



Working with us in the Diocese of Lincoln

Clergy recruitment pack
2025

Vicar of Grimsby St Mary & St James &
St Hugh

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.

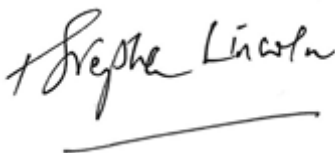
Our offer to you is founded on:

- ◆ 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.

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.



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.

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

- St Mary & St James (The Minster) is a **Key Mission Church**
- St Hugh is a **Community Church**

The incumbent will hold the cure of souls and the associated legalities and governance for these churches. As part of the North East Lincolnshire plan, both St Mary & St James' and St Hugh'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 West Grimsby Great & Little Coates with Bradley, St Stephens and St John's, and St Andrew and St Luke's.

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



Community Fair in St James' Square

Key Mission Churches: these are well resourced hubs within the LMP that provide among other things teaching, mission, area gatherings and social action.



Gaia installation at the Minster

Grimsby St Mary, St James & St Hugh

HELP US SHAPE A NEW PARISH

The last Team Rector moved away in 2020 to become a Residentiary Canon of Canterbury Cathedral. A review of the large parish was initiated, conducted by a newly retired Bishop. It concluded that the Team Ministry had served Grimsby well for fifty years but it should now be dismantled. The parish was divided. The southern half was given a new future with an HTB style plant. The northern half was freed to focus on the role and opportunities provided by the Minster (the existing 'Grimsby Parish Church' was given this status in 2010), along with just one nearby daughter church in the socially deprived West Marsh area, as the parish of Grimsby St Mary and St James and St Hugh.

Establishing the new Parish has been coincident with the pandemic and subsequent recovery. The first Vicar retired in March 2024. Since then a newly retired priest has been seconded half-time to provide support and guidance. The PCC and wider parish team have responded reviewing our priorities and adapting our expectations of the demands of workload.

When the Archdeacon then first offered to begin the Vicar recruitment process, the PCC suggested a delay as its sense of where it needed to go next was still developing. It now feels it is in a good position to offer a new Vicar openness to the new possibilities he or she might bring, and an encouraging sense that there are at least a dozen areas of developing parish life where it feels things are moving. They are listed here in alphabetical order.

The PCC is enthusiastic about welcoming a full-time priest following in the footsteps of notable 'Vicars of Grimsby' over the last couple of centuries, tasked with us working together to shape the new parish in serving our immediate area and the wider Borough of North East Lincolnshire.

OUR ASPIRATIONS FOR 2025 AND BEYOND

- ◆ We need churches which are rooted in faith
- ◆ We need churches which are rooted in their communities
- ◆ We need churches with enough people able to staff what we do
- ◆ We need churches which celebrate what we do well



*Exhibition in the Minster by users
of St Hugh's Community Centre*

Our Parish

BELL RINGING

The alphabet leads us to start at the top of the Minster's substantial tower. There is a large band, enthusiastic leader, and a good ring. The band also keeps our flags flying prominently. We are currently tackling birds resting in the louvers of the ringing chamber; a deep clean and fresh mesh is planned. Resolving the stopped tower clock is having to wait for our major Lottery Heritage Fund bid (see below).

CAFÉ & OPEN CHURCH

This is open in the north aisle Tuesday to Saturday 9.30 to 2.30 and is professionally staffed. It has proved a meeting point for many. It generated a modest profit in 2024, but its main benefit is that it keeps the building open for visitors, including access for prayer. Our present Curate is providing an innovative Pastoral Table for certain hours each week. One of our potential Authorised Lay Ministers is exploring outreach through craft sessions.

