

**THE FREE CHURCH
OF ENGLAND**

**PARISH PROFILE
FOR**

**ST BARNABAS,
ISLE OF MAN**



What Does the Free Church of England Believe?

Please read the document, 'Understanding the Statement of Principles' which can be found on the website at:

<https://fcofe.org.uk/resources/documents/>

You will also find other documents there relating to the Free Church of England.



Welcome & Introduction from the Bishop:

The Rt Rev'd Dr John Fenwick
*Bishop Primus of the Free Church of England
& Bishop of the Northern Diocese*



The Northern Diocese of the Free Church of England is a family of congregations north of the River Trent. Some of them are over a century old, others were only planted recently.

All are united by a commitment to the Gospel of the atoning work of God in Jesus Christ, through his incarnation, crucifixion and resurrection. We preach Christ crucified and call people to repentance, faith and new life in the Holy Spirit. We do so within the Anglican heritage, committed to liturgical worship and the historic formularies of the Faith.

Within this growing family of churches, St Barnabas is a lively congregation with a strong international character, set within the unique setting and culture of the Isle of Man.

Its planting has been followed by a period of consolidation to prepare for a new chapter of growth and outreach. The new Presbyter will play a leading role as together the congregation discerns the Spirit's leading and implements it.

Beyond the island, the congregation is represented at the Diocesan Synod (made possible by electronic communications) and at Convocation. The new minister will join a lively and enthusiastic diocesan *presbyterium*.

We look forward to welcoming the man of the Lord's choosing.

+ John Fenwick

Introduction:

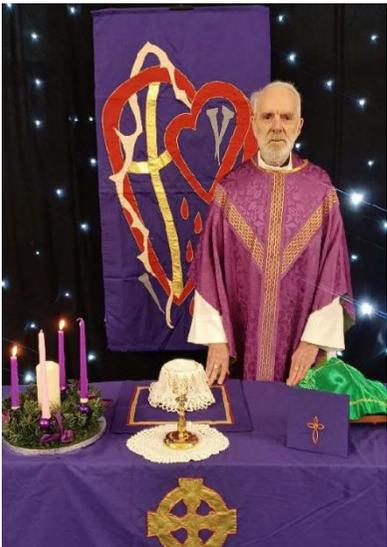
St Barnabas Church is an Anglican church based in Douglas, the capital city of the Isle of Man. The church has approximately 40 communicants and 11 children. The ethos of the church is best demonstrated when the congregants turn towards each other at the end of each service and say: "May the grace of our Lord Jesus Christ, the love of God and the fellowship of the Holy Spirit be with us all evermore AMEN". Christ is indeed the Foundation, Cornerstone and Head of our church. Bible based preaching and teaching is core to our services and fellowship. St Barnabas is the only member of the Free Church of England in the Isle of Man.



The church was established in April 2016 by a diverse group of Christians, most of whom were worshipping at St Mary's on the Harbour (Church of England) in Castletown. The aim of the church (originally known as St Augustine's Church) was to provide an alternative place of worship in the Anglican tradition outside of the Church of England. The launch committee included Sir Laurence New (former Lieutenant Governor of the Isle of Man) and Dr Jules Gomes (the Vicar of St Mary's on the Harbour). The church became a member of the Free Church of England at the start of 2020.

St Barnabas has been without a full-time minister since its inception. During Covid in 2020, the Bishop ordained Brother Laurence New and granted him Permission to Officiate. This has enabled St Barnabas Church to regularly celebrate Holy Communion. Reverend Laurence along with 4 lay preachers deliver excellent, inspirational sermons.

Reverend Laurence wishes to retire from all his formal church duties at the end of February when he celebrates his 92nd birthday.



St Barnabas now has a vacancy for a part time or full-time minister. The church is mindful of the task at hand of growing the Kingdom of God in the Isle of Man and to fulfil that goal it would require the services of a fully trained minister to preach and teach, provide pastoral care and to empower the congregation in their evangelism mission. The minister should assist congregants to discover their spiritual gifts and bear the fruit of the Spirit.

The Isle of Man offers a unique opportunity to serve the Lord in a country that is rich in heritage, culture, sport and natural beauty. The Isle of Man is unique in many ways. Situated in the heart of the Irish Sea between England, Ireland, Scotland and Wales, it is home to the oldest continuously running parliament in the world, established by the Vikings more than 1,000 years ago. Quality of life is exceptional, and it is an ideal environment to raise a family.

