



St Andrew's

Anglican and Methodist Church

Parish Profile

www.standrewspw.org.uk



Parish Prayer

Lord God, we ask you to bless St Andrew's. Strengthen our fellowship,
that we may support and encourage each other.

Guide us in our daily lives, and help us to be instruments of your peace and love,
reaching out to those in need and showing compassion to all.

May St Andrew's be a beacon of hope and a source of comfort to all
who seek your presence, through Jesus Christ our Lord.



**St Andrew's Anglican and Methodist Church is the working name of
The Anglican and Methodist Church of St Andrew Paddock Wood,
Charity number: 1137783**

Contents

Welcome from Bishop Jonathan	3
Welcome from Rev'd Kirsty McGhee, Methodist Minister	4
Introduction to St Andrew's	5
Called Together: Missionally Healthy Places	6
Our Worship and Discipleship Routines	7
Church Life	10
Children, Families and Youth Work	11
Fairtrade Shop	12
Chaplaincy	12
Hong Kong Community	13
Christmas Lunch	14
St Andrew's Coffee Shop	14
Mission Partners	15
St Andrew's, Bereko, Tanzania	15
About Paddock Wood	16
An introduction	16
Local Demographics	16
Schools	17
Churches	17
Shopping	18
Amenities in the Area	18
Countryside Living	18
The Broader Context	19
Our People	19
Financial Position	20
Safeguarding	20
Ecumenical Relationships	20
St Andrew's Buildings	22
The Church	22
The Halls	23
The Vicarage	24
Our New Vicar – A Person Specification	27
How to Apply	28

Welcome from Bishop Jonathan

Welcome to the Diocese of Rochester and thank you for your interest in this exciting role. Our parishes and congregations are the beating heart of the Diocese and are central to our desire for churches to flourish and God's kingdom to grow across all our wonderfully diverse communities.

Our vision

As a Diocese we share the vision that we are Called Together **to change, serve and grow** the church across the areas of Medway, north and west Kent and the London Boroughs of Bromley and Bexley.

Much work has taken place to understand what these three themes mean for the life of the Diocese and our priorities, and to define what and where resources will need to be allocated to deliver them.

Through prayerful engagement and discernment, what has begun to emerge is an understanding that we are a community:

Seeking first the Kingdom of God, and called together by God to change, serve and grow with compassion, courage and creativity.

Change is about the need for us to adapt in a changing world, so that our churches can play their full part in serving God and drawing people once more to faith in Jesus Christ.

Serve is about the attitude we need to adopt if we are to earn and gain that cherished place in people's hearts and at the heart of our communities.

Grow is about what God wants to bring about in us and through us, as people growing into the likeness of Christ, and as churches where people are being drawn to follow Jesus through our words and through our deeds.

Our objectives

Within this overall vision, our emerging key objectives are to grow missional churches, with missional leaders and missional disciples, that are:

- Growing younger and more diverse,
- Growing numerically, spiritually, financially and in impacting their communities, and in turn are
- Creating a safe and healthy culture for all

This is the latest phase in developing our strategic plans, which are vital to our seeking to grow the kingdom of God across the Diocese.

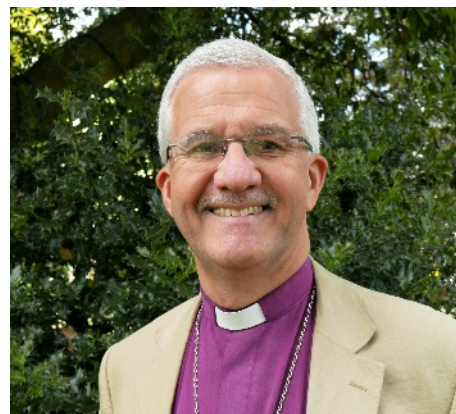
Central to these plans is sustaining and growing a flourishing and well-resourced parish structure, to enable our local churches to take their full and rightful place at the heart of their communities: serving God and serving the people, loving God and showing his love in and to our communities.

If this vision excites you and you believe God may be calling you to this role, then we would love to hear from you.

With my prayers and best wishes,

Jonathan

The Rt Revd Dr Jonathan Gibbs - Bishop of Rochester



Welcome from Rev'd Kirsty McGhee, Methodist Minister

Welcome to St Andrew's! I'm the Methodist minister stationed to St Andrew's as well as to two other churches. I spend a day a week here, so the greater share of leadership falls to the Anglican Vicar.

Most of the congregation don't consider themselves specifically Anglican or Methodist, just Christians who worship at St Andrew's. We try and take the best from each denomination, so we use the Methodist practice of non-alcoholic wine at communion, but we generally use a common cup.

I trained at Queen's Foundation College, which is both Anglican and Methodist, so I hope I can be a helpful colleague when we try and navigate the different church systems.

As well as having two ordained ministers, the church is really keen to support lay ministries. We have a brilliant Children and Families Worker, some fantastic Readers, and people with vocations in their own professional field who work hard to witness God's love every day.

I have really enjoyed ministry at this church, and I highly recommend it to anyone who has a heart for mission in the community, creative Spiritual leadership and an ability to relate well to a wide range of people of different ages, races and backgrounds.



Introduction to St Andrew's

Thank you for your interest in our Church. We hope this pack provides useful information about us and our Paddock Wood community and helps you to decide whether you might be called to lead us.

We are prayerfully seeking an Anglican Vicar who will enjoy leading our thriving Open Evangelical church and who shares our passion for the role of church in all aspects of the life of our local community.

St. Andrew's is an Anglican and Methodist Local Ecumenical Partnership whose heart is to share the Good News of Jesus Christ with others, and to share the love of God with our neighbour. We believe that this is done through: our welcome, our worship, reaching out in love, and our prayers.

