

# St Nicholas Ribby cum Wrea





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*Dear potential applicant,*

## 1 Introduction

### Ministry in the Diocese of Blackburn



In the Diocese of Blackburn we profoundly believe in the difference that the Gospel makes to peoples' lives and so have a deep commitment to building healthy churches which can transform the communities in which they are set. We are looking for clergy of all backgrounds and traditions who share our passion for making a difference in the name of Jesus Christ.

'Vision 2026' is a bold and ambitious strategy which presumes that growth is what God wills for his church and which seeks to deliver growth through making disciples, being witnesses and growing leaders. You can read much more about this on other pages.

Our Diocese serves an area of extraordinary variety, from the stunning countryside of the Trough of Bowland to the former mill towns of East Lancashire, from the University cities of Preston and Lancaster to the seaside towns of Blackpool and Morecambe, from elegant villages to Presence and Engagement Parishes, there is something for everyone. We have Parishes of all traditions and are strongly committed to the principle of mutual flourishing. We are also seeking to grow 50 new congregations by 2026 so need people who are gifted as pioneers and evangelists.

If you think that the Church of England is at its eventide and that decline is inevitable, then these pages are probably not for you. But if you believe that all things are possible if we trust God, love his people, pray fervently, preach the Gospel of salvation in Jesus Christ and work hard, then we would love to hear from you. Even if none of the jobs on these pages seem quite right, get in touch anyway. And please be assured of our prayers as you seek to discern where God is calling you.

*+ Julian*

The Bishop of Blackburn  
*The Rt Revd Julian T Henderson*

## Diocesan Vision

The year 2026 marks the centenary of the formation of the Diocese of Blackburn. Vision 2026 is our strategy to turn around the long-term trend of gradually declining church attendance. Our vision is to develop healthy churches which transform their communities, a vision in which making disciples for Jesus Christ and pursuing social justice sit side by side.

In 2015 we spent time in prayer with Vision 2026 as the focus. 2016 saw over 80% of parishes appoint lay Vision Champions whose role is to gently nudge /encourage parish leaders and congregations to plan and deliver activities that make disciples of Jesus Christ, be witnesses to Jesus Christ, grow leaders for Jesus Christ and prioritise work among children, young people and schools. We also hosted the Crossroads Mission, with visiting northern province bishops and their teams leading over 400 mission events over an autumn weekend. In 2017 we held a series of study days providing an opportunity for clergy to think about how they engage contextually with Vision 2026 and actively supported Thy Kingdom Come and promoted opening our churches as a place of welcome (and not just on a Sunday).

For 2018, we are encouraging parishes to transform their communities through words and deeds, and are holding a diocesan conference focusing on apologetics in late November. 2019 will be a year focused on encouraging all of us to be effective disciples.

As a diocese, we are willing to face the cost of change; and in prayer we see the grace and power of God which can alone bring renewal and growth. We are committed to work together (clergy, laity, church schools, diocesan staff and the cathedral) to deliver Vision 2026.

Our Diocesan Vision Prayer is: Heavenly Father, we embrace Your call for us to make disciples, to be witnesses and to grow leaders. Give us the eyes to see Your vision, ears to hear the prompting of Your Spirit and courage to follow in the footsteps of Your Son, our Lord and Saviour Jesus Christ. Amen.

You can find out more by visiting the Vision 2026 pages on our website: [www.blackburn.anglican.org](http://www.blackburn.anglican.org)

## We Look After You

### ***If you come to Blackburn Diocese we will look after you...***

We have a great property department, who will do their best to ensure your house works for you and your family and is well maintained.

We encourage all clergy to take their full annual leave entitlement, and also to use creatively the overtime we all put in to take an extra day off once each month, to enable you to have a midweek 'weekend' away.



We have a beautiful diocesan retreat house in the grounds of a ruined Cistercian abbey, where clergy are welcome to have personal reading days without charge (bring your own lunch).

#### **Whalley Abbey Retreat and Conference Centre**

We encourage all parishes in vacancy to consider how they will 'pastor' and support their new priest. The diocese has an anti-bullying and anti-harassment policy.

We have a unique pattern of peer-led Ministerial Development Review, designed by the clergy for the clergy.

We are setting up a pilot reflective practice group for clergy new in post, in partnership with St Luke's Healthcare.

If you are looking for a spiritual director or a mentor, we have networks of people with whom we can put you in touch.

We are always looking for ways for clergy to mix apart from work – including reading weeks, regular hospitality, and a clergy walking group. Further suggestions are welcome.

#### **Bishop Philip leads a clergy walk**



## 2. Welcome to St Nicholas Church



Our Church family at St. Nicholas offers a warm welcome to our new vicar, to be with us on our journey as we work and worship together trying to fulfil our aim of connecting people to Jesus Christ and each other.

We are looking for a spiritual leader who can help us realize what we are able to achieve in our vision to be vibrant

Christians.

We are eager to progress to the next chapter in the life of this church, and although there is respect for tradition, we have always been very willing to try new ways of realising our ambition to reach out and be witnesses to Jesus Christ, for all those we serve across our wider community.

Our lovely village of Wrea Green is expanding, encouraging new families with young children to live here, giving us opportunities to grow our congregation and spread God's word. We try to make all new residents feel at home and wanted with welcome packs and information on village activities and more importantly what we do as a church. It is our hope that you would enjoy living amongst us and sharing in our welcome to all who visit or come to stay, but more importantly to show and share with us new ways of spreading the gospel.

The village school is high achieving and the children enjoy a service in Church every Thursday morning, where adults are also encouraged to join in at that time of worship.

We offer many social events and activities for the young, and the not so young, all led by volunteers in which we hope our new vicar would join us. These events are held both in Church and in the Parish Centre and are well advertised as we offer a welcome to the wider community. We want our Church to be a place of fun and laughter as well as a place of worship. Our main goal for the future is to reach out into our community and swell our congregations through God's power and Holy Spirit.

We hope you will enjoy reading our Parish Profile and feel that joining us here at St. Nicholas (alongside those from the churches of St Michael and St Matthew in our United Benefice) would help to fulfil your own ambitions. Additional, detailed information can be found at the rear of the document in the appendices; and the Church website can be found by following [www.stnicholaschurchwreagreen.com](http://www.stnicholaschurchwreagreen.com)

### 3. Our Parish and Wider Community

Wrea Green is a village in the Fylde Borough of Lancashire, located between Preston and Blackpool, within five miles of the Ribble Estuary to the south and the Irish Sea to the west.

The seaside resort of Lytham St Annes on the Fylde coast is six miles away, with the adjacent town of Lytham enjoying its large green promenade, iconic windmill and boutique shops. There are supermarkets within easy reach in the adjacent towns of Wesham, Kirkham, Lytham and at Marton on the outskirts of Blackpool. At Kirkham, three miles away there is a weekly market on the ancient 'Fishstones' and there are various Farmer's Markets held in the Fylde area.

