

Working with us in the Diocese of Lincoln

Clergy recruitment pack
2024

Vicar of Spalding,
St Mary & St Nicolas



A letter from the Bishop

A Time to Change Together (TTCT) is a vision of our shared future in the Diocese of Lincoln. As a family of churches, serving one another and reaching our local communities with the good news of God's kingdom, we are committed to collaborative partnerships, relationships of generosity, and growth.

Now that the groundwork has been laid, we are in the happy position of recruiting clergy to a range of creative and adventurous ministerial posts. Therefore, in this recruitment pack, we are beginning to articulate both what we are looking for in our clergy and also what we can offer you in return.

We are committed to continue to build a culture of trust in a time of uncertainty in the Church and in the world. This demands from all of us the qualities of kindness and candour, rooted in personal and theological integrity. We are looking for colleagues who will model these qualities themselves and seek to grow them in others.

The Diocese of Lincoln needs clergy who are:

Confident – rooted in prayer and scripture, with a story to tell of their faith.

Mission focused – passionate about growth in depth of discipleship and numbers.

Collaborative – genuinely open and willing to work with and learn from others.

Adventurous – seeking to proclaim our historic faith afresh in this generation.

Resilient – knowing when to take risks, accept failure and try again.

Capable – demonstrating reliability in the skilled serving of transformation in Christ through the Five Marks of Mission within Local Mission Partnerships.

If you feel you have those attributes and would like to join us in our journey, we would love to hear from you.

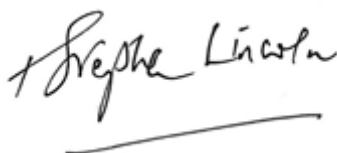
Our offer to you is founded on:

- ◆ A diocesan strategy which seeks **grassroots renewal and flourishing**, not top-down restructuring.
- ◆ A vision for ministry which is about **gifts and calling**, not trying to do 'everything, everywhere, all at once.'
- ◆ **Leadership** which prioritises the life of our parishes and the wellbeing of our ministers.
- ◆ A reputation for, and commitment to, **excellence** in our clergy housing and maintenance.
- ◆ An approach to the common fund which is about **covenant and generosity**.

As you read through this recruitment pack, you will discover so much more that our Diocese can offer to you, as you consider the next stage of your journey in the service of God's Church.

I hope that you will take seriously the invitation to join us and explore the opportunities to serve in the Diocese of Lincoln.

Yours ever in Christ,



What we offer

The Diocese of Lincoln is a family of hundreds of local churches, schools, chaplaincies and projects across the historic county of Lincolnshire offering worship, growth in faith and discipleship and wide-ranging care and support to young and old in its communities.

Our aim is to grow the Church, in both numbers and depth, through attention to what we see as our core tasks of faithful worship, confident discipleship and joyful service, with the vision of being a healthy, vibrant, sustainable church which leads to transformed lives and communities across greater Lincolnshire making a difference in God's world. To that end as a diocese we shall support, encourage and enable local parishes, schools and mission partnerships to fulfil, within this framework, their own unique calling to serve in mission the community in which they are set.



Edward King House



*2023 Racial Justice Sunday service at
Lincoln Cathedral*



A clear vision for our shared future as a diocese



A Bishop's Staff team and colleagues in the Parish Support Office who are committed to you



Beautiful countryside in which to live and work



Top 10 Dioceses for stipends



48 hours time away recommended each month



Supported annual retreat



Access to Employee Support Programme (EAP)



Programme of installation of solar panels and electric car charging points at vicarages



Garden maintenance support



Total redecoration on appointment including carpeting of public rooms in vicarages



Direct access to the Diocesan Registrar

A Time to Change Together

The Diocese's major change programme

The Diocese's vision is to be a healthy, vibrant and sustainable church transforming lives in Lincolnshire. Recent years have been challenging for the diocese. In response to this, we have developed effective programmes which offer the opportunity to both Lincoln Diocesan Trust and Board of Finance Ltd (LDTBF) staff and those in the parish focused colleagues to contribute together significant, positive change towards our vision. We hope that you will want to come to the Diocese and join in this exciting work that is Kingdom-focused and that, while demanding, we believe to be deeply fulfilling.



