

Working with us in the Diocese of Lincoln

Clergy recruitment pack
2024

Priest in Charge (Incumbent Designate) of the Pilgrim Group
Kirton-in-Holland, Skirbeck and
Fosdyke



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.

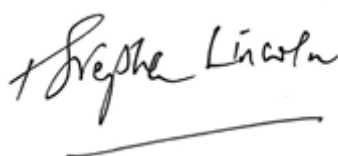
Our offer to you is founded on:

- ◆ 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 country in which to live and work



Top 10 Dioceses for stipends



48 hours time away recommended each month



Supported annual retreat



Access to Employee Support Programme (EAP)



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 new 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 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 – 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.

Boston Deanery Partnership

Introduction

It is an exciting time for churches in and around Boston. With the implementation of 'A Time to Change Together' across Lincoln Diocese, the Boston Deanery Partnership is looking forward to the future as we continue to develop collaborative working, sharing values and our commitment to participation in God's mission within our local communities.

The Boston Deanery Partnership is synonymous with Holland Deanery, made up of two previous deaneries which merged successfully several years ago. It contains parishes within the town and the surrounding villages who are already used to working together in different ways. The Deanery Partnership will comprise two 'Local Mission Partnerships'.

As designated Type 1/Key Mission Churches the Parish of Boston in the centre and south of the town and Holy Trinity Skirbeck to the north will be responsible for helping facilitate and resource local mission and ministry working with other parishes across the Deanery Partnership.

Existing strengths will continue to be built upon. For example, the excellent civic ministry and outreach to the community as well as visitors and tourists provided by the Stump from the central Boston market-place. Larger villages seeking to be a visible presence in their community can learn from this model and with support begin to apply some of the principles of good practice in their own context. Similarly, the strong musical tradition of the Stump combined with the new music school already offers support to other parishes and local schools which will continue to be developed in the future under the recently appointed musical director. The current lay involvement at St Thomas' could provide a possible model for future congregational initiated ministry in the villages. Holy Trinity Clergy and lay members have regular contact with St Nicholas Primary Academy.

The vision for the Deanery Partnership is to increase lay involvement and ministry across the two Local Mission Partnerships, learning together and growing together in discipleship. Training will continue to be offered across the deanery, with the potential for more localised hubs.



Afternoon Tea & Evensong, Fosdyke



Kirton Brass Band, Kirton in Holland

Working within the Society LMP

The Society LMP (SLMP) is a grouping of Parishes within the County of Lincolnshire and constitutes a Local Mission Partnership (LMP) within the Diocese. At the invitation of the Bishop of Lincoln, the Parishes receive pastoral and sacramental oversight from the Bishop of Richborough who is one of the Society Bishops. The Bishop of Richborough and the Society Parishes in Lincolnshire have worked closely with the leadership team in the Diocese to form a non-geographical LMP so that Society parishes can live out their distinctive catholic witness in cooperation with their neighbouring LMPs and legally constituted Deaneries.



Time To Change Together (TTCT) has provided the opportunity for the Society Parishes to join in careful stewarding and sustainable giving in order to more readily focus on catholic mission, worship and service within our communities whilst seeking to uphold the Church of England's commitment to diversity and mutual flourishing. Alongside our participation in existing Deanery and Diocesan structures, we hope to form a council of lay and ordained representatives to help oversee and steer the LMP, maintain good relationships and communication, and enjoy opportunities to worship together and resource one another.

Our congregations and clergy are exceedingly grateful to the Diocese for having supported the SLMP initiative and we are very much aware that it is now up to us to make good the considerable trust that has been invested in us. We hope that potential candidates considering the position of Incumbent of the Pilgrim Group will see SLMP as an exciting opportunity to work closely with colleagues, both lay and ordained, within the LMP and across the Deaneries and Diocese to serve God's people, grow his Church and maintain our distinctive witness to his love in Christ Jesus.

