



All Hallows by the Tower PARISH PROFILE 2018



PARISH PROFILE



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INTRODUCTION

All Hallows by the Tower

Shining Christ's light on Tower Hill since 675

The people of All Hallows come together to worship God, pray for the world, challenge injustice and provide a Christian welcome, sanctuary and inspiration for all those who work around or visit Tower Hill.



Thank you for your interest in our parish and for considering the vacancy as Vicar of All Hallows by the Tower. The PCC and Churchwardens trust this parish profile will help to give you an overview of who we are and what we do, and enable you to consider how your own particular talents and thinking might further build on the work of those who have previously held this position.

The churches of the City of London are of national importance. Situated in the leading financial district of the world they minister to those whose decisions affect jobs and lives far beyond the 'Square Mile'. After a period in which some City churches saw a decline in numbers and resources, the last ten years have been ones of exciting growth. There is increasing diversity in the types of ministry offered, with discussion groups, chaplaincy, new missional communities, action on social justice and engagement with the arts as well as vibrant worship in every tradition.



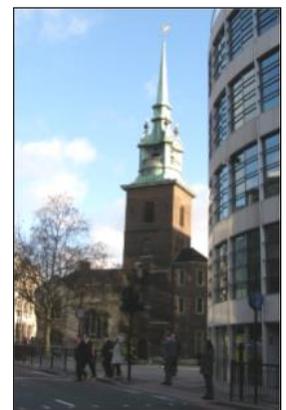
All Hallows, in the east of the City, has been part of this revival and is already involved in a wide range of activities. With healthy finances and its buildings in good shape, it is now well placed for the next stage of its development. The new Vicar of All Hallows will play a leading part in secular and church life in the City and we hope will help us discern and participate in the new ways God is working in our parish and beyond.

This profile gives an overview of who we are and what we currently do; we hope it will help you consider how your own particular talents might take the church forward to a new level. As Bishop Sarah has put it, we want to look to the future as people walking with God and into God, towards each other but also, with compassion, towards the world.

There has been a worshipping Christian community on the site of All Hallows since AD675, and our Grade I listed building and its strategic location on Tower Hill are an integral part of the City of London. Situated next to the World Heritage site of Tower of London, and at the gateway between the City and East London, All Hallows has played a part in many of the historical events that have shaped life and faith in London and nationally over the centuries.

Today All Hallows is a busy, thriving parish church in a unique setting, serving the needs of the business and civic community surrounding us and welcoming visitors from across the world.

The parish of All Hallows is in the City Deanery, part of the Archdeaconry of the Two Cities within the Diocese of London, and its patron is the Archbishop of Canterbury. The Vicar is supported by a very competent Parochial Church Council, consisting of two Churchwardens and ten committee members.



All Hallows is an inclusive church with regular weekday and Sunday services and a lively congregation. The church has an established Sunday congregation, as well as a growing weekday ministry among the local community, especially our Wednesday evening Taizé service.

The church is open seven days a week and is served by volunteers and staff. The community at All Hallows prides itself in being a welcoming church to city workers and the many visitors and tourists who come through its doors each day. Tours of the church and Undercroft Museum are provided, and there is a bookstall. We also arrange occasional activities such as brass rubbing during the school holidays.

We are actively involved in many areas, from education to outreach and social action, and from work with local charities to concerts, plays and exhibitions. We also have strong links with St Dunstan's College, and relationships with several other schools, and with a number of Livery Companies and City institutions. All Hallows is the church of HM Revenue and Customs and of the London Marathon.



Situated next to the original Pool of London, All Hallows is well known for its maritime connections. Many of the businesses in our parish have shipping links, and the church is home to the Maritime Foundation Memorial Book for those lost at sea with no known grave. The church houses a fine collection of votive ships of different periods and has many memorials reflecting its maritime heritage.

All Hallows also has an international dimension, being the London home of the Diocese of Cyprus and the Gulf, as well as having ongoing links to the Church of the Epiphany in New York.

