


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 parish(es) to which this information relates:	<p>Leeds, St Aidan</p> <p>St Aidan's Parish</p> 
(b)	Name(s) of parish church(es):	St Aidan's
2.	Name(s) of other C of E church(es)/centres for public worship in the parish:	None
3.	Cluster or group of parishes within which you work (formally or) informally:	None
4.	Deanery:	East Leeds
5.	<p>Population:</p> <p><i>The 2011 census information gives the following figures. Please indicate how this might have changed since then.</i></p>	16,563 (2018)
6(a)	Number on Electoral Roll:	141

(b)	Date of APM when this number was declared:	28 May 2024
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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
Parish Mass	10am	53	57	4

8. Occasional offices

Number for last 12 months in each church – 2022

Church	Baptisms	Confirmees	Weddings	Funerals in church	Funerals taken by clergy not in church
St Aidan's	24	8	2	8	C 1 per week

9. Communications

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

Church	Clergy	Readers	Lay staff eg Youth worker, Administrator	Churchwardens
St Aidan's	<p>Mo Sally Osborn, Curate (self supporting, ordained priest 2021)</p> <p>Fr Paul Hunt, (PTO, associated with parish since 2002)</p>	Carolynne Pepper (reader emeritus)	<p>Paid staff:</p> <p>1. Pat Case (administrator) E: Enquiries @staidans-leeds.org.uk</p> <p>Dr Roland Dee (organist and music director – self-employed contractor to provide music services)</p> <p>2. Alex Timanov FoodShare</p>	

			Coordinator	
			3. Maureen Hall Buildings Caretaker	

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>St Aidan's is a warm and welcoming Christian presence in the multi-ethnic and diverse area of Leeds, Harehills. This is an area of predominantly Victorian red-brick terraced and back-to-back properties, home to a long-standing South Asian community and now to more recently arrived Eastern European families.</p> <p>The specific demographic makeup of Harehills in Leeds is as follows: 15% white, 9% mixed, 43% Asian, and 19% black, 14% Gypsy Roma Traveller (GRT mainly from Romania).</p> <div data-bbox="624 891 1490 1391" data-label="Table"> <p style="text-align: center;">Parish Census and deprivation summary Parish population (2018): 16563</p> <table border="1"> <thead> <tr> <th></th> <th>Parish</th> <th>Diocese</th> <th>National</th> </tr> </thead> <tbody> <tr> <td>% aged 0-17</td> <td>30%</td> <td>22%</td> <td>21%</td> </tr> <tr> <td>% aged 18-44</td> <td>45%</td> <td>38%</td> <td>37%</td> </tr> <tr> <td>% aged 45-64</td> <td>17%</td> <td>25%</td> <td>25%</td> </tr> <tr> <td>% aged 65 & over</td> <td>8%</td> <td>15%</td> <td>16%</td> </tr> <tr> <td>% Christian</td> <td>31%</td> <td>57%</td> <td>59%</td> </tr> <tr> <td>% non-Christian religion</td> <td>70%</td> <td>43%</td> <td>41%</td> </tr> </tbody> </table> <p style="text-align: center;">Parish deprivation rank (IMD 2019): 386 (1=most deprived parish in the Church of England, 12,307=least deprived)</p> <p>For more detailed census & deprivation info: see http://arcg.is/IRaS4CS https://www.churchofengland.org/researchandstats and http://www2.cuf.org.uk/poverty-england/poverty-map</p> <p style="text-align: center;">Number of churches in parish (2023): 1 Parish Code: 460509</p> </div>		Parish	Diocese	National	% aged 0-17	30%	22%	21%	% aged 18-44	45%	38%	37%	% aged 45-64	17%	25%	25%	% aged 65 & over	8%	15%	16%	% Christian	31%	57%	59%	% non-Christian religion	70%	43%	41%
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(b)	Are there any special social problems (eg high unemployment)?	<p>Harehills is an area of social need and deprivation, with some history of civic unrest. St Aidan's is proud of its role in supporting the range of needs that this presents with a well-established mission outreach of feeding the homeless and also being a centre of community reconciliation and hope in times of need. After a night of community unrest in July 2024, the church was chosen as the hub for restorative conversations and outreach, as a beacon of faith in the future of the community and a place of open acceptance and love.</p> <p>We are looking for an experienced priest who shares these values and understands the importance of building strong, warm and pro-active relationships with our neighbours, and the community groups and individuals who serve them, to continue to build Harehills as a place of love and hope.</p>																												