Bishop Stephen's enthronement

Time to Change Together, an integrated approach to growth, deployment, staffing, costs, investments, and voluntary giving launched in 2022, is starting to deliver major benefits in terms of working practice and support for our voluntary and paid staff in the parishes, and in levels of income and in care of our precious and vast range of church buildings, that they better



Worship for everyone at St Faiths in Lincoln

serve the community in which they are set. Resourcing the Urban Church is applying modern approaches and external and internal funding to planting and revitalising churches in the urban centres of the diocese. Over the next decade it will drive numerical growth and strengthened care in major centres such as Scunthorpe, Grimsby, Lincoln and Grantham as well as to market towns across the diocese.

More information about our new Deanery Partnerships, Local Mission Partnerships and other elements of Time to Change Together can be found on www.lincoln.anglican.org. This includes detailed information about our new approach to oversight and focal ministry, which is locally discerned and coordinated by the Deanery Partnerships, and is helping clergy and lay colleagues to re-picture their ministry according to God's call today.

Our Values

OUR VALUES

The Diocese of Lincoln is the Church of England in Lincolnshire, North Lincolnshire and North East Lincolnshire. The diocese covers 2,670 square miles and has a population of a little over 1 million. Our vision is to serve our communities in such a way that people may come to know the love of God and have their lives transformed. In order to do this, we know that we need to be a healthy, vibrant and sustainable church.

Our values are that we need, as a diocese, to be faithful in worship, confident in discipleship and joyful in service. The LDTBF, known as the Parish Support office, is here to support that vision and those values cost effectively with the highest quality of customer service.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE STRATEGY

The diocese through its churches, chaplaincies and projects is deeply committed to the flourishing of the whole population and embedded in every community across Greater Lincolnshire. Through, for example, our church schools growing children, young people and households we are committed to healthy, inclusive structures in society. The diocesan environmental policy, including a commitment to carbon net zero by 2030, informs all our work from buildings and investments to ministerial and faith training. We have a carefully implemented ethical investment policy for our historic assets. The diocese invests heavily in continuously improving the quality of our safeguarding performance.



Worship in the Diocese of Lincoln

LEARNING & DEVELOPMENT OPPORTUNITIES

The LDTBF has a good record of supporting staff in their professional development. Equally, parish focused colleagues are encouraged through the College of St Hugh to develop their skills, including through degree or further degree level study, both to help their performance in role and to enhance their opportunities for career and ministry progression.

EQUALITY, DIVERSITY & INCLUSION STRATEGY

The LDTBF continues to work on its performance in terms of equality, diversity and inclusion, particularly in monitoring, training and review. There is a regular forum for Global Majority Heritage clergy and ministers and the diocese is currently establishing chaplaincy for LGBTQIA+ colleagues. The majority of the LDTBF team are women and we are particularly looking to support women clergy to take oversight roles. A Time to Change Together's emphasis on partnership includes commitment to partnership between congregations and ministers of different church traditions. Respect is key to us, as is the valuing of conscience and an approach to diversity and inclusion that is rooted in the gospel rather than in statistics or quotas.

How will I be supported?

Wellbeing and Continuing Ministerial Development



WELLBEING

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

- Employee assistance program (EAP) with free access to a 24/7, 365 helpline, with calls answered by experienced in-house counsellors, legal and financial specialists.
- Local counselling sessions accessed through the Wellbeing and CMD Officer.
- We run regular Wellbeing training events.
- We recommend you take all of your annual leave, take your day off regularly, and take two consecutive days off once a month.
- We encourage all parishes in vacancy to consider how they will support the wellbeing of their prospective clergy and their family through engagement with the Covenant for the Care and Wellbeing of Clergy document 'Big Conversation Document for the Local Church'. (The Covenant was affirmed and adopted by Diocesan Synod in 2021).
- A clear and agreed policy of parental leave.

