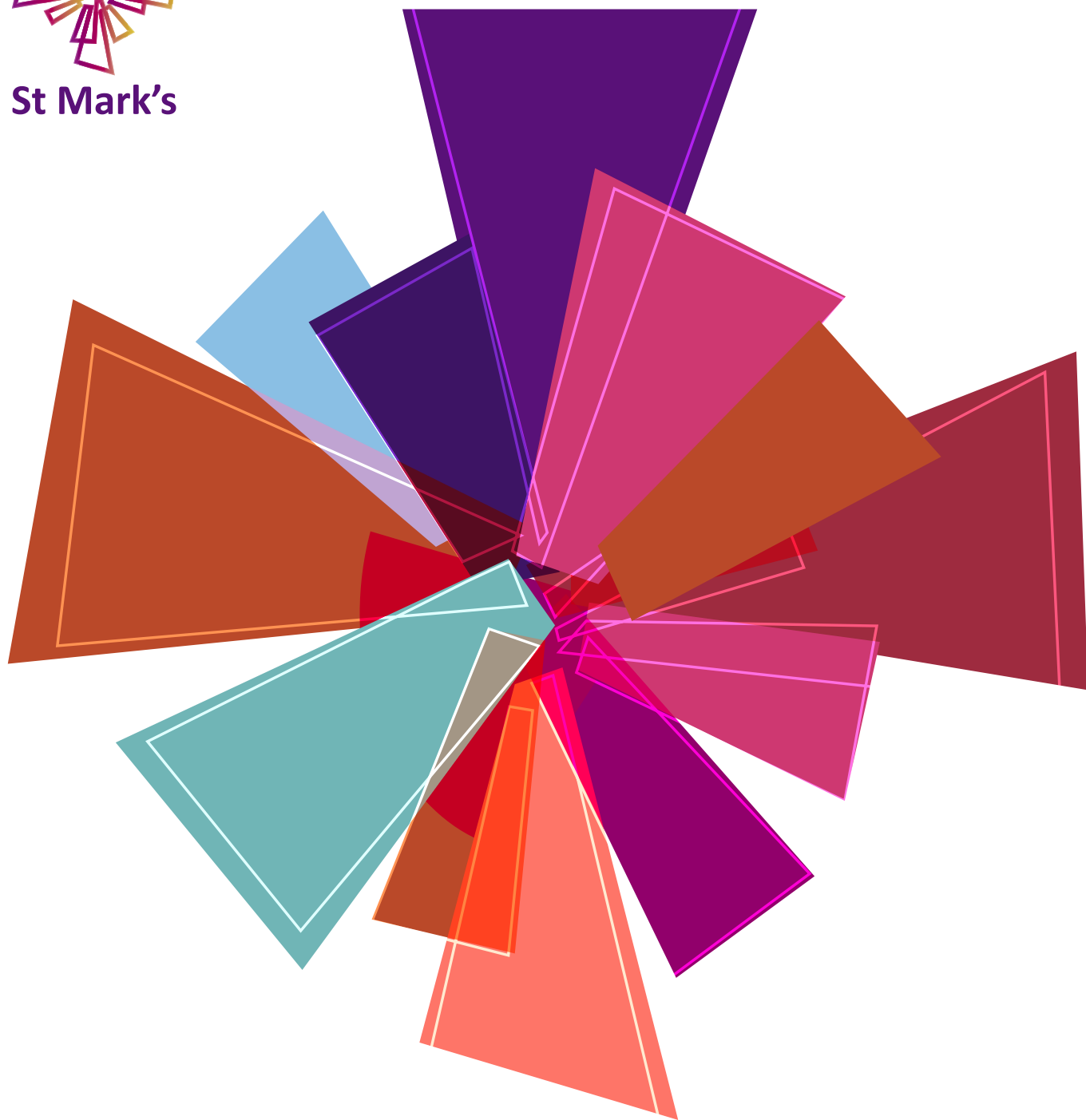


St Mark's



St Mark's

HARROGATE

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PARISH BROCHURE

# Welcome

We would like to thank you for showing an interest in St Mark's Harrogate. We hope that our Parish Brochure is a good reflection of what goes on in our parish and that you will be encouraged by what God is doing here. As a parish we have and continue to pray that the right person will be led to us as they read this brochure, please think and pray about whether that right person might be you.