Bus and train services link the village to nearby towns, good road access to the M55 and M6 Motorways exist, and both Preston and Blackpool can be reached within 20 minutes. Virgin Trains West Coast links allow access from Preston to London in just over two hours. The airports of Manchester and Liverpool are both one hour away by car.

There are many excellent restaurants and specialist eating places within the Fylde and in the village itself, is the popular 'Dizzy Ducks tearoom. The Village also hosts an excellent Thai restaurant and villagers are served by a small convenience Spar shop and local post office.

Agriculture was the main source of employment in Wrea Green until after the Second World War. In 1891 the population was 401; in 1951 it was 697; and in 1981 it was 1464. The current planned expansion of the village means the population level is expected to reach 2000 soon. This will provide our Church with new opportunities for outreach and mission. Only a small proportion of the village population now depends on agriculture for their livelihood, the majority being employed in the surrounding towns and cities, mainly in manufacturing and service industries. BAE Systems is a large source of employment in the area, with two major sites within 15 miles of Wrea Green.



The village green is the largest in Lancashire and up to the middle of the twentieth century, it was a common grazing space for cattle and horses. Historically there were at least three ponds on the green, but in time two were filled in and levelled at the request of the cricket team. One pond remains known as 'The Dub' which is occasionally used by fishermen and it is home to quite a community of ducks.

Wrea Green remains a charming village and has won the Lancashire 'Best Kept Village' 15 times.

The Green is used by the local Cricket Club - which caters for adults and juniors - and football is played on another part of the green. The local school uses it for sports activities and the Green is also the site of the "Field Day" activities held each year at the beginning of July.

There is a tennis club elsewhere in the village with courts and a club house. Within a short walk from the village is Ribby Hall Holiday Village; with gym membership available and luxury spa facilities, restaurants and other amenities which are enjoyed by villagers and holiday makers.

Social centres in the village include the Chef & Brewer 'Grapes' Public House, and restaurant, situated between the church and school and kindly allowing us to use their car park on Sunday mornings. The Institute, is another social centre in the village, enjoyed by members and providing a larger venue for our church hiring a room for occasions such as a Harvest Family Lunch.

There is an area of allotments in the village, with a lively association overseeing activities, an associated orchard and children's playground.

The Fylde is an excellent base for exploring the surrounding countryside. The Lake District, North Wales, the Lancashire Bowland Fells and the Yorkshire Dales are all within a one - hour drive.

The Village has a Church of England Primary School with strong links between Church and School; and a Pre-School Nursery. There are very good secondary schools locally, in both Kirkham and Lytham. In Kirkham there is also the highly regarded, Kirkham Grammar School. It is an independent school with some scholarship entries based on both academic and sporting achievements.

'Spotlight' information compiled by the Church of England, provides information on areas such as Christian affiliation; population; age and ethnicity profiles; household structures; deprivation; employment, schools and qualifications alongside church statistics such as attendance and giving. This can be found by following this link: <https://www.blackburn.anglican.org/Kirkham> for the Parish of Ribby cum Wrea St Nicholas.

## 4. Our Church Community

Our benefice has three Churches with distinctly differing styles of worship and congregations. The largest church and the one where our new Vicar will be based, is St Nicholas in the village of Wrea Green.

The satellite/mission church of St Mathew, Ballam is a converted school situated in the hamlet of Ballam some two-three miles away in what is very much a farming community. Currently services are held there fortnightly, one week at 11:30 am and the other at 4 pm, thus catering for farmers' work patterns and duties to care for stock. They have their own management committee, but it would be expected that the incumbent at St Nicholas would continue to lead services there and maintain 'the cure of souls.' More information about the church of St Matthew can be found under Appendix 1.

The third church in the benefice, St Michael, is situated in the village of Weeton and has its own Church of England Primary School. It operates independently, having its own PCC and is currently ministered to by an SSM Priest in Charge. More information on the Church of St Michael can be found under Appendix 2.

Our emphasis in this Profile is placed on the activities of the Church of St Nicholas, in the parish of Ribby cum Wrea and has been written by members of that church. The 2 appendix reflect the 2 sister churches and have been written by members of their congregations

### Church Organisation

**The PCC** consists of: The Vicar as Chair-person and 15 PCC members, including the warden; vergers; Deanery Synod representatives - one being a Diocesan Synod member; and also a person working with the diocese on the implementation group of the new 'Setting God's People Free' initiative (SGPF.)

There are several PCC sub - committees:

**The Standing Committee** – prepares PCC agendas, transacting business between meetings if necessary

**The Finance Committee** - oversees general finance by budgeting and monitoring our income & expenditure

**The Social Committee** - organises a wide variety of events. Some are to raise funds to assist church finances some to contribute to charitable causes, but all are to encourage both a growing fellowship within the congregation and seeking to draw more people into our church family.

**The Stewardship Committee** - is responsible for organising our stewardship campaigns, for managing our Stewardship scheme and, when appropriate, invites new people to join in with our financial giving.

**SNAPs (St Nicholas Action People)** is responsible for Mission. Communicating with all household is one of their regular tasks. Before Christmas and Easter, cards detailing services are hand delivered to every home, along with a letter giving information about church organisations, activities and events.

An especially important SNAPs task is to co-ordinate the personal delivery of a welcome pack to new arrivals in the village. SNAPs also organise the biennial Parish Weekend away and as ideas arise, plans other faith-enriching or outreach events. With the intention of seeking to discern God's will for our church and to root in prayer all that we do, SNAPs produces regular "Share a Prayer" sheets which are distributed to PCC members and are made available for everyone at the back of church.

**The Building Committee** is responsible for maintaining the church building and the grounds.

**The Church and Parish Centre Committee** organises the use of the Centre for our regular functions and use of the facilities by outside organisations.

## Worship

At St Nicholas we provide a 'menu of services,' aiming to meet the various needs of all our church members. In addition to worshippers from the local community, all our congregations also include people who regularly travel from outside the village. When asked why they come to our church, newcomers often answer:

*"It's not just the style of worship but also the friendliness of the welcome plus the provision for children".*

Our churchmanship isn't pigeonholed with tight labels. At St Nicholas we have a strongly evangelical outlook, caring greatly about welcome and outreach; valuing sound Biblical teaching and wanting newcomers to quickly feel comfortable with our services. With an impetus for mission, we have occasionally arranged some creatively focused services and are open to fresh opportunities to sometimes present solid Christianity in new ways.

Communion Services include hymns but not sung responses. We seek to reach out to families, children and young people but we also greatly value the more senior members of our church family who appreciate some tradition. Our vicar has worn robes for most services.

**Services:** Appendix 3 describes our current pattern of regular services; lists the usual services for specific times of year and mentions some services inspired by special occasions and opportunities.



Christingle 2017



Springtime Rogation Service

**Music** is provided mainly using our excellent organ but sometimes supplemented with an electric piano. Our hymn book is currently "Hymns Old and New" but we sometimes use a drop-down screen for new songs and also recorded Fischy music.

