



# Working with us in the Diocese of Lincoln

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Clergy recruitment pack  
2025

Deanery Partnership  
Estates Missioner Lead  
&

Oversight Minister of Great & Little  
Coates with Bradley

# 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.

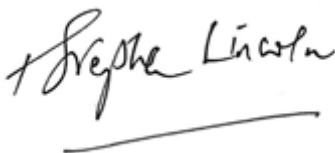
Our offer to you is founded on:

- ◆ 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](http://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](http://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 worshippers 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](http://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.



# Grimsby & Cleethorpes

## Introduction

Located on England's east coast, Grimsby is a town rich in history and heritage situated within easy reach of the beautiful Lincolnshire Wolds and the coast. It has access to good rail and bus services and has many leisure activities readily available. Relatively low-cost housing, food and petrol together with the open uncongested roads make it a destination of choice for many.

Although the fishing industry has largely passed into memory, food processing remains a major source of employment in the area, together with the thriving port of Grimsby, the newly established Freeport at Immingham, the chemical and petrochemical industries and a developing off shore wind farm support capability.

The adjoining resort of Cleethorpes, whose beaches are only 25 minutes from our parish, offers a restored Victorian pier, an attractive promenade, the multi-screen Parkway cinema and excellent fish & chips!

Entertainment is available at the Grimsby Auditorium, the Central Hall, the Caxton Theatre, while choral music thrives in several groups and societies. The history of the fishing industry is kept alive at the excellent Fishing Heritage Centre to which visitors come from all over the UK.

The cities of Sheffield and York are an hour and half away. Historic Lincoln and Hull are an hour away. Imminent partial redevelopment of Grimsby's Freshney Place shopping precinct will see a new market hall and cinema. There is plenty to do and see.

The nearby Lincolnshire and Yorkshire Wolds provide large areas of unspoilt countryside with excellent walking opportunities, attractive villages and a wealth of historic churches.

Grimsby is connected to the national motorway network by the dual carriageway A180/M180 and to the rail network by an hourly service to Manchester and Liverpool calling at Doncaster and Sheffield for connections to the capital and elsewhere. Local train services are also available to Lincoln, Newark and Barton upon Humber.

Humberside Airport, 20 minutes away, offers scheduled flights to Amsterdam, as well as holiday flights to several destinations.



## SOME HISTORY

Historically the parish comprised three tiny settlements in the fields well west of the small port of Grimsby but has been subject to huge growth since the 1930s, as the town spread right across the area. Now it is home to about 19,000 people living in a dozen quite distinct areas of housing, although Bradley remains just outside the built-up area. It is bounded by the rest of Grimsby, the Humber estuary and open countryside (with both the Cleethorpes beach and the Lincolnshire Wolds equally close at hand).

The draft Local Plan anticipates the building of a further 3000 houses along its western edge.



## HOW GRIMSBY GOT ITS NAME

At the death of the King of Denmark, Earl Godard, wanting to seize the throne, instructed fisherman Grim to drown the heir, baby Prince Havelock. Instead, he and his wife adopted the child and brought him to the safety of England, Grim carried the young prince from his boat, through the breakers, on his shoulders. When an adult, Prince Havelock married the English princess Goldborough and they became King and Queen of Denmark and England.

Grim, who founded the town of Grims-by, (Grims-town) was strong and resourceful, yet kind and gentle enough to save a child and bring him up as his own.

# North East Lincs Local Mission Partnership

## Introduction

The North East Lincolnshire Deanery Partnership brings two deaneries together: Grimsby & Cleethorpes and Haverstoe. We are a distinctive part of the diocese: a small geographical area densely populated (158,000) with a mix of urban and rural communities, similar demographics and a shared sense of identity. We represent more than forty churches, different communities, and a wide range of traditions.

Our approach to implementing TTCT in this area is quite different from other parts of the diocese. We are seeking to build on our distinctiveness, by working together as a single *Local Mission Partnership*.

On this foundation, our parishes and deaneries are working towards a common goal: *sharing the good news of Jesus Christ, transforming lives across North East Lincolnshire*. By sharing resources and supporting one another in mission and ministry, we hope to see God's Church grow and thrive in this place.

