Contents

1. Welcome 3
2. Moving Forward 4
3. Ministry and Mission 7
4. Worship 10
5. Market Deeping 14
6. Church Buildings and Fabric 17
7. Communication 20
8. PCC and Administration 21
9. Finances 22
10. Church Partners 24

Appendices
1. Parish Statistics 26
2. Local Statistics 27
3. Parish Profile Preparation 28
4. Bishop’s Mission Order 30
5. Rectory Floor Plan 31
1. Welcome

From the Churchwardens and PCC
Welcome to St. Guthlac’s, the parish church for the growing south Lincolnshire town of Market Deeping (population ~6,600) located 9 miles north of Peterborough (from which London is just 50mins by train). We are a single parish benefice.

We have an active Ministry Team of 2 licensed readers and 2 readers emeritus who assist in the planning and delivery of our worship. Our main weekly Sunday service is Choral Eucharist (congregation ~100, including 20 under 16’s), with a said Holy Communion on both Sundays and Wednesdays. Evensong is held twice-a-month.
Over the past 5 years we have:
- Grown the number of young families attending our church.
- Brought young adults onto the PCC and given them responsibility for leading various areas.
- Introduced both a new hymn book and a new setting for Choral Eucharist.
- Seen one member of our congregation ordained, and a second commence ordination training.
- Had 2 curates progress into parochial positions.
- Voluntarily contributed 12.6% above the amount of Parish Share requested.
- Installed a toilet and a servery and completed a substantial refurbishment of our organ.

That is a brief summary of who and where we are. In the next section we summarise our understanding of God's calling to us, the characteristics we are seeking in our next rector, and what we feel we can offer to that person. We hope you will find it stimulating and will want to learn more about this opportunity by reading on through the rest of the Parish Profile.

We would love to hear from you and answer any questions you may have. You can contact us by calling Kate Brown (PCC Lay Vice Chair) on 01778 343981 or emailing kabstg@btinternet.com. The Ven. Dr Justine Allain Chapman, Archdeacon of Boston, will also be pleased to speak with you (01522 504039; archdeacon.boston@lincoln.anglican.org).

2. Moving Forward

Our Calling, Core Values, and Vision
We recognise that God is calling us to grow in vitality and strength by developing in two key respects.

Transforming the Community: to be more active and effective in making the community a better place for all, and especially the under-privileged.

Transforming People: to be more confident and effective as disciples of Christ in helping others, from all backgrounds, to come to, and then grow in, faith.

Building on our core values as follows will enable us to respond to this calling.
We are a church that …

is welcoming, and seeks to be inviting, engaging with all,
is caring, and seeks to be life-transforming,
is family-friendly, and seeks to spiritually nourish all,
is choral Eucharist-centred, and seeks to add more variety of worship to God,
is collaborative, and seeks to empower and engage all as disciples of Jesus.

Our vision is thus to be a growing, spiritually-nourishing church, transforming lives by God at work through us.

While we believe that we start from a position that makes this vision both appropriate and realistic, we appreciate that our next rector must have an opportunity to form a view of the existing talents, opportunities, risks and priorities that exist within the life of the parish. We would expect that to lead to a full Mission Action Planning session, founded on the work already undertaken, in which prioritised goals and primary actions will be established.

The Person We Seek

We seek a rector who:

- Is a person of holiness and prayer, who loves to help others grow in spirituality and discipleship.
- Is an inspiring preacher and teacher who engages well with people across all ages, backgrounds and persuasions.
- Is great with children, youth and young families, and enjoys working with schools.
- Is adept in leading people into the presence of God through a range of worship styles and appreciates the role of music in enhancing worship.
- Is diligent in ensuring pastoral needs are suitably met.
- Is astute in recognising others’ gifts, and supports, equips and empowers them to share in the work of the church as equal partners in mission.
- Will network well across the local community and embrace opportunities to further the mission of the church.
What We Offer

- A commitment to support our new rector in prayer and practical action.
- A strong, diverse church membership, with the skills, potential and commitment necessary to support our vision.
- A desire to grow and develop.
- A culture of collaborative working.
- A Ministry Team sharing worship and teaching.
- An accomplished Director of Music and a 4-part choir which gives a musical lead in worship.
- A proven ability both to fulfil our ongoing financial obligations through active stewardship and to raise money for special projects.
- Established PCC working groups which carry the work of the church forward in key areas.
- Lay members with strong skills in finance, fabric maintenance, communications, IT and social event organisation.
- Paid administrative support.
- A highly supportive local community that, like the church, is both welcoming and friendly.
- A newly refurbished modern rectory set in ¾ acre, with support from the PCC in maintaining the surrounding hedges which provide privacy.
- Payment of all parish expenses, and commitment to time off for an annual retreat.
- Support from an active clergy chapter.

