Unit was created in 1947 and worked with homeless people in the Crypt until 2003 when it combined with The London Connection (which had rented the old school building since 1990) to form The Connection at St Martin-in-the-Fields. CSTM runs outreach services, a day centre, and a night shelter. It is an independent, secular charity. Once 65% of its income was statutory; now it gets less than 25% from (local) government funding. The creation in 2013 of the Sunday International Group for asylum seekers and those who walk with them restored the close congregational involvement in issues of social and housing vulnerability.

Free lunchtime concerts began in 1948 and the acoustics and location made St Martin's an ideal location for the founding of the Academy of St Martin in the Fields in 1958. The combination of the Academy's reputation and the reach of the BBC links through the World Service gave St Martin's a global 'brand,' somewhat in tension with its UK associations with homelessness. Commercial concerts were expanded after the creation of the Enterprise, and the choral programme has extended in recent years beyond the liturgical Choir and Choral Scholars to include the Voices, Voices Fellows, Chorus and Children's Voices. The emergence of Great Sacred Music since November 2013 marks a new, fertile genre of choral/spoken word events that sit on the boundary between performance and liturgy.

In 1964 Bishop Ronald Hall (Ho Ming Wah in Chinese), the first Bishop of Hong Kong and Macau (1932-66), established a Cantonese congregation at St Martin's to serve the growing Chinese population in London, who were predominately migrant workers from the New Territories in Hong Kong. In 1984 the Bishop Ho Ming Wah Association was established as a charity to address the social needs of the community (the words 'and Community Centre' were added in 2011). In 2002 a Mandarin congregation began also. As the community celebrated a 50-year partnership in 2014 it began a process of discerning its most appropriate legal status, location, and relation to St Martin's, a process that is ongoing.

The establishment of SMITFL inevitably disclosed the need for a whole-site renewal, and preparations for the £36m 2006-08 project involved the creation of a development trust. In addition to renovation of the sanctuary and extensive expansion of the footprint, notably the creation of a lower crypt, a significant programme of arts commissions was developed. Professional fundraising became part of

the culture of St Martin's, and led in 2012 to the creation of St Martin's Trust, an independent charity, initially to begin the process of matching funds offered for the inception of an endowment, but in due time expanding to a fully-fledged campaign to sustain and enhance the fabric, ministry and mission, a programme formally agreed in April 2017. The campaign recognises that, while St Martin's gains income from commerce, stewardship, grants, fees, and small donations, it needs to harness major individual donors if it is to fulfil its responsibilities and realise its potential. The truth is it takes £1m a year to keep the building in good condition and that will always require enormous efforts on all fronts.

St Martin's has long been associated with issues that now cluster around the term 'inclusivity.' In recent times Clare Herbert held the role of Lecturer in Inclusive Theology from 2010-14. There have been six annual Disability and Theology conferences, the only such events nationally led by and for disabled people themselves. Hosting the service 'Where Love and Sorrow Meet' to mark the 50th anniversary of the 1967 Sexual Offences Act was a significant statement of St Martin's desire to be at the forefront of the theological commitment to a transformed understanding of sexuality and relationships.

The congregation has a dynamic range of commitments and interests, including a flourishing Artists' and Craftspeople's Group and very active Theology Group and Theology Reading Group. In March 2018 the Nazareth Community was founded, with commitments to silence, study, sacrament, sharing, service, Sabbath and stability; it has become the praying heart of St Martin's and currently numbers 58 members of all social classes and backgrounds. The annual autumn lectures attracted an average attendance of 450 in 2018 and the weekly Lent Course regularly draws around 110 participants.

St Martin's still has close links with two schools that were founded by the then vicar (later Archbishop) Thomas Tenison in the late 1600s, SMITF High School, Tulse Hill, and Archbishop Tenison's, Kennington. Other close links include the Farmers Club in Whitehall Court, the Admiralty at Admiralty Arch, and Coutts on the Strand, who have been our bankers since 1769. The proximity of the South African High Commission meant St Martin's was closely linked to protests in the 1980s. The link with St Mary's Cathedral, Johannesburg was resumed in 2015, and there are also connections with Berlin, Malawi and Hong Kong. The launch of HeartEdge in February 2017 was a recognition that St Martin's has an opportunity to turn its national and international profile into significant influence for good; 50-60 churches are currently members.