St Mark's is a busy and lively church and this brochure can only give a flavour of who we are, not a comprehensive picture. Still, we hope we come across as warm and welcoming and, most importantly, wanting to move forward and grow in our faith, following the prompting of the Holy Spirit.

We hope, too, that it will be clear that our new incumbent will be well supported by our large team of paid and unpaid staff, clergy and readers, and that no one individual will be expected to lead our large and varied congregation by themselves.

We are very much looking forward to meeting our new incumbent and he or she will find themselves very warmly and enthusiastically welcomed. We pray that the Lord will bless you as you consider whether you will be that person.

*Charlotte and Alison*  
Churchwardens



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# Our Diocese

The Diocese of Leeds comprises five Episcopal Areas, each coterminous with an Archdeaconry. This is now one of the largest dioceses in the country and its creation is unprecedented in the history of the Church of England. It covers an area of around 2,425 square miles, and a population of around 2,642,400 people.

The three former dioceses were created in the nineteenth and early twentieth centuries to cater for massive population changes brought about by industrialisation and, later, mass immigration. The diocese comprises major cities (Bradford, Leeds, Wakefield), large industrial and post-industrial towns (Halifax, Huddersfield, Dewsbury), a spa town (Harrogate), market towns (Skipton, Ripon, Richmond and Wetherby), and deeply rural areas (the Dales). The whole of life is here, along with all the richness, diversity and complexities of a changing world.

The Diocesan Bishop (The Rt Rev'd Nick Baines) is assisted by five Area Bishops (Bradford, Huddersfield, Kirkstall, Wakefield and Ripon) and five archdeacons (Bradford, Halifax, Leeds, Pontefract, Richmond & Craven). The Bishop of Ripon is the Rt Rev'd Dr Helen-Ann Hartley.

Our vision as a Diocese is about confident clergy equipping confident Christians to live and tell the good news of Jesus Christ. For all of our appointments we are seeking clergy who have a joyful and confident faith which has inspired a track record of church growth, both numerically and spiritually. The Diocesan Strategy can be found by **clicking here**.



This map is for illustration purposes only. For a detailed and to scale map please **click here** to view our Episcopal Area Map on the Diocese website.



# What is important to us



The Good News is that Jesus is Lord. Jesus is Lord over the past, present and future, and over every area of life and death, forever. A disciple is someone who allows Jesus to be Lord in their life. The best life possible is to be a disciple of Jesus and to become more like him. Our vision is to grow as Jesus' family of servants on mission, this means that our identity as disciples encompasses three elements:

## BEING JESUS' FAMILY

We are all God's children and we cannot grow alone; each of us needs to be part of a Christian community where we have meaningful, supportive relationships.

## BEING SERVANTS

Jesus modelled a life of servanthood which we seek to emulate in all of life, both within and outside of the church.

## BEING ON MISSION

Jesus sends us to make disciples by demonstrating and declaring the Good News.

## How do we live this out at St Mark's?

### Engage with the journey

As disciples we are all on a journey of becoming more like Jesus. Jesus said that those who hear his words and put them into practice are his disciples. As disciples, therefore, we are trying to listen to God to work out what his will is for our daily lives so that we can respond to him with obedience. Two simple questions that help us to do this are: 'What is God saying to me?' and 'What am I going to do about it?'

We get to think of our faith as discipleship: a journey of becoming more like Jesus.

### Join a St Mark's Community

St Mark's Communities are for everyone and are the place where we work out our discipleship.

These seek to be based around a common mission focus where we aim to serve those who live around us and make disciples who demonstrate and declare the Good News; we call this our 'out' relationship. These are where we develop meaningful and supportive relationships, and where we welcome people who don't yet know Jesus to be a part of Jesus' family; we call this our 'in' relationship. They are also where we experience the reality of God's presence, listening to his voice speaking in the Bible and through the Holy Spirit and responding in worship and prayer; we call this our 'up' relationship.

We get to join a St Mark's Community and meet together regularly through the month.

