

Vision

to live out **God's purpose** for us

to **make Christ known** in Cowley

to raise up a new generation to **love**
and serve the Lord.

www.cowleyteamministry.co.uk

Cowley (Oxford) PCC – Registered Charity No. 1153602
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VISION, PURPOSE AND OUR NEW TEAM RECTOR

Vision

Our parish vision is to live out **God's purpose** for us, to **make Christ known** in Cowley, and to raise up a new generation to **love and serve the Lord**.

Purpose

The PCC has worked, prayed, studied and discussed what we believe to be God's purpose for our church in Cowley. We believe we are called to find joy by living in:

- Fellowship (to belong to God and to each other),
- Discipleship (to be students of Christ in order to think and act with Christ as our model),
- Worship (to learn to praise and worship God and to magnify his name),
- Ministry (to be ministers of God's grace in Cowley and throughout the world), and
- Evangelism (to be messengers of the good news of God's love).

Our new Team Rector

Our new Rector will lead a team who have a vocation to serve and participate in the life of the Parish of Cowley and love the people of the churches. We believe we need an outgoing, strong leader with a deep spirituality, who is full of compassion, secure in faith and identity in Christ and open to challenge and new discoveries.

Our rector will lead in gently caring for all the needs of the Parish among the young, the older and everyone in between. We seek a fine preacher and teacher who can lead us, with pastoral care, into the depths of God's word and will for our lives. Our rector will be sensitive to all the congregations in the Parish and the inherited traditions which help us to follow Jesus. In particular, our rector will bind the different congregations together in common purpose and mutual love. We want someone with fresh ideas who will bring a vision for international mission and for evangelism in the Parish especially among young people.

Our new rector will be passionate about encouraging "every member ministry" whether in church activities, at home or in the workplace. Our rector will have a proven ability to lead and develop a team. The rector will lead and work together with the Team Vicar and Self-Supporting Ministers in the Cowley Team Ministry along with the many volunteers who contribute. The last few years have seen a growth in the team of church members offering their talents. Our new rector will be able to delegate to those people but also to draw out the 'hidden talents' of other people in the congregations.

Our new rector will be eager to work with others to energise youth work in the Parish, especially among the 10-25 age group, where we currently have very few members. Ideally, our new rector will have a track record of successful youth work with this age group. Prior experience of ministry in primary schools, which play such an important part in our parish, or an eagerness to pursue such ministry, would be welcome.

Finally, our new Team Rector will have administrative and organisational gifts including, ideally, web-based skills or at least a commitment to developing the online presence for the Parish.

PERSON SPECIFICATION

TEAM RECTOR: COWLEY

Essential

A prayerful sense of calling to this post.

A man or woman in priest's orders for at least three years, and in good standing with their diocese.

A proven ability to successfully lead a team of people in a church or secular context.

A proven ability to work *collaboratively* to discern vision and values, and to work *strategically* to implement them

A desire to serve the poor and marginalised as well as the socially mobile and articulate

A good preacher, teacher and communicator

Desirable

Liturgical ability and flexibility, in a parish with catholic and evangelical elements

Experience of living or working in a multicultural environment

Experience of leading a church into growth

A track record of successful youth work

A WORD FROM THE ARCHDEACON OF OXFORD



I'm delighted that you're interested in becoming the next Team Rector of Cowley. It's the largest parish in the Deanery of Cowley, in the episcopal area of the Bishop of Oxford, and has a great history. This traditionally working class area of the city, close to the motor works, is ethnically diverse, and now contains many young professionals and academics, drawn by the relatively cheaper house prices in this area. There is a wonderful team of clergy and lay people in this parish and above all we would like to see a gifted team builder come here as Team Rector, able to ensure that all are working creatively and together for a common purpose.

Oxford is one of the largest dioceses in the country, covering three counties, while Oxford itself is a lively city to live in.

The Diocesan Mission Statement is called *Living Faith*. The diocesan vision is the transformation of all human life under God. The purpose is to join with God in creating a caring, sustainable and growing Christian presence in every part of the Diocese of Oxford, enabling every Christian and every Christian community to live and share the love of God, seen in the life of Jesus Christ.

Could you be called to help make this a reality as Team Rector of Cowley?

Martin Gorick

Martin Gorick

Christ Church

OUR CHALLENGES AS A PARISH

Attentive to the Holy Spirit, to each other and to the world around us, we have identified the following key discipleship challenges for our Parish and for our new Team Rector.

