



Team Rector, based at St Michael's Twerton  
The Marlbrook Team Ministry  
Comprising the parishes of St Michael and All Angels,  
Twerton & The Church of the Ascension, Bath

# PARISH PROFILE

01/2019



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# Introduction

## St Michael's is a church with a big heart and big ambition.

We are a close knit, diverse community of individuals seeking to serve Jesus with our whole lives. We are excited and hopeful about who God will bring to lead us in the next phase of our journey of discipleship in Jesus, and mission to our community. We are delighted that you are considering joining us and we are really looking forward to meeting you!



## Team Rector


The Team Rector role involves the oversight/leadership of both St Michael and All Angels, Twerton, and Ascension Church, Bath. In recent years, the Team Rector role has been almost entirely focused on St Michael's church, and the Team Rector and Team Vicar have led the two churches independently, whilst maintaining a partnership through meeting together regularly and praying together.

Part of the role of new Team Rector, whilst being focused mainly on leading St Michael's Church, will also involve helping the Team to discern the future shape and working of the Marlbrook Team.

## Marlbrook Team Ministry

Since 1981, St Michael's has been teamed with the adjoining parish of Ascension, Bath. Both are separate parishes, with their own incumbents and PCCs. Under the Pastoral Scheme governing the arrangement, there is also a Group Council for sharing matters of common concern, although this has not met for some time.

Recently there has not been any shared work between St Michael's and Ascension. However, the partnership positively encourages growth in vision, local mission and leadership for both parishes and we believe this approach works well and has been fruitful.

A group of five children are sitting on a light-colored carpeted floor, leaning in and looking at a tablet computer held by one of the boys. The children are of various ethnicities and are dressed in casual clothing. The scene is lit from above, creating soft shadows. In the bottom left corner, there is a decorative metal grate with a circular pattern.

The right path for the future of the Team has been a recent topic of discussion between the PCCs. Both are keen that nothing should hinder the continuing growth and development of either church and the future of the Marlbrook Team will depend on the discernment of both incumbents and churches to decide the most helpful way ahead.

# ***About St Michael's***

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*"What I love most about St Michael's is the rawness and realness of the people."*

## **Our Vision**

Our vision is to see lives transformed by the good news of Jesus' Kingdom, through the witness of a vibrant life-giving community devoted to putting Jesus' words into practice, enjoying God and living life to the full.

## **Our Mission**

Our mission is to make disciples and become a growing community of people in Twerton who worship God with our whole lives.

We are a church rooted in Jesus, a journey of apprenticeship to Him, both together and as individuals.

*With Jesus at the centre, our focus is on  
Mission, Discipleship, Community and Worship*



## **Mission**

We want to be people engaged in mission. We long to connect with people, to draw them into discipleship and to see them discover life in all its fullness. We have a strong calling to outreach in our local community and are committed to seeing transformation in Twerton and the spiritual growth of each person in the church.



## **Community**

We are a growing community of people of all backgrounds and ages who are convinced that God wants to do great things here in Twerton. We want to be known for our friendship, authenticity, community, enthusiasm, joy, giving and life. We want to be people who grow as apprentices of Jesus and make a difference in the world.



## **Discipleship**

Our Discipleship aims are:

- Everyone a disciple
- Every disciple a disciple-maker
- Every day a discipleship opportunity
- Everywhere a discipleship invitation
- Our church building a discipleship centre
- Our church family a discipleship community



## **Worship**

We want to worship God with our whole lives, every day, not just on Sundays. We see worship as a life lived in adoration to God and in response to his love.



*"We want to be known for our friendship, authenticity, community, enthusiasm, joy, giving and life."*



# ***Our Church Community***

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*Our church is welcoming and friendly. Described as a safe place, a place where everybody is loved and children are cherished. We strive to be a community where each person is valued and has a role.*



**W**e are a diverse group of about 80 people, including children, who attend regularly and lots of us live, or have lived in and around the parish.


A number of our members have been attending St Michael's for many years and they are deeply committed to the life and values of the church.

For some St Michael's has been a place of sanctuary, or rescue when life has been difficult. Some people have joined us through Alpha courses or mission activities.

We are delighted to be experiencing growth in younger families joining the church and we are privileged to have people who live in the neighbouring Action on Hearing Loss home, and their carers, as part of our family. We also have a growing number of students who are actively involved and enthusiastic about being part of a family church.

**O**ver the last few years we have grown from having no 11 to 18 year olds at our Sunday services to now having up to ten each week. We are expecting this to grow as we continue to invest in families, children and young people through midweek youth work, our daily connections and our Sunday children's team.

This wide and diverse cross-section of people is an important part of who we are and contributes to the depth of our Sunday worship and journey together. There are also a significant number of people on the edge, or fringe of the church, whom we would love to draw in deeper to the family and into discipleship with Jesus.



*"I love the people here,  
that's why I come week  
after week"*

## Getting involved

We feel we are at an important stage in the development of the church. There is a high level of lay involvement in active roles and leadership in our services. This includes worship, children's ministry, prayer and preaching.

For a fairly small church, in an area of higher than average deprivation, we have a lot going on...

On an average week, we connect and spend time with over 400 people from the local community. These connections, in the schools, at Rose Cottage, through youth work and the Rec House are a real opportunity for invitation to discipleship and a starting point for people to find new life in Christ.



## Using technology

We are active in digital engagement through social media, including a closed Facebook group, Whatsapp prayer groups and more. Here events, prayers, testimonies and life stories are shared. We film the Sunday sermons and put them on YouTube.

