



# Working with us in the Diocese of Lincoln

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Clergy recruitment pack  
2025

Oversight Minister of Chapel St  
Leonards & Hogsthorpe with  
Mumby, Ingoldmells and Addlethorpe

[Lincoln.anglican.org](http://Lincoln.anglican.org)

**This post is subject to Safer Recruitment & People Management Guidance**

# 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.

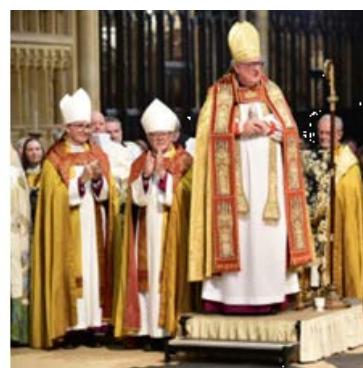
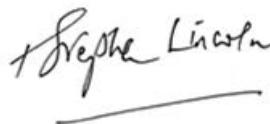
Our offer to you is founded on:

- 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*



*2025 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) & loyalty benefits program (opt in/out)
- 
Access to Health Cash Plan (Westfield) for you and your dependants (opt in/out)
- 
Programme of installation of solar panels and electric car charging points at vicarages
- 
Garden maintenance support
- 
Total redecoration on appointment including carpeting of public rooms in vicarages
- 
Direct access to the Diocesan Registrar

# A Time to 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 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.



*Worship for everyone at Boston Holy Trinity*

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](http://www.lincoln.anglican.org). This includes detailed information about our new approach to oversight and focal ministry, which is locally discerned and co-ordinated by the Deanery Partnerships, and is helping clergy and lay colleagues to re-picture their ministry according to God's call today.



*Ministry Experience Scheme 2025*

# Our Values

## OUR VALUES

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

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

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE STRATEGY

The diocese through its churches, chaplaincies and projects is deeply committed to the flourishing of the whole population and 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.



*Choristers, Waltham*

## LEARNING & DEVELOPMENT OPPORTUNITIES

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

## EQUALITY, DIVERSITY & INCLUSION STRATEGY

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



*Pet Worship Service, Dry Doddington*



*International Women's Day 2025*

# How will I be Supported?

## Wellbeing and Continuing Ministerial Development



### WELLBEING

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

- New Employee assistance program (EAP) with numerous rewards and benefits locally and nationally.
- Opt in Health Cash plan that covers things like dental, diagnostic and optical costs for you and your dependant children. You also have the option to upgrade your coverage and add partners at your own cost.
- Local counselling sessions accessed through the Wellbeing and CMD Officer.
- We run regular Wellbeing training events.
- We recommend you take all of your annual leave.
- We are among the first Dioceses to adopt a 36 hour rest period, with one quiet day.
- Two consecutive days off once a month as a mid-week weekend away.
- We encourage all parishes in vacancy to consider how they will support the 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'.
- A clear and agreed policy of parental and shared parental leave.

### CONTINUING MINISTERIAL DEVELOPMENT

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

- Care, wellbeing and flourishing for ministers & their families at all stages.
- Ongoing training of ordained and lay ministers.
- Supervision, mentoring, coaching, and consultancy opportunities.
- Resources for developing vocational gifts and skills.
- Ministerial Development Review programme.
- Sabbatical planning for clergy; funding for study and retreats.
- Our new peer and lay facilitated MDR process includes significant focus on the 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.
- 3 year First Incumbency Support and Training process.
- 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 Ven Jean Burgess , Bishop Designate 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](http://www.lincoln.anglican.org)