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

All churches in the Diocese of Lincoln have been invited to identify their distinctive calling using five types:

- St Michael's and St Nicolas' identified as **Local Mission Churches**
- St Georges is a **Festival Church**

The incumbent will hold the cure of souls and the associated legalities and governance for these churches. However a significant focus of this role will be the Estates Missioner agenda for the Deanery Partnership, and, as part of the North East Lincolnshire plan, both St Michael's St Nicolas and St George's have been identified as part of the North East Lincs Urban Hub. This is a hub of churches located in or near to Grimsby centre, also comprising Grimsby Minster, St Hugh's, St Stephens and St John's, and St Andrew and St Luke's

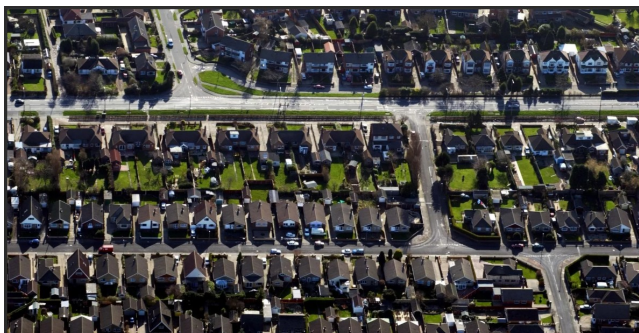


**Local Mission Churches:** these provide a focus for worship, mission, and belonging.



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

# Estates Missioner Lead



## PURPOSE

The overall purpose of this post, to be held in combination with the post of Rector of Great and Little Coates with Bradley, is to spearhead estates mission across North East Lincolnshire. Estates mission, in this context, includes working alongside parishes where significant numbers of people are living with low incomes and also in areas where new housing developments have been or are being built without an obvious church presence. The postholder will begin, as a practitioner, revitalising mission and ministry within their own parish on The Willows (where there already exists a church facility) and then minister among our churches and communities to enable leaders in innovating and creating new ways of sharing the Gospel with those whom the church does not currently reach.

## OUTCOMES WE ASPIRE TO

**Increased reach** and church presence in new and existing housing estates.

**Increased connections** with local community partners and deepening relationship and partnerships with the life of the local Church.

The **establishment** of appropriate context driven local initiatives into unreached estates.

The establishment of appropriate context driven **missional church opportunities** developed within unreached local communities.

A **positive contribution** to the national agenda of doubling the number of children and young people involved in the active life of the Church by 2030.

## KEY PRIORITIES

### *A pioneering ministry*

This role gives the freedom to discover new ways of 'being Church' by reimagining ministry in your own parish whilst also enabling and empowering existing churches to reach those living in new and unreached housing estates. You will work with the Oversight Ministers and Leadership of the NEL DP to lead the Church to new places and connect with people both inside and outside church.

### *Reaching the 'missing generations'*

There is an urgent need to reach out to younger generations, including children and young families, as well as those in middle age and recently retired – all of whom are not well represented in our congregations. You will have the flexibility to work at different times and in different places as we seek to make new disciples across the deanery, alongside our Children, Youth and Families Enabler.

### *Working together*

You will have the support of colleagues who are committed to collaborative ministry. As well as leading projects and forming a network of people with a shared vision (lay and ordained), you will advocate for fresh expressions of church in our wider deanery as we work together to raise the spiritual temperature in the region. You will work in collaboration with the Rural Missioner in helping local churches to form mission action plans that include reaching into new and existing housing developments. This will involve helping churches to plan through the 'Seeking God: Seeking Growth' initiative. You will also work alongside the Estates Focal Lead in the Diocese of Lincoln in connecting with, supporting, training and resourcing practitioners.

### *Raising up local leadership*

Healthy, grassroots leadership is essential to a growing church. As Estates Missioner, you will have a watching brief to spot potential leaders (lay and ordained), and work with our Oversight Ministers to build teams of volunteers dedicated to particular ministries (e.g. schools, youth work and life events) to enable an outward ministry and mission focus, making Christ known across North East Lincolnshire.

