St Aidan’s, Leeds
Diocese of West Yorkshire and the Dales
Our statement of needs - 2015
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St Aidan’s Church, Leeds
Our aim is to be a worshipping, serving, sacrificing community, following the example of Jesus Christ
1. Introduction from Bishop Nick Baines

Harehills is a vibrant and richly diverse suburb of Leeds. This Statement of Needs describes the distinctive witness and service which St Aidan’s offers in the community within which it is set. Over the last eighteen months, the congregation has shown faith and perseverance through a testing period of uncertainty brought about by the illness and subsequent early retirement of their previous parish priest.

For many years, St Aidan’s has brought stability to this transient suburb of the city of Leeds. We are seeking to appoint a priest of considerable calibre and experience whose leadership will foster spiritual and numerical growth in the congregation, promote the mission of the church in the parish and contribute to community cohesion in the wider neighbourhood.

The catholic tradition of St Aidan’s is reflected in the architecture of the building, in the liturgy and worship, in the diversity of the congregation and in a deep commitment to serve the needs of some of the most marginal people of the city. The person appointed will need to be resilient as well as adept at working with a wide variety of people and partners. Above all, we are seeking someone who is confident in the gospel and reliant on the grace of God.

The PCC has recently agreed to dissolve the Team Ministry which united St Aidan’s with All Souls’, Little London. Initially, the successful applicant will be licensed as Priest in Charge of St Aidan’s and in due course they will be instituted and inducted as incumbent of the new benefice.

The Rt Revd Nick Baines
Bishop of Leeds
June 2015
2. Leeds, Harehills and St Aidan’s

Leeds is a city of some three quarters of a million people, of many backgrounds. It is a major centre of business and commerce, of the arts and culture, and of education. Opera North and the West Yorkshire Playhouse are based here, as is the new First Direct Arena and the Henry Moore Institute. It boasts a retail centre that draws people from all around the north, has an historic covered market and will soon host John Lewis. It has a wide range of restaurants. The city benefits from three universities and a variety of other tertiary education institutions. It is the home of international and county cricket, as well as – soon, surely? – premiership football! The beautiful Yorkshire Dales – host to the Tour de France in 2014 – are forty-five minutes away; a little further are the North York Moors, the Yorkshire coastline, and the Peak District. The city is well connected to London via train and road, the East Coast Mainline is easily accessible, Leeds and Bradford Airport is half an hour away, and the city of Manchester, and its airport, just a little further.

St Aidan’s is located in Harehills, Leeds, just off Roundhay Road, in between Leeds city centre and Roundhay Park. Harehills is vibrant, multi-cultural and energetic – the Leeds Caribbean carnival brings colour to our streets and wonderfully celebrates the vitality of our community. St Aidan’s serves the densely populated and diverse community of Harehills, as well as a small part of the more suburban area of Roundhay. The immediate surrounding housing is terraced, mostly back to back.

Population turnover is rapid in the Harehills area where ethnic diversity is the rich cultural social reality. The settlement of Afro-Caribbean communities in the 1950s has been superseded by immigration from the Indian subcontinent, in particular from Assd/ Kashmir, Bengal, Bangladeshi and Pakistan. There are now also communities from the African continent: Eritrea, Zimbabwe, French speaking Congo, Nigeria and Cameroon. From Europe there are communities from Portugal, Romania, Lithuania, the Czech Republic and Germany. We also have communities from Iran, Iraq, Afghanistan and China. Many of these groups participate in the life of St Aidan’s.
2. Leeds, Harehills and St Aidan’s

St James Teaching Hospital is adjacent to the parish. There are several residential and nursing homes, and sheltered housing complexes in the area. St Aidan’s has a longstanding and close relationship with St Augustine’s Roman Catholic Church and Trinity United Church (joint Methodist and United Reformed Church). Other Christian churches in the parish include Baptist, New Testament Church of God, Greek Orthodox Church, Church of God of Prophecy, Eritrean Orthodox Tewahedo Church, Hope Gospel Church, and a Community Church. There is a local Churches Together in the area, of which St Aidan’s is an active member. There are also several mosques locally, including the large Bilal Majid Mosque.

For a brief period (2012 to 2015), St Aidan’s was part of a united benefice with All Souls’, in nearby Little London: the PCC and Diocese has decided to return to the previous pastoral organisation, with St Aidan’s as a single church benefice.

The Society of St Francis has a house in the parish. The brothers SSF worship at St Aidan’s and make a significant contribution to the life of the church and parish.

The Lord be with you.
Jehovha ngaave nemi.
Le Seigneur soit avec vous.

