The Parish Profile for St Augustine’s and St Clement’s Churches
The New Benefice of St Augustine’s and St Clement’s, Bradford

After 8 years of working together and sharing a priest we are now looking for a Vicar to come and lead our churches forward into the next chapter of our journey of faith. We are praying for our future for the growth of each of us as individuals, as congregations and for our communities.

We are in an exciting part of inner-city Bradford. Faith is taken really seriously in our area. As well as our 2 churches there are 14 mosques, 2 Sikh Gurdwaras, a Hindu Mandir, a Catholic Church, a Methodist Church and a Salvation Army hostel and worship space. We have ongoing relationships with many of these. There are also two large eclectic churches which meet nearby, the Light church and the Life church. Reflecting the young population there are 9 primary schools (1 of which is Church of England Controlled and part of the Bradford Diocesan Academy Trust) and 3 secondary schools (2 of which are Muslim faith schools). There are also several residential homes for older people.

Although it is an urban area, there are several green leafy areas including Peel Park, Undercliffe Cemetery, Myra Shay and Bradford Moor Park and we enjoy beautiful views to the moors and countryside to the west so there is a feeling of spaciousness.

We love living, worshipping and serving in this area. It is a vibrant, increasingly diverse community welcoming people from many different parts of the world.

We want to:
- Keep growing our churches and encourage new members.
- Develop children and youth ministry
- Integrate the two churches, developing and building on relationships
- Build on our existing strong links in the community.
Could God be calling you?

This is an exciting post with unique challenges. It is also a fantastic opportunity to discover what God can do in places like this benefice.

We are looking for someone who:

- can look at what we’re already doing and join their energy and vision with ours to see more of God’s kingdom come in our parishes;
- has experience of working in/with a multi-faith community, feels called to an urban area and is able to communicate God’s love for all through word and action.
- is passionate about welcoming people of many different backgrounds.
- can support and encourage members of the congregations as they serve God
- is excited about the community work going on in both churches
- is interested in building bridges in the community, and can lead us out into that community to continue to grow the churches
- has a desire to share gospel in ways which are relevant to the local people
- can bring bible based preaching relevant to contemporary life and has a desire to help us as a church to find ways to grow in discipleship and mature spiritually.
- has good communication skills and can work as part of a team, being a proactive enabler.

If this is you, read on!
Bishop's Statement

St Augustine’s and St Clement’s Bradford are important parishes within the Bradford Episcopal Area and the Diocese of Leeds, and the two churches are significant focal points in their local communities. These two inner city parishes are amongst the top 2% most deprived in the country. They have large numbers of young people (over half are under the age of 30 and one third are under 16), and significant Muslim populations (especially St Clement’s), mainly from Bangladesh and the Mirpur area of Pakistan, though there is also a large Ahmadiyya mosque in the benefice. Older people in the parishes are amongst the neediest nationally, with pensioner poverty being particularly acute, and life expectancy well below the national averages.

There is a long history of excellent locally-led community ministries, as reflected in the parish’s brochure. There has also been good work done with the many local schools, and in making both church buildings fit for purpose. The congregations have grown as Christians from other countries and cultures have moved into the area, many of whom are asylum seekers or refugees. They are now two of the most ethnically diverse, multicultural congregations in the Bradford Episcopal Area. Moreover, St Augustine’s in particular has produced a steady stream of ordinands over many years.

Our vision as the Diocese is about confident clergy equipping confident Christians to live and tell the good news of Jesus Christ. In appointing to this post, we are looking for someone who has a joyful and confident faith which can inspire church growth in multicultural communities with significant other faith presence. (S)he will be an energetic, resilient and confident leader who can work with the congregations of these two churches to widen and deepen their positive engagement with the local communities and their needs, grow their confidence in their own faith in Christ, and enable them to share Christ’s love with winsome grace and love. (S)he will enjoy cultural diversity, and offering a positive welcome for Christians from other cultures. It is important to make the most of the multicultural worshipping communities that these churches have become in worship and mission, and deepen the relationships between the two congregations.

