

Cheltenham United Reformed Church
Prestbury URC, St Andrew's URC,
The Church in Warden Hill (URC/ CofE).

Pastorate Profile

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Some useful websites

- CURC Website:.....www.uncic.org.uk
- TCiWH Website.....www.tciwh.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?

Cheltenham United Reformed Church

Cheltenham is a Regency spa town and is, generally, an affluent town attracting people from all parts of the country. The Government Communications Headquarters (GCHQ) is based in Cheltenham. Several companies have their headquarters or major offices in the wider area, for example, the Endsleigh Insurance and Zurich Insurance. There are two major aviation firms: Messier-Dowty and GE 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. Prestbury Park 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 115,000 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 drugs, alcohol and their associated crimes are prevalent.

The Cheltenham United Reformed Church (CURC) came into being as 'The United Reformed Church in Cheltenham' in 1991. 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. In 2009 Synod scoping reduced this to one minister for the three churches.

The three worship centres are:

- Prestbury, which is in a village setting on the northern side of Cheltenham with a membership of 22 from the local area.
- St Andrew's, which is in the centre of Cheltenham, has a widespread membership of 76 across the surrounding area with some travelling several miles to the Church.
- The Church in Warden Hill (Anglican/URC), is on the southern side of the town in a residential area and has 13 URC members and 50 regular Anglican worshippers.

The CURC could be described as having a broad spiritual theology. The styles of worship (now including Anglican) 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 CURC value the support and fellowship of the whole Church and enjoy the Annual Joint Pastorate Service and regular church groups.

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

There is a Minister's support group which meets regularly comprising representatives of the three churches and whose remit is to discuss the day-to-day activities of the CURC and to discuss future planning.

We have a United Pastorate service once a year and the Joint Elders hold an annual away-day to discuss our Mission. They meet informally at other times.

The Church council discusses issues relating to the whole CURC – its main focus is around mission, action and shared property and finance.

The CURC bank account looks after the United Church expenses. The accounts are ratified at the AGMs at Prestbury and TCiWH before they are audited as part of the St Andrew's Accounts

There is a monthly magazine, “In Touch”, which is available to all members of the congregations, either as hard copy or online. The website is www.urchic.org.uk.

Creative Cards is a CURC outreach activity produced by St Andrew's and sold via all three Churches and beyond. The profits are distributed by Church Council.

The Elders of the three Cheltenham Churches work well together, sharing and supporting each other in God's mission to the town.

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 and Saturday Coffee Mornings.

The Church has a beautifully restored Willis organ and we are blessed with two organists 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. There are three Cluster services per year.

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. In 2011 a second major building programme was completed which included refurbishment of the church hall and cleaning of 75% of outside stonework.

Prestbury

The congregation of this church reflects its village setting. There are members of the congregation with a deep personal faith whose families have worshipped in this building for generations. The congregation is flexible and does not mind trying out new hymns, types of prayer and services.

Often referred to as “chapel”, a great emphasis in the past has always been placed on working with children. Previous generations ran large Boys and Girls Brigade troops and weekly clubs. In the last 18 years the focus has been on the Toddler Group (URCHINS). 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.

As there are only occasionally children 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 by Cheltenham’s Congregational Church, we still attract those of other non-conformist 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. The vestibule, kitchen and hall have modernised in recent years but major works are needed in the main church.

The Church is a member of Churches Together in North Cheltenham (which comprises five Anglican Churches and a nearby Methodist/Anglican LEP) and has good links and relationships with the nearby Parish church – St Mary’s.

The Church in Warden Hill

The URC Centre 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 was also home to the United Church office, which was open on a Tuesday and Friday morning, the office has now been closed. 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.

In 2000 Warden Hill joined with St Christopher's (the local Anglican Church) to bring about 'Spring-clean', 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.

