



Working with us in the Diocese of Lincoln

Clergy recruitment pack
2025

Louthesk Deanery Rural Mission Enabler

Lincoln.anglican.org

This post is subject to Safer Recruitment Guidelines



A letter from the Bishop

A Time to Change Together (TTCT) is a vision of our shared future in the Diocese of Lincoln. As a family of churches, serving one another and reaching our local communities with the good news of God's kingdom, we are committed to collaborative partnerships, relationships of generosity, and growth.

Now that the groundwork has been laid, we are in the happy position of recruiting clergy to a range of creative and adventurous ministerial posts. Therefore, in this recruitment pack, we are beginning to articulate both what we are looking for in our clergy and also what we can offer you in return.

We are committed to continue to build a culture of trust in a time of uncertainty in the Church and in the world. This demands from all of us the qualities of kindness and candour, rooted in personal and theological integrity. We are looking for colleagues who will model these qualities themselves and seek to grow them in others.

The Diocese of Lincoln needs clergy who are:

Confident – rooted in prayer and scripture, with a story to tell of their faith.

Mission focused – passionate about growth in depth of discipleship and numbers.

Collaborative – genuinely open and willing to work with and learn from others.

Adventurous – seeking to proclaim our historic faith afresh in this generation.

Resilient – knowing when to take risks, accept failure and try again.

Capable – demonstrating reliability in the skilled serving of transformation in Christ through the Five Marks of Mission within Local Mission Partnerships.

If you feel you have those attributes and would like to join us in our journey, we would love to hear from you.

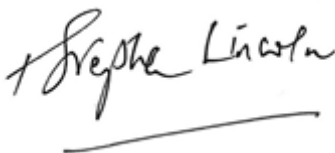
Our offer to you is founded on:

- ◆ A diocesan strategy which seeks **grassroots renewal and flourishing**, not top-down restructuring.
- ◆ A vision for ministry which is about **gifts and calling**, not trying to do 'everything, everywhere, all at once.'
- ◆ **Leadership** which prioritises the life of our parishes and the wellbeing of our ministers.
- ◆ A reputation for, and commitment to, **excellence** in our clergy housing and maintenance.
- ◆ An approach to the common fund which is about **covenant and generosity**.

As you read through this recruitment pack, you will discover so much more that our Diocese can offer to you, as you consider the next stage of your journey in the service of God's Church.

I hope that you will take seriously the invitation to join us and explore the opportunities to serve in the Diocese of Lincoln.

Yours ever in Christ,



What we offer

The Diocese of Lincoln is a family of hundreds of local churches, schools, chaplaincies and projects across the historic county of Lincolnshire offering worship, growth in faith and discipleship and wide-ranging care and support to young and old in its communities.

Our aim is to grow the Church, in both numbers and depth, through attention to what we see as our core tasks of faithful worship, confident discipleship and joyful service, with the vision of being a healthy, vibrant, sustainable church which leads to transformed lives and communities across greater Lincolnshire making a difference in God's world. To that end as a diocese we shall support, encourage and enable local parishes, schools and mission partnerships to fulfil, within this framework, their own unique calling to serve in mission the community in which they are set.



Edward King House



2023 Racial Justice Sunday service at Lincoln Cathedral



A clear vision for our shared future as a diocese



A Bishop's Staff team and colleagues in the Parish Support Office who are committed to you



Beautiful countryside in which to live and work



Top 10 Dioceses for stipends



48 hours time away recommended each month



36 hrs uninterrupted rest and one quiet day per week (in remaining weeks)



Supported annual retreat



Programme of installation of solar panels and electric car charging points at vicarages



Garden maintenance support



Total redecoration on appointment including carpeting of public rooms in vicarages



Direct access to the Diocesan Registrar

A Time to Change Together

The Diocese's major change programme

The Diocese's vision is to be a healthy, vibrant and sustainable church transforming lives in Lincolnshire. Recent years have been challenging for the diocese. In response to this, we have developed effective programmes which offer the opportunity to both Lincoln Diocesan Trust and Board of Finance Ltd (LDTBF) staff and those in the parish to contribute together significant, positive change towards our vision. We hope that you will want to come to the Diocese and join in this exciting work that is Kingdom-focused and that, while demanding, we believe to be deeply fulfilling.