The Isle of Man is served by three airlines (EasyJet, Logan Air and Aer Lingus) with flight connections to Liverpool, Manchester, Edinburgh, Gatwick, Heathrow, London City, Bristol, Dublin and Belfast. The Isle of Man Steam Packet operates ferries to Liverpool, Heysham, Dublin and Belfast.

More information about life in the Isle of Man can be found here: www.locate.im.

Legal Structure:

St Barnabas is a company incorporated in the Isle of Man, which is limited by guarantee of £1 per member. The company registered as a charity with the Isle of Man Attorney General's office. The members of the company are the Church Council members. There are four directors and trustees of the company and charity, which are also Church Council members. Communicants are not required to be members of the company.

FCE:

St Barnabas Church fully subscribes to the FCE's view of Biblical Truth and in particular how it applies to marriage, sex and gender. Due to the diverse backgrounds (Anglican, Reformed, Methodist and Baptist) of the membership, the church provides for both infant baptism and infant dedication followed by baptism after independent profession of faith.

Church Style:

The church's style of is a blend of traditional and contemporary. Services follow a structured order of service. Readings and prayers are allocated to church congregants including children. Hymns from Common Praise and Mission Praise are selected and are led by recorded music mostly sourced from YouTube. An electric piano is used when Peter Murcott is preaching. Peter uses a variety of hymns including his own compositions and leads the music on such occasions.

Membership:

Technically, the church has only 6 members which are the Church Council members. This is because St Barnabas is a company limited by guarantee.

The church has between 35 and 45 communicants and 9 children most of whom regularly attend.

The age profile of the communicants is approximately 37% below the age of 50, 21% between 50 and 70 and 42% above 70. The attendance is stable with very few people leaving the church. The church continues to attract people who are seeking a church that is holding onto Biblical truth. Sadly, there are very few new comers under the age of 50 and none under the age of 30. There are those who are unable to attend in person because of health issues but who join the service live on zoom.

Although the church is based in Douglas, communicants live all over the Island and travel up to 40 minutes on a Sunday to attend services.

Services:

Services are held each Sunday at 10am. Services alternate between Morning Worship (usually for an hour) and Eucharist Services (usual for 1 ½ hours). The lectionary is mostly followed but freedom is given to the panel of preachers to use other Bible readings and/or topics. The Morning Worship follows a bespoke structure order of service and Eucharist Services follows the FCE order of service.

Services start and finish with formal processions: children leading with candles, the cross and the Bible followed by the minister.

During 2020, the church quickly adapted to digital ministry and effectively deployed Zoom to continue with regular Sunday services during lockdowns. Post Covid, each service remains accessible online via Zoom in real time.

All sermons are fully written up and shared with the congregation (and others) via email and are accessible on the church's website. Music is mostly pre-recorded. The church owns an electronic piano which is used by one of the preachers when he is taking the sermon.

Special Services: baptisms, marriages, funerals (all with statistics):

The church allows both infant and believer's baptism and infant dedication. The church was blessed to have baptised three young children in 2022 who were then Confirmed. No marriages or funerals have been conducted.

Children/teens: groups, sizes, Sunday/midweek activities, all-age, safeguarding:

There are 11 children enrol ages ranging from 5-14 years. Sunday School is held in the committee/tea room. All teaching is Bible based. The introduction consists of registration, offering (donated to Barnabas Aid for children in need), prayers, songs of praise, Bible lesson, activities related to the lesson. The children have formed a 'Singing Ministry' choir, singing Christian songs and sharing the gospel in church and at Care Homes. The children in their robes perform various roles in the church: Procession with cross, candles and Bible; take up the offertory; read Bible lessons; compose and read the final prayer on evangelism and serve at the altar. They also have duties assigned to assist with jobs at the end of the service. They are happy and enthusiastic to learn about God's Word in a safe, friendly environment.

There is a safeguarding officer appointed and all regulations are adhered to.



Fellowship and activities:



Tea and Coffee are served after each service and is generally well attended. A church lunch is arranged from time to time to celebrate special occasions or when there are special visitors (such as the Bishop).

On Thursdays, the church hosts a Zoom Fellowship which is attended by between 10 and 15 communicants. The Fellowship provided a platform for almost all communicants and invited guests to share their personal testimony. More recently, the time is being used for a Bible study.

There are no other activities or groups during the week.

On an ad-hoc basis, a Men's Breakfast is arranged for a Saturday and a Ladies' event is also hosted from time to time.

Pastoral care is limited and is led by the People's Warden with the assistance of others visiting the sick.

