

Parish Profile 2018

Birmingham's Parish Church



st Martin
in the Bull Ring

St Martin-in-the-Bull Ring

Birmingham's Parish Church



Welcome

St Martin-in-the Bull Ring is Birmingham's Parish Church.

The church's Patrons are seeking a new Rector of Birmingham.

This Parish Profile sets out our mission; who we are; where we are; our challenges; and the qualities and attributes which we believe the next Rector will need. We look forward to welcoming the right person to our community.

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What do we aim to do?

Our mission is to 'Discover the Heart of God in the Heart of the City' through welcome, care and discipleship and by living out our core values.

In 2016 after careful, prayerful discussion and consultation, listening to what God is calling us as a church to do, we launched a new vision document.

There are many challenges. However, with the power of God through the Holy Spirit, a willingness to serve and give sacrificially we believe that we can and will see God in His grace and mercy do amazing things through the life of this church. Details can be found in the document which you can download here:

<http://www.bullring.org/newhere/our-vision/>

We try to fulfil our mission by being open to the public seven days a week, offering five different styled services a week, a weekly Place of Welcome session, discipleship courses, working with our sister charities and operating a Tea Lounge and room lettings.

Who are we?

Our gathered congregation is very varied in ethnicity, traditions and background which reflects Birmingham's diversity.

The congregation has a strong and loyal core with more than one hundred volunteers as well as transient members and tourists. Many people who are not part of the congregation are drawn to St. Martin's as Birmingham's Parish Church.

We welcome many thousands of visitors a year who come to pray, light a candle or admire the building.

Our Core Values:

Christ Centred

Inclusive

Compassionate

Innovative

Community

Inspirational

Celebration



How we describe ourselves

More than 230 people responded to our Parish interregnum consultation. This is how they described St. Martin's:



Respondents told us that they came to St. Martin's because they felt prompted or drawn and were then welcomed and made to feel at home.

Members of the congregation stay because they find the people friendly, they have a calling from God, they like the range of service styles, they can respond to the positive preaching and teaching, and agree with the overall vision and mission of St. Martin's.

Where are we?

St. Martin's is an iconic building prominently located in the city centre between the nationally known Bullring Shopping Centre and Birmingham Retail Markets.

Birmingham is an exciting place to be - the city centre has been and continues to be regenerated, there is a thriving cultural scene, national sporting venues, miles of canals (famously more than Venice), a huge number of restaurants ranging from Michelin-starred to pop-ups, plenty of shops and great transport links to the rest of the region, the country and the world.



What are our challenges?

We need to become more relevant to people and be more outward-looking so that we can grow in numbers and commitment to God in all age groups, particularly the young. We need to improve communication internally and externally so that our community and pastoral care is more coherent. We need to achieve financial stability.

Who are we seeking?

1

A priest with experience in Parish ministry or in a senior role (whether as a priest or prior to becoming a priest), who resonates with the strong Gospel preaching traditions of St. Martin's as an inclusive, open evangelical church which is prayerful and open to the work of the Holy Spirit. Able to lead growth in numbers and commitment through innovative and imaginative worship across all age groups, and in particular, with children and the under 40s. The priest will confidently embrace the diversity of the city and congregation, understanding that a wide range of worship styles appeal to different members and reflect the many traditions brought from other parts of the Anglican Communion.

2

Someone who has a pastoral heart with an ability to easily come alongside people in the congregation, community and city with care and compassion. To engage with people on a personal level and enable them in their discipleship to use their talents so as to take a full and active part in the life of St. Martin's. A good communicator with a desire to positively engage with the marginalised.

3

A person who is alive to cultural shifts and their impact on church life including leading St. Martin's in its response to the changes in the Parish. Is able to lead as a Christian and social entrepreneur with respect to the spiritual and commercial activities arising from St. Martin's position and to actively develop external partnerships and build strong links with the civic, commercial and diverse faith life of the city.