Bishop Stephen's enthronement

Time to Change Together, an integrated approach to growth, deployment, staffing, costs, investments, and voluntary giving launched in 2022, is starting to deliver major benefits in terms of working practice and support for our voluntary and paid staff in the parishes, and in levels of income and in care of our precious and vast range of church buildings, that they better



Worship for everyone at St Faiths in Lincoln

serve the community in which they are set. Resourcing the Urban Church is applying modern approaches and external and internal funding to planting and revitalising churches in the urban centres of the diocese. Over the next decade it will drive numerical growth and strengthened care in major centres such as Scunthorpe, Grimsby, Lincoln and Grantham as well as to market towns across the diocese.

More information about our Deanery Partnerships, Local Mission Partnerships and other elements of Time to Change Together can be found on www.lincoln.anglican.org. This includes detailed information about our new approach to oversight and focal ministry, which is locally discerned and coordinated by the Deanery Partnerships, and is helping clergy and lay colleagues to re-picture their ministry according to God's call today.

Our Values

OUR VALUES

The Diocese of Lincoln is the Church of England in Lincolnshire, North Lincolnshire and North East Lincolnshire. The diocese covers 2,670 square miles and has a population of a little over 1 million. Our vision is to serve our communities in such a way that people may come to know the love of God and have their lives transformed. In order to do this, we know that we need to be a healthy, vibrant and sustainable church.

Our values are that we need, as a diocese, to be faithful in worship, confident in discipleship and joyful in service. The LDTBF, known as the Parish Support office, is here to support that vision and those values cost effectively with the highest quality of customer service.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE STRATEGY

The diocese through its churches, chaplaincies and projects is deeply committed to the flourishing of the whole population and is embedded in every community across Greater Lincolnshire. Through, for example, our church growing schools children, young people and households we are committed to healthy, inclusive structures in society. The diocesan environmental policy, including a commitment to carbon net zero by 2030, informs all our work from buildings and investments to ministerial and faith training. We have a carefully implemented ethical investment policy for our historic assets. The diocese invests heavily in continuously improving the quality of our safeguarding performance.



Worship in the Diocese of Lincoln

LEARNING & DEVELOPMENT OPPORTUNITIES

The LDTBF has a good record of supporting staff in their professional development. Equally, parish focused colleagues are encouraged through the College of St Hugh to develop their skills, including through degree or further degree level study, both to help their performance in role and to enhance their opportunities for career and ministry progression.

EQUALITY, DIVERSITY & INCLUSION STRATEGY

The LDTBF continues to work on its performance in terms of equality, diversity and inclusion, particularly in monitoring, training and review. There is a regular forum for Global Majority Heritage clergy and ministers and the diocese is currently establishing chaplaincy for LGBTQIA+ colleagues. A Time to Change Together's emphasis on partnership includes commitment to partnership between congregations and ministers of different church traditions. Respect is key to us, as is the valuing of conscience and an approach to diversity and inclusion that is rooted in the gospel rather than in statistics or quotas.

How will I be supported?

Wellbeing and Continuing Ministerial Development



WELLBEING

We offer many initiatives that safeguard your spiritual and mental health, including:

- Employee assistance program (EAP) with free access to a 24/7, 365 helpline, with calls answered by experienced in-house counsellors, legal and financial specialists.
- Local counselling sessions accessed through the Wellbeing and CMD Officer.
- We run regular Wellbeing training events.
- We recommend you take all of your annual leave, take your day off regularly, and take two consecutive days off once a month.
- We encourage all parishes in vacancy to consider how they will support the wellbeing of their prospective clergy and their family through engagement with the Covenant for the Care and Wellbeing of Clergy document 'Big Conversation Document for the Local Church'. (The Covenant was affirmed and adopted by Diocesan Synod in 2021).
- A clear and agreed policy of parental leave.