# Estates Missioner Lead

## KEY TASKS

- To be a practitioner in the West Grimsby Team Ministry, working together to revitalise mission and ministry on The Willows.
- To work within the Deanery Partnership to advocate for and help enable fruitful mission and ministry on estates, bringing insights and contributions to our chapter and synod meetings and ongoing training.
- To work with the Estates Focal Lead in the Diocese as a resource for estates mission, promoting, encouraging and helping this to flourish across the wider diocese.
- To work closely and in co-operation with other leaders from across the diocese, (Diocesan Board of Education, Diocesan Children Youth and Families Coordinator, Diocesan Children Youth and Families Mission Enablers, Diocesan Mission Enablers, Church Planters & Bishop's Visitors) to see estates mission promoted and made real across the diocese.
- To connect with and play an active part in estates mission networks both locally and nationally (i.e. Myriad, CPAS, St. Hild, Estates Churches Network), particularly with a view to enable lay planting in the deanery.
- To share good practice identified in estates mission through:
  - The identification of opportunities and needs
  - How to build good relationships with community partners and community members.
  - Processes and systems to help identify people and skills who can support estates mission.



The Gregory  
Centre for **Church  
Multiplication**



# Great & Little Coates with Bradley

Together in growth, witness & Worship

## WHO WE ARE

We are a strong team of churches situated on the western part of Grimsby. Within our Parish there is a mix of suburban housing estate, areas of high deprivation and a rural village. We are within 15 minutes of the town centre facilities, major shops, museum, and railway station. 15 minutes from the resort of Cleethorpes, we also benefit from being close to the beautiful Lincolnshire Wolds - a designated area of outstanding natural beauty.

We have a passionate commitment to our community, our church community, and our charitable work. Our churchwardens, Reader, Focal Minister, ALMs, PCC/DCC members and congregations are involved in numerous activities which support our shared ministry and enhance the smooth running of our parish. This includes funeral and bereavement ministries, representation on local groups, home visits and communion, leading relaxation afternoons, school visits, verger roles, production of pew sheets, deanery synod representation and some unpaid secretarial assistance. We are proactive in keeping up to date with Church policies and guidance, particularly concerning Safeguarding and Health and Safety.

Our churches use Common Worship with some more modern 'fresh expressions' of liturgy. Clergy normally wear chasuble and stole for Eucharistic ministry and we have a full round of Easter services. We have two excellent organists and music is an important part of our worship although not from a choral tradition.

We are active in mission whilst striving to maintain and develop our team identity and sense of Christian community: One parish with 4 distinctive church communities, two of which hold weekly services and activities. We are flexible and open to new ideas and insights. We have worked alongside a variety of different priests and curates who have all brought different ideas and types of ministry.



## PARISH OVERVIEW

- ◆ The Parish of West Grimsby has two Local Mission Churches, St. Michael's, and St. Nicolas. Each are active and offer different opportunities.
- ◆ St. Michael's very flexible space accommodates traditional church services and many and varied community activities and events.
- ◆ St. Nicolas', a traditional layout with fixed pews, offers traditional church services, and, with excellent acoustics, facilities for concerts and recitals.
- ◆ Two further churches are part of our parish and are each Festival Churches
- ◆ The Bishop King Centre, now provides a community space for the Willows estate and holds occasional services of worship
- ◆ St. George's Church is a presence in Bradley village.
- ◆ We would like the new Rector to assist us on the path (that we are already a long way down) towards:
- ◆ One parish with all churches working together and celebrating the skills, resources and opportunities we have each been given.

# 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**.

**West Grimsby** 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 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 individual who will benefit from the existing strengths in administration, financial control, Safeguarding and Health & Safety compliance within our churches whilst seeking to develop them in line with evolving needs.
- A person with a deep personal faith rooted in scripture and sacrament. An individual who will enhance our understanding of personal faith and worship. Someone who is versatile in their approach to worship and can help us develop fresh expressions of worship.
- A leader who will inspire us in our service to God, developing our team by evolving the work we are already undertaking and bringing new insight.
- A priest who is adept in pastoral care and a good listener. A compassionate individual who would be accepting of our open policy regarding occasional offices. A leader who promotes equality and diversity.
- A representative for our churches who will actively engage with the needs of our parish and community. A person who will further our considerable community involvement ensuring appropriate weight and attention are given to our community service and to the needs of our worshipping congregations.
- Excellent inter-personal and communication skills.
- A commitment to our strategic priorities, including collaborative ministry and the implementation of TTCT in North East Lincolnshire.
- 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.

