

**United Reformed Church in Cheltenham – St
Andrew’s URC, The Church in Warden Hill
(Warden Hill URC and St Christopher’s CofE),
Prestbury URC**

Pastorate Profile

CONTENTS

Table of Contents

| | |
|---|-----------|
| A. Where are we?..... | 3 |
| The United Reformed Church in Cheltenham | 3 |
| B. Who are we?..... | 6 |
| St Andrew’s | 6 |
| Prestbury | 7 |
| Warden Hill | 8 |
| Statistics 2010 | 9 |
| <i>Membership Data</i> | 9 |
| C. What do we do?..... | 13 |
| St Andrew’s | 13 |
| Prestbury | 15 |
| Warden Hill | 17 |
| D. What are our resources? | 19 |
| E. Where are we going? | 20 |
| Statement 2: Identity | 20 |
| Statement 1: Spirituality and prayer..... | 20 |
| Statement 4: Community partnerships..... | 20 |
| Communication..... | 21 |
| St Andrew’s | 22 |
| <i>Statement 7: Church growth</i> | 22 |
| <i>Statement 4: Community partnerships</i> | 22 |
| <i>Statement 1: Spirituality and prayer</i> | 22 |

| | |
|---|-----------|
| Prestbury | 23 |
| <i>Statement 7: Church growth</i> | 23 |
| <i>Statement 1: Spirituality and prayer</i> | 23 |
| Warden Hill | 24 |
| F. How will we get there? | 25 |
| St Andrew's Action plan | 26 |
| Prestbury Action plan | 26 |
| Minister's job role | 27 |
| APPENDIX A. Ministerial Terms of Settlement | 28 |
| APPENDIX D. Agreed Resolution on Unity from previous profile | 30 |

Some useful websites

- URCiC Website:.....www.urchic.org.uk
- Cheltenham Borough Council:www.cheltenham.gov.uk
- Cheltenham Tourism:.....www.visitcheltenham.com
- Cheltenham Festivals:.....www.cheltenhamfestivals.org.uk
- Gloucestershire County Council:.....www.gloucestershire.gov.uk
- Local news:.....www.thisisgloucestershire.co.uk

A. Where are we?

The United Reformed Church in Cheltenham

Cheltenham is a Regency spa town. It is, generally, an affluent town attracting people from all parts of the country. The Government Communication Headquarters (GCHQ) is based in Cheltenham. Several companies have their headquarters or major offices in the wider area; the Cheltenham & Gloucester Building Society, M & G Insurance, Zurich Insurance and Bovis Homes. There are two major aviation firms: Messier-Dowty and GEC Aviation. The Universities and Colleges Admissions Service (UCAS) is based here and Cheltenham is also home to the University of Gloucestershire which has a number of campuses spread across the town.

The town hosts many cultural festivals for music, science, jazz, folk, literature and even cheese. Any Irishman will tell you that Cheltenham is, of course, famous for its horseracing, particularly in March for the Cheltenham Gold Cup. The racecourse is also the venue for the Christian Greenbelt Festival in August. These festivals and the beauty of the town and its surrounding area attract many visitors and tourists.

The population of Cheltenham is around 110,000 and there is a higher than average number of older citizens. The people are predominantly white with few people of African and Asian origins. The people of Cheltenham are educated to a higher level than the national average.

Whilst this Cotswold spa town is an area of good employment and affluence there are a number of deprived areas where the teenage pregnancy rate exceeds the national average and drugs, alcohol and their associated crimes are prevalent.

The United Reformed Church in Cheltenham (URCiC) came into being 18 years ago. St Andrew's had appointed a Minister in 1988 but in 1991 Prestbury and Warden Hill United Reformed Churches became vacant. The Minister of St Andrew's suggested to the Church Secretaries that the three Churches should consider a team ministry. This proposal was agreed and approved by all three Church Meetings and a team ministry of two Ministers serving the three Churches was created.

The three worship centres are:

- Prestbury, which is in a village setting on the northern side of Cheltenham with a membership of 25 from the locality around the Church.
- St Andrew's, which is in the centre of Cheltenham, has a widespread membership of 105 across the surrounding area with some travelling several miles to the Church.
- Warden Hill which is a Local Ecumenical Partnership with St Christopher's Church of England, which is on the southern side of the town in a residential area and has 18 URC members.

The URCiC could be described as having a broad spiritual theology. The styles of worship and theology across the pastorate are very diverse with some preferring a more “traditional” style of worship and others preferring to explore spirituality through modern family friendly worship. Some of our members prefer traditional patterns of worship but this doesn’t always engage the under 50’s who would like to break the mould a little and experiment with different styles of worship and explore spirituality.

The three centres all have their own character, traditions and customs which in themselves offer a range of styles of worship. Many members of the URCiC value the support and fellowship of the whole Church and welcome the chance to worship and socialize together. Even though this diversity is recognized and valued unity will present its own challenges.

The Church Council is the umbrella committee of the United Reformed Church in Cheltenham (URCiC) and has its own Secretary and Treasurer and includes the three Church Secretaries, a representative from each Church and, of course, the Minister.

We have united services and united Elders' and Church Meetings including an AGM during the year.

We offer the following activities across the URCiC:

Weekly

Tuesday - Prayer Meeting

Friday - Bible Study

Fortnightly

Tuesday Forum – a weekly social meeting with a speaker (similar to Probus and the Women’s Institute but for both sexes!)

Monthly

Wednesday Women – for the younger at heart ladies

Thursday - Knit and Chat

Footsloggers – walking group

Pensioners Forum

Creative Cards

Reading Group

The Church council discusses issues relating to the whole Church. The council receives a financial report and reports from all three Churches. However the council’s main focus is around mission, action and unity.

The URCiC bank account looks after the Ministerial expenses, overseas mission donations (Commitment For Life etc) and also the office expenses.

There is a monthly magazine, “In Touch”, which is distributed to all members of the congregations.

The Elders of the three Cheltenham Churches work well together, sharing and supporting each other in God's mission to the town. This close working relationship is not always valued or replicated by all the congregations.

B. Who are we?

St Andrew's

St Andrew's is an old Presbyterian church and as such has attracted many of the 'ex-pats' in Cheltenham's Scottish community. Most members of the congregation do not live nearby, but come from all across the town and beyond. Within the congregation there are subsets of friendships particularly around the weekly Thursday coffee morning and the weekly Saturday Stall and coffee bar.

