



# St Barnabas Church Cambridge

## PARISH PROFILE 2024



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# Introduction

Welcome to our parish profile - thank you for your interest in the role of vicar of St Barnabas Cambridge.

St Barnabas is a charismatic evangelical Anglican church of around 200 adults and 80 children, prominently placed in a vibrant and diverse area close to the centre of Cambridge. We are part of the New Wine network and a hub church for Kairos Connexion (Kx).

We gather on Sundays across all ages and stages of life, with older people, youth, student and young adult communities, lots of families and children as well as single people. St Barnabas is an outward looking church, with an emphasis on every member seeking to reach out to those around them.

Our prayer is that this wonderful city of Cambridge knows God's goodness, and that we see revival here; we believe that, as the early church modelled, every person is invited to step into following Jesus with the whole of their lives, and to learn how to share God's goodness with those around them.

As a congregation we've been reflecting over the summer on our strengths and weaknesses, where we hope to be in the future and what the challenges might be for a new vicar joining the church.<sup>1</sup>

We found that the outward oriented, mission- focused culture of the church is established and highly valued. However despite putting considerable energy into reaching out to those who don't yet know Jesus, we have not experienced growth in numbers as a church, and in fact we have seen a trend of declining membership over the past fifteen to twenty years. There is a strong desire for growth going forward and to see people coming, or returning, to faith.

We are looking for a new vicar to maintain this focus on mission, but there is an openness to review how we do this and to bring a fresh perspective to our approach. We have nine Barnabas (missional) communities established currently; for some of our congregation these are great sources of fellowship and encouragement and reaching out to others, whilst others struggle to connect with this form of community.

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<sup>1</sup> A survey was completed by 63 members, we held interviews and focus groups with clergy, staff team and members, and had conversations with people living and working in our parish.

We really value our welcoming, inclusive, all-age approach to church life, and especially our children's and youth work. However we also want to grow in a way that increases our diversity, to better reflect our parish and our local area. The area around our church is very international and incorporates a more diverse range of backgrounds than is currently represented in our congregation, who gather from across the city and beyond. We have a strong centre of gravity around young families; we need to balance the opportunity this brings to reach others in this life stage with including and valuing all ages and life stages in our church life and outreach.

As well as maintaining our focus on reaching out, and placing a high priority on connecting with God through worship and prayer, we particularly want to go deeper in our church life together, so that we can better disciple and nurture both new Christians and more mature believers. There are strong relationships within midweek communities, but there is a desire for greater fellowship between these communities and across St Barnabas. Members place a high value on both Bible teaching and openness to the work of the Holy Spirit, and there is a desire to go deeper in these areas. We are also looking for our new vicar to consider how we can strengthen and enable pastoral care for members.

Although there are challenges, we have a congregation who are highly committed and up for change, in order to grow and make disciples. We are looking for a vicar who can empower and release all members to use their considerable gifts. There is already a strong commitment to every member ministry, whether preaching, leading worship, charting our path to net zero or offering hospitality, but there is scope to go further in this, and to re-engage some who are on the edge of our congregation. To do this, we are looking for a leader who can bring a five-fold apostolic gifting, and cast an exciting vision of the future.

If you sense the Holy Spirit stirring passion and vision, and prompting you to explore this role further as you read our parish profile, we'd love you to apply.

In Christ,

The PCC of St Barnabas Cambridge



# Church Life

St Barnabas was founded in 1862 as a church with a heart for mission to the railway workers who lived in the parish and who did not readily connect with any of the existing churches. Although our parish has changed considerably since, we love to innovate new ways of being church to reach people who do not naturally see themselves as wanting to connect. In a parish where a third of residents are in their twenties, we have huge opportunities amongst youth, students and young adults, and amongst young families.

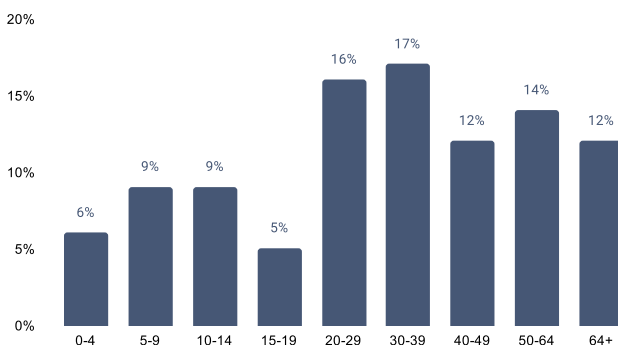
Over recent years we have been working towards St Barnabas being a vibrant mission centre, resourcing outward focussed communities and plants that are seeking to reach people across Cambridge and beyond with the goodness of God, regardless of where they are in their spiritual journey. Our overall aim is to reach people who don't yet know Jesus, invite them to commit their lives to follow him and encourage them to reach out to others.

We have understood our calling to be “followers of Jesus sharing the goodness of God with everyone.” The inspiration for this comes from the description in Acts 11 of the early church in Antioch that Barnabas visited – a church that God grew through unnamed witnesses sharing the gospel freely and generously across cultures.

We have been praying that God would grow our church significantly through people coming to faith in Jesus, in a culture where all are missionary disciples and have a part to play in mission.



**Age of church members (198 adults and 77 children)**



In order to share the goodness of God with everyone, we seek to be a church which welcomes all ages; the age profile of our members, shown on the left, is fairly balanced as a result. We are also committed to being a church that is generous, trusting in God, thankful, relational and authentic.



# Services

St Barnabas gathers on Sunday mornings three or four times a month as a whole church, and once a month in Barnabas communities around the city. There are two services on a typical Sunday that are stylistically different but share the same values, receive the same biblical input and provide an opportunity for response and prayer ministry. Refreshments are served between the gatherings so that the whole church can connect.

The 9am communion service, with an average attendance of around 30, is open to all ages and offers a quieter, reflective time. The 10:45am service, usually around 100 adults and 40 under-16s, offers an opportunity for children and youth to receive input through their own groups. Communion is celebrated once a month at this service. Both gatherings are served by a large range of people from the church body; St Barnabas places a high value on active ministry from both clergy and lay members, including in preaching, leading services and worship, children and youth work, as well as welcoming and hospitality.

The first Sunday of the month is Impact Sunday, when there are no services in the morning to make space for Barnabas communities to engage in missional activity across the city. There is, on these Sundays, a 7pm celebration when stories are shared of what we have seen God doing; this is attended by around 50 people.