**Fr Edward Martin (Chair of SLMP Council
and Clerical Chair of Lincoln Forward in
Faith)**



Across the LMP we have

- 4 Stipended Clergy Posts (2 Currently filled)
- 1 House for Duty post
- 2 Licensed **Lay Readers**
- 11 Retired Clergy with PTO
- 1 Authorised Lay Minister

Our Pledge, Your Qualities



A **warm welcome** to help the priest (and their family) to settle in and become part of our communities.



A pattern of **services** to suit both incumbent and parishes.



Our **respect, support and friendship** with full co-operation from our Churchwardens and PCCs.



Our **dedication** and ability to **work together** for the **common good**.



A **willingness to change** when necessary and a determination to overcome challenges, giving our priest **space to develop their own ideas**.



Full **reimbursement** of working expenses.



Full **communication** and **listening** to our incumbent.



A **time to study**, a time to **pray** and a time to prioritise their own **well-being**; support in taking proper **days off** and holidays.



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

The Pilgrim Group follow the Anglo Catholic tradition and as such seek to welcome a Priest of the Society of St Wilfred and St Hilda.

- an ordained priest within the Church of England.
- Whose ministry is grounded in the celebration of Sacraments, particularly the Daily Mass, with a love of church music to fully engage in the Sung Mass.
- Wants to play an active part in diocesan matters and the deanery partnership and to work collaboratively with other LMP clergy and lay leaders, whilst also supporting the Geographical LMP where possible.
- Who has a vocation to and love of parish ministry and an awareness of the challenges this brings; a commitment to pastoral care to draw people more fully into the life of the Church; to develop a caring ministry with both young and old within our churches and the wider community fostering more outreach.
- Who is approachable and honest; willing to listen; has integrity and a sense of humour but is also tactful; shows sensitivity in dealing with people and change but able to handle disputes and complaints with grace and firmness as required.
- Who has a desire to develop members of the congregation in their discipleship, to further develop their understanding of scripture, to increase their knowledge of the Faith, and deepen their spiritual lives.
- Who wishes to work with the congregation to identify the evolving needs of the local communities; be prepared to play a part in local primary and secondary schools that serve our parishes; be willing to take Home Communion to those unable to get to church.
- Who wants to reach out to people of all ages and backgrounds, to support a culture of welcome diversity and inclusion, seeking to bring them into a relationship with Jesus.
- Who can be an effective communicator to lead change; grow and support teams to build relationships and recognize talents; identify and release new Lay leaders; and encourage lay ministry through sensitive collaboration within the church and across the community.
- An understanding of and commitment to good safeguarding practice, being able to embed this in the life of the parishes and seeking to protect the most vulnerable in our communities.
- able to drive and has access to a vehicle.

The Pilgrim Group

An Overview

Our Mission Partnership

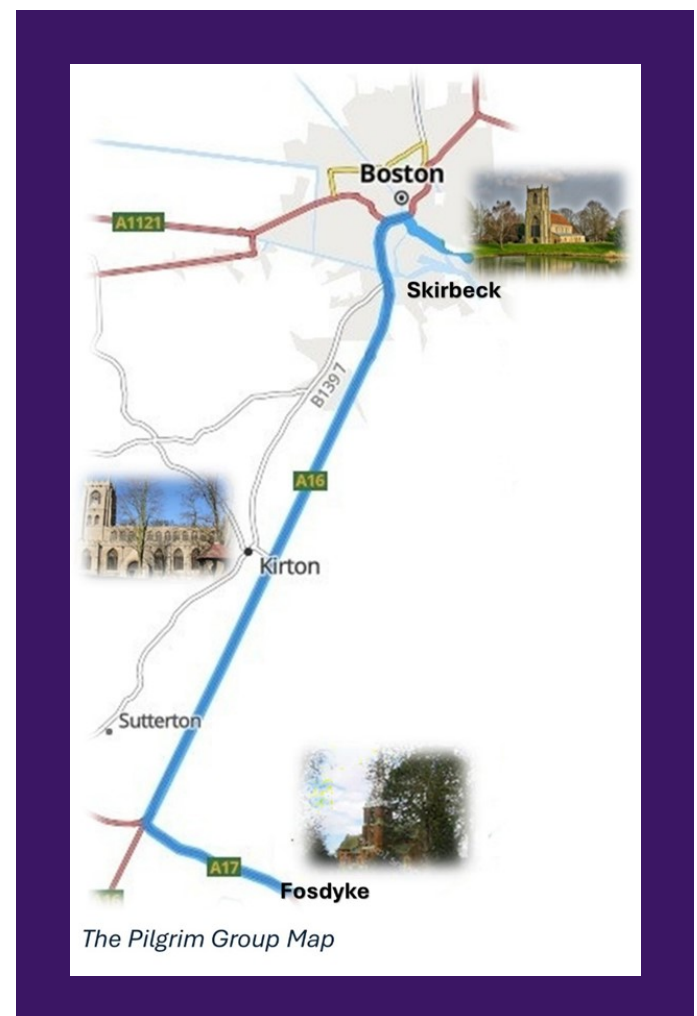
The Pilgrim Group comprises of three distinct parishes in the See of Richborough, serving diverse communities with differing needs. However, we are fully united in our commitment to Jesus Christ who we encounter in the Sacraments, especially the Mass, and our desire to transform our communities with the Joy of the Gospel. The Group is also supportive of working with our brothers and sisters in the Lincolnshire Society Local Mission Partnership.