Thus St Martin's differs from a conventional parish in a number of ways. Its foundation and parish boundaries ensure a close link with the Royal Family; its location and broadcasting connections mean it is always on the front foot in mission; its business means its funding model is not wholly dependent on congregational stewardship and/or benefaction, and that it has a large number of employees whose professional culture complements the voluntary nature of the organisation as a whole; its music is so widely known that many visitors are surprised to discover St Martin's does anything else; and its recent Renewal has given it facilities that match the other major institutions of its neighbourhood. Most significantly, this is a community that genuinely believes that the future is bigger than the past.

Sam Wells  
December 2018

## **About the role**

We are seeking a dedicated, talented and faithful priest to enable our Chinese congregations to reach their full potential. This is an opportunity to work with a dynamic team in a growing church with a national profile. The role involves responsibility mainly for Chinese congregation and includes ministry with the English-speaking congregation. It requires a priest who can speak English, and knowledge in either or both Mandarin and Cantonese is preferable. This is a salaried post with a housing allowance. This role is to enable the Chinese congregation personally and corporately to reach its

full potential and to ensure it maximises relationships with other parts of the SMITF community, deanery, diocese and Chinese community in London and beyond.

### **Purpose of job**

The role of the Associate Vicar for the Chinese is to enable the Chinese congregation personally and corporately to reach its full potential and to ensure it maximises relationships with other parts of the SMITF community, deanery, diocese and Chinese community in London and beyond.

### **Key Duties and Responsibilities**

*As Pastor to those who speak and worship in Chinese*

#### **1** Worship

- Planning and leading regular Sunday Cantonese worship, preaching.
- Planning and leading regular Sunday Mandarin worship, preaching.
- Encouraging and developing lay liturgical ministry
- Recruiting, supervising and supporting lay ministers of communion, intercessors, readers, servers, chalice assistants.
- Preparing for and taking baptisms, weddings and funerals on request
- Developing, sustaining and leading on pattern of joint English-/Chinese-speaking worship

#### **2** Pastoral Care

- Visiting congregation members when sick at home or in hospital
- Visiting elderly congregation members at home, and taking communion to the housebound at Christmas and Easter.
- Acting as chaplain to the Bishop Ho Ming Wah Community Association
- Overseeing and offering marriage preparation and enrichment
- Being available to Chinese nationals in crisis in the UK on request
- Leading weekday services, opening church 2/3 x/week and leading morning prayer

#### **3** Formation

- Lead on Confirmation Service e.g. run confirmation classes (x 8), (with AV for Ministry) liaise with bishop's office, prepare documents
- Provide guidance and direction to bible study and fellowship meetings

#### **4** Governance

- Chair Chinese Sub-Committee of PCC
- Lead on setting appropriate financial relationship with PCC
- Ensure Chinese congregation's relationship with whole St Martin's community is strong and healthy

#### **5** National Ministry

- Develop links with Chinese churches nationwide
- Respond to calls for pastoral support nationwide

*As a member of St Martin's clergy team*

#### **6** At St Martin's

- Lead Morning Prayer once a week
- Participate in regular rota for weekday worship
- Participate in Sunday worship and special services as agreed
- Join clergy meeting weekly
- Relate to whole SMITF community e.g. attend whole-site staff meeting

## 7 Off Site

- Attend deanery chapter and synod
- Attend area ecumenical breakfasts
- Network amongst student ministry community so as to aid Mandarin and Cantonese student work

### *Strategic Development*

## 8 In Relation to St Martin's

- Seek appropriate greater integration of English- and Chinese-speaking activities
- Attend PCC meetings and present to PCC emerging plans for Chinese ministry

## 9 Laying Foundations for a Sustainable Future

- Develop strategic plan for 5-, 10-, 25-years hence
- Develop fundraising plan
- Identify key individuals in London, UK and Hong Kong to assist in charting long-term future, financially and strategically
- Develop intentional relationship between SMITF and Province of Hong Kong