There are six everyday rhythms we can practise together with others, ideally in a St Mark's Community. You can read more about them by [clicking here](#).





# Our welcome for all

To ensure everyone feels welcome at St Mark's we have a Welcome Statement. We want to be sure everyone can access it easily so it is on our website and printed next to our front door.

We are a family who seek to love and follow Jesus. With the same heart as him, the same love and joy as Him, and the same welcome. No exceptions. No one is excluded. No one 'not good enough'. Jesus met everyone as they were. He cut through any religious, social, political, racial or gender barriers. He did not exclude anyone. He invited everyone to follow Him. We want to follow his example. We want to live lives that are like His, finding our identity as God's beloved children. This is a central message of the Bible. If you have felt 'hurt by religion', or damaged by your experience of the church, we want to be part of the healing. So whatever your physical ability, colour, education, gender, sexuality, whether rich or poor, Jesus invites you to belong to His church, and to feel at home in his love and care and delight for each one because:

The church has the widest welcome – because of Jesus.

Only being truly welcomed can change us.

We know we don't always get it right – but we are learning.

Jesus particularly welcomes those who feel most on the outside  
- and we want to as well.

We will do whatever it takes to remove barriers to welcome.

To welcome everyone we don't all need to agree on everything.

Our leaders need to understand this welcome, and take responsibility for it.

St Mark's is evangelical and gently charismatic. For many years groups from St Mark's have attended New Wine, Spring Harvest and Soul Survivor.

St Mark's has a strong tradition of preaching and teaching which is valued by many in the congregation - both long standing members of the church family and newcomers alike. The church currently has strength and depth in preaching and teaching across the clergy team, readers and lay members of our church family. We are seeking a new vicar who would lead and nurture this rich teaching and preaching resource.

St Mark's is blessed with many talented musicians. The robed choir leads sung worship at the 9.15am service. Worship bands lead musical worship at 10.30am and 6pm, with a significant number of young people serving in the worship team. The regular choir is supplemented by other members of the congregation during the year, playing a significant role in services over the Christmas period and performing Handel's Messiah every second Easter Sunday.



# The person we are seeking



## Loves Jesus and declares Him Lord over all of their life

(Philippians 2:9-11)

Your identity is firmly rooted as a child of God.

(Galatians 4: 4-7)

You are Spirit led; prayerful, reflective, listening and responding to God's voice.

(Mark 1:15)



## Is servant-hearted

(John 13:1-17)

You are authentic, humble and prepared to share your vulnerability.

You value everyone as being made in the image of God, and love people in all their diversity.



## Is a leader

(Exodus 18:13-26)

You have had a significant position of leadership in a large and complex organisation, in or outside of the church.

You have experience of change management and of maintaining positive relationships despite challenging circumstances.

You recognise your own need to continually grow and have a regular, prayerful connection with other leaders who provide challenge and accountability.

You have developed leaders, whether lay or clergy.



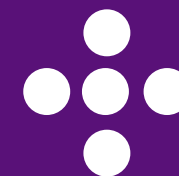
## Leads within the 5-fold ministry

(Ephesians 4:11-13)

You are aware of your own relative strengths across the five giftings.

You have strength in a least one of the following: Apostolic, Prophetic, Evangelistic.

You understand and embrace the importance of strength across all five giftings in building and leading teams.



## Is a disciple-maker

(Matthew 28:18-20)

You believe that we are commissioned to make disciples who make disciples.

You have experience of enabling this to happen in smaller communities which are missional.



## Is missionally-minded

(Romans 12:1-8)

You are passionate to work with all Christians across Harrogate to establish missional communities in unreached parts of the town.

You model and lead a culture of sent-ness and of giving yourself away.



# What we want our vicar to do

We fully appreciate that this is a wide-ranging leadership role in a church that is far from perfect. We have many challenges that need to be addressed, we are looking for a leader who will reinvigorate our vision and help us to work out the next steps in our journey.

## Role Purpose

To fulfil St Mark's vision by leading, equipping and releasing the clergy and staff team and other leaders across the church so that the whole church family lives as Jesus' Family of Servants on Mission.