With very few residents, our congregations are gathered, supplemented by local workers, visitors and tourists. This provides us with constant challenges as we seek to live our lives in the light and love of God. The opportunities of new connections are what makes All Hallows within the City an exciting place in which to worship and minister. The constant change means that we need to build relationships quickly and develop our new contacts into friends, and for this our continuing welcome and hospitality remain central to our ministry.

LOCATION

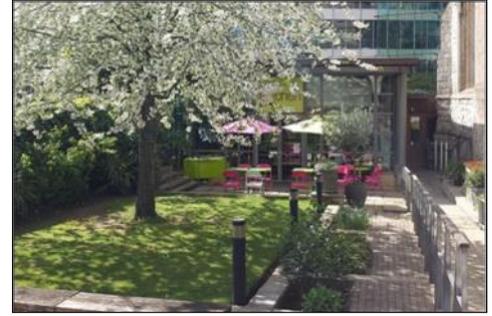


All Hallows is situated next to the Tower of London and, through its geographical position, belongs to one of the most important world heritage sites in Britain. The church is within the Tower Hill Conservation Area, with the church building and part of the parish being in the City and the remaining part in the borough of Tower Hamlets.

Across the road from All Hallows, the National Memorial to the Merchant Navy and Fishing Fleets in Trinity Square Gardens commemorates the men and women of both fleets who died in the two World Wars and who have no known grave.

The proximity of the River Thames is a constant reminder of the maritime links with All Hallows, which is reflected in the number of special services that are held in the church. As well as the local business community, the church also has a pastoral influence for the community situated around St Katharine's Dock and for workers on the river Thames.

On the paved piazza at the west end of the church is the George Cross Island Association's memorial commemorating the Siege of Malta, for which the annual remembrance service is held at All Hallows.



Like those of other City churches, the 13th century graveyard was cleared during Victorian times, and the remains moved to the City of London cemetery. The area now contains a small, publicly maintained garden and the Queen Mother Centre, which houses a café; both are within the curtilage of the church.



The City of London historically, and now continuously, undergoes a dynamic process of change. Following the financial crisis of 2007-8, it continues to grow, but Brexit will have an effect on employment here, and some companies are relocating a small part of their workforce.

The City is dominated by professional services industries, and the area around All Hallows has many insurance companies, brokers and traders, as well as legal firms and financial technology companies. The working population in City businesses is energetic, often young, ethnically diverse, and constantly changing.

In recent years, Tower Hill has seen extensive building work and there are now a number of converted and new hotels catering for both the business and the tourist market. There are also new office buildings and serviced apartments.

The parish also contains many restaurants and food outlets catering for the lunchtime market, so that as well as well-paid City employees the parish is the workplace of many of those in low-paid catering and cleaning jobs. There are also construction workers and others working on the tube, bus and river transport services.

HISTORY

All Hallows Berkyngeschirche, as it was originally known, has played a role in many key historical events. Its Saxon origins, and the fact that it escaped the Great Fire of 1666, make it the oldest church in the City.

Pre-dating the church on the site was a 2nd century Roman dwelling. A section of its tessellated floor was discovered during archaeological excavations in the 1920s and can be seen in the crypt museum along with a model of Roman London and other artefacts from the time of the Roman occupation.



All Hallows was founded by Erkenwald, Bishop of London, as a chapel of the abbey of Barking where his sister Ethelburga was Abbess. Whilst the first church building on Tower Hill would have been wooden, the surviving undercroft and Saxon arch are part of the first stone church on the site. The Saxon church burned down in 1087 and a Norman church was begun, its building being contemporary with that of the neighbouring Tower.



In medieval times the church was the scene of one of the trials of the Knights Templar. In Tudor times, being located next to the Tower of London, All Hallows had the unhappy task of having to care for numerous beheaded bodies, including those of Thomas More and John Fisher after their executions on Tower Hill. They were temporarily buried in the porch as was Archbishop Laud, executed in the following century.

In 1644 William Penn, founder of Pennsylvania, was baptised here, and educated in the school room (now the church's Porch Room). In 1666 the Great Fire of London started in Pudding Lane, just a few hundred yards from the church, and was watched by Samuel Pepys from our tower. Thankfully, All Hallows survived the fire through the courageous efforts of his friend Admiral Penn, William's father and a Churchwarden of All Hallows.