<p>2.</p>	<p>Please list for each</p> <ul style="list-style-type: none"> • Local Schools: • Youth centres • Hospitals: • Nursing/elderly persons' homes: • Places of worship of other faiths • Local Businesses: • Neighbourhood initiatives: • Associations eg tourist group: • Describe any civic responsibilities which the clergy have: 	<p>Local schools</p> <p>Within a mile radius of St Aidan's there is the highest number of primary school (and school nursery) places within any equivalent area 'footprint' in Leeds.</p> <p>Within the parish:</p> <ul style="list-style-type: none"> • Bankside Primary. 3 form of entry community nursery and primary school located on Shepherds Lane LS8 5AW <p>Schools with which St Aidan's has a relationship:</p> <p>There are 7 other primary schools within a half mile radius of the parish boundary and one through (primary-secondary) schools just outside the parish boundary</p> <p>The clergy of St Aidan's have enjoyed very positive relations with many of these schools (which are linked by strong locality 'cluster' networks), leading e.g. Harvest Festivals and other assembly opportunities, as welcome visitors. We are looking for a priest who would actively pursue and build on these to promote strong and warm relationships with the staff and children of these schools, to share their Christian faith and belief in the local community.</p> <p>Hospital, outside the parish, but nearby:</p> <ul style="list-style-type: none"> • St James University Hospital (Europe's largest teaching hospital) <p>Nursing/residential homes, outside the parish, but nearby:</p> <ul style="list-style-type: none"> • Oak Tree Lodge located at Foundry Approach, Gipton, Leeds, West Yorkshire, LS9 6BT. It is a contemporary residential care home for up to 60 residents. • The Sycamores located at 131-133 Harehills Lane, Leeds LS8 4HZ. It is a 36-bed nursing home for people in need of residential care and nursing care. • Berkeley Court Chatsworth Road, Harehills, Leeds LS8 3QJ • It provides friendly and comfortable residential and dementia care for up to 78 residents. <p>Places of worship, within the parish, include:</p> <ul style="list-style-type: none"> • Trinity United Reformed Church • St Augustine of Canterbury Catholic Church • Harehills Lane Baptist Church • The New Testament Church of God • The Three Hierarchs Greek Orthodox Church • Jamia Masjid Bilal Mosque • Other and/or smaller mosques <p>Local businesses</p> <ul style="list-style-type: none"> • Many small businesses, shops, food outlets and garages • Tesco, Wickes and Sports Direct <p>Neighbourhood initiatives</p>
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Responsibility of St Aidan's:

- FoodShare (regularly supports over 100 households a week, representing 400+ family members. Occasional visits from healthcare partners eg. For vaccination.) – based at St Aidan's Church
- Family holiday clubs and warm space provision with food and activities during school holidays

Hosted as tenants with St Aidan's buildings, with Parish Administrator as significant first point of contact:

- PAFRAS (Positive Action For Refugees and Asylum Seekers) – based at St Aidan's Hall
- HELP (Harehills English Language Project) – based at St Aidan's Hall
- Foodcycle (providing free cooked meal once a week) – based at St Aidan's Hall
- IntoUniversity (local learning centre where young people are inspired to achieve) – based at St Aidan's Hall. Two years into a five year lease.

For details of these initiatives, see Appendix 2

- Outreach groups, based in St Aidan's Community Hall
 - Roma outreach group
 - Farsi speaker wellbeing group
 - Romanian youth group
 - Senegalese community group
 - Sudanese women's group

Nearby, with links to St Aidan's Church and/or St Aidan's tenants:

- Community Links (mental health charity)
- Solace (supporting survivors of persecution and exile in Yorkshire)
- Touchstone (health and wellbeing services)

Local/city profile:

- St Aidan's Church hosts significant events eg funerals for wider Caribbean community, Independence Day celebrations. Funerals can be significant in attendance (500+)
- Open church during Leeds West Indian Carnival
- Links with national and international art historians and scholars, who visit the church because of the significance of the internal architecture and specifically the artistic importance of the Frank Brangwyn 'St Aidan' mosaics

Civic:

There are no formal civic responsibilities for the Vicar of St Aidan's. However the church and parish has a civic importance, and a recognition of the 'value' of St Aidan's, which has been manifested in awards, grants, etc. A recent former Vicar of St Aidan's was a local councillor for very many years and served as Lord Mayor of Leeds 2011-12.

St Aidan's initiatives

Gill Gibbons, Lay Chair of the PCC, writes about Food Share:

St Aidan's FoodShare was set up 15 years ago and is a non-means tested and self-referral service, which operates on a Saturday morning between 10.30am and 12 noon, with one paid Coordinator and 20 committed volunteers. Delivering the FoodShare attracts support from all the diverse communities of Harehills, including the predominantly local Muslim community. Local Muslim councillors have visited, Muslim volunteers help out, and local shopkeepers have provided supplies.

Over the past four years we have seen weekly attendees triple to over 100 individuals collecting food to feed around 300-400 people each week. Those accessing the FoodShare include large families, couples and individuals; refugees and asylum seekers (especially those with failed applications and who are destitute); those recently unemployed due to the pandemic and job cuts; those affected by the cost of living crisis; those unable to find full-time employment; those under benefit sanctions; and those having little or no access to social funds. We also take self-referrals and referrals from agencies' crisis lines.

