

***West Cheltenham
Parish Profile***



***Pioneer Minister
& Associate
Rector***

April 2018

Contents

Introduction	3
The Opportunity	5
Our Community	6
Our Parish	6
History	7
What We Do	8
Occasional Offices	8
Youthwork	8
Men's Ministry	9
Women's Ministry	9
Key Parish Partners	9
Other Parish & Community Stakeholders	12
What Stakeholders want	13
Who We Are	14
Parish Vision	14
Parish Values	14
Regular Attendance & Parish Electoral Roll	14
Our Congregations	15
Parish Operations	16
Clergy and Lay Leadership	16
Parish Finances	17
Parish Buildings	18
Accommodation	19
Cheltenham Life	19
Useful Website Links	20
Who We Need	21
New Team and Rector	21
Clergy Attributes	21
Associate Rector Specific Roles and Responsibilities	22
Pioneer Minister Specific Responsibilities	22
Further Assistance	22
Appendices	23
St Aidan & St Silas	24
St Barnabas	28
St Mark	32

Introduction

A Note from Rev'd Rod Paterson (Rector designate)

The idea of opportunity and challenge often go hand in hand. The task here is for two clergy colleagues to join me and lay leadership to work together 'Setting God's People Free' to shape the next chapter of the largest and one of the most diverse parishes in the Diocese of Gloucester. Both advertised roles are strongly outward looking in focus and this will energise you.

The new single parish structure came into operation in April 2018 and gives us a clean slate to build from; an exciting moment to get on board. There is enormous potential to be involved at the start of this new project and contribute to shaping a kingdom vision for the future. As a group of clergy we will work collaboratively and flexibly:

- to seek a new, God given, parish wide vision
- work with a significant team of faithful lay leaders
- with permission to do the new thing
- to grow the church within and beyond the doors of the church buildings
- to connect in new ways with the community
- having the freedom to fail but to get up and try again
- enjoy ministry: laughing, learning, growing and praying together
- with the opportunity to exercise your particular gifting
- with significant backing of the Diocese

This is a task that will stretch and call out the best of each of us and we will be reliant on God's strength and God's resources every step of the way. I believe that I have been called to this role (and will be licensed on 18 June) and my prayer is to work with two other clergy colleagues who have a similar sense of God's call and a passion for proclaiming afresh the gospel message in these changing times.

If God is nudging you in any way to consider applying for one, or both, of these roles please contact me for an initial conversation – 07764 757672.

Why the Parish Chose Rod

Some thoughts on our selection of Rod to lead the Parish and the Team.

A NOTE FROM THE ARCHDEACON OF CHELTENHAM, THE VEN PHIL ANDREW

As will be obvious from this profile, the Parish of West Cheltenham is at the beginning of a new and exciting chapter, with extraordinary potential to make the love and the abundant life of Christ known across a diverse community. As with many new chapters there is a sense both of hope and anticipation as well, for some, of a sense of loss as you will see from the coming pages. In seeking to

ROD IS A GENUINELY COLLABORATIVE COLLEAGUE WHO WAS ALWAYS GREAT AT OFFERING SUPPORT BUT HAPPY TO STEP BACK AND LET ME FLOURISH INDEPENDENTLY. I REALLY MISS WORKING WITH HIM!

FORMER CLERGY COLLEAGUE

recruit a new Rector we have been hoping and praying for someone who **will** be an instrument of unity and reconciliation as well as a leader who can draw the parish together under a new vision; someone who **will** help to inspire, equip and empower the people of God across **all** three churches to recover confidence in Christ's plans for his church and its community. In Rod we are confident that we have found someone who, under the direction of the Holy Spirit, can bring these aspects to the team. He has a strong track record within this Diocese of bringing a new sense of confidence and vision to a church family, in working across a wide social spectrum and in developing, encouraging and releasing other leaders (both clergy and laity) to fulfil their potential. I am confident that Rod **will** prove a faithful and inspiring leader and colleague in the task that lies ahead.

WARDENS' VIEW

Key amongst the abilities we sought in recruiting our new Rector was a successful track record working as team with others – clergy and lay – to get the best out of people through encouragement, partnership and leadership. Also, someone who wants to minister to those already in our congregations, but also has a powerful desire to engage with the community, building on what we do already plus developing new ways to engage people around us.

In Rod, we were struck by his experience working with and releasing other clergy both to more typical church activity as well as pioneer outreach, and the growth in each. Also, we were impressed with his inclusive approach to setting a new vision for the parish, and his desire to see this come from the congregations, leadership and all new clergy. These attributes around teamworking and leadership were key amidst many other attributes we see Rod bringing, and consequently the decision to appoint him was unanimous.

ROD IS FAB, I LOVED WORKING WITH HIM. IF I WASN'T SO SURE I AM WHERE I AM MEANT TO BE AT THE MOMENT, THEN I'D BE APPLYING FOR THE JOB MYSELF!

FORMER CLERGY COLLEAGUE

The Opportunity

West Cheltenham, we believe, is one of the most exciting and challenging opportunities in the Church of England and, in the largest parish by population in the diocese of Gloucester. West Cheltenham is an area of rich diversity and interest, where you will find GCHQ, one of the best performing Grammar Schools in the country alongside areas of high social deprivation. There are three very different church communities with some wonderful and committed Christian brothers and sisters.

The Diocese of Gloucester has a clear sense of direction summarised in LIFE (www.gloucester.anglican.org/about-us/our-vision) and has committed resources and been very supportive to West Cheltenham during the recent period of change. The Deanery of Cheltenham is collaborative and innovative with, for example, the Christian Arts Festival taking its place alongside other festivals this dynamic town is famed for.



St Mark's School Carol Service in St Mark Church

The three churches of the parish – St Mark, St Barnabas and St Aidan & St Silas – are evangelical congregations whose goal is to serve Christ in our suburban West Cheltenham parish of approximately 30,000 people. Across our congregations we are a welcoming and multigenerational church family.

In April 2018 the formal structure reverted to that of a single parish. This process of change has highlighted a strong common goal – to serve Christ in our community - but also the need of a shared vision for the parish to release its considerable potential.

We now begin a new chapter in the life of the parish; that chapter opened with our appointing Rod Paterson as Rector, effective June 2018. We believe in Rod's sense of calling to our parish, and in him being a passionate advocate for Jesus. Leadership is a key skill we required in his appointment and from his varied experience and track record as a leader – secular and as clergy – we believe he has the ability to lead a new clergy team and work to grow lay leadership (in numbers and skills) in order to bring the good news of Christ to the communities we serve.

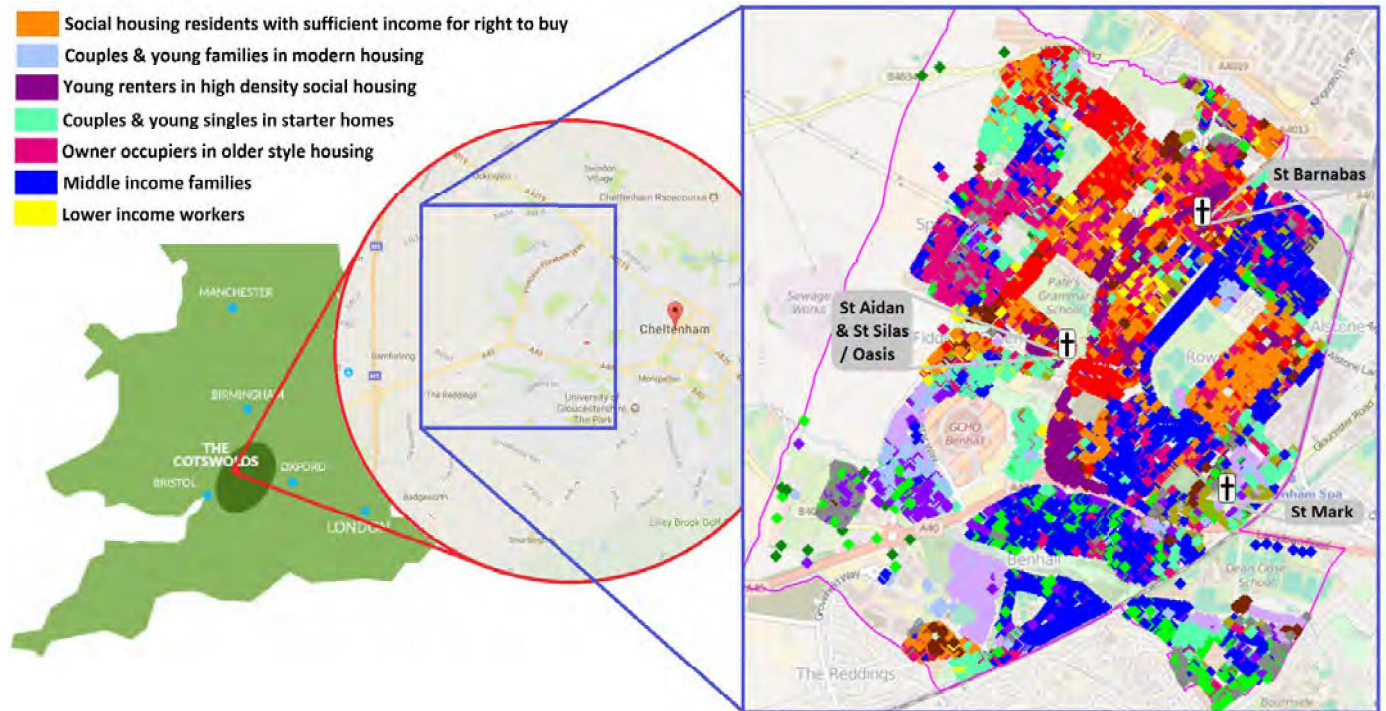
WCT IS PASSIONATE ABOUT FAITH AND COMMUNITY; AN OUTWARD LOOKING WORSHIPPING FAMILY. THERE IS OPENNESS, GOOD FOUNDATIONS AND GREAT LINKS; POTENTIAL READY TO BE RELEASED WITH GOOD LEADERSHIP AND FOCUSED ENERGY. STRATEGICALLY IT IS A KEY AREA WITHIN CHELTENHAM FOR OUTREACH.

