

## Parish Profile

This form is designed to give an overview of a parish to be used in a vacancy for the appointment of a new parish priest. It will be accepted as the "statement describing the conditions, needs and traditions of the parish" required by the Patronage (Benefices) Measure 1986. Additional information may be given by way of printed documents or written submissions.

*Please write in black ink*

### I. Parish Information

1(a)	Name of Bishop's Mission Order to which this information relates:	Fountains Church Bradford
(b)	Name of network church(es): Name of Congregational plants	St Margaret's Frizinghall Saturday Gathering Wrestling Church International Worship St Michaels and All Angels Shelf with Buttershaw
2.	Name(s) of other C of E church(es)/centres for public worship in the parish:	All Saints Little Horton
3.	Cluster or group of parishes within which you work (formally or) informally:	
4.	Deanery:	Inner Bradford
5.	Population:  <i>The 2011 census information gives the following figures. Please indicate how this might have</i>	560,000 at 2024 Bradford is one of the youngest (median age 36.8) and fastest growing cities in the UK (population grew by 1.4% since 2022)

*changed since then.*

6(a)	Number on Missional Roll:	109
(b)	Date of APM when this number was declared:	May 2024

7. Attendance at worship in each church

*Please provide details of average attendance at Sunday and weekday services*

Church/Service	Time	No. of communicants	Adult attendance	Under 16
Sunday Worship	4.30pm		110	20
Sunday New Wine Celebrations/ Network Worship	7pm		45	
Morning Prayer (Daily on-line and in person)	9.00am		10	
Saturday Gathering	5.30pm		45	
Wrestling Church	7pm		70	20
International Church	10.00am		20	2

8. Occasional offices

*Number for last 12 months in each church*

Church	Baptisms	Confirmees	Weddings	Funerals in church	Funerals taken by clergy not in church
Fountains	14	16	1	2	2

9. Communications

*Names, Addresses, Telephone Numbers and E-mail addresses for each church*

Church	Clergy	Readers	Lay staff eg Youth worker, Administrator	Churchwardens

Fountains	Rev'd Linda Maslen 8 Redwing Drive Bradford BD63YD 07595949153 <a href="mailto:linda@fountainsbradford.org">linda@fountainsbradford.org</a> Rev'd Chris Enwerem Rev'd Sharon Bavington		Nyreen Johnson Jonny Mansfield Adam Butler Kim Crummay Andrew Lam Hayat- Mohammed Claire Govender Kwang Hughes	
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## II. Parish/Community Information

1(a)	Briefly describe the population mix of the(se) parish(es) in terms of its employment, cultural, ethnic, age and housing mix.	<p>Fountains church was planted five years ago as resource church in the dynamic and exciting City of Bradford. You would be joining us at the completion of the extensive building work which has delivered unique worshipping spaces and opportunities to raise revenue through community access to the space. The building itself is right in the City Centre next to the Alhambra Theatre and Media Museum and close to the University and College. Our local population is typical of most city centres with many hospitality retail and civic centres close by. However, our demographic is different from most city centre resource churches in that we are far less student centric due to the different demographic make-up of our university and college. Most of our students live at home to study and travel into the city. The city has made huge strides in redeveloping and reprofiling itself, with the focus being on City Park, and recent pedestrianisation has meant that the City Centre has a bit more of a continental feel to it. But the City still struggles with poverty, youth unemployment, high levels of ethnic segregation, poor education, and crime. This year Bradford is UK City of Culture 2025 and we are excited about the opportunities this will bring.</p>
(b)	Are there any special social problems (eg high unemployment)?	<p>There are high levels of poverty, health inequalities and many social issues that go with these. There are high levels of drug/ alcohol addiction, low quality housing and common to elsewhere mental health and isolation issues. BUT Bradford is an amazing young city with massive hope reignited since we were awarded City of Culture.</p>