These are areas where we are **not** as strong or fruitful in Christ as we would hope to be and where significant fresh vision and leadership are needed so that we can go forward together following Jesus.

The challenges are placed in context in the pages which follow but in brief they are:

- **Teamwork within the Parish:** the *challenge* of giving strategic oversight to and binding together ordained and lay members of the different churches in every member ministry, shaped by a common vision and mission.
- **Fellowship:** the *challenge* of growing home groups in number and in depth of study, worship and fellowship.
- **Teaching and mission:** the *challenge* of providing more focused teaching and discipleship activities to help us grow in our devotion and in our boldness in evangelism.
- **Youth work:** the *challenge* of expanding our small children's ministry and developing a youth ministry, especially aimed at 10-25 year olds; this challenge incorporates developing the existing partnerships with the various schools with which we are associated.
- **Community engagement:** the *challenge* of building on existing links with the shops, businesses and community of Cowley and making funerals, marriages, other services and the community events such as Fun Days opportunities for welcoming people into membership of the churches.
- **Pastoral care for the sick and elderly:** the *challenge* of organizing and administering care for those who need it most in our fellowship and community.
- **The 'Old school' project:** the *challenge* of developing the potential of this at-present unused building, located on land adjacent to St James church.
- **International vision:** the *challenge* of growing the vision of the Parish for God's mission across the world.
- **Deanery and ecumenical relations:** the *challenge* of reinvigorating fellowship and mission across the Deanery and local area with the many other churches of various denominations.
- **Finances:** the *challenge* of inspiring a culture of generous giving and prudent deployment of the resources we have.

THE CHURCHES

The congregations are vibrant and exciting, full of people who want to praise God and follow Jesus. We have grown in the last few years and seek a leader who can help us to be a distinctive presence in our community, bearing witness to Jesus Christ.

Our fellowship consists in two Anglican churches, meeting in the larger, medieval St James and in St Francis, which was built in 1931, and the Anglican Asian Living Church.

The buildings lie at opposite ends of the parish, providing excellent opportunities for serving the whole community but also a challenge for drawing the congregations together in fellowship and mission.



We are thankful to God for our **clergy team** who pray together and support each other regularly. The Team Rector and Team Vicar have typically met weekly to plan and pray together. This has borne fruit in the Parish coming together in common initiatives for mission and fellowship.



In recent times, the **Team Rector** has mainly focused on the ministry at St James. Our **Team Vicar** is Skye Denno who came to the Parish in summer 2012. Since being with us, she has focused on reenergizing the community and mission of St Francis, building bridges in the community and seeing the weekly attendance double.

In addition to the Team Vicar, we benefit from the **self-supporting ministers** in the Parish who greatly enrich our ministry, supporting both churches in the Parish; Tony Beetham, Amanda Bloor, Mark Oxbrow and Richard Chand.

There is an up to date parish Electoral Roll of 153 (47 at St Francis; 106 at St James, 2014 figures) [2013: 141 (38, 103)]. 29 are not resident in the Parish. The usual Sunday attendance is 130 (46 at St Francis; 84 at St James) [2013: 121 (45, 76)].

The figures for occasional offices were as follows. In 2013: for St James there were 7 marriages, 14 baptisms (6 infants, 5 children aged 1–4, and 3 children aged 5–12) and 10 funerals (4 at St James, 6 at the crematorium); for St Francis, there was 0 marriages, 2 baptisms (1 infant, 1 child ages 1-4) and 7 funerals (all at the crematorium). In 2014: for St James 7 marriages, 12 baptisms (5 infants, 5 children aged 1-4, 2 adults) and 9 funerals; for St Francis, 0 marriages, 4 baptisms (1 infant, 1 child aged 1-4, 1 child aged 5-12, 1 adult) and 2 funerals; in addition there were 8 other funerals at the crematorium.

In recent times, the coordinator of funeral services, Revd Skye Denno, has been seeking to rebuild links with the community so that more people feel able to come to the churches in the Parish for funerals and other occasional offices. There is a need to develop our view of occasional offices as opportunities for pastoral care and mission.

The parish also enjoys fellowship with the Anglican Asian Living Church which meets in St James Church. This is a predominantly Asian congregation of about 50, in which the average age is about 30 with members ranging from ages 2 to 86. The leader of this congregation, Richard Chand, is on the parish team and currently lives with his family in a house owned by the Diocese, close to the Parish Centre (see below).



