

# Working with us in the Diocese of Lincoln

Clergy recruitment pack  
2025

Oversight Minister of the Caistor  
Group of Parishes

[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.

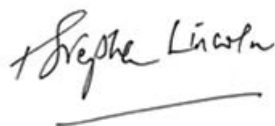
Our offer to you is founded on:

- 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)



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.



*Pet Worship Service, Dry Doddington*



*Choristers , Waltham*

## LEARNING & DEVELOPMENT OPPORTUNITIES

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

## EQUALITY, DIVERSITY & INCLUSION STRATEGY

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



*International Women's Day 2025*



# How will I be Supported?

## Wellbeing and Continuing Ministerial Development



### WELLBEING

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

- New Employee assistance program (EAP) with numerous rewards and benefits to be launched summer 2025.
- 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'. (The Covenant was affirmed and adopted by Diocesan Synod in 2021).
- 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 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](http://www.lincoln.anglican.org)



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.

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.



*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.



## 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](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 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.



# West Lindsey Deanery Partnership

The West Lindsey Deanery Partnership brings together Westwold, Corringham and Lawres Local Mission Partnerships. The partnership is led by the Assistant Archdeacon/Partnership Dean Revd Canon Steve Johnson, and the Lay-Co Lead Steve Cartwright. We work to support local parishes in mission, outreach and ministry. We serve urban and rural communities with a population of 95,200, inclusive of market towns. We represent more than 98 Churches, different communities and a wide range of traditions.

As a deanery partnership, we have worked to support the implementation of TTCT and look forward to the next phase. Recently we have held a day for community and festival Churches to support them in missional thinking and how to build sustainability and growth. Our parishes and deaneries are working towards a common goal of sharing the good news of Jesus Christ, transforming the lives across West Lindsey. By sharing and supporting one another in mission and ministry, we hope to see God's Church grow and thrive in this place.

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

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

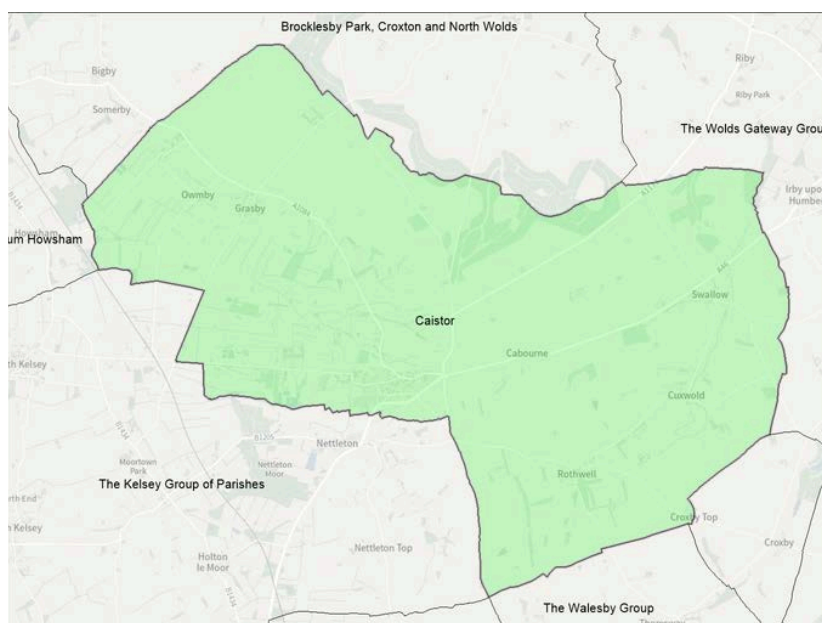
All Churches in the Diocese of Lincoln have been invited to identify their distinctive calling using four types.

Under the categorisation of TTCT:

- Caistor is a **Local Mission Church**
- Grasby is a **Community Church**
- Cabourne, Cuxwold, Rothwell, Searby and Swallow are **Celebration Churches**.

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

The incumbent will hold the cure of souls and the associated legalities and governance for this group of Churches. However it is envisaged that there will be further pastoral reorganisation in the future and that this post will encompass a neighbouring benefice under the framework of Time to Change Together.



*Benefice Map*

# The Caistor Group of Churches

## INTRODUCTION

Across the Benefice of the Caistor Group of Parishes, all our churches have a loyal and committed worshipping community. Our faith is expressed in worship described as middle, towards high traditional Anglican, although we are open to, and enjoy exploring other forms of worship. At Caistor we are a friendly and welcoming church, extending that welcome to all and excluding none; we try always to value all people equally as children of God.