AN EXTERNAL VIEW FROM ANDY MACAULY FROM THE ROCK, NEARBY COMMUNITY PROJECT

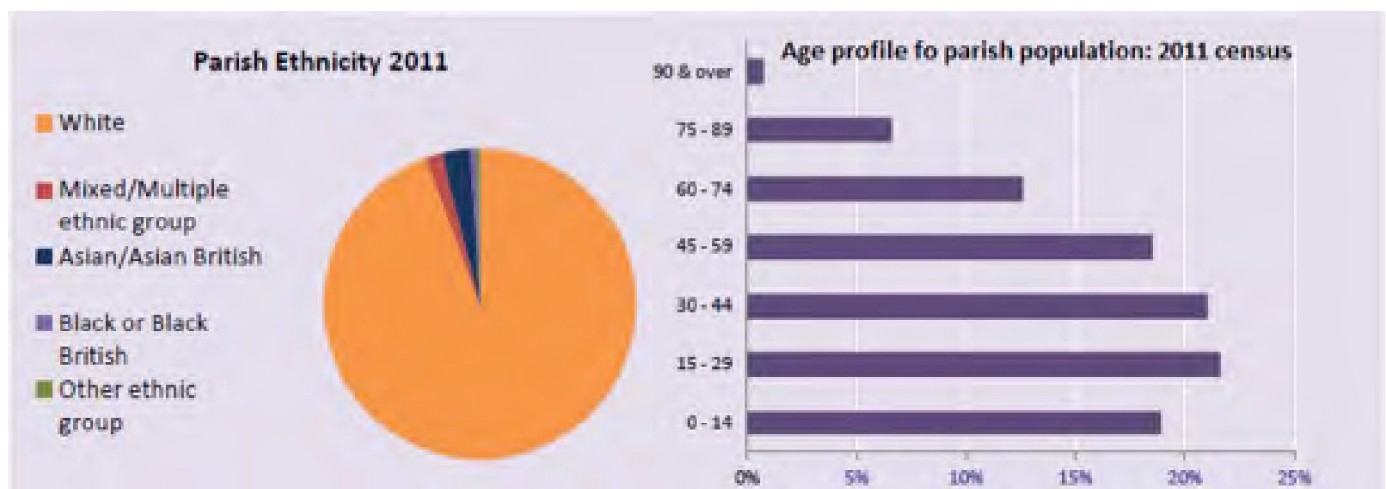
Our Community

Our Parish

West Cheltenham parish is the largest in the Gloucester Diocese; 30,000 people in a largely suburban area, with approximately a quarter of households in social housing. It is a demographically mixed area and one of the less affluent parts of Cheltenham; a large minority of residents are in the poorest 20% of the national population. The proportion of the parish selecting Christian as their religion in the 2011 census was 58%, down from 73% in 2001.



The location of the parish and its social demographic profile is shown above, and below is an analysis of the parish by age and ethnicity according to the last census.

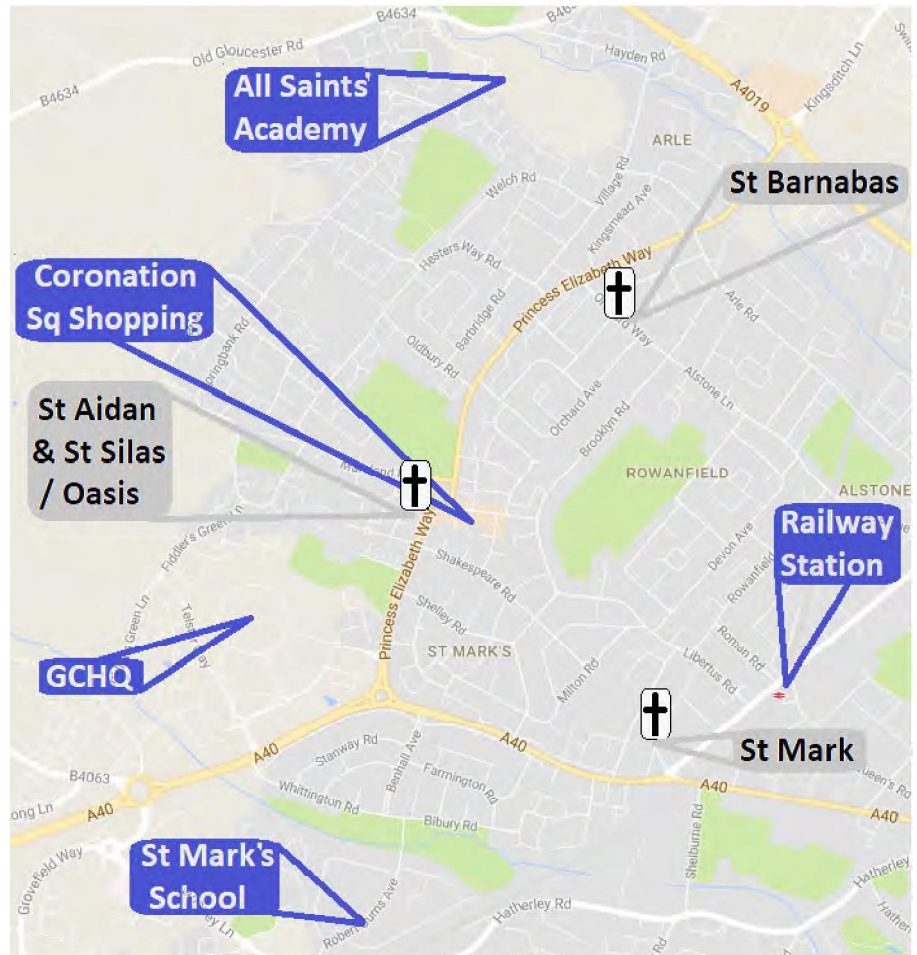


There are seven schools in the parish all of which our congregations are active with, especially so for St Mark's CoE Junior School (voluntary aided) and All Saints' Academy secondary school which opened in a brand new building in 2011 as a collaboration between Catholic and Church of England dioceses.

The parish's main employer is GCHQ (Government Communications Headquarters), and contains Gloucestershire College's Cheltenham Campus. There is a small amount of light industry as well as a slightly run-down shopping centre on Coronation Square. To the west of the parish there are proposals for further housing development and a business/technology park.

URBAN DEPRIVATION COUPLED WITH LOW ASPIRATION FROM STUDENTS STEMMING FROM HISTORIC LOW ACHIEVEMENT THEMSELVES.

ANSWER FROM ALL SAINTS' ACADEMY ON THE MAIN ISSUE THAT THEY EXPERIENCE IN THE AREA



History

Founded in 1862, the parish planted St Silas in the 1880s, St Barnabas in 1940s, St Aidan in 1950s and Emmanuel in 1980s. Since the turn of the millennium the congregations of St Aidan and St Silas joined, and Emmanuel amalgamated into St Mark. In 2015, and in co-operation with the Diocese and YMCA, the parish took operational control of a modern youth centre in the middle of the parish owned by the local authority; Oasis. This now houses the St Aidan & St Silas congregation, our community outreach charity partner, Family Space, as well as being used to serve many other community groups.

