



## 7. Worship Attendance

Please provide details of average attendance at Sunday and weekday services. Add any additional rows as required or if hand-written continue a separate sheet if necessary.

October count 2024

Church	Service	Time	Number of communicants	Adult attendance	Under 16 attendances
St Andrew's	Sunday	9:00am	38	42	1
		10:45am	55	61	14
	Weekday communion	9:30am	8	8	
	Chocolate Church	15:30pm			16

## 8. Occasional Offices

Please provide figures for the last 12 months (Statistics for Mission 2024). Add any additional rows as required or if hand-written continue on a separate sheet if necessary.

Church	Baptisms	Confirmees	Weddings	Funerals in church	Funerals taken by clergy Not church
St Andrew's	6	0	5	8	3

## 9. Communications

Please only include names and contact details that can be shared when this document becomes public. Add any additional rows as required or if hand-written continue on a separate sheet if necessary.

Church	Clergy	Licenced Lay Ministers	Lay staff eg Youth worker, Administrator etc	Churchwardens
St Andrew's	<b>Sarah Tapley</b> Curate St Andrew's Church, High Street, Starbeck, Harrogate, North Yorkshire, HG2 7JE <a href="mailto:sarah.tapley@leeds.anglican.org">sarah.tapley@leeds.anglican.org</a>	<b>David Leonard,</b> St Andrew's Church, High Street, Starbeck, Harrogate, North Yorkshire, HG2 7JE <a href="mailto:david1945leonard@outlook.com">david1945leonard@outlook.com</a>	<b>Sally McDough,</b> Administrator, St Andrew's Church, High Street, Starbeck, Harrogate, North Yorkshire, HG2 7JE <a href="mailto:sallym@andysonline.org">sallym@andysonline.org</a> 01423 889162	<b>Dr. Mick Leach,</b> St Andrew's Church, High Street, Starbeck, Harrogate, North Yorkshire, HG2 7JE <a href="mailto:mick_leach@hotmail.com">mick_leach@hotmail.com</a>
			<b>Janet Jackson,</b> Administrator, St Andrew's Church, High Street, Starbeck, Harrogate, North Yorkshire, HG2 7JE <a href="mailto:janetj@andysonline.org">janetj@andysonline.org</a> 01423 889162	

