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Final version Joint Parish Profile after Section 12 meeting. Sept 19th 2019
INTRODUCTION FROM THE ARCHBISHOP OF YORK

As the Parishes of St Paul’s and St Barnabas set out on this new adventure of working in partnership, each will be building on a heritage of faithful ministry, and rejoicing in the strength of lay involvement and commitment to mission. Both are looking forwards and anticipating the new opportunities that a significant new residential development will bring, exploring the possibilities of working together to reach 20s to 40s with the help of the newly licensed 20s to 40s minister, and embracing the challenges of this new shape for ministry across the two parishes.

The Diocese of York is a family of 607 churches and 127 schools in 470 parishes committed to worshipping and witnessing to Jesus Christ and offering service to our communities. We stretch from the Humber to the Tees and from the A1 to the North Sea. Our Diocesan Vision is to be Generous Churches Making and Nurturing Disciples this is being worked out through a Diocesan Strategy that focuses on:

- Reaching those we currently don’t
- Moving to Growth
- Achieving sustainable finances.

You can find out more here: https://dioceseofyork.org.uk/reach-grow-sustain

God is graciously at work in this Diocese bringing His transformation to our communities. There is a real longing outside the Church for us to be making the reality of Jesus Christ visible together so that others can come to know the love of God for themselves. We need clergy who are people of prayer, praise, worship and witness, and full of the Holy Spirit, who encourage and enable their mission units to exercise their gifts in the Church and in the world.

There is a great deal going on in both St Paul’s and St Barnabas – thriving Sunday services, home groups and lay teams, innovative mission and evangelism, and practical community involvement. Could you be the person whom God is calling to lead this new and exciting phase of ministry here, to encourage, build and nurture strong and collaborative teams and to join in with all that God is already doing?
WELCOME TO THE DEANEY OF YORK

The Deanery of York is comprised of the City of York and parts of the surrounding area of outer York. York is a beautiful place to live and work – voted one of the best places to live in the country. It has a rich historic and spiritual heritage. However, York is not just a historic place with a great past, but is a forward-looking place with a promising future and there are plans for new development, particularly the York Central Development, and our Christian communities are seeking to be at the heart of this.

The Deanery of York is one of the larger deaneries in the Diocese with some 35 churches, each providing a unique witness to the Christian Gospel rooted in the communities they are called to serve. Our vision for the Deanery is to be “a network of churches, inspiring, influencing and leading mission and ministry locally”. Through the Deanery Leadership Team, Deanery Synod and Clergy Chapter, we are working out how we can make this vision a reality in our parishes and communities.

As we engage with the Diocesan Strategy to *Reach, Grow and Sustain* we are embracing the change and the challenge to make the love of God in Jesus Christ known in our City especially amongst those in their 20s-40s.

This is an exciting time to be joining the Deanery of York. Is the Lord calling you here to join with us?

The Rev’d Luke Tillett

Area Dean of York
The role of Rector/Priest-in-Charge is a new one, and both congregations are excited about it. The final pages of this profile set out more details of the qualities and skills we are hoping and praying for from our new leader.

**Do you have the vision to take this early, fledgling partnership and grow it into a thriving mission across our existing communities and into the new York Central Development?**

The team at St Paul’s and St Barnabas already includes Rev. Matt Woodcock in a full time 20s to 40s Minister role. The team also includes a new Youth and Children’s worker at St Paul’s who has just been appointed (Sept ’19).

The nature of the proposed York Central Development means that we are anticipating that this role will also have an active part in the training and development of both lay people and ordained curates as part of their journey into Church leadership. At both St Paul’s and St Barnabas Churches we celebrate the ministry of all believers.

**This exciting opportunity means that the role demands a Christian with excellent, demonstrable people management and development skills who can lead, manage and develop a changing team. This team may also include lay people exploring ministry and already includes an administrator and a number of office volunteers.**

St Paul’s and St Barnabas have a shared history and vision. St Paul’s Church was consecrated in 1851 to serve the local railway workers, and St Barnabas was consecrated in the working class area of Leeman Road in 1902. The churches are in two adjacent parishes, separated only by the railway track to the south-west of the city and both churches will be close to an extensive new housing development, York Central, that will be built in the parish of St Barnabas.

Effective mission will require a strong active partnership between St Barnabas and St Paul’s Churches. We aim to build a framework of trust and courageous innovation by sharing our strengths and resourcing each other’s limitations.

The congregations of both churches are excited at the prospect of getting to know each other and growing a joint vision and strategy for the future. This includes growing in numbers by reaching out, whilst discipling and caring for those who are already part of, and essential to, our church communities.

Rev. Matt Woodcock’s appointment is specifically to focus on reaching out to the 20s-40s age group and could lead to “church” being in different places and not necessarily on Sunday ([https://multiplyreach.org](https://multiplyreach.org)), but he will report to the new Rector/Priest-in-Charge.
We recognise that around 25% of both congregations are over 50 and we highly value everything they contribute to our parish lives. Both churches already have a significant ministry to children and young people, as well as the elderly, disabled and socially excluded older people through our café ministry. Our existing lay resources therefore have responsibilities for visiting, holding events and resourcing small groups and services that fit these people’s needs and that outreach remains vitally important. We would want our new incumbent to have a heart for discipleship and spiritual growth, helping inspire and drive our overall mission and service to the community. You would be joining church families who have:

- Congregations of a lively mix of ages and at different stages in their Christian journey.
- Supportive and friendly fellowships and people who are involved in ministry, worship, children and young people’s groups, baby and toddler groups, small group leadership, event planning, etc.
- A group of people giving their time and skills to enhance the life of the church and the community.
- Church wardens and PCCs who are committed to engaging with change and re-working our shared church vision in the context of intentional mission and growth, alongside the operational management.

The opportunities

- Pioneer Ministry – reaching out into the community to a largely untapped demographic and building new worshipping communities amongst those who don’t know God.
- Opening up our churches more to community groups – working towards an accessible and relevant 7 day church.
- Working across both parish communities.
- Clergy and laity working as a team to facilitate new ways of engaging the community.
- York Central – being involved in one of the biggest developments in York and engaging with other stakeholders.
The challenges

- Growing a functioning, unified and integrated community within and across both churches.
- Developing, strengthening and growing the church families, especially small groups.
- Achieving more sustainable finances.

York Central Development

In April 2019 City of York Council granted outline planning consent for the building of up to 2800 new homes on 35 hectares of redundant railway land placed between St Paul’s and St Barnabas. This will mean that at least 5000 more people will come to live in the parish.

After London and Edinburgh, York is the most visited city in the UK. This plan provides for a major redevelopment of York Railway station and its surroundings including the National Railway Museum which alone attracts 3 million visitors a year. It makes it the most significant development site in the city for a generation.