We are fortunate to have two excellent organists. A few singers, not robed, assist our worship from the choir stalls. With a desire to continually grow our faith and to keep our worship fresh, we value both traditional and new worship material.

**Assistants:** Following the retirement of the three Lay readers and the re-assignment of our associate priest, the parish has been run by the Vicar. However support in the shape of a lay reader who now wishes to transfer to St Nicholas has been warmly welcomed. The Vicar will be supported by our Verger who knows all there is to know about all things Church of England, Wrea Green and the Church itself. The Verger keeps all the parish records up to date and is the contact point for funerals.

**A Collaborative Church:** At St Nicholas we see ourselves as working in partnership with the vicar who leads us. As a Christian community seeking to share the joy of having a faith and to demonstrate Jesus' love, we are blessed with many people willing to use their time and talents in a myriad of ways, both in services and working within organisations.

*“With glinting brasses, fresh flower arrangements and comfortable cushions as preparations; bell-ringers calling people to worship; welcomers greeting in the porch and caring for newcomers; sidesmen providing equipment, assisting seating and especially helping anyone with disability; with people contributing to all parts of the service; and individual prayer ministry being quietly available after communion services; through to socialising with refreshments after services, we have a vibrant church family that cares for each other, works to support our vicar and is keen to help anyone new feel at home”.*

**Pastoral Visiting:** Currently visiting of ill or housebound people is carried out by the Vicar and one lay person. We acknowledge that this is an area of our Church life that requires more attention.

**Children's Work** is given a high priority within the Church and we're grateful to the dedication of lay leaders who are very much involved. In addition to the school service each week, we offer a number of different opportunities for children and mums and dads to hear Gods word:-



Harvest Festival



Returning to school

**Time at the Front:** Based on the Gospel for the day, each 9:30 Sunday service usually begins with a dedicated 5-minute children's interactive talk. This is very often lay-led. Although for this activity all ages of children briefly come to the front of Church, in effect this time introduces the theme of the service for everyone.

**JAM (Jesus and Me):** After the 'Time at the Front', children and young people go into a sound-proofed room in the Centre for JAM. This is a time when working at age-appropriate levels, they explore the day's theme to find out things; they listen, draw, make things and sing before returning to church. If it is a communion service, we aim for the children to return in time to join all the church family at the communion table. Before the final hymn, the children explain to the congregation, what they've been doing. It is lovely to see our youngest members growing in confidence and understanding of faith; and starting to share their belief.

**Nicholas Bear Club:** This is a fortnightly Service with activities for pre-schoolers and those who care for them. This short service involves singing of hymns and songs, bible stories and prayers, followed by crafts and play. The service ends with refreshments and chat for children and their carers. NBC provides effective outreach, as those who first start attending aren't generally the people who would go to a Sunday service.

**GFS (Girls' Friendly Society):** Girls from 7 and younger, meet weekly for Christian fellowship and varied activities, including craft, drama and music.

**Messy Church:** Having evaluated our previous pattern of monthly meetings, we now focus on occasional 'Messy Extravanzas' instead. These, being on a Saturday encourage the participation of whole families, including working parents.



**Communion & Blessing:** Children in church during communion services are invited to come to the altar for a personalised blessing. Confirmed youngsters receive communion. Children who demonstrate maturity of faith and have attended a course with their parents, are admitted to Communion before Confirmation.

### Other Activities

**House Groups:** We have 4 of these. These are lay-led, meeting at regular intervals to use a variety of study materials and formats for their discussions.

### Parish Weekends Away:



Ryddal Hall

SNAPs organise a Church weekend away on alternate years, at Ryddal Hall, Ambleside - the very beautiful retreat centre owned by the diocese of Carlisle. The weekend is planned to include worship, fellowship, lots of fun and laughter, but also allows some free time to enjoy the scenic surroundings.

We have been fortunate to have had inspirational leaders to guide us in programmes designed to enable faith enrichment and to develop our vision for St Nicholas Church and the wider community. Leaders in recent years have included Bishop Geoff Pearson with his wife Jean; Revd Canon Judy Hirst; and Bishop Julian Henderson with his wife, Heather.

Approximately 40 adults and 10 children / young people attend. We've been fortunate to benefit from the help and expertise of the Diocesan Children's Work Adviser, Sue Witts and her husband, Herbie. The next weekend is planned for Friday 30th August to Sunday, 1st September 2019.

Two visits to Iona have recently been organised by SNAPs. Those attending have explored the spirituality of this 'thin place'; shared a Eucharist on the beach; attended services in the Abbey; benefitted from quiet time apart from their normally busy lives; and enjoyed fellowship travelling together.

**Ladies Christian Fellowship (LCF)** grew out of our long-standing Mothers' Union. This is clearly a strongly Christian ecumenical group, reaching out to welcome members who wouldn't normally describe themselves as 'church-goers.' Meetings always start with a short service. That is followed by a speaker, a high proportion of whom focus on topics related to faith or to service in the community. LCF provides special meetings to celebrate some Church festivals inviting more people to attend. LCF volunteers also assist the church in many valuable, background ways and additionally organise extra collections for homeless or underprivileged people.

**Prayer and Meditation Group:** LCF organises this to be held once a month at the back of church. Volunteers on this lay rota select their own topics and whatever aids they choose. Open to anyone to join in, it is time to be still and quiet together.

**The Parish Magazine** is published each month containing details of services, and events with articles provided by both clerical and lay people from all the churches in the parish - including the Roman Catholic Church of St Anne Westby Mills. We see the magazine as both an outreach tool and a service to the community. The content is not all 'churchy' but conveys the open, inclusive church welcome we consider of great importance. It also demonstrates what a lively, active village community St Nicholas is keen to be a part of. In addition to 'spares' being available in church, our team of distributors delivers 325 copies each month to subscribers in the village and in 10 other local communities.



**Men's Breakfast:**  
Men meet for a simple breakfast in homes for fellowship and discussion on a topical subject.

**Wednesday Get-Together** was set up to answer a need expressed at a Parish Weekend Away. The group evolved from the 'Pew Runners,' who for many years met to do stalwart work creating cushions to improve the beauty and comfort of sitting in church. Now this friendly group has widened to be a fortnightly 'crafts and conversation' afternoon held in the Centre. It is enjoyed by ladies from various churches or none.

**St Nicholas Singers** are an independent group and are very important to us. They use church facilities for weekly practices and regularly provide vocal support for major occasions, including the Nine Lessons and Carols service and they also organise carol singing around the parish. Several Singers each week assist our worship from the choir stalls. The Singers also use the church for 2 or 3 choral performances each year, attracting large numbers of people into our building.

**Cursillo:** St Nicholas has a small number of people who have attended a Cursillo weekend but as with everything Cursillo, activities are always open to everyone.

Cursillo has been asked to be one of the leading partners in the national 'Setting God's People Free' project; Blackburn being one of the first trialling dioceses.



**End Hunger UK:** We are supporting the 'End Hunger UK' initiative and will be helping to raise awareness during the special week in October 2018 and in the future.