## 2. Parish/Community Information

<p>1.a</p>	<p><b>Briefly describe the demographic composition of the parish(es) (e.g. employment status, population ages, ethnic groups, home ownership, cultural diversity).</b></p>	<p>Based on 2021 Census data and supplementary information, the Parish of Starbeck in Harrogate has a predominantly white population and an older-than-average demographic, with notable areas of deprivation coexisting within a generally affluent district. Its economy is largely integrated with the broader Harrogate district, with a mix of employment types, a healthy business start-up rate, and a mixture of light industry.</p> <p><b>Cultural Diversity:</b> Starbeck has a largely homogeneous demographic rooted in a strong local community. Overall, 93% of the population is white compared to an England and Wales average of 82%. It experiences a small but developing degree of cultural diversity, primarily through recent migration and transient populations.</p> <p><b>Infrastructure:</b> Starbeck enjoys excellent transport links, with its local railway station on the Harrogate Line providing connections to Leeds, Knaresborough and York, as well as frequent bus services. There are several direct train services to London each day from Harrogate. The A1(M) motorway is located six miles to the east.</p> <p><b>Demographics:</b> Starbeck, part of Harrogate, has an older-than-average population, with the median age rising from 43 in 2011 to 47 in 2021. The area has more females (52.1%) and is less ethnically diverse than national averages, with 92.98% identifying as white. Most residents are Christian (48.21%) or have no religion (42.86%).</p> <p><b>Socioeconomics;</b> Starbeck includes some of the most deprived areas in the country, with high child (34%) and pensioner poverty rates (44%). While Harrogate has strong employment and above-average resident earnings, many local jobs are part-time, resulting in lower workplace earnings.</p> <p><b>Housing:</b> The area features various housing types, mainly terraced homes, with average prices (£291,977) below the wider Harrogate district. Private renting and social housing have increased, but home ownership remains relatively high for the region.</p> <p><b>Social characteristics:</b> The local crime rate is relatively low, mostly involving anti-social behaviour. Community institutions like St Andrew's Church contribute to a strong community spirit. Residents tend to be well-educated, with many possessing degrees.</p> <p><b>Potential for change</b></p> <p><b>Economic growth:</b> Harrogate district's economy is set to continue growing, led by wholesale, professional services, and media. These</p>
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		<p>sectors will be central to job creation and prosperity.</p> <p><b>Demographic Changes:</b> The district's population is expected to age further, with those 65 and over making up a larger share. This trend will affect local services, community planning, and economic strategies.</p>
<p><b>1. b</b></p>	<p><b>Are there any specific issues you wish to highlight in relation to the above description (e.g. high unemployment)?</b></p>	<p>While Harrogate is generally affluent, Starbeck faces a distinct set of social and economic issues, including higher levels of anti-social behaviour, lower average workplace wages, and challenges with housing and economic dependency. These problems are noted in district-wide assessments but have a more concentrated impact in Starbeck.</p> <p><b>Social issues</b></p> <ul style="list-style-type: none"> <li>• <b>Anti-social behaviour:</b> Residents and community leaders often report ongoing issues near the High Street level crossing, such as late-night gatherings, illegal parking, and public aggression linked to alcohol use.</li> <li>• <b>Policing levels:</b> Some residents and business owners are concerned about limited police visibility in the area. A local post office owner notes the police team is seldom present and leaves by 7pm, making Starbeck appear vulnerable.</li> <li>• <b>Homelessness and drug use:</b> Reports from local businesses mention issues involving homeless individuals, some of whom may be housed in hostels within the area. There are also accounts of open drug abuse and dealing in certain public spaces.</li> <li>• <b>Deprivation:</b> While Harrogate district has low deprivation, specific wards including Starbeck have been identified as having higher levels of deprivation.</li> <li>• <b>Cost of living crisis:</b> Like other areas, Starbeck has been affected by the rising cost of living. Poorer households, who spend a higher proportion of their income on essentials like energy and food, are disproportionately affected.</li> <li>• <b>Ageing population:</b> The wider Harrogate district has a rapidly ageing population, which puts increased demand on public services and can constrain the labour market.</li> </ul> <p><b>Economic issues</b></p> <ul style="list-style-type: none"> <li>• <b>Low average workplace wages:</b> A key economic problem is that average workplace wages in the district are significantly lower than regional and national averages. This is driven by an over-reliance on low-value employment sectors, such as accommodation and food services, which impacts economic resilience.</li> <li>• <b>Housing affordability:</b> For Starbeck, the problem of low wages is compounded by high and increasingly unaffordable housing costs across the district, creating a significant barrier for many residents.</li> <li>• <b>Youth out-migration:</b> The combination of low wages, high housing costs, and limited local higher education opportunities is driving an out-migration of young people (aged 20–30) from the district.</li> </ul>

	<ul style="list-style-type: none"> <li>• <b>Economic vulnerability:</b> The over-dependence on low-value sectors leaves the local economy vulnerable during economic downturns, such as the 2007–2009 recession and the COVID-19 pandemic.</li> <li>• <b>Lack of suitable commercial space:</b> There is a limited supply of high-quality, larger commercial units, which restricts business expansion and inward investment. Furthermore, the conversion of office space to residential properties is shrinking the existing commercial stock.</li> <li>• <b>Transport network:</b> Road congestion and overcrowded rail services hinder the daily commute and the movement of goods and services throughout the district.</li> </ul>
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## 2. Other local institutions

Please provide information and details (if known) of other important local institutions. Add any additional rows as required or if hand-written continue a separate sheet if necessary.

