

**All Saints' Church, Halifax,
is looking forward to
welcoming into its lively,
talented and active family
a priest-in-charge to lead us
with new vision to a revival.**

A photograph of a church building with a yellow diagonal banner overlaid on it. The banner contains the text: "The is the 'brochure' the PCC has agreed for use in our search for a priest-in-charge".

The is the "brochure" the PCC has agreed for use in our search for a priest-in-charge



Wordcloud of responses to a recent Congregational Survey asking which are the most important qualities expected of a new priest

The Prospects

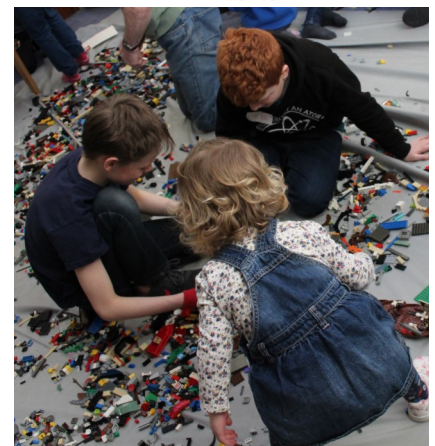
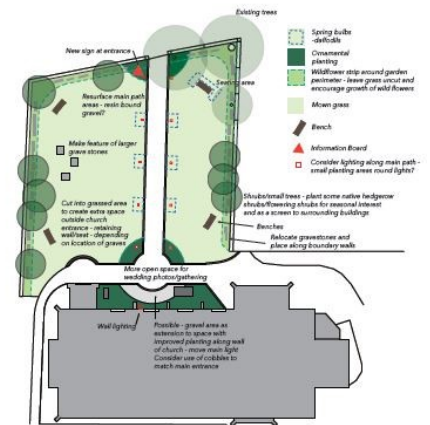
All Saints' has spent some time learning, reflecting and praying on the theory of growth in terms of our relationships with God, with each other and with People Out There. There has been a certain amount of progress, particularly in discipleship so that a number of people have stepped forward to take up positions of responsibility with aptitude and enthusiasm. The pastoral care related to this activity is an important consideration going forward.

There is great enthusiasm for continuing to develop discipleship; and we seek to grow in numbers, faith and finances with new leadership from an incoming priest-in-charge.

Having spent much time and effort on developing a Welcome Garden, which should have been officially opened in May 2020, the church needs someone who can enthusiastically lead forward the detailed and widespread programme of events and projects a dedicated team has put in place. With this we hope to encourage the community into our precincts with an intention of leading them a step further into our church building and our church family.

The enthusiasm and commitment shown over the past few years for the Welcome Garden Project and the keen interest in seeing it used, reveals an eagerness to reach out into the surrounding area. Within a developing vision we would seek to engage in evangelism and mission by reaching out, generally and purposefully, into the community.

Further development should also include work with children and young people. This will be both within our Kids' Church and Church Youth Group, and in the wider community—particularly in our church school.



family youth prayer worship community outreach
evangelism growth music pastoral school mission ecumenical

The results of our Congregation Survey on "issues for a new priest-in-charge".

The Person

As part of the ongoing review of mission and ministry across the whole of Halifax, the next appointment at All Saints, will be of an interim priest-in-charge for three years, which could be extended for another three years. An Interim priest-in-charge would have specific goals to work towards in the parish, agreed with the PCC, the Bishop and the Archdeacon.

We are ready to welcome someone who is:

- a spirit-led, Bible-based believer and teacher
- keen to grow the congregation in discipleship, mission and numbers.
- an effective communicator able to “manage” a range of interests and traditions
- a team leader committed to co-operative working
- able to develop the links between church and its school and to encourage younger people generally.
- ready to develop the church’s vision through empowering and enabling lay people to take on roles of service and leadership within the church and the community.
- a person who will care for and get alongside people so that all church members feel that they are valued .
- able to enrich the value of our Welcome Garden Project as part of our vision for growth
- Able to help us continue our moves towards better relationships with Diocese and Deanery.

In short, someone who will help us move outwards into mission, while dealing with finances and growth, and develop closer relationships with younger people, families, schools and the wider Church.