4

A leader who welcomes the challenge of leading in a complex environment and possesses deep personal resilience to manage the conflicting demands on time and energy. A strategic thinker and confident yet humble leader who can draw together laity, clergy, volunteers and staff through facilitating and delegating in order to fulfil the St. Martin's vision.

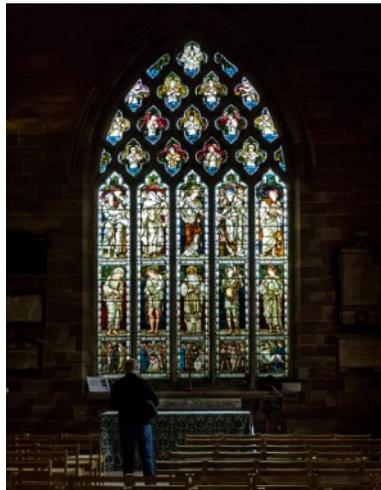
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Someone who is able to work with financial complexities within the Parish finances; facilitate the development of new income streams and take a strategic lead in the development of the commercial facilities.

What can we offer?

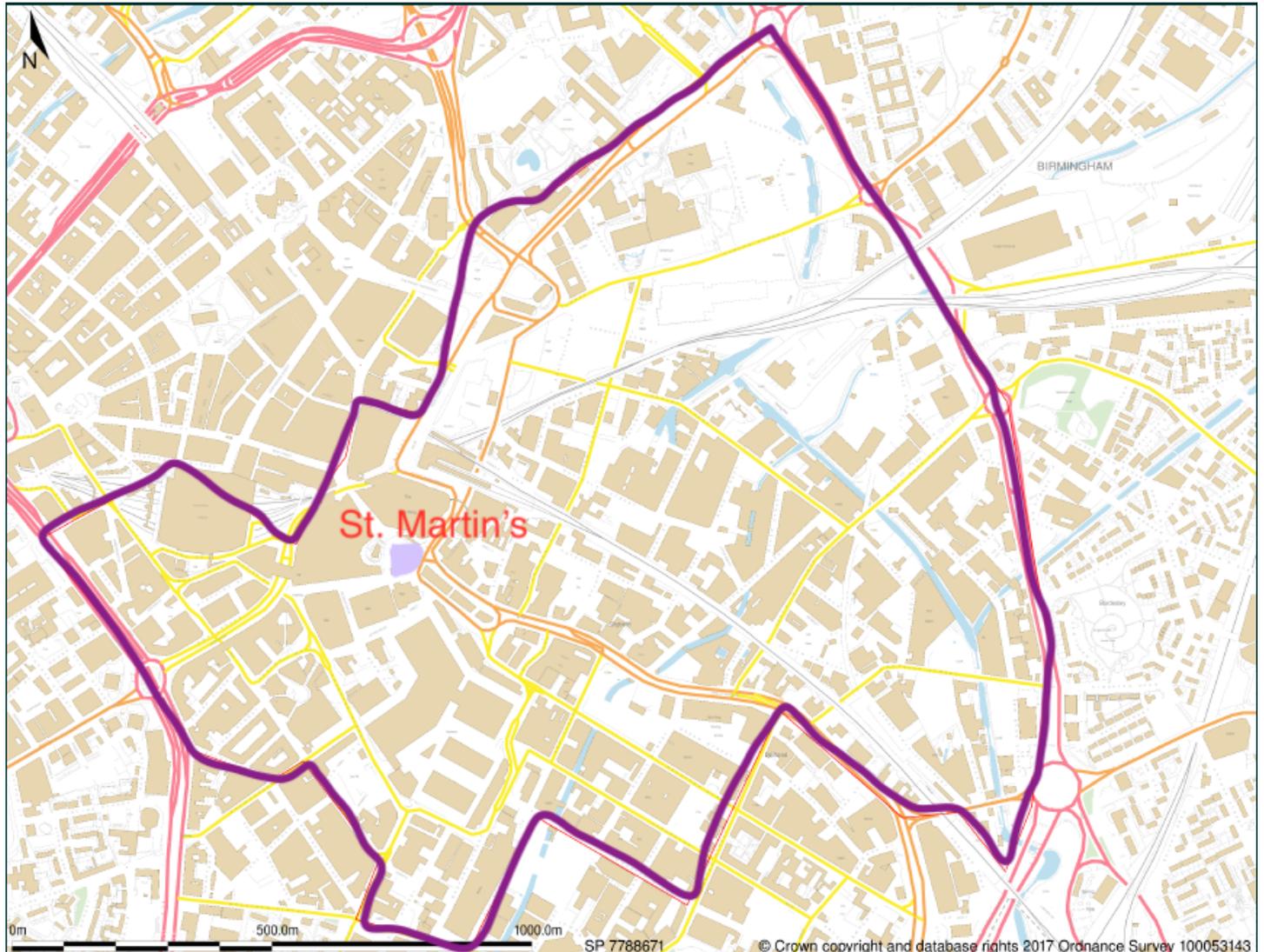
- Loving, caring and supportive community
- Lay people with great potential and experience
- A PCC which is competent and able to make decisions
- Renovated organ and skilled organists
- An iconic building with an awesome atmosphere which is in good working order
- City centre venue
- Active and supportive deanery colleagues
- Very few dull moments
- An opportunity for personal growth