We predominantly serve those locally in need across LS7, LS8, LS9, LS14 and LS15 postcodes. Many guests travel far greater distances to access our provision. Our weekly food provision contains tins of meat & fish, vegetables, fruit, and soups. We also give out ready meals, pasta/rice & sauces, tea & coffee, sugar, biscuits, cereal, milk and also fresh items - fruit, vegetables and bread. We supply period products and nappies each week. Bi-weekly we distribute oil, washing powder/detergent and toiletries, and occasionally frozen ready meals, and frozen meat substitute and vegan products.

For over 10 years the FoodShare was solely funded by St Aidan's Church congregation. We continue to rely on the generosity of church members from St Aidan's and from other churches (for example, our sister church in Bardsey with East Keswick and St Edmunds in Roundhay). We apply for and receive small grants from Leeds City Council and charitable trusts, as well as receiving cash donations from individuals, local schools, and money raised by individuals' sponsored events. Food provision is sourced and provided through paid annual membership to FareShare and Rethink Foods. We also collect food donations from supermarkets such as the Co-op, Morrisons, Tesco and Asda and takeaways from KFC.

Our FoodShare was awarded a Black Achievers Wings Award for our service to the community in February 2024. The

focus of the award will be the progression of those people who, despite the adverse years of covid and austerity, have managed to achieve their personal goals, managing to remain positive, forward looking and supportive of their community.

III.Church Information

Please give details for each church

1(a)	What percentage of the congregation lives outside the parish?	At least a third to half of the congregation comes from outside the parish. Those coming from outside include refugees and asylum seekers who travel in from areas to attend St Aidan's, often on a very regular basis, subject to public transport availability. It also includes people with a long and settled relationship with St Aidan's, who travel in by public transport, car and bike.
(b)	Describe the mix of the congregation in terms of age, employment, cultural, ethnicity, age and gender.	<p>Mainly Caribbean, White British, Iranian, Zimbabwean, other Asian, Eastern European</p> <p>0-17: 15 18-69: 100 70+: 52</p> <p>Caribbean and White British – more female than male Iranian – more male than female</p> <p>Mix of employed, unemployed, retired, semi-retired, seeking leave to remain.</p>
2(a)	How would you describe the churchmanship tradition of each church and give details of robes and vestments worn by officiants?	<p>Catholic</p> <p>Rite: as prescribed by Common Worship</p> <p>Chasuble for mass, stole for other sacraments. The Sunday parish mass is usually sung (choice as to whether to sing the preface). Incense is the norm at the parish mass (and at funerals). Oils blessed by our bishop are used at baptism and confirmation, and other key occasions. The Holy Triduum is kept e.g. with washing of hands instead of feet, veneration of the cross, exultet. The robed choir usually (no choir in August) sings an anthem. The church has a Director of Music and is affiliated to RSCM.</p>

		<p>Hymnal: Celebration Hymnal for Everyone.</p> <p>A healing mass has been a regular part of our worship (every 3 months).</p>
(b)	What is the regular average weekly giving of those 16 years & over and what proportion of the giving is gift aided?	<p>Planned – £28,281 p.a.</p> <p>Collections at services – £1,000 p.a.</p> <p>Other giving – £3,078</p> <p>Gift aid recovered – £6,321</p>
©	When did you last have a stewardship campaign?	Our last Stewardship Campaign was in 2017.
3.	How does each Church supplement its direct giving in order to meet its financial needs?	St Aidan's annual budget includes income from rent and leases generated through the community hall, for parties, community events and celebrations, as well as the regular rent from IntoUniversity, and a telecom mast sited on church property. In 2023 this represented 55% of unrestricted income. Direct giving represents 35% of unrestricted income. Total unrestricted income in 2023 was £92,648.
4(a)	What amount of working expenses were paid to the clergy in the last financial year?	Monthly expenses claims are broken down into several budget heads including Evangelism and Mission, Liturgy and Worship and admin and office expenses. In the last financial year with a priest in charge (2022-3) clergy expenses were £976, made up of car mileage, mobile phone and one-off items.
(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?	There is an annual PCC discussion and approval of the overall budget. Clergy expenses have not been a budgetary issue in the past requiring a separate discussion. However, there is an expectation that budget holders manage expenditure within the agreed budget.

5(a)	What amount of Share has (a) been requested; and (b) been paid from the parish in: <ul style="list-style-type: none"> • last year? • current year? • next year? 	<u>Share requested</u> £34,884 £38,372 £40,983	<u>Share Paid</u> £34,884 £38,372
(b)	Will this year's be met?	Yes	
6(a)	Is there any capital project in hand at the moment?	A small capital project (£30k) is underway in the community hall.	
(b)	Please give brief details with costs and state how they are to be met.	The project was initiated after the PCC was successful with a bid from the Asda Foundation which targeted improvements to community buildings. The Asda Foundation awarded a grant of £22,560, with matched funding of 20% from PCC reserves. The funding covers the costs of installing 2 sets of retractable room dividers for the main hall and replacement floor covering in the kitchen and entrance hall. Not included in the grant, further work has been undertaken to improve toilet facilities in the hall,	
7.	Please attach a copy of the last PCC accounts.	Attached.	
8(a)	What is the general state of repair of: the Church - <i>please list</i>	<p>St Aidan's is a Grade 2* building.</p> <p>Overall, the large church building and community hall is functional and mostly fit for purpose. We have identified a number of priorities, including: the gas fired boiler; electrical installations; improvements to lighting; better and more creative use of our wonderful space.</p> <p>The Binns organ is acknowledged as one of the finest in the city. An Organ Report was submitted by S J Spinks, in 2022, setting out a detailed restoration programme for consideration by the PCC. This is now part of a funding grant, submitted Autumn 2024</p>	
(b)	Please give details of major maintenance needed following the last quinquennial.	In November 2023 the PCC appointed a new inspecting architect, Russell Trudgen. In December he conducted a full quinquennial inspection. We received his report in January 2024. From the previous inspection the PCC is aware that major works are required, including window frame replacement and repair in the community hall and a programme of works to tackle damp and water ingress in both	

