

# Diocese of Manchester

## St Chad's Church Ladybarn

### Parish Profile, Epiphany 2016

Worshipping God to serve the community



[www.stchadladybarn.org.uk](http://www.stchadladybarn.org.uk)

Arise, shine; for your light has come,  
and the glory of the Lord has risen  
upon you.

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# 1 From the churchwardens

Welcome to the Parish Profile of St Chad's Church, Ladybarn which we hope will convey to those reading it an engaging and informative picture of our parish. It has been compiled from the contributions of numerous members of the congregation so reflects a variety of perspectives on living and worshipping in Ladybarn.

This Parish Profile and the Statement of Need in the Appendix set out in detail what the parish is like and what characteristics we are looking for in our new parish priest. The Mission Action Plan summarised in Section 2 sets out a direction of travel for St Chad's and its congregation. The SWOT Analysis in Section 3 is a realistic assessment of what will help us move forward, balanced against the situation we find ourselves in. These three sections have been carefully and prayerfully prepared and so, we believe, will repay careful and prayerful reading.

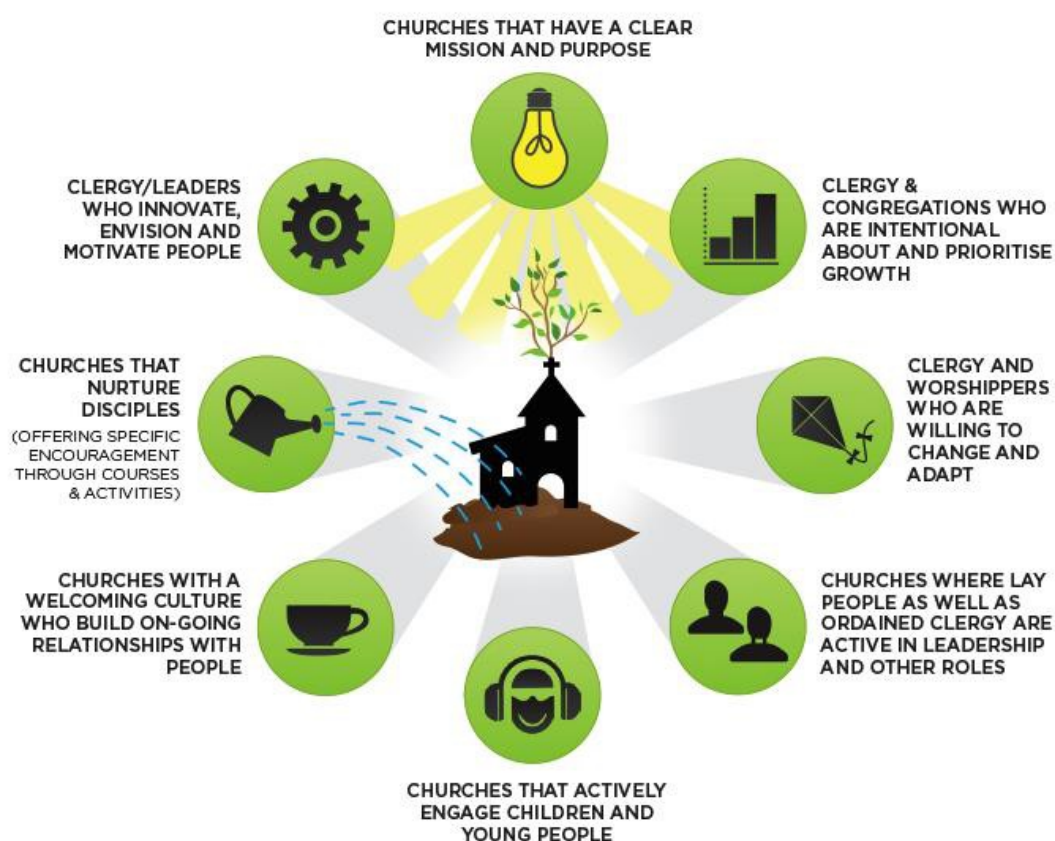
As churchwardens we are gratified that a recent visiting priest commented to us that "It was lovely to be with you yesterday – you always seem to have such a warm prayerful atmosphere at St Chad's." As long-standing members of the congregation we know that St Chad's is at a turning point if it is to grow into a church for the 21<sup>st</sup> Century through

- growth in depth – in the holiness, transformation and commitment of our members
- growth in numbers – increased number of disciples of Jesus Christ
- growth in discipleship – in social righteousness and a transformed society

St Chad's has some of the features of churches which are growing – are you the person to help us, with the grace of God, to move us from where we are nearer to where God wants us to be?