In 1797 John Quincy Adams, sixth President of the United States, was married here and his wedding register entry is on display in the museum. Others baptised here include Lancelot Andrewes, the 17th century spiritual writer.

In 1922, upon the installation of the Rev'd Phillip 'Tubby' Clayton as Vicar, All Hallows became the Guild Church of Toc H, an international charity and philanthropic organisation for ex-servicemen which began life as a soldiers' club during WWI in Poperinge, Belgium. Tubby set up the clubhouse, which was called Talbot House (Toc H in signallers' parlance), as a place of refuge for troops from the battlefields, and wanted to make sure that there was a cosy and homely atmosphere for all, regardless of rank and status. He continued this ground-breaking social work within All Hallows after hostilities had ceased.

Sadly the church suffered extensive bombing during WWII, and only the tower and external walls remained. Nevertheless, the church was eventually rebuilt through Tubby's enthusiastic leadership, and with much invaluable international and civic help. The late Queen Mother laid a new foundation stone in 1948, and she attended the re-dedication service some nine years later. The nave and roof are therefore modern, but many elements of the earlier buildings, including the medieval walls and the undercroft, remain.



The church's historic heritage attracts visitors from all over the world. Items of particular interest include the crypt chapel of St Francis of Assisi, built c.1280; the Undercroft Chapel (partly 14th century) with an altar from Castle Athlit in Palestine; the Grinling Gibbons font cover (1682); the Tate Panel (c.1500); some fine medieval brasses; and the modern stained glass windows in the Baptistry by Keith New.

See Appendix 3 for more details on the history of All Hallows.

MISSION

As well as being the custodian of a wonderful historic building, All Hallows has a diverse range of ministries and activities aimed at engaging with both our regular congregation and with visitors. Our Mission Action Plan supports these activities and identifies the ongoing priorities for the parish, in line with the Diocesan London 2020 imperatives of being 'creative, compassionate and confident'.



Our mission is:

- *to deepen our faith in God and grow as disciples*
- *to share our faith in God with those around us*
- *to demonstrate our faith in God by caring for one another and our church.*

WORSHIP



The Mission Action Plan is included in full in Appendix I, but in summary, we are working to achieve these objectives by:

- *maintaining an ongoing cycle of worship and pastoral care*
- *providing pastoral support to the local business community and City institutions*
- *offering a welcome seven days a week to all visitors*
- *responding creatively to local needs and engaging with local groups*

The tradition at All Hallows is liberal catholic and vestments are worn. All Hallows is an inclusive church, which does not discriminate on the grounds of gender, race, ability or sexuality, and everyone is welcome to join us as we celebrate God's love for all of his creation.

We have an active and friendly congregation of all ages, drawn from a wide area of London and from visitors to the City from all over the world. There are 95 members on the Electoral Roll, none of whom live in the parish. Although a number of the Sunday congregation live in the Wapping area, the majority travel from elsewhere in London and beyond.

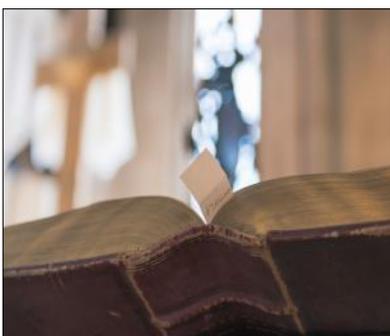
The weekday congregation is largely drawn from people working in the area, as well as tourists and occasional visitors. In addition we have an online congregation through the livestreaming of our regular Sung Eucharist and Taizé services; we also sometimes livestream baptisms and memorial services for families with connections abroad.

Music has always played an important part in the life of All Hallows. This tradition is continued by our Organist & Director of Music, a professional musician who provides music for our regular services and also arranges for professional singers to perform for various livery company events and memorial services. There is no formal church choir, but an ad hoc group of singers is assembled from time to time for special seasonal services.