buildings. In 2021 the PCC commissioned a full high-level survey of the roof. Our Inspecting Architect delivered a detailed condition report and a prioritised schedule of works. Channels, gutters, hoppers and fall pipes require attention.

Our new Inspecting Architect has a track record of working with churches on major restoration projects and the PCC is already working with him to conduct an option appraisal for a replacement heating system in the church.

Developing the fabric and structure of the church to support the social mission, Christian ministry and community outreach of St Aidan's is a key priority for the PCC.

The work to develop the fund-raising and grant applications, for maintaining and developing the fabric of the church, is led by the PCC's Standing Committee. The Standing Committee includes a group of knowledgeable and capable parishioners, several of whom have direct experience of, and expertise in, fundraising, working with support from Diocesan Buildings and Fundraising Officers, and other professional colleagues.

Recommendations for main church:

Immediate attention: £2k

Attention within 12 months: £3-4k

Attention within 12-24 months: £36-43k

Attention within 5 years: £6-8k

From the Quinquennial report: "The church of St Aidan is a significant listed building within the community of Harehills and provides a large congregational space for community events in a densely populated area in Leeds."

IV. Outreach and Mission

1(a)	What are the regular mission and outreach activities of the parish?	Please see item 2 (section II) and item 5 (this section)
(c)	What are you doing to help grow people in discipleship?	<ul style="list-style-type: none"> • Preaching ministry at Mass each week • Lent and advent bible/study groups, often meeting on Zoom. Sometimes in partnership with Bardsey and East Keswick (longstanding parish link) • Study group/formation class each week for new Christians (after Mass) • Baptism and confirmation courses • Encouraging participation in diocesan courses <p>This is an area in which we want our new priest to take a warm and experienced lead, to help us build and develop this key area of our parish's growth and future.</p>
(d)	What are you doing to grow people in leadership?	<ul style="list-style-type: none"> • Strong key group of lay leaders form the standing committee, plus other strong and committed lay leaders • Encouraging members to read/serve/translate/lead intercessions during Mass • Encouraging and in-house training for Foodshare volunteers, including users of FoodShare • Employed FoodShare co-ordinator • 1 person – completed occasional preacher course • 1 person – completed level 1 and 2 of Listening skills/pastoral track • Highly competent and committed Parish Administrator <p>We recognise that we would benefit from our new parish priest helping us to grow people in leadership.</p>
2(a)	Please give details of the support of the Church overseas:	There is no current active overseas link under the purview of the PCC. The parish had links with Sri Lanka in the past (15+ years ago), but these are no longer active.
(b)	How much is given annually?	The PCC has not recorded any donations in the last 4 years

3(a)	Give details of the support for home missions and charities:	Historically support in kind has been given to a few local charities, particularly those working with refugees and asylum seekers, by way of subsidised use of the community hall facilities.
(b)	How much is given annually?	The PCC has not recorded any donations in the last 4 years
3(a)	Does the parish have an overseas link?	See 2a above.
(b)	If so, please state where/who?	See 2a above.
4(a)	Is there an organised system of outreach and welcome to new families?	Informal only
(b)	If so, please describe:	
5.	What part does the church play in community care?	<p>The Church Hall provides a space for a number of Community groups to meet. St Aidan's delivers vital church-based and outreach work supporting its local diverse communities. The hall is a much needed base for a range of diverse groups and people in the area of Harehills and beyond on a weekly basis. Current projects based in the hall include:</p> <ul style="list-style-type: none"> • PAFRAS (Positive Action For Refugees); • HELP (Harehills English Language Project): learners are predominantly refugees and asylum seekers • Food Cycle, providing a free weekly hot meal to people in need, • Cooking classes • Warm Space – providing free hot drinks and simple refreshments in response to the sharp rise in energy prices and the cost of living crisis in recent months • INTOUNI, (a project supporting additional education support. • Various other activities such as Women's groups meeting to offer support to each other with mental health issues. <p>The weekly foodbank provides food for those individuals and families living with food poverty and fuel poverty supporting upwards of 100 families/individuals feeding 300-400 people each week.</p>