If you feel that God may be calling you to serve with us, please read on to find out more about our community and mission.



Description of the Parish

St. Martin's Parish (B5 5BB) is in a largely retail and commercial (food, drink and light industry) district with a small resident population (2011 census counted 4,000 people). The Parish boundary is shown in purple:



The population is increasing as current building projects reach completion and will dramatically increase in the future. Further residential building projects are being planned to capitalise on the opening of HS2, the high speed train link to London. As a result of the opening of HS2, commuting times to London from Birmingham will be less than 1 hour. The Birmingham terminus for HS2 lies within the Parish.

Immediate changes are that the Wholesale Market will be relocated in February 2018 and the Rag Market and Outdoor Markets will close during 2018. This will reduce the footfall around the church

in the short term. There will be enormous changes to the neighbourhood. Currently the church and residents of the Parish are largely unconnected. This is an opportunity for future growth.

There are large student populations within the city due to the proximity of Birmingham City University (BCU), Aston University, Birmingham Metropolitan College (Matthew Boulton Campus) and South and City College (Digbeth Campus) which make the city one of the most youthful in the country. This is not reflected in the worshipping congregation and this is an opportunity which is beginning to be addressed.

There are no Church of England schools in the Parish, although there is a pupil referral unit, a Roman Catholic primary school and Birmingham Ormiston Academy (a performing arts academy).

Interaction with the Parish is mainly at a commercial level and there are good links with the Bullring and markets via the retail chaplaincy and Bullring management.

Our congregation is drawn from all parts of Birmingham and beyond, with many people reliant on the bus and train services. This can limit people's ability to volunteer and join discipleship groups.

Many people have an affinity with the church in its role as Birmingham Parish Church, although they may not attend services. This is shown by the people who come to sit, pray or light a candle during the week. The cards and prayers left in the Prayer Chapel are testimony to this.

The church also attracts the marginalised who come seeking practical help. This has been, and is, an area of both opportunity, tension and innovation over the years.

Local churches within the vicinity include: Carrs Lane (URC/Methodist), Betel, Potter's House Church, St Michael's Roman Catholic Church, St Phillip's Cathedral (daughter church of St Martin's), St Luke's Gas Street (Fresh Expression/Holy Trinity, Brompton church plant aimed at millennials), Vineyard, Birmingham City Church and other independent churches.

Other churches which meet at St Martin's include: Coptic, Burn 24/7, 2nd City, Swedish, and some collaboration with Birmingham Taizé (pictured right) and Jazz Church.



The Staff

The new incumbent will need to be able to work with many people in a wide variety of roles.