3. St Aidan’s today

Our mission and values

Our aim at St Aidan’s is to be a worshipping, serving, sacrificing community, following the example of Jesus Christ. Our values include:

- Hospitality.
- Acceptance.
- Collaboration.
- Inclusion.

Our worship and service is rooted in the incarnation, sacrifice and resurrection of Jesus Christ.

What St Aidan’s means to me

It is a place to seek comfort and relief!
It is a place to find hope!
It is a place to get help!
It is a place to worship without fear!
It is a place to find an ear to listen!
It is a place to hold and shake hands with respect!
It is a place to feel be equal and free in dignity and right!
It is a place to speak with complete freedom!
It is a place to be loved, not to be judged!

A member of St Aidan’s.
3. St Aidan’s today

Our worship in the community

The Mass is sung on Sundays, with an attendance of 80-120 people on a typical Sunday, the majority making their communion. A wide range of ethnicities are represented, including Afro-Caribbean, white British, Iranian, Kurdish, African, Eastern European, Asian, American. All ages are represented on a Sunday, including many adults of working age. Our tradition is for the Mass to be concelebrated, with two self-supporting priests long associated with the parish, and a third retired priest giving additional support during our current vacancy. The worship is led by: a serving team; robed choir; two lay readers; lay preachers and intercessors; lay administrants of the sacrament. We use contemporary Anglican liturgy, supplemented by the Roman Missal.

A Sunday School meets during the Sunday Mass, and a New Christian Nurture Group meets after Mass. Baptisms take place during the Mass or after the Sunday Mass. Around 20 adults were confirmed at St Aidan’s during two services led by the Bishop of Leeds, in January and on Holy Saturday, during 2015. One of the lay readers leads Baptism preparation. The Church Council recently approved policy and guidance for the New Christian Nurture Group. St Aidan’s has a Child and Vulnerable Adults Safeguarding Team.

We were delighted to appoint a new organist and choir master towards the end of 2014. This appointment is initially on a two year basis, pending the recruitment of a new incumbent at St Aidan’s.
The Office (Franciscan) and Mass is said on most weekdays, with an attendance of two or three, and up to a dozen. Mass is regularly celebrated in Louis Le Prince Court (sheltered accommodation). We have not managed to maintain a daily Mass during the Parish vacancy but would welcome returning to this tradition, if possible. One of the lay readers gives particular leadership for the maintenance of daily worship. Communion is taken regularly to people at home, who are unable to attend church. The sacrament is reserved in church, and oils stored in the tabernacle for use at baptism, confirmation, and for healing. There is currently a mass for healing, including the laying-on of hands, on a Sunday morning, every other month.

Current or recent annual worship activities include pilgrimage to Lindisfarne, Ascension Day eucharist at Whixley, North Yorkshire, annual Caribbean independence services eg Jamaica, Barbados. The celebration of Holy Week and the Easter Triduum is central to our life. We have valued our Bishop presiding at the Holy Saturday Vigil and first mass of Easter over the past few years, including confirmation. We hold a mass at All Souls-tide for the recently departed, as well as praying for the departed through the year. Bankside school leads a service of light during Advent. Afro-Caribbean funerals in church, are significant events for the local community. The St Aidan’s Mothers Union branch has been in existence since 1915, and includes members of working age with young families, and older members. The Friends of St Aidan’s was formed in 1947, and continues to this day, to bind together in friendship all who have been baptised, confirmed or married in the church as well as past and present worshippers.
3. St Aidan’s today

Our service in the community

A wide range of service to the community takes place from St Aidan’s, many led both by members of the St Aidan’s congregation, some independently managed, including:

- Food pantry – up to 80 food parcels, every Sunday after Mass.
- Food share – free Sunday meal, every couple of months, for up to 80 people, and on Christmas Day.
- Supporting the Local Community (SLC) at St Aidan’s, which centres on ESOL (English for Speakers of Other Languages) – Tuesdays and Thursdays, throughout the year, for 60+ students. Includes a 14 place crèche. Working in partnership with Trinity United Church.
- PAFRAS (Positive Action for Refugees and Asylum Seekers) – Thursdays, throughout the year. PAFRAS works with refugees, asylum seekers and the wider community to counter the effects of enforced destitution on vulnerable migrants.
- IntoUniversity – hosted on site, daily during term-time, supporting local access for young people to University education, linked to local school timetables.
- Fair Trade – stall after Mass, some Sundays in the year.

