St Matthew, Sutton Bridge with St Mary the Virgin, Tydd St Mary Lincolnshire
Incumbent of St Matthew’s Sutton Bridge with Tydd St Mary
and Deanery Lay Training Officer

This post combines being the incumbent of two distinct communities that lie on the Lincolnshire/Cambridgeshire/Norfolk border with the newly created role of Deanery Lay Training Officer for the deanery of Elloe East.

We invite applications from priests with an enthusiasm for rural ministry, who want to see the church making a real difference in an area of distinct social need, and who have a heart for the nurturing of lay vocations and proven skills in Adult Education.

This post would suit a priest who wants to embed themselves in a very ‘real’ parish but who, might be looking in the future, to develop a role as a lay training adviser or vocations officer.

An enhanced DBS check is required and will need to be in place prior to the appointment.

Full expenses of office will be reimbursed. It is expected that the priest will take their regular weekly day off as well as their annual holiday entitlement. The importance of study leave, Spiritual Direction and an annual retreat is recognised. They will be encouraged to use this provision to enhance their ministry and our own.

For further information or an informal conversation about this post please contact:
The Ven Justine Allain Chapman (Archdeacon of Boston) – archdeacon.boston@lincoln.snglican.org
Tel - 01522 504039
or Rev’d Rosamund Seal (Rural Dean of Elloe East) – rosamund.seal@btinternet.com
Tel – 01406 424989

Closing Date: Friday 31st May 2019

Interview Date: Tuesday 18th June in Lincoln – time tbc, plus an informal tour of the benefice and a shared lunch on Monday 17th June – details tbc.
Job Specification/Personal Profile

This post represents a wonderful opportunity to join the deanery of Elloe East at a time of renewed optimism and hope for the future and to help contribute to shaping the future of both the benefice and the deanery. Though both churches have traditionally been part of the Central Anglican tradition, and would want someone who is happy to continue to use Common Worship, churchmanship is far less important than getting the right priest with the right gifts for the job.

There are significant challenges here. Some families have lived here for generations, some older people have retired here because of the relatively low cost of housing. There is a lot of social housing, a high number of single parent families, a number of migrant workers working in the food processing industries and significantly low aspirations among many of its young people.

This is a job for a mission-focused parish priest with a real opportunity to make a difference and with considerable scope for development. The post will particularly suit someone who is keen to develop their lay training skills, perhaps with a view to becoming a lay training officer or a vocations advisor, but who needs to have more parish experience first.

We are looking for a person of prayer who will:
- Inspire us to be servants of God in our communities.
- Communicate well with people of all ages and backgrounds.
- Make themselves known in the community.
- Lead, enable and encourage us to develop a vision for our future.
- Encourage people to be actively involved in church life.
- Discern and develop the gifts of our lay people for active roles in the life of the churches.
- Value the diversity in our congregations.
- Respond to the particular needs of our communities and understand the different needs of the two parishes
- Enjoy working with disadvantaged communities.
- Enjoy a variety of worship - traditional, modern and informal.
- Have good organisational and IT skills.

......... and who has a sense of humour!

And, who, as our Deanery Lay Training Officer has:
- An enthusiasm for identifying, supporting and encouraging lay people in their ministry.
- Proven experience of adult education and facilitation skills.

What we can offer:
- A warm and friendly welcome.
- A willing bunch of lay people who enthusiastically organize regular activities and events.
- Congregations who value tradition and a regular Eucharist but are open to new initiatives.
- Many gifts which need to be encouraged and developed.
- Church buildings which are open every day.
- Healthy church finances and a willingness to pay our parish share in full.
- A willingness to ‘soldier on’.
- An understanding of the need to consider new initiatives.
- Full administrative support at a deanery level
We will support our new priest by:

- Welcoming you into our church families.
- Supporting you and ministering alongside you whenever we can.
- Supporting your days off and holidays.
- Organising the fund-raising and social events so that you don’t have to.
- Holding you in our prayers.
- Offering a supportive deanery that shares its gifts and enthusiasms.