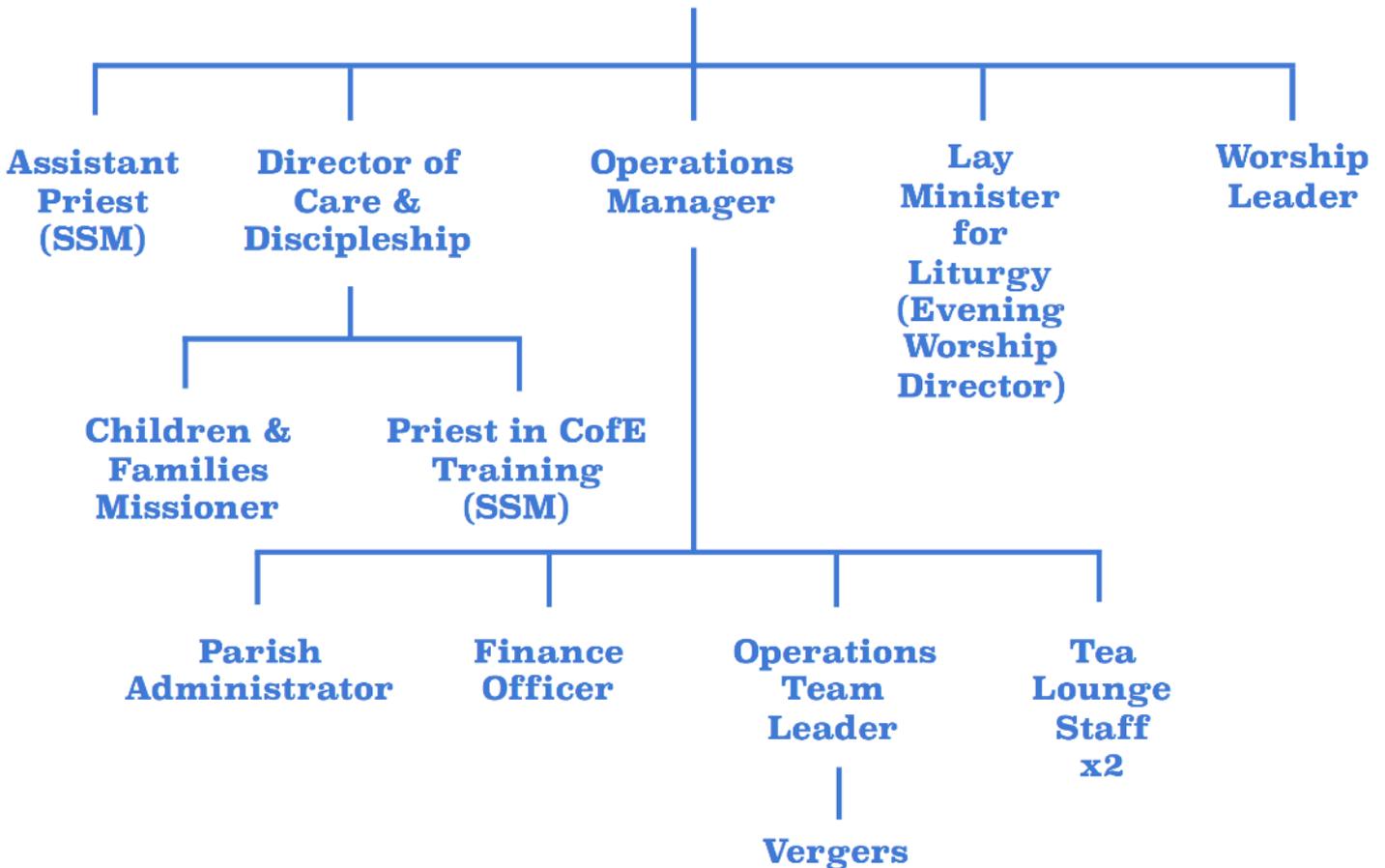
The Rector is supported by a full-time stipendiary Director of Care and Discipleship who has agreed to supervise the formation and training of a part-time self-supporting minister who has recently been received from the Catholic Church in Ethiopia, and a part-time self-supporting Assistant Priest. St. Martin's has a tradition of being a training church for curates as recently as 2016.



The clergy are supported by a dedicated volunteer Sacristan. Three Readers aid in the provision of services and pastoral care.