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

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



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



*Commemorating 30 years of Priesting Women*

# 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.



## **OVERTSIGHT 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](http://Lincoln.anglican.org)

## **THE CORE PRINCIPLES OF TIME TO CHANGE TOGETHER**

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

## **Being an Oversight Minister in the Diocese of Lincoln means:**

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

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

## **YOUTH WORK**

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

## **MISSION**

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

# The Coastal Mission

## Partnership

### INTRODUCTION

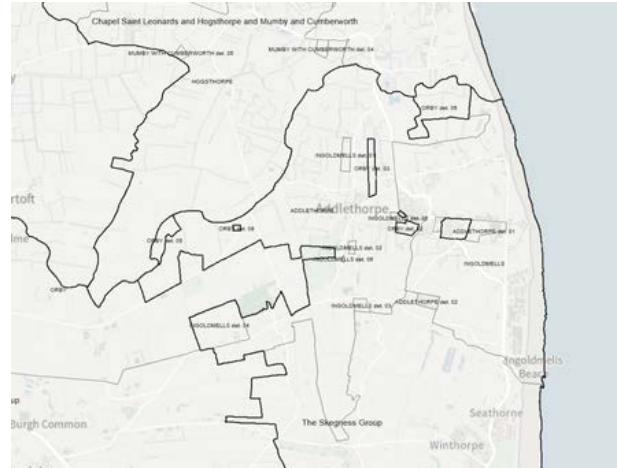
The Coastal Local Mission Partnership, as the name suggests, occupies part of the coastal area of East Lindsey, and also the rural areas of villages and the market town of Alford lying inland. It has a total population of c43,000. There are 23 churches in total. The Local Mission Partnership is made up of two different types of communities. The coastal area is naturally dominated by the tourist industry, with the major resorts of Skegness and Mablethorpe and smaller resorts of Sutton on Sea and Chapel St Leonards. Inland lies an intensive and prosperous farming area.

We along with the Skegness form the southern part of the LMP. It is envisaged that the two stipendiary clergy will cover the southern part of the LMP, and collaborate in agreed areas where their particular gifts are relevant.

Similar arrangements are envisaged for the Northern part (one based in Alford the other in Sutton-on-Sea).

The whole LMP has benefitted significantly from Linc Funding (low income communities), particularly because of the problems of older traditional seaside resorts. This will enable the provision of the 4 full-time stipendiary posts.

It is intended that collaborative working, sharing of ideas and resources will continue to develop over time. We also look forward to a growth in the overall life of our Deanery Calcwaith & Candleshoe with the recent appointment of a new Rural Dean. The Deanery also includes the "Society" benefice of Burgh le Marsh and Wainfleet; whilst not part of this LMP it does actively seek participation in existing Deanery and Diocesan structures in a meaningful and collaborative way.



*Southern Node Map*

As part of the Coastal Local Mission Partnership, all churches in the Diocese of Lincoln have been invited to identify their distinctive calling using five types:

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

- Chapel St Leonards is a Local Mission Church
- Addlethorpe, Hogsthorpe Ingoldmells are Community Churches
- Mumby with Cumberworth is a church identified for closure and has not been in operation for 5 years, it is currently leased as a workshop to teach stone masonry skills and woodwork for the upkeep of ancient buildings including churches.

The incumbent will hold the cure of souls and the associated legalities and governance for these churches.

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



# Overview

## A NEW PARTNERSHIP GROWING TOGETHER

This newly forming benefice consists of four villages a few miles to the north of Skegness on the Glorious East Lincolnshire Coast. Chapel St Leonards & Hogsthorpe had been in a benefice together for over 30 years and Addlethorpe & Ingoldmells had been part of the Greater Skegness benefice for about 20, however it is felt that the four villages share similarities and are geographically adjacent, no more than 4 miles separate them, so lend themselves to forming a new benefice. All 4 churches and congregations are well used to co operative working over many years and are looking forward to making this new grouping work to the Glory of God.



Chapel, as it is known, is the largest village with a winter population of 3400 souls, followed by Ingoldmells with 2000, then Hogsthorpe at 1000 and Addlethorpe 350. Chapel and Ingoldmells are both known as holiday destinations, they border a wide sandy beach and a large number of caravan sites occupy many acres. This means during the summer holiday season their populations increase by a factor of ten. It also means they have local services that reflect this larger population in terms of retail shops, pubs, cafes, restaurants, doctors and pharmacies.

Hogsthorpe and Addlethorpe lie about one and a half miles inland from the magnificent beach and both are mainly residential, with a high proportion of retired souls residing in bungalows. They hail from major cities and towns in the North, Midlands and South who made the move to seek a good life in the country, with the benefit of town sized services and the ability to walk on beautiful beaches and in the peaceful countryside. For more serious walkers The Lincolnshire Wolds, an Area of Outstanding Natural Beauty are a few miles away, as is the The Lincolnshire Coastal Path. The area boasts several fine Golf Courses, numerous fishing lakes, beach fishing and team sports clubs and fitness centres. As it is flat many people use bicycles as their local transport.