The church has a high profile in the Harehills area, with an initial relationship built by the last incumbent with Bankside School, and a long history of reaching out through multi-faith and community links. The church has links with the Society of St Vincent de Paul, providing ecumenical pastoral support in the community. We host a local Eritrean Orthodox church in the main church. Hall users, in addition to those named above, include a Leeds City Council youth group, Dance Group, Feel Good Factor, Martial Arts Group, private lettings.

We rejoice that as well as a significant number of the worshipping community supporting one or several of our activities in service to the wider community, a number of those who have received such services have become firm members of the worshipping community. For example, several asylum seekers are now volunteers for the ESOL classes and others have taken on roles in church worship, for example, being part of the servers’ team, choir, readers and leaders of the new Christian group.
3. St Aidan’s today

Our opportunities for growth

The Church has continued to develop and grow, throughout and following a recent long ministry, and a subsequent brief ministry (which ended early in retirement on ill health grounds), and during times of vacancy (both actual, from February 2015, and in practice, from February 2014). And there are opportunities for further growth, particularly:

- Daily offering of the Mass – the church’s ‘engine room’ or ‘beating heart’.
- Promoting numerical and spiritual growth of the church from within the parish, through engagement with our local community, through mission and evangelism.
- Celebrating all those who cross the threshold of St Aidan’s, whether for worship or for support in our community, enabling seamless movement from one to other, within the worshipping and serving community.
- Releasing the gifts and talents of all St Aidan’s community.
- Building on the links with Bankside School, and providers of services to young people and families.
- Developing Christian education and nurture, for those newly confirmed, and for those with a longer journey in discipleship.
- Developing internal and external communication – including our website.
- Developing administrative support arrangements.
- Succession planning – maintaining current extensive service offering, ensuring continuity, and developing leaders of the future.
- Developing St Aidan’s Church as a resource for music and the arts – excellent acoustic for concerts, historic mosaics (Brangwyn), space for art installations.
- Enhancing links with other Christian and non-Christian faith communities.
- Maintaining a sense of belonging in church and parish.

St Aidan’s traditionally been a training parish for people newly ordained, and has, including recently, fostered a number of vocations to the ordained ministry.

What St Aidan’s means to me

I am coming in the ESOL course because I would like to better speak and understand English people. Lessons give me English it’s very helping me, I am learning speaking, I meet with people, I see him face to face, I laugh, I can ask questions.

A member of the English for Speakers of Other Languages (ESOL) group and a Polish speaker.
3. St Aidan’s today

St Aidan’s, the building

The church is a basilica style building, built 1891-1894, to accommodate up to 1000 people. It is grade II* listed. The apse is decorated with 93 m² of mosaics depicting scenes from St Aidan’s life by artist Frank Brangwyn. Another notable feature is the magnificent and sonorous organ, one of the very finest instruments by James Jepson Binns. Our last quinquennial was in November 2013: no serious issues identified. There is no churchyard at St Aidan’s.
4. What we offer

We are a community, first and foremost, of disciples in Christ. We have our faults, we care for one another, we are faithful in worship, hard working in service, and accepting of difference. We are resilient, engaged, colourful, and diverse, with the energy, commitment and faith to move forward to the next stage in our pilgrimage. We are a church characterised both by:

• Our worship on a Sunday, and through the week; and by,

• Our service to the wider community and to one another, from Monday to Saturday, and on Sundays as well.

We offer you a pivotal place in the worshipping, serving and sacrificing community of St Aidan’s in Harehills. Our liturgical tradition is strong, traditional, and open. You will be benefit from the wide variety of cultures, skills, competencies and experiences of the worshipping and wider community here. Members of the worshipping and wider community will readily welcome you, be open with you, allowing your ministry to be valued. We will work hard with you, rooted always in daily and Sunday worship.

We will want you to have time to pursue your own interests, space for friends, family and significant relationships, and to have proper time off each week and through the year. We will support you in this.

5. The priest we seek

We hope that you will, in reading this far, be attracted by what we offer at St Aidan’s, our parish and our setting in Leeds, Yorkshire. We are open to discerning through the application process who the right person will be for us.

You will bring to Harehills and St Aidan’s a commitment in discipleship to Jesus Christ, a love for people, humility and honesty. You will bring your own particular gifts and talents. You will welcome and nurture the gifts and talents that you find here already. You will be part of, and lead, a team of colleagues and fellow pilgrims, lay and ordained. You will have, and offer us, the potential to learn and to grow – you will not be perfect, nor a ‘one-man-band’. You will be a clearly visible face of the church, not only at St Aidan’s, but in the wider community. You will, we hope, enjoy the richness that St Aidan’s has to offer, and enjoy your time leading the local church community. We welcome the priestly ministry equally of male and female. You will be sympathetic to an inclusive catholic spirituality, deeply rooted in prayer. You will be understanding of our tradition and of our desire to restore a daily mass in the parish.
6. The Vicarage

The current St Aidan’s Vicarage is a modern four bedroom home, set between the church, hall and Banstead Park. It has:

- Fully refurbished kitchen.
- Central heating.
- Double glazing.
- Garage.
- Space for parking.
- Security system.
- Garden.