What We Do

We have passion for outreach and connecting with the wider community. This is both with the good news of Christ and also – given areas of deprivation – practical engagement (often with partners) in ways relevant to local people.

Later in this document is an appendix on each congregation's individual activities, so here we focus on the parish wide activities there are. Going forward we are hoping that 'what we do' will be much more collaborative than previously.

Each church takes part in national/diocesan initiatives such as Back to Church Sunday, and are to varying degrees engaged with Experience Easter, Experience Christmas, Experience Pentecost and Experience Harvest – all ways to engage schools and others.

Annually on Good Friday there is a parish wide open air service in Coronation Square shopping precinct. A 'Sunflower' service is held on the first Saturday of the month with communion quarterly. In the past Alpha Courses have run across the churches, and we have held a parish-wide weekend away.

The Sunday evening service and mid-week morning communion service at St Mark are parish activities, as is a monthly prayer meeting (which rotates as to location), weekly coffee shop at Oasis and a parish Tea Service which occurs when there is a 5th Sunday of a month, so four times a year.

The parish also hosts a monthly deanery wide Saturday evening service as an alternative for those who can't attend church on Sunday.

Occasional Offices

In the year to 30 June 2017 activity in the parish included nine weddings, 55 funerals, 32 baptisms and three confirmations.

In preparation for this document we chatted to a handful of those who have recently used baptism, wedding and funeral services across the parish. Although a small sample the feedback was universally positive; from initial contact with the parish office to preparatory engagement with clergy through to the service itself.

This activity is an excellent way to engage with community when church is most obviously relevant to them, however we believe more can be made of such opportunities.

Youthwork

Parish Youth Ministry aims to support and encourage the development of a personally owned faith in each of the young people, resilient to the challenges of teenage and adult life. Most of our young people come from church families across the parish, but there are also young people brought by friends who attend other churches or are from homes of no faith.

The combination of a volunteer team partnering with Youth For Christ run youth work and provide:

- fortnightly Sunday evening group held at Oasis, for year 7+; 10-15 typically attending, and
- small weekly home group for year 10+; currently 7 regulars.

They also signpost young people to other events happening in the area; groups are taken termly to Gloucestershire wide REVIVE youth meetings and to the yearly SPREE and SHINE residential weekends run by Urban Saints.

Looking to the future, we believe there is considerable scope for wider community engagement through youth work, given sound foundation, excellent facilities, purpose built sports hall, and interaction with wider diocese activities e.g. Psalms.

I ENJOY GIRLS' BIBLE STUDY AND SUNDAY NIGHT ACTIVITY, AS WELL AS THE WEEKENDS AWAY THE LEADERS TAKE US TO A COUPLE OF TIMES A YEAR.

YOUTH GROUP MEMBER

Men's Ministry

Currently the men's ministry team organise several events every year. The main event is the men's breakfast with an invited speaker, which takes place three times a year

Other past events include skittles, curry nights and a trip to a brewery. All attract men from across the parish and offer a great opportunity to get to know each other better.

There is also a long-running men's 5-a-side football weekly; many who come are from outside the church, and we hope that through building friendships, we can have some influence on their lives.

Women's Ministry

Our women's ministry is about growing in faith and friendship, but also on care for others, Fair Trade and the environment.

We encourage this during our breakfasts and afternoon teas, when we share lovely food and listen to inspiring speakers. During our annual women's away day, there is time and space to go deeper.

Social events range from craft evenings to walks in the Cotswolds. Our ministry tries to focus on faith and fellowship.

SKITTLES EVENINGS ARE ALWAYS GOOD FUN AND A RELAXED WAY TO CATCH UP WITH PEOPLE FROM OTHER CONGREGATIONS.

PETER SIBLEY

Key Parish Partners

FAMILY SPACE

Family Space (www.FamilySpace.org.uk) is our community action partner. It is an independent charity supported through a co-operation between Hesters Way Baptist Church, Cheltenham YMCA and our three parish churches.

Family Space delivers a range of services to some of the most deprived areas of the parish and, in a nutshell, these fall under the description of "a helping hand through the ups and downs of family life." In addition, Family Space runs the Cheltenham Children's Contact Centre which is used by parents far beyond parish boundaries to facilitate contact with children that they are no longer living with; it provides a safe, neutral place where a parent and child can enjoy uninterrupted time together.

Family Space has a staff of seven (some full time and some part time) and a bank of volunteers, many of whom come from the parish congregations. Family Space is based at Oasis, but also uses other church buildings for service delivery. It is an independent charity, however trustees are primarily drawn from the partner churches. Its finances are separate from the parish, and financially Family Space is robust both in terms of reserves and its track record in recent years of attracting funding. The trustees of Family Space believe there is more potential to work strategically with the parish to promote personal faith in those it works with and affects. More information can be found at www.familyspace.org.uk

IT FEELS LIKE FAMILY SPACE IS A BIG PART OF THE DNA OF THE CHURCHES; MANY PARISH MEMBERS HAVE BEEN INVOLVED AT SOME POINT OVER THE YEARS. HOWEVER, THERE IS POTENTIAL TO BE MORE JOINED UP WITH OUTREACH WORK OF THE PARISH.

SARAH AVERY, MANAGER, FAMILY SPACE



ST MARK'S JUNIOR SCHOOL

St Mark's Church of England Junior School is a key partner in the parish. There are around 260 pupils in the school, the majority from the local area, and mostly of white British heritage. Attendance is high and the number of pupils with special education needs is similar to the national average. The school's catchment area covers the south-west of the parish, including Benhall, St Mark's, Golden Valley, Springbank, The Reddings and Hatherley.

Through the PCC and particularly members of St Mark Church the parish has strong links with the school, and there is enormous potential in this relationship. The parish is well represented by 6 Foundation Governors at present and our Rector is an ex-officio Foundation Governor.

There is an 'Open the Book' team sharing the Gospel weekly through bible stories, and we run the 'Experience' events so that pupils have the chance to visit St Mark Church and explore the Christian faith in interactive and imaginative ways. Collective Worship is regularly led by a member of the clergy team, and there are also services in St Mark Church (for example to celebrate the Harvest, Christmas and Easter festivals).

More information can be found at www.stmarksjunior.com, including the most recent Ofsted and SIAMS reports, where the school was rated Good and Outstanding respectively.



OPEN THE BOOK IS VERY FUNNY AND ENGAGING

STAKEHOLDER FEEDBACK FROM ST MARK'S JUNIOR SCHOOL

ALL SAINTS' ACADEMY

This is a church school opened in 2011 jointly sponsored by the Catholic Diocese of Clifton and Anglican Diocese of Gloucester. The academy is well regarded nationally for achieving excellent progress in students who often arrive with low grades and leave with good GCSE passes.

Although a church school the majority of the young people who attend All Saints' profess no active faith and as such the school has established itself as a missional outpost of the church amongst a largely unchurched community. At All Saints' Academy there is a real desire to achieve excellence in all that they do whilst living out Christian gospel values of love, peace, justice, respect, reconciliation and service to others. The school day revolves around a pattern of prayer and worship starting with 'Meet, Greet, Pray' in the morning and the early afternoon. Regular assemblies occur with prominent Christian themes linking to the liturgical year as well as celebrating other important events.



There are excellent links with both dioceses as promoted by the school's Anglican and Roman Catholic lay chaplains – the former is an active member of the St Mark congregation. The school is especially close to the Anglican diocese having been asked to contribute through the choir, drama group and chaplaincy teams at numerous different diocese events, such as singing at the inaugurations of both Bishop Rachel and Bishop Robert.

Looking to the future All Saints' Academy could provide a great location for a new congregation.

**THE CHURCHES
HAVE BEEN A GREAT
SUPPORT IN TIMES OF
CELEBRATION AND
SADNESS IN LIFE OF THE
SCHOOL THIS YEAR.**

MATT PINLESS, CHAPLAIN

DEAN CLOSE SCHOOL

This is one of the country's leading Christian private schools, tucked in a corner of our parish. Links exist through several teachers who are part of our congregations and beyond, for example pupils help run a weekly after school club in the Oasis building.