Together we seek ways of weaving the congregation more closely into the life of the parish. St James and St Francis members participate in the Living Church's services and fellowship lunch. The worship is vibrant, the preaching powerful and the food excellent! Our new rector would, we pray, continue to deepen the fellowship and mission we all share.

When asked how people feel about the Parish, many people say that the churches here feel like home, like their family. There is a strong tradition of hospitality and warm welcome. Parishioners are thankful for the close Christian companionship they have known here, some over many decades. People are missed if they are not at church.

At the same time, there is a hunger to be a growing church, both in maturity and numbers. Whilst the welcome to visitors is warm, we are keen to be better at following up and building good relationships with newcomers.

In particular, the people long to see a new generation coming into the church. There is a growing youth presence in St Francis, a desire to start a youth group at St James where there are already promising small beginnings among younger children. There are many talents among the people and we need a rector who is able to develop those talents into 'every member ministry' and encourage more lay leadership so that we express 'the priesthood of all believers' and become less reliant on clergy, as one parishioner emphasized. Many church members are involved actively in ministry across the city and area in schools, prisons, service to the homeless and other ways.

To encourage all this, people particularly emphasise the preaching and teaching of the bible ('cracking sermons!' – as one parishioner put it) and bible study, individually and in groups. Home groups have provided an excellent place for many to grow in faith and be equipped for week-round ministry both in the pastoral and administrative roles within the church or in good works around the neighbourhood and city. There is a breadth of church tradition and a unity of common purpose and vision as we gather weekly and throughout the week to be spiritually renewed by Christ our Saviour.

THE PARISH OF COWLEY

The Parish of Cowley is a large suburban parish just inside the ring road to the south east of Oxford city centre. The parish has two churches, St James and St Francis, served by a team ministry. The parish is linked to three primary schools. There is also a new Christian primary free school in the Parish, Tyndale Community School, associated with Oxford Community Church with which relations could be built. The parish is also home to our Lady's Catholic Primary School and St Gregory the Great primary and secondary schools. There are other schools nearby, both private and comprehensive.

The area we serve

Cowley sits between Iffley to the west, Littlemore to the south and Wood Farm, Headington to the north. The population of 20,100 is ethnically very mixed, with in particular a large proportion of Asian, especially Muslim Pakistani, and Afro-Caribbean origin, a number of whom worship in our congregations. Housing is mostly pre-war and private, built in the '20s and '30s. However in the past 15 years new housing developments for young professionals have sprung up, changing the face of Cowley. In addition to new detached and semi-detached housing, there are four halls of residence for over 500 Oxford Brookes University students. There are good links being formed between St Francis Church and the student community.



Sheltered housing is provided within the parish for people with mental disabilities and both the Oxfordshire Centre for Learning Disabilities and the mental health short-term assessment unit are based in the parish. There is specialised accommodation to meet the needs of the elderly at Isis House (left) and Singletree, both of which have monthly services of worship conducted by our own Parish Ministry Team. There are also developing links with St Francis Court, a private residential home, with a monthly Eucharist, Lent course and annual Garden Party. Part of the Wood

Farm housing estate lies within the parish boundary and there has been growing contact with the estate through St Francis Church.

Within our parish BMW, one of Oxford's largest employers, builds Minis for the world, and many employees live in Cowley. The 88-acre Oxford Business Park is home to the British headquarters of Oxfam and many businesses. The world headquarters of the Church Mission Society sits just outside our parish boundary. There are several substantial shopping centres including Templars Square, and the Templars Shopping Park (right). This is increasingly a social hub with Costa coffee a new entry. Good relations have been built with many of the local businesses, especially through the popular Christmas Tree Festival organized by the Parish.



Community facilities

The parish contains GP surgeries and clinics in Temple Cowley, Donnington (Cornwallis Road), Ivy Close (off Hollow Way) and Wood Farm. A public library is situated in Temple Cowley, near the Oxfordshire History Centre (originally St Luke's Church). Sports and recreational centres are available in the parish including a swimming pool in Temple Cowley and a golf course near St Francis. A young people's multisports court is located right next to St Francis church, and there are smaller children's play areas in the grounds of the Templars Shopping Park and Barns Road, and more facilities at the park off Marsh Road and Florence Park (above), where there is also a children's centre, in addition to the nearby Florence Park Community Centre. A Cowley Community facility is being included within a housing development – its small size is of some controversy amongst local people.