We do, however recognise the imbalance of ages in our congregations now and therefore the need to encourage young people and families to join with us again to enrich our church family. This is especially important as we have the ideal opportunity to engage with four schools and many children and families' groups in the town and local area.

In the past, we have had a strong Sunday school model, but as membership has dwindled, we recognise the need for a new way of approaching young people's ministry today. Similarly, we have a large pastoral ministry to the frail, the elderly and those who live alone in our communities which we feel is vitally important to retain and further develop.

We are keen to further strengthen our traditional worship and ministry, particularly by empowering those with a call to lay ministry and to work collaboratively together to find the future approach to growing and maturing our church family and its fervour for Christian discipleship which is fit for a modern world.

## The Ministry team

Following the retirement of the previous Incumbent the Parishes within the Caistor Group have been served by two Self Supporting Ministers

- Revd Catherine Wylie
- Revd Syd Andrew

Two Lay Readers who assist from another part of the Deanery and take one service a month together at Grasby Church.

- Martin Jago
- Katherine Jago



The ministry Team is ably supported by an outstanding **organist** and in addition, the churches are served by a number of committed **lay people** who offer their time actively and support the life of the church by their involvement in social action projects, flower arranging, preparing for services, bell ringing, church cleaning, administration, verging for occasional offices, baptism visiting and the whole range of tasks required to make the ministry of the church effective.

## ECUMENICAL RELATIONSHIPS

We are fortunate to have extremely good relationships with our ecumenical colleagues. We particularly engage with the Methodist Church and often hold joint events and services we also have reciprocal attendance at our PCC/ Church Council meetings. We have an excellent rapport with Fr Robert and the Roman Catholic Church, and we have shared community events with colleagues from the New Life Church. There is always more work to be done to further this engagement, but there is a solid and very positive starting ground on which to build for the future.

# Example Service Rota

## SUNDAY

Churches	Week 1	Week 2	Week 3	Week 4	Week 5
<b>Caistor</b>	<b>10:30</b> <hr/> <b>15:30</b> Healing & Wholeness Service	<b>8am</b> Caistor BCP Holy Communion  <b>10:30</b> Holy Communion	<b>10:30</b>	<b>08:30</b> Breakfast Church <hr/> <b>10:30</b>	<b>10:30</b>
<b>Grasby</b>	<b>09:00</b> Holy Communion		<b>09:00</b> Service of the word		

## MIDWEEK

Churches	Week 1	Week 2	Week 3	Week 4	Week 5
	<b>09:30</b> Morning Prayer	<b>09:30</b> Morning Prayer, Common Worship	<b>09:30</b> Morning Prayer		<b>09:30</b> Morning Prayer
<b>Caistor</b>	<b>14:45</b> Collective Worship School	<b>14:45</b> Collective Worship School	<b>09:30</b> Tots Time Monthly  <b>14:45</b> Collective Worship School	<b>09:30</b> Holy Communion BCP  <b>14:45</b> Collective Worship School	<b>14:45</b> Collective Worship School
<b>Grasby</b>	<b>11:30</b> Collective Worship School	<b>11:30</b> Collective Worship School	<b>11:30</b> Collective Worship School	<b>11:30</b> Collective Worship School	<b>11:30</b> Collective Worship School

The following rota is based upon a recently agreed model of worship to enable new ways of working and sustainable with the current staffing level. This provides an example of the current working commitment but is flexible and can be modified if further changes are required to enhance the worship and engagement of the churches. There is a vision to engage the young people and provide events.

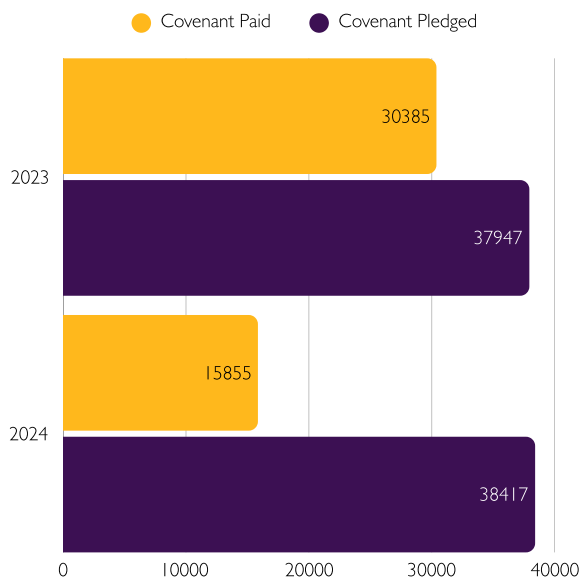


# Finances

As with many parishes we would love to be able to say that money and finance is never a problem but we can't. However we can say that

