From the Archdeacon of the Gwent Valleys

The Venerable Sue Pinnington

Thank you for taking the time to look at this profile for the post of Team Rector /Ministry Area Leader of The Upper Ebbw Valleys. This benefice (Ministry Area) offers an exciting opportunity to develop collaborative ministry and mission. The 5 churches are growing closer together, realising the benefits of sharing resources, skills and the desire to grow spiritually and numerically. They would like to extend their existing mission and should the Diocesan Bid to the Church in Wales Evangelism Fund be successful, more financial support for mission will be heading to the Valleys.

The Benefice has an excellent NSM Associate Minister in Cheryl Lewis and lay ministers, who are very much looking forward to working in the newly created team. The Diocese had committed to funding a House for Duty post to serve the whole benefice, to live in one of the parsonage houses. We expect the new Team Rector (TR) to take a full part in this appointment and we hope to advertise swiftly following the TR’s licensing.

However, this post is not without its challenges. These are the same challenges faced by the whole of the Archdeaconry, which covers the eastern post-industrial valleys of South Wales. All our communities face issues relating to poverty and deprivation, but we work hard together to address and tackle these issues.

You will have the support of an excellent Area Dean and Clergy Chapter, alongside my full support. I hope you will consider prayerfully if you are being called to the Upper Ebbw Valleys. They are places of passion, beauty and poetry. The people are warm, welcoming and have a genuine desire to grow the Kingdom of God in their communities. I have only been in the Valleys for just over 18 months and can’t imagine serving anywhere else.

For an informal conversation or further information please contact me on 07741 661154 or archdeacon.gwentvalleys@cinw.org.uk

With my best wishes

Sue Pinnington
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1. INTRODUCTION

This post of Team Rector is within the Upper Ebbw Valleys Ministry Area, covering the towns of Ebbw Vale, Beaufort, Nantyglo, Cwm and Blaina and is an exciting and challenging opportunity. The people of the Ministry Area seek to appoint a Team Rector who can help move us forward into a new phase of our ministry. As churches within our local communities, we have a strong history and wish to develop this further with your help. We see many opportunities around us and want you to help us with our visions and hopes for involving our church even further with our communities. We have a fully supportive and knowledgeable Ministry Area Council who look forward to working alongside you as our Benefice Rector.

The people of our churches are looking for a new priest who will help us lead the benefice into a period of mission and growth by:

• helping to create a strong sense of unity between the five churches
• continuing the churches tradition of pastoral ministry and Christian witness to people in our communities
• being a pastor to love the existing church members, while encouraging them to discover their own vocations and gifts
• encourage us, as we grow in discipleship
• continuing to engage with and develop the community social action activities within the benefice
• engaging enthusiastically with the ministry to schools and with children
• continuing to foster the parishes strong links with the other Christian congregations
• to develop the use of our buildings for mission and community use.

We have put together this profile to help you see if God is calling you to lead us. You will find information within this profile on our churches as they stand today, our current financial situations, our local areas and much more.

We are ready to welcome you to our church family if you think this is where God has called you to.
2. THE MINISTRY AREA

The Ministry Area covers five towns in the Upper Ebbw Valleys which have a post-industrial heritage; being home of the former South Wales steel and coal industries.

The communities have strong local identities and cohesion; and offer huge opportunities for the church to engage in an inclusive and missional way. The churches want to be at the heart of the community; and are open to and excited by new possibilities for outreach and ministry.
STYLE & PATTERN OF WORSHIP

‘Middle of the road’ Anglican with regular Eucharistic services on Sunday’s and Thursday’s. Average attendance on Sundays ranges between 20 and 25; Thursdays are between 12 and 15. The Electoral Roll lists approximately 40.

Sunday services are sung Eucharists with a sermon – Red Book including a ministry of healing.

Thursday services are said Eucharists with a homily – Green Book.

We also hold a Midweek Bible study and Morning Prayer most weekdays.

Music is provided mostly with an electronic piano or electronic organ with a small music group. There is a full PA system with both a lapel microphone and static mics. Hearing loop system in place.