There are various community connections in which the rector has an *ex officio* role. In particular, the Rector is a Trustee with the Wardens to the St James Old School, Beauchamp Lane, a project which requires significant leadership in the future to develop this at-present unused building's potential. The rector is a trustee of Alice Smith Trust and the Nowell Benefaction which provide small grants to local people. Other lesser trustee responsibilities concern St Christopher's School and Elder Stubbs.

Schools

Education plays a large role in the life of the Parish. St Christopher's, St Francis and Church Cowley St James are the three Church of England primary schools within the parish boundary. Building on existing links and ministry within these schools will be a key role of our new Team Rector.



Church Cowley St James



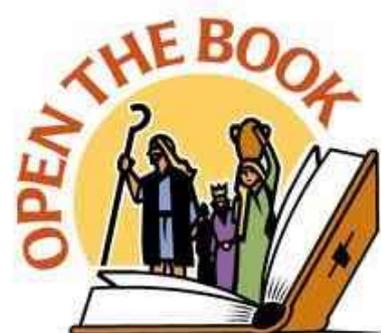
St Francis



St Christopher's

All the schools have modern buildings and the Parish has a good working relationship with each. Over half the pupils at the schools are from multi-ethnic backgrounds with a large proportion from Muslim families. We appoint foundation governors who are active in each school and clergy regularly lead collective worship. The Team Rector is an *ex officio* foundation governor at Church Cowley St James.

In addition to the normal round of worship services there are excellent opportunities to build on existing activities in the schools including supporting the staff in their core teaching work, developing religious education in the schools, the 'Open the Book' ministry, with its willing team of volunteers, and creative ideas to promote prayer among staff, parents and pupils such as a Prayer Space. Schools come to the churches for festival events such as Christmas and the Easter Experience which provides an excellent way of sharing the gospel with the children of the Parish.



PARISH OVERVIEW

Style of worship

Worship at both churches is warm and welcoming to people from a variety of traditions. People who are comfortable crossing themselves or raising their hands in worship come together at St Francis and St James. We are Spirit-led and Bible-based with a real commitment to the life of sacrament, word and spirit; the tone of worship is relaxed. Sermons typically follow the lectionary readings. Congregations at each church are friendly and mutually supportive. There is a sense of co-operation and unity between them but also an appetite for the churches to work even more closely together. Vestments are normally worn in both churches. Traditional hymns and sung liturgy are valued by many in the church but modern worship songs are also sung. Children are admitted to communion before confirmation. There is an open baptismal policy and the parish is prepared for divorced people to be remarried in church.



Activities



Our **weekly services** are complemented by **home groups**, organised by members of the congregations. Regular **quiet days** and half-days encourage reflection and contemplation amongst all the busyness of activity in other parts of church life. St Francis congregation eat **lunch** together after the morning service on the second Sunday of each month and St James on the third Sunday each month. Members of the wider community regularly join in the St James' Sunday lunches.

Alpha courses are offered regularly (most recently in Autumn 2014) and have been found a great help for those within the church and those exploring Christian faith. Church members who have attended could welcome follow-up courses. There is a hunger to serve the multi-cultural community in which we live with the solid gospel truth of Jesus. People are conscious of the secular, agnostic and even atheistic times in which we live and are eager to respond with love in word and deed. **Home groups** provide a good context for growth and encouragement. There is a need for these to grow in number and in depth of study, worship and fellowship at St James and St Francis.

At both churches, the congregation is drawn largely from within the parish, and people often see each other during the week for fellowship of one sort or another. A **pastoral care network** exists to help parishioners support each other. We hold each other in prayer, there is a parish healing service (Thursday once a month) and an emergency number. The pastoral care team, well-established at both St James and at St Francis, aims to care for everyone who is part of the church. However, we need to develop the vital ministry of visiting the sick and elderly, at home or in hospital. This is a particular need for St James church.



We are seeking ways to welcome people into God's family and make a difference in Cowley. The parish has many **social activities** and **events** for church members (e.g. film club, lunch club) that are easy to invite others to. Community-building events typically attract 45/50 people, including an annual Caribbean night, theatre trips, a boat expedition and Christ Church Visitation. Larger events like **Family Fun Days** encourage people from outside the church to pass through our doors and lots of children come to these. St Francis' family Fun Day typically welcomes 200 people. The September 2014 St James' Family Fun Day attracted 90 people, some of whom came on to church services the following Sunday. All these have potential to grow as fruitful expressions of missional love to the community.