Ministry is further supported by a paid part-time Children and Families Missioner, part-time Lay Worship Director and part-time Lay Minister for Liturgy (Evening Worship Director).

Rector



Administrative support is provided by a part-time Finance Officer and a part-time Parish Administrator who also manages the reception area. The operations and commercial activities are co-ordinated by a part-time Operations manager, full-time Operations Team Leader, Vergers (2 full-time, 1 part-time and 1 casual) and 2 full-time Tea Lounge staff who also provide catering services for the room hirers and special events.

Church Information and Parish Data

Our aim is always to welcome and enable people, at whatever stage of their Christian faith journey, to meet with God in a way which is relevant to their lives. Holy Communion is offered to all those who wish to participate including children, if parental permission has been given.

Each of our services has a distinct style which is perceived as a strength by the congregation. Our Parish consultation reflected a breadth of opinion regarding music during worship, with both contemporary and traditional music being viewed as a strength or weakness.

The congregation is ethnically, class and nationality mixed from many church traditions and mainly in the 40-85 age bracket, with some children and young people. The congregation is older than the city's age profile. We are a gathered congregation and there is little over-lap in attendance between the services. There is a core of regular worshippers, some of whom have been loyal for decades. The rest of the congregation is more transient. Attendance has declined over the last decade. Lay people are involved with every service.

Annual services across the year include: Remembrance, Civic, Fire Service Carols, West Midlands Police Carols, WI Carols, Crisis Carols, schools' services for the King Edward VI Foundation Schools and Year 6 school leavers' and others. Some of these services can be attended by more than 500 people.

The electoral roll was 240 in 2013 (reset year) and was 309 in 2017.

As part of Church of England Birmingham's Transforming Church initiative members of the church have recently attended a 'Leading Your Church into Growth' conference. As a result, we have started again to consciously pray for church growth and will start to focus on the power of small groups to build commitment in the church and investigate a fresh expression of church for homeless people.

There are relatively few baptisms (seven adults from June 2016 - Sept 17) and marriages. Seven people were confirmed in June 2016. In the last few years, St. Martin's has been involved in approximately five funerals or memorial services annually.

Weekly Services

Day	Week	Time	Service Type	Style	Music	Attendance		
Sunday	Every	9.30am	Holy Communion	Traditional based on Common Worship	Organ or piano using 'Hymns & Psalms' (Methodist Publishing House)	35		
Sunday	1	11am 'The Crossing'	Holy Communion	Audio visual, modern, based on Common Worship. Prayer ministry during communion. <i>"Come just as you are ... but leave differently to how you were"</i>	Led by the Worship Director and Band. Mainly modern songs with some traditional hymns with the organ.	130 plus 10 children		
	2		Morning Worship					
	3		Holy Communion					
	4		All age					
Sunday	1	6pm (5pm trial commencing Jan 2018)	Said Holy Communion	Traditional based on Common Worship with Iona Influences in booklet prepared by the lay minister for liturgy/evening worship	Modern words to traditional music led by lay minister for liturgy/evening worship	20		
	2 & 4		Choral Evensong				Choir led by Lay Minister for Liturgy (Evening Worship Director). Organ based.	45 incl. choir
	3		Said Evensong				Modern words to traditional music led by lay minister for liturgy/evening worship	20
Tuesday	Every	12.30pm	Holy Communion with prayers for healing and listening	Audio visual, modern, based on Common Worship	Led by the Worship Director. Mainly modern songs with some traditional hymns.	75		
Thursday	Every	12.30pm	Said Holy Communion	Traditional based on Common Worship	None	40		

The Life of the Church

The church is open to the public from 10am to 4pm every day. The Tea Lounge is open from Tuesday to Saturday and is often used as a space for community outreach groups to meet clients. Commercial room bookings, including the church, are taken throughout the week. The main reception/Parish office operates from Monday to Friday.