The Church has a beautifully restored Willis organ and has a very accomplished organist to support the musical dimension of the Church. Generally the artistic taste of the congregation could be aligned more to Classic FM than Radio 1, 2 or 3!

The Church is linked to a number of others in a Cluster Group, comprising Christchurch (C of E), Gas Green (Baptist), St Mark's (Methodist) and Salem (Baptist), and relationships are good. Churches Together in Cheltenham is the ecumenical dimension of a large number of local Churches, including St Andrew's, and again relationships are good.

St Andrew's is located in a largely prosperous area of the town centre, with a mixture of offices, shops, hotels, restaurants, pubs, gardens and open spaces. The residential areas contain some of the more up-market properties; mainly Regency and Victorian in style and mostly split into apartments or flats, but some modern designs are evident.

The population around the Church is largely stable, predominantly white, and is a mix of students, young people, professionals and retired people.

The nearby Town Hall serves as a centre for the Cheltenham's famous international arts and science festivals and St Andrew's is used for some of the fringe events. The Church premises are used extensively by different organisations within the community, for example, the Scottish Society, choirs, and yoga.

The Church and spire were built in 1885 with the addition of a hall and ancillary rooms ten years later. In 2002 the Church underwent a major refurbishment programme with the creation of the Montpellier Church Centre. This consisted of the modernisation of the Church interior, the building of a glass entrance, and the construction of new rooms and the modernisation of others. This major redevelopment project was carried out to create opportunities for outreach and mission.

Now a second major building programme and fundraising are underway to repair the church hall, roof and the church spire.

Prestbury

The congregation in this Church reflects its village setting. There are members of the congregation with a deep personal faith whose families have worshipped in this Church for generations. In the last five years the congregation and membership has decreased with the loss of the young families who used to worship regularly and the passing of several of our older members. The congregation is flexible and doesn't mind trying out new hymns, types of prayer and services.

Often referred to as "chapel", a great emphasis has always been placed on working with children. Previous generations ran large Boys and Girls Brigade troops and weekly clubs. In the last ten years the focus has been on the Toddler Group. This group has a reputation for a welcoming, friendly atmosphere and is run by members of the congregation with a roll of about 50 toddlers plus their carers. A monthly mid week service called *Jump 4 Joy* aimed at the Toddler Group children and their carers has recently been started and has a reasonable core of 6-8 families., but this is a new venture and it will take time to see how it progresses.

As there are no young families at Sunday morning worship there is no Junior Church.

Prestbury URC is situated on the main road of what is now a suburb of Cheltenham. The village is attractive and sought after as a prime residential location with two excellent village church schools (Infants and Juniors). The population is predominantly white with a mixture of professionals, families and retired people, with a number of nursing homes and sheltered type accommodation.

The building is a traditional red brick chapel which was opened in 1866. Initially set up as a centre for non-conformist worship by Cheltenham's Congregational Church, we still attract those of other denominations who live in the village and who wish to worship locally.

In recent years a number of changes have been made to the exterior and interior of the Church to make it more attractive and welcoming. The worship area is carpeted with moveable chairs which allow great flexibility in its use and style of worship. Recently the vestibule, kitchen and hall have been subject to major repairs and are newly decorated in a fresh and modern style. However, major works are needed in the main church.

The Church is an active member of Churches Together in North Cheltenham and has good links and relationships with the village Anglican Church. At present six Anglican Churches, the United Reformed Church, a Methodist Church and a Roman Catholic Church come together for three ecumenical evening services each year.

Warden Hill

Warden Hill URC is a modern Church situated in a large housing development on the southern edge of Cheltenham. The Church is built next to a children's play area and by a small parade of local shops. Warden Hill is also home to the United Church office, which is open on a Tuesday and Friday morning. The original housing was built in the late 1950's and further housing developments have been added in the 1960's and 90's. The area attracts families and first time buyers as well as retired people. It is almost 100% white.

About ten years ago Warden Hill joined with St Christopher's (the local Anglican Church) to bring about 'Springclean', assisted by students from Queens Theological College in Birmingham. The two Churches reached out into the local area and new housing developments to spread God's word.