International Mission

While there are one or two connections with international mission, this is an area of the Parish's life in which we really need to grow. We benefit from Mark Oxbrow from *Faith2Share* being an SSM on the team, we support Christian Aid and offer 5% of our planned giving income to external charities. But we do not have any link missionaries to support who could encourage us to remember how the gospel is bearing fruit all over the world. We could also do better at reaching the many nations who live here in Cowley. Suggestions from church members include closer relations with the Anglican Asian Living Church, signage/newsletters in different languages and a monthly international/mission focus.

PCC and Committees

There are six PCC meetings a year plus away days where we consider the wider vision of the church and the APCM is held before the 30 April every year. Each church has its own committee that meets five times a year. The St James Church Centre Manager reports through the St James Church Committee. Four elected members serve on Cowley Deanery Synod. There are two church wardens, one from each of St Francis and St James.



Dave Stanley – Warden, St James



Norah Shallow – Warden, St Francis

Training

Cowley has been a training parish for many years, offering placements to students from the local theological colleges, including ordinands recently from Wycliffe Hall and Ripon College, Cuddesdon. These ordinands enrich our lives greatly and present an opportunity for us to share what God is teaching us with the wider Church of England. In the past there have also been discussions of attracting Parish Assistants to come to serve the Parish for a year or two.

Deanery

It is very much hoped that the successful candidate for this post will be willing to engage creatively with the Deanery of which we are a part. Cowley Deanery broadly covers the eastern and southern parts of Oxford City. This is mostly a densely populated residential area but with huge diversity in terms of social mix. It contains 5 of the most deprived wards in the whole of Oxfordshire but also some fairly well-to-do areas as well. Such diversity means that, as a Deanery, we survive and thrive only through extensive mutuality and especially financial support for one another. The 13 parishes also have a degree of diversity in liturgical tradition but we have worked hard to discover our common ground which we find essentially in our common experience of ministering to our own local areas rather than our being primarily eclectic congregations. Priorities recently suggested for areas we might work together on as a Deanery include: poverty; interfaith issues; the environment; isolation and loneliness; adult education.

Ecumenical relations

The Parish is a member of *Churches Together in Cowley*. There are opportunities to reinvigorate this organization including the Week of Prayer for Christian Unity, Christian Aid Week and the Maundy Thursday supper. There are many other Christian churches in Cowley, including Fellowship of Independent Evangelical Churches, Roman Catholic, Baptist, Methodist, URC, New Churches, Covenant Grace Church (meeting in St Francis) and Elim churches. There are friendly working relationships which could be built on by our new rector.

ST JAMES THE APOSTLE

Regular worship

Each Sunday there is the well-loved Holy Communion at 8.00 am (CW, traditional), followed by breakfast. The 10.00am communion enjoys more of a mix of styles, while still following an order of service. Once a month, there is a service that caters for all ages and often includes infant baptisms. On most Sundays there is a **Children's Church** with a small but growing group of children and committed leaders getting into the *Urban Saints* material. There is a well-established **choir** who meet to enjoy fellowship and practice weekly under the direction of Mark Porter. The service is followed by coffee and biscuits. A prayer and **healing ministry** is offered during the 10am service. There is a rota (40 people) for sidespersons, lesson readers, intercessors and distribution of the chalice. We enjoy the **musical ministry** of a faithful organist, Brian Tidy. More recently we have welcomed new musicians to the church and they have added greatly to our worship. There is enthusiasm for more lay involvement in the planning of worship, for a Sunday evening service, for more variety of instruments, for the greater use of technology and for shared services with St Francis and the Anglican Asian Living Church.



Holy Communion is celebrated on Tuesdays at noon, followed by the lunch club, open to the wider community and typically attended by 20+ people. *Church@theCentre* is a lay-led venture, currently on hold awaiting leaders to be available again after taking time out after several recent births! The group focusses on praise, prayer and encouraging evangelism. It has attracted a good number of new people into the church, including young families. The contemporary worship is led by members of the congregation, including a team headed up by Matt Durber. The group seeks to serve the church as a whole in prayer and worship and to focus on welcoming those new to church. Its profile could be raised within the Parish in future years. From the more contemplative 8am communion to the more innovative and contemporary *Church@theCentre*, we are one church worshipping God and seeking his purposes.