Our desire is to see people of all ages become disciples and grow together in the context of community, worshipping God with their whole lives, and leading others to do the same.

# Staff Team

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We have a committed, skilled and motivated staff team who are all passionate about seeing lives transformed and shaped by Jesus. The team is just that, 'a team'. There is a togetherness, equality and humility in how they function, serve and collaboratively lead the church in its desire to be a body of whole life disciples and disciple makers.

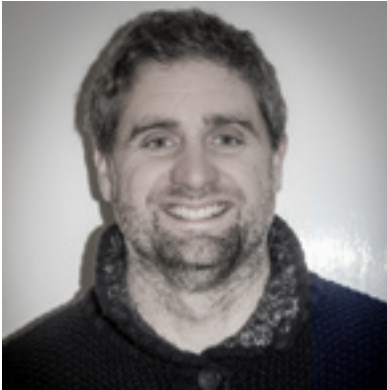
The staff team meet every Monday morning for sung worship, prayer and to study the Bible together, taking turns to lead. This time has become invaluable and provides a space to plug into Jesus, realign and grow together.

Alongside this are regular Senior Leadership meetings between the Rector, Curate and Associate Minister. Here, vision is cast, pastoral needs are shared, our gatherings are reviewed and planned, and prayer for the church and community is central.

All staff receive termly supervision to process ministry, dream dreams and pray. Supervision is carried out by the Associate Minister and Curate with the Rector supervising these two positions and the administrator.

The team has evolved as the church has stepped out into new areas of mission in the community. It is not a hierarchical, top-down leadership, rather it is collaborative in style and approach. Most staff posts are externally funded and we are always amazed by God's generosity in providing the resources we need.





## **Mark Lawrence**

### *Associate Minister*

Inspired, enthusiastic and committed, Mark is a full time, key part of the senior leadership team. Responsible for overseeing mission and musical worship, Mark also preaches and teaches, helping shape the church in our discipleship. He also carries out pastoral work, supervises the staff team and leads the worship band. Married to Kat, Mark has two children at the local school where he is also Chair of Governors. A Southampton FC fan, Mark loves craft ale and can often be found in a wetsuit in the sea!



## **Joel Mennie**

### *Curate*

Joel joined St Michael's as Curate in July 2016 and he is a key member of the senior leadership team. Joel is involved in all aspects of church life, overseeing Sunday Children's Work and the shaping of the Rec House (our community recording studio). He heads up midweek Life Groups, teaching and disciple-making. A talented musician, Joel loves to use this gift in leading others into worship. Married to Lella, he has two young children.



## **Nathan Gale**

### *Community Co-ordinator*

(30 hrs term time, plus 3 half terms)

Nathan's is a story of whole life transformation and he believes passionately in the power of Jesus to change lives. He is fiercely committed to the people of Twerton and manages Rose Cottage, our Community Hub. He leads the café, foodbank and helps us connect with some of the more marginalised people in the community. Married to Lucy and with four amazing children, Nathan loves cricket, Star Wars and supports Arsenal FC.



## **Gwen Kearley**

### *Chaplain*

(32 hrs term time)

Gwen is our Chaplain who works within St Michael's Junior Church School in the heart of the community. Her role includes pastoral work with children, parents and staff. She passionately believes in the discipleship of children and sharing the Jesus narrative with them. Her role is jointly funded with the school and provides us with a unique missional opportunity. Gwen is passionate about people, caring and just lovely!



## **James Porter**

### *Studio Missioner*

(16 hrs)

James runs our community recording studio at the Rec House. A technically gifted sound engineer he has a pastor's heart which loves to worship, and he has a deep desire to see people come to know the transformative love of Jesus. He is married to Jeanine, with three older children, and he is very keen on mountain biking. James also serves on the leadership team of Bath City Church.



## **Emma Shaw**

### *Youth Minister*

(16 hrs term time)

In response to increasing numbers of young people, we have recently re-ordered our youth work and are excited to have appointed Emma as a fantastic new member of the team. Emma is passionate about seeing young people find life in all its fullness and grow in their discipleship of Jesus. Married to Dan, and with two children, she is hugely creative and can bake or make anything.



## **Sarah Jenkinson**

### *Church Administrator*

(16 hrs)

Sarah works at the hub of the office and helps keep things running smoothly. Unflappable and with a big heart, Sarah serves the church in countless ways and we are blessed by all she does and holds together organisationally and administratively. She also currently works a few hours each week as the Bath Deanery Administrator.



## **Claire Brightwell**

### *Children's & Family Discipleship (voluntary)*

Claire is a part-time teacher and alongside husband Luke is a foster carer. Although her role is voluntary she is part of the staff team and oversees the development of children's discipleship and the Sunday morning children's team. Claire also coordinates teams for events such as Light Parties, Christingle and Family Nativity service.

