ST MATTHEW, SUTTON BRIDGE
LINCOLNSHIRE

ST MATTHEW’S CHURCH SUTTON BRIDGE
Thank you for taking time to look at this particular post within the Diocese of Lincoln, As one of the largest diocese in the country stretching from the Humber estuary in the North to the Wash in the South we are home to a population of just over 1,000,000 people living a variety of different settings from the urban centres of Grimsby and Cleethorpes and Scunthorpe, the City of Lincoln, the market towns, the coastal strip, the new housing developments and the many, many small villages which mark our landscape. All are equally important to us, and all we are seeking to serve in making known the good news of Jesus that has been entrusted to us.

In preparation for our recent ‘Peer Review’ we put together our diocesan mission and vision statements and summarised our intention as follows ‘Our aim then 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, benefices and mission communities to fulfil, within this framework, their own unique calling to serve in mission the community or communities in which they are set’.

In short we don’t believe in a big top down diocesan master plan. We do believe in supporting and encouraging our parishes to develop their own plans which we will then seek to support and encourage using central diocesan resources as we are able.

To that end we have begun an ambitious programme to try and increase the number of good quality, creative stipendiary clergy in the diocese by almost 50%, and have established a regular pattern of episcopal visitations and MDR to show our support and commitment to those working in parish ministry. We have established the principle that we are a ‘learning diocese’ and are actively creating and investing in ‘learning communities’ according to the different ‘character areas’ we operate in so that we can learn from and support each other. We are committed to the principle of mission action planning and have a small team who can assist parishes with that, and have released some of our historic resources to enable parishes to apply for funding to help them in making those plans a reality, in addition to also using some of those resources to invest in good quality CMD and clergy well-being.

We are not unaware of the challenges we face. The deanery of Elloe East, of which these particular benefices are part, on an average Sunday connects with 1.2% of its total population, but we are committed to ‘having a go’, to sharing what we know to be the good news of Jesus to the different communities we are here to serve, and if that resonates with you, then please read on with all that follows .........
0.5 PRIEST IN CHARGE OF ST MATTHEW’S SUTTON BRIDGE

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 IN THIS PARISH ON THE LINCOLNSHIRE/NORFOLK BORDER.

There is scope, (but no requirement as such) for adding into this post the additional responsibility of becoming the Deanery Lay Training Officer - if this is you, we would like you to have a heart for the nurturing of lay vocations and experience and enjoyment of facilitating Adult Education.

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 Canon Rosamund Seal (Rural Dean of Elloe East) - rosamund.seal@btinternet.com
Tel - 01406 424989

Closing Date: Sunday, February 23, 2020

Parish Visit: Yet to be confirmed

Interview Date: Thursday, March 26, 2020
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. St Matthew’s Sutton Bridge has traditionally been part of the Central Anglican tradition, but has also experienced and enjoyed a less formal and more evangelical worship. Though the parish would like someone who is happy to continue to use Common Worship, churchmanship is far less important to them 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.

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 church.
- Value the diversity in our congregation.
- 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, if they become the 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.
IN RETURN THE PARISH OFFER:

- A warm and friendly welcome.
- A willing bunch of lay people who enthusiastically organize regular activities and events.
- A congregation who value tradition and a regular Eucharist but are open to new initiatives.
- A Church building which is open every day.
- 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 family.
- 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 (OPTIONAL):

Over the last 14 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. She has reviewed the provision of lay training and a new series of foundation and follow up courses are now ready to be rolled out to the deaneries during the course of 2020 ready to train the next tranche of recruits.
Alongside their parish responsibilities, the new incumbent may be willing to give the equivalent of half a 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 the excellent new resources provided by the diocese.
- Provide bespoke training events for lay people in areas of identified need.
- There is also the possibility of developing a role as a local vocations advisor working in partnership with the DDO
- Anything else that you can contribute that will maximise the use of your skills.

ACCOMODATION

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 parish of Sutton Bridge is 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. It is 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.

It is a rural community and with 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

<table>
<thead>
<tr>
<th>Location</th>
<th>Distance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Long Sutton</td>
<td>3 miles</td>
</tr>
<tr>
<td>Wisbech</td>
<td>9 miles</td>
</tr>
<tr>
<td>King’s Lynn</td>
<td>9 miles</td>
</tr>
<tr>
<td>Holbeach</td>
<td>10 miles</td>
</tr>
<tr>
<td>Spalding</td>
<td>18 miles</td>
</tr>
<tr>
<td>Boston</td>
<td>24 miles</td>
</tr>
<tr>
<td>Peterborough</td>
<td>30 miles</td>
</tr>
<tr>
<td>Lincoln</td>
<td>52 miles</td>
</tr>
<tr>
<td>Cambridge</td>
<td>55 miles</td>
</tr>
<tr>
<td>Norwich</td>
<td>60 miles</td>
</tr>
</tbody>
</table>
**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 which is run by a local charitable trust and offers 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 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.