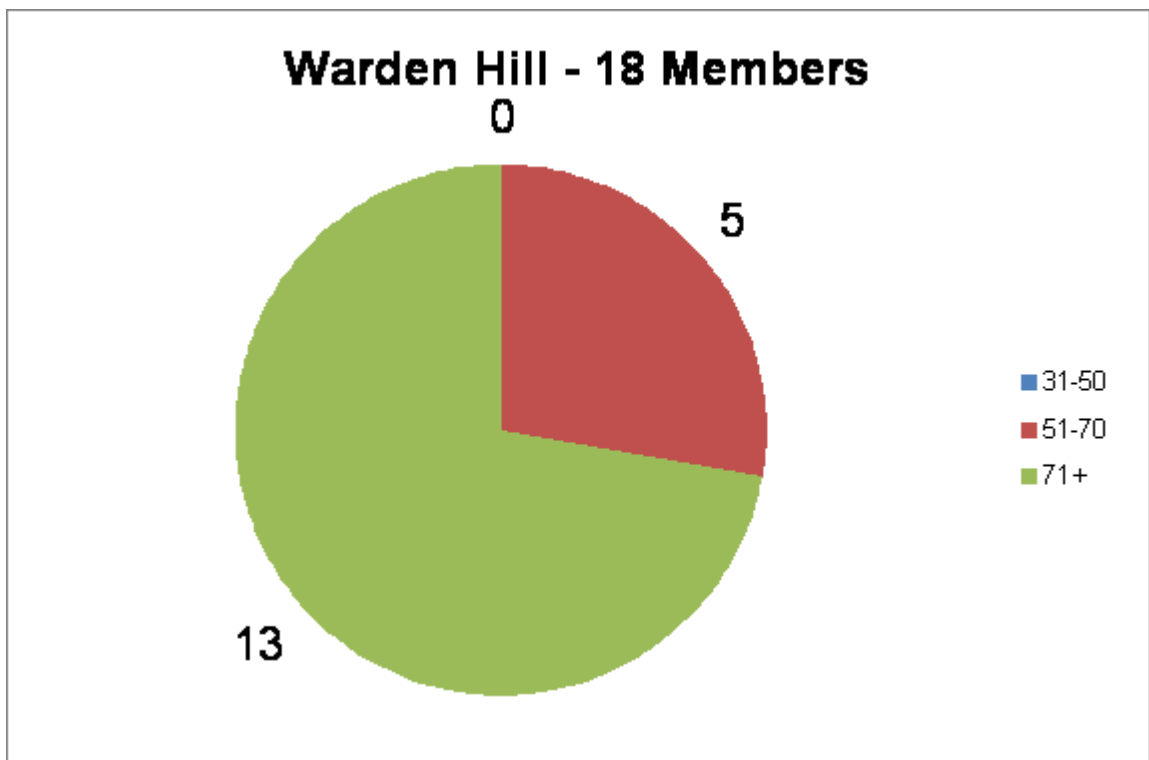
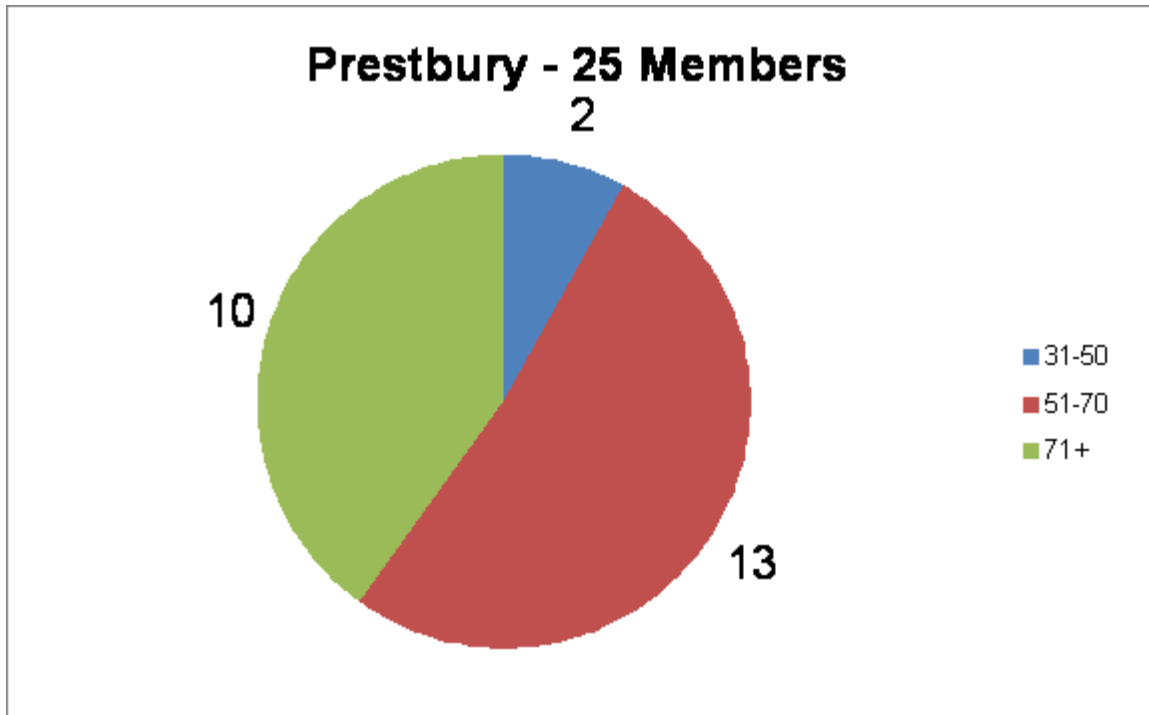
Warden Hill URC is now in a formal Local Ecumenical Partnership (LEP) with St. Christopher's C of E. Sunday worship alternates between the two church buildings offering traditional Anglican worship and United Reformed style worship. Communion services are held most Sundays and are presided over by ministers from both traditions. Family style worship takes place on the first Sunday of the month.

Warden Hill URC has in the past been linked with other local United Reformed Churches – Brockworth and Prestbury - so is used to being 'united' and working with others.

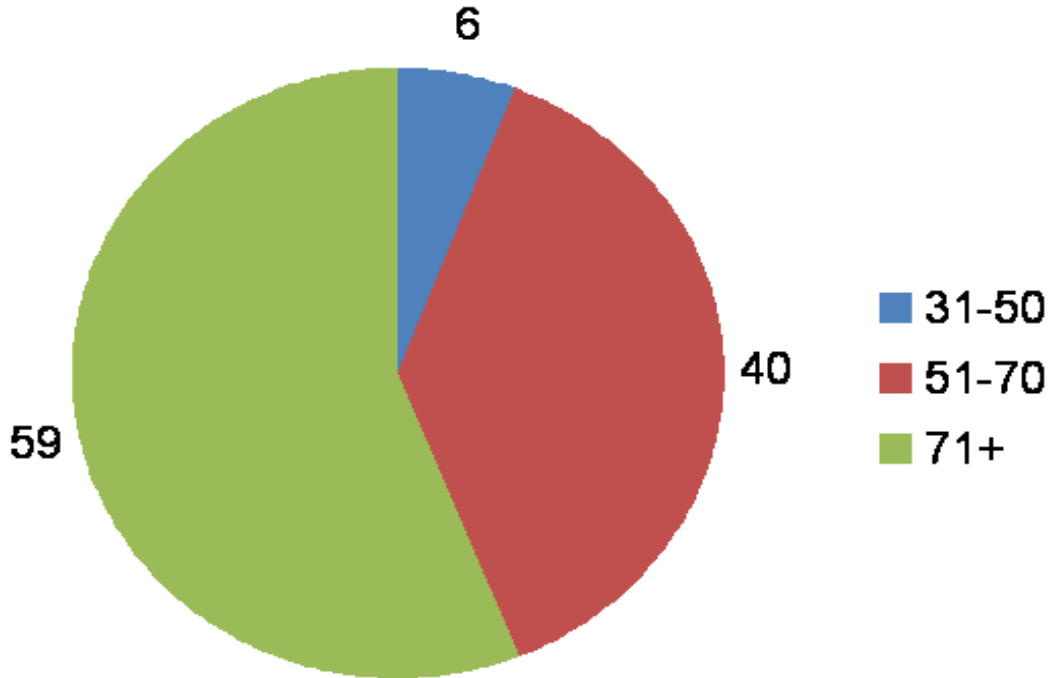
The two Churches in Warden Hill were both built about 50 years ago and are situated almost opposite each other. The URC celebrated 50 years in September 2010. Warden Hill is a modern hexagonal Church building with two large halls, kitchen and new disabled toilet facilities attached to the Church building; amenities that are widely used by the community for activities including Brownies, dancing groups, karate and slimming classes.