6(a)	Are there any Lay Eucharistic Assistants who take communion to the sick?	One. In addition, several lay people are licensed for the administration of communion in church.
(b)	If so, who are they?	1 lay minister (Reader Emeritus) will take communion to the sick but limited availability due to family circumstances.
7.	What work does the church undertake with young people, other than in church based organisations (eg open youth work)?	<ul style="list-style-type: none"> • Links with local schools eg. for Harvest Festival, Christmas celebrations, visits to church and provision of occasional assemblies • Hosts annual visits from other schools • IntoUniversity supports local youth – hosted in Church hall • Church hall – hosts other youth groups eg. Romanian youth group

V. Ecumenical Relations

1(a)	State involvement in local Council of Churches:	<ul style="list-style-type: none"> • Member of Churches Together in Harehills and Chapel Allerton with occasional joint events such as Good Friday Walk of Witness • Developing partnership with Bardsey and East Keswick Churches for mutual prayer support, joint bible study courses, FoodShare support • Hosting other Diocesan groups – Leeds Cursillo service. Joint Choral Evensong with Leeds Minster - occasional
(b)	Is there a formal covenant with any other denomination?	No
2.	What informal ecumenical contacts are there?	Hosting Filipino church (HOPE) in Church Community hall weekly, on Sundays

VI. Church Education and Social Provision

1(a)	Name of Church School(s) if applicable:	None, but see above Section II 2 above: schools. Bankside Primary school sits directly in the parish, on the site of the former Rectory. The Vicar has traditionally led harvest festivals, Christmas carol singing etc with the school. The school undertakes annual fundraising for the Foodshare project.
(b)	<ul style="list-style-type: none"> • Aided? • Controlled? • Foundation? 	
(c)	Number of pupils on roll?	It has 734 pupils on role (including 104 children attending the school nursery and 16 2-year old places).
(d)	If aided, does the PCC support the school?	

VII. Lay Education and Participation

1.	<p>What education and training work takes place in the Church for the following:</p> <ul style="list-style-type: none"> • Children • Young People • Adults 	<p>The church hosts annual visits from local schools who want to know more about the building, its service to the community and worship. Annual visits take place from Schools as far as York.</p> <p>Children/YP</p> <ul style="list-style-type: none"> • Youth Sunday school group meets on an ad hoc basis. Young people have sung at services and for other community events. <p>Adults</p> <ul style="list-style-type: none"> • Farsi teaching group after Mass – weekly average attendance 10-15 • Training in-house for FoodShare volunteers – as required
2(a)	Give details of house/prayer groups:	Lent/Advent groups meet via Zoom and sometimes shared with Bardsey/East Keswick
(b)	Are the leaders clergy or lay?	<ul style="list-style-type: none"> • Shared leadership, co-ordinated by clergy. Study group sessions led both by clergy and lay people. Farsi study group led by clergy or preacher, who may be

		<p>lay</p> <ul style="list-style-type: none"> • FoodShare training – lay led by FoodShare co-ordinator and standing committee member
3(a)	How do you rate the strength of lay leadership?	<p>St Aidan’s has lay people with significant skills, expertise, experience, gained and delivered in secular life, who are instrumental to the work, mission and worship of the church.</p> <p>We have a strong PCC standing committee, who focus on strategic direction, finance, HR, estate and activities. In addition, we have members of the PCC and other members of the congregation and choir who have a long held commitment and understanding of the church, its history and its role in this part of Leeds.</p> <p>The PCC reflects the diverse nature of the congregation, with members from the Iranian community, as well as from more long-standing community groups.</p> <p>To capitalise on our current lay leadership, we would benefit from succession planning, and the encouragement and development of wider leadership across the diverse community of St Aidan’s.</p>
(b)	To what do you credit this strength, or lack of it?	<p>Strength: the very specific nature of St Aidan’s as a worshipping community, with a long and strong commitment to social mission. We are a diverse community, that draws people, from the local area and beyond.</p> <p>Lack of it: the cultural and linguistic diversity of the congregation, which we value, does, in all truth, make the work of developing lay leadership more challenging. It is an issue that St Aidan’s relies upon a number of people who “commute” into the parish. The development of lay leadership has not been focussed upon as a priority for some considerable time.</p>

