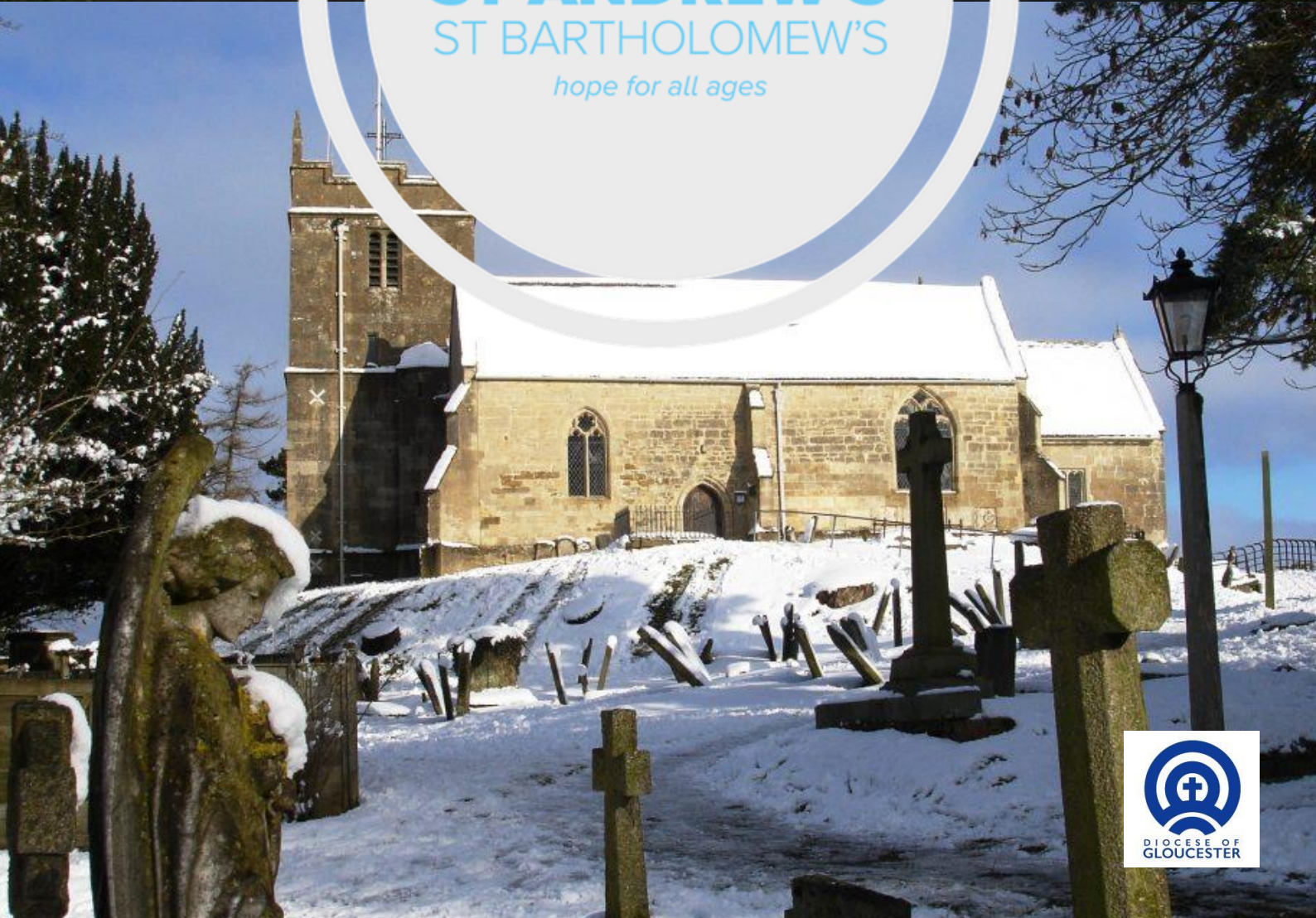




ST ANDREW'S
ST BARTHOLOMEW'S

hope for all ages



St Andrew's and St Bartholomew's, Churchdown

Bible-based teaching with openness to the work of the Holy Spirit

Lively, dynamic church with active youth and children's groups

People of all ages and a variety of worship styles

Involvement in and support of mission, both local and abroad

Well-resourced staff team and supportive volunteers

Sound financial position with recently upgraded buildings

What are our values and vision?

