

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.

Please write in black ink

I. Parish information

1(a)	Name of parish(es) to which this information relates:	Cundall with Norton le Clay
(b)	Name(s) of parish church(es):	St Mary's and All Saints
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:	Benefice area including Cundall with Norton le Clay, Kirby Hill (also known as Kirby on the Moor) and Skelton cum Newby
4	Deanery:	Ripon
5	Population: <i>The 2011 census information gives the following figures. Please indicate how this might have changed since then.</i>	Estimated total: Cundall with Norton le Clay 220 (148 electors in the electoral register as at December 2020)
6(a)	Number on Electoral Roll:	6
(b)	Date of APM when this number was declared:	12 November 2020

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	Under16
St Mary's and All Saints Holy Communion (Second Sunday)	11.am	8	9	1
St Mary's and All Saints Sunday Morning Prayer (Fourth Sunday)	9.30am	N/A	4	0

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
St Mary's and All Saints	1	Nil	Nil	Nil	Nil

*2020 was, of course, an unusual year. Typically there have been at least two weddings as well as one or two baptisms and a funeral each year. Five weddings are booked for 2021 and one already for 2022.

9. Communications

Names, Addresses, Telephone numbers and E-mail addresses for each church

Church	Clergy	Readers	Lay staff e.g. Youth workers, Administrators	Churchwardens
St Mary's and All Saints	N/A	N/A	N/A	<p>Sarah Tapley Leckby House Asenby YO7 3RB sarah.day@dlapiper.com 07971 142180</p> <p>Deana Webb Lilac Cottage Norton le Clay YO61 2RS deana.webb@aol.co.uk 01423 322579</p>

II. Parish/ Community Information

1(a)	Briefly describe the population mix of	St Mary's parish comprises two villages (Cundall and Norton le Clay), various outlying farms and Cundall Manor School. It is still a
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	the(se) parish(es) in terms of its employment, cultural, ethnic, age and housing mix.	strong farming community, with families who have lived here for generations, but also includes parishioners who work elsewhere, given the convenience of the villages for the A1, A19 and Thirsk and York railway stations. There is a significant minority of retired people in the villages too. Ages range from babies to octogenarians (most remarkably hale). The housing is a mixture of farm houses and estate cottages, with mostly detached modest and sensitive new builds or conversions, including a former nonconformist chapel and the old Anglican chapel of ease in Norton le Clay
(b)	Are there any special social problems (e.g. high unemployment)?	No
2	Please list for each <ul style="list-style-type: none"> • Local Schools: • Youth centres: • Hospitals: • Nursing/elderly persons' homes: • Places of worship of other faiths • Local Businesses: • Neighbourhood initiatives: • Associations e.g. tourist group: • Describe any civic responsibilities which the clergy have: 	<ul style="list-style-type: none"> • Cundall Manor School (private school for ages 2 to 16, weekly boarders) • No youth centres, hospitals, nursing homes or other places of worship • Local business are primarily farms, arable as well as sheep and cows. One farm also runs a successful Bed & Breakfast and, in season, PYI pumpkin business. It is starting out too as a wedding venue • No neighbourhood initiatives • No associations, though the B&B is part of relevant tourism associations • Civic responsibilities: none. • Note part of the housing for the Dishforth Airbase is within the civic parish of Norton le Clay. There has been interaction historically between the Services personnel and the parish on Remembrance Sunday, and with Kirby-on-the-Moor at other times

III. Church Information

Please give details for each church

1(a)	What percentage of the congregation lives outside the parish?	10%
(b)	Describe the mix of the congregation in terms of age, employment, cultural, ethnicity, age and gender.	Ages from 18 months to 86, mostly retired but also includes farmers, a school teacher, a local councillor and a lawyer. Even split between male and female (all cis). All regular members of the congregation are white but occasional members include a minority ethnic person