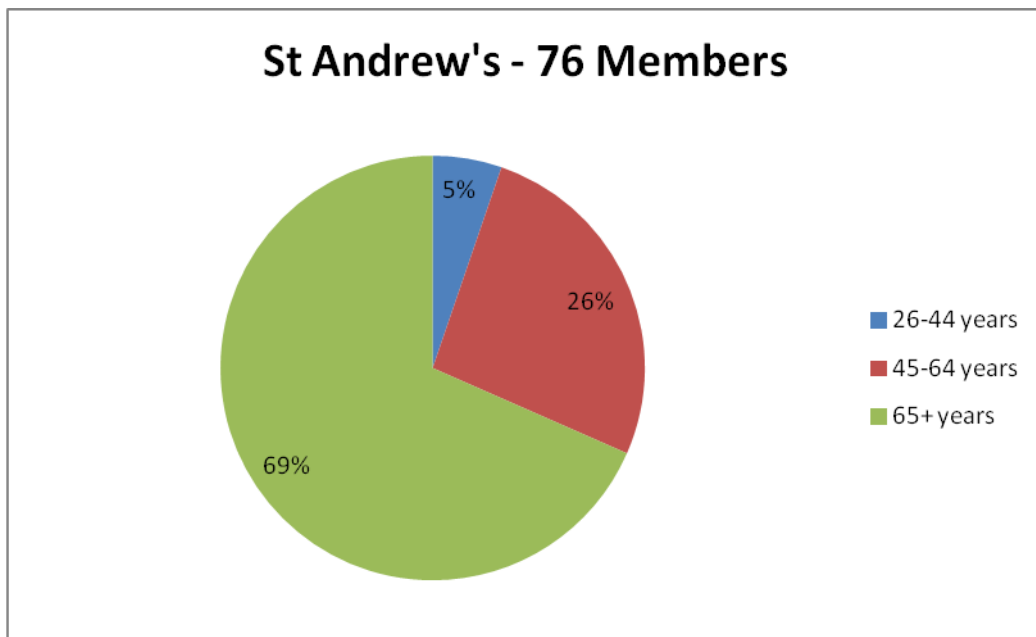
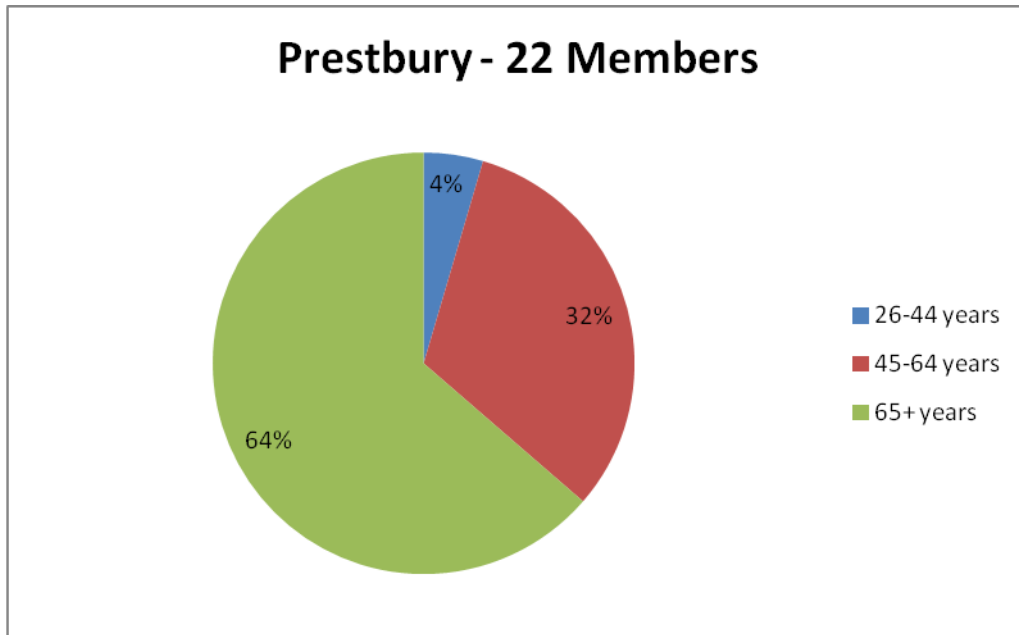
Warden Hill URC is now in a formal Local Ecumenical Partnership (LEP) with St. Christopher's C of E. The church is now known as The Church in Warden Hill. Sunday morning worship is held at St. Christopher's, offering traditional Anglican worship and United Reformed style worship. Communion services are held on 2nd and 4th Sundays and are presided over by ministers from both traditions. Family style worship takes place on 1st Sunday of the month and Morning Worship on 3rd Sunday. Evensong is held every week except 4th Sundays.

The URC Centre is used extensively for training events, weekly prayer and evening worship on 4th Sundays. This is flexible and has included Taize worship, café church, reflective services and Songs of Praise. A number of different worship leaders take these services.