CONTINUING MINISTERIAL DEVELOPMENT

Our Wellbeing and CMD Officer, who is a member of the College of St Hugh staff team, can offer advice and assist with a wealth of support and training including:

- Care, wellbeing and flourishing for ministers & their families at all stages.
- Ongoing training of ordained and lay ministers.
- Supervision, mentoring, coaching, and consultancy opportunities.
- Resources for developing vocational gifts and skills.
- Ministerial Development Review programme.
- Sabbatical planning for clergy; funding for study and retreats.
- Our new peer and lay facilitated MDR process includes significant focus on the wellbeing, flourishing, and thriving of the clergy person and their family.
- We provide opportunity for all clergy to join a facilitated Reflective Practice/Pastoral Supervision Group.
- We offer access to Coaches, Work Consultants and Mentors.
- From 2024 we will begin a new 3 year First Incumbency Support and Training process.
- We offer sabbatical planning, funding and retreats
- Regular opportunities to gather as colleagues within a large diocese, to offer mutual support.

The Bishops and our Vision

The Diocese is served by three Bishops. The Bishop of Lincoln the Rt Revd Stephen Conway is the Diocesan Bishop.

Our Suffragans are the Rt Revd Dr David Court, Bishop of Grimsby and The Rt Revd Dr Nicholas Chamberlain, Bishop of Grantham. Each Bishop has an office based at Edward King House in Lincoln and our Suffragans are also focused respectively in the North and South of the county.

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

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



As bishops, our vision is to grow and develop us all as deeply Scriptural, praying and worshipping communities and ministers. We want to look outside of ourselves to love the people of our parishes, so that we can share with them the joy, light, hope and love of Jesus. Our covenant is to work together as a team, so that we may use our gifts with you to:

- Grow in numbers and in faith.
- Encourage new and occasional worshipers to become committed disciples.
- Continue with, and develop engagement with children, young people and families in our community, through church, and in our Church schools.
- Offer ourselves and our church building to bring our community together, and meet the challenges of a growing population.

Our aspiration is for the Church in Greater Lincolnshire to be faith-filled, open, active and deeply invitational. Our calling from God is to love, lead, teach and guard the people of our communities prayerfully and practically, as Christ loves them, and to call them to follow Him. We seek to be friendly, approachable, prayerful and helpful.

Your role

Every post has an understanding of its role that is shaped according to its context, alongside the Statement of Particulars that is required by law. A central feature of A Time to Change Together has been to gather information about the needs and aspirations of the over 600 different church communities of the diocese and to shape the distribution of ministers accordingly. In this way, new teams of Authorised Lay and Licensed Lay Ministers (Readers), together with other volunteers such as church wardens or clergy and Readers with Permission to Officiate are being built across Greater Lincolnshire.



OVERSIGHT MINISTRY IN LINCOLN

Oversight ministers have the legal and pastoral responsibility for all the churches to which they are licensed – their Parish Partnership. They also share the strategic leadership of their Local Mission Partnership with other Oversight Ministers and some lay leaders. Generally each Oversight Minister will also be the Focal Minister (practically leading a particular church) of 1 or 2 churches in their Parish Partnership, but not the Focal Minister of all churches in their oversight. Find out more about Oversight Ministry in Lincoln at Lincoln.anglican.org

THE CORE PRINCIPLES OF TIME TO CHANGE TOGETHER

- churches working together with complementary strengths in wider mission partnerships
- equal valuing of all ministries
- no-one ministers alone
- as much responsibility as possible is devolved or delegated to the local area
- every church has an incumbent but few have their own incumbent

Being an Oversight Minister in Lincoln means: •

- equipping the people of God for the mission & ministry of God
- being the wider church in the local communities and churches
- having authority to shape worship, nurture and mission in a group of churches
- providing sacramental ministry along with others
- identifying, discerning & developing focal and other leaders
- delegating & clarifying responsibilities
- building collaborative and mutually supportive teams in your places of oversight
- collaborating in the Local Mission Partnership to create a richer pattern of churches
- supporting, resourcing & overseeing leaders
- establishing healthy patterns of relationship at every level
- modelling a prayerful, self-caring, generous but realistic model of life and leadership

In this phase of Time to Change Together, we are therefore working to release incumbents and others with oversight responsibility by discerning who might hold focal roles in our different communities. In this way we are moving beyond what can be the debilitating impact of Multi-parish Benefices and building a more genuinely collaborative, supportive and missional future.

YOUTH WORK

The Diocese has a new team of youth and children's enablers, working in parishes and across Deanery Partnerships, with a co-ordinator in the College of St Hugh.