Our story

The sacred (discipleship, faith, worship) and secular (cultural, heritage, meeting space) are not separate (as if there is a choice between rendering to Caesar or God) but interwoven. Once Grimsby's only school and its fire engine were in the church. Now St James Centre serves both choir and secular users. The church is open through the café and events inclusively to many who would not otherwise have entered. Our renewal of the hearing loop to enable access to worship immediately resulted in a request from the WEA to use it. Our lighting design would enhance the platform for drama as well as worship. NELC's repaving and floodlighting of St James' Square recognises no boundary between churchyard (paved with a quotation from the Orkneyinga Saga) and council owned land (paved with a biblical text). The ancient church, Lady Chapel, prayer candle area and working electronic display are open invitations to all visitors to be surprised and fed by spiritual encounter – while Heritage Fund's values of conservation, inclusion, collaboration, access, diversity, participation and financial sustainability are given weight and possibility



Church Schools Festival

CHILDREN'S WORK

A teacher from our congregation works a few hours a week as Education Officer. She produces Sunday work sheets, and we have recently configured a family friendly Sunday morning seating area. She is coordinating regular school visits (including a flow of small groups from a special school) and craft activity mornings in half term and holidays for which we have a growing list of contacts. She has helped us keep links with the three state Primary Schools in the parish, and she and others with an Aided school just outside it. Especially at Christmas (but not just then) there is a level relationship with many more schools too; for one Christmas service we were able to invite the Vicar to work with the school from her parish.

CHOIR EXCELLENCE

Over the last couple of years a skilled Director of Music has worked in schools and recruited children to help rebuild a large choir. Its size, and the quality of its music, is a significant feature of the Minster's worship on Sunday mornings and at monthly Choral Evensong, and a major resource for a new Vicar.



Our Parish

CIVIC OPENESS

The role of Grimsby Parish Church was significant long before it was reaffirmed by the granting of Minster status and now also as a Key Mission Church. This is not confined to civic occasions such as Lost Fishermen's and Remembrance Sundays and the switching on of the town's Christmas lights. It is loved by the community and noticed by local and even national media. We have found a hunger for collaborative working in North East Lincolnshire Council, partly based around recent and planned regeneration of St James' Square. Without its contacts, encouragement, prompting and support we would not have been able to begin to tackle our Lottery Heritage Fund bid (see p.14). A full-time Vicar would be key in continuing to foster relationships including openings through the town's 2025 Group and West Marsh Forward on both of which we have committed lay representation.



Grimsby Symphony Orchestra

CULTURAL HOME

Important relationships extend beyond the local authority. Some of those who hire the Minster (such as Bach Choir, Culture House, Equality Practice, Grimsby Philharmonic, Lincolnshire Artists makers markets, WEA) feel more like partners than external hirers. The spectacularly successful visit of the Moon in 2021 was originally an initiative of one of them. Their input has also shaped our proposals for a new lighting scheme and for a more flexible use of the central platform (see p.15).



Edible in the Square and in the Minster

LAY LEADERSHIP

Team working would be a crucial element for the new Vicar. Each Friday Churchwardens, clergy, finance and events coordinator, PCC Vice Chair, Safeguarding Officer and Treasurer meet carefully to look over the next fortnight and to also reflect on practical and policy implications. Those of its members on the PCC are now authorised occasionally to reconfigure themselves into the PCC's Standing Committee when it is useful for them to do so. Each of them is then active in areas beyond their specific roles. Three potential Authorised Lay Minsters (ALMs) (a Friday meeting regular and two others) are also in the last stages of preparation for deployment.

Current Part-Time Staff

Music

- Director of Music
- Organist

Parish Office & St Hugh's Community Centre

- Finance, Venue Booking
- Administrative Assistant
- Caretaker

Grimsby Minster

- Education Officer
- Café Manager
- 2 Café staff
- Caretaker

Our Parish

LOTTERY HERITAGE FUND BID

Our Expression of Interest bid in January 2025 for a possible £1.5 million grant resulted in an invitation to prepare a full application. An early stage should be the appointment of a funded part-time Project Manager (so this coordinating responsibility should not fall on the new Vicar). We also have the support of the well established St James' Development Trust, membership of which includes able senior members from local businesses and a former Clerk of Works from Lincoln Cathedral. Principal elements of the bid will be for a new lighting scheme, significant internal replastering, important adjustments to the central platform (providing disabled access and making it possible occasionally to move the altar), and restoration of the tower clock.