2(a)	How would you describe the churchmanship tradition of each church and give details of robes and vestments worn by officiants?	Straight forward middle of the road, Anglican leaning towards the traditional. BCP Holy Communion continues to be at the heart of our worship, but we welcome modern language and following other formats where appropriate for other services. Vestments have been typically been selected by the incumbent. The previous incumbent wore a cassock-alb, chasuble and stole at Holy Communion but the incumbent before then wore a surplice and stole. Music usually from the Hymns Ancient & Modern, New Standard
(b)	What is the regular average weekly giving of those 16 years & over and what proportion of the giving is gift aided?	£15 of which 85% is Gift Aided. This is calculated on the basis of the annual giving divided by 52. As there is not a service each week this is not representative of average giving per service
(c)	When did you last have a stewardship campaign?	No campaign has been held in the last twenty years
3.	How does each Church supplement its direct giving in order to meets its financial needs?	It benefits from a bequest which is conditional on maintaining a family grave, and one of the owners of the fishing rights donates the proceeds of day tickets to the church. We also hold (when permitted) social events (see below), which also raise funds Donation from local independent school.
4(a)	What amount of working expenses were paid to the clergy in the last financial year?	Nil (expenses are paid by the Kirby Hill parish)
(b)	Were these met in full?	N/A
(c)	Is there an annual discussion about level of expenses as part of the PCC's budgeting process?	No
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 ? 	Share requested has been paid in full: 2019 £5,344, 2020 £5,878 (both requested and paid). 2021 TBC
(b)	Will this year's be met?	2020 has been paid in full. We would intend to pay 2021 in full
6(a)	Is there any capital project in hand at the moment?	The Crown Probation Service are repairing the external wall to the church yard
(b)	Please give brief details with costs and state how they are to be met.	The costs is materials only and the hire of a Portaloo. Both paid out of income

7.	Please attach a copy of the last PCC accounts.	See appendix
8(a)	What is the general state of repair of: the Church(es) - <i>please list</i>	Good
(b)	Please give details of major maintenance needed following the last quinquennial.	Boiler needed replacing and gutters clearing (which has been done).

IV. Outreach and Mission

1(a)	What are the regular mission and outreach activities of the parish?	“Special” services, in particular harvest festival, sung evensong and carol by candlelight at Christmas, together with social occasions (examples have included “Wine and Roses” evenings and concerts), designed to get people together and interacting with the church family and, through us, we pray, to God
(b)	What are you doing to help people find out about Jesus?	As a small congregation (see above), our mission is largely through personal witness, in our daily lives but also by keeping the church active and visible as a mark of Christ’s presence with us and influence on our lives and that of our community
(c)	What are you doing to help grow people in discipleship?	Encourage participation in Lenten observances, and in courses held in the benefice area
(d)	What are you doing to grow people in leadership?	Our previous vicar encouraged lay leadership from within the congregation and supported and nurtured the skills which the members of the congregation developed. Examples of leadership include all the practical management of the church (cleaning decorating, maintaining), organising music, initiating and leading the social events and some lay led services (e.g. monthly morning prayer pre lockdown)
2(a)	Please give details of the support of the Church overseas:	As a benefice area we are linked with the Church of Our Forefathers in Beit Sahour, Bethlehem
(b)	How much was given annually?	Nil directly from this parish, but see Kirby Hill’s form
3(a)	Give details of the support for home missions and charities:	In each year the following are typically supported: <ul style="list-style-type: none"> • Royal British Legion • Lenten/Christmas: historically there has been an annual challenge to the

		<p>congregations to between them give £1,000 to selected charities</p> <ul style="list-style-type: none"> • Christian Aid
(b)	How much is given annually?	See financial statements.
3(a)	Does the parish have an overseas link?	As a benefice area we are linked with the Church of Our Forefathers in Beit Sahour
(b)	If so, please state where/who?	See above.
4(a)	Is there an organised system of outreach and welcome to new families?	No, though with the new estates being built between Kirby Hill and Boroughbridge, there is now opportunity
(b)	If so, please describe:	N/A
5(a)	What part does the church play in community care?	Members of the congregations volunteer, including at charity shops, and we have a representative on the Parish Council. The church as a whole however does not play a formal role in community care
6(a)	Are there any Lay Eucharistic Assistants who take communion to the sick?	No
(b)	If so, who are they?	N/A
7.	What work does the church undertake with young people, other than in church based organisations (e.g. open youth work)?	None