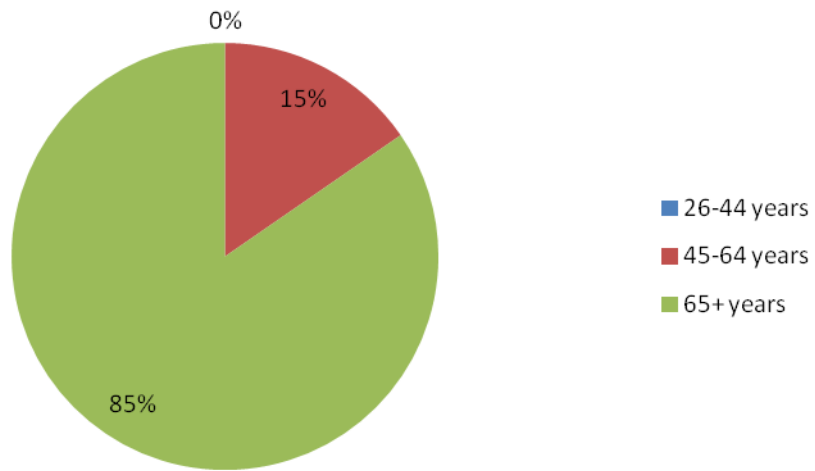
Warden Hill URC has in the past been linked with other local United Reformed Churches – Brockworth and Prestbury - so is used to being 'united' and working with others.

The two Churches in Warden Hill were both built about 1960 and are situated almost opposite each other. The URC celebrated 50 years in September 2010. The URC Centre is a modern Church building with two large halls, kitchen and 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.

