

The Parish of Louth



**ANNUAL REPORT OF THE
PAROCHIAL CHURCH COUNCIL OF
THE PARISH OF LOUTH FOR 2014**

**Presented to the Annual Parochial Church
Meeting on 30th April 2015**

Contents

The Annual Report

Page 3	Introduction
Page 3	Reference and administrative information
Page 5	Structure, governance and management
Page 6	Objectives and activities
Page 6	Theme 1: Prayer and Worship
Page 7	Theme 2: Growing closer to God
Page 8	Theme 3: Reaching out to all those touched by Christ
Page 8	Theme 4: Making visible God's love for all
Page 8	Theme 5: Resourcing our work
Page 10	Parish Ministry Team: Review of the Mission Plan for 2014
Page 11	Financial review

Annexes to the Annual Report

Page 12	ANNEX A: Report on the work of the DCC of the Parish Church of St. James, Louth
Page 15	St James': Review of the Mission Plan for 2014
Page 16	ANNEX B: Report on the work of the DCC of the Parish Church of St. Martin, Welton le Wold
Page 17	ANNEX C: Report on the work of the DCC of the Parish Church of St. Michael, Louth
Page 18	St. Michael's: Review of the Mission Plan for 2014
Page 19	ANNEX D: Report on the work of the DCC of the Parish Church of St. Andrew, Stewton
Page 20	Stewton: Review of the Mission Plan for 2014
Page 21	ANNEX E: Report on the work of the DCC of the Parish Church of All Saints, South Elkington
Page 22	ANNEX F: Report on the work of the PCC at Trinity Centre
Page 24	Trinity Centre: Review of the Mission Plan for 2014

Introduction

This report concerns the activities of the Church of England within the parish of Louth during 2014. 2014 was a mixed year, seeing continued growth and consolidation following the work of 2013, but also seeing continued change in staffing provision within the Parish's Ministry Team as we welcomed Kate as an Assistant Curate, said farewell to Steve as his temporary appointment as Community Chaplain came to an end, and prepared to welcome Chris as permanent Team Vicar. In 2015 we look forward to seeking Chris contribute to our work – especially in developing networks of Pastoral Care – and welcoming Matt Harbage as he joins the Ministry Team as a further Assistant Curate in July.

The Rev'd Nick Brown, Rector of the Parish of Louth

Reference and administrative information

This is the annual report for the activities of The Parochial Church Council for the Parish of Louth (the 'PCC') for the year from 1st January to 31st December 2014.

The churches and chapels in the parish are:

- The Parish Church of All Saints, South Elkington
- The Parish Church of St. Andrew, Stewton
- The Parish Church of St. James, Westgate, Louth
- The Parish Church of St. Martin, Welton-le-Wold
- The Parish Church of St. Michael, Church Street, Louth
- Trinity Centre, Eastgate, Louth (incorporating the Chapel of Holy Trinity, Louth)

The address for official correspondence for the PCC is: c/o The Deanery Office, 6 Ugate, Louth LN11 9ET.

The bankers to the PCC are: Lloyds Bank, Mercer Row, Louth.

The following people have been members of the PCC during the period being reported:

- Licensed clergy:
- The Reverend Nick Brown
 - The Reverend Steve Johnson (until 10th August 2014)
 - The Reverend Robert Mansfield
 - The Reverend Keith Tomlin
 - The Reverend Lorraine Turner (until licenced as Rector of Legbourne Woldmarsh in April 2014)
 - The Reverend Kate Toogood (from 28th June 2014)
- Readers:
- Dr Paul Hill
 - Mrs Ronnie Partridge
 - Mrs Sylvia Pounds
- Churchwardens:
- Ms Eileen Byrne
 - Mr Jim Cave
 - Mr Charles Dobson
 - Mr Robert Haynes (until 2014 APCM)
 - Mr Brian Luckwell
 - Mrs Dorothy Mansfield
 - Mr John Myers
 - Mrs Kate Roberts (from 2014 APCM)
 - Mr John Troughton
 - Mrs Maria Vincent (**Lay vice-chair from 2014 APCM**)
 - Mr David Wormall
- Deanery Synod:
- Mrs Margaret Anderson (until 2014 APCM)
 - Mr Mike Crosby (from 2014 APCM) (**Treasurer**)
 - Mrs Jill Day
 - Mr Alan Gurbutt (elected, but did not take up office)
 - Mrs Mary Haynes (until 2014 APCM)
 - Dr Paul Hill (from 2014 APCM)
 - Dr Tony Hill (until 2014 APCM) (**Lay vice-chair until 2014 APCM**)
 - Mrs Joyce Leighton
 - Mrs Pru Wormell
- General Synod:
- Mrs Sylvia Pounds

Elected Members: Mrs Margaret Anderson (from 2014 APCM)
Mr Robert Frankum (until 2014 APCM)
Mrs Sylvia Luckwell (from 2014 APCM)
Mrs Pat Neal (until 2014 APCM)
Mrs Jane Rushby
Mrs Kim Thompson
Mr Peter Taylor

Co-opted: Mr Mike Crosby (until 2014 APCM) **(Treasurer)**
Mrs Jennifer Goodwin **(Secretary)**

In the normal course of events the day-to-day activities of the PCC are delegated to the appropriate Churchwardens, DCCs or PCC officers who work alongside the various members of the Ministry Team serving the parish.

Structure, governance and management

The Parochial Church Council of the Parish of Louth is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. The PCC exceeds the limits for exemption from registering with the Charity Commission, and is therefore registered under the name of 'The Parochial Church Council of the Ecclesiastical Parish of Louth' (Charity No. 1132658). The geographical parish which the PCC of the Parish of Louth serves is coterminous with that which is served by the Parish of Louth Team Ministry, which was established by a Scheme made under the Pastoral Measure 1968 in 1974.

The appointment of PCC members is governed by and set out in the Church Representation Rules, under which a scheme has been drawn up for the representation of five districts within the parish. In line with these provisions, membership of the PCC is provided for as follows:

Ex officio members of the PCC:

- All ordained and lay ministers licensed within the parish
- 2 Churchwardens for each of the 5 districts within the Parish
- Representatives to Deanery Synod (the maximum number is decided by Diocesan Synod)
- Any member of Diocesan Synod or the General Synod entitled to be a member

Elected members of the PCC:

- One member per hundred electors (or part thereof) within each district

Co-opted members of the PCC:

- The PCC is entitled to co-opt additional members up to one fifth of the number of elected members.

On appointment/election, members of the PCC are informed of their status as charity trustees and the broad remit of their responsibilities both under church and charity law. PCC members are informed, via the PCC Secretary, of training opportunities provided by the diocese.

As is legally required, the PCC has a Standing Committee that comprises the Rector, two Parish Wardens (elected by, and from among, the churchwardens), the lay vice-chair of the PCC, the secretary of the PCC, the treasurer of the PCC, and three ordinary members of the PCC (elected by the PCC). The Standing Committee has the power to transact business on behalf of the PCC between its meetings. In addition to the Standing Committee the following groups have powers delegated to them as described:

District Church Councils for each of the five parish churches have powers delegated under a scheme established in 1995 and are responsible, through their Churchwardens and PCC representatives, to the PCC for the life of the church in the districts for which they are responsible. Their activities are outlined in the individual reports for each District that are attached as annexes to this report.

Trinity Centre Sub-committee, established by resolution of the PCC in 2011, which is responsible for the maintenance of the building and provision of ecclesiastical services in Trinity Centre that were formerly the responsibility of the Holy Trinity District Church Council. It also manages the separate funds of the various community outreach programmes.

Finance Sub-committee, established by resolution of the PCC in 2011, to identify and implement the changes to reporting made necessary by the change from exempted to registered charitable status. After a deal of work at enabling the consolidation of accounts during 2012 there has been less work for this group in 2013, particularly given the uncertain direction of overall financial strategy within the Diocese as a whole. Now that this is becoming clearer the group plans to meet again to consider how we may best respond to the significant changes that are likely to take place in the way the mission and ministry of the Church is funded locally.

Discipleship Sub-committee, established by resolution of the PCC in 2011, to identify ways in which people might be encouraged to explore their faith in more depth and recommend possible developments to the PCC/Ministry Team. This committee met to discuss and agree an outline programme of activities and to discuss the possibility of a Baptism Partner Scheme. Both of these have subsequently been taken forward.