## Specifics

As a large and busy church, we must keep our focus on Jesus and how we can become more like him and, in doing that, lead others to him and his Good News. To do this we need a vicar:

- + To continue to develop our vision for communities to enable every member to find their mission focus and join, or set up, a St Mark's Community.
- + To meet the church where it is now in all its diversity of age and style, valuing what has grown and developed over many years and using this as the starting point for taking forward the vision of St Mark's into this new chapter in its life.
- + To refine, develop and bring our vision to life, helping us to focus on the things which are consistent with the vision, pruning those which are not and helping us make wise decisions about future opportunities.
- + To shape the roles and responsibilities of the staff team to do this.
- + To work with the church to ensure there are the necessary resources, including financial provision, to enable this.



## General

- + To share with the Bishop both in the cure of souls and in responsibility under God, for growing churches, changing communities and for transforming lives.
- + To have regard to the calling and responsibilities of the clergy as described in the Canons, the Ordinal, the Code of Professional Conduct for the Clergy and other relevant legislation.
- + To collaborate within the deanery in mission and ministry and to seek opportunities for sharing resources with other local benefices.
- + To develop the ministry of the laity, through training, delegation, encouragement and support so that they have greater involvement in the mission and ministry of the parish.
- + To ensure that a high standard of worship, preaching and pastoral care is provided so that people are more able to live and grow as disciples of Christ.
- + To seek ecumenical cooperation wherever possible.
- + To gain a good working understanding of the Diocese and the support it provides.
- + To encourage Christian stewardship of people's time, money and abilities so that the ministry of the church is strengthened and enabled.

# What we can offer



## Our clergy team

Our clergy team comprises the vicar, the associate minister, two assistant curates (one full time and one part time), one self-supporting minister and three retired clergy who help with sacramental and pastoral duties.

## Our associate minister

The vicar and associate minister work closely together leading the staff team. The associate minister has been given responsibility for the following areas of ministry: youth and children; St Mark's Communities and small groups; leadership development; and the Step-Up discipleship year.

## Our service leaders and preachers

We have four licensed readers with a range of different ministries and a further dozen people who regularly lead and preach in our services.

## Our PCC

We have an engaged and supportive PCC comprising 26 members. In addition to 17 elected representatives (three of whom are Deanery Synod Representatives), two churchwardens, and one Reader Representative; the treasurer and PCC secretary are co-opted members; and the vicar, associate minister and two curates are members by virtue of their office.

The 2018 Annual Report contains more detailed information about the work of the PCC.

## Our churchwardens

Charlotte Clarke was first elected churchwarden at the APCM in 2014 and has served continuously since then. Charlotte will end her term of office in April 2020. Alison Glover was elected churchwarden at the APCM in 2019.

The churchwardens work with the vicar, the other members of PCC, the Standing Committee, and the Finance and General Purposes Committee, to discharge their responsibilities.

The churchwardens meet regularly with the vicar to provide encouragement and pastoral support. They have continued to provide support during the interregnum by meeting with the associate minister.

## Our staff team

You will be supported by a large staff team - both paid and volunteers. The team currently comprises:

- + Youth Pastor (FT, P)
- + Pastoral Director (PT, P)
- + Operations Manager (PT, P) – supported by:
- + Communications Officer (PT, P)
- + Administrator (PT, P)
- + Safeguarding and GDPR Administrator (PT, P)
- + Caretakers (PT, P)
- + Kingdom Life Director (PT, V)
- + Week Day Ministry Coordinator (PT, V)
- + Prayer Coordinator (PT, V)
- + Prayer Ministry Coordinator (PT, V)

(FT = Full time, PT = Part time, P = Paid, V = Volunteer)

## Our curates

St Mark's has been a curate training parish for many years and has developed a strong relationship with the Diocesan Ordinand and IME teams. We currently have a curate working part-time as a minister in secular employment (in year three of a four to seven year agreement); we also have a stipendiary curate (in year two of a three to four year agreement).



## Our Vision and New Thinking Team

A team established by the PCC to work alongside the vicar, seeking to discern where God might be wanting to take the vision and mission of St Mark's.