CONTINUING MINISTERIAL DEVELOPMENT

Our Wellbeing and CMD Officer, who is a member of the College of St Hugh staff team, can offer advice and assist with a wealth of support and training including:

- Care, wellbeing and flourishing for ministers & their families at all stages.
- Ongoing training of ordained and lay ministers.
- Supervision, mentoring, coaching, and consultancy opportunities.
- Resources for developing vocational gifts and skills.
- Ministerial Development Review programme.
- Sabbatical planning for clergy; funding for study and retreats.
- Our new peer and lay facilitated MDR process includes significant focus on the wellbeing, flourishing, and thriving of the clergy person and their family.
- We provide opportunity for all clergy to join a facilitated Reflective Practice/Pastoral Supervision Group.
- We offer access to Coaches, Work Consultants and Mentors.
- From 2024 we will begin a new 3 year First Incumbency Support and Training process.
- We offer sabbatical planning, funding and retreats
- Regular opportunities to gather as colleagues within a large diocese, to offer mutual support.

The Bishops and our Vision

The Diocese is served by three Bishops. The Bishop of Lincoln the Rt Revd Stephen Conway is the Diocesan Bishop.

Our Suffragans are the Rt Revd Dr David Court, Bishop of Grimsby and The Rt Revd Dr Nicholas Chamberlain, Bishop of Grantham. Each Bishop has an office based at Edward King House in Lincoln and our Suffragans are also focused respectively in the North and South of the county.

They work together along with the Senior Team and Parish Support Office to lead and serve the people of the Diocese of Lincoln.

More information can be found on
www.lincoln.anglican.org



As bishops, our vision is to grow and develop us all as deeply Scriptural, praying and worshipping communities and ministers. We want to look outside of ourselves to love the people of our parishes, so that we can share with them the joy, light, hope and love of Jesus. Our covenant is to work together as a team, so that we may use our gifts with you to:



- Grow in numbers and in faith.
- Encourage new and occasional worshipers to become committed disciples.
- Continue with, and develop engagement with children, young people and families in our community, through church, and in our Church schools.
- Offer ourselves and our church building to bring our community together, and meet the challenges of a growing population.

Our aspiration is for the Church in Greater Lincolnshire to be faith-filled, open, active and deeply invitational. Our calling from God is to love, lead, teach and guard the people of our communities prayerfully and practically, as Christ loves them, and to call them to follow Him. We seek to be friendly, approachable, prayerful and helpful.

Your role

Every post has an understanding of its role that is shaped according to its context, alongside the Statement of Particulars that is required by law. A central feature of A Time to Change Together has been to gather information about the needs and aspirations of the over 600 different church communities of the diocese and to shape the distribution of ministers accordingly. In this way, new teams of Authorised Lay and Licensed Lay Ministers (Readers), together with other volunteers such as church wardens or clergy and Readers with Permission to Officiate are being built across Greater Lincolnshire.



OVERSIGHT MINISTRY IN LINCOLN

Oversight ministers have the legal and pastoral responsibility for all the churches to which they are licensed – their Parish Partnership. They also share the strategic leadership of their Local Mission Partnership with other Oversight Ministers and some lay leaders. Generally each Oversight Minister will also be the Focal Minister (practically leading a particular church) of 1 or 2 churches in their Parish Partnership, but not the Focal Minister of all churches in their oversight. Find out more about Oversight Ministry in Lincoln at Lincoln.anglican.org

THE CORE PRINCIPLES OF TIME TO CHANGE TOGETHER

- churches working together with complementary strengths in wider mission partnerships
- equal valuing of all ministries
- no-one ministers alone
- as much responsibility as possible is devolved or delegated to the local area
- every church has an incumbent but few have their own incumbent

Being an Oversight Minister in Lincoln means: •

- equipping the people of God for the mission & ministry of God
- being the wider church in the local communities and churches
- having authority to shape worship, nurture and mission in a group of churches
- providing sacramental ministry along with others
- identifying, discerning & developing focal and other leaders
- delegating & clarifying responsibilities
- building collaborative and mutually supportive teams in your places of oversight
- collaborating in the Local Mission Partnership to create a richer pattern of churches
- supporting, resourcing & overseeing leaders
- establishing healthy patterns of relationship at every level
- modelling a prayerful, self-caring, generous but realistic model of life and leadership

In this phase of Time to Change Together, we are therefore working to release incumbents and others with oversight responsibility by discerning who might hold focal roles in our different communities. In this way we are moving beyond what can be the debilitating impact of Multi-parish Benefices and building a more genuinely collaborative, supportive and missional future.