Jenny Black and Judy Fletcher

## Features of churches which are growing



## 2 SWOT analysis

A formal SWOT analysis has not been carried out, but the following are readily seen and provide a realistic assessment of the church and parish at the present time, thereby indicating likely areas in which a new priest would be involved. We feel it is significant that

### **Number of strengths + opportunities > Number of weaknesses + threats**

- Strengths – what a new priest can rely on:
  - A committed worshipping community built around the Parish Eucharist
  - Currently two licenced readers
  - Energetic church officers and effective PCC
  - Strong contact with, and service to, the established community of Ladybarn with varied social activities addressing the needs of members of this group
  - A church building in reasonable repair, an adjacent and spacious Edwardian rectory in good repair and a well used community hall
  - Sufficiently strong finances to pay the Parish Share in full
  - Applications for funding from the Diocese and secular sources continue to be successful
  - Fully committed to support of chosen charities (Christian Aid, Wood Street Mission, Food Bank) and to Traidcraft
  - Pioneering work on Green issues
- Weaknesses – what we, priest and people together, need to attend to:
  - A mainly elderly congregation with few under the age of 50
  - Overall attendance has markedly declined in recent years
  - “Keeping the show on the road” uses up most of the available energy, leaving little for developments
  - Very little contact with the transitory community of Ladybarn; especially the large number of students in the parish
  - Apart from paying the Parish Share, finance is extremely constrained
  - Fair Trade certification has lapsed
- Opportunities – what we, priest and people together, can work on now:
  - Increasing numbers of settled residents as more affordable housing is built in the parish
  - Anecdotally, movement of families into houses previously occupied by students
  - More use of the church building to strengthen community cohesion
  - Developing liaison with the two (primary) schools in the parish
  - Closer working with neighbouring parishes aiming to make “the whole greater than the sum of the parts”
- Threats – what we, priest and people together, must attend to:
  - Too few newcomers to replace members of the congregation who die
  - The decline in attendance over recent years is not reversed
  - Current level of giving and fund raising is not maintained
  - Serious problems afflict the church building – e.g the roof is found to need repair
  - Decreasing number of stipendiary clergy leads to an unworkable sharing arrangement between parishes

## 3 Brief Mission Action Plan

This is a shortened and somewhat updated version of the full Mission Action Plan as discussed and agreed by the PCC on 4 August 2015.

### 3.1 Listening and learning

The Mission Action Plan is the outcome of a two-year-long process of prayer, action and discussion. These events were arranged to draw on experience within the Diocese and provided essential input to our thinking:

1. Stewardship campaign in June 2013
2. *Mapping the 2011 Census in Burnage and Ladybarn* Open PCC meeting with Alison Peacock, Diocesan Mission Planning Officer, on 23 October 2013
3. Parish day with Bishop David on 8 March 2014
4. Open PCC meeting with the Revd Peter Matthews, Manchester Young Adults Missioner on 29 April 2015

In addition the Annual Church Meetings in April 2014 and April 2015 were used to explore our parish mission. Some aspect of mission has been on the agenda of every PCC meeting throughout this period. As time has gone on, our thinking has become much more structured around the Anglican Five Marks of Mission. Alongside these a sixth heading "Change and Growth" emerged from the discussions, particularly following Bishop David's visit.

### 3.2 Vision and priorities

Under the broad heading of ***Serving and Providing*** these priorities for mission activity were identified:

1. Community development
2. Our own needs
3. Overseas links
4. Students
5. Welcoming newcomers

### 3.3 Things already done and their impact

- The Community Orchard and Wildlife Garden have been created and sustained.
- An exhibition commemorating the centenary of World War I from the point of view of the local community brought many visitors into church for its opening.
- An established Needlecraft Group continues to create new hangings and has provided a substantial number of kneelers.
- The Community Hall has been upgraded; the much improved kitchen and main hall has led to far greater community use of the hall.
- New external notice boards have been provided.
- New central heating boilers have been installed.
- One module of the Pilgrim course is being delivered during Advent 2015.