## Our pastoral team

We have teams of visitors who support the clergy by undertaking pastoral visits, home communion and baptism family visits.

## Our communications officer

We have a dedicated Communications Officer who produces an engaging and accessible weekly email newsletter and a quarterly magazine, Inform, that keeps everyone up to date with what is going on at St Mark's.

The work of the Communications Officer is vital in effectively communicating the vision and mission of St Mark's both within and outside the church. They prayerfully consider and deliver visual communication through our website, social media, banners, fliers and notices.

## Our financial management team

Our treasurer leads a well developed financial management and budgeting team to support the vicar and the PCC in allocating resources for the ministry of the church. The Finance and General Purposes Committee meets monthly to oversee this area of the life of the church and take front line responsibility for finance and property matters. We are blessed to have an assistant churchwarden with extensive experience of church property matters who sits on the Finance and General Purposes Committee.

Our 2018 Annual Report contains more detailed information on Fabric, Finance and General Purposes in the Operations Report and can be found by **clicking here**.

Please see Appendix A for more detailed information about the finances of St Mark's.

## Our church management software

ChurchSuite is an information management system developed specifically for use by churches. It is well embedded at St Mark's and has been used by the staff team for several years, enabling data and information to be stored securely, used efficiently and shared safely and effectively. We are in the process of increasing the use of ChurchSuite across the congregation.

## Our church building



St Mark's was originally built during in 1897–1905. In 1997 the church building was substantially re-ordered and extended with additional meeting rooms. This has resulted in a light, warm and welcoming interior which retains many of the original architectural



features. The building is well maintained and underwent quinquennial inspection in 2019. We have solar panels and low energy lighting to reduce our carbon footprint.

## Our modern vicarage

Our vicarage is just a few minutes walk from St Mark's. It is modern and well maintained and currently configured as a 5 bedroom house.

The property includes a bright and spacious home office with room for a large desk, seating area for visitors and storage. Situated immediately off the hall and close to the property's main, front entrance.



## Our town

The town of Harrogate and the nearby Yorkshire Dales are among the most attractive areas in the north of England. Harrogate is famous for its Stray (a 200 acre area of common land immediately surrounding the town centre), Betty's Café & Tea Rooms, the Great Yorkshire Show and Harlow Carr Gardens. Nearby, the cities of Leeds and York also offer first class cultural, retail and civic facilities. The town possesses a fine Conference Centre and many hotels and restaurants, which together provide excellent facilities for the business and tourist trades. Harrogate also has some of the best secondary schools in the North of England. It is a great place in which to live, learn and work.

Our parish is largely middle class, white British and professional with low unemployment and a high proportion of owner occupied properties. There are many families, empty nesters and retired but there are proportionately fewer pre-family adults. Whilst we are one of the least deprived parishes in the Diocese of Leeds, research carried out by St Mark's in 2014 (**Minding the Gaps**) revealed loneliness and isolation, along with the mental health of young people, as significant issues in our parish.



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# Friends of St Mark's

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## **Kairos Connexion**

St Mark's is a member of Kairos Connexion - a network of churches and leaders in England and Wales who have committed to travel together on a journey of mission and discipleship. The Kx Vision is 'Transforming our nation with the gospel through a movement of missionary disciples'.

As a member of Kairos Connexion our leaders are invited to participate in a range of training opportunities such as workshops, learning communities, communities of practice, coaching huddles and leaders' days.

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## **The Harrogate Hub**

The Harrogate Hub is an independent Christian charity which aims to network churches across the town for mission. This resource makes it easier for us to work as One Church, and also provides the opportunity to connect with other church leaders in town through initiatives such as the monthly Church Leader Prayer Breakfast and bi-annual Common Mission Forum.

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## **Churches Together in Harrogate**

St Mark's is a member of Churches Together in Harrogate.

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# What life is like at St Mark's

Our website gives a good feel for what life is like at St Mark's. There are a few things we would like to tell you a little bit more about.