The prospect of the York Central Development has been the driver for the appointment of a Pioneer Minister to work across St Barnabas and St Paul’s, so that both parishes are equipped for a change in our demographic and increase in population.

The proposals have drawn some criticism, not least the lack of a plan to build community and to integrate the existing communities into the scheme. Whilst there are significant challenges for the churches as the plan proceeds, this is a huge opportunity for the Body of Christ to be involved.

Because our congregations are embedded in their neighbourhoods, this is a time for us to be salt and light. We need to work with existing community groups to shape the future of the parishes. As detailed planning consent unfolds, we have a massive role to play in how a cohesive neighbourhood is to be built.

A leader who understands and knows how to grow communities and can inspire others now, whilst keeping this project in mind, is what we need within our St Barnabas and St Paul’s Church partnership.

A prayer… “We pray for the purpose of deep change, deep connection, and meaningful revelation of God into the centre of York and York Central Development”

In the following sections, we will introduce you to our parishes in turn, beginning with St Barnabas.
Here at St Barnabas we are:

As an open evangelical church we are a friendly, informal, determined and intergenerational collection of people with strong lay ministry values, recognising the need for strategic clergy leadership and support to move us into successful mission outcomes and growth in numbers and our Christian journey.

We want JESUS - the face of God - to be made visible in our neighbourhoods through us - present and active in our community.

To this end, we continue to try to build ourselves into a people whose faith is alive and visible both in the community, and also physically, with changes to the church building, which we hope will become apparent as you read on.
OUR RECENT STORY

In the past, St Barnabas Church, Leeman Road has been viewed by those outside the parish, as a struggling small church in an economic backwater with poor housing, few prospects and an ageing or transient population. Our members have changed but new ones have arrived to join us, so we have had a steady congregation and electoral roll between 40-50 people in the last 10 years. However, though the numbers remain constant, they have not grown beyond this.

The two year vacancy was challenging, but it concentrated our minds towards growth. We are now seeing positive and hopeful signs of new growth.

During the vacancy

We worked hard to implement our identified strategic goals:

- To break down the barriers between us and the Leeman Road community.
- To build friendships and potential partnerships with neighbourhood groups (such as Friends of Leeman Park and Millennium Green) as well as to strengthen links with St Barnabas CE Primary School (2 members of our congregation are Foundation Governors) and the Leeman Rose Pub, now owned by a member of our congregation.
- To host events to improve our visibility and relevance to the neighbourhood.

We did this in practical and visible ways:
• Cutting down the thick hedge around the church grounds to open up the area and make it feel more welcoming.
• Contacting and partnering with local groups through events.
• Improving and increasing our school engagement. One of the Governors volunteers in the School weekly and members of the Leadership Team led some of the Collective Worship in the School.
• Hosting events such as a Spring Festival, Christmas Tree festival, Dog show, Remembrance Weekend event and the recent Eggstravaganza Easter event.
• Engaging closely with the York Central Forum with reference to the proposed large housing development which will sit largely in the St Barnabas Church Parish, but which will lie between our Church and St Paul's Church.
• Starting a weekly community café.
We were encouraged by the response from the community, who said they felt the Church was:

“open” and “more welcoming”

In August 2018 we started to get to know our new 20s to 40s Minister, Rev. Matt Woodcock, who was licensed in July 2019.

Nine of our congregation attended the LYCiG (Leading Your Church into Growth) conference in September 2018. We grasped the need to embrace significant change in order to achieve growth.

The last 8 months has seen the PCC engaging with change and taking early steps to re-work our church vision in the context of intentional mission/ growth, under the leadership of Rev. John Lee and Rev. Matthew Woodcock.

Because of the York Central Development – which involves 2,800 new houses to be built in the parish – we had already seen the amazing opportunity, through prayer and discussion, to partner with St Paul’s church – situated across the railway lines from us, and from where we grew in 1905.
Early indications of growth this year

- 2 START courses led to an adult baptism and a new family attending church regularly.

- A new 20s-40s group called ‘The Upper Room’ was started in January. It meets on Mondays, Wednesdays and some weekends for a range of discipleship, social, friendship-building activities. It is hoped this will form the basis of a new worshipping community. They recently went to France for a summer retreat, play weekly volleyball, do the local pub quiz and explore the Bible, prayer and big faith questions. About 20 people attend the group.

- 4 café members previously unchurched now attend church Sunday services regularly.

- A new form of “family friendly” worship beginning to emerge, with folk being encouraged to explore more adventurous styles of prayer and worship. This has emerged from a monthly All Age Service model, which was an innovative project built up over 2 years, led by a lay team who planned and executed the service. It contained less liturgy and was designed to be inclusive for people of all ages. This drew in new families and had a growing congregation, but sadly they only came to that service. We are trying to use some things from that project, in each service.

The PCC of St Barnabas Church does not employ any staff, but engages a cleaner for 3 hours a week to clean the church building. All other work in church is done by volunteers.
Sofa interview during our Father's Day service

We feel hopeful and stimulated.

We have been learning to embrace change courageously and move forward.

We Believe in a bright future.
LIFE IN OUR CHURCH

Below is a description with photographs of our present style of worship and meeting together.

WORSHIP AT ST BARNABAS

Services

The current monthly pattern of Sunday Services is as follows:

<table>
<thead>
<tr>
<th>Sunday</th>
<th>Time</th>
<th>Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>10.30am</td>
<td>Family Worship / Baptism</td>
</tr>
<tr>
<td>2nd</td>
<td>10.30am</td>
<td>Family Communion</td>
</tr>
<tr>
<td>3rd</td>
<td>10.30am</td>
<td>Tea and Toast followed by Family Service</td>
</tr>
<tr>
<td>4th</td>
<td>10.30am</td>
<td>Family Worship</td>
</tr>
<tr>
<td>5th</td>
<td>10.30am</td>
<td>Family Worship</td>
</tr>
</tbody>
</table>

Worship at St Barnabas is low Anglican and strives to be easily accessible to both regulars and visitors to a church service. Each service follows a particular pattern, but not a rigid liturgy, apart from Communion and Baptism services, which use more modern options. We have been following the Lectionary in recent years.

With only one service on a Sunday the worship has to cater for a variety of styles and tastes. The music is led either by piano or acoustic guitar and vocals. Sometimes a small band accompanies this, often including bass, drums and/or a melody instrument. The church also has an organ which is used occasionally. (A number of local organists also rate the organ highly, so while this instrument isn’t used often for services, it is used for recitals two or three times a year.)

