

Parish Profile

This form is designed to give an overview of a parish to be used in a vacancy for the appointment of a new parish priest. It will be accepted as the "statement describing the conditions, needs and traditions of the parish" required by the Patronage (Benefices) Measure 1986. Additional information may be given by way of printed documents or written submissions.

I. Parish Information

1(a)	Name of parish(es) to which this information relates:	Frizinghall
(b)	Name(s) of parish church(es):	St Margaret's Church
2.	Name(s) of other C of E church(es)/centres for public worship in the parish:	None
3.	Cluster or group of parishes within which you work (formally or) informally:	Part of Fountains Network of churches. ShIPLEY Christians Together
4.	Deanery:	Inner Bradford
5.	Population: <i>The 2011 census information gives the following figures. Please indicate how this might have changed since then.</i>	c5,000 (might need updating 2024)

6(a)	Number on Electoral Roll:	42
(b)	Date of APCM when this number was declared:	05 May 2024

7. Attendance at worship in each church

Please provide details of average attendance at Sunday and weekday services

Church/Service	Time	No. of communicants	Adult attendance	Under 16
Sunday morning	10am	41	38	17

8. Occasional offices

Number for last 12 months in each church

Church	Baptisms	Confirmees	Weddings	Funerals in church	Funerals taken by clergy not in church
Frizinghall	0	0	0	1	0

9. Communications

Please give names and contact details BUT only include details that can be shared when this document is made public

Church	Clergy	Readers	Lay staff eg Youth worker, Administrator	Churchwardens
<ul style="list-style-type: none"> Jamie Dow (leadership team) – jamie@dow.org.uk Lynn Wiggan (PCC chair) – lw014b0943@blueyonder.co.uk Pippa Jones (PCC secretary) – pippajstm@gmail.com <p>In the absence of a minister (e.g. 2017-</p>	Rev'd Steve Lees (chaplain at BRI)	None	<ul style="list-style-type: none"> 3 lay workers under the Diocese of Leeds SDF-funded scheme (funding for 2x 	None

<p>2021, and current vacancy), the church is led by a leadership team (Jamie Dow, Lynn Wiggan, Steve Lees), PCC, preaching/service-leading team.</p>			<p>“Missional Apprentices” , + further funding for “operational” roles):</p> <ul style="list-style-type: none"> • Tammy Gore (MA - Community Outreach) • Joy Curd (MA - Community Outreach) • Beth Webber (Youth Work: St Margaret’s and U:nite – coalition of Bradford churches for combined youthwork) 	
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II. Parish/Community Information

<p>1(a)</p>	<p>Briefly describe the population mix of the(se) parish(es) in terms of its employment, cultural, ethnic, age and housing mix.</p>	<p>Frizinghall and the area across Valley Road (including parts of Windhill and Bolton Woods) have many young families within them. These children and young families span the cultural and religious groupings, from Asian, Eastern European and White British. The parish is a place of economic and social disadvantage. The common denominator is the high level of deprivation (government IMD 2019 rank of 3,908 for Frizinghall out of 32,782) and the comparative insularity of these groups. It is a fractured community. The population of the parish is approximately 85% minority ethnic background and a majority are Muslim (of Pakistani heritage). Some 6.4% of people in the parish cannot speak English well or cannot speak English.</p> <p>The majority of housing is privately owned, a large proportion of which is Victorian terrace housing. The largest concentration of terrace houses is to the front of the church and is populated in the main by Muslim residents. There is also a significant minority of these houses which are rented out to lower socio-economic groups including people from Eastern</p>
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		<p>European and African backgrounds. There are also several houses owned by a local Muslim family that cater for approximately 40 adults with learning difficulties.</p> <p>A large proportion of the Muslim families run small private businesses, (shops and takeaways) and the majority are outside the parish. A significant number own other properties both in and outside the parish which they rent out. Due to community involvement, the church as a whole is respected by the Muslim community.</p> <p>To the rear of the church is an estate of approximately 300 semi-detached houses with an estimated mix of 60% white population and 40% Muslim. This area tends to be populated by a more professional /skilled work force. Immediately to the rear of this estate is another large Victorian terraced estate (known as the Norwood estate) with again a 60% white / 40% Muslim mix. Once again, the majority of people who live there are professional / skilled people.</p> <p>Several blocks of social housing flats on Valley Road, next to the fire station were demolished and new social houses are being developed. There is a social housing estate which comprises 54 flats is located within the Norwood estate mentioned above. A significant proportion of residents in this estate are elderly.</p> <p>Finally, there is a privately owned housing estate comprising of 110 flats (Frizley Gardens), of which the majority of residents, tend to be single and semi- professional.</p>
(b)	Are there any special social problems (eg high unemployment)?	The latest census showed 19.1% of those in the Frizinghall and Heaton MSOA (middle-layer super output area) had never worked and are long-term unemployed.
2.	<p>Please list for each</p> <ul style="list-style-type: none"> • Local Schools: 	<p>Within the parish there is one primary school – Frizinghall Primary School (85% Muslim intake). There is a large private school on the edge of the parish (Bradford Grammar School). The parish also has links with Shipley CoE Primary which is just outside the parish boundary.</p> <p>There is one private day nursery, which the church has close links with through parents.</p>