# Our Parish

## St Michael's Little Coates

### OUR CHURCH

St. Michael's is a grade one listed building dating from the 15th century, that has been brought into the 21st century to serve both the parishioners and the wider community. It is one of a string of ancient parish churches along the south bank of the Humber estuary. The old chancel, south aisle and Lady Chapel of the present building originally formed the complete, fairly small church that has a substantial early 20th Century extension to the north consisting of a tower, new nave, chancel and vestry. The churchyard was 'closed' in 1974, there are three areas for cremated remains - one of which is active.

St. Michael's is registered as an Inclusive Church, we are also registered with 'Torch Trust' as a sight loss friendly church, we maintain contact with 'Through the Roof' the Christian group for disability awareness, and we endeavour to make our building accessible for all.

### MISSION OUTCOMES WE ASPIRE TO

- We are registered with the Inclusive Church Network and as such are an inclusive focused church with lots going on in the week as well as at the weekends.
- Valuing our sacred space and making it available to everyone.
- Encouraging reading and reflection on the scriptures.
- Offering an encompassing warm welcome to everyone.
- Making our church welcoming to wedding couples and baptism families.
- Being committed to promoting well-being for local people supporting the many clubs and organizations using our church.
- Being committed to assisting chosen Charities

### OUR MISSION

- to help our local communities flourish
- to help Christian people develop and grow
- to find new ways to witness
- to work closely with others
- to make our buildings widely available



### OUR TEAM

St. Michael's has an extremely willing and experienced team of volunteers helping with a wide variety of tasks from assisting with services and pastoral care to fundraising and cleaning. These volunteers are guided by two experienced churchwardens who form part of a steering group, and we have a District Church Council of eleven others, including an extremely competent Treasurer and Secretary. We employ a skilled organist who trained as an organ scholar. There are three ALMs, and vergers for occasional services. Other individuals have taken on various tasks and our Health & Safety Officer carries out regular inspections of the building.

'Open Church' is staffed by members of the congregation each Saturday morning when visitors can take time for contemplation and quiet prayer or have a look around the building. During this time, there is the opportunity for wedding and baptism enquiries within the parish.

# Our Parish

## St Michael's Little Coates

### OUTREACH SERVICES

The local primary schools use the building for end of term and festival services and the children are brought in to 'explore' the building at other times including an 'Easter Experience' All of this builds up contacts and goodwill.

### OTHER SERVICES

Throughout the year 'one off' festival services are held, and these are well attended, the growth area being the Community Carol Service which is enthusiastically attended by members of the congregation and wider community. We regularly welcome candidates and families for baptism and are a popular location for weddings.

### LAY DISCIPLESHIP

There is a long-established Bible Study Group which meets twice a month, and it has been customary to hold weekly study groups during Advent and Lent. Parishioners are encouraged to use the 'New Daylight' scripture readings for daily reflection. Lent groups and training and encouragement to participate in different ministries have strengthened our mission.

### SACRED SPACE

During the year we endeavour to provide a time for people to enter into 'sacred space' with Guided Reflection Afternoons when the session takes a theme from a Christian perspective for thought and contemplation. We have developed a booklet for visitor use which will take them on a walk around the church, introducing them to some of the concepts and traditions held within Christianity.