The repertoire of songs includes both hymns and modern songs from the past twenty years, plus a few older choruses. We also use a good number of all age worship songs as young people are usually in for part of the service, if not all of it.

St Barnabas has always been a church which strives to be welcoming and accessible and our music is no different. When hymns and more theologically rich songs are chosen these tend to be well known and well established.

In the past year, as we have had an active focus on mission and church growth, we have consciously introduced more modern worship songs with simpler lyrics and easier melodies to cater for newer members of the congregation and to try and be more accessible. The hope is to encourage worship in the church which stirs up our faith.
We have a PA system controlled from an iPad in use during services, a hearing loop and projection of the service.

In the past 18 months, we have had 8 Baptisms, 2 Weddings and 2 Funerals. The Baptisms have usually taken place in our Sunday services to welcome the child or person and their family into the family of St Barnabas Church. Recently, we've been experimenting doing them at different times; on a Saturday/Sunday afternoon.

Preparation for baptism has recently been a focus. We ask the families to come to family Sunday worship four times before the baptism.

However, one of our challenges is to improve our wedding preparation and follow up with baptism families and wedding couples which isn’t as good as it could be at present.
Involvement of the Children and Young People

There are 3 groups for the children and young people in our Church running during the Sunday morning services:

- **The Discoverers Group**, aged 3 to 8 years, meets in the choir vestry within the Church building.

  - “I like coming to Discoverers…”
  - “…it’s fun!”
  - “…welcoming”
  - “…interesting”

- **The Livewires Group**, aged 8 to 12/13 years, initially join the worship in the service, before going out to meet together.

  - “I like it when we pretend to be people in the Bible”
  - “I like learning the Bible verses with actions”

- Once a month, **The BFF (Barnabas Friends Forever) Group**, aged 11-16 years, meets, again initially joining the worship in the service, before going out to meet together. This group have occasional “blocks” of Sunday afternoon meetings during the year, e.g. during Lent.

  - “The chats we have about life are helpful”
  - “…we can discuss the Bible and relevance to us”

There is a Children and Young People's Team who meet up to 3 times a year to reflect and plan the children and young people's work in church.
Our **Good Friday Garden Building Service** has become a tradition over many years. This caters for families and younger children, though quite a few of our older children still attend!

We had a **Crib Service** for the first time in 2015 and have repeated this in subsequent years, with the Toddler group and families on Christmas Eve, which draws in a different group of people from the parish.

We are committed to the Diocesan Safeguarding Policy and have just appointed a new Parish Safeguarding Officer.

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**Babies and Toddler group**

In addition to the Sunday Worship, every Tuesday in term time (9.45am to 11.15am) there is a **Babies and Toddler group** run by 2 of our Church mums with help from Volunteers from our Church and the Community. There is often a small Christian message at the end of the session. There is an active attendance of 20 mums weekly with their under 3s. There are several Polish families from the area who attend this group.

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"The healthy snacks for the kids are great"

"Plenty of space for the children to play"

"Lovely to have a cup of tea and toast made for you"

"Nice to sit and talk to other Mums"
Lay Leadership

At St Barnabas, we have an active group of people who can lead and preach and provide worship in services, lead the Children and Young People's work, have led small midweek groups, are active on the PCC, lead and help in social events, meet to move the building work forward and run the Monday Cafe. However, the limitations are, that it is often the same people who are doing many of these activities and it is therefore hard to grow other long-term sustainable activities.

Small group meetings

In the last 6 months, the fortnightly Barnabas Group (Cell group) meetings have stopped as we move towards a joined-up fellowship with St Paul's and prayerfully wait for new direction. We see opportunities in and want to move forward with:

- More regular and directed prayer for our church, leaders and mission in our neighbourhood and our country.
- Intentional activities towards learning and growth in our discipleship and mission.
- Mini church invitation events – developing and sharing our friendships (normal activities we might do with our friends but sharing these within our group setting).

Communications

We have:

- a church website: 🌐 https://www.stbarnabasyork.org.uk/
- a twitter account: 🐦 @BarnabasYork
- a Facebook page for the Church: 📣 @StBarnabasChurchYork
- a Facebook page for the Toddler group: 📣 @StBarnabasYorkToddlers
- an email address: 📧 admin@stbarnabasyork.org.uk
- an e-Newsletter; subscribe at: 📧 https://mailchi.mp/28e4849fe5f7/enewsletter

There are always paper copies in Church for those who do not have electronic access.
DEMOGRAPHICS

Demographics

General information can be found on websites such as [streetcheck]. The three main areas of housing are distinct and the demographics reflect their characteristics.

- Older property (late Victorian and early 20th century) consisting largely of terraced streets with no forecourts and small yards: These houses are typically first-time buyer properties or for rent which contributes to the somewhat transient nature of the population. There is little or no off-road parking which gives a congested feel to the area.

- Modern development adjoining the church: These are largely owner-occupied semi-detached or terraced 2-3 bedroom houses with front and rear gardens. As with all modern developments off-road parking is provided and the population is more fixed.

- St Peter’s quarter: Mews type terraced houses/flats separated from the other areas of housing by light industrial businesses and nearer to York city centre.
Population

The population is mixed with older retired people generally having lived in the area for some years. There is a younger demographic mainly occupying rented property and including migrant families, many from the Polish community. These latter appear to have the closest connection with our church – their children attend the school and families attend the all age services and baby and toddler group.

There is also a significant population of owner/occupiers from a range of social groups largely resident in the more modern housing.

Facilities and services

The parish has no doctors’ surgery, dentist or community facility. St Barnabas therefore occupies a strategic place in the parish. The former church hall is now owned by Youth With a Mission (YWAM) and used for training and outreach. Some of the students attend St Barnabas during their training.

Businesses

There is one pub (The Leeman Rose) owned by a member of the church with a cafe attached. There are also a number of takeaways and small shops all located in the older part of the parish.

Towards the city centre are a number of larger businesses (timber merchant, motor repairs etc) generally in distinct areas away from housing.

The National Railway Museum and the Post Office Sorting Office are also located in the parish.

Amenities

The parish is adjacent to the River Ouse and includes considerable open spaces popular with dog walkers, sports teams and anyone looking for light exercise. There are other more structured play areas for children and a community garden maintained by residents. Friends of Leeman Road carry out a lot of general tidying and planting.
GROUP CONNECTIONS
St Barnabas CE Primary School

We have strong links to the School. There is a vacant ex-officio role on the School's Governing body. We have 2 Foundation Governors and in the Vacancy we had 4 people from the Leadership Team maintaining this link and leading Collective Worship fortnightly in the School. The whole school has end of term services and Harvest in Church, with participation from one of the Foundation Governors.