Statistics 2010

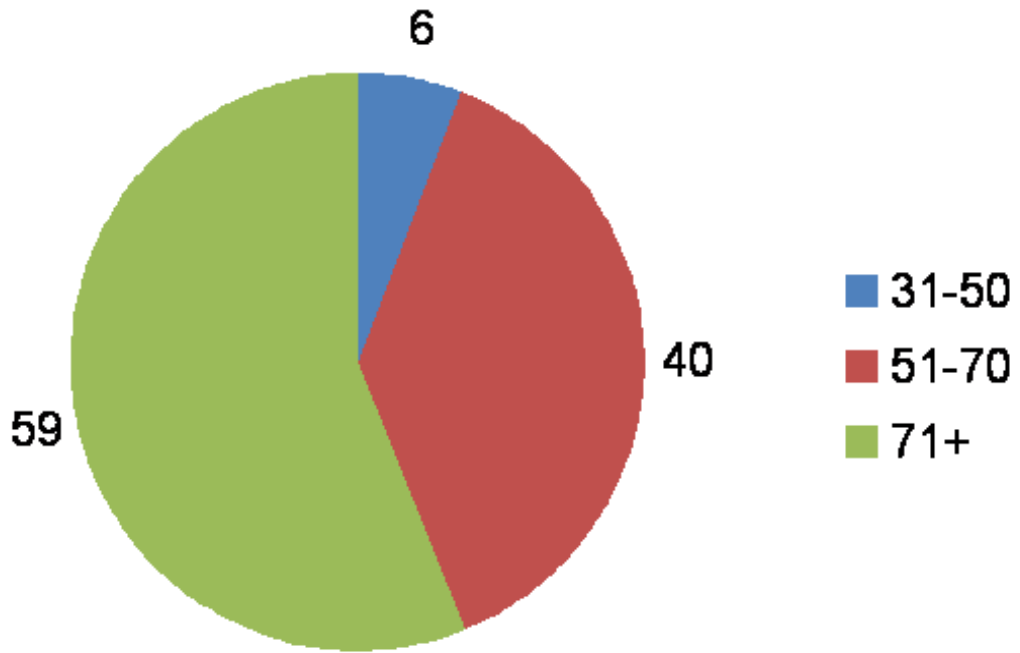
Membership Data

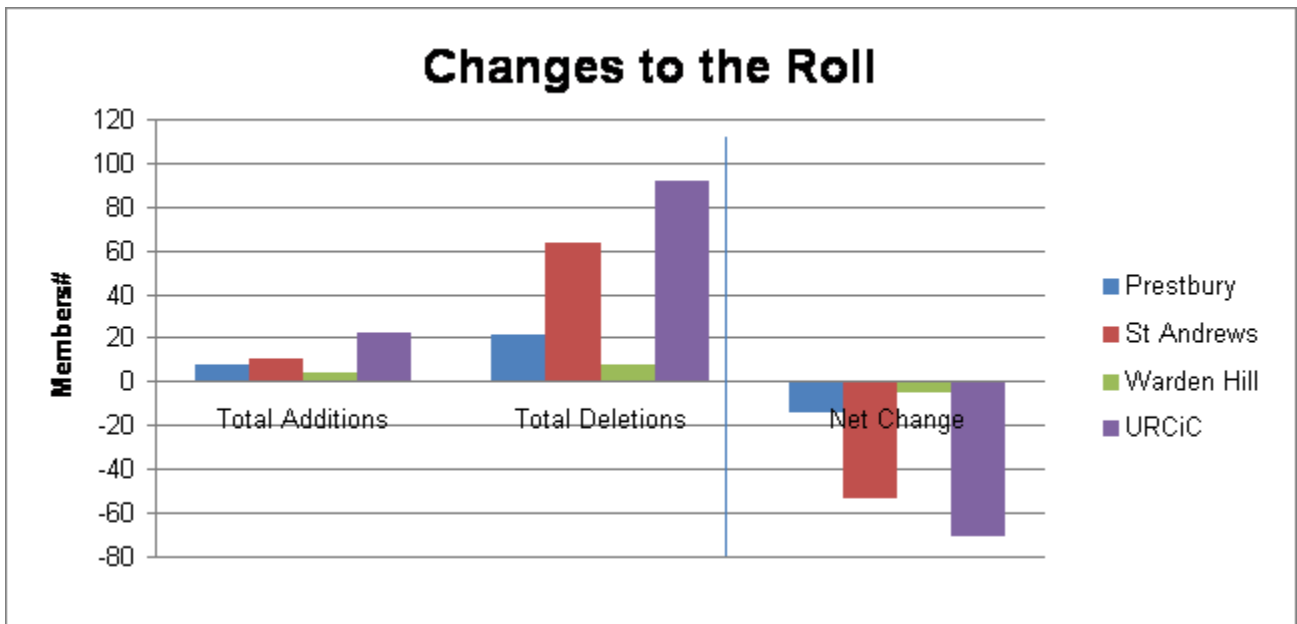
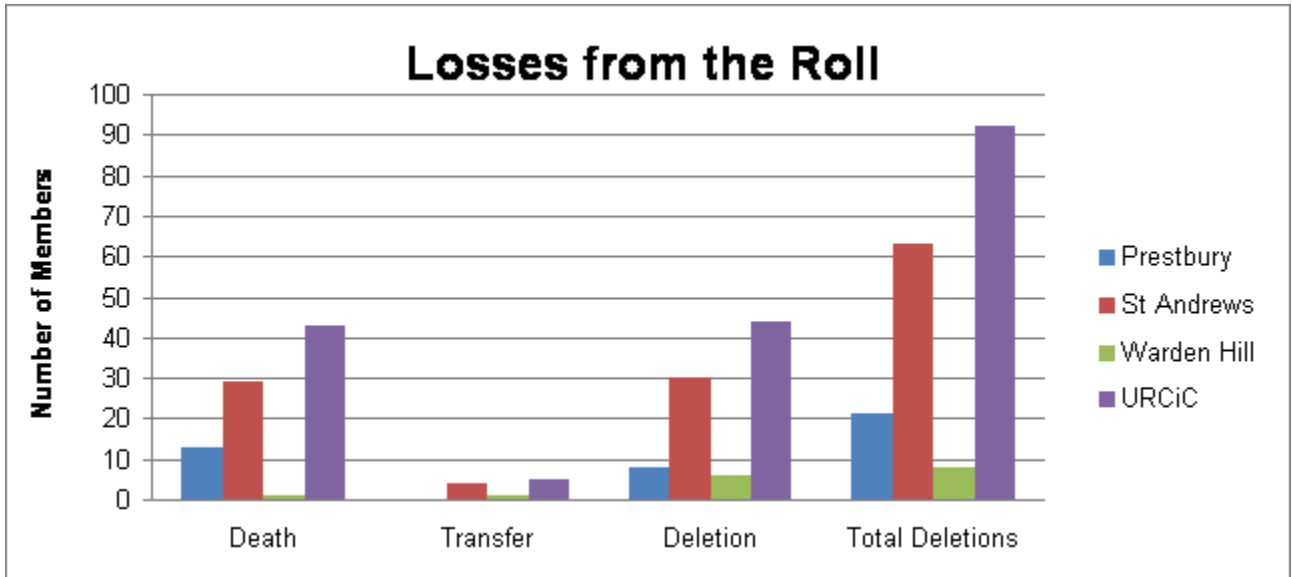
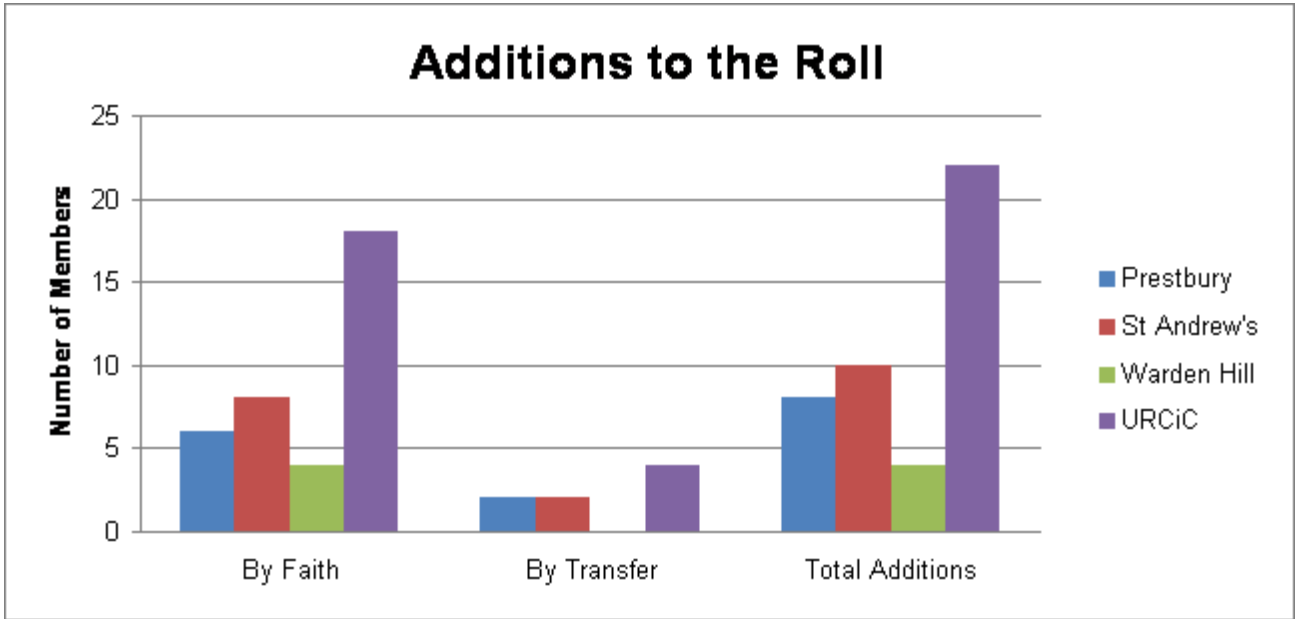


St Andrew's - 105 members

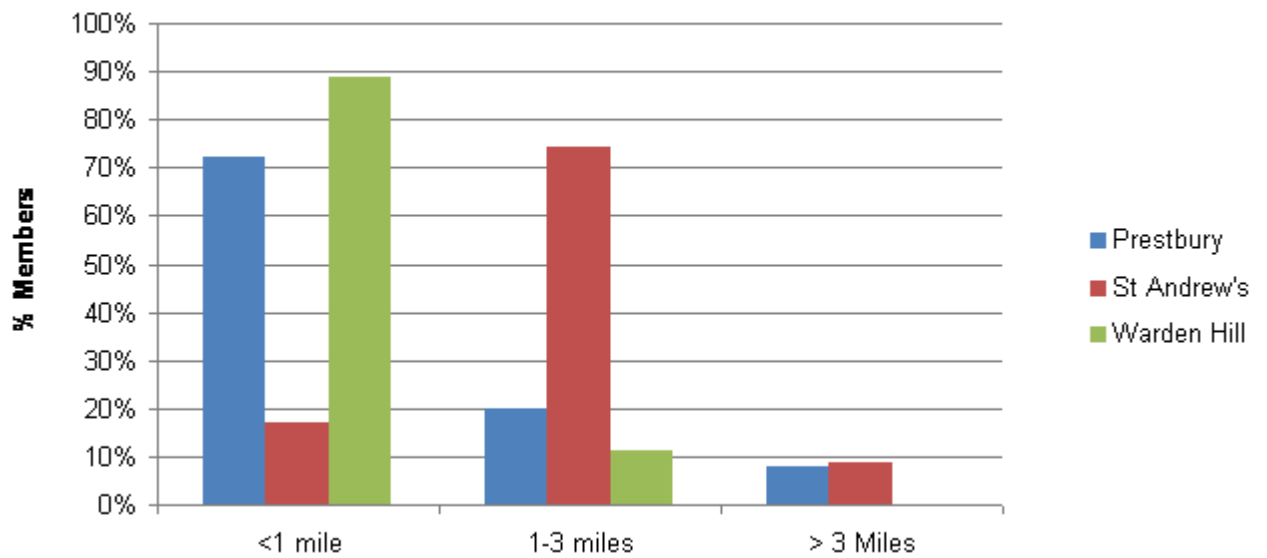


URCiC - 148 Members





Members Travelling Distance to Church



| | Members | Associates | Adherents | Friends |
|--------------------|------------|------------|-----------|-----------|
| Prestbury | 25 | 7 | 8 | 0 |
| St Andrew's | 105 | 43 | 15 | 12 |
| Warden Hill | 18 | 5 | 8 | 3 |
| URCiC | 148 | 55 | 31 | 15 |