**St Nicholas Rambling Group** organises monthly walks in the nearby countryside of the South Lakes, the Lancashire Fells and West Yorkshire.

This is an opportunity for regular churchgoers to invite friends, neighbours and family to enjoy time together.

**What Happens:** A summary of the activities of the Church is shown on our 'What Happens' poster, displayed on our notice boards. A copy is included under Appendix 4.

## Ecumenical Activity

The Church enjoys good relations and links with the local Roman Catholic Church of St Anne Westby Mills, their priest being Rev Fr Pinakkattu who is based at Holy Family Church, Warton. The congregation of St Anne held their services at St Nicholas during the replacement of the roof at their own church building. They share our Parish magazine, reporting in it each month and some of their congregation attend our organisations. We hold an annual 'Unity Service', taking it in turns to organise that and we also come together on occasions such as Rogation. It is seen as important to maintain and develop these links during the coming years.

## Overseas Links

St Nicholas Church has links with several overseas groups. There is a direct link with MAFF (Mission Aviation Fellowship) through a family within the church. A number of our congregation continue to maintain financial support for the organisation.

The SNAPs chairman keeps us abreast of churches and people abroad who are persecuted for their faith. He ensures we include emergencies and injustices in our prayers, updating us with the results of specific prayer.

A member of our congregation and another who worships at St Annes, has spent times working for Mercy Ships, which provide medical relief and free surgeries for the underserved in Africa. Through specific appeals and fund-raising events, St Nicholas has also assisted with the Toilet Twinning Scheme, supported other overseas charities and responded to emergencies

## 5. Church Buildings

### **St Nicholas Church**

Church was consecrated in 1855. A tower was added to the south elevation in 1885 and forms part of the main entrance to the church. The church is regarded as one of the prettiest in the area and is open each day of the year for visitors. The church has a heritage Grade II listing.



The Church building is in an extremely good state of repair having been redecorated within the last 3 years and new vinyl floor covering was laid under the pews in 2017. All items mentioned in the last quinquennial report have been reviewed and dealt with where it was felt necessary.

### **The Church and Parish Centre**

The Church and Parish Centre was opened in 2007, providing valuable accommodation for Church and other social activities.

This Centre is linked to the west end of the nave and is the location for JAM each Sunday. It is also the location for our tea and coffee after the morning services.

The Centre provides safe, inclusive accommodation for our regular functions and arrangements are made for members of the congregation and visitors with special needs. The facilities are also used by several organisations. An accessible WC on the ground floor and a generous area for wheelchair users allow inclusive access within the Church. A stair lift allows those with difficulties climbing stairs to access the first floor of the Centre.



Rear of Church with Centre to the right

## Church Grounds

The grounds are extremely well maintained by the Verger and a paid assistant. They have won the 'Best Church Yard' category in the Lancashire best kept village competition on many occasions, the last being in both 2017 and 2018.

**The Vicarage** was built in 1992. On the ground floor there is a study and two reception rooms together with kitchen, utility and cloak room. At first floor there are four good bedrooms, a family bathroom and a shower room. There is a detached garage to the side of the house. To the rear there is a good size garden with lawn and several trees and the small patio area attracts the evening sun. There is a small lawn area to the front.



## 6. Finances

The following statement is an excerpt from the last Annual Report for 2017:

During the year we have incurred major expenditure of £3,383 on the replacement of flooring within the church against which we received a grant of £ 2,190. We ended the year with a deficit of £1,984 with surplus resources at a reduced level of £26,950. The cost of Ministry is £56,142, including a contribution of £50,853 to the Diocesan Parish Share, which largely provides for the stipends, pensions and housing for the clergy. The “fixed” cost of ministry at £56,142 is 75% of our regular annual expenditure of £74,866 incurred in the cost of running and maintaining the church, leaving £18,724 as “variable” costs and there is little margin to reduce this expenditure.

We are most grateful for all the ongoing financial support received from the community, including a number of legacies over recent years, without which we would have needed to draw substantially on our Reserves to finance ongoing costs.

We are pleased to report that the Parish Church and Community Centre continues to be self-supporting on a charitable non-profit basis, with a sum of £21,371 held on long term Repairs and Renewals account.

## 7. Wrea Green Primary School

Ribby with Wrea Endowed Church of England Primary School is situated at the heart of the village, close to the church. It is a valued part of Wrea Green village life. It is a small school with 156 pupils, about half the pupils are from the local community, and the remainder travel from further afield, including Warton, Kirkham, Preston and Lytham. There are excellent links between school and St Nicholas Church, with children and staff attending every Thursday for a weekly service, and leading and co-leading other services. This year the school has led/co-led Harvest, School Carol Service, Education Sunday and there was a joint service for Passion Sunday. In the past the Vicar and his wife have offered spiritual guidance and care to pupils and staff and have been valued members of the school family. The Vicar is a member of the School Trustees, as well as being a member of the Governing Body. He also attends new parents' evenings, visits the reception class at the beginning of the year, to get to know the children, and is involved in the Leavers Service every year.

The four main Christian values are Creativity, Hope, Respect and Friendship and these underpin all thinking, vision making and decision making in school.

Wrea Green School is outward- looking and the pupils enjoy opportunities to work with other schools and contribute on a global scene. The school is rated 'Outstanding' by Ofsted and is well supported by their Governors and Trustees.

This status reflects the hard work and dedication of the staff working within their loving Christian family.



Wrea Green Primary School



School leading Harvest Festival

Also, in the village is a pre-school nursery, which has been an integral part of the village for over 25 years. It has an excellent, long-standing reputation for providing outstanding early years education and care along with strong community ties. Ofsted rated it 'Outstanding' at the last inspection.

## 8. Our Vision

We are looking for a Vicar who will be able to lead us in developing our plan for the future, including reviewing Sunday Service provision, and who will develop and grow the two congregations of St Nicholas, Wrea Green and the Church of St Matthew, Ballam, in line with the Diocesan Vision 2026.

The congregation have responded to a 'Healthy Church' questionnaire regarding their views of the needs a new vicar should consider, and the following notes are a summary.

Someone who will:

- continue to develop the ministry to Ribby with Wrea Church of England Primary School, and who will continue to welcome and encourage children at church, while embracing all people of all ages;
- consider discipleship courses such as Alpha or Emmaus;
- work with lay and ordained colleagues to develop strategies to minister across the area, especially to residents in new estates in our village, and will be a visible member of the community;
- embrace new technology, where appropriate, to extend God's word;
- be visible in the community.

### **Our Vision Statement**

St Nicholas aims to be a caring and faithful Church where everybody matters. A Church that encourages people, to progress in their faith and reach out to others, in ways that they are able to receive – wherever they are.

At a Parish weekend away in 2011, we first recognised the need for the Church to prepare a Mission Action Plan. This was re-written for the 2014-2015 year and the current 2018 version can be found under Appendix 5.

## 9. What We Offer

Here at St Nicholas we are people who love God and seek to serve Him in sharing his love with others. We welcome and include others into our church family, offering opportunity for growth and development of all.

