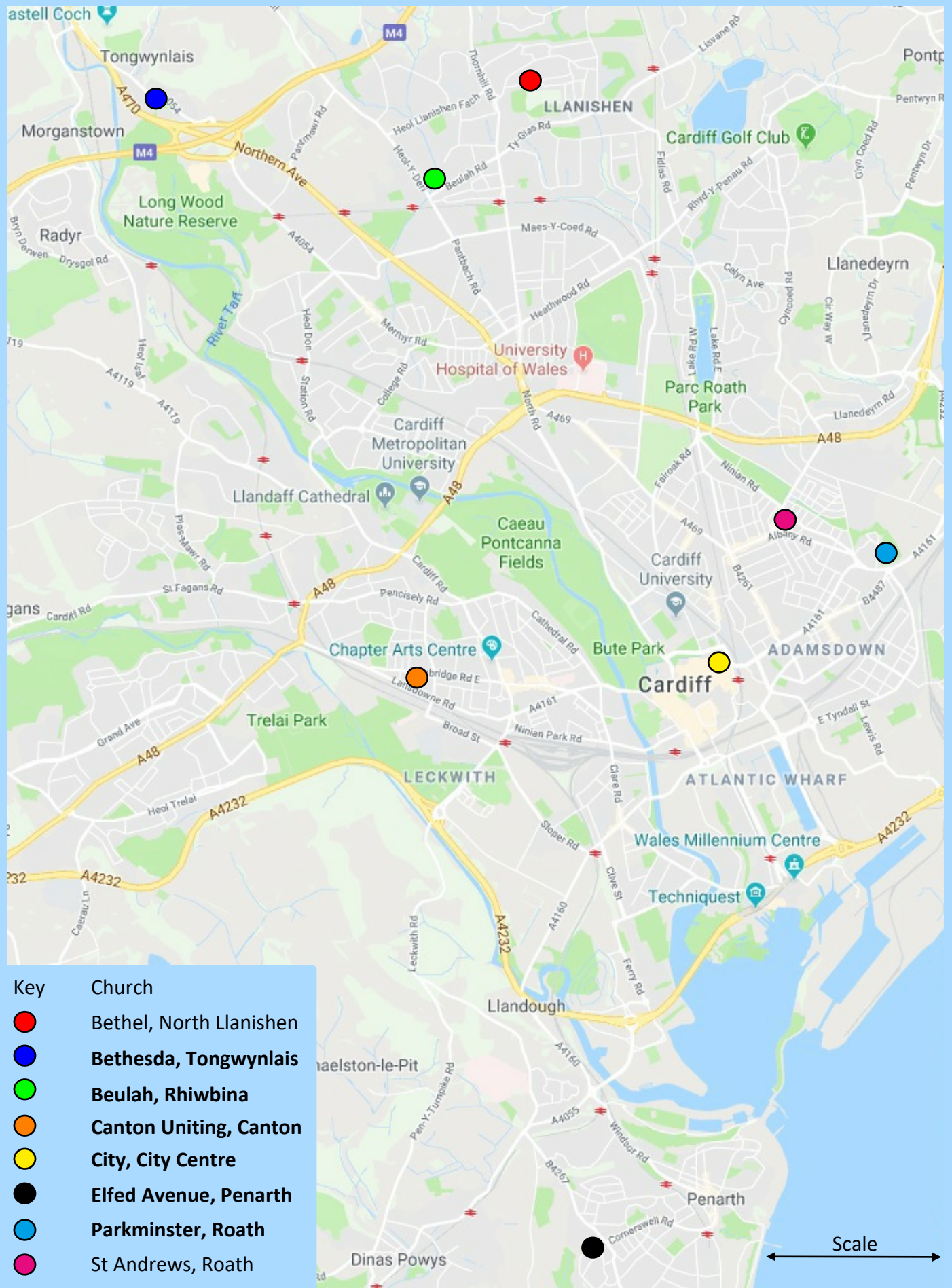


The Cardiff and Penarth Pastorate Profile



Cardiff & Penarth Church Pastorate



Location and Context

Cardiff is the capital of, and largest city in, Wales, and the eleventh-largest city in the United Kingdom. It is Wales's chief commercial centre, the base for most national cultural and sporting institutions, the Welsh national media, and the seat of the National Assembly for Wales. The unitary authority area's 2017 population was estimated to be 362,756. Cardiff is a significant tourist centre and the most popular visitor destination in Wales with 21.3 million visitors in 2017. Located on the South Wales coast. It is served by four exits of the M4 As well as first class rail and air links, Cardiff Wales Airport being eight miles from the city centre. There is a first class retail area in the centre of the city and as several retail parks on the outskirts. The surrounding countryside is beautiful and easily accessible, as are the beaches of South Wales.

The former docks have been developed into an attractive waterfront residential, commercial and leisure area, known as Cardiff Bay. The Bay area is home to the Welsh Assembly as well as the Millennium Centre for the Arts which hosts world class concerts and entertainments as well as being home to the Welsh National Opera and the BBC Wales Orchestra. The head offices and studios of BBC and ITV are located in the city, as are several commercial radio stations, making Cardiff one of the largest media centres in the UK. There are prestigious museums and galleries as well as theatres and buildings of architectural interest, including Llandaff Cathedral, with its famous Christ in Majesty sculpture by Jacob Epstein, and Cardiff Castle.

Cardiff also hosts top class sporting events at the Millennium Stadium. Cardiff has hosted the Ashes tests against Australia at its new cricket ground; the Volvo Ocean Race has a Cardiff stopover and the city offers marathon and half-marathon races, annually. There are further facilities at the sports village in the bay, including Olympic standard swimming and cycling. Cardiff City FC is presently in the Premier League.

As you would expect, Christian churches are well represented within the City, with some twenty groupings present. The Multi-faith scene is vibrant and many of the URC churches have links with Buddhist, Hindu, Islamic, Sikh and Jewish faiths and engage in work together.

Cardiff Regional Pastorate

The eight churches that make up the Cardiff Regional Pastorate are spread across the City and out to the town of Penarth. They are situated in areas that have different socio-economic needs with Congregations and Communities that have aspirations that are specific to them. Each Church contributing to the Profile (in bold, below) has indicated what their situation is.

The Churches are:

- Bethel URC, Llanishen
- **Bethesda URC, Tongwynlais**
- **Beulah URC, Rhiwbina**
- **Canton Uniting Church URC/Baptist LEP, Canton**
- **City URC, City Centre**
- **Elfed Avenue United URC/PCW, Penarth**
- **Parkminster URC, Roath**
- St. Andrews URC, Roath

Statement of Intent

In agreeing this profile, the local churches have agreed to further their mission through the sharing in the call of and work with ordained stipendiary ministers of Word & Sacraments. In structural terms, the Synod will see this as a 'joint pastorate' arrangement (URC Structure 1.(1)(c))

There is already co-operation between some of the churches in joint youth events, Bible Study and training of worship leaders and lay preachers, and further co-operation may develop in response to the needs of the congregations and the communities they serve.

There are explorations at an early stage to employ a youth worker and to establish a church in community project with work in particular communities and engaging with issues across the region.

Ministry Team

The ministers of Word & Sacraments will be expected to develop a team approach to developing ministry in the region. A non-stipendiary minister has been working with churches to give confidence to new worship leaders and to mentor funeral celebrants. The proposed youth worker would work across the region as well as in local settings. The proposed church in community project will want to call a Church Related Community Worker. The ministers will be expected to work with Synod Officers to develop the ministry of Lay Preachers and Authorised Elders in the region.

The Synod sees the 'ministry team' including these people working across the region. Stipendiary ministers will also work as a team with Elders/Deacons in congregations.

The congregations will expect sufficient co-operation between members of the team to use available resources effectively and help the churches develop their part in God's mission. Some church members are concerned that time spent on organising the team should not detract from work with congregations and the communities they serve.

Person Specification

We are looking for ministry that can relate to, and work effectively with, the Cardiff and Penarth Team which may include a CRCW, a Youth Worker, Church Elders/Deacons, Lay Leaders and members of the congregations; someone willing to explore new ways of being church today, offering inspirational leadership that responds to new opportunities.

The churches embrace a wide spectrum of theological viewpoints and missional focus and have identified a desire to work differently, and together, into the future. This will require flexibility along with organisational skills, an ability to think strategically whilst empowering and building confidence; supporting the development of gifts and spirituality in each congregation.

Covering a variety of socio-economic locations, we are looking for someone with a passion for ministry and spiritual leadership who can encourage us on our faith journey. Some churches crave a presence, visible to the community in which they are based; some look to tackle a specific area of their faith journey and would appreciate imaginative and practical support.

Theologically broadminded with an appreciation of the URC whilst honouring partner denominations within the pastorate; Demonstrable ministerial leadership especially through major transitions; Good communication skills with diverse audiences; Good administrative skills, planning, time management and prioritising; Self-motivated and people motivator; Passionate about mission and collaborative working whilst maintaining a pastoral sensitivity.

Able to think and reflect theologically; lead people on a faith journey; think strategically; Able to find imaginative and practical solutions.

Where we have come from

The formation of a Cardiff Area Pastorate is a new venture. Easter 2016 saw two stipendiary ministers (100% and 50% scoping) retiring from Cardiff and one further stipendiary minister after long service (100% scoping), moving to pastures new. One further church (previously 100% scoping) was already looking to declare a vacancy, and three others had been for some considerable time without stipendiary ministerial input. This left one stipendiary minister (at Elfed Avenue, Penarth). The churches, up to this point had existed largely independently of one another. Discussions over how any (inevitably reduced) future ministerial resources might be deployed and shared proved understandably challenging. Later in 2016 the churches entered into an anticipated 18 month transitional period, led by a newly ordained local NSM. For a fuller explanation, aims, intentions, progress and outcomes, see Appendix 1. Towards the end of the transitional period the last SM in the area also moved to pastures new. The churches have emerged from this period of transition grappling with the beginnings of a new, shared vision, which embraces the concept of a Cardiff Area Pastorate and team ministry.

Where we are now

The churches accept that it is early days. The pastorate profile is prepared on the understanding, and in a format which acknowledges that there is still much work to be done fleshing out and building upon the new vision for an Area Pastorate. The churches have emerged having retained a sense of their own separate identities, but the area pastorate is by no means a 'blank canvas', as significant work is already afoot (See "Outcomes" in Appendix 1) and the churches are now in a totally different space, compared with 2016. This is cause for optimism and there is a consensus that declaring a vacancy at this point can result in a call to two Stipendiary Ministers who would bring timely impetus and their own distinctive contributions to the growth and development of this new area pastorate, working alongside a diverse team already committed to it.

Cardiff and Penarth Churches - statistics	Bethel	Bethesda	Beulah	Canton	City	Elfed Ave	Parkminster	St Andrews	Total
2b. Number on roll - total	3	8	148	99	71	39	24	50	442
number aged up to 11	1		14	12	8		0		35
number aged 12-18			19	4	6		0		29
number aged 19-30			12	3	3		0		18
31-50			15/27	27	42	3	0		72
51-70		3	29/14		38	6	6		53
71+		5	1195/607	29	22	29	18		103
Number of adherents	3	4	87	41	34	9	5		183
Average attendance at main act of worship on Sunday	6	8	115	75	45	30	18		297
Average weekly footfall across all buildings	105	36	1346	320	1000	400	175	600	3662
2c. Changes in the roll over the last five years-									0
(a) Additions: on profession of faith	1	3			9		0		13
(a) Additions: by transfer	1	8			1		3		13
(b) Losses: by death		41			4	20	11		76
(b) Losses: by transfer		0			3	1	0		4
(b) Losses: by removal from the roll		9			3		0		12
2d. Number residing - (a) within one mile of church building	6			42	7	34	9		98
(b) over three miles from church building	2			31	30	4	15		82
2e. Number of serving Elders	4	19		12	8	10	8		61
Number of non-serving Elders	2	44		21	9		5		81

Appendix 1

The aim of the transitional period was described as follows:

"Churches to emerge, equipped with a renewed vision and a pattern of ministry for Cardiff reflecting current ministerial resource.

This involves:

- a. a reassessment of ministry at local church level reflecting current realities
- b. a reassessment of vision for ministry both locally and across Cardiff
- c. an engagement with one another as we begin to share resources for future ministry"

Understanding transition

Transition is about coming to terms with a new reality; in this case, not only reduced, shared ministerial deployment, but also a change of ministerial emphasis, namely; leadership for mission. Churches are emotional systems which find it easier to tweak existing systems, rather than embrace fundamental change. The Cardiff churches are very different to each other and had had very little experience of working together; they were therefore grappling with an alien, countercultural proposition.