## **Dilys Smith**

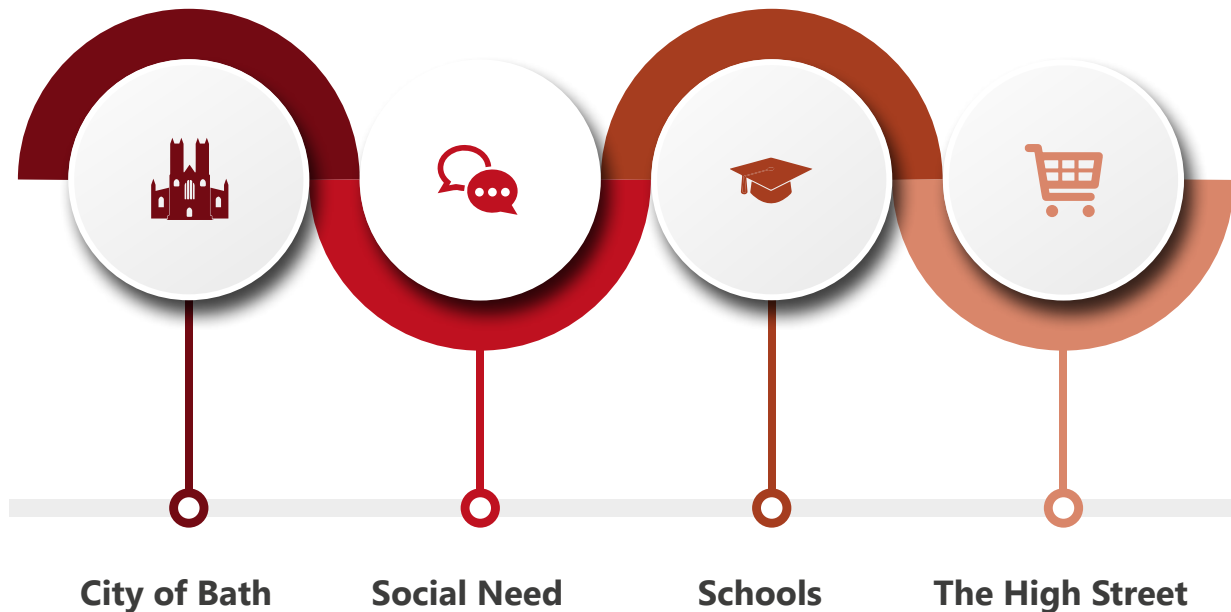
### *Reader*

Dilys is our licensed Lay Reader who helps to lead our Thursday and monthly early morning communion services. She has been committed to St Michael's for many years and particularly advocates for the older generation within the church and the wider community. In her spare time Dilys loves walking and her allotment.

# Our Parish

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Twerton-on-Avon is a suburb of the beautiful city of Bath. Twelve miles south-east of Bristol, near the southern edge of the Cotswolds, in a valley of the River Avon, Bath is designated a World Heritage Site. Twerton lies to the west of the city and has a population of around 8,600. It has the highest percentage of households living in socially rented homes in Bath. However, the social demographics of the area are changing, with an increasing number of first time buyers moving in and more student accommodation being built.





## City of Bath

Bath is famous for its history and architecture, particularly the beautiful Bath stone Georgian buildings and spas.

Significant stages of English history are represented within the city, from the Roman Baths to Bath Abbey and the Royal Crescent, to the modern Thermae Bath Spa.

Bath has a Premiership League Rugby Club, two universities, a large service sector, and ICT and creative industries. Tourism is the principle industry and Bath has an endless provision of restaurants, places to eat, to drink and a lively night life. On the whole, Bath is an affluent city.

## Schools

There are two local schools, Twerton Infant School and St Michael's Church of England Junior School, which have strong and significant links with the church.



**A community where 1 in 3 children grow up in poverty**

**20%**

**Of the most deprived neighbourhoods in England**

## Social Need

Twerton, and the three other neighbourhoods of the Parish, make up four of the five most deprived areas in Bath, and are within the 20% most deprived neighbourhoods in England. Unemployment levels are high, and of all the Bath wards it is the only one to have a higher proportion of unemployed people than the England & Wales average.

In 2011, Twerton had the highest proportion (21.37%) of children aged 0 to 15 years in the Bath area. In a community where 1 in 3 children and young people grow up in poverty we are excited and challenged by the opportunities to see young lives re-written in the power of the Spirit.

## The High Street

Twerton Park, the grounds of the Bath City Football Club (The Romans) is on the High Street and has capacity for 8,880. There are current plans for redevelopment, which could see new sports facilities, a community hub, student accommodation, affordable housing and improvements to Twerton High Street alongside a new grandstand.

Our own community buildings, the Rec House and Rose Cottage Community Centre and café are right in the heart of Twerton. These are important local resources used by the church and others. The village hall is a possible future area of development. It used to belong to the church and some church members serve as trustees.

# Buildings



**St Michael's church**

The church is a historic Grade II\* listed building, originally built in the 12th century. It has a Medieval tower, a Norman doorway and the font dates from 1174-91. It was enlarged and rebuilt between 1824-1886. It includes a prayer room, vestry, kitchen area and WC. The PCC also manages two other listed buildings in the centre of Twerton.

A few years back the PCC set out an ambitious vision for the church building and grounds that would open up the site, make it more suitable for the whole community and help us develop opportunities for our key priorities of mission, worship, community and discipleship.

Plans involve major new construction to link the church with the Rec House and provide a new heating system, proper kitchen, better toilets and additional meeting spaces, as well as undertaking major maintenance works.

This became the 58:12 project (based on Isaiah 58:12) and included complex engineering work costing several million pounds – all of which the church would have to raise, should the full project proceed.



**Rose Cottage**

Rose Cottage, in the High Street, was originally two residential properties but now the downstairs is run as a community café and also houses the foodbank.

Upstairs is the church office. Rooms are available for hire in both the café and the office.



**The Rec House**

The Rec House, adjacent to the church, formerly the Church Rooms, is used as the base for James, our Studio Missioner, and houses a recording studio as well as other lettable rooms.

## Pews and Carpet

**A** first phase was undertaken in October 2017, the removal of the pews, carpeting of the church and relocation of various radiators.