The main industry is tourism which provides work for many of the younger residents. Others are employed in the greater building trades, servicing the needs of the retired residents. There is a gradual constant churn from the retired population, houses are bought and sold and require renovation and maintenance. Caravans also require the same. Agriculture, once the dominant industry, still employs a few farm workers but is mainly arable and very mechanised.

There are three primary schools in the benefice at Chapel, Hogsthorpe and Ingoldmells which cater for children from 4 to 11. At 11 children then either go the Local Grammar Schools or High Schools. Both types of school are nearby in Skegness and Alford.

Just 6 miles away, Skegness has a railway station and bus station, which offer public transport links countrywide. Humberside Airport is about a 50 minute drive and operates a daily shuttle to Schipol Airport and from there connections worldwide. A local bus service does connect the four villages but a car is essential to easily and efficiently move between the villages, or you could cycle! You could be a modern day Father Brown!

During the high season the benefice is a busy and vibrant place, with visitors enjoying all the fun of a traditional British seaside holiday. As the season tails off, it reverts to a much more tranquil winter mode that allows reflection and a recharging of the batteries for the next year.

Many have made a positive decision to move our young families here 30 plus years ago and we have no regrets. It is a wonderful place to live and work.

# Our Style & Values

Chapel and Hogsthorpe churches have worked well together for many years and support each other in worship, in funding and social events; as have Addlethorpe and Ingoldmells. This reflects the old benefice groupings, but all four churches are excited and enthusiastic about the new four church benefice being formed and have pledged to work co-operatively together under the new incumbent.

In style our services are mainly traditional and centred on the Eucharist. There are lay-led Services of the Word. A joint group service is held every fifth Sunday hosted by each church in turn.

At Chapel and Hogsthorpe, ministry is shared with a Reader, two Authorised Lay Ministers, one of which is the Focal Minister of St Mary, vergers, churchwardens, servers, sacristans, intercessors and readers. There is a lay-led junior church at St Leonards, which we hope will be developed. The young people join the Eucharist for part of the service.

A singing group has contributed to and enhanced our worship. They also perform music of various genres at concerts and residential care homes. We would be delighted if our new priest would support and encourage this group.

We reach out to the community with various events such as concerts, pub quizzes, open churches weekends, coffee mornings, book sales and flower festivals, to name but a few. Through these events we try and extend the love of God to the wider community. A prayer corner has been established at St Mary's, set up for private prayer where anyone can come in and speak to God. Our churches are open every day.

## WHAT WE WOULD LIKE TO BE

Our post-holders from within the congregation are knowledgeable, receptive to new ideas, and practically and positively minded. We bring a good mixture of talent and expertise with hard work and organisation. We are confident that we shall continue to grow and develop each church individually but also as part of the group with the strong leadership of our new priest. We are looking forward to working with and supporting our new priest in an exciting opportunity to bring the love and faith of God to the wider community; to focus our minds on prayer and spirituality and share our love and laughter with all who need us.

## KEY ACHIEVEMENTS & ASPIRATIONS

### We are a Church of the community

For all worshippers, parishioners and visitors

### We strive to learn

About faith, the power of prayer, the love of God

### We wish to care

For our congregations, our villages, our neighbours and visitors

### We're rooted in prayer and want to blossom

To grow a stronger and vibrant Church in the centre of our communities

### We desire to grow the good in us all

To show the love of God to our communities and bring them joy and fulfilment.



Chapel St Leonards Carnival

**'We are pilgrims on a journey And  
companions on the road; We are here  
to help each other Walk the mile and  
bear the load.'**

# Churches & Villages

## CHAPEL ST LEONARDS

Adaptability is a key requirement for any spiritual leader in Chapel-St-Leonards, for this is not one but two different places. A popular and thriving holiday centre in the summer and a quieter village of approx. 3400 souls for the rest of the year. We enjoy welcoming back to our congregation the many returning “swallows” who have holiday homes here. The elderly resident population has grown steadily but more young families have also moved in leading to a considerable expansion at the local primary school.