Activities and Groups

These operate on a scheduled and ad hoc basis and include:

Kids Club & The Mix meet in weeks 1 and 3 during the 11am service. The Kids Club is for primary school-aged children and The Mix is for secondary school-aged young people. Led by the Children and Families Missioner and a small number of volunteers.

Worship group is led by the worship director and includes a variety of players and singers who mainly provide music at The Crossing and Tuesday services.

Healing on the Streets is led by the Assistant Priest and volunteers and takes place on a monthly basis.

The robed choir is directed by the Lay Minister for Liturgy (Evening Worship Director) and have approximately 25 members who practise prior to the choral evensong services and during the week.

Discipleship groups are led by various staff members and volunteers on a rolling programme and include, “Who is Jesus?”, Pilgrim Courses and Lent courses.

Home groups of which there are five or six groups, meet around the city on different nights and frequency and develop their own formats and content.

The flower arrangers work throughout the year and create special arrangements for Easter, harvest and Christmas. The refreshments team serve at the end of some services and help foster fellowship.

Bell ringers There is a long and illustrious tradition of change-ringing at St. Martin’s of which the band is proud. The band ring weekly on a Sunday from 10-11am, practise on a Tuesday, contribute financially to the mission of the church and are nationally and internationally renowned.



Place of Welcome that we call Cuppa and Chat A drop-in for the lonely and vulnerable on a Monday morning with refreshments donated by Prêt à Manger, attended by approximately 80 people. Led by the Director for Care and Discipleship and the Director of CHH. Vulnerable adults are also supported in their search for resources and stability on a daily basis by staff and volunteers.



Food Pantry Members of the congregation provide snacks which are packed into snack bags and given to the hungry on demand. Organised by a volunteer.

Birmingham Churches' Winter Night Shelter The church has participated over a number of years in the Birmingham Churches' Winter Night Shelter where registered homeless men are given a hot meal, fellowship, overnight accommodation in the church and breakfast for one night a week in a rolling rota of churches for six weeks in January/February.

Samaritan's Purse Christmas Shoe Box Appeal Volunteers promote the Samaritan's Purse Christmas Shoe Box Appeal and individuals donate filled shoeboxes for the collection point.

Heritage Weekend The church participates in the national Heritage weekend when bell tower and church tours are offered to the public.

School Visits Thousands of children have been welcomed to the church over the last academic year for guided tours and special services.

ACROSS THE CITY THE RECTOR IS:

- Ex officio governor at the Blue Coats School, Edgbaston;
- Chaplain to the Midlands Fire Service and hosts an annual Carol Service;
- Ex officio trustee of the Bell Rope Croft Trust and St John's Deritend Endowment Trust and two or three smaller trusts;
- Patron of Christ Church, Summerfield and shared Patronage of St. Luke, Birmingham and St. Christopher, Springfield;
- Member of the Retail Chaplaincy Management Committee.

St. Martin's Centre for Health and Healing (CHH)

Our sister charity the Centre for Health and Healing (CHH), where the Rector is the Chair of the Board, is based at the church with over 200 clients visiting on a weekly basis for counselling. Experience over the last 16 years has shown that treating a person's mental health problem in isolation from their social and economic circumstances is ultimately counter-productive.

The services are designed to address poor mental health as both a consequence of poverty and disadvantage and as a standalone health condition.

The Counselling Service offers people the opportunity to develop the personal insight, confidence and emotional resilience required to make fundamental positive changes to their mental health and wellbeing.

The Money Management and Social Welfare Advice Service complements the Counselling Service by ensuring vulnerable people are moving towards being debt free and are receiving the welfare benefits to which they are entitled. It is anticipated that over 1,000 people will use this service in 2018.



St. Martin's Youth Centre

St. Martin's Youth Centre is a registered charity where the Rector of St. Martin's is the Chair of the Management Committee. The Centre has been providing a service for children, young people and other residents of the Highgate community for 50 years.



The area is one of the most deprived in the country. We offer a positive deterrent to crime. The members look on it as a safe place to come and enjoy both the activities and the social aspects of the programme.