Other Parish & Community Stakeholders

CHURCHES

The parish is already in partnership with Hesters Way Baptist church, from where the idea for Family Space came over twenty years ago. Their Boys Brigade is thriving but is not reaching the parents, and whilst there is a need and desire to work more in the community, they lack people and adequate facilities. They are keen for more co-operation with us, leading to a sharing of people and resources. They have a new and capable part-time minister who has joined Family Space as a trustee which he sees as a natural place for co-operation between our churches. He is also keen to see the churches setting up small neighbourhood groups in West Cheltenham as nuclei for growth.

Similarly, discussions with Methodist and Roman Catholic church leaders showed real openness to work ecumenically. One minister observed that the community has a wide social mix and the person coming into the role of Rector needed to be someone who can relate well to a wide range of people and their needs.

CARE HOMES

Supported by a few parishioners from each church a member of clergy undertakes monthly communion or worship services in several care/nursing homes and sheltered accommodation.

In talking to service providers across these activities they were very positive and grateful for what we do, and open to do more. They would like people to come and just spend time with residents, offer activities e.g. music/singing; even taking residents out or inviting them to suitable events we hold e.g. parish Tea Service. The doors are wide open!

Also, The Knole is a residential home for men, mainly recently released from prison, run by a national Christian charity. They really value their link with the church and the fact that one of the parish clergy acts as their chaplain.

MONTHLY SERVICE IS ABSOLUTELY BRILLIANT - THE RESIDENTS LOOK FORWARD TO IT; RELATIVES ASK WHY ONLY ONCE A MONTH?

CARE HOME FEEDBACK

SCHOOLS

As well as the close relationships with St Mark's Junior School and All Saints' Academy, there is ongoing activity with the five other schools in the parish, for example teams regularly unpacking biblical stories in assembly through Open the Book, plus there is a regular trooping of primary school children into church around Experience Christmas, Easter, Pentecost and Harvest.

When asked what opportunity they saw in working with the churches, "more" was the common call. More of what they were already getting, but also to go deeper e.g. engagement in RE lessons; and to facilitate more links between schools and relevant community groups, such as Family Space and The Rock.

OTHERS

The Rock is a diocesan supported centre on the edge of the parish working with young people from school years 6 to 11 offering early intervention and re-engagement activities for those excluded from school, or at threat of exclusion.

Sea Cadets has long made a very significant difference to young people who might otherwise become school drop-outs and/or petty criminals. The headquarters is in our parish which is, therefore, their natural catchment area. They currently have no chaplain and would like one of our clergy to take this on.

Listening Post is a Christian Counselling service based at Hester's Way Resource Centre (next to Oasis). A few church members are engaged with it, but there is potential for more. They are keen a new Rector take a positive interest and encourage greater parish involvement, especially people offering to act as counsellors.

What Stakeholders Want

Listed here are some of the responses from stakeholders received in answer to questions around what more the churches could do, or what they would like in or from new leadership:

Understanding of the importance of the academy as a place of 'mission' in the west Cheltenham community and to that end require the support and encouragement comparable to that of a mission partner; recognising the 1,200 souls that daily meet in the school.

CHAPLAIN OF ALL SAINTS' ACADEMY

Increase input to RE lessons. Potential to support school with mental health issues – provide pastoral support for parents and children suffering with these issues.

THE HEAD OF ST MARK'S JUNIOR SCHOOL

More joined up thinking and doing across the parish, with organisations with similar ethos and complementary purpose eg ASA, Family Space, WCT {aka the parish} and The Rock.

THE ROCK, NEIGHBOURING COMMUNITY YOUTH PROJECT TO THE PARISH

Have a known link for involvement in RE lessons, Assembly or Flexible Learning afternoons. Facilitate collaboration between the different schools in the area to develop projects that help address the barrier of low self belief and aspiration amongst young people and their families.

ASSISTANT HEAD, PATE'S GRAMMAR SCHOOL (ONE OF UK'S TOP SCHOOLS AT THE HEART OF THE PARISH)

Who We Are

Parish Vision

The process that concluded in a change of parish structure did highlight the strongly held goal common to all three churches; serving Christ in our communities. However, under the previous parish structure, we largely operated as separate but supportive churches, but with no single vision for the parish as a whole. Mobilising behind a parish wide vision is seen to hold considerable potential. A key early focus for the new clergy team is to work with the congregations in developing and defining the shared vision for the parish.

Parish Values

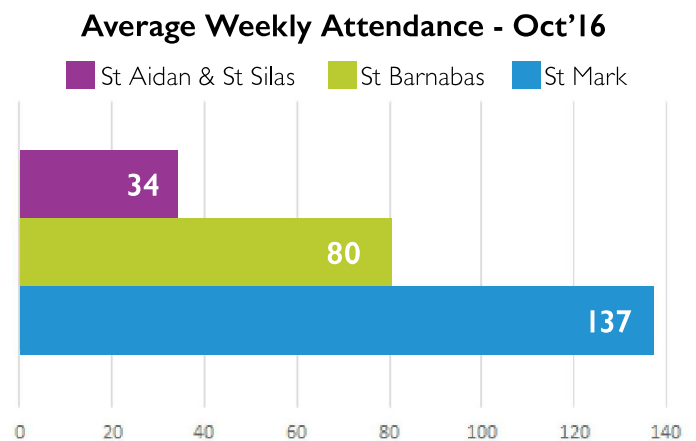
As three sister churches we are distinct yet share a family likeness, as open evangelical, seeking to serve the community in relevant and practical ways. We have respect for 'Word & Spirit', and we honour the sacraments, scripture, tradition and reason. We try to value everybody and the contribution that they make and seek to offer a range of services to meet differing needs.

Regular Attendance & Parish Electoral Roll

This bar graph of the average weekly attendance for October 2016 across the three churches, illustrates the relative difference in size of the congregations.

As would be expected, Christmas and Easter sees numbers swell, with service in the parish on each occasion increasing to between 700 and 800 people.

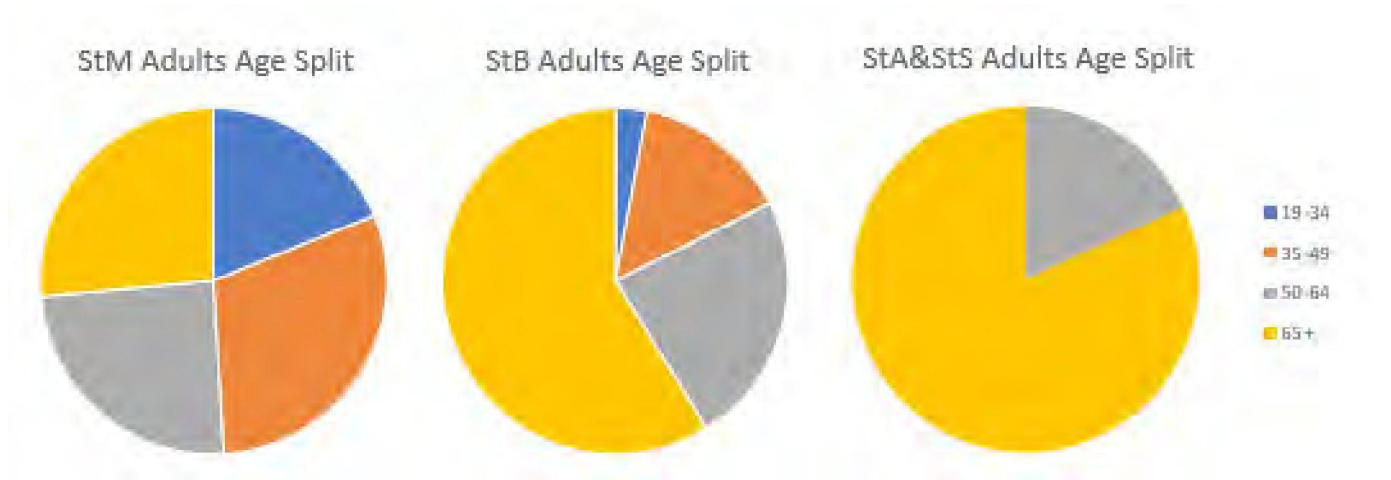
The electoral roll for the last three years is set out below.