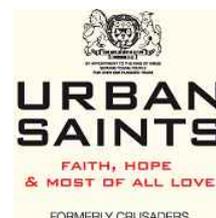
Members of St James attend several strong home groups which provide an excellent community for fellowship, serious grappling with the bible and encouraging mission. One of the home groups has been praying particularly about the development of **youth ministry** to the 10-25 year olds in the Parish and hope to initiate this during 2014-2015. A youth worker/parish assistant who could lead youth ministry in the future would be a welcome addition, if the person and resources could be found. A general need identified by various church members has been for more focused teaching and discipleship activities to help us grow in our devotion and in our boldness in evangelism. These could include one-off talks, a thematic series or preaching through a book of the bible. There is also a desire to continue marriage preparation courses and initiate parenting courses and other initiatives.

Regular activities

Children's Church (Urban Saints)
Seashells toddler group, Tuesday mornings
Tuesday lunch club
Alpha courses
Beta courses
Weekly prayer meeting, Thursday evenings
'Summer sessions', August evening talks
Easter Experience (esp. for schools)
Snowdrop Festival
St James Café (monthly)

Food Bank

Sunday lunches (monthly)
Choir practice, Thursdays
Bell Ringers, Thursday evenings
Christmas Tree Festival
Parish Mothers' Union
Flower Arranging
Family Fun Days
Women's Group
Friday Bingo
Film Club



Alpha

BUILDINGS



St James Church (left) is a Grade 2 listed building situated in the Beauchamp Lane Conservation Area. A church has been on the site since at least 1100. Some fine stained glass windows and many architectural details of interest can be seen. There is seating for 150–200. The vestry is at the back of the church and there are plans for its improvement and the development of an area suitable for parents and young children. There are six bells, with a ringing chamber at ground level. The churchyard, with an area for the interment of ashes, is maintained by the city council. It is a major thoroughfare and offers opportunity to make passers-by more aware of who we are and what is happening week by week.

The Parish thanks God for its fantastic **St James Church Centre** (below) which was opened in 2005. Built on glebe land adjacent to St James Church, it contains a large, well-appointed hall, meeting rooms and the Parish Office, as well as a kitchen and toilets. The centre is used by all the people and churches of the Parish, for refreshments after St James' services on Sundays and activities throughout the week.



The Centre is let to community groups and events and is regarded as an important part of the Parish's engagement with the community. The **local Guides** meet in our hall and occasionally attend our services. A particularly exciting church use of the centre is the weekly **Seashells group** which regular attracts around 30 children with their parents, including some who are members of the church already. There are tremendous opportunities to build on these initiatives by using the centre as a base for **developing youth work**.



The **St James rectory, next to the church**, (left) is a lovely Grade II listed 17th century stone cottage with a modern (2004) extension. The sitting room retains its original inglenook fireplace with side seat and salt store, and a brick bread oven. The original part also contains a spacious study with parquet floor and gas fireplace. Five bedrooms and two bathrooms, one with a power shower, take up the first floor, and the loft has a further three more rooms for use or storage. The modern extension has a bright entrance hall with good storage, dining room, large kitchen with eating area, utility room and small WC on the ground

floor. Windows on two or even three sides of most rooms makes it a bright house. The large garden is surrounded on two sides by a stone wall, with a wooden fence on the other side, and features a mature Bramley apple and a walnut tree. There is a flagstone patio just outside the dining room door, and at the door from the utility room, a small space filled with Cotswold stone gravel is a convenient spot for a kitchen herb garden. Beauchamp Lane is part of the Beauchamp Lane Conservation area, a fragment of the old Cowley village which retains its village feel, while being a five-minute walk from a shopping centre, supermarket and bus stops.

ST FRANCIS OF ASSISI

Regular worship

St Francis is a growing church, having moved in the last few years from a group of 15-20 to more than 45. There is a sense of warmth and excitement at the services at St Francis. The people enjoy taking an active part in the services and members gladly participate as readers and intercessors. The services are sacramental and Eucharistic and the people enjoy contemporary sung worship as well as ancient hymns.

Every second Sunday there is an all age service *led* by all ages at St Francis. This is the biggest service of the month attracting around 60 people with an informal, creative, liturgical atmosphere. This is going well with a real sense of young and old blending in together in common worship.



The congregation includes a wide range of nationalities, and an age span from babes in arms to those in their eighties. People worship at St. Francis because they are welcomed and loved, and are happy with the lively 'Peace.'