Sundays

Our regular Sunday service starts at 11am and is a Sung Eucharist (Common Worship) service in contemporary language, with a sermon and organ music. Members of the congregation act as servers, do the readings and intercessions and lead the sung psalm. The service usually lasts around one hour, with time afterwards to meet each other and chat over refreshments. Until recently we have been running a children's Sunday School during the service twice a month, and we are looking for someone to take over and develop this ministry. The average Sunday congregation is 40-50.



Weekdays

During the week there are short services of Morning Prayer on Tuesdays and Wednesdays and a said Eucharist at 8.30am on Thursdays and 1.00pm on Tuesdays. At the lunchtime Eucharist there is a special focus on healing as we hold before God those for whom prayers have been requested during the week on our prayer board and in our prayer book. There are also short lunchtime services for major weekday commemorations in the church year such as Ash Wednesday and All Souls Day.

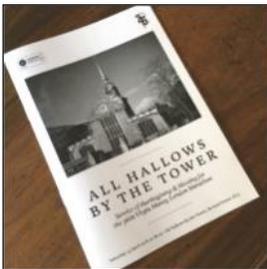


Various short courses and talks have been offered at lunchtime or in the evening in recent years, including Christian Meditation, Lent lectures on social justice issues and a discussion evening on death and bereavement. In addition, we have run daily blogs in Lent and Advent to which members of the congregation and the wider parish have contributed, for instance 'Desert Journeys' which encouraged people to reflect on their own Christian journey and to learn from the experiences of others.

Taizé service

On Wednesdays at 6pm our Taizé service provides a contemplative space in which candlelight and meditative chant draw us closer to God. The Taizé congregation has grown steadily in recent years and draws in a regular attendance of around 25-30, made up of people working in offices nearby as well as tourists and visitors, many of whom have visited Taizé itself and have found us via social media. We are lucky to have an ecumenical and international mix of volunteer musicians (two guitars, a clarinet, an alto recorder and a professional tenor) to lead the singing.

Various special Taizé services are held throughout the year, including a service with ashing on Ash Wednesday and prayers round the crib at Christmas. In addition we hold a service during the week of prayer for Christian Unity, when we are joined by our neighbours from other denominations including Lutherans, Roman Catholics and Methodists. A recent special service where we welcomed a visiting brother from the Taizé community drew a congregation of around 80.



Special services

We hold a regular programme of annual services, pageantry and civic events throughout the year, which allows us to enhance our presence locally and further afield. These include the London Marathon service, the Maritime Foundation Memorial Book service, Beating the Bounds followed by Choral Evensong on Ascension Day, and the Friends of the Diocese of Cyprus and the Gulf's Thanksgiving Day.



We also welcome three associated livery companies for their thanksgiving, installation and carol services.

Occasional offices such as weddings, funerals and memorial services also provide important opportunities to connect with and provide support to the liveries and local business community.



Our link with St Dunstan's College, which has its roots in the parish, is strengthened through shared services through the year. The young people make up the 'beating party' when we beat the bounds, and the school choir sings at services on Ascension Day and at Christmas.

Christmas

The run-up to Christmas is a very busy time at All Hallows with numerous business, livery company, charity and parish carol services. The music is often supplemented by visiting company and school choirs, and mince pies and refreshments are served in the south aisle afterwards. These events provide valuable opportunities to connect with the wider community since nearly two thousand people come through our doors during this time.



BUSINESS, LIVERY AND OTHER LINKS



Maintaining the strong relationships with the Livery Companies is very important, and the Vicar is presently Chaplain to the Worshipful Companies of Bakers and World Traders, and the Company of Watermen & Lightermen.

The Chaplain's role is to be pastorally available at times of need, as well as conducting annual services and saying Grace before formal company meals. There are good opportunities to build on these links between the church and the companies, and the church has conducted weddings, baptisms and memorial services for members. Other Livery Companies, including the Gardeners, Fuellers and Parish Clerks have also held their services at All Hallows from time to time.



All Hallows has a number of other connections with the civic life of the City. The Alderman for our ward, the Ward of Tower, is also a governor of our linked school, St Dunstan's College. Local Common Council members and the Tower Ward Club take part in parish life and attend various special services during the year.