2.	<p>Please list for each</p> <ul style="list-style-type: none"> <li>• Local Schools:</li> <li>• Youth centres:</li> <li>• Hospitals:</li> <li>• Nursing/elderly persons' homes:</li> <li>• Places of worship of other faiths</li> <li>• Local Businesses:</li> <li>• Neighbourhood initiatives:</li> <li>• Associations eg tourist group:</li> <li>• Describe any civic responsibilities which the clergy have:</li> </ul>	<p>Fountains is a Bishops Mission Order rather than a Parish Church, so our neighbouring parishes cover most of the local schools. There is also a strong chaplaincy in the hospitals, university and the courts but we seek to support them when we are asked to do so. We link in with many civic groups. We partner with the police and housing agencies, Bevan, Bridge and others to provide a one- stop- shop drop in for people on the margins on a Thursday lunch time.</p> <p>We are part of the night-time economies groups and hospitalities groups that are seeking to develop the city further. These connections continue to grow as we find our place in the city.</p> <p>We link in frequently with the Alhambra, Brewdog and the Media Museum who are our immediate neighbours – we have served the Media Museum providing food for their holiday clubs and sang Christmas Carols in Brewdog and Jacobs Well.</p> <p>The City Square is a place where people gather to enjoy the almost continental ambience, and it is a wonderful place for us to share our faith and to be a point of connections for people. Bradford is of course a multicultural and multi faith city and we hope over time to develop good relationships with the leaders of other faiths.</p> <p>Our aim is to be a church which is ‘in of and for Bradford’ we have made good progress in positioning ourselves well for this aspiration to be true. There is more to do but we look forward to continuing the journey.</p>
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### III. Church Information

*Please give details for each church*

1(a)	<p>What percentage of the congregation lives outside the parish?</p>	<p>Our BMO means that we cover both the inner and outer deaneries of Bradford and people come from all over that area to Fountains.</p>
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(b)	Describe the mix of the congregation in terms of age, employment, cultural, ethnicity, age and gender.	We span all generations from newborn to 85 although the general mix of ages is much younger than a typical parish church. There is a wide variety of ages represented. In our main congregation most of the congregation are in employment and we are working to get a more balanced ethnicity that better reflects the ethnicity of Bradford. We have a balanced split of genders. People in the 4.30pm congregation work in education, retail, health etc. The International Worshipping Community are often post- graduate students studying at the University or in first jobs post university. Wrestling Church community is very mixed in their employment but often zero-hour contracts, security and stewarding roles. The Saturday Gathering community are mainly unemployed often with complex needs.
2(a)	How would you describe the churchmanship tradition of each church and give details of robes and vestments worn by officiants?	We have a relaxed gently evangelical and charismatic churchmanship. We do not wear robes for our services; we use liturgy for sacramental services which are usually monthly. The clergy team do not usually wear clerical collars for services but wear them when we want to identify our unique church leadership roles.
(b)	What is the regular average weekly giving of those 16 years & over and what proportions of the giving is gift aided?	£7000 per month the majority of our giving is gift aided. We need to work hard to increase the amount of our giving as the taper from the Church of England funding increases.
(c)	When did you last have a stewardship campaign?	We talk about giving once a term and view that our giving is part of the discipleship journey, we are inviting people in to.
3.	How does each Church supplement its direct giving in order to meets its financial needs?	At the moment Fountains is supported by Church of England funding from the Church Commissioners. Over the next two years we need to become self-sufficient. We supplement our giving with renting out spaces in our building some spaces are let on long term leases other areas we rent out for events and activities. This is a growing area of work for us and we have a member of the team dedicated to this. We also hold events where we can make money to support our financial needs.
4(a)	What amount of working expenses were paid to the clergy in the last financial year?	100% of working expenses were paid to clergy
(b)	Were these met in full?	Yes

(c)	Is there an annual discussion about level of expenses as part of the PCC's budgeting process?	Yes
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		<u>Share requested</u>	<u>Share Paid</u>
5(a)	<p>What amount of Share has (a) been requested; and (b) been paid from the parish in:</p> <ul style="list-style-type: none"> <li>• last year?</li> <li>• current year?</li> <li>• next year ?</li> </ul>		We currently do not pay parish share. This will become payable as the SDF funding tapers out.
(b)	Will this year's be met?	n/a	
6(a)	Is there any capital project in hand at the moment?	No.	
(b)	Please give brief details with costs and state how they are to be met.	n/a	
7.	Please attach a copy of the last PCC accounts.		
8(a)	What is the general state of repair of: the Church(es) - <i>please list</i>		The building is in a really good state of repair all of it having been refurbished over the last 5 years. We have a team of people from within our congregations who make up our fabric committee and they are keen to make sure the building stays in good order.
(b)	Please give details of major maintenance needed following the last quinquennial.	n/a	