This was authorised under a temporary faculty. As well as the greater flexibility this offers for worship, wider community use has been possible with Rainbows and a community choir now meeting regularly as well as use for larger community events, such as a barn dance and live band nights.

## Faculty Application

**A**n application to make this permanent was submitted early in 2018 but due to the vacancy the diocese has delayed determination of this and the temporary faculty remains in force in the meantime.

However, a site meeting was held mid 2018 with members of the Diocesan Advisory Committee at which it was agreed that once the new Rector is in post the PCC will need to submit a fresh application. This is to include short/medium term proposals for the church building that could stand alone should the PCC decide not to take forward the full 58:12 proposals. It would also address possible concerns of Historic England over removal of the pews.

## Quinquennial

**T**he latest Quinquennial Survey was undertaken in August 2018 and identified some £140k of works required within 12 months. We are currently submitting a bid to the Heritage Lottery Fund towards the bulk of that.

Works identified to be done within five years were more modest, at £29k, but assumed that we would be undertaking renewal of heating and electrical installations as part of the next phase of the 58:12 project described above.



# ***Our Ministry - What we do***

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## **Sundays**

**O**ur main Sunday service is at 10.30am. This is typically informal, family friendly worship, teaching and prayer ministry, with children's discipleship groups. Holy Communion happens every second and fourth Sunday.

We have a fantastic worship band who lead sung worship and people are encouraged to be involved with leading, reading and sharing.

We believe in the power of God to change lives and we love to pray with each other. We are open to the gifts of the Holy Spirit and we make space for this each week within our worship meetings.

## **Monthly**

**O**n the first Sunday of the month we have a more traditional, reflective service with Holy Communion or Morning Prayer at 8.30am. This is regularly attended by 12 to 15 people.

On fifth Sundays we focus our worship on community action, doing practical things to bless our neighbours and help us focus on those outside the church walls. All ages and abilities take part with activities such as making cards with words of encouragement or thanks to local businesses, baking cakes and creating flower posies to give to those who need to know they are loved, a prayer walk and local litter pick. We then gather again to pray and share stories over tea and coffee.

We believe that eating together and creating moments to talk and share our stories is key to forming and deepening healthy relationships. We encourage people to eat together as families, in small groups and altogether as a church. We have a bring and share lunch after church every third Sunday.

## **Midweek**

### **Midweek Communion**

Thursday Communion is very popular with a small but regular group of people and happens at 10.00am, followed by refreshments.

### **Life Groups**

Our midweek gatherings are called Life Groups. We meet weekly in people's homes to worship, pray and study the Bible, and once a month we eat together. On the third Wednesday of the month we pray together in the church.

### **Time Away Together**

We have enjoyed spending weekends away together, most recently at New Wine, and we have twice been to Lee Abbey.

*"St Michael's is outward looking and loving toward the community of Twerton."*

# Sunday Worship

We are an evangelical church, open to the gifts of the Spirit. We are blessed with gifted worship leaders and musicians who form a fantastic band and a strong team to lead services.

Those new to the church are often affected by the worship and many people have said that the worship has drawn them in and keeps them attending.

Worship is informal, relaxed and open, in a contemporary, band led style. Worship is rooted in Jesus and the Bible, it is not restricted by structure, but is open to direction from the Holy Spirit, sensitively led from the front. There are times of loud, exuberant praise and quiet, reflection and contemplation. We value and encourage prayer, and prayer is available after services.

Serving in the worship and sound teams is a key way that young people and new people can be involved in serving in the church family, and becoming part of our community.

We have a regular team who lead in Bible based teaching and preaching, and we actively encourage, nurture and release people to explore and use their gifts in this area. We have regular all age services which are creatively structured to engage with both adults and children.

Liturgy is used for Holy Communion and the structure is welcomed by many. It is delivered in an understandable way and communion is made accessible to all, with the congregation able to choose to participate or receive a blessing. It is a special time of community and connection, sharing love and the peace.

The recent removal of the pews has enabled the sanctuary space to be used in different ways. This flexible space has had a powerful effect on worship and the traditional features of the church add depth and another dimension to worship.



*"St Michael's  
is authentic,  
not showy"*

# Whole Life Discipleship

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Our biggest desire in our apprenticeship to Jesus is to see those on the outside brought in. Not to become simply church goers but Jesus shaped disciples.

Living our lives in a way that intentionally points people to Jesus really matters to us.

We have a deep-rooted belief that it is Jesus who changes things, it is He who brings life, freedom and hope, and reveals the heart and character of God. We totally believe in the gathered church and we want to advocate it as being a part of God's vehicle for His mission started (and completed) in Jesus.

The Apostle Paul talks in Romans about being transformed by the renewing of our minds. If we are thinking differently, then our actions will naturally follow and also be transformed.

Whole life discipleship applies to how we live within our family, our community, our workplace, in our leisure time and beyond.

*This is the kind of church  
we are seeking to become!*

A word cloud of terms related to discipleship and church life. The words are arranged in a roughly triangular shape, with the largest words at the top and smaller words at the bottom. The words include: inclusive, open, pioneering, transformed, teaching, believers, welcoming, foundation, outreach, faith, blessing, love, biblical, radically, growth, vibrant, Jesus, hope, friendship, community, frontlines, diverse, belonging, spiritual, family, equality, strong, local, prayer, discipleship, continue, heart, and God.

# Youth and Children: Life 365

Our desire is to grow a culture where children and young people learn what it means to be a disciple of Jesus and are encouraged and equipped to live this out in every aspect of their lives. We want them to know they are loved and valued by God and to encounter Jesus.