Institution	Quantity	Details
<b>Schools (Primary and Secondary)</b>		<ul style="list-style-type: none"> <li>• Starbeck Primary Academy</li> <li>• Springwater Community Special School</li> <li>• Henshaws Special Education Needs College</li> <li>• Hookstone Chase Primary School</li> <li>• St. Aidan's Church of England High School (plus four others).</li> <li>• Harrogate College</li> </ul>
<b>Youth Centres</b>		<ul style="list-style-type: none"> <li>• Boys Brigade and Scouts, Starbeck Methodist Church</li> <li>• Harrogate Games Zone, Starbeck</li> <li>• Sports clubs - Harrogate Railway junior football; Starbeck junior tennis; Harrogate golf club juniors.</li> <li>• Netmakers youth clubs for teens 11 - 17 years held at various locations in Harrogate area, including St Andrew's Church for school years 5 - 7.</li> <li>• Cub Scouts and younger units, Girl Guides, St John's Ambulance cadet groups meet at the church halls.</li> <li>• Summerbell Dance School meets in St Andrew's church halls.</li> </ul>
<b>Hospitals/Mental health therapy</b>		<ul style="list-style-type: none"> <li>• Harrogate District Hospital is located adjacent to the Parish of Starbeck.</li> <li>• Wellspring Therapy and Training, a registered charity providing optional Christian based counselling services.</li> <li>• Harrogate is also served by several private hospitals</li> <li>• Adult Mental Health Charity - Claro Enterprises – provides therapy through work.</li> </ul>
<b>Nursing/elderly care homes</b>		<ul style="list-style-type: none"> <li>• Belmont House Care Home, Starbeck</li> <li>• Vida Hall Dementia Care Home, Starbeck</li> <li>• Brackenley Residential Care Home</li> <li>• Bilton Hall Nursing Home.</li> </ul>

		<ul style="list-style-type: none"> <li>• Station View, respite Nursing Home</li> <li>• The Cuttings, assisted living residential homes.</li> </ul>
<b>Local Businesses</b>		<p><b>Local employers and businesses</b></p> <p>Starbeck hosts a variety of local and national businesses, ranging from essential services and independent shops on the High Street to larger commercial and industrial operations on nearby estates.</p> <ul style="list-style-type: none"> <li>• <b>Bettys &amp; Taylors</b> - The famous Yorkshire Tea factory and Bettys Craft Bakery are located on a nearby industrial estate.</li> <li>• <b>Hookstone Chase Retail Park</b>, including, Morrisons, Currys, The Range.</li> <li>• <b>The Harrogate Bus Company</b>, part of Transdev Blazefield, has a bus depot in Starbeck.</li> <li>• <b>Harrogate Brewing Company</b>– a local independent brewer.</li> <li>• <b>Other Businesses</b> - include several automotive outlets, care homes and high street retail outlets. These include: Spa Cycles Limited, Staiano Motorcycles LTD, Saint Michael's Hospice shop and a variety of smaller shops, takeaways, cafes and two pubs.</li> </ul>
<b>Neighbourhood initiatives (eg NWA)</b>		<ul style="list-style-type: none"> <li>• Neighbourhood Watch, Starbeck Village.</li> <li>• Starbeck Community Library, run by volunteers.</li> <li>• The Living Room in Starbeck community hub.</li> <li>• Starbeck Residents Association.</li> <li>• Starbeck Community Group.</li> <li>• Starbeck Christmas lights appeal.</li> </ul>
<b>Local Associations (eg tourist groups, historic societies)</b>		<ul style="list-style-type: none"> <li>• Starbeck in Bloom community group.</li> <li>• Bilton Historical Society.</li> <li>• Long Lands Common Community Benefit Society.</li> <li>• Harrogate Civic Society.</li> <li>• Starbeck Community Group – Facebook.</li> <li>• St Andrew's Allotments Association.</li> </ul>
<b>Other Christian Churches</b>		<ul style="list-style-type: none"> <li>• Methodist Church, High St, Starbeck.</li> <li>• The Mission, Starbeck.</li> <li>• Life Destiny Church, Starbeck.</li> <li>• Catholic Church of Saint Aelred of Rievaulx.</li> </ul>
<b>Other Places of Worship</b>		<ul style="list-style-type: none"> <li>• Harrogate Hebrew Congregation</li> <li>• Harrogate Islamic Association</li> <li>• Quaker meeting House</li> </ul>
<b>2.b</b>	<p><b>Do the clergy hold any civic responsibilities in relation to the above institutions or within the wider community? If so, please provide details.</b></p> <p><i>Add any additional rows as required or if hand-written continue using a separate sheet if necessary.</i></p>	

Our previous vicar was on the board of Starbeck Residents Association and on the Starbeck Christmas Lights committee.  
 He remains a trustee of Wellspring Therapy and Training centre.  
 All Harrogate Deanery clergy are on a rota to take communion at St. Aidan's C of E High School. In addition, the previous incumbent took 2 –3 assemblies a year at Starbeck Primary School. He also visited Hookstone Primary School and carried out monthly services at two local care homes in the parish and maintained strong connections with local uniformed youth groups and organisations.  
 Springwater School, a community special school, undertakes visits to church and services are undertaken for them for special occasions.