[Click here to visit smch.org.uk](https://smch.org.uk)

## Communities

St Mark's Communities lie at **the heart of our vision** to be Jesus' Family of Servants on Mission. **Members of St Mark's are at different points in their journey towards finding their mission focus and joining, or setting up, a St Mark's Community.** Some pre-existing small groups have sought to discern their mission focus and transition into Communities (such as The Good Book Club, and Cinema Nights). Other new communities have been established with a specific mission focus (such as supporting and working with the town-wide group, Zero-Carbon Harrogate).





# Children

St Mark's has over **200** children who attend regularly (against a national average of 8!) which puts us in the **top 5%** of Church of England churches for numbers of children in the congregation\*. This is both a huge blessing and a challenge as we seek to honour the responsibility with which God has charged us. These children come to us from families of faith, those exploring, and those with other reasons for attending, but each one is equally loved by God and must be treasured, welcomed and nurtured by us.



The Tide (our Sunday children's groups) happens at our 10.30am service and regularly serves over 100 children each Sunday. We have five age-specific groups: Springs (creche up to age 3), Ripples (age 3 to Reception), Streams (Years 1 and 2), Waves (Years 3, 4 and 5) and Oceans (Years 6, 7 and 8). We focus on discipleship and building community and our groups are full of love (for Jesus and for each other) and fun. Children of all ages are taught how much God loves us, and as their faith develops, we work on application to our daily lives. We learn how the Holy Spirit and God's Word can guide us in our choices and in difficult situations, and how to share God's love with those around us.

Each group runs a rolling programme of material, not all from the same source, but each building on the previous group, enabling children to pursue their relationship with Jesus and to experience God. Our focus on discipleship and relationships (with small groups within the large groups) requires a large number of leaders and helpers, which presents a challenge from time to time. Leaders and helpers are safely recruited, and are mentored and nurtured by the main leaders of each group. Our associate minister, who oversees all our children's work, also

delivers training and support sessions. We also have a number of teenagers who serve as young leaders, helping in groups and acting as role models for the children, while their own faith is nurtured.

In addition to our Sunday groups, we also run two more outward-looking activities; a weekly football club and an annual Holiday Club. The football club, St Mark's Lions, has been running for 25 years and meets weekly during term-time at a local school. It is a non-competitive community of girls and boys of all abilities and includes football prayer and a story.

Holiday Club 2019 took place during the first week of the summer holidays, with 80 primary-aged children gathering at church for four mornings of energetic fun and faith, with the support of 40 adult volunteers and 20 teenage young leaders. Many of the children hadn't attended Holiday Club before and several hadn't been to our church before; some were invited by friends and others saw an advert at school and decided to try it out. It was a privilege to see the children engaging in worship, praying in new and creative ways, learning Bible verses and sharing the love of Jesus together: it was great to see them all joining in so enthusiastically and making new friends.



# Youth

St Mark's Youth Ministry is first and foremost a place of **belonging** for our young people whilst also providing an environment of **challenge** and **growth**. We aim to live out our vision to be Jesus' Family of Servants on Mission across all areas of our lives.

We have recently moved from school year-based groups to a mixed-generational approach. This offers young people the opportunity to build relationships, have positive influences on one another and grow as disciples within a community. This is led by a community of 15 volunteer leaders whose mission is to serve our young people. Our main meetings are on Sundays: our younger youth (Years 6, 7 and 8) meet with The Tide during the 10.30am service; and our older youth (Year 9 and above) meet at the 6pm service for worship and teaching followed by their own breakout time afterwards.

We have various mid-week sessions, including youth prayer nights and a girls' ministry group called Connect. The latter was set up as a response to a number of girls experiencing a lack of self-esteem and confidence. The original cohort of girls have become young leaders as we re-launched the programme for the second time in Autumn 2019.

Our young people are encouraged to serve in a variety of ways within our church life; worship teams, audio visual teams, welcoming, PCC, leading and preaching, children's group leaders, and as youth leaders for our younger youth. We also have young people sent on mission to serve their schools, volunteer with the Harrogate District Sanctuary working with refugees, and local environmental groups.

St Mark's works alongside an average of 60 young people per week through these church-based sessions and our Schools Ministry. Across a month we engage with over 100 young people.