The new Deanery of Inner Bradford is comprised of parishes similar to St Augustine’s and St Clement’s, most of whom are experimenting with new patterns of mission and ministry as they grapple with what it means to be the Church of England in the presence of large Muslim populations. The new vicar will therefore find a group of creative and supportive colleagues in the Deanery chapter, all of whom will be deeply familiar with the joys and challenges that each other faces. The new vicar of St Augustine’s and St Clement’s will therefore be expected to work with a spirit of generosity in sharing wisdom and insights about ministry within the Deanery of Inner Bradford, across the Episcopal Area and Diocese of Leeds, and also nationally.

+Toby Bradford
15 December 2016
The Parish of St Augustines, Bradford

The Parish
St Augustine’s church is situated in the centre of the parish which has about 10,200 residents according to the last census in 2011.

The parish has changed over the last 30 years from being predominantly white British to now being made up of over 50% with origins in South Asia and more recently families from Eastern Europe. This has resulted in the parish having a young population, 34% are aged 0-14 years and is the reason we would like to recruit a youth worker again, the funding for which is available.

Only 26% described themselves as Christian in the last census with 54% describing themselves as Muslim.

Housing is 47% owner occupied with the remaining 53% rented from the private sector or from social housing organisations.

There are no large employers in the parish but there are small businesses, including a variety of shops, small supermarkets and takeaways and there are three large health centres and local pharmacies.

The Church
The parish church was built in 1877 and was a large, Victorian building situated in an area of back to back and terraced housing as well as larger Victorian semi-detached houses. Since then much of the housing has been demolished and newer housing built particularly along Otley Road.

The church itself was largely demolished in 1986 and a modern church built on the same ground retaining some of the old features inside and some in what is now the church garden. The resulting church was opened in 1987 and is light, warm, modern looking and can be used flexibly. Recent work on the church roof and redecoration inside and out means the church is in good order and there are no outstanding projects.

The vicarage is no longer used for clergy and is being leased to the church and currently the Sunday Clubs use the lower floor and the upper floor has been converted into a self contained flat for use by a future Youth Worker.

We are partners in a local community centre, Communityworks. Several church members are on the board and volunteer in the centre. Projects include a nursery, elderly day centre, children’s clubs, a job club, benefits advice and adult education classes. We also have links with the East Ward Labour Club, situated near the church. Some of the congregation are members and it has a great potential for outreach.
We have several house groups that meet on a weekly basis for prayer and learning.

Within the church building there has been a city of Bradford community library. While this closed in April 2017, discussions are being held as to how we can work together as a community to keep it open.

Public worship services are held on Sundays at 9.30am and Wednesdays at 10.30am. At communion services the celebrant is normally robed (alb-cassock and stole), with a smart-casual dress code for other leaders.

For Holy Communion we use Common Worship, Order One, with the order of service provided in booklets we have produced, changing according to the church seasons and festivals. Readings, hymns and songs are projected on a screen, and we also use this for short films, and material from YouTube.

We work on a monthly Sunday cycle, with an all-age service based on the Common Prayer Service of the Word on the first Sunday of the month, and Communion on the other Sundays. At the all-age service families lead the intercessions and young people read the lessons. At communion services, children leave the adults before the first reading for Children’s club, re-joining them for the distribution of the elements. Teaching in the Children’s Club follows the Gospel of the day.

Once a month the Communion Service includes the offer of healing prayer.

Music is normally provided by a pianist, there being no organ. Once a month a small group of musicians lead the worship. At the all-age service music is drawn from CDs and YouTube giving opportunity for more contemporary and children’s songs.

We also have a monthly mid-week prayer meeting, sometimes including walking and praying around the parish.

Attendance at services varies, according to the school year and holidays, but have increased slightly over the past five years. St Augustine’s has also sent several candidates for ordination. We have also seen members retire out of the area and these have been replaced by new attenders. In 2016 we had 5 people baptised and 5 confirmed.