We see this opening could be of equal interest both to someone seeking a first incumbency with the opportunity for ministerial growth and development, and to someone with parochial ministry experience looking for a place where they will be made welcome and able to draw on that prior experience. Our next rector, like others, will find this is a place where they are very much at home, part of the community and have the opportunity, encouragement and support to thrive in their ministry.

Do you feel God might be calling you to be our next rector? Do you see ministry as clergy and laity, united by a common baptism, working together in the service of God by bringing together their distinctive yet complementary gifts? If you do, please talk with us, make more enquiries about us, and submit an application. We look forward to hearing from you.
3. Ministry and Mission

Ministry Team
There is a long-established pattern of collaborative ministry in the parish, dating back over 50 years through three successive incumbencies. Currently there are two licensed readers and two readers emeritus. This group has typically met with the Rector five times a year to plan services and study groups, and a similar number of times for Bible study. Successive rectors have used the group as a consultative body on matters relating to worship.

Both licensed readers regularly take part in services. Prior to the current vacancy they preached in the parish church roughly once a month, though this has increased in the vacancy. Occasionally they are asked to take services in other parishes, which they willingly do. The readers emeritus take their turn in leading intercessions and, with the invitation of the Rector, have preached up to four times a year. If the new Rector so wishes, one of the readers emeritus would be willing to resume doing so.

Since 2009 this has been a training parish and has enjoyed having three curates in succession (the last having completed his curacy in June 2018). There are two retired priests living in the parish, one of whom is leading the midweek eucharist during the vacancy. Other clergy (stipendiary, non-stipendiary and retired) from the local area are covering the other eucharistic services, as well as baptisms and funerals. All other main services are led by one or other of the readers.

Within the last six years two members of the congregation have been selected for ordination training. One was inducted into his first benefice in 2018, while the other commenced her training the same year. A focus on discerning vocations to both lay and ordained ministry should be maintained.

Intercessions in the principal services are currently led by the readers and two members of the congregation. Besides the licensed readers, 5 individuals have permission to administer communion. There are 27 adults on the lesson reading rota, and 8 children who are willing to read at All Age services, etc.. The number of acolytes currently stands at 10, though more are being sought. There are 4 teams of sidespeople.
Sunday School: “Young Explorers” and “Vestry Group”

Except for a break during the school summer holidays, and those weeks when there is a 10:00am All Age Eucharist, our Young Explorers (ages 3 to 9) and Vestry Group (ages 9 and above) meet on Sundays in the Green School from 9:50am. They engage in prayer, singing and Bible story-based activities (normally linked to the lectionary principal service readings), before joining the rest of the congregation between the intercessions and the Peace. Members of the Young Explorers and Vestry Group are invited to tell the congregation about what they have been doing, and any birthdays (child or adult) are recognised. At All Age services round Christmas, Easter and Harvest they are often involved in presentations and/or leading prayers.

Currently there are 33 children on roll for the Young Explorers and 8 for the Vestry Group. Actual attendance is highly variable and typically 10 Young Explorers and 4 Vestry Group members will attend on any one occasion. The groups are arranged and led by a team of 8 parents and other adults.

Often either or both parents of children in the Young Explorers will choose to be with the children in the Green School, and to accompany them over into church. There is a need to improve the provision of nurturing in the faith for this group of parents.

Study and Prayer Groups

“Talks at Teatime” is a monthly informal meeting in people’s homes to listen to, and then discuss, a talk recorded at the Greenbelt Festival. Topics are usually Biblical/theological, ethical/moral or cover social justice issues and there are usually about 8 to 12 attendees. It provides a forum for discussing deep questions in a supportive, peer-led environment.