Services vary to reflect the rhythms of the Christian year and of our church life together. The summer season is typically one of rest, with our 9am service becoming spoken without sung worship and our 10:45am service becoming a shorter gathering with children, young people and adults all together. Patterns of Vision Sunday and Commitment Sunday start our Autumn season. Christmas and Easter services are tailored to reflect the missional opportunities that these times provide. We hold an annual Eco Sunday to reflect on and learn about our role in caring for God's creation. We regularly baptise new believers using our purpose-built pool in the main church; at our most recent baptism service in June 2024, we had the joy of seeing six young people and adults take this step.

As well as our Sunday services, Coffee, Cake and Communion is our midweek daytime gathering which meets fortnightly.

# Communities

We meet in mid-sized Barnabas communities during the week (typically between about eight and thirty people). Each has their own missional focus that shapes their activities throughout the month and, in particular, on Impact Sunday. Communities vary in size and composition, and in their pattern of meeting together. We currently have nine Barnabas communities, including:

- Several communities reaching out to families with young or school-aged children
- A messy church community with a passion to share God's love with families who wouldn't normally come to church
- An all ages community focused on reaching the Mill Road area
- A community focused on reaching those who are passionate about the environment
- A 20s and 30s community
- A community of two smaller pre-existing groups who reach out together on Impact Sundays

All share common goals in helping one another to: (i) connect with God, both personally and together; (ii) grow in our faith, through exploration of the Bible together and supporting one another in pastoral ministry; and (iii) live as missionary disciples, looking outward and sharing Jesus with those around us.

Communities may be made up of more than one small group, but will also seek to connect together as a whole on a regular basis, notably on Impact Sunday. Outreach on these Sunday mornings takes a wide range of forms, from brunches to messy church, from soft play to car washing, from community action projects to activities in the park.

Community leaders have been mentored regularly through huddles and learning communities. They are supported by a team of clergy and lay members from the church as well as through input from wider networks such as Kairos Connexion and New Wine.



*Impact Sunday Besom Project*



*Explore Community Apple Day*



# Children, Young People & Students

Around 80 children and young people connect with St Barnabas through our Sunday services and midweek communities. Beyond church members, we serve many local children and young people through our Wednesday morning baby and toddler group, Kids Matter programme and schools work. Our services and communities offer opportunities for personal discipleship and active mission for all in these age brackets, with collective engagement in mission happening through our Night of Light, Pancake Party and Active Summer Camp. This area of church life is highly valued and considered a particular strength of St Barnabas.

## B.KIDS

We want to see children at St Barnabas, our B.Kids, grow as disciples of the risen Jesus, encounter the Holy Spirit and live lives free in the knowledge of God's love for them. Our prayer is that as they do this they would be empowered to share the good news of Jesus with many of their friends.

Those in Pre- school up to Year 6 gather each week during the 10:45 service for worship, challenges, games, prayer and teaching from the Bible. In age groups we explore the Bible together through various crafts, visual illustrations, drama, drawing and much more. We also host parties for children to invite their friends to, such as the annual Pancake Party and Night of Light in October. There is also a led creche for younger children with the opportunity to engage in play and hear a Bible story together.



## BARNABAS YOUTH

At St Barnabas we have a community of young people who value encountering God, being transformed by the Spirit and sharing Jesus. They meet regularly on Fridays and Sundays and for youth weekends away.

On Sunday mornings during our 10:45am service, around twenty 11-17 year olds spend time getting to know the Bible and each other more and more each week. This will usually look like sharing doughnuts and chatting about life, looking at a passage from the Bible, small discussion groups and a rowdy game.

Deeper is a midweek group of around six to nine young people who want to dig into the Word of God, pray together, and share community through dinner and Bible study. Friday nights are social evenings, with around seven young people attending on average, and we've seen a small number of visitors join. About once a term when B.Kids hosts a big event like 'The Night of Light' or the 'Pancake Party', young people in BY are invited to volunteer and are rewarded with an after party, which may or may not include a Nerf War.



## STUDENTS

A small number of students call St Barnabas home, and there has often been a Barnabas community dedicated to students. Our location a little way from the centre has tended to attract a mix of Anglia Ruskin and University of Cambridge students, and those who desire a more integrated church life. Impact Sundays have provided a great opportunity for students to serve alongside other members of the congregation.

With Anglia Ruskin University on our doorstep, and the colleges of the University of Cambridge only a short cycle away, we are keen to realise our potential to empower this generation to a missional lifestyle, seeking to share Jesus with those around them, and for students to make up a larger proportion of our congregation, as in previous times.





# Worship & Prayer

St Barnabas places a high value on prayer and worship, and these are part of all services and communities. We also gather together monthly for encounter nights, when the focus on prayer and worship is keenly felt. These are powerful opportunities to meet with God and to minister to one another. A large number of people are involved in leading worship, a rich and growing part of our life together.



## WORSHIP TEAM

We want to be a community that endlessly thirsts for more of God in worship, passionately singing out our praise for everything God is and what He has done for us. We believe that as we encounter Him by His Holy Spirit, as we catch a glimpse of His heart, we are transformed to be able to witness to His love and power with others. Worship - in varied creative forms – is our catalyst for mission.

We currently have a team of around 30 musicians and technicians, who meet once a term for Team Night, and occasional training nights. Our musicians and production team are creative worshippers of Jesus, called to serve and release the church to celebrate and encounter the goodness of God.



## SPACE FOR PRAYER

At St Barnabas, we want to root everything we do in prayer. As well as encouraging one another in our personal patterns of prayer, we also give specific space in the life of the church to come together to pray in different contexts.

We encourage everyone to join one of our Barnabas Communities and become part of a family of people living for Jesus together, regularly praying for each other and those around us.



Each morning our staff team gathers to pray together. We begin with worship and then have a different focus for our prayers each day. Members of the congregation are welcome to join this prayer time.

During the vacancy we have moved away from our regular monthly church prayer meeting, which was not well-attended, to meeting to pray in person and online for revival every Wednesday morning and to pray online for the appointment process every Wednesday evening. We would like to deepen our dependence on God through collective prayer, expressing our heart to see revival in our city.

At St Barnabas Church we are blessed to have a prayer room that can be used throughout the day as a space to come and meet with God with direct external access. It has been extremely valuable as a quiet space for prayer and to act as a “boiler room” for 24 / 7 prayer in particular seasons.