# 4 Worship and discipleship

## 4.1 Regular worship

The main Sunday service is the Parish Eucharist at 10.00am, using the contemporary language liturgy from Common Worship. The service is sung with hymns, plus incense on major festivals. There is (Fair Trade) tea, coffee and biscuits in the Community Hall after the service.

There is a service of Evensong on the first Sunday of each month and on Easter Day and Pentecost.

Until this interregnum there have been celebrations of the Holy Communion at 7.30pm on Tuesday and at 10.00am on Thursday each week, except for the fourth Tuesday when there is Evening Prayer. During the interregnum the pattern of services is

<b>Pattern of Services during the Interregnum</b>	
Sunday morning: Parish Eucharist to continue as usual	
First Sunday (evening)	Evensong
First Tuesday (evening)	Holy Communion @ St Chad's or Taizé @ St Nicholas's
Second Wednesday (evening)	Pilgrim Group Meeting (until Christmas) Iona Evening Prayer (after Christmas)
Third Thursday (morning)	Holy Communion
Fourth Tuesday (evening)	Evening Prayer

### 4.1.1 Choir

The church continues to have the loyal support of a small choir. On special occasions, e.g. the carol service, the choir is 'extended' with other congregation members and guests to sing simple anthems in 4-part harmony.

### 4.1.2 Attendance figures

The Annual Return in October 2015 showed an average of 38 communicants at the Parish Communion and 4 at the weekday Holy Communion services. As with many parish churches, we have seen an uncomfortable decline in these numbers in recent years.

## 4.2 Seasonal services

Hitherto there have been two celebrations of the Eucharist to mark Christmas Day, one at 11.30pm on Christmas Eve and one at 10.00am on Christmas morning. There is a service each day during Holy Week. On Ascension Day a Eucharist for the whole Withington Deanery is organised at one of the churches which all members of St Chad's congregation are encouraged to attend.

## **4.3 Occasional offices**

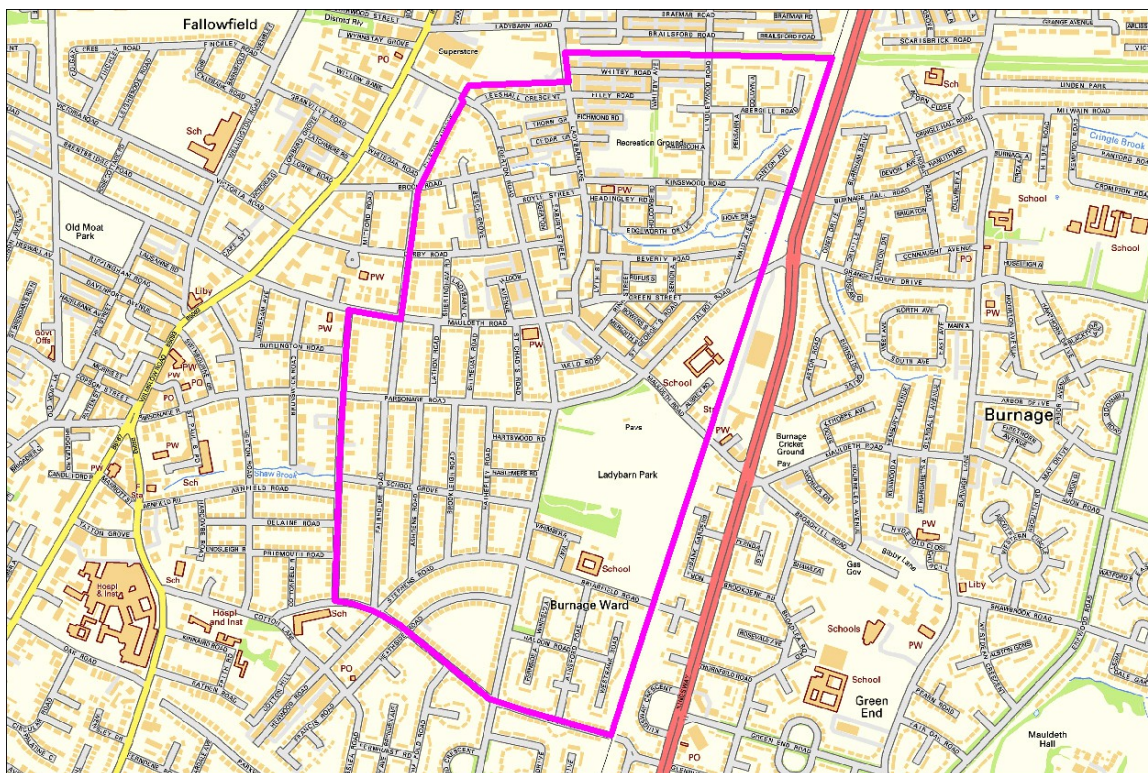
**4.3.1 Baptism.** In 2012, 2013 and 2014 there were 12, 7 and 4 baptisms respectively. In December 2015 and January 2016 there have been five requests for baptisms in 2016 so it is difficult to draw any statistical conclusions from these figures. A small Baptism Team follows up baptisms in church with a baptism card, candles and birthday cards up to the age of four.