Objectives and activities

The primary object of the PCC is 'the promotion of the Gospel of our Lord Jesus Christ according to the doctrines and practices of the Church of England'. In doing so it 'co-operates with the minister in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical'.¹ In the case of Louth, where a Team Ministry is in place, this co-operation is both with the Team Ministry (Rector and Team Vicar) and the Parish Ministry Team that they oversee.

The PCC held four ordinary meetings during the year and a short meeting to approve the Accounts prior to the APCM. In addition much of its business is transacted through the work of the District Church Councils or Churchwardens and Sub-committees working to support the ministry of the Church that is exercised by the Ministry Team.

Across the Parish the focus of the work of the Ministry Team continues to be to realise the aspirations agreed at the APCM in 2013:

The Parish Ministry Team, supported by the PCC, will seek to encourage the Church to fulfil this calling by:

- Maintaining a rhythm of prayer and resourcing worship;
- Encouraging people to grow closer to God in faith;
- Reaching out beyond the boundaries of the gathered Church to all those touched by Christ;
- Serving the wider community and making visible God's love for all; and
- Enabling each of us, as the body of Christ, to fulfil our vocation by resourcing our work.

A summary of each of these areas or themes within our work follows, with the members(s) of the Ministry Team responsible for overseeing work in that area identified in brackets.

Theme 1: Prayer and Worship [Rector, assisted by Assistant Curate]

The pattern of Daily Prayer continues to undergird our life and a small but faithful group of people join the Ministry Team in this aspect of ministry for and on behalf of the wider community we serve. An addition to this pattern during the year has been the weekly time of prayer at 12 30pm on Saturdays – with a particular focus on prayer for those who suffer for their faith. As well as this, the pattern now includes a monthly service of Compline as the first part of the 'Prayer and Pint' evenings. In addition to this rhythm of prayer the Ministry Team resources worship for eleven gathered congregations, with the overall regular provision for worship in the Parish including:

- Monthly early Sunday communion service (currently at Welton le Wold)
- Weekly Sung Mass at St Michael's
- Weekly Sung Eucharist at St James'
- Fortnightly morning Sunday services at each of the village churches
- Monthly late morning Sunday communion service at Holy Trinity
- Weekly Sunday Evensong at St James'
- Weekly Tuesday communion service, normally at St James' but at Holy Trinity once a month
- Monthly evening service of Compline at St James'
- Monthly Messy Church event at Trinity Centre

The year continued to see overall attendances across the parish remain stable, though with some interesting trends. After a general increase in Sunday attendances in 2013 there has been a slight decline in Sunday morning attendances which have been partly compensated by an increase in attendance at evenings services – though when looked at over a longer period this indicates a stable pattern of attendance. However, attendance at weekday services, and in particular 'Fresh Expressions' has seen a marked increase and, although there is some overlap in people attending, this marks a success in reaching to people beyond the existing church congregations. In the same way the total attendance figure (for those districts where it is available) indicates a general rise – reflecting a wider participation in services attended by the wider Christian community (particularly at Christmas).

¹PCC (Powers) Measure 1956.

The following offers a summary of attendance trends during the past year:

	2014	2013	2012	5yr average
Usual weekly Sunday attendance	126 (149) ²	135 (154)	116	-
Usual weekly Weekday attendance	16	16	12	-
Usual monthly Fresh Expression attendance ³	101	57	0	-
Usual weekly attendance	167 (190)	165 (184)		
Christmas attendance	1,724	1,536	1,131	-
Christmas communicants	328	317	325	-
Easter attendance	339	329	315	-
Easter communicants	237	255	233	-
Total attendance at services on Sundays and Festivals⁴	9,429	9,325	6,943	-
Baptisms	63	58	56	-
Weddings	18	28	32	-
Funerals	98	94	98	-

As well as these acts of worship, the Ministry Team also serve a number of the schools in the town, with the following pattern of provision:

- Kidgate Academy involves a member of the Ministry Team in its assemblies on a weekly basis and uses St James' for Harvest, Christmas and End-of-year Services.
- St Michael's School holds collective worship on most school days, which involves the Ministry Team on an occasional basis. The school use St Michael's Church of worship once or twice a term.
- Lacey Gardens School is visited on an occasional basis by members of the Ministry Team, and its pupils are often involved in inter-generational work at Holy Trinity.
- Greenwich House School uses South Elkington for Harvest and Christmas services during the year, and a members of the Ministry Team is involved in their worship once a term.
- Cordeaux Academy has invited members of the Ministry Team to take part in the provision of cross-curricular 'drop-down days', the first of which was focused on the commemoration of the 100th anniversary of the beginning of the First World War in July. This has continued since, and we hope to build on this work in the future.
- King Edward VI Grammar School use St James' for eight main services and a number of other events during the course of an academic year. In the 2014/15 year the Ministry Team is exploring how the relationship between church and school can grow, including pastoral provision and a contribution to curriculum-based work.

As ever, none of this work would be possible without the enormous contribution made by so many people; both seen and unseen. To these people – thanks for all that is done both in our common life as a Church and in our individual lives in the wider world.

Theme 2: Growing closer to God [Rector with Paul Hill]

The work of the Ministry Team in this area is guided by the work of the Discipleship Sub-committee which meets twice a year to discuss and agree a programme of activities. This programme seeks to help us as a church to grow more deeply as followers of Christ. The focus in 2014 and onwards has been seeking to help people become 'energised [in their work] by faith' – a need identified as part of the Healthy Churches exercise in 2013. After some development in 2013 and 2014 the events have settled into the following pattern:

- Lent provision of weekly study groups using the 'Pilgrim' material and sermon series on the topic of 'XXXX'
- Film evening: 'The Gospel according to Matthew'
- 'Exploring...' events covering the themes of Matthew and Mark's Gospels and Faith in the 21st century
- Prayer and Pint discussion evenings to provide a chance for people to talk about their faith

Provision for Families and Young People has continued to focus on the provision of groups which provide contact between the church and people where they are. Centred on the worshipping community of Messy Church this also draws together the 'Tinies Breakfast' and 'Parent and Toddler' groups. We are also conscious that the Servers and

² The figures in brackets include Sunday evening services

³ Messy Church throughout 2014 and Prayer and Pint from Summer 2014 onwards

⁴ These figures are the combined figure for St James' and St Michael's

Choristers are a group of young people in our family who need to be nurtured in their spirituality, and this is an area that is being explored alongside the developing chaplaincy to KEVIGS and other schools.

Though the boundaries are somewhat artificial, the Wedding Preparation programme and Baptism Partners Scheme, which were initiated under the banner of 'discipleship', will in future be a focus of our pastoral provision, alongside hoped for developments in

Theme 3: Reaching out to all those touched by Christ [Team Vicar with Sylvia Pounds]

Work continued in 2014 to deepen our engagement with those being touched by the Church through the Occasional Offices (Baptism, Marriage and Burial). The Marriage Preparation made available in 2013 was repeated and is now an integral part of what is offered to all couples getting married; providing a social evening to meet other couples and a half-day where they can reflect on marriage and the ceremony alongside other couples before having individual preparation sessions with the priest taking the service.

2014 saw the pilot of the Baptism Partners scheme take place, with a lay person accompanying the minister on pre-Baptism visits, taking a part in the service and maintaining occasional contact with the family after the Baptism. In 2015 we plan to develop this further, and are seeking more people to join the existing volunteers.

The All Souls service in November (which took place for the second time in 2014) was appreciated by those who attended, but our Funeral ministry is another area for further development to see how we can better meet the ongoing needs of those who we minister to in this way.

The pattern of Home communions in Care Homes and to those unable to get to church has continued during 2014. During 2015 we hope to explore ways in which to broaden this more general pastoral ministry to include pastoral care of members of congregations across the Parish.

Theme 4: Making visible God's love for all [Rector with Community Outreach Manager]

Our work in reaching out to the wider community takes many forms, but two aspects of this form a distinctive part of our work: the Ministry to Visitors that is a part of the life of St James'; and the Community Work that is based at Trinity Centre. Whilst the first of these is covered in the separate report on the work of St James' the following offers a summary of the activities taking place at Trinity Centre and beyond:

Trinity Centre

The Trinity Centre continues to be a significant focus for work within the Parish, and has reach into the wider geographical area. A summary of the work that takes place within the centre and is resourced by its staff and volunteers if included in Annex F of this report.