Karen Boardman, Headteacher, says:

"St Barnabas CE Primary School is a small, friendly school with approximately 170 children, located in a beautiful modern building and extensive grounds behind St Barnabas Church. We have a strong family ethos and enjoy close links with St Barnabas Church and the local community. St Barnabas CE School has been in the Leeman Road area since the late 1800s so many generations of local families have attended the school.

Our committed and caring staff work hard to make our school a happy place in which all children are valued as individuals and nurtured in order to be the best that they can be academically, intellectually, physically, emotionally and socially. Through a broad, fun and challenging curriculum, we support children to develop their skills for life and to become confident and independent individuals with enquiring and creative minds. At St Barnabas we promote a spirit of belonging and encourage children to be aware of the needs, feelings and rights of others, and so make a positive contribution to society. Christian values are central to the ethos of our school, especially those of: community, friendship, forgiveness, truth, courage and thankfulness.

The Leeman Road Playgroup, open daily in term time, is located on the school site. They take children from 3 years old for either half or full days and also run a Toddler Group in school on Wednesday mornings. The St Barnabas Out of School Club, held in the school hall, provides childcare before and after school each day and during the school holidays.

You can find out more about us by visiting our website

[http://www.stbarnabasprimary.co.uk](http://www.stbarnabasprimary.co.uk) or by contacting us to arrange a visit."
**Family Matters York**

Family Matters York (FMY) is a city-wide charity offering support in family relationships. It provides marriage preparation, couple mentoring and parenting courses for parents of young people in all age-groups. A number of our church members are volunteers with this organisation.

**Overseas Missionary Fellowship**

For a number of years St Barnabas has raised funds for Ellie and St John Perry, a couple in Overseas Missionary Fellowship (OMF) who train local Christian pastors at a college in Malaysia. St John and Ellie used to live in the Parish when they were first married. They visit us regularly when they are on furlough.

**Friends of Leeman Road, Millennium garden group, Leeman growers**

These are groups of local residents who maintain and develop the public spaces in the area. Further information about some of their work can be found on the Friends of Leeman Park website.

**The Leeman Rose Pub / Cafe Leemo**

The Leeman Rose is the now the only pub in the area and was bought by one of our members. It has been developed into a popular meeting place for locals. There is now an adjoining cafe also popular and the pub is used for by a number of Church groups – men's breakfast, one of the Barnabas Groups, PCC etc.

**Ebor Brass**

This brass band hire the church for weekly practices and they provide musical support at a number of church services during the year – Remembrance Sunday, Carol Services.

**Youth With a Mission (YWAM)**

YWAM purchased the old St Barnabas Church Hall which was no longer fit for purpose and use it as a centre for training and outreach, having made good the building. It is within a few hundred yards of the Church.
THE CHURCH AND ITS BUILDING

St Barnabas was built between 1902 and 1905 in red brick with a slate roof and is fundamentally sound as a structure.

It has some outstanding decorative features, in particular a stained glass window in the east elevation and a superb reredos – a copy of da Vinci’s “Last Supper” in carved oak.

There is also a pipe organ of exceptional quality which is not (unfortunately) often used, although there have been 2 recent organ recitals at the church and more are planned.

The original pews are retained but are neither comfortable nor movable and our intention is to replace them with modern chairs.

The heating and lighting systems have been upgraded during the life of the church, but both are in need of modernising – particularly the latter.

The church lacks modern toilet facilities, having only 1 toilet which does not fit accessibility criteria.

The church has a functional kitchen (without oven or hob).

The children’s groups meet in the Office or in the choir vestry each Sunday. These rooms can be used for other midweek meetings.

There is a good storage area.

Outside, the church sits in its own substantial grounds, (good for events) and has a shed for storage of outdoor equipment (mower, etc).

Our video of our Remembrance Weekend displays shows most of the building and gives an idea of how we use it.
Building Development

Following the sale of the old school premises and the church hall, St Barnabas has £180,000 in its building fund. We have identified areas of development and as a minimum these are to:

- Provide modern kitchen and toilet facilities to suit the present needs.
- Remove the existing pews and install under-floor heating to the main body of the church.
- Create a comfortable and larger subsidiary meeting space.
- Provide a more useable office space and reception area.
- Move the main access of the church to the West facade with a higher profile path/driveway to the entrance.
- Upgrade the lighting.
- Create more useable storage areas for the various church groups and activities.

MISSION WITHIN THE WIDER WORLD

Our Church supports different Mission outside of the Parish through prayer and giving, specifically:

- Yo-Yo: [York Schools and Youth Trust](YorkSchoolsAndYouthTrust). Founded in 1996, YoYo seeks to work with York schools and churches to bring the Christian faith alive. Two previous members of the St Barnabas congregation work for Yo Yo and one of our Church members is a volunteer with Yo Yo.
- The Perrys: St John and Ellie lived in the Leeman road area and were active members of our Church when newly married and starting a family. When they began working for the Overseas Missionary Fellowship, we decided to support their mission and have continued to do so for many years.
- CPAS: [Church Pastoral Aid Society](ChurchPastoralAidSociety) who are our patrons.

Each year we give 10% of our free will offering to Mission both home and abroad. Over the course of the year, we pray within our services about a different aspect of this mission, so the congregation is made more aware of how the money we give, is used.
FINANCE

St Barnabas is in a reasonable financial position. Whilst, in our General Account, the income fell below expenditure for the first time in 2018, we do have a moderate reserve to cover this and other unexpected payments. We have been able to meet our financial responsibilities to the Diocese every year since the new Diocesan Free Will Offering scheme started and have made significant increases each year. A significant proportion of the church members use one of our regular giving schemes and we are able to reclaim Gift Aid on most of our donations. Each year we give 10% of the donations we receive to Mission both home and abroad. We have no paid employed staff although we do pay for a weekly cleaning service.

We also have a Deposit Account with several Restricted and Designated funds, including significant amounts which have been received from the sale of the Church Hall and our share of the proceeds of the sale of the old school site. These are set aside for a project to develop the Church building.

St Barnabas accounts 2018
ST PAUL’S PROFILE

Welcome to St Paul’s. There are lots of warm and welcoming churches in York. All we claim is that we are trying to be one of them.

A prayer... that St Paul’s will be the heart of our community – somewhere people know they can come for fellowship, support and understanding, where they feel valued and ‘seen’ as individuals, known and loved by God.