[Skirbeck, St Nicholas](#), dating from 1180 and the oldest parish church in Boston, is situated in the north of the Group.

[Kirton, St Peter & St Paul](#), a late Norman and early 12th century church in the Centre of the large village of Kirton, lies in the middle of the Group.

[Fosdyke, All Saints](#), a Victorian church consecrated in 1871 in the small village of Fosdyke, completes the Group to the south.

The area north to south, located on the coast of The Wash in South-East Lincolnshire, covers a distance of 9 miles. The Shrine of our Lady of Walsingham in Norfolk is just over an hour away by car.



Example Sunday Service Rota

This rota is largely based on current practice to give an idea of the likely commitment for a priest but also what else generally happens in a normal month.

Churches	Week 1	Week 2	Week 3	Week 4
<i>Skirbeck</i>	Incumbent 09:30 am	Retired Priest 09:30 am	Incumbent 09:30 am	Incumbent 09:30 am
<i>Kirton</i>	Incumbent 11/11.15 am	Incumbent 11/11.15 am	Incumbent 11/11.15 am	Retired Priest 11/11.15 am
<i>Fosdyke</i>	No Service	Incumbent 09:30 am	No Service	Incumbent 11.15 am

Where a 5th Sunday exists, a joint Mass to be held in one parish – to alternate as appropriate.

On the 1st and 3rd Sundays, where the Incumbent offers Mass at both Skirbeck and Kirton, it is suggested that Kirton service begins at 11.15am so that the Incumbent has time to say goodbye at the door to Skirbeck congregation – most important for good relations.

Weekday Masses – twice per week at Kirton; twice per week at Skirbeck; once per week at Fosdyke. Days and times to be agreed between Incumbent and the parish-es. Any other services to be Lay led.

Joint Mass to be held for all Patronal Festivals at the appropriate church. Feast Days and Solemnities to be agreed when they arise.

Incumbent's day off has traditionally been Monday.

Our Parishes

Skirbeck St Nicholas

THE PARISH

The hamlet of Scirebec is listed in the Domesday Book of 1085 and predates the town of Boston by about 200 years. The name Skirbeck derives from Scirebec which means 'clear stream'. This waterway, which has long since disappeared, formed the natural boundary on the northern and eastern side of the original Parish. The Church is adjacent to The Haven, tidal side of the River Witham, which forms the southern border.

The Parish, with a suburban population of well over 9000, lies to the east of the town of Boston in Lincolnshire. The population is wide-ranging from young families to retired people. A fair proportion are Eastern Europeans, mostly Polish, but other nationalities are represented. There is also a mixture of housing, some social housing and some private dwellings, which gives the area a very distinct feeling of diversity.



The Parish serves two primary schools - St Nicholas Church of England Primary Academy (the Church school) and Hawthorn Tree Primary School which became part of the Parish on a change of boundary in April 2009. Also in the Parish is Boston Nursery and a recent addition is Boston Endeavour Academy for children with Special Educational Needs. Uniquely the Parish has the advantage of being close to town and all the amenities but on the doorstep of the rural areas and next to the river for peace and tranquillity.