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The swing bridge across the River Nene at Sutton Bridge
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 a 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, Citizens Advice 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.
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, ‘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 and is staffed and run by an enthusiastic team of volunteers from both the churches in the benefice and the community. It is open on a Friday for two 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, until recently, always paid the Parish Share in full, but, with the loss of some generous givers has found this a struggle in recent years. 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


<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electoral Roll</td>
<td>82</td>
<td>87</td>
<td>49</td>
</tr>
<tr>
<td>Usual Sunday attendance</td>
<td>40</td>
<td>31</td>
<td>27</td>
</tr>
<tr>
<td>Baptisms</td>
<td>13</td>
<td>9</td>
<td>3</td>
</tr>
<tr>
<td>Weddings</td>
<td>7</td>
<td>5</td>
<td>8</td>
</tr>
<tr>
<td>Funerals</td>
<td>27 (church)</td>
<td>18 (church)</td>
<td>8 (church)</td>
</tr>
<tr>
<td></td>
<td>11 (crem)</td>
<td>N/A (crem)</td>
<td>N/A (crem)</td>
</tr>
</tbody>
</table>
CURRENT WORSHIP PATTERN DURING THE VACANCY

While Sutton Bridge was combined with Tydd St Mary it held its services at 9.30 so that Tydd could have a service at 11.00. Now it is a stand-alone benefice it is currently trialling a 10.00am service.

<table>
<thead>
<tr>
<th>1st Sunday</th>
<th>10.00 - Morning Praise</th>
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<tbody>
<tr>
<td></td>
<td><em>Preceded by Breakfast at 9.00</em></td>
</tr>
<tr>
<td>2nd Sunday</td>
<td>10.00 - Sung Eucharist (CW order 1)</td>
</tr>
<tr>
<td>3rd Sunday</td>
<td>10.00 - Sung Eucharist (CW order 1)</td>
</tr>
<tr>
<td>4th Sunday</td>
<td>10.00 - Sung Eucharist (CW order 1)</td>
</tr>
<tr>
<td>5th Sunday</td>
<td>10.00 - Sung Eucharist (CW order 1)</td>
</tr>
<tr>
<td>Thursdays</td>
<td>9.30 - Said Communion (CW order 1)</td>
</tr>
</tbody>
</table>

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 3 full-time stipendiary clergy, and a House for Duty priest. We also have the support of one (OLM) locally ordained priest, who works part time as a hospital chaplain. There are three Readers (two of whom have PTO) and three active retired priests with PTO. The Vicar of Holbeach is also the Rural Dean. The clergy chapter meet monthly (except in August) for Morning Prayer, mutual support, creative thinking and to discuss and provide feedback on diocesan initiatives.

The deanery has undergone considerable changes in personnel since 2013 and, building on the good relationships which are already in place, is well underway with re-envisioning the deanery for 2020 and beyond, and is developing a new pattern of working together which we hope that you will want to be part of and contribute to.

We are working towards developing Mission Communities between 2 or 3 groups of benefices with the aim of reducing clergy isolation, sharing our ministry teams (stipendiary and non-stipendiary clergy, readers and authorized lay ministers) and creativity across each Mission Community and to encouraging collaborative working. We are hoping that this will build on the natural relationships that exist between communities. The Elloe Stone, Elloe Fen parishes along with Sutton Bridge have already had discussions about how this might work for them and it is envisaged that this will be well underway by January 2020. Please ask if you would like to see the re-envisioning document - it is a work in progress and being regularly updated.

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 used 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, now that we have an all singing and dancing copier, she can print magazines, orders of service, colour posters and 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 has also been offered a commitment of £20,000 per annum from the local Mary Bass Trust towards the appointment of a Deanery 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 we are hopeful that we will be able to get this appointment set up and running during the course of 2020. In anticipation of this we have already set up and trained a lay team of people to run ‘Open the Book’ assemblies within our local schools. So there is a lot to look forward to……

The 6 benefices in the deanery and the planned Mission Communities are as follows:

<table>
<thead>
<tr>
<th>Benefice</th>
<th>Leader</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Elloe Stone Parishes - Moulton, Moulton Chapel, Whaplode &amp; Holbeach St Johns</td>
<td>Rev’d Gareth Atha - Full time post</td>
</tr>
<tr>
<td>The Elloe Fen Parishes - Whaplode Drove, Gedney Hill, Sutton St Edmund, Sutton St James + Tydd St Mary (from 2020)</td>
<td>Rev’d Mike Ongyerth - House for duty (0.5 post from 2020)</td>
</tr>
<tr>
<td>Sutton Bridge (formerly with Tydd St Mary)</td>
<td>Vacant 0.5 post</td>
</tr>
<tr>
<td>Holbeach</td>
<td>Rev’d Canon Rosamund Seal - full time post &amp; Rural Dean</td>
</tr>
<tr>
<td>The Mid-Elloe group - Gedney, Fleet, Holbeach St Mark &amp; Holbeach Hurn</td>
<td>Vacant 0.5 post</td>
</tr>
<tr>
<td>Long Sutton group - Long Sutton, Lutton &amp; Dawsmere</td>
<td>Rev’d Jonathan Sibley - full time post</td>
</tr>
</tbody>
</table>
AN INTERIM MINISTER (A THIRD YEAR CURATE WHO HAD RESPONSIBILITY FOR THE BENEFICE DURING THE COURSE OF 2018) 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, ran for the first time in 2018.

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.