	St Aidan & St Silas	St Barnabas	St Mark	Total
Apr 15	63	67	180	310
Apr 16	55	65	167	287
Apr 17	49	74	163	286

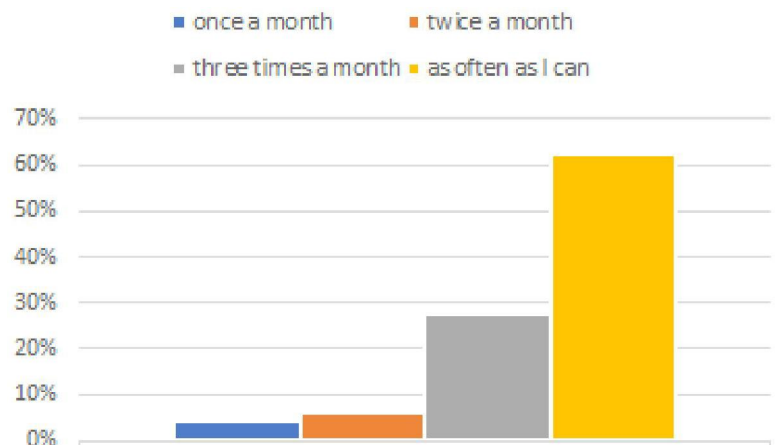
Our Congregations

To feed into this document a survey of the adults in the three congregations was undertaken; with over 100 respondents it does not cover every member but does give a representative 'snapshot' of the congregations and parish as a whole. In addition, St Mark and St Barnabas have children in regular attendance, whereas St Aidan and St Silas is primarily an adult congregation.

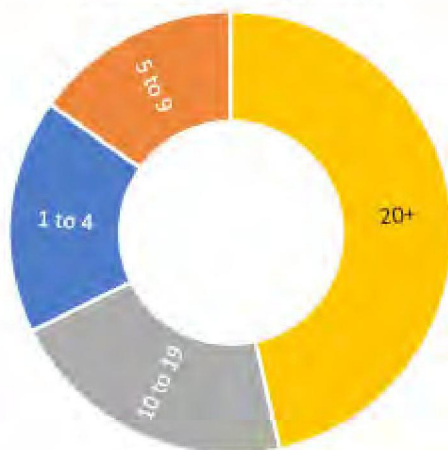


Members of the congregation are largely local to their church, with three quarters travelling less than 2 miles. The age profile of the congregations differ across the three churches – as illustrated in the pie charts above – whereas by gender St Aidan & St Silas and St Barnabas are approximately 2/3rd female, with St Mark more evenly split between gender.

Average frequency of attending church



Years of attendance at any church in the parish



The congregations are faithful, as illustrated by the how long people have attended one of the churches in the parish – illustrated on the left – and the frequency they attend church – illustrated above. In addition, over a quarter of respondents give regularly to the church and slightly more note that they are active in a ministry of the church. Importantly, 60% responded that they share their faith once a month or more.

Parish Operations

Based at Oasis (where St Aidan and St Silas and Family Space are), the office is the administrative hub for the parish. Staffed Monday to Thursday we employ one person working 20 hours each a week (supplemented with volunteers), this admin team is often the first point of contact for most enquires. Their duties include:

- organise and maintain rotas for parish-based ministry
- liaising with clergy and members of the community particularly around baptisms, weddings and funerals – including Verger rota and booking choir, organist and bell-ringers as directed by officiating clergy
- managing administration around bookings, banns, pastoral visits, quarterly returns, legal records, information packs and certificates
- maintaining correspondence files including computer files and offsite backups.
- development and production of parish-level brochures, forms, leaflets and information packs
- maintaining a diary of holiday dates for ministers
- maintaining parish office resources e.g. phone tapes, photocopier, and stationery
- liaise with PCC secretary to ensure any parish-level items are included on the PCC agenda, and receive, duplicate and distribute PCC agenda and minutes, as well as co-ordinate production of parish AGM material

Clergy and Lay Leadership

CHANGE IN STRUCTURE

The pastoral scheme which took effect April 2018 provides for an Associate Rector and a Pioneer Minister. The process of coming to this change was unsettling, and among congregation members there was varied levels of support for the scheme.

RETIRED & NON-STIPENDIARY CLERGY

At present we have one deacon and four retired priests, some of whom assist with weddings and funerals.

LAY LEADERSHIP

The parochial church council (PCC) draws members broadly equally from all three congregations and is the formal decision-making body for parish matters. At a church level each has an active activity leadership covering the range from buildings and administration to spiritual leadership. Additionally, there a half dozen Readers plus several people trained for pastoral work.

Parish Finances

Finances are the responsibility of the Rector and PCC. They are managed on a parish-wide basis through the parish treasurer and church treasurers at individual churches.

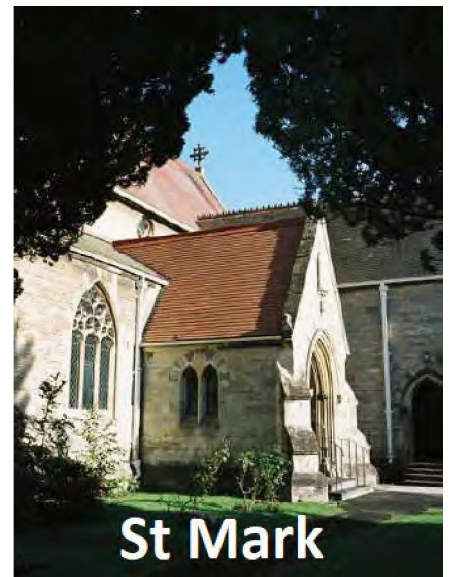
In recent years the parish has incurred a deficit – however, considerable effort was put into getting finances in order last year, both in terms of administration and churches taking more ownership of the responsibility of raising and managing finance. Regular giving income in 2017 has been encouraging, and has been augmented by legacy giving such that 2017 saw a surplus. Looking to 2018 and beyond, income from the St Silas building – now social housing, provided by the YMCA who pay the parish long term rent – has a materially positive effect.

Looking forward we want to see growth in those we reach with the good news of Christ, with that increasing congregation numbers, and the knock-on effect of increased income.

In addition, the Diocese has a development fund, the objective of which is to make grants of £400,000 a year to support innovations and projects around the Diocese LIFE priorities (www.glooucester.anglican.org/about-us/our-vision); there is considerable scope (and need) in West Cheltenham for new activities that would qualify for, and with a good proposal, secure funding.

Parish Buildings

The location of the three church congregations is illustrated in earlier maps, however the nature of the buildings differs greatly. St Mark is the 'classic' English parish church building, with a more modern church hall to the rear. The classic nature of the church lends itself perfectly for weddings, baptisms and funerals and so is used by all congregations for these purposes. However, the St Mark building is tired and in need of re-ordering for which there are plans, albeit they have progressed slowly due to recent uncertainty over the parish structure.



St Barnabas also has its own building and a church hall, built mid last century. It is sound but already stretching beyond its originally forecast useful life.

In 2015 the St Aidan building was condemned and had to be demolished, however God's provision of the Oasis earlier that year, and right next door to the former St Aidan's building, meant the congregation were able to move that short distance. However, there is a powerful desire – with diocesan backing – for a permanent building for the St Aidan's congregation. Given the prominence of its location – on a major route around town – to do so would be significant enabling the church to be visibly seen serving in the community. There is a willingness in the Diocese to explore with the local authority a possibility of linking Oasis with a new St Aidan's, physically integrating community engagement.

The Oasis building is a relatively modern youth centre owned by the local authority – with a sports hall and other communal areas. The facilities add a new dimension to how the churches can serve the community. The parish occupies the building at a nominal rent.



Accommodation

We anticipate that the Associate Rector would live in St Barnabas Vicarage on Alstone Lane (GL51 8HL) (see picture) and that in due course the Pioneer Minister would live in a house in the Hester's Way area; that house to be purchased. In the interim the Pioneer Minister may be housed in the 'Curate's House' Robert Burns Avenue (GL51 6NY).



Cheltenham Life

The town is a wonderful place to live and work and was voted UK's #1 place to bring up a family (Telegraph 2015). There is a range of excellent primary and secondary schools, including Church schools, and one of the country's leading grammar schools.



Lying at the edge of the Cotswolds Area of Outstanding Natural Beauty, we are surrounded by wonderful countryside. The town itself has an array of shops and eateries, and for art and history there is a museum and art gallery, two concert halls and three theatres, plus punches above its weight in attracting events such as Literature, Science, Music, Jazz, Food, and festivals as well as a Christian Arts Festival, and of course 'the' Cheltenham festival, annually at the racecourse. Meanwhile Birmingham and Bristol are just an hour away.