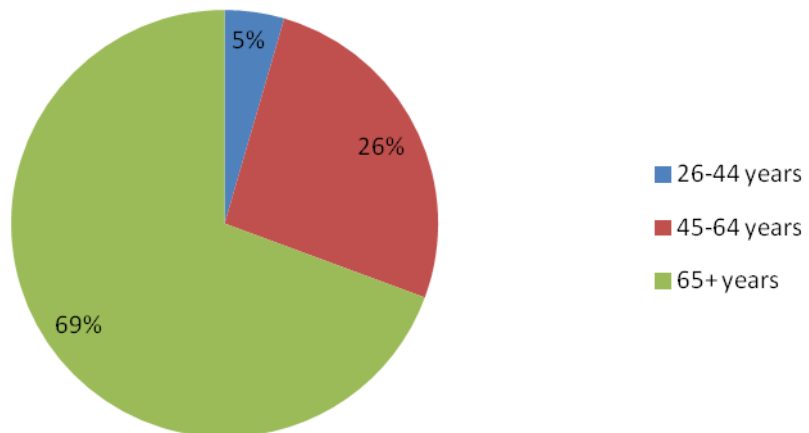
**Statistics 2015
Membership Data**



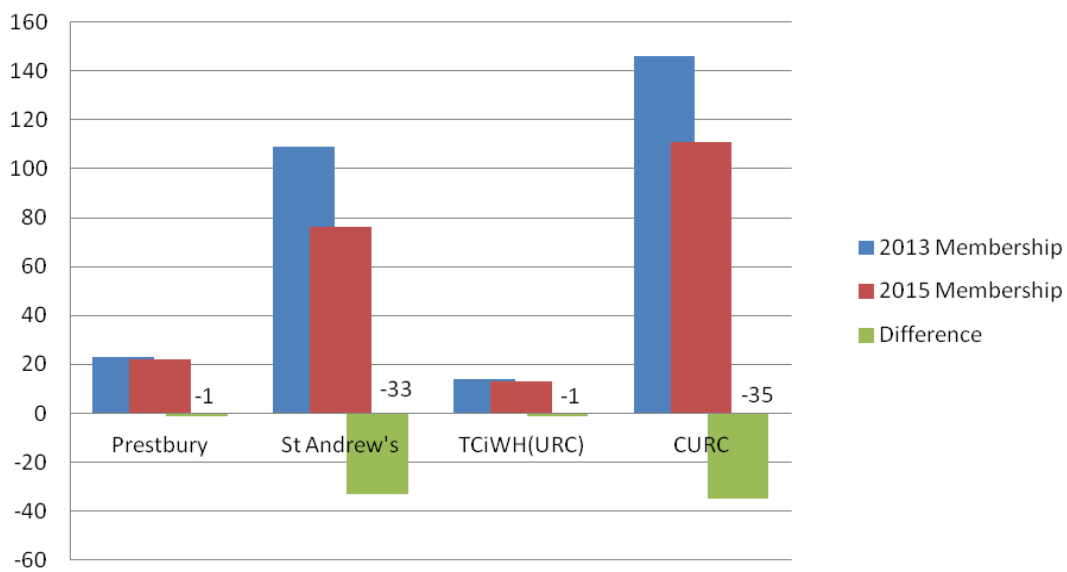
TCiWH(URC) - 13 Members



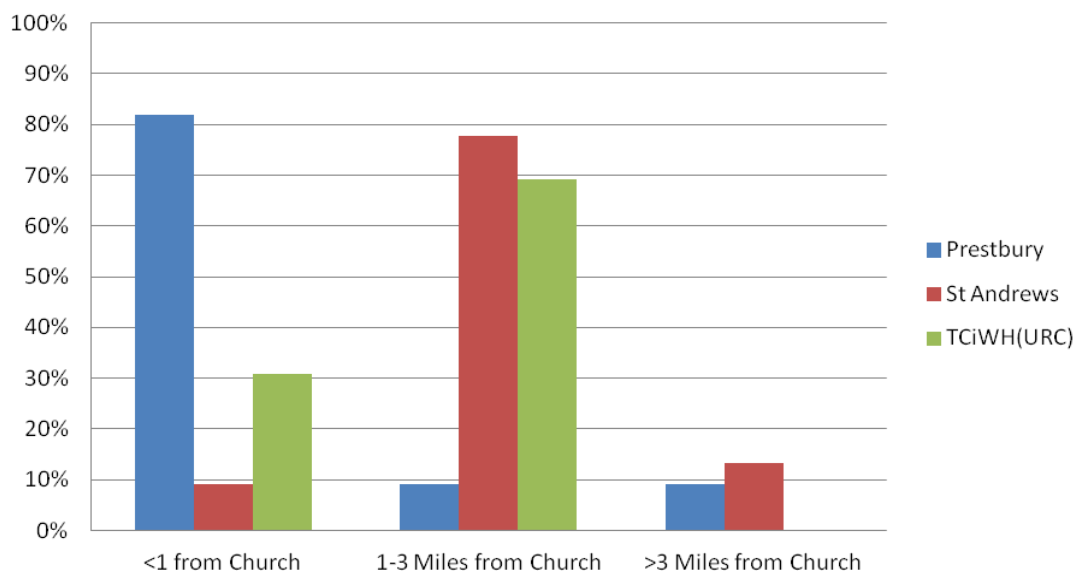
CURC - 111 Members



Difference in Membership 2013-2015



Members Travelling Distance from Church



	Members	Associates	Adherents	Friends
Prestbury	22	3	6	3
St Andrew's	76	44	18	0
TCiWH	13	1	6	4
CURC	111	48	30	7

	Serving Elders	Non-Serving Elders
Prestbury	7	6
St Andrew's	9	20
TCiWH	4	2
CURC	20	28

C. What do we do?

St Andrew's

Sunday Services	11am weekly - average attendance 50 Short children's service (Jump4Joy) at 9.30am on third Sunday in the month – average attendance 8 + parents.
Special Services in the last year	Special Services held during the year include Harvest Festival, Christmas, Easter, a Commitment for Life service, three joint services with Cheltenham Ladies College, United Pastorate service, a joint service with the Cluster Group, Eco-Church service, joint carol service with Nigerian congregation and a St Andrewstide service.
Holy Communion	Celebrated monthly, generally on the first Sunday of the month. Home communion is also provided to housebound members. We have a nominated Elder authorised to preside in an emergency.
Lay involvement	Members of the congregation read the lessons each Sunday; the Worship group and Elders lead occasional services; the congregation has two accredited lay preachers.
Hymn books	<i>Rejoice and Sing</i> is used each week; items are also chosen from other sources including <i>Common Ground</i> and <i>Singing the Faith</i> and words are projected on screen.