We are looking for a leader who will enjoy this collaborative style of working.

We are financially secure, busy and active, and we serve a rapidly changing rural town that has three large new housing developments underway and more on the way. This is reflected in the increasing diversity of our congregation and the new energy that this brings to church life. The Paddock Wood deanery is one of four marked out in the Diocesan strategy as an area of significant growth.

Our Church complex includes three halls and a large foyer area, which are well used by the local community. The halls are open throughout the week and are sometimes used by the Diocese as well as for our own church worship and activities.

The Church Office, where the Operations Manager is mainly based, is open weekdays.

On the issue of Living in Love and Faith, there are a wide variety of views in our church and our Vicar will need to be able to exercise sensitivity as these differing perspectives are held together in balance.

St Andrew's cemetery is the responsibility of Paddock Wood Town Council. We do not manage it.

Our church membership is 140, following the complete review from scratch this year. Sadly, over recent years, many of our family have died and a few have moved away. This number is lower than in previous years, however it includes 10% new members and our church is now more diverse than before. Our new family members have added a wonderful new energy to our church life, for which we thank God.



Called Together: Missionally Healthy Places

Rochester Diocese was awarded a grant of £11 million from the National Church in March 2025. The grant is 100% of the application to support delivery of the Missionally Healthy Places strand of the Diocesan Strategy: [Called Together](#)

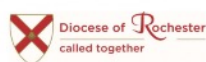
This is a very significant programme and we are delighted that St Andrew's is one of the fifteen places in the Missionally Healthy Places programme. This element of the Strategy focuses on growing missional churches, with missional leaders and missional disciples. These are defined as those that are:

- Creating a safe and healthy culture for all
- Growing younger and more diverse
- Growing spiritually and numerically
- Impacting their communities
- Planting and growing new missional churches
- Releasing financial resources for mission

The project will involve developing missional leadership, reaching and discipling children and young people, investing in Missional Healthy Places and revitalising fragile churches

It is still early days and there is much planning to do. We hope, however, that this wonderful news will encourage you if you enjoy project management and delivery and are excited by the prospect of working with the Diocese and other parishes to deliver this element of the Strategy.

The St Andrew's funding is being deferred until 2027, to give the successful candidate time to settle in, work with the Church Council to develop workplans and gain a good understanding of the local baseline data as a starting point. Initial steps will include recruitment and negotiating a Parish Agreement with the Diocese.



OUR VISION

As a family of faith across the areas of Medway, north and west Kent, and the London Boroughs of Bromley and Bexley we understand that we are:

Seeking first the Kingdom of God, and are called together by God to change, serve and grow with compassion, courage, and creativity.

OUR KEY OBJECTIVES

Within this vision, our key objectives are to grow **missional churches**, with **missional leaders** and **missional disciples**, that are:

- Growing a safe and healthy culture for all
- Growing younger and more diverse
- Growing spiritually and numerically
- Impacting their communities
- Releasing financial resources for mission
- Planting and growing new missional churches



MAKING IT HAPPEN

Four workstreams help focus our work to **grow God's Kingdom** and ensure a **flourishing and well-resourced parish structure**. All are seen through the lens of **growing safe and healthy cultures** because if we are truly seeking God's Kingdom, then we must reflect it's values of righteousness, peace, wholeness, and fullness of life for all.



BE PART OF IT

The vision stands on the shoulders of a generation of previous post-war pilgrims of the Diocese of Rochester who, also at a great moment of societal change, upheaval and challenge, had a steadfast belief that through their combined endeavour, generosity, and faith, they could grow the Church and God's Kingdom.

This is what we are being called to - let's make it happen!

Dear God, Fill us with courage and vision to carry your light into new places, meeting people where they are, and sharing the life-changing truth of your gospel. Bless these communities with strong and Spirit-filled leaders, faithful disciples, and hearts ablaze with love for you. May our churches and communities become vibrant and healthy expressions of your Kingdom—places where your Word is proclaimed, lives are transformed, and communities are renewed. Guide us, Lord, and remind us always that you are with us, empowering our every step, even to the end of the world. In Jesus' name, we pray. Amen.

Our Worship and Discipleship Routines

We regard ourselves as an “open evangelical” church. We are a friendly church family, consciously welcoming, relaxed in our services, and very happy to have children being children (and sometimes noisy) while we worship. We enjoy open and easy relationships with our church leadership, based on mutual trust and respect.

Our mission is to share the Good News of God’s love with the community we serve here in Paddock Wood and beyond. We aim to be a welcoming and inclusive church, committed to enabling as many people as possible to worship at our church and to become part of our church family. As a church, we base our life and inspiration on the Bible and in particular the teachings of Jesus, doing our best to apply those teachings to the many complexities of the modern world in a way that demonstrates God’s love for all.

Our worship style is very varied, from informal services such as ‘Church Lite’ and ‘Messy Church’, to more liturgy-based services of Holy Communion and Services of the Word. Our worship is prayerful but also relaxed and accessible.

9am service – read/spoken



10.30am service



Our routines are set out below:

Note: the figures in brackets are for services that include baptisms or other special occasions

Day	Service	Attendance	Comment
Sunday 9am	Holy Communion	25 - 40	Methodist Service once a month Otherwise, Anglican Book of Common Worship (modern liturgy)
Sunday 10.30am	First and third Sundays Holy Communion	39 - 87 (135)	One service a month is Methodist-led
	Second Sunday Church Lite	28 - 93	An informal Service with fun activities for the family
	Fourth and fifth Sundays Morning worship	55 - 91 (200)	
	First and fourth Sundays Voyagers for ages 4 - 11		
Sunday 4pm	Third Sunday Messy Church	19 - 30	
Tuesday, Wednesday and Thursday at 9am	Parish Prayer	Approximately 5	
Saturday	Kent Chinese Christian Church Service, held in Cantonese		Currently meet in the hall. Faculty application underway with Bishop's approval, for worship in the church

The Leader and Preacher at our services may be different people, even at Holy Communion services.