Responsibility for Lay Training

Over the last 13 years, the deanery of Elloe East has been proactive in using diocesan courses to train Authorised Lay Ministers using local tutors. This has resulted in lay people working with those from other parishes and sharing experiences, and in some cases continuing to work together after they have been authorised and it has contributed significantly to forming good working relationships between parishes. We currently have about 25 active Authorised Lay Ministers in the deanery covering nearly all the parishes, some of whom regularly lead non-eucharistic worship, lead worship in care homes, lead study groups, provide pastoral care and take collective worship in schools.

For many years the Rural Dean took responsibility for nurturing and training these lay ministers, but sadly no longer has the time for this, and with new clergy joining the deanery in recent years we have decided to revisit how we nurture and train another tranche of lay ministers and provide continuing training for those we already have.

Our desire to do this has coincided with the appointment of a new Warden of Lay Ministry - Dr Sally Buck - and she is currently reviewing the provision of lay training and bringing in updated courses. We have therefore agreed that alongside their parish responsibilities, the new incumbent will give the equivalent of one day a week as our Deanery Lay Training Officer.

We envisage the responsibilities for this will involve the following

- Liaising with the Warden of Lay Ministry and being her point of contact with the deanery.
- Helping the deanery identify, train and nurture existing and new ALMs.
- To enable the facilitation of training courses and develop a rolling program of foundation training and workshops, using resources provided by the diocese.
- Provide bespoke training events for lay people in areas of identified need.
- In conjunction with the Diocesan Safeguarding team to train as our local safeguarding training officer.
- Anything else that you can contribute that will maximise the use of your skills.

Accommodation.

The Vicarage is situated in the centre of Sutton Bridge, 200yds from the church. There is a garden in front with parking spaces and garage to the side and an attractive large enclosed rear garden with sheds. The house has an entrance porch and hallway, a large lounge with patio doors leading to the rear garden. Off the hallway there is also a downstairs cloakroom, a study, a dining room and a kitchen which leads to a utility room and outside toilet. Upstairs are 4 bedrooms, a box room/nursery and a separate toilet and bathroom. The property is fitted with a comprehensive alarm system.
Introduction to the area.

The parishes of Sutton Bridge and Tydd St Mary are in the south-east corner of Lincolnshire in the district of South Holland. The area is largely reclaimed from the sea, flat and criss-crossed with a network of drainage channels, dykes and roads. Sutton Bridge and Tydd St Mary are located on the border with Norfolk to the East and Cambridgeshire to the South.

The wide horizons offer both spectacular sunsets and sunrises. A huge variety of food crops, bulbs and flowers are grown in the fertile fields. There is plenty of wildlife in the fields and waterways, and the dykes and the marshlands of The Wash are a bird watcher’s paradise. The flat landscape makes cycling easy and there are lovely walks (with or without a dog) out on the marshes which are peaceful and soul-restoring.

There are many surrounding historic sites, towns and villages. Spalding is the principal town in the district with many Georgian houses, shops and a market. Tree-lined footpaths follow the River Welland and a water taxi boat runs between the river and Springfields Shopping Outlet on the edge of the town. The sea coast, including the lovely resorts of North Norfolk, is within easy reach in 30 minutes or so by car.

The communities are largely rural and there is little unemployment, though much of the work is low paid. Some are employed in farming and the large number of food processing industries in the area, whilst other people commute to the surrounding larger towns. Many of the newcomers, who are retired, come from the south chiefly because the housing is more affordable and they have found a warm welcome from the people of the Fens. As an area previously renowned for growing tulips, there are a number of spectacular and very well-supported church flower festivals in the South Holland area.

Local Facilities and Communications
Long Sutton 3 miles
Wisbech 9 miles
King’s Lynn 9 miles
Holbeach 10 miles
Spalding 18 miles
Boston 24 miles
Peterborough 30 miles
Lincoln 52 miles
Cambridge 55 miles
Norwich 60 miles

Medical Care: The Suttons Medical Group has Health Centres in Sutton Bridge and in the adjacent market town of Long Sutton. There are chemists in Long Sutton and Sutton Bridge. The Health Centres
also have pharmacies for patients who do not have easy access to the dispensing chemists.