We love the presence of God and aspire, both as individuals and corporately, to follow the leading of the Holy Spirit. We long to see more of the power of Jesus to change lives through the Gospel message. We are committed to care for each other as family, during easy and more difficult times.

Our vision is to bring "Hope for All Ages" with the good news of the Gospel. We want to reach out to our community and beyond, through our witness, actions and love for Jesus.

We look forward to welcoming our new vicar and working together to develop this vision for the future.



Things we'd like to do better

We want to grow in reaching out to our local community, drawing in those from the new housing developments in Churchdown.

We want to give our children and youth their place as a vital part of our church and to encourage them to persist in their faith, especially as they reach their late teens.

We want to grow as a diverse church family, including establishing closer relationships between different congregations.

We want to encourage more volunteers. We have an expanding children's work that is currently limited by the number of volunteers available. We also need more volunteers for the youth team. Livestreaming of services has increased the demand for volunteers on the tech team.

Covid disclaimer

The following describes the church pre-Covid. We are working towards re-establishing activities, but of course these may not look quite the same as they did in the past.

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What would we like in a new vicar?

Skills/Giftings/Experience

Personal Development – to have and to maintain a growing relationship with God through a regular discipline of Bible study, prayer and waiting on God.

Leadership – to respond to the prompting of the Holy Spirit, take a lead and inspire others to follow

Team player – able to build a team recognising and using the skills and strengths of others; willing to respond to feedback

Managing change – to help others prepare for and adapt to changes both within the church and outside

Interpersonal skills – an ability to relate to all, across the breadth of the church and beyond

Communication – an encouraging, motivating, clear and effective communicator.

Pastoral care – to care for those in particular need, with the assistance of others

Confidentiality – not to divulge sensitive information

Compassion – to have a genuine heart for individuals in need

Vulnerability – an openness to express own struggles where appropriate

Person Specification

- Is passionate for making the good news of Jesus known – in the church, the local community and abroad.
- Strong preaching ministry: biblical, relevant and applied
- Is a mature 'spirit-filled' Christian who is devoted to prayer and worship and who wants to see the Holy Spirit at work in the church today
- Encourages and develops discipleship within the Church through prayer, teaching, worship and pastoral care to enable the 'family' to grow in relationship with God.
- Has a vision for encouraging the children and youth and for exploring ways of developing their integration into the church family as a whole
- Builds an effective team and encourages opportunity for church members to develop their gifts.
- Encourages and supports us in reaching out to the local and wider community, particularly in relation to the poor and vulnerable.
- Facilitates the provision of pastoral care within a team setting for those in need.
- Shows sensitivity to those of different backgrounds and styles of worship

The well-being of our vicar is important to us. We are a supportive, prayerful and welcoming church family and we have a culture of hospitality, fun and strong relationships.

Who are the staff?

There are two Church Wardens, a Treasurer and an active PCC.

We have a comprehensive team of both full-time and part-time salaried staff, comprising:

- Discipleship Pastor
- Children's Pastor
- Children's Worker
- Youth Pastor
- Worship Pastor
- Administrator
- Communications Coordinator
- Finance Assistants (x2)
- Verger
- Caretaker
- Facilities Coordinator

We also have volunteers who enable the wide breadth of ministry we provide.

The ministries of all individuals, both paid and voluntary, are vital in this growing church.



What is the parish like?

Churchdown is a sought-after residential village to the east of Gloucester towards Cheltenham. It is close to the M5 and has excellent commuting links. There is easy access to the beautiful countryside of Gloucestershire and The Cotswolds.

The population is around 11,500, of whom 5,000 live in the Parish of St. Andrew and St. Bartholomew. There are newsagents, shops, coffee shops, two pubs, many social clubs, retirement homes, HM Forces housing and parks. There is a new purpose-built surgery which is well equipped and staffed. The village infant school is rated as 'outstanding' by Ofsted; the junior school and two secondary schools are all rated 'good'. There are selective state schools and independent schools in both Gloucester and Cheltenham.

St. Andrew's, built in 1904, is situated in the village centre. St Bartholomew's, built around 1175, is the historic parish church situated on Chosen Hill. St. Andrew's Church Centre opened in 2001 and is used by the church and local community.