MISSION & OUTREACH

Children are a focal point for Christ Church; our outreach includes our Sunday school as well as connections to our local schools. We are proud that some of church members are school governors. We also strive to connect with our community through the local authority and community organisations; such as the Royal British Legion. Christ Church hosts frequent concerts by visiting musicians/choirs, acknowledging the quality of the building’s acoustics. Some of our other activities include our commitment to the Food Bank, Children’s Contact Centre, Street Pastors, Ladies Prayer Breakfast and visits to care homes and outreach to other churches via Churches Together.

We aspire to bring people closer to the love of God and to grow the Kingdom in this Ministry Area.
We also enjoy an active connection with the Highveld Diocese in South Africa.

**CHURCH ORGANISATIONS**

Christ Church has a well-organized Church Committee; as well as active churchwardens, treasurer and enthusiastic lay members. The church is financially secure; with tithing commitment (or working towards) by a number of church members.

**CHURCH BUILDINGS**

An iconic grand building about 150 years old, built in the style of Gothic Revival architecture with a spire; Christ Church is a Grade II Listed Building. Boasting seating for up to 450, major renovation works were undertaken 15 years ago. The renovation included upgraded electric wiring and modern central heating. There is also a toilet with DDA facility, two vestries and an Undercroft. We have an arrangement with the Ebbw Vale Male Choir for use of their hall for our gatherings/receptions in exchange for their use the church for concerts. Importantly, the peal of 8 bells is considered to be one of the finest in the UK.

**LOCAL SERVICES, INFORMATION & POPULATION**

Ebbw Vale developed in the 19th Century as a direct result of the Industrial Revolution; particularly coal mining and iron/steel making. The area is recovering from a period of high unemployment with local and national investment, and the current population is 18,500.

The Parish Church of Christ Church is located to the south of Ebbw Vale town in a prominent hillside position on the western side of the valley. The Church Street area is the oldest part of the town. Ebbw Vale town has a number of local businesses together with the larger supermarkets.

To the east of the Church in the base of the valley, occupying part of the old site of the steelworks, is a new 3 to 16 school (Ebbw Fawr Learning Community). There is also a Sixth Form College and a Leisure Centre close by. There are areas of the old steelworks site which are available for development for both housing and light industrial purposes. Inward investment by the local authority (Blaenau Gwent CB Council) and the Welsh Government is promised which should improve the employment prospects of the area. There is a railway station with a regular service to Cardiff. There are local bus services. There are 2 primary schools and a special needs school.

Ebbw Vale benefits from being within a 15-minute drive of the Brecon Beacons National Park.
St David’s Church, Beaufort

STYLE & PATTERN OF WORSHIP

Our weekly services on Sundays and Tuesdays are generally well attended. Home Communion services are provided throughout the year. Some of our members are part of a prayer chain for anyone requesting prayer.

We hope to resume our monthly services at Bank House Residential Home. We are also interested in exploring Messy Church and Healing services.

We’re currently developing Welsh language worship with ecumenical partners.

MISSION & OUTREACH

The Hall serves as a strong link to the local community and is in regular use by both church and community groups. On a weekly basis it hosts two sessions of Parents and Toddlers; as well as a dedicated Kung Fu class. Additionally, the Hall is often hired for Baptism parties, birthday parties and other one-off events.

Funerals, weddings and baptisms are also opportunities for the church to serve the local community. From January to November 2019, St David’s provided for 39 funerals, 4 weddings, 2 wedding blessings, and a baptism followed by a baptism party in the Hall.

We value our links with local schools. These links are maintained through assembly visits by the clergy, and the school visits to the church. Rhos-y-Fedwyn School and Glyncod School both make regular visits; and Rhos-y-Fedwyn School celebrated their end of term with us. We were excited to hold a school Christingle service last year. A local Nursery (Buds to Blossoms) has also begun visiting the church.