NHS hospitals are the Queen Elizabeth in King's Lynn, the Pilgrim Hospital in Boston, Johnson Community Hospital in Spalding, Peterborough City Hospital and the Fitzwilliam in Peterborough - all within easy reach. In Wisbech there is the North Cambridgeshire Hospital, a satellite of the Queen Elizabeth Hospital, and in Holbeach there is a Cottage Hospital offering hospice and respite care as well as long term care for the elderly.

**Education:** Westmere Community Primary school in Sutton Bridge (Ofsted rated Good) has 200 pupils and Tydd St Mary Church of England Aided School (Ofsted rated Outstanding) has 100 pupils. Lincolnshire still maintains a selective system at 11+ and pupils travel into Spalding Grammar School (for boys) and Spalding High School (for girls). Other local Secondary Schools are the Spalding Academy in Spalding, the Peele Community College in Long Sutton, the University of Lincoln Academy in Holbeach. Some pupils from Sutton Bridge also attend the comprehensive St Clements High School in Terrington St Clement, Norfolk (9 miles). There is also an independent fee-paying Grammar School in Wisbech, catering for children up to age 18 with an infant section for age 4+.

**Communications:** Apart from the A17, which by-passes Sutton Bridge, the roads are largely rural and used by agricultural, domestic and an increasing amount of commercial traffic serving the local food producing industry.

Rail connections to London and the Midlands are from King’s Lynn, Spalding and Peterborough. The journey to King’s Cross takes 55 minutes from Peterborough and 1 hour 50 minutes from Kings Lynn. Local bus services run regularly between Spalding and King’s Lynn. There is also a bus service to Wisbech and from Wisbech on to Peterborough.

The city centres of Peterborough, Lincoln, Cambridge and Norwich are within reach by road. There are good shopping areas in Spalding, Boston and King's Lynn. For more immediate needs, Long Sutton provides a range of shops, banking, dentistry, a library and a Friday market.
Sutton Bridge

Sutton Bridge likes to think of itself as a small town and is the first community to be reached in Lincolnshire when approaching from the south-east along the A17 trunk road. Wingland is the small rural part of the parish that lies on the eastern side of the historical swing bridge spanning the River Nene. The population is growing and currently stands at 4,100. There is a thriving modern 62 acre dry cargo port and warehouse facility alongside the Nene and also a marina. There are food processing industries, haulage companies, light engineering works, horticulture and farming here. There is a power station located on the east bank and control facilities for the South Holland Main Drain, which empties into the River Nene. There are a wealth of associations and sporting clubs with their associated facilities. The town has a pharmacy, post office, shops, garage, inns and restaurants. There is a residential home for the elderly (Nene Lodge), and a modern Health Centre that serves Sutton Bridge and the surrounding area.

The Curlew Centre is a newly built community hall which provides accommodation for the Parish Council plus outreach facilities for the police, the CAB and a library, plus a range of social and sporting clubs and also a Sunday afternoon outreach group from Kings Lynn Christian Fellowship. There was briefly a youth club operating from the Curlew Centre but there are now plans for a purpose built facility. There are several local associations including the Nene Men’s Group and the St Matthew’s Community Centre Befrienders Group. The parish hosts one night of the northern leg of the Walsingham Student Cross in Holy Week at the Centre, where they are offered fish and chips and may camp overnight. There is a short service for them the following morning.

Westmere Community Primary School, part of the Griffin Foundation which also includes two small rural schools, was rated Good by Ofsted in 2015. It describes its children as ‘some of the most fantastic you could ever wish to meet, full of enthusiasm and with a true love of learning.’ The school focuses on experiential learning due to the limited experiences many of the children have on entry. The previous incumbent was chair of the school governors.