Lay led study groups, following diocesan or other recognised course material, are normally held in Advent and Lent. Often split into two or three parallel groups meeting in people’s homes, they attract up to about 15 participants in total, including some from other churches within Deepings Churches Together.
Lenten Sunday compline services are accompanied by either a talk or a discussion, led by members of the Ministry Team. The theme for each year is set by the Ministry Team following reflection on the parish’s needs at that time. Attendance ranges between 12 and 20.

All these study groups tend to appeal to the same, relatively narrow, group of congregation members with a well-developed understanding of the faith. There is a need to introduce something that will engage those at earlier stages in their journey of faith.

Confirmation groups have been led by the Rector, with support from other Ministry Team members, roughly once every three years. A confirmation course is currently being arranged as there are several regular worshippers who wish to be confirmed.

A small lay-led prayer group meets monthly on a weekday in church.

** Mothers Union**
The Mothers Union, currently having 24 members, usually meets monthly in the parish. It joins other local branches for social events, to hear certain speakers or to take part in special activities. Besides taking a particular interest in children’s work and supporting church activities in general, it supports both the Boston Women’s Aid (a refuge centre) and the Peterborough Soup Kitchen. It has strong links with one of the parish’s residential care homes.

**Pastoral**
Pastoral work undertaken by the church includes:

- Offering of daily prayer for those in need, the people of the parish and the world.
- Provision of prayer cards and candles to light in church.
- A monthly prayer meeting.
- Visiting the sick and the housebound by parishioners, and the offering of communion by Ministry Team members.
- Monthly visits to the two care homes, and the offering of communion by Ministry Team members.
- Monthly coffee mornings and “Soup & Social” events.
- Support for the Deepings Food Bank, Peterborough Soup Kitchen and Boston Women’s Aid.
- Marriage preparation, baptism preparation, bereavement visiting.
- Ensuring the highest standards of Safeguarding for children, young people and vulnerable adults.
Having realised that the church has not been good at recognising when regular worshippers are absent, or are attending less frequently, and thus failing to visit them, a Wellbeing Group has been formed during the vacancy. The focus of this group is to identify such absences so that the Ministry Team can decide an appropriate pastoral response. Further work to improve the coordination of pastoral visiting is underway.

Environment
The PCC has recently decided to become an Eco-Church, with an initial aim of achieving Bronze status by Easter 2020.

4. Worship

Regular Sunday Services
The regular pattern of Sunday services is:

**Weekly:**
- 8:00am Holy Communion (Common Worship Order 1 - Traditional): said; normally without sermon.
- 10:00am “Parish Eucharist” (Common Worship Order 1 - Eucharistic Prayer B): sung.

**Twice/month:**
- 6:00pm Evensong (BCP).

**Monthly:**
- 3:00pm Holy Baptism.

Once a month “All Age Eucharist” (Common Worship Order 1 - Eucharistic Prayer D; sung), often with baptisms, replaces the Parish Eucharist. The All Age Eucharist also replaces the Parish Eucharist on occasions such as Mothering Sunday. Compline is said weekly in place of Evensong in Lent, and Evening Prayer replaces Evensong during the school summer holidays.

This pattern is being maintained in the vacancy, with Morning Prayer (BCP) (led by either of the parish’s readers) sometimes replacing 8:00am Holy Communion.

Attendance levels in 2018 are summarised in Appendix 1. Since the vacancy began overall attendance has fallen slightly.
Numbers at the All Age Eucharist, when it is combined with baptisms, can range up to 150. However, this is heavily affected by the size of the baptism parties and masks a tendency for some regular attenders of the Parish Eucharist to avoid such services. That tendency, together with other supporting evidence, points to the need to restructure All Age Worship, which the Ministry Team considers to be a priority.

**Regular Weekday Services**

Holy Communion (Common Worship Order 1 - Traditional; said) is celebrated on Wednesdays at 10:30am. These services are used to mark festivals, lesser festivals and commemorations.

Since the start of the vacancy the saying of the Daily Office of Evening Prayer has been sustained on weekdays by a small lay group, whilst Morning Prayer is being said typically four days a week by one of the readers.