Average weekly attendances

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### Youth and Children’s Work

Our children and young people have Pebbles (3-7), Rox (8-13) and the teenage group (13-18) (which meets on the last Sunday of the month only). Teenagers are encouraged to take part in the services, doing readings, collection, sound/music and audio visual support.

We have a group called Unity TOo which meets on Sunday evenings during term time, using resources such as Youth Alpha, Youth for Christ and other activities. We recently had six young people from this group baptised and/or confirmed. Some of the children that attend Unity TOo do not come to St Augustine’s church, but are Christian and we maintain their link with St Augustine’s by inviting them to be involved in the service with prayers, taking part in a drama or helping with the tea and coffee rota.

### 'One Bread'

This group was launched five and half years ago at church to reach out to the community. We wanted to encourage the local people and families.

The atmosphere was one of community and hospitality, this reflecting the basic ethos of our Christian faith. Our remit was ‘come as you are’, irrespective of gender, faith or no faith. We encouraged the lonely and worked with people with learning difficulties or mental health issues. We accommodated different physical abilities.

We continued to build up our group providing play for small children. We sat around a large table sharing our week with each other. This led to a period of prayer for the world and intercessions. We encouraged the Muslim and Sikh members to lead prayer, and at festivals we read from the bible.

Changes in life styles and families led to a drop in families attending. We are now predominately an older peoples group. We have evaluated the group activities and to encourage younger and interfaith people offer baking, not only bread but also other baking. We relaunched on the 13th September and it is called 'The Open Table'.

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Pastoral Team
Pastoral care is a high priority at St Augustine’s. We have a small, committed team who meet bi-monthly to discuss the needs of the congregation. We have a lay person who visits the elderly. We offer a home visit and prayer and listening time. Loneliness is a big problem for the older people. Many are former members of the Church and hold the Church close to their hearts.

We have a member of the congregation who organises a Sunday lunch for those living alone. A small charge is made for a two course meal and drink. Once again the company is very important for those who need it.

An informal exchange of information occurs on a Sunday as to who is absent from the service. We phone people who are absent, but not on holiday. We have families with small children that we visit not only in a crisis situation but to offer spiritual and emotional support.

We have a group of refugees in our congregation. They often have many children and often a single parent. They experience challenges in parenting with budgeting and cooking unfamiliar foodstuffs. We use Fairshare, a food organisation, to collect foods for these families once a week, especially in school holidays when free school meals are not available. The provision of vegetables, grains and fresh fruit which supports their cultural heritage and helps them not to depend on increasing amounts of convenience foods and unhealthy take-aways which are offered at low cost. We review the programme on a regular basis to ensure it is meeting the needs of the people we meet.

We enjoy our weekends away and groups have also attended Spring Harvest (see photo).
The Parish of St Clements, Bradford

The Parish
In the last census there were 12,800 people in the parish of St Clements, with only 6% of people described themselves as Christian, and 84% describing themselves as Muslim.

Housing is 55% owner occupied with the remaining 45% rented from the private sector or from social housing organisations.

There are no large employers in the parish but there are small businesses, including a variety of shops, a small supermarket, takeaways, a health centre, pharmacies and a Marie Curie hospice.

The Church
St Clement’s parish church was built in 1892 and is a large, Victorian building paid for by the Hon Sarah Whittuck. We are an inner-city church in a deprived neighbourhood and this glorious building is used every week for Christian worship. Recent works on the church roof and redecoration and electrical work inside and out means the church is in excellent condition, thanks to a large grant from the Heritage Lottery Fund.

Public worship services are held on Sundays at 11.00am. At communion services the celebrant is normally robed, with a smart-casual dress code for other leaders. We typically have communion on the second and fourth Sundays of the month.

The service is projected onto a screen which makes it easier for the congregation to follow, as we have several members for whom English is not the first language, or who are holding small children.

Children go out to Sunday School before the collect, and return after the offertory, spending a little time each week to update us on their lesson of the day.

Attendance at services varies, according to the school year and holidays, but adult attendance has remained steady over the past five years, whilst attendance of under 16’s has increased. This is due to the fact that older members of the congregation have been replaced with younger people with families. Within the past year we have had 5 people baptised and 5 confirmed.

