

Parish Profile

This form is designed to give an overview of a parish to be used in a vacancy for the appointment of a new parish priest. It will be accepted as the "statement describing the conditions, needs and traditions of the parish" required by the Patronage (Benefices) Measure 1986. Please check all pre-populated data carefully and provide any corrections if needed. Additional information may also be appended.

1. Parish Information

1.a	Name(s) of parish(es):	Bardsey
1.b	Name(s) of parish church(es):	Bardsey: All Hallows' East Keswick: St Mary Magdalene
2.	Name(s) of other C of E church(es)/centres for public worship in the parish(es):	None
3.a	Are you linked formally or informally with any other parishes in the benefice (Y/N):	N
3.b	If Y, please give the name(s) of linked parish(es):	N/A
4.	Deanery:	East Leeds
5.	Population: <i>[Information as of 2021 census. No known changes]</i>	Parish Population Under 20 785 20 to 64 1868 Over 65 941 Total 3594 Occupied Households 1471
6.a	Electoral Roll Number:	95
6.b	Date of Declaration:	12 th May 2024

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 on a separate sheet if necessary.

Average for the October Count 2024

Church	Service	Time	Number of communicants	Adult attendance	Under 16 attendance
All Hallows'	Sunday	8 am and/or 10am or 10.45 am	58	63	8
St Mary Magdalene	Sunday	9.15 am or 10 am	11	11	0
St Mary Magdalene	Weekday	11 am 1 st Wednesday	12	12	0

8. Occasional Offices

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

Taken from SfM 2024

Church	Baptisms	Confirmees	Weddings	Funerals in church	Funerals taken by clergy
All Hallows'	9	0	4	9	1
St Mary Magdalene	2	0	1	6	0

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
All Hallows' (Bardsey) and St Mary Magdalene (East Keswick)	The Revd Dr Anna Wallis (SSM priest with permission to officiate in the Diocese of Leeds and a member of the congregation)	None	Parish administrator: Dr Catriona Brent bardseyparishchurch@gmail.com	Mrs Jacqueline Earnshaw <hr/> Mrs Fiona Siekierkowski

2. Parish/Community Information

1.a	Briefly describe the demographic composition of the parish(es) (eg employment status, population ages, ethnic groups, home ownership, cultural diversity).	The main demographics comprising the parish are families and retired persons. The parish is predominately Christian, with a mix of minority faiths. Most households in the parish own their own home.
1. b	Are there any specific issues you wish to highlight in relation to the above description (eg high unemployment)?	None

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 on a separate sheet if necessary.

Institution	Quantity	Details
Schools (Primary and Secondary)	1	Bardsey Primary Academy
Youth Centres	0	
Hospitals	0	
Nursing/elderly care homes	0	
Local Businesses	Varied	3 public houses 1 butcher's shop 5 hair and beauty salons 2 garden centres 1 nursery 2 pre schools Several local tradesmen Several businesses run from private homes
Neighbourhood initiatives (eg NWA)	1	Pockets of Neighbourhood watch

Local Associations (eg tourist groups, historic societies)	Several	Gardeners, WI, Beavers, Cubs, Scouts, Brownies, Wildlife trusts, Bridge, Bowling, Tennis, Local history society, Art groups, Playgroups, Baby and toddler group, Community cafés, Village Voices, Bardsey Sports Club (including football and cricket teams)
Other Christian Churches	1	East Keswick Methodist Chapel
Other Places of Worship	0	
2.b	Do the clergy hold any civic responsibilities in relation to the above institutions or within the wider community? If so, please provide details. <i>Add any additional rows as required or if hand-written continue on a separate sheet if necessary.</i>	
None		

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 on a separate sheet if necessary.

3.a	Please state any involvement in local Churches Together	Strong links with the East Keswick Methodist Chapel in a Churches Together group. Joint events include a couple of joint celebratory services every year, a World Day of Prayer service, a fundraising quiz and a Christmas community nativity.
3.b	Please state any formal covenants held with other denominations	None
3.c	Please state any informal ecumenical contacts held by the parish(es)	Support for the foodbank run by St Aidan's, Harehills.

