

## 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.

*Please write in black ink*

### I. Parish Information

1(a)	Name of parish(es) to which this information relates:	Embsay with Eastby
(b)	Name(s) of parish church(es):	St Mary the Virgin
2.	Name(s) of other C of E church(es)/centres for public worship in the parish:	None
3.	Cluster or group of parishes within which you work (formally or) informally:	There is no formal cluster or group although we share some informal links with Christ Church, Skipton. e.g. baptism preparation groups.
4.	Deanery:	Skipton
5.	Population:  <i>The 2011 census information gives the following figures. Please indicate how this might have changed since then.</i>	The 2011 census recorded a population of 1879. Some current new build will result in a modest increase in population.

6(a)	Number on Electoral Roll:	71
(b)	Date of APM when this number was declared:	2019

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
St Mary's Sunday AllAge Worship/ Communion	9.30 (weekly)	37	40	2
St Mary's Sunday 11.15 (monthly) BCP Communion	11.15 (monthly)	8	8	0
St Mary's Tuesday 10.30 (weekly) Communion	10.30 (weekly)	8	8	0

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
St Mary's	6	0	1	6	5
Also, 5 burials of ashes in the churchyard					

9. Communications

*Names, Addresses & Telephone Numbers for each church*

Church	Clergy	Readers	Lay staff e.g. Youth worker, Administrator	Churchwardens
St Mary's, Kirk Lane, Embsay, Skipton. BD23 6SF	Revd Tim Calow, Associate Priest, 3 Laurel Close, Embsay, Skipton. BD23 6RS  mob.07528428088		Stephanie Noland, Administrator  Email: embsaystmary@gmail.com	Liz Roodhouse, The Old Chapel, Eastby, Skipton. BD23 6SL Tel. 01756 790737  Peter Edwards Elm Croft, Pasture Road, Embsay. Skipton. BD23 6RQ Mob. 07969864290

## II. Parish/Community Information

1(a)	Briefly describe the population mix of the(se) parish(es) in terms of its employment, cultural, ethnic, age and housing mix.	<p>99% of the population is classified as “white British”</p> <p>1345 residents are aged 16 to 74 and 70% of those are economically active, mostly in service industries and mostly working outside the village. 21% are retired and there is under 1% unemployment.</p>
(b)	Are there any special social problems (eg high unemployment)?	Not significantly.
2.	<p>Please list for each (within this parish)</p> <ul style="list-style-type: none"> <li>• Local Schools:</li> <li>• Youth centres:</li> <li>• Hospitals:</li> <li>• Nursing/elderly persons' homes:</li> <li>• Places of worship of other faiths</li> <li>• Local Businesses:</li> <li>• Neighbourhood initiatives:</li> </ul>	<p>Embsay C of E, Voluntary Controlled Primary School</p> <p>Laurel Croft Retirement Housing</p> <p>Embsay Methodist Chapel</p> <p>Post Office and Shop, Hairdresser, Cavendish Arms and Elm Tree Inns, Embsay Children’s Centre, Crossfit (fitness centre) and Imagine Ireland based in Embsay Mill, Hutchinson Scott Auction Rooms, Robin Clarkson Garage Services, 4 Bed and Breakfast establishments, 5 farm businesses, two of which are dairy farms, 3 long established building companies.</p> <p>A representative sample is: Embsay Pre-School Playgroup, Community Library, Hot Chocolate Club for 8 to 11yr olds, Smiley Faces Toddler Praise, Rainbows, Women’s Institute, Good Neighbours, Indoor Bowling Club and the Fairtrade Village group.</p>

<ul style="list-style-type: none"> <li>• Associations eg tourist group:</li> </ul>	Embsay and Bolton Abbey Steam Railway
<ul style="list-style-type: none"> <li>• Describe any civic responsibilities which the clergy have:</li> </ul>	Remembrance Sunday Memorial Service in conjunction with the Methodist minister.