Average weekly attendances

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The Anchor Project
The Anchor Project is the section of St Clement's that serves our local community through various activities, projects and events. It has been a significant part of the life of the church since 2004.

We remain committed to providing varied opportunities and support for people of all ages and backgrounds, and to improving our local environment. We value relationships and through all our work continue to strengthen and develop friendships within our diverse, inner-city community.

With our four part-time staff and team of about 15 volunteers, we manage to deliver a diversity of projects for community members, including those who are vulnerable and isolated. Through these activities we help around 60 different individuals every week, and over 300 every year.

Environment
One of the aims of the Anchor Project is to empower local people to take pride in and restore our neglected living environment. Some of the environmental activities we are involved with include:

- **BD3 Garden Competition and Festival:** The annual BD3 Garden Competition was held and attracted around 40 entrants. Well over 100 people of different ages and backgrounds came to enjoy the Garden Festival held at the end of the competition period. We had certificates, prizes and a slide show of gardens from all those who entered the competition. In addition we offered a variety of activities including bulb planting, crafts, a cook and eat taster session and a plant stall. Experienced gardeners and those who have never gardened enjoyed time together inspiring one another to try new ideas for gardens and the outdoors.

- **BD3 Garden Club:** Garden club meets on the first Wednesday of the month and has about 8 regular attendees. Topics have included willow weaving, flower arranging and allotments. At the end of March we had a trip to Off-shoots, a permaculture garden in Burnley. We learnt all about sustainable gardening practices and tried our hand at planting onions, garlic, wild flower seeds and making hanging baskets.

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- **Working with schools:** We have worked with numerous primary schools including Barkerend, Marchbank, Peel Park and Westminster. In some cases work was done with parents and children making bird feeders in others, time was spent with staff on creating a range of activities for pupils.

- **Local foraging and cooking session:** ‘Forager Cath’ came to run a session for us. Adults and children (aged 4 to over 70) spent a morning exploring the area, foraging edible plants and returning to the church to prepare and enjoy a delicious lunch together.

- **BD3 Heritage Garden:** The Anchor Project worked in partnership with Otley Road and Environment Project to complete the BD3 Heritage garden located in the grounds of a local community centre. Various herbs and plants are growing there for people or groups to use.

- **Outdoor Event on Myra Shay:** Myra Shay is a large outdoor green space across the road from St Clement’s Church. The Anchor Project worked in partnership with Bradford Council and Better Start Bradford to hold a fun event aimed at encouraging local families to use the outdoors. Over 500 people came and enjoyed games, crafts, music (including a local Congolese choir and a local Romanian band), food, sports and information stalls.

**Support and Integration Work**
This encompasses our work with a group of elders and with asylum seekers and refugees. Both groups are minorities in our local area and can find themselves isolated and vulnerable.

- **BD3 CARE (Concern for Asylum seekers and Refugees):** The Anchor Project has been supporting asylum seekers and refugees in an ad hoc way for a number of years. In 2015 we decided to improve our support for this group of people by introducing a Tuesday morning drop-in support session and clothes swap – BD3 CARE. This has enabled us to support people in various ways including making appointments, sending emails, scanning documents, attending Christmas meals, storing belongings, linking with a local mosque, organising advice session with translator, support with housing issues, warm clothing as well as signposting to other organisations. Sometimes it is simply friendship, laughter and a safe place that has benefitted someone. Since starting the drop-in we have supported people from the Congo, Burundi, Namibia, Nigeria, Pakistan, Romania and India.
The Lunch and Activities Club:
The Lunch Club was one of our first initiatives and remains a successful and enjoyable part of the Anchor Project. For the over 60s that attend, it is a place of real friendship, laughter and support for one another and it particularly reaches some of the more isolated people in our community.

Over the past year we have received advice and support about disability aids, making wills and from our local MP. We have also enjoyed exercises for elders, trips out for meals and a visiting primary school choir at Christmas. In November 2015, we were awarded a grant from the People’s Health trust to support this ongoing work.