#### IV. Outreach and Mission

1(a)	What are the regular mission and outreach activities of the parish?	<p>Tuesday and Thursday Community Lunch a gathering of people around food which enables connection and the building of relationships. After both lunches there is an activity that enables us to draw people towards faith.</p> <p>Thursday Fountains Church Drop In takes place during the lunch time with Housing Outreach, Bevan (GP services), drug and alcohol addiction support, Hep B testing and other agencies coming along to connect with the people who attend.</p> <p>Wednesday Stay and Play our play group for the toddlers and their carers and parents. This is a thriving group that has led to us setting up Stepping Stones once a month. This enables the relationships that have been developed to continue once the children have entered school. Both of these are mildly evangelistic in their approach and see a number of people from other faiths coming along.</p> <p>Tuesday Renew Wellbeing follows the community meal and is supporting those with mental health and isolation concerns. It has a café type feel with jigsaws, crafts, crochet, knitting etc and a short Christian service which people can choose to be a part of.</p> <p>Saturday Gathering – is a worshipping community/ church inclusive of those on the margins. The evening commences with a simple service with sung worship, prayer and a simple talk and concludes with discussions continuing around tables as food is shared.</p> <p>Wrestling – another worshipping community. Church has developed around Wrestling. We have monthly performances with faith content alternating with our wrestling church which has rock worship, prayer, wrestling that tells Biblical stories and a simple talk. We also have wrestling training taking place each week which aims to build the next generation of wrestlers for our City but also to build relationships that lead to faith.</p> <p>International worshipping community takes place on Sunday mornings and reaches out to international students or those in work in City. The services have an international feel to them and are led by a team who are following the Myriad programme of training.</p>
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(b)	What are you doing to help people find out about Jesus?	In addition to the above we have regular All our services are run with seekers in mind and the team regularly go out into the City to be with people and share about Jesus.
(c)	What are you doing to help grow people in discipleship?	Raising active disciples of Jesus is core to mission and ministry. Our teaching and small groups are very focused on us developing Holy habits that make us stronger as disciples and help us to become the people that God always intended us to be. We currently have around 80 people in small groups with 18 leaders. We view small groups as being key to both the growth in discipleship, leadership and in providing pastoral support.
(d)	What are you doing to grow people in leadership?	We actively encourage people into volunteering roles and into leadership. We have 44 people who are regularly leading in some form or other within FCB. We have several people who are on diocese training courses, some have undertaken the Plant courses, are in the Myriad team or other forms of training. We have several people who are Lay Worship Leaders and a Lay Pastoral Assistant. We have 5 people who are currently in the discernment process, regularly host ordinands in training for placements and have seen a number of people moving on into ordination training.
2(a)	Please give details of the support of the Church overseas:	The church gives a portion of our tithe to mission overseas and have strong connections with a family ministering in Denmark
(b)	How much is given annually?	We tithe our congregational giving.
3(a)	Give details of the support for home missions and charities:	<p>Currently we support :-</p> <ul style="list-style-type: none"> <li>A couple known to us church planting in Denmark</li> <li>All Saints our local Parish Church</li> <li>New Wine</li> <li>Kintsugi Hope</li> <li>Andy's man Club</li> <li>Hope for Justice</li> <li>CAP</li> <li>Mercy Ministries</li> <li>TLG</li> <li>Renew Wellbeing</li> </ul> <p>We also have a fund to support those in need in our community.</p>

(b)	How much is given annually?	£6000 this needs reviewing
3(a)	Does the parish have an overseas link?	No
(b)	If so, please state where/who?	
4(a)	Is there an organised system of outreach and welcome to new families?	We have an organised approach to drawing people into our community from when they visit Fountains for the first time.
(b)	If so, please describe:	Connect cards are filled out and a member of the team will phone to talk about Fountains and seek to draw people in to small groups and volunteering opportunities. Annually we look to refresh our congregation list and to encourage those who have been with us for 6 months or longer to join the Missional Role (equivalent of the Electoral Role)
5.	What part does the church play in community care?	We are very involved in the care of those on the margins of society, refugees, those in poor or no housing, those addicted and in need of support. Our mission is very inclusive of people from deprived backgrounds, and we are actively involved in working with the NGA's who operate in this area.