NEW ATTENDERS

This is a pastoral priority for us. There is a small but steady flow of new people turning up on a Sunday morning at the Minster. Some have become regular and semi-regular attenders, and we would like to be better at nurturing them and following up others. There could be a huge opening for a new Vicar in helping us grow the congregation.

PARISH OFFICE

Enquiries, event hirings, finance, publicity, service sheets and wedding administration are handled by three people (two paid part-time and one senior member of the congregation volunteering) from a large room in St Hugh's Centre, less than ten minutes walk from the Minster.

Current Services

Grimsby Minster

- Parish Eucharist 10:30 am every Sunday
- Holy Communion 11:00 am every Thursday (Lady Chapel)
- Morning Prayer 9:00 am every Wednesday Thursday & Saturday (Lady Chapel)
- Choral Evensong 4:00 pm every 4th Sunday

St Hugh's

- 9:30 am Holy Communion every 3rd Sunday

Occasional Offices in 2024

- Baptisms 35
- Marriages 3
- Funerals in Church 10
- Funerals at the Crematorium 4
- Interment of ashes 2

SAFE WORKING

A Churchwarden has recently reviewed and renewed contracts with our part-time employees, including caretakers. A new protocol for safe working has been developed in consultation with staff and volunteers. An emergency contact radio has been introduced through our membership of GRIP (Grimsby Retailers In Partnership). A review and reissue of our fire procedures is nearly complete. We are then committed to continue a gradual review and renewal of other necessary policies.



Sing your heart out in the Minster

SAFEGUARDING RESPONSIBILITY

A retired GP from our congregation is a proactive Safeguarding Officer with good working relationship with the diocesan safeguarding team. He has helped us reaffirm necessary policies and displays. Safeguarding is an item on each PCC agenda.

Our Parish

ST HUGH'S SITE

As a Category 3 church there is not a demand on a Vicar to lead weekly worship. A Fellowship Group meets on those Sundays when Communion is not celebrated. When a new ALM is authorised, she may lead some Services of the Word. The biggest development has been issuing an invitation under the Ecumenical Canons for an assembly of the Redeemed Christian Church of God to use the building alongside us. The neighbouring halls are well used, especially by Equality Practice and a large Scout Group in St Hugh's Centre, which now makes a modest profit. The lease of the other hall by the Macaulay Area Action Group has a couple more years to run. Our aim in 2025 is to have a major assessment of the best community service and income generating possibilities of the whole site.



Our present Curates

Canon Peter Mullins (half-time), whose licence as 'consultant priest and supervision coordinator' comes to an end in August after eighteen months

The Revd Susanna Rosemeyer, serving her title and carrying responsibility for most of the parish's present pastoral provision, whose final 'signing off' report to the Bishop is due in October.

VOLUNTEER DEVELOPMENT

Following a visit to Boston Parish Church, one of our lay leaders in particular has been working hard at exploring this. As a result, a first placement student from a local college is working in our Parish Office, and we are learning from the experience. The College is interested in and is beginning to work with us further in the areas of business and hospitality.

WEST MARSH

The alphabet brings us to finish here, including parts of the parish furthest from our churches, which feels a harder area to reach geographically and sociologically. It is less convincing to claim that we feel things are moving forward for us here. But things mentioned above (such as the use of the St Hugh's site, relationships with schools, and the West Marsh Forward) are our main points of outreach.