Community Projects

There is a developing history of the Parish of Louth acting as a seedbed for community projects. In the past there have been developments such as the Food Larder (with CTLD) and the Community Bank (as a Service Point of LincUp Credit Union) – each of which is now largely self-sustaining.

The past year has seen this pattern of supporting emerging projects with the investment put in to the Men's Shed project. In response to the established need for such provision, this (inter)national initiative seeks to provide a place for men to meet to share in activities; providing a vehicle similar to historic organisations such as the WI or MU for men. Given the issues encountered in terms of isolation among men, this project is supported by various health organisations.

2014 also saw an initial venture into a combination of ordained and lay people working alongside the community policing team as Street Chaplains on selected nights. Whilst only of limited scope so far, this is something that we will continue to work with the police to develop and resource.

Complementing the work that takes place both within Trinity Centre and in the wider community is the Ministry to ELDC that is carried out by the Rector in the role of Civic Chaplain, working alongside the Community Outreach Manager to maintain links with local authority and other public and third sector organisations.

Theme 5: Resourcing our work [Rector and Team Vicar]

None of the work outlined above would be possible without the work of so many within the Parish of Louth. In terms of formal ministry most activities fall within the work of the Parish Ministry Team or the groups of people serving one of

the churches in a particular district. As our work develops it is important that we strive to support people in their ministry as fully as possible – something that should become easier with the developments of strategic resources that it is hoped will be provided by the Diocese of Lincoln in response to the Mission Communities initiative and Developing Discipleship Programme for which we were a pilot.

Parish Ministry Team

As noted elsewhere, there have been changes to the provision of ministry in the Parish of Louth. Firstly, with the reinstatement of the Team Ministry Steve Johnson moved to a permanent post as Vicar of Market Rasen and, secondly, with the identification of Louth as a Training Hub for the potential training of Curates we saw the arrival of Kate Toogood as Assistant Curate. One consequence of this was pressure on time during the second half of the year as we sought a permanent Team Vicar – which we found in the person of Chris Hawkins who joined the Parish in January 2015. This does mean that, though configured differently, the stipendiary element of the Ministry Team will be up to its historic full strength of four by the summer of 2015. The Parish Ministry Team now consists of the following elements:

- Team Rector and Team Vicar, responsible for the oversight of ministry across the whole Parish
- Non-stipendiary Ministers and Lay Readers, some with specific areas of responsibility
- Community Work Team (including Outreach Manager and Trinity Centre staff)
- Assistant Curates based in the Parish of Louth for the second part of their training

Lay Ministry Teams

Whilst the Ministry Team works across the whole parish there is much work that takes place in individual districts, and in addition to the individual vergers/sacristans and organists who contribute to the worship of each of our churches there are larger Lay Teams (generally associated with a particular church) that are active in the following areas:

- (i) **Prayer and Worship** [Rector]
 - Music and Liturgy at St James', including the readers, intercessors, musicians, servers, vergers and flower team
 - Servers at St Michael's
 - Messy Church Team, including separate groups for Craft, Worship and Food
- (ii) **Discipleship** [Rector/Dr Paul Hill]
 - The members of the Discipleship Sub-committee
- (iii) **Pastoral Care** [Team Vicar/Sylvia Pounds]
 - Baptism Partners
- (iv) **Outreach** [Rector/Community Outreach Manager]
 - Ministry to Visitors at St James' (Coffee Shop, Gift Shop and Guides)
 - Community Work Team based at Trinity Centre, including volunteers working on a variety of individual projects (e.g. Food and Fellowship, Meet me at Trinity etc.)

These groups, together with others who minister individually across the parish and the Church Wardens/Sidesmen/Welcome Teams, are an immense resource in our work and without their contribution the Church's life and work would be much diminished.

Two key elements of resourcing the Church's ministry in the Parish of Louth in the coming time look to be:

- the development of lay ministry in pastoral care, including within individual congregations and exploring the possibility of establishing a bereavement visiting team.
- the incorporation of those involved in the 'Training Hub' into our work as this develops.

Training and support

As well as identifying groups of people there are ongoing efforts to provide training where this is identified or requested. At the moment this is largely delivered on an ad hoc basis and via the work of the Discipleship Sub-committee but with development of Lay Training and CMD programmes by the Diocese of Lincoln more systematic training and support may be more realistic in the future.

The financial aspects of resourcing our work are dealt with in more detail in the following sections of the report, and the attached accounts.

Parish Ministry Team: Review of the Mission Plan for 2014

Our five year goals are...	The planned steps this year are...	Our progress...	Work left to do includes...
1. We aim to establish and maintain a rhythm of prayer and to resource worship appropriately throughout the parish [NB]	Establish a pattern of Daily Prayer and worship for and on behalf of the local community.	From Jan 2013 Morning Prayer has taken place each weekday, with Evensong on Sundays. In 2014 this pattern of Daily Prayer was completed with the addition of Midday Prayer on Saturdays.	To explore the ways in which we might find opportunities to extend this pattern to other locations in the parish. [NB]
2. We aim to encourage people to grow closer to God in faith [NB/PH]	<p>To establish relationships with schools across the parish.</p> <hr/> <p>To develop activities for families and young people in a variety of appropriate locations.</p> <hr/> <p>To establish a varied Discipleship programme with a range of events.</p>	<p>Links have been made with most schools in the town, including regular engagement with: KEVIGS, Cordeaux, Kidgate, Lacey Gardens, St Michael's and Greenwich House schools.</p> <p>The following activities have been introduced: Parent and Toddler Group at St James, Tinies Breakfast at St Michaels and Messy Church at Trinity Centre.</p> <p>Drawing together existing and new provision, including: 'Pilgrim' groups, 'Exploring...' mornings, Lent course, Film evenings, Bible Study and Discussion Groups.</p>	<p>To explore possible links with Eastfield Infants and St Bernard's Special Schools. [CH]</p> <hr/> <p>Support current activity. [NB, KT & RP]</p> <hr/> <p>Support current activity. [NB & PH]</p>
3. We aim to reach out beyond the boundaries of the gathered Church to all those touched by Christ [CH]	<p>Baptisms: Establish a trial Baptism Partner scheme to broaden the engagement between the Church and families.</p> <hr/> <p>Weddings: To establish a programme of preparation for wedding couples to enable them to gain the full benefit from a church wedding.</p> <hr/> <p>Funerals: To introduce an All Souls service as focus for continued visible ministry to bereaved families.</p> <hr/> <p>Home Communion/Pastoral visiting: To provide appropriate provision for Home Communions in all Care Homes in the parish and a system for people to request home communions or pastoral visits.</p>	<p>Trial introduced from autumn 2014 with positive initial feedback.</p> <hr/> <p>First course run in Spring 2013 with positive feedback from participants, and repeated in 2014. Further repeat planned for 2015.</p> <hr/> <p>This service, to which all families we had ministered to were invited, was introduced in 2013. This was repeated in 2014 with an increase in the number of people engaging with this opportunity for reflection.</p> <hr/> <p>Home Communions are now covered on a regular basis.</p>	<p>To continue developing this scheme – particularly seeking more people to act as Baptism Partners. [CH]</p> <hr/> <p>Support current activity. [NB/CH]</p> <hr/> <p>Reflect on the ways in which we provide pastoral care following a funeral, exploring how we might link existing provision more effectively and supplement this where needed. [CH]</p> <hr/> <p>Look at how we link provision of pastoral visits and home communion with networks in each District and the wider Parish. [CH]</p>
4. We aim to serve the wider community and make visible God's love for all [NB/GG]	Support and develop the work based at Trinity Centre, including ensuring its medium and long term sustainability.	<p>Existing programmes have been maintained (with stable or increasing participation rates) and developed with the help of a grant from PHT. The year has seen a joint programme of events with the local Mindfulness Group take place. There has been a reduction in the draw-down of reserves (from a legacy) necessary to fund routine work.</p> <hr/> <p>The Men's Shed project has taken shape and is now close to taking possession of its future base.</p> <hr/> <p>A chance encounter has led to an experiment in partnership working with the local Community Policing Team during evening period, with ministry team members working alongside PCSOs as 'Street Chaplains'.</p>	<p>Seek further funding for the period from February 2015 onwards. [GG]</p> <hr/> <p>Implement project during 2015. [GG]</p> <hr/> <p>Complete pilot phase, and seek to further develop from September 2015 onwards. [NB]</p>
5. We aim to enable each other, as part of the body of Christ, to fulfil our vocation by resourcing our work [NB/CH]		<p>The 'Exploring...' events within the Discipleship Programme have been included as a way of providing an opportunity for personal development.</p> <hr/> <p>Informal Training for those looking to become involved in formal Lay Ministry, using Parish Foundation Course materials.</p>	<p>Continue current activity, and offer to wider audience via Diocese. [NB]</p> <hr/> <p>Modify as required following proposed changes to Diocesan provision. [NB]</p>
Other things to consider may be...			