**3. Local religious partnerships**

*Please provide information on the parish(es) relationship with local religious groups. Expand the rows as required or if hand-written continue a separate sheet if necessary.*

3.a	<b>Please state any involvement in local Churches Together</b>	St Andrew's actively supports Netmakers on a practical level and financially. Netmakers has replaced Churches Together in the area and represents a network of churches in the town that undertake mission together and come together to pray.
3.b	<b>Please state any formal covenants held with other denominations</b>	None
3.c	<b>Please state any informal ecumenical contacts held by the parish(es)</b>	<ul style="list-style-type: none"> <li>• St Andrew's partners with Starbeck Methodist Church and Life Destiny Church for an annual Community Carol Service.</li> <li>• We join with Starbeck Methodist Church, Life Destiny Church, St Aelreds Catholic Church and a representative from Starbeck Mission for the annual outdoor act of remembrance at Starbeck Cenotaph.</li> <li>• St Andrew's hosts a prayer meeting where we pray for the youth of the area once a month. This is supported by Netmakers who also host a weekly youth group run by Netmaker partners.</li> <li>• The previous vicar attended prayer and mission planning events but was not a trustee of Netmakers.</li> </ul>

### 3. Church Information

Please give details for each church individually by copy/pasting the table below or by repeating the information on a separate sheet.

<b>Church name:</b>																																																											
<b>A. Congregation</b>																																																											
<b>i</b>	<b>What percentage of the congregation lives outside the parish?</b>	44%																																																									
<b>ii</b>	<b>Briefly describe the demographic composition of the Parish (eg employment status, population ages, ethnic groups, home ownership, cultural diversity, gender). (Census 2021)</b>	<table border="1"> <thead> <tr> <th colspan="3">Parish Ethnic Heritage Profile</th> </tr> <tr> <th>Group</th> <th>No.</th> <th>%age</th> </tr> </thead> <tbody> <tr> <td>Asian</td> <td>274</td> <td>3%</td> </tr> <tr> <td>Black</td> <td>67</td> <td>1%</td> </tr> <tr> <td>Mixed</td> <td>173</td> <td>2%</td> </tr> <tr> <td>White</td> <td>9595</td> <td>94%</td> </tr> <tr> <td>Other</td> <td>81</td> <td>1%</td> </tr> <tr> <td><b>Total</b></td> <td><b>10,190</b></td> <td><b>100%</b></td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="3">Parish Religious Profile</th> </tr> <tr> <th>Religion</th> <th>No.</th> <th>%age</th> </tr> </thead> <tbody> <tr> <td>Christian</td> <td>5146</td> <td>51%</td> </tr> <tr> <td>Buddhist</td> <td>31</td> <td></td> </tr> <tr> <td>Hindu</td> <td>34</td> <td></td> </tr> <tr> <td>Jewish</td> <td>21</td> <td></td> </tr> <tr> <td>Muslim</td> <td>99</td> <td>1%</td> </tr> <tr> <td>Sikh</td> <td>12</td> <td></td> </tr> <tr> <td>Other</td> <td>651</td> <td>6%</td> </tr> <tr> <td>None</td> <td>4196</td> <td>41%</td> </tr> <tr> <td><b>Total</b></td> <td><b>10,190</b></td> <td><b>100%</b></td> </tr> </tbody> </table>	Parish Ethnic Heritage Profile			Group	No.	%age	Asian	274	3%	Black	67	1%	Mixed	173	2%	White	9595	94%	Other	81	1%	<b>Total</b>	<b>10,190</b>	<b>100%</b>	Parish Religious Profile			Religion	No.	%age	Christian	5146	51%	Buddhist	31		Hindu	34		Jewish	21		Muslim	99	1%	Sikh	12		Other	651	6%	None	4196	41%	<b>Total</b>	<b>10,190</b>	<b>100%</b>
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<b>iii</b>	<b>How would you describe the worship tradition at the church?</b>	<ul style="list-style-type: none"> <li>• St Andrew’s is an evangelical church with a style of worship that reflects this.</li> <li>• Our worship services, which are based on both traditional and contemporary styles, are accessible to all.</li> <li>• Throughout the year, we also hold services tailored to our wider community and special occasions, including Harvest, Remembrance, Nativity, Christingle and an annual service to remember lost loved ones.</li> <li>• Weddings, funerals, and baptisms are planned to reflect the needs and preferences of each family, with worship in appropriate styles.</li> <li>• Whilst our regular worship is band, guitar, or keyboard-led, we do have a church organ which is used when appropriate, particularly for traditional services and life events.</li> <li>• Our worship seeks to honour legacy and tradition, foster unity, and create space for personal encounter with God— accessible, Spirit-led, and rooted in love.</li> <li>• Between the services, we offer drinks and biscuits to encourage connection across the congregations, and we offer prayer ministry for individuals after each service.</li> </ul>																																																									