**Principal Feasts and Holy Days**

At Christmas, in addition to Midnight Mass (Parish Eucharist) and an All Age Eucharist on Christmas Day, there is a service of Nine Lessons with Carols on Christmas Eve and an afternoon Christingle on the 3rd Sunday of Advent. On Ash Wednesday, Eucharists at both 10:30am and 7:30pm include ashing. Maundy Thursday (with the washing of feet and stripping of the Sanctuary) and Good Friday (Good Friday Liturgy) are marked prior to the Easter Vigil and Service of Light.

Sung Parish Eucharists are celebrated on all other Principal Feasts and Holy Days, plus Corpus Christi. (When these fall on a weekday they are held at 7:30pm). Incense may be used at such services, as well as Midnight Mass, and Easter Eve Service of Light. This, though, would benefit from careful review, particularly in the case of Midnight Mass (for which a high proportion of the congregation are rarely seen in church at other times, and the use of incense may be giving a misleading impression of what typical services are like).
Life Events

In 2018 there were 32 baptisms, 8 weddings and 1 service of prayer and dedication following civil marriage. 16 funerals were held in church, 2 in the cemetery and 8 at the crematorium (9 miles away in Peterborough).

Other Services

The Service of Remembrance is held on Remembrance Sunday (replacing the Parish Eucharist which is moved to the evening), and one of the regular Parish Eucharists is structured as the annual Civic Service. A Memorial Service is held at 6:00pm on the first Sunday of November for those who have lost loved ones in the preceding year. Services are held in church for both primary schools.
Music
The robed, four part (SATB), mixed choir has a total membership of 12 adults and 9 juniors. Family circumstances make it difficult for some members to attend consistently, though the choir is augmented by former members when they return on vacation from university. The choir leads the Parish and All Age Eucharists, and all other major services. At the Eucharists it sings a commissioned choral setting, hymns and an anthem. It also contributes to community events, including singing in care homes and on the Market Square at Christmas.

There are weekly rehearsals (except during the school summer holidays), and junior members follow the Royal School of Music Voice for Life training scheme assisted by adult choir members.

The latest edition of Hymns Ancient & Modern is now used (introduced early 2018).

Our Director of Music both directs the choir and plays the organ. He is a member of the Association of British Choral Directors and the British Voice Association. The hymns and anthems are chosen jointly by him and the rector.

The Director of Music is supported by two other locally-based church organists and an organ scholarship programme will shortly be introduced.

Bells
A strong and active all-age band of 12 rings the set of 8 bells before the 10:00am and 6:00pm services on Sundays, for weddings, and on special occasions. There are several others who attend when they can or on their return to visit parents. Practices are held once a week. The band is both welcoming and inclusive and has a great reputation for teaching ringers. Both peals and quarter peals are regularly rung.
General
Our congregation, which includes people of all ages and a wide range of churchmanship, is inclusive, cohesive and its members work well together. The church is a member of the Dementia Action Alliance. We actively welcome and support people living with dementia and our sidespeople are encouraged to become Dementia Friends.

Over the years the church has shown itself to be open to change, provided the underlying reasons are clearly explained and the changes themselves communicated well.

Vestments are worn, and the sacrament is reserved in the aumbry for taking communion to the housebound and residents of the two care homes.

Over the last fifteen years the church’s liturgy has moved from being broadly central to more clearly liberal catholic. At the same time the number and diversity of services have been reduced and are now more predominantly Eucharistic. There is now a desire and need to increase the variety of regular worship by adding to the current range, and so allow us to appeal to a broader range of people.

5. Market Deeping

Location
Market Deeping is a small market town at the southern end of both the Diocese of Lincoln and the county of Lincolnshire. It lies 9 miles north of Peterborough, 7 miles east of Stamford, and 7 miles south of Bourne, these being linked by an excellent bus service. Spalding is 11 miles east and Lincoln 43 miles north.

The community is bounded to the south by the River Welland, and to the east and north by a bypass that routes through traffic around the town. Beyond the bypass lies open farmland.