This was developed from the responses to a Congregation Survey in August 2020 which presented a wide range of suggestions for *the three most important qualities you would expect our new priest-in-charge to have, .*



The People

All Saints' Church is a friendly, welcoming church with a committed congregation ready to move forward with a new priest-in-charge at the helm. The congregation includes people from all walks of life who come together to worship and meet with God, to spend time with our friends and to learn more about living our lives as disciples.



Groups for Monday to Saturday Christians

Before Lockdown we had six House Groups meeting regularly, praying together, studying the Bible and looking after one another. There are social groups for specific interests. During the pandemic the groups have kept in touch by phone, video conference and social media. If needed we will develop more, purely on-line, pastoral care groups. We have one public and one private Facebook group, plus a number of groups on WhatsApp such as music group members, young people, "Virtual Church", and dedicated women's group. We started a video conference Alpha Course, in late January 2021



Our Mothers' Union has meetings nearly every month where we enjoy fun, faith and fellowship and all are welcome. Our members are very active in the wider work of All Saints' and beyond: The Toddler groups at Copley and the Parish Hall and the Thursday Coffee Morning. Members have been involved in the local food bank and drop-in centre and as Foundation Governors at the neighbouring church school



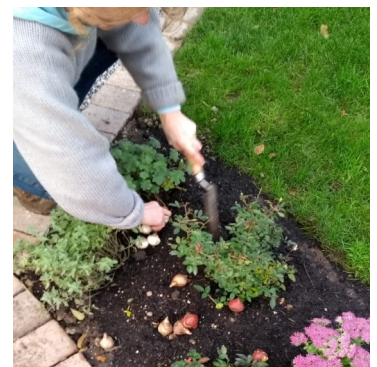
The group 'Men United' has been formed to try to meet a social need for not only church members but also their family and friends. The location and event are secondary to the primary vision for men to spend time together in a social environment discussing their lives and spiritual journeys. Curry nights prove popular.



The Connected Cluster is a group of people which organises seasonal midweek, daytime services with traditional content, followed by afternoon tea and aimed at older people. Usually these are held around Easter, Christmas and Harvest.



We have groups dedicated to keeping our beautiful Welcome Garden in good order, and another which, when circumstances allow, will organise and operate a series of events aimed at bringing members of the local community into the precincts of the church. We already have ten local organisations keen to use the Welcome Garden for their activities.



The People

... in the Community



Above left and centre: Our annual Good Friday Happening when children from the local Community join us in craft and game activities.
Above right: A number of All Saints people help at weekly toddler groups in two locations.

Below : We organise a weekly drop-in coffee morning each Thursday



Right: The Mothers' Union step up to cater for community events such as afternoon teas



Each Christmas All Saints people gather outside the local Post Office to sing carols with passers by and hand out mince pies and other treats (left).

There is a Light Party each October as an alternative to Hallowe'en for local children.

All Saints' people were among the founders of the Halifax Food Drop-in, to which the church contributes food and other items each week. More members are involved in other community activities such as a local Refugee Centre and overseas aid work.

We tithe our income with contributions to local, national and international mission and charities.



The People

... who hold leading positions

At our last APCM (held in October) all vacant posts were filled. Our Churchwardens are Mrs Margaret Greaves and Mrs Dianne Bates.

We elected 12 PCC members and four Deanery Synod Representatives. There are two Readers and one retired priest with PTO. We have one person in the third year of a Diocesan Pastoral Minister Course.

There is a paid Administrator who works four mornings a week, and a paid cleaner (for both church and Parish Hall).

Communications

A weekly newsletter is distributed at services and is available from the church website - which we are currently redeveloping. During the Pandemic, this newsletter has been expanded and is emailed or posted to all the congregation. We currently have on-line services on the website each Sunday and are contemplating continuing these in some form once we are back to normal. We make wide and effective use of social media

... at prayer

Personal prayer is strongly encouraged and features in all our groups. There are Prayer Chains (phone and email) and our website offers access to prayer. During Lockdown we have an 8pm Thursday communal prayer time on subjects suggested on our newsletter. A Prayer Team exists for prayers after Communion services but is in need of revival.