Useful Website Links

OUR CHURCHES

www.stmarkonline.org

www.achurchnearyou.com/aidanandsilas

<http://stbarnabas.wctm.org.uk>

St Mark Church

St Aidan & St Silas

St Barnabas

ASSOCIATED PARISH LINKS

www.stmarksjunior.com

www.familyspace.org.uk

www.hestersway.org/baptist

www.rowanfield-junior.gloucs.sch.uk

www.rowanfieldinfant.co.uk

www.stthomasmorechurch.org.uk

www.patesgs.org

www.gloscol.ac.uk

www.hwpartnership.org.uk

St Mark's Junior School

Family Space

Hesters Way Baptist Church

Rowanfield Junior School

Rowanfield Infant School

St Thomas More Church

Pate's Grammar School

Gloucestershire College

Hesters Way Partnership

OTHER CHELTENHAM ACTIVITIES

www.cheltenhamfestivals.com

www.cheltenham.co.uk

<http://en.wikipedia.org/wiki/Cheltenham>

http://en.wikipedia.org/wiki/List_of_schools_in_Cheltenham

Cheltenham Festivals

Cheltenham Racecourse

Wikipedia – Cheltenham

Cheltenham Schools list

Who We Need

PASSION FOR COMMUNITY NEEDS TO BE IN THE DNA OF NEW CLERGY HERE.

THE RT REVD RACHEL TREWEEK, BISHOP OF GLOUCESTER

New Team

We embrace the opportunity for flexibility with these appointments. Below we have identified 'Team Attributes' that we want to see covered across Rector, Associate Rector and Pioneer Minister as a whole. Whilst we believe the gifts of a new Associate Rector and Pioneer Minister will be in this list, we do not expect both to possess all of them. This acknowledges no single person will provide all these attributes, but the strength of a team can.

Team Attributes:

- » Stakeholder engagement
- » Creative engagement with the community, including social media
- » Evangelism
- » Bible Teaching
- » Engagement across entire age range, from children & youth to elderly, and including vulnerable adults & children
- » Experience of working in communities suffering deprivation
- » Pastoral ministry
- » Stewardship teaching and organising – time, talents and money
- » Financial awareness

We want to see the gifts of each of the new appointees used across the parish, rather than solely linking one person to one church, so maximising how their gifts are used to engage the some 30,000 people of the parish.

Clergy Attributes

Our perception of the personal attributes, skills and experience of both the Associate Rector and Pioneer Minister for the parish are as follows:

- » Pioneer DNA
- » Able to hold a 'whole parish' view in balance with specific geographic areas of focus
- » Inspire people to action, releasing and enabling their gifts
- » Creating intentional opportunities for dialogue and mission with the community
- » Mobilising those in our congregations to engage more fully in whole life discipleship
- » Heart of a disciple maker
- » Strongly mission-minded (local and global)
- » Energetic and enthusiastic
- » Imaginative with experience of thinking and operating 'outside the box'
- » Able to reach across the generations
- » Humble, secure in themselves, with good self-awareness and desire for personal development
- » Good listener and open to the views of others
- » Sense of humour
- » Positive and encouraging in their outlook on life
- » Technologically competent

Associate Rector Specific Responsibilities

- » Work in partnership with the Pioneer Minister, Rector and lay leadership in shaping the strategic vision form mission and ministry in West Cheltenham
- » Then work to that vision as set out for the whole parish pursuing the strategic goals identified, under the direction of the Rector
- » Have day to day pastoral oversight of one of the churches
- » Build up that church in confidence in their identity as Christian Disciples
- » Lead that church in engaging with the wider community of West Cheltenham as partners in the renewal of church across the whole parish
- » Apply their gifts and skills across the parish as applicable

Pioneer Minister Specific Responsibilities

- » Work in partnership with the with the Associate Rector, Rector and lay leadership in shaping the strategic vision for mission and ministry in West Cheltenham
- » Then work to that vision as set out for the whole parish pursuing the strategic goals identified, under the direction of the Rector
- » Have a special focus on the community of Hester's Way, with an initial remit of listening to the community and seeking out opportunities for working with other partners in serving the common good
- » Work closely with existing church community outreach projects (e.g. Family Space) and other community interest groups to create a bridge for spiritual engagement.
- » Develop a pioneer team to assist in this work and so also be a focus and catalyst for good missional practice across the team
- » From an initial period of listening, prayer and discernment to develop fresh expressions of Christian community and witness relevant to the context
- » Build creative relationships with All Saints Academy
- » Apply their gifts and skills across the parish as applicable

Further Assistance

If you have any questions, we strongly recommend you contact our Rector (designate) Revd Rod Paterson on 07764 757672.

APPENDICES

Each church was asked to produce a mini profile, describing themselves. In this way we intentionally have sought to capture the differing tone across the churches, so giving a feel for our similarities and differences.

Church Profile



We are a small urban community church with a BIG heart, part of the Anglican Parish of West Cheltenham, that includes St. Barnabas and St. Mark.

We have a friendly, fun feel, and meet whenever we can, but especially every Sunday at 10.30am in the Oasis Centre on Coronation Square.

We look forward to visitors and provide clear service sheets and instructions.

We hope people can feel they belong first, and each person's faith is encouraged to flourish at their own pace.

Our strap line is:

'Encouraging Faith in People'

for we want people to believe in the living God in Christ, but we also want to believe in people as well. We seek to be encouraging like Aidan, faithful like Silas, and just like Jesus.



We believe in people above plant! We are here!
We have fun!

Sundays @ 10:30am

Our usual Sunday Monthly Pattern is:

1st **All Age** 50/60 mins

2nd & 4th **Holy Communion** 70/80 mins

3rd **Morning Praise** 60/70 mins

5th **Cafe Style Church** 60 mins

+ 1st Sunday of the month

Early morning communion **9am** 45 mins

2nd Saturday of the Month

secondsaturdays@6 **6pm** 30 mins

Monday Bible Study Group

Every week in members homes

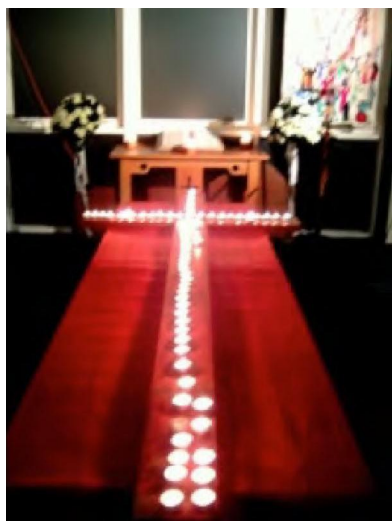
10am to 12pm

Tuesday Home Group

Every fortnight in members homes



WE BELIEVE SUNDAYS ARE SPECIAL, BUT ONLY THE TIP OF THE ICEBERG



+
Sunday
Family Space
Community Cinema
Hesters Way Partnership
All Saints' Academy Gloscol
Coffee Shop with Family Space
Weddings Baptisms Bereavement
St. Mark's School Sunflower Seed Service
Open the Book Springbank Primary Academy
Midweek Communion Police Chaplaincy Souper Fridays
Home Groups Music Group Saturday Cafe secondsaturdays@6
Go in peace to love and serve the Lord in the name of Christ Amen

Saturday Cafe

A chill-out zone for families and anyone. We will entertain the kids whilst folk read the papers and have a chat. There are simple refreshments by donation, and we sometimes get our bouncy castle and skittle alley out.

Every first Saturday of the Month 10am to 12pm.



We love to go outside

If the weather is great we are outside, picnics, summer services. This was our Annual Harvest Animal Service in 2016.

We go on Coronation Square on Good Friday, Have a Harvest service by the fruit & veg stall, & sing carols at Christmas.

Open the Book

We have one of the longest serving teams in the Diocese going into Springbank Primary Academy every Thursday afternoon. They dress up and get the children to take part. It's loads of fun.

The team occasionally tell stories on a Sunday, and here they are taking our Christmas Eve Crib Service.



WE BELIEVE CHURCH IS WHO WE ARE, NOT WHEN OR WHERE WE GO!

Friday Coffee Shop & Family Space Drop-In

Time for folk to take a break from shopping at the weekly

Coronation Square Market, to meet friends, and sometimes do some business. Every Friday in the Oasis Centre 10am to 12pm. On the 1st Friday of each month we have Souper Fri-day, a simple lunch served from 12 to 1pm. The 4th Friday is Charity Friday & our weekly tips go to different charities each month.



Community Cinema & Concerts

We show a film about once a month on a Friday evening at 7.30pm. We have a full set of licences allowing us to show movies that move you. It feels like an Art House Cinema and refreshments are brought round. Our strap line is 'Come early, grab a sofa'. We often have concerts as Oasis creates an intimate venue to try stuff out.

Bistro Nights

Every month on the Friday before the first Saturday of the month. You bring a take away or order one in, or a ready meal. Hand it over and we do the rest, with a candle lit atmosphere, hot plates, and tea, coffee and squash on tap. Waited service with no washing up and meals as cheap as chips but served in a classy way.