Adjoining Market Deeping to the east is the village and parish of Deeping St James. These, together with Deeping Gate, West Deeping and Deeping St Nicholas, are known collectively as ‘The Deepings’. The area is very low lying and this gave the Deepings their Saxon name, translated as ‘deep places’ or ‘deep lands’. The Deepings have a total population of around 16,700, of which Market Deeping accounts for over 6,600 (2017 Office for National Statistics estimate) having grown by over 10% since the 2011 Census. Under the South Kesteven District Council ‘Local Plan’, further development is expected in the area before 2036. ‘Deepings First’ is a joint Deepings Neighbourhood Planning Group, covering the parishes of Market Deeping and Deeping St James. It is a
community group, working over 2018/9 with the support of Market Deeping Town Council and Deeping St James Parish Council, to take responsibility for the creation of a Neighbourhood Plan to help the members of the local community influence the planning of the area in which they live and work. (Go to https://deepingsfirst.org.uk/ for further information).

The Town
The Market Place forms the centre of the town and contains some fine Georgian buildings, as does Church Street which leads from the Market Place to the parish church. Both the Market Place and Church Street are part of the Market Deeping Conservation Area, with 57 listed buildings.

Many local shops and businesses are situated around the Market Place and in two adjacent areas. These include old coaching inns, a post office/newsagent, two general stores, restaurants, estate agents and other small shops. A Saturday market is held in the Market Place and a midweek one in the car park adjacent to one of the general stores. A Tesco supermarket is located near the Health Centre. There is a thriving light industrial and commercial area on the northern edge of the town. (Go to http://www.deepings.co.uk/ for further information).

Residential housing has expanded steadily since the late 1960’s, with a good spread of style and affordability. People have been attracted to move here by, variously, the town’s friendly atmosphere, the opportunities for employment in the area (particularly Peterborough), the ease of commuting to London (50 minutes journey time from Peterborough) and to be close to family members. The population is fairly balanced, with 22% under 20, 20% aged between 20 and 39, 28% between 40 and 59, 25% between 60 and 79 and 6% aged 80 and over (2017 Office for National Statistics estimates). The Church of England ranks the parish at 8824 for deprivation (12500 being the least deprived).

The parish church is the only place of public worship for any faith in Market Deeping. An estimated two-thirds of St. Guthlac’s worshipping community lives in Market Deeping itself, with the balance coming from the Deepings (particularly adjacent areas of Deeping St James) and other surrounding villages.

In Deeping St James, in addition to the Anglican Priory Church, there are a Roman Catholic, a Methodist and two Baptist churches.
Schools
The town has two schools: William Hildyard Church of England Primary and Nursery School (http://www.williamhildyard.lincs.sch.uk/), and the Market Deeping Community Primary School. Both were rated “Good” in their 2019 Ofsted reports.

In Deeping St James there are the Deeping St James Community Primary, the Linchfield Community Primary and the Deepings School (a comprehensive Secondary school with Sixth Form). While many children from the Deepings attend the latter, others undertake their secondary education at local Lincolnshire Grammar Schools (notably Bourne Grammar), King’s School (the Peterborough Cathedral school), or the independent Stamford Endowed Schools.

The William Hildyard School works in partnership with Stamford’s St.George’s Church of England Primary School as the Aspire Federation. The Rector of Market Deeping is ex officio a foundation governor. One foundation governor is appointed directly by the PCC, one by Diocesan Board of Education following consultation with the PCC and one by the Market Deeping Relief in Need charity. (A further four foundation governors represent St.George’s School).

There is a very close relationship between the parish church and the William Hildyard school. Worship in the school has been led fortnightly by the Rector (this being maintained by one of the readers in the vacancy), and pupils make regular use of the church for seasonal services, nativity plays and as a resource to support lessons. Our Director of Music helps prepare the Christmas services, for which he has written music. The Market Deeping Community Primary School, under its current headteacher, is also increasingly connected with the parish church and using the building for seasonal services.

All four primary schools provide pre-school for limited hours, and there are several private pre-school nurseries. Each school has out of school clubs providing care during term time. There is a private out of school club providing care during term time and holiday cover.
Community Services

The recently expanded Health Centre offers excellent facilities. Referrals are made to Peterborough City Hospital 9 miles away and Stamford Hospital 7 miles away. A & E services are provided at the Peterborough City Hospital. There are two residential care homes for the elderly in the town (with monthly Sick Communion services being taken in both by members of the church’s Ministry Team) and a Sense home for deaf-blind adults.