We have an excellent audio-visual system, which is used at every 10.30am service and occasional services such as funerals and weddings.

The **Choir** sings at Holy Communion services, accompanied by organ or piano, and employs a wide range of musical styles, including arrangements of contemporary worship songs. [Update pictures]

Choir



Music Group



The **Music Group** plays at the other morning services which are less formal and lend themselves to more expressive contemporary worship songs.

Other special services include 'Light Up a Life' Memorial Service, in partnership with the Hospice in the Weald; Parade Services with the uniformed youth organisations; Cafe Church; the Town's Remembrance Day service with the Royal British Legion and the Town Council; and a range of Christmas activities with Paddock Wood Primary School.

Discipleship

We have seven Home Groups, each having between 8 – 10 people, which meet either weekly or fortnightly in the church halls or within people's homes.

We have led Alpha courses for a number of years. The most recent course concluded in February 2025.

Plus, we hold an annual Lent Course, often involving other churches in the Deanery and the Methodist and Baptist Churches. The 2025 'Be Still' course invited participants to take a fresh look at quiet times, and to reinvigorate our own daily time with God.

Alpha Course 2024



Lent Course 2025



Church Life

We consider it a privilege to act as Christ's ambassadors in this place, to witness for him, to tell others of God's love and to be his hands and his feet in service to others. This is what motivates us.

As Christ's ambassadors we:

- welcome newcomers into the fellowship of the church
- join in with, or lead, annual community-based events such as the Paddock Wood Carnival in July, Paddock Wood Lights Up at Christmas, a Good Friday Walk of Witness
- continue to welcome more newcomers settling in Paddock Wood, especially on the new housing estates and offer hospitality
- continue to provide material and financial support to the local Community Storehouse (food bank established by the Baptist Church and our church members)



Sadly, though, our pastoral work has decreased recently due to reduced availability of volunteers. This means that we are no longer able to offer regular visits to members in the community who are housebound, unwell or alone. This is something that we would very much like to start again as soon as possible.

St Andrew's is a busy place with many activities underway at most times of the day in our halls complex.

A selection of regular events include:

- *Friends Together* - offering company and support for those who are bereaved



- *Open House* - welcoming all for a chat in an informal setting, often including a programme of activities and speakers and occasional lunches

• *Uniformed Youth Organisations* - A Scout Group, Beavers, Cub Scouts, Scouts and Explorer Scouts (the largest in the District), a Guide Company and Brownie Guide Pack are all sponsored, or otherwise supported, by St. Andrew's.



Children, Families and Youth Work

St Andrew's has a full-time Children and Families Worker, supported by a willing team of volunteers, who host family-friendly services, weekly groups and seasonal events. Our part-time Youth Worker role has been vacant for more than a year, as we have been unable to find a suitable person. This is a great challenge for us, as we care deeply about the youth in our community.

We welcome about 25 – 30 families to the Monday morning Toddler Group, *Little Pickles*, and new families continue to come along.

The weekly music group for parents, carers and little-ones, *Rhyme Time*, welcomes about 10-15 parents/carers & children.

Fun Club is an after-school club for Key Stage 1 children at Paddock Wood Primary Academy.

Who Let the Dads Out? meet on Saturday mornings.

Our Children and Families Worker leads *assemblies at Paddock Wood Primary Academy* on Tuesday mornings.

In the Autumn Term, we hold both Harvest Festival and Christmas Services for the primary school and local childminding group.

Our *Easter Crafts* morning and *Pop-Up Activities Week* for children in Key Stages one and two are well attended.

Our summer *Holiday Club* hosts approximately 60 children, assisted by a volunteer team of about 15. At the end of the week, we celebrate



together with a big family Barbeque in the church garden.

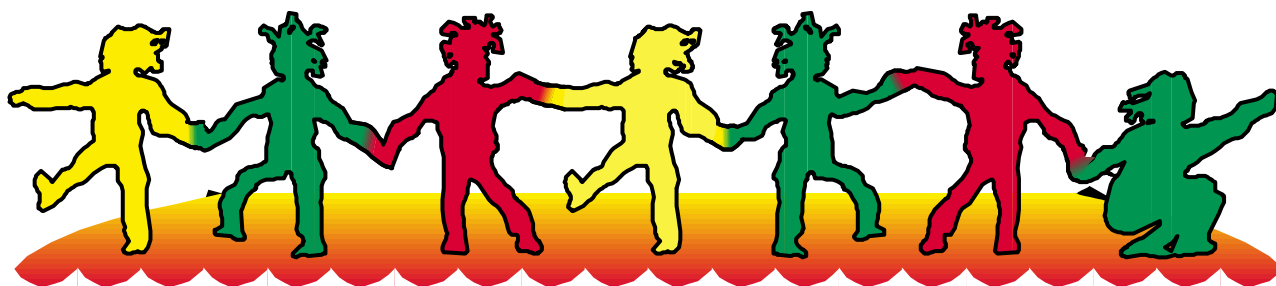
During October Half-Term, we either hold a *Light Party or a Lantern Trail*.

At Christmas we run a *Christmas Crafts* session and often meet new families at this event.