6(a)	Are there any Lay Eucharistic Assistants who take communion to the sick?	No not at the moment
(b)	If so, who are they?	
7.	What work does the church undertake with young people, other than in church based organisations (eg open youth work)?	We have young people of our own they have a group that meets on a Sunday alongside our children's groups. We have a girls Bible study which is supporting their discipleship which happens fortnightly and each holiday period we have a weekly youth time with food and activities. We also link to youth work that goes on across the Bradford area called Unite we provide leadership support, space and funding to support this.

## V. Ecumenical Relations

1(a)	State involvement in local Council of Churches:	We are signed in to our local churches together network but it is not active at the moment.
(b)	Is there a formal covenant with any other denomination?	No
2.	What informal ecumenical contacts are there?	We are connected to the local churches together group. We are very involved in Prayer for Bradford where ministers come together from churches across the city to pray most Thursday mornings. We have strong links with the Cathedral, Light Church and Life Church

## VI. Church Education and Social Provision

1(a)	Name of Church School(s) if applicable:	
(b)	<ul style="list-style-type: none"> <li>• Aided?</li> <li>• Controlled?</li> <li>• Foundation?</li> </ul>	
(c)	Number of pupils on roll (approx)?	
(d)	If aided, does the PCC support the school?	

## VII. Lay Education and Participation

1.	What education and training work takes place in the Church for the following (give approx numbers):	We have an active Children's church with 20 or so children. This happens at the same time as our 4.30pm service we have a very committed group of lay leaders.
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	<ul style="list-style-type: none"> <li>• Children</li> <li>• Young People</li> <li>• Adults</li> </ul>	<p>We also have a group of young people with around 6 who gather at the same time as church to discuss and learn.</p> <p>Our toddler group on a Sunday similarly is growing with often 6 little ones who might stay independently in the group or with their parent/ carer.</p> <p>We have people on the Personal Growth and Leadership Course and church planters on the Myriad course. We are often present on dioceses courses especially those related to children's ministry.</p>
2(a)	Give details of house/prayer groups:	We have approx. 80 people attending home groups these happen all over the City and are the initial place of pastoral support
(b)	Are the leaders clergy or lay?	Mixed but mainly lay led
3(a)	How do you rate the strength of lay leadership?	We have very strong lay leadership. Currently we have around 44 lay leaders covering our children and young people's group leaders, those who lead in congregational plants, volunteering group leaders and those who lead/ preach in church.
(b)	To what do you credit this strength, or lack of it?	We have drawn in people who have had a good foundation of faith and given opportunities for people to learn. For Fountains to deliver on its commitments this is essential. Our internal structures enable people to see something they feel God wants them to do and they are encouraged to do it if it fits within our strategic goals. We know that to truly be a resourcing church we need to growing people to enable us to plant on or to develop other missional initiatives.

## VIII. Mission

1.	List areas of Church life which you consider in need of development.	Being a Resource church means that we have significant targets to reach in terms of our numeric growth, the quality of our discipleship and our ability to draw people into lay and ordained leadership. All of these are areas that are in development. We also must develop our giving as this is the most significant contribution to our ability to self-sustain as well as developing our ability to rent out space and social enterprises.
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2.	What are the main areas of mission that you think the new priest should prioritise in their ministry?	<p>The new priest will focus on at least one of the key missional areas for Fountains church. We see these as</p> <ul style="list-style-type: none"> <li>• Children and young people</li> <li>• Those on the margins of society</li> <li>• Students and Young Adults</li> <li>• The retail and business communities</li> </ul>
3.	In summary, what are the top three challenges with which you and the new priest need to engage?	<ol style="list-style-type: none"> <li>1. To create active links between Fountains and St Margaret's church. To enable the development of active and missional worshipping communities to develop there. To help to develop what it means to be a network church alongside our other clergy who are developing the network at St Michael and All Angels Shelf, St Aiden's Buttershaw and St Saviour's Fairweather Green.</li> <li>2. To further develop the missional area that is most appropriate to the gifting/ calling of the new priest.</li> <li>3. To be an active, present and prayerful part of the leadership team of Fountains church as it grows and develops into the next season.</li> </ol>

