



Working with us in the Diocese of Lincoln

Clergy recruitment pack
2024

Deanery Partnership Growing Faith Lead
&
Oversight Minister of Humberston

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.

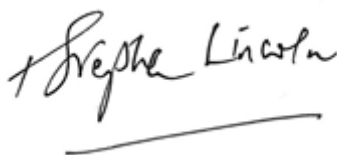
Our offer to you is founded on:

- ◆ 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 focused colleagues 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 embedded in every community across Greater Lincolnshire. Through, for example, our church schools growing 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. The majority of the LDTBF team are women and we are particularly looking to support women clergy to take oversight roles. 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 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

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.

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

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 Peter's Humberston is a **Community Church**

The incumbent will hold the cure of souls and the associated legalities and governance for this church. However a significant focus of this role will be the Growing faith agenda for the Deanery Partnership, and, as part of the North East Lincolnshire plan, St Peter's Humberston has been identified as part of the North East Lincs Suburban Group – As part of the North East Lincolnshire oversight plan, St Peter's Humberston has been identified as part of the North East Lincs Suburban Group. This is a hub of churches located outside Grimsby centre, in busy villages such as Scartho, Waltham and Humberston, but also including some smaller rural settlements.



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.

Growing Faith Lead



PURPOSE

The overall purpose of this post, to be held in combination with the post of oversight minister of Humberston, is to promote and see made real the Church of England's 'Growing Faith' project in North East Lincolnshire and across the wider Diocese.

The aim is to see an increase in the numbers of young people and their families involved in the life of the Church and coming to an active Christian faith for themselves.

This will be achieved through working closely with the opportunities provided by the Diocesan Family of Church Schools and also by reaching out to other schools and higher education colleges.

In NE Lincs we have identified a pressing need for churches and schools to work together and to bridge the gap between church, school and home.

The Growing Faith aspect of this post is to be exercised in close collaboration with the NE Lincs Deanery Partnership Leadership Team.

OUTCOMES WE ASPIRE TO

Increased connections and involvement between Church Schools and other schools, and their Children, Young People and Families with the life of the local Church.

The **establishment** of appropriate context driven local initiatives such as school based lunch and afterschool clubs, school based new worshipping communities, messy and bubble church initiatives.

The **establishment** of appropriate context driven Christian 'service' and 'discipleship' opportunities developed within the life of the local schools.

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 PRIOTIES

- To work closely with Humberston Church of England Primary School to see the aims of 'Growing Faith' be made real in a specific locality.
- To explore, with others, opportunities and to build on good work already happening in the other Church Schools in the NE Lincs Deanery Partnership comprising:
 - Canon Peter Hall Immingham
 - East Ravendale
 - St Peter's Cleethorpes
 - Lisle Marsden
 - Grimsby
 - North Cotes
 - Ulceby
 - Wootton
 - Stallingborough
- To work with the Oversight Ministers and the Leadership Team of the NE Lincs Deanery Partnership to see 'Growing Faith' made real across the NE Lincs Deanery Partnership.
- To be a Diocesan wide resource for 'Growing Faith', promoting, encouraging and helping to establish 'Growing Faith' 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, Bishop's Visitors) to see 'Growing Faith' promoted and made real across the Diocese
- To connect with and play an active part in 'Growing Faith' networks both locally and nationally
- To share good practice identified in 'Growing Faith' through:
 - The identification of opportunities and needs
 - How to build good relationships with schools and their families
 - Processes and systems to help identify people and skills who can support 'Growing Faith'

Humberston

We are seeking an oversight minister



WHO WE ARE

St. Peter's Church, Humberston is situated 2 miles south of Cleethorpes and 3 miles south of Grimsby. In the 2021 census there was a population of 6086 residents. The village is growing at a substantial rate with a lot of new housing. There are 2 pre-schools, 2 infant and junior schools, special school and 1 senior academy. The village is very busy and active. This appointment will be a chance to focus ministry on a church with the potential for growth especially in children and young people and families. There are great opportunities to grow the churches work around life events, music and worship, pastoral care, vocation, and schools.

WORKING TOGETHER

St. Peter's currently has 1 retired priest with PTO and 2 licenced Authorised Lay Ministers. Our current worship pattern is 2nd & 4th Sunday of each month being Eucharist lead by our PTO, assisted by servers who also administer the chalice. The 1st, 3rd and 5th Sunday are Morning prayer with hymns led by our ALMs. Our ALMs are flexible in also leading Service of the Word, Crib Service, All Soul's service within Morning Prayer and supporting the minister when required.

There are currently 2 Churchwardens and 5 other members on the PCC. Church roles are being shared and it would be an opportunity to grow the leadership roles within the church.

OUR VALUES

Quality, Caring, Joyful, Mission Minded and Growing

OUR MISSION

We believe that we have a calling God has given us. This is to serve our community, our schools, and our congregation that they may know the love of God and will be welcomed. We aim to go out and make a difference to people's lives.

OUR VISION

We have a vision of being an inclusive church which is vibrant, warm, and welcoming. We wish to continue to serve our community by continuing to offer good quality, regular services. We want to be able to offer the provision of the internet to allow us to be able to stream services and offer internet access to those hiring our vestry hall. The PCC wish St. Peter's to be a joyful, caring church aiming for growth of the congregation and service in the community.



REACHING THE MISSING GENERATIONS

There is an urgent need to reach out to the younger generation, including children and young families. These are not well represented amongst our congregation.

Humberston is a popular venue for occasional offices, especially Baptisms and enjoys strong links with local schools and community groups – all which represent growth.

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



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.



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



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**.