We aim to create warm, welcoming, non-judgmental, safe spaces to meet together, explore life's big questions and have fun. During the week we have regular youth clubs, open to all with a variety of activities on offer.

On Sundays, *Voyagers and Survivors* (10-18's) focus on discipleship, looking at the bible and worshipping together.

Pathfinders Youth Group (11-14's) meets on Tuesday evenings with approximately 12-16 youngsters.





Fairtrade Shop

We are very proud of our FairTrade shop <https://www.fairtradeshopstandrews.co.uk>, which is the result of the passion, energy and commitment of one church member, over 45 years ago. This was originally established as a second-hand clothing shop but is now a thriving shop selling a wide range of crafts and FairTrade food items, situated within the Church complex.



The shop is staffed by church and community volunteers. Every year the shop donates all of its surplus to Church Council approved charities operating both in the UK and in a number of low-income countries, the majority of which are situated in Africa and South America. In total, more than £210,000 has been donated; £6,000 was distributed in 2024 alone.



Chaplaincy

Two church members serve as Chaplains:

- Chris Sutton serves as a Prison Chaplain.
- Brian Banks is a South East Coast Ambulance Service Chaplain - primarily for the Paddock Wood Make Ready Centre, as well as a Kent Police Chaplain for West Division (mostly Tonbridge and Tunbridge Wells Stations).

Hong Kong Community

Over recent years we have been delighted to welcome families from Hong Kong, mostly as they move into the three new housing developments in Paddock Wood.

We have run four bespoke “UK Welcomes Hong Kong” courses, providing well attended weekly talks on aspects of UK and Paddock Wood life. These are run by church members and cover a variety of topics, from our education system to managing your garden (many will have lived in flats previously).



We have established a partnership with Kent Chinese Christian Church (KCCC) and their leadership team. Starting in October 2022, a Church service in Cantonese was held in our Winter Hall on a bi-monthly basis. Since January (2025) services are now held weekly on Saturdays, 2.00pm – 4.00pm.

In February 2025, KCCC held their third Chinese New Year celebrations at St Andrew's, with around 620 people from Paddock Wood and elsewhere attending, including our local MP.

Chinese New Year @ St Andrew's 2025



Christmas Lunch

On Christmas Day, a dedicated team from our church host about 35 people who would otherwise be on their own, and some who sleep rough. A full Christmas dinner is freshly cooked and entertainment provided in a beautifully decorated hall.

Christmas Lunch 2024



The team also provides an Afternoon Tea during the year for people who are living alone.

St Andrew's Coffee Shop

This excellent initiative was one of many initiated by a church member. The coffee shop serves refreshments in a warm and friendly environment on Tuesday and Wednesday mornings from 10 – 12 noon and is a great blessing to many people. It provides pastoral support to helpers and customers, alongside cakes and coffee, and is valued not only by our church members but others in the community, who also volunteer to help.



Wonderfully, it is also able to contribute to church income. In 2022 and 2023 it contributed just over £2100 each year and last year, 2024, just under £2500.



*Craft Club @ the
Coffee Shop
A new initiative
which has
started well.*

**Craft Club @ the
Coffee Shop**
St Andrew's Church, Maidstone Road,
Paddock Wood TN12 6DZ
Starting in January on the 2nd
& 4th Wednesday in the month
10 am - 12 noon

Bring along
your own craft
project to do
or have a go
at an activity
provided.

Enjoy a cup of coffee
and piece of cake,
share ideas and learn
new skills.

Everyone Welcome

Mission Partners

St. Andrew's Church has a strong tradition of supporting mission work throughout the UK and the world. We enjoy building prayerful relationships with our mission partners and commit 10% of our voluntary parochial income to assist them.

We support:

- Scripture Union, Hungary. We encourage visits to assist with the annual holiday clubs, although none have happened in recent years. We are privileged to welcome the Chief Executive from Hungary to our church every year or so.
- The Church Army Medway Centre of Mission. This link is just over a year old. We have visited them twice and they joined us in a Sunday service at the end of last year.
- Princess Basma Hospital in Jerusalem treats Palestinian children with disabilities, a new link.
- Bereko (see below)
- Mission Opportunities Fund – one-off donations, often in response to disasters and emergencies

St Andrew's, Bereko, Tanzania

We have had a parish link with Bereko since 2006, which sits under the umbrella of the Rochester Diocesan link with Kondoa Diocese in Tanzania.

This relationship is a valuable part of our church life and, over the years, a large proportion of our church family has visited Bereko and come to know and love the people there.

Bereko is a largely Islamic community and our sister church there works in hard circumstances.

This is primarily a relationship of mutual prayer support and encouragement, but over the years we have shared our material wealth to help with a wide variety of projects that support the Bereko church, schools and community.

We usually visit Bereko every two years and hope that our new Vicar will be able to commit to this partnership in Christ and join us on our visits.



This friendship has grown over the years to include links between our Town Councils, Primary Schools, Secondary Schools and Roman Catholic churches. This wider partnership is managed within Paddock Wood by the Bereko Community Partnership: www.bereko.co.uk.

Our relationship with this tiny village in Tanzania has, in God's wonderful way, helped to bring us closer to our local community here, as we meet together, fund raise together and visit together.

About Paddock Wood

An introduction

Paddock Wood sits between Maidstone, Tonbridge and Tunbridge Wells. It grew during the second half of the 19th century as a result of the local hop industry along with fruit and vegetable distribution.

The town is developing rapidly with three substantial new developments and possibly more planned.

There is an excellent road and rail transport network with direct rail services to London, Folkestone (Eurotunnel),

Dover and to Gatwick Airport (one change) and local connections to Tunbridge Wells, Tonbridge and Maidstone. The major roads, the A21, M25 and M20 are also easily accessible.