Chapel has two miles of lovely beach, a wonderful North Sea Observatory with cafe in the Coastal Country Park and nearby The National Trust have recently begun to develop a new nature reserve as a wildlife haven. Social activity revolves around Chapel's attractive and well-used village hall. A variety of shops, cafes, restaurants, pubs and clubs provide creature comforts around the village green.

The current service rota can be found on page **XX** and St Leonards meet for refreshments and fellowship after Sunday Services, often lasting well into lunchtime!

St Leonard's has been in vacancy for over six years. Despite this our congregation has continued to grow. During this time a dedicated, willing and hard-working team has emerged with many various skills and abilities. They have continued to maintain all special mid-week services and festivals, They have an experienced PCC with all positions filled, inc. a qualified accountant as treasurer and an active ALM .



*St Leonard's, Chapel St Leonard's*

Chapel St Leonard's has an active social committee whose main aim is to organise events to involve the whole village. Special events include, regular beach barbeques, afternoon concerts, quizzes etc to which all are invited.

In the grounds of the churchyard is a very useable Church Room with catering facilities. This is well-used by various groups in the community.

St Leonard's run a weekly coffee morning and small market in the central village hall which is very popular and makes our presence known in the wider community. St Leonard's would like to re-instate the short communion service held there in a side room. There is a joint weekly fellowship/bible study group with St Mary's.

St Leonard's have a small Sunday School who join in with services and take an active role in presenting short dramas etc as appropriate. The local primary has their Nativity in the church and their own Remembrance Service. St Leonards would like to develop closer links with the school. The congregation averages 25-30 with many more for special services

As you will see from their treasurer's report St Leonard's paid their full pledge of £16500 p.a. and generously donated £5,671 to various charities in 2024 Also making a monthly donation to purchase goods for the local food bank

St Leonard's Church Building is in the Arts and Crafts style with an interesting history set in very pretty surroundings on the edge of the village. It is very much cared for and excellently maintained.

# Churches & Villages

## HOGSTHORPE

St Mary's is situated at the heart of the village on High Street, the main A52. It is a large "Marsh Church" mainly built in the 1400's with money from the wool trade. It sits in a large, now closed, churchyard with most of the gravestones dispersed to the perimeter and is grassed with some mature trees. A peaceful and beautiful setting for this ancient classic English church.

The Parish of Hogsthorpe (population of about 1000), also encompasses its neighbouring villages of Mumby (450) and Cumberworth (130) whose churches are now closed and have changed use. The village benefits from the amenities of two public houses, a shop and Post Office, farm shop, primary school, cafe and restaurant. A large village hall sits next to the school with the village playing field behind them. Next to the church is a nursing home.

The ministry is led by a Focal Minister, an Authorised Lay Minister, who handles all matters to do with the running of the church and leads worship when Ordained Clergy are not available. Our regular Sunday congregation is between 8 and 12 with more at special services. We have links to the school and they visit the church or we visit them at least once a term. A monthly service is held in the nursing home by or Focal Minister, who also does the same at another nursing home just outside the Parish, with the blessing of the local incumbent.

We pay our "Parish Share" and are up to date with maintenance on the building.



VE Day 80<sup>th</sup> Anniversary Service and village social



*St Mary's, Hogsthorpe*

During our vacancy we have received help from, mainly one, retired Priest who conducts occasional offices and leads a Eucharist on the 2<sup>nd</sup> and 4<sup>th</sup> Sundays. Other services are led by our Focal Minister. We also receive help from the Rural Dean and other retired clergy living close by.

The church is fitted with modern technology. An excellent sound system with hearing loop, chest and stick microphones, a Hymnal to play our music and a large screen TV and DVD player to enhance worship. We think of ourselves as progressive and forward thinking, traditional but never conventional! We try to live in the now but with a nod to tradition. We are not stuck in the 1960's, we recognise we need to be relevant to the times we live in.



*Pet Service, St Mary's Hogsthorpe*

# Churches & Villages

## INGOLDMELLS

Ingoldmells is a growing coastal village some four miles north of Skegness. It has a population of around two thousand that in the summer months increases to more than ninety thousand, the village being a popular destination for holidaymakers and long stay caravanners. The holiday and leisure industry are the main source of employment in the area. Butlins Holiday Centre, Fantasy Island and Eastgate Market, Europe's largest seven-day market, are all within the parish boundaries.