Humberston 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.
- a lively and infectious faith, with a story to tell of their own journey
- 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 passion for working with children, young people & families
- is energised by the Growing Faith initiative.
- is community and people focussed
- a vocation to and love of parish ministry and an awareness of the challenges this brings
- a strong understanding of parochial ministry and the importance of pastoral encounter, as a way of drawing people more fully into the life of the Church
- the ability to lead Christian mission, evangelism and discipleship
- a willingness to work in the 'mixed ecology' of the church – ministering across different traditions and expressions of church
- a love for people, who can grow and support teams, build relationships, recognise talents, encourage discipleship and lay ministry through sensitive collaboration within the church and across the community
- the ability to relate effectively to young people and schools
- 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

Humberston

Humberston offers a Eucharist service twice a month and all major festivals in the Church's calendar and other services which are led by lay ministry. It is appreciated that a service is held every week.

Humberston celebrates the full Easter Triduum, including the annual Agape Supper.

A Harvest Festival Service is held every year alongside a Harvest Supper and Auction. Donations are made for a local food bank – The Rock Foundation.

A service is held on Remembrance Sunday each year attended by the rainbows, brownies, and guides.

December services include Lessons and Carols, Crib service, Midnight Mass, and Christmas morning Eucharist.

The local schools use the church during the academic year for weekly worship, Remembrance Day, and Christmas.

St. Peter's has a Social and Fundraising Committee who organise a variety of events throughout the year ranging from coffee mornings to bingos. The committee work towards fundraising, mission, and fellowship.

A Pop-In is held every month for anyone within the community who would like to come along and chat over refreshments.



VILLAGE LIFE

Local Facilities – The Gingerbread House opposite the church offers a café and library facilities.

In walking distance is Wendover Paddock and two village halls ran by the village council.

There are 5 pubs all serving food, 4 residential homes, Ashgrove care Home, Clarendon Nursing Home, Alderlea and Humberston House Care Home.

Near to the church is The Church of England Academy and Pre-school, Wendover Pre-school, Humberston Park Special School, Cloverfield's Academy and Humberston Academy.

There are a variety of shops including local butchers, The Spar, Morrisons Local, Take-aways and a PO.

Humberston is close to Cleethorpes and Thorpe Park Holiday Park and The Fitties. Residents living on The Fitties during the holiday season and those visiting the Park do sometimes attend services at St. Peter's.

Our Parish

Humberston

OUR CONGREGATION

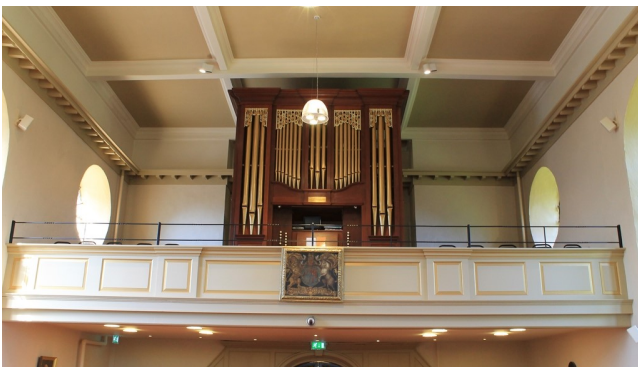
The congregation of Humberston is loyal and committed. We pride ourselves on being a welcoming church. Our average weekly attendance is between 30 and 40. We are aware that our covenant pledge is in need of growth and is continually reviewed by the PCC. Humberston is part of the Parish Giving Scheme and is wishing to promote this further. Wi-fi is not yet available but we can offer contactless giving.

Members of Humberston have a wide variety of skills. The profile is middle aged upwards, with lack of children and young people. We would like to help the new incumbent to be able to encourage young children and families in varied services and activities.

St. Peter's is actively represented on the Deanery Synod. The issues that will challenge Humberston are likely to be due to the ageing congregation and loss of links within the local community. It will be part of the new incumbent's role to build up relations with the village council, uniformed groups, care homes and local schools.

OUR BUILDING

St. Peter's is the oldest building in Humberston. The Grade 2 listed building was rebuilt in 1710 and the tower is over 700 years old. At the rear of the building is the site of the former Humberston Abbey of Benedictine Monks.



On 7 March 2011, the Bell Tower was destroyed by a fire. Following a half, a million-pound refit the church reopened on Easter Day 2012. During the time of refurbishment, the congregation stayed together and grew stronger.

Attached to the church is our vestry hall. This is hired by a local art group and the Grimsby Orpheus Male Voice Choir. The hall is used each Sunday after services for refreshments, served from the adjoining kitchen. There is a craft table regularly filled with homemade crafts, jams and marmalades, a book stall, and souvenirs of St. Peter's.



OUR CHURCH ORGAN

The Peter Collins 22 stop classically inspired pipe organ on the West End Gallery, contains parts from an organ by Forster & Andrews for Alford Wesleyan Church, parts from the former Cousans instrument together with new ranks of pipes, with tracker action throughout. The new case of mahogany (added since the fire of 2011), was designed to be in sympathy with the Georgian feel of the church, yet clearly showing as an object of our time.

Music has played a special part within St. Peter's worship for many years. Sadly the choir due to age had to disband earlier this year. It would be a wonderful asset to Humberston for the new incumbent to encourage, grow and continue music within the church and reestablish the choir.



The Rectory

Your Family Home

- Well appointed 4 bedroom Rectory
- Separate family accommodation
- Double Garage
- Solar Panel Installation
- EV Car Charging point
- Gas Powered central Heating
- Intruder Alarm
- Based in a large village with excellent road links and amenities
- Fully maintained property
- Dedicated diocesan property team