## **4.4 Discipleship**

**4.4.1 Lent and Advent study courses** There have been study courses in Advent and Lent for many years. The Advent course in 2015 is based on one module of the Pilgrim Course and a second module will form the basis of the Lent course in 2016.

**4.4.2 Bible Study** Meets on Wednesday mornings and Thursday evenings at various times of the year. Operated in conjunction with Advent and Lent courses. This is a largely lay led initiative which arose from the 2013 Stewardship Campaign.

## 5 Geography and history



### 5.1 Where to find us

The parish of St Chad Ladybarn lies within the confines of Greater Manchester Area and approximately three miles south of the city centre. The area is served by an excellent network of Motorways and Train links taking you Northwards to the towns of Liverpool, Lancaster and Glasgow and south to Birmingham, London and North Wales are within easy reach. Manchester has an excellent and reliable Metrolink tram system offering services to the towns of Bolton, Bury and Altrincham. There are also regular bus services for those wishing to visit the Trafford Park retail centre or the Lowry Theatre at Salford Quays.

### 5.2 History

St Chad's Church has its origins in a wooden Mission Hut on Maudeth Road provided by St Margaret's Church, Burnage in 1890. Initially providing meetings, lectures and the occasional service, it quickly grew to be a church in its own right. By 1900, under the leadership of Rev. Ernest Barnes Ward, a separate parish of St Chad's was created, and a 'tin church' was built on the current site. This in turn was replaced by the current brick building in 1907, its construction aided substantially by Lord Egerton of Tatton, the local landowner.

A rectory was built next door in 1913. The parish sent away many men to serve their Country in both world wars. The inter-war years saw the population of the parish expand considerably, with new housing estates; more recently the nature of that population has changed, with increasing numbers of students, other transients and people of other faiths.



A parish hall was completed in 1971, currently in the process of being modernised. Since 1900, St Chad's has had just 6 priests.

### **5.3 The Parish of St Chad until today**

At the turn of the twentieth century, Ladybarn was still very much a rural area with a few streets of late-Victorian terraced housing. By the mid-1920s the population began to grow quite rapidly and so did the need for more housing and, to address this need a new council housing estate was developed. By the 1930s many housing estates were being built by the private sector and the first of the many semi-detached properties we see today. Ladybarn has a number of private sheltered housing blocks and two new three-storey developments have just been completed by the council. The High Street has a varied assortment of shops including many fast food outlets and a popular Supermarket. The population has changed rapidly over the years with a large influx of students and ethnic minority families bringing a greater diversity to the area, which has seen a greater rise in houses to let and a greater demand for H.M.O. properties. (Houses in Multiple Occupancy). There are a number of parks nearby to enjoy and a primary school. Mauldeth Road, the local railway station, offers a quick and reliable service to Manchester Piccadilly, Manchester International Airport and Wilmslow.

### **5.4 Manchester Attractions**

The M.E.N. Arena where many sporting and musical events take place and the Bridgewater Hall for those with an ear for classical music, performed and conducted by the world famous Halle Orchestra.

There are many Museums, Manchester Museum where many exciting exhibitions have been held and the Peoples Museum that tells the story of Britain's struggle for Democracy.

There is a wide range of theatres to visit, Exchange Theatre, Library Theatre and the Lowry at Salford Quays.