- **Inter-Generational Choir:** The Anchor Project works in partnership with Barkerend Primary School to form a BD3 inter-generational choir. They have performed in various locations including Kings Hall, City Hall and the Thornbury Centre. Both children and elders enjoy being part of uplifting team of singers.

**English Improvement**

Enabling individuals to improve their English skills and grow in confidence to speak with others is an ever growing need in our community. Our independent community consultation highlighted the huge value and importance of our work to the local community. 90% of attendees of our English club believed it to be either very important or vital to the wellbeing of the community.

- **Everyday English Club:** The class averages about 20 learners each week welcoming people from many countries including the Congo, Burundi, Ukraine, Pakistan, Bangladesh, Somalia, Eritrea, Afghanistan, Romania and Sudan. The club provides a safe space for people to chat and practice their English using the subject of a short audio programme to generate discussion.

Throughout the year we have organised various guest speakers to give variety and learning within the discussion groups. These have included: the Police (with a particular focus on how to keep safe), Fire Brigade, CAP (budgeting advice), Energy Conservation with Street Life, and tub planting. We also enjoyed a summer trip to Saltaire where one of the volunteers was able to share his knowledge of the local history.
• **English radio production:** In September 2015 we received a grant from Near Neighbours to enhance English skills through designing and making a radio programme with a diverse group of people. A small group of advanced English learners spent 13 weeks learning how to design and create a radio programme. The programme explored financial issues and money saving ideas and was aired on BCB (Bradford Community Broadcasting) radio. Participants learned how to construct the programme, planned and carried out interviews with people from various backgrounds (including professionals, community members, different faiths, cultures and experiences) and recorded and edited the audio. Before airing the 16 minute programme BCB interviewed the participants live on their ‘About Bradford’ show.

**Eat Well for Less**

• **Women:** Since April 2015 we have been running weekly ‘Eat Well for Less’ sessions designed to help people explore different cost-saving ideas and recipes to provide a healthy diet on a limited budget. The weekly 3hr sessions have been a great success and have included discussions on how to manage household budgets, changes in the welfare system, health benefits of different foods and how to encourage children to eat healthily.

An average of 12 women attend weekly and we have seen people from Britain, Pakistan, Bangladesh, Congo, Namibia, Singapore and Cameroon coming together to share the experience of cooking, learning and eating together. Many new relationships have developed providing opportunity to nurture and deepen trusting cross-cultural friendships.

• **Men:** Towards the end of the year we piloted three men’s cooking sessions. These were successful sessions that saw the unusual mix of older white British men learning to cook simple, cost effective food alongside refugees and asylum seekers from Sudan, the Congo and Nigeria. We hope to continue this group into 2016.

**Other**

• **Inter Faith:** We continue to organise lunches with people from St Clement’s church, St Peter’s Catholic church and the local UK Islamic Mission Mosque. The most recent lunch saw local Muslim and Christian people gathering together to enjoy a delicious lunch and discuss ‘the role of scriptures in our lives’. Everyone felt they learnt something about those following a different faith.

• **Local Impact of Welfare Reforms:** The Anchor Project is concerned with the impacts of the welfare reforms and has worked with Welfare Reform Impact Bradford (WRIB), Wellsprings Together and St Peter’s Catholic Church to discuss the impacts of these changes to our neighbourhood. Poor financial literacy was highlighted as an issue of concern. Where appropriate, we try to include discussions about welfare changes and budgeting in our various activities.
What can we offer you if you join our churches?

Two enthusiastic, committed congregations who are passionate about spreading the word of God and caring for the people in our neighbourhoods.

A leadership team including a reader.

A supportive relationship with the incumbent of the next benefice including a weekly prayer time together.

A paid Parish Administrator who works 8 hours a week, based at the office in St Augustine’s Church.

A modern, well maintained vicarage housing four bedrooms, two upstairs bathrooms, a large kitchen with utility room attached, a dining room and lounge. There is also a downstairs cloakroom, a separate office and a double garage. There is a beautifully maintained garden running round two sides of the house.