WHO WE ARE

We are an open evangelical church, with a relaxed and informal style of worship. We encourage lay participation and leadership in all our services. Our membership is made up of a diverse range of people at various stages of their walk with God. We try to be welcoming and accepting of everyone who enters our doors. We aim to live and explain the good news about God and Jesus Christ in a non-threatening way to people who are enquiring about Christianity, as well as providing biblical teaching, fellowship and support to the whole congregation.
Our congregation is made up of people with many skills and professions. In the past ten years or so, several people (mostly women) have been selected for ordination into the Anglican Church, and this speaks not only of our collective talents but also of our desire to grow as disciples. Our last rector was an enabler; he could spot potential in people and help encourage them towards full-time ministry or service within the church, whether leading from the front and preaching, serving from the side-lines, or running a church group or activity.

Many groups have grown organically and some have reached the end of their natural life, while others are still flourishing. The variety of activities provides space for getting to know more people at a deeper level, for sharing our spiritual journeys together, for reaching out to others, and also for looking inwards and acknowledging that it is Jesus who binds us together in all of these activities.
MISSION STATEMENT

Our mission statement sums up the essence of who we are:

“We are a community of people who think that Jesus matters. Some of us have tried to walk his way for a lifetime; most of us feel as if we are still learning; some of us are still dipping a toe in the water and wondering about it all.

Between us we are at many different stages in our spiritual journeys but we are beginning to find that the important thing is to travel together. As we do this, our hope is that each of us will get to grips with what it means to be a disciple of Jesus.

Some of the other phrases that members of our congregation have said about us are:

“Very welcoming”

“building community”

“relaxed and informal worship”

“Jesus-focused”

“Good sense of humour”

“looking outwards to wider community”

“reaching out”

“I feel included”

“sharing and helping one another”

“prayerful”
All of these statements sum up the essence of who we are - a warm, welcoming and accepting community of believers who are seeking to know Jesus and make him known. However, a comment from one member of our congregation reveals another aspect of who we are: “We are warm; we are probably ‘safe’; we are quite comfortable in our own skin”. This suggests that we are perhaps too safe and too comfortable and that we have become complacent. In other words, we are good at welcoming people like us! We are mostly a middle-class congregation yet there are social housing estates on our doorstep which we barely reach. Our vision is to make an impact on many more people in our community, but we need help with how to do this.

WHERE WE ARE NOW - THE PRUNING PROCESS

A prayer…

Dear Lord, Grant us a vision:
· To see what we can achieve
· To reach beyond ourselves
· To share our lives with others
· To stretch our capabilities
· To increase our sense of purpose
· To be aware of where we can help
· To be sensitive to your presence
· To give heed to your constant call
· To live and explain the good news of God in Jesus Christ and be a source of exploration to others,

Amen.

In a recent PCC meeting, we acknowledged that we are welcoming but can also be superficial and comfortable. Our focus has been on reaching out to people who are enquiring about the Christian faith and we appear to do that well through various community links, such as St Paul’s School, the toddlers’ group, Coffee and Co and the Holgate Community Choir, as well as through regular Alpha and Start courses. Our hope is that more people would make the transition from seeking or new Christians to attending our church services regularly and becoming disciples of Jesus.
At our 2019 AGM, our curate gave a short reflection on the passage from John 15: 5-10. Her words aptly captured where we think we are at the moment:

John 15:5 says this

‘I am the true vine, and my Father is the gardener. He cuts off every branch in me that bears no fruit, while every branch that does bear fruit he prunes so that it will be even more fruitful.’

At St Paul's it's felt like we've gone through a bit of a pruning recently. And pruning hurts. When God prunes things back we feel vulnerable and unsettled for a little while. Things feel less comfortable than they have done in a long time and let's be honest, St Paul's is used to being comfortable, and that's one of the reasons we all like it here.

The thing is the Bible passage promises that pruned branches will be even more fruitful. I have seen lots of fruit recently. We've seen a new toddlers group form so people can explore big questions and some people have come back to church through that. We've seen our first 'School goes to church' with 11 families and 4 teachers joining us for worship. We've seen new people step up and lead from the front. We've seen a couple start coming to our evening service because they came to the carol service and loved it and we're about to do a Start course with them. We've made a brave decision to partner with St Barnabas, trusting that God will use this partnership to produce more fruit. My examples are just some of that fruit. There's loads more.

Pruning is hard, pruning hurts at the time but it also leads to something. It leads to more fruit. It leads to God being glorified.
In short, we are being shaken out of our comfort zone; we are being pruned, and we want to remain focused on Jesus so that his Kingdom will grow and we will bear fruit.

WHERE WE WANT TO BE IN THE FUTURE - BEARING FRUIT

A prayer... that we would welcome strangers, notice those who are suffering, be loving and united as a body and reach out to those in need. May we be earnest and urgent in spreading your gospel and telling of your love, for your name’s sake. Amen.

As a church, the most repeated responses to the statement, ‘where we want to be in the future’, have been as follows:

- We would like prayer to underpin our decisions more overtly.
- We would like to see more members of the congregation being caught up in the vision for greater mission.
- We would like to see more people making the step from enquiring about God to coming into a real relationship with him.
- We would like to become more inclusive and representative of the social mix of the community. (Quote from a parishioner: “We seem too comfortable as a church; I want to be sat in church with the homeless, and to see broken families coming to God”.)
- We would like clear direction in our calling to the community and in how to use the building and its reordering for affecting change in the community.
- We would like to follow through new contacts more thoroughly. We are good at welcoming people initially but not so good at helping them become more involved in the life of the church. We would like to follow up absent people more fully as part of this process.
- We would like our home groups to expand and have greater variety.
- We would like more contemplation and silence before and during services, and have more opportunities for Holy Communion.

A prayer… for continued unity in St Paul’s and that all initiatives be done to your glory. That the building will be transformed into a vibrant centre of the community. That we are willing to share it with many more people in Holgate.
INFORMATION TIME

We are classed as one of the largest churches in the city, with an electoral roll of 149 people, 61 of whom are resident and 88 non-resident. (We have just had our 6 yearly reset of the electoral roll so our figures are completely up to date.) Our furthest member lives 12 miles away but most live within 4 miles. The worshipping community is around 250 people, with over 30 under-16s and an age range from 0-97.

Our services

- **10.30am**: A friendly, informal service; sometimes chaotic, often innovative. Everyone is welcome and children’s groups for all ages are provided. We share communion together as a church family on the first Sunday of the month (family service with creche, children and youth groups taking place across the building). Typically, we have around 120 adults and 40 children most Sundays.

- **6.30pm**: A reflective service for those exploring faith, there is live music, time to pray or light a candle and we encounter God’s grace and his commitment to us by looking at the Bible. We have a relaxed communion once a month and an average weekly attendance of 25-30.

In the July PCC meeting the difficult decision to “pause” this service was taken as it was felt we couldn't provide the consistency of worship and spiritual guidance on a weekly basis, due to the imminent departure of all the regular leaders. A monthly reflection or Taize service will be provided from September. The decision will be reviewed in the new year.