<b>B. Finance</b>			
i	<b>Excluding Gift Aid, what is the average regular weekly planned giving per person?</b>	£24.67 in 2024	
	<b>What (if any) proportion of all regular giving is gift aided?</b>	95% in 2024	
ii	<b>What is the date of the church's last stewardship campaign?</b>	June 2025	
iii	<b>How does the church supplement direct giving to meet its financial needs?</b>	The church has two halls, a Welcome Centre and Narthex which are available for hire. These generate over £30k of income per year. Grant applications and extraordinary appeals are an important source of income along with church fund raising events.	
iv	<b>What was the amount of working expenses paid to the clergy in the last financial year?</b>	These were negligible but were met in full as they occurred. All reasonable expenses incurred during the carrying out of official duties are paid if supported by relevant receipts.	
	<b>Were these needs met in full? (Y/N)</b> <i>If N what was the estimated shortfall</i>		
v	<b>Please provide details of the amount of share requested and paid:</b>	<b>Requested</b>	<b>Paid</b>
	• <b>in last financial year (2024)</b>	£84,687	£77,229
	• <b>in the current year (2025)</b>	£86,563	£78,000
	• <b>in the next financial year (2026)</b>	£88,429	£79,600 (est.)
	<i>Please provide explanation for any discrepancy between requested and actual payments</i>	The main reason for the shortfall has been the very large increases in power and heating costs alongside necessary expenditure on major repair and maintenance projects highlighted in the quinquennial report.	
	<b>Do you anticipate meeting this year's requested payment in full? (Y/N)</b>	No, as explained in the previous response. The current budget allows for the payment of 90% of the share request. The PCC endeavours to balance the need to meet the parish share with	

	<i>If N provide explanation</i>	the need to maintain the building both structurally and from a safety point of view. If finances allow towards the end of each year, the PCC consider making an additional or possibly full payment.
vi	<b>Are there any ongoing capital projects? (Y/N)</b> <i>If Y please give brief details of estimated costs and how these will be met</i>	<ul style="list-style-type: none"> <li>Halls windows are being repaired and upgraded with high insulation safety glass. This will reduce heat loss and increase security and safety. Costs so far have been c£4k with another £4k of expenditure expected.</li> <li>Roof repairs, repointing and plaster work repairs (yet commenced) estimated at £15k to £20k.</li> <li>Roof drainage improvements to the Welcome Centre, not yet costed.</li> <li>Long term project, Green Church initiative – not budgeted – over £500k.</li> </ul>
vii	<b>Please append a copy of the last PCC accounts.</b>	For published accounts, please visit the Charity Commission website and search for charity number 1139696. The site provides access to the last five years of accounts and additional relevant information.
viii	<b>Please provide details of any overseas work supported by the Church including the value of any annual donations</b>	International Youth for Christ - £1,750
ix	<b>Please provide details of the any mission agencies and charities supported by the Church including the value of any annual donations</b>	<ul style="list-style-type: none"> <li>Netmakers £1,800.</li> <li>Christians Against Poverty £1,750.</li> <li>A Rocha – supported via our harvest festival financial collections over the last two years.</li> <li>Resurrected Bites - local food bank and cafe supported by donations of food given at Harvest.</li> <li>Harrogate Homeless Project, a charity supported by financial gifts given at annual Christingle Service.</li> </ul>