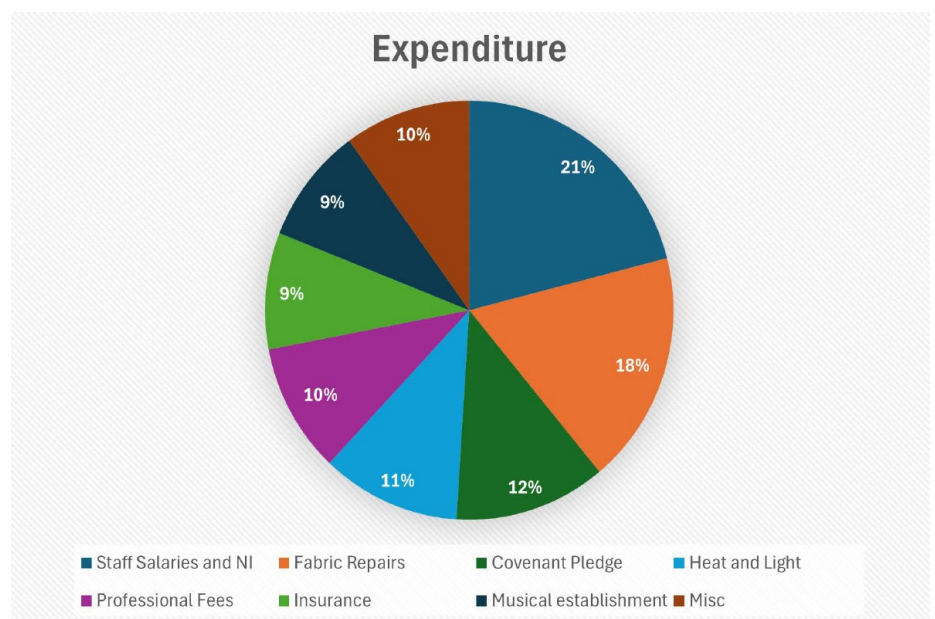
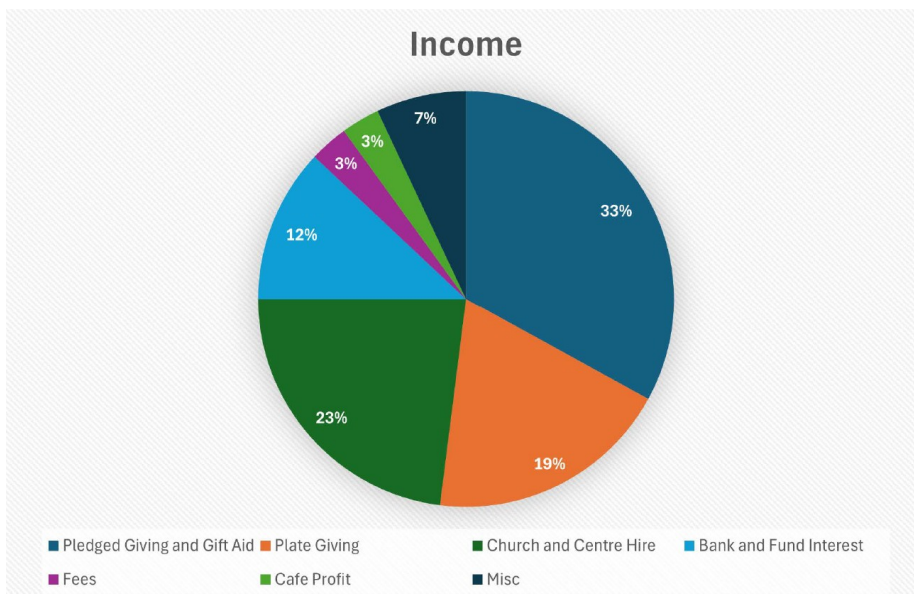


School Party Visiting the Minster

Finances

For several years we have run a deficit (it was £52 633 in 2024), while keeping up our Covenant Pledge with the diocese and having some major expenditure on the Minster's fabric, using reserves (including those generated by the sale of St James' House opposite the Minster).

We expect to have done three things between preparing this paperwork and a new Vicar coming into post. Take part in the diocesan wide Generous Living stewardship renewal. Have the visit we have solicited from a diocesan expert to analyse our largest areas of expenditure. Undertake the strategic review of the St Hugh's site.