V. Ecumenical Relations

1(a)	State involvement in local Council of Churches:	None
(b)	Is there a formal covenant with any other denomination?	No
2	What informal ecumenical contacts are there?	None

VI. Church Education and Social Provision

1(a)	Name of Church School(s) if applicable:	Note, although Cundall Manor Independent School is in the parish of St Mary's it is not a church school. A strong relationship has been developed over the last ten years, which we,
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		and the Head, would be keen to continue and grow
(b)	<ul style="list-style-type: none"> • Aided? • Controlled? • Foundation? 	N/A
(c)	Number of pupils on roll (approx.)?	384 including 42 boarders
(d)	If aided, does the PCC support the school?	N/A

VII. Lay Education 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 	<ul style="list-style-type: none"> • Cundall Manor School uses the church regularly for class or group services • Adults: attend Diocesan training where applicable
2(a)	Give details of house/prayer groups:	Lent groups have regularly taken place in around the benefice. Prior to pandemic fortnightly prayer group in Kirby Hill open to all in benefice
(b)	Are the leader's clergy or lay?	Lent groups both lay and clergy. Prayer group lay led
3(a)	How do you rate the strength of lay leadership?	Strong, but ready for growth with our new vicar
(b)	To what do you credit this strength, or lack of it?	<p>Strength: encouragement of those with ideas, encouraging us to just get on with it, then praised and thanked</p> <p>Weakness: there are some people who have served for some time and extra volunteers and new ideas need to be added</p>

VIII. Mission

1.	List areas of Church life which you consider in need of development	<p>1. Engagement with the younger people of the parish and the children, inspiring them to grow into confident Christians</p> <p>There are important examples of this working well such as the relationships one member of the congregation has forged with some of the young families in Norton le Clay, but it is an area we would like to develop. The presence of the school (see below) and the increasing number of</p>
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		<p>weddings in coming years provide a good springboard.</p> <p>2. Community engagement: currently this is through:</p> <ul style="list-style-type: none"> a. some of the “special” services such as themed evensong, concerts or carols by candlelight (the church has good acoustics); b. our support of the Probation Service. (They maintain the grounds, mowing the lawn and trimming hedges, and, when relevant skills are available, work on the walls); and c. links with the army at Dishforth at Remembrance. <p>There is growing opportunity for community engagement as there no longer a village hall in Cundall or in Norton le Clay which presents opportunities to use the church as focal point.</p> <p>The B&B which overlooks the church is currently developing its property to host wedding receptions and are keen to work with the church to have the weddings or blessings in our church, which also brings with it opportunity for mission and outreach.</p>
2	<p>What are the main areas of mission that you think the new priest should prioritise in their ministry?</p>	<ul style="list-style-type: none"> 1. Good pastoral care in the context of a rural and farming community. 2. Strong lay leadership and action. This has created for instance a pattern of “special” church services and social events which attract members of the parish and other parishes who would not usually attend. The activity of the church is also not dependent on the vicar being there though is of course reliant on his/her support and prayer. 3. Continuing the partnership with Cundall Manor School. The current pattern is that: <ul style="list-style-type: none"> a. the school uses the church regularly for class or group services. These were led by the vicar on average once every three weeks during term time; b. significant festivals are also celebrated by the school with services in church. These include carol services, and end of year services; c. the vicar acts as the “independent listener” for pupils who board at the school; and d. the vicar provides support in terms of wellbeing for staff members as required. <p>Some of the work done by the vicar was done by virtue of being vicar of Cundall. There were other elements done by request of the school under a separate arrangement. The school make a sizeable donation to the church each year.</p> <ul style="list-style-type: none"> 4. Last but not least, supporting our spiritual growth.
3.	<p>In summary, what are the top three challenges with which you and the new priest need to engage?</p>	<ul style="list-style-type: none"> 1. Community engagement (including with the farming community) and Christian outreach.

