



Working with us in the Diocese of Lincoln

Clergy recruitment pack
2024

Vicar of Welton and Dunholme
with Scothern

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.

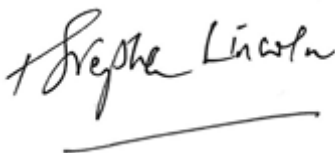
Our offer to you is founded on:

- ◆ 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 vicar-ages



Garden maintenance support



Total redecoration on appointment including carpeting of public rooms in vicar-ages



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 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 - 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.

Lawres Local Mission Partnership

Introduction

The Lawres Local Mission Partnership (LMP) contains 27 worshipping communities situated to the north and east of the city of Lincoln and sits within the wider Deanery Partnership of West Lindsey. The communities are varied with populations ranging from 120 – 4500; most would see themselves as village populations. Within the LMP are 14 schools, the former RAF base at Scampton, some wonderfully maintained church buildings, and at the heart of our communities is a determination to see the gospel shared and the church thrive. As part of the ‘Time to Change Together’ Programme, all churches were asked to ‘type’ themselves and Lawres has identified one Key Mission Church – Nettleham and Riseholme; four Local Mission Churches – Welton, Dunholme, Cherry Willingham, Reepham; 17 Community Churches (including Scothern); two festival churches and one exploring closure.

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



Harvest Festival at Welton St Mary's C of E Primary

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



Bring and Share Harvest Festival Lunch at Dunholme

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



Bell Ringing 'Rabbits' competition and St Germaine, Scothern

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

Lawres Local Mission Partnership

CLERGY

The LMP is currently served by 2 stipendiary clergy (1 who will retire imminently and remain as Rural Dean with PTO), based in Nettleham and Riseholme and South Lawres and Barlings. Additionally, there will be one stipendiary curate and 5 Self Supporting Clergy, 2 very active clergy with Permission to Officiate, 3 Readers (2 with PTO) and 26 Authorised Lay Ministers. The Partnership is collaborative and the Sunday Rota as well as occasional offices are shared. The Diocese is seeking to ensure that all churches have some form of oversight and focal ministry, and this is in development in the Partnership.