### **Person Specification**

- Three years ordained ministry in the Church of England or a church in full communion with it
- Fluent English and knowledge in either or both Mandarin and Cantonese is a preferable skill but not essential
- Full embrace of St Martin's theological ethos
- Gifts in leading worship, preaching, formation
- Ability in strategic planning, administration, congregational leadership, oversight and training of volunteers
- Knowledge and full understanding of safeguarding procedures
- Proficiency in understanding financial statements
- Willingness to play a full part in fundraising endeavours

### **Working at St Martin's**

- Location: The office is based at St Martin-in-the-Fields, Trafalgar Square, London
- Salary: This is a salaried and not a stipendiary post. A housing allowance is included in the salary. The salary will increase annually in line with pay awards across the Diocese. The 2019 level is £37,325
- Pension: The appointed person will be eligible to join the occupational pension scheme, which is currently 15% employer contribution and min 3% employee contribution
- Health Insurance: Available after completing one year's service
- Hours: Clergy at St Martin's work six days a week, including one quieter, more reflective day, and take a day off on Thursday, Friday or Saturday by agreement with the rest of the team
- Annual Leave: Clergy at St Martin's take 6 weeks holiday per year, including no more than 6 Sundays. They are also eligible for one annual retreat of up to 5 weekdays
- Contract: The post is subject to a 3-month probationary period and will be reviewed after 3 years for financial viability and pastoral suitability. In other respects this is a permanent position

### **The Chinese Ministry at St Martin-in-the-Fields**

#### **A Brief History**

In the early 1960s, Bishop Ronald Owen Hall (then Bishop of Hong Kong and Macau) noticed great needs amongst the Hong Kong immigrants in London's Chinatown, most with little command of English, leaving them socially disadvantaged and vulnerable to exploitation. Back in Hong Kong, he sent Deacon Shiu Ying Li to London as a missionary to care of these immigrants. Li assisted these workers in many practical ways, and started organising religious events for restaurant workers at a primary school in Soho. Later, the then Vicar of St Martin-in-the-Fields, Austen Williams, kindly let the congregation use the crypt for worship, and the Cantonese service started in 1964.

At this time, the CSC was not part of church of St Martin-in-the-Fields. The CSC had its own independent Church Council. Members of the CSC came from a variety of denominations. They were not included in the electoral roll of St Martin-in-the-Fields. After Rev Li left, the CSC had no pastor of its own. There were various visiting clergy, and one of the English-speaking clergy (Rev Charles Hedley) looked after the CSC for a period. He encouraged members of the CSC to join St Martin's and the diocese, and signed up to the electoral roll. It was then that the CSC formally became part of St Martin's.

In 1983 Rev Joyce Bennett retired from Hong Kong and came to look after the CSC. She and Geoffrey Brown (Vicar 1985-1995) re-established communications between the ESC and the CSC, elevated the status of CSC to be 'equal' to the ESC, and let CSC use the main church for the Cantonese Service at 2.45 p.m. on Sundays. The CSC at this time had grown to 300+ with a successful Sunday Chinese School.

The potential of the CSC was noted and a full-time priest, Gilbert Lee, was employed through the Bishop of London's special fund from 1988 until he left St Martin's in 1997. When Revd Paul Lau joined St Martin's in 2001, the Special Fund no longer applied and the CSC was asked to make a contribution to the Diocese towards Paul's costs, and the CSC started paying a separate parish share. The Mandarin Service started in late 2003 in the old Dick Sheppard Chapel. The Vicar, Nick Holtam, had helped the Chinese congregation to secure the funding for the China Mission in London project and he himself had contributed to the project.

### **Ministry Profile**

Like many other churches, the majority of our members do not live locally, but travel from around Greater London. Our latest electoral roll at 2018 ACM was 110 (Cantonese 65 and Mandarin 44).

We have two regular Sunday services: the Mandarin Service at 1pm and the Cantonese Service at 2.15pm. There are occasionally joint services such as Palm Sunday, Easter Sunday, Chinese New Year and the Anniversary. Pentecost and Patronal festival are a joint service with the English Congregation. The average Sunday attendance is 35 for Mandarin and 55 for Cantonese.

### **Demographic**

- Cantonese - Mainly elderly members, with few members in each remaining age group, and a couple of children.
- Mandarin - Members consist of students, young and middle-aged adults evenly, with a few elderly members. A good number of around 10 children attend Sunday School regularly.