Ministry Team Meeting Dec. 2014

Financial review

The PCC is responsible for the direct management of accounts relating to those expenses that are parish-wide in nature, and also holds reserves (both restricted and unrestricted). In addition to these directly managed funds, the PCC is responsible for those funds that are managed at a local level by the five DCCs and the Trinity Centre Committee. Again, most of these funds include a mixture of revenue and reserve accounts; some having significant sums invested in reserves.

Accounts are prepared in line with the Church Accounting Regulations 2006, which mandate compliance with the Statement of Recommended Practice issued by the Charity Commission under the Charities Act 1993. Currently, the accounts of each District are presented and adopted at the Annual District Meeting and the accounts relating solely to the PCC are presented for adoption at the Annual Parochial Church Meeting. These accounts are subsequently consolidated.

During the year the PCC looked to develop reserves and investment policies and, whilst this work is ongoing, the following statements represent current policy in these areas:

Reserves Policy: The PCC holds reserves to cover peaks and troughs in income and expenditure, to protect against uncertainties in future income and to deliver future charitable activities. The Parish Treasurer will review reserves with DCC Treasurers on an annual basis to ensure adequate cover for planned activities and to identify future risks for the PCC.

Investment Policy: The PCC holds investments through The Central Board of Finance (CBF) Church of England Funds managed by CCLA Investment Management Limited, deposit accounts including The CBF Church of England Deposit Fund and UK banks, and current accounts with UK banks. The Parish Treasurer will review the detail of the investments with DCC Treasurers on an annual basis and confirm the institutions and investments acceptable to the PCC for any investments.

Steps are being taken to address the structural deficits that were identified in last year's report. In summary these are:

- St James':
 - Refurbishing, reconfiguring and re-letting the lower two floors of Church House to maximise income;
 - Undertaking a Stewardship Campaign in the run up to the 2015 Patronal Festival;
 - Seeking grant-funding for mission focused development (e.g. musical outreach work);
 - Working with the trustees of the Friends of St James's Church to develop a consistent approach to grant-funding for appropriate elements of maintaining the building; and
 - Promoting a range of small-scale fund-raising initiatives.
- Central PCC funds:
 - Identifying grant-funding for Community work so that this can become self-sustaining over the next five years.
- St Michael's:
 - Seeking to explore how Church House Mount Pleasant can be developed to resume its role in supporting the key aims of the church as a charity by providing funding for its work.

These are matters that need addressing before they do become critical, and impact on the ministry of the Church and it is with thanks that we can note progress in all three areas – which we hope to see bearing fruit in 2015 and beyond.

Funds held as custodian trustees on behalf of others

Trinity Centre undertakes a number of activities that serve the wider mission of the Church to the local community. The assets of these various projects are held in trust by the PCC, and managed on their behalf by the Trinity Centre Sub-Committee of the PCC. Each project held in trust is accounted for as a separate designated/restricted fund within the Trinity Centre accounts. Currently these projects include:

- The Louth and District Community Larder (run on behalf of Churches Together in Louth and District)
- Louth Men's Shed

ANNEX A: Report on the work of the DCC of the Parish Church of St. James, Louth

Members of the DCC and Church Officers within the District serving following the 2014 Annual Meetings:

Clergy/Lay Ministers	The Rev'd Nick Brown The Rev'd Steve Johnson (until 10 th August 2014) The Rev'd Kate Toogood (from 29 th June 2014) Dr Paul Hill Mrs Ronnie Partridge Mrs Sylvia Pounds
Churchwardens	John Troughton Kate Roberts
Deanery Synod	Mike Crosby Alan Gurbutt (resigned May 2014) (Dr Paul Hill)
PCC members	Margaret Anderson (Asst Churchwarden) Kim Thompson (Sacristan)
DCC members	Kate Clarke (Verger) Jane Fletcher (Asst Churchwarden) Frances Green (Asst Churchwarden) Mary Haynes (Electoral Roll Officer) Peter Moore (Asst Churchwarden) Pat Neal (Secretary) Lisa Taylor (Director of Music) Shirley Woods

The life of the Church in the District

Those involved in the life of the church in and around St James' have continued to focus on building its life around the three themes that were agreed at the January 2013 meeting of the DCC – that St James' might be:

- A place of prayer and worship
- A place for visitors to encounter the wonder of God
- A varied community travelling together and growing in faith

Efforts this year have gone in to implementing the aspirations of the provisional Mission Plan, based on these themes, that was agreed at the beginning of 2014. The last page of this report comprises a summary of this plan, its implementation, and further plans for the coming time.

St James' as a place of prayer and worship

The **Sunday Morning Eucharist** remains the largest gathered congregation meeting at St James'. After the significant growth in attendance seen in 2013 there has been a slight drop in the average attendance; due in large part to the long-term illness of several regular members of the congregation and a couple more moving away. In this context, it would be fair to say that we are, at the least, 'holding our own'; and this slight drop is more than compensated in more people attending at other times.

Music at this service is largely provided by the Girl Choristers and Adults of the choir, and it is good to see that the number of choristers has been growing in recent months. There has been some experiment with splitting the choir at half-terms with the Choristers singing one weekend and either the Adults or Gentlemen maintaining the weekly choral provision on the other; filling the gap there had previously been for half term.

The team of servers have continued to fulfil their duties with commitment and dignity. During the latter part of 2014 we started to encourage some of the younger members of our congregation to take an active part in leading our worship by becoming taperers. At the end of the year Kim Thompson stepped aside from her duties as sacristan for the morning Eucharist and organising the servers. Her contribution has been much appreciated, and we are now in the process of building up a team who can cover the necessary work.

We are lucky to have a good pool of people to draw on as Readers and Intercessors at the Sunday Eucharist; with one or two people joining the rota during the year. Since the vacancy in 2012 the rota for Readers/Intercessors has been undertaken on a 'temporary' basis by the Deanery Administrator and now Rector. Given the overlap of people between this rota and the Ministry Team rota this seems to be a pragmatic way to carry on into the future, and arrangements for drawing up rotas are being put on a more formal footing, along with those for Sidesmen/Wardens.

Another important part of our ministry at services is the welcome that people receive. This is, of course, something that is a ministry we can all take a part in, but I am particularly thankful for the effort that Wardens and Sidesmen put into greeting people and making contact with them before, after and (if needbe) during services, and those involved in providing refreshments at the end of services.

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The service of **Holy Communion on Tuesdays** continues to provide an alternative opportunity for people to receive communion; in the very different context of a simple, said service according to *The Book of Common Prayer*. Attendance at this service has been steady (with a rise that is not significant enough to change the overall average figure!) and has, from time to time, included one or two younger people for whom Sunday worship is not possible due to family and work commitments. There is a small team of people who act as Sacristan for this service, and more people to help in this way (by preparing the chapel for the service and welcoming members of the congregation) would be welcome to spread the load.

- o -

'Prayer and Pint' has been an innovation that began in the summer of 2014. It is an evening in two halves and provides an opportunity both for simple worship and deeper conversation about faith. The first part of the evening takes place in the church and consists of a meditation by a member of the Ministry Team on a selected topic which is followed by the Office of Compline – sung by the congregation. Proceedings then move to *The Wheatsheaf* where there is a chance for anyone to contribute to an informal discussion on the chosen topic over a drink (non-alcoholic or not!). People are welcome to attend either or both parts of the evening, and the number of people engaging in both prayer and discussion has met and exceeded initial expectations and includes some who are not regular members of other congregations in the Parish.