- **Thursday**: 12.15 - A traditional, thoughtful service, using liturgy from common worship. We share communion together on the second Thursday of the month. In Autumn 2018 a traditional service at 8.45 on Sunday was moved to Thursday due to the age profile and care needs of the congregation and the opportunities offered by the Coffee and Co gathering. Many feel they are now able to partake more fully in the life of the church.

- **Kaleidoscope**: A termly accessible service for those with special needs, which is organised by 5 members of St Paul’s with team members from other churches. Attendees come from a wide area, some having been part of this group and its previous existence for 10 years. It includes accessible Bible studies and averages 25-40 attendees.

- **Service not services**: Once a year, instead of a Sunday morning service, we turn it around and give service to others. In 2018, 80 adults and 20 children took part. Activities included a prayer sofa, prayer walk, litter picking, donations to Besom Bundle of Joy hampers, and gardening at school. In the past they have also included decorating a room (via the Besom project).
Music

At the Sunday services we have contemporary songs, with perhaps one or two hymns, some of which are set to modern tunes. We have four morning bands and four evening bands, with an occasional youth band. The historic Hill organ is in a poor condition but is used occasionally for weddings and funerals. We currently have 33 musicians (not including the youth band).

Technology

People at St Paul's can make use of a PA system capable of reinforcing a large worship group, as well as a loop system to enable hearing aid users access to the service content. We also have a visual system allowing song words and media to be displayed, and the use of video and other multimedia to enhance services. Sermons are recorded and placed on our website, to enable people who are unable to make it to church to hear them, but also to allow people to listen again. These systems are mainly run by a team of volunteers, but they are supported and assisted by our technical contractor, Ryan Smith.

Special Events

- Baptisms and Confirmations: 2018 – 10 Baptisms; non-church members are asked to attend for 4 weeks prior to the baptism. 12 adults and young people were confirmed and two were baptised in January 2019 by the Archbishop.
- Marriages – 4 in 2018 – 3 were church members and one had no connections.
- Funerals (burials and cremations) – 9 in 2018.
Social events – many bookings throughout the year from the church family and the community. St Paul’s School uses the church for fundraisers, concerts and special services.

Life with our children and young people

- **All-age activities:** We have regular all-age services on Sunday mornings. Sometimes these are during school holidays, sometimes for special occasions and sometimes for the whole summer. In recent years we have had a film-themed service during August.

- **Sunday:** We have 31 under 16s who come to the service on Sunday and then disperse to their groups - creche (just recently restarted), Scramblers, Jump and Youth Church. (Some of the Youth church are over 16 so are not included in the annual statistics).

- **Toddlers:** Meets at 9:30am on Monday mornings during term time. Nearly all the families are non-church, with an average 50 children and their carers (another 40), and three team members and two drinks team members. There is a wide range of toys and equipment, as well as drinks, songs and story, and the group provides great support and encouragement for each other. A chat time began in March 2019 after the main event which has a creche and talks about everything. There is also another toddler’s group which meets every Tuesday morning for 0-3 year olds with Additional Needs and their families. It is a play group with play, music and a sensory input and a chance for the parents to have a cuppa and chat.
• **Youth groups on Thursdays**: DMC is Years 6-9 and Challenge is Years 10-13. We have a new leadership team in place working closely with Fiona, our new youth worker.

• **Holiday club**: for the past five years, we have had a week-long club in the church, transforming it into outer space and a pirate ship. Local children aged 5-11 are invited and over 100 attended last year. We have had the assistance of Pulse for the last two years.

• **Summer camps**: children and young people are encouraged to attend summer camps, such as Soul Survivor or CPAS Criccieth Pathfinder Camp and the York Christian Youth Holiday (YCYH) camps, attended by several of our young people, with some adults attending as leaders.

### Links with Schools

There are six schools in our parish and one language school. We have a unique relationship with St Paul’s Primary School, a mission field on our doorstep and some of our children have attended or are attending the school. Previous incumbents have served as ex officio members of the School Governing Body. The PCC appoints two members of the congregation as Foundation Governors at the school.

[St Paul's Primary School Instrument of Government](#).

Many young people at St Paul’s served on the team at the holiday club; some are part of the bands and were baptised/confirmed in January. Our curate, Hannah, and youth worker, Jenny, were going into St Paul’s Primary School each week to lead assembly. We have had two ‘School goes to Church’ services in 2019 which started with 11 families visiting us and recently had twenty pupils and many more family members. We recently recruited for a 30-hour per week youth and children’s worker, who was appointed to this role in September 2019.

### Safeguarding and Health and Safety

Two people have recently been appointed by the PCC as the Joint Safeguarding Officers. We have a PCC safeguarding liaison person. The Health and Safety Officer role is being discussed by the PCC with our administrator as the current officer.
Our small groups and pastoral work

- **Home groups:** There are about 50 people in home groups, spread across 7 or 8 groups that meet mostly weekly with ages ranging from 20s to 70s. Most of the very elderly people are at other church activities. There is scope for further growth since many people who have started coming to St Paul’s recently have not been incorporated into the home groups, and there is no overall home group leader who could coordinate the integration of newer and older members. We are keen to ensure that all the congregation have a small group they are involved with, particularly as we approach a time of rebuilding the actual physical shape of St Paul’s.

- **Bible Study:** There is a ‘Reading the Bible Together’ group which takes place on Tuesdays with ten regular attendees for a series of studies twice a year. However, there is a lack of opportunities for in-depth Bible teaching for those who are free only in the evenings.

- **Pastoral team:** Currently the pastoral team is overseen by the curate, meeting in pairs with people who request support. Most care is provided informally through friendship groups and home groups. We would like to see more structured care being offered to people who fall outside these groups.

- **Relationship Courses:** The Marriage Course has run twice recently, and we have regularly hosted sessions with Family Matters York on various aspects of parenting.

What happens during the week?

- **Prayer:** There is a weekly prayer meeting at 8am every Thursday and another at 9.30am on Sundays. Since 2016, a small group has been meeting on Friday afternoons at the leader’s home. This group focuses on local and world issues, as well as our church. A recent prayer meeting for the church had about 70 attending. Prayer ministry takes place at each communion service and is often added when it is felt specifically needed. Some members of the congregation feel that our prayer life needs to be more prominent and visible.