VIII. Mission

1.	List areas of Church life which you consider in need of development.	People – we would welcome strategic and practical encouragement and guidance in the development of our diverse communities to play a full part within the community of St
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		<p>Aidan’s (for example, young people and families, also older members of the community, attenders of social initiatives such as PAFRAS and FoodShare). We are keen to build leadership, understanding and confidence.</p> <p>Building – we look to develop our outline strategic plan for our beautiful building with significant heritage (Brangwyn mosaics, Binns organ) and its varieties of space. Our hope is that, with appropriate adaptations, we will be able to use the church and hall to greater effect both in developing our own worshipping congregation through teaching, confidence-building and developing community, and also as a means of being more open to the wider community, thus fostering richer and more complex connections with the neighbourhood around us.</p> <p>Connectivity – we are keen to build on local social capital, rather than simply “go it alone”. We have invested over many years in good relationships within the local community and across the city, with secular organisations, other churches, other faith traditions. We look forward to developing these partnerships further and deeper.</p>
2.	<p>What are the main areas of mission that you think the new priest should prioritise in their ministry?</p>	<p>In addition to the areas for development suggested above, we wish for the following areas of mission to be sustained:</p> <ul style="list-style-type: none"> • Celebrating our commitment to be a worshipping, serving, sacrificing community, following the example of Jesus Christ, in and through a Catholic tradition within the Church of England. • Continuing to respond to human need, Sustaining food share and working in partnership with the groups who already share in our mission eg IntoUniversity, Food Cycle, PAFRAS, HELP, and numerous local groups and associations. • Being an inclusive church, with welcome to all races, traditions, faiths, economic situations, people with same sex attraction and relationships.

3.	In summary, what are the top three challenges with which you and the new priest need to engage?	<p>Driving forward our strategic vision, with the ability</p> <ul style="list-style-type: none"> • to shape further and to implement our shared vision, for being a worshipping, serving, sacrificing community, following the example of Jesus Christ • to leverage resources (people, estate, money, community connections, heritage and tradition) • to engage, nurture, encourage, teach and develop people (inclusion, skills, leadership)
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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.

About St Aidan's

St Aidan's is a notable Christian presence in a multi-ethnic and multi-religious area of Leeds. Our inclusive welcome and our social engagement are appreciated and well supported by the local community, and we, in turn, appreciate the encouragement and practical assistance given to us by our neighbours in ways that cross boundaries of religion and ethnicity. For example, delivering the FoodShare attracts support from all the diverse communities of Harehills, including the predominantly local Muslim community. Local Muslim councillors have visited, Muslim volunteers help out, and local shopkeepers have provided supplies. Church members recognise the impact of children going hungry with food donations from supermarkets as well as other sources going to our FoodShare. A dedicated group of our church group members prepare food parcels which are given to 100 plus families each Saturday. During the school holidays, children in the area are fed in the church hall.

Our Sunday attendance has decreased. The reason for this is an elderly population attending church, death, and the impact of Covid on people's attendance. There are fewer people participating in carrying out church duties. Our desire to attract younger people, and to help the church to grow, should be a priority to sustain the life of St Aidan's.

St Aidan's building prominent situation in the area should be utilised more to make it more accessible and open. Its reputation of a welcoming place needs to be matched by the welcome that the building itself can offer.

St Aidan's is a prominent landmark in the area. We see the need to capitalise on this, making it more open and accessible and in order to promote our strong sense of social ministry and opportunity. We have a strong desire to build on our reputation as a visible building of faith in the community. to develop our mission to work with local people of all faiths and needs, to support them to be the best they can be and to forge strong futures for all in Harehills. The transient nature of a proportion of our church community, and the wider community, with the breadth of cultural, social and financial circumstances present, can give rise to problems for donations and direct fund-raising. However, our Standing Committee includes a group of knowledgeable and capable parishioners, several of whom have direct experience of, and expertise in, fundraising. We seek someone who can continue to take St Aidan's forward and provide leadership in making the most of the undoubted asset of our strikingly prominent

Grade II* building, as a means of furthering our aim to be a hub for the whole community to use. We recognise that, in this, we are looking for a good communicator to build and establish connections within the community and to improve what has already been established in St Aidan's Church.

Inclusivity

A longstanding member of St Aidan's, with a significant diocesan and national role, describes diversity and inclusion as "being in our DNA", as we hope we have strongly indicated across our parish profile and brochure. In the light of that, we would value the leadership of our new Incumbent in understanding and implementing the best way forward for our community and congregation as the Church of England works its way through the LLF debated and outcomes. We believe that the congregation and PCC warmly accept and welcome people in same sex relationships and would hope that, whilst remaining sensitive to any more cautious or conservative voices and opinions, this is a position our new parish priest would support and encourage.

X. The New Priest

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

The parish of St Aidan's provides on the one hand, significant challenges (such as its inner city location and local faith profile) and, on the other, the extraordinary opportunities of being in a place of diversity and celebration – the Leeds Carnival passes in front of our church each year. We would welcome someone who is attracted and excited by this mix; who will take inspiration from the deep tradition we enjoy; who will value and celebrate our diversity, inclusivity and mission to support and love those most in need in the locality – and wider city.

We believe that we are seeking someone who will embrace all that St Aidan's represents, in its cultural heritage, liturgical worship and service, with joy and respect.

We would like our new parish priest to work with us, to:

1. Grow our racially and culturally diverse church, in discipleship, faith and numbers.
2. Celebrate and develop our reputation and practice of welcome and inclusion, for people and communities of different traditions, faiths, ethnicities, sexual orientation, and all ages.
3. Provide project leadership for developing our beautiful church as a place of worship and a space for community learning, cohesion and growth.
4. Be an advocate for social justice; a model of warmth, kindness and care for a community that is looking for love and leadership.