Bankside School, the local primary school in the parish, was last fully inspected in 2011, and found to be Good. An interim assessment in 2014 found that the school’s performance has been sustained. Roundhay secondary school is nearby. It was last inspected in 2013, and found to be Outstanding.

The strong preference of both parish and diocese is for the incumbent to reside within the vicarage. It may be possible in exceptional family circumstances for alternative accommodation to be provided.
7. Some statistics and notes

### The residential community

<table>
<thead>
<tr>
<th>Description</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population (census 2011), accommodated in</td>
<td>17,000</td>
</tr>
<tr>
<td>Owner occupied housing</td>
<td>51%</td>
</tr>
<tr>
<td>Private rented housing</td>
<td>26%</td>
</tr>
<tr>
<td>Local authority or housing association properties</td>
<td>21%</td>
</tr>
<tr>
<td>That is</td>
<td></td>
</tr>
<tr>
<td>Terraced housing</td>
<td>36%</td>
</tr>
<tr>
<td>Semi-detached housing</td>
<td>33%</td>
</tr>
<tr>
<td>Flats (purpose built)</td>
<td>13%</td>
</tr>
<tr>
<td>Detached housing</td>
<td>9%</td>
</tr>
<tr>
<td>Flats (converted from existing properties)</td>
<td>8%</td>
</tr>
<tr>
<td>With diverse ethnicity, predominantly</td>
<td></td>
</tr>
<tr>
<td>White British</td>
<td>39%</td>
</tr>
<tr>
<td>Asian or Asian British (Pakistani, Bangladeshi, India)</td>
<td>32%</td>
</tr>
<tr>
<td>Black or Black British (Caribbean, African)</td>
<td>14%</td>
</tr>
<tr>
<td>And, more recently, Middle Eastern, Eastern European</td>
<td>Not in census</td>
</tr>
</tbody>
</table>

### The worshipping community

<table>
<thead>
<tr>
<th>Description</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number on electoral roll, as at April 2015</td>
<td>107</td>
</tr>
<tr>
<td>Sunday School</td>
<td>c10</td>
</tr>
<tr>
<td>Easter communicants 2015</td>
<td>110</td>
</tr>
<tr>
<td>Christmas Communicants 2014</td>
<td>87</td>
</tr>
<tr>
<td>Baptisms (2014) (adults/under 18)</td>
<td>27/8</td>
</tr>
<tr>
<td>Confirmations (2015) (adults/under 18)</td>
<td>16/1</td>
</tr>
<tr>
<td>Weddings (2014)</td>
<td>2</td>
</tr>
<tr>
<td>Funerals in church (2014 / 2015 to date)</td>
<td>22</td>
</tr>
<tr>
<td>Established priest members of the congregation with permission</td>
<td>2</td>
</tr>
<tr>
<td>to officiate</td>
<td></td>
</tr>
<tr>
<td>Licensed readers emeritus (one takes lead responsibility for</td>
<td>2</td>
</tr>
<tr>
<td>baptisms)</td>
<td></td>
</tr>
<tr>
<td>Servers</td>
<td>8</td>
</tr>
<tr>
<td>Preachers at mass (lay, reader, ordained)</td>
<td>9</td>
</tr>
<tr>
<td>Intercessors</td>
<td>13</td>
</tr>
<tr>
<td>Choir (with paid choirmaster/organist)</td>
<td>12</td>
</tr>
<tr>
<td>Readers at mass</td>
<td>17</td>
</tr>
<tr>
<td>Sidespeople</td>
<td>19</td>
</tr>
<tr>
<td>Lay administrants of the sacrament</td>
<td>20 in church</td>
</tr>
<tr>
<td></td>
<td>6 in home</td>
</tr>
<tr>
<td>Sacristan</td>
<td>1</td>
</tr>
<tr>
<td>Parish deacon emeritus (retired)</td>
<td>1</td>
</tr>
</tbody>
</table>
7. Some statistics and notes