### **Groups and Fellowships**

We currently have 10 regular Cantonese and Mandarin-speaking groups and fellowships.

#### **Cantonese**

***Zechariah Senior Fellowship*** - This group focus on a systematic study of the Bible to those who desire to be nourished by the Word of God.

***Married Couple Fellowship*** - This group seeks to strengthen the relationships among couples with the inspiration of our faith, consolidate and apply not only to members' family lives, but also the wider church family lives. This group meets every four months at members' residence. Average attendance of 10-12 people.

***Paul Fellowship*** – This group consists of senior members and meets once a month, exploring a variety of aspects of the Christian faith. Average attendance of 12 people.

***Regional Bible Study Group (South West London)*** – A group that meets once a month at members' residences, focusing on connecting senior members through Bible study, in a relaxed atmosphere over tea and a snack.

***Monday Bible Study Group*** – A weekly bible study group held at Revd Paul Lau's residence on Monday evenings, the group seeks to strengthen Biblical knowledge, enhance people spiritual lives, and provide a family setting for members and create strong bond uniting members. Regular attendance is 5-7 people.

***Cell Group*** - A bi-weekly group that meets on Sunday afternoons after the Cantonese service. This group aims to welcome students and young people, strengthen their understanding in Christianity, while building up a strong bonding fellowship. Regular attendance is 8 people.

**Young Adult Fellowship** - A group comprised of young adults aged 25 to 42, from all walks of life. While many members face many different challenges as they encounter jobs, marriage and children for the first time, they share a common identity as disciples and servants of the True and Living God. This group meets on alternate Sunday afternoons, after the Cantonese service, in the library of The Connection at St Martin-in-the-Fields. Regular attendance is 5-7 people.

## **Mandarin**

**Emmaus Fellowship** – A weekly bible study-led fellowship, dedicated for Mandarin-speaking members on Sunday afternoons after Mandarin service (2.30-4pm). Regular attendance is 10-15 people.

**Sunday School** – The Sunday School meets every week during the Mandarin Service, in the Bishop Ho Ming Wah Centre. Currently led by three committed adult members. Regular attendance of 5-10 students.

**Dancing Ministry** – A group that meets on Sunday mornings, to provide a platform for members to share their faith journeys, while learning and strengthen dancing skills. The group also seeks to preach the good news to members who are new to Christianity and encourage them to join other activities such as the Sunday service and Bible study groups. Regular attendance is 8-10 people.

## **Finances**

The principal source of CSC's income is donations from members: planned donations, Sunday collections, and other thanksgiving donations. The annual income is £38,000-£50,000. In addition the CSC has assets of £100,000, of which £51,000 is in the general fund and £49,000 is in a restricted fund. The use of the restricted fund is subject to the Diocesan clarification.

## **Future Plans**

In January 2019 the Chinese Church Council and the Parochial Church Council both agreed that later in 2019 there would become just one ministry – i.e. that the CCC would become a sub-committee of St Martin-in-the-Fields PCC known as the Chinese Sub-Committee. The CSC would have its own designated fund within the overall PCC accounts in order that monies given/raised for Chinese ministry would be spent on Chinese ministry.

Thus on the retirement of Revd Paul Lau on 12 June 2019, the PCC will look to appoint a new priest, to be known as the Associate Vicar for the Chinese, as part of the St Martin's clergy team. This priest will be in a salaried rather than stipendiary post and part of the salary will be a housing allowance to enable him/her to find their own accommodation. The AVC will initially be paid 20% from the PCC and 80% from the CSC. After three years it is anticipated that the ministry will have grown such that the CSC can fund the whole position.

## **How to apply**

Applications close at **noon on 30 June 2019**. Please send the following to [hr@smitf.org](mailto:hr@smitf.org):

- CV
- Covering letter explaining your interest and suitability for the role as described in the job application pack, including three referees, one of which should be your current supervisor

For further information contact Nadine Swaffield, HR Manager on [nadine.swaffield@smitf.org](mailto:nadine.swaffield@smitf.org) or call 020 7766 1101.

Interviews will be held on **18 July 2019**.