### COMMUNITY USE

During the week, the church is in use on a very regular basis for around 18 hours per week with an average weekly attendance of 220. We have:

- A very popular Snack Bar on Monday mornings. (Church based)
- A 'Singing for Fun' group on Monday afternoons. (Church based)
- An extremely busy 'Walk Well' group use the building on Tuesday mornings. (Independently run)
- A 'Tai Chi' group on Tuesday afternoons. (Independently run)
- An Art Group on Tuesday evenings, (Church based)
- A Social/Games afternoon each Wednesday. (Independently run)





# Our Parish

## St Michael's Little Coates

### CHARITY WORK AND SOCIAL JUSTICE

Embedded into our church life is a deep commitment to the support of charities. As well as Christian Aid we put a lot of effort into other causes in various ways. For over forty years we have supported a parish in Gwelutshena, Zimbabwe, with regular donations. A Christingle service is held in support of the Children's Society and individuals support children through the Gambian Project. ACAT political prisoners are remembered at Easter and Christmas. Locally, contributions are received and donated to a food bank, used stamps are collected for the Hospice, a child in Rwanda is supported through 'Compassion' and we make regular contributions to the Church Army.

The congregation also works hard with social and fundraising events. Pictured right is one of our summer Strawberry Fairs.

Our Christmas Fair very quickly becomes 'standing room only' and is very popular with the local community. During our Harvest Supper evening donated produce is sold by auction. These events are very much social occasions and serve as outreach in the wider community.



The congregation of St Michael's tries to actively serve both parishioners and the wider community by being welcoming and accessible and by serving the needs of all who come to us. We are fortunate in having a building whose layout allows flexibility to stage events supported by individuals from the three churches.

### EVENTS

Last year we held a number of one-off events open to the wider community. These had an average attendance of 80 and included Shrove Tuesday Pancake Celebration, Quiz and Pie & Pea Supper, The Orpheus Male Voice Choir, Christian Aid Coffee Morning, Ukulele Band & buffet, Strawberry Fair, Harvest Supper and the ever-popular Christmas Fair. These occasions serve to bring people together, giving them the opportunity to 'cross the threshold' of the building and introducing them gently into a Christian environment.



### CHILDREN & YOUNG PEOPLE

We are aware as a parish that this is an area of our mission and ministry that needs renewed focus. The following are schools within the parish and building relationships would be a key focus of any incoming Incumbent.

- John Whitgift Academy (**Secondary**)
- **Primary**
  - Willows Academy
  - Western Primary
  - Laceby Acres Academy
  - Yarborough Academy
- Yarborough Nursery
- Western Nursery



# Our Parish

## St Michael's Little Coates

### BUILDING PROJECTS AND OTHER WORK

We continue to fulfil our obligations towards the care of the building and its contents, during the last ten years our 'Way Forward' project has been completed involving remodelling the toilet facilities, improving the internal appearance of the west entrance under the tower, at the same time re-ordering storage in this area, replacing stone flooring in the chancel and part of the nave, and replacing the churchyard noticeboard.

Additionally we have replaced chairs, two boilers and the sound system. Work in the churchyard involved improving drainage by the addition of a larger capacity soak away. Major work has also been completed on the pipe organ which was totally refurbished and rebuilt. The total cost of this work was £121,000. We have been active in fundraising and were able to obtain grants from various sources. We have recently installed a defibrillator, Wi-Fi, and CCTV.

### FINANCES

St. Michael's accounts are managed on a balanced budget system. They are operated on an accrual profit and loss and are audited annually. We run independently of the other churches but have an agreement with each other as to how we share out the joint expenditure.

Our income relies heavily on the offerings and donations from our generous congregation. Weddings are popular and, together with funerals, and fundraising events, these incomes all help to keep us solvent. The build-up of community use over the years, especially following the addition of the kitchen, brings in a steady rental income. We take care to keep our rental reasonable and are prepared to be flexible with an element of 'subsidy' to maintain the contact.

The onset of Covid like everywhere else hit us hard, however our recovery has made good progress and with the help of the congregation, especially with the introduction of the Parish Giving Scheme, has brought us back to pre-Covid levels. The introduction of broadband and card payment facilities has been welcomed and is gradually being introduced into the Parish Office for transactions and donations.



We have recently implemented a SUMUP system which assists in increasing funds from congregations and visitors.

Covenant Giving is our largest expenditure. In 2022 we gave £17,500, 2023 we gave £20,000 and 2024 we gave £22,500, and our commitment for 2025 is £25,000. Expenditure on running costs for the upkeep of the building follows closely behind in keeping with the church's Grade 1 listing. We maintain a Repairs Fund Account and have a healthy bank balance.