We offer our skills, talents, gifts and time, with a willingness to use them for God's purpose. We have a committed, enthusiastic and supportive ministry team to support the Vicar in our ministry. There is lay support in participating in services, leading our thriving children's work on Sunday and mid-week, other mid-week groups, organisations and house/home groups.

We will offer our new Vicar a warm welcome and a place where they can be themselves, where they will be supported by us. We recognise the importance of protected time and would encourage time off to be valued as this offers space to rest and relax.

## 10. Who is God calling?

When we came to write this section of our profile we acknowledged that we do many of the important things well; and we also recognise that there are areas where we are not so comfortable.

In our new vicar, we are looking for someone who is able to take us out of our comfort zones and into new aspects of our Christian lives.

They will help us to discover what God has planned for us and develop the great potential that exists for spreading his word into our community.

To continue and improve what we do well and with God's help, to move into new areas of ministry, to play our part in the growth of God's kingdom.

Vision 2026 has the aim of transforming communities through healthy churches. Our communities are growing, as we have previously indicated and slowly but surely we are attracting new members into our congregations. But we could do more.

Going forward our focus must be outward and on the whole parish, to touch everyone in our community: those that join with us in our worshipping and all those, the greater majority, who have yet to find the love of Jesus. In doing so we must find new ways to take the spirit of Christ out beyond our traditional focus on services and events in our church buildings, and with God's help to find relevance to the lives of everyone.

We have many talents within the church both in practical skills and in presentation of the Gospel. The leading of our house groups is shared by people who read through the scriptures and pass on their understanding to others within that group. We have well above average attendance numbers for children and offer 4 opportunities for the spreading of the Gospel to them

We have prayed together as a Church and continue to do so asking for guidance in finding the right person. We believe our new Vicar will have the following attributes: -

- A spiritual, prayerful person with a love of the scriptures and a desire to help the whole parish to learn more about God.
- An active commitment to the Diocese and Vision 2026 'Healthy Churches Transforming Communities'
- Someone who recognises where we are as a Church and has enthusiasm and drive to help us move forward to grow God's kingdom.
- To encourage and lead the church in spreading the gospel in new ways in our parish with confidence
- A person who works well with others to achieve a shared vision of where we are going, taking people with them balancing the needs of traditionalists, with our focus on a families and youth.
- Someone who can manage their time well and recognises the need to look after their own spiritual growth, health and welfare.
- A person who can help and encourage others to grow and become lay leaders.
- A person who takes the time to get to know the people in our Church community and is sensitive and responsive to their needs.

- Someone with a ministry for children and young people. They are important to us and the growth of our church and community. We asked our young people for their input and this is what they said they wanted from a new Vicar

## Our New Vicar – What qualities would you like to see? CHILDREN’S SUGGESTIONS



# Appendix 1 The Church of St Matthew, Ballam

## A Parish Profile (2018)

Welcome to our Parish Profile. We hope that the information contained within helps you form a clear picture of St Matthew's, where we came from, who we are now and what we hope for in the future.



## Past

St Matthew's has a proud history. Our church building dates back to 1881 when it was first handed over by Lady Eleanor Clifton as a school for the children of the Ballam area. The opening school register showed an intake of 74 pupils.

The school - also in use as a mission church - remained an integral part of the local community for close on a century before closing in the mid 1970s.

However, an extraordinary meeting unanimously decided to retain the building as a church and it became a dedicated place of worship.

The name St Matthew's, directly connected to the founding fathers of the village, was assigned. No other building in the Deanery was named after St Matthew. On June 29<sup>th</sup> 1985, a service was held at which the Bishop of Blackburn delivered the licence to officially give the building its name as a church.

## Present



Our church is managed by a committee of Trustees and our congregation (mainly middle-aged or elderly) has a long and faithful association with the parish. Our Sunday services attract an average attendance of 18/20.

We are situated in an agricultural area and many of the farming families involved date back through several generations.

Some of our most popular services include 'Plough Sunday' and 'Harvest' (which attract visitors from neighbouring churches and include renowned refreshments provided by our parishioners). On the annual 'Rogation Sunday' we either host or join with other local parishes for a hugely popular event which sees up to a 100 people visiting local farms etc to listen to stories/lessons and sing hymns/songs.

Our church hosts evenings of music from the Lytham Youth Orchestra (who also use the facility for regular practice nights) and we also stage an annual whist/dominoes night from which we make a donation to our local hospice.

We would like to increase use of the church premises through community events (coffee mornings, exercise classes, children's clubs etc), but we rely on a very small team of people to share the workload involved in such matters. We are looking to expand our long-standing social committee and increase activities.



Within our parish boundary is a children's nursery and we also host meetings (most notably, of late, meetings staged in relation to 'fracking'). We are adjacent to the first major fracking site in the UK and, while this has caused a level of controversy in the region, we have allowed our premises to be used by the committee who administer funds to those affected by the work. We are given to understand that there could be a great opportunity for new

employment in the area, should the experiment prove successful.

Similarly, our local council hold meetings at St Matthew's and we also serve as a venue for local and national elections.

There is increasing development within and close to our parish boundary, particularly in terms of new housing, and we continue to strive to attract new people to our church.

These potential 'new people' are our future and everyone is committed to extending the hand of friendship.

In the last year, St Matthew's has hosted a wedding, a christening and a funeral.



In terms of finance, our parish 'share' is close to £5k and, to date, we have always managed to pay our way. However, year-on-year, we do show a deficit in our accounts, leaving us to dip into our general fund and money we have inherited via gifts from parishioners.

In recent months, we have invested significant sums in a new entrance, a disabled access (with dedicated ramp) and on-going repairs and renewals.

Our local schools include Ribby with Wrea Green C of E Primary and Carr Hill High School and Sixth Form Centre and we recently welcomed a new family business to Ballam - 'Pemberton's Farm Shop' - owned and run by long-serving parishioners,

For our Sunday services, we have a rota of dedicated sidesmen, flower donators, readers and a first class organist.



Our church building is in excellent order, clean and compliant with all matters of health and safety (complete with car parking for around 20 vehicles, toilet and kitchen facilities) and our

external gardens and paths are tended to by parishioners.

We may not be many in number, but we always seem to find someone ready to step up to the plate when the need arises.

## **Future**

From our small but solid platform, our loyal parishioners are committed to working alongside our new Vicar to help to create a St Matthew's capable of taking on (and overcoming) the many challenges which lie ahead.

We accept that this is a time of uncertainty for the church family at large and we hope the next incumbent will take time to understand the specific needs of our people and our parish; someone sympathetic to our agricultural roots, who will help to protect and grow our parish and also strengthen links with the expanding local community.

There is a firm Christian base at St Matthew's and a heartfelt belief that we can look forward with confidence, but also a realism that we must unite behind a positive outlook.

A continuing Sunday service (currently bi-monthly) is of paramount importance and, of course, the base for everything we do.