Our congregation is also committed to raising funds for charitable causes. Notably, an Afternoon Tea was organised by a church member in aid of Velindre Hospital and over £1000 was raised. The local Food Bank is regularly supported; including a donation of goods received at our Harvest Thanksgiving.
CHURCH BUILDINGS

The recent Quinquennial Inspection at St. David’s was carried out by the Diocesan Architect, Mr. Tim Pitt-Lewis. His report identifies and prioritises a programme of work to maintain the fabric of the building in good order. Our main priority is to carry out the proposed re-roofing work; due to be completed by early summer 2020.

LOCAL SERVICES, INFORMATION & POPULATION

With a population of approximately 3900, Beaufort is a suburb of Ebbw Vale. At the end of the 18th century, both Beaufort Iron Works and the Beaufort Male Voice Choir were established. While the iron works has since closed, the Male Voice Choir continues on today; making it one of the oldest in Wales.

OUR ASPIRATIONS

Our aim is simply to welcome and engage with people in the community, and our prayerful hope is for church growth so that the Church remains at the heart of the community for future generations.
STYLE & PATTERN OF WORSHIP

There is a Eucharist every Sunday Morning at 11.00 am. This service uses CDs to accompany hymn singing and uses booklets for Holy Eucharist Liturgy, taken from the Red Book of Common Worship and Daily Prayer.

There is a mid-week Communion service at 11.30 – a said service using a combination of the Green Prayer Book for the readings and the booklets - Red prayer Book for the communion.

MISSION & OUTREACH

We engage in various fundraising and outreach activities; including several male voice choir concerts, concerts arranged by Katy Treharne through her connections to the West End, cream teas, auctions, exhibitions by the local Art Society, and a quiz night.

Once a month, St Peter’s holds a Christian meditation led by Revd. Tarie Carlyon.

During Holy Week St Peter’s and St Anne’s Nantyglo and three of the local Methodist Churches join together for services from Monday to Friday. Guest speakers are usually invited.

The Church has excellent links with the Nantyglo and Blaina Town Council.

The church is used every Saturday Morning by the Academy of Vocal Arts. This group put on a Christmas Celebration Concert in the Church which was very well attended.
CHURCH BUILDINGS

The current St. Peters was consecrated in 1974 and replaced the previous church which was built in 1857 and demolished in 1968. However, it is believed that a church has existed on the site since somewhere between 1495 and 1505.

St Peter’s Church is a modern brick building with slate roofs situated in the centre of Blaina, adjacent to the High Street. The church is not a listed building. It is set to the South of its large churchyard. The former burial ground surrounds the church and grass cutting is undertaken by the local authority. The churchyard is no longer open.

There is a hearing loop system, and sound reinforced system in the church. The church has an organ and an electric piano. Seating comprises of modern oak chairs with padded cushions.

The modern design of the church serves the parish very well and is well maintained. The church comprises a sanctuary, a nave, a vestry, a meeting room, an office, toilets, and a fully equipped kitchen. The building is capable of being divided by a folding screen to separate the area of worship from the multi-purpose Hall. We are proud that our church is able to be a modern and flexible community space.

LOCAL SERVICES, INFORMATION & POPULATION

Blaina has a population of approximately 4800. There are a number of local services and clubs which we have listed below.

Integrated Children’s Centre
This centre provides:

- Family support
- Flying start – health visitors
- Support for business
- Rooms can be rented
- Play Area
- Mental Health support for children

The Local Library

- Our member of Parliament holds surgeries
- Police visit for contact with the community
- Events are help for Dementia support and charities such as Marie Currie.
- Computers are available for community use.

Blaina Institute

- Craft Clubs
- Cake Decorating Classes
- Crochet
- Patchwork quilting.
- Computer Club.
- The Local Town Council also hold their meeting in the Institute
Sports

• Bowls Club
• Cricket Club
• Rugby Teams

Other Groups/Activities

• Air Cadets
• Scouts
• Keep Fit classes in the Community Centre
• An Archaeological Group
• A history Group

Schools for Blaina and Nantyglo

Primary Schools:

• Ystruth Primary
• Coed y Garn Primary
• Ysgol Gymraeg Bro Helyg Primary.