The Vicar is a foundation governor of St Dunstan's College, which was founded in the parish of All Hallows but is now located in Catford. This school of 950 pupils has a very good reputation. The Wardens are also on the governing board and attend regular meetings at the school and sit on various sub-committees.

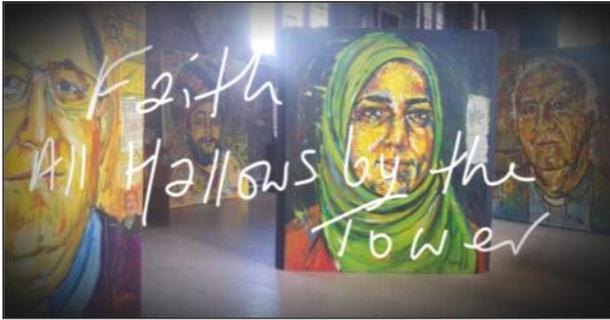
All Hallows is the London home of the Anglican Diocese of Cyprus & the Gulf. The Annual Reunion of the Diocese takes place at All Hallows on the first Monday in August and we regularly provide meeting rooms for the Bishop and Archdeacon of the Gulf when they are in London. The Vicar of All Hallows is a member of the Friends of Cyprus & the Gulf Committee and often attends their diocesan synod meetings.

The Tower Hill Chaplaincy, run by the clergy, offers a listening ear to anyone needing to talk in this very pressured part of London. Although many of the companies offer counselling through their HR departments, we find that some people prefer the anonymity and confidentiality of a church. Several homeless people are also visitors to the church, dropping in for a cup of coffee and a chat, and we try to help where we can.

VISITORS

In addition to the regular staff team, our volunteer Welcomers and City Guides are essential in providing hospitality to the large number of people visiting the church. They offer a warm welcome and a wealth of information, and our guided tours are always popular. Our self-guiding tour app provides visitors with an opportunity to enjoy a free commentary on their smartphone when no 'live' guides are available.

During the year we host a number of concerts with organisations such as City Music Services and the East London Chorus. The church has a fine Harrison organ and the Director of Music gives and arranges a regular programme of organ recitals on Thursday lunchtimes.



There has recently been some reordering of the north aisle to allow more space for the increasing number of art exhibitions held there. Recently for example we hosted 'Faith', an exhibition of portraits of people of different faiths together with written reflections about their beliefs by the subjects of the pictures.

Previous exhibitions have included textiles, photography and installations. We also stage occasional dramatic productions by the Historia Theatre Company, featuring plays written by a member of our congregation.

Our school holiday activities include a number of 'Be a Church Detective' children's exploring trails, which include a trail designed in collaboration with a local cartoonist for visiting children who may not speak English. These activities have proved very popular and successful in engaging with children within the church environment.

LOCAL ORGANISATIONS

Our support of the Tower Hamlets Foodbank through the First Love Foundation - both financial and in donations of food - is an important element of our social outreach. In recent years we have also campaigned on financial justice issues, and worked in particular to increase the visibility of credit unions in the City.

We have been actively involved in the challenge of rough sleeping and homelessness through the Vicar's membership of the Corporation of London Rough Sleeping Strategy Group, and are exploring other areas of social justice, including through our ongoing partnership with JustShare, which runs a lecture series on current economic and social issues. We have strong links with Christian Aid, supporting Christian Aid Week and acting as a host for Christian Aid's 'Circle the City', an annual sponsored walk around City churches.

The church, through its very successful Arts in Education project which takes place twice a year in conjunction with Clio's Company, makes a significant contribution to the lives of young people from the inner boroughs of Tower Hamlets, Southwark, Newham and others. The project, which includes site-specific drama and historical workshops, is always well received, with nearly 1,000 children recently attending the two interactive plays: 'Ludenwic', set in Saxon times, and 'Ultima Britannia' set in Roman times. Feedback from schools is always excellent, and we endeavour to ensure that the workshop is subsidised to allow children from disadvantaged areas to attend.