We asked our parishioners for their own 'profile' for the new Vicar and here is a potted selection of their views:-

- “Someone interested in the countryside, willing to deliver more than just the Sunday service and who wants to get closely involved with our community.”
- “A person with a sense of community and a sense of humour who will do all in their power to support our loyal parishioners and help avert any threat of closure.”
- “Not everyone in our parish is able to attend services so we need a vicar who is happy to interact with the people, make home visits and ensure everyone feels part of St Matthew’s.”
- “As this is a farming community that has stood the test of time; we would like a vicar with an understanding and knowledge of our heritage.”
- “The future of St Matthew’s lies in the new (and younger) people we can attract. We have a strong foundation, but like most rural parishes it is imperative that we grow through the next generation. We need a minister with a modern outlook, someone who can recognise the past but, more importantly, relate to the here and now.”

## Appendix 2 The Church of St Michael, Weeton

### **The Church**

The church dates from 1842 and is the daughter church of St Michael, Kirkham whose Vicar is the Patron. It is situated in between Weeton and Great Plumpton, overlooking a wood to the east and green fields to the west with Blackpool in the distance. Villagers are proud of, and visitors often comment on, the simple country beauty of the church and the well maintained churchyard.



There is no Vicarage: it was sold when the parish became a united benefice with Wrea Green and this provided the finance for the toilet which has been installed at the west end of church and has proved to be of great benefit. There is no church hall.

### **The Clergy**

A part time self supporting minister joined us in September 2017. This has proved to be a very popular move and the parish fully appreciates all that he does for us. We are very grateful that he prepares and leads all our services, including a weekly school assembly. He serves our parish in any way he can and enjoys being part of the community. We have noticed an increase in church attendance and are sure that this is due to his care and commitment.

Two people are authorised to assist in the administration of communion.

## The Congregation

This consists mainly of retired people, approximately 20 people each week. There are 31 people on the Electoral Roll. We are very proud of our reputation of being a very warm and welcoming church. We serve refreshments before our services which are at 10.30 am, and this has proved to be very popular, enhancing this reputation.

## The Schools

The aided primary school is next door to the church and enjoys weekly visits from the Vicar. It is felt that it is vital that the incumbent is on the board of governors and after several years without a member of the clergy the governors were delighted when our new priest joined them. The pupils use the church on many occasions and there is a close bond between school and church enhanced by a path from the school to the church. There are 50 pupils currently enrolled at the school. It is always a delight when the school children take part in the church services. The Headteacher is a member of the PCC.

Weeton Barracks also has its own primary school. This barracks is currently planned as becoming the largest in the North West of England. The Barracks has its own Padre but no worship centre.

There are popular secondary schools close by to which the children move.

## The Community

Weeton joins with a larger village nearby called Staining, to form a Ward of Fylde Borough Council, served by two councillors.

Whilst the area is very much a farming community, the number of farms has decreased as in the rest of the country, and farm buildings have been converted into private residences, occupied mainly by professional people who have moved into the area.

90% of housing is owner occupied. A recent housing development enabled the provision of some social housing that increased the number of properties owned by a Housing Association and provided the opportunity for families with young children to remain in the area. Another building application has been approved for 25 houses, mainly privately owned, but with some social housing.



### Weeton village centre

Although there are no shops in the village, there are many supermarkets within easy reach and the nearest post offices are approximately two miles away in Wrea Green or Wesham. Doctors' surgeries are in Kirkham, which is three miles away. The nearest hospital is Blackpool Victoria. A mobile library visits Weeton and Great Plumpton and a book exchange has been established in the redundant telephone kiosk.

Each summer the Church organises a Garden Party and Rose Queen Festival. This is a lovely traditional community event for which everyone, no matter what religion, works hard. A band accompanies a procession round the village and this is followed by teas, stalls and children's amusements at the village hall.



We were very fortunate that the housing developer also built a new village hall, which is a tremendous asset. It has two large rooms and a smaller committee room. It is very well used and run by an active committee which also puts on fund raising events to provide entertainment for the village. The Women's Institute meets monthly in the hall.

There are two pubs in the parish which also serve meals; one is in the centre of Weeton overlooking the village green, and one in Greenhalgh that is also an inn. There is also an Indian restaurant in Greenhalgh.

A bus service goes through the village every two hours to nearby towns, and the railway station is only two miles away. Junction 3 of the M55 is just outside the parish boundary.

The village police officer has been withdrawn and the area is now patrolled by an officer and a community support officer who cover two other villages as well.

## Finance

The accounts for 2017, show that we had a surplus of £1730.80 of income over expenditure. We encourage Gift Aid wherever possible and we are fortunate that we have some supporters who are willing to make regular contributions to our upkeep even though they are not regular churchgoers. We support Streetlife and the Homeless in Blackpool monthly and make other charitable donations annually. We also have a collection box at the back of church for items for the local food bank.

# Appendix 3 Services of the Church of St Nicholas

## Sunday Services

### 8 o'clock Said Communion

Uses a seasonal Common Worship booklet – Attendance varies between 6 to 15

### Main Sunday Service at 9:30

These rotate between Holy Communion, Service of the Word and a Family Service. Average attendance is between 50-70 adults and around 12-18 under 16's but the church is crowded for festival services.

### Monthly Family Services (9:30)

Sometimes led by the Vicar but various lay people often prepare and lead these services. The list has included: members of House Groups; The School; Workers in Children's Ministry; and the older JAM children.

## Midweek Services

### Weekly School Service (In term-time)

The 150+ children of our school love coming into church with all the staff for this lively service led by the Vicar. Parents, siblings and grandparents are also encouraged to come along as is anyone else.

### The Thursday 10:30 (Weekly)

This service is designed to enable a later start for some parishioners who find that easier than the main Sunday service. It is attended by between 12 and 20 people and their refreshments often include cake.

### The Nicolas Bear Club Service (Fortnightly)

NBC is described in the 'Children's Work' section. Lay-led, NBC currently attracts between 8 to 12 children, with a similar number of adults.

## Annual Pattern of Festival and Celebratory Services

**Plough Sunday:** An evening service Hosted by St Matthew Ballam. As the farming year begins we join them, to ask God's blessing on the land, animals, and crops and on the work of the farming community.

**Unity Ecumenical Service:** St Anne's RC Church and the churches in our benefice come together to worship followed by refreshments. The host church varies each year.

**Mothering Sunday:** At the 9:30 Family Service, LCF provides posies of flowers



**Lent:** Our services & activities during Lent have frequently varied but start with a simple Ash Wednesday evening Service.

**Holy Week** Special services have included:

**Palm Sunday**

**Maundy Thursday Service:** Is always held but with varying formats. The Tenebrae, Service of Shadows was appreciated in 2018. We have also held various dramatised services sometimes encompassing a simple 'Harvest Supper.'

**Good Friday:** The Hour by the Cross

**Easter Day:** Communion with everyone going outside to decorate the cross with flowers

**Rogation:** A springtime peripatetic service hosted by one of the benefice churches. We travel in cars around the parish, visiting farms so that farmers can tell us about their work. We pray together about it, sing and listen to readings. Then enjoy a celebratory supper at the end.