<ul style="list-style-type: none"> • Youth centres: • Hospitals: • Nursing/elderly persons' homes: • Other Christian churches • Places of worship of other faiths • Local Businesses: • Neighbourhood initiatives: • Associations eg tourist group: • Describe any civic responsibilities which the clergy have: 	<p>There is no longer any formal youth provision within the parish. A Children’s Centre operated from the church for several years, but ceased to do so when operations were scaled back in 2019.</p> <p>There are no hospitals in the parish.</p> <p>There are links with two care homes, Elderthorpe and Cliffe Vale, just outside the parish.</p> <p>There are no other Christian churches within the parish. SMCF have collaborated in recent years with Fountains Church Bradford in various ways, and have for much longer been part of Shipley Christians Together.</p> <p>There is a Swedenborgian “New Church” opposite the end of Shipley Fields Road. In recent years it has had a tiny congregation and minimal worshipping life. But one particular family at the centre of its activities have been active in community welfare ministries (esp. Addressing food poverty and food waste).</p> <p>There are several mosques within the parish</p> <p>There are more than 20 local shops and a variety of small businesses within the parish. There is also a fire station.</p> <p>There is a community centre which is largely used by a group of Asian elders.</p> <p>The church has good links with the local councillors.</p> <p>There is a Neighbourhood Watch group, which meets in the church hall.</p> <p>Other community associations previously active in Frizinghall (particularly the Frizinghall Partnership) have folded several years ago.</p> <p>Previous incumbents have been on the governing body of Shipley CoE Primary School, the Children’s Centre advisory board, the Frizinghall Partnership board and the committee of the Community Centre. The</p>
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		<p>church is not currently formally represented on any of these bodies.</p> <p>The church has reasonably regular involvement with Frizinghall Primary School – including some leading of assemblies, and visits by class groups to the church to learn more about Christianity and the Christian stories around key festivals (Christmas and Easter).</p> <p>The church used Shipley CE Primary School on Sunday Mornings for several weeks during the installation of the new heating system, between Jan-March 2023.</p>
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III. Church Information

Please give details for each church

1(a)	What percentage of the congregation lives outside the parish?	Approx 75%
(b)	Describe the mix of the congregation in terms of age, employment, cultural, ethnicity, age and gender.	<p>About 60 adults in total within church family community. Typical attendance: 30-40 adults.</p> <p>Female:Male (%) roughly 60:40</p> <p>The following are estimates from previous analysis that still feel right</p> <p>3% Minority Ethnic</p> <p>63% Employed</p> <p>28% Retired</p> <p>Approx Age split (20s, 30s, 40s, 50s, 60+)</p> <p>2% - 20% - 30% - 25% - 23%</p> <p>Children: 20 on the books, about 12-14 active</p> <p><i>Pre-school-to-KS1: 10 (6 active)</i> <i>KS2: 10 (6-8 active).</i></p> <p>Youth (11-18): around 15-18 actively involved</p> <p><i>Fusion (Sunday during 10am service):</i> <i>15 actively involved (KS3: 7; KS4: 8)</i></p> <p><i>Youth group (Sunday evenings):</i> <i>18 actively involved (KS3: 9; KS4: 9)</i></p>