As a small rural town, Paddock Wood has much to offer, including an interesting variety of shops, friendly clubs, good schools and fine sports facilities.

The nearest hospital is at Pembury about 6 miles away and there is a local Health Centre in Allington Road. There is also a leisure centre, Putlands, at the south end of the town and the nearest public swimming pool is in Tonbridge.

The local authority is Tunbridge Wells Borough Council and local affairs are managed by an active Town Council.



Local Demographics

The population is around 8,500 and anticipated to grow by 3,500 with new housing developments.

The Paddock Wood demographics are:

- A population of 8,377 (51.4% female and 48.6% male) living in 3,494 households (average household size of 2.40) of which 14.6% are categorized as social housing.
- An average age of 43 years; 22% of the population are 65 years or above
- Ethnicity - 95.5% are white British.
- The Index of Multiple Deprivation (IMD) for the Parish is 70%, i.e., 70% of parishes are more deprived when compared to Paddock Wood.

There are a substantial number of London commuters living in Paddock Wood. Other people travel to work in nearby towns or are employed on the industrial estates on the northern edge of the town.

See appendices 4, 5 and 6 for summaries of Census 2021 Data: Paddock Wood; Benefice Census Data: Deanery of Paddock Wood and Parish Deprivation Data.

Schools

Education locally is strong, which is partly why this area is becoming increasingly popular for families.

Primary Education

Within eight miles are four Ofsted-rated Good and Outstanding primary schools, including Paddock Wood Primary Academy.

Paddock Wood Primary Academy is a very large school (600) and educates children from 5 - 11 years (classes are Reception and years 1-6).

A second, church Primary School, St Andrew's, is being planned. This will be a free faith school and we are working on this in partnership with the Tenax Trust, a Multi Academy Trust, based at Bennett Memorial Diocesan School.

Secondary Education

Our local Secondary school is Mascalls Academy. An Ofsted rated 'Good', mixed comprehensive school, with 1,400 students from 11 - 18 years (years 7 - 13), Mascalls has, since September 2015, become the lead school in a cluster of schools which are part of the Leigh Academy Trust in Dartford.

We have a close association with Bennett Memorial Diocesan School, which is Ofsted rated "Outstanding" and is based in Tunbridge Wells. Plus, in nearby Tonbridge, is Hillview School for Girls (it also takes boys in Sixth Form).

The area also boasts many highly sought-after grammar schools, including, the prestigious Judd School, Tonbridge Grammar School, Weald of Kent Grammar School, The Skinners School, Tunbridge Wells Girls' Grammar and Maidstone Grammar School.

Amongst the Independent sector are Hilden Grange School, Kent College Pembury, Sevenoaks School and Sutton Valence. All are easily accessible by car or train in a couple of direct stops.

Churches

Paddock Wood churches comprise St. Andrew's, St Justus' Roman Catholic and Paddock Wood Baptist Church.

Shopping

The town has a good selection of small independent shops, including the family-run department store of Barsleys and a popular family-run butcher, and a number of coffee shops. There is also a Waitrose supermarket.

Royal Tunbridge Wells is nearby. The Bluewater shopping centre, one of the largest malls in the country, is 45 minutes away by car.

Amenities in the Area

Paddock Wood has a public Leisure Centre, and popular sports, athletics and football clubs. The nearest swimming pool is in Tonbridge. More recently a new Community Centre has been developed which also hosts a wide range of community activities.

The Hop Farm Country Park sits on the outskirts of Paddock Wood.

Nearby attractions include the Pantiles, The Amelia Scott (Museum) and Spa Valley Railway in Royal Tunbridge Wells; as well as the castles and gardens of Scotney and Sissinghurst. The market town of Tonbridge is easily accessible. The retail and cultural amenities of Sevenoaks (including the Stag Theatre) are within easy reach of Paddock Wood.

Countryside Living

While being commutable to London, Paddock Wood nestles in the Kent countryside. Surrounded by apple orchards, and vineyards this setting offers the best of both worlds.

Plus, the River Medway is only minutes away – a tranquil and wide waterway, passing through meadows, woods and villages and supporting a wide variety of birds and wildlife. There are other family favourites such as Bedgebury Forest (Go Ape!) and Bewl Reservoir - the largest stretch of open water in the South East in an Area of Outstanding Natural Beauty. It offers a fantastic range of water sports, cycling and an Aqua Park.

The Broader Context

St Andrew's was registered as an independent charitable Trust in September 2010. The Trustees form the governing body, the Church Council (Appendix 1).

We are a long established Local Ecumenical Partnership between the Anglican and Methodist churches (our Constitution is available at Appendix 2).

Our Patron is the Dean and Chapter of Canterbury Cathedral.

We are part of the Anglican Deanery of Paddock Wood and the Weald of Kent Methodist Circuit. We are in the Tonbridge Archdeaconry.

St Andrew's is governed by the Church Council which meets on the second Monday of every other month. Membership comprises the Anglican Vicar, the Methodist Minister, Church Council Secretary, the Treasurer, the Wardens/Stewards, the Parish Safeguarding Officer, Deanery Synod Representatives, a Reader/Licensed Lay Minister representative, a Pastoral Representative, the Children and Families Worker, the Youth Worker and seven ordinary members.



Our People

St Andrew's employs a full-time Operations Manager, a full-time Children & Families Worker, a part time Youth Worker (currently vacant) and a part-time Cleaner.

We have four Licenced Lay Ministers (Readers) and two Ordained Church members, who offer their time where they can.

There is a Warden Team of three people. We do not differentiate between Church Wardens and Methodist Stewards (other than for legal requirements).

