

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. Additional information may be given by way of printed documents or written submissions.

I. Parish Information

1(a)	Name of parish(es) to which this information relates:	The Ecclesiastical Parish of Ripon
(b)	Name(s) of parish church(es):	Holy Trinity
2.	Name(s) of other C of E church(es)/centres for public worship in the parish:	
3.	Cluster or group of parishes within which you work (formally or) informally:	
4.	Deanery:	Ripon
5.	Population: <i>The 2021 census information gives the following figures. Please indicate how this might have changed since then.</i>	6477 in a city of 16,500 from the 2021 census

6(a)	Number on Electoral Roll:	178
(b)	Date of APCM when this number was declared:	14 th April 2024

7. Attendance at worship in each church

Please provide details of average attendance at Sunday and weekday services

Church/Service	Time	No. of communicants	Adult attendance	Under 16
Holy Communion	9am	20	21	
Morning Worship/Holy Communion	10.30 am	73	70	1
Family Church (Fresh Expression)	10.30 am		43	24
All Together (monthly)	10.30 am		102	15
Being Restored (Fresh Expression)	6.30 pm	20-35	20-35	
Thursday Communion	11.30am	9	9	

8. Occasional offices

Number for last 12 months in each church

Church	Baptisms	Confirmees	Weddings	Funerals in church	Funerals taken by clergy not in church
Holy Trinity	4			9	1

9. Communications

Please give names and contact details BUT only include details that can be shared when this document is made public

Church	Clergy	Readers	Lay staff eg Youth worker, Administrator	Churchwardens
Holy Trinity	Retired clergy with PTO: Ven David Bailey Ven David Butterfield Canon Alison Montgomery Rev Caroline Falkingham Rev John Rutter Rev Adele Martin	Mrs Jane Foster Also, Mr Jonathan Nicholas – Authorised Occasional Preacher	Mr Matt Davies – Youth and Children's worker F/t Mrs Alison Ratcliffe- Mission Enabler P/t Mr John Housley- Admin P/t Mrs Alison Bradley – Admin P/t Ms Sam Purvis – Cleaner P/t Ms Lilly Ward – Cleaner P/t	Mrs Kathryn Bailey Mr Dan Metcalfe Churchwarden@holytrinityripon.org.uk All personnel can be contacted via the Parish office 9-12.30pm Tel: 01765690930 Or Office@holytrinityripon.org.uk .

II. Parish/Community Information

1(a)	Briefly describe the population mix of the parish in terms of its employment, cultural, ethnic, age and housing mix.	Holy Trinity Parish is a place with low social deprivation. The deprivation rank is 11.218 where 12.178 being least deprived. The parish has low unemployment, with the majority of those unemployed being retired. 94% are white and 56% identify as Christian, with 35% stating no religion. There is a variety of housing in the Parish with mostly owner occupied but some estates with social housing and military accommodation at the army camp. There have been some new housing developments, and the increased numbers are mitigated by the reduced military personnel in Ripon.
(b)	Are there any special social problems (eg high unemployment)?	Across the city there are issues with food poverty and use is made of foodbanks and community initiatives. Behaviour from groups of young teenagers causes issues occasionally with drink and drugs often being the cause.
2.	Please list for each	We have 3 primary schools within the Parish: <ul style="list-style-type: none"> Holy Trinity Church of England Infant

III. Church Information

Please give details for each church

1(a)	What percentage of the congregation lives outside the parish?	59%. Ripon is a very small city and our parish boundaries cover quite a large part of it. Few of the congregation live in the rural villages. It's a good sign that people are willing to travel to a church they wish to attend!
(b)	Describe the mix of the congregation in terms of age, employment, cultural, ethnicity, age and gender.	We have mostly white British congregations, middle class and professional. There is a significant proportion of over 50s and many retirees. We have fewer committed young families but there have been new families joining through Messy Church and Family Church recently. The 18 – 30 age range is under-represented.
2(a)	How would you describe the churchmanship tradition of each church and give details of robes and vestments worn by officiants?	Broad evangelical with a gentle charismatic approach. Robes worn at 9am Sunday service and sometimes at Thursday communion.
(b)	What is the regular average weekly giving of those 16 years & over and what proportion of the giving is gift aided?	77% of planned giving is gift aided. Average weekly giving via regular bank payments is £3,690 per week. There are a very small number of donations via the plate and card machine.
(c)	When did you last have a stewardship campaign?	February / March 2023 Sermon series on stewardship 2024
3.	How does each Church supplement its direct giving in order to meet its financial needs?	Regular grants are sought from local charities, particularly to aid youth and children's work. We also can bid for funding from the Holy Trinity Property Trust.
4(a)	What amount of working expenses were paid to the clergy in the last financial year?	£3297.02
(b)	Were these met in full?	Yes
(c)	Is there an annual discussion with the clergy about their level of expenses as part of the PCC's budgeting process?	No