- We try to be generous
- We have committed to reaching our pledge target for 2025
- We have recently made a payment for £10,000 towards our covenant pledge

We know that there is work to do, particularly to engage our wider communities in supporting their local church. We are committed to supporting our next incumbent in achieving this aim, through the generous living initiative and others like it.



## CHARITABLE FUND RAISING

Caistor church has always been generous in its giving to a variety of charities on a regular basis such as Christian Aid, the Children's society and locally identified needs. Dependent on current finances there would be a commitment to ensure generous giving where possible in the future.

We have had a busy schedule of fund-raising events including a large summer garden fete, Christmas fayre and during open churches weekend an open air service with the Salvation Army band and a Pet's service to appreciate creation and bless those animals many have as companions through life.

All of these events are well attended and the people of Caistor are generous in their support.



# Our Pledge, Your Qualities



Welcome and help the priest and the priest's family settle in and become part of the community



A welcoming and hospitable church family with a desire to continue to reach out to the wider community,



A committed congregation willing to develop and change to see our church family grow.



enthusiasm to develop a ministry team including lay ministry to encourage all to contribute to the life of the church and its mission



an excellent relationship with our two church of England Primary schools providing a foundation for further children's ministry.



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 in taking regular days off and annual leave.



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



Be willing to encourage and facilitate training for lay ministry.

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

- a proficient and collaborative leader, capable of delegation and creativity,
- able to serve with a warmth and inviting pastoral ministry and is sustained by their own deep faith in Christ, is confident with liturgical and Eucharistic worship and keen to develop different styles of worship.
- able to dynamically engage the younger members of the community with innovative and imaginative ministry.
- Christ centred; a person of prayer, someone who has strength in listening to God's word and is able to inspire with their teaching and application of the Bible,
- able to lead with vision and energy and share our commitment to growing our churches spiritually and numerically
- confident and proactive in working ecumenically
- able to communicate ideas well and empathetically.
- eager to welcome and disciple new people into the life of the church.
- someone who is well organised, delegates well, sees potential in others and enables them to flourish
- is technologically competent, able to enrich the online presence of the parishes.
- is an accessible, welcoming and friendly person who is flexible in their working and who has a positive 'can do' approach.
- has a good understanding of self-care and the importance of rest, recreation, family life, and friendships.
- has a diligent commitment and robust understanding 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.

# Caistor

## CAISTOR TOWN

The small market town of Caistor nestles on the edge of the beautiful Lincolnshire Wolds and is a vibrant and caring community notable for its Georgian buildings, some of which also date back to early Roman times when, as its name implies, it was originally a 'castrum' or fortress and is recorded in the doomsday book of 1086 as 'Castre'.

This attractive town is popular with walkers as the 'Viking Way' runs through the town giving visitors an opportunity to enjoy the fascinating history and interesting stories that can be found around this lovely town with a warm welcome for everyone in the various café's, shops and local amenities including when exploring the beautiful Saxon Church.

## ST PETER & PAUL CHURCH, CAISTOR

St. Peter and St. Paul Church Caistor is an outstanding place of worship provided in a beautiful traditional parish church of significant historic and architectural interest. Serving the rural market town of Caistor and the surrounding farms and villages, it provides a spiritual home, a pastoral nucleus and a faithful Anglican tradition that welcomes everyone to its heart to worship God and live in Christian community.

This building is not the first church which has stood on this site. It is suggested that Saint Paulinus established a church here in the early part of the seventh century. Certainly, there has been a place of worship here since Saxon times and the lower part of the tower is understood to be Saxon, dating from around 1050 AD.



Providing a friendly community for the local residents, the surrounding farming community, and many visitors, Caistor prides itself on its traditional and also contemporary lived values where people respect its history and yet forge a dynamic future. The parish church family is fully integrated into the community and continues to provide a pivotal pastoral and spiritual presence in the daily lives of residents as they navigate the ups and downs and festivals of life. Three excellent schools ensure a young and contemporary outlook in the town which provides active social and sporting diaries for everyone.