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.

Church name: All Hallows' (Bardsey) and St Mary Magdalene (East Keswick)

Note that just one set of information has been provided to cover both churches in the parish as the churches share a PCC and bank accounts, and jointly appoint two churchwardens.

A. Congregation

i	What percentage of the congregation lives outside the parish?	10%
ii	Briefly describe the demographic composition of the congregation (eg employment status, population ages, ethnic groups, home ownership, cultural diversity, gender).	The congregation comprises predominately retired persons. Several families also regularly attend, and the monthly family services increase the number of families and children compared to other weeks. A number of young adults and teenagers have recently joined the congregation. The congregation is predominately but not exclusively white British and approximately evenly split by gender. Most members of the congregation own their own homes.
iii	How would you describe the worship tradition at the church?	Worship at both churches in the parish is in the broad Anglican culture. We follow traditional liturgy with updated language and use a mixture of modern and traditional hymns led by a small choir twice a month, and accompanied by organ, keyboard or digital music.

B. Finance

i	What is the average regular weekly giving by persons in the parish(es) 16 years & over? 2024 ROPF What (if any) proportion of this giving is gift aided?	£41,800 received from 83 regular givers = mean of £9.68 per week per regular giver £15,826 gift aid received in 2024 across both churches. This includes gift aid received on regular giving, through GASDS and from the fundraising campaign. Average of around 24% gift aid received on regular donations.
ii	What is the date of the church's last stewardship campaign?	April 2024, at which point we also introduced the Parish Giving Scheme and encouraged regular donors to move to that.
iii	How does the church supplement direct giving in order to meet its financial needs?	Use of investment monies, fundraising, donations and legacies.

iv	<p>What was the amount of working expenses paid to the clergy in the last financial year? 2024 ROPF</p> <p>Were these needs met in full? (Y/N) <i>If N what was the estimated shortfall</i></p>	<p>£123</p> <p>Y</p>															
v	<p>Please provide details of the amount of share requested and paid:</p> <ul style="list-style-type: none"> • in last financial year • in the current year • in the next financial year 	<table> <tr> <th>Year</th><th>Requested</th><th>Paid</th></tr> <tr> <td>2022</td><td>£73,326</td><td>£73,326</td></tr> <tr> <td>2023</td><td>£80,308</td><td>£55,000</td></tr> <tr> <td>2024</td><td>£81,311</td><td>£81,311</td></tr> <tr> <td>2025</td><td>£85,747</td><td>N/A</td></tr> </table>	Year	Requested	Paid	2022	£73,326	£73,326	2023	£80,308	£55,000	2024	£81,311	£81,311	2025	£85,747	N/A
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2024	£81,311	£81,311															
2025	£85,747	N/A															
	<p><i>Please provide explanation for any discrepancy between requested and actual payments</i></p>	<p>The amount of share paid in 2023 fell short of the requested share due to a decision by the PCC to protect some of our investment funds. A fundraising campaign in 2024 allowed us to pay our 2024 share in full.</p>															
	<p>Do you anticipate meeting this year's requested payment in full? (Y/N) <i>If N provide explanation</i></p>	<p>The PCC have agreed an intention to pay as much of our requested parish share for 2025 as possible, dependent on progress against budget.</p> <p>Although the bottom line of our 2023 balance sheet looks very healthy at £779k, £366k is the value of the Callister Hall (and therefore not available to spend), and £263k is the endowment that is untouchable (the interest is available to spend on East Keswick churchyard maintenance only). There are restrictions on some of the other funds but that allow the monies to be used in accordance with certain criteria.</p>															
vi	<p>Are there any ongoing capital projects? (Y/N) <i>If Y please give brief details of estimated costs and how these will be met</i></p>	<p>Yes</p> <p>Repairs to a wall in the churchyard at All Hallows' (£3480 in the 2025 budget), and roof works at the Callister Hall (£10,000 in the 2025 budget).</p>															
vii	<p>Please append a copy of the last PCC accounts.</p>	<p>Accounts for the 2023 financial year are appended. The 2024 accounts are currently with our independent examiner and will be forwarded once complete.</p>															
viii	<p>Please provide details of the any overseas work supported by the Church including the value of any annual donations</p>	<p>None</p>															