It is helpful to relate the emotional experience of transition to the Kubler-Ross five stages of bereavement (Sorrow, Anger, Denial, Bargaining & Acceptance). Transition can also produce bewilderment, frustration and resentment. Working through these emotions is both natural and inevitable, if real transformation is to result.

One of the most cited biblical models of transition is the experience of the wilderness years following the exodus from Egypt; this "in limbo" period was a time in which the Israelites had an opportunity to come to terms with their new status as a people no longer in slavery, but in covenant relationship with God who was preparing them for assuming the responsibilities of self government in a future reality across the Jordan. The Cardiff churches were entering a similar period of uncertainty and exploration, leading towards a new reality. It was also emphasised from the outset that the outcome of the transition, beyond the stated overall aims and objectives, was open ended; nothing was ruled in and nothing was ruled out.

Models of transition

Churches were invited to:

1. each set up their own respective transitional teams, for whom training and ongoing mentoring were offered. There was no prescriptive pattern, but teams were encouraged to follow a four-fold "Discover, Dream, Design and Deliver" model in the Appreciative Inquiry style.
2. provide representatives for a regular cross-Cardiff Representatives Meeting. This meeting had several purposes, but chiefly
 1. to help the churches re-relate to, support and appreciate one another
 2. to help the churches communicate better with one another and share insights as they transitioned
 3. to identify any resourcing needs as the transition deepened
 4. to see whether any collaborative ventures might suggest themselves

Outcomes

This was an ambitious project. All churches had different starting points, so would inevitably journey in different ways, and face different challenges. Two churches did not embrace the transitional process and, although they have stayed connected, are not part of the call process.

The regular cross-Cardiff Representatives Meeting grew in confidence with time, those attending interacting with improved knowledge and awareness of one another. Meetings moved to transitioning church premises on a rotation basis. There were also occasional, separate meeting for ministers and lay leaders/preachers; a division which was designed to encourage the churches to take fuller responsibility for the process. The two meetings were however merged just prior to the end of the transitional period, with the intention that a new Regional Pastoral Committee for Cardiff (part of the restructuring of Wales Synod itself) would emerge from the fusion.

It was understood that a strong and coordinated lay preaching presence would be important for the future. Several meetings were held with new, emerging lay preachers/worship leaders, who had been rising to the challenge of helping to fill Sunday pulpits. Churches are exploring different styles of worship. Concerted work on the exploration and equipping front is continuing post-transition.

There was a good level of cooperation over the 2017 Pride Cymru celebrations. It was co-ordinated by City, but members of Beulah, Canton and City staffed a stall publicising the URC's presence across Cardiff. The enthusiasm and interest generated were sufficient to ensure this would become an annual event.

General resourcing/equipping of the churches during the transitional period included Lenten study, communion training, exploring worship and leading intercessions; some events brought some churches together.

A "Good Grief" group was initiated to provide training to lay people wishing to conduct funeral services and to skill church members in providing bereavement support; this proved popular and is continuing.

Some sustained initiatives encouraging cooperation and interaction with children and young people, particularly across three of the churches, has recently produced optimistic results and is leading to interest in the feasibility of employing a Youth Worker.

The envisaged Regional Pastoral Committee was indeed formed. Comprising members of all the churches, it has taken the lead on helping to move the churches forward post-transition, developing the vision of a Cardiff Area Pastorate and the design and implementation of the present call process.

BETHEL UNITED REFORMED CHURCH, LLANISHEN



Bethel U.R.C. was formerly North Llanishen Congregational Church which is located in Llanishen (Welsh: Llanisien/Llan Church + Isien St. Isan, a district in the North of Cardiff. Llanishen is well known as the home of the 'Tax Offices', the tallest building and a landmark for miles around. The office complex overlooks the 'Crystal and Fishguard Estates', Parc Ty Glas Industrial Estate, old village, leafy suburban roads and various parkland that constitute the district. There is also a Leisure Centre. The district has a good mix of Council and Private Housing, as well as excellent public transport links.

The Church has been on its present site, opposite a Local Welsh School since the 1970's. The building comprises Large Meeting Room, Small Meeting Room, Office, Kitchen and is used during the week by various groups including:

- MESIG (ME Support in Glamorgan) which is a local run charity for people with M.E.
- Parkinson Society
- Labour Party meetings
- Children's Parties
- Other 'ad hoc' meetings

We are part of the Churches Together in Llanishen which is an Association which brings together the Christian Churches in the Llanishen area of Cardiff. The history of Churches Together spans over 50 years which was celebrated in 2009 with a Service of Thanksgiving and witness held at Roath Park and is due to celebrate its 60th Anniversary in 2019.

- Churches Together in Llanishen arrange the following:
- Week of Prayer for Christian Unity
- United Covenant Communion

- Prayer Link held on first Saturday of each month whereby Churches take part in up to an hour of shared prayer and meditation
- Quiet Garden Working Group arrange Services throughout the year, culminating in an Annual Service held in June

The Sunday congregation attendance averages 6 (3 members and 3 adherents). Worship is lead by its Local Lay Leader. 1 child, grandchild of adherent attends every Sunday. Some members of the Church do attend Beulah U.R.C. on average one Sunday a month, an echo of former links, as the two Churches, together with Bethesda U.R.C., Tongwynlais once comprised The North Cardiff Group.

The main mission focus of the Church is a regular fortnightly Lunch Club, which attracts people from all over Cardiff. Attendance averages 20/22 people along with our Coffee Mornings held on the last Saturday of each month, attracting 14/16 people.

As part of our on-going involvement in the community we held an Afternoon Tea on 11th August 2018 which was a real success attended by 40 people who enjoyed a selection of sandwiches, cakes galore, and unlimited tea and coffee. Following this success we are planning to do an Afternoon Tea in December.

Bethel U.R.C. has had little in the way of ministerial input for many years and did not feel inclined to transition into a shared vision of a Cardiff Area Pastorate. It has however maintained connection with the process and is committed to engaging in relevant shared activities, including worship training and exploration, as well as regularly taking its seat on the Regional Pastoral Committee.

Bethesda URC Church Profile



BETHESDA URC, TONGWYNLAIS

Tongwynlais village is a community with its own sense of identity, separated from the rest of north Cardiff by J32 of the M4. It is part of the North Cardiff Rural Area. The local Fforest Fawr is run by the Forestry commission and Castell Coch is a local tourist attraction. The village is on the Taff Trail and many cyclists use the village as a stopping point, particularly on Sundays. It has very good road and bus links south to Cardiff and north to Caerphilly and the South Wales Valleys. Bethesda URC is situated on the main road, close to the local primary school. A village hall opposite is run by a group of local volunteers. The village comprises just over 2000 inhabitants. The population is a broad mix, slightly ageing and with a significant number of immigrants. There is both private and council/former council property. It is part of the commuter belt for Cardiff.

Bethesda maintains links with the two other churches in the village; Ainon (Baptist) and St Michael's & All Angels (Anglican/Church in Wales). The respective churches' styles and approaches are very different, but representatives from the three denominations meet occasionally as "Churches Together" and longstanding arrangements provide for annual shared worship events, such as Women's World Day of Prayer and a village Christmas carol service. Whitsun is celebrated by an ecumenical village march and barbecue, with music and all-age activities.

The original Bethesda church was Congregationalist, built at the front of the present site, located on the main road through the village. A schoolroom was later added at the rear. When the original building was demolished in the early 1970's, the schoolroom became the new church building and a new schoolroom was added as an extension in 1980. It comprises a small and ageing congregation but with a determined and persistent will to maintain a relevant presence. Numbers at Sunday worship attendance are a loyal eight, but can be more. Bethesda currently has four serving elders. 2017 saw a new church secretary in post, one new church member admitted and one new elder ordained. A local NSM is also on the membership roll.

Bethesda fully committed itself to the transitional process and worked closely with the Cardiff Transitional Minister. During the 18 month period it met regularly on Thursday afternoons and explored a sense of vision and purpose for the future. It derived significant benefit from the experience and finds itself renewed and transformed. It has now adopted a less formal style of worship, more suited to both its number and to its desire to explore the relevance and meaning of scripture. The congregation meets in the round on Sunday mornings and is open to variety. It has restyled itself as a "Cuppa and Conversation Church". It now has a projector and enjoys pre-recorded music alongside traditional organ and piano accompaniments. The church's pastoral care is exercised informally. A Tuesday coffee morning regularly attracts local people, including some from the other local churches and also from the neighbouring village communities. Attendance numbers are routinely double the size of Sunday worship. The coffee morning has an important social and community function and is currently the main focus of the church's mission outreach.

During the transitional process the church updated its procedures, re-established the practice of separate elders and church meetings and has undertaken significant de-cluttering, redecorating and refurbishment. The erstwhile schoolroom has been turned into a meeting room and the building has begun to be used by local organisations and individuals, including a local history group and a pottery class. Bethesda has the unique advantage in the village of easy and level disabled access. Various URC training events and meetings are now being held regularly at Bethesda. In this way it helps to develop and maintain links with the Cardiff churches. In 2017 BBC Wales used Bethesda for filming some episodes of its Welsh Language soap. The church holds a very successful annual bazaar, and gifts regularly to the needy, especially to the Rainbow of Hope Foodbank.

The church is beginning to put itself back on the map with a regenerated sense of identity, mission and purpose. It identifies as an open, affirming and inclusive church and is now ready to seek permission to host same-sex weddings. But it has limited financial and human resources, and acknowledges that its future is dependent upon needed growth and upon a wider partnership with both the local community and other faith groups and organisations. Although some vital work has been undertaken in response to the latest Quinquennial Report, the building is in need of a major upgrade. In 2018, as part of the village summer festival, it began the process of a local consultation and has now sought mission funding to enable a proper community audit to take place, to establish what avenues of service the church might now meet in the village by transforming itself into a "village community hub". Current ideas include a community cinema, a suite of meeting rooms, the provision of internet and computer instruction, particularly to assist the elderly with access to services which are increasingly moving online. This would be an exciting project to develop the site, and build upon how the church might celebrate its uniqueness and announce and embody its relevance to today.

August 2018

Beulah URC

Within the Cardiff Regional Pastorate



Pastorate Profile

Summer 2018



1. Mission Context

1a. Name

Beulah United Reformed Church

1b. Context

Beulah URC is a vibrant church in the heart of the suburban Rhiwbina 'village' community serving Rhiwbina, North Cardiff and the wider world.

1c. Community

Our Church community, including both members and adherents, numbers over 200. It is drawn from a range of ages. We are based at the heart of Rhiwbina 'village', a thriving, leafy suburb in North Cardiff with a unique history and identity. Rhiwbina has a population of around 12,000 with a spread of ages including both an elderly population and a good number of families. Rhiwbina has three schools and two shopping streets. The population is predominantly white and more affluent than the general UK and Welsh populations, although this potentially masks wealth inequalities. Although based in Rhiwbina, we see ourselves as serving the wider Cardiff North area which has a population of 90,000.

Rhiwbina and North Cardiff have a growing population, contributing to the expanding, 360,000 strong, population of the wider city of Cardiff. In particular, Rhiwbina and North Cardiff are seen as attractive locations for families.

1d. Ecumenical Scene

Beulah, All Saints' (Church in Wales) and Bethany (Baptist) form the 'Rhiwbina Churches Together' holding joint Communion Services, a monthly prayer meeting, study groups and other events, including a "Three Churches' Choir" at Advent and Lent. There are a number of other churches locally including Baptist, Methodist (English and Welsh speaking) and Independent. Beulah is also part of 'Whitchurch-Rhiwbina-Birchgrove Churches Together', which holds occasional joint services and prayer meetings.

2. Who We Are

2a. Pen Portrait

We are a family of over 200 Christians drawn from across North Cardiff who meet regularly at the crossroads of Rhiwbina for worship, fellowship and mission outreach. We enjoy the use of 3 buildings: our church, the manse and the Canolfan (a well provisioned community centre).

Although predominantly white British, we are a very liberal congregation, welcoming and celebrating equality, diversity and inclusivity in all its forms. We have a range of ages in our congregation with a number of retired members and also a good number of families. We are seeking to address this demographic as a key mission priority.

75% of our congregation is drawn from within a mile of the church but our wider family stretches across the whole North Cardiff region. We provide a welcoming home for our young people, and other members of our congregation and their families when they leave Cardiff to pursue studies or careers.

We are the base for a number of church-related activities and community partnerships, including Concerts at the Crossroads, Miss Tilley's Community Café (training young people with additional needs), Men's Sheds (which provides a social space based around DIY activities), Beulah Players (our theatre group), Monico Movies (community cinema) and Beulah URC Football Club. We are the focus in Rhiwbina for many non-church going families for baptisms, marriages (both of opposite and same sex couples) and funerals and we welcome all to share in these ceremonies.