THE CHURCH AND PEOPLE

The Parish has the availability of two organists, congregational music being supplemented by a choir who provide music, on an occasional basis, both within the Parish's regular worship and as required at the occasional offices, including weddings and, sometimes, funerals. It has been acknowledged that this is a real asset to the Church, even if the choir is small compared to most Church choirs.



PATTERN OF WORSHIP

- **A Sung Mass on each Sunday, together with all days of obligation and other significant feast days; the full celebrations of Holy Week and other seasons of the year (made possible with the unlimited support of our retired Society clergy, to whom we are immensely grateful).**
- **A Low Mass is offered one morning per week, usually Tuesday (retired clergy).**
- **Evening Prayer is celebrated every Wednesday (lay led).**
- **The Rosary is said on the first Saturday of the month (lay led).**
- **Eucharistic Adoration every Sunday afternoon (lay led).**
- **Stations of the Cross and other forms of worship and devotion as appropriate (mostly lay led).**

Worship takes place in a traditional Catholic manner. Prior to the interregnum Low Mass was offered daily, as it had been for over 100 years. The Mass is offered on all occasions using the current translation of the Missal (2011). The Daily Offices are usually according to The Liturgy of The Hours.

Our Parishes

Skirbeck St Nicholas

The Parish has a long standing tradition of Catholic Worship and supports the Society of Mary, until recently being the Ward Parish of Our Lady of the Marsh (Skirbeck). We make an annual Pilgrimage each Autumn to The Shrine of Our Lady of Walsingham, which is approximately 50 miles away, as well as some other times of the year. We support the Shrine by sponsoring a lamp each year. Members of the congregation have also made pilgrimage to the Shrine of Our Lady of Egmont.



The Parochial Church Council meet four times per year (usually January, March, June and October), as well as the Annual Parochial Meeting at the end of April. All Safe-guarding procedures are currently up-to-date and posters displayed. Equally our General Data Protection Regulations are all in order. We are also proud to say that our finances are fairly stable and that our Diocesan quota has been paid in full almost every year (except during COVID). We have been signed up with the Parish Buying Scheme for our gas and electric for the past six years. Appeals for special items of expenditure are usually met. Some of our members have signed up to the Parish Giving Scheme

THE CHURCH AND THE COMMUNITY

In 2023, there were 16 baptisms, 2 weddings and 3 funerals (compared to 2022 of 10 baptisms, 5 weddings and 26 funerals – 13 at church and 13 at the crematorium). There were also 8 burials of ashes in the churchyard (10 in 2022). After we lost our parish priest at the end of April, all religious funeral services at the crematorium for members of Skirbeck Parish were taken by clergy from the Local Mission Partnership and these records are not available to us.



We have an established Messy Church once a month in the Community Hall. It has always been run by members of the congregation and associates. From small beginnings, there are now several families who belong to the group. Much fun is had through crafts, celebration and a very yummy tea with time to chat! We feel this has been a success for our Parish, in bringing those who come, closer to Jesus and learning of his life.

In the past, it has always been the practice of the Parish priest to take home communions once a month to those members who are not able to get to Church. We now have one Lay member licensed to do this who has been able to carry this on until a new priest is appointed.

All schools in the Parish, the Nursery and our Mothers and Toddlers Group attend Church in December for Christingle services. Our crib service on Christmas Eve is very popular. At last year's Remembrance Sunday, we had members of the four Scouting Groups (Scouts, Cubs, Beavers and Squirrels) parading with their standards and joining in the Act of Remembrance, along with Bishop Norman (our pastoral Bishop of Richborough) who was celebrating Mass for us that day. On another occasion, the Beavers came to church to complete their Faith badge and we have had visits from U3A Southwell and U3A Spalding to listen to our history and explore the building. During the interregnum, one of our Churchwardens has continued the connection to the schools and Nursery by visits and taking part in assemblies.