		<p><i>These are numbers of actively-involved, but not all come every week, so average attendances would be lower.</i></p>
2(a)	How would you describe the churchmanship tradition of each church and give details of robes and vestments worn by officiants?	<p>Low church evangelical, gently charismatic.</p> <ul style="list-style-type: none"> • Teaching always Bible-based, and generally in systematically planned series. • Prayer ministry sometimes offered in services. • Broadly New Wine-style worship + some hymns. • Public prayer sometimes includes 'words of knowledge' or prophetic leading. • Strong commitment to engaging practically with the needs of the local community. • Women are involved in all areas of leadership. <p>Robes are worn very occasionally.</p> <p>Links to wider movements / events:</p> <ul style="list-style-type: none"> • New Wine – minister and a few families have gone over several recent years now. • Keswick – some individuals / families with a history of going. • Greenbelt – some have gone in years past, but no current members currently with active connection to Greenbelt.
(b)	What is the regular average weekly giving of those 16 years & over and what proportion of the giving is gift aided?	<p>Around 40 adults give regularly, averaging £3,090 per month, roughly £710 per week. 90% is gift-aided.</p>
(c)	When did you last have a stewardship campaign?	<p>Summer 2024.</p> <p>Besides this, giving would be covered in the teaching programme around once a year.</p>
3.	How does each Church supplement its direct giving in order to meet its financial needs?	<p>Giving is sufficient to cover the parish share and routine expenditure.</p> <p>The church of England Strategic Development Fund funds the 3 staff, with a contribution from the church.</p> <p>Grant funding, donations and a significant legacy was used to fund the replacement heating system, solar panels and batteries.</p> <p>Grant funding, donations and food hub subscriptions are used to fund a food bank and</p>

		food hub (pay £5, receive a bag of food).	
4(a)	What amount of working expenses were paid to the clergy in the last financial year?	An average of £30 a month	
(b)	Were these met in full?	Yes	
(c)	Is there an annual discussion with the clergy about their level of expenses as part of the PCC's budgeting process?	Yes	
5(a)	What amount of Share has (a) been requested; and (b) been paid from the parish in: <ul style="list-style-type: none"> • last year? • current year? • next year ? 	<u>Share requested</u>	<u>Share Paid</u>
		£27,883	£27,883
		£26,489	£26,489
		£25,164	
(b)	Will this year's be met?	Yes	
6(a)	Is there any capital project in hand at the moment?	No	
(b)	Please give brief details with costs and state how they are to be met.	n/a	
7.	Please attach a copy of the last PCC accounts.		
8(a)	What is the general state of repair of: the Church(es) - <i>please list</i>	<p>The church is in reasonable repair, although recently experienced water ingress in heavy rain. Funds have not been available in recent years to do more than the most urgent repairs, meaning there is a need to repoint walls and redecorate some internal areas. Maintenance has been managed by working parties co-ordinated by the priest in charge.</p> <p>In the last two years we have undertaken two large capital projects called Warm Welcome. First replacing our heating system with new radiators and air source heat pumps and second the installation of 81 solar panels both significantly reducing our carbon footprint and ability to use the building throughout the week.</p>	
(b)	Please give details of major maintenance needed following the last quinquennial.	The most urgent and extensive works required are to the roof to find the source of the leaks and prevent them recurring.	