5(a)	What amount of Share has (a) been requested; and (b) been paid from the parish in: <ul style="list-style-type: none"> • last year? • current year? • next year ? 	<u>Share requested</u> 2023 £178,839 2024 £176,068 2025 £150,865	<u>Share Paid</u> £91,000 £90,000
(b)	Will this year's be met?	No. We recognise the discrepancy, and we aim to pay as much as we can without putting ourselves into debt.	
6(a)	Is there any capital project in hand at the moment?	No but several significant projects are being considered including the re-leading of the East window and the insulation of the building	
(b)	Please give brief details with costs and state how they are to be met.	Costings are at an early budget stage	
7.	Please attach a copy of the last PCC accounts.	2023 (as not had APCM to sign off 2024)	
8(a)	What is the general state of repair of: the Church(es) -	Q.1 2.1 The Church building 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.	
(b)	Please give details of major maintenance needed following the last quinquennial.	Category A Urgent – None Category B Essential – Minor Roof - repairs completed, Overhauling gutters and downpipes - gutters cleaned, a phased programme of downpipe overhaul is in the process of being instigated. Category C 12-24 month – High level masonry repairs – worst affected areas have been repaired but more repairs required when access allows. Internal refurb and repairs – completed as required. Category D within 5 yr – Roof ridge repairs to be incorporated into this summer's gutter cleaning. Crypt light wells – repairs on-going. Category E desirable no timescale – East window refurbishment. Boundary wall and railing restoration.	

IV. Outreach and Mission

1(a)	What are the regular mission and outreach activities of the parish?	<p>The Outreach Committee meets regularly to offer strategic advice to the PCC about evangelism and to recommend various activities. The main thrust of outreach and mission is the hosting of various evangelistic courses, throughout the year. There is an active bi-monthly Men's Breakfast (usually with a speaker) and an informal monthly Men's Breakfast, a regular Men of the Dales weekend and a women's breakfast (Oasis) every few months.</p> <p>Breakfast Club runs 3 mornings a week before school during term times. RenewRipon meets twice weekly, Messy Church is monthly on Saturday afternoons, Boost All Stars is every Wednesday after school during term time and Boost is a 4-day holiday club at the end of the summer holiday.</p> <p>There is also a Thursday lunch club opened to everyone in the community.</p>
(b)	What are you doing to help people find out about Jesus?	<p>Holy Trinity runs several well-known evangelistic courses, such as Alpha, Hope Explored and Christianity Explored. These courses give "enquirers" the opportunity to ask questions about life and faith whilst learning about the person and ministry of Jesus from one of the gospels.</p> <p>The RenewRipon initiative concludes each meeting with an opportunity for reflection and prayer; a few people who attend have been encouraged to join one of these courses and return to church.</p> <p>The various church services are obvious opportunities for people to find out more about Jesus. In particular, the Family Service is designed for "enquirers" and early-stage Christians and often encourages people into the courses.</p>

(c)	What are you doing to help grow people in discipleship?	<p>Following the completion of these courses, new Christians have been encouraged to “explore more” and to put down roots in the basics of reading the Bible, prayer and growing in Christian fellowship.</p> <p>Having done Hope and Christianity Explored, one group meets to study John’s Gospel, using the Word 1-2-1 series, which has proved very helpful to new Christians.</p> <p>In the recent past, house groups were encouraged to use the Discipleship Explored course materials, working through the Letter to the Philippians. This was generally well-received by groups, and members were encouraged to pursue the challenge of discipleship with renewed energy.</p>
(d)	What are you doing to grow people in leadership?	<p>There is no discernible process to identify, train and appoint leaders. We need more members to learn how to introduce Jesus to others and to mentor and walk alongside new Christians who have come to faith.</p>
2(a)	Please give details of the support of the Church (not individual members) for work overseas:	<p>Holy Trinity provides financial and prayer support to 5 overseas organisations for 2025/27:</p> <p>Lake Rukwa Diocese (Tanzania); Artizan; (Peru, Ecuador and Harrogate) Kaju Keji Christian College (South Sudan); CMS (Brazil) and Aliança Ooptittikuxa.</p> <p>Triennially the Mission Planning Group decide on which organisations will be supported for the next three years, after consultation with the congregation. The five major organisations (highlighted in bold) receive £2500 per annum for three years, and 10 minor organisations receive £500 per annum for three years.</p> <p>In addition, 50% of giving made in church at Christmas services is donated to an overseas organisation; in 2024 this was the DEC Gaza Appeal via Christian Aid.</p>
(b)	How much is given annually?	£10,500