A community centre provides meeting rooms for a variety of organisations and is located next to the library, police station and fire station (retained), on the boundary between Market Deeping and Deeping St James.

Sport is thriving in the area with strong football, rugby, cricket and hockey clubs. A successful swimming club is based at the Deepings Leisure Centre (in Deeping St James). The Scout and Guide movements are strong in the area. Annual events held in the Deepings include a carnival, school and church fetes, a raft race and fun runs.

6. Church Buildings and Fabric

The Church

The church, situated within a closed churchyard on Church Street about ¼ mile north of the town centre, is dedicated to St Guthlac. Guthlac was an Anglo Saxon hermit, who came to the Island of Crowland (8 miles away) in 699 AD. He died in 714 AD, and Crowland Abbey was founded in his memory by Ethelbald, King of Mercia, a few years later. It is thought that monks from Crowland came to Market Deeping and built the first church on the site of the current building sometime before the 10th Century.

The oldest parts of the present building, which is Grade 1 listed, date from the late 12th and 13th Centuries, with additions in the 15th and 19th Centuries (the latter being part of a major, sensitively undertaken, refurbishment completed in 1878).

In the windows on the south of the chancel are 12 roundels depicting the life of St Guthlac, copied from the 700 year old Guthlac Roll, an illuminated manuscript held at the British Library.
A fine mosaic reredos sits under the clear East Window, which is flanked on either side by statues of Sts. Guthlac and Hugh of Lincoln. The nave consists of 3 aisles, with the north one forming the Lady Chapel. The town’s war memorial is located in the south aisle. The 14th Century octagonal font is located just inside the main entrance on the south side. The area under the tower is screened off from the nave and contains both a small servery and an accessible toilet. The tower houses a clock dating back to 1763 and a set of 8 bells. The clergy vestry is located behind a door and wooden screen in the north west corner of the church, whilst the choir vestry is in the north east corner.

At various times over the last 30 years sections of the pews have been removed to create more flexible space. There is an outline proposal to remove a further set of pews from the west end of the nave to accommodate the growing number of pushchairs and wheelchairs that are brought into church, and to improve circulation when serving refreshments.

Following the Lincoln DAC Organ Adviser's report that the 137 year old organ was at imminent risk of failure, over £100k was raised in under 18 months to fully fund the refurbishment and enhancement of the instrument, along with various activities to improve the church’s engagement with the wider community through music and to encourage more music students to take up organ playing. The work on the organ has now been completed, and both a service of rededication and a celebratory recital are scheduled for later this year.

The church is maintained in good repair and is fully insured. All items identified as requiring attention in the 2014 Quinquennial Inspection have been addressed except for two lower priority items which are to be revisited under the 2019 inspection. There are roof and fire alarms, an intruder alarm for the choir vestry (where the safes are located), and a CCTV security system. The church is normally kept open throughout daylight hours seven days a week.

Church tours are regularly requested from historical and parish groups as well as schools.

(Go to www.stguthlacs.org.uk/docstore/78.pdf for further information on the church’s history).
The Green School

The church hall, known as ‘The Green School’ from the uniforms of the original girls’ school, was built in 1851. Following the opening of the William Hildyard Church of England primary school in 1967, control of this listed building was given to the parish by the diocese for use as a church hall, under a repair and maintenance lease. A separate PCC sub-committee is responsible for management of the building.

The building is well used for both church and community activities. Facilities include a kitchen, toilets and storage space. Its main area can be divided by sliding doors into two separate rooms.

The Rectory

The Rectory is a 4 bedroom detached house, built in 1981, and located by the church, within a garden of about ¾ acre. A superb chestnut tree is set within a lawn, and the garden also includes shrubbery and other borders. Privacy is provided by hedging surrounding the garden, and the rear section of the garden is further shielded from the front by wooden panelling. The PCC pays for the hedge to be cut annually.
The property is bordered to the west by Church Street, from which the driveway leads, and to the north and east by the Rectory Paddock (former glebe land now owned and maintained as a wildlife preserve by the Town Council). Separating the property from the churchyard to the south is a gravel driveway that gives access to the cemetery and parts of the Old Rectory (now private homes).