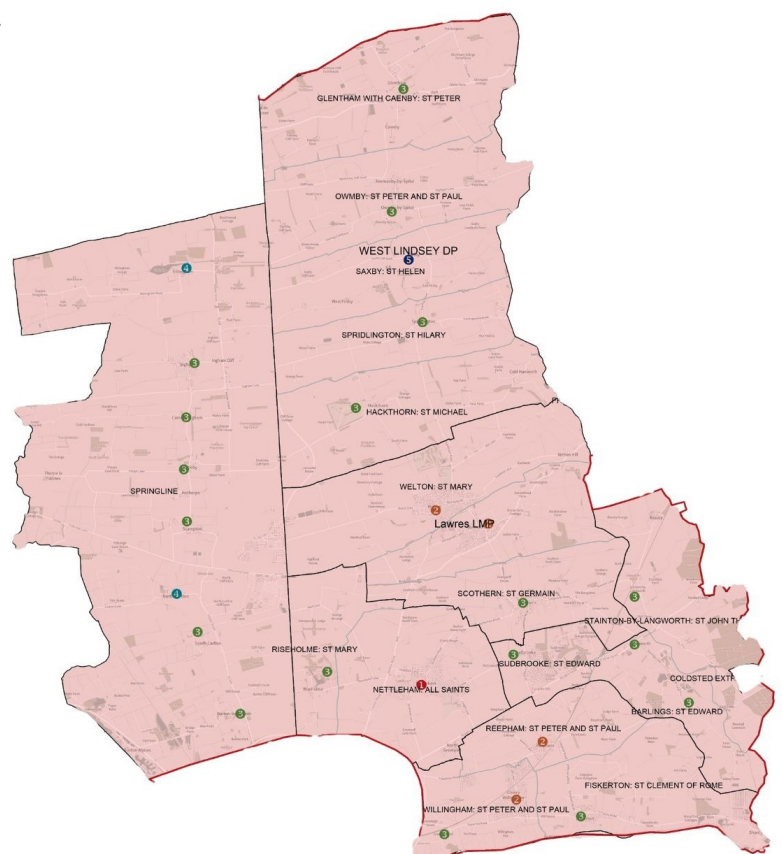
CLERGY WORKING PATTERN

The Diocese is seeking to maintain a full-time oversight within each of the three 'working areas' of the LMP who will exercise pastoral and sacramental ministry within that area, but who will also be able to exercise ministry across the whole LMP as part of a wider collegial team; thus allowing all to benefit from individual clergy skills. It is expected that the person appointed to the post at Welton, Dunholme and Scothern will have oversight of the churches in the Owmbly Group. It should be noted however, that we are in a period of change and we would need flexibility from those in stipendiary ministry to work as a team.

Dunholme and Scothern will take responsibility for ministry in Ingham (a Community Church) and Fillingham (a Festival Church). The evolution of the Partnership may mean that this changes over the course of the next 2 years as clergy work together to develop a scheme that works in context.

LOOKING FORWARDS MISSIONALLY

There is much work to do in the LMP to develop collaboration and the sharing of resources, however, we have set about these tasks collectively with an emphasis on the need to be missional. There is much good work going on in our churches and communities and we are committed to sharing the gospel in many and varied ways: Foodbanks, FiSH Projects (Food in School Holidays), Vinyl Nights, Coffee and Cake, Schools Work and Holiday Clubs, to name but a few. We see schools as critical to our work as we seek to support 2 secondary schools 10 primary schools, 1 infant and 1 junior school. The Partnership Chapter meets every 5 weeks, is supportive and cohesive and works collaboratively, sharing ideas and resources, led by the Rural Dean, Revd Canon Penny Green.



Ministry Team & Occasional Offices

MINISTRY TEAM

The person appointed will lead a Ministry Team of a Reader and 3 Associate Self-Supporting Priests who minister across the Benefice and beyond.

Revd Carol Jones

Revd Paul Ievins

Revd Paul Maple

Suzanne Maple (Reader)

This Team is ably supported by a team of seven authorised lay ministers, who assist in leading worship, making music, pastoral visiting, and outreach across our benefice. In addition, the churches are served by a number of committed lay people who offer their time actively and support the life of the church by their involvement in social action projects, flower arranging, preparing for services, bell ringing, church cleaning, administration, verging for occasional offices, baptism visiting and the whole range of tasks required to make

Across our 3 churches, we are working with:

- 3 Associate **Self Supporting Ministers**
- 1 **Lay Reader**
- 7 active authorised **Lay Ministers**

church work.

Our Lay Ministry team support regular Morning Worship, Morning Prayer, Family Services, Lively Church, and Evening Prayer across many of the churches plus other services such as All Souls' Service, Carol, Christingle and Harvest services.

We also have members that go into the schools to take Open the Book and Collective Worship and some who sit on the Governing Bodies of the local primary schools.

OCCASIONAL OFFICES

	Welton	Dunholme	Scothern
Baptism	14	5	6
Weddings	5	2	0
Funeral	9	9	4

CHURCH CONGREGATIONS

Church	Number on electoral roll	Usual weekly Sunday attendance
St Mary's Welton	65	35
St Chad's Dunholme	60	39
St Germain's Scothern	31	12

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. Week 5 services have rotated around the group of Festival churches open to all. In any month, there could also be, for example, additional lay led services, a messy church or other activity as well as mid-week activity.