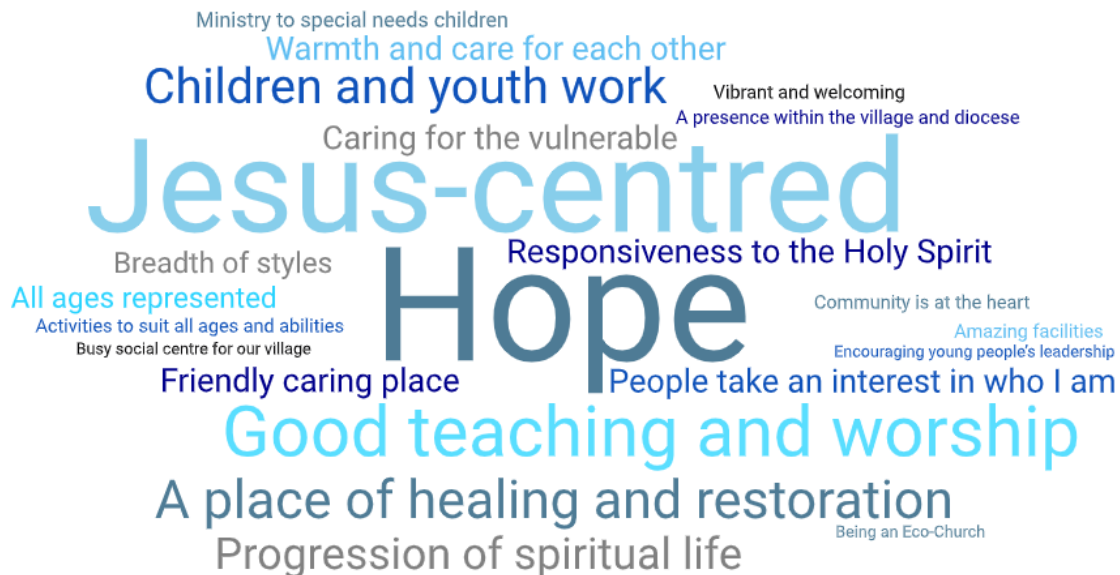
St. John the Evangelist is situated a short distance from St Andrew's and their parish includes the village of Innsworth. There is also a Catholic Church in the village and a Methodist Church in the parish. Together we form a 'Churches Together' group. The Good Friday Walk of Witness and the summer Innsworth Holiday Club are among successful regular joint ventures.

The Parish of St Andrew and St Bartholomew is part of the Diocese of Gloucester and forms part of the Severn Vale Deanery. Our facilities enable us to play a part in wider deanery and diocesan activities. The LIFE vision for the diocese can be found on the website www.gloucester.anglican.org



What are the people like?

Church members and visitors were asked what they thought characterised the church and the responses included:



In socio-economic, ethnicity and age demographics, we reflect the population of Churchdown as a whole (for more detail, see links below). In 2020 the electoral roll stood at 384. We have an additional 100 children and youth who attend regularly. In early 2020 just prior to Covid we had around 350 attending St Andrew's and 25 attending St Bartholomew's on a Sunday.

A local insight profile, compiled in 2016, indicated that the percentage of children living in poverty was under half the national average, employment rates and education were a little above the national average and the crime rate was lower. The percentage of people satisfied with their neighbourhood was higher than the national average. The ethnicity is 94.5% White British, 5.5% BME.

<https://www.gloucestershire.gov.uk/media/1521178/churchdown-2017.pdf>

https://www.citypopulation.de/en/uk/southwestengland/admin/tewkesbury/E04004396_churchdown/

What is our church like?



It is our strong desire to be welcoming to everyone and to help people of all ages and backgrounds to meet with God. This means that we engage in a variety of worship styles at St Andrew's and St Bartholomew's, attracting a diversity of people at all stages in their faith journey.

Worship at St Andrew's

The worship at St. Andrew's is a strong feature of our ministry and attracts many from beyond the parish. Approximately 50% of our congregation come from Churchdown and the rest come from the immediate surrounding areas.

Sunday 9am

This is a traditional Holy Communion service using Common Worship (with some sung elements) Singing is accompanied by the organ and led by a choir. Generally, the sermon series and the teaching delivered matches that of the 10:30am service. Refreshments are served after the service, providing time to connect with each other and welcome newcomers.