MISSION

Every Deanery Partnership now has a Mission Enabler who will work with Bishop David to support the growth of the Church in Mission in Greater Lincolnshire.

The Elloes Deanery Partnership & Spalding Local Mission Partnership

Our Deanery Partnership spans the south-east portion of the diocese, stretching from the Deepings and the Ness Group in the West across to parishes bordering The Wash in the East. It combines two of the current deaneries, Elloe East and Elloe West, which are currently in the consultation phase for possible amalgamation. As part of Time to Change Together, the benefices have formed themselves as three Local Mission Partnerships (LMPs): Elloe East (coterminous with that deanery), Welland (the benefices in the western half of Elloe West) and Spalding.

St Mary & St Nicolas is in Elloe West Deanery which encompasses the two market towns of Market Deeping and Spalding and a number of the surrounding villages. Through the diocesan Time to Change Together initiative the deanery is divided into two Local Mission Partnerships (LMPs).

While they each have their own ministry teams the two LMP areas have soft borders and ministers, especially those with PTO, do work across more than one LMP. The clergy Chapter is deanery wide and there is a strong network of support within the Chapter. The LMPs are still quite fluid in that they are still developing a way of working more effectively, they are works in progress.

The Spalding LMP consists of the three town parishes of St Mary & St Nicolas, St Paul's and St John the Baptist, as well as 9 village churches organised into three benefices/groups. The LMP's total population is 47k, of whom 68% reside in the three Spalding benefices (2021 Census data). Spalding and several of the surrounding parishes are experiencing significant growth through new housing development.

Through the combination of the generous funding provided by the Spalding Feoffees and the covenant pledges made by the PCCs within the LMP, three full time and (subject to the availability of funding) one part time stipendiary posts are currently planned.

You will be licensed as incumbent of Spalding, St Mary & St Nicolas, but there will be an expectation to work with others in the Local Mission Partnership and provide support to Spalding, St Paul.

The possibility of filling the 0.5 post at Spalding St Mary & St Nicolas, would be subject to further funding availability from the Feoffees and would be in consultation with the new incumbent.

Ministry across the LMP has been overseen by a mixture of stipendiary and retired clergy. St John's Spalding has also in recent years been linked with St George's Stamford one of the diocese's SDF Resource Churches with the result that it now offers charismatic evangelical worship as well as worship in the central tradition.

There is increasing collaboration across the Elloes Deanery Partnership with joint synods with Elloe East Deanery and a move towards closer working relationships.

SPALDING, ST PAUL

The Parish of St Paul is in the north east of the town and shares a boundary with the parish of St Mary & St Nicolas. It comprises an area of mixed housing including the largest social housing area in the town.

There is one school, St Pauls Primary School (210 places) and Nursery which is part of the Community Inclusive Trust (CIT)

In the past the oversight minister of Spalding St Mary & St Nicolas has been the Priest in Charge of St Pauls, however in recent times the parish has been in vacancy for a number of years and the small congregation operate with the support of retired clergy as well as administrative support provided by the Parish Office of St Mary & St Nicolas.

It is hoped that shared way of working with St Paul's can once again be explored moving forward.

The process of building truly collaborative ministry within the LMP is in its earliest stages. The appointment to Spalding St Mary & St Nicolas is seen as critical to bringing this to fruition and achieving a missional focus

St Mary & St Nicolas, Spalding



We are seeking the next Vicar of Spalding, St Mary & St Nicolas

WHO WE ARE

Located in the centre of the market town of Spalding, in the south of the Diocese, we have been described as a 'Choral and Floral' Church. Using the framework of TTCT we currently identify as a Local Mission Church but aspire to be a Key Mission Church within the LMP.

The church is open daily and visited by people of various traditions for quiet prayer.

God calls us to be a welcoming church, where people encounter God and from where we join in his mission by loving service to the local community and in generosity towards building God's Kingdom around the world.

We want to deepen our relationship with God: corporately and individually.

We want to help others to come to a personal faith in Jesus Christ as Lord and Saviour.

Parish team

Sue Slater is our Reader, who assists as Deacon and preacher during some Eucharist services as well as leading and preaching at Evensong once a month.

Jean Hill is a Lay Minister (Pastoral visiting)

We are supported by Revd Michael Bullock (retired clergy)

Sarah Chadd provides administrative, secretarial and financial/accounting support to the PCC and its sub-committees in her role as Parish Administrator.