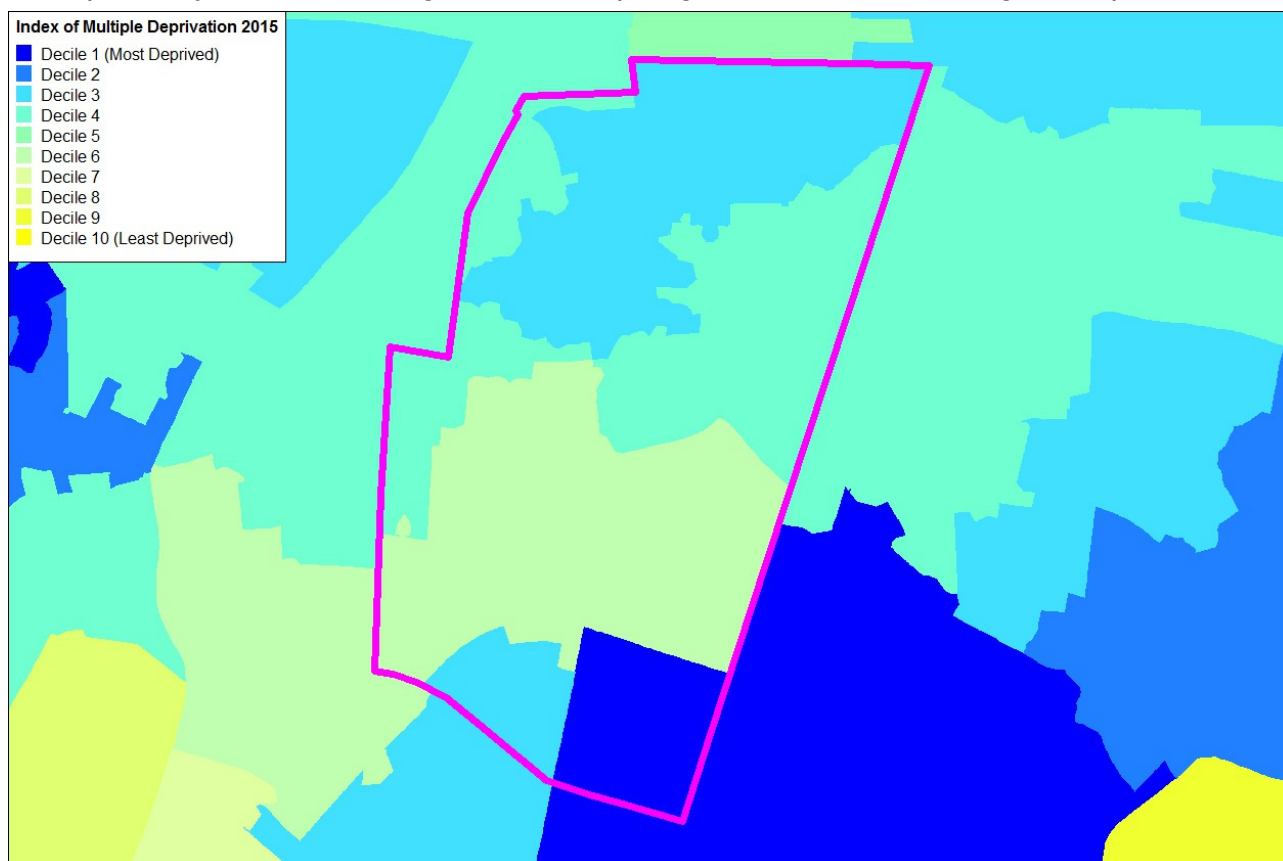
Notable Art Galleries, Manchester Art Gallery and the recently extended Whitworth Art Gallery, both displaying fine works of art and sculptures.

Manchester boasts many Universities, Manchester Metropolitan and University of Manchester with a large student campus Owens Park that borders our parish and, played host to the 2002 Commonwealth games and became known as the Olympic Village for the duration of the games.