Our Parishes

Skirbeck St Nicholas

Popular social events are a big part of the Church calendar and a good opportunity to include the whole Parish community and beyond. We have at least one fund-raising event each month (except for August) and a good combination of larger and smaller social events.

Our main event of the year is the Christmas Tree Festival held in November and is our biggest fundraiser

This started annually from 2012 and the Church is decorated with a variety of Christmas trees according to the theme of the year. The photo shows our 2023 theme of 'Famous Britons – Past & Present', this being Beatrix Potter. The displays are not only done by members of our congregation, but by a large number of local community groups – the schools, Scout Group, Mothers & Toddlers, Merchant Navy Association to name a few. We have a huge range of stalls and games in the Community Centre and are well-known for our mouth-watering refreshments. Another popular fundraiser is Snowdrop Sunday which is always held on the third Sunday of February. The churchyard looks like a carpet of snowdrops and people love to wander through and take photos.

Fundraising is one of our major forms of income. Some of our smaller events are Quiz Nights, Bingo and Strawberry Teas. All activities take place in the Community Centre



with the Church open on certain occasions. We also hold special Harvest and New Year lunches which are very popular .

Our Carol Service each year is in aid of The Butterfly Hospice Trust, a local charity set up for end-of-life care. This began as a connection through one of our retired assistant



priests, sadly no longer with us, indeed our 2023 Carol Service was dedicated to Fr Dick Westland. The choir plays a big part in this service too. The service is always a special end to the year as it falls after Christmas. The photo from 2018 shows our choir with Fr Paul Noble (parish priest at the time) on the right and Fr Dick Westland on the left.

In July we hold Sea Sunday for members of the Merchant



Navy Association. This continues the relationship between the Naval Services and St Nicholas Church being the Patron Saint of Sailors. The Merchant Navy Association regard St Nicholas as their Chapel and also hold a short service at the War Memorial on Merchant Navy Day.

St Nicholas is the only Christian Church in the Parish. We support the Additional Curates Society through our Lent boxes and the local food bank all year round with donations the congregation bring. Also, all our Christingle services support the work of The Children's Society, of which one of our Churchwardens is the Local Honorary Secretary in the parish.

Our Parishes

Kirton-in-Holland

THE VILLAGE

A busy hub 4 miles south of Boston, Kirton still maintains the local Lincolnshire charm and character that is loved by residents and visitors alike. In medieval times Kirton was ranked 3rd largest town in Lincolnshire behind Lincoln and Stamford.

Kirton today is a very large and growing village, (now more or less a satellite town to Boston) housing 7000+ people of all ages. While many houses are privately owned, there is also significant social housing development. There are currently several growing, mixed building estates attracting nationals from the wider European Community.

Farming, horticulture and industry go hand in hand in the area. There is a growing industrial estate on the edge of the village.

Kirton boasts: - Town Hall, Health Centre, Pharmacy, Podiatrist, Library, Fire Station, Vets, Car Garage, Motorbike sales and repairs. Four supermarkets (one with Post Office). Hairdressers, Beauty Salons and Takeaways (every kind) a B&B, coffee shop, Public House, two restaurants and some excellent independent shops covering most needs. Two Leisure Clubs. Two nurseries, Ofsted acclaimed and award-winning Kirton Primary School, Thomas Middlecott Academy (secondary school). A school bus runs from Kirton to both boys' and girls' Grammar Schools in Boston.

Three Nursing Homes, (White Gables, Oakwood House and The Woodlands), two residential warden-controlled homes.

Four churches – St Peter & St Paul Kirton, Methodist Church, New Life Church and Romanian Orthodox Church.



PATTERN OF WORSHIP

- **Sunday Mass at 11am (av. attendance 23)**
- **Low Mass Thursday at 10am (av. attendance 9).**
- **Morning Prayer on Mondays and Thursdays during vacancy**
- **Services are followed by tea/coffee.**
- **Home Communion**

Our congregation is mixed and ranges in age from 1 to 90+. Eucharistic vestments are worn, and incense used on High Days. Young people assist at Mass serving and as Thurifer when incense is used.