## PRAYER MINISTRY

We have a prayer ministry team trained to pray with people at the end of Sunday services. At St Barnabas we value ministry time as an opportunity to discern and respond to the work of the Holy Spirit among us. We believe that this is not just an essential part of our services, but also a vital expression of our mission. Through prayer, and the laying on of hands, we seek to be attentive to the Spirit’s leading, allowing God’s presence to guide and shape us. Praying for one another on Sundays equips us to extend our faith beyond the church walls, as we are sent out to serve, love, and witness to the world around us, carrying with us the transformative power of the Holy Spirit.



## EQUIPPING & TRAINING

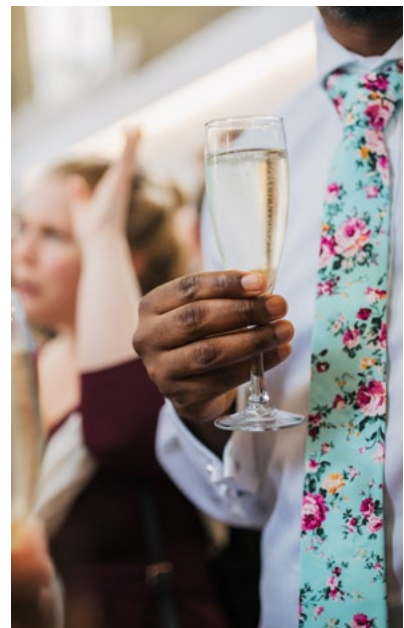
St Barnabas is keen to see the body grow in their calling and ministry, and as such invests in developing people in their apostolic, prophetic, evangelistic, pastoring and teaching gifts. There is an emerging culture of permission to pioneer new forms of discipleship and mission. The church invests in growing leaders, both lay and clergy, and has strong connections with local training colleges with a number of ordinands here throughout the year.

As well as regular Alpha courses (see pg 14), we have hosted parenting for faith and parenting teens courses, pre-marriage and marriage courses, and a day together for couples in our congregation.

## OCCASIONAL OFFICES

Occasional offices of weddings, baptisms and funerals are an important part of our church life. We typically hold around three or four weddings, nine baptisms or thanksgivings (both infant and adult) and one or two funerals per year in the church, with clergy leading around one funeral a year outside of the building.

In May 2023 the PCC resolved to ask the Clergy not to offer any kind of liturgy, blessing or service that could give the impression of God's approval of sexual activity outside of marriage as defined by Canon B 30.1, and to ensure that the church's property and buildings are not used by other parties for this purpose.







# Reaching Out To Our Local Area

We reach out to our local area in a variety of different ways. Serving our local community has been gaining momentum since the pandemic, when we offered prayer and practical support to those in our area affected by Covid and needing to self-isolate.

## BARNABAS BEARS

Barnabas Bears is our hugely popular baby and toddler group for 0-4 year olds every Wednesday during term time. Through this we connect with over 100 families, 90% of whom do not yet attend a church. There is lots of fun during the session, with sensory play equipment available, refreshments and lots of opportunities to make new friends. Towards the end we have a circle time including a Bible story and singing. There are also termly Barnabas Bears parties, which are great times for the families of the little ones who join on Wednesdays to connect with the wider church with a short talk about faith.





## ALPHA

We have regularly run Alpha courses, with at least one course annually in recent years. We have varied between hosting these in our church building, at the vicarage and in homes as part of existing communities. We enjoy providing a delicious meal to guests as well as a safe space to hear more about the Christian faith and discuss.



## KIDS MATTER

Kids Matter Parenting Programmes seek to build strong families among those facing disadvantage, by helping parents and carers grow in confidence and competence, and building community among those who take part.



Families can be referred by any agency or community partner. Sessions are run in small groups by trained facilitators from the church, using accessible and evidence-informed materials.

Currently, St Barnabas' Kids Matter Programme comprises seven informal group sessions of six to eight people where friendships and connections are made which frequently carry on when the course is finished. Cake is provided for all sessions and child care is available throughout.

## ACTIVE SUMMER CAMP

Over the past four years we have worked in partnership with Christ the Redeemer Church and other churches in the city to offer a week-long Summer Camp for children in school years 3 to 6. In 2024 fifty children attended. We also offer a Junior and Young Leaders programme for young people in school years 7 to 13, and this year twenty participated.

## DITCHBURN PLACE

[Ditchburn Place](#) is part of Cambridge City Council's housing provision, set up in 1988 on the site of a former workhouse and later maternity hospital. It provides a variety of housing including supported housing for vulnerable people and sheltered and very sheltered housing for older people. Since 1990 its residents have gathered on Tuesday afternoons for a Christian meeting, with the support of members of St Barnabas and other Cambridge churches. Since 2022 St Barnabas has held a monthly communion gathering with refreshments at Ditchburn Place as part of our Impact Sunday outreach.

## HOPE INTO ACTION HOUSE

[Hope into Action](#) is a charity that enables churches to house the homeless. In Summer 2024 we saw two residents move into the first Hope into Action house supported by St Barnabas. We're excited to have the opportunity to support them into housing, with a team of eight befrienders and prayer supporters. The befrienders meet with the residents weekly and support them with making positive steps forwards.



## LOCAL SCHOOLS

Part of our Youth & Schools Leader's role is to foster relationships with local schools and colleges. We have seen a growing number of connections over the past few years, including leading assemblies, supporting a Christian Union, running week-long prayer spaces and teaching R.E. lessons across two primary schools, a secondary school and a sixth form college.

## VULNERABLE YOUNG PEOPLE

Over recent years we have been able to engage in positive and encouraging work with over 35 vulnerable young people in our city, including residents at the local YMCA hostel, through football on Parkers Piece and drop ins. We are currently exploring how this ministry might evolve, in partnership with other organisations in the city.



# Wider Connections

## CHRIST THE REDEEMER, BARNWELL

We have had a long association with [Christ the Redeemer](#), having sent two couples to join the church back in 2011. In summer 2021, led by Rev. Danny Driver, a curate trained at St Barnabas who is now vicar of Christ the Redeemer, a team of 19 adults and teenagers moved from St Barnabas to Christ the Redeemer and into Barnwell to graft into the church, which is based in one of the most economically disadvantaged areas of Cambridge. We have been partnering with them since in various ways, including through the Active Summer Camp.



## MISSION PARTNERS AND GIVING

St Barnabas supports two overseas mission partners. We support a number of larger charities which share our values and mission, and we have a local mission fund which is given away each year to organisations connected with members of the congregation. We also have funding available to support people who might be looking at short-term mission opportunities.

## ELY DIOCESE

As a church we have enjoyed a supportive relationship with our Archdeacon in Cambridge and our Bishops in Ely diocese, particularly in relation to building transformation, our curates and grafting to Christ the Redeemer.