Appendix 1: Area Committee Funding Report

St Aidan's PCC, Food Share. Based at St Aidan's Parish Church, Elford Place West, Leeds LS8 5QD

Overview of Activities

St Aidan's Food Share operates every Saturday morning between the hours of 10:30 am – and 12noon. Food is distributed from within the church each week, and people have a choice of tinned and packaged goods, as well as fresh vegetables, fruit, frozen foods, and short- date prepared meals. St Aidan's Food Share has contracts in place for the supply of ambient and fresh food with Fair Share, including an additional payment for frozen foods, Rethink Food, and a long-standing arrangement with the Trussell Trust (Wetherby). Food is also collected weekly from several regular donors including supermarkets and community groups. A project worker is employed for 9 hours each week to coordinate the preparation and distribution of food. Besides food we have also purchased supermarket vouchers for families to buy good we are not able to supply, and to help top up pre-payment meters. We are also purchase and maintain a stock of nappies and other new-born essentials, and basic toiletries and hygiene products, all of which are available on a referral basis.

Summer Holiday Lunch Scheme.

The Project Plan for the summer holiday lunch scheme is attached at appendix 1. As for Food Share a register was kept for each of the sessions held.

Beneficiaries: Weekly Food Share Sessions

Month	Average weekly Attendance	Total Number of Food Parcels	Total Household Members Benefiting
October 2022	78	392	1299
November	76	305	1058
December	80	404	1363
January	95	382	1305
February	102	411	1370
March	92	369	1216
April	82	409	1304
May	90	360	1234
June	103	414	1352
July	86	431	1402
August	92	366	1231
September	104	524	1569
October 2023	108	434	1386
Totals		5201	17149

Summer Holiday Programme

Date	Adults	Children	Total	Eat in	Take Out
25/7/22	15	42	57	44	15
27/7/22	18	48	66	50	16
1/8/22	24	37	61	25	36
4/8/22	16	36	52	34	18

Record of Participants

A record is kept of all people who use the food bank. As of the 30/10/23, 829 names and addresses were held on the register, representing people who have used the food bank on at least one occasion from the 1st April 2022.

Name	Address Include	Post Code	Adults	Children	Nationality	07/10/2023	14/10/2023	21/10/2023	28/10/2023	04/11/2023
Abdul		LS6	1		Iran					
Ada	Harrogate Road	LS7	1		Nigeria					x
Adelina		LS14	2	1	Portugal					
Adina	Florence Mount	LS9	2	3	RO					x
Adriana	Ashton View	LS8	2	5	RO					
Akash	Keplar View		2		India	x	x	x		
Akin	Louis St	LS7	2	2	Nigeria	x		x		
Alex	Zetland Place	LS8	1		Uk	x	x	x	x	
Ali	Hamilton Avenue	LS7	1		Sudan		x	x	x	

Above is an extract from the register with details redacted from the name and address of individuals. We moved from collecting ethnicity data to collecting nationality, as this information provides an insight into legal status (e.g. refugee / asylum seeker), language and dietary preferences. We have also found that groups of people from different nationalities tend to commence using the services through social media contact. We have seen this in the case of people from Nigeria and Indian students. The register is held in an excel file.

As St Aidan's Food Share has also received funding from the Household Support Fund, information regarding disability and families requiring financial support is also being collected. A significant number of people with disabilities is accounted for with mental health and addiction issues.

Project Management

Overall governance for St Aidan's Food Share is the responsibility of the Parochial Church Council, (PCC) a statutory body with a legal constitution. Due to its status the PCC falls under the remit of the Charities Act for financial management and governance standards, however the requirement to register as a charity is disapplied.

On a day-to-day basis the Parish Administrator has oversight of the Food Share programme, whilst the project worker coordinates the volunteer team during the 2 preparatory sessions on Tuesdays Fridays and distribution on Saturday. The project worker is also responsible for supervising and recording the delivery of food, storage and maintaining food safety records.

The operation of the food bank is now well established and whilst improvements to the service are ongoing, there is no requirement for active project management.

Targets

No specific targets were set out in the funding application, other than the continued development of the service. During the period the number of people using the service has continued to grow, whilst the supply of food has become tighter. We have continued to offer signposting to other services, for example

the LCC funded advice service for Roma and Gypsy families, which provides a drop-in service at St Aidan's Community Hall. St Aidan's Food Share was also successful in obtaining a grant through the HATCH public health programme to provide a series of focused health and well-being advice sessions covering a range of topics, which will commence in the spring of 2024.

Publicity

St Aidan's Food Share has received media coverage both in the YEP and on BBC Look North. Social media is updated regularly on both Facebook and twitter (X). Links to all these sources follow on. Both Facebook and twitter (x) are regularly updated with photographs of the service, generally featuring volunteers.

Food banks in Leeds: The Harehills church offering help to 'everybody in need' without asking for referrals.

When St Aidan's Church first started its weekly food share service back in 2008, it was mostly catering for Eastern European men and homeless people in the area.