3(a)	Give details of the support for home missions and charities:	<p>Holy Trinity provides financial and prayer support to 10 organisations in the UK for 2025/27: They receive £500 per annum for three years.</p> <p>In2Out (Wetherby); Jenny Ruth Workshop (Ripon); Christians Against Poverty (UK); Wellspring (Harrogate); CPAS (UK); Scripture Union (UK); Ripon & Rural Driving Service (Ripon); New Beginnings (Harrogate); Tearfund (UK) and Ripon Walled Garden (Ripon).</p> <p>Triennially the Mission Planning Group decide on which organisations will be supported for the next three years, after consultation with the congregation.</p> <p>In addition, 50% of giving made in church at Christmas services is donated to an UK organisation; in 2024 this was Renew Wellbeing, the support organisation for Renew Ripon.</p> <p>Holy Trinity also supports Christian Aid via the annual Christian Aid Giving Week, organising a fundraising breakfast and quiz and hosting several concerts a year.</p>
(b)	How much is given annually?	£7000
4(a)	Does the parish have an overseas link?	Yes
(b)	If so, please state where/who?	<p>One of our retired clergy conducts teaching sessions (both by zoom and face-to-face when he is in country) with Kajo-Keji Christian College, South Sudan.</p> <p>A member of our congregation is visiting the Diocese of Lake Rukwa in August this year.</p>
5(a)	Is there an organised system of outreach and welcome to new families?	Term time only, on a weekly basis we hold our Boost All Stars after school group for primary aged children. There are 55 children registered. Children have a snack, take part in activities in the quiet room or the games room, then sing a Worship song, listen to a Bible story, and we end in prayer. We have young leaders from the local Grammar School volunteering here.

Our final Boost All Stars event in July 2024 was BOOSTfest, where many of our young leaders, together with those from the Grammar School volunteered. BOOSTfest hosted 141 primary aged children on the school playing field for games, crafts, face painting, BBQ type food, a live performance from Open the Book, live music from our Worship group and prayer.

Annually we have a holiday club for 4 mornings in August for primary aged children based on a theme, eg Joseph, Daniel. On average we have between 55 – 65 children with our own young people from school years 9+ volunteering as young leaders.

Messy Church is held every second Saturday of the month, welcoming all families for crafts, games, a Bible message, Worship and prayer, ending with an altogether meal. Average numbers are between 45 – 65.

Breakfast Club 3 times per week, term time only, children and their parent/carers are welcomed into Church before the start of their school day for breakfast. Numbers can range between 40 – 80 on a daily basis. They take part in prayer before they depart for school.

Family Church is openly discussed and encouraged at these events.

Holy Trinity has organised a Light Party as an alternative to Halloween. All families were welcome to take part in games, crafts, Worship and prayer, followed by an altogether hot meal. In 2023 we hosted 94 people and last year we hosted 85 people.

Sunday Night Youth – school years 7 and above with 15-20 young people attending per week.

Urban Saints meets weekly at Ripon Grammar School in the lunch hour and is well attended and appreciated by the school.

At the end of last year our Curate led 2

		<p>Saturday afternoon workshops for our young people school years 6 – 9 and years 10 – 12 called Empowered, which was to provide a safe space to discuss the issues and concerns of our young people, explore what the Bible says about mental health and anxiety and offer ideas and strategies for coping and growing in confidence. We had 11 young people attend these workshops.</p>
(b)	If so, please describe:	<p>At the church door, The Host Team meets and greets people attending services and are encouraged to draw visitors into fellowship after the services. But thereafter it falls mainly to individual members to welcome and engage with new families and early-stage Christians, particularly those whom they have helped at one of the courses.</p> <p>The Family Church group actively befriends newcomers, particularly those with no church or faith background.</p> <p>We have recently re-designed our Welcome Pack, and these are widely available in church to be handed out to newcomers.</p>
6.	What part does the church play in community care?	<p>Clergy and lay people are involved in taking services at the care homes in the parish See Section 2:2 for community involvement.</p>