**Our Patron is the
Church Trust Fund Trust**



A recent PCC meeting by video conference



**A drone picture of the
church, All Saints' school
and the graveyards**

The People

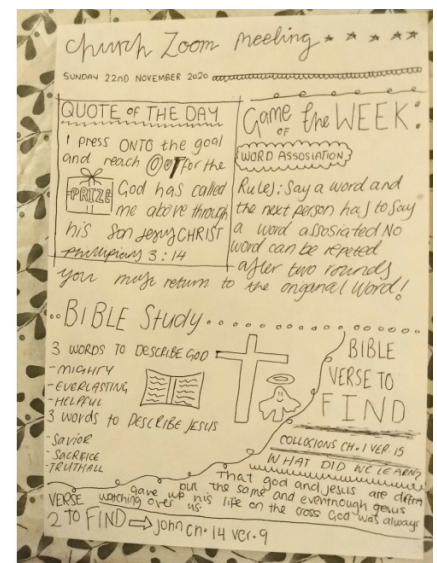
Our services

In attempting to cater for a wide range of traditions, the 9am Sunday service is essentially said (occasionally with a couple of hymns) alternating between Book of Common Prayer and Common Worship; the 10.30 service (which includes Holy Communion on one Sunday a month) is now accompanied by a range of musicians playing mainly modern songs – and modern versions of traditional hymns. The 6.30 service (one Communion a month) tends to be more contemplative with fewer musicians.

At the 10.30 service there are groups for our young people: Christian stories and activities in the purpose-built creche and groups for slightly older children in our meeting rooms upstairs. The youngsters regularly take part in the services. A group for teenagers meets on Sunday evenings. During lockdown the youngsters have enjoyed Zoom Kids' Church

The organ is out of use because asbestos has been found in the chamber below ground and the cost of removing it has been estimated at £28,000. We have a high-spec electric keyboard and sound system which can deliver organ sounds indistinguishable from the real thing. The music is provided by ensembles from a pool of at least 10 musicians and singers and in addition to the keyboard features guitars (electric and acoustic), bass guitar/ double bass, drums, cajon, and several radio microphones. There is still a certain amount of tension over music but not significant conflict.

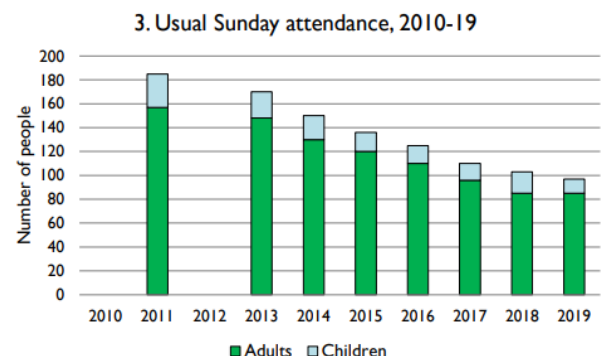
Our long range projector has recently failed and so we plan to introduce three digital screens at the front of church thus removing some electronic clutter. There is a camera which allows close-ups of Baptisms and elements of worship such as children's presentations.



What we did in Zoom Kids' Church last week
by Sofia

The fall in numbers

Church attendance has declined from a very high peak in the last decade but has now levelled off to a base on which we are keen to build. The church has a long tradition of Evangelical worship and teaching. Until about ten years ago All Saints' and one other worship centre were the only Evangelical opportunities available in the area. This attracted a significant number of worshippers not from the Anglican tradition. Since that time five other church groups -including one essentially Anglican-based - have been developed locally (with people from All Saints' among the founding members of most of them).



Source: Leeds Diocese

The Place

The Church's History

The parish of All Saints' was formed in 1846, and the church completed in 1858 (and extended in 1874). It is a Grade II listed building.

The Copley area became a parish in its own right, St Stephen's, in 1865. That church was closed in 1993 and the area re-amalgamated with All Saints'.

Reordering was carried out in two phases in 1997 and 1999 at a total cost of £275,000 (including tithe). This provided moveable seating in the main worship area; a crèche room equipped with toilet and sink; a lounge which can be quickly adapted from a meeting room to a worship area extension, a well-equipped kitchen; toilet facilities (including disabled); and an office. The seating capacity of the Church is now 200 apart from the lounge area. A new first floor was created and provides a meeting area, with smaller rooms, off.