As a church, we all have a part to play in sharing God's love with children. We also want to support parents and carers to disciple their children. On Sundays, we welcome around 25 under 18s into church and encourage them to enjoy the space. There is a strong sense of family and fun between the children, young people and adults; many of the young children excitedly greet others their age. During the first part of the service, children can worship God as they want, the younger ones use ribbons or spend time playing in the side chapel.



## Children's Discipleship

Discipleship is at the core of our children's groups. Run by dedicated volunteers, activities include Bible reading, drama, craft, cooking, games, as well as deep questions and conversations about faith.

There are several vulnerable children within our church family and wider community. We have a good understanding of their additional needs and we work hard to provide strategies for them to feel included and valued.

## Youth Discipleship

Our new youth minister is keen to engage and strengthen the Sunday young people's work by creating small discipleship groups to encourage deeper faith.

We want to see local children come to know Jesus and we run two midweek youth groups for the local community. We have held a Light Party the last two years and are planning a summer Holiday Club in 2019.

## Baptisms

We are blessed with a wonderful group of children and young people who continually amaze us with their wise words and faith. Baptisms are a wonderful highlight where children and young people have shared their story with wisdom and inspiration.

We hope that over the next year we can see God at work even more in the lives of children and young people. We are keen to ensure our focus includes children encountering God, not just learning about him.

# *In the Community*

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**S**t Michael's has a strong focus on mission as part of our whole life discipleship and our prayer is that Twerton will increasingly look different because of this. A community radically transformed by the good news of Jesus!

We serve God in our workplaces, on our streets, in our families, on the number 5 bus, in the local shops, at the school gate, McDonalds or in Lidl! So much of this is unseen but it creates ripples of good news within the wider community.

Alongside our individual stories and connections with people, we engage with the community as seen over-page in a number of ways.

*"Rose Cottage  
is a welcoming,  
friendly, relaxing  
environment."*







## Rose Cottage Hub & Café

Rose Cottage is our community hub situated at the heart of Twerton High Street. It is an important place of connection and engagement for many in the community. We run a café on Tuesday, Wednesday and Thursday. On Fridays, 'Family Friday' is an after-school café session aimed at local families. When the café is closed, other local organisations rent the space, providing a range of support services. These include Curo, Virgin Care, the NHS and Adult Learning.



## Foodbank

Overseen by Nathan, we have a dedicated group of volunteers who run three busy foodbank sessions run each week from Rose Cottage.



## The Rec House

The former church hall was given a refit in 2010 to become the Rec House recording studio and arts venue. In 2017, we employed James as Studio Missioner and are now focusing on developing the studio as a place to connect with local people. We are exploring how the Rec House can develop as a social enterprise and possible new partnerships are forming. Bath and Bristol based artists pay to come and record which funds local musicians, schools, or individuals who would otherwise not get the opportunity to create and record music together.

## Poolemead

Poolemead is a care home run by Action for Hearing Loss, for deaf people, many of whom have other additional needs.

We have strong links and several residents come (or are brought by their carers) on a Sunday morning. In the past, we have provided a signer, although we currently don't do this we aim to be as inclusive as we can and they are a wonderful gift to our church family.

## Local Schools

We have strong links with both Twerton Infant School and St Michael's Junior School. Members of the church serve on the governing bodies and volunteer in a variety of ways.

We employ Gwen as a Chaplain in the Junior School which has helped them to achieve a recent outstanding SIAMS inspection. Through the Chaplaincy we give out Bibles to pupils, support Collective Worship, do pastoral work and have pupils come into the church for prayer weeks and seasonal services. We are extremely privileged to have such an open door into our schools.

## Students

Bath has two universities, University of Bath and Bath Spa University and Twerton is the closest part of Bath to the main Bath Spa campus. As a city, there has been a vast increase in students and Twerton has a rising amount of student housing. This demographic is an area of growth within the community. We currently have a small group of students regularly attending and serving with us, this is an area for development within our community engagement.

## Alpha

We have run a number of successful Alpha courses and have seen people becoming Christians. We have been excited to baptise a number of those who have attended our most recent Alpha courses.



## Social Activities

We have run a variety of social activities to invite friends and neighbours to and as ways to connect with the community. These include carols in the local pub, gigs in the church, brewery tour, trips to the Christmas market, wreath making, cream teas and BBQs.



## Community Meals

We believe gathering around a table is a great way of growing as disciples as well as being a great way to invite people to join us. Once a month we gather for lunch after our morning service and this is open to anyone both within and outside the church. We have also used community meals as social engagement such as curry and quiz nights or as part of our worship such as on Maundy Thursday.

# ***Our Journey – where we are going***

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## **Heart, Open and Everyone**

**O**ur journey, as a church, has been one of growing deeper in our apprenticeship to Jesus. As we move forward, we want increasingly to be a church that is shaped by whole life discipleship.

We recently spent some time in prayer seeking God's heart and vision for us. Out of this, the words Heart, Open and Everyone emerged, and we believe these are key in our approach to the next phase of the journey at St Michael's.



**Heart**

We want St Michael's to be the heart of Twerton, a church at the centre of change and social transformation. Changing negative perceptions and seeing lives transformed by the love of God and the Jesus narrative. We want to be bold and innovative in how we proclaim the good news of Jesus.



**Open**

We want the church to be open and accessible to as many people as possible, with more people and groups using the building and engaging with Jesus. We want to be open people, open about our faith and our lives, open with each other and the wider community. We want to be open to growth and development in our personal discipleship and other areas of mission.