Comprehensive Schools:

• Brynmawr Comprehensive School
• Abertillery Comprehensive School.

The Welsh medium Comprehensive is Ysgol Gyfun Gwynllyw in Pontypool.

OUR ASPIRATIONS

Our aim is to keep our church open to serve and be part of the community. We strive to find ways to do these things and would be grateful for any help to achieve our goals.
Holy Trinity and St Anne, Nantyglo

STYLE & PATTERN OF WORSHIP

There is a Communion service every Sunday Evening at 5.00 pm. This service uses CD’s to accompany hymn singing and uses booklets for Holy Eucharist Liturgy, taken from the Red Book of Common Worship and Daily Prayer.

MISSION & OUTREACH

We enjoy hosting a variety of fundraising and outreach activities; including a monthly tea and toast morning, a Macmillan coffee morning, auctions and raffles, choir concerts, sponsored walks, various sales, and a foodbank drive.

We also engage in school assemblies, an annual Harvest supper, and an open day on our Patronal Saint’s day.

There is also a beautiful memorial garden set up in the church grounds for anyone who wishes to remember a loved one.

We enjoy good connections with the local Methodist Churches and join with them to hold Lent and Holy Week services.

CHURCH BUILDINGS

Holy Trinity and St. Anne’s Church dates from 1844. It comprises of a chancel, a nave, a priest’s vestry, and an organ chamber. There is a modern Sanctuary extension to the East end of the Church. At the West end of the Nave are stairs down to a toilet, storage, and a fully equipped kitchen. A stair lift has been installed for people with disabilities to use the facilities.
The church has a hearing loop system, and a sound reinforcement system installed. The church has an electric organ and modern oak chairs with padded cushions.

The church itself is set within the community of 4000. The church does not contain any existing burials and the churchyard is not a designated burial ground. The grounds are maintained by the church and the church is not a listed building.

OUR ASPIRATIONS

The creation of a successful messy church/young people's group

Mother’s union/women's group

Regular bible study/Anglican exploration courses

Joint Benefice services for special occasions

Drop-in social groups such as craft/sit and chat (bereavement/lonely)/advice - sign posting to appropriate agencies

To be relevant and welcoming and inclusive Church.

To reach out to those people who no longer attend church

To grow in our faith
At present St Paul’s, Cwm is moving towards redundancy and the congregation is exploring where they will be worshipping within the local community.

“We are committed to keeping a worshipping community at the heart of Cwm. We are sorry to be losing our well-loved building, but excited at the possibilities for new ministry and mission in our community.”

**STYLE & PATTERN OF WORSHIP**

Sunday 10.30am Eucharist Red Book

Wednesday 10.30am. Eucharist Green Book followed by coffee

**MISSION & OUTREACH**

- The Crib Service held on Christmas Eve is well supported by the community
- We intend to hold a Christmas Carol Service this year
- We are part of the Cwm Council of Churches. We hold monthly evening services on a rota system
- We have several members of the local churches join us for our mid-week Eucharist Service
- The local pubs and clubs support the church providing boxes for customers to donate their loose change
- Fundraising: In the past we have held concerts and Auctions. We have a monthly pound club draw.

We have a small, ageing congregation with no young people or children attending.

We are a loving congregation and we would like our church to grow and be central to the life of the community in Cwm.
3. **CLERGY AND PARISH ADMINISTRATION**

Ministry Area Leader/Team Rector: Vacant
NSM Associate Priest: The Reverend Cheryl Lewis
House for Duty Priest: to be appointed after MAL
LLMs       Helen Millard
          Denise Bartlett (authorised Funeral Celebrant)
LEM        Ann Davies
Lay Evangelist Angela Edwards

This Ministry Area is blessed to be supported by a number of active retired clergy.

4. **WORSHIP**

The worship in all the churches is Eucharist based with vestments worn. However, we enjoy and are open to new styles of worship, especially ones that would encourage children and young families.