The church of St Peter and St Paul is an early Norman church and is the oldest in the Skegness area. The first service was held in 1205, but there are indications that a much earlier church existed.

Church services are currently held twice a month with summer time congregation numbers boosted by visitors to the coast. The church is fitted with a sound reinforcement and hearing aid loop system.

From Easter until October local people and visitors meet together in the church on Saturday mornings for Café Church, a time of reacquaintance and fellowship.



*Remembrance Poppy Installation*



*St Peter & St Paul, Ingoldmells*

During WWII Butlins holiday camp became a naval training base known as HMS Royal Arthur. Thousands of naval ratings were trained there and Ingoldmells Church has an HMS Royal Arthur Chapel that includes a memorial stained-glass window. The church yard has war graves and a war memorial where a well-attended Remembrance Day service is held every year.

The church bells, acknowledged as one of the finest peals in the county, are rung regularly by a team of local ringers and visitors. A tremendous fellowship exists between the bellringers of churches locally.

The church hall adjacent to Ingoldmells Church is used extensively for community events and has many active clubs. Income from the hall helps fund the ecclesiastical parishes of Addlethorpe & Ingoldmells.

Ingoldmells has a purpose-built Rectory house dating from the late 1980s.



# Churches & Villages

## ADDLETHORPE

Addlethorpe is a small rural parish around five miles from Skegness. It is bordered to the North by Chapel-St-Leonards and Hogsthorpe, and just half a mile to the East is Ingoldmells.

The current population of approximately 350 residents are predominantly retired with a smaller number of working aged people being involved in agriculture and the holiday / leisure industry. Most properties are privately owned; there is a small estate of houses and bungalows close to the church. There are no current plans for substantial housing development within the parish.

The main business and employment are agriculture, and businesses associated with it, and the operation of a growing number of touring and static caravan parks.

The parish church is dedicated to St Nicholas, its setting by the village green within a tree-lined closed churchyard is secluded and tranquil. To the rear is the cemetery for the parishes of Addlethorpe and Ingoldmells.

The church is a splendid example of medieval architecture in the Perpendicular style, built between 1360 and 1420 and is Grade 1 listed. The interior retains much of its original woodwork including the 'Angel Roof'.



*St Nicholas, Addlethorpe*

There is currently one Communion service each month and St. Nicholas is one of the few churches in the Diocese still using the traditional 1662 Prayer Book form of Holy Communion. Other services are more flexible, accommodating seasonal and special occasional worship.

Addlethorpe has its own PCC, with a Secretary, Treasurer and Safeguarding Officer. Along with their counterparts at Ingoldmells, the Churchwardens are trustees of the church hall: St Peters Community Hall in Ingoldmells, and responsible for its management.

The peal of 6 bells were cast locally in 1770 and a priest's or sanctus bell. The two manual pipe organ, rescued and restored by members of the congregation is played regularly.



*Lincolnshire Wolds & Coast Churches Festival, 2025*



# Example Service Rota

The rota illustrates the planned service pattern across the two newly joined benefices. We will work with the leadership of the new incumbent to provide a service pattern that meets the needs of parishioners and priest in equal measure. All the services are currently held at 11am.

<b>Churches</b>	<b>Week 1</b>	<b>Week 2</b>	<b>Week 3</b>	<b>Week 4</b>
<b>Chapel St Leonards</b>	<b>SW</b>	<b>HC</b>	<b>SW</b>	<b>HC</b>
<b>Hogsthorpe</b>	<b>SW</b>	<b>EU</b>	<b>SW</b>	<b>EU</b>
<b>Ingoldmells</b>		<b>EU/SW*</b>	<b>EU/SW*</b>	
<b>Addlethorpe</b>				<b>HC (BCP)</b>

**KEY**
**HC**

Holy Communion (Lead by visiting clergy)

**EU**

Eucharist (Lead by visiting clergy)