		A roofer has been engaged and the work should be complete by the end of January.
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IV. Outreach and Mission

1(a)	What are the regular mission and outreach activities of the parish?	<ul style="list-style-type: none"> • PATCH – Toddler group for local parents once a week, currently 12 – 20 adults and children attending • Wednesday Community Café - daytime, mostly older folks, for welcome, games, friendship, food & drink together. • Scones and Samosas Cooking group sharing recipes and building relationships • Food Hub Social supermarket and a food bank for those who need extra help • Bible course • Stories of Hope Small group sharing a meal, bible-based video and discussion • Community Garden (veg beds) • Engagement with the local Primary School (see below) • Occasional evangelistic guest services • Christmas outreach programme • Periodically running Alpha (or similar) - organised to fit with those attend, e.g. in homes, alongside PATCH to help with childcare.
(b)	What are you doing to help people find out about Jesus?	<ul style="list-style-type: none"> • Primary strategy is through relationships: <ul style="list-style-type: none"> ○ Offering prayer during PATCH. ○ Ensuring that those involved in all of the outreach activities are prayerful and open to talking to those who are contacted. ○ Equipping all members of the church family to be ambassadors for Christ in their settings. • Event focused: <ul style="list-style-type: none"> ○ Occasional evangelistic guest services. ○ Occasional prayer-walking the parish with mission in mind (last

		<p>done: Summer 2024)</p> <ul style="list-style-type: none"> ○ Leafleted the parish in Dec 2024 about our Christmas outreach activities. The flyers were well received, but few attended
(c)	<p>What are you doing to help grow people in discipleship?</p>	<ul style="list-style-type: none"> ● Homegroups (see below) ● Sunday bible teaching ● Nurture courses (from time to time), including Alpha
(d)	<p>What are you doing to grow people in leadership?</p>	<ul style="list-style-type: none"> ● Leadership Team <ul style="list-style-type: none"> ○ Giving the opportunities to lead, and historically some focused training (e.g. in leading as a team), though little in recent years. ● Encouraging training among particular individuals <ul style="list-style-type: none"> ○ Training for teaching team (typically focused around the start of new teaching series; but also through feedback on individual talks). Some of this has been done joint with Fountains Church. ○ Historically (over the periods of entirely lay leadership) Training for leadership team (drawing on diocesan resource). ○ Training for worship leaders (joint with Fountains) - this is in its infancy, but has been valuable. ● Mentoring – historically we have had mentoring of e.g. Teaching team, Homegroup leaders, Evangelists, and others. There has been some of this individually via formal supervision structures for the SDF-funded Interns / lay staff. <ul style="list-style-type: none"> ○ Mentoring for younger female leaders by an experienced retired Christian leader within the church family (encouraged and initiated by the leadership team). ● Church members are encouraged to take up the Missional Apprentice

		<p>positions (SDF funding provides for a further 2x 2 year positions starting in 2025)</p> <ul style="list-style-type: none"> • Involvement of many people in leadership of ministry and in services according to their gifts and passions • PCC and Fabric & Finance committee
2(a)	Please give details of the support of the Church (not individual members) for work overseas:	Donations are made to Interserve and Pioneers
(b)	How much is given annually?	4% of unrestricted income in total
3(a)	Give details of the support for home missions and charities:	Donations are made to Christians Against Poverty and the Zephaniah Trust
(b)	How much is given annually?	4% of unrestricted income in total
4(a)	Does the parish have an overseas link?	No
(b)	If so, please state where/who?	n/a
5(a)	Is there an organised system of outreach and welcome to new families?	See below.
(b)	If so, please describe:	<p>Outreach:</p> <p>We think in terms of “concentric circles” regarding how connected people are with Christ and involved in Church life (sometimes expressed as “Flock – Fringe – Forgotten”) and aim to provide opportunities or pathways for each person to move to discover more of God’s grace and love in Jesus Christ.</p> <p>Significant numbers of people are connected in some way to church via the activities listed above. We aim to foster really good relationships, so that we can serve their needs well and make it as easy as possible for them to encounter Christ. At our best, this is coupled with supportive visits where need or opportunity opens the door. The strongest years for doing this were about 10 years ago led by a church community worker. Recent years have been harder – often the opportunities come to those (e.g. with v young children) for whom it is most difficult to take them. But the church remains committed to relationship-based outreach to our</p>