### Future Development

#### Looking forward, our objectives are

- To build bridges to give community users an open and easy access into Christianity.
- To grow our contacts with young people and their families.
- To look at how to open our existing "sacred space" activities to attract a greater variety of people.
- To follow up projects to develop the church building and grounds in order to provide a welcoming environment and cater for the needs of all people.

Income	£52,901	Expenditure	£54,818
With a breakdown of:			
Collections/donations/gift aid	46%	Covenant pledge	37%
Weddings/funerals	17%	Building upkeep	40%
Rental	9%	Insurance	7%
Fundraising	24%	Donations	5%
Other	4%	Others	11%

# Shared Ministry Team

## COLLABORATIVE WORKING

We have a team of four ALM's who can lead Services of the Word on Sundays plus three priests with PTO who can be called on to assist in the Parish.

We have a reader who assists with church services, preaching and deaconing alongside numerous other tasks.

We have one of the first focal ministers authorized to this new ministry based at St Nicolas

Curates have been a regular feature in this parish, the most recent one completing her curacy in the spring of 2024

Many other individuals in the congregations contribute their skills in areas such as leadership, administration, youth work and schools work, pastoral care, worship and numerous other skills

The PCC and the St Michael's and St Nicolas' DCC's each currently meet 4 times per year. The Team Rector generally chairs these meetings.

## SPIRITUAL ENCOUNTER

There is an increasing opportunity for us to try new things to meet the needs of those who are not attracted by traditional church activities but who have some sort of sense of God, or justice, or mystery or spirituality or the sacred and we are looking to new ways in which to explore our spiritual encounter with God. Ideas such as Prayer and a pint.

Across our 3 churches, we are working with:

- **3 Priests with PTO**
- **| Reader**
- **| Focal Minister**
- **4 active Authorised Lay Ministers** (who take Services of the Word & morning prayer)
- **Lay team members** who contribute to leadership, admin, youth & schools work, pastoral care and worship.
- **4 Churchwardens**



## Example Sunday Service Rota and Service Statistics

This rota is largely based on current practice in interregnum.

<b>Churches</b>	<b>Week 1</b>	<b>Week 2</b>	<b>Week 3</b>	<b>Week 4</b>	<b>Week 5</b>
<i>St Michael's</i>	Holy Communion 10:30 am  Wednesday Said Holy Communion 10 am	Service of the Word 10:30 am  Wednesday Said Holy Communion 10 am	Holy Communion 10:30 am  Wednesday Said Holy Communion 10 am	Service of the Word 10:30 am  Wednesday Said Holy Communion 10 am	Joint Service 10.30 am  Wednesday Said Holy Communion 10 am
<i>St Nicolas'</i>	Service of the Word 10:30 am	Holy Communion 10:30 am	Service of the Word 10:30 am	Holy Communion 10:30 am	Joint Service 10.30 am

<b>Attendance Figures</b>	<b>St Michaels'</b>			<b>St Nicolas'</b>		
	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Easter Sunday</b>	67	35	46	27	47	42
<b>Community Carol Service &amp; Special Events Advent Services</b>	143	102	106	161	31	138
<b>Christmas Eve and Christmas Day</b>	57	106	136	59	23	55
<b>Civic and School Services</b>				0	250	0
<b>Baptisms</b>	44	28	30	19	14	21
<b>Funerals</b>	8	6	8	1	3	8
<b>Crematorium</b>	10	16	2	4	4	0
<b>Marriages</b>	44	28	30	4	8	6
<b>Sunday</b>	38 (Avg. combined)					
<b>Adults</b>				25	25	23
<b>Children</b>				2	3	3

# Our Parish

## St Nicolas Great Coates

### OUR CHURCH

Our 13<sup>th</sup> Century, Grade 1 listed building, with its medieval brasses, has evolved over the centuries to fit the needs of the community. The beautiful churchyard is a haven for wild life and in the spring we have a wonderful display of wild flowers, particularly snowdrops. Although our church is not open during the week, a pocket guide is available to aid a tour of our churchyard, highlighting many important features, including the war graves.