A newly replaced wooden shed behind the Rectory is owned by the PCC, and its use shared with the Rector. The PCC uses it to store equipment for the summer Garden Fete. Held annually in the Rectory garden and Green School, this event is a significant source of fundraising for the church and is very popular with the local community.

During the vacancy the diocese’s Property Department is taking the opportunity to carry out improvement and modernisation works including items such as creating a new family bathroom, electrical and heating upgrades, as well as general repairs including full house redecoration, replacement carpets and other maintenance items.

7. Communication

The church website (www.stguthlacs.org.uk) is well maintained and received 1231 unique visitors a month in 2018, with an average growth rate of 20% since 2015. Amongst much else, it includes electronic copies of both the weekly newssheet (which is handed out to all worshippers at regular services) and the monthly parish magazine (volunteer-delivered, with 204 subscribing households, and also available in church). The website is linked to the CoE’s “A Church Near You” website, and all services are posted to the latter.

The church has a Facebook site (https://www.facebook.com/Stguthlacsmarketdeeping/) and several members of the congregation use social media very effectively to promote services and other events.

There are noticeboards by Church Street, in the church porch and inside the church itself, as well as in the Green School. The noticeboards are well used, with posters being routinely displayed for all events.
PCC Membership

The composition of the PCC is:

- **Rector**
- **2 Churchwardens** (one currently also being a licensed reader, member of General Synod and the Diocese of Lincoln’s Chair of the House of Laity).
- **1 Licensed Reader** (who is also currently PCC Lay Vice Chair).
- **3 Deanery Synod Members**.
- **12 Elected Members** (serving 3 year terms, a third of the positions falling vacant each year).

The PCC Treasurer is currently one of the elected members, as are the Stewardship Co-ordinator and the Safeguarding Officer. The PCC Minute Secretary is not a PCC member.

Regular meetings are held alternate months, with an extra one immediately following the APCM. The Standing Committee (Rector, Churchwardens, Lay Vice Chair, Treasurer and 2 other PCC members) normally meets once in the intervening months to agree the agenda for the next PCC meeting, and as necessary to (a) transact any urgent business, and (b) help shape policy proposals to be put to the PCC.

PCC Working Groups

The following working groups act on behalf of the PCC within the bounds of approved policies, strategic direction and budgets. Progress reports are made to each PCC meeting. All PCC members are required to serve on at least one working group. While the majority of the working group members come from the PCC, most also include other church members. The five working groups are each chaired by a different PCC member.

- **Communications**
  
  Objective: To enhance the mission of our church through highly effective communication.

- **Fabric**
  
  Objective: To maintain the church and churchyard in good order.
Finance
Objective: To exercise good stewardship of our financial resources and ensure they are sufficient to meet the missional needs of the church.

Pastoral
Objective: To ensure we meet the pastoral needs of the community.

Social Events
Objective: To foster fellowship and fundraising within the church and the community.

Management of the Green School is handled by the Green School Management Committee. Additionally, an Environment Working Group (objective: to facilitate our church becoming more environmentally friendly) is currently being formed.

PCC Policies
Policies such as Safeguarding, Data Protection, Financial Reserves and Living Wage Payment are in place and are reviewed by the PCC each year. The Safeguarding Officer ensures DBS checks are carried out as required.

Paid Staff
The following part time staff are employed by the PCC.

- Director of Music.
- Parish administrator: provides administrative support to the Rector (and the churchwardens in the vacancy). The current holder is located 4 miles north of the parish and shared with the Rural Dean and neighbouring benefices. The nominal provision of 10hrs/mth is open to review.
- Green School Caretaker: employed via the Green School Management Committee. Also keeps the church toilet facility clean.

9. Finances

Overview
The PCC’s financial situation is relatively strong. In recent years the general account income and expenditure have been roughly equal. At the time of writing, unrestricted reserves (cash, deposits and investments) are sufficient to cover 12 months of expenditure. All monies associated with the organ project are held in a restricted account. There are also restricted accounts for the tower (being the balance left from a completed project to install the servery and toilet), youth work and special initiatives, though usage of the latter two has been disappointingly low.