Churches	Week 1	Week 2	Week 3	Week 4/5
<i>Welton</i>	11am Holy Communion	11am Morning Worship 6pm Evening Prayer	11am Holy Communion	Rotating Benefice Communion
<i>Dunholme</i>	10.30am Morning Worship 4pm '4 o'clock' Service at St Chad's School	10.30am Holy Communion	10.30am Morning Worship 4pm '4 o'clock' Service at St Chad's School	Rotating Benefice Communion
<i>Scothern</i>	9.15am Morning Worship		9.15am BCP Communion	Rotating Benefice Communion

FINANCES

Following the launch of time to change together all parishes have made a covenant agreement with the diocese to commit to the following amounts

St Mary's Welton	£22000
St Chad's, Dunholme	£14500
St Germain's, Scothern	£ 8500
Total	£45000

Parishes fulfilled their agreement in 2022 and are in 2023.

Our Pledge, Your Qualities



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



Offer a great locality to **live** and **work** and **grow** your ministry in a supportive environment



Support from the 'team' across both Benefice and Local Mission Partnership



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



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



Support you in taking time for your private life



Encourage & support the priest if he or she wishes to take an **annual retreat**.



Offer you **time to grow** your ministry with training

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

- Is an ordained priest within the Church of England.
- Christ centred, a person of prayer
- Able to lead with vision and energy and share our commitment to growing our churches spiritually and numerically
- Able to inspire with their teaching and application of the Bible
- Able to engage with our communities and particularly our schools
- Able to work ecumenically
- Able to communicate their ideas well and empathetically
- Someone who is well organised, delegates well, sees potential in others and enables them to flourish
- Is technologically competent, able to enrich the online presence of Lawres LMP
- Is an accessible, welcoming and friendly person who is flexible in their working and who has a positive 'can do' approach – and a sense of humour.
- Has a good understanding of self-care and the importance of rest, recreation, family life, and friends
- 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.
- Able to drive and has access to a vehicle.

Worship & Discipleship

Across the benefice all the churches have a loyal and committed worshipping community. Though our faith tradition is 'middle-of-the-road' Anglican we are open to, and enjoy exploring, other forms of worship. We aspire to be a friendly church, extending a welcome to all and excluding none: we try always to value all people equally, as children of God.

We do however recognise the imbalance of ages in our congregations and the need to encourage young people and families to ensure the future of our churches. The groups that are less well represented are children, older teenagers, and working people under the age of 50.

In order to encourage new involvement, we have developed a fresh expression of church in Dunholme Primary school that meets at 4pm on Sunday afternoons. This currently attracts up to 24 families of varying attendance from across the benefice but who are not represented in the typical Sunday morning congregation. There is also a monthly evening contemporary worship service held at Dunholme led by a member of the ministry team.

HOUSE GROUPS/BIBLE STUDY

There is currently one mixed-age house / bible study group in St Chad's meeting fortnightly in homes, and an additional group that meets across the benefice. Additionally, we have seasonal study groups linked to Lent & Advent. Some members of the congregation attend an additional weekly, ecumenical bible study group (CBSI) meeting with Christians from other denominations in the area.

SEASONAL SERVICES

Services at Christmas and Easter attract many people from our villages who do not usually attend church. Last year for example over 1,800 children attended Christmas services at St. Mary's church with their schools. The Easter cross is decorated by community members every year.



OUR SHARED BENEFICE VISION

- **Exist for all and strive to:**
- **Honour God in prayer, praise and thanksgiving;**
- **Follow Jesus and help others to follow His way;**
- **Share the Good News of God's love;**
- **Build up all people and God's world through loving service;**
- **Give everyone a place to belong**



Our Parishes

Dunholme

THE VILLAGE

Dunholme, is a growing village with a population of approximately 2100 residents. Public open space is provided at 5 locations within the village with a Co-op store, hair-dresser, village hall, some limited children's play equipment at three of these locations. Remote from the village centre is the locally popular Ashing Lane Nature Reserve, which is open to the public. Web link: [Ashing Lane Nature Reserve \(nettlehamwoodlandtrust.co.uk\)](http://Ashing Lane Nature Reserve (nettlehamwoodlandtrust.co.uk)). There is a popular primary school with around 230 children which has recently received a 'good' Church Schools' Inspection.