ix	<p>Please provide details of the any mission agencies and charities supported by the Church including the value of any annual donations</p>	<p>Monthly donation of £25 made to WaterAid.</p> <p>Donations from church lunches and the Callister Café are used to purchase food which is donated to St Aidan's food bank, Harehills.</p> <p>The annual Christingle services raise money for the Children's Society and many members of the community have a collection box.</p> <p>A member of the congregation has given some funds to the parish over the last two years earmarked for charitable giving in the local community, and as a result we have been able to support the work of St George's Crypt, Ataxia UK, Leeds Disabled Riding Association, Martin House Hospice, St Aidan's Food Bank, St Gemma's Hospice, Zarach, Baby Basics and local families in need.</p>
C. Buildings		
i	<p>Please provide a general overview of the general state of repair of the church building and environs</p> <p><i>This can usually be found in the 'Executive Summary' of the most recent Quinquennial Inspection report</i></p>	<p>All Hallows':</p> <p>The church is grade 1 listed, with the core of the church built around 850-900 AD. The Church is in sound condition and commendable efforts are made to maintain a good standard of upkeep and those church members responsible should be commended for their dedication, energy and care which is so often unseen by others and goes unrecognised. There does not appear to have been any recent significant uneven subsidence or deterioration of the fabric. The structure and fabric have been affected by historic differential settlement causing some cracking where the east and west end walls meet the north and south walls but this does not appear to have changed since the previous inspection.</p> <p>There is ongoing work in the churchyard including the reparation of walls and tree maintenance.</p> <p>St Mary Magdalene:</p> <p>The church opened for worship in 1857 and became part of the Parish of Bardsey in 1978. Overall the Church is in sound condition and commendable efforts are made to maintain a good standard of upkeep and those church</p>

		<p>members responsible should be commended for their dedication, energy and care which is so often unseen by others and goes unrecognised. The structure and fabric have been affected by differential settlement between the original structure and the later vestry extension. The settlement cracking and open joints in the masonry may be responsible for some of the dampness in the walls which is manifesting itself by damaging the interior finishes.</p> <p>Callister Hall: Our church hall was built in 1726 and was originally the village school. A redevelopment, undertaken in 2008, provided an improved kitchen, disabled toilet facilities and a new extension which became the community room and parish office. We have budgeted to undertake necessary roofing works in 2025.</p>
ii	Please highlight any major maintenance requirements identified during the most recent Quinquennial Inspection	<p>Urgent and essential works identified were all completed following the Quinquennial inspection at both churches.</p>

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 on a separate sheet if necessary.

1.a	Please provide details of any regular mission and outreach activities	<p>The Callister Café serves a monthly soup and pudding lunch to elderly members of the parish.</p> <p>We have monthly baptism services and a baptism coordinator. We keep in touch with baptism families and invite them to our family services and special events. We send cards to families on the anniversary of a baptism and all children baptised in church are given a knitted teddy bear made by parishioners.</p> <p>We also keep in touch with bereaved families and invite them to our annual memorial services.</p> <p>Our annual Christingle and crib services attract large congregations from the wider community who may not usually attend church.</p> <p>We are members of Inclusive church and the Small Pilgrim Places Network.</p>
1.b	How are you helping people find out about Jesus?	<p>Our mission statement is: 'Caring churches where all are welcome to know the peace and love of God'.</p> <p>We are committed to a full connection and involvement in all aspects of village life and to taking the Christian message into the wider community. This is done in several ways:</p> <p>Weddings, baptisms and funerals</p> <p>Occasional offices are a very important part of our parish life, as we minister to those in our community, and sometimes from further afield, many of whom are not regular 'church goers'.</p> <p>We see our care and support during the</p>