Our previous vicar, Anne Maclaurin, was appointed an honorary canon of Ely Cathedral. Ely diocese is currently in a period of interregnum, with the Bishop of Huntingdon, Dr Dagmar Winter, as the acting diocesan bishop.



## NEW WINE

St Barnabas is an active member of the [New Wine](#) network. Every year a group of our members join in with thousands of others camping at the summer festival, and over the past year we've been hosting termly New Wine Celebrations on Impact Sunday evenings for churches across Cambridgeshire.



## THE SEND

[The SEND](#) is a global collaborative movement empowering a generation to take hold of the Great Commission. In 2024 we hosted a 'The SEND experience night' for Cambridge, and worked with other churches in Cambridgeshire to take a group of young people to the event at Wembley Arena.

## MISSION HUB - KAIROS CONNEXION (KX)

St Barnabas is a hub church for [Kairos Connexion](#) (Kx). Kairos Connexion is a network of leaders and a family of churches which equips churches to put mission and discipleship front and centre of church life, where every member is involved in ministry. It trains lay leaders to put multiplying communities at the heart of church growth, and develops an integrated way of doing church that is intended to feel both lightweight and joyful. It helps churches transform their neighbourhoods, towns and cities. Kx runs learning communities and huddles, coaching and immersive teaching that transforms leadership teams so that they can transform their church in the power of the Spirit.

A mission hub church is a church where a leader and its congregation have a developed sense and vision for sharing in mission locally, and a clearly expressed desire, ability (or potential with added investment) to resource others in mission, evangelism, and enabling new ways of being church.

## OTHER MINISTRIES AROUND THE CITY

Many members of St Barnabas get involved with voluntary opportunities to serve around the city, such as [Cambridge Churches Homeless Project](#) (CCHP) and NightLite, a drop-in, safe space in the centre of Cambridge. For example, we recently collected toilet rolls and cooked Christmas dinner to support the CCHP shelter, and we have a regular donation point for food to support [Cambridge Sustainable Food's](#) local hubs.

There is also a St Barnabas cricket team, in which both current and former members of the church play alongside non-members, building community and links across the city.





# Location

Location guides much of the vision, mission and life of St Barnabas. Prominently placed in a cosmopolitan area close to the city centre, our church draws its members from amongst local residents but also from across Cambridge and its surrounding villages, functioning as a city centre church with a vision for mission that goes well beyond the parish boundaries.

## CAMBRIDGE

Cambridge is a fascinating place to live – beautiful, rich in history and yet also a centre of high-tech innovation. Its population of around 150,000 is characterised by considerable migration and churn, with around 15,000 people moving to and leaving the city each year. This can in part be attributed to the nearly 20,000 full time students that are present in the city. Cambridge has a relatively youthful population with a median age of 30 years and a fifth of people aged 17 to 24. Older people and children make up a smaller proportion of the city's population than the national average.<sup>2</sup>

Cambridge covers a relatively small urban area (measuring three miles by five miles) and has seen rapid housing and population growth over the past ten years.<sup>3</sup> Cambridge is an economically successful city, ranking amongst the least deprived third of all local authorities in the country. However, not everyone in the city shares in its prosperity and there are marked inequalities between different places and groups of people. Cambridge has also been identified as the most unequal city in the UK (Centre for Cities, 2017), where income is more unevenly distributed than in any other UK city. As a result, a lot of poverty can go unseen.

The 800 year old University furnishes the city with a wealth of museums and architectural beauty spanning the whole of its history. There are many green spaces – the river and the Backs sit unchanging at the heart of the city. Its Christian heritage is long and notable, both because of the presence of the University over the centuries and through celebrated figures such as the Cambridge Seven and Charles Simeon.

Despite its historical roots, Cambridge is a very modern city; not only do its two universities continue to be at the forefront of international research, but the city lies at the heart of "Silicon Fen", a high-tech cluster of new businesses in the electronics and biotechnology sectors built on ideas having their origins in the universities. The city is served by one of the UK's best hospitals, Addenbrooke's.

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<sup>2</sup> [Cambridge State of the City report 2022](#)

<sup>3</sup> [Cambridge State of the City report 2022](#)