THE CHURCH

St Chad's Church is Grade 1 listed, mainly medieval in construction and comprises a tower, nave and chancel with narrow north and south aisles and south facing porch. The church was heavily restored in 1856 and an organ chamber and vestry were added to the north aisle in 1901 when the chancel was restored. It is constructed of local limestone with most of the roofs of natural slate.

The church is oriented in the traditional east-west layout and is sited well to the north of the churchyard. The

ground slopes gradually down from the north and there are a number of mature trees within the churchyard mostly to the south.

The church is small with four blocks of pews which sit on raised wooden platforms and can seat approximately 120 people. A kitchen and toilet are installed in the tower vestry.

Within the village there is an additional small cemetery, for which we are responsible and has sufficient space for an estimated thirty years.

ST CHAD'S RE-ORDERING PROJECT

The Parochial Church Council (PCC) have been working on plans to re-order the church for over 5 years and Faculty approval was granted on 16th May 2023. The work has been fully costed at £935K including VAT. The work which can be completed in a number of phases, must be completed by 16th May 2025. The PCC has engaged the services of

a professional fund-raising company (Apostle Consulting). The PCC has raised £104K and is about to seek funding from various grant making bodies. The full details of the reordering are available for interested candidates.



Key Activities

- Key Activities
- Community Lottery
- Pop up Post Office
- Monthly vinyl nights in St Chads's church
- Food in School Holidays (FiSH) – free meal vouchers for children of needy families.
- Vinyl Night
- Open Gardens
- Village Fete
- Harvest Festival
- Pastorally active
- Welton Larder

Our Parishes

Mission at St Chad's

St. Chad's is a Local Mission Church that has a loyal and committed congregation who are proud of the role the church plays in the community. We hold regular events in church each month and provide help and support at other village and local social activities.

COMMUNITY LOTTERY

This venture began in 2013 the aims of which are to support local charitable causes (40%) and fabric repairs to the church (60%) after the deduction of prizes. A total of £15,546 has been paid out to local charities and clubs. Some of the repairs and maintenance to St Chad's have been paid for, and it has helped in the funding of our re-ordering project. Just over £20,000 in prize money has been paid out.

POP UP POST OFFICE

Following the closure of the Village Post Office approval was granted for a pop-up post office to serve the community and is established in the church operating on a Monday and Wednesday

made directly or via the local Co-op supermarket.

FOOD IN SCHOOL HOLIDAYS (FISH)

This forms part of our Social Action Outreach and aims to provide vouchers for local families whose children may otherwise go hungry. This operates in partnership with St Chad's Primary School and local shops.

VINYL NIGHT

Meets monthly in the church. The Music is hugely varied and attracts between 15-20 people between their 30s and late 70s.

OPEN GARDENS

One of our church families open their gardens at Dunholme Lodge Farm twice a year for a charity fund raising event which is supported by a team from St. Chad's.



VILLAGE FETE

Held annually and co-ordinated by St Chad's, is supported by the Parish Council and other community groups and is based around the church and local gardens. A very popular village event, raising funds for local charities and clubs, which continues to be well supported.

HARVEST FESTIVAL

Following the Harvest Church Service the congregation, together with members of the community, gather for a *bring and share* Lunch followed by an auction, the proceeds of which support the Lincoln Community Larder.

WELTON LARDER

Is a food bank and community café operating out of St Mary's Church and regularly supported by volunteers from **all three churches and local community**. Whilst this is primarily a benefice activity it provides support throughout the Local Mission Partnership (LMP) in terms of donations received and food parcels provided. During Christmas and Easter additional hampers, gifts and vouchers are provided to needy families and individuals. There are a number of beneficiaries of Welton Larder within the Parish, some receive additional pastoral support from the clergy and ministry team There is a desire for the synergy across the LMP to develop further.

OTHER COMMUNITY INVOLVEMENT

The Ministry Team and congregations are also supportive in ensuring that there remains regular contact with families following bereavement, weddings, and baptisms, though this ministry may currently need some nurturing. The church is also involved in school-based activities, flower festivals (biennially), luncheon club and other community events.

