



Working with us in the Diocese of Lincoln

Clergy recruitment pack
2026

Oversight Minister

Lincoln.anglican.org

This post is subject to Safer Recruitment & People Management Guidance

A letter from the Acting Bishop

For a number of years now, we have been implementing our vision of our shared future in the Diocese of Lincoln: A Time to Grow Together. We aim to build on the secure foundations laid by our faithful people and parishes. We are investing in them so that they are well-placed to continue to serve God's people in Greater Lincolnshire. We are a diverse, dynamic and determined diocese in which everyone matters. We have a shared commitment to transform lives through the love of God. We hope that you will want to be part of our family.

The last decade has been turbulent for us. The Covid-19 pandemic hit our communities and churches hard, as has the cost of living crisis. Climate change is having a major impact on Greater Lincolnshire, with predictions of huge flooding by 2050 and in the controversy surrounding the building of solar farms and pylons. There have also been church-specific challenges, including to do with safeguarding and the suspension of senior leaders. But whatever the challenge, we have responded with creativity and resilience. We believe in finding God and facing reality together. Our senior team, lay and ordained, is committed to building a culture of transparency and trust in a time of uncertainty in the Church and the world.

The Diocese of Lincoln needs clergy who are:

- Prayerful** - rooted and disciplined in the practice of their faith
- Confident** - with a story to tell about Jesus
- Collaborative** - genuinely open and willing to work with and learn from others
- Resilient** - knowing when to take risks, accept failure and try again
- Mature** - not necessarily in age but in attitude - and willing to respect difference
- Capable** - reliable in service
- Adventurous** - seeking to proclaim our historic faith afresh in this generation
- Playful** - able to recognise the joy of life, as well as its challenges
- Mission focused** - believing in God's activity in the world and wanting to join in

We hope that if you see these qualities in yourself then you will want to come and explore how you could offer them in the context of the land between the Humber and the Wash, the A1 and the North Sea - the land of saints and sinners that is the Diocese of Lincoln.

Our offer to you is founded on:

- A diocesan approach that seeks grassroots renewal and flourishing
- An understanding that ministry is about gifts, calling and collaboration
- Diocesan leaders who try to be human and who are committed to our parishes and the wellbeing of our ministers
- A reputation for, and commitment to, excellence in our clergy housing and maintenance
- An approach to money that is realistic about today's challenges but that is founded on generosity and covenant

It has been my privilege to serve the Diocese of Lincoln for over ten years. It has a rich history, wonderful people, a strong future. We are sometimes unfairly written off by others. If you feel that God might be calling you to Greater Lincolnshire, or if you would simply like to find out more having read through this pack, please get in touch. Either I or one of my colleagues will be very pleased to speak with you.

With every blessing in your ministry,

+ Nicholas Grantham



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



Bishop of Grimsby & pupils of William Farr High School



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



Supported annual retreat



Access to Employee Support Programme (EAP) & loyalty benefits program (opt in/out)



Access to Health Cash Plan (Westfield) for you and your dependants (opt in/out)



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 Grow Together

The Diocese's major change programme

The Diocese's vision is to be a healthy, vibrant and sustainable church transforming lives in Lincolnshire. In recent years, we have faced significant challenges and, through them, developed a clearer long-term direction. We are now moving into a new phase of our journey, A Time to Grow Together (TTGT), a ten-year strategy that builds on earlier work and seeks to enable communities to encounter the transforming love of God in Jesus Christ, investing in God's people and nurturing a Church that is faithful, confident and joyful



Ministry Experience Scheme 2025

TTGT builds on the foundations of Time to Change Together, which introduced integrated approaches to growth, deployment, staffing, costs, investments and giving. While this created important building blocks, implementation has been uneven. The new strategy takes this further by focusing on delivery, with clearer structures, stronger collaboration and greater accountability across the Diocese.