Baptisms each year	5 Baptisms and 2 Thanksgiving services have taken place since the last review in 2013.
Weddings each year	6 weddings have taken place since the last review in 2013.
Funerals	14 funerals have taken place since the last reviews in 2013, all for members/adherents.
Church Meetings	Two Church Meetings are held per year..
Work with Children and Young People	Once a month there is a Jump4Joy half an hour service for families with young children. At other times there are children's activities in the prayer-corner for visitors..
Church Officers/Committees	There is an eldership of 9 including Church Secretary and 11 meetings are held during the year. There are two regular committees consisting of Finance and Premises. Various ad hoc committees are created as and when required. Various members act as representatives on other bodies, including, West Midlands Synod, Gloucestershire Area and Cheltenham South West Central churches Cluster.
Outside groups using Church premises	Rooms at St Andrew's are regularly used by yoga groups, Cheltenham Scottish Society and a variety of different organisations. The church is also used for concerts. The Church supports a Toddlers' Club and NCT group. The Redeemed Church of God (Nigerian) worship in the Hall on Sunday mornings.
Outreach	<p>We have a Christian gift/book shop which is open on Thursday and Saturday mornings alongside the coffee bar which is staffed by members of the congregation and attracts local residents.</p> <p>We are in the process of setting up a Green Hub to promote sustainable living and environmental concerns.</p> <p>We are working with National Star College to provide a Lunch Club twice monthly on Wednesdays.</p> <p>We have a representative on the Montpellier Traders Association and take part in their twice-yearly street-fairs.</p> <p>Members of the congregation are involved with Open The Book – sharing Bible stories in local primary schools.</p> <p>Once per month, we are offering local charities the opportunity to run the Saturday coffee bar for their own fundraising.</p> <p>We have a designated monthly charity as a retiring collection after Sunday worship. This is also supported by Footsloggers, the church walking group.</p>

Prestbury

Sunday Services	10.30 am weekly - average attendance 20 (not 2 nd or 5 th Sundays)
Special Services in the last year	Special Services held last year included Harvest Festival, Christmas, Mothering Sunday, Easter and Commitment for Life.. We share part of our Easter worship with St Mary's as we host the Parish Easter Cross and in November we unite for the 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. Services have been led by the Elders and the CURC Worship group. Two members of the congregation, one of whom is a National Accredited Lay Preacher.
Hymn books	Rejoice and Sing is used each week, together with hymns from a variety of sources such as Common Ground, Singing the Faith, Mission Praise, Taize songs etc which are printed or projected.
Baptisms each year	3 infant baptisms since the last review
Weddings each year	2 since 2013 all for people with connections to the Church.
Funerals	Since 2013, 6 funerals or thanksgivings and all but 1 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. The Minister leads occasional services at St Mary's Infant & Junior Schools and members take part in <i>Open the Book</i> acts of collective worship weekly. One of our members runs the local Cub Pack. The Children's choir for Primary age children – C4-meets at Prestbury.
Church Officers/Committees	Church Secretary; two Treasurers (one for book keeping and one for banking); an ad hoc Fund Raising committee. Various members are members of other bodies, including the CURC Worship group and meetings of Gloucester Area and West Midlands Synod.
Outside groups using	The church is available for private hire, for example,

Church premises	for children's parties.
Outreach	Monthly coffee mornings, Urchins, <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 and Jubilee fetes, St Mary's Christmas Event etc. Christmas and Spring Fairs as well as twice yearly bric-a-brac sales . C4 Choir The CURC Book Group meets here quarterly.

Warden Hill

Sunday Services	10.30am at St. Christopher's - average attendance 60. 6pm service held at St. Christopher's except for 4 th Sunday when it is held at the URC Centre. Weekday morning prayers at St. Christopher's. and weekly morning prayers at URC Centre on a Tuesday including Holy Communion about 15 to 20
Special Services in the last year	Special Services held included Harvest Festival, Christmas, Easter, and a united service with CURC.
Holy Communion	Celebrated weekly, mainly in the Anglican style but in the URC style on the 2 nd Sunday morning.
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, three Readers from St. Christopher's are now available to lead services and a Non Stipendiary curate is normally allocated to TCiWH to work in the area and for several services a month and to lead communion services.
Hymn books	Rejoice and Sing is used when the service is in the URC style and Hymns Old and New for most other services.
Baptisms each year	An average of 1 per year over the last 5 years in the URC style plus between 12 and 15 per year in Anglican style.
Weddings each year	Weddings are rarely held in URC style at the URC but several are held at St. Christopher's in Anglican style.
Funerals	An average of 3 per year were held over the last 5 years, Many are held at St. Christopher's.
Church Meetings	The LEP hold two open church meetings each year. One is the AGM, about 30 attend.
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. The group uses Roots material. A successful Holiday Club was run a couple of years ago in the summer when about 25 children attended. Various groups for young people meet regularly at the church including Brownies and Rainbows. Many other groups meet at St, Christopher's
Church Officers/Committees	Church Secretary; Treasurer; various committees, including two levels of Church Council, Catering and Social.. Various members act as representatives to other bodies, including CURC, Gloucester Area, West Midlands Synod and South Cheltenham Churches (Anglican).