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As the historic Civic Church of Louth, St James' continues to host a range of **Civic services and other worship for the wider community** in the course of each year. After the 'bumper year' in 2013 – when St James hosted two Civic Services for the Mayor of Louth and a third for the Chairman of East Lindsey District Council – 2014 has seen a return to the normal routine of civic worship with a Civic Service for the Mayor (on one of the wettest days known for this event) and the town carol service, Carols for All, in the week prior to Christmas. Together with events with fellow members of 'Churches Together in Louth and District', the broader needs of the Parish and events that have served the wider Church, this has still provided a significant element of our routine of worship (summarised in the list below):

CTLD Annual Service within the Week of Prayer for Christian Unity
Maundy Thursday Eucharist of the Last Supper, shared with other churches in the town
Archdeacon's Visitation Service
Civic Service for the Mayor
Bible Sunday Service with other churches in the town
All Souls Service for those who have been a part of our ministry to the bereaved
Deanery Confirmation Service
Remembrance Sunday Service
Annual Memorial Service in cooperation with Co-Op Funeral Services
Carols for All – a service of Lesson and Carols for the town

Attendances at these services, and the various special services at Festivals, have contributed to the continuing rise in overall attendances that can be seen; and, given similar trends in churches that support a 'civic' ministry, perhaps suggests potential areas where we can focus future attention to broaden the breadth of people who engage in the Church's life of prayer and worship.

- o -

St James' continues to be a key place for prayer on a day-to-day basis – both for the corporate praying of the **Daily Office**, and its broader use as a place of prayer by the many individuals who drop in throughout the week. Members of the Ministry Team gather – normally with others – each weekday for Morning Prayer, where they hold the needs of the town before God and pray for the life of the whole Church. This rhythm also includes the weekly **Sunday Evensong**, where the adult members of the choir (either the small 'Consort' or larger group of 'Singers') bring a distinctive contribution to this round of prayer and worship. One addition during 2014 was the introduction of **Midday Prayer** at 12 30pm on Saturdays; a service which provides a distinctive focus for those who suffer for their faith within our pattern of prayer.

- o -

As a result of our regular work with schools across the parish, there have been a number of occasions in the year when we have welcomed various schools to worship with us. Whilst King Edward VI Grammar School worships in St James' most frequently, Cordeaux Academy and Kidgate Primary Academy have also used the church for school services and other events.

St James' as a place to encounter the wonder of God

Our **Ministry to Visitors** remains an important part of our response to God's mission. 2014 seemed to be a good year and, although we don't keep records of visitor numbers, anecdotally we welcomed more people to visit us. The main aspect of this ministry is the combination of Coffee Shop, Gift Shop and Church Guides, and it is to the volunteers who make these ventures possible that we owe a great deal.

St James' has also remained a venue for **Cultural events** in the town hosting a range of concerts and other events in the course of the year. The range of concerts hosted in St James' has remained broad and in 2014 was complemented by some initial ventures into visual art; the church hosting a couple of art exhibitions and an art installation during the year. The most striking of these has perhaps been the extended loan of a painting of St George which we arrived in time for the 100th anniversary of the start of the First World War, and a small exhibition of artworks produced by patients of the local hospice which we hosted in the run up to Advent.

In 2014 we also took some more concrete steps in developing some formal provision for **Educational visits**, with a partnership with Lacey Gardens School seeing the development of three curriculum related activities that were trialled with all of their Year 6 groups. In the course of the year we also welcomed a number of school groups for guided tours of the church and a couple of year groups from KEVIGS who used the church for teacher-led curriculum work.

St James' as home to a varied community travelling together and growing in faith

During the course of the year there have been a number of conversations about developing deeper patterns of **Fellowship and Pastoral Care** with the network of those involved in the life of St James'. As a result of these discussions it was decided to focus on developing further opportunities for fellowship, and to follow this up with reflecting on how pastoral care is provided once these foundations have been built. Including existing groups and activities the range of activities to promote fellowship taking place in 2014 included:

St James' Ladies Guild

Parent and Toddler Group

TAB ('Twenties and beyond': a group of people in their 20s and 30s meeting socially)

Marking special occasions with drinks/food after Evening Services

Encouraging people to celebrate events in church – perhaps by sharing cake afterwards

Lent Lunches

Afternoon Tea at the Rectory during the summer months

Parallel to this has been the development of a number of activities as part of the Parish's wider work in encouraging people in **Discipleship**. With the launch of 'Pilgrim Groups' in Lent 2014 the existing Bible Reading Group ceased its regular meetings. Provision for people to grow in faith that take place in or around St James also include 'Prayer and Pint' (see above) and the 'Exploring...' events that take place within the wider Parish's programme.

Statistics for 2014	2014	2013	2012	5yr av.
Usual Sunday morning attendance (weekly)	73	75	64	74
Usual Sunday evening attendance (weekly)	23	19	18	-
Usual Weekday attendance (weekly)	16	16	12	-
Usual Average Weekly attendance	112	110	94	-
Christmas attendance	1,466 (815)	1,302 (675)	853 (683)	1,053 (660)
Christmas communicants	225	226	239	-
Easter attendance	204	212	172	-
Easter communicants	121	142	116	-
Total attendance at services on Sundays/Festivals	7,962	7,575	5,565	6,968
Baptisms	38	16	21	-
Weddings	8	15	-	-
Funerals	19	24	22	-

In retrospect, 2014 was a busy year in which much work went into building secure foundations for the life of the church into the future. There are signs of where we may be called to follow God, and some obvious challenges – not least, how we resource our work so that we can respond to the opportunities we find before us. Finally, we can look forward to the celebrations of 2015 which will hopefully provide us with opportunities to grow and reach out.

Parish Church of St James: Review of the Mission Plan for 2014

Our five year goals are...	The planned steps this year are...	Our progress...	Work left to do includes...
1. We aim to have re-sourced and developed our worship in order that we grow as 'a place of prayer and worship'.	Increase the Music Department to two posts – one post focused on choral and outreach work and the other on organ playing, development of recitals and the training of organists for the future.	<p>Appointments made for September 2014. Increased number of girl choristers, and new group of boy choristers, recruited for Christmas 2014. Further development now being planned for January 2015 onwards.</p> <p>Experiments with different styles of worship, including the introduction of Saturday Midday Prayer, monthly Compline, and an experimental informal celebration of the eucharist under the tower</p>	<p>Broaden participation so that all local schools are reached. As groups grow in confidence promote fund-raising musical events to support our musical work and worship.</p> <p>Continue to explore alternative opportunities for worship in a range of styles – appropriate to the needs of specific groups.</p>
2. We aim to have built on our existing ministry to visitors, and developed an Education Outreach Programme in order that we are 'a place for people to encounter the wonder of God'.	<p>Produce leaflets and poster publicity for the 2014 season, developing a 'tourism brand' for St James'</p> <p>Establish an Education Outreach programme to encourage local schools to use the building as a curriculum resource.</p> <p>Host an exhibition of artwork with a religious theme.</p> <p>Start planning a programme of events to celebrate the 500th anniversary of the completion of the spire, using it to achieve some of our other objectives.</p>	<p>Leaflets designed and distributed to TiCs for beginning of 2014 tourist season. Membership of Visit East Lincolnshire, and advertising through them.</p> <p>Trial activities at three levels undertaken during 2014 for wider use during 2014/15 school year.</p> <p>Initial exhibition themed around WWI. Further exhibition in cooperation with Hospice in Nov 2015.</p> <p>Planning now advanced with programme of events in the final stages of development, with events throughout the year but focuses on Patronal Festival (July) and Anniversary (September).</p> <p>Spiritual Tour produced, with matching Information Boards to deepen visitor engagement with the meaning of the building.</p> <p>Each area of the church explored for possible uses to encourage prayer and spirituality (e.g. Angel Chapel).</p>	<p>Revise publicity for 2015 season with 'Inspire500' branding.</p> <p>More activities to be arranged during 2014/15 year to expand range of provision. Further promotion required.</p> <p>Continue to host such events as appropriate.</p> <p>Final planning of overall programme and implementation of events.</p> <p>Introduce Children's Activity Sheet for visitors.</p>
3. We aim to have found ways that people can engage with their own faith in a variety of ways in order that we develop as 'a varied community travelling together in faith'.	/	Initial work in this area has fallen into two areas: Pastoral and Fellowship. After initial discussions a number of small-scale initiatives are being tried – focusing first on developing better opportunities for fellowship. This takes place alongside the Parish's wider work in developing discipleship (e.g. Pilgrim, Prayer & Pint, etc.) These have included: TAB, cakes for celebration, meals, Parish Trip to Whitby.	<p>Fellowship – continue developing a range of events to bring people together. Involve a wider range of people in supporting this activity.</p> <p>Pastoral – Develop networks for welcoming newcomers and ensuring the care of existing members of the congregations.</p>
4. We aim to have organised the used of our assets (human, built and financial) as effectively as possible, and developed a sustainable financial position in order that we can more ably resource the mission of the Church, both locally and further afield.	Commission detailed plans for the reconfiguring of Church House to better use the space – providing for present and future activities and contributing to the financial sustainability of the church's work.	<p>Plans for Church House are now being implemented, with the refurbishment of the ground floor and redecorating of the Deanery Office.</p> <p>Some initial work has been done at analysing the financial position and identifying areas for improvement to reduce the structural deficit.</p> <p>We have organised three groups within the DCC to co-ordinate the areas identified above, with the Rector and Churchwardens meeting with others as a fourth group to provide oversight and co-ordination between DCC meetings.</p>	<p>Complete physical work, and identify and negotiate leases/agreements with suitable tenants.</p> <p>Plan and launch Stewardship Campaign during 2015</p> <p>Continue an review the work of these groups in delivering our (four!) five-year goals.</p>