		<p>2. Spiritual life: developing our closeness to God and sharing of Christ's message.</p> <p>3. A small congregation.</p>
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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.

There is a small but talented and willing congregation who will continue to make things happen at the church but are looking for someone to lead us spiritually and help us address the challenges we recognise but feel ill equipped to take on alone.

General:

We are blessed by having +Clive Handford living and worshipping in the benefice and taking occasional services. He is currently providing "cover" for our services during the vacancies. We have an extremely talented lead organist who also acts as choir master to the benefice choir (see below) and two other organists whom we much appreciate.

A member of All Saints has taught himself recording and production skills during the pandemic and by this means services and other work such as the meditations is shared with a large group of parishioners (those who historically received the parish magazine by email) via email (see below).

The three parishes have operated largely independently historically, with only a handful of parishioners attending services in another parish week by week. There are however some important "cross overs":

- a united benefice service whenever there is a fifth Sunday in the month, which rotates around the parishes;
- the benefice choir, with members drawn from across the benefice and beyond. The choir comes together and sings for special services which are also thereby become benefice services. Examples include Maundy Thursday services and carols by candlelight each Christmas;
- morning prayer by conference call (a lock down initiative) each Wednesday morning, led by +Clive;
- a monthly recorded meditation, which was started by our vicar and is now continued with contributions provided by +Clive and various members of the congregations;
- recordings the regular and occasional services (such as the First Mass of Christmas) are circulated;
- the parish Safeguarding Officer and Administrator for Kirby Hill, performs the same role for Skelton and Cundall;
- (currently suspended during Covid) a benefice magazine, compiled and edited by a volunteered editorial team from across the benefice which includes the incumbent, which was sent by email and in hard copy to a total of 950 homes.

In addition, the service pattern has changed during the pandemic, such that we have one service a week, which rotates around the churches. This has led to quite a stable group of regular communicants and attendees from across the parishes, as well as those who come when it is "their" church. It should be recognised however that though in some ways the parishes have benefitted from this pattern of worship, there are also those who, though in some cases for other reasons, have ceased to worship in church.

X. The New Priest

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

1. A strong leader, working through collaboration with and empowerment of the laity, whilst providing spiritual and practical support and guidance.
2. A people person: compassionate, a good sense of humour, tolerant, a good communicator and listener.
3. With an understanding of or prepared to develop a deep understanding of the dynamics and pressure on a rural and farming community.
4. Someone who takes their own wellbeing seriously and will take their time off.

Agreed by the PCC of

St Mary's and All Saints, Cundall with Norton le Clay

on Monday 25th January 2021

Signed: 

Print Name: SARAH TAPLEY

Office Held: SECRETARY

Appendix

Cundall Accounts

St Mary's and All Saints PCC					
Income and Expenditure Account 31 December 2019					
2019					
	2019	2018		2019	2018
Income			Expenditure		
Fishing & other Fees	£1,033.00	£4,019.00	Diocesan Quota	£5,344.00	£4,858.00
Collections and Donations	£5,516.86	£4,665.90	Insurance	£1,544.52	£1,520.73
Gift Aid	£1,094.29	£1,012.51	Charities	£270.00	£280.00
Furness Bequest	£0.00	£1,775.00	Repairs and Maintenance	£3,200.86	£3,326.44
Cundall Manor School	£1,000.00	£1,000.00	Heat and Light	£685.74	£238.42
			Sundry incl. fees	£247.00	£112.89
Total	£8,644.15	£12,472.41		£11,292.12	£10,336.48
Balance Brought Forward	£25,564.64	£23,428.71	Balance Carried Forward	£22,916.67	£25,564.64
	£34,208.79	£35,901.12		£34,208.79	£35,901.12