**Everyone**

We want St Michael's to be a place where everyone is welcome, is loved, accepted and has a valid role. We want to empower people of all ages to recognise and use their gifts, to grow as disciples of Jesus and to be part of the family of God.

# Challenges



## Magnificat Parish

A lot of local people have complex social needs and limited resources. Many are marginalised, vulnerable and living with challenging lifestyles, mental health issues or disabilities. Our Church family and the people we work with reflects the demographic and vulnerability of the area.



## Culture of the Community

Bath's perception of Twerton is generally poor and the people who live here often perceive themselves and the neighbourhood negatively. This is fuelled by generational cycles of poverty, apathy, low self-esteem and disadvantage.



## Engagement

We know and reach a large number of people through living and working in the community and through our mission activities. Many people in Twerton consider St Michael's to be "their church" and yet it is a challenge to move people on from the initial contact into engaging fully with discipleship.



## Funding & Resources

We are heavily reliant on grants for staff posts and mission. The sustainability of what we do is often insecure and resourcing and fundraising is a continual challenge.

The numbers of church members who able to support and resource the church have been growing, but both human and financial resources are often stretched.



## Buildings

Maintenance and repair of our buildings are a costly reality and the reordering of the main building is under discussion.

# Ascension Church

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Ascension describes itself as a 'lively community Church' and 'A place to be yourself, to be with God'. We are very open at the edges, and many people from the surrounding community engage with us through weekly activities on our site. We take our part as Christians in what is happening locally, and through people's daily workplaces. We are a worshipping community of about 88 adults and 15 under 16s who regularly support our events and Sunday worship. All are encouraged to listen to the Spirit as we seek to love, pray, serve, and draw others to follow Christ for themselves.

## Leadership

The leadership team is made up of the Team Vicar, a Lay Minister (Reader), a Families and Children's Worker (P/T 50%), an Administrator (P/T 11.5 hrs), a Church Army Captain (retired but very active), a music leader, and two Churchwardens.

Our leadership vision has been expanding over the last year through training, particularly through participation of existing and potential new leaders in a Deanery 'Whole Life Discipleship Learning Hub' (teaching from London Institute for Contemporary Christianity). Worshippers are given opportunities to preach, contribute to leading activities, and other ministries such as youth work, Prayer Ministry and Pastoral Visiting. This helps to broaden of our network of contacts.

## Facilities

Our facilities are all on one site, for which we are thankful! Our main church building has upper and side rooms (all increasingly used in the week), our 'Ascension Gateway' Hall, and a Youth Centre in The Crypt. The plant is largely in good order, the Hall was completely renovated and modernised just over 2 years ago.

## Parish

The parish is mostly made up of closely built terraced Edwardian houses, although there are a couple of more modern estates and also local businesses. Residents fall into four obvious groups: local families who have lived here for generations, newer families from further afield, single person households and university students living off campus (probably 25% of the population).

We engage significantly with the first two groups, and to a good degree with the third. Despite many efforts over time, we have very few students although there may be some recent signs of change.



# Ascension Church

## Outreach

The outreach ministries we set out to do include:

- Ascension Springs - a welcoming weekly café (expanded from our toddler group)
- Work with our local non-Church Junior School next door (assemblies, RE lessons, governorship, whole school events and service)
- Worship with and support of our local dementia care home
- A thriving Knitting Group
- Pastoral Visiting (a trained team and practical help often offered)
- Church centred community events, such as Light Party, Holiday Clubs, Barn Dances, Christmas Pudding evenings... and more!
- Alpha Courses - our current course started in January

## Other

Other organisations use our site and are thriving, including Scout and Guide groups, a weekday pre-school, and a Moravian linked Girls Brigade. Relationships are excellent and these generate many contacts and networking opportunities. A small Moravian congregation use the church on a Sunday afternoon.

## Sunday Worship

Our Sunday worship is typically

- A small 9.00am Communion (between 5 and 11, but more on first Sundays with the choir)
- Our main 10.30am Worship, which varies through creative all-age worship to Baptism and Communion services. Sung worship is led by our choir with organ, keyboard, drums and other instruments, ably leading a mix of everything from Hillsong music to traditional hymns. (Typically, we have around 50 adults and 10 under 16s. Many more come to our 'bigger' services e.g. Mothering Sunday, Remembrance, Christmas etc.)
- 'Ascension Springs Plus' a 4.30pm monthly gathering which started this autumn. Inviting many of our contacts, it is a chance for informal 'hanging out' to meet people, share food and discuss Christianity (35 came to the first two)
- We regularly have preaching series – recent themes include Equipping the Saints, Wisdom, Loving and being Loved, Sharing our Hope



# Ascension Church

## Ministries

Our more directly Christian ministries are:

- 5 Small Groups meeting in homes
- Prayer Ministry (we have a trained team)
- Periodic weekday teaching courses
- Occasional weekends away or quiet days, for vision gathering or teaching and encouragement
- Attendance at New Wine
- Visiting and availability for prayer

## Finances

Our Finances remain stable with voluntary giving around £41K pa (there was a big jump from £36k following a renewal campaign three years ago). We are currently approximately breaking even after other income and payment of Parish Share which we've paid in full for at least 5 years - £38.7K for 2018. We have no reserves except for a donation made to Restricted Funds (about £40K remaining) to be used solely for payment of our Families & Children's Worker salary (also part met by the congregation). There is a lot of living by faith!