### III. Church Information

*Please give details for each church*

1(a)	What percentage of the congregation lives outside the parish?	4%
(b)	Describe the mix of the congregation in terms of age, employment, cultural, ethnicity, age and gender.	<p>The majority of the regular Sunday congregation is of retirement age while families with children participate in the monthly all-age worship and in the weekly Smiley Faces, Toddler Praise.</p> <p>The cultural and ethnic make-up of the congregation reflect the balance described in Section II.1a.</p> <p>The gender balance is approximately two thirds women and one third men.</p>
2(a)	How would you describe the churchmanship tradition of each church and give details of robes and vestments worn by officiants?	St Mary's is a village church which aims to cater for all comers. Clergy wear cassock- alb, chasuble and stole for communion services. There is a live band on the first Sunday of the month. Our musical tradition is wide-ranging. Liturgy is Common Worship except for BCP once a month. Our main Sunday service is communion and we have a mid-week communion.
(b)	What is the regular average weekly giving of those 16 years & over and what proportion of the giving is gift aided?	The average weekly giving to date (June 15th, 2019) is £577. Of this amount, 94% can be claimed as gift aid, therefore generating an additional £136 income per week for the church once claimed.
(c)	When did you last have a stewardship campaign?	2011/2012
3.	How does each Church supplement its direct giving in order to meet its financial needs?	<ul style="list-style-type: none"> <li>• Fundraising events</li> <li>• One-off donations</li> <li>• Fees for funerals &amp; weddings</li> <li>• Tuesday Teas</li> <li>• Smiley Faces</li> <li>• Coffee</li> <li>• Gift Day</li> </ul>

4(a)	What amount of working expenses were paid to the clergy in the last financial year?	£940.28. The view of the PCC is that the expenses submitted over this period are less than they would have expected.										
(b)	Were these met in full?	Yes										
(c)	Is there an annual discussion about level of expenses as part of the PCC's budgeting process?	Yes, as part of the approval of the budget for the coming year.										
5(a)	What amount of Share has (a) been requested; and (b) been paid from the parish in: <ul style="list-style-type: none"> <li>• last year?</li> <li>• current year?</li> <li>• next year ?</li> </ul>	<table border="1"> <thead> <tr> <th><u>Share requested</u></th> <th><u>Share Paid</u></th> </tr> </thead> <tbody> <tr> <td>£38,313</td> <td>£38,313</td> </tr> <tr> <td>£34,000</td> <td>£11,500 as at 13/06/2019</td> </tr> <tr> <td colspan="2">(renegotiated from £39,387, see 5b below)</td> </tr> <tr> <td colspan="2">Uncertain (see 5b below)</td> </tr> </tbody> </table>	<u>Share requested</u>	<u>Share Paid</u>	£38,313	£38,313	£34,000	£11,500 as at 13/06/2019	(renegotiated from £39,387, see 5b below)		Uncertain (see 5b below)	
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Uncertain (see 5b below)												
(b)	Will this year's be met?	The funding formula for the reformed diocese generated an unadjusted figure for 2018 of £28,800, which we clearly met and exceeded from the figures above. The formula, however, places this parish in the category where our share is subject to the 3x multiplier applied to parishes deemed to be the most wealthy. This results in a target share of £74,000 with an annual increment being applied until this notional figure would be reached. For 2017 (£34,380) and 2018 (£38,313) we were only able to meet these increases by using reserves, despite increasing our income marginally in each year We now have an agreement with the Diocese that for 2019 we shall endeavour to raise £34,000 and have initiated a giving review in order to secure that. We are working with the Stewardship office on this and are one of the Diocesan Pilots for Parish Giving. In the meantime, we have been assured that the review of the formula planned for 2020 will take account of our concerns.										
6(a)	Is there any capital project in hand at the moment?	"Looking Both Ways – Windows for the Church and the Community". A major restoration project for the windows of St Mary's.										
(b)	Please give brief details with costs and state how they are to be met.	In 2017 the PCC commissioned a conservation report on the windows which identified a need for major renovation work. The projected cost was £47,000 of which St Mary's is contributing 25% from the building reserve with the remaining 75% being secured from grant awarding bodies. The project is on budget and on schedule to complete in 2019.										
7.	Please attach a copy of the last PCC accounts.	Done										