Until recently the dark exterior of the church belied this light, airy and welcoming interior. Our Welcome Garden Project has remedied this with an attractive welcoming aspect. We intend to use this as a major tool to attract the local community into our precincts.

The Building

The building is generally in good condition. A store room and one previously used as a vestry to the east are in poor condition and work has begun to address this. Repairs to the roof have been carried out and the interiors of the rooms cleared in preparation for internal plastering and ceiling renovation.

The last quinquennial report was carried out in July 2018. The main item identified as needing work and investigation was the roof, particularly over the south chancel and south aisle. A drone survey of the roof and tower was completed in February 2020. As a result, a program of repairs is now underway based on this survey. This is being managed by members of the church 'Premises Upkeep Team' in consultation with a local roofing contractor.



The approach until recently



Now with the Welcome Garden



***One of the new seating areas,
with All Saints' School beyond***

The Place

The rest of the estate

All Saints' Parish Hall has its own trust deed and is run by trustees with separate accounts. Situated in Skircoat Green village centre, about 400m from the church, it is in good condition having recently been renovated and is very well used by both church and community groups. These include Guides and Scouts; Brownies and Cubs; Rainbows and Beavers; Gilbert & Sullivan Society; and Parent and Toddler Groups; Slimming World, exercise classes, home schooling group, the weekly coffee morning and occasional social functions.



The Vicarage, built in 1970, is an attractive bungalow, in a quiet avenue. It has four bedrooms (one dormer); a large lounge and a dining room; a study, cloakroom with toilet. The kitchen, utility room and bathroom have been refurbished. At the front there is an enclosed parking area with a tall hedge and a double garage. To the rear is a good-sized, well-kept private garden.



Graveyards at both All Saints' and St Stephen's, Copley, are substantial. Both are full (apart from additions to existing graves). All Saints' graveyard and the lawns of the Welcome Garden in the north graveyard are maintained by the local authority through the Payback Team, (Community Service Scheme).

There is currently a complicated dispute about responsibility for the one at St Stephen's. A benefactor currently pays for the work there but the fact that it was created by an Act of Parliament makes it unclear whether the parish, the diocese or the local authority ultimately has charge.



The Place

Our church school

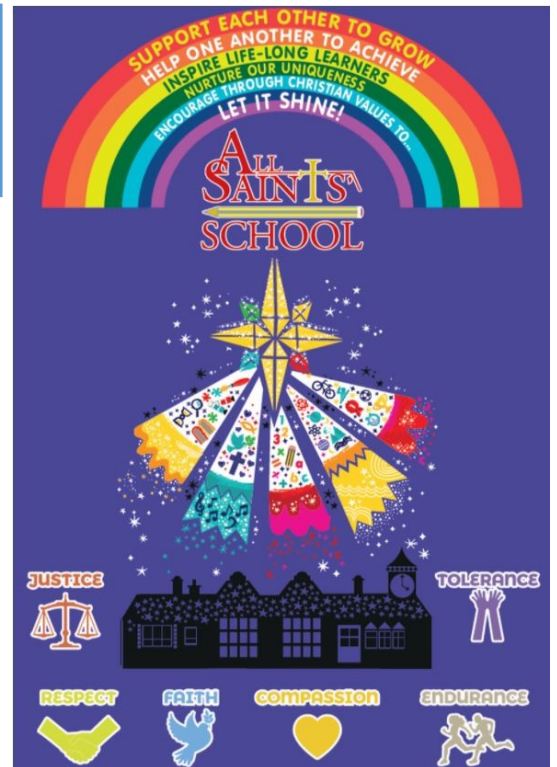
All Saints' C of E VA Junior and Infants is next door to the church; its local authority is Calderdale MBC. This mixed-sex school has a capacity of 210 pupils, aged four to 11, and has 12 teachers.

The school has limited space and so the church is extensively used by pupils. There are three assemblies in church each week, the last one of which on a Friday afternoon is attended by parents. The new Welcome Garden is providing a Green Classroom for the pupils and a gathering place for parents collecting children.