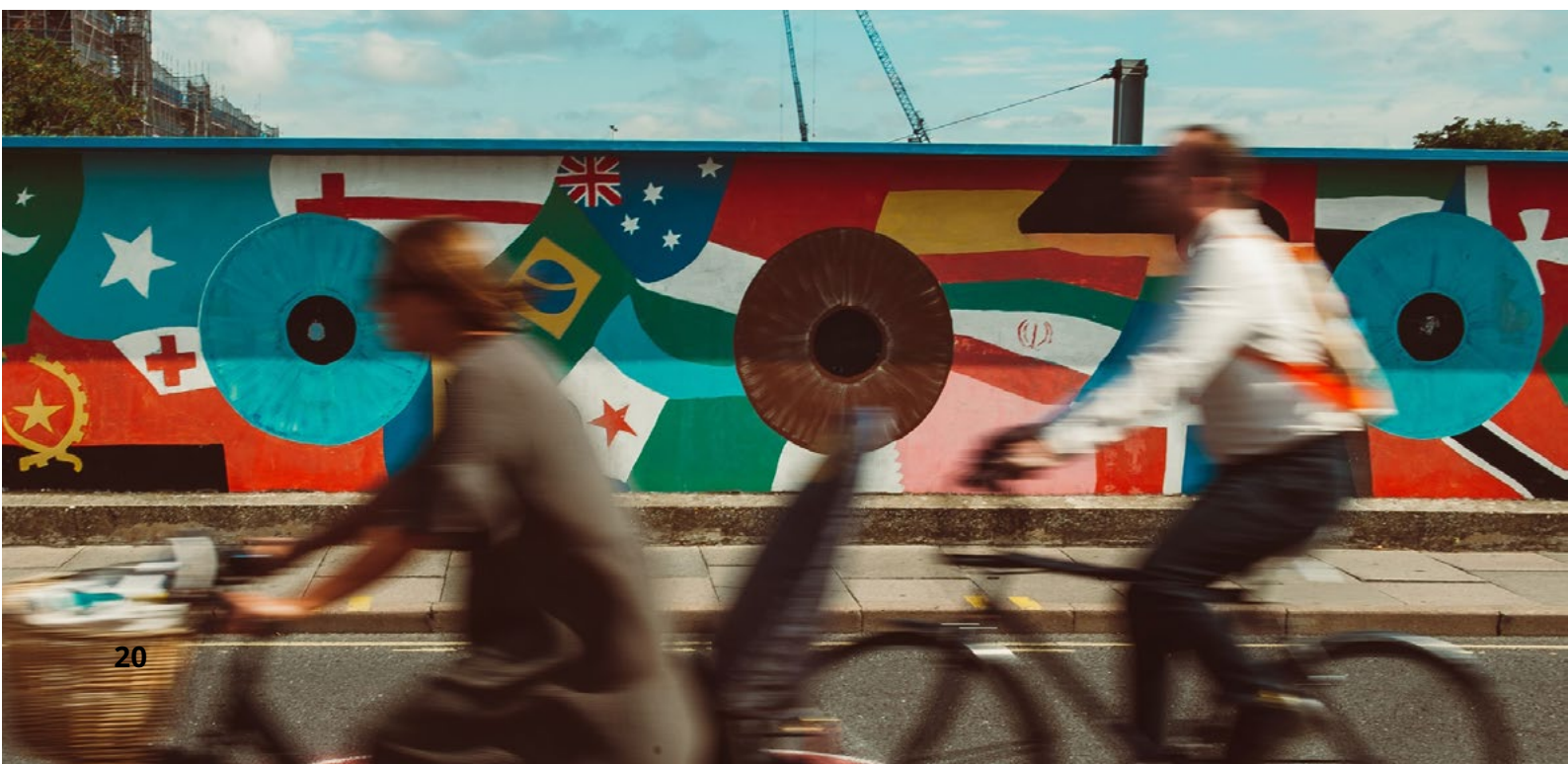
## MILL ROAD AREA

St Barnabas is situated at the heart of the Mill Road area in Cambridge, a vibrant and diverse community known for its eclectic mix of shops, cafes, and restaurants. This lively district offers a rich cultural experience, with independent businesses that reflect the global influences of its residents. From cosy coffee shops, bookshops, organic food shops and a variety of eateries serving international cuisines, Mill Road is the perfect place for those who enjoy exploring local flavours and supporting small businesses. The area is also home to several parks and green spaces, providing a balance between urban life and nature.

The vibe in Mill Road is youthful and energetic, yet welcoming to all age groups. It is a hub for creativity and community activities, with frequent events, festivals, and markets that bring people together. The area has a strong sense of community, where neighbours know each other and local initiatives thrive. The schools in the vicinity are well-regarded, making it a great place for families. The area's mix of long-standing residents and students from nearby Anglia Ruskin University and the University of Cambridge creates a dynamic atmosphere where tradition meets innovation.

Transport links in the Mill Road area are excellent, providing easy access to both the city centre and to London and beyond, with Cambridge railway station just over our parish boundary. There are also numerous bus routes serving the area, making it convenient for commuting or exploring the wider region. For those who prefer cycling, Cambridge is famously bike-friendly. Overall, Mill Road combines the charm of a close-knit community with the convenience of urban living, making it an attractive location for both work and leisure.

There is a strong sense of community among the residents of Mill Road, and there is nowhere else quite like it in Cambridge. Best evidenced at Mill Road Winter Fair, on the first Saturday in December, when the whole of Mill Road is closed to cars. Local shops and societies host stalls and entertainments as more than 10,000 local visitors peruse up and down the street.





# THE PARISH

The parish of St Barnabas is nestled between the railway line and Anglia Ruskin University, in the Petersfield area of Mill Road, less than a mile east of the city centre. With around 3,000 residents, many commuters to London, and around 0.2 sq miles in size, it is small but diverse and full of life. Only a small proportion of church members live in the parish as a result.



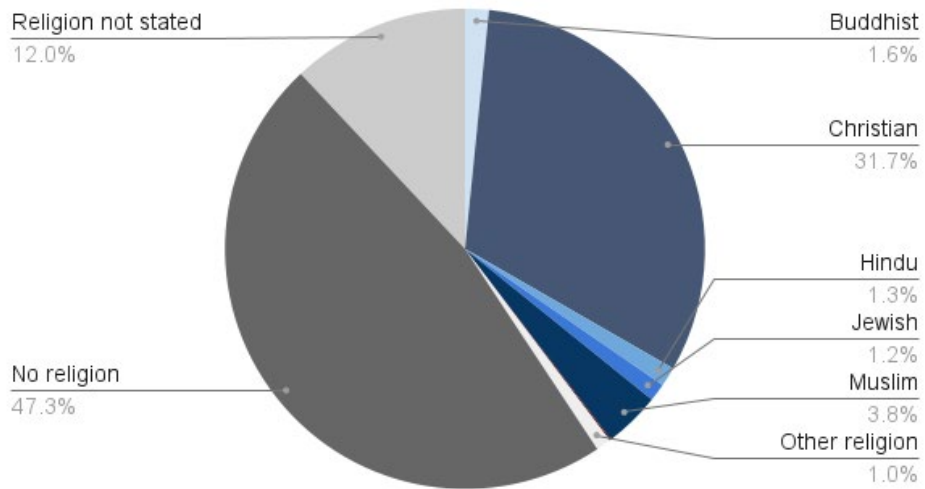
There are two other churches within the parish - The Salvation Army, adjacent to St Barnabas, and Kings Church - and two mosques serving the Muslim population in the parish. The leaders of the three churches in the parish meet to pray on a monthly basis.

Although most streets are predominantly terraced housing, built for railway workers in the late 19th Century, there are numerous shops, cafes, pubs and restaurants. There is also a museum within the parish, [the David Parr house](#), and a gym, a leisure centre and a swimming pool. Cambridge University Cricket Club and Lawn Tennis Club fall within the parish.

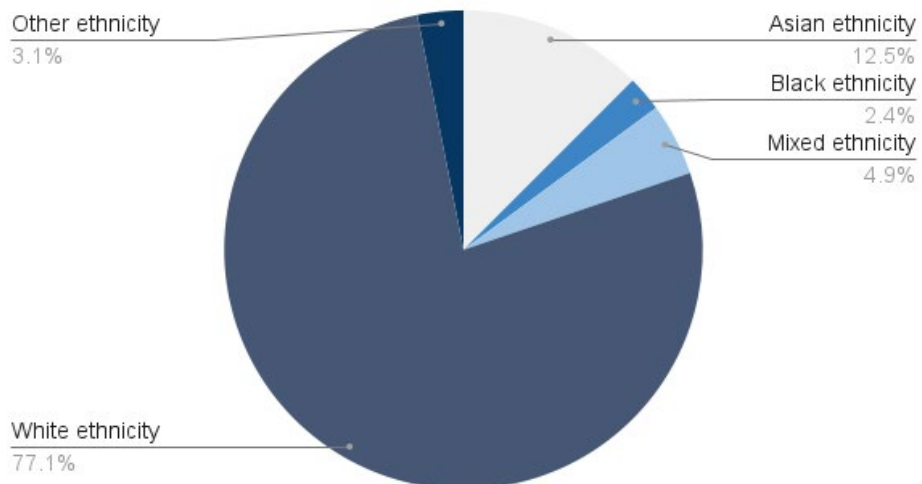
Although on aggregate the area is far from deprived, with houses in some parts of the parish amongst the most expensive in Cambridge, there is considerable inequality with pockets of acute need. A number of people on the streets spend considerable time in the parish.