Relationships are being developed with local hotels, one of which kindly sponsored a photography project, 'Rebuilding the City', commemorating the 350th anniversary of the Great Fire of London. Local residents and workers were invited to take pictures of the City today demonstrating the extensive rebuilding carried out after the Fire and more recently. Over 500 photographs were sent in by a good cross-section of people, many of whom had no previous connection with the church, and this was a positive way of engaging with the wider parish.



The porch room above the church is made available free of charge to community groups and other non-profit making organisations including Clio's Company Trustees, Friends of Julius and Dora, Prisoners' Penfriends, Friends of Cyprus and the Gulf, Christian Aid, Toc H, Northcott Foundation, Tower Hill Management Group and Wakefield and Tetley Trust. The room is also used for choir rehearsals for local businesses, as well as a dressing room for the Clio's Company actors, and a 'green room' for visiting musicians.

We are in the process of developing the first floor and kitchen areas in order to extend the use of these facilities to give greater privacy and soundproofing so that they can be used by an even wider range of organisations.

BUILDINGS

The Parish has responsibility for the following buildings:

- All Hallows Church
- The Queen Mother Centre
- The Vicarage at 43 Trinity Square
- All Hallows House, St Dunstan in the East



All Hallows Church

All Hallows Church is a Grade I Listed Building which is Disability Discrimination Act compliant with ground floor access and disabled toilet facilities.

Mention has already been made of the church's principal historical features; however apart from the main church with its Lady Chapel, Mariners' Chapel and Baptistry, there is the Crypt with the Undercroft Chapel and Museum, St Francis and St Clare's Chapels.

There are offices and a small kitchen on the ground floor at the back of the church, with a toilet nearby. There are basement toilets used for school groups inside the north side entrance to the church, and a disabled access toilet in the Queen Mother Centre.

The first floor consists of a newly refurbished meeting room, the 'Porch Room', and entrance to the organ loft, as well as a small meeting room, kitchen and a toilet. The Vicar's office is situated on the second floor.

The church flat is self-contained and consists of two floors on the south side of the church. It is leased to the Diocese of London for clergy accommodation.



The Queen Mother Centre

The Queen Mother Centre was built and completed in 2000 commemorating the long association which the late Queen Mother had with All Hallows. It is linked with the south aisle of the church by an atrium and consists of a building used as a restaurant which provides an income for the church.

The present tenant is the Byward Kitchen and Bar, which offers a varied menu at different times of day and is open seven days a week. The church has recently renewed the lease agreement for a period of ten years. The building opens out into an attractive garden at the east end of the church, which is maintained by the Corporation of the City of London and has a ramp for disabled access.



The Vicarage at 43 Trinity Square

This is the official residence of the Vicar. The residential accommodation for the clergy of All Hallows is provided by the Wakefield Trust; it is not owned or administered by the Diocese. It is kept in good order and looked after well.

The Vicarage is light roomy accommodation spread over four floors, accessed through a central staircase. There are two rooms on the ground floor, as well as a storage room and toilet. On the first floor is a handsome Board Room which extends into a neighbouring room via connecting doors.

There is also a study, kitchen and toilet. The second floor has a dining room, sitting room, large study, independent kitchen with a small utility room and a shower room. There are three bedrooms on the third floor, one with a small sitting room attached, and three bathrooms (two en-suite). Some parking is available in the church car park across the road from the house, two minutes away.

All Hallows House, St Dunstan's in the East

The tower of St Dunstan's in the East is all that remains of Wren's church following its bombing in WWII. It is a Grade I Listed Building in Idol Lane, adjacent to attractive public gardens which were established in the ruins of the church. Next to the tower is All Hallows House, the old rectory of St Dunstan's, which is owned by the Corporation and held by us under a lease. The two buildings are combined into one and were completely modernised and refurbished as a residence by the parish in 2015. The residence is now leased to the Diocese of London for the use of senior clergy, and the lease is due to run for another four years, with an option to renew.