Parts of Sutton Bridge are seriously deprived. Using the Indices of Multiple Deprivation, based on economic activity, education, parks and open spaces, housing, health, criminal statistics and rural poverty, Sutton Bridge is ranked as the most deprived area within South Holland District, and its rural surrounds ranked twelfth. There are significant numbers of single parent families and a number of larger families. Aspirations among young people are notably low and some have become disaffected and can, at times, be disruptive. There are, however, good relationships with the local police through the local PCSO, who is well known and respected in the community. These circumstances present significant opportunities for ministry.
The Church of St. Matthew’s, Sutton Bridge

St Matthew’s was built in 1841 in Suffolk flint and stone and the 2009 QI indicates that the church is generally in good order and needs only minor works. The heating system has been renewed in recent years and the church is now one of the warmest in the deanery! It has an internal meeting room, the Trinity Room (added in 2006), which has independent heating, a toilet and kitchen facilities and is widely used for community events and church meetings such as: Two fortnightly Bible study groups, a prayer group, a befrienders group for the bereaved run by a qualified counsellor, ‘Matts Mums,’ a weekly parent and toddler group which is very popular, a monthly coffee morning, a monthly Soup Lunch, Lent & Advent lunches and PCC meetings. The church has close ties with the Royal Air Forces Association and RAF Holbeach has a bombing range which is situated in the parish and operates training flights over the Wash and the marshes.

The congregation of St Matthews pride themselves on their fundraising abilities, and holds a number of very successful social and fundraising activities which are well supported by the local community. These include a Spring and Autumn Fair, a Flower Festival in July, an Arts Exhibition over the August bank holiday, plus teas and lunches which are much appreciated by the local community and bring in significant funds.

A Food Bank was established in the church by the last incumbent which is staffed and run by an enthusiastic team of volunteers from both the churches in the benefice and the community. It opens twice a week for 2 hours.

St Matthew’s Church is very much valued by the local community. The high number of pastoral offices is an indication of the respect that the local community have for their church – even though they may not attend Sunday worship. The excellent support they give to fundraising events shows their willingness for the church to be ‘kept going’.

There is a small environmental group that is looking at ways of developing the diversity of wildlife in the churchyard and has installed swift boxes in the tower with a grant from the local power station. They have set up a nature watch group which involves people from both the congregation and the community.

St Matthews has always paid the Parish Share in full on a regular basis and are in a financially sound position. The church is supported by generous grants from a local charity, The Mary Bass Trust, towards any major building works.
St Matthew’s hopes for the future:

- To redress the age balance in the congregation by encouraging more of the village into the church, especially younger members with their children
- To further develop the relationship with the local primary school
- To ensure a regular income
- To develop a pastoral visiting scheme
- To move forward and not get left behind

Tydd St Mary

Tydd St. Mary is 14 miles east of Spalding, 7 miles north of Wisbech, Cambridgeshire and 4 miles southwest of Sutton Bridge and has a population of around 1100. The parish is rural and includes a large part of the hamlet of Tydd Gote which lies approximately one mile to the south. There is a new estate in the village whose occupants are slowly being absorbed into the community, with children at the local schools and many joining church services for major festivals.

The village is proud of its heritage; it is mentioned in the Domesday Book and has a claim to having had Pope Adrian IX as a former incumbent. The village layout is based on a loose square about half a mile across with feeder roads adding to its curtilage.

Tydd St Mary has a church school which was rated Outstanding by Ofsted in 2016, a playgroup, a village hall, a playing field with an active football club and committee, a well stocked village shop, a florist and a pub. A Friendship Club for the elderly meets fortnightly in the village hall.

Tydd Gote has a shop with a sub-Post Office, a popular Indian restaurant and a small playing field. Tydd Gote is also home to the Fenland Community Church, with whom the previous incumbent had a good working relationship, that draws in people from a wide area.