There are two church Primary Schools affiliated to the Benefice as well as a close working relationship with Caistor Grammar School, one of the leading Grammar schools in the country and we also retain good links with Caistor Yarborough Academy.

As well as being part of the beautiful rural Lincolnshire Wolds, Caistor has good transport links and is only 40 mins from the historic Cathedral City of Lincoln and 25mins from the beautiful east Lincolnshire coastline providing outstanding opportunities for leisure, natural beauty and ideal for family enjoyment and exploration.

In recent years, our church has undergone significant re-building work. It has outstanding historic features including the magnificent stained-glass windows, the eight bells in the tower, which are regularly pealed by our dedicated team of bell ringers and many historic features of interest. The church remains in good condition with ongoing routine maintenance, although some necessary roof repairs will need to be considered in the near future.

The church remains a much loved and vital hub of the community nestled in the centre of the Market Town. As well as a committed congregation and talented organist, the wider community keenly supports the church throughout the year at events and services and there is a steady stream of daily visitors often due to the historic interest of the church.

The church engages with the community in a variety of ways including children's ministry, until recently an active Mother's union, social and festival focused events, dinners and concerts. Christmas and Summer events and services are popular and have large attendance particularly at those such as Christingle, Remembrance, Harvest and Carol services.



# Caistor

## CURRENT MINISTRY ACTIVITY

Children and Young people are at the heart of Caistor. The two primary schools of Caistor and Grasby make up the West Wold Federation and are both very active as church schools. The schools have a very positive and proactive approach to their worship and attend the church for many services throughout the year. Weekly engagement with the children in the form of Collective worship and other activities has taken place by the resident clergy for many years and is very rewarding especially when, at end of term services, the children display their skills and knowledge of the Christian faith tackling the Easter and Christmas stories with great aptitude to a very full church audience!



The ministry team have a very positive and active engagement with the schools which we recognise needs to translate into further church engagement for the young people. Caistor Grammar School also engages with the church proactively and uses the church building on a regular basis throughout the year with the Clergy invited to participate and support main school services. There are also opportunities to attend teaching events in the Grammar school such as multi-faith teaching sessions. There is less engagement currently with Caistor Yarborough Academy although there is scope to develop mission and ministry to young people and it is recognised that this is a weak area at present .

## TOT'S TIME

Tot's time is a monthly activity for pre-school children to explore, have fun and share some time together. Hearing bible stories, learning games and experience music together, this small group is lively and provides an excellent relationship with the church for the children most of whom go on to the Church primary school in Caistor where we continue to see them on a weekly basis supporting them throughout their early years and beyond. This is a very valuable group that can be developed and further flourish and has made valuable links with the child minders working in the Caistor area. We have made many links for Baptisms and Weddings through this group



# Caistor

## WORSHIP & DISCIPLESHIP

Caistor church serves the town and surrounding farms and villages offering traditional, Anglican worship and discipleship. It has a strong Eucharistic tradition at most Sunday acts of worship, although latterly is welcoming services of the word as lay ministry is now being actively encouraged. Whilst Caistor would like to maintain this traditional model of worship, it also recognises the need to enhance and sustain new ways of working and is welcoming of opportunities to express faith in ways that will enrich and deepen our faith and worship together as Christians.

Recently we have introduced a service of 'healing and wholeness' which has been well attended and well received and continues to fulfil the pastoral ethos of sharing and experiencing the healing and compassion of Christ. We are keen to continue and further develop this ministry

### MIDWEEK SERVICE

A midweek devotional service of Morning Prayer has been provided and is particularly popular for those who live alone or wish fellowship during the week, this also provides a prayerful presence in the church where visitors and others can join.



### FESTIVAL SERVICES

The community greatly values the seasonal festivals, and the church remains a key part of those moments in the life of many. Christingle services signal 'Christmas' for many young and old and congregation numbers are often well over 400. The more traditional nine lessons and carols hold a similar enthusiasm. The church has for many years held a Christmas tree festival and the community enthusiastically sponsor the trees around the church a magnificent sight and one that draws many to the services.

As a community we also commemorate the challenges of life together and the church continues to play a key role in those times, seasons and events. Our remembrance service and parade are greatly respected and valued with attendance well over 500 in the church and many more at the cenotaph service.