Maxine Arnott works in the Parish Office as well as with volunteers. Julie Laithwaite works in the Parish Office with particular responsibility for weddings and baptisms. Between them they cover Monday, Tuesday, Wednesday and Friday mornings in the office and this is the first point of contact for most enquiries.

MISSION STATEMENT

We aim to be a loving and welcoming Christian community:
Honouring God in worship, following Christ in our lives and participating in his mission



PARISH TEAM

1 Reader, 1 ALM, 1 Retired Clergy
14 PCC members, 3 Administration Staff,
90 + volunteers

OUR VALUES

Caring, Inclusive, Authentic, Honest,
Open to God

Our priorities

Following Christ

Support the development of faith among the young people of the church by continuing to invest in the choir for girls and boys. Prepare young people to receive Holy Communion and encourage their participation in leading worship and all other aspects of church life.

Promote adult discipleship by encouraging preparation for confirmation and on going faith development.

Welcome and Mission

Replace the church heating system with something effective, reliable and as energy efficient as possible.

Finance for Mission

Ensure that we are good stewards of the money given for ministry and mission in Spalding, by maintaining a balanced budget; continue to contribute to cover our ministry costs plus extra to support the ministry of other churches and encourage planned proportionate giving from members of the church.

Community

Extend the number and range of activities that strengthen relationships across and beyond the church. Support the team brought together to organise social events; Support and recruit volunteers to make the church open to more people and continue to refurbish the Vista Hall.

We aspire to be a Key Mission Church

Flourishing, confident & strategically located to serve a significant population and act as resource/hub for a wider catchment area within the Local Mission Partnership.



Our Pledge, Your Qualities



Welcome and help the priest and their family to settle in and become part of the community.



Be inclusive - open and welcoming to all in our community.



Be prepared to listen to and accept new ideas.



Commit to deepening our own faith by learning and share this with others.



Work to establish a **balanced budget** in order to meet our ambitions to grow and flourish.



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



Support the priest in taking proper days off and holidays.



Pray for our Priest and the life of our church and the wider community.

St Mary & St Nicolas is fully supportive of the ordination of women and would welcome interest from men or women looking to share this vision.

- an ordained priest within the Church of England
- a vocation to, and love of, parish ministry and an awareness of the challenges this brings
- a strong understanding of parochial ministry and the importance of pastoral encounter, as a way of drawing people into the life of the Church & a willingness to engage with and operate within the expectations of a Time to Change together.
- able to balance the demands of working with other churches and holding other local positions of responsibility; with an interest in the place of the Church in the wider community
- the ability to lead and facilitate worship and build on the work already underway to grow the church through music and high quality worship
- the ability to work closely and in full collaboration with clergy and lay people to grow and support teams, build relationships, recognise talents, encourage discipleship and lay ministry through sensitive collaboration within the church and across the community
- the ability to comfortably work alongside children and young people and involve them where appropriate in the life of the church
- a good team builder, communicator, encourager and listener, who is approachable and available
- commitment to our strategic priorities, including the aspiration to be a Key Mission Church
- serve as a training incumbent and provide training support for clergy and lay people
- an understanding of and commitment to good safeguarding practice, equality, diversity and inclusion; able to embed good practice in the life of the parish, seeking to protect the most vulnerable in our community
- a commitment to maintain their own spiritual growth, particularly by giving time to prayer, study and training
- a good understanding of self-care and the importance of rest, recreation, family life, and friends

Our Parish

Spalding is an attractive market town in south Lincolnshire, situated about 20 miles north of Peterborough, with a population of approximately 30,500. There are good transport links to Peterborough (with trains to central London) and the A1 is in easy reach for travelling north or south.

There are typical town white -collar work and professional businesses, but jobs in the area tend to be primarily in transport/logistics, retail, agricultural and food processing sectors. A high proportion of the working population in the Parish are in low pay and low skilled employment with a high level of part-time contracts. The parish has above average levels of deprivation for both children and those over 65. Levels of unemployment have increased in recent years.

A significant town in the medieval and Georgian periods, Spalding grew rapidly in the early 20th century due to an influx of Dutch settlers attracted by the bulb industry. Over the past 25 years, the ethnic mix has changed again with the arrival of predominantly Eastern European migrant workers, many of whom live in the parish.