Music Group

We have a fab music group that rehearse most Fridays throughout the year at 7pm. We put on special events, take part in services and enjoy each other's company. Not all attend Sunday church but love learning new songs and improving their musical knowledge. We are affiliated to the Royal School of Church Music.

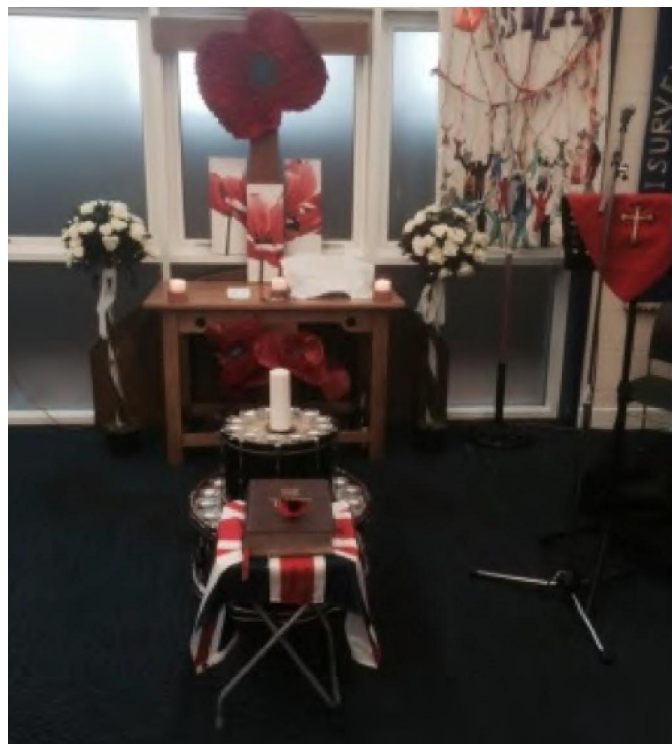
Weddings

The Oasis Centre is not licensed for weddings, however we are blessed with our Wedding Centre in St. Mark, Church Road, the historic Parish Church of this area. Bells, organ, and all the works!

Family Space

In partnership with Cheltenham YMCA, Hesters Way Baptist Church, St. Barnabas & St. Mark, we support Family Space providing activities for children and parents. We live at the Oasis Centre alongside them.

WE ARE PART OF THE HESTERS WAY PARTNERSHIP



Churches can sometimes give the impression that we need to behave first, and then when we come to faith we can belong. But we believe that Jesus first calls us to belong, then belief follows, and then a journey of change begins and continues.

So what it might mean to belong to the Anglican Christian Community in Hesters Way and Springbank known as St. Aidan & St. Silas?

Well our past suggests that we are about being together. After a long process we came together formally at our wedding on June 18th 2005. Our future is together, not just with ourselves but with all who serve God in our area. Which includes our two sister churches, St. Mark and St. Barnabas, and our friends at Hesters Way Baptist, St. Thomas More Roman Catholic Church, Bethany Gospel Hall, and Family Space.

Past Hurts, Present Pain, Future Vision

As referred to in the main part of this profile, the St Aidan and St Silas congregations joined together over a decade ago. Although we now meet in the Oasis Centre, we did have two church buildings; St Aidan, where the congregation met most frequently, and St Silas, used less often. The St Aidan building was condemned and demolished on 2015, whilst earlier that year the PCC had already contracted with YMCA to repurpose the St. Silas building into social housing, very much against our will. We grieve deeply for the loss of this building and our mission activities have been severely limited as a result; our relationship with the community where St Silas is located was broken by this loss as it led to the forced closure of the St Silas Playgroup after 25 years of faithful service to local children. We also deplore the dispossession of our Vicar who is being removed from post because of the new pastoral scheme, against our and his will. There is bad feeling about this in our church family and our community.

However, as we look forward, 2018 has been designated a Year of Joyfulness, following on from 2017 as a Year of Steadfastness. God given joy is the heart of our church family life. It characterises our worship, all our community activities and relationships and overflows in our love and commitment to all our church family. It inspires us to believe that God has a plan for our congregation's role within the West Cheltenham Parish.

Our vision is for a growing, understanding church family that demonstrates our faith in Christ in our lives, and building on what remains of our currently strong community relationships so that all in our community feel welcome, accepted and understood so that they want to join us. We are committed to seeing a new St Aidan and St Silas Church building on the site of the former St Aidan Church building, where this is planned, designed and built in consultation with our community to be of benefit to them.

Church Profile

St Barnabas Church

Hope at the heart of the community



Our Vision and Values

The following statement about our identity, vision and values was adopted in 2011, following a process of vision-building that the whole church was involved in:

We are people of all ages and from all walks of life, learning to follow Jesus Christ together. We care for one another and our environment, serving our local community and sharing the hope we have found in Jesus.

Our vision is to be a church fired by the Holy Spirit and deeply rooted in our local community, full to bursting with people finding and growing in faith and using their gifts.

In everything we do we seek to be prayerful, caring, welcoming, encouraging and creation-aware.

Demographic profile of church family

We are a smaller congregation now than we were five years ago. A number of families and others have left, for various reasons. Of regular attendees, the age-profile splits into two halves: about 60 adults (mostly over 70); and 9 young families, including 28 children aged 0-16. The older members are mainly mature Christians, many deeply committed and very prayerful. Many of the families are newer in faith, but also committed and eager to grow.

Service attendance figures

We have one Sunday morning service each week, at which the average attendance is around 45 adults and 10-15 children. Numbers are much greater for Baptisms, when we give over the whole service to welcoming the family and friends (see photo).



Lay leadership structure

We have a Church Leadership Team, composed of the vicar, church warden, Parish warden and one other lay person. We meet monthly and cover all aspects of leadership and planning – pastoral, worship, children's work, etc.

We also have a leadership teams who are responsible for our local church fabric and finances, and meets every two months.

Church services

We have one Sunday morning service each week, at 10.30am. Communion is held on the second Sunday of the month. Family Services are held on the fourth Sunday of the month and whenever the schools are on holiday. Our services are recognisably Anglican, with a structure and using some liturgy, but also informal and relaxed and our music is led by a very good music group. Services are often led by lay people, especially members of the leadership team, and children are encouraged to take part in reading the Bible etc.

Once a quarter we hold a Cafe Church service, informal, interactive and welcoming for guests.



Church activities

Children's ministry

We currently have a very small number of people willing to be on a rota to lead children's activities on a Sunday morning, but no Ministry Leader for this area. We therefore have a short time of teaching for the children in church before they go out to the halls for their activities.

Small groups

We have an active Women's Fellowship group, with around 16 members (aged over 70) meeting each Tuesday afternoon.

We also have six Home Groups, most meeting fortnightly, with committed and regular membership.

There is also a monthly 'Sunflower' service for older people, on a Saturday morning, which includes people who do not attend at other times.

Community outreach

We have an Ofsted-registered Church Playgroup providing an excellent service for around 28 pre-school children aged 2-4, operating 4 mornings per week (Mon, Tues, Thurs and Fri) in our Church Halls. The PCC employs the Staff, and there is a good relationship with the church, including a termly service in church for the children and their parents / carers.

We have a Mums and Toddlers group meeting on Weds morning. This is not run by church members, but is an opportunity for building relationships.

The Church Halls are also used by Rainbows, Brownies (two groups) and Guides, and we host a Christingle service each year in church for these uniformed groups.

We have established good relationships with the local primary schools, especially Rowanfield Infant and Junior school and Hester's Way Primary School. Children from these schools have been invited to "Experience" events in church each year, mainly Experience Easter and Experience Harvest. Our Vicar has conducted regular (until recently weekly) assemblies in Rowanfield Infant school, there is a small 'Open the Book' assembly team that goes into Hester's Way Primary School. We also have links with the St George's Centre Pupil Referral Unit on Alstone Lane.

Regular wildlife art and craft workshops have been held in St Barnabas halls during the past year, led by a team of 9 volunteers from St Barnabas, and connecting with many families and children from the local community. Holiday clubs have been run in our halls in partnership with Family Space. And we have provided meals for local families in partnership with the charity The Wiggly Worm.

A small team from St Barnabas hold a regular monthly service in the newly opened Wentworth Court Dementia Care home in Village Road, which is much appreciated by residents and staff.

Evangelism / Discipleship

A number of small group "Explore" courses explaining the Christian faith were run in 2010-2013 and again in 2016, with pastoral contacts from the local community being invited (from e.g. baptisms, weddings, funerals, schools work etc.). This resulted in a number of families coming to faith and belonging.