Leadership structure:

St Barnabas has a dual leadership structure, which largely overlaps. The directors and trustees fulfil a statutory role to ensure that St Barnabas complies with the Isle of Man Companies Act and the [Charities Act]. The directors and trustees who served the St Barnabas charity during 2023 were as follows:

- Reverend Sir Laurence New
- Mr Werner Alberts
- Mrs Elaine Wilson
- Mrs Rosalind Taisia

The Church Council is responsible for the day-to-day management of the church in line with the rules and regulations of the Free Church of England. The Minister's Warden is nominated by the Bishop because there is no full-time minister at present. The remaining Church Council members are elected by the congregation at the Annual Congregational Meeting. Other members are co-opted on.

The church has a democratic leadership style. The Church Council (CC) is elected each year at the Annual Congregational Meeting. Reverend Laurence has chaired the CC since 2016. Almost all CC decisions have been unanimous and any disagreements are dealt with sensitively and with much love. “Pray and Plan” is the ethos followed by the CC – all meetings start with a Bible reading; a short sharing of the Word followed by a time of seeking the Lord in prayer. If any indecision or disagreement develops during the meeting, the CC revert to prayer before the discussion is taken forward.

At the time of writing, the Church Council members are:

- Chair: Reverend Sir Laurence New
- Delegate, Secretary and Treasurer: Mrs Elaine Wilson
- People’s Warden: Mrs Rosalind Taisia
- Minister’s Warden: Mr Werner Alberts
- Delegate: Fenella Campbell
- Delegate: Ben Campbell

Apart from being employed by St Barnabas Church, the candidate will be expected to become a member of St Barnabas (the company) and serve as a director and trustee of the company and charity.

Ministry team:

In 2016, Dr Jules Gomes was appointed as the first full-time Vicar of the church (then named St Augustine’s). To have some form of oversight, the church became a member of the Federation of Independent Evangelical Churches (FIEC). This was an interim measure, and it did not provide episcopal oversight. In 2019, Bishop Gavin Ashenden accepted episcopal oversight for St Augustine’s (now St Barnabas).

Much to the church’s surprise, both Dr Ashenden and Dr Gomes decided to join Rome towards the end of 2019. This left the church without any ministerial leadership and without episcopal oversight. Fortunately, Dr Gomes introduced the church to The Right Reverend Dr John Fenwick, Bishop of the Free Church of England. During the first quarter of 2020, Dr Fenwick accepted episcopal oversight for the church, which had been newly named St Barnabas Church, and it became a member of the FCE.

Sir Laurence New was ordained during the Covid restrictions and was granted permission to officiate. This enabled St Barnabas to celebrate the eucharist under the presidency of The Reverend Laurence New.

Church services are led on a rota basis on Sundays by Reverend Laurence, two readers and a Church Council member.

Sermons are taken by a panel of five preachers comprising:

- Reverend Laurence New (retiring February 2024)
- Trevor Patterson, a retired banker and Pentecostal preacher
- Peter Murcott, a retired Headmaster, lawyer and Methodist preacher
- Doug Chalk, a retired CoE reader for 20 years and recently admitted FCE reader
- Werner Alberts, a businessman and FCE reader

Staff team: payroll, names and roles, how long on staff, meetings, line management:

The church does not have any part time or full-time staff. All work is done by the Church Council and volunteers (e.g. website and weekly service sheets are done by one of the communicants).

Outreach and Global mission

St Barnabas Church has played a leading role in current issues in the Isle of Man. In 2019, the church was central to the campaign against liberalised abortion laws in the Isle of Man. In 2023, the church, and in particular Peter Murcott, played a key role in the campaign against the ongoing proposed Assisted Suicide Bill in the Isle of Man.

The church provides financial support to a few global missions, including to Barnabas Aid, SASRA and Christian Concern.

Church: main buildings, age, state of repair, trading (such as a coffee shop), community use, grounds, graveyard, staff housing, major equipment:

The church rents the upper room of the Jim Crosbie Memorial Hall (formerly a Methodist Church building) in Derby Road, Douglas, Isle of Man, IM2 3EN. The rental is for Sunday morning services only. However, there is a storage cupboard where all the church’s equipment and supplies are stored. There are no grounds, trading, coffee shop, graveyard or staff housing.



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Services are held in the upper room whilst Sunday school is held in the adjacent committee room. Tea and coffee are serviced in the committee room after the service.

Certain periods of the year, the Manx Brass Band must practice on Sunday mornings, in which event our service start times move from 10am to 9am. From time to time, the upper room is rented out during the week, and that involves a team effort by all communicants and children to pack away all church property and then reset the following Sunday.

The church owns an electronic piano, large screen TV on a roller wheel stand, sound equipment and two laptop computers.