		<p>communities.</p> <p>Prayer is offered at PATCH and elsewhere, and invitations to church are made, and sometimes people have come as a result of first being involved in those groups.</p> <p>For those living locally but not regularly involved in our groups:</p> <ul style="list-style-type: none"> • We leafleted the parish in December for our Christmas outreach services. • We encourage each church member to invite and welcome friends, neighbours and family to church events and services, especially guest events. <p>Welcoming those who come to church services happens 'on the day' through a designated welcome team. Provision of follow-up contact or visits or further help happens through the vigilance of leading members of the church (especially of the leadership team who aim to notice, confer and ensure there is welcoming follow-up). This works pretty well, but has perhaps become a bit dependent in recent years on the minister.</p> <p>The church family is pretty motivated to welcome newcomers warmly and we consider this to be a strength.</p>
6.	What part does the church play in community care?	<p>PATCH (Play At The Church Haven) is one of the most popular and favourably viewed toddler groups locally (both for its hospitality and its welcoming atmosphere).</p> <p>Wednesday Cafe Daytime, mostly older folks, but also those who have come to access the Food Hub, for welcome, games, friendship, food & drink together</p> <p>Food Hub This is very popular, with 40 – 60 local families accessing affordable food and non-food items each week</p> <p>Veg beds Initially planted during a community party in May 2024, the local residents then had open access to vegetables throughout the summer and autumn. This will be repeated in 2025.</p>

		<p>There are also fruit trees in the garden at the front of the church building.</p> <p>Samosas and Scones Weekly cooking group, 3 – 10 women attending of multiple nationalities and faiths (majority Muslim), started in May 2024. Offers a trusted place for women in the community.</p> <p>We have a team that regularly visits two local care homes. At Christmas, our children and young people visit these to sing carols.</p> <p>The church is not part of any formal community partnership, although it was previously a leading contributor to the Frizinghall Partnership, which ran community events, especially those that brought together those of different ages and backgrounds. That has been more difficult recently with the collapse of some of the other key contributing organisations.</p> <p>In the last 3 years we have organised parties in Shipley Fields (opposite the church) which have included food and activities with 300-400 attending from the local parish. These are well received and consultations at the events were very positive for more.</p> <p>We have been well supported by the local Councillors who are keen to see us providing more for the local area.</p> <p>Until 2019, there was a Local Authority Children’s Centre hosted in the church building, but that has closed with cuts to local authority services.</p>
7(a)	Are there any Lay Eucharistic Assistants who take communion to the sick?	No
(b)	If so, who are they?	n/a
8.	What work does the church undertake with young people, other than in church based organisations (eg open youth work)?	<p>Relationship with Zephaniah Trust – a local Christian organisation that takes Christian music and arts-based work into schools, esp. Primary schools.</p> <p>“The Christmas Experience” We usually host year groups from Frizinghall Primary School into church and devised journeys of discovery</p>

		<p>around church for them to learn about how we celebrate Christmas, and about the stories of Jesus that are at its heart, and in doing so, we show what he means to us, and why these events involving Jesus are so special to us. Historically we have done a similar thing at Easter, but not this last year.</p> <p>(These activities are incredibly valuable, but require quite a big investment of time, especially during the day. We would like to gear up to make more of these opportunities to engage with Frizinghall Primary School.)</p> <p>Assemblies: we have opportunities to do assemblies at various levels in Frizinghall Primary School. The limiting factor is resource to put these on.</p>
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V. Ecumenical Relations