We are a registered charity (Charity Number 1132580) and our accounts for 2023 can be viewed on the Charity Commission Website.

Our Population

The population of this parish is 16574. It ranks 531 out of 12239, where 1 is the most deprived parish. This means that the parish is among the most deprived in the country, in the lowest 5%.

As well as the town centre and some more prosperous housing to the south of it, the majority of the parish is made up of the town's deprived West Marsh area and although the social housing figure is low, we are aware that this is because private rented housing is high along with the number of absentee landlords.

Percentages and ranks	Least in Nation	Least in Diocese	This parish	Most in Diocese	Most in Nation
Child Poverty	1%	3%	31% Ranked 443/12239	53%	58%
Pensioner Poverty	2%	3%	23% Ranked 1158/12239	39%	73%
Working age poverty	1%	3%	23% Ranked 589/12239	37%	58%

Years	Least in Nation	Least in Diocese	This parish	Most in Diocese	Most in Nation
Life expectancy (boys)	1%	3%	31% Ranked 443/12239	53%	58%
Life expectancy (girls)	2%	3%	23% Ranked 1158/12239	39%	73%

Percentages	Least in Nation	Least in Diocese	This parish	Most in Diocese	Most in Nation
No qualifications	0.5%	4.7%	26.6%	43.2%	44.4%
Older population	0.3%	2.1%	18.1%	65.9%	73%
Working age poverty	0%	0.4%	5%	24%	96.4%

Percentages	Least in Nation	Least in Diocese	This parish	Most in Diocese	Most in Nation
Social housing	0%	0%	10.9%	44.5%	76.1%
Privately Rented	NA	NA	33.4%	NA	NA

Our Buildings

Grimsby Minster

Our church is a medieval building of exceptional architectural interest, with an impressive presence in the townscape. Maintaining the building to a high standard remains a financial challenge, and over the years the parish has benefited from considerable grant funding. Nevertheless, we are in the process of developing another heritage funding bid to make good the wear and tear over the past twenty years.



St James Centre

This is a twenty-first century addition to the existing church building. It houses toilets, a vestry, kitchen and meeting room/rehearsal space. Although accessible from the church, it has its own dedicated entrance.

Our Buildings

St Hugh's Church

Is situated in the West Marsh area of Grimsby, where the majority of the parish population lives. It is in a good state of repair, is well heated and is home to a small, but dedicated congregation. However, we are just about to start an ecumenical partnership with the Redeemed Christian Church of God which, given the number of this church's worshippers, will see the building used far more extensively



St Hugh's Community Centre and the neighbouring MAAG Hall



The St Hugh's Community Centre, which is immediately adjacent to St Hugh's Church, houses the Parish Office and hosts a wide variety of events organized by community groups and is a base for Equality Practice activities. At the moment it is also used by the Redeemed Christian Church of God as a Sunday worship venue. The MAAG Hall is a community venue leased to a community action group.

Our Pledge, Your Qualities



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



An attractive base between the Humber estuary and the Lincolnshire Wolds, with a home looking onto People's Park.



A **committed lay team** which has worked through many difficulties and are now eager to work with a new priest to shape the life of a relatively new parish.



One major growing church, alongside its one neighbouring daughter church.



A track record of working with a wide variety of **civic, business and regeneration partners**.



A church **engaged** in the breadth of **cultural, heritage and musical** life across the area.



Encouragement to have a **healthy work-life balance**, including holiday, recreation, time off and retreat time.