8(a)	What is the general state of repair of St Mary's.	<p>St Mary's is in a good state of repair. We have undertaken two major fabric projects within the last five years; the window restoration outlined above and a major roof restoration. The latter, with a budget of £130,000 and mainly funded by an HLF grant was completed in 2018.</p> <p>Alongside these projects there has been an ongoing pattern of maintenance, repair and minor improvement.</p> <p>The churchyard is well maintained and has been the focus of a major and continuing research project recording the graves and monuments and utilising digital technology to decipher worn inscriptions. This team has gone on to share the skills which they have developed with other parishes. They are involved in a national project with the University of York, as well as responding to family history enquiries.</p>
(b)	Please give details of major maintenance needed following the last quinquennial.	<p>The latest Quinquennial Report confirms the sound condition as described above while identifying some non-urgent items, chief among which are some areas of repointing to be completed during the next quinquennium. These are interim findings as the report will not be available in full until after the submission of this profile.</p> <p>The previous report in 2013 identified a number of items which have been remedied.</p>

#### IV. Outreach and Mission

1(a)	What are the regular mission and outreach activities of the parish?	<ul style="list-style-type: none"> <li>• Weekly Smiley Faces - toddler praise,</li> <li>• Involvement with the village Good Neighbours scheme,</li> <li>• Regular preaching and teaching about Social Justice,</li> <li>• A village collection point for Skipton Food bank,</li> <li>• Presence in Embsay School <ul style="list-style-type: none"> <li>○ active foundation governors,</li> <li>○ regular contributions to school worship,</li> <li>○ church members volunteer in the school,</li> </ul> </li> <li>• a monthly celebration of communion in Laurel Croft by lay members of St Mary's who also celebrate home communion with those unable to share the services in church,</li> <li>• throughout the year there are</li> </ul>
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		<p>collaborative activities with Embsay Methodists, for example the tea parties of older people,</p> <ul style="list-style-type: none"> <li>• St Mary's hosts the monthly meetings of the Skipton Churches Mothers' Union, the local branch of The Mothers' Union which is active in carrying out prayerful, valuable, but often unseen, work both in the parish and more widely.</li> <li>• St Mary's is a Fairtrade Church which has a regular Fairtrade stall in church which is also taken to village events and to events within Craven,</li> <li>• Participation in Skipton Refugee Support,</li> <li>• We have Eco-church Bronze status.</li> </ul>
(b)	What are you doing to help people find out about Jesus?	St Mary's people are explicit about why we do what we do and about how Jesus' life and work affect how we live our lives. There is an intentional culture of invitation so that people feel free to bring friends to services
(c)	What are you doing to help grow people in discipleship?	<ul style="list-style-type: none"> <li>• A "Christian Basics" discussion group in June and July 2019</li> <li>• Two pub-based, 6-week discussion groups in the last twelve months.</li> <li>• Participation in a Step-up study group in 2017.</li> <li>• An ongoing culture of discussion as typified by our Vision 2030 consultation in 2017.</li> </ul>
(d)	What are you doing to grow people in leadership?	There is a strong culture of lay involvement in all aspects of church life. Morning Prayer is frequently led by lay members. We have lay chalice assistants at communion services. Intercessions in our worship are led by lay people and our monthly All Age worship is planned and led by lay members with clergy guidance and participation.
2(a)	Please give details of the support of the Church overseas:	<p>In 2018 we supported:</p> <ul style="list-style-type: none"> <li>• Mary's Meals,</li> <li>• The Margaret School, Uganda,</li> <li>• Maternity Worldwide,</li> <li>• Christian Aid,</li> <li>• A Family for Every Child,</li> <li>• Seafarers Mission,</li> <li>• Sal's Shoes (supported by Smiley Faces),</li> <li>• Church Mission Society</li> </ul> <p>We are planning a "Habitat for Humanity" house-building visit to Malawi in 2020.</p>
(b)	How much is given annually?	A minimum of 5% of income (minus a few running expenses) is divided between overseas