Our Parishes

Welton

THE VILLAGE

With a population of approximately of 4500, currently with extensive housing expansion, is the largest of the three villages. It has a pre-school facility attached to the 'good' OFSTED-rated Primary of 370 children. There are 2 other pre-school play groups in the village. Being primarily a commuter village for Lincoln, it has a wide range of facilities and amenities including a supermarket, health centre, library, dentist, hairdressers, thriving farmers' market, cafe, take-aways, and vets. There are a range of recreation grounds on two sites and all-age sports facilities including a golf club!

THE CHURCH

St. Mary's Church Welton is Grade II* listed and is located in the heart of the village. It is built of local limestone with a Welsh slate roof, and was originally founded in the 12th Century. The church underwent considerable alterations in the early 1800's and has been updated more recently with kitchen and toilet facilities. The church has a peal of six bells, which were refurbished in 1992 and are rung regularly. There is a fine 1962 Henry Willis Organ.

We have a well-loved and maintained churchyard with a memorial garden and beautiful, mature trees much enjoyed by the community at large. There is space for many more internments.

The star is lit on the first Sunday of Advent when the community Christmas tree is lit on the Village Green by the Community Champion and carols are sung.



Key Activities

- Two benefice quiet days 'in house'
- Family Hour in St. Mary's Primary Academy for pre-school children & family
- Monthly vinyl nights in St Mary's church
- Food in School Holidays (FiSH) – free meal vouchers for children of needy families.
- Free Thursday café and lunches for lonely followed by Larder for the less well off.
- Bishop's visitors from congregation for both St. Mary's Primary & William Farr Secondary Academy.
- Foundation governor at St. Mary's Primary.
- We participate in Parish Council-organised celebrations in the village centre with stands which raise funds for PCC and raises our profile within our community.
- We have been invited to participate in a 2024 Welton Arts Festival

Our Parishes

Mission in St Mary's

THE CHURCH

The Church is widely regarded as being an important part of life in the village. As such we aim to deepen our faith, identify, celebrate, and use more of the skills that exist in the parish, increasing the opportunities for learning, for prayer, for building house-groups, special interest activities, lay training and for social action. In a large village with many families, two large church schools (primary and secondary), and excellent facilities, we seek to make the gospel a bigger part of more people's lives.

VINYL NIGHT

On the first Thursday evening each month the Vinyl Night attracts villagers to St. Mary's to listen to 50's, 60's & 70's music with their own refreshments provided.

THE MUSTARD SEED

The church owns the Mustard Seed, a small charity shop located next to the church. Goods are donated, it is staffed by volunteers, sales are made at modest prices to support the community and proceeds are used to support ministry and to repair, maintain, and improve the church buildings, facilities and grounds.

CAFÉ AND LARDER

On Thursdays, volunteers set up tables and chairs for free coffee and biscuits to welcome those who want company, friendship and possibly a shared prayer with a minister, followed by free snacks during lunchtime. In the afternoon the Larder is available for those challenged financially, with food and other domestic necessities being available.

At Christmas, hampers and vouchers for local shops are given to families in need. All supplies come from private donations made directly or via the local Co-op supermarket.



FOOD IN SCHOOL HOLIDAYS (FISH)

St. Mary's Primary Academy identifies families in need who are supplied with food vouchers for each main holiday period. Funding has been provided via grant aid and fund-raising events. Several members of the church have, in recent years, received awards from the Parish and District Councils in recognition of their long-standing work in serving the local community, Non-churchgoers have contributed willingly to church funds during funding campaigns and to other regular gift days organised by members of the church on behalf of particular charities, for example Christian Aid and The Children's Society.

CHARITY SUPPORT

The church supports various International, National and Local charities from Christmas service collections and donations from refreshments after services.