Grimsby St Mary & St James & St Hugh 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.
- Someone able to build on the openings we've created or discerned whilst also bringing fresh ideas and insight.
- Exhibits a survivable level of conscientiousness, able to delegate but also to focus on detail when necessary
- Someone who is professional and sufficiently IT competent to deal with the necessary policies and policy development.
- Can promote and engage strategically with the business of the Minster as a venue, enabling the civic and partnership expression of the church's position
- Enthusiasm for working with and enhancing music for worship and outreach
- Excellent interpersonal skills able to communicate and engage with a diverse congregation, vulnerable people and our community and business partnerships
- A person with a deep faith rooted in scripture and sacrament who will enhance personal faith and worship
- Someone able to relate well to the (sometimes vulnerable) people who pitch up at church and outreach activities or otherwise approach us.
- Someone able to relate well to the homes, institutions and schools across the West Marsh
- Someone able to relate equally well to those involved in the range of civic, cultural and regeneration providers to whom we relate.
- Someone willing to work alongside, develop and add value to the committed lay leadership in place
- Able to travel independently around our urban parish

The Rectory

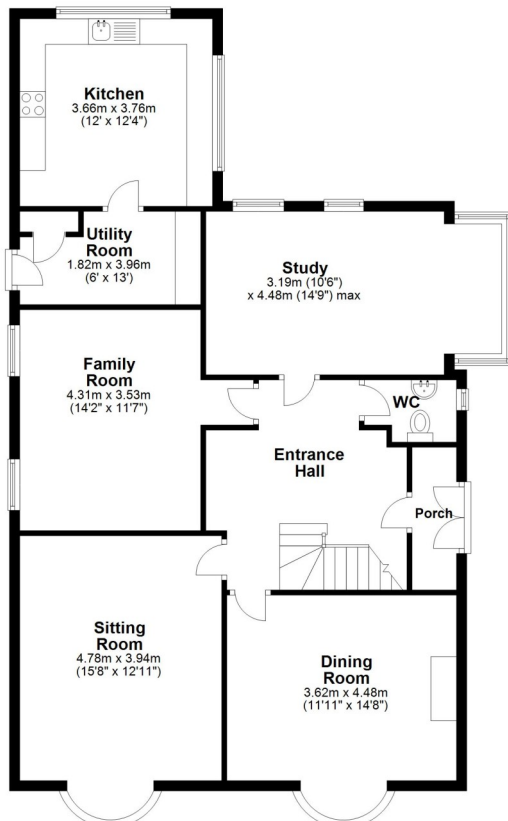
Your Family Home

- Well appointed 4 bedroom Rectory
- Detached Garage
- Part of Diocesan net zero carbon initiative (Solar Panel Installation)
- Gas Powered central Heating
- Intruder Alarm & CCTV
- Fronting on to the People's Park Grimsby
- 1 mile from the town centre
- Fully maintained property
- Dedicated diocesan property team



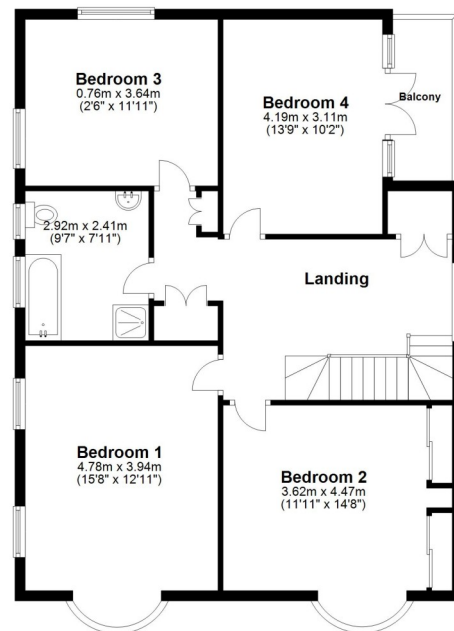
Ground Floor

Approx. 110.1 sq. metres (1185.1 sq. feet)



First Floor

Approx. 80.5 sq. metres (866.8 sq. feet)



This plan is for layout guidance only. Not drawn to scale unless stated. Windows and door openings are approximate. Whilst every care is taken in the preparation of this plan, please check all dimensions, shapes and compass bearings before making any decisions reliant upon them. All interested parties must verify their accuracy independently.
Plan produced using PlanUp.