| | Serving Elders | Non-Serving Elders |
|--------------------|----------------|--------------------|
| Prestbury | 6 | 8 |
| St Andrew's | 9 | 20 |
| Warden Hill | 5 | 8 |
| URCiC | 20 | 36 |

C. What do we do?

St Andrew's

| | |
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| Sunday Services | 11am weekly - average attendance 50 6pm first Sunday of month – average attendance 12 9.30 am Third Sunday in the month – average attendance 15 |
| Special Services in the last year | Special Services held last year included Harvest Festival, Christmas, Easter, a Commitment for Life service, three joint services with Cheltenham Ladies College, services to welcome new Church Members, a service led by the West Midlands Moderator, a joint service with the Cluster Group, a Commitment for Life service, a St Andrewside service and a Gift Day service. |
| Holy Communion | Celebrated monthly, generally on the first Sunday of the month |
| Lay involvement | Members of the congregation read the lessons each Sunday; the Worship group leads occasional services; the Church has two retired Ministers in the congregation who take occasional services; one member of the Church is a locally accredited lay preacher and leads worship; the congregation also contains a nationally accredited lay preacher. |
| Hymn books | Rejoice and Sing is used each week; items are also chosen from other sources including Common Ground and printed in the order of service. |
| Baptisms each year | An average of 8 per year over the last 5 years. |
| Weddings each year | An average of 8 per year over the last 5 years; in the last year approximately all the weddings conducted were for non members. |
| Funerals | A total of 16 per year over the last 5 years; 14 for members/adherents and 2 unknown. |
| Church Meetings | Two Church Meetings are held per year.. |
| Work with Children and Young People | Junior Church is provided every Sunday morning when children attend. The number of children attending on a Sunday has dropped and averages 3 children. |
| Church Officers/Committees | Church Secretary; Treasurer; various committees, including Finance, Premises, Catering, Fundraising and Publicity. Various members act as representatives to other bodies, including Commitment for Life, Christian Aid, West Midlands Synod and Churches together in Cheltenham. |

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| <p>Outside groups using Church premises</p> | <p>Rooms at St Andrew's are regularly used by yoga groups; various Cheltenham based music groups for both practice and concerts; children's activities, including a toddler group and the NCT; Cheltenham Scottish Society; various training courses including the National Star College</p> |
| <p>Outreach</p> | <p>A coffee bar is open in the Church premises on a Thursday morning (drinks and cakes) and also on a Saturday morning. The kitchen is staffed by members of the congregation and the coffee bar attracts many local residents.</p> |

Prestbury

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| Sunday Services | 10.30 am weekly - average attendance 15 (not 2 nd or 5 th Sundays) 10.00 monthly 4 th Tuesday average attendance 10. |
| Special Services in the last year | Special Services held last year included Harvest Festival, Christmas, Mothering Sunday, Easter, 3 united evening services with Churches Together in North Cheltenham, also a URChC pastorate service. Part of our Easter worship is shared with St Mary's as we host the village Easter Cross, Village Remembrance Day service. |
| Holy Communion | Celebrated monthly, on the fourth Sunday morning of each month. |
| Lay involvement | Members of the congregation read the lessons each Sunday, the URChC Worship group leads worship, the Church has a National Accredited Lay Preacher who leads worship on a regular basis. |
| Hymn books | Rejoice and Sing is used each week, together with hymns from a variety of sources such as Common Ground, Mission Praise, Taize songs etc which are printed onto the order of service or projected. |
| Baptisms each year | 3 infant, 1 adult baptisms and 3 dedications in the last 5 years |
| Weddings each year | 1 in the last 5 years |
| Funerals | 9 in the last 5 years and all but 2 for members/adherents. |
| Church Meetings | Three Church Meetings are held per year, one is the AGM. Attendance is about 16 at all of the meetings. |
| Work with Children and Young People | 'Urchins' runs every week during term time with an average attendance of 45 babies and toddlers with a carer. This group is run by Church members and adherents. One of our members is a Foundation Governor at St Mary's C of E Infants School. One of our members also leads a termly service in St Mary's Infant School and <i>Open the Book</i> acts of collective worship weekly. |
| Church Officers/Committees | Church Secretary; Two Treasurers (one for book keeping and one for banking); an ad hoc Fund Raising committee. Various members act as representatives to other bodies, including the URChC property Committee, Worship group meetings, Churches Together in North Cheltenham, Gloucester Area and West Midlands Synod. |

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| Outside groups using Church premises | The local police use the premises annually to hold their neighbourhood meetings. The church is also available for private hire, for example, for children's parties. |
| Outreach | Monthly coffee mornings, <i>Open the Book</i> in Prestbury Infants School (this is an ecumenical project initiated by Prestbury URC leading weekly services by sharing bible stories), Village events e.g. taking part in the village fete, St Mary's Christmas Event etc. |