Our Parishes

Scothern

THE VILLAGE

Scothern, is the smallest of the three villages. It has a thriving Church of England Primary School and a population of 974, with a significant percentage of elderly residents. In the heart of the village are the Church, the Methodist chapel, the pub, the village hall and the playing field. There is a thriving cricket club, Zumba group and Scout group. Other groups include an amateur dramatics group, 'the Scothern Players', which usually puts on two plays per year. A breakfast and after school club is run by the school. Also within the village is a small nursing home and a family-run garden centre with café.

THE CHURCH

St. Germain's church is a beautiful Grade II* listed building constructed from local limestone with a tiled roof. It was originally built in the late 12th century, and the pillars in the Chancel

arch date from this time. Writing on monuments suggests that there may at one time have been a crypt but it has never been found. The building has many interesting architectural features and is mentioned by Pevsner in his book on the architecture of Lincolnshire.

The reredos behind the altar houses a sixteenth century painted panel depicting the 'Adoration of the Magi'. The church tower dates from 1591 and contains a peal of six bells. The church has four stained glass windows dating from the late Victorian period. Over the centuries there has been a series of major re-building works and in more recent years a gallery, kitchen and toilet have been added.

The church fabric has been well maintained and in consequence is in excellent condition. The church has a fine organ, built by Wordsworth & Co in 1894. It was updated in 2004 with additional pipes. Until very recently the church has been open every day, however, remedial work on the church ceiling has required temporary closure.



Key Activities

- Weekly warm event space
- Shared ecumenical worship
- Weekly Community coffee morning
- Walking Group
- Church working group



Mission in our Benefice

St Germain's Scothern

Scothern is the smallest of the three villages communities yet we are a close-knit, country village parish community and whilst we may be small in numbers, we are big in heart and spirit.

The church has a strong relationship with the village and the primary school. We hold a weekly warm space event which offers fellowship, refreshment and a warm welcome to those in need. We also value our shared regular ecumenical worship with our Methodist neighbours in the village. Since Covid we have set up a much-needed Community Coffee Morning and warm space once a week, which has since developed to include a walking group and occasional working parties to help to keep the Churchyard tidy.



Messy Church, Scothern



Paper round, Scothern



Open Gardens Dunholme

Key Activities

- Weekly warm event space
- Shared ecumenical worship
- Weekly Community coffee morning
- Walking Group
- Church working group



Village Fete Dunholme

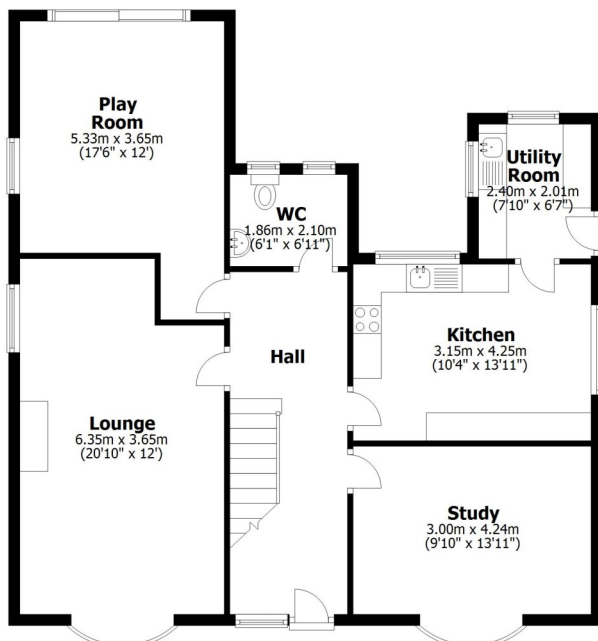
The Rectory

Your Family Home

- Well appointed 4 bedroom Rectory
- Large Garage
- Part of Diocesan net zero carbon initiative (Solar Panel Installation)
- Gas Powered central Heating
- Based in a large village with good road links and local amenities
- Fully maintained property & gardens
- Schedule works currently underway (new kitchen, full house redecoration)
- Dedicated diocesan property team



Ground Floor



First Floor