Attendance is 60+.



Sunday 10:30am

This service has a more contemporary, less formal feel, and is more family-oriented, with both children's groups and youth groups running in parallel. Singing is led by a worship band and there is the opportunity to respond to the teaching and to receive prayer ministry after the service. Teaching is based on the Bible, believing this to be the word of God. There is always an invitation for the Holy Spirit to touch and change our lives. Once a month, communion is shared.



Audio recordings of the sermons are made available on the church website. The 10:30am service has been live-streamed since September 2020 - these AV recordings remain available online. Refreshments are served after every service, again providing time to connect with each other and welcome newcomers.

Attendance is 250+.

Children and young people have their own groups, coordinated and led by our Children's and Youth Pastors who are supported by a team of volunteers. They join these groups partway through the 10:30 service.

Children (currently over 70 children who are 11 years and under) split into 4 groups, based on their school year. We also provide a creche for babies up to pre-school age.

- Bright Sparks: Pre-school and Reception
- Konnex: Years 1 and 2
- Engage: Years 3 and 4
- InterAct: Years 5 and 6

Youth (currently 30-50) split into 2 groups, also based on age.

Sunday Evening

Our evening service is our informal, creative space, where we worship, hear testimonies, share from scripture, pray for each other, listen to how the Spirit prompts us and see what happens. Cake and drinks are served before the service.



Attendance is approximately 80-100.

Thursday 10am (Communion)

This is a said Holy Communion service. Attendance is approximately 15.

Worship at St Bartholomew's

There are three BCP services each month:

Traditional Evensong 5pm - 1st Sunday of each month (3:30pm in winter)

Sung Matins 11am – 2nd Sunday of each month

Holy Communion 5pm – 4th Sunday of each month (3:30 pm in winter)



Regular services attract a congregation of 20-25 people with larger congregations for special festival services which attract a wider range of local residents. In addition to weddings and funerals at St Bartholomew's, festival services keep us in touch with our community celebrating Christmas Day, Easter Day, St Bartholomew's Day, Harvest and Advent Carols. We also hold a carol service for the local Rotary Club.

There is also a dedicated team of bell ringers at St. Bartholomew's Church.

Other Services

A Space to Live in These are worship events which take place four times a year where people gather over an extended time of several hours to pray, worship, reflect and seek God's presence.



Baptisms There are approximately 12 baptisms a year. Infants and younger children are baptised as part of the 10:30 am Sunday service. However, once a year, we offer full immersion baptism for adults and youth in a private swimming pool, or sometimes using a portable pool in the church.

Funerals Approximately 30 funerals are held per year. St. Bartholomew's has a churchyard for burials and interment of ashes. Funeral services are also taken at the crematoriums in Gloucester and Cheltenham

Weddings There are about 15 weddings per year, with many of these taking place at St Bartholomew's Church

Confirmation There is an annual confirmation service which takes place within our Evening Service.



Services during Covid Restrictions

Restrictions around social distancing and gathering for worship meant that the church buildings were not open for services for some of 2020. In addition, for some of 2020 and 2021, numbers of worshippers at Sunday services were restricted.



In the initial lockdown period, when attendance at church was not possible, the elements of a single service (reading, sermon, sung worship) were recorded separately, edited together, and made available on the church website and through Facebook and YouTube by our talented technical team. Subsequently, when services could be held in person (albeit with limited numbers), the 10:30 service was live-streamed through the same platforms. This live-streaming continued during subsequent lockdowns and remains in place at the current time. It has been invaluable for those unable to attend in person (for Covid or other reasons) and whilst restriction of numbers remains in place at the 10:30 service. In addition, we are aware that the services are viewed by many outside of our usual Sunday congregation. It is anticipated that the live-streaming will continue beyond the pandemic.

During times of restriction, we had a virtual Sunday Café at the end of the 1030 service.

In addition, “Daily Thoughts” were posted in early summer 2020, during Advent 2020 and in Lent 2021. There were short reflections - one each day - based on a bible reading.

Services and Daily Thoughts can be found here:

<https://www.youtube.com/c/stachurchdown/videos>



What is going on in our church?