		and home missions & charities.
3(a)	Give details of the support for home missions and charities:	In 2018 we supported: <ul style="list-style-type: none"> <li>• Churches Together</li> <li>• SELFA children's charity</li> <li>• Yorkshire Dales Millennium Trust</li> <li>• NSPCC</li> <li>• Children's Society</li> <li>• Alzheimer's UK</li> <li>• Cornerstone, Skipton's Christian Bookshop.</li> </ul>
(b)	How much is given annually?	A minimum of 5% of income (minus a few running expenses) is divided between overseas and home missions & charities.
3(a)	Does the parish have an overseas link?	No
(b)	If so, please state where/who?	N/a
4(a)	Is there an organised system of outreach and welcome to new families?	Not formally, but Smiley Faces, our weekly Friday afternoon session for pre-school children with their parents, grandparents or carers during term time attracts new families to the village with young children. Most of the families who attend Smiley Faces regularly consider that to be their 'church'. We hold an informal All-Age Worship Sunday morning service once a month.
(b)	If so, please describe:	Within these village communities, a pattern of informal networks operates. <ul style="list-style-type: none"> <li>• The monthly Embsay with Eastby News, which is bought by 500 households, has church services and events listed. The vicar and the Methodist minister take turns to write a piece each month.</li> <li>• St Mary's has a social media presence; links can be found in this Profile, Section IX Additional Information.</li> <li>• Details of church activities are included in the local pages of the Craven Herald.</li> </ul>
5.	What part does the church play in community care?	<ul style="list-style-type: none"> <li>• Our previous vicar together with the church steward from the Methodist Church was instrumental in setting up Embsay with Eastby The Good Neighbours Scheme. Everyone involved in this is a volunteer, many are members of our congregation as are the Volunteer Coordinator, Chairperson and Secretary.</li> <li>• Pastoral Group. Five members of the St Mary's community carry out pastoral visiting which they co-ordinate by meeting as required.</li> </ul>

		<ul style="list-style-type: none"> <li>• Home communion is taken to housebound parishioners.</li> <li>• Tuesday Teas operates throughout the year in church. Volunteers from the church community, and recently from the wider village, bake and welcome a core group of regulars as well as visitors to the area and passers-by.</li> </ul>
6(a)	Are there any Lay Eucharistic Assistants who take communion to the sick?	Yes, two.
(b)	If so, who are they?	Sylvia Hodgkinson Mary Dibb
7.	What work does the church undertake with young people, other than in church based organisations (eg open youth work)?	The involvement with Embsay School described above in 1a.

## V. Ecumenical Relations

1(a)	State involvement in local Council of Churches:	The previous vicar played a leading role in the organisation "Churches Together in Skipton and District" until recently.
(b)	Is there a formal covenant with any other denomination?	Not a formal covenant but we share worship with the Methodists on the fifth Sunday of the month.
2.	What informal ecumenical contacts are there?	St Mary's has been engaged in positive dialogue with the members of the Methodist church in Embsay in order to develop the existing and active links and present a common view of Christianity to the people of the two villages. There is a joint away day planned for September 2019 at Scargill House, a nearby Christian conference centre.

## VI. Church Education and Social Provision

1(a)	Name of Church School(s) if applicable:	Embsay C of E VC Primary School
(b)	<ul style="list-style-type: none"> <li>• Aided?</li> <li>• Controlled?</li> <li>• Foundation?</li> </ul>	Voluntary Controlled
(c)	Number of pupils on roll (approx)?	209 in 2019
(d)	If aided, does the PCC support the school?	N/A