# Caistor

## RETREAT OPPORTUNITIES

We have some very beautiful churches across our benefice which, often due their rural nature, are very conducive to offering quiet retreats such as here at Caistor and Rothwell, where we can take time to find the peace of God amongst the noise of a busy world. Guided retreats have been very valuable and popular to enable people to explore God's presence through quiet and prayer and this is something we would like to continue and to further develop as an important part of the worship we offer.



## PASTORAL CARE

Pastoral care is very important to us as a church family. Whilst we welcome and are encouraged by all who come to our church buildings, we are conscious that Christ's ministry is in the community amongst the people and there are many who are unable, for various reasons to attend the churches. There is opportunity, and the need, for a significant amount of pastoral visiting across the Benefice and particularly in Caistor. This includes the provision of home communion for the housebound. We would like to develop a pastoral visiting team to ensure that those who are frailer in our communities can still receive the love and compassion of Christ on a regular basis. For example, Glebe House is a community mental Health unit in Caistor where the current SSM takes a service monthly and provides home communion to some residents. There is an excellent relationship with the home, and we have supported their social activities. Seasonal services are provided in the home to ensure the noting of the seasons for the residents such as harvest, Easter and Christmas. Over the years some of the residents, have become regular worshippers and are part of the Sunday congregation. This remains a valuable part of the pastoral ministry of the church. We also have a local residential care home for the elderly. Previously, Caistor church members provided a monthly service in the home as well as regular pastoral visiting and communion.



## MUSICAL EVENTS

Caistor Church has a history of musical excellence not only in worship but as a community venue for concerts and musical events held within the church. Visiting choirs and the Caistor and District Male voice choir use the church regularly as a venue. Greater use of the building as a venue is something that could be considered more in the future.



**We would see pastoral ministry and care as vital to our future.**



# Our Parishes

## ALL SAINTS CHURCH, GRASBY

Grasby is an affluent and attractive small village 3 miles north-west of Caistor, on a south-facing slope of the Lincolnshire Wolds, a designated Area of Outstanding Natural Beauty. The population of the civil parish (including Clixby) taken at the 2021 census was 427. The 13th-century parish church lies opposite the village primary school. In earlier times the vicar of Grasby was Rev Charles Tennyson Turner, brother of the poet Alfred Lord Tennyson.

There have been good links between the church and Grasby All Saints Church of England Primary School for many years and everyone is keen to see that continue. One of our PCC members is a School Governor and the school is an important part of the village community, with the staff of the school are committed to providing the very best for their pupils.

*"We are proud to be a Church School and we both welcome and celebrate diversity. We live by our Christian values of Respect, Friendship, Perseverance, Responsibility, Kindness and Courage."*



The local clergy have been warmly welcomed to take the act of Collective Worship and their visits have been much appreciated by staff and pupils alike.

Given the situation in some other parts of the country, a new Incumbent may well find it gratifying that their presence in school will be valued so much.

Collective Worship is held in the church in the late morning as often as possible, effectively daily. Since last year a local team of five has been using Open the Book materials provided by the Bible Society to support collective worship at Grasby and Caistor Primary Schools on a monthly basis. It is an ecumenical initiative: currently three members of Caistor Methodist Church and two people from the Springs Fellowship.



We are fortunate to have people who are willing and able to contribute their time and energy to the running of the church and its activities. We have people who are willing to read lessons, to prepare the church for services and to decorate it with flowers. There is a cleaning rota made up entirely of volunteers, which has worked well for a number of years. We have a capable and competent Treasurer and our Secretary is efficient and hard-working behind the scenes, in the absence of a Churchwarden.

It is pleasing to mention that there is a general attitude of goodwill towards the church in Grasby.

There are monthly Coffee Mornings which are well attended. We have several people who do not attend services regularly but, nevertheless, generously open their homes to host a Coffee Morning. The money raised is usually split 50 – 50, shared between the PCC and a charity nominated by the host.

More generally, the PCC helps Harbour Place, a charity in Grimsby which supports rough sleepers and homeless people throughout North East Lincolnshire. Donations are also sent to Christian Aid.

Grasby has a well-supported Village Hall which is in use several times a week. Beavers, Cubs and Scouts meet once a week during school term times; such is the popularity of the groups that there are waiting lists.

An active Toddler group is well-attended and the parents and carers hold occasional fund-raising Coffee Mornings for charities, such as Macmillan Cancer Support.

A new Incumbent might wish to explore the possibility of building links with the Toddler group and strengthening the contact with the Primary School, perhaps through the provision of Messy Church or All Age Worship.