The Parish covers the town centre and residential areas to the south and east. St Mary and St Nicolas is the only Anglican Church in the parish. It is seen locally as 'The Parish Church' due to its central location and because it is the oldest building in the town. It is a well maintained, Grade I listed building dating from 1284 with major restoration the late 19th century and one of Simon Jenkins '1000 best churches'. There has been major re-ordering of the west end over the past 12 years to create an accessible and welcoming space.

There are six schools in the Parish, including two selective entry grammar schools and an academy, two primary schools (one independent and one large Church of England aided school, part of the Lincoln Anglican Academy Trust with which the church has particular involvement) and a newly formed special needs school for children and young adults aged 2 to 19. Clergy have attended Collective Worship on a

weekly basis at Spalding Parish Church Day School and Ayscoughfee Hall School.

There are 3 childcare settings located within the Parish.

There are two residential homes for elderly people and various supported living settings. Pastoral visiting takes place at various settings as required.



SPALDING RECTORY FEOFFEEES **Registered Charity 509204**

Established in 1620, the Feoffees are the Patrons of the Parish. They pay the Stipend of the Vicar of Spalding as well as providing housing.

Over many years, they have funded the stipend and provided accommodation for assistant clergy. They own property which has been made available to the Diocese for Curates. The Feoffees also own and maintain the Parish Office.

Worship

The Church is continuing to recover from the impacts of COVID. The opportunity afforded by the pause was used to prayerfully consider the pattern of worship, resulting in a single Sunday morning Eucharist where previously there were three. The benefit of this has been the development of a single, coherent worshipping community and time for clergy and others to build relationships.

There is Morning and Evening prayer (Monday to Friday).

There is a sung Eucharist service at 10.30am (BCP and Common Worship on alternate weeks) on a Sunday which is livestreamed as well as being available afterwards on-line. The service is well attended with, on average, 70 adults and 18 young people. There is a robed choir.

There is Evensong each Sunday at 6.30pm. Attended by 43 adults and 25 young people. The service is BCP with a robed choir.

Occasional offices

There are opportunities for pastoral contact with people from Spalding through the regular ministry at baptisms (2023 - 35), marriages (2023 - 6) and funerals (2023 - 9 in church and a further 15 at Crematoria or the Cemetery).

The church welcomes over 2,900 students and staff from local schools for Christmas services. Spalding Grammar School (established in the church in 1588) holds its Speech Day and Charter Day events in the church. Pupils from Spalding Parish Church of England Day School attend end of term services in the church six times a year.



Our Choir & Music

The PCC is committed to offering music as a means of outreach to children, young people and their families. The music team comprises Nicholas Pitts (Director of Music), Alexandra Stacey (Director of the Girls' choir) and David Bishop (Assistant Organist).

Following a recruitment drive in autumn 2023, over 50 boys and girls were newly recruited to the Choir, this has settled at 30. The choir currently has 15 men, 6 women, 24 boys and 20 girls who sing every Sunday at the 10.30am Eucharist service and also at the 6.30pm Evensong. Several families of children in the choir attend worship and this has resulted in the ongoing increase in attendance.

The associated choir club which runs every Wednesday afternoon provides a range of activities and outings throughout the year. These activities are funded in full to enable everyone to participate.

We asked the choir 'What would you like our new Vicar to be like?' This is what they said.....



"Someone who would sit down with us and talk freely; would care about the Choir's opinion - kind, fun-loving, funny and energetic"



Mission and Outreach



We have a dedicated membership of 20 managed by Branch Leader, Jean Hill. New members are always welcome.

Mothers' Union members meet on the second Monday of each month in The Vista Hall. Each meeting begins with prayers followed by a visiting speaker. There is a meal once a year usually in January and Afternoon Tea in September.

Subscriptions of £32 are collected in March with the whole amount forwarded on to Lincoln where it is sent off to countries where the need is greatest.



MISSION GIVING

The PCC allocates an annual budget for mission giving and donations are made to the following:

AgapeCare Foodbank - our local foodbank run by the Lighthouse Pentecostal Church. There is also a collection point in the Parish Church. Food donations are also collected at Harvest services.