Through our local community outreach work, including those who use the Canolfan and Whittaker Lounge on a paid basis, our involvement with the Summer and Winter Rhiwbina Festivals and our Summer Holiday Children's Club, those associated in some way with Beulah must number in the many thousands, although not all will know the full range of Beulah's work and the love of God from which it flows. Bringing the love of Jesus to this expanded audience is a new mission area we would like to pursue.

We care deeply about the environment, and look to tread gently across all our activities, which is recognised through our Eco Church accreditation. We have recently entered into a partnership with the new 'Rhiwbina Against Plastics' campaigning group alongside our longstanding work with Christian Aid, Water Aid, Friends of the Earth and others.

Our wider outreach work spans the globe with activities in Cardiff, Wales, the UK and world-wide. We are passionate about challenging and fighting injustice and inequality wherever it is found. We are keen fundraisers and our work leads to donations of over £10,000 each year to local and global charities.

We have 'done well' throughout Transitional Ministry but are looking forward to 'doing better' with dedicated ministerial support. We have exciting plans which we believe will be enhanced by ministerial challenge and guidance. We are seeking faith and spiritual development and see new ways of partnership working as being the future to our fulfilment of God's work.

We have concerns over the gradual decline in our congregation, particularly at the younger and middle age demographic. We also have concerns over the ongoing ability of many of our leadership team, and wider membership, to sustain themselves indefinitely without the breath of new life and spiritual insight ministerial support will bring.

2b. Figures

Number on roll - members / adherents:			148 / 87
19 - 30 = 12 / 0	31 - 50 = 15 / 27	51 - 70 = 58 / 28	71+ = 63 / 32
Number of Children:	33	0 - 11 = 14	12 - 18 = 19
Average attendance at main act of worship on Sunday:			115
Average attendance at worship over a week:			125
Change in roll over the last 5 years:			-39
Additions by:	Profession of faith: 3	Transfer: 8	
Losses by:	Death: 41	Transfer: 0	Removal from roll: 9
Number of serving elders:	19	Number of non-serving Elders:	44

3. What We Do

3a. Worship & Discipleship

As an open church, we strive to be enquiring, accepting and inclusive, and this is apparent in our worship style which combines the broadly traditional with flexible, innovative and creative formats, including music, which provide reflective and interactive opportunities for us to worship God.

Patterns of Worship:

We hold worship every Sunday morning at 10.30am in church, followed by tea and coffee in the Canolfan. We share communion on the 3rd Sunday of each Month. Worship includes Junior Church in the Canolfan for our children and young people, who join us for parts of the main worship service, which include family time and communion. Music forms a key part of our worship and we have a thriving music group which regularly contributes to services.

We hold a Sunday evening service each month in the more informal setting of the Whittaker Lounge and take part in a joint monthly Sunday evening communion service with the Rhiwbina Churches Together partnership. Meeting Point takes place on a Wednesday morning to discuss the teachings of the coming Sunday's service.

Services focussing on Christmas and Easter are precious to us, with a range of activities being undertaken which are held in church, Canolfan, in our garden and, occasionally, in the street!

Leading Worship:

We are blessed with having two qualified lay preachers, two members who are currently nearing completion of the URC's TLS programme and a further member training to become a Methodist local preacher. Within the congregation we also have a retired Methodist minister and a former Baptist minister. Worship is also led by our Worship Group, our young people and visiting ministers from a range of denominations, a number closely associated with Beulah.

Continuity in worship theme and narrative is a challenge and we have tried, with some success, to use an annual theme based on a biblical theme linked to current concerns, or adapting a URC initiative such as 'Walking the Way', to guide worship for at least one service a month.

Teaching the Faith:

We undertake a number of key activities to teach the faith. Uppermost amongst these is our weekly Sunday morning service, our Junior Church and our Youth Fellowship. For many, these now form their primary, and sometimes only, organised worship activities.



We do have some study and faith activities outside of worship for adults but these have become more difficult to resource without ministerial support. Similarly, our much loved annual retreats to Caldey Island would be enhanced by ministerial leadership. We have recently much enjoyed and valued joining with City URC in study groups around Lent and Advent.

We are very keen to return to these with the new ministers and also to find new and different ways for people to engage in Jesus's teachings and message. Similarly, we need ministerial leadership to support, hone and nurture our nascent worship group so that it is better prepared to lead and support worship and wider faith-related activities within Beulah.

3b. Pastoral Care

Each of our serving elders has pastoral responsibility for one of 17 geographical districts in North Cardiff which together total c. 250 individuals. They make contact with each of the members of their district on a regular basis, or as needed. To support the Elders in this duty, we have a Pastoral Team made up of experienced members of the congregation who act as visitors in specific circumstances. Individual members of the congregation will also be proactive in visiting those who they know are sick, infirm or in need.

We offer and arrange home communion for people who are house-bound and deliver the flowers from Sunday worship to those in times of difficulty, unable to come to worship or in our hearts for other reasons. At times of extreme difficulty, or particular sensitivity, including deaths and funerals, we draw on our retired minister and current and retired ministers at other URC churches for help.

3c. Leadership and Decision Making

Our church is led by a partnership of the serving Elders and Church Officers (Secretary and Treasurer). The Church Meeting, comprising all church members, has primacy over all key decision making and all adherents are warmly welcomed to attend in a non-voting capacity. Church Officers are given an appropriate degree of authority to run the daily business of the church and the activities in the Canolfan.

The monthly Elders' Meetings are chaired by a non-serving Elder, who also chairs Church Meeting to ensure a degree of continuity. Church Meetings take place 4 times a year with one of these comprising the Annual General Meeting. Extraordinary Church Meetings are called as required. We also have a number of sub-groups with delegated authority for particular areas of our work.

Communication:

We currently undertake a range of communication activities which include a monthly newsletter (Crossroads), a weekly Notices Sheet, a website and a members-only Facebook Group. However, the Transitional Ministry project identified internal and external communications as key areas we wished to improve.

3d. Working with Diverse Groups

Youth and Children:

As well as Junior Church (0-16+) and Youth Fellowship (14-18), we have a fortnightly after school 'Youth Drop-in' for 11 to 14 year olds aimed at supporting young people as they move to high school. Our Summer

Holiday Club has attracted up to 40 children. Both the 'Drop-In' and the Holiday Club cater for youngsters from the wider community as well as those with connections to Beulah.

We have a Children's and Young People's Strategy Group which supports Junior Church with its activities, whether during worship time or through additional outside outings.

Adult Engagement:

Our Women's Fellowship meets weekly and we also have a thriving Knitting Group (the 'Ninja Knitters'). We also have a Social Group which organises regular activities, often jointly with KIN (**see para 3e**).

We have very popular 'Concerts at the Crossroads' with 100+ regular attendees from across Cardiff and beyond, our own amateur dramatics group, the Beulah Players. We also work in close partnership with community groups such as Miss Tilley's Community Café, Monico Movies and Men's Sheds amongst others. We are also very proud to be the home of Beulah URC Football Club which plays in the United Christian Churches League where they have recently been promoted to Division One!

3e. Partnership with Others

KIN (Kindred-in-Need) is the fundraising and campaigning arm of our Church which raises at least £10,000 annually for local and international charities. KIN is also instrumental in raising awareness of issues such as Fairtrade, justice and climate change. We are committed ourselves to fair trade goods and have a permanent Traidcraft stall in the Whittaker Lounge. We also work closely with the local office of Christian Aid.

Each Tuesday evening a team of 4-5 travels from Beulah into the centre of Cardiff to distribute food and drink to the homeless. We call this the 'Paradise Run' which is linked to the charity 'Rainbow of Hope.' Teams from elsewhere in Cardiff cover the other 6 nights.

Our buildings are used by over 30 different groups and organisations, including a number of charities and the Whittaker Coffee Lounge at the rear of the church is open to the public for six mornings a week.

4. Mission

4a. Mission Statement

"To be a visible expression of God's love for all people, in Beulah, in the communities of Rhiwbina and North Cardiff and wherever we may find ourselves."

"Open to Christ. Open to All. Open to our Changing World."

4b. Biblical Basis

As Christians, we are called to:

- Work together to bring about God's kingdom of justice and joy. This may be summarised by Micah's challenge '*Do justice, love mercy and walk humbly with your God.*' (Micah 6). This ethos is rooted in all of Beulah's activities, particularly in our concern to support others and engage in social action.
- Preach the good news to all nations making disciples. (Matthew 28). To do this we need to tell our own story to others outside the church. Why are we Christians? How does Jesus help us live life in all its fullness? Why should someone join us? How are we more than a community support organisation?

We believe that our mission is about discovering what God is doing in the world, and how we can become signs of his Kingdom. Our tradition is an open, enquiring, accepting one which embraces and includes all, as we believe Jesus did. We see Christ in the gospels as loving and welcoming to all those whom conventional society rejected. We see him as the friend of the poor, the sick and disabled, the alienated and marginalised, the failures of society and those whose lifestyles met with disapproval. We see how he overthrew conventions and demanded justice, love and compassion, and that his way of living requires us to love God and our neighbours as ourselves.

5. Resources

5a. Skills, Gifts and Experiences

Our members and adherents come from a range of backgrounds in terms of their professional and working lives and also in their church experience. They bring their work and life experiences to what they offer to the church. Our congregation has a calling and commitment to Beulah and the wider URC and members have served or are serving in a number of Synod positions.

We have people who offer their individual gifts and talents willingly and freely to the service of God in areas such as music, teaching, organising, catering, and caring. We have people prepared to help in leading worship, and those who share their expertise in technology, maintenance, gardening, flower arranging, office skills, accounting and administration.

5b. Property

The Church:

Our church can seat around 300 worshippers. Downstairs is arranged in front-facing pews, upstairs is a horseshoe-shaped balcony seating area. We have a small office at the rear of the church.

The church is primarily used for worship (and worship practice/rehearsal) although it is also open to the public on festival days and other special occasions where it is often decorated with campaigning or thought-provoking installations. It is open to all for private prayer every morning from Monday to Saturday.



The Church is regularly used for lunchtime concerts and for fund-raising concerts by outside charities on occasions.

The Whittaker Lounge:



Sited at the rear of the Church, this comfortable lounge area is fitted out with tables, chairs, and sofas as well as a small kitchen and servery area.

It is open to the public 6 mornings a week serving tea, coffee and other light refreshments. In the evenings, the space is well used for Church and non-church related meetings. It also houses our fortnightly Youth Drop-in after school on a Friday afternoon as well as our Youth Fellowship on a Sunday evening. A number of charities use the lounge for meetings free of charge.

Manse:

The 4-bedroomed, well maintained, 1930s Manse is situated approximately 100yds from the Church and Canolfan in the heart of the village of Rhiwbina.

The Manse is currently being rented out on a 6 month rolling contract basis so it can be made available to a new minister within a reasonable timescale.

Canolfan Beulah (Church Community Centre):

The Canolfan is a two-storey building with 5 rooms offering flexible meeting space (including a stage), as well as a fully-fitted kitchen, and storage and toilet facilities. In November 2011 solar panels were installed on the roof.

There is a well maintained garden at the rear of the building which is open to the public during daylight hours as well as being home to occasional church services in the open air. It also offers an additional space for clients using the Canolfan.



5c. Finances

The finances of the Church are monitored by a Finance Committee. The church has good investments, a healthy sum in its deposit account and is financially sound.

6. Opportunities and Challenges

6a. Opportunities

Rhiwbina is a popular place to live and socialise with a strong community spirit. Our location at the crossroads and our key place in Rhiwbina life, puts us at the heart of the community.

Beulah is looking to develop its work around the two themes of families and children (including young people out of education and employment) and loneliness, particularly amongst the elderly. We are, however, keen to find out what people want and need rather than assuming we know best!