THE CHURCH

A Grade 1 listed building and situated in the very heart of the village. More details and history can be found in the drone video on the church website.

The church has been well maintained over the past decades and a new sound system and hearing loop has been fitted. Our architect has recently completed the QI.

There is an ongoing restoration appeal to replace the lead and restore the roofs of the chancel and north and south aisles. The nave roof was re-leaded in 2012. Long term, we are looking at returning two C14th statues of St Peter & St Paul to their former niches on the outside of the tower, while currently we are working with Heritage Lincolnshire and our architect on plans to improve the kitchen and toilet facilities in church and provide a toilet for people with disabilities. Despite all this activity, the church retains a peaceful and welcoming atmosphere.

Since 1616, the Mercers Company has been our patron and generously gives an annual grant towards maintenance and our insurance costs. Regular contact is kept throughout the year and its patronage is very much appreciated.

The pews were removed during the latter half of the last century and comfortable chairs have taken their place. These are easily moveable, when necessary, for example for fayres and art displays as we do not have a church hall. The church will seat 300 people. The churchyard is closed and maintained by Kirton Parish Council.

Our Parishes

Kirton-in-Holland

SPECIAL SERVICES

During the Mass for Corpus Christi each year, a group of young people, prepared during the preceding weeks, take their first communion.

On the Sunday, closest to National Nurses Day each May, we host members of the Royal College of Nursing along with their President or Vice - President for our Parish Eucharist.

On Remembrance Sunday every year our Parish Eucharist is held at 9.30am to allow for the civic Remembrance Service in church at just after 11am. It is standing room only for this service, which is attended by the Royal British Legion, Army Cadets, Scouts, Cubs, Beavers, Guides, Brownies, Rainbows, local firefighters, and members of the Parish Council and of course, many people from the village.

A Healing Mass takes place three times a year.

LIFE OF THE CHURCH

Kirton Primary School comes into church several times during the course of the year. Their Harvest Festival service and Christmas carol service are held in church every year.

Thomas Middlecott Academy pupils are hoping to return for their Christmas carol service this December.

At Christmas a few members of the congregation go to White Gables Nursing Home to sing Christmas carols with the residents. Our retired clergy also attends when needed for last rites etc. Residents occasionally attend our Sunday Mass.

Our Electoral Roll stands at 37



YOUR MINISTRY TEAM

- 1 retired clergy
- 3 Lay Eucharistic Ministers
- 2 Servers
- 1 Thurifer
- 9 Lesson Readers on rota
- 4 Welcomers
- Flower arrangers
- Verger
- Sacristan
- Dedicated parish administration support



COMMITTEES

Our PCC meets on a regular basis.

A Fundraising Committee plan and organise fundraising activities such as Brass Band, Steel Band, Ukulele and other concerts, barbecues, art participation and displays.

A Building Works Committee, formed to discuss building projects, meets as required.

Kirton Mothers' Union celebrated the 130-year anniversary with a special Eucharist service last year. Members are now few in number and are all Diocesan members. A service is usually planned with members from other local Mothers' Unions for The Annunciation of our Lord to the Blessed Virgin Mary each year. Members assist during baptisms.

Regular visits to the Shrine of Our Lady of Walsingham are arranged with our sister churches and are popular.

Our Parishes

Kirton in Holland

FINANCES

A Stewardship course is planned to help with our giving. Our Parish Pledge has been paid in full for the last 3 years. This year our Parish Pledge is for £29,000 as our share towards our new Priest.

THE CHURCH

As our church is home to several species of bat, we regularly hold Bat Evenings. These are very informative and popular. There is the opportunity to tune in to the bats with special equipment and also to see them flying.

We respond to community needs. The church was open as a special collection point all day every day for two weeks for the Ukrainian Appeal. Several lorry loads of the required items were shipped out. We worked closely with Duckworth Jaguar Land Rover who provided storage and logistical assistance.

Our very popular Christmas Tree Festival is supported by local businesses and organisations as well as schools.

The church stepped in to offer itself as a meeting place large enough for over 350+ villagers for an open meeting to save Kirton roundabout. This was subsequently successful.