Our work is now shaped around three clear strategic priorities:

- Reaching Missing Groups and Generations
- Collaboration at the Heart of Our Common Life
- Energised by faith in Jesus

These priorities reflect both continuity and learning, ensuring that our language is accessible and that our direction is spiritually grounded and widely understood.

A key feature of this phase is the development of Local Mission Partnerships (LMPs) as the primary context for mission and ministry. Each LMP will develop a Worship and Mission Plan, supported by clearer roles, shared expectations and strengthened governance, helping move from vision to effective local delivery.



Archdeacon Eleanor, following the institution of the Vicar of the Alford Group

Work is now organised into focused areas including faith and discipleship, missing generations, collaboration and LMP development, buildings and mission, and leadership and formation—ensuring clearer responsibility and accountability. Alongside this, we are prioritising a shift in culture: strengthening trust, improving communication and moving from siloed working towards a more collaborative common life.

We are also aligning strategy with sustainable resourcing, including costed plans, external funding and targeted capacity roles to support growth, research and a rural ministry plan.

We hope you will join us in this next stage of our journey—Kingdom-focused work that is both demanding and deeply fulfilling—as we grow a Church that serves its communities with confidence and faith.

More information about Local Mission Partnerships and A Time to Grow Together can be found at <http://www.lincoln.anglican.org/>.

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 those vision and values in a cost-effective way and with the highest quality of customer service.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE STRATEGY

The diocese, through its churches, chaplaincies, and projects, is deeply committed to the flourishing of the whole population and is embedded in every community across Greater Lincolnshire. For example, through our church schools, we're committed to supporting growing children, young people, and households and building healthy, inclusive structures in society. The diocesan environmental policy, including a commitment to net-zero carbon 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.



Pet Worship Service, Dry Doddington



Choristers, Waltham

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.



International Women's Day 2025

How will I be Supported?

Wellbeing and Continuing Ministerial Development



WELLBEING

We offer many initiatives that safeguard your spiritual and mental health, including:

- New Employee assistance program (EAP) with numerous rewards and benefits locally and nationally.
- Opt in to the Health Cash plan that covers dental, diagnostic, and optical costs for you and your dependent children. You also have the option to upgrade your coverage and add partners at your own cost.
- 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.
- We are among the first Dioceses to adopt a 36-hour rest period, with one quiet day.
- Two consecutive days off once a month as a mid-week weekend away.
- We encourage all parishes in vacancy to consider how they will support the well-being of their prospective clergy and their family through engagement with the Covenant for the Care and Well-being of Clergy document 'Big Conversation Document for the Local Church'.
- A clear and agreed policy of parental and shared parental leave.



CONTINUING MINISTERIAL DEVELOPMENT

Our Wellbeing and CMD Officer, who is an ordained 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 well-being, flourishing, and thriving of the clergy person and their family.
- We provide an opportunity for all clergy to join a facilitated Reflective Practice/Pastoral Supervision Group.
- We offer access to Coaches, Work Consultants and Mentors.
- 3-year First Incumbency Support and Training process.
- Regular opportunities to gather as colleagues within a large diocese, to offer mutual support.

Senior Clergy and Our Vision

The Diocese is served by three Bishops. The Bishop of Lincoln, the Rt Revd Dr Nicholas Chamberlain, is the Acting Diocesan Bishop.

Our Suffragans are the Rt Revd Jean Burgess, 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 focussed respectively in the North and South of the county.

The Diocese is also served by two Archdeacons focussed on the North and South of the county and a team of Area Deans and Lay Deans located in each Deanery Partnership.

They work with the Senior Team and the Parish Support Office to lead and serve the people of the Diocese of Lincoln.

More information can be found on www.lincoln.anglican.org



Swearing in of Churchwardens 2026

As Senior Clergy, 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.



Confirmation service St Pauls Ashby 2026

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.



Bishop Jean & Bishop Nicholas at the Lincolnshire Show 2026

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 the Diocese of 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 Jean to support the growth of the Church in Mission in Greater Lincolnshire.



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