## IX. Additional Information

*Please add here, or on another sheet, anything else which you would like the Patron and the Bishop to know about the conditions, needs and traditions of the parish.*

Fountain's Church Bradford is a Resource Church for the Diocese of Leeds based in Bradford City Centre. Five years ago, the church was planted and developed initially services took place in several City Centre locations. Three years ago, we took up our permanent place of residence in a building that had previously been the home to several nightclubs close to the City Park in Bradford. During these nearly 5 years Fountains Church has grown a sizeable congregation that meets at 4.30pm each Sunday and has regular alternative worship at 7pm alternate weeks.

Fountains has planted three congregations one that serves those on the margins Saturday Gathering Bradford and a second based around wrestling (yes you did hear

that correctly) and the International worshipping community serving the international student community. We have also begun Fountains Network, a group of churches linked to Fountains our first network church was St Margaret's Frizinghall. The second St Michael and All Angels Shelf with St Aiden Buttershaw. We are currently working on whether we should incorporate St Saviours Fairweather Green. This role is intended to develop the network further as St Margaret's and Fountains have chosen to continue the relationship.

As a Resource Church for the Diocese of Leeds, we are committed to being generous and the clergy team regularly serve in other churches in our area that are in interregnum or require support for whatever reason. This enables our clergy and those who are in leadership or in leadership development to experience a variety of contexts that fall outside of our own warmly evangelical, gently charismatic tradition.

In addition to developing worshipping communities Fountains is committed to becoming self-sustaining over the next 2 years through our congregational growth and giving and the renting out of our space.

This is a lively, ever changing, and energetic environment to work in. But we are also disciplined, focused on Jesus and desperate to see God's Kingdom develop further in our beautiful, young and diverse City.

Our Associate will therefore be joining a new and exciting adventure, with plenty of opportunities to pioneer new mission be part of an energetic and enthusiastic team in a church that is prayerful and centred on Jesus.

## **X. The New Priest**

*List the qualities and skills you would like to see in the new priest.*

1. You need to feel called to serve in our community be willing to be part of our staff team, be present at our City Centre location and to work with our partners in the city
2. You will be rooted in Jesus and secure in your identity in him you will know and love the Word of God in scriptures and be keen to teach and lead others no matter what their backgrounds
3. You will be filled and empowered by God's Holy Spirit showing the fruits of the Spirit in your own life and able to encourage their development in others.
4. You will enjoy being around others – hospitality is one of our key values. Happy to build relationship and share with those from diverse backgrounds, ethnicities, cultures, and ages.
5. You will be a servant hearted leader seeking to love and to serve all but especially those who are disadvantaged, poor and suffering.
6. A passion for reaching people with complex and difficult backgrounds but also those from the local business communities helping them to grow as disciples of Jesus
7. You will have an ability to network well and experience of community development
8. Be an experienced and effective builder of teams from diverse backgrounds
9. You will be keen to see the Kingdom of God develop in Bradford be curious as to how God will do this in and through you and Fountains in the years to come
10. You will be resilient and confident in being around change
11. To do all this you will have a lively and consistent relationship with God, Father Son, and Holy Spirit and able to maintain this despite conflicting priorities.

**Agreed by the PCC of**

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**on ..... 20....**



Signed: .....

Print Name: .....

Office Held: .....

**This form, duly completed, should be sent to:**

***The Mission and Pastoral Assistant  
Deborah Thorley  
Diocese of Leeds, Church House  
17-19 York Place, Leeds, LS1 2EX  
deborah.thorley@leeds.anglican.org***

She will circulate copies to the Patron and Bishop

**Please also send a copy directly to the Archdeacon's office**

***Please keep copies of this form  
and ensure that all PCC members have a signed copy.***