1(a)	State involvement in local Council of Churches:	The church has a representative involved in, but not a trustee of, the Shipley Christians Together charitable incorporated organisation (SCT). SCT is an ecumenical organisation that operates various outreach and worship activities within Shipley.
(b)	Is there a formal covenant with any other denomination?	No.
2.	What informal ecumenical contacts are there?	<p>U:NITE – our youth group is part of a local ecumenical coalition of church youth groups called “Unite”, which includes various denominations (Baptist, Independent, Anglican, etc.), who meet for social and spiritual activities, and hold a collective residential weekend of activities, teaching and worship once a year.</p> <p>This has grown significantly over the last 12 months with the SDF-funded appointment of a youth worker to lead the further development of U:nite. The funding was allocated to St Margaret’s specifically (for (an) operational role(s)), but designated by our PCC to fund a position that would bless and develop youth work across not just St Margaret’s youth but Bradford more broadly. With this have come more developed monthly events, some specialist work with girls, the launch of “Going Deeper” - a fortnightly meeting for about a</p>

	<p>dozen older, more committed teenagers to take their understanding of the Christian faith deeper, explore tricky issues, and build community with other similarly-placed teens.</p> <p>Church members have sometimes in recent years contributed to and taken part in Lent Courses held jointly with local churches (often organised through Shipley Christians Together).</p> <p>No Baptist, Methodist, RC church in the parish.</p>
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VI. Church Education and Social Provision

1(a)	Name of Church School(s) if applicable:	This church has historically had links with and children attend Shipley CE and Heaton St Barnabas CE primary schools, neither of which is in the parish. Faith places are available at both primaries, plus Immanuel Secondary school in Idle, to families within the parish. Historically, we have supplied governors to Shipley CE, but there is no representation from the church on the board at the moment.
(b)	<ul style="list-style-type: none"> • Aided? • Controlled? • Foundation? 	Aided
(c)	Number of pupils on roll (approx)?	Shipley primary is 1 form entry, Heaton St Barnabas is 2 form entry.
(d)	If aided, does the PCC support the school?	No.

VII. Lay Education and Participation

1.	<p>What education and training work takes place in the Church for the following (give approx numbers):</p> <ul style="list-style-type: none"> • Children • Young People • Adults 	<p>Kingdom Kids (this is our name for our discipling work among our 0-16s),</p> <p>Youth (11-16s work),</p> <p>Occasional courses for adults (e.g. Bible course, Alpha)</p>
2(a)	Give details of house/prayer groups:	<p>There are 3 regularly meeting homegroups.</p> <ul style="list-style-type: none"> • Weds night at the vicarage – this grew out of an Alpha course, and has sometimes done studies linked into the teaching series. Currently led by the

		<p>minister, there is an intention to continue with this through and beyond the vacancy.</p> <ul style="list-style-type: none"> • Tuesday in Bingley – this homegroup is made up of people in the church who live in or near Bingley. It doesn't have a designated leader. • Monthly in the church building after the community café – it is made up of church members from the older generation. <p>There are prayer gatherings organised on an occasional basis, probably on average something like every 6-8 weeks, by members of the congregation with a particular heart for prayer, or more specific issues e.g. prayer for Muslims.</p> <p>“Grace Nights” is the name for occasional gatherings on midweek nights for worship, prayer, and inter-generational encouragement among the church's women, and beyond St Margaret's. These gatherings are actually very well networked across a number of churches in Bradford (esp. Fountains Church; Girlington, Heaton, and Manningham parishes; etc.)</p>
(b)	Are the leaders clergy or lay?	Lay
3(a)	How do you rate the strength of lay leadership?	<p>This is generally reckoned to be strong. But it is a mixed picture (see the Archdeacon's report on the recently concluded period of interim ministry). Lay leaders are all volunteers, mostly with jobs, and can sometimes feel stretched by the level of ministry activities that are sustained at St Margaret's.</p> <p>Nevertheless, there is strong lay involvement in both the planning and delivery of:</p> <ul style="list-style-type: none"> • Leading services • Leading (musical) worship • Planning preaching series • Preaching / teaching • Leading our prayer life • Leading community ministries • Leading children's and young people's work. • Planning and managing the finances and physical fabric of the church

(b)	To what do you credit this strength, or lack of it?	Stuff needs doing. People see needs, and respond to them. There is quite a practical culture of getting stuck in and doing what needs to be done!
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VIII. Mission

This section should be read alongside the helpful report of the review, led by Andy Jolley (Archdeacon of Bradford), of the period of Interim Ministry at St Margaret’s Frizinghall, 2022-2024.