We see a number of opportunities to spread the word of the Lord and to do God's work, including:

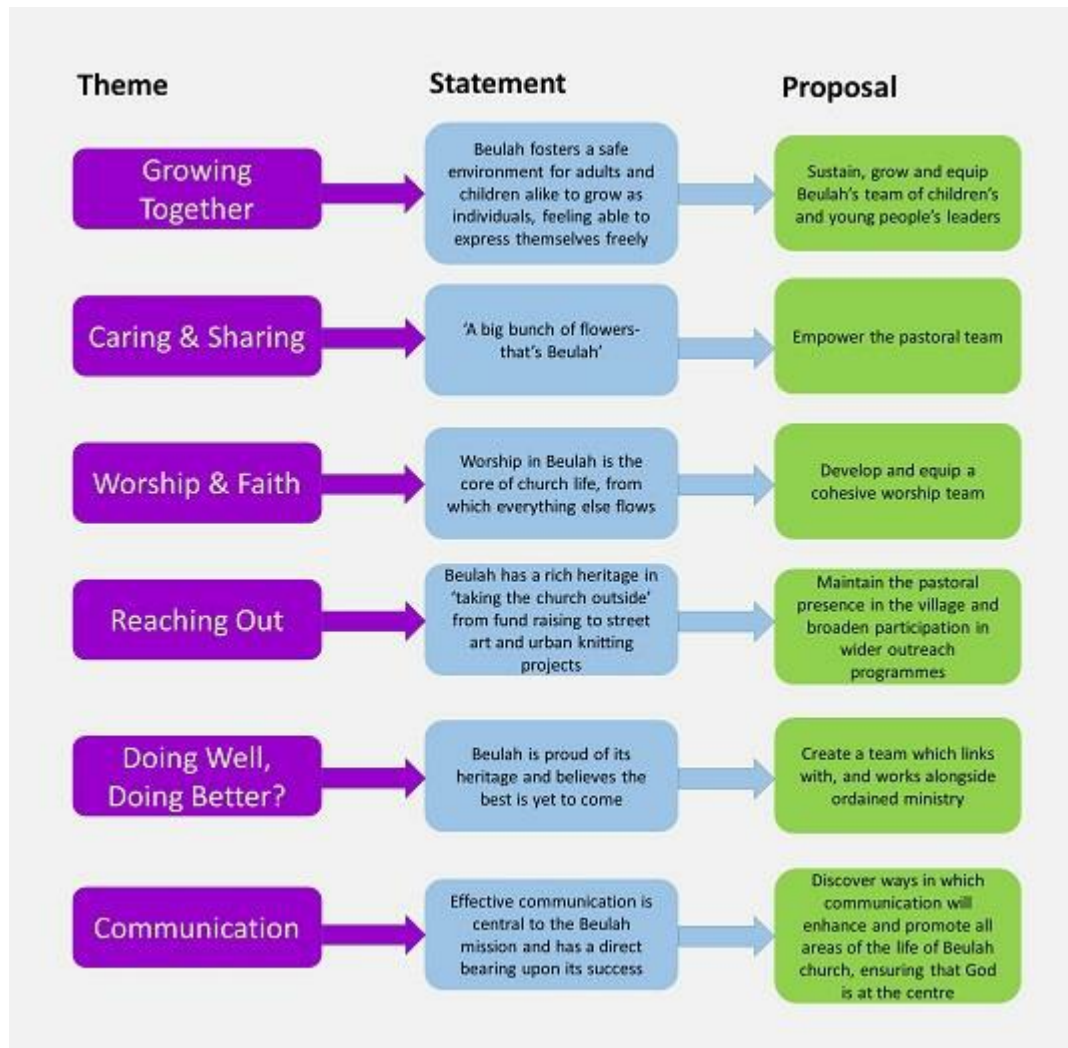
- We would be keen to examine how we might become further engaged with other community groups, particularly those who use the Canolfan.
- Our church has become more visible to the North Cardiff community in recent years, through initiatives such as our street art projects (including Graffiti Jesus) and increasing work with a local school, which have engaged and drawn in people who may have known little about the church and the teachings of Jesus previously. It has been difficult for Beulah to sustain this work without the focal point of a minister, particularly since much of the potential interaction is personal and during the working day. We would be keen to develop this work in the future.
- We have focussed our worship activities to those on a Sunday morning and evening, but would be keen to explore broader and more inclusive ways of worship and teaching the faith.
- We would be keen to continue to explore both local ecumenical partnership working as well as building on the links we have made with other URCs during the transitional ministry process.
- We have managed to fill our pulpit through a combination of internal and external contributors. However, we look forward to the spiritual and religious continuity that a more regular ministerial presence will bring to our worship, whilst celebrating the continuing contributions that others will make, particularly through the development of our worship team.
- We are firmly committed to our environmental agenda and, although great progress has been made, we need to consider how to build on this work.
- Our wider outreach work is at the heart of our activities and we need to ensure this continues to flourish.

6b. Challenges

There has been some reduction in the number of members over the past 10 years due to the loss of long-serving members not being fully replaced by those in the younger/middle age groups. The number of children and young people at Beulah is a concern for us, although those we do have are very engaged. Young people who have left to go to University feel strongly connected to Beulah and often become involved during holiday periods. Our children often have other activities on a Sunday which take them away from church and it has been hard to find time during the rest of the week, given the extent of their other commitments. We need to think of new ways to attract young people and families to Beulah and our Summer Holiday Club and Youth Drop-In activities are important steps towards this. This may be an area where we can work closely with other URC churches to mutual benefit, potentially through a shared youth worker resource.

7. Priorities

As part of the transitional ministry process, we identified the following thematic priorities:



Over 150 members and adherents (including children and young people) participated in this exercise and Beulah's thematic priorities have been agreed by Church Meeting.

8. Plan of Action

Following on from this exercise, we have developed a series of planned actions to flesh out each theme, statement and proposal. Full details of this plan, approved by our Elders and with responsibility for implementation allocated to various groups and individuals, are available on request.

We are aware that, even with our resources, it represents an ambitious plan of work and will take time. Encouragingly, progress is already being made in some areas and we look forward to the new ministers and other members of the regional pastorate team to help us move these plans forward.

9. Needs

We are looking forward to the calling of ordained, stipendiary ministers to join the Cardiff Regional Pastorate. To enable us to fulfil our calling, we believe that ministerial leadership and support is needed in Beulah to:

- Ensure there is a strong spiritual and theological basis underpinning all our work.
- Help us emphasise our call to mission and be a stimulus for action and creativity.
- Provide continuity and consistency through regular contribution to our worship.
- Help us grow in Rhiwbina and North Cardiff and in our work with families, children and young people.
- Support and develop our lay preachers and leaders.
- Represent Beulah and the wider URC, providing a personal and recognisable contact and bridge to our community.
- Provide special pastoral care in the time of crisis, such as bereavement, and at points of particular celebration, such as weddings and baptisms.
- Inspire and challenge us to learn about and share our faith.
- Help strengthen relationships with other churches in the pastorate and further develop our local ecumenical links.

Whilst preparing this profile, we spent time thinking of the words and phrases which would encapsulate the key differences we hope a minister will make to us, and these are below:



We look forward to the fresh viewpoints and opinions a new minister will bring to our current activities, our ways of thinking and being and the plans we have made during Transitional Ministry. We have a strong desire to explore the work that God is calling us to do and calling us to be part of, rather than becoming overly focussed on our own plans.

We also look forward to building a strong personal relationship with one of the new regional pastorate ministerial team, as well as working with the wider team on a range of activities. We have developed new gifts and abilities through Transitional Ministry and believe we will be stronger than before in being able to support a minister and their work in God's service.

To support Beulah's work in the north of the city, we would warmly welcome one of the ministers called to Cardiff to live within the local community. This would allow him/her to be available to serve and support locally, but also to act as a bridge between Beulah, the whole Regional Pastoral Team and the other churches within the Pastorate. This would help to ensure that the links which are currently being developed between Beulah and the other churches will be sustained and strengthened.

Canton Uniting Church, Cardiff

Eglwys Gyfanol Treganna, Caerdydd



1. Where are we? Mission Context

1a. Name of the church

Canton Uniting Church, Cardiff

1b. Describe the context

Canton Uniting Church is an ecumenical church which was established in 1995 when New Trinity United

Reformed Church joined with Llandaff Road Baptist Church and in 2013 joined with Grand Avenue United

Reformed Church Ely which in 2005 had united with Saintwell URC. We are committed to ecumenism through

our links with Cytûn, the Covenanted Churches and Churches Together in Canton. Our previous minister was

the Chair of the Committee of the Covenanted Baptists which, with the Church in Wales, the Presbyterian, Methodist and United Reformed Churches seeks to bring about the goal of uniting together.

Llandaff Road Baptist Church and New Trinity URC were the first to come together in 1995. The New Trinity church was originally built in 1666 and was the oldest non-conformist church in Cardiff. After their agreement to join together, the Llandaff Road premises were sold to the Chinese Christian church. The New Trinity chapel was then demolished to build a modern chapel, church lounge and kitchen on that site. This was opened in the year 2000. Grand Avenue URC joined the church more recently, in 2013.

The church is located on the main road through Canton which is Cowbridge Road East. It is a busy thoroughfare with many shops, pubs and restaurants, alongside residential areas. The area has a rich history dating back to 13th century when it was formed around a manor on the outskirts of Cardiff. Now Canton is a vibrant community which is home to Thompson's Park and Victoria Park, to the Education Centre at Llanover Hall, to Chapter Arts Centre and to Canton Library. There are several schools in the Canton area, including two Welsh medium primary schools.

Though the area has strong working class roots, many artists and young professionals have found the proximity to the city centre and the number of arts venues and pubs an attraction, which has resulted in some gentrification.

The Canton ward is located between the two wards of Ely and Riverside which have been recognised as having high levels of deprivation by the Welsh Index of Multiple Deprivation (WIMD). As a result, Canton does not enjoy the same level of investment in community services: Ely and Riverside have both benefited from being part of Communities First project with enhanced access to related services and funding. However, within Canton there is a varied mix of wealth, with pockets of acute deprivation. Canton is home to several housing association developments.

Canton ward is represented by three Labour Councillors on the Cardiff County Council.

1c. Describe the population of the community being served:

Please see attached Cardiff County Council publications.

1d. Describe the ecumenical scene

There are a number of churches locally who belong to Canton Churches Together. This is an expression of the formal arrangements under the Welsh organisation of CYTUN. Representatives from this group of churches meet on an occasional basis, the churches share worship together and more recently joined together in a series of Bible studies celebrating the 500 year anniversary of the Reformation. The church is also part of the Covenanted Churches of Wales.

A website for the Canton Churches has been created which has 2 main purposes: firstly, to communicate to Christians wanting to know what is going on in Canton; and secondly, to communicate something of the life of the churches to non-Christians who may be interested. The churches have agreed not to promote individual churches but to have a space which provides their own perspective on issues and to inform people on what is happening jointly between the churches. The web address is:

www.cantonchurches.org.uk

(a) What other churches are in the area?

There are a number of churches of varied denominations in the Canton area. They are: St Luke's Anglican Church; St Catherine's Anglican Church; Wesley Methodist Church; St Mary's Catholic Church; Salvation Army Citadel; Salem Presbyterian Welsh Church; Jehovah's Witnesses; St John's Anglican Church; Calvary Baptist Church; Conway Methodist Church; the Seventh Day Adventist Church; and Canton Gospel Hall.

What are relationships like?

The churches work together on local projects such as The Night Shelter which is held in Calvary Baptist church on Thursday nights, and the Youth Club which is held in St. John's Church. Relationships have evolved, with a willingness and desire to undertake mission work and worship together.

(b) Are there any local formal arrangements (e.g. local covenants)

In addition to the information contained within the section 'Ecumenical Scene', the churches are involved in Week of Prayer for Christian Unity.

2. Who are we?**2a. Give a brief pen portrait of the church.**

As a congregation we come from a wide range of backgrounds and hold a variety of views on lots of different issues. As you would expect from our history we have people from Baptist and United Reformed roots but there are also people from Anglican, Brethren, Quaker and Roman Catholic traditions. We are also mixed in terms of age, learning/physical ability, culture, sexuality and background. We value this diversity and do not expect people to conform to a particular creed or understanding of Christianity.

Members of the congregation discussed the items that they would put into a yellow bag for the URC 'Big Day Out'. The instruction was that the church should identify items that would represent the church and what was important to it. These items provide a good 'pen portrait' of the church:

- **A piece of Perspex:** this reflects that we are an open-fronted and welcoming church, open to and serving the local community, accessible to and inclusive of all. Our mission was reflected in the architecture of the new build when CUC was formed.
- **A memory stick with pictures of the sanctuary:** the sanctuary was designed to be plain so that it could be used as a neutral space by community members who do not want religious imagery. However, the memory stick contains pictures of the banners which are used to enhance worship and which are changed through the year. These celebrate the creativity of the congregation, our desire to worship God through many forms, and the 'saints' our church remembers, such as Elizabeth Fry, Dietrich Bonhoeffer and Martin Luther King. There are also pictures of the flags of our uniformed organisations - Rainbows, Brownies and Boys' Brigade - who take part in our Youth Service each month.

- **A CD from the Music Group:** music is central to our worship with a rich variety of music and words, drawing on many different times and traditions, some written by members of the church.
- **A tea bag and a tin of soup:** these reflect the importance of fellowship over a cup of tea or a shared 'faith' meal, but also our commitment to feeding others through support for the Food Bank and aid agencies such as Christian Aid.
- **Church Bookings Diary:** showing the variety of groups and individuals who use the church and form part of our wider community (see Pattern of Worship below).
- **A leaflet for Treganna Family Centre:** Treganna Family Centre has been an important part of the church's mission to serve its local community. TFC provided much-needed support for families in the Canton area and demonstrated how much it was needed by local residents. Sadly, the centre is not active at the moment because of lack of funding, but the church retains an ambition to provide a similar service in the future (see Pattern of Work below).