Christian Aid - as well as regular giving, the PCC makes a donation of £1,000 in response to a DEC appeal.

Donations are also given to - Mothers' Union, The Children's Society, USPG and Church Mission Society.

VOLUNTEERS

The volunteer co-ordinator role was introduced last year, in order to give volunteering opportunities to people of all ages and backgrounds to support them in their personal and career development and to broaden what the church can offer to the wider community. It was anticipated to recruit additional volunteers to the existing teams such as the church shop, cleaning and flower arranging and also to look for new opportunities connected to the church that would bring opportunities to others.

Over the past year the teams have gained some new recruits and other projects, such as creating a wildlife area in the church grounds, have given additional opportunities to work with schools and young people undertaking Duke of Edinburgh awards. We have also created monthly Tea and Cake drop in sessions and a Card Making Craft Group which gives people a warm and safe supportive environment in which to come and share skills.



Mission and Outreach

FLOWERS

Flowers are an important part of parish life. Members of the congregation and others come together to decorate the church for festivals (Christmas, Easter and Harvest) and other events, such as the recently revived Flower Parade.



EVENTS

We meet together 2 or 3 times a year in The Vista Hall for a Parish lunch which offers an opportunity for fellowship over a meal.

The Church offers hospitality during town events such as the Flower Parade and switching on of Christmas lights with refreshments, family craft activities and tower tours.

The Church hosts and participates in Civic events such as Armed Forces Day and Remembrance Sunday.

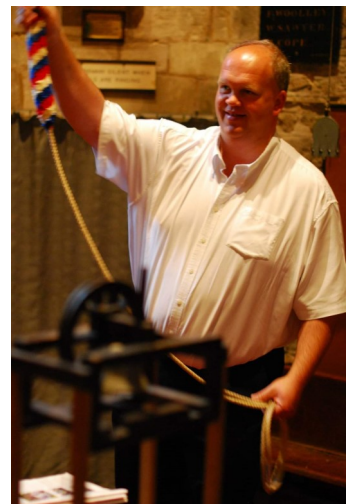


BELLRINGING

St Mary and St Nicolas has 8 bells (tenor 16 cwt) which are rung from the ground floor of the tower.

We have an active group of ringers, 10 of whom are officially attached to our Spalding Tower, but other ringers from the area regularly join and provide full bands for both Sunday services and additional ringing as required.

They practice regularly on Wednesday evenings from 7.00-8.30pm.



SCHOOLS

The Parish has particular involvement with Spalding Parish Church of England Day School. Located a short walk from the church, the school is a large three form Voluntary Aided Church of England Primary School and a member of the Lincoln Academy Trust.

The school values its long standing links with the church and offers opportunities for outreach and growth.

Our buildings

THE CHURCH

The PCC is very fortunate to have significant restricted funds and endowments arising from generations of generous donors, primarily for the purpose of maintaining the Fabric of the Church building. As a consequence, the Church building is well maintained.

The PCC has agreed to use the 'Fabric Fund' to address issues identified in the Quinquennial Inspection Report.



THE VISTA HALL

A large church hall built in the 1960's is located next to the church and is used for Choir Club and singing practice, church meetings and some parish events.

It is also very well used throughout the week by the community - including for Karate, exercise classes, Games Clubs, a foreign language school, Rainbows, a local Community Church, special needs disco, training courses, second-hand sales and groups providing support to foster carers and adopters. The Hall is also available for private bookings.

In recent years, sufficient income has been generated and used alongside grants from the Feoffees and Morden College to replace windows and doors and refurbish the kitchen. The plan is continue to invest surplus income to improve the facilities.

Day to day enquiries and bookings are handled by the Parish Office staff, but the Hall Management Committee (comprising PCC and other church members) take responsibility for running the building.



THE PARISH OFFICE

Located in the grounds of The Parsonage, the office is a modern conversion owned and maintained by the Spalding Rectory Feoffees.

It acts as a hub for Parish administration and a central point for all enquiries.