## 6 Key statistics

According to the Church Urban Fund, the population of the Parish is 9790 which is an increase of 12% since 2001. The parish's Index of Multiple Deprivation rank is 11067 out of 12,660 (where 1 is the least deprived parish); earlier statistics indicate that St Chad's is close to the median within the Diocese. The map below shows Index of Multiple Deprivation rankings of the Parish in more detail. Other key statistics from the 2011 Census include:

- Age profile
    - 20% of population of parish aged 20 – 24
    - 65% aged 18 – 40 of whom 75% are single
  - Religion
    - 40% Christian
    - 36% no religion
    - 17% other religions
  - Change of population year-to-year
    - 30% in the area of the parish south of the church
    - 80% in the area of the parish north of the church
- The most significant poverty-related issue is the relatively high rate of pensioner poverty.
  - The next most significant issue is the relatively high rate of child poverty.
  - Child poverty, pensioner poverty and lone parenthood are among the highest in the country.
  - Male life expectancy and female life expectancy are lower than average compared with other parishes nationally.
  - Qualification levels in this parish are among the highest nationally. *This surprising statistic probably reflects the large number of postgraduate students living in the parish.*



# 7 Buildings and grounds

[General view using Google Street View](#) This shows the church, the Community Hall and the Rectory. There is no churchyard.



## **7.1 The Church**

The fabric of the Church is generally in good repair although we have been given a sharp reminder of the problems which can arise. Without any warning, on 27 September 2014 the 50-year old central heating boiler in the church ceased operating and was condemned as irreparable shortly after that. We were without any kind of heating in the church for the remainder of 2014, which the congregation bore with commendable good humour. In December 2014 the Diocese made an extremely generous offer of a grant of £10,000 and a loan of £4,207 which, together with donations from the congregation, paid for two new boilers. These began operating towards the end of January 2015.

A Quinquennial Inspection was carried out by the church architect, Nicholas Rank, in July 2015 and no immediate issues were raised. His formal report is awaited.

There is a medium term aim to see adaptations to the church building so that it can be used for a wider range of activities. Kitchen and toilet facilities in church are essential for this to be achieved and level or similar disabled access to the entire building is needed. The present lighting is poor and there is no means to heat only part of the building so we perform badly against the Church of England's *Shrinking the Footprint* criteria.

## **7.2 The Rectory**

The Rectory dates from 1913 so is very spacious by modern standards. There are five bedrooms and the usual lounge, dining room and study downstairs. Significant improvements (revamped kitchen, double glazing, better security) were made at the time the previous priest-in-charge took up her post so the building is in good repair.

## **7.3 The Community Hall**

We have attended to the care and maintenance of the exterior of the hall. The PCC prioritised repairs to the roof and after lengthy negotiations with the Veolia Environmental Trust, a grant was awarded to enable this work to be carried out in January 2015. In October 2015, the Diocese offered a Mission Support Grant of £20,000 to complete the renovation of the hall – provision of new toilets, improved lighting and redecoration. The refurbishment of the hall and improved publicity has produced a significant increase in inquiries for both casual and regular bookings for community and charitable events and private functions.

## **7.4 Community Wildlife Garden and Orchard**

St Chad's Green Group, with the approval of the PCC, has developed environmentally supportive projects within the church grounds, beginning with the installation of a "Little Green Roof" on the Community Hall Roof. Financial backing has been obtained to create and maintain a Community Wildlife Garden and Community Orchard, from Manchester City Council (Cash Grant Fund and Clean City Initiative) and the Lord Mayor's We Love Manchester Charity fund. Practical support was given by Red Rose Forest, Manchester's Customer and Community Engagement Team, student volunteers from University of Manchester, and members of the local community.

# 8 Finance

## 8.1 Overall financial position

The last Stewardship campaign was two years ago. Everyone who participated enjoyed it and the direct giving increased significantly. Direct giving is by both weekly Gift aid envelopes and monthly standing orders. We make full use of the Gift Aid Small Donation Scheme (GASDS) and claim tax back on all eligible weekly plate and weekly Non gift aid envelopes. The Tax relief is claimed quarterly and paid directly off our Parish share. The income from hall lettings is vital to our financial stability.

## 8.2 Key financial figures

The total incoming resources in 2014 as reported to the Annual Meeting were £66,226 and total resources expended were £62,268. In addition, about £8,000 in reclaimed income tax goes directly to the Diocese to offset the Parish Share so does not pass through the PCC's books. The main sources of income are these:

Gift Aid Envelopes:	46%
Gift Aid Direct Giving:	19%
Non-gift Aided Giving	12%
Income from Rents	23%

In 2015 usage of the Community Hall has increased significantly so income from rents may increase to as much as 30% of overall income.