Also, there are celebrations in church such as Nativity Plays (see picture below right) and pupils are involved in church activities: some sing at our Connected Services for older residents around Easter, Christmas and Harvest; they helped with the preparation of Christingles for our Christmastime service and brought Harvest contributions for our charity, Christian African Relief Trust (CART).

In return, congregation members form the Open The Book group which presents dramatic presentations of Bible stories, we have a church member as Chair of Governors and other Foundation governors. Church members go into school to listen to pupils' reading.

Changes in personnel both in school and church have resulted in a loosening of the relationship between the two — something which now needs work and effort.



The Place

Environment

All Saints' uses an electricity supplier which offers only renewable generated power

All Saints' recycles as much waste as possible

All Saints' buys only Fair Traded supplies for its refreshments

In our new Community Garden, we have designed a wild meadow border as part of the planting scheme.

Safeguarding

All Saints' endorses and follows the Church of England Safeguarding Guidelines

We have a Safeguarding Officer in place.

All members interacting with children or vulnerable adults are required to undertake and maintain DBS checks.

Data Protection

All Saints' has an approved Data Protection policy and a Privacy Policy in place.

Health and Safety

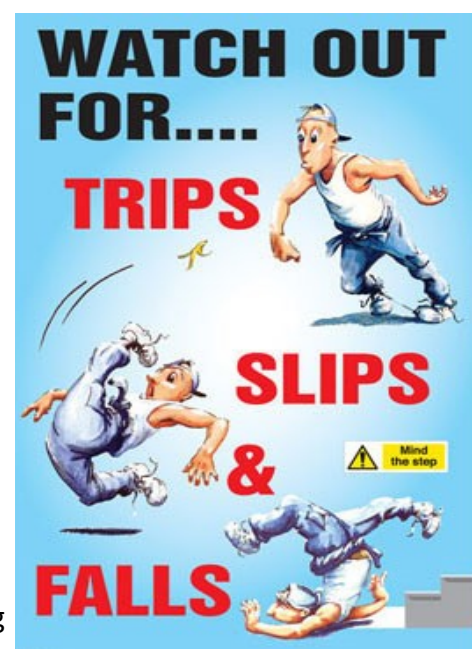
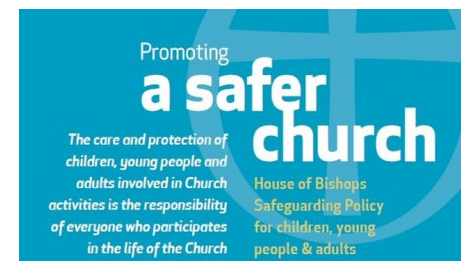
All Saints' has developed and is currently reviewing its Health and Safety Policy

Most recent developments include the introduction of finger guards on all internal doors.

Risk assessments are carried out for all new projects and activities

Covid 19 Pandemic

Safety measures during the pandemic to ensure safe church services have included recording attendance, a one-way system, sanitisers at entrance and on altar, and regular recital of mask wearing and behavioural rules



The Parish

Within the boundaries ...

The latest estimate of the population is 5551 according to the Diocesan Dashboard (2018).

The population is largely middle class with a mix of age: 0-17, 21%; 18-44, 31%; 45-64, 27%; 65+ 21%.