## Growth

In terms of growth, we continue to pray that more people will commit themselves to Christ, given the extensive contacts we have with local people! Our stats are:

- Regular Sundays average around 55 adults, which has stayed constant over the last 5 years
- We also have about 10 under 16s (only 4 a few years ago) and quite a few babies and under 3s!
- New people are always coming and usually with us, averaging 5 a year over the last 5 years
- Our Electoral Roll is 101

## Forward

Looking forward. We continually seek to move forward under the call and guidance of the Holy Spirit. Our PCC is generally of one mind and spirit! For instance: we are currently looking at 'greening' the space around the church with a reflective garden space and new paving, developing fresh youth work, gaining new momentum with students, and modernising our heating system.

## Ascension Church

### The Ascension Team



#### **Robert Pimm**

##### *Team Vicar*

Robert has taken the spiritual lead at Ascension for just over 20 years, alongside his wife Margaret. Robert seeks to keep moving forward, keeping the vision fresh and drawing others into contribution and leadership. He leads a flourishing Team, and they welcome new people all the time. Robert did a degree in Theology, then spent some years in banking before coming to Ascension via Trinity College Bristol and Newcastle-upon-Tyne. He loves being outdoors, hill walking, dinghy sailing and some running!



#### **Clare Hudson**

##### *Lay Minister (Reader)*

Clare has always wanted to teach. She joined the staff at Oldfield Park Junior School, next door to Ascension, in the 70s and stayed until retirement. Ascension has been Clare's church for many years and she has been part of the leadership team since 2003 after becoming a Reader. She feels called to work and witness for Jesus within this her local community, encouraging others to grow in their faith. Clare also enjoys walking, gardening and chatting over coffee.



## Ascension Church

### The Ascension Team



#### **Sarah Sanderson**

##### *Families and Children's Worker*

Sarah and her family came to Ascension just over 3 years ago, with a calling to draw families in this community to church and to help deepen their relationship with God. Opportunities have opened up through running a community café, working with local schools, preschool and uniform groups, networking with parents, running events, and leading children's church (EPIC). Her hope is for people of all sorts to be drawn to follow Jesus!



#### **Chris Brann**

##### *Retired Church Army Officer*

Christopher is a Church Army Officer. Before he retired he set up Rose Cottage as a drop-in centre and café. He is now involved at Ascension with running Alpha courses, leading a Small Group, and preaching and leading. He also looks after the Church website. Chris's hobbies are history, gaming and he also enjoys taking photographs and cooking

# Who God Might Bring

**Our vision for the new Team Rector is someone who will love the people of St Michael's and Twerton and will lead us to growth in our discipleship and the next phase of our mission.**

Someone who is rooted in Christ, open to the Holy Spirit, has an informal approach and who will journey with us in the complexity of real life and the diverse and challenging community with whom we seek to share the transforming love of Jesus.

## Role Description



### Mission & Outreach

- Engage with and be visible in the local community – on the High Street, in the local schools, shops and businesses etc.
- Develop and build on our existing community outreach initiatives based at Rose Cottage, the Rec House and St Michael's School
- Explore new and innovative opportunities and develop creative ways to engage with and bring God's kingdom to local people.



### Worship, Teaching & Preaching

- Lead in authentic Bible based teaching, drawing us into a deeper understanding of discipleship in Jesus and life in all its fullness
- Encourage wide participation in worship, teaching and preaching at St Michael's
- Develop worship in ways that are accessible and varied
- Explore ways of teaching which take account of the variety of learning styles in the congregation.



## Stewardship & Parish Organisation

- Work with the PCC and churchwardens to ensure that structures and resources for parish organisation are appropriate, including clear boundaries and accountabilities of roles
- Review and lead on the 58:12 project to re-order and open up the church building to greater community use
- Work with the staff team in the development and maintenance of our facilities at Rose Cottage and the Rec House to support community outreach initiatives
- Lead the PCC in securing the necessary funding to maintain and develop our ministry, in particular for the staff team, outreach and buildings.



## Leadership, Development & Discipleship

- Oversight/leadership of St Michael's & Ascension Church
- Share in the creative development of our vision with the PCC and the wider congregation
- Encourage whole life discipleship, through which our lives tell the story of the risen Jesus Christ, with love, gentleness, humility and courage
- Work alongside the Associate Minister and Curate in collaboratively leading with our excellent staff team, volunteers and the Team Vicar at Ascension Church
- Recognise gifts in others, encourage, empower, nurture and enable people to develop their potential and give things a go.



## Community & Pastoral Care

- Encourage community and accountability within the church
- Identify pastoral care needs and ensure appropriate structures and skills are in place to provide support
- Give support to those in need of pastoral care, as appropriate.



## Personal Development & Spirituality

- Follow an appropriate pattern of work that enables a full spiritual and personal life, as well as meeting the demands of ministry
- Continually developing personal skills and knowledge in relation to ministry through courses of study, reading, consultancy, training courses and workshops
- Maintain a prayerful spiritual life with appropriate support networks (including spiritual director or equivalent and regular retreats)
- Personal care and development, including adequate time for family life, friendship, recreation, renewal and personal health, through taking a weekly day off and full holiday entitlement.

# Person Specification



## Personal Qualities

- Desire and vision to see lives transformed by the good news of Jesus' Kingdom through the Holy Spirit
- A heart for the local people of Twerton
- Prayerful and open to the gifts of the Holy Spirit
- A collaborative, nurturing and creative leadership style
- Able to work with, lead and connect with a diverse range of people, wherever they are and whatever their situation
- Able to think on their feet, keep calm and deal with challenging behaviours
- Approachable, empathetic, resilient, pastoral, friendly and welcoming
- Servant-hearted, being willing to lead by example
- A sense of humour.