Both Boston Women's Refuge and the homeless charity, Centrepont Outreach, are supported by the members of the congregation with donations of clothes, food, toiletries, etc. Every Thursday during Lent we offer free lunches of homemade soup, roll and hot drinks.

Traditionally a member of the church assists with the Children's Workshops at the Methodist Church held on Good Friday and two days in the summer holidays. Every Christmas there is a Village Carol Service held at Thomas Middlecott Academy and run by Churches Together and usually organised by the New Life Church. Kirton Parish Church is always represented. The first bible reading, usually from Isaiah, is read by a member of our church.

OUR VISION

We aim to be a welcoming, worshiping, serving, sacrificing community following the example of Christ. We aim to reach out with prayer to a growing multicultural and generational community and share the gospel of Christ which, with the help of the Holy Spirit, will allow people to know the deep love of our Lord. At our heart is sacramental and prayerful worship.

Our Strategy

We aim to be a welcoming, worshiping, serving, sacrificing community following the example of Christ. We aim to reach out with prayer to a growing multicultural and generational community and share the gospel of Christ which, with the help of the Holy Spirit, will allow people to know the deep love of our Lord. At our heart

Community Links

Our Church is represented on: -

- The Parish Council
- Kirton Consolidated Charity
- Middlecott Foundation Charity
- Kirton Primary School



Our Parishes

Fosdyke

THE VILLAGE

Once a thriving shellfish and fertiliser port with a toll bridge and swathes of farmland.

Today, we are a small but lively and active congregation, serving the community in our little village and worshipping in the Anglo-Catholic tradition.

A member church of The Society we work closely with our neighbours at Kirton and Skirbeck in what will become a new benefice.

We offer a living Christian community, embedded in our local parish, paying our Parish Pledge in full in recent years, and committed to the Gospels.

Our parish is small, with a population of around 450 souls, mostly either employed in the agricultural or food processing industry, or retired folks moving here for a calmer rural way of life. Sadly, incomes here are low and there is a fair proportion of social housing.

We are blessed by having institutions in the village which support us and our mission. This does not mean they come to Mass every Sunday though! A thriving sports field, children's playground, social club, village hall, local Inn, currently being restored, and a yacht haven at nearby Fosdyke Bridge - to name a few.



In short this is a great place to live and work, but sadly not on a bus or train route, although there is a community minibus. One of the nicest things I recently heard someone describing the village to a newcomer was “Here you will find neighbours, not just people living next door”.

Our church community is small – (about 30 on the electoral roll with Mass attendance at around 10) but we are strong, faithful and active.

We hold a full set of experienced ‘officers’ and PCC. We are deeply involved in the community – one of our main outreach activities is to hold bi-monthly Pop-In lunches which regularly bring together 60 or so diners for fellowship and a good lunch. It keeps our contacts and raises much needed funds.

Another great strength is our Faith in the Environment Group of about twelve parishioners who meet most Tuesdays to maintain and improve our Church grounds. That’s how we work. We try hard to encourage and widen our parishioners into church life, whilst recognising that in today’s secular world this is a great challenge.

We hold sung Mass twice a month and we hold a Wednesday Worship Group which meets twice a month.