Other things to consider may be...

In addition to these longer term aspirations 2014 saw the planning of events to mark the 500th anniversary of the completion of the final part of the church – its spire. These events will be a significant part of the church's life and work in 2015.

DDP session Nov. 2014

ANNEX B: Report on the work of the DCC of the Parish Church of St. Martin, Welton le Wold

Members of the DCC and Church Officers within the District serving following the 2014 Annual Meeting

Clergy/Ministers	The Rev'd Nick Brown The Rev'd Steve Johnson (until 10 th August 2014) The Rev'd Kate Toogood (from 29 th June 2014) Dr Paul Hill Mrs Sylvia Pounds
Churchwardens	David Wormell Jim Cave
Deanery Synod	Pru Wormell
PCC member	Peter Taylor (Treasurer)
DCC member	David Dickinson (Secretary)

The life of the Church in the District

At the heart of St Martin's life is its regular pattern of worship, with a monthly service of Holy Communion and a monthly mid-morning Morning Prayer. During the course of the year both Easter and Christmas were marked with additional services of Holy Communion. There have also been a number of other successful events that have reached out to people in the wider community both spiritually and socially:

- (i) Following Welton's first venture into holding an event as part of Macmillan Cancer's 'Big Coffee Morning' project in 2013 another, and again successful, event was held in September 2014. As before, this event drew people together from both the village and beyond to raise funds for this charity.
- (ii) Sylvia had the privilege of leading the Harvest Service at Welton le Wold. This congregation, including some under 16's, knew how to celebrate. Enthusiastic singing, prayerful presence and lovely homemade Harvest Supper; with the whole congregation sitting round a table, having really interesting conversation for at least an hour. So many Harvests! The service, the supper, the conversation, the £150 for Macmillan and the £28 (raised on the night) for the Community Larder.
- (iii) The Carol Service added to the celebrations of Christmas, with another gathering to sing and pray together whilst hearing again the Christmas story. At this service a crib, donated by Sylvia, was blessed and dedicated to be a focal point for devotion, and the congregation once again shared in seasonal hospitality!

St Martin's is served by the Ministry Team of the Parish of Louth and Sylvia Pounds has continued to take a prominent role in leading worship, preaching and providing pastoral care in Welton, settling into her role within the team as the principal point of contact for those attending St Martin's. Under the oversight of the Rector, other members of the Team support Sylvia in this work, and it is a particular pleasure for those who are ordained to join the congregation to celebrate communion.

Statistics for 2014

	2014	2013	2012	5yr average
Usual Sunday attendance (fortnightly)	7	7	7	-
Christmas attendance	9	8	0	-
Christmas communicants	9	8	0	-
Easter attendance	10	10	11	-
Easter communicants	10	10	11	-
Baptisms	1	0	-	-
Weddings	0	0	-	-
Funerals	0	0	0	-

ANNEX C: Report on the work of the DCC of the Parish Church of St. Michael, Louth

Members of the DCC and Church Officers within the District serving following the 2014 Annual Meetings

Clergy/Ministers	The Rev'd Nick Brown The Rev'd Steve Johnson (until 10 th August 2014) The Rev'd Robert Mansfield The Rev'd Kate Toogood (from 28 th June 2014)
Churchwardens	Brian Luckwell Maria Vincent
Deanery Synod	-
PCC member	Sylvia Luckwell (Treasurer)
DCC members	John Atkinson (Sacristan) Trish Blanchard Beryl Dunham Sheila Willietts (Verger)

The life of the Church in the District

The regular routine of Sunday worship has continued this year, with a weekly celebration of the Mass on Sunday mornings. After the increased attendance in 2013, 2014 saw a drop in attendance due to a combination of death and long-term illness, with some new faces reversing this trend towards the end of the year and in to 2015. As agreed at the last Annual District Meeting this has been supplemented by a monthly praying of Stations of the Cross (held on a Wednesday rather than the traditional Friday, in continuation of the Lenten pattern). Tinies Breakfast continued throughout the year – seeing a new group of children and adults join after the summer break – many of the previous parents returning to work after parental leave. Work is needed here to maintain connections past this point – with Messy Church providing one possibility for this.

Again, plans for concerts during the year came to fruition with three lovely evenings – providing opportunities for outreach, fellowship and fundraising. However, the effort of doing this will be focused on a single concert in 2015, and this needs reviewing for 2016. Towards the end of the year plans were made for a Coffee Morning, with the aim of providing a chance for people to drop in and meet – this taking place early in 2015 with some success.

In looking at priorities for the future it is clear that the regular celebration of the eucharist and care for those who value the Anglo-Catholic tradition of sacramental worship must be at the heart of St. Michael's life, whilst reaching out to others. The plan that was sketched out at the 2014 ADM has been reviewed and is printed overleaf.

Statistics for 2014

	2014	2013	2012	5yr average
Usual Sunday attendance (weekly)	29	34	30	31
Christmas attendance	193	182	213	-
Christmas communicants	52	45	43	-
Easter attendance	51	58	54	-
Easter communicants	51	58	54	-
Total attendance at services on Sundays and Festivals	1,691	1,685	1,378	-
Baptisms	18	30	28	-
Weddings	5	6	-	-
Funerals	24	17	20	-

Parish Church of St Michael: Review of the Mission Plan for 2014

Our five year goals are...	The planned steps this year are...	Our progress...	Work left to do includes...
<p>1. We aim to have drawn on our Anglo-catholic inheritance to foster a sacramental understanding of living out faith in order that we remain and grow as a 'community that celebrates Christ's presence among them'.</p>	<p>Revising the afternoon service on the 1st Sunday of the month to be a more general service of worship, within which Baptisms may be included.</p> <hr/> <p>Explore whether the Stations of the Cross might have a regular (if less frequent) place in the pattern of prayer throughout the year, as well as weekly in Lent.</p>	<p>An initial experiment took place with 'Harvest Praise' at the end of September 2014. There is further thought and prayer required before taking this idea further.</p> <hr/> <p>The Stations have continued monthly on a Wednesday (rather than the traditional Friday). This is proving a valuable experience for those attending, but thought needs to go into engaging others.</p>	<p>Reflect on how we can connect with families and young people in ways that build relationships prior to inviting them to worship with us.</p> <hr/> <p>Complement Stations of the Cross with the opportunity for the sacrament of confession/reconciliation – certainly during Lent, but also possibly at other times of year.</p>
<p>2. We aim to have fostered links with the local community (including those who use St Michael's Church House) in order that we become 'a place that is ready to serve the needs of the local neighbourhood'.</p>	<p>Establish a Users Group to consult on the development of Church House, with the twofold aim of supporting the local community and securing the sustainability of this building as a resource for the Church.</p> <hr/> <p>Explore possible activities to engage with younger people.</p> <hr/> <hr/> <hr/>	<p>The group has been established, and is now constituted. Consultations are under way with the local community and the aim is to have a draft business plan ready for the round of Annual Meetings in 2015. Initial work to deal with important and urgent tasks is being progressed.</p> <hr/> <p>More work needed...</p> <hr/> <p>'Tinies Breakfast' has been established as an opportunity for parents/carers to meet each other – providing a chance for meeting and growing friendships and helping reduce the potential for isolation.</p> <hr/> <hr/>	<p>Develop and seek to implement plans.</p> <hr/> <p>See above.</p> <hr/> <p>Develop and increase the activities for Tinies.</p> <hr/> <p>Explore ways of working in partnership with St James and Trinity Centre to develop outreach activities.</p> <hr/> <p>Establish social activities for existing members of the congregation, providing a potential meeting point for others.</p>
<p>Other things to consider may be...</p>			