7(a)	Are there any Lay Eucharistic Assistants who take communion to the sick?	No
(b)	If so, who are they?	
8.	What work does the church undertake with young people, other than in church-based organisations (eg open youth work)?	<p>Our weekly Sunday evening youth group have formed a relationship with one of the Mission Partners, The Ripon Walled Garden. Recently, 14 of our young people spent a Saturday at The Ripon Walled Garden and worked alongside their members to help maintain and improve the outside area.</p> <p>Open the Book, a city -wide initiative, is led by</p>

		Holy Trinity members and funds are held in our bank account.
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V. Ecumenical Relations

1(a)	State involvement in local Council of Churches:	A member of Ripon Churches Working Together.
(b)	Is there a formal covenant with any other denomination?	No
2.	What informal ecumenical contacts are there?	<p>There is a growing cooperation and desire to work together arising from the Churches Working Together meetings.</p> <p>There is a Walk of Witness and outdoor Market Place Service at Easter; (Palm Sunday giving out palm crosses), Good Friday and Easter Sunday (hot cross buns) and Carols in the Market Place in December.</p> <p>Taizé Services are held in alternate months varying the venue in churches around the city.</p> <p>Week of Prayer for Christian Unity.</p> <p>A Lydia Fellowship International prayer group meets in our building.</p>

VI. Church Education and Social Provision

1(a)	Name of Church School(s) if applicable:	<p>Holy Trinity Church of England Infant and Nursery school</p> <p>Holy Trinity Church of England Junior school</p> <p>Currently operating as The Federation of Holy Trinity Church of England Schools</p>
(b)	<ul style="list-style-type: none"> Aided? Controlled? Foundation? 	Controlled
(c)	Number of pupils on roll (approx)?	Infants - 163 Juniors -122
(d)	If aided, does the PCC support the school?	

VII. Lay Education and Participation

<p>1.</p>	<p>What education and training work takes place in the Church for the following (give approx. numbers):</p> <ul style="list-style-type: none"> • Children • Young People • Adults 	<p>Boost All Stars – afterschool club for primary school aged children – on average 52 per week (55 on the register).</p> <p>End of year BOOSTfest 141 children, plus between 1 – 6 young people as Young Leaders depending on the event.</p> <p>Weekly Family Church – all ages of children – an average of 25 – 30 children and young people.</p> <p>Messy Church – second Saturday every month – between 15 – 35 mainly primary aged children.</p> <p>Once per term, both sites of Holy Trinity Infant and Junior Schools come for Collective Worship – 350 children. (HT Youth Pastor is on a rota with other Ripon Church Leaders to deliver Collective Worship at both Schools on a weekly basis).</p> <p>Empowered – 11 young people.</p> <p>Annual Summer Boost – average of 55 – 65 primary aged children, plus 4 – 6 young people as Young Leaders.</p> <p>For adults, there are sermon series undertaken throughout the year in the morning and evening services, and through the house groups. Numbers average around 100.</p> <p>The Alpha, Hope Explored, Christianity Explored and Discipleship courses since 2023 have had around 160+ Adults participate.</p>
<p>2(a)</p>	<p>Give details of house/prayer groups:</p>	<p>We have 10 established House groups with a new one just starting. Most meet weekly and on different days of the week. There are some daytime groups. We have recently appointed a Coordinator for House groups.</p> <p>Morning Prayer is by zoom each weekday. Tuesday morning Prayer group.</p>

		<p>Worship and Prayer – first Tuesday evening of the month.</p> <p>Harvest and Advent adventure.</p> <p>Prayer chain – used to pass on requests for prayer for healing and pastoral concerns.</p> <p>Inner Healing Prayer Ministry</p> <p>Sozo prayer - a small team at HT who offer prayer to an individual requesting it.</p> <p>Spiritual mentoring.</p> <p>There is always a prayer team at the morning and evening services.</p>
(b)	Are the leaders clergy or lay?	Lay
3(a)	How do you rate the strength of lay leadership?	We have gifted and capable people leading home groups but who are also involved in other areas of church life. We recognise that we need to be continually discerning gifts of leadership in the congregation.
(b)	To what do you credit this strength, or lack of it?	We have a large group of willing and enthusiastic volunteers, but discerning leadership roles and training has not been a priority. We would look for guidance in this area in the future.