<p>Outside groups using Church premises</p>	<p>Several dance groups, yoga, child minding, slimming groups, educational classes and an exercise group use both church halls at both sites. The halls are also available for private hire, for example, for children's parties. Alcohol is not allowed on the URC premises.</p>
<p>Outreach</p>	<p>Home Produce Sale in May and a 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 used to run and manage the CURC Traidcraft which supplied goods to St Andrew's and the Church in Warden Hill. The profit made from this was used to support world disasters and appeals. This has recently ceased due to the easy availability of these goods in local shops.</p> <p>Film shows are held twice a month in the large hall at the URC Centre and attract between 25 to 90 people from both inside the church and outside.</p>

D. What are our resources?

The Pastorate has one minister who works closely with the Associate Priest at St Christopher's (although they are currently in a vacancy). The Minister takes one service a month at Prestbury and The Church in Warden Hill and two services a month at St Andrew's, and is on the evening service rota at the URC Centre. Cheltenham United Reformed Church has the benefit of the additional services of a retired Minister. There are two National Accredited Lay Preachers, an Area Accredited Lay Preacher and three C of E Readers who take services on a regular basis. There is also a worship group who lead worship several times a year and guest preachers from other denominations.

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

A few CURC members have recently completed the 2-year TLS Lite course, working alongside Broadway URC, Worcestershire and are all involved in the Worship Group.

We also have access through the ecumenical partnership at Warden Hill to a Youth and Children's worker which has in the past been part funded by Synod Mission Fund.

Pastoral mission 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. Synod Trust, Premises, Finance, Pastoral, Candidating, Disciplinary, and two who have served as an Interim Moderator.

The Manse is a detached manse based in Hatherley with 4 bedrooms, living room, kitchen, dining room and separate study. (see Terms of Settlement)

The CURC has the use of four worship centres; the largest can seat 260 and the smallest 100. Each church's premises has a variety of sized rooms/halls and kitchen facilities, all with disabled access and toilet facilities.

E. Where are we going?

The following have been identified as the Mission Pledges that the CURC wants to prioritise over the next 3 years:

Mission Pledge 1: Spirituality and Prayer

- a) To support the development of the worship group, Jump4Joy team and lay preachers through regular planning meetings.

Mission Pledge 2: Identity

- b) We accept that the constituent churches of the CURC provide resources and activities open to all from the three churches.
- c) We have agreed that we are comfortable with developing appropriate outreach and mission activities.
- d) To reinforce our unity of purpose the three churches come together for an annual united pastorate service and the Elders attend services at the other two churches annually.
- e) The CURC Mission Statement is:
Through Faith, Fellowship and Care we affirm that Jesus is Lord!

Mission Pledge 4: Community partnerships

- f) To promote the full use of Church buildings to build a more active links with the local neighbourhoods.
- g) To build on the links made with schools through *Open the Book*, and with Urchins, Toddlers, Little Shepherds, Messy Church and C4 Choir to encourage children and their families to explore their faith.
- 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.

F. Communication

Church Activities throughout CURC are open to all members across the Pastorate and we must ensure that this continues using clear lines of communication. This is particularly important with the closure of the Church Office.

St Andrew's

Future Plans

To explore future Leadership of the Cheltenham United Reformed Church and to raise awareness amongst members of the current situation within the URC with regard to deployment of Ministers.

Church growth

Elders are responsible for overseeing five areas of church ie: Worship, Pastoral, Mission, Discipleship and Administration.

We have given 'Season of Invitation' cards to members and hirers, with significant church dates to encourage them to invite a friend (eg to Harvest Service followed by a Harvest Lunch). We have also held two very successful Christmas Lunches. We have welcomed four new members into our fellowship by transfer of membership. Some pastoral groups have met together for refreshments and friendship during the year. Footsloggers walking group is attracting non-church folk as well as members.

To continue to focus on making newcomers welcome and feel part of the Church community. To improve continuity of worship by asking the Minister and visiting preachers to use the weekly lectionary reading provided by 'Roots'. To continue with the Jump4Joy monthly family services at 9.30am, followed by a breakfast. To support Pastoral Elders in holding pastoral Teas at least once per year.