*Pictured: Upper Ebbw MAC*
5. **FINANCES**

The Ministry Area for the Upper Ebbw Valleys runs a consolidated system for all the churches within the group. Although some of the churches within the group make losses there are funds that are available through church fees and fund-raising activities. It is always difficult when churches come into the group to consolidate its affairs but there is a strength in the group position.

Last year 2018 the overall position was a reduction in funds of £11063.

The income generated by the Ministry Area was £76233

This resulted from the following: -

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Planned</td>
<td>£38033</td>
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<tr>
<td>Loose Collections</td>
<td>£2088</td>
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<tr>
<td>Donations</td>
<td>£4982</td>
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<tr>
<td>For Mission</td>
<td>£587</td>
</tr>
<tr>
<td>Tax Refunds</td>
<td>£3165</td>
</tr>
<tr>
<td>Grants</td>
<td>£300</td>
</tr>
<tr>
<td>Money raising</td>
<td>£8944</td>
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<tr>
<td>Fees</td>
<td>£15596</td>
</tr>
<tr>
<td>RB CinW</td>
<td>£125</td>
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<tr>
<td>Parish Share Rebate</td>
<td>£2405</td>
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Our expenditure of the Ministry Area was £87296

This resulted from the following: -

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Parish Share</td>
<td>£47630</td>
</tr>
<tr>
<td>Parochial expenses of clerics</td>
<td>£581</td>
</tr>
<tr>
<td>Maintenance of Services</td>
<td>£19653</td>
</tr>
<tr>
<td>General Parish Expenses</td>
<td>£579</td>
</tr>
<tr>
<td>Maintenance of Churches</td>
<td>£12702</td>
</tr>
<tr>
<td>Maintenance of Other Property</td>
<td>£3104</td>
</tr>
<tr>
<td>Exceptional Expenditure</td>
<td>£2514</td>
</tr>
</tbody>
</table>
The Ministry Area is up to date with all its bills and the share. Cash flow is always a problem, but it is carefully monitored and address when situations arise.

6. **Houses.** Either of the Parsonages is available for use

**Parsonage: Blaina Rectory**

| Address: | Station Road, Blaina NP13 3BW |
| Style: | Detached, two-storey house |
| Bedrooms: | Four |
| Bathrooms: | Two |
| Kitchen: | Fitted kitchen with separate, adjacent utility room |
| Study: | Secure access to study and cloakroom from porch |
| Date built: | 1992 |
| Listed: | No |
| Heating and hot water: | Gas combi boiler and gas fire in sitting room |
| EPC rating: | C |
| Drainage: | Mains |
| Garage: | Detached, single |
| Boundaries: | Mixture of stone, brick, wire and hedge |
| Grounds: | Level and enclosed rear garden |
| Trees: | Ornamental mainly |
| Drive/Parking spaces: | Tarmacadam drive, parking for three vehicles |
| Comments: | The house is located a short walk from the church and from the main street with a range of local shops. Supermarkets, educational and leisure facilities are a short drive away, the nearest being... |
Abertillery, Brynmawr and Ebbw Vale. There is a primary school in
the village.