VIII. Mission

1.	List areas of Church life which you consider in need of development.	<p>Due to the growth of our family church (held downstairs) and the consistent numbers at the upstairs services there is a need to find creative ways to maintain cohesion and unity through developing a sense of a single congregation.</p> <p>As there are many activities and roles available within the church, there is a need for identifying, mentoring and discipling peoples' skills and talents to develop leaders who are spirit filled and fervent followers of Jesus.</p> <p>We need to find ways to nurture the relationship between the church and the current network of homegroups to connect</p>
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		and enrich church life.
2.	What are the main areas of mission that you think the new priest should prioritise in their ministry?	<p>Releasing, empowering and supporting the church congregation to be evangelists in the every day.</p> <p>Grasping the opportunities provided by the schools in our parish to develop links with them and their families. And to see that deepen and grow in all the activities provided.</p> <p>To help the church connect collaboratively and fruitfully with other churches, the local community and all who use the church building, to share Jesus and to be a blessing to the city.</p>
3.	In summary, what are the top three challenges with which you and the new priest need to engage?	<p>How do we work together to flesh out and refine our vision (including our Mission Action Plan) strengthen our congregation and provide a clear sense of priorities and head in a united direction?</p> <p>How do we maintain a sense of congregational unity and belonging to the church family whilst encouraging fresh expression and variety of worship?</p> <p>How do we connect and outreach to the wider community to grow a multi-generational church for the future?</p>

IX. Additional Information

Please add here, or on another sheet, anything else which you would like the Patron and the Bishop to know about the conditions, needs and traditions of the parish.

Until the end of last year, we had the additional resource of a curate. She has since moved to be Vicar at a church in Leeds.

The church building is used extensively – not just the groups already listed – but also by the community such as musical concerts, shows during the Ripon International Festival, talks by the National Trust, youth musicians' rehearsals, St John's Ambulance etc. There is also a growing private hire of our facilities.

There is a strong and developing safeguarding culture in place to educate the church, the users and the

processes for reporting safeguarding issues.

Over the years we have been able to celebrate holding together a broad spread of views within the body. Given this we have not had the opportunity to discuss and consider the LLF materials which have come out of Synod. This is an area in which we would value wise and considered teaching in the coming years.

There's more work to be done on the website and social media. The ChurchSuite tools, if used properly, can activate posts and update the website, but we need some help in maintaining it.

There is an excellent and efficient back office and administration support team.

We have a good number of talented and committed musicians and singers involved in the various services who would benefit from further training and team building.

Holy Trinity has been awarded an Eco church Bronze in 2024 and is now working towards silver accreditation.

We have been recognised as a Singles Friendly Church.

2027 is Holy Trinity's 200th anniversary and a milestone that should be celebrated.

Although Ripon has two Anglican parishes it is common practice for people who wish to worship in an Anglican church to go to whichever of the two congregations fits more with their worship style.

X. The New Priest

List the qualities and skills you would like to see in the new priest.

Faith:

A mature believer who is confident, prayerful, joyful, enthusiastic, spirit-led and inspirational and also grounded in the reality of living out their faith in ever changing circumstances.
Demonstrates their calling to serve in Ripon.

Ministry Skills:

Able to empower, inspire and develop others.
Has experience of mixed congregations.
Capable preaching skills and teaching of all ages that is Bible-based and Spirit led.
Able to discern gifting and empower others to maturity.
Has a heart for evangelism and a passion for bringing everyone into the Kingdom.
Leads and develops a prophetic, deep and fervent prayer culture.

Leadership Skills:

Visionary, strategic thinking and able to develop priorities.
Able to manage conflict and difficulties calmly and effectively and foster reconciliation.
Sensitive management of change.
Able to encourage the development of a shared culture.

People Skills:

A pastoral heart, with good listening skills.
Ability to skilfully chair meetings such as the PCC.
Excellent line management skills for staff and volunteers.
Able to build a rapport and establish relationships with all ages, especially school children and young families
A collaborative style that encourages, empowers and open to challenge.

Stewardship Skills:

Ability to manage resources – people, buildings, finances and themselves.

**Agreed by the PCC of
.....HOLY TRINITY RIPON.....
on10 March..... 2025.**

Signed:*Nancy Benham*.....

Print Name:NANCY BENHAM.....

Office Held:PCC Secretary.....

This form, duly completed, should be sent to:

***The Mission and Pastoral Secretary
Deborah Thorley
Diocese of Leeds, Church House
17-19 York Place, Leeds, LS1 2EX
deborah.thorley@leeds.anglican.org***

She will circulate copies to the Patron and Bishop

Please also send a copy directly to the Archdeacon's office

***Please keep copies of this form
and ensure that all PCC members have a signed copy.***