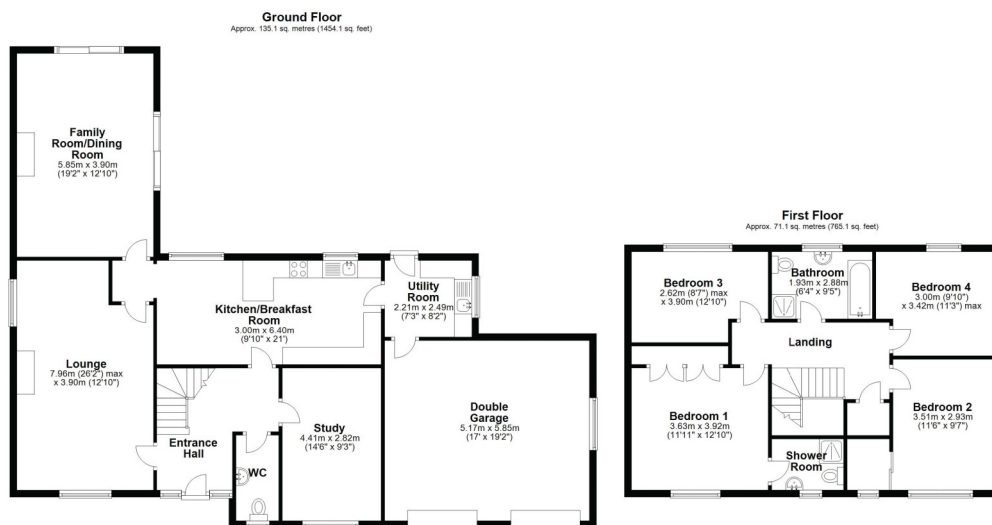
We have tried hard to widen participation with additional service types in the last twelve months – Pet Service, Harvests, Salvation Army led Carol Concerts, Afternoon Tea and Even-song to name a few, and with some small success.



The Rectory

Your Family Home

- You will have a choice of two well appointed homes.
- 4 Bedrooms
- Family and ensuite bathrooms, downstairs WC.
- Double Garage
- Part of Diocesan net zero carbon initiative (Solar Panel Installation)
- Gas Powered central Heating
- Intruder Alarm
- Based in a large village with excellent road links and amenities
- Fully maintained property

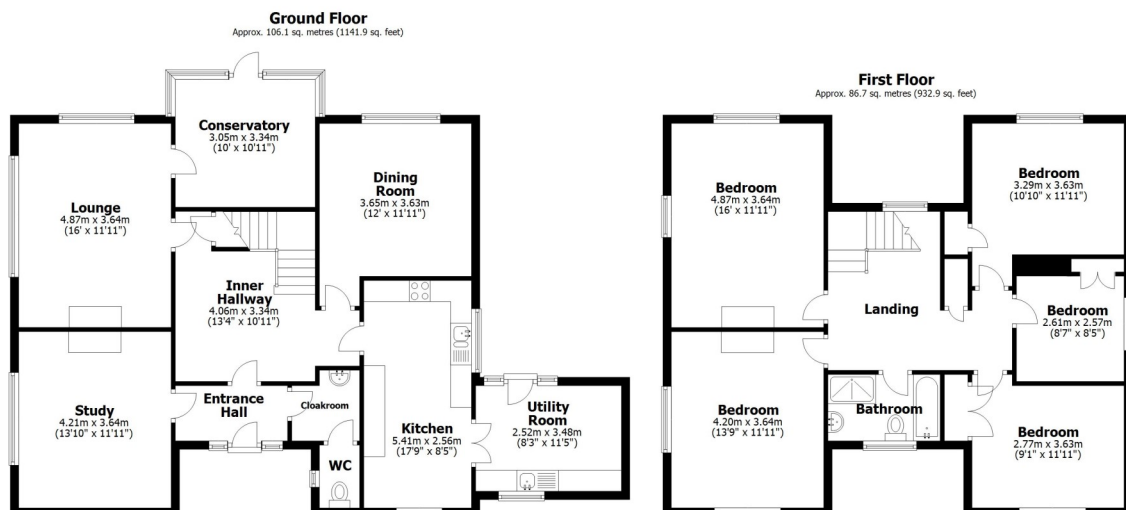


This plan is for layout guidance only. Not drawn to scale unless stated. Windows and door openings are approximate. Whilst every care is taken in the preparation of this plan, please check all dimensions, shapes and compass bearings before making any decisions reliant upon them. All interested parties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

The Rectory

Your Family Home

- You will have a choice of two well appointed homes.
- 5 Bedrooms
- Separate family accommodation
- Family bathroom and downstairs WC.
- Garage
- Part of Diocesan net zero carbon initiative (Solar Panel Installation)
- Gas Powered central Heating
- Intruder Alarm
- Based on the outskirts of Boston with good road links
- Fully maintained property
- Dedicated diocesan property team



Total area: approx. 192.8 sq. metres (2074.8 sq. feet)

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