1.	List areas of Church life which you consider in need of development.	<p><u>Homegroups:</u> participation is patchy across the church family. Would be good to see more consistent patterns of deeper connection and growth in discipleship together.</p> <p><u>Prayer life:</u> this is a mixed bag at St M’s. There are some extraordinary parts of this, such as the Wednesday prayer leading on WhatsApp which has a large proportion of the church wonderfully led to pray together. On the other hand, we rarely meet to pray together as a church, and it’s a few years since we had a prayer weekend.</p> <p><u>Pastoral care:</u> despite a really good general foundation of relationships, we do not feel confident that pastoral needs are systematically picked up and addressed. A pastoral team is needed.</p> <p><u>Youth into Young Adults:</u> we need a way to help 16-18 year olds transition into adult church.</p> <p><u>Connectedness & Involvement:</u> there are quite a few folks ‘on the fringes’ of church life, who are in some sense part of the church’s life, but who rarely come and get involved. We want to draw everyone into feeling connected with other believers, and into really growing as disciples of Jesus.</p> <p><u>The Fountains Network:</u> we have not really tapped the potential of being networked with Fountains Church Bradford and St Michael’s Shelf. It would be good to do so, through e.g. shared activities, training, resources, allowing people to specialise and serve across the network in their areas of gifting.</p> <p>Mission/Growth in numbers</p>
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		<p>Progression of youth into congregation Something about those who are part of the church community – drawing those on the fringes into the working/serving life of the church and deepening relationships Pastoral care Home visits/follow up within the community after conversations within PATCH or other activities – building relationships Scope for further community work, although funding would need to be raised Network relationship with Fountains and St Michael's Prayer life</p>
2.	<p>What are the main areas of mission that you think the new priest should prioritise in their ministry?</p>	<p><u>Numerical growth</u>: becoming a church that is outward-facing, regularly drawing in new people, and enabling them to meet Christ.</p> <p><u>Developing the community-based work</u>: enabling the community work to grow, and be put on a fully sustainable footing.</p> <p><u>Home visits / depth of engagement</u>: it would be good to mobilise Christians from St Margaret's to visit in their own homes those from the parish who come to midweek groups and activities, taking our mission work beyond the walls of the church, and offering a depth of support, responsiveness, prayer, and mission, as appropriate.</p> <p><u>Local schools</u>: re-establish and develop links, taking the opportunities they offer.</p> <p><u>Mobilisation</u>: many of these priorities require developing and mobilising teams of volunteers (who may have segments of time they are able to offer during midweek daytimes), and equipping / training them so that they are not dependent on the minister or other paid staff to energise and sustain them.</p>
3.	<p>In summary, what are the top three challenges with which you and the new priest need to engage?</p>	<ol style="list-style-type: none"> 1. Numerical growth in the worshipping community. 2. Develop community activities to be sustainable. 3. Deepen our relationships together, and our experience of connectedness and growing as Jesus' disciples together.

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IX. Additional Information

Please add here, or on another sheet, anything else which you would like the Patron and the Bishop to know about the conditions, needs and traditions of the parish.

The information below was developed through 2019 (pre-pandemic) by the Leadership Team and the PCC as we sought to get a clear focus on who we are as a Christian community, and what our part is in God's plan. It has been reaffirmed by the PCC in early 2025, as it still captures well who we are and what our vision is for our life as community of God's people in Frizinghall.

Who are we? And where are we going?

Our Mission is....

To live out and give out the good news of Jesus Christ!