Grasby churchyard is closed and has been maintained by the Parish council for a number of years. The parish cemetery is in Front Street. The PCC pays for the grass cutting in the cemetery and is responsible for its upkeep. Somewhat unusually, the cemetery belongs to the PCC rather than the Parish Council.

# Our Parishes

## ST NICHOLAS SEARBY CUM OWMBY

The Church is in a picturesque setting; being situated on a mound within the village of Searby. The Church was built in 1832 on the foundations of the original Saxon church which was damaged by fire. In the floor of the nave is a stone coffin lid containing a Latin inscription to a former vicar who died in 1441. There have been 6<sup>th</sup> Century Anglo-Saxon remains found in Searby, for example a medieval girdle hanger (see photo below).



The interior is notable for the woodcarving of the Reverend Townsend, vicar from 1845 to 1889. His work included the pews with carvings on their ends depicting the tribes of Israel and the Apostles. The altar rails are decorated with vine leaves and wheat, the chancel screen and pulpit attached to and extending from the screen. The organ was built by F. Cousans of Lincoln and first played on Queen Victoria's Golden Jubilee in 1887.

Five bells hang in the tower on a timber frame. It is understood that the timber in the belfry was reclaimed from ships returning from the Napoleonic Wars. The bells are rung using a device called the Ellacombe Apparatus which was developed in 1821 by the Reverend Henry Thomas Ellacombe of Gloucestershire enabling one person to ring all five bells.

It is a low maintenance building which is well maintained by members of the parish who are very proud of their church:

- A small team of volunteers maintain the church grounds. In June 2023 the team carried out a survey of the grounds and identified 51 different species of plants. We have no-mow periods during the year to encourage wild flowers and grasses.
- A rota of people who place flowers and clean the church each month throughout the year which continues even though the Church is now registered as a Festival Church
- A rota for reading lessons
- The Clock and Chimes are wound every week

It is used for weddings, baptisms, and funerals and the venue for the Parish Meeting held every 6 months. It is one of the few churches which is always open and is visited by many walkers who come through the village walking on the Viking Way. Recent comments recorded in the Visitor Book includes beautiful peaceful church; beautifully maintained and elegant; gorgeous church; so happy it was open; beautifully welcoming church lovely feel.



The festival services, Easter, Harvest, Carol and Christmas, are well supported. Money raised at the Harvest Festival from a sale of local produce supports local charities such as We Are One (for those facing food poverty), St. Andrews Hospice and Rock Foundation (adults with additional needs).

We participate in the annual West Lindsey Open Churches Festival which takes place over a weekend in May. Volunteers from the parish act as stewards throughout the weekend and assist the many visitors with information about the church. It is also an opportunity to raise funds from the sale of local produce. Other fundraising events for the church are regular coffee mornings and community BBQ's hosted by parishioners.

With support from the local community through donations, fundraising and regular maintenance, the PCC is able to manage its finances. We have 2 Churchwardens and a Treasurer.



# Our Parishes

## ST NICHOLAS CABOURNE

Cabourne is a large rural parish. There are 16 houses in the village and about 8 on the periphery. It straddles the A46 and so offers excellent road links.

The congregation is one that travels in due to strong connections in the local area and we offer one Communion service a month led currently by a retired priest .

St Nicholas is Grade II listed and the tower has Saxon foundations which have been studied by Professor John Potter of Reading University. The building is in good repair with the roof being retiled along with other essential repairs undertaken with the last 10 years. In 2024 a new oak door was fitted to the tower which has aided in making it weatherproof. The Church is also wheelchair and mobility scooter accessible.

There are two silver chalices one dates to the reign of Edward VII in 1547 and was part of an royal decree that all parishes be presented with a communion cup. It is now kept in the Cathedral Treasury but is used during festival services.

Our mission and outreach is born out through connections with Lincolnshire Churches ride and stride , West Lindsey Open Churches network, and in the past we have held an Art Exhibition. Following the Harvest service we donate our offerings to the local hospice.



## HOLY TRINITY, SWALLOW

The village of Swallow is a small friendly hamlet with a population of 164. Holy Trinity is a festival church that was started in the Norman period, but after numerous extensions and improvements over the next five centuries went into something of a decline until it was restored by the Victorians.