Is God calling you to this post?

More information can be found at: http://staugustinesbradford.org.uk/ and http://www.stclementsbradford.org.uk. Other information about the church or the work we get involved with can be found at: http://communityworksbradford.org.uk, http://www.stclementsartsandcrafts.org and http://anchorproject.org.uk

To arrange a visit or conversation, contact Ven Dr Andy Jolley, Archdeacon of Bradford, andy.jolley@leeds.anglican.org, 01274 405720; 07973 458403

Application packs are available from Carmel Dylak: carmel.dylak@leeds.anglican.org (01274 407471) or http://leeds.anglican.org/vacancies-bradford

Closing Date: Send completed application forms to carmel.dylak@leeds.anglican.org

Interviews and a familiarisation visit will be arranged by Carmel Dylak. It is our policy that a further meeting usually follows with the Diocesan Bishop prior to a final offer of a post.
The Diocese of Leeds

In this new diocese, now three years old, we are working with three core objectives:

**Confident Christians:** Encouraging personal spiritual renewal with the aim of producing clergy and laity who are confident in God and in the Gospel.

**Growing Churches:** Numerically, spiritually and in their mission to the wider world.

**Changing communities:** For the better, through our partnership with other churches and faith communities, as well as government and third sector agencies.

The Diocese came into being at Easter 2014 following the dissolution of the historic dioceses of Bradford, Ripon & Leeds and Wakefield. This followed a three-year process of debate and consultation driven by the Diocese’s Commission. It covers a region whose economy is greater than that of Wales. Background papers to the reorganisation process can be read at [www.wyadtransformation.org](http://www.wyadtransformation.org).

The Diocese comprises five Episcopal Areas, each coterminous with an Archdeaconry. This is now one of the largest dioceses in the country and its creation is unprecedented in the history of the Church of England. It covers an area of around 2,425 square miles, and a population of around 2,642,400 people.

The three former dioceses were created in the nineteenth and early twentieth centuries to cater for massive population changes brought about by industrialisation and, later, mass immigration. The diocese comprises major cities (Bradford, Leeds, Wakefield), large industrial and post-industrial towns (Halifax, Huddersfield, Dewsbury), market towns (Harrogate, Skipton, Ripon, Richmond and Wetherby), and deeply rural areas (the Dales). The whole of life is here, along with all the richness, diversity and complexities of a changing world.

The diocese is dissected by major motorways (M1, A1M, M62) and major trunk roads (such as the A650, A59), making road and rail communications good. Access to airports is also good, with Leeds-Bradford in easy reach and Manchester only an hour away.

The Diocesan Bishop is assisted by four Area Bishops (Bradford, Huddersfield, Ripon and Wakefield) and five archdeacons (Bradford, Halifax, Leeds, Pontefract, Richmond & Craven). In addition, the dormant See of Richmond has been revived and the new Suffragan Bishop is now taking responsibility for the Leeds Episcopal Area on behalf of the Diocesan Bishop who remains the Area Bishop for Leeds.

There are 323 stipendiary clergy, 165 self-supporting clergy and 398 clergy with PTO along with 408 Readers, 125 lay pastoral ministers and 52 chaplains in 656 churches with 256 church schools. In the Bradford Episcopal Area there are 58.7 stipendiary posts serving 67 benefices with an average weekly attendance of 5,949 from a population of over half a million.

The Diocese is unique in having three cathedrals: Bradford, Ripon and Wakefield and over the past year the cathedrals have begun to work together on the key Diocesan services as well as developing three strands that they will offer to the diocese – pilgrimage, civic engagement and apologetics. This new diocese, led by the bishops, is working out how best to create a diocese with more than one cathedral, and to develop the ministry and outreach of these cathedrals in a way that secures their future and recognises their distinctiveness.

The diocese has inherited strong partnership links with Sudan, Sri Lanka, Tanzania, Southwest Virginia, Skara (Sweden) and Erfurt (Germany).