## C. Buildings

i	<b>Please provide a general overview of the general state of repair of the church building and environs</b> <i>This can usually be found in the 'Executive Summary' of the most recent Quinquennial Inspection report</i>	The overall condition of the church and church halls is satisfactory given the building's age, and no significant structural issues have been identified. However, there are areas within both the church and the halls requiring prompt attention, including blockwork pointing, roof repairs, and plasterwork restoration. Further details regarding these matters are provided below.
ii	<b>Please highlight any major maintenance requirements identified during the most recent Quinquennial Inspection</b>	<p>The Quinquennial Inspection conducted in 2024 identified several areas requiring prompt attention.</p> <ul style="list-style-type: none"> <li>Externally, both the church and halls require repointing in specific locations, including around windows, coping stones, and various sections of blockwork. Downpipes and drainage channels also need maintenance, supported by a regular</li> </ul>

		<p>inspection schedule.</p> <ul style="list-style-type: none"> <li>Internally, there are sections of mortar within the church and halls that must be replaced. Additionally, some woodwork is deteriorating, and plaster is flaking from the church ceiling.</li> <li>Fire doors have been replaced as necessary, and all electrical systems have undergone inspection and upgrades where required.</li> </ul>
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## 4. Church Education and Social Provision

1.a	Name(s) of Church School(s) if applicable:	None
2.	How is the school governance structure organised? <i>eg aided, controlled, foundation</i>	N/A
3.	Approximately how many pupils are currently enrolled?	N/A
4.	What is the level of engagement between the church(es) and the school(s)?	N/A

## 5. Outreach and Mission

*Expand the rows as required or if hand-written continue a separate sheet if necessary.*

1.a	Please provide details of any regular mission and outreach activities	<p><b>Family Spot</b> is a group run by church members for parents and carers of babies and pre-school children. Two groups held Mondays and Thursdays.</p> <p><b>Plus-Group</b> is a weekly meeting reaching out to older members of the church and community offering support and connection.</p> <p><b>Lunch club</b> welcomes and supports older members of the church and community, providing a hot meal. Held twice monthly.</p>
1.b	How are you helping people find out about Jesus?	<p><b>Tuesday Group</b> for adults with varied abilities meeting on Tuesday evenings.</p> <p><b>Pray and Play</b> for birth to school age children and their parents takes place during the 10:45 service at the back of church</p> <p><b>Sunday club</b> for children aged 5 – 11 meeting during the 10:45am.</p> <p><b>Level-up</b> for those aged 11 – 16 meeting during the 10:45am.</p> <p><b>Alpha</b> – We have run Alpha courses and Youth Alpha for many years, with several participants being confirmed.</p> <p><b>Schools Ministry</b> - links with local schools through visits and</p>

		<p>assemblies providing opportunities to share the good.</p> <p><b>Thursday Youth Group</b> connects with young people in the area with opportunities to talk and share about Jesus.</p> <p><b>BSL signed and interpreted services</b> held once a month.</p> <p><b>Parade service</b> held each term in which we engage with uniformed organisations, Scouts, Guides and their junior groups, together with St John's Ambulance Badgers.</p>
1.c	How are you helping people to grow in discipleship?	<p><b>Teaching.</b> Through challenging bible teaching in our Sunday services. Recently linking Sunday sermon series to small group study - 'Practicing the Way.'</p> <p><b>Small groups.</b> We run a network of small groups.</p> <p><b>Men's Bible Study Group</b> for all men to share and discuss God's word. Held fortnightly.</p>
1.d	How are you helping people to grow in leadership?	<ul style="list-style-type: none"> <li>• As a supportive and empowering fellowship and through prayer and discernment we encourage members to take on responsibility for various areas of church, such as leading small groups and service/worship leading.</li> <li>• Those in positions of responsibility complete relevant safeguarding and training courses to ensure they are fully equipped to lead and support team members whilst being aware of any safeguarding issues.</li> <li>• There are opportunities to join PCC at each APCM and for members to join committees or take on other responsibilities.</li> <li>• In early 2025, some members of the PCC completed a course on Generous Giving run by the Diocese. Participants went on to cascade to PCC members and congregations through workshops and from the front during Sunday services.</li> </ul>
2.a	Are there any overseas link(s) with the parish(es)? (Y/N)	Yes
2.b	If Y, please give details:	<ul style="list-style-type: none"> <li>• We are strongly connected to and financially support church members in their work with International Youth for Christ.</li> <li>• Through our mission team we have links with many overseas mission partners who we pray for on a regular basis.</li> <li>• We have recently hosted visitors from YWAM Brazil and a team from Thailand.</li> <li>• In 2024 we held a mission fair bringing together a wide variety of missionaries, giving them an opportunity to raise awareness and invite partnership.</li> <li>• We regularly host speakers from Leprosy Mission and Compassion giving them a platform to share their vision and grow their support network.</li> </ul>
3.a	Do you have an organised system to provide outreach and welcome to new	Yes