DDP session Nov. 2014

ANNEX D: Report on the work of the DCC of the Parish Church of St. Andrew, Stewton

Members of the DCC and Church Officers within the District serving following the 2014 Annual Meetings

Clergy/Ministers	The Rev'd Nick Brown The Rev'd Steve Johnson (until 10 th August 2014) The Rev'd Robert Mansfield
Churchwardens	Dorothy Mansfield Eileen Byrne
Deanery Synod	Joyce Leighton
PCC member	Jane Rushby (Secretary)

The life of the Church in the District

2014 has been a very active and positive year for St Andrew's. Regular fortnightly services of Holy Communion are well attended throughout the year. The simple liturgical style of worship set within the ancient building in the beautiful environment attracts locals and people from further afield. We are extremely fortunate to have Fred Goodwin as our organist. Festivals such as Harvest and Carol Service can see the church bursting at the seams.

Our involvement with the World War One Heritage Weekend with talks, exhibits and multimedia displays created a greater awareness of Living History allowing individuals to trace individuals on the War Memorial and linking them with present day families scattered far and wide. Repercussions of this are still echoing.

Our Stewton Celebration weekend was once again a great success when we were able to welcome a host of visitors from far and wide. Ironically a few visitors from Louth were not aware that we even existed! We feel our strength here is our ability to work together in practical ways reaching out to the needs of the people both locally and further afield and to encourage them to contribute whatever they are able to build up the Kingdom of God in this place.

Statistics for 2014

	2014	2013	2012	5yr average
Usual Sunday attendance (fortnightly)	20	22	18	-
Christmas attendance	21	22	25	-
Christmas communicants	17	19	21	-
Easter attendance	24	24	35	-
Easter communicants	22	22	25	-
Baptisms	3	1	-	-
Weddings	1	1	-	-
Funerals	0	2	3	-

Parish Church of St Andrew: Review of the Mission Plan for 2014

Our five year goals are...	The planned steps this year are...	Our progress...	Work left to do includes...
1. We aim to develop ways of being 'open to and guided by the Spirit, to grow in confidence in Christ'.	/		<p>To sustain and encourage the current congregation and welcome new worshippers/supporters to grow in their spiritual lives through shared fellowship</p> <hr/> <p>Further working parties to sustain each other in the work of God while maintaining the church and churchyard.</p> <hr/> <p>Acknowledge and use gifts and talents in listening and being responsive to the Spirit.</p>
2. We aim to develop 'varied provision of meaningful, joyful, accessible worship'		<p>A range of popular special services throughout the year (e.g. Harvest, 'Stewton Day', Christmas Carols)</p> <hr/>	<p>Explore a range of occasional special services to attract different people, while maintaining the pattern already established. Explore improved advertising.</p> <hr/> <p>Develop Quiet Days (including CTAL and others)</p> <hr/> <p>Restart 'Open Church Get-togethers' on a weekday for anyone to share the uniqueness of St Andrew's.</p>
3. We aim to 'grasp opportunities to communicate the things of God wherever and whenever they appear in our community'.		<p>Completion of Toilet Project, making the building better able to host events.</p> <hr/>	<p>Project complete.</p> <hr/> <p>Open Days – see above.</p> <hr/> <p>Open up the building and churchyard to school parties.</p>
<p>Other things to consider may be...</p> <p>Set aside an area within the churchyard for a small commemorative garden</p> <p>Register the churchyard as a "Quiet Garden"</p> <p>Perhaps have a simple remembrance service (not in November) with refreshments (see occasional special services)</p> <p>Celebrate the work at St Andrew's with seasonal events</p> <p>Purchase extra seating which will serve a dual purpose at Open Days.</p> <p>Utilise space in Louth Spout Yard for Art Exhibition to take the church to the people.</p>			

Stewton DDP Follow-up Feb 2015

ANNEX E: Report on the work of the DCC of the Parish Church of All Saints, South Elkington

Members of the DCC and Church Officers within the District serving following the 2014 Annual Meeting

Clergy/Ministers	The Rev'd Nick Brown The Rev'd Steve Johnson (until 10 th August 2014) The Rev'd Kate Toogood (from 29 th June 2014) Dr Paul Hill Mrs Ronnie Partridge
Churchwardens	Charles Dobson John Myers
Deanery Synod	Jill Day (Verger)
PCC member	VACANT
DCC members	Amy Jobe (Secretary) Caroline Blenkhorn (Treasurer)

The life of the Church in the District

The regular round of services has continued to take place in All Saints throughout the year. A sense of fellowship has grown more deeply with the encouragement to linger and chat at the end of the service now that Coffee is available. In addition to the monthly services of Matins and Communion, All Saints has been able to witness to people's Christian journey through life through the Occasional Offices (Baptism, Marriage and Funerals). The pattern of worship is completed by mentioning the Harvest Festival and Christmas Carol services – both well attended. We also welcomed Greenwich House School for their services during the year – a link that it is hoped to develop more deeply in the future.

In addition to these aspects of the Church's life there have been the chance to gather more socially during the year; with the Christian Aid Soup Lunch providing a focus not only for South Elkington but the wider Parish.

Statistics for 2014

	2014	2013	2012	5yr average
Usual Sunday attendance (fortnightly)	13	14	12	-
Christmas attendance	35	22	40	31
Christmas communicants	25	19	22	22
Easter attendance	28	25	43	32
Easter communicants	24	23	27	27
Total attendance at services on Sundays and Festivals	-	-	-	-
Baptisms	3	11	7	-
Weddings	3	6	-	-
Funerals	6	4	2	-

ANNEX F: Report on the work of the PCC at Trinity Centre

Members of the Trinity Centre Committee (* indicates those who are also ex-officio members of the residual DCC):

Clergy/Ministers	*The Rev'd Nick Brown *The Rev'd Steve Johnson (until 10 th August 2014)
PCC Representatives	*Eileen Byrne (Parish Warden) *Rob Carr (DCC Treasurer) *Charles Dobson (Parish Warden) (until 2014 APCM) * Maria Vincent (Parish Warden) (from 2014 APCM)
Community Worker	Greg Gilbert
Centre Staff	Ian Miles (Centre Administrator) Jayne Pegg (Projects Administrator)

The life of the Church at Trinity Centre

Those involved in running the Centre have continued to focus on the distinctive work that takes place in and from Trinity Centre, with the aim of deepening our aspirations that the Centre will seek to be...

- A resource for the wider Church and community.
- A place where people can experience the love of God.
- A place where people can encounter God on their own terms.

In fulfilling this Trinity Centre offers a distinctive contribution to the work of the Church both in Louth and beyond – making a reality of our calling ‘to draw close to the love of God in worship, and to share this by loving our neighbour’. This report, and the following review of the Mission Plan, summarises activities during 2014 and some of our plans for the future.

Trinity Centre as a resource for the wider Church and community

Making sure that Trinity is a place for use by Church and community is an essential foundation for the other aspects of our work. This involves both making the Centre a suitable physical resource for those who wish to use it, and making sure that it is financially sustainable in its work. 2014 saw an increase in use of the building by groups and organisations – both those contributing to its core purpose as a focus for building up community and those contributing to its financial stability. As the Diocese is reviewing its activity in terms of training and support for ministry, we have also made sure that awareness of Trinity Centre as a resource to the wider Church is maintained. In financial terms 2014 has seen a reduction in funding drawn from the reserves of the DCC, and 2015 should see any use of reserves restricted to longer-term investment in the building and its fabric, rather than running costs. Maintaining this is key to the future, but dependent on continued funding of our work from a variety of other sources.