Warden Hill

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| Sunday Services | 10.30am alternate Sundays with St. Christopher's - average attendance 75 Weekly morning prayers on a Tuesday (Circle of prayer) about 6. |
| Special Services in the last year | Special Services held included Harvest Festival, Christmas, Easter, 2 united services with URCiC. |
| Holy Communion | Celebrated monthly at the URC, and most other Sundays at St. Christopher's. |
| Lay involvement | Members of the congregation read the lessons and prayers each Sunday, the Worship group leads monthly Family services. Following the formation of the LEP, two Readers from St. Christopher's are now available to lead services and a retired Canon is available for communion services. |
| Hymn books | Rejoice and Sing is used when the service is at the URC. |
| Baptisms each year | An average of 1 per year over the last 5 years plus between 12 and 15 per year at St. Christopher's |
| Weddings each year | Weddings are rarely held at the URC but several are held at St. Christopher's. |
| Funerals | An average of 3 per year over the last 5 years; in the last year 2 for members and 1 for an adherent's husband. Many are held at St. Christopher's. |
| Church Meetings | Three Church Meetings were held per year, but the LEP will hold two open church meetings each year. One is the AGM. Only one has been held so far under the LEP and about 30 attended. |
| Work with Children and Young People | New Shoots runs every Sunday morning with the children in Church for approximately the first 20 minutes of the service. Attendance varies, Pre-school 2, Infants 5, Juniors 5. The group uses Roots material. A successful Holiday Club (Seaside Rock) was run in the summer when about 25 children attended. |
| Church Officers/Committees | Church Secretary; Treasurer; various committees, including Catering and Social, Fabric and Traidcraft. Various members act as representatives to other bodies, including URCiC, Gloucester Area, West Midlands Synod and South Cheltenham Churches (Anglican). |
| Outside groups using Church premises | Several dance groups, karate, child minding, slimming groups, educational classes and an exercise group. The halls are also available for private hire, for |

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| | example, for children's parties. Alcohol is not allowed on the premises. |
| Outreach | May cake sale and Christmas fair held each year and are well supported by lots of local residents. <i>Open the Book</i> in Warden Hill Infants School, and occasionally at Bettridge School. Warden Hill members run and manage the URCiC Traidcraft which supplies goods to St Andrew's, Prestbury, St Christopher's and Warden Hill. The profit made from this is used to support world disasters and appeals. |

D. What are our resources?

The Pastorate currently has two ministers although only one is active within the pastorate. The circumstances and membership numbers have changed considerably from five years ago and we recognise that the United Reformed Church in Cheltenham will need to have its scoping revisited once the current ministerial situation has been resolved. One of the current ministers is also the Area Minister and with only one active minister this responsibility needs to be reallocated to another person in the area. As part of the LEP the Church in Warden Hill has a Priest in charge who takes one service a week. The United Reformed Church in Cheltenham has the benefit of the additional services of two retired Ministers, some of whom also support the Synod as members of committees and as Interim Moderators. There are two National Accredited Lay Preachers, an Area Accredited Lay Preacher and two Readers who take services on a regular basis. There is also a worship group who lead worship approximately once a month and guest preachers from the Baptist and Methodist denominations.

There is a team of people who plan the monthly *Jump 4 Joy* services for families with younger children. This team also provide Junior Church at St Andrew's.

In the summer of 2010 a team of people from two of the three worship centres planned and ran a holiday club. We also have access through the ecumenical partnership at Warden Hill to a Youth and Children's worker.

Pastoral care throughout the Pastorate is given by the Minister and Elders (or individuals who in some cases form part of a pastoral care teams) wherever the need arises. There is an element of regular visiting for some members by the Minister and by Elders (to those on their care lists and those in hospital), but many members prefer to request visits when the need arises.

There are a number of people across the pastorate, who serve on Synod and National Committees e.g. Premises, Finance, Pastoral, Candidating, Disciplinary.

There is a URChC Premises committee which has a variety of practical and business skills used to maintain and manage the worship centres, halls and manses.

There are two manses; a detached manse based in Hatherley with 4 bedrooms, living room, kitchen, dining room and separate study, and a semi-detached manse in Pittville with 4 bedrooms, living room, kitchen/diner and separate study.

The URChC has the use of four worship centres with seating capacity for up to 300 and down to 125. Each church's premises has a variety of sized rooms/halls and kitchen facilities, all with disabled access.

Attach the latest set of accounts for all 3 worship centres and the URChC.

E. Where are we going?

The following have been identified as the statements of mission purpose that the URCiC wants to prioritise over the next 3 years:

Statement 2: Identity

- a. We acknowledge that the resolution on unity in the previous profile has not been taken forward and that the congregations have not appeared willing to move towards working more closely together. This reluctance needs to be explored and revisited in light of the LEP in Warden Hill, the reduction in members across the pastorate and the need to support the congregation at Prestbury who may face the possible situation of a building closure (but not a fellowship) in the next 3 years.
- b. To explore further how we can “work together”, subject to the outcome of a. Currently the URCiC provides resources for all three worship centres e.g. ministry, the church office, some aspects of the finances including charitable status, worship groups, In Touch and Church Council. We need to explore what else we can do better together to put the church at the heart of our communities.
- c. Develop a URCiC mission statement within the next 6 months that sums up who the URCiC is, what it does and why it does it.

Statement 1: Spirituality and prayer

- d. To support the development of the worship group, *Jump 4 Joy* team and Lay preachers through regular monthly training and/or support meetings.

Statement 4: Community partnerships

- e. To promote the full use of Church buildings to build a more active links with the local neighbourhoods.
- f. To build on the links made with the schools at Warden Hill and Prestbury through *Open the Book* and C4 Choir to encourage children and their families to explore their faith.
- g. To explore the possibility of a Community Development Officer who would be part funded by the Synod to build relationships with the community users of the church buildings and encourage a link into the spiritual dimension of the URCiC.
- h. To provide a reformed presence in the communities of Prestbury, Warden Hill and Montpellier that proclaims the good news of the kingdom of God. This will involve some transformation as Prestbury wrestles with the possibility of closing its church building.

Communication

- i. This topic has been a constant issue for the URCiC. A reasonable proportion of the congregation are not engaged and even if messages go out they are not received. The minister and Elders need to work to improve the process but also accept that some people will not listen.

St Andrew's

Statement 7: Church growth

To focus on attracting people from the "middle age group" upwards rather than feeling guilty about the absence of younger people.

Statement 4: Community partnerships

To appoint a booking officer/caretaker to deal with the hiring and caretaking of the church buildings, this will relieve members of the congregation of this burden. The aim is to make this post self funding.

Statement 1: Spirituality and prayer

To develop appropriate worship for the older children from *Jump 4 Joy* which is seen as church in the same way that the 11 o'clock service is viewed as church.

To ensure that worship reflects the importance of the Word – preaching, teaching and exploring and to continue to ensure that all ages are welcome at services.

Tony Jeans October 2010

Prestbury

Statement 7: Church growth

To focus on attracting people from the “middle age group” upwards rather than feeling guilty about the absence of younger people.