	<b>members of the community? (Y/N)</b>	
<b>3.b</b>	<b>If Y, please give details:</b>	<ul style="list-style-type: none"> <li>• We have a trained welcome team that offers visitors welcome cards</li> <li>• Refreshments are served between services</li> <li>• Welcome events are organised for newcomers</li> <li>• Visiting children are actively encouraged to join Sunday groups.</li> <li>• Pray and Play is available for visiting parents with their babies and toddlers. Held during the 10:45 service. Trained leaders provide a welcome environment and a baby friendly craft to engage with the youngest members of our congregation and their carers.</li> </ul>
<b>4.</b>	<b>What role do you play in meeting the needs of the local community?</b>	<ul style="list-style-type: none"> <li>• All activities mentioned in 5.1a are intended to be accessed by members of the local community.</li> <li>• In addition, our two church halls and our welcome centre can be hired by community groups and for community events such as Christmas fair.</li> <li>• Local school visits and church services for schools at Christmas and Easter.</li> <li>• Visits to local care homes.</li> <li>• The previous incumbent was a member of the Starbeck Residents Association.</li> <li>• As a church we play an active part in the Starbeck Christmas Lights Appeal.</li> </ul>
<b>5.</b>	<b>How do you engage with young people outside of church-based organisations? <i>e.g. open youth work</i></b>	<b>Thursday Youth Group</b> – After school group is held in Church, run by Netmakers for any young person to attend.



		<ul style="list-style-type: none"> <li>• Banner group. Meets on a Friday to sew biblical banners which are displayed in our church, some are borrowed by other churches in the locality, and some are made for churches around the world.</li> <li>• Monthly prayer meeting focused specifically on children and youth, run in conjunction with Netmakers and which is interdenominational.</li> <li>• The church family prays faithfully for several overseas missionary families.</li> <li>• A weekly online prayer meeting prays for our church, missionaries and the world at large.</li> <li>• A weekly healing prayer meeting held on online.</li> <li>• Prayerline is an online network of people who respond to prayer requests from a variety of sources, confidentiality assured.</li> <li>• Regular 24-hour prayer events have been running at St. Andrew's for many years, and we have a few committed volunteers who sign up to pray each month.</li> </ul>
2.b	Are the leaders clergy or lay?	All lay led
3.a	How would you rate the strength of lay leadership?	Very strong lay leadership
3.b	What is the source of lay leadership strength or weakness	It is founded on deep commitment to Christ and serving through him. Many members of the church community are involved in the life of the church and encouraged to use their gifts. This is reflected in the large number of volunteers. There is a Leadership Team with individuals with specific leadership or preaching roles which is there to support the vicar, offer advice and assist with decision-making, consider plans for services and sermon series and address pastoral concerns. Experienced individuals lead house groups and are supported by a House Group Coordinator.

## 7. Mission

*In this section you are encouraged to consider your future priorities and aspirations. You are invited to contemplate areas you feel need addressing, evaluate any limitations which may prevent you from addressing them, and envision what your new priest's role could be to help you achieve your ambitions. Expand the rows as required or if hand-written continue on a separate sheet if necessary.*