Our churchyard is 'open' with approximately three burials a year. There are around forty spaces remaining. We have two areas for cremated remains, one of which is currently in use.

Whilst our church building does not currently have the size or flexibility to host community events on the scale that St Michael's enjoy we are the custodians of a wonderful sacred space steeped in the prayers of centuries of worshippers. The building also has impressive acoustic characteristics making it a fantastic venue for spoken or musical events.

### OUR VOLUNTEER TEAM

Our church has a very friendly congregation, many of whom work tirelessly in both the sanctuary and the grounds, to maintain a well-kept, cared for church. We are a strong team led by two experienced church wardens and an active DCC.

The church is blessed with a very competent organist who also leads an 'ad hoc' choir for special services, as there are many excellent singers in the congregation.

Members of the DCC have taken on other roles including:

- Focal Minister
- Maintenance of the churchyard
- Safeguarding co-ordinator/instructor for the parish and wider area
- Building steward, co-ordinating all fabric and services maintenance.
- Health and Safety monitoring
- School liaison
- Deanery Synod representative
- Authorised lay minister



### SPIRITUAL DEVELOPMENT

Our church members attend events such as Lent and Advent Courses, which for practical purposes are held in St. Michaels 'Church.

We liaise with local schools, encouraging them to use St Nicolas for educational visits or to celebrate their festivals.



### OTHER ACTIVITIES

All the following activities are intended to increase the fellowship within the church and encourage the wider community to become involved.

- Garden Party
- Christmas Coffee Morning
- Christmas 'get together'
- Christmas candlelit carol service
- Poetry Readings and concerts, on an 'ad hoc' basis.
- Participation in the Lincolnshire Heritage Open Day programme

### OUR SUPPORT FOR OTHERS

- We support a local food bank with regular donations.
- Many of the congregation support the Children's Society by having money boxes which allow them to contribute throughout the year. These are collected in and counted at the time of our annual Christingle Service.

# St Nicolas Financial Statement 2023

The Parish Share is our largest expenditure. In 2022 the system changed from the Diocese advising us of our expected payment to a 'covenant commitment' of what we could realistically afford, with an added proviso Of an annual increase. In 2022 we gave £6,500, in 2023 £7,000. We have committed to £7500.00 in 2024 and £8000.00 in 2025

<b>Receipts/Income</b>	<b>Unre- stricted (nearest</b>	<b>Restricted (nearest £)</b>
<b>VOLUNTARY GIVING</b>		
Regular Giving	£6822	
Collections at Services	£3308	
All other giving and voluntary receipts, including special appeals (recurring and one-off)	£5205	
Gift Aid recovered (regular giving and one-off donations)	£2611	
Legacies received (capital value)		
Grants (include recurring and one-off)		
<b>Total voluntary giving</b>	<b>£17,947</b>	
<b>ACTIVITIES FOR GENERATING FUNDS</b>		
Fundraising activities (gross proceeds)	£785	
<b>INCOME FROM INVESTMENTS</b>		
Dividends, interest, income from property		
<b>CHURCH ACTIVITIES</b>		
Fees retained by PCC (weddings, funerals)	£6187	
Trading activities (gross proceeds), NOT fundraising		
<b>OTHER INCOMING RESOURCES</b>		
Other receipts/income not already listed PLEASE NOTE BRIEF DETAILS IN BOX E	£4460	
<b>TOTALS (FROM FINANCIAL STATEMENTS)</b>		
	<b>RECEIPTS/INCOME £29,378</b>	
	<b>COMBINED TOTAL</b>	<b>£29,378</b>
<b>PLANNED GIVERS AND LEGACIES</b>		
Number of regular givers		
Number of new legacies received in year		