		<p>preparation for these events and afterwards as a valuable opportunity to share God's love.</p> <p>Community events</p> <p>We open our churches and churchyards for many community events such as eco fairs, barbecues, concerts and parish meals. These are an important aspect of our community engagement and outreach, making new contacts and new friends.</p> <p>Our newsletter</p> <p>The 'Village News' is a bi-monthly magazine published by the parish. A free copy is distributed by church members and village helpers to every home in the parish. There is a balance of church news and input from local advertisers, social and council news, and articles from our parishioners. It is a vital communication aid linking our communities.</p> <p>Our website</p> <p>Our recently reworked website has a fresh, inviting feel. We are frequently complemented on how good it looks! It gives information about both churches, services and events – our 'hits' numbers show it to be a regularly accessed resource. Intercessions, and sermons are included on it so those who are unable to attend can be part of our worship.</p> <p>Churches together</p> <p>We are committed partners in 'Churches Together' with local Methodists. The CT group have made a real impact on the community over the past few years, organising charity quizzes, Christmas interactive plays and Lent/Advent studies.</p>
1.c	How are you helping people to grow in discipleship?	<p>In addition to our regular worship we have a number of lay led church groups including a monthly bible study group and a Christian Art group which meets via Zoom. In recent years we have also run Lent and Advent study groups, quiet days and away days. Both churches have a small library of Christian texts available for anyone in the parish to borrow.</p>
1.d	How are you helping people to grow in leadership?	<p>We have developed lay leadership in the parish as part of our most recent five year development plan, encouraging a greater number of members of the congregation to become involved with all aspects of services.</p>

2.a	Are there any overseas link(s) with the parish(es)? (Y/N)	N
2.b	If Y, please give details:	N/A
3.a	Do you have an organised system to provide outreach and welcome to new members of the community? (Y/N)	Y
3.b	If Y, please give details:	A welcome pack is delivered to new residents in the parish containing information about local amenities and events and the most recent copy of the parish newsletter which includes details of church services.
4.	What role do you play in meeting the needs of the local community?	<p>Although our congregation is a relatively small proportion of the population of the parish, the churches are central to many aspects of village life.</p> <p>Both churches are open daily for visitors including walkers and children, with refreshments available during the summer months. The children's craft area is well visited by local families.</p> <p>Several village organisations visit the church. For example, the pre-school hosts its annual nativity play in the church, our village school, Bardsey Primary Academy has visited the church for Christmas services and at other times of the year, and the Beavers, Cubs, Scouts and Brownies occasionally use the churches and churchyards for their meetings. The wider WI Golden Plover group often hold their Christmas Carol service at All Hallows'.</p> <p>Our annual remembrance services in November are well attended by the wider community, including uniformed organisations.</p> <p>Recycling hubs are provided in both churches for the benefit of the whole community. Both churches hold silver A Rocha awards, and our eco work further encourages the local community to consider their impact on the local environment.</p> <p>The Callister Hall is offered as a neighbourhood resource, managed by the Parish Administrator. The Hall is also regularly used by the playgroup and bridge group and is rented out for social events.</p>

5.	How do you engage with young people outside of church-based organisations? <i>eg open youth work</i>	We had an extensive outreach programme pre-Covid and hope our new incumbent will support future efforts to further develop our engagement with young people in the parish.
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6. Lay Discipleship and Participation