Community partnerships

We have used Synod Mission Fund money to help finance two Development Workers over a three year period. Between them, they helped us reach out to the local community through setting up a Christian Bookshop and maintaining an Open Door policy every day of the week, so that passers-by can drop in for a chat and coffee. The coffee shop is open on Thursday and Saturday mornings and our last Development Worker tried to develop a Bistro. He was successful in training National Star College students in basic Kitchen Management and Food Preparation and a Wednesday Lunch Club proved very popular with pensioners. The Church has participated in the Montpellier Traders' Association community events such as street fairs and in 2014 ran a Sheep Trail around the local shops to raise a) awareness of the Christmas story, b) engage more directly with the shopkeepers and c) invite participants to our Crib Service (and auction of toy sheep) A paid part time Booking Officer continues to promote the hiring of the halls. Concerts are regularly held in the church.

Our last Development Worker left in July 2015 to continue his studies. The book shop has been selling more gifts than books, and is now majoring on gifts and cards. It is being run by a volunteer from a Baptist

church in our cluster. The Wednesday Lunch Club has re-launched in conjunction with National Star College. It is also hoped that from October 2015 charities will take over the running of Saturday coffee once per month, for their own benefit and also to alleviate the pressure of finding church volunteers to run it every week.

To find a means of keeping the doors open at least four days a week, which will need a rota of volunteers.

Spirituality and prayer

Older youngsters who attended Jump4Joy have departed but new families – particularly with baptism connections – have joined us. We offer breakfast following the service to which the 11am congregation are invited, but with little take-up. The Worship Group is now on a more formal footing and has led regular services over the three Churches during the last 2 years. The TLS Lite course in conjunction with Broadway URC was immensely successful and finished after two years in June 2015. We have a very successful Ecumenical weekly Bible Study group which meets at Cleeve Hill Nursing Home. A prayer meeting and bible study has been run in the Church by the previous Development Worker but is not currently in operation.

To re-establish prayer and bible-study in the church once a week. To continue with the Ecumenical bible study group.

Finance

We have undergone the TRIO programme (*The Responsibility is Ours*) in 2013/14 and successfully raised our regular giving by 64%.

To build on the success of TRIO and encourage the congregation to review their giving annually.

To be good stewards of ALL our resources.

Property

We have been left a considerable legacy which will enable us to have new lighting in church and also start off the fundraising for organ repairs. We have successfully acquired grants to help enable us to replace the dormer-windows in church. We are also holding a Gift Day in November 2015.

To raise £13,000 for organ repair.

Alison Kerr September 2015

Prestbury

Mission Pledge 7: Church growth

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

Future Plans

To discuss the possibility of merging our finances with those of St Andrew's.

To continue to try to maintain the building to a reasonable standard given our on-going damp problems.

Fiona Hall September 2015

The Church in Warden Hill

The LEP review will take place in 2017 which will enable the LMMR and LEP review to be brought into sync.

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

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

Brian Miles December 2015

F. How will we get there?

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

Action	Who is responsible	Review date
To support the development of the worship group, <i>Jump 4 Joy</i> team, and lay preachers through regular planning meetings.	Minister and Convenors	On-going
Worship Group to take responsibility for starting new initiatives to develop worship(liturgy)	Worship Group	On-going
The minister and United Elders to review, monitor and where appropriate enhance the communication processes across the CURC on an on-going basis	Minister and Support Group	On-going
To explore the role and identify Local Leaders in light of future deployment initiatives from Synod, particularly at Prestbury and St Andrew's	Minister and United Elders	ON-going
To establish a larger pool of preachers	Minister and Pulpit Secretary	On-going
Dedicated Manse Fund to be maintained	Church Council	Yearly

St Andrew's Action plan

Action	Who is responsible	Review date
Consider Future Leadership of the Cheltenham United Reformed Church and to raise awareness amongst members of the current situation within the URC with regard to deployment of Ministers.	St Andrew's Elders	Sept. 2016
Funding for Organ Repairs and Dormer Window replacements.	Elders and Finance Committee	March 2016
Explore further Mission opportunities	Minister & Elders	March 2016
Explore further options regarding Sustainable living through Eco-Church	Eco-church Team	March 2016
Support new partners in Wednesday Lunch Club, Saturday Charities and Gift Shop	Elders	March 2016
Work towards Open Door policy	Elders	March 2016

Prestbury Action plan

Action	Who is responsible	Review date
Consider Future Leadership of the Cheltenham United Reformed Church and to raise awareness amongst members of the current situation within the URC with regard to deployment of Ministers.	Elders	April 2016
To consider merging finances with St Andrew's	Elders and Church	September 2016

Minister's Role Description

a) Pastorate

The Revd. Maz Allen (hitherto 'The minister') will have pastoral oversight of and leadership responsibility for Prestbury URC and St. Andrew's URC plus shared pastoral oversight and leadership responsibility for The Church in Warden Hill LEP along with the Anglican Priest in Charge.

b) Priorities & Objectives

The minister will have special responsibility for the development of the pastorate in the following mission priorities as identified in the Pastorate Profile:

Identity

To support links between the three churches through united Elders, socials etc.
To support The Church in Warden Hill in its dual role as members of the CURC and the South Cheltenham Anglican Team.