We are working on a plan, in partnership with the Diocese and the Methodist Weald of Kent Circuit, to bring in extra support to assist with mission in Paddock Wood, noting the significant development in the parish.

A weekly Steering Group meets by Zoom. Members comprise the Vicar, Methodist Minister, Children and Families Worker, Safeguarding Officer, Warden and pastoral members as and when available.

The Group reflects on events of the previous week, discusses the week ahead and look at plans for the future. This is also a time to share concerns and blessings, to support each other and to pray together.

Financial Position

St Andrew's has well managed finances, with an annual income of around £250,000, including Halls and Fair Trade Shop income, matching our annual expenditure. Our staff (excluding clergy), management and administration costs amount to around £70,000 or 28% of income and our annual contributions to the Diocese and Methodist Circuit total around £76,000.

We have always maintained, even in difficult years, our tradition of giving grants to our Mission Partners and Christian charities to a level of 10% of our voluntary parochial income. In 2024, we gave around £15,000.

The Fair Trade Shop donates all its profits to a range of Christian and secular organisations. In 2024, this amounted to £6,000.

The church has an "Acts 2 Fund" and "Vicar's Discretionary Fund", both can be used to support people in need.

Please see Appendix 3 for our Trustees Annual Report and Accounts 2024

Safeguarding

We are committed to ensuring that our church is a safe place for all and have a safeguarding team of three church members who oversee this important function and keep Church Council informed. The whole congregation has received Basic training in the past, although with the change of membership over recent years, this is due for a refresh.

Our approach to Safeguarding is set out [here](#) and we follow the Diocesan Policies set out [here](#).

Ecumenical Relationships

We value our good relations with Paddock Wood Baptist Church and St Justus Roman Catholic Church. Over the years we have shared events and worshipped together, for example: a church weekend away, our annual walk of witness on Good Friday, Lent Course, a shared church presence at the annual Paddock Wood Carnival and more.



Good Friday Walk of Witness and service



FIVE YEAR ASPIRATIONS

Overflowing /
growing, with a
diverse congregation

GROWING



A vibrant church:
buzz/energy

BUZZING



Greater involvement
of young people /
more families and
young people

YOUNGER



Youth work
embedded

YOUTH



COMMUNITY HUB

Centre of the
Paddock Wood
community.
Chaplaincy



DIVERSE LEADERSHIP

People encouraged
to take part in church
leadership



DISCIPLESHIP

A strong focus on
discipleship with varied
opportunities for learning



PRAYERFUL

Enhanced prayer life as a
church and as individuals

St Andrew's Buildings

The complex includes a large foyer, gardens and three halls of varying size which are modern, well-equipped and disability-friendly. Our large, well-equipped commercial kitchen can be made available to hirers. The buildings are heated by a large gas boiler and water-based radiator system.

The church complex has a good-sized car park with space for 40 vehicles, including four disabled bays.

We are fortunate to have an energetic and competent Property and Fabric Committee, which manage the maintenance and improvement of the church and halls complex. Our Quinquennial reviews are always complimentary about the standard of maintenance.

We hold well managed reserve funds and use external grants where possible to keep our buildings in good repair.

The Church

The present building, opened in June 1955, replaced the first St. Andrew's church, built on another site in 1859, which was destroyed by a bomb in 1940. The churchyard on the site of the original church is now closed to new burials and is in the care of the Town Council, which is also responsible for Paddock Wood cemetery, on the outskirts of the town.

The church building is light, spacious and constructed of local bricks on a base of Kentish ragstone saved from the original church. Inside, the cruciform shape is immediately obvious. The central free-standing communion table is surrounded by seating, for 350 people, in the four arms of the cross. The gallery houses a pipe organ.



The Church layout allows for flexibility of use, as the communion table and rails can be removed to leave a large central space suitable for concerts, drama etc. There is a vestry in the north-east corner of the church. The South Transept provides a flexible area which can be used as part of the main service or as a chapel for private prayer or smaller services, or for the choir to sit for certain services.

Services are well supported by Audio Visual facilities.



The Halls

The halls are a tremendous asset to St Andrew's. They are available for hire to community groups and associations throughout the year. We see this as part of our warm welcome and an opportunity to serve our community.

Our church is also used for larger community events, such as the Paddock Wood proms.

We enjoy good relationships with our hirers, many of whom have supported St Andrew's for years. The varied groups include U3A, child minders, dance and keep fit, arts and crafts, mindfulness and wellbeing, NHS teams (Immunisation and Blood Donors) and various uniformed youth groups.

A new Community Centre has been opened recently just over the road and, after an initial drop in hirings, we have bounced back as hirers enjoy the standard of our halls and facilities and the friendly atmosphere.

We have recently received grant approval from the Home Office, and following a security survey, undertaken across the complex on 19th December 2024, we will be improving our exterior lighting as well as the scope and quality of our CCTV system.



The Vicarage

The Diocese is in the process of purchasing a new home in Paddock Wood to replace the existing vicarage. We anticipate the home will be ready for occupation in the late summer 2025. This five bedroomed property will be low cost to keep warm, have a manageable garden area and is on the edge of the new development 'The Burrows', looking out on open land.

The floor plan for this property 'The Nightingale' and also the site plan, showing its location are shown below.