YOUTH WORK

The Diocese has a new team of youth and children's enablers, working in parishes and across Deanery Partnerships, with a co-ordinator in the College of St Hugh.

MISSION

Every Deanery Partnership now has a Mission Enabler who will work with Bishop David to support the growth of the Church in Mission in Greater Lincolnshire.

Louthesk Local Mission Partnership

Introduction

Deanery of Louthesk, located in the East Lindsey District, centers around the market town of Louth. It also extends to the coast, including Donna Nook, which is known for its seal population, and encompasses the Lincolnshire Wolds, recognized for their areas of outstanding natural beauty.

In the Deanery, you'll find several primary schools, while secondary education is available in North Somercotes and Louth, where there is also a grammar school.

Many people are drawn to Louth for shopping. In addition to a couple of supermarkets (with more anticipated in the future), there are numerous independent shops. A market takes place in Louth three days a week. For larger shopping needs, residents often travel to Lincoln or Grimsby.

The railway that once ran through Louth closed in 1970; therefore, the nearest railway stations are located in Grimsby/Cleethorpes, Lincoln, Market Rasen, or Skegness. There is, however, a regular bus service connecting Louth to Lincoln, Mablethorpe, and Grimsby.

Most rural villages in the area have few shops, and public transport options are very limited. For many residents, the church serves as the only community space in the village, and several churches are used for activities beyond worship.



Deanery Map

OUR STRENGTHS

- People are working well and recognising each other and their strengths.
- Lay led services are progressing well, as are the growing numbers of ALM's.
- There is a good structure in place, with Synod working well in addressing issues.
- Churchwardens are working hard, ably supported by others in their parishes.
- There is a strong availability of retired clergy with PTO at the current time.
- Parishes are giving what they can in covenant pledges, despite financial challenges.
- Churchwardens currently fulfil the role of focal minister, but there is scope for introducing appropriate persons come forward who wish to exercise this ministry.

Louthesk Deanery

THE PROPOSED POST

The Deanery of Louthesk has received funding for three full-time stipendiary clergy positions. Currently, there are 1.5 of these positions filled within the Louth Team Ministry. The role of Rural Mission Enabler will focus on a large rural area divided into six benefices, all of which currently lack stipendiary clergy. Some of these benefices have been without an incumbent for up to ten years. The incumbent will hold the cure of souls and the associated legalities and governance for Fotherby, North Thoresby & Grainsby with Waithe. However the significant focus of this role will be enabling Rural Mission across the deanery.

Our vision for the future is for the three postholders to work collaboratively to support and sustain the entire Louthesk Deanery.

The individual we aim to appoint is not expected to conduct 25 services on a Sunday or preside over every baptism, wedding, and funeral. Instead, their role will be to identify community needs, available talents, and resources, while enabling and encouraging local people to take a more active role in their communities.



ACROSS OUR VILLAGES WE ARE WORKING WITH

- **10 Authorised Local Ministers & more in training**
- **6 Readers**
- **8 Retired Clergy with PTO**
- | Employed **Deanery Administrator**
- | Employed **Deanery Partnership Administrator**

KEY PRIORITIES

- **A Pioneering Ministry**

We value the freedom to explore new ways of "being church." You will connect with people both inside and outside the church community.

- **Collaboration**

You will be supported by others who are committed to collaborative ministry, both within the rural area and through the Louth Team Parish clergy, as well as the Rural Dean.

- **Engaging with "Missing Generations"**

Your goal will be to reach out to all generations that are currently unrepresented in our congregations.

- **Developing Local Leadership**

As a Mission Enabler, you will actively seek **to** identify potential leaders—both lay and ordained—and help to build teams of volunteers dedicated to utilizing their unique gifts and skills.