There is an 18 hole golf course just over two miles away at Tydd St Giles with a clubhouse and restaurant and which also has a swimming pool and a 9 hole golf course at Sutton Bridge. There is also a local angling club.
The Church of St Mary The Virgin, Tydd St Mary

The Parish Church of St. Mary The Virgin is built on the site of an earlier Saxon church. The main part of the church dates from 1330-1500. A toilet with facilities for the disabled, and a kitchen have been installed, and more recently a new central heating system. There are 6 good bells in the tower which are only used when outside ringers attend. There is an active altar guild of women who maintain and renew the church furnishings, organise flowers, decorations and refreshments. An active body of people from the village and the church maintain the churchyard and a parish magazine covers the parish and contains news from St Matthews.

The church hosts a brass band concert every year at the beginning of December for which the altar guild provides homemade soup and mince pies. The popular village carol service, at which the congregation selects the carols, is held casually round the organ and is again followed by homemade soup and mince pies.

The church is in a very sound financial situation having benefited from a significant legacy a few years ago and another in 2017 and prides itself on always paying its Parish Share in full. The 2016 Quinquennial reported that the church is generally in good order and plans are currently underway for repairs to be carried out, starting in 2018.

We consider ourselves a growing church having increased our average Sunday attendance from 14 to 24 in the last 4 years, including a good handful of children who attend regularly and whom we try to cater for in our worship. From the beginning of 2018 we have been offering an All-Age Worship service on the first Sunday of the month.

The Church of England aided primary school (100 children), with whom we have an excellent relationship, uses the church for curriculum based visits, and for large school events as well as services, and, unusually for many schools, the school children are fully involved in Sunday worship on Mothering Sunday, Harvest and Christingle. The previous incumbent was on the board of governors.

St Mary’s is taking part in the Bats in Churches project for which lottery funding has been obtained and hopes to involve the school and the local community in learning about the bats and the church.
St Mary’s hopes for the future:
- To continue to attract young families and non-churchgoers in order to redress the age balance of the congregation.
- To develop ideas for special services, such as family services with participation from the children.
- To develop study, prayer and fellowship groups during the week.
- To maintain close links with the village school.
- To keep our senior members happy.
- To think of ways to bring the community together as we are fortunate not to have to fund raise.

Statistics for 2017 & 2018

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<thead>
<tr>
<th></th>
<th>St Matthew’s</th>
<th>St Mary’s</th>
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<tbody>
<tr>
<td>Churchwardens</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Authorised Lay Minister</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Choir</td>
<td>small adult RSCM choir</td>
<td>none</td>
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<tr>
<td>Organist</td>
<td>2</td>
<td>1</td>
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For many years Tydd St Mary has had the benefit of a lay reader who now has PTO and continues to contribute to worship when he can.
Current Vacancy Worship Pattern

<table>
<thead>
<tr>
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<th>St Matthew’s</th>
<th>Time</th>
<th>St Mary’s</th>
<th>Time</th>
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</thead>
<tbody>
<tr>
<td><strong>1st Sunday</strong></td>
<td>Morning Praise</td>
<td>9.30 am</td>
<td>All-Age Worship</td>
<td>11.00 am</td>
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<tr>
<td></td>
<td><em>Preceded by Breakfast at 8.30</em></td>
<td></td>
<td><em>Often lay led during vacancy</em></td>
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<td></td>
<td></td>
<td></td>
<td><em>Preceded by refreshments</em></td>
<td></td>
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<tr>
<td><strong>2nd Sunday</strong></td>
<td>Sung Eucharist (CW order 1)</td>
<td>9.30 am</td>
<td>Sung Eucharist (CW order 1)</td>
<td>11.00 am</td>
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<td></td>
<td></td>
<td></td>
<td><em>Preceded by refreshments</em></td>
<td></td>
</tr>
<tr>
<td><strong>3rd Sunday</strong></td>
<td>Sung Eucharist (CW order 1)</td>
<td>9.30 am</td>
<td>Morning Prayer</td>
<td>11.00 am</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td><em>(lay led during vacancy)</em></td>
<td></td>
</tr>
<tr>
<td><strong>4th Sunday</strong></td>
<td>Sung Eucharist (CW order 1)</td>
<td>9.30 am</td>
<td>Sung Eucharist (CW order 1)</td>
<td>11.00 am</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td><em>Preceded by refreshments</em></td>
<td></td>
</tr>
<tr>
<td><strong>Thursdays</strong></td>
<td>Said Communion (CW order 1)</td>
<td>9.30 am</td>
<td></td>
<td></td>
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<tr>
<td><strong>5th Sunday</strong></td>
<td>Joint service alternating between the churches</td>
<td>10.30am</td>
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There is a service in the Curlew Centre in Sutton Bridge at 4pm on Sunday afternoons led by a community church from King’s Lynn.