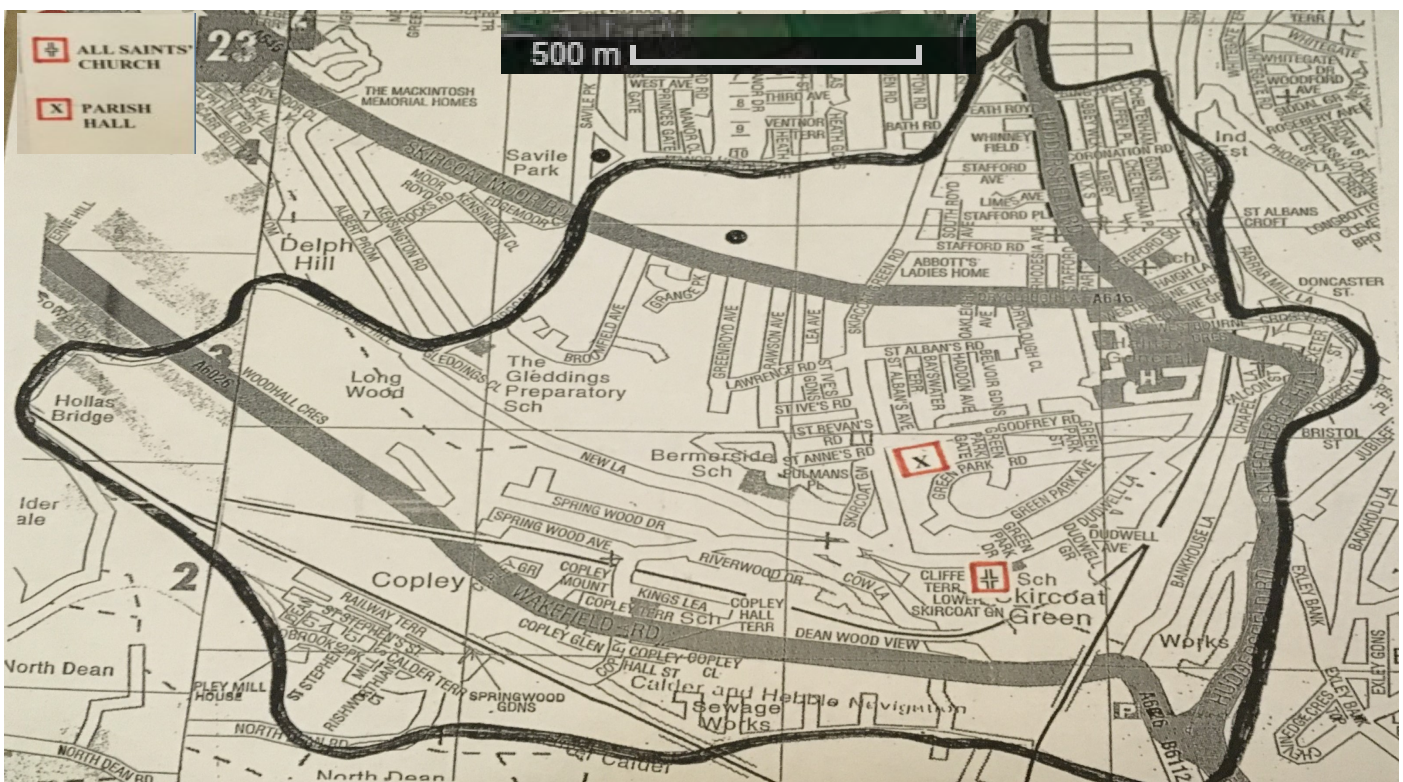
The population is 62% Christian with 6% non-Christian religion.

There are only approx. 50 people living in social homes. Housing varies from small terraces to very large gated, detached houses. The predominating ethnic types are white British and to a much lesser extent, south Asian.

Calderdale Hospital is near the church and there is a small number of nursing homes.

Next door to the church is All Saints' C of E (VA) Primary School and others are: Copley Primary; Salterhebble Primary; and Ravenscliffe Special School

There are three pubs, a library, a post-office/ general store, butcher, mini supermarket, fish shop, sandwich shop, two cafes, launderette, and other shops/ services/ other take-aways.



The parish boundaries. Halifax town centre is a little over a mile away to the north

The Parish

All Saints' is in the Diocese of Leeds

The Diocese came into being at Easter 2014 following the dissolution of the historic dioceses of Bradford, Ripon & Leeds and Wakefield. This is now one of the largest dioceses in the country and its creation is unprecedented in the history of the Church of England.

The new diocese, is working with three core objectives:

- **Confident Christians:** Encouraging personal spiritual renewal with the aim of producing clergy and laity who are confident in God and in the Gospel.
- **Growing Churches:** Numerically, spiritually and in their mission to the wider world.
- **Changing communities:** For the better, through our partnership with other churches and faith communities, as well as government and third sector agencies.

The Diocese has five Episcopal Areas (each also an Archdeaconry).

It covers an area of around 2,425 square miles, and a population of around 2,642,400 people.