In 2020, the first homes were completed on a new housing development, Iron Works, comprising 236 new homes, of which 118 are council-rented. The properties have also attracted a number of investors from Hong Kong. The parish incorporates a sheltered housing scheme of 17 flats at Ditchburn Place, as well as the YMCA providing supported accommodation for 16-25 year olds.

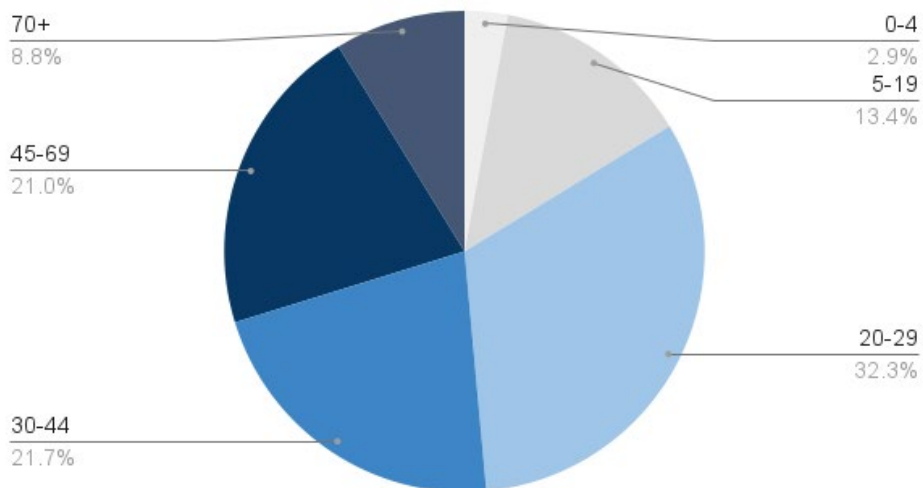
### Religion of parish (from census)



### Ethnicity profile of parish (from census)



### Age profile of parish (from census)





## MILL ROAD WINTER FAIR

December is a special month in the life of our church, starting on the first Saturday with [Mill Road Winter Fair](#). This is a significant fixture in the life of our community, when Mill Road is closed to traffic and many businesses, community groups and organisations open their doors to put on special events. Over 10,000 people come to Mill Road Winter Fair each year. In recent years St Barnabas has offered a 'Great Mince Pie Giveaway', giving away thousands of mince pies, free cups of tea and coffee, flags and chocolate coins over the course of the day.



Inside the church building there is often soft play for young children, choirs performing throughout the day and space for visitors to think about peace and find out who we are and what we do as a church.

At the Mill Road Winter Fair we give out invitations for our Contemporary Carols service and Christingle. At all our Christmas services, we invite people to come to an Alpha course starting in January.







# Church Buildings

St Barnabas was established in 1862 as a church plant from the neighbouring parish of St Paul's, to reach the Victorian railway workers in their new estates. It is situated on Mill Road, seen by many as the centre of "alternative" Cambridge. Our prominent crossroads location is a valuable asset in seeking to make St Barnabas a centre of community life in the area.

The church still maintains a sense of heritage and rich original features that lend it historical significance. The most notable of all is a large mural painted in the style of William Morris during the Arts and Crafts movement.

The Main Church has a capacity of up to 350 for services. The Square is a spacious room adjoining the Main Church, with a hatch to the commercial kitchen. As well as office space for the staff and clergy, the church building also incorporates a small meeting room, and an Upper Hall with a capacity of 60.

Originally built and used as a school, The St Barnabas Centre is a separate building adjacent to the church owned by the St Barnabas PCC with its own off street entrance, two versatile rooms, a fully equipped kitchen area and toilet facilities.





## BUILDING FOR MISSION

Our beautiful building and prominent crossroads location was identified by our congregation as a strength of St Barnabas, enabling us to reach out to our local area.

Around 25 years ago the Victorian church underwent a substantial reordering which turned the focus of worship through 180° and created a new entrance through the east wall of the chancel.

A second reordering, completed in 2014, addressed a number of unresolved issues from the first. The building now has a modern, simple feel, unified floor level, with underfloor heating throughout. It is an approachable and versatile space for a range of church and community activities.

A full-immersion baptistry was created in the centre of the nave, which is revealed by taking away a section of removable floor, and there is a hand crafted, locally made communion table and lectern.<sup>4</sup>

## LETTINGS

We have a selection of spaces which we hire out regularly to businesses, charities and community organisations. It has been a great way to build relationships with those who live and work locally. We often have returning, regular customers and we receive great comments about our facilities staff and the light, bright rooms we offer.

In the main church we regularly host book sales, concerts and conferences. Additionally, in our St Barnabas Centre we have weekly choir rehearsals, exercise classes and samba band rehearsals. It's a vibrant part of our church life from Monday to Saturday.



<sup>4</sup> <https://www.archangelarchitects.co.uk/work/st-barnabas>





## **TOWARDS NET ZERO**

A group of members of St Barnabas have been working together over the past 12 months to baseline our environmental impact and chart our path to net zero, in line with the Church of England's target and our commitment to care for God's creation. This included a transport survey of members to understand their travel to church.

In 2024 we applied for and were granted £40,000 for the installation of solar panels on the church roof, double glazing in the church office and meeting rooms, and an electric vehicle (EV) charger in the church car park by the Cambridgeshire Priorities Capital Fund. Work is expected to take place over the next 12 months. In mid-2024 we were selected by the Church of England as eligible for an energy audit, with potential to apply for further funding.

We are currently working to replace our gas heating system after it failed in the summer this year, in order to keep the church building usable over the winter. We anticipate work will be completed by the end of September 2024. However we are looking to develop a longer term decarbonisation plan for our heating system.