The font and the base of the tower are of the earliest period, while piscina is somewhat later, but most of what you can see belongs to the nineteenth century restoration including some rather nice stained glass in the west and south windows and a couple of memorial plaques. The War Memorial is in the churchyard and commemorates three villagers who lost their lives during WWI.

We hold services at Easter, Remembrance and Advent and have traditionally held a joint Harvest Supper following a service with the Village and we aspire to build on these links. Our future aspirations are to obtain a grant for kitchen and toilet facilities to make our building more accessible to the community and parishioners.



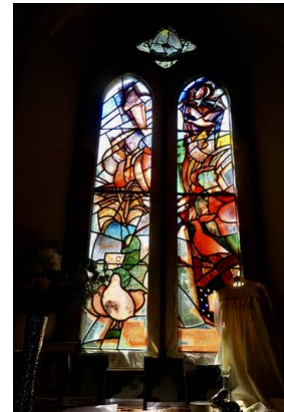
# Our Parishes

## ST MARY'S ROTHWELL

Our wonderful little church is dedicated to Saint Mary Magdalen. Major parts of the church date from the Norman period and the Anglican parish register dates from 1562. There are nine rich Norman arches in the nave; the tower was originally Saxon.

The church was repaired and enlarged in 1849 and currently seats 140.

Rothwell is classed as Festival Church and services are held at key points in the year – Harvest Festival, Hymns and Pimms, Remembrance Day Service, Christingle etc. We open the Church as part of the West Lindsey Open Churches Festival and we have hosted fundraising concerts by string quartets and had teddy bears parachuting from the tower in recent times. The Church is well supported by the local community and the Joseph Nickerson Trust have been instrumental in supporting with funds for building fabric repair and grass cutting. The Church is a popular destination for ramblers in the area.



## ST NICHOLAS CUXWOLD

This tiny ironstone church dedicated to St Nicholas is prettily set on rising ground. The lower part of the tower is 11th century and the church has a Norman font and original Norman arch opening to the nave. The main restoration to the church was carried out in 1860 by James Fowler. It's easy to criticise Fowler nowadays for having, at times, been less than sympathetic and lacking in care when it comes to preserving original features, but some have remained in the church including a surviving 15th century window and a Norman drum font. Which was found under the floor in 1872.

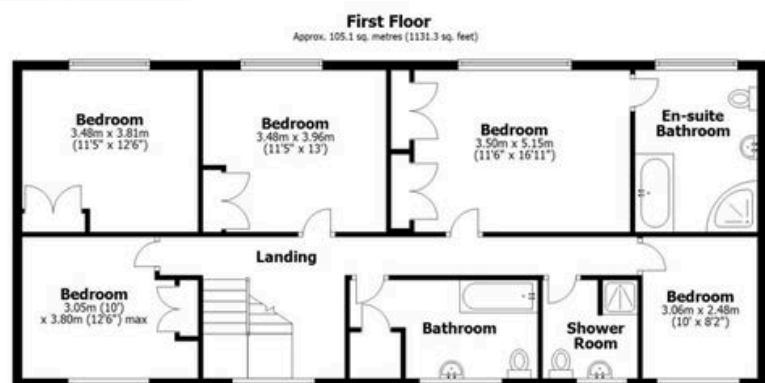
There are also two 12th century grave markers against the east wall. There is also a monument to the Thorold family dated around 1810. The Thorold family also commissioned the building of Cuxwold Hall in 1861.



# The Rectory

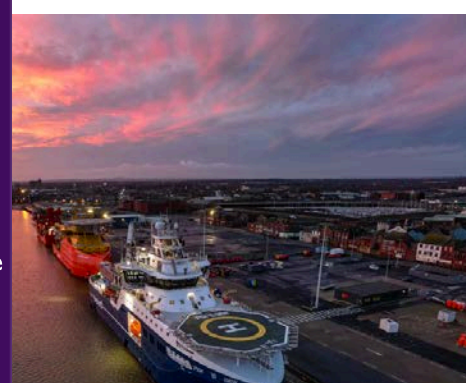
## Your Family Home

- Well appointed 5 bedroom Vicarage
- 1 family and 2 ensuite bathrooms
- Separate family accommodation
- Double Garage
- Part of Diocesan net zero carbon initiative (Solar Panels installed)
- Gas Powered central Heating
- Intruder Alarm
- Based in a Market Town with excellent road links, schools and local amenities
- Fully maintained property
- Dedicated diocesan property team



Total area: approx. 245.8 sq. metres (2645.5 sq. feet)





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