2b. Number on roll

Correct as of from Dec 2017

We have 99 members.

Children (Under 11) 12

Young People (11 to 18) 4

Young Adults (18 to 30) 3

Other Adults (30 to 65) 27

Seniors (Over 65) 29

Number of adherents: 41 adherents.



Average attendance at main act of worship on Sunday: around 75 people

Average attendance at worship over a week – around 75.

2c. Changes in the roll over the last five years- our membership has remained at around 99 for the past 5 years, we have lost about 5 members by death but a similar number have joined the church as new members.

2d. Number residing (correct 2016)

(a) within one mile of church building: 42%

(b) over three miles from church building: 31%

2e. Number of serving Elders; 12 Number of non-serving Elders: 21

3. What do we do?

Pattern of worship (Sunday, midweek, styles, venues etc.)

The Sunday morning service is the main service of the week. This starts at 10.30am and usually lasts for about an hour. We try to combine both modern and traditional elements in a flexible and accessible way so that the building we built reflects the worship we offer. Children are welcome and we have an active Junior Church which, after sharing the first part of worship, leaves to follow the theme in their own age groups. At our youth services on the second Sunday of the month we stay together.

We normally have communion on the 3rd and 5th Sundays of the month and everyone is free to participate. The Church follows the Lectionary, using ecumenical publication Roots as a resource for the themes of our morning services and Junior Church work.

There is a music group which meets on a Friday evening to prepare for Sunday and they lead the congregation if there are new hymns or songs and also contribute musically to services in other ways. Whilst, much of our Worship could be said to have liturgical structure, members of the congregation welcome different traditions and are open to exploring them. In particular to increase the accessibility of worship for Young People, the church is looking at different, freer forms of worship, especially for the younger members of the congregation and for those who do not have a background in going to church.

At present, we hold All Age Worship services one Sunday a month. The Worship Group, which consists of 7 members including the pulpit secretary, the music coordinator, Junior Church teacher, Church Secretary, and worship leaders, meet on a regular basis to consider the different ways we can worship together.

Rainbows, Brownies and Boys' Brigade organisations are invited to the All Age Worship services and many parents accompany their children to these services.

The evening service is attended by a distinct group of people, who value its more reflective and participative Taizé-style worship.

Through the year, there are also a number of special services and events including:

- An Agape supper at the start of Lent, usually the evening of Ash Wednesday
- Communion on Maundy Thursday
- Pentecost Breakfast and communion (before the main service)
- Carols by candlelight on the evening of the last Sunday before Christmas

The church runs occasional series of activities such as Bible Studies and House Groups.

Pattern of care and nurture (teaching the faith, discipling etc.)

Since the minister of the church took early retirement on the grounds of ill health, the diaconate has responsibility for pastoral oversight of church members. There is a Pastoral Group to oversee this arrangement and there is a pastoral report at each Deacons' Meeting. This is an area that the church recognises needs to be developed further.

Pattern of leadership & decision making (elders, church meetings)

The deacons are elected by the membership and they meet on a monthly basis to discuss and make decisions about the practical details of managing the church, and to provide guidance on the life of the church. When members become deacons for the first time they are also ordained as Elders in the URC. They are elected for a term of three years and can be re-elected for a further term once before taking a 1 year sabbatical.

There are 2 church officers, a Secretary and Treasurer who are elected annually by the church meeting. There is also a Pulpit Secretary and Assistant Treasurer (not elected). Currently the church enjoys the support of an Interim Moderator.

Church meetings are held quarterly in the church to keep informed about matters relating to the church, and to vote on issues which need to be agreed.

The church has also agreed three working groups:

- There is a Pastoral Group which oversees arrangements for pastoral care
- The Worship Group meets bi-monthly to discuss the worship and to agree on matters for decisions by the deacons.
- A Fabric Committee deals with day to day issues regarding the maintenance of the building etc.

Pattern of work with different groups (children, elderly, community etc.)

The church values its children and we are working to make our worship more inclusive. At present, the usual pattern is that the children leave the Sunday service after the all-age introductory section, to attend Junior Church.

Different classes are provided for different age groups and there is also a crèche for the very young. Sometimes the children return towards the end of the service and show the congregation what they have been learning in Junior Church. We are fortunate that our Junior Church is strong, with over 20 children and young people in regular attendance.

In addition, there are a number of children and young people's uniformed organisations meeting in the church; Rainbows and Brownies and The Boys Brigade which is a church organisation. Young people from these organisations join with us for our All-age worship services.

The church holds activities for other groups, such as the Women's Fellowship which meets on a weekday fortnightly.

From the years 2006 to 2011, the church ran a successful community service known as Treganna Family Centre (TFC), which is a registered charity. It was an expression of the church's mission to the local community with a focus on supporting families under stress. Over time, it became more difficult to raise sufficient funds to keep the project going, and it is currently dormant.

A few of the activities previously hosted by TFC have continued as the church offers the premises for them, for example, the First Time Parents Group organised by local Health Visitors, and the Expert Patient courses run by the Cardiff and Vale Health Board. We are also looking for ways to re-establish the work as part of our future mission which would include the redevelopment of the centre block of the church buildings.

The sanctuary has good acoustics and a grand piano. The front of the church was designed with an open and accessible aspect. A new lounge and modern kitchen were added alongside the sanctuary. As a result, the facilities are used by a variety of community groups for concerts, fundraising events and community interests.

The facilities are hired out by the church for a modest payment.

This is an illustration of the weekly activities held at the church:

TYPICAL USE OF CANTON UNITING CHURCH

DAY	ACTIVITY
Sunday	Morning/Evening Worship
Monday	Brownies – 6.00pm
Tuesday	Expert Patients meet for a 6-week period about 4 times a year from 9.00a.m. to 12 noon. Boys Brigade - 6.00pm Welsh Camarata (Evening)
Wednesday	Women's Fellowship 2.30pm (Fortnightly) Deacons Meeting (Bi-Monthly) Teachers Meeting (Quarterly) Canton Chorus -7.30pm
Thursday	Deacons Meeting (Bi-Monthly) Drumming Group 6.00pm Choir 7.30pm
Friday	Church Music Group - 6.30pm Rainbows 5.30pm
Saturday	Toast (1 st Saturday of each month) Occasional parties, concerts etc in both the Church and hall.



We run some things ourselves, some in partnership with others, and we also provide space for other users who share our aim of working with people to create a better community for people of any belief, race, gender, age and sexual orientation.

The church has a long-standing commitment to supporting Alcoholics Anonymous, and the organisation has dedicated facilities within the church premises with its own separate entrance. The organisation currently meets here 17 times a week. It is estimated that about 150 people attend AA each week.

The two choirs hosted by the church are the Canton Chorus and the Welsh Camarata (which is led by the church music group leader). The local Health Visitors undertake blocks of sessions for First Time Parents groups, and the Cardiff and Vale University Health Board conduct an Expert Patients Programme on the premises. In addition, the Cardiff Food Bank has a collection point in the church.

Overall, with the regular and occasional use of the building, we would estimate that the Sanctuary, the Main Hall and the Lounge are each used for around 25% of the week.

Pattern of partnership with others (ecumenical and secular)

The ecumenical partnerships have been mentioned in Section 1d above.

Canton has a multi-cultural population, so our neighbours are often of other religions or no faith. We need to build bridges with all, so the church can become a place where people feel comfortable coming to for help and companionship, no matter what their background is. As an LEP we embrace ecumenism and see that as part of our witness in Cardiff, drawing on the inclusivity that working together brings. There is an importance of developing a shared co-operative ethos which in supporting each other, values the shared action we take in strengthening who we are collectively.

Communication

Our main forms of communication are our bi-monthly magazine (Newslink) and weekly notices sheet. Email is used regularly to communicate news and share relevant communications, including emails from URC and Baptist organisations. There is a church website, Facebook page and Twitter account; all of these are areas that that would benefit from further development.

Other activities

In 2017, a donation enabled the church to develop the waste space on the premises into a vibrant church garden, growing flowers, fruit and vegetables, to be enjoyed by the community and church members. It is proving to be a very successful and enjoyable venture, in partnership with the Co-operative Food Group who are part-funding this through their community project scheme. This demonstrates the clear sense within the church of a desire to continue to engage with the local community and be a valuable social resource to the community.

4. What are we here for?

What is your mission statement (value statement, vision statement etc)? What is the biblical basis for your mission purpose?

We believe that God is love and that it was God's love that Jesus demonstrated by sharing our humanity. That love was so strong that it took him to the ultimate place of death on a cross – made vulnerable by love, he took love to its darkest place. And that love broke from the tomb on Easter Day.

We believe that the church is the expression of God's love in the world, guided by the Spirit.

Canton Uniting Church was formed with the vision of being an open-fronted church - open to God, open to each other and open to the community which we serve - in order to show God's love.

We try to follow Jesus in the way in which he was open to other people and loved those who were marginalised or held less power in society: women, the poor, disabled people, people of a different faith or culture, like the Samaritan woman and the centurion. He was not afraid to go against convention or to challenge authority.

Fulfilling the prophets, he preached the good news of a kingdom of justice and of peace:

“The spirit of the Lord is upon me, because he has chosen me to bring good news to the poor. He has sent me to proclaim liberty to the captives and recovery of sight to the blind; to set free the oppressed and announce that the time has come when the Lord will save his people.” (Luke 4, vv18-19)

We try to put our faith into practice in our daily life as individuals and through our common life as a church. We seek to bring God’s kingdom on earth through our own work; through our church activities and actions; through support for organisations like Christian Aid, Fair Trade and the Food Bank.

The Five Marks of Mission underpin our beliefs:

1. To proclaim the Good News of the Kingdom
2. To teach, baptise and nurture new believers
3. To respond to human need by loving service
4. To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation
5. To strive to safeguard the integrity of creation, and sustain and renew the life of the earth

5. What are our resources?

What skills, gifts, experiences are there in the personnel of the church?

We have a variety of skills and experiences within the membership. These include:

- The ability to lead and contribute to church services. We are fortunate to have a number of experienced worship leaders in the congregation.
- A willingness to lead prayers in worship and to conduct Bible studies/house groups
- The production of the bi-monthly Newslink
- A growing music group who support our worship
- People who have come from other countries and cultures, people who speak other languages including Welsh
- The church, through its members, has extensive connections to a network of organisations that cover all areas of public service. These members support both denominational and broader Christian organisations.

What are the property resources like?

The church building is a mix of the old and the new. The front half of the building, which is modern in construction, has been developed to meet its requirements for worship in a simple sanctuary which can easily be adapted for community use. A foyer, lounge and a small modern kitchen were built alongside the chapel.

The rear of the building, comprising of small rooms with a large main hall, built around the turn of the 20th century. There is a large kitchen attached to another small hall which is no longer fit for purpose and has been identified for future redevelopment. There is a centre block of the church which is still to be properly developed comprising of various size and type of spaces. A re-development project these areas is currently on hold whilst the church considers its mission, and identifies potential partners that will join it to deliver that mission.

What financial resources are available? Information correct from 2016

The income for the church with the collections, donations and Gift Day is around £30,000 per annum. Income is also derived from the rental of the premises which is around £5,000 per annum and collections are made for charities. In the year to 2015, the church spent around £26,000 on ministry; £23,500 on the buildings and around £5,000 in consultancy fees for progressing the development of the buildings.

The church has assets amounting to £73,250 in Bank accounts and £167,500 in the Charities Ethical Investment Fund.


The church supports a number of charities and organisations, including Christian Aid; the BMS; and Health Help International. The Junior Church supports a child who lives in India. Charity collections are made at communion services along with responses to direct appeals from local charities.