In 2019 we were awarded an A Rocha Bronze Eco-Church award, and we hope to explore further awards in the near future.

## **BUILDING MAINTENANCE & CAPITAL PROJECTS**

Although our building is a great asset to the life of St Barnabas, it also requires regular upkeep and maintenance. We are looking to increase grant funding to support essential maintenance and capital projects such as improving drainage on the site, repairing stonework and working towards a more sustainable alternative to the gas heating system. These are key to maintaining the operation of the building.



# Staff Team

We have a wonderful staff team at St Barnabas who facilitate the day - to - day running of the church and support members of the congregation to engage in church life.

The team has varied in size over recent years, and currently comprises:



**TIM SMITH**  
*Associate Vicar*



**RACHEL CRESSWELL**  
*Operations Manager (0.55)*



**KAREN HALLS**  
*Childrens, Youth & Families  
Team Leader (0.6)*



**KELLI NELSON**  
*Youth & Schools Leader*



**EMILY SMITH**  
*Operations Team (0.5)*



**ESZTER LINCZMAYER**  
*Bookkeeper (0.4)*



**ELLIE LATHAM**  
*Media Coordinator (0.3)*



**BILL EDWARDS**  
*Estates Coordinator (0.2)*

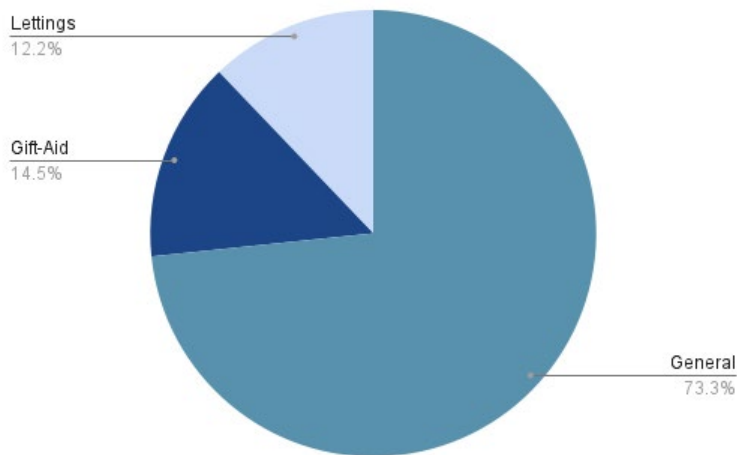
*A member of our congregation is currently licensed as a Pioneer Lay Minister to serve at St Barnabas, but is stepping back to move to Suffolk Diocese over the course of the next year. We also have three members of our congregation who have permission to officiate at St Barnabas, in addition to our Associate Vicar.*

# Finances

## INCOME

Annual income has been around £400k for the past five years, with about a 10% decrease since 2020. This year we are projecting an income of £392k - 88% of this is expected to come from individuals who give to the church, with the rest from letting out our buildings. We are also seeking to establish a regular grant income stream this year. A gift day was held in May 2024 to support our annual income-achieving £15k over our target.

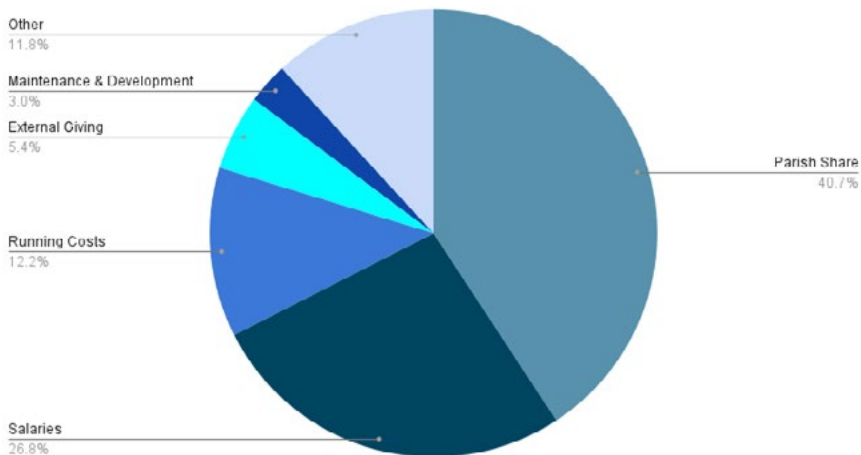
Breakdown of budgeted 2024 income



## EXPENDITURE

Budgeted expenditure for 2024 is £390k; the largest component of this is parish share, £159k, and staff team salaries, £104k.

Breakdown of budgeted 2024 expenditure





## CASH

We have £140k of cash in our accounts, of which approximately £10k is restricted. This provides our required working capital equivalent to approximately three months. We are however aware of large potential future capital and maintenance expenditure, and have been operating at a small deficit for the past couple of years, so we are keeping a close eye on our finances as always.

# Church Governance

The PCC, meeting five or six times per year, consists of 11 elected members, representing a good cross-section of the church family, plus the vicar, associate vicar, secretary and churchwardens.

PCC members effectively ask insightful questions and take their duty as trustees seriously, whilst being supportive and full of faith, willing to take risks where God is calling us to step out in faith.

A Standing Committee composed of clergy, churchwardens and treasurer meets to carry on the work of the PCC between meetings taking decisions on various matters that cannot wait for the full PCC to meet.





# The Role of Vicar

The role of vicar in St Barnabas is to oversee mission and ministry in the church, providing vision, direction and leadership.

The vicar is the Incumbent in the Benefice, having regard to the calling and responsibilities of the clergy as described in the Canons, the Ordinal, the Guidelines for the Professional Conduct of Clergy and other relevant legislation.

## **This is anticipated to include the following:**

- Ensure that key ministries and congregations are informed by clear, strategic vision and adequately structured for mission and growth, working with clergy, staff and lay leaders in the church.
- Prayerfully oversee, guide and lead the St Barnabas Staff Team, PCC and ministry teams, as appropriate, in the discernment and implementation of vision.
- Lead by example to foster a culture of collaboration and teamwork within the teams, ministries, congregations and any church plants of St Barnabas.
- Develop and train leaders across St Barnabas, whether other clergy, staff or laity.
- Manage relationships with other churches in the area and partners outside of the church.
- Ensure the effectiveness of the staff team by releasing them and delegating work appropriately, motivating them and providing clear direction.
- Ensure suitable pastoral care structures, and a culture of caring for each other.
- Champion excellence in safeguarding, maintaining full compliance with diocesan and national safeguarding guidelines, policies and procedures.
- Ensure the church buildings are sustainably managed and safe and accessible for all visitors and staff.