THE NIGHTINGALE

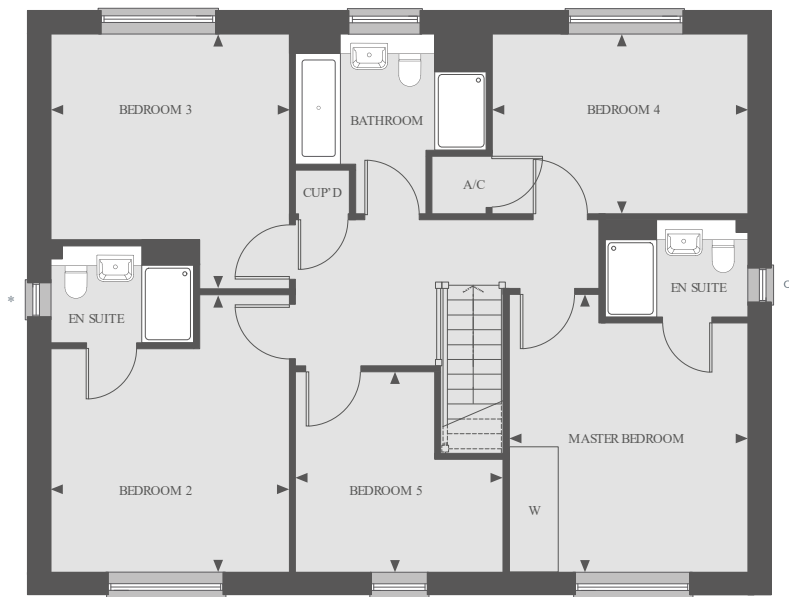
FIVE BEDROOM HOME
TOTAL INTERNAL FLOOR SPACE
178.2 SQ M (1919 SQ FT) with no bay window
179 SQ M (1927 SQ FT) with bay window

Enjoy a luxury lifestyle in this very special family home, with ample scope for living, including five double bedrooms with two en suites.

The formal living room is complemented by a separate study and the open-plan kitchen/dining/family area, which stretches the whole width of the house and is naturally lit thanks to two sets of French doors leading to the garden.

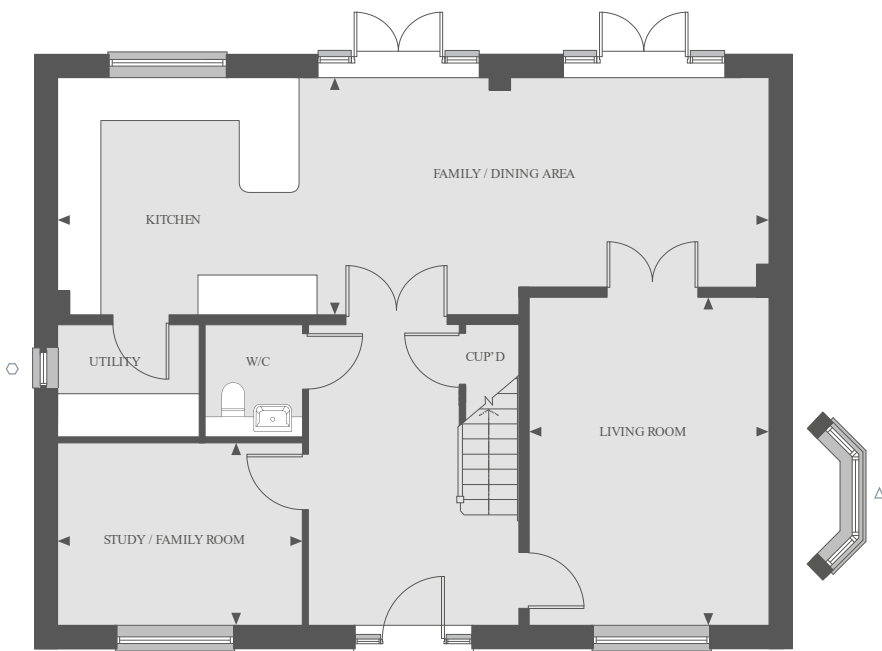
The master bedroom has a large fitted wardrobe and an en suite.





FIRST FLOOR

MASTER BEDROOM	
4.27M X 3.68M	14'0" X 12'1"
BEDROOM 2	
4.27M X 3.68M	14'0" X 12'1"
BEDROOM 3	
3.68M X 3.91M	12'1" X 12'10"
BEDROOM 4	
3.94M X 2.76M	12'11" X 9'1"
BEDROOM 5	
3.10M X 3.23M	10'1" X 10'6"



GROUND FLOOR

KITCHEN / FAMILY / DINING AREA	
10.7M X 3.58M	35'4" X 11'9"
LIVING ROOM	
4.96M X 3.63M	16'3" X 11'11"
STUDY / FAMILY ROOM	
3.69M X 2.76M	12'2" X 9'1"

SITEPLAN

PLOTS IN PHASE 2 ARE COLOURED.

2 BEDROOM HOMES

THE STONECHAT

PLOTS 209, 210, 249, 250, 251, 252, 253, 254, 255, 256

3 BEDROOM HOMES

THE LAUREL

PLOTS 5, 6, 13, 14, 15, 16, 17, 25, 26, 27, 28, 33, 34, 35, 42, 43, 44, 56, 57, 58, 59, 60, 61, 64, 65, 66, 67, 68, 69, 70, 188, 189, 203, 204, 205, 206, 207, 208, 264, 265, 270, 271

THE ELDER

PLOTS 4, 9, 10, 30, 31, 32, 36, 37, 38, 39, 40, 41, 45, 46, 53, 54, 55

THE SKYLARK

PLOTS 3, 11, 12, 18, 20, 29, 47, 52, 62, 71, 72, 186, 187, 202, 219, 220, 221, 223, 257, 259, 263, 266, 269, 272, 273, 274, 278