Minister accommodation:

The church does not own any accommodation. A property was rented for the previous vicar.

Financial giving: summary accounts, stewardship, major projects funded, generosity:

The Church is currently in a sound financial position. For the last 3 years the Church has not had a paid minister in post and no other significant overheads. This has enabled a fund of approximately £70,000 to be accumulated. For the last financial year (2023) the surplus was £11,056 after accounting for charitable donations of £12,900.

The Church does not have any fundraising activities; all income comes from member donations (with a small amount of bank interest). The Church is heavily reliant on donations from a small number of congregants and although finances are currently good a challenge will be faced in the long term to fund a full-time minister.

The Church supports 3 Charities on a regular basis – Barnabas Aid, SASRA and Christian Concern. Other charities and appeals are supported on an ad hoc basis. Each year a proportion of donations is set aside for distribution to the FCE, Communicants Support, Overseas Mission and Special Appeals. During 2022 a cost-of-living grant of £400 was offered to congregants of the congregation in need.



Communication:

The church has a website: www.barnabas.im and a Facebook page: St. Barnabas Church – Isle of Man.

Service sheets for upcoming services are usually emailed to all congregants on a Thursday. The email includes a Zoom link for anyone who wishes to attend via Zoom.

Notifications of fellowships are also done via email.



Isle of Man Population:

The last census was done in 2021. According to the latest census, the resident population of the Island is 84,069 (a rise of 0.9% since 2016). The average age of the population has risen from 42.5 to 44.4. The median age is 46.5.

The economically active population increased from 42,777 in 2016 to 44,875 in 2021. The number of these in employment also saw an increase, rising from 41,636 to 43,566. The dependency ratio has fallen 5.64% to 58.31%, although this is largely due to the drop in the number of residents under the age of 16 and recent increases in the state pension age.

Compared with 2016, the percentage of the resident population born on the Isle of Man fell slightly from 49.8% to 49.6%. By comparison, the percentage born in the United Kingdom fell by 1.7%. There is an increase in the number of the resident population born outside of the Isle of Man, United Kingdom, and Republic of Ireland, rising from 8.3% in 2016 to 10.3%. The resident population whose nationality corresponds to a country in the European Union has risen from 4,184 to 4,728.

Residents from ethnic groups other than white account for 5.3% of the resident population, an increase of 1.7% since 2011. Of this, the biggest increase relative to the whole population is seen in those of Asian ethnicity, although the number of residents of black ethnicity have more than doubled in absolute terms.

The 2021 Isle of Man Census is the first Manx census to ask about the religious beliefs of the population of the Island. Of the 74,487 residents who answered the census question regarding religious affiliation or belief, 54.7% reported that they were Christian. 38.8% of the resident population report having no religious beliefs. The table below provides the number of people of each faith (and no faith) as a percentage of all who answered the question on religion.

Christianity	No religion	Islam	Buddhism	Hinduism	Judaism
54.7%	43.8%	0.5%	0.5%	0.4%	0.2%

62,208 residents over the age of 15 stated their sexual orientation on their census return. Of these, the vast majority reported that they are heterosexual, with less than three percent stating a different sexual orientation.

Residents who are Gay, Lesbian, or Bisexual make up 2.2% of the population over the age of 15. This is slightly less than the UK, but roughly the same as has been reported for the North-West of England. 132 people over the age of 15 reported that they do not identify with the sex assigned to them at birth. Of these, just over half were born male.

Local denominational and inter-church groupings:

St Barnabas is the only FCE church in the Isle of Man.

Churches Alive In Man is an inter-church body that was formed in 2010: (<https://www.churchesalive.im/welcome.htm>). In that year, most churches on the Isle of Man entered into a Covenant for Mission. Churches Alive in Mann was born because of this covenant, to help build relationships for mission and to build on the covenant. As a group of Christian Churches on the Isle of Man, the body seeks to work together and support each other in mission wherever we can. Senior leaders of various denominations meet monthly to share fellowship, pray for one another, and work together wherever we fruitfully can.

The following churches have signed the covenant for mission:

- The Church of England
- The Methodist Church
- The Catholic Church
- The United Reformed Church
- Living Hope
- Broadway Baptist Church
- Elim Onchan, Elim Peel, Elim Ramsey
- The Salvation Army

Due to time and work constraints on all the Church Council members, St Barnabas has not had the capacity to join Churches Alive in Man.