Church life - connecting and caring for each other, our community and beyond

Connecting with each other



We meet, pray, learn and support each other in a number of ways beyond the Sunday and midweek services, coming together as groups of men, women, children, young people or small home groups.

As a whole church, we have had a church weekend away every two years. This has been well-attended by all ages and provided a great time of teaching and deepening church family relationships. In addition, a number of families have attended New Wine and Spring Harvest Christian conferences which have been firm favourites for many years now. Occasional bring-and-share lunches on Sundays or the sharing of a cooked Sunday

lunch enable the congregations from both services to mix and enjoy a relaxed time together. Moving forwards, we want to improve the feeling of connection within our church family, increasing opportunities for fellowship and relationship-building across and between all ages and traditions.

Men's and Women's Breakfasts run several times a year where, after enjoying breakfast together, there is usually a time of worship and a speaker to listen to as well as the opportunity for prayer. We host an annual Women's Day which sees a packed church, including many women from outside our immediate church family and a Men's Day was planned for last year. Christmas sees the Advent Women's Craft Evening - an event which brings people together and offers an opportunity for people to invite friends from outside the church into the church. Throughout the year, the men have a variety of social events which have previously included canoeing down the Wye and surfing.



Our children and young people also have many opportunities to meet, socialise and grow in faith together. Both children and youth have midweek groups that run from the church centre. In addition, our children have their own Children's Breakfast and have been able to go on a family camp to Viney Hill Christian Centre in early summer. Our young people have had many wonderful experiences at Soul Survivor events as well as our own weekend youth camps.

They have taken part in Revive worship events, including hosting a Revive youth day at St Andrew's, and have their own youth worship band. It is our desire that, in the future, we increase the connection between the adult part of the church and the children/young people, so that both adults and children are able to grow in their Christian faith, feeling part of and supported by the wider church congregation.

We have 20 very active mid-week 'Connect Groups'. These are small groups which meet at a variety of times during the week, to pray, study the Bible, share what is happening in our lives and provide support and care, including praying for each other. The groups offer friendship and fellowship in a very informal way and are one of the main ways in which we care for each other. We have a pastoral team which also provides practical (e.g. meals for new mums) as well as emotional & spiritual support, and an active Mother's Union.

We have run a number of courses which were open for anyone to attend: Freedom in Christ; Marriage; Parenting; Lent; Bereavement; Spiritual Gifts Courses and a Divorce Recovery Course. We have also hosted theology courses run by the Gateway Theology School. These have all proved to be enriching.

Connecting with our community

We aim to make good relationships with our local community, to be a blessing to them and to share God's love through service. Whilst the foundations for this are in place, as detailed below, we know that this is something to be built on and wish to develop our outreach further.

We have strong links with our local schools. A team of volunteers delivers a weekly Open the Book assembly in our local infant and junior schools, and we invite the children into the church for Experience Christmas and Experience Easter events each year. We have a good working relationship with our local schools, sharing facilities, and the church is often used by the schools for concerts, assemblies and leaver events. Our youth worker visits our local secondary schools to run weekly CUs.



We try to be accessible to families in our community. BLT (Babies, Lunch and Toddlers) is a group where all carers with children aged 4 and under are welcomed to meet, play and chat and share a delicious homemade soup lunch with tea and coffee and homemade cake afterwards! The Harbour is an outreach ministry to children with additional needs and disabilities and their families. In early summer, for the last few years, we have run an all-day community event to serve families in Churchdown entitled "Party in the Parish" – a family, fun-filled day with a BBQ. Working with other churches in Churchdown & Innsworth, we also run a summer holiday play club.

We want our church centre to be an open and welcoming part of our church for our wider community so we offer some open events. BLT provides a simple lunch and a time to socialise for parents of babies and small toddlers. Thursday Morning Knitters is an outreach ministry to an older age group. Friday's Kitchen provides an opportunity to drop-in to the church centre for a simple and delicious lunch. CAMEO (Come and Meet Each Other) is a monthly lunchtime social event for older adults who enjoy a good meal, the opportunity to socialise and a short talk from an invited speaker. These activities all attract people from outside our usual Sunday congregations.