## 8.3 Payment of Parish Share

We have paid our Parish share in full for several years and regular direct debit payments are made to ensure we fulfil our obligation to continue to do so.

## 8.4 Recent grants and future prospects

St Chad's PCC have, in recent years, successfully made bids for funding from various organisations for several projects to repair and improve the Community Hall. These have included Diocese of Manchester Mission Development Fund, Southway Housing Trust, Duchy of Lancaster, Archbishop's Council, Theodore of Tarsus Fund, National Lottery Awards for All, Biffaward, Veolia and Manchester City Council Cash Grants Fund.

Funds have also been secured for various educational and community events, including producing a commemorative book and staging an exhibition to mark the centenary of the commencement of WW1 and an event to celebrate International Year of the Child.

In previous years, bids for funding have been made by, and successfully awarded to, the PCC by Manchester City Council Cash Grants Fund to help with replacement of rainwater goods and from the War Graves Commission for restoration of the war memorial tablets in the Remembrance Chapel.

## 8.5 Other financial matters

We support Traidcraft goods holding regular stalls at coffee after the Sunday Service,

coffee mornings, open days and other social occasions.

Christian Aid week is a 'Churches Together' joint initiative. We join with them in delivering and collecting envelopes to as many houses in our respective parishes as is viable. A joint 'Churches Together' service is held at one of the local churches

Major disasters and special Christian Aid Appeals are supported by a collection at the end of the Sunday Service.

For some years we have supported Wood St Mission, collecting non-perishable goods at the Sunday morning Harvest Service for their Harvest Appeal and new toys at the November meeting of the Tuesday Group for the Christmas Toy appeal.

We also support the Children's Society in a variety of ways, boxes that are emptied yearly, the collections from our Community Carol Singing, the Carol Service in church and our Christmas card board.

# 9 People







# 10 Ecumenical relationships and cooperation with neighbouring parishes

The church is a member of Churches Together in Fallowfield and Withington. We cooperate with other churches during Christian Aid Week, the Women's World Day of Prayer and the local food bank. During 2015 we have continued our informal links with The Church of the Holy Innocents, Fallowfield by sharing of Lent and Advent study groups.

Co-operation between St. Chad's and St. Nicholas, Burnage continues. People from St Chad's make up around half of the participants in the monthly Taize evening prayer at St Nicholas. Burnage Community Choir, based at and closely associated with St Nicholas's, has several members from St Chad's congregation.

## 10.1 Deanery Pastoral Plan

In October 2013 the PCC submitted the following paragraph to the Deanery Pastoral Committee for inclusion in the Deanery Pastoral Plan:

St Chad Ladybarn recognises that the overall reduction in stipendiary clergy, leading finally to the 8.4 in the Deanery projected for 2025, has to involve a link between it and St. Nicholas, Burnage. However, there are long-standing links with Holy Innocents, Fallowfield, through the Advent and Lent study evenings, and ecumenical activities focussing on Fair Trade, Christian Aid, and justice and peace. St. Chad's PCC hopes that the developments envisaged in the Deanery Pastoral Plan will not preclude similar arrangements with other churches within or beyond the Deanery for either St. Chad's or St. Nicholas's.

This statement was circulated to the congregation on the following Sunday together with a lengthier explanatory preamble, including these comments about the situation at that time:

- Despite several initiatives, St Chad's work with children has not been successful, and little progress has been made in developing a ministry with students.
- The parish recognises that structurally it is within the Withington Deanery and that it is within this Deanery that its ministerial and parochial future lies.
- The PCC also hopes that existing links with Holy Innocents, Fallowfield will be maintained.

At the same time (October 2013), the PCC suggested that the stipendiary priests of both churches meet to determine an outline plan for developing understanding and co-operation between the two parishes of St. Chad's and St. Nicholas, Burnage with a presentation to a joint parish meeting in the summer of 2014, providing an outline plan for how shared ministry might work in practice. Unfortunately no progress was made with this.