4 BEDROOM HOMES

THE TURNSTONE

PLOTS 2, 8, 22, 23, 24, 48, 50, 51, 63, 258

THE WOBURN

PLOTS 19, 73, 184, 185, 227, 267, 268, 275, 277, 281, 288, 290, 291, 292, 293

THE HUMMINGBIRD

PLOTS 276, 283, 285, 289, 295

THE HAWKFINCH

PLOTS 21, 261, 279, 282

5 BEDROOM HOMES

THE NIGHTINGALE

PLOTS 262, 280, 286, 294, 296, 298, 299

THE PERCGRINE

PLOTS 1, 7, 49, 260, 284, 287, 297, 300

LEGEND

- HOUSING ASSOCIATION
- VISITOR PARKING
- SS SUBSTATION
- PS PUMPING STATION
- LAP Local Areas of Play
- LEAP Local Equipped Area of Play
- PHASE 1
- PHASE 2

These particulars should be treated as general guidance and for illustrative purposes only and should not be relied upon as statements or representations of fact. All landscaping, road and paving shown are indicative. Roof finished may vary from the illustrations. We operate a policy of continual product development and



Our New Vicar – A Person Specification

This person specification reflects results of a congregational questionnaire undertaken in February 2025 and subsequent Church Council discussion. We hope that this gives you a good idea of our priorities, along with the section on our aspirations.

We understand that it may seem that we are seeking the impossible! We do understand though that everyone brings different experiences, skills and attributes to this role and look forward to meeting the person that God has chosen for us in this stage of our church life.

We also appreciate that leading an active church is a role shared with the whole church, despite our differing abilities and levels of confidence.

Having said this, ideally our new Vicar will be someone who is a prayerful person of great vision and faith, with a strong commitment to pastoral care and missional activities, and able to provide strong spiritual leadership within our church and the local community.


Sharing our vision

We are seeking a vicar who:

- Will embrace our vision, open evangelical style and Local Ecumenical Partnership
- Enjoys leading in a variety of worship styles and exploring new ways of worship
- Is able to present the Gospel engagingly and relate its teaching to everyday life
- Will champion safeguarding
- Has a heart for pastoral care both for regular churchgoers and those in the wider community
- Has a heart for mission and commitment to reaching out to all age groups in our growing community
- Will commit to building on our relationships with other churches in the area and with our mission partners around the world

Experience

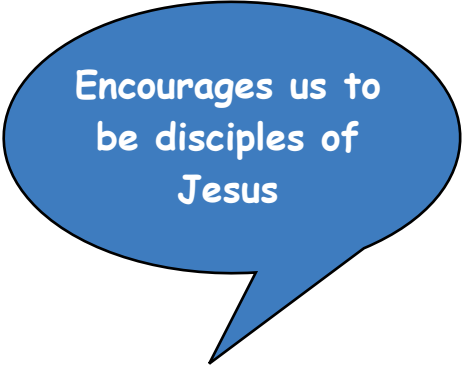
- Has experience of leading in a complex environment and working collaboratively, both within a leadership team and externally with community partners
- Has experience of enabling and encouraging others to take on roles, sharing in the running of the church and nurturing individual ministries




Will welcome
all people
(non-judgmental)



Inspires
others



Encourages us to
be disciples of
Jesus



Helps others to
flourish and grow



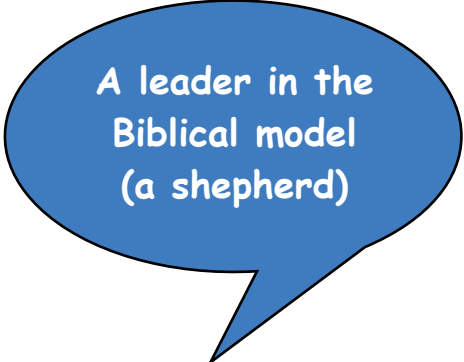
Makes the church
the centre of the
community

Personal qualities

- Has strong leadership skills
- Is personable and compassionate, with strong people skills and a good sense of humour
- Has good communication skills, and is able to listen well and to put across their message clearly
- Is comfortable sharing preaching responsibilities
- Is able to work well with, and respect the needs of, all age groups, family units and those living in different, often challenging, circumstances
- Is well-organised and able to manage conflicting priorities and a busy church life
- Is personally resilient and has experience of navigating and reconciling situations where opinions are divided or differ
- Values maintaining and building relationships within the community, such as with the Town Council, schools and other community stakeholders
- Is happy to play an active part in community events
- Will commit to our parish link with Bereko in Tanzania and be willing to lead group visits



Loves people



A leader in the Biblical model (a shepherd)



Prayerful




Helps others to flourish and grow

How to Apply

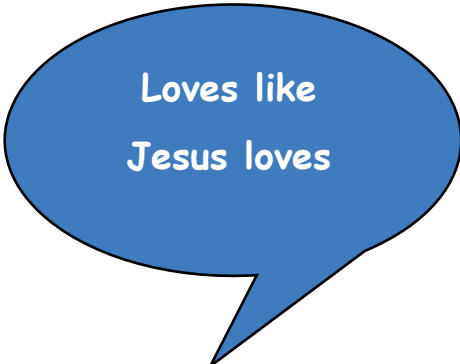
If you believe God might be calling you to join us in sharing the love of God with the people of Paddock Wood and, as Vicar, support our vision and ambitions for St Andrew's we would love to hear from you.

Application details are available from Sal Hamlyn, Executive Assistant to the Archdeacon of Tonbridge: sal.hamlyn@rochester.anglican.org.

If you would like an informal conversation about this vacancy please contact Archdeacon Nick Cornell via his EA, Sal Hamlyn, as above.



Filled with the Holy Spirit



Loves like Jesus loves



A heart for the community