The Diocesan Bishop is assisted by five Area Bishops (Bradford, Huddersfield - where All Saints' resides - Kirkstall (with responsibility for Leeds), Ripon and Wakefield) and five archdeacons (Bradford, Halifax, Leeds, Pontefract, Richmond & Craven).

All Saints' is in the Halifax/ Calder Valley Deanery.

There are 323 stipendiary clergy, 165 self-supporting clergy and 398 clergy with PTO along with 408 Readers, 125 lay pastoral ministers and 52 chaplains in 656 churches with 256 church schools.

The Diocese's three cathedrals, Bradford, Ripon and Wakefield, are working together on the key diocesan services while preparing to offer: pilgrimage, civic engagement and apologetics.

Meanwhile, led by the bishops, the Diocese is developing the ministry and outreach of these cathedrals in a way that secures their future and recognises their distinctiveness.



Wakefield



Ripon



Bradford

The Perambulation

Beyond the Parish Boundary

Road: The church is three miles from J24 of the M62 (Bradford 12 miles, Leeds 20, Hull 65, Manchester 30, Liverpool 65). This leads east to the M1 (Wakefield 25, London 200) and west to the M6 (Birmingham 120 - Somerset 250)

Rail: Halifax Station has regular services to Leeds (40 minutes) Manchester (60 minutes) York (80 minutes) and London (3.5 hours, four direct trains a day).

Bus: Good local services (there's a stop outside church) plus routes to Bradford, Leeds, Burnley, Rochdale etc

Air: Leeds/Bradford airport is 50 minutes by car and Manchester or Liverpool airports 60 minutes. There are also airports near Doncaster, Humberside and Teeside

Sea: There are regular ferry services from Hull to Zeebrugge/ Rotterdam - and from Liverpool to Ireland

Theatre/ Music: There is professional Theatre, Music and Dance in Halifax and in nearby towns and cities. Amateur theatre and music and other cultural pastimes are widely available in the local area and lots of live music in pubs and clubs.

Museums: All local towns have at least one museum and places of historical interest and there are national museums in Halifax (Eureka for children), Leeds (Royal Armouries) and Bradford (National Media Museum)

Sport: There is Premiership football in Leeds and Sheffield and top level Rugby League at many locations nearby. There are three fully equipped sports centres within twenty minutes and a host of other sports and leisure opportunities. There is an athletics track and the private Queens Sports Club, for tennis and squash, close to the parish boundary. The annual Tour de Yorkshire professional cycle race often passes through Halifax

Visual Arts: The Yorkshire Sculpture Park is half an hour away and there are several local authority galleries in Halifax and nearby towns. Wakefield has The Hepworth and Sheffield has an outpost of the V&A.



The Perambulation

And there's more ...

Leisure and Tourism: Halifax has a fascinating history and its jewel in the crown is the Piece Hall, a recently developed 1776 wool trading centre. The story of Anne Lister is tied to Shibden Hall here, indeed the town has become associated with and is used for locations for a number of television shows including *Gentleman Jack*; *Happy Valley*; *Last Tango in Halifax* and *Ackley Bridge*.



Within reach for a day trip are:

- Haworth
- Yorkshire Dales
- North Yorkshire Moors
- Holmfirth
- York
- Seaside (the right way)
- Seaside (the other way)
- Bronte Country
- James Herriot Country
- Heartbeat Country
- Last of the Summer Wine Country
- The spectacular Minster and narrow streets
- Scarborough, Whitby,
- Blackpool, Morecambe

Outdoor pursuits: The Pennine Way, the Dales Way and the Calderdale Way are all close by and reflect the huge opportunity for hiking and rambling in the region. The North York Moors, the Peak District and the Lake District are within striking distance for short breaks



Out of town shopping: within an hour by car

- Trafford Park Centre near Manchester (M62 west)
- Meadowhall Centre near Sheffield (M1 south)
- White Rose Centre near Leeds (M62)
- IKEA at Birstall (M62 east) and Next and Gap
- Freeport near Castleford (M62 east)

In addition, Huddersfield and Bradford have a selection of mid-range shops; Leeds and Manchester have several large shopping centres with major names including Harvey Nichols in Leeds and Selfridges at the Trafford Centre