- **Coffee and Co:** This has run every Thursday 10am-12 noon for the last 15 years. We simply offer coffee, cake and company, serve it in a nice mug with the smell of ground coffee helping to create a relaxing ambience. It is lovely to get to know people and make new and varied friends; life’s rich tapestry is certainly present in abundance! Average attendance is 45; some people stay for most of the session while others come for part of it. It is probably about 50/50 between St Paul’s folk and ‘others’, although the recent addition of the 12.15 service may have tipped that a bit more in favour of St Paul’s. We have lunch after the service at Christmas, Easter and Harvest. There are 6 members in the team.
• **Holgate Community Gospel Choir**: This group evolved following a scratch choir event at a church weekend. It is designed for those who enjoy singing and want to gather with those similarly-voiced people to explore further. They meet weekly in St Paul’s Primary School; about 30 people are connected with it, and about a quarter are not regular church goers.

• **Walking group**: monthly Saturday outings with 10-20 walkers.

• **Christmas tour of pubs singing carols**: In 2018 there were 30-40 of us. The pubs are happy to host us, and we have (non-church) people that follow us from pub to pub, with wide ranging conversations at each pub. There were one or two who came to the Carol Service on the back of last year’s event.

• **SOBS**: a suicide survivors’ self-help group is held monthly with three trained facilitators (one is a member of the congregation) and two coffee helpers. There are between 15 and 32 attendees, not linked to the church. Through personal experiences, we have had a long-term heart for this area of work.
**Annual or regular events**

- **St Paul’s Festival**: A July event at Wydale Hall incorporating campers, dormitory and en-suite accommodation to suit all purses. 2019 was our third year there after more than thirty years of holding a parish weekend each February in Scarborough. We have a wide range of activities as well as themed talks and lots of worship and fun. Last year we had 100 there for the weekend, this year we had 87. It is open to people from St Barnabas, people from our community and St Paul’s.

- **Men’s weekend**: A mid-winter getaway which attracts up to 20 people, with a guest speaker and good cooking, walking and chatting.

- **Men’s bi-monthly breakfasts**: A full English cooked breakfast discussing current affairs. Discussions are currently underway about future speakers and format.

- **Women’s events**: Bi-monthly breakfasts have recently been revived, with 20-30 attending. Relaxed enough for people to invite friends along, we often have guest speakers on a range of themes, both spiritual and secular. We’ve had four annual weekends away in recent years with about 40 attending and are planning another one for next year. Some parish-wide evangelistic events have been held over the last year.

- **The AGM** is held as part of Sunday worship and starts with coffee and croissants.

- **Fundraising events**: there is an annual curry and quiz night to support Middlesbrough refugees, plus events to help fundraise for the church building, and occasional one-off fundraising events.
STAFFING AND LEADERSHIP

Our staff team

- **Administrator**: Ian Gardiner - five days a week (30 hours) and many out of hours events.
- **Youth and children’s worker**: Fiona Peck, 30 hours per week, joined us in September 2019.
- **Technical contractor**: Ryan Smith - 56 hours per month.
- **Caretaker**: Christopher Wooldridge - 20 hours per week. Ian has weekly team meetings and line management with Chris.

Our ministry team

- 1 licensed reader.
- 1 20s to 40s minister.
- St Paul’s has been a training parish for curates and still has a wish to continue with this
Our congregation’s involvement

- **Lay workers**: we have several lay leaders of worship or speakers.
- Over 90 **volunteers** are involved weekly for all aspects of worship, administration, youth work, coffee rotas, gardening, etc.
- Two members of the congregation are **governors** at St Paul’s Primary School.
- **Leadership team**: the rector, the 20s to 40s minister, 2 churchwardens, the administrator, youth and children’s worker, plus the reader and the prayer ministry leader. The team meets on a weekly basis.
- **The PCC** has 11 other members in addition to the rector, churchwardens, a reader, treasurer, secretary and four synod representatives. They meet monthly with two subcommittees - standing and building committee.

OUTREACH

- **Alpha**: We have an annual Alpha course and currently also have a START course. Most of the Alpha attendees are known to us, and it is our discipleship course. START members are generally newcomers to church.
- **Prayer Sofa**: as a prayer ministry to the community, we have taken a sofa outside on three occasions with a tree to add prayer leaves and have offered to pray with or for passers-by.
- **Sports teams:** We have football every Wednesday evening, which is open to everyone. It has been established for 20 years with between 10-30 players, most of whom have no other links to St. Paul's, and the team recently won their league in the Yorkshire Churches Football League. The cricket team is much more occasional, with about three matches a year, and tends to be more St. Paul's people.

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**OUR INVOLVEMENT IN MISSION**

- St Paul's currently tithes its donations (10%) to support mission locally & abroad (2018 - £13,343).
- The key beneficiaries in 2018 were York Youth Outreach team (YOYO), which works in many schools in the city, Potter’s Village in Kisoro, Uganda (where several members of the congregation have visited and worked), several long term missionaries in the UK and across the globe (mainly previous members of our congregation), Restore (York), a Christian charity, which aims to house and support those who would otherwise be homeless, and CPAS Ventures (where many of our youth have been over the years, and some are now leaders).
OUR BUILDINGS

- **The church:** The building itself was constructed in 1850/51 to serve the local community of railway workers. Funds for building the church were raised entirely through subscription. The church is Grade II listed and sits within the St Paul’s Square/Holgate Road Conservation Area. Its most distinctive architectural features are the unusual quatrefoil cast-iron pillars in the nave.

- The church has gone through several re-orderings during its 160-year history. The most recent ones include the ‘70s and ‘80s when there were several changes in order to make the church more welcoming and suitable for more modern worship. The vestibule under the gallery was made by removing the back rows of pews, the choir stalls were removed and the staging we now have was put in place. A government Youth Opportunity scheme worked for over a year to transform the Crypt into a lounge area. In recent years, it has been used for an out of school club so has been well used and is now in need of refurbishment.

- In 1997 a café-style entrance area was created under the former organ gallery (the organ having been previously moved to the east end) and the crypt upgraded. The pews were replaced with more versatile stacking chairs in 2017. We also have an upstairs office and meeting rooms, some of which are used for youth sessions and staff meetings.

- There is a very small garden at the back of the church. The car park is owned by Network Rail which the church is allowed to use.

- **Re-ordering:** The PCC has carried out a [feasibility study](#) to reorder the church building to make it more suitable for our needs. There is still a long way to go as we pray for discernment. We sold a mission hall in 2004 and the monies have been invested to be used in the re-ordering.

- **Latest quinquennial issues:** All matters attended to except those which are rolled over into the reordering.
• **The Rectory:** This is a detached arts and crafts-style house of c.1900 and lies a short walk (about half a mile) away from the church. It has 4 bedrooms, a study and a sizeable garden. It backs onto Windmill Rise, which boasts a functioning 18th-century windmill.