Trinity Centre as a place where people can experience the love of God

Reaching out to those in need, whether spiritual or material, and without question as to background or belief, is at the heart of the work of Trinity Centre. In fulfilling this work, the staff and volunteers work in partnership with a wide range of organisations. At the heart of our work are the following regular projects and activities:

- **‘Community Hub’**, including the weekly Wednesday ‘Drop-in’ with partner organisations and work as part of the emerging TED (‘Talk, Eat, Drink’) project that CommunityLincs are establishing across much of East Lindsey.
- The **Food and Fellowship** events, including Tasty Tuesday, Fish on Friday and Sunday Lunch, each of which has seen increased participation during 2014.
- The **Louth and District Community Larder** that is hosted at and managed by Trinity Centre on behalf of Churches Together in Louth and District.
- Partnership working with the local Mindfulness Group to host a range of activities during 2014 as part of at Health Lottery funded programme.
- Planning and starting **‘Meet me at Trinity’** – a series of activities on Tuesday afternoons as an opportunity for people to meet and socialise whilst taking part in a range of activities.
- Exploring how we can meet the needs of those with **Dementia** (and their carers/families), both through our regular activities and the development of new activities focused on this issue.

In all of these activities we seek to meet people's needs in a way that embraces all – fulfilling the gospel call to 'love our neighbour' and seeking to make the self-giving love that is the very essence of the Christian God a reality in our common life.

Trinity Centre as a place where people can encounter God on their own terms

The Chapel of the Holy Trinity is an integral part of the building and provides a space for reflection and prayer.

The Chapel is also the venue for two services of **Holy Communion** each month – one on the first Tuesday (preceding Tasty Tuesday) and the other on the third Sunday (preceding Sunday Lunch). Attendance at the weekday service mirrors that which takes place on the other Tuesdays at St James', with a continuing slight increase in attendance, whilst attendance at the Sunday service is consistent and stable.

Messy Church has become an established part of our life and this is now regularly the largest of our regular congregations in the Parish – though it is (by its nature) one where spirituality and depth of faith is an area for constant development. There is a steady group of people at the core of Messy Church, both as helpers and attendees and a wider group of occasional participants. As a chance for people to engage in the Christian story in a way that is culturally familiar is proving a wonderful opportunity, and helping to make links between people from groups across the whole parish. We are now investigating ways to help people deepen their faith both within and beyond the monthly session and this will be a key part of our work in 2015 and beyond.

Where consistent with its status as a Chapel of Ease, we are seeking to find ways that people can engage in their own spirituality in the chapel – both in terms of 'dropping in' for quiet time, but also exploring some of the possibilities for worship in different ways beyond Sundays. There is a small group actively investigating how we might establish a form of 'Café Church', perhaps as part of a wider programme of Saturday morning activities in the chapel.

Statistics for 2014

	2014	2013	2012	5yr average
Usual Sunday attendance (monthly)	16	16	13	-
Usual Weekday attendance (monthly)	16	14	10	-
Usual Fresh Expressions attendance (monthly)	83	57	0	-
Total attendance at services on Sundays and Festivals	-	-	-	-
Baptisms	5	tbc	-	-
Weddings	0	0	0	-
Funerals	3	4	6	-

Trinity Centre: Review of the Mission Plan for 2014

Our five year goals are...	The planned steps this year are...	Our progress...	Work left to do includes...
<p>1. We aim to have continued to welcome organisations to use the facilities we have in order that we continue to be 'a resource for the wider Church and community'.</p>	<p>Seek to encourage further organisations to use the building for activities that promote well-being in the community and that foster the growth of the church.</p> <p>Seek to increase the level of commercial bookings to support the running costs of the building.</p>	<p>A number of new organisations have been attracted to use the building – both in partnership and as hirers of space. (Also see below)</p> <p>We are approaching the point where further hiring is not possible without reducing our 'core' work. However, 2014 has seen a reduction in the amount of funding drawn from DCC funds to support the work of the Centre.</p> <p>Critical to sustaining our work is the continued support that we have from external funding sources. This remains a critical strategic issue – though funds are now available for short-term 'knocks'. We are now in a position where funding from DCC Reserves is no longer required for running expenses.</p>	<p>Continue to encourage use of the building – balancing paid/unpaid usage. Particular focus on letting upstairs rooms and developing the use of the kitchen by third parties (e.g. ELDC, Meals on wheels). [IM]</p> <p>Continue to invest in the building and equipment to maintain it as a good quality venue. [IM]</p> <p>Explore how various projects may complement/contribute to our work, including TED, SHINE, Postcode Lottery. There is an experienced volunteer willing to assist in applications. [GG]</p>
<p>2. We aim to have further developed the Centre's role as a place for working in partnership with other organisations in order that we reach out to people so that they 'experience the love of God'.</p>	<p>Continue to administer the Community Larder on behalf of CTLD.</p> <p>Develop the Wednesday Drop-in as a 'Community Hub' (ELDC partnership).</p> <p>Encourage wider participation in the 'Food and Fellowship' activities.</p> <p>Develop a programme of 'mindfulness' activities in partnership with the local group.</p>	<p>Parcels (average per month): 2012 – 25; 2013 – 40; 2014 – 45.</p> <p>CTLD Steering Group reconvened to provide oversight from across all supporting churches. Work at providing ongoing support to access further services has been successful.</p> <p>The range of third parties attending the sessions has increased to include: ELDC Wellbeing Service, Learning Communities, Community Volunteer Service, Credit Union, Waterloo Housing, ELDC Health Trainers, ELDC Food for Life Team, Healthwatch Lincolnshire (monthly), Age UK (monthly), Health Walk, Computer and Money Management Drop-in Sessions (Lincs Training).</p> <p>Other agencies have shown an interest in joining the drop-in, including RBL.</p> <p>Average attendances: Tasty Tuesday: 2013 – 31; 2014 – 38. Fish on Friday: 2013 – 22; 2014 – 33. FoF has been complemented by the addition of 'EXTEND' exercise classes and themed events. Sunday lunches: 2013 – 51; 2014 – 55.</p> <p>This programme (funded from Health Lottery money) has been a successful project, engaging with its target audience. It has resulted in a number of new faces around the Centre, and once the funding expires there is a desire to build on existing work where possible.</p>	<p>Work with the Community Larder Committee to ensure the Larder's sustainability. Areas to include: raising awareness in schools and increasing activities through supermarkets. Develop an improved referral system from other organisations. Look at balancing size of parcels to balance need/supply. [GG/JP]</p> <p>Continue existing activity and seek opportunities for further development. [GG/JP]</p> <p>Develop link with 'Meals on wheels' to provide catering for 'Tasty Tuesday'. [JP]</p> <p>Seek to resolve difficulties of non-attendance of people booked in. [JP]</p> <p>Project now complete.</p> <p>'Meet me at Trinity' programme (including some existing activities) as a chance for people to meet and socialise on Tuesday afternoons – to include 'Monthly Make, Pudding Club' etc. [JP]</p> <p>Investigate what activities we might develop to support those with Dementia. [JP]</p>
<p>3. We aim to have explored how we can develop different ways for people to approach God in order that we are 'somewhere that people can encounter God on their own terms'.</p>	<p>To grow the Messy Church initiative into an established part of the life of the parish.</p> <p>To explore the possibility of offering sessions on Christian meditation.</p> <p>Maintain the Chapel as a place of prayer.</p>	<p>Messy Church now takes place every month (apart from August) and involves people from other congregations and those for who this is 'church' in its own right.</p> <p>No progress on this so far...</p> <p>Prayer Station and Messy Church items as focus for prayer.</p>	<p>Continue to develop this as a sustainable activity. Explore possible links for people to grow in faith and explore other ways of worship/spirituality. [KT]</p> <p>Investigate 'Café Church and Dad's Group (in collaboration with Children's Centre) as part of a pattern of 'Saturday Church'. [NB/CH]</p> <p>Explore further ways for people to use the Chapel for prayer. [CH/IM]</p>
<p>Other things to consider may be...</p>			

DDP session Nov. 2014