THE DEANERY CHAPTER

A Greater Chapter, chaired by the Rural Dean, convenes regularly. This chapter includes both stipendiary and retired clergy, Readers, Authorized Local Ministers (ALMs), and the Deanery Lay Chair. Together, they discuss matters of mutual interest, providing support with the aim of promoting a united vision for mission, ministry, and pastoral care throughout the deanery. The insights from the Greater Chapter are shared with the Deanery Synod when appropriate, which operates proactively.

Our Rural Churches & Services



Community Churches: these provide local centres for prayer and worship.

OUR VILLAGE CHURCHS & SCHOOLS

- Legbourne and Wold Marsh contains **6 Churches & 2 Church Schools**
- Saltfleetby contains 1 Church shared with Methodist Church
- North Somercotes & South Somercotes contains **3 Churches & 1 Church School**
- Binbrook contains **6 Churches & 1 Church School**
- Fotherby, North Thoresby & Grainsby with Waithe contains **8 Churches & 1 Church School**
- Mid Marsh contains **5 Churches & 1 Church School**

Benefice	Church Types	Services per month
Fotherby, North Thoresby & Grainsby with Waithe	8 Community Churches	Holy Communion— 8 Morning Prayer— 3
Legbourne & Woldmarsh	7 Festival Churches, 1 Community Church & 1 exploring closure	Holy Communion— 3 Morning Prayer— 1
Marshchapel, Somercoates & Grainthorpe with Connisholme	2 Community Churches & 2 Festival Churches	Holy Communion— 1 Morning Prayer— 2
Saltfleetby	1 Community Church	Holy Communion— 2
The Binbrook Group	3 Community Churches & 3 Festival Churches	Holy Communion— 2
The Mid Marsh Group	2 Community Churches & 3 Festival Churches	Holy Communion— 3 Morning Prayer— 6

Festival Churches: these provide occasional services and remain open for prayer and support to community life.

Our Pledge, Your Qualities



Welcome and help the priest and the priest's family settle in and become part of the community.



Work together and be open to change



Support our Priest to fulfil the **Estates** Ministry aspect of their role and be understanding of the focus and time this will take up.



We will continue to pay our covenant giving and work towards growth of covenant and sacrificial giving.



Continue to **utilise lay resources** to lead services as and when appropriate and to chair local PCC meetings



Give the priest **space to develop** his or her own ideas and consider any new ideas and challenges with enthusiasm, flexibility and positivity.



Communicate with, and **listen** to, our priest



Support the priest in taking regular days off and annual leave.



Support the priest if he or she wishes to take an **annual retreat**.



Be willing to **encourage** and facilitate training for **lay ministry**.

Louthesk Deanery is fully supportive of the ordination of women and would welcome interest from men or women looking to share this vision.

- An ordained priest within the Church of England.
- An understanding of and commitment to good safeguarding practice, equality, diversity and inclusion; Able to embed good practice in the life of the parishes, seeking to protect the most vulnerable in our communities.
- A leader who is foremost collaborative in style, who will minister alongside our retired clergy, lay ministers and volunteers. A person who enables others with gifts in training, mentoring and spiritual guidance. Someone who will bring out the best in us and allow their ministry to be shaped in a team environment.
- An enabler who will inspire us in our service to God, developing our team by evolving the work we are already undertaking and bringing new insight.
- An ability to relate effectively to young people and engage with schools
- A priest who serves as a spiritual resource for individuals growing in their spiritual lives and for congregations seeking new and imaginative directions for being church in the 21st century.
- A priest who is adept in pastoral care, a good listener and who will enable and nurture the pastoral gifts within the laity.
- Excellent inter-personal and communication skills.
- A commitment to our strategic priorities, including collaborative ministry and the implementation of TTCT in Louthesk
- A commitment to maintain their own spiritual growth, particularly by giving time to prayer, study and training.
- A good understanding of self-care and the importance of rest, recreation, family life, and friends.
- A full driving licence and access to a vehicle.

The Rectory

Your Family Home

- Well appointed 4 bedroom Rectory
- Separate family accomodation
- Part of Diocesan net zero carbon initiative (Solar Panel Installation)
- Part of the gardening assistance scheme
- Oil Powered central Heating
- Intruder Alarm
- Popular village 3.5 miles from Louth
- Fully maintained property
- Dedicated diocesan property team