Alpha courses have been run for a number of years, with one being held in the local pub, The Old Elm, where we have also held an annual carol singing event. Partnerships with other community organisations in Churchdown is something we would like to develop further. We have the beginnings of this with a woodwork group, whose members suffer from chronic pain and meet in the church centre to socialise, support each other and produce items, with encouragement and assistance.

Connecting beyond our community

At St Andrew's and St Bartholomew's we are involved in mission and ministry (both locally and internationally) as a church and through our partners. Our mission work aims to bring the message of the gospel to a world in need of the love and truth of Jesus, demonstrating Christ's love to those in need through service, care, support and transformation. We support our partners financially and through prayer.

Our mission team raises the profile of mission and ministry within the congregation and organises an annual mission weekend, where our link-partners are represented to highlight their work locally and internationally. The church is inspired through regular communication, visiting speakers and events to see how we are a part of an even greater work that God is doing across the world. This is greatly aided by most of our mission partners having personal connections with St Andrew's and St Bartholomew's. A full list of these can be seen on the church website.

As part of our care for the wider world, we have striven to become a greener church through recycling, hosting talks on environmental issues, running our own Traidcraft stall and using Fairtrade products wherever possible. We received the A Rocha Silver Eco Church Award in 2017.

Prayer

Prayer is a fundamental part of everything we do, both as a part of our Sunday services as well as all of our smaller group activities, such as Connect Groups or breakfast events. Prayer ministry at the end of a service is a regular part of our Sunday services. Additionally, there are prayer meetings during the week which provide opportunities for collective prayer. SOS (Stop On Six) is a weekday prayer meeting, and on Friday evenings there is a prayer meeting when we pray specifically for healing.

What are our buildings like?

St Andrew's is a well-maintained building with a capacity to seat a maximum of around 350 people. The church was reordered in 2012 to provide a more flexible layout. The choir stalls were removed at that stage and more recently the heavy wooden chairs replaced with lightweight stacking metal chairs, which has proved invaluable during Covid restrictions. The platform from which services are led is now situated along one of the sides rather than at the front, giving space for both the leader/preacher



and the worship group. The arrangement of the chairs directed towards the platform has given a much more connected 'family' feel to the congregation. There is also a modern organ which can be used in more formal services. There is an excellent audio-visual system which is in the process of being upgraded to facilitate the ongoing live streaming of the Sunday morning service.

The Church Centre, built in 2001, adjoins the main church and provides a wonderful array of rooms used by church groups and the local community. The main hall can seat 150 people or up to 100 around tables. The centre also has two smaller rooms and a small quiet chapel. In addition, the loft conversion provides facilities for both youth and children's groups and the courtyard project (completed in 2021) has created another large room, very necessary given the growing number of children. There is a well-equipped kitchen which often provides meals for up to 100 people.



St Bartholomew's is Grade I listed and underwent extensive restoration in 2005/6 supported by English Heritage. Situated on top of 'Chosen Hill' with extensive views over the parish and beyond, it is a cherished feature of the village and is popular for weddings. The churchyard is used for burials and interment of ashes and is well maintained. The former 'Verger's Cottage' provides toilet and basic catering facilities. There is an active

group of 'Friends' who support the maintenance and improvement of the church and churchyard and arrange the public open days which attract over 1,000 visitors each year.

The Vicarage is a modern detached house with five bedrooms, a study and a good-sized garden within a short walk from St Andrew's church.



What is our financial position?

Our financial position remains strong, with planned giving holding up well during the closure of the church buildings during Covid. Our annual turnover is in the region of £350k.

We contribute our full parish share each year, currently £83k. In addition, we are able to fund the salaries of our considerable staff team and give 10% of our income to mission.

Over the last 20 years we have undertaken several major building projects and have been astounded by the generosity of church members and the wider community. During 2020 the Courtyard and Fully Accessible Toilet projects were completed. We now have a toilet with full disabled facilities for all ages and a large room built in the space between the church and church centre. The total cost was budgeted at approx. £178k. Donations received for these projects totalled £134.5k and continue to be received, as pledges were made for 2, 3 and 4 years. During the first 6 months of 2021, donations received total £11.9k. We estimate that the cost of the project will be fully covered once all the pledges are received.

End of year accounts to 30th December 2020 are available on the church website. <https://new.standrewschurchdown.org.uk/wp-content/uploads/2021/04/Final-Accounts-2020.pdf>



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Further Information

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