**Pentecost/Trinity:** Sometimes these are celebrated in routine services but on occasions at the 9:30 we've held services with more features.

**Civic Sunday:** On the Sunday Following Field Day it would always be expected that a particular service would be prepared for the 9:30 service, with the Parish Councillors, Rose Queen and her retinue and joining us.

**Education Sunday:** The month hasn't been set but this service is held at the 9:30. Various formats have been used; quite often, but not always led by our Church School.

**Harvest Service** with special fruity refreshments afterwards

**JAM's Birthday** is celebrated in November with children's prize giving and special refreshments afterwards. The service is prepared and led by JAM, leaders, but sometimes the older children have been given most of the responsibility.

**Service of Remembrance and Thanksgiving:** An evening when invitations are sent to people bereaved during the last year, extended to all who wish a dear one to be named.

## Christmas

**Christingle:** In December or January, this is a popular afternoon service for all ages. Monetary gifts collected in the previous weeks are brought to Church to be given to the Children's Society.

**Service of 9 Lessons and Carols:** with the St Nicholas Singers.

**Family Crib Service:** Last year involved a 'Posada' (a wooden box with an egg-shaped Mary and Joseph).

Before Christmas, people who took part kept the Posada in their homes for one night,



symbolising the journey of Mary and Joseph to Bethlehem. Thus, the Posada travelled onwards through our church community, to be returned to Church at the crib service.

**'The Midnight'**: First Communion of Christmas, an 11:30 pm service

**Services of Healing & Wholeness** have occasionally been held as separate entities or incorporated into the 9:30 am service.

# Look What Happens at St Nicholas!

For **ADULTS**, **FAMILIES**  
and **CHILDREN**

- Home Groups
- Parish Rydal Weekend**
- Strawberry Tea
- Saturday Tea & Teacakes**
- Men's Breakfast
- Parish BBQ Family Services**
- St Nicholas Singers' Concerts
- Cursillo
- Messy Extravaganza**
- Rambling Group
- Food Bank Collections
- Remembrance & Thanksgiving Services
- Scarecrow Hunt**
- Ash Wednesday Service
- Illyria Theatre Visits**
- Service Supporting the Bereaved
- Midnight Service
- Advent Posada**
- Film Night
- JAM**
- Ecumenical Unity Service
- Bunko
- School's Weekly Service**
- Advent Meditations service
- Hour Beside the Cross
- NBC Picnic**
- Prayer & Meditation Group
- Commemoration of Muandy Thursday
- Nicholas Bear Club**
- Tennebrae
- Children's Slot each 9:30**
- Rogation
- Ladies Christian Fellowship
- Harvest Celebration**
- Iona Pilgrimage
- G.F.S.**
- Christingle**
- Crib Service**
- Wednesday Get-Together
- Village Concert**
- Carol Singing Around the Parish
- Thy Kingdom Come
- Last Night of the Proms

## Appendix 5 Mission / Vision Action Plan 2018



### **Ribby cum Wrea, St Nicholas Church Mission / Vision Action Plan 2018**

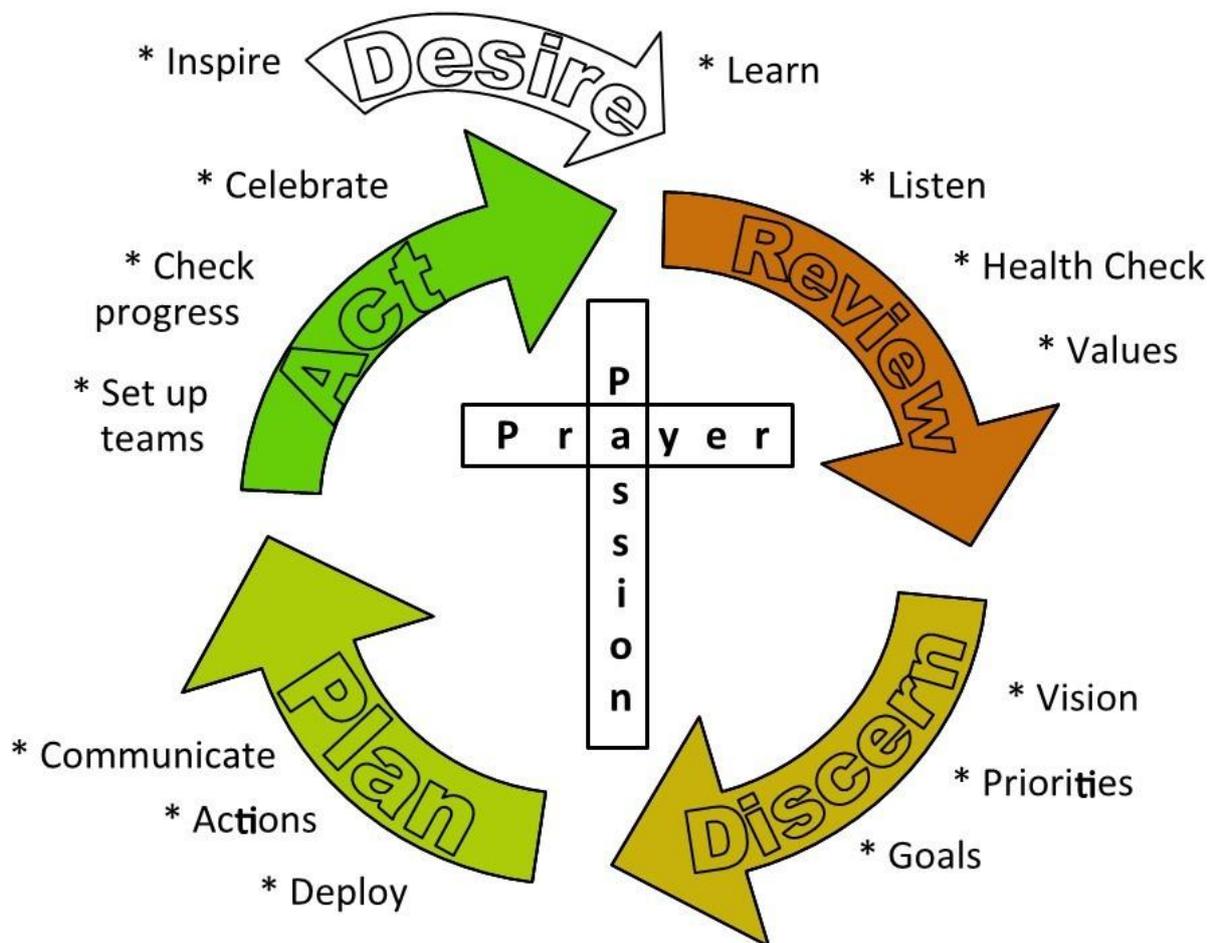
#### Brief history of our MAP activity in recent years.