**Parsonage: Ebbw Vale Rectory**

<table>
<thead>
<tr>
<th>Address:</th>
<th>Eureka Place, Ebbw Vale NP23 6PN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Style:</td>
<td>Detached, two-storey house</td>
</tr>
<tr>
<td>Bedrooms:</td>
<td>Five</td>
</tr>
<tr>
<td>Bathrooms:</td>
<td>Two, one being en-suite</td>
</tr>
<tr>
<td>Kitchen:</td>
<td>Fitted kitchen with adjacent pantry, separate utility room</td>
</tr>
<tr>
<td>Study:</td>
<td>The study is a reception room within the main house</td>
</tr>
<tr>
<td>Date built:</td>
<td>1899</td>
</tr>
<tr>
<td>Listed:</td>
<td>No, Conservation Area</td>
</tr>
<tr>
<td>Heating and hot water:</td>
<td>Gas combi boiler, gas fire (after refurbishment)</td>
</tr>
<tr>
<td>EPC rating:</td>
<td>C</td>
</tr>
<tr>
<td>Drainage:</td>
<td>Mains</td>
</tr>
<tr>
<td>Garage:</td>
<td>Detached, single, pre-fabricated style</td>
</tr>
<tr>
<td>Boundaries:</td>
<td>Mixture of stone, timber and hedge</td>
</tr>
<tr>
<td>Grounds:</td>
<td>Large, multi-level</td>
</tr>
<tr>
<td>Trees:</td>
<td>Some large trees, protected within the Conservation Area</td>
</tr>
<tr>
<td>Drive/Parking spaces:</td>
<td>Tarmacadam drive with one parking space</td>
</tr>
<tr>
<td>Comments:</td>
<td>The house is large, with two staircases. It is due to be refurbished and redecorated. The house is a short walk from Christ Church and</td>
</tr>
</tbody>
</table>
the main high street. Leisure, educational and shopping facilities are available within and around the town.

7. POST OF TEAM RECTOR/ Ministry Area Leader

It is important to us that we have the person in post who feels called to our area and will join us as one of our church family. We have walked in faith, through challenging times, and managed without a Priest, so we are strong congregations looking for a strong leader. We need a Priest who can help address our weaknesses, as well as build on our considerable strengths. We feel now is the time to embrace change and develop our potential for spiritual, missional and numerical growth. We are open to all applicants, regardless of gender or marital status, but are eager to recruit someone with a strong faith and a heart for God. We are open to applicants from Wales, the rest of the UK or from further afield.

We recognise that the church exists as much for the people who do not come every Sunday as for those who do, and so we would like actively to explore new ways of connecting with the wider area.

We would like to strengthen the church’s recognised, active and welcoming presence in our communities.

We want to increase our presence in the lives of the people of the Upper Ebbw Valleys and would encourage people to come to our services and activities.

We would like to continue to expand and develop our ministry to schools, families and young people in our communities.

We are excited about the development of a Ministry Area and are fully committed to growing our relationships with fellow Christians.

Experience

• An appreciation of parish ministry and community relations, and the ability to develop the church’s role and forge links within the community

• Engagement with and pastoral support for people of all ages

Knowledge, Skills and Competencies

• Excellent interpersonal skills including the ability to build relationships with parishioners and community groups as well as senior figures within the wider Church

• Leadership and team-working skills – including the ability to motivate, inspire and effectively co-ordinate volunteers, colleagues, community organisations and members of other denominations

• The ability to forge, maintain and develop good relationships with schools, young people and their families within the Ministry Area
• Ability to think strategically, turning ideas and possibilities into clear and implementable plans
• The ability to inspire, encourage and equip parishioners to assist with the running of the parish and to take ownership of parish activities and initiatives
• The ability to draw the best from a range of worship traditions, and preach in a variety of styles to a broad range of listeners
• Good organisational skills
• Excellent communication skills, including ICT literacy
• UK driving licence

General Attributes
• The vision to drive and facilitate change
• Enthusiastic about inclusivity, equality and diversity
• High emotional intelligence and resilience
• Willingness to be flexible in working practices, e.g. hours of work
• Enthusiasm and energy to be fully involved in parish activities

One personal quality we really hope you have is a sense of humour.

We can’t wait to share a laugh with you and see you build a relationship with each and every one of us. We believe it all starts with a cup of tea and a piece of cake (we have the best in town!) We are realistic that change and growth can cause uncertainty and even conflict, but it also brings joy and celebration. We are loving and loyal congregations, who will support and walk with our new priest.

Our Valleys hospitality is some of the best and we assure you of a Warm Welcome.

We want a Ministry Area Leader (MAL) who will help us move forward, will be loving and not afraid to challenge us. We want to grow in discipleship and Christian witness to our neighbours and communities. We want our new MAL to guide us spiritually and practically into new ways of ‘being’ and ‘doing’.