1.	Which areas of church life do you feel would benefit from further development in future?	<ul style="list-style-type: none"> <li>• Strengthening the leadership of children's and young people's ministry with a focus on growing from within and reaching out to the youth of Starbeck as the church of today, not tomorrow.</li> <li>• Strengthening connections and a sense of unity and belonging within St Andrew's, underpinned by strong pastoral support.</li> <li>• Ensuring a strong emphasis on local outreach by developing effective strategies for evangelism, whilst maintaining engagement with global mission.</li> <li>• Developing a clear vision and mission that is communicated effectively and enthuses and excites the whole church.</li> </ul>
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2.	<b>What are the main areas of mission and growth that you would like your new priest to prioritise?</b>	<ul style="list-style-type: none"> <li>• Continue to disciple the existing congregation and help them to explore their calling, nurture leaders, pastoral supporters and evangelists.</li> <li>• Engage with the congregation and observe all existing activities and help us formulate a new vision and mission plan.</li> <li>• Grow our community of young families, teenagers and under 30's.</li> </ul>
3.	<b>What are the biggest potential challenges which you and the new priest will need to address? Name and elaborate on no more than three</b>	<ul style="list-style-type: none"> <li>• Acknowledging the need to adapt and provide a church relevant for changing times and attitudes.</li> <li>• Motivating the St Andrew's family with the right mindset as the local Body of Christ to see themselves as the means by which this is to be achieved.</li> <li>• Managing the financial pressures of running and maintaining 100-year-old buildings, meeting the parish share, and adequately resourcing ministry initiatives.</li> </ul>

## 8. Additional Information

*Use this space to record any other information which you would like the Patron and the Bishop to be aware of regarding the conditions, needs, or traditions of the parish(es). Continue on a separate sheet if necessary.*

### Our Services

- The 9:00am service follows a consistent format each week, including Holy Communion using modern liturgy. Worship is typically led by a small band and features familiar songs from the past 40 years, with occasional traditional hymns. Prayers often include liturgical responses, and the tone is gently formal yet warm and welcoming.
- The 10:45am service is more flexible and contemporary, with extended blocks of sung worship, interactive prayer, and space for extemporary moments led by the Holy Spirit. Communion is celebrated monthly, also using modern liturgy. Prayers vary in format—from visual prompts and group prayer to creative activities such as writing prayers or other symbolic actions. Children's groups are often available during this service, along with a space for babies and toddlers, but we warmly welcome children to remain in church throughout. We embrace the joyful noise and movement that comes with having children present, and we provide a relaxed area with activities and snacks where children can engage alongside their parents.

### Supporting our volunteers

We have a Volunteer Advocate, who supports and cares for the 80 or so volunteers who cover the many and varied roles and tasks that ensure our church functions effectively. A key aim of the Volunteer Advocate is to help our volunteers feel appreciated, supported and celebrated whilst undertaking their roles (through thank you cards, meals and get togethers) and not simply when they step down.

### **Living in Love and Faith**

- St Andrew's has responded to Living in Love and Faith by following the course within house groups and as a standalone series for other members of the congregation. This was seen as a positive process and following this, the PCC decided to seek the views and strength of feeling of the entire church by means of a questionnaire.
- Both the congregation and the PCC demonstrated a majority (approx. 60%) in favour of moving towards a more open understanding and acceptance of the issues highlighted by LLF. It is fair to say that a large proportion of those in favour of such a move were younger members of the church.
- Recognising that a significant minority were not in favour of moving away from the Church's traditional position, the previous vicar, supported by the PCC and the Leadership Team endeavoured to respect the differing views whilst striving to maintain unity. In a new vicar, therefore, we will be looking for someone who can lovingly hold such differences and manage any arising tensions with wisdom and grace.

## 9. The New Priest

*Use this space to identify and list the qualities and skills you would like to see in the new priest. Continue on a separate sheet if necessary.*

- Ability to make the Bible real in today's world through strong teaching and leadership that enables and empowers others to discover their spiritual gifts, as well as valuing people's current ministries, so that everyone can find their place within St Andrew's and serve the communities in which they find themselves.
- Ability to fashion a clear vision and enable people to enthusiastically engage with it.
- Experience of managing change, discerning priorities, growing leaders (including young people) building teams and motivating others.
- Able to relate to young and old alike and draw in those on the fringes of our church community.
- Have the heart, desire and ability to engage proactively with community groups, schools, local organisations and other churches.

Agreed by the PCC of .....

On the (date) ..... (month) ..... (year) 20 .....

Signed: .....

Print Name: .....

Office Held: .....

**Once completed and signed as agreed by the PCC, this form should be sent directly to the Archdeacon's office and to Gemma Shearwood:**

Gemma Shearwood  
Diocese of Leeds, Church House  
17-19 York Place, Leeds, LS1 2EX  
gemma.shearwood@leeds.anglican.org

**Copies will be circulated by the office to the Patron and Bishop**

**Please make sure all PCC members retain a signed copy of this form for their records.**