Early in 2011 the PCC met with Mike Chew (How to do Mission action Planning: A Vision Centred Approach SPCK 2009) He emphasised that the MAP journey needs a vision (so individual people can own it) and a destination and that a five-year programme is a good plan, tackling only one or two new ventures each year. Much PRAYER and the desire to discern the vision and prioritise is required. COMMUNICATION is a key word. He simplified the five marks of Mission (the five Ts) as TELL (evangelism); TEACH (make disciples); TEND (pastoral care); TRANSFORM (community care); TREASURE (value, safeguard and renew creation)

A questionnaire based on the **seven marks of a healthy church** was made available to the congregation and published in the Parish Magazine aiming for input from the wider community. The audit data collected was the basis for the Parish weekend in September 2011 where, with the help of Mike Chew's leadership, we identified three areas of priority for the life of St Nicholas church. Those MAP priorities were: 1) To be God Focused, Prayerful and Spirit Filled; 2) To be Relevant & Connected to the Community; 3) To be Inclusive / Welcoming of all ages / And Open. Three teams were formed to work on these areas and from a large list of possible ventures several actions were agreed for implementation. These were largely successful in the following couple of years.

The process was revisited in 2014 - 2015 when people leading where asked to complete a questionnaire to build a picture of all the different activities happening in church, their frequency, reason for meeting and how things were going. Areas of strength and weakness were identified.

It is felt prudent to update our Mission / Vision Action Planning in August 2018, in the light of Reverend Wes Marks' retirement in October 2018 and the questionnaire based on the seven marks of a healthy church has been distributed to the congregation, including some less frequent attenders, as our 'health check'.



# Mission/Vision Action Plan

<b>Parish:</b> Ribby cum Wrea	<b>Deanery:</b> Kirkham	<b>Date:</b> Aug 2018
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The Church of England in Lancashire desires to make the Good News about Jesus Christ more widely known, because we believe:

- He is the One who brings 'life in all its fullness'
- Healthy church communities have a positive and transformative impact on our society

We will work together to achieve this by: Making disciples of Jesus Christ, Being witnesses to Jesus Christ, Growing leaders for Jesus Christ. We will prioritise work: among children, young people and schools to raise up a new generation for Christ

## Stage 0: Desire

<p><b>Our (prayerful) Inspiration</b></p> <p>"Why are we doing this?"</p>	<p>It is time to review what is happening &amp; what we seek to do to ensure that we reflect the current church community and document these things.</p>
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## Stage1: Review (perhaps use a healthy church audit as an assessment tool?)

<p><b>Our Strengths</b></p> <p>"Isn't it good that..."</p>	<p>Using the results of the healthy church Q: *Inclusive * Reaching out - welcome ministry in church &amp; welcome packs distributed in the community * Support for children &amp; families; new people &amp; especially disabled * Nurture - four home groups in place * Excellent links with village school</p>
<p><b>Our Weaknesses</b></p> <p>"Isn't it a pity that..."</p>	<p>* Encouraging children into the 9.30 service has meant there is no solemn communion service later than 8am on Sunday for older people.</p> <p>* We need to offer more prayer to find what God wants us to do</p> <p>* We need to improve communication about what is available e.g. healing ministry; share a prayer leaflet</p> <p>* There is currently no teenager's group</p>
<p><b>Our Opportunities</b></p> <p>"Wouldn't it be good if ..."</p>	<p>* Appeal to and be visible to the people moving into the large numbers of new housing in the village</p> <p>* House groups reached out to even more people</p> <p>* We had more helpers (people power)</p>

	* Church had a presence on the village green on Field Day
<b>Our Mission Values</b> What influences and motivates us ...	That a belief in and love for Jesus Christ are available for all
<b>Last MAP actions competed</b> Any lessons learnt?	From 2011: 1) Wider use of prayer cards, After service prayer ministry 2) Twice monthly community activity afternoon in parish centre, Men's Community Breakfast (until 2016), Installation video screen in Church 3) Facebook account, Service details provided to local leisure facilities. 4) Key words: Inclusive, Relevant, Youth, Families are work constantly in progress. 5) Monthly rambling group
<b>Last MAP Actions not completed</b> Any lessons learnt?	Messy Church was implemented in 2010 but ceased to function in 2017 due to 'lack of people power'. <i>Lesson - reach out wider into the community for helpers</i>

## Stage 2: Discern

<b>Our Purpose Statement</b> Our purpose/reason to be here.	'We aim to be a church where people from all areas of the community want to worship, enjoy fellowship and grow in their faith'				
<b>Our Vision Statement</b> How we would like to be described 5 years from now.	A caring and faithful church where everybody matters. A church that encourages people to progress in their faith and reach out to others in ways they are able to receive - wherever they are.				
<b>Our Priority Goals</b> A maximum of 3 for this	<table border="0" style="width: 100%;"> <tr> <td style="text-align: left;"><u>Goal</u></td> <td style="text-align: right;"><u>Vision theme/enabler</u></td> </tr> <tr> <td colspan="2">1. Reaching out to newcomers in new builds; embracing new technology</td> </tr> </table>	<u>Goal</u>	<u>Vision theme/enabler</u>	1. Reaching out to newcomers in new builds; embracing new technology	
<u>Goal</u>	<u>Vision theme/enabler</u>				
1. Reaching out to newcomers in new builds; embracing new technology					

<p>next year.</p> <p>Are they helping with:</p> <p>Making disciples</p> <p>Being witnesses</p> <p>Growing leaders,</p> <p>work among children, young people and schools, or</p> <p>an 'enabler' eg changes to buildings?</p>	<p>to aid communication e.g. new St Nicholas website. Action: Frank, Cheryl, Liam</p> <p>2. Review Sunday service provision Action: new incumbent</p> <p>3. Reinstate Messy Church Action: Sandy, Cheryl, seeking helpers</p> <p><i>We feel the three vision themes are incorporated in the above; the new website being an enabler.</i></p>
<p><b>Our longer term Goals</b></p> <p>A maximum of 3 for years 2-5</p>	<p><u>Goal</u> <span style="float: right;"><u>Vision theme/enabler</u></span></p> <p>We are about to enter a vacancy and we will review the longer-term goals when we meet our new spirit filled, prayerful leader.</p>

### Stage 3: Plan

#### Deploy

For each of the priority goals:

**What** – define the precise action

**Who** – who is responsible

**When** – target completion date

**Help** – what external help is needed (eg from the diocese, ecumenical partners?)

See table on next page: **Stage 3: Plan**

What (Actions)?		Who?	When?	Help?
1	a	Reaching out to newcomers in new builds; embracing new technology to aid communication e.g. new St Nicholas website.	Frank, Cheryl who will communicate using technology with Liam who is happy to set up a dedicated St Nicholas website	Aug 2019 To be decided



	Cascade of weekly notices for home prayer
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Date MAP published: September 2018

<b>How we are sharing our MAP with others?</b>	<p>With whom? How? When?</p> <p>Sharing with parishioners and the wider community by placing on church noticeboard and publishing in the parish magazine which is distributed to many church non-attendees.</p>
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When will your MAP be reviewed? September 2021 or before