Spirituality & Prayer

To enable the Worship Group, made up of members of all three churches, to undertake regular training, both from Accredited Lay Preachers in the pastorate and from the Synod.

To identify local leaders, particularly in Prestbury and St. Andrew's.

To seek ways of developing the work of *Jump4Joy* to promote a greater involvement of families in church life and to extend Christian education beyond the early-learning years to cater for a greater age-range.

Community Partnership

To work in partnership with our Anglican colleague in The Church in Warden Hill to develop greater outreach into the local community.

To meet regularly with the S.W. Central cluster group for the benefit of St. Andrew's.

To encourage involvement in the Montpellier Traders Association.

To run a children's choir primarily for families in the Prestbury area.

c) Worship Leading

The minister will lead worship two Sundays per month at St. Andrew's and one Sunday per month at both Prestbury and The Church in Warden Hill. Additionally, the minister will lead Tuesday Eucharist at Warden Hill URC Centre when required and take her turn leading evening services on 4th Sundays. The minister will undertake to lead school assemblies where invited. Other opportunities to lead worship eg. at Faithful House nursing home will be encouraged.

The minister will officiate at weddings, baptisms and funerals.

The minister will continue to develop a working relationship with four church/clergy clusters and with the Ladies College through shared worship.

Jump4Joy will be part of the minister's worship responsibilities.

d) Pastoral Care

The minister will ensure Elders oversee the pastoral care of area pastoral groups as well as personally taking Home Communion to the housebound and sick.

The minister will support relations between members through attending social events.

The minister and those working with children will devise strategies for engaging parents more actively in the spiritual life of the church.

e) Decision-making

Communication within the pastorate is not easy. The minister, Elders and Church Council have a responsibility to raise the profile of United Church Meetings, as well as local church/open meetings, to enable members to engage fully with the decision-making process. The minister will support the Clerk/Secretaries in producing the agendas and will readily act upon sound suggestions from Church Council and Elderships.

f) Particular gifts and experience

Revd. Allen's time-commitment to pastoral care reflects the value she places on this in her ministry. She has experience of Taize worship, leading children's choirs and introducing teenagers and adults to charitable work in Kenya. She has built up good relations with the Ladies College and the Infant & Junior schools in Prestbury. She is committed to fostering good ecumenical relations throughout the town.

The minister's role includes being an active member of all ecumenical groupings and to promote and encourage participation in ecumenical events/services. The minister was a Street Pastor for three years. She is currently a member of the Minister council.

g) Factors affecting the minister's pattern of work

Because the current minister is single, she is able to give a great many working hours to the pastorate. The pastorate is to be praised for keeping her day off free of disturbance. However, the pastorate must understand that one minister cannot achieve all that is hoped for without a good team supporting her. Therefore, the minister's role is to educate church members in having confidence in the leadership of secretaries, church council and elders and the informed recommendations they bring to church meetings.

h) Wider church service

Members of the pastorate continue to offer expertise to the Synod on matters of finance and listed buildings. There are also trained LMMR Pastorate Partners in the URCiC, including the minister. She will partner Stourbridge & Halesowen URC's in the spring of 2016.

The minister has served as Area Minister and sat on the Synod Pastoral Committee for three years. She is currently on the Candidating sub-committee and is the Synod Lay Training Officer's line-manager until March 2016.

The minister has been Interim Moderator for Worcester & The Malverns URC's since 2013.

The minister is a TLS tutor for the Gateways into Worship module, having one student in Rodborough.

The pastorate will continue to support the wider church wholeheartedly.

September 2015

APPENDIX A. Ministerial Terms of Settlement

- Stipend- The stipend is paid direct by National Church in line with agreed national rates.
No supplements are 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.

The Hatherley manse is brick built and has gas central heating. 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 Church in Warden Hill.
- Travel- It is envisaged that the Minister will own his/her own car and a mileage allowance will be paid at the rate of 45p 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 is paid for by the pastorate.
- Other- Holidays, further training and sabbaticals are in line with National Church guidelines. One day off per week will be given.

This Pastorate Profile, reviewed as part of the LMMR was discussed and agreed by the Minister and Elders of the CURC in December 2016