6. What are the opportunities?

These are the points identified during the SOAR on the church away day in June 2018

Strengths	Opportunities
Relaxed informal atmosphere, we need to organise ourselves to enhance this	Building - better use, especially new part; ex. more groups, more outsiders in (low rent); recording facilities for Rachel Gill's group (mental problems and ex alcoholics)
Support and care- "the Church has always been there for us"	Diverse skills, abilities and willing ness within congregation and friends - if asked; different skills of Elders and Deacons
Range and diversity of people who attend	Communication with wider congregation (absence of Minister/leader). Who is go to person on issues? Form core with Secretary and a.n. other
Garden project	Pastoral care link person - gifts, weddings, funerals, wishes, complaints
Expansion of the Music group. Multi-generational choir "Fantastic"!	Churches together services, multi-faith links e.g. Sanatorium Road Mosque (previously banned by Archbishop of Llandaff)
Skills	Youth group, Debbie 'Debate', from 9 years up invite a friend - all faiths LOVE, PEACE, FRIENDSHIP, prayer group, Bible Study
Range and ability of worship leaders	Opportunity to flourish
Junior church size and age range	Socialising
	Sharing information

Resources	Aspirations
What we have/need? People- everyone can contribute Money- but not an end in itself Building- but needs t.l.c. Lay preachers	Open-fronted Open-minded Open-hearted
Whole range of other skills Time / skills- music, gardening, finance, craft skills, photography, needlework, driving, lifts, IT, organisational, pastoral, prayer, making tea/coffee and food for lunches, practical skills e.g. plumbing, reading, minute taking/writing, song writers	Get better networked with other churches
Structure/organisation to ensure resources are deployed and people follow through (e.g. decisions at deacons' and church meetings)	Get rid of the very back - makes possible a new community-focussed development of the current central space
Who can we call on? Each other- people willing to give lifts; other churches; local contacts; URC and Baptist structures incl Trustees for building; caller and band for ceilidh	To get the Church actively committed to a community-focussed project/projects- people not just sponsoring
First steps Move to Gift Aid; lifts; Get to know each other better, whole church gatherings, sending birthday cards, name tags, socials, (we assume people know each other but can stick to our own groups)	To draw inspiration from our achievements: family centre reaching 300+ families; the garden, loved by the community; arts support and use of space

Be more aware of the difficulties some people face in getting engaged e.g. some people are deaf- how do we address	Drawing on our strengths; creatively and practically supporting incomers and outsiders e.g. Nigerian wedding
Better communication to mobilise people and ensure that we get to know each other better and engage a wider group of people	To connect, publicise, offer these opportunities and support; offer churches network
Find ways for more people to feed in their ideas and skills	
Deacons to have allocated people to make links to talk to - connect. Buddy scheme!	
Taking communion to house-bound members (need to be clear about how to do that).	
What will it look like and how will we know the difference? More people talking to different people; more people getting involved; more in the collection plate (Standing Orders and Gift Aid); tapping into different skills; Birthday list - send/receive cards (Linda and Rowena to help organise)? People feel like they are able to contribute; ways to feed in ideas and feel listened to; lifts for people who need them; more people contributing to worship (reading, prayers, drama and music, other ways of doing things) Andrew will have pulled more resources out of the cupboard and there are people willing to give it a go! Better match between what people are able to commit to and what we are able to do Building will be cared for better, makes a good impression on people looking at it and using it - development actually takes place; need a beautiful space (inc. new furniture in Sanctuary) Need commitment and 'buy in' from everyone - a Shared Vision	

What are the trends in the life of the church and in the community context?

- In our Deacons and church away days, Church Members joined with deacons in identifying Diversity, Music, Garden Project, junior church as strengths. In addition, they identified a relaxed and informal atmosphere, the provision of strength and care ('reliability') and the strengths of worship leaders. The church is seen as a clearly 'inclusive' body, and this is reflected in the membership. We have been without a minister for years now however this is a situation that we have adapted to, even if we are not fully 'there'; the church is still functioning well, new members joining is a very positive sign and shows that having a minister to move forward is not crucial.

What challenges does the church face locally?

Aspirations

We need to recognise and be inspired by past achievements, especially by undertaking community projects. To support, connect and publicise our work within the community. To adapt use of the building itself, particularly the back part of the church, to put the whole of the church building to better use. Other aspirations would include inter-faith links, efficient financing, sustainable energy, and the improvement of pastoral care by the naming of a Pastoral Care link person.

Resources

People (and their skills within the church and beyond it) and more money (e.g. via Gift Aid) seen as crucial. A real way forward is to investigate and harness the multiple skills of church members. Good communication and a good organisational structure within the church is crucial. We also need to look at how we can develop management and leadership skills throughout the congregation, drawing on the wide variety of skills present within the church – hidden gifts!

7. Where are we going?

What are the priorities, the targets, and objectives for the next few years?

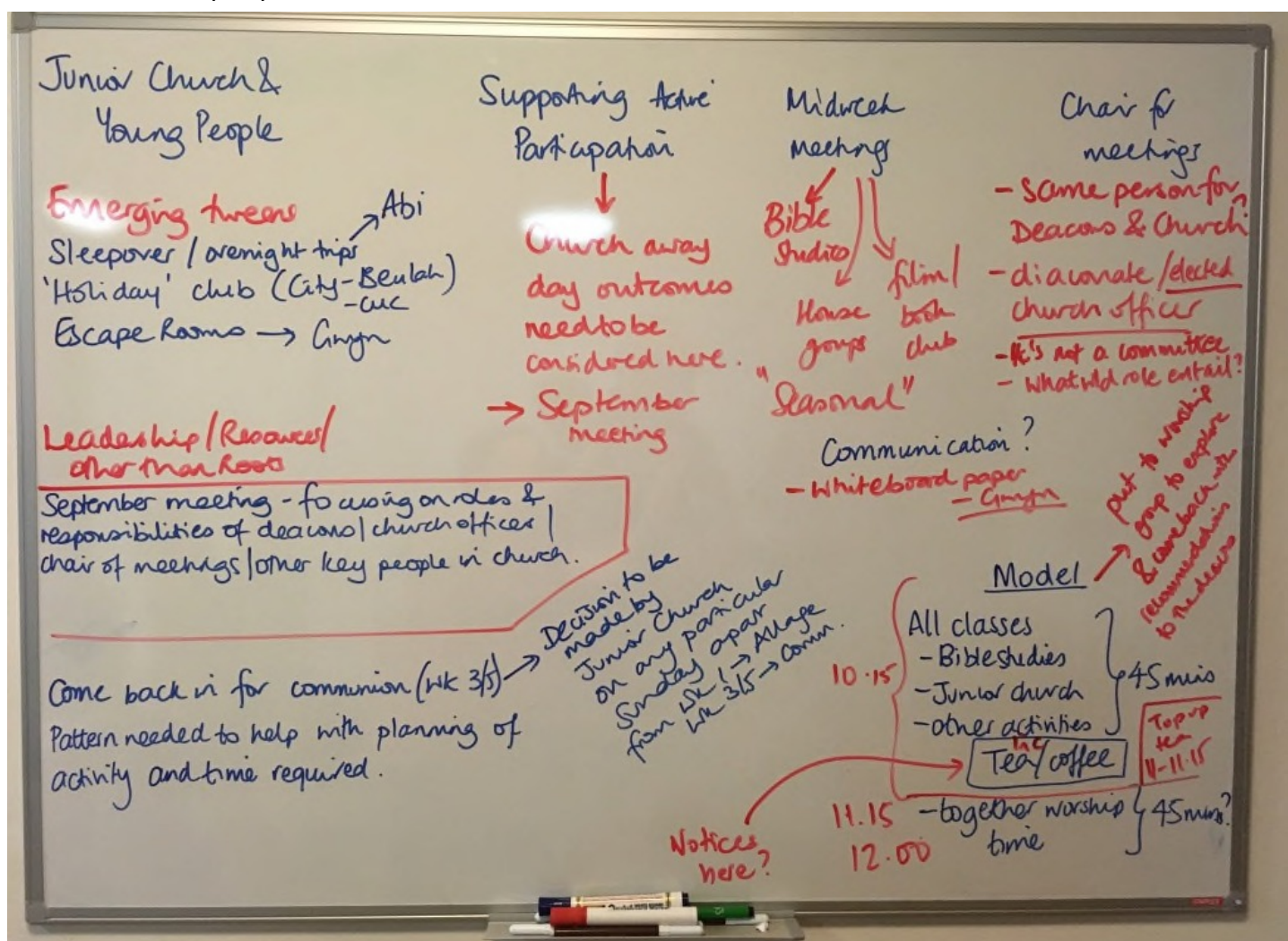
We need to focus on growth within the church at all ages, not just children, in particular how we might engage with 20-40 years olds. This would then give opportunity for increased membership, possibly more children in Junior Church etc. We must engage with the whole Congregation and community. We can no longer have the same expectations of what a 'minister' will look like, with a full time professional minister dedicated to our church.

We need to find ways to identify who can contribute and engage people so that they want to join us in working together to serve our local community.

Getting buy-in from all the different members and sections of our congregation is what we need to do, and we have made attempts to do this and have had some success but recognise that certain levels/kinds of contribution are very demanding and there is limited capacity to be able to contribute, especially when people have demanding day jobs and/or ill health – can we share this more equitably?

7. How will we get there? What plans are there for making progress on the priorities agreed by the Church?

These are visual minutes from a recent deacons' meeting which was spent focusing on following on from our away day.



9. What do we need?

Where help is required either of personnel, property or finance?

Currently the lens through which most of the issues has been addressed is that of the local church. These are disparate in their nature and organisation. There is a need to see things with a more conciliar aspect to encourage churches in the practicalities of sharing ministry. A positive vision is needed for what we can offer -

a city-wide ministry team would need to be accountable to the area as a whole not to an individual church or churches. A 'portfolio' approach working to the strengths of the city may be useful to allow the team to work to their strengths.

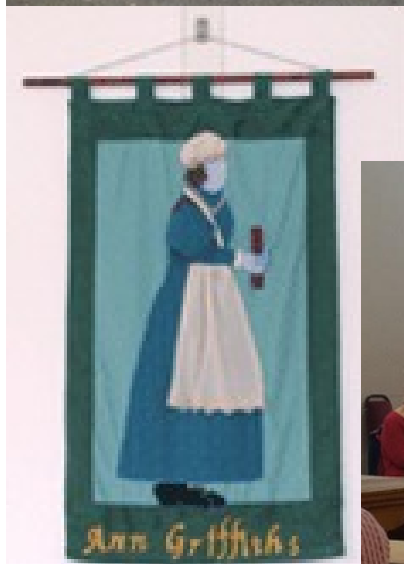
CUC would be happy to work with other churches on community projects or organise joint activities with other churches (e.g. Bible studies, shared youth programs, etc.)

We need a minister of word and sacrament to

- Bring us closer to the inclusive message of Jesus
- Disturb the comfortable and comfort the disturbed
- Provide the church with love and care and be a pastor to the membership
- Provide leadership on denominational matters

Because

- we are the connection from God to the community around us
- a minister would be able to help us develop and deepen our Christian faith.



City United Reformed Church Profile



1. Where are we? Mission Context

1a. Name of the church.

City United Reformed Church

1b. Describe the context

The church is situated close to the city centre, near the university, in an area that is mostly business/commercial, with some modern housing, mostly apartments.

1c. Describe the population of the community being served:

(a) numerically - with other relevant detail (e.g. growing / static /declining)

The residential population around the building has increased with recently-built student accommodation.

(b) by social composition (e.g. age, ethnicity etc.)

Very mixed: few families in the neighbourhood, but lots of students, multi-ethnic

1d. Describe the ecumenical scene

Weak, church is part of Cardiff Cytûn City & Bay

(a) What other churches are in the area?

- Church in Wales (English & Welsh speaking congregations), Welsh Baptist, Society of Friends, Roman Catholic
- Our building is shared with an Eritrean Christian congregation & a Welsh- speaking Annibynwyr / Welsh Independent congregation

(b) What are relationships like?

Friendly (especially with those who share our building) but not close

(c) Are there any local formal arrangements (e.g. local covenants)?

No

2. Who are we?

2a. Give a brief pen portrait of the church.

We are a gathered congregation, with some traveling quite a distance to attend. This makes Sunday the focus of our life, and it is more difficult to hold successful mid-week events.

The congregation is very mixed, with members who have been attending all their life and others who have joined us much more recently, and everything in between.

We are a multi-ethnic congregation including people from Zimbabwe, South Africa, Italy, Germany, Nigeria, Indonesia, Sri Lanka, Jamaica, as well as all parts of the UK.

We have a number of LGBT+ members, but we do not want to be identified as a 'gay' church. The church has hosted a number of same-sex marriages and blessings.

As a church near the city centre, we welcome quite a few visitors, some on holiday and others who are looking for a place of worship to join, including several asylum seekers, whom we do our best to support.

Our building is used by a huge range of organisations and is busy throughout the week. We host 2 other Christian congregations.

2b. Number on roll - total71.....

number aged up to 11.....8..... 12-186..... 19-303.....
 31-50 ...42... 51-70 ...38..... 71+22...

Number of adherents 34.....

Average attendance at main act of worship on Sunday45.....

Average attendance at worship over a week65.....

2c. Changes in the roll over the last five years-

(a) Additions: on profession of faith9... by transfer ...1.....

(b) Losses: by death ...4... by transfer 3... by removal from the roll3...

2d. Number residing - (a) within one mile of church building7.....