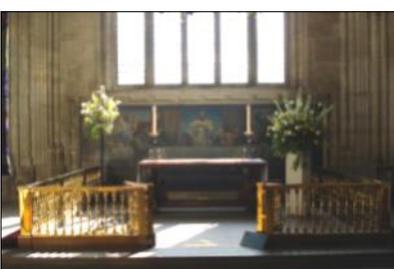


LOOKING FORWARD

All Hallows has a number of strengths on which to build. In a parish questionnaire used to inform this profile, almost everyone commented on its friendliness, inclusivity and warmth of welcome.

Both Sunday worship and weekday services were valued by their different congregations and the church was seen as a peaceful, prayerful place with good pastoral care.

There was felt to be good community engagement through charity work, the arts and links with City institutions and companies.



The church's finances are on a sound footing and the fabric in good order. The challenge now is to increase church membership and encourage discipleship across all age-groups. We also need to find new ways to connect with and serve the increasingly diverse community around us. This will involve maintaining existing links and forging new relationships as we seek to share God's love more widely on Tower Hill.



We hope that in the coming years All Hallows will:

- *become a major influence for good in the City's life and work*
- *inspire people to grow in faith and to deepen their spirituality, both within and outside of regular services*
- *grow the weekday and Sunday congregations numerically, reaching out to those who live or work nearby*
- *make imaginative provision for children's ministry and work with young people*
- *increase the use of the building by the local community and the arts*
- *work more closely with charitable organisations*
- *maintain the inclusive welcome and hospitality already existing in the parish*
- *build on our maritime links*
- *continue to develop varied liturgy*
- *increase our environmental awareness*



THE TEAM

A small, very experienced and dedicated team supports the Vicar and parish. This consists of:

- an Associate Vicar, who works three days a week and is responsible especially for weekday ministry
- a full-time Operations & Finance Manager
- an Education & History Officer (working two days a week)
- two part-time Vergers
- The parish is served by a Director of Music, who provides support for liturgical events and is a distinguished musician and recitalist.
- A Licensed Lay Minister provides additional pastoral and teaching support and assists with Taizé and Sunday services.

The previous incumbent was in post for nearly thirteen years; the Associate Vicar has been in post for four years and the Operations & Finance Manager for eleven years.

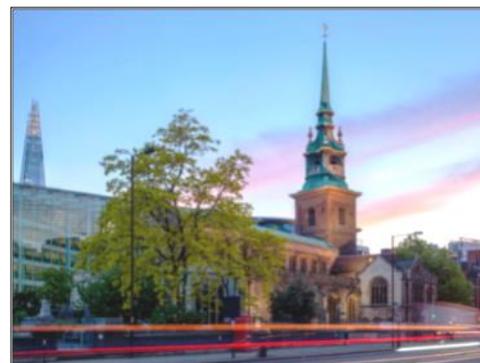
A member of the congregation has recently begun training for Ordination.



OUR NEW INCUMBENT

We are seeking someone who will be:

- A person of vision, possessing the charisma to lead, encourage and inspire both within the church and among the wider community; a team leader able to work with others to fulfil the parish's best potential
- A leader of the Christian community in the City of London
- A skilled communicator, articulate and able to connect with people of all ages and backgrounds from senior professionals to rough sleepers; able to use 21st century communication technology
- A person of deep and self-evident spirituality and faith; an effective sharer of the 'good news'
- Inspiring, liberal and inclusive in social attitudes; able to give a welcome to all ages
- A stimulating preacher who can connect with both the gathered congregation and with those less familiar with liturgy and theology, for example at company carol services
- A pastoral priest; a good listener who is genuinely interested in caring for the congregation and our visitors with warmth and empathy
- A person of presence, comfortable in the company of senior business leaders, who is equally at home with formal occasions as with informal ministry and ministry to small groups
- Aware of the demands of the maintenance and care of a Grade I church building and its artefacts, and flexible enough to cope with seven-days-a-week ministry



If you are interested in helping us to develop our future ministry at All Hallows, taking the church forward not just as a historic building, but as a living church with an active congregation facing the challenges of being a church in today's City, we look forward to hearing from you.

See also:

Appendix 1 - Mission Action Plan

Appendix 2 - Annual Report & Accounts

Appendix 3 - All Hallows' Guide Book





All Hallows by the Tower
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