To explore how we can transform the church in a building to a church fellowship without a building if necessary.

Statement 1: Spirituality and prayer

To promote and increase the number of families from ‘Urchins’ that attend *Jump 4 Joy* (a half hour monthly service on a Tuesday morning).

To develop appropriate worship for the older children from *Jump 4 Joy* which is seen as church in the same way that the 11 o’clock service is viewed as church.

Fiona Hall October 2010

Warden Hill

The LEP review will take place in about 4 years time which will enable the LMMR and LEP review to be brought into sync.

For this review Warden Hill affirms its commitment to the URCiC, balancing its relationship with the South Cheltenham CofE.

Its internal priority is building up the common life of the LEP.

F. How will we get there?

The following have been identified as actions that the URCiC needs to take to enable it to achieve its priorities:

| Action | Who is responsible | Review date |
|--|--|------------------|
| To explore why members of the congregations are reluctant to work more closely together in the next 4 months and report back to the United Church meeting | Minister and Church Secretaries | Feb 2011 |
| Develop a URCiC statement within the next 6 months that sums up who the URCiC is, what it does and why it does it. | Church Council | May 2011 |
| Dependant on the outcomes of the first two actions to explore what else we can do better together in the next 12 months | Church Council | Review quarterly |
| To support the development of the worship group, <i>Jump 4 Joy</i> team and Lay preachers through regular monthly training and/or support meetings. A calendar of meetings to be arranged for 2011 | Ministerial team | December 2010 |
| Worship Group to take responsibility for starting new initiatives to develop worship(liturgy) within 4 months | Worship Group | Feb 2011 |
| <i>Jump 4 Joy</i> the current team to develop new ideas and report back to the URCiC Church meeting and/or Church Council within 6 months | <i>Jump 4 Joy</i> team | May 2011 |
| The minister and United Elders to review, monitor and where appropriate enhance the communication processes across the URCiC on an ongoing basis | Ministerial team and United Elders | Review quarterly |
| A task group/working party to be formed to research and prepare a list of possible actions to attract the 50 plus group to our churches. The task group to report to United Elders and United Church meeting with an action plan within 6 months | 50 plus new task group/working party | May 2011 |
| A task group/working party to be set up to prepare a firm proposal and bid to Synod within 6 months for a Community Development Officer to work across the URCiC | Community Development Officer new task group/working party | May 2011 |
| To consider Ecocongregation ideas in a year's time | Joint Premises Committee | November 2011 |

St Andrew's Action plan

| Action | Who is responsible | Review date |
|--|--|----------------|
| To appoint a booking officer/caretaker to deal with the hiring and caretaking of the church buildings which will relieve members of the congregation of this burden. The aim is to make this post self funding. The person should be in place to carry out these duties when the building works are completed. | St Andrew's Elders in conjunction with the redevelopment committee | Review monthly |

Prestbury Action plan

| Action | Who is responsible | Review date |
|---|---|------------------|
| To explore how we can transform the church in a building to a church fellowship without a building if necessary. | Minister, Elders and Church meeting | Review quarterly |
| To promote and increase the number of families from 'Urchins' that attend <i>Jump 4 Joy</i> (a half hour monthly service on a Tuesday morning). | Minister, Elders, Church meeting and the Urchins team | Review quarterly |

Minister's job role

Over the next few months a page needs to be inserted regarding the minister's job role. Until the current situation has been resolved it would be inappropriate to prepare a minister's job role page at this stage in the proceedings.

APPENDIX A. Ministerial Terms of Settlement

Stipend- The stipend is paid direct by National Church in line with agreed national rates.

No supplements are at present paid by the local Church.

No payment is made by the local Church for additional work.

Housing- A manse will be provided in line with guidelines laid down by Synod and the National Church. At present there is one manse in the Pittville area of Cheltenham and another in Hatherley,.

The Hatherley manse is brick built and has gas central heating and a burglar alarm. The loft is floored. It has 4 bedrooms, a lounge, dining room, study, kitchen and a downstairs cloakroom. There is a separate double garage and a low maintenance back garden. It is situated fairly close to the Churches at Warden Hill

The Pittville manse is brick built and has gas central heating and a burglar alarm. The loft is partially floored. It has 4 bedrooms, a lounge, dining room, kitchen, study and a downstairs toilet. There is a separate garage, and a greenhouse in the spacious gardens. It is situated on the NE side of Cheltenham between the St Andrew's and Prestbury Churches.

Travel- It is envisaged that the Minister will own his/her own car and a mileage allowance will be paid at the rate of 40p per mile for the first 10,000 miles per annum, and 25p per mile thereafter.

A fixed car allowance is paid monthly via the payroll - at present the annual sum is £1,200

Personal mileage will not be paid for.

Book allowance-

A book allowance will be paid up to £100 pa. – reimbursed on actual purchases.

Administration-

The Minister is expected to pay for personal telephone calls. Broadband will be paid for in proportion to its Church / personal use.

The Church office is based at the Warden Hill Church and has a photocopier, two computers, telephone, fax and answer machine facilities. There is a volunteer in attendance to help with and carry out administrative and typing duties on a Tuesday and Friday morning.

The Sunday handouts are produced each week at the office. The monthly magazine of the URCiC, 'In Touch', is also prepared there.

The office is available for small meetings, as are the premises at Warden Hill – it has easy car parking facilities.

Other- Holidays, further training and sabbaticals are in line with National Church guidelines. One day off per week will be given.

APPENDIX D. Agreed Resolution on Unity from previous profile

Tony Jeans proposed the following Resolutions of Intent for the Elders to consider:-

1. Elders re-affirm their commitment to lead the three Churches into becoming a single Church, worshipping and witnessing in three locations in Cheltenham.
2. Elders will establish task groups to develop policies and procedures for all practical matters including premises and finance.
3. Elders will engage in discussions and conversations within the three congregations to encourage understanding, to develop a commitment to visible, organic unity and common purpose while preserving local identity in the three locations to enable witness, mission and service.
4. Elders will bring forward as soon as is practicable, a formal resolution for consideration in each Church Meeting and United Church Meeting, to establish a single United Church

This Pastorate Profile was reviewed as part of the LMMR discussed and agreed by the minister, Elders and congregation of the URCiC in November 2010.