 (b) over three miles from church building ..30

2e. Number of serving Elders8 Number of non-serving Elders ...9.....



3. What do we do?

Pattern of worship (Sunday, midweek, styles, venues etc.)

- Fairly traditional Sunday morning service with Junior church
- The Gathering holds a Sunday evening service, especially but not exclusively for LGBT+, more informal, 'in the round'
- Discussion groups/Bible study weekly during Advent & Lent, now shared with Beulah
- monthly Table Talk, informal discussion around a topic, led by a member
- bi-monthly lunch, discussion, sometimes with a speaker
- Occasional Café Church

Pattern of care and nurture (teaching the faith, discipling etc.)

- Through worship + ad hoc meetings when a specific need is identified, e.g. enquiries about baptism/ membership
- Members & adherents of the congregation have a named contact on the Eldership
- Pastoral care ministry group has primary responsibility for pastoral care
- Social events at irregular intervals

Pattern of leadership & decision making (elders, church meetings)

- Elders meet monthly
- Quarterly Church Meeting
- Other ministry groups (report to elders/ Church Meeting):
 - Worship & education
 - Pastoral care
 - Church life
 - Finance & Buildings
 - Eco group
- No single identified leader. Leadership is shared amongst elders

and a few other members, with pastoral care and worship predominantly provided by members, including 2 retired ministers.

Pattern of work with different groups (children, elderly, community etc.)

- Junior Church on Sunday mornings, + occasional weekday meetings during half term, etc. Recently, joint activities with young people of Canton & Beulah, especially during school holidays.
- Church building is open during the week for people in the community to drop in, particular meetings are arranged as required.

- Many community activities take place in the building through the groups that use the premises, though many of these don't involve church members.
- Organisation of Great Get Together with Building users
- Bus Pass Friday (monthly), particularly but not exclusively for those old enough to have bus passes
- Presence at Cardiff Mardi Gras with The Gathering and other Cardiff URC Churches.

Pattern of partnership with others (ecumenical and secular)

- Limited. One ecumenical service and one ecumenical meal p.a. organised through Cardiff Cytûn City & Bay
- Annual carol service with Ebeneser (Annibynwyr / Welsh Independent) and the Gathering
- Increasing connection with other Cardiff churches, especially Beulah
- Partnership with some building users stronger than others, mostly initiated and maintained by the church administrator and/or church members who belong to groups - haphazard
- Intentional support for work of Asylum Justice
- Support for Foodbank through collection of food on Sundays
- Fairtrade stall available every Sunday, special focus during Fairtrade fortnight
- Cardiff Adult Christian Education Centre - limited work ongoing.

Other activities

- Saturday coffee mornings, no longer well supported by church members
- All age Saturday activities (e.g. walks, craft sessions) arranged as requested
- Registered with Eco-church, but little progress over the last 2 years

4. What are we here for?

What is your mission statement (value statement, vision statement etc)?

With open hearts and open minds, we aim to

- build up our own faith and commitment,
- welcome the unwelcomed,
- strengthen the ecumenical community,
- engage and be engaged by the city.



If the church has not engaged in another strategy for reflecting on its mission and purpose there is guidance on the URC website

<http://www.urc.org.uk/mission/vision2020-our-mission-strategy.html>

with links to Vision 2020 statements that encourage thinking about mission:

http://www.urc.org.uk/docs/mission/vision2020/10_statements_full_version_sept_2011.pdf

What is the biblical basis for your mission purpose?

[Jesus' call to care for others](#)

5. What are our resources?

What skills, gifts, experiences are there in the personnel of the church?

- [Very varied individual skills \(music, art & craft, medieval history, archaeology, cooking, teaching skills etc.\) Probably more to be discovered ...](#)
- [2 fulltime staff – an administrator and a warden](#)
- [An emerging team of lay worship leaders](#)
- [2 retired URC ministers](#)



What are the property resources like?

- [Large listed building close to city centre used by many external organisations and charities](#)
- [Feasibility study has been completed for possible future development of internal spaces.](#)
- [Variety of rooms for hire](#)
- [Car parking](#)
- [Host to Churches Together Bookshop and Steen the Chef](#)
- [Manse currently privately rented](#)

What financial resources are available?

[Summary accounts for the year ended 2017 are available. The church also has a considerable reserve fund and can access funds held by the City Charity.](#)

6. What are the opportunities?

What are the trends in the life of the church and in the community context?

- Without a minister, more members encouraged to participate more fully in the life of the church
- Our building gives opportunities to build bridges with the building users, to provide a safe space for marginalised groups. (Refugees and asylum seekers already use the church.)
- Nearby student accommodation gives an opportunity to build bridges with local students.
- Our refurbished cafe could be better used as a space for people to meet and be supported by our Christian community. Hospitality ministry?
- Develop closer relationship with the Gathering, as the group is developing increasingly separately from the Sunday morning congregation
- Opportunity for more ecumenical work, especially with the congregations that share our building.
- Opportunity for young people across Cardiff to explore their Christian Faith
- Work to serve homeless people



What challenges does the church face locally?

- Not in residential area, gathered congregation
- Listed building constraints
- Few younger members able to take on more responsibility
- Engagement with students is variable
- Some anxiety about the future without our 'own' minister

7. Where are we going?

What are the priorities, the targets, and objectives for the next few years?

5 provocative proposals agreed by Church Meeting March 2018:

1. City United Reformed Church commits itself to engaging in a joint venture to develop a lay preaching and leadership ministry across the Cardiff churches

City URC has a reputation for thoughtful bible studies and worship of a consistently high standard. This now has potential to develop greatly through the evolving team of worship leaders, lay and ordained. The existence of a team makes it easier to produce a coordinated programme of worship, to support the input of a minister, rather than relying solely on him/her.

City's worship leaders are part of the worship team developing across the Cardiff and Penarth churches, building on the deepening connections between us. This team would have the ability to discuss, identify and plan for meeting its training needs locally and for accessing Synod and denominational resources, as well as drawing on the resources of ordained ministers, including retired ministers.

2. City United Reformed Church commits itself to being a place which explores progressive theology in all aspects of its community life

City URC has at times had a reputation for cutting edge discussion and engagement and should rekindle that. Within the congregation, we have an openness to ideas and a range of theological understandings. We want to continue in a more focussed way to explore our understanding of God, as we seek to interpret life's ups and downs in light of the teachings of Jesus, and to engage with compassion in a needy world.

3. City United Reformed Church commits to promoting itself as a place of open and radical relationships, encouraging understanding and honest engagement with others

This proposal has been part of our mission for some years and is at the heart of our desire to reach out and communicate with life beyond our walls.

4. City United Reformed Church commits itself to exploring and sharing what we are already doing to promote social justice and other equality issues; this is a first step towards understanding how we might grow and develop our discipleship and mission together

City URC has a tradition of working for social justice and was prominent in helping to found both the Huggard Centre for the homeless and Asylum Justice to help asylum seekers. It won an award for its work in establishing Asylum Justice and continues to support the movement in terms both of finance and premises for meetings. It regularly supports failed asylum seekers and the Women's Refuge. It is now looking at helping with the Paradise Run, a cross-Cardiff group that distributes food to homeless people. Commitment for Life, the URC's world development movement and its preferred way of giving to Christian Aid, has been supported by City URC from its early years.

5. City United Reformed Church, as a matter of priority, reviews its leadership structures and rules of procedure, with a view to making them more relevant, streamlined and flexible, and more suited to its current needs.

It is felt that City URC's current leadership model no longer meets the needs of the church, with too few people having to take on too many responsibilities just to keep things going. A fresh leadership model should be sought.

8. How will we get there?

What plans are there for making progress on the priorities agreed by the church?

1. City United Reformed Church commits itself to engaging in a joint venture to develop a lay preaching and leadership ministry across the Cardiff churches

A number of lay worship leaders have been identified and are building up their experience of leading worship. More opportunities for training and mentoring will be explored and lay worship leaders encouraged to take up those opportunities.

2. City United Reformed Church commits itself to being a place which explores progressive theology in all aspects of its community life

We need to understand what we mean by "progressive theology" and explore how such a commitment impacts on our liturgy, the people we invite as guest preachers and how we worship in general. We can then begin to understand how this stance impacts on other aspects of our church life and introduce any necessary changes.

We can examine how we might publicise ourselves as a church exploring progressive theology and identifying what useful and resourceful links and relationships we might build.

3. City United Reformed Church commits to promoting itself as a place of open and radical relationships, encouraging understanding and honest engagement with others

We can incorporate this more fully in worship by focused themed services using members' outreach experience and inviting worship leaders who are directly involved in working with the marginalised.

We can be open to asking others and exploring with them what it would mean to be a real place of safety. We can explore how safe is our space physically, since "safety" is not just about spiritual openness.

We can examine and review the words we habitually use and how we act, changing them to help us build bridges for creating mutual understanding across barriers.

We are already a presence in the city centre connecting with our neighbours and providing accommodation as a community centre. We can try to identify what needs there are in the city centre, and who are the people we find it challenging to engage with. We could then seek them out and explore together what we can do to honestly engage with and satisfy them.

We could consider whether there might be scope for using our employees as active agents of connectivity with the other churches: there may also be members or friends of City URC who could be involved.

It is time to re-evaluate our methods of communication and use our in-house resources to connect with all Cardiff URC's, the wider Church and other faith groups.

4. City United Reformed Church commits itself to exploring and sharing what we are already doing to promote social justice and other equality issues; this is a first step towards understanding how we might grow and develop our discipleship and mission together

Locally we could seek to renew formal links with the Huggard Centre, perhaps becoming a collection centre for them for donated clothing, etc, and arranging an annual buffet meal when some of us could meet some of their volunteers and service-users. We could pursue new links with the Paradise Run and old links with Asylum Justice.

We could seek to increase and popularise our support for Commitment for Life, which has fallen off in recent years and now is celebrated only once a year. As our "Commitment for Life" partner is Zimbabwe, we could, perhaps have a fund-raising Zimbabwean meal at another time of year. Many City URC people are not really aware of our link with Commitment for Life – despite several articles on its work in Zimbabwe every year.

Our premises are an important part of our mission. It might be useful to people who come into the church to see we host organisations like AA, GA, the gay choir – providing a city centre venue for people who could probably not afford a commercial city centre venue. Perhaps we could draw attention to this in a suitably discreet manner as an invitation to others who might be interested. We are already seeking to work more closely with organisations using our premises.

We can celebrate and create a greater awareness of the individual ministries of City URC people. This is mission which is already

happening. We might present them on noticeboards that could inspire others to join in or as an invitation for those seeking help and support.

We could provide organisational contacts for a number of local help agencies, including the Women's Refuge.

5. City United Reformed Church, as a matter of priority, reviews its leadership structures and rules of procedure, with a view to making them more relevant, streamlined and flexible, and more suited to its current needs.

We could form a small, strong management team, to be the trustees of the church buildings.

We could establish convenors for ministry groups that are not serving Elders, but administer the Sunday to Sunday Worship, Pastoral Care and Life of the Church, who would send reports to a communications officer.

We could revamp communications

We could examine and revise the rotas of Church duties.

We need to quickly encourage those who bring new and younger energy into a position of leadership (i.e. the elders' meeting).

A smaller number of people meeting less often would create greater flexibility and might encourage participation from people who currently feel they want to contribute something, but are concerned that more will be asked of them than they can handle.

9. What do we need?

Where help is required either of personnel, property or finance?

- Faith that God will guide us in the right way
- Mentor (from outside the congregation) to help us make the best use of our resources
- Training for elders and others who have/might have leadership roles
- Enthusiasm!
- More active participants
- Someone to oversee and coordinate all these activities would be good.

(based on URC pro-forma from February 2010, updated with Vision 2020)

Elders' meeting 7 August 2018





ELFED AVENUE UNITED CHURCH

PASTORATE PROFILE

CHURCH OVERVIEW:

Elfed Avenue United Church is situated in the seaside town of Penarth in the Vale of Glamorgan. The town and surrounding area has a population of approximately 28,000 which continues to grow. The church building was built in 1954 on the perimeter of a housing development, and is in a busy residential area near to the town which has continued to expand with both established and newly developed housing added. The makeup of the residents in the area could be described as a normal mix of elderly who have lived in the area for many years and new families who have moved to the surrounding newly built properties. It is an outgoing church community.

The church was originally built as a Presbyterian detached multi-purpose facility building in its own grounds with an excellent parking area and easy access for the disabled, all of which are very well maintained. There is also a modern interconnecting Church Hall and a self-contained Scout Hall run independently.