# 11 Groups and activities

St Chad's has a number of church groups and organisations. Mostly these comprise churchgoers, although some 'others' do attend. Meetings are usually held in the community hall. Organisations include:

## 11.1 Church-based recreational activities

- **St Chad's Artistic Explosion** A group meeting weekly on Saturdays in the community hall to explore painting and drawing, the results of which are displayed around the church.
- **Book Group** Meets monthly in the community hall to read and discuss books from an agreed reading list.
- **Friday Group** Meets on Friday mornings. A group who take responsibility, amongst other tasks for floral decoration, church cleaning, repair and maintenance of the Church and Hall, and care of the gardens around the Church.
- **Green Group** A group dedicated to maintaining and developing the Community Wildlife Garden and Orchard, and for promoting other 'green' initiatives, such as recycling.
- **Needlecraft Group** Meets monthly, undertaking work on new church kneelers and tapestries, including those commemorating special events.
- **Tuesday Group** The largest of our groups currently with 44 members, meeting monthly. Has a varied programme involving trips out, speakers and an occasional trip to the theatre. Provides help towards fund-raising, social activities and charitable activities.

## 11.2 Other church activities

- Hall Management Committee – to manage the hall and to derive much needed income to support our finances generally.
- Health & Safety Committee.
- Children's Society and Christian Aid. Regular donations through collection boxes, street to street collections, carol singing and occasional other activities.
- Traidcraft. A stall operates in the community hall on Sunday mornings on a regular basis, other churches are supplied with Traidcraft goods and occasional special fund-raising and promotional events are held.

## 11.3 Other activities in the Community Hall

A number of non-church organisations also use the hall. These include an after-school club, karate group, doll's group, club for French-speaking children, Irish dance class, tuition group, as well as many occasional lettings for birthday parties, local residents groups and political meetings.

## 12 Safeguarding Co-ordinators

The Safeguarding Officers reported to the 2015 Annual Meeting as follows:

“We continue to follow our own St Chads Safeguarding Policy and Safeguarding Practice Guidelines. They are available [...] from either of the Parish Safeguarding Officers, if you wish to read through them.

“Children and young people are made welcome here and sometimes contribute to our activities. The children’s area in church is kept up to date with activities and resources suitable for a wide age range and children's activities are always offered at church events. Any other suggestions as to how this important work could be developed would be most welcome.

“[...] Leslie Bell and Judy Fletcher (as Safeguarding Officers) have to work within the Diocesan Safe Church Policy. This has the unanimous support of the Diocesan Synod and is designed to be an “umbrella” under which other policies are grouped. The addresses issues to do with the safeguarding of children and vulnerable adults, but also refers to wider safety issues. For example, safe premises, insurance and safety certificates, and risk assessments. Such a policy document has considerable Health and Safety implications so we work closely with the PCC Health and Safety sub-committee, in order to monitor this important aspect of our well-used buildings. The most recent Health and Safety sub-committee report was presented to the PCC in March 2015 and is included in this document.

“The Safeguarding Co-ordinators and the Health and Safety subcommittee continue to work together to create our own Health and Safety Policy, as required by the Diocese and by our insurers. The new document will then be presented to our new PCC for ratification.

“Judy Fletcher and Leslie Bell

**Safeguarding Co-ordinators for St Chads Church, Ladybarn”**

# Statement of Need for new parish priest

Essential Desirable

## Worship and spirituality

Thoroughly prepares themselves and all participants for uplifting regular worship	√	
Willing and able to preach regularly sermons which engage the whole congregation	√	
Fully engaged with the liberal catholic style of worship at St Chad's		√
Experience of creating and putting into practice new ways of worshipping which appeal to a wide range of participants, both churched and unchurched		√

## Mission and development

Able to inspire and guide St Chad's to take forward the Anglican Five Marks of Mission	√	
Experienced in taking practical steps to bring a broad range of people into contact with the church	√	
Recognises the need for cooperation and flexibility in responding to changing parish arrangements	√	

## Ministry and discipleship

Recent experience of personal growth through parochial ministry	√	
Experience of and commitment to developing the ministry of all the laity	√	
Able to inspire and guide the people of St Chad's in a shared commitment to excellence in pastoral care	√	
A willing and able participant in supporting the discipleship of church members through Bible study, courses such as Pilgrim, study days and occasional lectures	√	

## Ways of working

Eager to engage with the challenges of representing the Church in a diverse, fluid and largely indifferent urban community e.g. schools, community groups	√	
Has a good understanding of the balance between leadership and teamwork	√	
Willing and able to arrive at shared goals and accountability with the PCC and others	√	
Willing and able to promote consensus and to seek and value compromise	√	
Secures personal resilience by setting and maintaining boundaries	√	