## **Specific responsibilities:**

- Plan and lead Sunday services and occasional offices (baptisms, weddings, funerals) as required.
- Lead the staff team and line manage senior staff.
- Play a key role in fundraising for existing ministries and future ventures through casting vision, building faith and leading the communications associated with specific gift days as appropriate.
- Engage with the wider vision of the diocese and Church of England.

The key responsibilities listed above are not exhaustive and may be supported by long-term and short-term objectives to be agreed between the vicar, churchwardens and bishop as appropriate.



# PERSON SPECIFICATION

## **We are looking for a man or woman to be the vicar of St Barnabas who:**

- Prioritises mission and church growth, but can also lead us in a season of deepening our discipleship and fellowship, and enabling pastoral care, so that both new Christians and mature believers are nurtured and discipled.
- Is committed to growing the church in number and Christian maturity, with a heart to see people come to know Jesus.
- Strengthens our offer for students and young adults, and ensures we continue to reach and develop children and youth.
- Wants to work in partnership with others across the city.

## **We are looking for a vicar with the following qualities:**

- A visionary leader who can help the church to discern God's call, develop and communicate the vision, set the direction of travel and take others with them on the journey.
  - Thinks strategically and has the skills of overseeing and delivering change.
  - Confident to discern and respond to the Holy Spirit in their personal life and in their ministry, and able to lead others in exercising the gifts of the Holy Spirit.
  - An effective and inspiring communicator, comfortable with preaching and leading all ages and services of over 100.
- Is servant hearted and committed to leading by example, whilst encouraging everyone to get involved, and maintaining a good balance between rest and work.
- Empowers others to use their gifts, with 'every member ministry' at their core.
  - Collaborative and listens to what is or is not working well.
  - Re-engages those on the edges of our congregation.
  - Able to build and nurture teams and develop leaders across the church.
- Relates well to different ages and demographics to support growth in diversity as well as number.

We anticipate this will require a leader who can bring an apostolic gifting to the role in terms of five-fold ministry (Ephesians 4).

### **We are also looking for a vicar who is:**

- Dedicated to growing in their personal relationship with God.
- Committed to a life of prayer, accountability and godly character, under the authority of the Bible.
- Confident in the gospel of Jesus.
- Mature in personal relationships with excellent people skills, and gains respect of others.
- Encouraging and positive in outlook.
- Willing to innovate and take risks, and able to adapt to changing circumstances.
- Comfortable around detailed financial figures, accounts, project and estates management.

### **The following experience is essential to the role:**

- Offering and enabling pastoral and spiritual support.
- Preaching and leading services.
- Managing teams, resources, budgets and setting vision, either through priestly ministry at incumbent level, at associate level within a medium or large church, or leadership experience within an organisation such as a charity or business.

### **The following experience would be desirable:**

- A track record of growing and multiplying impact, and experience of church growth.
- Developing and deepening discipleship in a church context.
- Working with different ages, socio economic status, race and demographics so that we grow in diversity as well as number.
- Working in partnership with other organisations.

### **Theologically we are looking for a vicar who is:**

- Committed to both 'Word and Spirit'.
- Seeks to be faithful to Scripture in all areas of their life and preaching, and who teaches and practises biblical teaching on human identity and sexuality, in line with the [Church of England Evangelical Council's basis of faith](#).

### **The following qualifications or training are essential:**

- Ordained priest within the Church of England.
- Safeguarding (experience and training).



## **ST BARNABAS' OFFER TO THE NEW VICAR**

We offer a supportive and committed church family, open to change and with a heart for growth, both in number and in discipleship, which is looking forward to working with our next incumbent. The huge potential at St Barnabas will make this a rewarding position.

We are committed to ensuring clergy take adequate time off, prioritising retreats as well as days off and annual leave. Where finances have allowed, personal assistant staff time has been allocated to support the vicar.

The Diocese of Ely recognises the importance of good relationships with clergy and laity, and places an emphasis on well-being. Bishop's Study Days and CME grants provide opportunities for clergy to meet together and continue to develop their knowledge and skills.

## **THE VICARAGE**

The Vicarage is 50 yards from the church on St Barnabas Road. It is a large, well laid out bungalow, built to Church Commission specifications in 1986. The living room, dining room, kitchen, utility room and study are separated by a door from the two double and two single bedrooms. The study is located next to the front door, so that visitors can be seen without entering the main body of the house. There is also a bathroom and a shower room. At the front of the property is a large forecourt with a parking area for 3 cars and a large single garage. The rear is not overlooked and contains an enclosed garden of good size, consisting of a patio, an established apple tree and an area of lawn.





There are three well-regarded primary schools within around half a mile of the vicarage: St Pauls C of E VA Primary School and St Matthew's Primary School and St Alban's Catholic Primary School. Parkside Community College for ages 11 -19 is a similar distance with St Bede's Inter-Church School for 11-16 year olds just over a mile away.

St Barnabas Road is a highly desirable place to live in Cambridge, being within easy walking distance of the historic centre of Cambridge and Cambridge rail station, and the varied shops and restaurants of Mill Road. There is a large swimming pool and a leisure centre at Parker's Piece, an area of green space around ten minutes' walking distance away. There are several playgrounds within a five minute walk of the vicarage, and a large Tesco, Asda and Sainsbury's supermarkets and Lidl, Aldi and M&S Food all within a ten minute drive for groceries. Indeed the Petersfield area of Cambridge, where St Barnabas is located, was named one of the best places to live in the UK by [The Times](#) in 2019!







**Finally...**

Thank you for taking time to consider our parish profile. We pray it has been an encouragement to you, and that the Lord would speak clearly to you through it about whether to apply for the role of vicar of St Barnabas.

We wanted to conclude by sharing what we love about St Barnabas in the words of our congregation:

***"Outward focused, encouraging the congregation to always be thinking about how they reflect Jesus and who they can tell."***

***"Jesus at the centre of everything - enabling the Holy Spirit to work in and through us."***

***"I was so impacted by the warm welcome I received on my first time at St Barnabas and [it] is one of the reasons I stayed!"***

***"I love its worship and commitment to prayer and biblical teaching."***

***"As a church family, it is a good place to be with a young family as there is strong community and great children's and youth work."***

***"Most recently I think we have been reaching more diversely into our local community ... and you can see a difference in the people who come through the door and I think that is fantastic"***

***"Our building is great and we make good use of it."***



st barnabas  
cambridge



followers  
of Jesus  
sharing  
good the  
of God with  
everyone