In 1985 St. David's Presbyterian Church united with Christ Church United Reformed Church, and Elfed Avenue United Church was born. The church has 'dual' membership being a member church of both the Presbyterian Church of Wales and United Reformed Church. These are the 'parent' churches, and Elfed Avenue has responsibilities to them both with representation being sent to Presbyteries and Synod. Since the union in 1985, the church membership has become fully integrated with acceptance and respect of both denominations, but has a creation of its own united culture. It has also been selected as a Presbyterian Church of Wales Centre of Worship which means it has been identified as a church where resources can be best spent to encourage outreach work.

There are many churches in Penarth but no other church within the catchment area. Penarth is a town where all Christian denominations exist, and members and elders are always anxious to promote closer working relationships. Elfed Avenue is a member of the covenanted churches, committed to working ecumenically. We are an active member of Penarth CYTUN with representation on its committees.

Following ministerial changes within the URC, the church has recently decided to join a wider pastorate embracing churches from Cardiff, to form the Cardiff and Penarth Pastorate.

CHURCH MEMBERSHIP:

Our current church membership is 39 with an additional 9 Adherents. The profile of the membership reflects an ageing congregation which has led to some losses in numbers and also movement of members out of the Penarth area. However, we have also been able to attract some new members in the last eighteen months or so. The congregation is very supportive of the Elders and the church presents an outgoing and friendly fellowship. Many of our members live within a mile or so of the church, and for those who find it difficult to attend, a taxi service is in place for transportation to Sunday worship and other church led events. The average attendance at our main act of worship each Sunday is 28/30. Currently there are no other services held at the church during the week.

CHURCH ACTIVITIES:

Family worship takes place at the church every Sunday morning at 10.30am followed by coffee and fellowship. The Sacrament of Holy Communion is celebrated on the first Sunday of each month. Whilst a traditional form of worship is usually undertaken each Sunday, these are interspersed with other forms including Café Church. Ministry can follow a set liturgy or a themed sequence of service. We have recently set up a Worship Group to help oversee our future service requirements. Members are encouraged to participate by way of Bible and Prayer readings and musical input. In addition, Elders will at various times throughout the year prepare and complete Sunday services and other special services.

Elders meet on a monthly basis and similarly a Fabric and Finance committee oversee the maintenance of the fabric of the buildings together with Health and Safety matters. Church membership meetings are held quarterly, together with the Annual Church Meeting, so that members can become involved and participate in all matters relating to church life.

The following additional groups support the work of the church:

Pastoral Support:

Responsibility for the needs of church members.

Christian Aid:

To support, participate in and report on the work of Christian Aid.

Catering Team:

Overseeing and supporting catering events held at the church especially our monthly Community Lunches.

Worship Group:

Overseeing pulpit requirements and forms of service.

The church and hall buildings support many community based activities both ecumenical and secular:

Playgroup:

A local authority sponsored group providing activities for pre-school children on three mornings per week.

Drop-in Coffee Lounge:

Lounge and information centre open every Monday.

Tea, Toast and Toddlers:

Providing an opportunity for people with babies and pre-nursery children to meet socially.

Slimming World:

Providing advice on weight loss and healthy eating.

Church Outlook Group:

A monthly church led women's meeting open to all. Speakers are invited to talk on many and varied topics.

Craft Group:

Provides instruction and support to members of the community to learn various craft activities.

Local Authority led Youth Club:

Inviting both boys and girls from the surrounding area to become involved in various activities in what is seen as a major need with little support available elsewhere. Church members volunteer to assist with activities.

Men's Christian Fellowship:

Autumn and winter meetings held twice monthly when speakers are invited to give talks on many interesting and varied topics. Meetings are open to all.

Women's Institute:

Monthly meeting for W.I. members and friends.

Weight Watchers:

Providing advice on weight loss and healthy eating.



Penarth Seniors Club:

Normally meets twice monthly providing a social atmosphere in which friends can meet and enjoy each other's company. Entertainment and guest speakers provide additional interests.

OUR MISSION:

To encourage all those with whom contact is made to believe in God and believe and trust in Jesus as Saviour and Lord.

CHURCH RESOURCES:

Within the church membership there are sufficient skills and experience built up over many years to provide oversight and leadership to the church congregation. A dedicated team of Elders continue to provide time and commitment in maintaining effective management of the church. Church members are invited and asked to provide assistance where possible.

The resources are very good with well-maintained buildings and a large car parking facility. Active use of the premises by all users reflects the facilities available to them.

The church strives to maintain a sound financial basis in challenging and difficult times – an issue reflected by many churches.

Following a 'Call to Worship' by our previous Minister, the church manse (which is fairly close to the church itself) has very recently been let on a short term 6 month lease arrangement and is being overseen by an approved letting agency.

CHURCH OPPORTUNITIES:

In line with many denominations, seeking new members is difficult, reflecting changes generally to church in society, in a more secular world. Our ageing congregation is a challenge, but many activities and events at the church support them and others in this area of church life. However, this is also seen as an opportunity to support and grow, which is borne out by our Community Lunches and others events which attract many from outside the church family, and is seen as being very successful – fulfilling a need within the community.

There is also a challenge in providing support for young children/youth in the community. Currently we provide church facilities for a Local Authority led Youth Club employing three qualified leaders. This meets every Thursday evening (outside of holiday terms) which has proved very successful and definitely supports a much needed outlet for some very challenging young people. Church members also help within their capabilities. However, the Local Authority has recently indicated that funding for this project, in line with cost cutting reviews, will be withdrawn, resulting in

closure of the club. Currently the situation is being reassessed to consider what future options may be available.

OUR FUTURE:

With major changes in ministerial support from both our denominations, and the loss of our full time Minister, the next few years will be very difficult and challenging both from a ministerial and financial viewpoint.

We fully understand that the future of Elfed Avenue United Church will depend on further discussions between the Elders and members, together with other interested parties.

We will obtain feedback from the residents in the community on what they see is needed in the area, and look at ways the church and its Parent Denominations may be able to assist in achieving these needs.

Our priorities currently are to continue providing spiritual support to our congregation through maintenance of regular Sunday worship and other special services, with the support of both our church denominations. We hope to continue the good work established with the wider community in providing much needed help and support through existing and possibly new events at the church.

The way forward and the development of the newly set up Cardiff and Penarth Pastorate is still to be established. Discussions are ongoing with both our denominations which will have a bearing on our future needs by way of personnel and financial support.

With other churches in the Penarth area undergoing similar changes and experiences, the possibility of further ecumenical partnerships is something that may be considered as churches evolve to meet the challenges of the church in society today.



PARKMINSTER PASTORATE PROFILE (AUGUST 2018)

1. Where are we? Mission context

Name of the church. Parkminster United Reformed Church

Describe the context. One of several churches in this area

Describe the population of the community being served: Mainly white, middle-class of middle-age upwards.

(a) numerically. 12,500

(b) by social composition. Mainly white, middle-class

Describe the ecumenical scene:

(a) what other churches are in the area? St. Andrew's URC; St. Margaret's and St. Edward's Church in Wales,, Minster Christian Centre, Albany Road Baptist.

(b) what are relationships like? Roath CYTUN is strong and the churches work well together.

(c) are there any local formal arrangements (e.g. local covenants)? No

2. Who are we?

Give a brief pen portrait of the church Product of union between Roath Park and Minster Road Churches with new electric organ and re-furbished interior.

Number on roll - total 24 members

Number aged up to:

11	0	12-18	0	19-30	0
31-50	0	51-70	6	71+	18

Number of adherents 5

Average attendance at main act of worship on Sunday 18

Average attendance at worship over the week 5

Changes in the roll over the last five years:

(a) Additions: on profession of faith 0 by transfer 3

(b) Losses: by death 11 by transfer 0 by removal from the roll 0

(d) Number residing: (a) within 1 mile of church building 9

(b) over 3 miles from church building 15

(e) Number of serving Elders 8 Number of non-serving Elders 5



3. What do we do?

Pattern of worship Regular Sunday morning worship; Weekday Fellowship.

Pattern of care and nurture (teaching the faith, discipline etc.) Pastoral lists, Fellowship meeting, church meetings.

Pattern of leadership and decision making Regular Elders' meetings.

Pattern of work with different groups Craft Group; Wives' Club; Brownies and Guides; Allsorts; Saturday Coffee Morning; Hephzibah Church. A number of different groups use our premises such as self-help, counselling and special needs.

Pattern of partnership with others no actual partnership arrangements

Other activities None

4. What are we here for?

What is your mission statement? We believe that our mission is to seek to be a church that cares for people in the locality and the wider world; where men and women listen and God speaks; where men and women speak and God hears; where God offers life and love to all who seek it; where at the heart of it all is the worship of

God in ways Old and New.

What is the biblical basis for your mission purpose? John 3:16 and Acts 16:4-5

5. What are our resources?

What skills, gifts, experiences are there in the personnel of the church? Eldership provides leadership, pastoral care and when necessary leading worship.

What are the property resources like? Recently modernised and refurbished buildings well looked after.

What financial resources are available? Through collections, gifts etc. A healthy bank balance.

6. What are the opportunities?

What are the trends in the life of the church and in the community context? The church congregation is aging rapidly.

What challenges does the church face locally? General apathy of the community and our own aging congregation.

7. Where are we going?

What are the priorities, the targets and objectives for the next five years? The priority is to keep going and the objective is to increase church membership (especially younger age groups); it is not felt to be worth setting targets at this stage.

8. How will we get there?

What plans are there for making progress on the priorities agreed by the church? To be done later.

9. What do we need?

Where help is required either of personnel, property or finance? To be done later.



St Andrew's United Reformed Church

Wellfield Road, Roath, Cardiff



The Church

St Andrew's URC is a Grade 2* Listed Building built in 1897 and is situated on the intersection of Penylan Road, Wellfield Road, Ninian Road and Marlborough Road in the Roath area of Cardiff. Originally the Church was a sister Church to City United Reformed Church and tended to attract a number of Scottish people from Cardiff and surrounding areas. This meant that there was no real distinct 'local parish' with Scots travelling to service from all over Cardiff, Penarth and even Llantwit Major. The Cardiff Caledonian Society also recognised the Church as its spiritual home.

Membership and activities

There is a Church Membership of 50 on the roll and the building has an average footfall during the week of over 600, as it is in use by church members and numerous other organisations, mainly from the local community, every day of the week. These organisations include Beavers, Cubs, Scouts, Brownies, Zumba, Alcoholic Anonymous, Palates, Women's Institute, Craft classes Dance classes, all age sections of St John Ambulance Brigade. Church members also organise weekly Toddler Group meetings. Also, in the months of November/December, the Church provides a Cards for Good Causes service, six days a week selling Charity Cards and managed by one of the Elders. The Cardiff Historical Society also holds their monthly meetings in the Church Hall.

What we do

The Church conducts weekly traditional Sunday morning worship, along with Junior Church and a crèche. Weekly Bible Study meetings are held on a Friday morning and, as can be seen below, there are considerable community activities undertaken on every day of the week in the Church Hall. Work with the community in Roath to provide a venue for local events such as the Made in Roath events, i.e. art displays etc.

Leadership and decision making

St Andrew's has been without a Minister for over 40+ years and has developed a Team Ministry from within its membership during this time. Following TLS training, the Team has grown to a team of four from its original team of two.

St Andrew's Team supplies ministry to over 20 churches of several denominations in Cardiff and the South Wales Valleys, including some churches in the Group Pastorate. The Leadership Team, led by a non-stipendiary minister has TLS trained service leaders also are members of the Session of Elders and undertake the pastoral care of the congregation and local community.

Two members of the Ministry Team, Rev Des Kitto and Mrs Jill Shelton, are recognised local registrars and undertake a number of weddings in the church annually. The Team Leader and three members of the team have trained in conducting funerals and administration of the sacraments in the Church, in homes and on hospital wards. A number of Christenings are also undertaken annually.



Roath Bake-off event



Cwmbach & Croatian
Church Choir concert



Church Hall

Work in and for the local community

Over the years the Church has taken on very much a local community identity, its geographical location lends it to being affectionately known as the 'Church on the corner.' The community identity that has been developed is very closely related to its sense of mission and purpose. It still has a very active junior Church, a rarity in these modern days.

The youth members of the uniformed organisations have built up a close relationship with worship and attend the monthly youth services. This has been strengthened with gifts of tinned and dried food being collected at harvest time and handed to the Cardiff Food Bank for distribution.

Members of a very active Session of Elders have been trained in the-day to-day conduct of church worship and some are able to administer the Sacraments. The Church has a Finance and Property Committee which is a sub-committee for the Session of Elders. As well as overseeing all financial matters, this committee has members that possess expertise in Health and Safety and oversee the care of the fabric of the building.

The way forward

Whilst being supportive of the Group Pastorate initiative, St Andrew's voted at a Church meeting to remain outside this group because it has a long established Ministry Team from whom the congregation is happy to continue to receive ministry and pastoral care.