Mission partners

We have five mission-partners, which the church has supported very actively for at least 10 years. These are:

- » Youth for Christ Gloucestershire
- » Comfort Davis in Nigeria (WRRC Nigeria)
- » Hazel Maunsell in Ethiopia (Crosslinks)
- » Christian Solidarity Worldwide (CSW)
- » Family Space

There is good communication, prayer and financial support for all these individuals and organisations. This is focused on our annual Mission Partner Gift Day each October, where members of the congregation make an annual gift to our Mission partners, and renew their commitment to pray in the coming year. The money raised on this annual Gift Day (£7800 in 2016) is shared equally between the five mission partners. The congregation is also very generous whenever there are particular needs or in giving food for Family Space to distribute.

How church community feels about the future

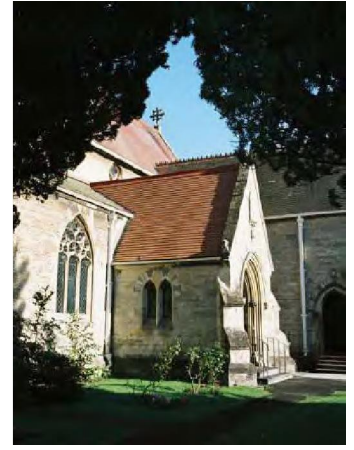
St Barnabas has been through a difficult time in the last few years, with people leaving, and uncertainty over the future of the Parish. There is some encouragement: the presence of young families and children new to the faith and eager to learn, and the prayerfulness and faithfulness of the older members. But the congregation is aware of their limited resources, both human and financial, and are very ready for fresh leadership and new clarity of direction. St Barnabas has great opportunities for mission and outreach in this community, not least through our playgroup and involvement with local schools, and there is a real desire to continue to reach out to others with the love of God in Christ.

For further information, please see our website:

www.stbarnabas.wctm.org.uk

Church Profile

St Mark



Introduction

St Mark is a body of people from mixed backgrounds, a wide age range and with lives that are still “untidy” in ways; we are realistic about the struggles to find and to hold onto faith. We believe God loves us all – that’s what holds us together – and we seek to support and encourage each other. We want to show Jesus Christ is Good News for us all in our community.

In the last six years the church has had seven ordained leaders, alongside a great deal of uncertainty about the direction of the parish and our role within that. The church family have been resilient, but are tired. There is a real desire for a long-term vision co-created with new and dynamic clergy leadership that we can be reenergised by and get behind. Thereby releasing the congregation’s further potential; and we believe some members would be willing to be ‘grafted’ into the parish’s sister churches where that is appropriate under a new and inspiring vision.

In the absence of longer term strategy, the existing leadership team prayerfully set goals for 2017:

- [24/7 Discipleship](#) – everyone gets an opportunity to live out their faith every day
- [Living out being the West Cheltenham Team](#) – everyone feels part of the bigger story for West Cheltenham
- [Walking with others, pointing to Christ](#) – everyone we meet gets a chance to see Jesus in what we do.

What We Do

Lay Led

We have an active congregation with in the region of three quarters engaged in one or more area of ministry, including:

- » World mission
- » Praying
- » Kids, youth & families
- » Stewardship & Finance
- » Innovation in services
- » Care & Befriending
- » Music
- » Facilities
- » Older people

However, within these areas we believe more can be done, for example in Praying and Care & Befriending, as well as in Facilities.



We are already engaged with the community, particularly via the church junior school and Open the Book activity. Plus, community focus has increased in the last few years with closer links and support of Family Space. In addition, recently we've seen three people qualify as Pastoral Assistants, with a fourth undergoing training. Also there is a popular Parents and Toddlers group and monthly Messy Church plus an embryonic link with Benhall School.

Beyond that, new activities tend to spring from individual congregation members feeling called to serve, especially in outreach with many activities having more non-church than church attending. Some midweek activities include Art Group, 5-a-side-football, 'before tea', and mums & toddlers club.

The Parish section of this profile deals with weddings, baptisms and funerals, however it is worth noting St Mark leadership see this as an excellent missional opportunity in the community, and we're just starting to create much better follow-up with those we serve in this way.

We have a real sense that most things have potential to be more than they are, and there is opportunity for these and new ministries to grow and flourish just about everywhere.

Varied Styles of Worship

Services most weeks look like this:

Sunday 9am	Communion service attended by 20-25 mostly adults
Sunday 10.30am	Contemporary style attended by 70-100 adults and 25-35 kids
Sunday 6.30pm	Contemplative service with 10-12 attendees drawn from the parish
Wednesday 10am	A mid-week Communion service - 20-25 adults with an older age profile

However, things differ on the first Sunday of the month (other than 9am) to provide a wider variety of services to attract and engage people across age groups in new, though provoking and challenging ways, with:

1st Sunday 10.30am	'First Sunday' – informal time of worship, prayer and reflection, attendance of 40-50
1st Sunday 3pm	Messy Church, with 60-70 split between adults and children

We have made a conscious decision to honour both traditional and more modern styles, and whilst our two Sunday morning congregations have only a small overlap, home-groups and other events are mixed across congregations.



A Heart for Children

We are active across all kids age groups, with lay led activities on Sunday alongside adult services, plus groups during the week; this caters for both kids from church and wider community.

Children's groups on a Sunday

Crèche (0-2 years)

Stars (2½-4 years)

Glories (Reception to Year 2)

Xtreme (Sch Years 3-6)

Grid (Sch Years 7-9)

Midweek children's activities

Parents and Toddlers

Friday Xtreme (Sch Years 3-6)

On Festivals and special Sundays, we have all age services at 10.30am

Small Groups

Homegroups meet fortnightly as a key place for teaching and where deeper relationships in the church seem to be formed. Sometimes we meet mid-week as a whole church, for example during Lent. Homegroup attendance has waned in the last few years; an area of focus for leadership. Additionally, as an alternative to home groups there is a mid-week bible study that meets daytime and attracts a mixed age range. Also, groups meet virtually, for example enabling support and prayer for one another through mobile apps.

How We Do It & Who We Are

Leadership Team

We have an active Leadership Team that is involved in the ministry across the church and is a broad range of very different individuals with different gifts. The leadership style is inclusive.

Family

We are characterised by a sense of the church as a family and community, and the honesty with which we try to relate. In part, this is a strength that has helped the church hold together through recent challenging times.



Diverse and Welcoming

We try to make sure that everyone feels welcome – sometimes a reason people stay at St Mark after visiting – and honour the different styles of worship and teaching different people find helpful. This has led to socially diverse congregations ranging from ex-offenders, through families across the social demographics, to people with physical and mental disabilities. Also, we are seeing increased ethnic diversity.

Open Evangelical, Word, Spirit and Table church

We have tried to hold in balance strong Bible based teaching with freedom of the Holy Spirit and the importance of the sacraments. People have commented on the diversity of teaching styles as we are open to doing things in old, new and diverse ways, provided they are helpful. We try to honour the different ways in which people want to express their faith, but at the same time hold firm on the foundational truths. An example of this is over the last few years we have had infant baptisms, dedications, confirmations, renewal of baptismal promises and adult baptism by full immersion.

Outward looking

St Mark actively supports many mission partners across the world. This is driven by the Missions group and we actively encourage home-grown mission, with members of the congregation in the last few years working in China and visiting Tanzania, Malawi, and France. We are also involved with local charities that are active in our community including Family Space, The Rock (excluded youth), and The Knole (home for ex-offenders).

Key Challenges

As we look forward these are the key challenges the leadership see facing our church:

Lack of long-term view – We need a vision and a strategy to meet that.

Discipleship – There is a real sense that we should go deeper in our relationship with God, how we relate to Him, and how we serve in our everyday lives e.g. better serving others. We need to seek God as to how we should reach out and engage non-church people of the parish more effectively.

Parish perspective – The new parish structure sets us on a journey to take a parish view – more often and more widely – and seek how we dovetail with sister churches to best serve God across the whole parish.

Prayer – We need a stronger foundation of prayer across the church.

Homegroups – Greater attendance through increased realisation of the value of small groups to everyone's personal journeys of faith and mutual support.

Leadership robustly supporting existing and new activities
– We have been good at kicking new things off, but need to get better at prioritising resources (people, time, energy) and encouraging, nurturing and guiding activities.

A building fit for purpose - There is a need for a reordering project to make the building fit for purpose and attractive to use by the congregation and others. However, whilst there are plans these have been on hold pending the parish reorganisation. So in the past few years our focus has been on necessary repairs rather than a planned approach which is sorely needed.