Who we are & What we're about

We are a group of people who:

- **Love God:** We love God because He loved us first, and we're on a journey of faith together.
- **Love each other:** We're a welcoming family of Jesus followers, who value relationships and belonging.
- **Love our communities:** We believe Jesus makes a difference in people's lives, and we want our communities to flourish as God intends.

Vision: What does the St. Margaret's of the future look like?

We will be a group of people who will:

- **Love God:** We'll be a community where people love God above all else and help each other grow to become more like Jesus. We'll meet with God, talk about God, explore faith issues, pray together, and spur one another on in faith.
- **Love each other:** We'll be a church that continually welcomes new people into the church family and where each of us experiences deep care for their needs. We'll live life together to the full.
- **Love our communities:** We'll be a body that equips every member to live out and give out the good news of Jesus to the people we spend time with during the week, as well as the people we meet at outreach activities.

Our current priorities

1. Improving our care for one another, by deepening our relationships with each other through time together.
2. Making our worship and teaching more focused on strengthening and equipping us for our lives and relationships midweek.
3. Providing opportunities for those who are new to faith or exploring faith to discover more of the good news of Jesus Christ.

4. Focusing our parish-based outreach on getting to know people (prioritising outreach activities that strengthen relationships and work on the basis of depth of relationships).
5. Becoming a prayerful church, seeking God together for the life and growth of our church, knowing that it is in Him and through Him that change comes.

(We commend to applicants also the 2024 report by the Archdeacon, Andy Jolley, on the 3 year period of interim ministry from 2021-2024, which contains some significant insights regarding the context, opportunities, leadership, sustainability, and partnerships within which we wish to see St Margaret's grow and thrive as a place of mission and discipleship.)

X. The New Priest

List the qualities and skills you would like to see in the new priest.

Personal Strengths / Soft Skills to prioritise

- Enabler - someone with a strong track-record of "equipping the saints for the work of ministry" (Eph 4) - i.e. what we'd describe today as 'energising and involving' others, 'getting the best out of' others, 'releasing' and 'empowering' and 'facilitating' others, growing and strengthening teams and individuals, putting ministries on a sustainable footing, that doesn't all fall apart when they leave etc.
 - Good at encouraging people into roles that match their gifting.
 - The opposite of a "solo worker"! St Margaret's has high levels of participation from members of the church body – we'd like to see this grow and bear fruit, through being encouraged and strengthened to maturity.
- Networker
 - Someone with the ability to partner well with other local churches and organisations to deliver Christian ministry with the best efficiency and effectiveness.
 - Someone with the ability to network well with other community groups and individuals so as to make us the first port of call for needs in the community that we can help to meet, and so as to give us wider resources to direct people to for specific needs.
- Spiritual Maturity - able to provide spiritual stability and authority pastorally and in discipleship / teaching. We would like to see this build up the church in the following ways:
 - Through being dependable for faithfully teaching the apostolic faith revealed in the scriptures.
 - Through being a source of depth and sophistication of theological understanding, and of mature guidance, in difficult areas that may be important areas of growth for church members (e.g. problems of suffering and evil, contested issues around sexuality).
 - Through being skilled and experienced with safe ways of working in areas such as pastoral work and counselling.
 - Through being an open example of a Christian disciple walking and growing with Christ, and serving him alongside others.
- Personal Relationships - these run through the church's DNA perhaps more than any other feature; personal relationships were by far the most striking feature of the church that was highlighted during the PCC and Leadership Team's 2019 work on "who we are" / vision. We will need to appoint someone with a track-record of forming close, trusting personal relationships across the church family and wider communities, since everything will, one way or another, rest on these.

Agreed by the PCC of

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on 20.....

Signed:

Print Name:

Office Held:

This form, duly completed, should be sent to:

***The Mission and Pastoral Secretary
Deborah Thorley
Diocese of Leeds, Church House
17-19 York Place, Leeds, LS1 2EX
deborah.thorley@leeds.anglican.org***

She will circulate copies to the Patron and Bishop

Please also send a copy directly to the Archdeacon's office

***Please keep copies of this form
and ensure that all PCC members have a signed copy.***