## St Nicolas Financial Statement 2023

<b>Payments/Expenditure</b>	<b>Unre- stricted (nearest £)</b>	<b>Restricted (nearest £)</b>
<b>COST OF GENERATING FUNDS</b>		
<b>COSTS OF FUNDRAISING ACTIVITIES</b>	£413	
Church activities		
Mission giving and donations		
Diocesan Parish Share Contribution	£7000	
Salaries, wages and honoraria	£3483	
Clergy & Staff expenses	£19	
<b>CHURCH EXPENSES</b>		
Mission and evangelism costs		
Church Running expenses (including governance)	£4896	
Church utility bills	£1621	
Costs of trading		
<b>MAJOR CAPITAL EXPENDITURE</b>		
Major repairs to the church building	£7163	
Major repairs to church hall/other PCC Property incl re-decoration		
New building work to the church, church hall, clergy housing or other PCC property		
<b>OTHER EXPENDITURE</b>		
Other payments/expenditure not already listed		
Trading activities (gross proceeds), NOT fundraising		
<b>TOTALS (FROM FINANCIAL STATEMENTS)</b>	<b>Unrestricted</b>	<b>Restricted</b>
	RECEIPTS/INCOME £24,595	
	<b>COMBINED TOTAL</b>	£24,595
<b>CASH &amp; INVESTMENT BALANCES</b>		
	Cash and deposit	
	Balances/Net current assets as at 31/12/22	£5605
	Investment assets as at 31/12/22	

# Our Parish

## St Nicolas Great Coates

### 21ST CENTURY ST NICOLAS

In 2016 we completed the total replacement of the south aisle roof, a project costing in the region of £72k, much of which came from the Government funded Historic Churches Roof Repair Fund

In 2022 our 90-year-old heating system suffered catastrophic failure with no hope of further repairs. Fortunately in 2018 this possibility was recognised, and serious fund raising commenced for a new heating system. By the time the old system failed we had raised sufficient funds (over £30k including a £5k grant), finalised the design and started to obtain faculties etc. The new system was completed in time for Christmas 2022 services.

We have longer term ambitions for the church, formulated under the title 'Project Isabella,' for the provision of a community space (Plans for the western expansion of Grimsby indicate that around 1300 new homes will be built close to St Nicolas).

The content of the project includes:

- Improved toilet facilities
- Kitchen Servery
- Modern sound and lighting system
- Conservation and display of the medieval brasses
- Improvements to churchyard pathways

We would welcome fresh ideas and insight from a new rector to help us develop and grow. In return, we would offer a commitment to support in prayer and action, a sense of humour and lots of coffee and tea. We would work enthusiastically with a new rector in helping us to form a mission action plan for the future.

### ONLINE SERVICES

When churches were closed during the pandemic our Ministry Team started a comprehensive offering of online services. These have continued to this day in a curtailed form : Two offices of the day, 0830 Matins and 2100 Compline are made available Sunday to Thursday via individual church Facebook pages. These have gained a following both in the UK and overseas.

The organist at St. Nicolas' has also been offering, on Facebook, the very popular 'Friday Favourites.' People make hymn requests and those listening sing along whilst she is playing the music.



### CHILDREN & YOUNG PEOPLE

We are aware as a parish that this is an area of our mission and ministry that needs renewed focus. The following are schools within the parish and building relationships would be a key focus of any incoming Incumbent.

- Wybers Wood (**Primary**)
- Great Coates Nursery





# Our Parish Church

## Bradley St George



This small church is now recognised as a Festival Church with occasional weddings and funerals. Architecturally it is mainly 14th century, with striking 19th century panelling and box pews, the churchyard is still open and a small group of village volunteers help to maintain it and the church.

Due to having insufficient parishioners, there is no elected District Church Council. There are two volunteers acting as Secretary and Treasurer.



## Bishop King Community Centre

A Songs of Praise service is held at this site at 6.00 -7.30 pm, on the 4th Sunday, attended by around 12 people and followed by supper and refreshments.

The building is still owned by the parish and is run by a small band of volunteers. It serves as a community space for the people on the Willows Estate although it is still licensed as a church. There is a wonderful opportunity for mission and ministry within this estate.

The Rector, as Estates lead, will be expected to build up the centre into a thriving hub for Christian and community activities.



# The Rectory

## Your Family Home

- Well appointed 4 bedroom Rectory
- Separate family accommodation
- Double Garage
- Part of Diocesan net zero carbon initiative (Solar Panel Installation)
- Gas Powered central Heating
- Intruder Alarm
- Based on the outskirts of Grimsby with excellent road links and amenities
- Fully maintained property
- Dedicated diocesan property team