Strengths	Weaknesses
<p>Jesus is our Lord Spirit-filled Christians who are zealous for the Lord Dependence on the direction of the Holy Spirit in all decision taking Welcoming to visitors Warmth of the congregation Quality of Biblical based sermons Willingness to campaign against evil legislation Financial position currently</p>	<p>Limited pastoral care Building limitations Limited social media profile Lack of musicians Ineffective evangelism approach to the new postmodern culture (I.E. the history of ideas which has led to how today's society thinks). Aging congregation Outreach to unsaved citizens Failure to effectively communicate with those unaware of their need for Bible-based worship and teaching</p>
Opportunities	Threats
<p>Children (on which the future of the church depends in the long run) Evangelism (on which the future of the church depends in the short term) – 7 out of 20 don't believe in anything. Revival – 11 out of 20 say they are Christian but very few are following Jesus daily Digital ministry Small groups and prayer groups for weekday fellowship and teaching</p>	<p>The Evil One The potential for strong (but otherwise zealous) personalities to clash The potential to fail to make our objectives very simple, very clear, and few in number The potential to fail in getting people on board with the objectives Attacks via social media Small number of key financial contributors Acceptance of our failure to grow Inclination to nestle</p>

The future

St Barnabas desires to be faithful to our Lord's Great Commandment. Although nearly 11 out of every 20 people in the Isle of Man identify as Christian, the reality is quite different. Regular church attendance across all churches is likely no more than 1 in every 20 people. The Church of England remains to be in decline. St Barnabas has failed to attract Christians who wish to worship in the Anglican tradition, away from the CoE. We are also particularly concerned about the lost generations of children and adults under the age of 40 who no longer seem to be attracted to churches. A major challenge is school sports, which arranges football, hockey and other sports for Sunday mornings.

St Barnabas remains hopeful that there is a significant opportunity to:

- Pastor, lead and feed the flock of the church;
- revive the faith and encourage active living as followers of Jesus amongst the 10 lost sheep in every 20 people who identify as Christian;
- evangelise the 9 in every 20 who do not identify as Christian, particularly the vast majority who have no religious beliefs at all; and
- focus on children's ministry to secure the future of the church.

Based on the opportunity, there is no reason why St Barnabas Church could not have a membership of between 100 and 200 people with an ever-expanding Sunday School. St Barnabas should also aim to plant at least three more FCE churches in the Isle of Man, ideally in the South, West and North.

We also recognise the importance of a dedicated church building with appropriate facilities for Sunday school, fellowships and week day ministries.

Person Specification

Essential Criteria	Desirable Criteria
<ul style="list-style-type: none"> • Solid understanding of the Bible, the Gospel Truth and our doctrine of faith • Unfeignedly believe all the Canonical Scriptures of the Old and New Testaments • An understanding of building and growing a small church • Bearing the fruit of the Spirit • Bible based teaching • Contemporary preaching and effective leadership of Sunday services • An understanding of the FCE and the Anglican Tradition, commitment to hold fast its principles. • A commitment to pastoral care, with regular visiting to those in need. • An ability to work with people across all ages and all walks of life. • Interest in young people and fostering their involvement in church life. • Proactive in the various groups, encouraging a close relationship and participation in church life. • A vision and optimism for the future. • Support and encouragement for participation in the services by the congregation. • To lead a democratic Church Council and be willing to listen to various ideas or points of view. • Good communication and inter-personal skills. • Willingness to work under the authority of the FCE Bishop and under the direction of the Church Council 	<ul style="list-style-type: none"> • Formal Theological qualifications • A knowledge of Technology and ability to use our equipment. • It will be a major benefit if the candidate is able to be a “tent maker” alongside being the minister. The unemployment rate in the Isle of Man is less than 2% and hence there is ample part time work opportunities in the Isle of Man • Age is not a concern – the ability to effectively minister to all age groups is of far greater importance



Dr Bob Stephen, General Secretary of the Free Church of England, said of St Barnabas:

"St Barnabas is a wonderful Church. It has members of the worshipping community of all ages and from a rich cultural heritage. There is a sense of purpose and an openness to explore where God may be taking this congregation into the future. Whoever is appointed to St Barnabas will be well supported in their ministry."

**For an informal conversation with the Diocesan Bishop,
Tel: 01229 584 997
Email: jrkenwick@gmail.com**

**For an informal conversation with the General Secretary,
Tel: 07939 991 454
Email: gensec@fcofe.org.uk**

For those wishing to arrange a visit to the Church prior to applying for the vacancy, please contact the General Secretary to arrange this.

For an Application Form, please contact the General Secretary.

For information about joining the Free Church of England or transferring your ministry to the Free Church of England, please refer to the Ministry Pathway section of the website (<https://fcofe.org.uk>) and then contact the Bishop.