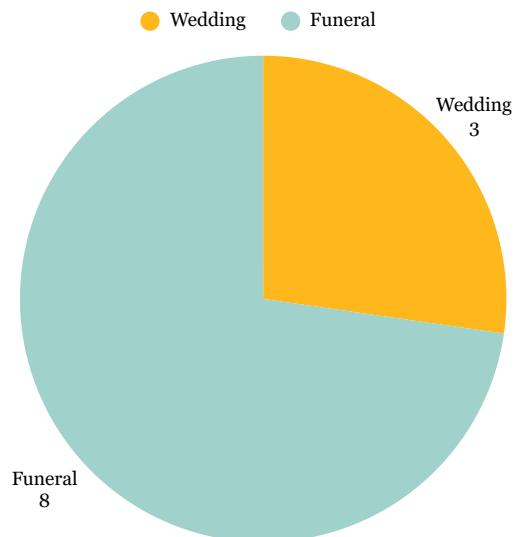
**SW**

Service of the Word led by Authorised Lay Ministers or Churchwardens; these include Café Church, Hymns and Prayers, Messy Church, Morning/Evening Prayer, Morning Worship with Sunday School

**OTHER SERVICES**

- \* These services only take place during the Spring Summer and Autumn months
- When there is a fifth Sunday, this is a Lay-led joint service
- Hogsthorpe also hold a BCP Said Eucharist on a Tuesday Morning

# Parish Statistics 2024



*Occasional Offices 2024*

PARISH	POPULATION	ELECTORAL ROLL	AVERAGE SUNDAY ATTENDANCE
Chapel St Leonards	3449	49	28
Hogsthorpe and Mumby w Cumberworth	1490	19	9
Ingoldmells	1316	20	8
Addlethorpe	403	14	11

# Our Pledge, Your Qualities

**We are** fully supportive of the ordination of women and would welcome interest from men or women looking to share this vision.



A warm welcome and help for the priest and if applicable the priest's family to settle in and become part of the community



Hard working and organised PCCs and lay ministry team and congregation eager to grow in faith, knowledge and the fruits of the spirit.



A lively programme of church and village events throughout the year displaying joyful Christianity in the wider community.



To co-ordinate lay ministry under the guidance of the priest to enhance mission within the resources available; and to grow these resources wherever possible



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



Communicate with, and listen to, our priest.



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



Support the priest in taking regular days off and annual leave.

- An ordained priest within the Church of England
- Willingness to engage in further training to enhance the growth of both ministry and discipleship.
- Commitment to the ministry of the whole people of God.
- A people-person with a deep pastoral instinct who will be active in the local community, is approachable, prayerful, a good listener and committed to working collaboratively.
- An accessible and sociable person who would feel at home with us and has a sense of humour.
- Able to work with and support existing Readers, Focal Ministers and ALM's and identify and arrange training for new Lay leaders.
- Inspires the congregation to work for unity as a group, the Local Mission Partnership (LMP), Deanery Partnership (DP) and to strengthen our relationship with God and one another.
- Prepared to play a part in local primary schools that serve our communities.
- Encourages the spirit of co-operation with the Diocese and ecumenically and on an inter-faith basis.
- A Willingness to engage with the Diocese and teach Generous Living and Giving
- A team builder with the ability to delegate and communicate at all levels.
- Capable of prioritising and focussing on key strategies with good time-management and self-organisation skills · IT proficient, for example with Microsoft Office, email, social media etc.
- An understanding of and commitment to good safeguarding practice, equality, diversity and inclusion; Able to embed good practice in the life of the parishes, seeking to protect the most vulnerable in our communities.
- Is able to drive and has daily access to a vehicle.

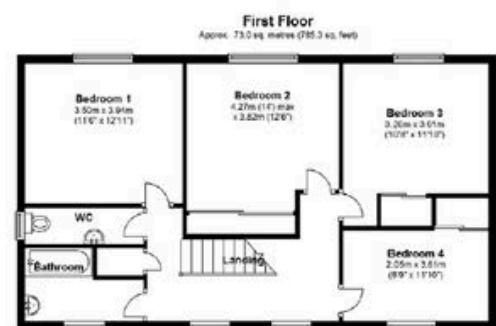
# The Vicarage

## Your Family Home

- Well appointed 4 bedroom Vicarage
- Separate Family Accommodation
- Fully refurbished property inc bathrooms and kitchen
- Double glazing units throughout
- Part of Diocesan net zero carbon initiative (Solar Panels to be installed)
- Gas central Heating
- Based in the village of Ingoldmells with excellent road links, schools and local amenities
- Fully maintained property
- Dedicated diocesan property team



*Total gross internal area = 2053.3 sq ft / 190.8 sq m*



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