There are home groups which are much valued. The Friends of Saint Francis meet on the 2nd and 4th Tuesdays, offering Bible studies, prayer and mutual support. There is a Thursday home group too.

There is a particular challenge at St Francis in developing a group of leaders who are willing to share the responsibility for administration, ministry and planning at St Francis and across the Parish.

Regular activities

- Little Stars, Mondays 10-11.30am led by Team Vicar and her husband.
- Sunday club, Sundays for primary school age children
- Older children are trained as servers in the church.
- Themed social community coffee events (every 2 months)
- Coffee, Cake and Communion, 3rd Tuesday in the month, 10.30am; attracting a variety of people from parents with babies to older people
- Family fun days; 4 times a year.
- CEF (the Community Emergency Foodbank), an established initiative run by an independent charity, based at St Francis and backed by the Bishop of Oxford, providing food to those referred by health or welfare professionals on Tuesdays and Fridays 12-2pm. Supported by members of St Francis and St James. More info at: <http://www.cefoxford.co.uk/>
- Open Prayer 2-4pm every Thursday for confessions and pastoral support.
- Student welcome and plans for a student home group.



Buildings



St. Francis Church, a dual-purpose building of classic proportions, was built in 1931. During the week wooden screens divide the sanctuary and east end from the main space which is used extensively for children's and other parish activities, as well as being let out to community groups.

The walls of the church are plain, decorated with Stations of the Cross, and the ceiling beams are painted with scenes from the life of St. Francis.

The building is a large and light worship space with a reverent yet joyful atmosphere. The acoustic properties enhance the sound of the organ and the hymn singing.

A metal and glass T cross hangs above the altar table, glowing in the light from the round east window. The altar front is painted with a chalice and two doves of peace which match the ceiling beams.

The building contains two small vestries, two meeting rooms, a kitchen and toilets. The outside was redecorated in 2014 and a new kitchen is planned.

The scout hut is situated on church land to the rear of the church. The replacement of the hut by a new hall which would allow wider use is being investigated.



PARISH PEOPLE

Ministry Team

Team Rector: [to be appointed]
Team Vicar: Rev Skye Denno
Self-supporting Ministers: Rev Richard Chand (leads Anglican Asian Living Church)
Rev Tony Beetham
Rev Dr Amanda Bloor
Rev Canon Mark Oxbrow

Parochial Church Council

Team Rector
Team Vicar
SSM for Anglican Asian Church: Rev Richard Chand
Church Warden, St James Church: Mr David Stanley
Church Warden, St Francis Church: Mrs Norah Shallow
Deanery Synod Representatives: Mr Nick Dewey
Mr William Hartley
Mrs Margaret Weller
Mrs Christine Woodman
Treasurer: Mrs Joan Coleman
Electoral Roll Officer: Ms Lesley Williams
Child Protection Officer: Ms Lesley Williams
PCC Representatives: Ms Lesley Williams (interim chair)
Mrs Pat Chambers
Mrs Sheila Collett
Mrs Vicky Hall
Mr Gerald Ives
Mrs May Morgan
Dr Marko Noerenberg
Mr John Shreeve
Mrs Sally Hemsworth
Secretary to PCC:

Other volunteers and committees

Deputy Church Warden, St James: Mrs Margaret Martin
Deputy Church Warden, St Francis: Mr John Shreeve
Asst. Dep. Ch. Warden, St James: Vacant
Asst. Dep. Ch. Warden, St Francis: Vacant
The Link (weekly bulletin) editor: Ms Lesley Williams
Chronicle newsmagazine: Mrs Rosanne Butler
Mrs Sally Hemsworth
Mrs Nicki Stephens
Mrs May Morgan
Parish Office: Mrs May Morgan
Mrs Erma Clarke
Mr Peter Dewey
Mrs Nicki Stephens
Mrs Sally Hemsworth
Pastoral Care: Mrs May Morgan, Co-ordinator, St James, with team of people covering all associated with St James Church
Rev Skye Denno, Co-ordinator, St Francis
St James Church Centre Manager: Mrs Christine Woodman
Catering, St James Church Centre: Mrs Christine Woodman
Vergers: Mrs Pat Chambers

Letting Officers: St James Church Centre: Mrs Pat Sansom
 St Francis Church: Rev Skye Denno (for one-off bookings)/Mrs Sally Hemsworth (for regular bookings)
 St James Church: Parish Office staff
 Electronic Calendar: Mrs May Morgan