**OUR FINANCIAL GIVING**

The activities of St Paul’s Church are funded almost entirely through the faithful donations of Church members, sacrificially giving for the promotion of God’s kingdom in the parish of Holgate, as well as supporting and encouraging the wider mission of the Church. This generosity allows for the Church to sustain its day to day expenses of bills, salaries and other commitments whilst always keeping focus on our core missional purposes; supporting the community locally, in the wider diocese and through our mission partners.

The accounts for 2018 show an operating deficit for the year. Donation income was around 10% lower than the previous year. However, this was mostly due to some unusually large donations in 2017, while expenditure was around 25% higher mostly due to the Quinquennial repair work being undertaken and the first architect fees becoming due on the reordering project. It was understood that both of these expenses would be covered from our reserves.

In addition to the £365,000 of restricted funds held for the building project: The PCC currently hold unrestricted Net current assets (reserves) of £85,129, meaning although we had a deficit in 2018, we still have healthy reserves well in excess of the £45,000 we aim to hold in reserve.
As we look to the future we are closely looking into our financial situation and the standing committee & PCC are reviewing our expenditure and commitments in 2019 to ensure we are using our money wisely. In addition, we are continuing to share the situation with the congregation to encourage increased donations and full utilisation of gift aid where possible. Fundraising & grant applications for the building reorganisation will also be taking place in 2019, ideally offsetting the spending on the project. With this aim we hope to return to a surplus on our general running of the Church.

St Paul's finance presentation 2019

**CHURCH OFFICE AND SYSTEMS**

We are the central point for the operational life of the church. This includes bookings, finance and book-keeping, special service administration, service planning and preparation, recruiting and managing volunteers, supporting annual programme plans, providing support and management for weekends away. We use a wide range of software, from the Microsoft family to Mozilla Firefox, Dropbox, Easyworship 7, VLC Media Player and a plethora of other programmes.

**COMMUNICATIONS**

We communicate with our congregation mainly through email with some printed copies distributed to those who do not use email. We issue fortnightly notices on the website and at each event and service and use the screens to advertise. We have a Facebook page – St Paul's York - which we use to update on events with photos. We also have a website [http://www.stpaulsyork.org.uk/](http://www.stpaulsyork.org.uk/) giving core information and the recordings of sermons. Our social media presence needs improving, with someone to take overall responsibility for it. At Christmas, we print 2500 flyers which we distribute to the immediate area around the church, so about 40% of the parish is reached.

**OUR SOCIO-ECONOMIC DEMOGRAPHICS**

St Paul’s parish had a population of 8,740 at the latest Parish census. The boundary of the St Paul’s and St Barnabas’ parishes align closely with the boundary of Holgate Ward so although the following figures are for Holgate Ward they are representative of the two parishes.
Map of St Paul’s Parish with significant locations

Holgate Ward

St. Paul’s and St. Barnabas’ Parish
Between 1884 and 1996, the Carriage Works dominated the employment in the area and at its peak employed 5,000 people. Despite its closure, unemployment remains low as there are now many jobs available in service industries, particularly tourism. However, many of these jobs are seasonal, low-paid and often have little security.

House prices are around the national average, but higher than the average for Yorkshire and Humber region which has an average of £192,000.

The proportion of those private renting is higher than the national average and in line with what would be expected in a wealthy urban area as house prices make purchasing unaffordable for the younger generation. House prices range from £160,000 to over £1 million. The 12% of the population living in social housing is lower than the national average, but there are still a total of 476 social households across the ward.

### Socio-economic statistics for Holgate Ward for 2018.

<table>
<thead>
<tr>
<th></th>
<th>Holgate</th>
<th>York</th>
<th>UK</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Household Income per week</td>
<td>£597</td>
<td>£637</td>
<td>£546</td>
</tr>
<tr>
<td>Owner Occupiers</td>
<td>63%</td>
<td>66%</td>
<td>65%</td>
</tr>
<tr>
<td>Private Rented</td>
<td>23%</td>
<td>18%</td>
<td>17%</td>
</tr>
<tr>
<td>Social Housing</td>
<td>12%</td>
<td>14%</td>
<td>18%</td>
</tr>
<tr>
<td>Average House Price</td>
<td>£228,000</td>
<td>£276,000</td>
<td>£226,000</td>
</tr>
<tr>
<td>Unemployment Rate</td>
<td>1.7%</td>
<td>1.7%</td>
<td>3.8%</td>
</tr>
<tr>
<td>Minority Ethnic Group</td>
<td>3.8%</td>
<td>5.7%</td>
<td>4.1%</td>
</tr>
<tr>
<td>Fuel Poverty</td>
<td>14%</td>
<td>11%</td>
<td>11%</td>
</tr>
<tr>
<td>Child Poverty</td>
<td>9.9%</td>
<td>9.7%</td>
<td></td>
</tr>
</tbody>
</table>
Although the proportion of people from Minority Ethnic Groups is broadly in line with the national average, the figure is low relative to most urban areas. York attracted few migrants from the 1960s to the 1980s as the Carriage Works and Rowntrees were in decline and the city was less appealing as there were few manufacturing jobs available.

Income Inequality has grown in the parish since 1979, following national trends, with an increasing inequality between local and incoming middle-class professionals who have job security and can afford to purchase their own property and those who have lower incomes, less job security and either have to rent or move away to purchase in more affordable areas.

These changes can be seen in the amenities in the area. In recent years two traditional working-class pubs have closed while others have only survived by appealing to a more middle-class clientele, one Working Men’s Club has closed and the Odeon Cinema, once the cheapest in the city, has changed to an Everyman cinema and is now the most expensive.

It is difficult to assess what impact these changes have had on community cohesion. Holgate’s population remains relatively homogenous, which is often an indicator of strong community cohesion, and, although income inequality is growing, there is little indication of higher rates of crime (real or perceived), vandalism, graffiti or anti-social behaviour.

In conclusion, we recognise this is a time when we should look at our ministry together with a fresh perspective. Holgate is changing and that will require us to embrace change too, to become less comfortable.

Could you be the Rector who will develop a new and collaborative ministry here and lead us in reaching out to those around us who need to experience God’s love for the first time or in a new way? If the answer could be yes, then we look forward to receiving your application!

♫ St Paul’s parish dashboard
LOOKING FORWARD

manage growth and change

have a pastoral heart

be a gifted preacher

be an excellent communicator

build partnership

keep us relevant

lead with wisdom and insight

enable training and development

build teams

have a good sense of humour

be Spirit filled

Our new Priest-in-Charge at St Barnabas and Rector at St Paul’s will......

“doesn’t give boring talks”
“listens to you, gets stuck in”
“brings something unexpected to church life”
“a team player”
“sociable and buys pizza”