The Centre has two part-time paid workers and volunteers who provide a varied programme which includes sports, performing arts, arts and crafts, music and drama, healthy lifestyles and team building initiatives.

The Centre also runs school holiday schemes, the most recent of which attracted significant Heritage Lottery funding. In addition, workshops on guns, gangs and knives, community cohesion and alcohol and drug misuse take place.

Within the City St. Martin's Supports:

(in addition to CHH and St. Martin's Youth Centre)

Sifa-Fireside A charity which supports the homeless and alcoholics which originated, in part, from St. Martin's.

Restore Supporting asylum seekers as they integrate into British society.

St. Basil's A local homeless charity working with young people which was started by members of the congregation and clergy.

Wider Context

HeartEdge Network St. Martin's is a member of The HeartEdge Network. The network is run by St. Martin's-in-the-Fields and is an association of churches whose mission includes a blend of commercial, community and cultural interests. The organisation aims to offer advice and spread best practice on a national and international basis.



Leipzig Link In 1987 a link with Bethany Church in Leipzig was established and there have been several exchange trips organised by the congregations. As a consequence, the city also has a civic link with Leipzig.

MISSION GIVING

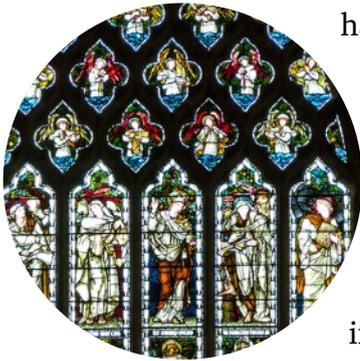
St. Martin's supports the following charities financially and through prayer:

- **Asha** Medical mission in India
- **CHIPS** Christian International Peacekeepers
- **Church Mission Society** Supporting the Yanez family in Spain
- **Gideon's** Scripture distribution
- **Karis Neighbour Scheme** Near neighbours project - voluntary services to the vulnerable in local neighbourhoods
- **Open Doors** Supporting the persecuted Church worldwide
- **Diocesan link with Malawi**
- **St. Martin's Youth Centre**

Description of Church Buildings and Facilities

St. Martin's has been a site of Christian worship since Saxon times and there has been a church since 1290. The current Grade 2* listed building was built in 1873. It was refurbished in 2000 and the 1957 church hall was redeveloped and significantly extended in 2003. Features of the church building include: modern font, Prayer Chapel with a stained glass window designed by Craigie

Aitchison installed in 2015, Chapel of the Guild of the Holy Cross, organ, hammer-beam roof, choir stalls, altar with reredos, Hardman east and west windows, Edward Burne-Jones designed stained glass window, and bell tower – the oldest surviving part of the mediaeval church containing a peel of 16 bells which was the first in the world.



There are many other historical features and monuments which are a testament to the people of Birmingham, past and present. The walls are indeed prayer soaked.

The last quinquennial was in 2014. There are minor concerns about some areas of localised damp and protecting a sandstone building.

Within the church building there is a vestry and the vergers' office. The nave has movable pews, the transepts have chairs and the choir stalls are in the chancel. The worship space is very flexible.

The commercial wing of the building houses the church offices, semi-commercial kitchen, Tea Lounge, reception area, three rooms for hire and the rooms leased to the Centre for Health and Healing. The church is also hired out for commercial events such as craft and clothes fairs, awards evenings and to other Christian organisations for meetings and conferences.



Outside of the building there is a small terrace which joins the land managed by the Bullring. There is no longer a churchyard or graveyard on site.

While there are no firm plans for development the location and format of the Tea Lounge has been reviewed a number of times. This may become more urgent due to the local redevelopments.

HS2 require a park in the Parish to be used for a building, which has previously been a graveyard. This may result in building works at St. Martin's if the exhumed bodies are to be re-interred here. We are encouraged that this may be an opportunity to renovate the crypt, and negotiations are at a very early stage.

THE RECTORY

The Rectory is at 37 Barlows Road, B15 2PN, about four miles from the church, in a quiet residential area on the border of the leafy suburbs of Edgbaston and Harborne.