By Geha Pandey

Published 27th Nov 2022, 04:45 GMT

Updated 28th Nov 2022, 16:27 GMT

[Food banks in Leeds: The Harehills church offering help to 'everybody in need' without asking for referrals \(yorkshireeveningpost.co.uk\)](https://www.yorkshireeveningpost.co.uk/news/leeds/food-banks-in-leeds-the-harehills-church-offering-help-to-everybody-in-need-without-asking-for-referrals)

https://twitter.com/aidan_leeds/status/1730539518376161515

Hello Friends, St Aidan's FoodShare will be open as usual this week on Saturday 2 December 2023, from 10.30am to 12noon. All in need of food are welcome, no referral letter/voucher needed. Please bring a reusable bag.

[@LeedsCofE](https://twitter.com/LeedsCofE)

[#foodpoverty](#) [#sharing](#) [#Community](#)

<https://www.facebook.com/StAidanHarehillsLeeds/>



ST AIDAN'S CHURCH, LEEDS

*Our aim is to be a worshipping, serving, sacrificing community,
following the example of Jesus Christ*

Holiday Lunch Club during the Summer Holidays



**Children, Young people and Families are
particularly welcome to come and eat
in/take away on**

**Tuesday 25 July 12-2.00pm
Thursday 27 July 12-2.00pm
Tuesday 1 August 12-2pm
Friday 4 August 12-2pm**

Also take part in Arts & Crafts and games



**St Aidan's Community Hall,
Elford Place West, LS8 5QD**

Free -Safe - Welcoming



References

Currently we have 3 people who were regular users of the St Aidan's Food Share who now volunteer each week. One or more is willing to be interviewed.

Exit Strategy

St Aidan's PCC is committed to maintaining its vital work in support of people living in the local community. The food bank is now well established and has been able to secure funding from several sources which will enable the service to continue in its current form for at least 2 years. During this time further funding applications will be made.

Appendix 2 : Initiatives hosted by St Aidan's

The Chair of Trustees (Mo Diana Zanker, formerly Curate of St Aidan's), writes:

Our ESOL charity, Harehills English Language Project known as HELP, began as St Aidan's response to the number of asylum seekers coming to the church to worship and for help. At a parish conference it was decided that with PAFRAS already offering advice and food parcels, we might offer English lessons to refugees. Before ordination I had been part of a team in the Leeds Education Authority teaching English in schools where the majority of children spoke other languages as their mother tongue and with 2 retired teachers from the congregation we began a class in 2006 with 6 learners, two of whom are now paid workers with our charity. Classes have always been free as has the creche for pre-school children. At that time, all our expenditure was passed through the PCC accounts and we were known as Supporting the Local Community at St Aidan's. However, when we became a registered charity in 2010, we had to break our financial ties with the church and with the agreement of the PCC set up our own bank account.

In our 18th year, we now work on a split site between St Aidan's and Trinity United, have a wider name and have 5 classes at various levels, 9 retired volunteer teachers, 2 admin volunteers, and 4 paid staff: project leader, IT consultant, Creche manager and deputy. Our 9 trustees are 3 clergy with experience of caring for multicultural and refugee congregations (Anglican & Methodist), and others with experience of the law, charity work and a will to serve those living on the margins of society.

Although, as a charity, we are not legally connected with St Aidan's, we very much appreciate working out of the local churches.

Karen Pearse, Manager of PAFRAS, writes:

PAFRAS, Positive Action for Refugees and Asylum Seekers, is a community-based charity that supports destitute asylum seekers in the Leeds area.

We support asylum seekers who are destitute or at risk of destitution who have no access to housing or benefits and are not allowed to work.

We offer emergency crisis intervention (food parcels, vouchers and emergency accommodation), independent OISC-regulated immigration advice, casework and integrated mental health support. We use St Aidan's church for our weekly drop in.

PAFRAS aims to end destitution, increase access to social justice and advocate for the rights of refugees and people seeking asylum in Leeds. We work collaboratively and in an empowering way with refugees and asylum seekers, and in partnership with others to uphold and promote their rights.

Pat Case, St Aidan's Parish Administrator writes, regarding, IntoUniversity:

IntoUniversity Leeds East opened in Harehills in October 2014 in partnership with the University of Leeds and The Queen's Trust. Located in the upper floors of St Aidan's Church Community hall, IntoUniversity provides a local learning centres where young people are inspired to achieve. IntoUniversity offers an innovative programme that supports young people from disadvantaged backgrounds to attain either a university place or another chosen aspiration.

The Academic Support Programme provides free Academic tutoring to Secondary and Primary pupils. Young people receive tailored help with homework, coursework, revision and study skills from a team of dedicated staff and volunteers.

Agreed by the PCC of

St Aidan's

.....

17th September

on 2024

Signed: saraharutty@gmail.com

Print Name: Sarah Rutty on behalf of PCC and PCC standing committee

Office Held: PPC representative for appointment of the new priest and member of the Standing Committee (HR)

This form, duly completed, should be sent to:

***The Mission and Pastoral Secretary
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***