The Deanery of Elloe East

The Deanery of Elloe East consists of 18 parishes organised into 6 benefices each with its own incumbent. It is currently staffed by 4 full-time stipendiary clergy, (though one is due to retire in March 2019) and one recently appointed House for Duty priest. We also have the support of two (OLM) locally ordained priests, one of whom works part time as a hospital chaplain and a full time curate, based at Holbeach who is currently in her third year. There are three Readers (two of whom have PTO) and two active retired priests with PTO. The Vicar of Holbeach is also the Rural Dean. The clergy chapter meet monthly (except in August) for mutual support, creative thinking and to feedback and discuss diocesan initiatives.

The deanery has undergone considerable changes in personnel since 2013 and is beginning to think of ways to develop a new pattern of working together. The Rural Dean would very much like to encourage the deanery to build on the good relationships already in place and to work more closely together. Any new incumbent will be invited to take a full part in how we plan and implement this.

15 parishes in the deanery (including this benefice) have obtained funding towards administrative costs from a local charitable trust and a Deanery Administrator was appointed in February 2019 on a 16 hour a week contract working Monday – Thursday from 9.00-1.00 from an accessible office based in the building use by Holbeach Parish Council. The administrator is responsible for booking in all baptisms, weddings and funerals and ensuring that churches and clergy have all the information they need. She has developed a google diary for each benefice and will be able to do printing, prepare pew sheets and send out bulk mailings for the parishes. She is proving just the mix of efficiency and friendliness that we had hoped for and is already making the deanery more efficient, reducing the administrative burden on clergy and freeing up clergy time for more active ministry.
The deanery is currently applying for finding to appoint a Children’s and Youth worker who will also have some responsibilities within the diocese for facilitating the development of work with children and young people and is in the process of setting up a lay team of people to run Open The Book assemblies within our local schools. So lots to look forward to……

The Interim Minister (a curate in her third year) offers the following observations about the benefice:

**St Matthew’s Sutton Bridge**
The mixed churchmanship of St Matthews is understood as being a blessing for the life of the church. There are those who understand mission as meeting the needs of the community and to this end the church runs a very well attended weekly drop in, and a monthly soup lunch plus a small but steady Matts Mums group who enjoy Messy Easter and Christmas activities. A lunch for those who are on their own on Christmas day, is being planned for the first time this year.

There are others who understand the importance of deepening faith. There are two lively bible study groups, one during the day and one in the evening plus a very committed prayer group. There are natural evangelists in the congregation who have recently begun to witness to their faith at Baptism services. There is a strong element of the congregation who pastorally support individuals in their own homes. There are environmentalists who have set up swift boxes in the tower, nurture a wildlife area and for the first time in 2018 have organised a wildlife day.

Then there are the faithful, who support initiatives, attend regularly, even when the type of worship is not their preferred style, sing in the choir, polish the brasses and serve on the PCC, pick up wreaths in the church yard, bring cakes when needed for flower festivals and the Arts Festival. There are those that serve at the altar, welcome at the door and so on.

For a regular congregation of 30 to 32 a great deal is done to enrich the life of the parish and the life of the congregation.

**Tydd St Mary**
There is a deep and supportive commitment to one another with strong links to the local community via for example, the Friendship Group and the running of the village hall.

There is scope to develop a gentle relationship with the small pre-school provision who came into the church for a harvest visit this year and there is a strong tradition of the Church of England primary school in the village coming en masse to Sunday worship on two or three occasions during the year.