St James: Worship rotas: Mr Alan Howell & Margaret Martin
 Organist: Mr Brian Tidy
 Choir: Mark Porter and Erma Clarke
 Children's Church: Mr William Hartley
 Church flowers and decoration: Mrs Margaret Martin
 Altar guild: Mrs Margaret Martin
 Sacristan: Mrs Margaret Martin

St Francis: Rotas for church duties: Mrs Norah Shallow
 Altar guild: Mrs Norah Shallow
 Sacristan: Mrs Sheila Collett
 Children's Church: Mr Joel Denno
 People who set up church: Mrs Shirley Costar, Mrs Lyn Lord
 Flowers: Mrs Lyn Lord, Mr John Shreeve, Mrs Marlene Shreeve

St James Church Committee: PCC members *ex officio*
 Mr Frank Butler
 Mrs Rosanne Butler
 Mr Peter Dewey
 Mr Jason Hall
 Mr Ron Maguire
 Mrs Margaret Martin

St Francis Church Committee: PCC members *ex officio*
 Mrs Stella Atkinson
 Mr Joel Denno
 Mrs Esme Forbes
 Mrs Jane Phipps
 Mrs Marlene Shreeve
 Mrs Rita West

ADDRESSES

St James' Church and Church Centre, Beauchamp Lane, Oxford, OX4 3LF

St Francis of Assisi, Hollow Way, Oxford, OX3 7JF

www.cowleyteamministry.co.uk

FINANCE, ADMINISTRATION, COMMUNICATION AND MAINTENANCE

Finance

The Parish has an annual turnover of around £100k, meets its Parish Share and aims to give 10% of turnover to external charitable activities (we currently manage 5%). Parishioners give generously to special appeals and at church fund-raising events.

The Parish has one set of accounts comprising the unrestricted (general) fund and several other restricted and designated funds. 2013 differed from most years in the last decade when donations and other income were greater than expenditure. Unrestricted income was £108,796 whilst expenditure was £105,510, of which, the Parish Share was £53,837. Our current year so far, however, has seen expenditure rise and become greater than our income. We currently have about 3 months of reserves. We will need to think carefully about reducing expenses and further developing sources of income.

Income from lettings of St. Francis Church is added to the unrestricted fund. Letting the St. James Church Centre forms part of the income to the Church Centre restricted fund but we have added the trading profit of this fund to the unrestricted fund in the last two years. At the end of 2013, this was £1,489. We have a designated fund for the Church Centre building only which amounts to over £72,000 at the time of writing. This comprises money left after the building of the Centre and can only be used for the fabric of the building. Any interest from investing this money can be used for any other purpose. It has been placed in the churches' fabric fund in recent years.

Administration

The parish benefits from a strong team of voluntary administrators who help to run the office, led by May Morgan. Sally Hemsworth (pictured right) is the PCC secretary. Our new Team Rector will be a strong administrator, able to lead this team and to improve our communication both within the churches and to those in the community.



Communication

The weekly *Link* leaflet issued in each church communicates information about forthcoming services and events; it also contains the Sunday Collect and Readings. The *Cowley Chronicle* parish magazine is published ten times a year on subscription and free on our Website. The diocesan newspaper, *The Door* is distributed at church.

There are, however, many opportunities to improve communication about the work of the churches across Cowley. The *Cowley News* in particular could carry news of church events. There is also the *Oxford Mail*, BBC Radio Oxford and Jack FM. Moreover, electronic communication and social media are not much used by the churches at the moment. The website is www.cowleyteamministry.co.uk. It is being developed in order to communicate more effectively the good news we wish to share with the Parish.

Maintenance

After a major fun-raising effort, substantial works were completed at St James Church in 2013 (£20,000) to meet the requirements of the Quinquennial inspection which included stonework repairs and complete redecoration externally. A fund has been raised to complete bell-tower work and a faculty has been approved. Work is scheduled to commence shortly by Whites of Appleton. Following an electrical inspection some new circuit boards have been installed at St James Church. At St Francis all the circuit boards have been replaced recently and the outside of the Church has been redecorated. Both churches have hearing aid loop systems. As noted above, the refurbishment of the vestry area at St James and the kitchen at St Francis is under discussion. The PCC has agreed that faculties should be applied for the vestry area and detailed plans are being developed.

February 2015

Photo Credits

Les Hemsworth, Mark Oxbrow, John Ward, Joshua Hordern