Finances

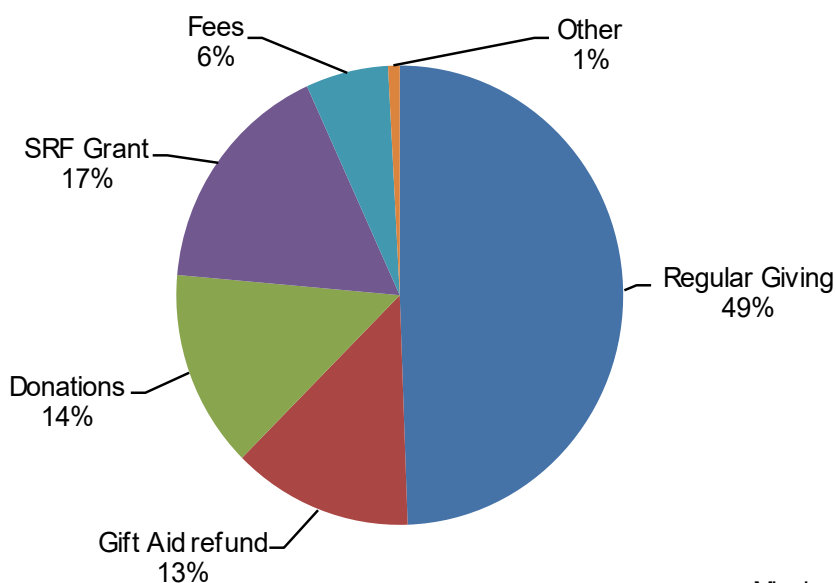
For several years the General Fund has run at a deficit, using reserves. The exception being 2022 when there was a surplus of £14,980. In the year ending 31st December 2023 there was a deficit of £14,575 and reserves of £3,830. For 2024 the PCC has agreed a budget with a deficit of some £13,000. The PCC is working to balance the budget by looking to make savings as well as to increase regular giving.

We are a registered Charity (Registered Number 1132847) and so the annual report and accounts are available on the Charity Commission website.

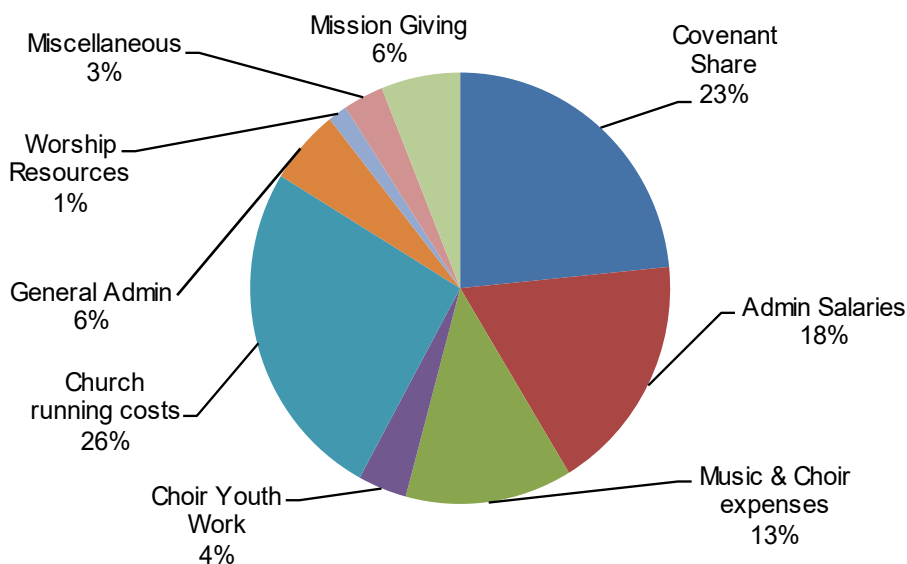
Covenant Pledge

The PCC has agreed to cover the costs of ministry falling to the Diocese and contribute to the central fund. In 2022, the Parish paid £20,000 and this was increased to £25,000 in 2023 and for the current year.

INCOME 2023 - £89,373



EXPENDITURE 2023 - £106,747



The Parsonage

Your Home

Owned and maintained by the Spalding Rectory Feoffees and built in 2004, The Parsonage is located just around the corner from the Church at 1 Halmer Gate.

- A well-appointed 5 bedroom house with separate family accommodation
- Newly refurbished kitchen and Jack & Jill bathroom
- New UPVC windows
- Established garden

The Feoffees are open to working with a new incumbent regarding interior decoration.