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

1.	What are your education and training provisions for: <ul style="list-style-type: none"> • Children (<i>eg Sunday School</i>) • Young People (<i>eg Youth Projects</i>) • Adults (<i>eg Alpha</i>) 	<p>Details</p> <p>Children's areas are available at the back of each church with colouring and craft activities suited to the church season.</p> <p>We hold family services on the 2nd Sunday of each month, often including a baptism, with hymns, liturgy and talks selected to be accessible to all.</p> <p>We support young people completing their Duke of Edinburgh's award by providing opportunities for them to volunteer in the church.</p>	Approximate numbers
		3 to 8, higher for baptism services	Other children visit the areas outside of services.
2.a	Please give details of any house/prayer groups	Dependent on the season – groups are sometimes established to study specific texts	
2.b	Are these groups led by lay or clergy?	Lay led	
3.a	How would you rate the strength of lay leadership?	While we have no qualified lay ministers, members of the congregation make significant contributions to the running of the church and various aspects of services including the choir, playing the organ and keyboard, intercessions, readings, administering the chalice and many more practical tasks.	
3.b	What is the source of lay leadership strength or weakness?	We are grateful for the willingness of our congregation to volunteer their time and expertise. We are constrained by the time which volunteers have available.	

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?	<p>Development of lay leadership.</p> <p>Development of our work with young children and their parents and extension of this work to older children and teenagers.</p> <p>Our current service structure of three Sunday services may need further adjustment, and we have already started to hold more joint services, particularly in the winter months.</p> <p>Development of alternative forms of worship.</p>
2.	What are the main areas of mission that you would like your new priest to prioritise?	<p>Look to provide support for adult enquirers and develop appropriate courses to grow in discipleship.</p> <p>Build on the community mission we have established in the past few years, so that our churches can remain at the heart of the community.</p> <p>Continue to see the churches not just as a building for the few but as a resource for the whole community – to encourage through our doors those who do not 'come to church'.</p>
3.	What are the biggest potential challenges which you and the new priest will need to address? Name and elaborate on no more than three	<p>The financial investments of our churches have been drawn upon in recent years to enable us to pay our parish share. These funds are now approaching a critical level. It will be vital for us to develop additional streams of income through our skills of fund raising, stewardship and project leadership to enable us to continue paying Parish share, meet our everyday costs and maintain the fabric of our buildings.</p> <p>While we are a small parish, there is lots going on. Most members of our</p>

		<p>congregation are retired, and as they continue to age our pool of volunteers able and willing to give their time to support our churches and their mission is reducing. We need to find new ways of working sustainably and developing lay leadership to ensure that we can continue to grow and look outwardly. We therefore need a vicar who is able to help us to think about how we can do things differently.</p> <p>Continue to maintain our buildings as safe and secure places for future generations. The Callister Hall, containing our Parish office and used by several local groups including a playgroup, is an old building with associated financial challenges and is not currently breaking even.</p>
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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.

Nothing to add to the information recorded elsewhere in this document.

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.

In recent years, our parish has seen an increase in mission to families and the community, more lay participation in worship, a continuation of excellent management and maintenance by dedicated volunteers and an increased openness to change. We have also become more outward looking, through our eco work, our social justice and our community mission. We believe this is an important time of change for us, as we develop our outreach and explore different ways of reaching out to our community. We would love to welcome a priest who is prepared to work with our existing team to support us in these aims.

Some of the qualities and skills we would like to see in our new incumbent are as follows:

- A vicar who is able to inspire our congregation, help us grow in faith, and encourage new people into our Church life, encouraging young families whilst still having regard for the older members of our congregation.
- A vicar who is approachable and a strong communicator, with good people and pastoral skills, who will be happy to work well with all aspects of our village communities.
- A vicar who is respectful of our traditions and adaptable to the needs of this Church community, while also open to exploring new ideas.
- A vicar willing to encourage and enable laity in the planning and leading of worship.
- A vicar who is willing to work with us to build on and develop our mission to the local community, including our work with children and families and eco church, as we embrace change and explore new ideas and forms of worship.
- A vicar who is not afraid to address and manage difficult situations that may arise, with a supportive attitude and a sense of humour.

Agreed by the PCC of BARDSEY.

On the (date) 18TH (month) MARCH (year) 20 25.

Signed: [Signature] - [Signature]
MRS JACQUELINE FIONA SIEKIERKOWSKI
Print Name: CARNISHAW.

Office Held: Churchwardens
ALL HALLOWS' ST MARY MAGDALENE
BARDSEY EAST KESWICK.

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 copies all PCC members retain a signed copy of this form for their records.