## VII. Lay Education and Participation

1.	<p>What education and training work takes place in the Church for the following (give approx. numbers)?</p> <ul style="list-style-type: none"> <li>• Children</li> <li>• Young People</li> <li>• Adults</li> </ul>	<ul style="list-style-type: none"> <li>• Children and parents: At present the Smiley Faces /Toddler Praise has 30 children and 20 families on its register. Numbers of children vary from week to week between 10 and 24, on average 15. Children come with their parents, grandparents or carers, and are mostly from the parish.</li> <li>• The numbers of children, young people and adults attending All-Age Worship on the first Sunday of the month also varies – family holiday times have an impact. On average when there isn't a baptism in the service there may be six children and two young people from five families. Activities linked to the theme of the service are led by a member of the team.</li> <li>• The village school brings classes of 30 children to St Mary's for history projects and as part of their RE syllabus.</li> <li>• In 2017 and 2018 we've used resources from Cornerstone, the Christian bookshop in Skipton, to bring Easter Week alive to KS1 children (90) with dramatized storytelling.</li> <li>• The Good Friday workshop this year attracted 18 children and their parents and grandparents.</li> </ul> <p>Examples of the education and training work with adults are given in Mission and Outreach, 1c.</p>
2(a)	Give details of house/prayer groups:	There is a weekly prayer group on Monday afternoons.
(b)	Are the leaders clergy or lay?	Both
3(a)	How do you rate the strength of lay leadership?	Lay leadership is a strength of St Mary's where it has been purposefully developed by the previous vicar, with strong support from the PCC.
(b)	To what do you credit this strength, or lack of it?	This is a church with a history of lay involvement which has been fostered by the previous incumbents and enthusiastically supported by a significant number of lay members.

## VIII. Mission

1.	List areas of Church life which you consider in need of development.	<ul style="list-style-type: none"> <li>• Nurturing the church’s work with very busy adults who want fellowship and spiritual guidance;</li> <li>• Implementing the steps identified in the income review in order to establish and maintain a stable funding base for the work of the church;</li> <li>• Working with older children and young people;</li> <li>• Furthering the links with churches in the Skipton area;</li> </ul>
2.	What are the main areas of mission that you think the new priest should prioritise in their ministry?	<ul style="list-style-type: none"> <li>• Developing the existing and positive role of lay people in the life of St Mary’s;</li> <li>• Continuing the development of discipleship within the community, deepening people’s understanding of how God is working in their lives;</li> <li>• Maintain and develop the existing links with the primary school in the village;</li> </ul>
3.	In summary, what are the top three challenges with which you and the new priest need to engage?	<ol style="list-style-type: none"> <li><b>1. Extending our significant secular links with families and young people into a fuller engagement with our worship.</b></li> <li><b>2. Discipleship: broadening and deepening our engagement with people in the community as to how God is working in their lives.</b></li> <li><b>3. Finance, especially working with the PCC to increase our annual income from individual giving.</b></li> </ol>

## 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.

Further detail may be found on the St Mary's website:

<http://www.stmaryembsay.org.uk/>

and on our Facebook page:

<https://www.facebook.com/stmaryschurch.embsay/>

The Parish Brochure and a copy of our Annual Report, which contains our accounts, are both available as downloadable items on the Pathways and Diocesan websites.

## X. The New Priest

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

### Person specification for the post of Vicar.

You will be able to evidence the following Qualifications and Training

- Ordained priest within the Church of England, or a church in communion with it, or a church whose orders it recognises,
- Satisfactory completion of Initial Ministerial Education.

You will be someone who can demonstrate varying levels of experience and competence in ALL the following areas:

#### Leadership

- Providing spiritual teaching, challenge and inspiration
- In providing leadership, you can
  - work collaboratively to develop the mission of the church, engaging with the ideas and concerns of others
  - delegate effectively and share ministry with clergy and lay colleagues
  - embrace a range of worship patterns
  - develop ecumenical links

#### Pastoral working

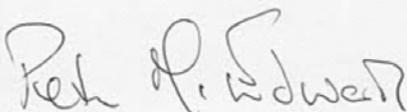
- Engaging with and providing pastoral care for people of all ages
- Building links with people who are not churchgoers
- Motivating and enabling others to discover and use their gifts

You will be someone who:

- Puts prayer at the centre of his/her own life and that of the church
- Has the ability to speak in ordinary ways about God
- Is able to enthuse others
- Is committed to his/her own ministerial development
- Can work with others to manage conflicting demands on his/her time
- Has a good understanding of parish administration

- Is able to attend meetings and commitments throughout the diocese

Agreed by the PCC of  
St Mary the Virgin, Embsay with Eastby  
on 1<sup>st</sup> July 2019

Signed: 

Print Name: Peter Edwards

Office Held: Churchwarden

This form, duly completed, should be sent to:

*The Administrator for the Designated Officer  
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, Bishop and Archdeacon

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