## Experience

- Working with people in areas of social deprivation, need and with complex mental health issues
- Working across a range of traditions, comfortable with leading and equipping worship in a variety of styles and experiences
- Leading people in to faith in Jesus
- Promoting whole life discipleship within the congregation
- Growing new areas of ministry in response to local need and developments in a community
- Encouraging and enabling all members of the church community to be more accountable to one another
- Fundraising for staff posts, mission activities and buildings
- Overseeing the reordering of a church building.

## Knowledge & Skills

- Able to build trusting relationships with a wide range of people of all ages and backgrounds
- Able to understand the context and complexity of the people of Twerton and speak with authenticity and creatively into the diversity of the community
- An understanding and confidence in the authority of the Bible, its normative role in Christian theology and its relevance to a wide range of contemporary issues and human conditions
- A skilled enabler and collaborative team-worker
- Good IT skills including use of social media, website development, Church Suite, Microsoft Office, PowerPoint etc
- An understanding of, and commitment to Safeguarding.

# Appendix

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## Rectory

The Rectory is a modern four bedroom house close to the church, in Watery Lane. It has a kitchen/diner, utility room, dining room, lounge and study. There is an integral garage to which French doors have been added to provide a 'den'. This could easily be reversed, if required, but a new garage door would be needed. There is a generous and attractive garden to the rear with fruit trees and flower borders, a driveway to the front that can accommodate several cars and also a large car port.



## Governance

The PCC has 15 active and supportive members who meet monthly. Within the membership there is a near even gender split, a good mix of ages and a significant number are from non-Anglican backgrounds. We have two Churchwardens, Luke Brightwell and Tony Russell, who were appointed in 2018, and a Deputy Churchwarden, Rae Maddocks, who recently stood down as Churchwarden after many years' service.

## Finances

Twerton is not a wealthy area and this is reflected in the congregation. However, we trust that God will provide for our mission. The nature of the area and the type of programmes we run have enabled us to tap into a variety of external sources for grants and donations. To date we have been able to sustain our staff team whilst paying our Parish Share in full, but this remains an ongoing challenge.

During 2017, our total income was £215k, with £217k expenditure, leaving us with cash reserves of £90k at the year end. Over half of our income and expenditure was restricted, as were three quarters of our reserves. Planned giving and associated Gift Aid recovered amounted to 22% of total income. We are working on increasing this to reduce dependence on grants and external donations particularly for salary costs, which amount to around half our expenditure.

St Michael's has regularly supported a number of local and national organisations and individuals. In 2017, we gave 3.5% of our unrestricted income away, but the PCC has undertaken to increase that to 10%. A full copy of our latest accounts and annual report can be found at <https://bit.ly/2RuiDM2>

## Diocese - Our Vision

*In response to God's immense love for us we seek to be God's people living and telling the story of Jesus.*

**O**ur vision speaks of the story of Jesus; his life, teaching and work, his death and resurrection; the story which is the context of our faith and the content of our message. We seek to live this story as disciples of Jesus Christ in the world and to tell it, both in sharing the good news and by the way in which our lives speak about Him

The diocesan strategy is built around three priorities that provide a framework for decision-making and planning at parish, benefice, deanery, archdeaconry and diocesan levels:

1. To place mission and evangelism at the heart of all we do.
2. To re-align our resources towards mission.
3. To identify, develop and release the gifts of all our people.



## Bath Deanery

**B**ath Deanery is the largest deanery in the Diocese of Bath and Wells. Our vision, in the context of the diocesan strategic priority to place Mission & Evangelism at the heart of everything we do, is to see hundreds of people becoming disciples over the next few years. As a deanery, we believe working together (both as churches and as laity with clergy) is key to enabling this vision to come into being.

Our deanery plan has six strands, promoted by the DMPG and come together to enable churches to grow disciples:

- |   |   |
|---|---|
| <ol style="list-style-type: none"><li>1. Church planting and pioneering</li><li>2. Collaborating together</li><li>3. Discipling young people</li><li>4. Healthy evangelistic churches</li><li>5. Leadership growth</li><li>6. Whole-life discipleship</li></ol> | <p>With 37 licensed clergy in our deanery, Chapter and Deanery Synod are normally well attended and there are good, supportive relationships between our churches. Our deanery is led by our Lay Dean, Jeremy Key-Pugh and our Area Dean, Rev. Matthew Frankum. Both Jeremy (07713 259666) and Matthew (07900 212183) would be very happy to discuss any aspect of deanery life with you as you consider whether God is calling you to this position.</p> |
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As the Marlbrook Team Ministry continue to discern the right path for the future of the Team, the Deanery Leadership Team is keen to support both parishes in any way we can.

# General Information

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Bath & Wells Diocese: 01749 670777  
Archdeacon of Bath: 01225 873690  
Rural Dean: 01225 352420  
St Michael's Church Office: 01225 351643  
Ascension Church Office: 01225 405354



St Michael's: <http://stmichaelstwerton.com>  
Parish dashboard: <https://bit.ly/2FZCj9o>  
Ascension: <http://ascensionbath.org.uk>  
Parish dashboard: <https://bit.ly/2zzyWjT>



St Michael's Church, Watery Lane, Twerton, Bath BA2 1RL

This Parish Profile was approved by the PCCs of St Michael and All Angels, Twerton, and Ascension, Bath. 21 January 2019.