The accommodation consists of a kitchen, living room, dining room, reception room with access through the utility room, downstairs toilet, upstairs bathroom and shower room, five bedrooms (most with a sink) and garage.

There is a large back garden and small front garden with a front drive with space for three cars.

There are excellent transport links to the city (bus and train), and it is walking distance to Harborne high street where there are a wide variety of shops, amenities and good schools.



Finance

Full accounts are available on the website

<http://www.bullring.org/wp-content/uploads/2017/12/St-Martin-in-the-Bull-Ring-Accounts-2016.pdf>

Year	Expenditure	Surplus (deficit)	% of income as giving, excluding gift aid
2016	£487,686	£1,420	31.7
2015	£493,921	(£33,320)	35.2
2014	£474,357	(£36,420)	38.2

Reserves are held of £200,000 but it is anticipated that there will be significant deficits in 2017 & 2018, resulting in the reserves being drawn down.

St. Martin's Trustees, the patron of the church, generously give £84,000 per annum towards salaries and staff costs.

We are a real living wage employer.

Other income is generated from grants, commercial activities (the trading figures of the Tea Lounge are often a cause of concern) and the lease with CHH.

Congregational giving is falling, due to the current economic climate, the socio-economic make-up of the congregation and changing attitudes to giving. This is an area of concern which will begin to be addressed through a teaching programme starting during Lent 2018.

The PCC and Associated Committees

Standing Committee

Standing Committee is active and meets to set the PCC agenda.

PCC

The PCC meets about eight times a year to focus on strategic rather than operational items. There are eighteen members of the PCC and some vacancies. There is one vacancy for the Central Deanery Synod. Currently the Lay Vice Chair is also the Secretary and the churchwardens act as Treasurer.

Lay leadership is in need of development as evidenced by only one nomination for churchwarden initially being received in 2016 at the APCM, although there is a strong and committed team of assistant wardens and welcomers.

Forums

The Care & Discipleship, Welcome, Finance and Health & Safety forums have been established to keep the administration of the church up to date and to make the vision of the church a reality.

Each forum is made up of a staff member, at least one PCC member and members of the congregation. The forums report to the PCC on a regular basis and bring recommendations for change to the PCC.

Safeguarding

A Care Management Team meet to manage safeguarding and vulnerable adult responsibilities.

SUMMARY: SWOT ANALYSIS

Using the analysis of the Parish interregnum consultation the PCC compiled a SWOT Analysis which follows on the next page:

STRENGTHS

- Church building -
 - heritage value
 - city centre location
 - visibility
- Multi ethnicity of congregation
- Welcoming
- Strength of individual faith within the worshipping community
- Diversity of worshipping styles
- Preaching
- Good sense of humour
- Accepting of differences

WEAKNESSES

- Signage - internal & external
- Gathered community - travelling distance for volunteers
- No “blank” space for easy use - e.g. traditional church hall
- Lack of internal or external communication strategy
- Parking for occasional services and disabled
- Insular - lack of awareness of external topics at deanery & diocesan levels
- General lack of confidence in sharing who we are personally & corporately
- Lack of cohesiveness between congregations

- How the building is used: new ways to get people over the threshold
- Develop engagement with the vulnerable, including the 200+ people a week who access CHH
- Develop a worshipping community for the homeless
- Develop relationships - cultural, civic, non-faith, tourists, business travellers, parallel roles with other faiths and Christian denominations, and CoFE
- Updating our use of technology
- Current demographics & make up e.g. Bullring and the future changes

- Age profile of the congregation
- Financial position
- Heritage - the expectations that this brings
- Market developments - access and visibility when you are in the middle of a building site
- Security - people’s reaction to terror attacks
- Lifestyle & changing perceptions of commitment - other churches growing around us/CoFE irrelevance

OPPORTUNITIES

THREATS

Further Information and How to Apply

If you consider that God is calling you to serve at St Martin-in-the-Bull Ring as the new Rector of Birmingham please contact the St. Martin's Trustees to receive further information and to make an application.



st Martin in the Bull Ring