Our 2018 Statistics for Mission Return show the Average Sunday Child attendance (0-16) was 107. This nationally makes us 36th biggest church working with children and young people - and also the largest church within our Diocese\*. This puts us

in a unique position and we are aware that with these statistics comes huge responsibility as we continue to invest in and develop our children and youth ministries.

St Mark's Youth would like a vicar who is enthusiastic, loves what God has called them to do, is able to interact with young people, who definitely has a sense of humour and who doesn't mind being embarrassed. We feel it is important that our new vicar is aware of the current picture of youth ministry in the UK and has an awareness of the innovative processes of faith formation amongst young people.



\*Ref. Jimmy Dale, National Youth Evangelism Officer, 2019



# Appendix A - Our Finances

St Mark's gives 10% of its core income to support Christian mission at home and abroad. It is the role of the Mission Support Group to allocate this money on behalf of the PCC who agree the basis for the allocations. Approximately 80% of the mission budget is allocated on a long term basis to our mission partners at home and abroad. This enables them to plan for the future. The remaining 20% is shared between emergency requests (such as natural disasters) and small donations to Christian organisations suggested by the congregation.

The PCC has had the aim of agreeing a balanced budget for the last couple of years following a period of investment in the staff team. The final 2018 result was a surplus of £5,016 (see page 37 of our 2018 Annual Report) after a number of years where expenditure had exceeded income. 2019 is predicted to have a deficit of £5,000 - £10,000 on expenditure in excess of £450,000. Having notified church members of the deficit situation, the PCC agreed a 2020 budget in November designed to ensure that we break-even in 2020 and that unrestricted reserves are maintained close to the PCC target of 3 months expenditure.

Unrestricted Income & Expenditure over the last 6 years						
	2018	2017	2016	2015	2014	2013
	£	£	£	£	£	£
<b>Income</b>						
Planned Giving (incl Gift Aid)	389,842	370,485	372,341	376,345	337,732	281,429
Other Income	65,237	63,265	71,603	64,947	75,243	74,969
	455,079	433,750	443,944	441,292	412,975	356,398
<b>Expenditure</b>						
Parish Share	216,785	228,196	248,040	243,768	239,580	239,580
Staff Salaries	127,777	119,545	130,284	130,709	115,723	79,507
Mission Support Grants	37,993	38,948	43,192	49,040	30,262	27,493
Major Fabric Repair Costs	8,111	-	1,204	57,265	10,731	10,851
Other Costs	59,397	58,968	76,654	79,696	62,061	56,001
	450,063	445,657	499,374	560,478	458,357	413,432
Surplus / (Deficit)	5,016	(11,907)	(55,430)	(119,186)	(45,382)	(57,034)
Unrestricted Reserves	98,978	93,962	105,869	161,299	280,485	325,867

The Parish Share has always been paid in full and usually by the end of the year in question.

We currently have 256 individuals/families in our planned giving scheme giving an average of £23 per week and around 90% is given under Gift Aid. At our stewardship campaign in February 2019, 28 new individuals/families joined the scheme. Planned giving income is supplemented by income from hiring out church premises, solar panel feed-in-tariff and income from our investment property.

We currently have 10 paid staff – two of whom are full-time (Associate Minister and Youth Pastor) and 8 doing hours ranging from 8 to 25 hours a week. The reasonable expenses of all staff and clergy are paid in full.



Local













International











Here are some thoughts from our children on what they are hoping for in our new vicar:

“ Kind and happy all day long. ”

“ God loves you no matter what. ”

“ Love God, Jesus and everybody. ”

“ Fun, kind, funny, a good listener, honest and friendly. ”

“ Be kind no matter what, let us have fun, toys and a big bouncy castle! ”

some comments from our youth:

“ Respect youth as equals, actively promote youth community-building and have a heart for youth. ”

“ Take time to get to know us as a church before implementing new things, help us be accountable. ”

and some comments from our adults:

“ Is just like Jesus! ”

“ Is sensitive to the leading of the Holy Spirit. ”

“ Can manage and is comfortable holding the different congregations. ”

“ Has patience, empathy, humour and insight. ”

“ Has a strong and mature personal faith and is a prayerful person and a good listener. ”

“ Is friendly, approachable and good at listening. ”