<table>
<thead>
<tr>
<th>Leading our service in the community</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Sunday school teachers</td>
<td>2</td>
</tr>
<tr>
<td>New Christian Nurture Group leaders (also prepare for baptism and confirmation)</td>
<td>3</td>
</tr>
<tr>
<td>Food pantry team</td>
<td>6</td>
</tr>
<tr>
<td>Food share team</td>
<td>6</td>
</tr>
<tr>
<td>ESOL (English for Speakers of Other Languages) leaders</td>
<td>12</td>
</tr>
<tr>
<td></td>
<td>2</td>
</tr>
<tr>
<td>Mothers’ Union members (working age with families/total)</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>19</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Financial</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Incoming resources for 2014, comprising</td>
<td>£96,464</td>
</tr>
<tr>
<td>Voluntary income</td>
<td>£60,389</td>
</tr>
<tr>
<td>Charitable activities</td>
<td>£35,607</td>
</tr>
<tr>
<td>Investment income</td>
<td>£467</td>
</tr>
<tr>
<td>Resources used, including</td>
<td>£103,958</td>
</tr>
<tr>
<td>Parish share, 2014 – paid in full</td>
<td>£39,921</td>
</tr>
<tr>
<td>Net incoming / outgoing resources</td>
<td>(£7,494)</td>
</tr>
<tr>
<td>Total funds carried forward</td>
<td>£65,396</td>
</tr>
<tr>
<td>Historic share owed</td>
<td>£0</td>
</tr>
</tbody>
</table>

What St Aidan’s means to me

A welcoming temple of God accommodating Christians of various ethnic/cultural backgrounds. The church is committed to supporting the local community and disadvantaged ethnic minority groups towards achieving their destiny.

A member of St Aidan’s.

Note: We have not conducted a stewardship campaign for several years. A stewardship campaign is overdue!

Note: We are in the process of resolving contractual arrangements with IntoUniversity. Once this is complete, we anticipate an additional charitable income of £15,000 in years two to five. Year one income will be less, and is not included in the above figures.
8. For further information

Please feel free to contact any of the following:

The Ven Paul Hooper - Archdeacon of Leeds
0113 269 0594 / paul.hooper@westyorkshiredales.anglican.org

Fr David Paton-Williams - Area Dean
0113 266 4532 / d.patonwilliams@gmail.com

Nick Flood - Lay Chair of the Deanery Synod
0113 268 8067 (home) / 0113247 6382 (work)

Andrew Ifill - Churchwarden
07880 908 612

TK Chinembiri - Churchwarden
tkchinembiri@yahoo.co.uk

Tony Jowitt - Lay Reader
0113 266 1134 / anthonyjowitt@madasafish.com

Carolynne Pepper - Lay Reader
carolynnepepper8@gmail.com

Mother Diana Zanker - Priest with permission to officiate
revdiana@staidan-leeds.org.uk

Fr Paul Hunt - Priest with permission to officiate
revdpaul.staidan@gmail.com

Our website, which we know needs to be developed,
is http://staidan-leeds.org.uk/

Diocese of West Yorkshire and the Dales website:
http://www.westyorkshiredales.anglican.org/

9. Timetable and how to apply

10th – 26th June Parish vacancy out to advert

Noon, Monday, 6th July Deadline for applications

Tuesday, 7th July Shortlisting

Monday, 20th July Interviews

How to apply:

Please apply by using the application form, which may be downloaded from the West Yorkshire and the Dales diocesan website. Completed application forms should be emailed to paul.hooper@westyorkshiredales.anglican.org, or sent by post to The Ven Paul Hooper, Archdeacon of Leeds, 2 Wike Ridge Avenue, Leeds, LS17 9NL. Applications must be received by noon on Monday 6th July 2015.
10. In summary

Our aim at St Aidan’s is to be a worshipping, serving, sacrificing community, following the example of Jesus Christ. We are a resilient community, with much to celebrate, much to learn, together in diversity, in humility and in discipleship. We should be delighted for you to consider sharing this aim with us, here, at St Aidan’s, in Harehills, Leeds, as our new parish priest.

The blessing of God almighty, the Father, the Son and the Holy Spirit, be upon you and remain with you always. Amen.

Makomborero amwari mukuru, baba, nemwanakomana, neemweya unoera ave pamuri nguva dzose. Amen.

La bénéédiction de Dieu tout-puissant, le Père, le Fils et le Saint-Esprit, soit sur vous et rester avec vous pour toujours. Amen.


With thanks to all who have contributed to this Statement, including: Nick Baines, Tony Bovery, TK Chinembiri, Nick Flood, Paul Hooper, Paul Hunt, Roa Lehany, Scott Parkin, Robin Paterson, David Paton-Williams, Shahrzad Shirazi, Caroline Ugbo, Diana Zanker, St Aidan’s Church Council and members of St Aidan’s Church and Parish.