The 2018 independently examined accounts can be viewed at www.stguthlacs.org.uk/annual-report--financial/page1/.
Parish Share
The PCC has a history of paying its parish share in full stretching back at least 40 years. In 2016 the diocese significantly changed its parish share formula, with the changes being phased in progressively over three years. Under the new formula, St.Guthlac’s would see significant reductions in the amount requested. Aware that many parishes in the diocese would struggle to pay their requested share, the PCC elected to maintain its payments at the 2015 level and to start paying by monthly standing order. The diocese offered a 1% reduction to incentivise monthly payments, which then applied to St.Guthlac’s from 2017 onwards.

The diocesan parish share formula was reviewed for 2019 and some adjustments made, though the fundamentals remained unchanged. Many parishes have seen increases of up to 10% over their agreed 2018 payment level. Recognising the significant challenges within the diocese, the formal request to parishes such as St.Guthlac’s was to maintain payments at the 2018 level, which the PCC is doing.

Stewardship
Following the last full stewardship campaign in 2016, the policy is to run annual renewal programmes incorporated into Harvest. The 2018 renewal programme lacked focus as it coincided with the last service of our previous rector. Planned giving (and associated tax recovery) covers the Parish Share and contributes to essential spend on insurance, maintenance and utilities. 68% of planned giving is now made by standing order.

Mission Giving
The PCC sees its elevated level of parish share payment as a foundational part of its mission giving. Money is raised annually for Christian Aid (ecumenically through door-to-door collections and a coffee morning), the Royal British Legion poppy appeal (including through the Service of Remembrance), the Children’s Society (through the Christingle Service) and Water Aid (in lieu of exchanging personal Christmas cards). A further £3,400 was raised in 2018 for charities other than the church itself through funeral collections.

<table>
<thead>
<tr>
<th></th>
<th>Requested</th>
<th>Paid</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>£57,240</td>
<td>£57,240</td>
</tr>
<tr>
<td>2015</td>
<td>£58,099</td>
<td>£58,099</td>
</tr>
<tr>
<td>2016</td>
<td>£52,680</td>
<td>£58,099</td>
</tr>
<tr>
<td>2017</td>
<td>£46,788</td>
<td>£57,518</td>
</tr>
<tr>
<td>2018</td>
<td>£41,424</td>
<td>£57,518</td>
</tr>
</tbody>
</table>
10. Church Partners

Deanery of Elloe West

The parish is part of the deanery of Elloe West, one of 7 deaneries of the Archdeaconry of Boston in the south of the Diocese. The deanery comprises 19 parishes in 11 benefices stretching between Market Deeping in the south west and Quadring in the northeast, a distance of around 21 miles.

The deanery synod normally holds three evening meetings each year, plus an annual deanery service on a Sunday afternoon. Meetings rotate across the deanery with the opportunity to share experiences with other parishes and to hear from outside speakers on a variety of topics.

The clergy chapter meets monthly (currently on a Tuesday morning).

The Deanery is currently reviewing how its parishes can work better together, and what ‘clusters’ would best serve the mission of the church across the area. Although committed to retaining the independence of each parish, a Deepings ‘cluster’ comprising Deeping St James, Market Deeping and Deeping St Nicholas has been identified, and it is expected that incumbents will explore new ways of working across the three parishes. In the first instance this will involve closer communication between ministry teams and the provision of ministerial cover, but it is hoped that over time this will develop into wider support and collaboration.

Learning Communities

The Diocese of Lincoln has invited parishes to join its Learning Communities programme. Churches in similar character areas will be buddied up together in groups of typically four. Each group will meet three times a year to learn from each other, agree action programmes, and support one another in pursuing them.

The PCC has applied to join a Market Town Learning Community and is currently waiting to hear from the diocese’s Mission Team regarding the parishes with which it is to be partnered.
Bishop's Mission Order
A 'Bishop’s Mission Order' is in place across three of the local deaneries – Elloe West, Stamford and Beltisloe (the deanery centred round Bourne). This order gives permission for a Mission Enabler to work across boundaries in partnership with local parishes and incumbents to encourage ‘mutual flourishing through midweek, homebased discipleship’. The aim is to build mid-week communities who will reach out and grow disciples in their local networks and community. The Mission Enabler is also tasked with recruiting and training leaders of ‘missional communities’ and/or Fresh Expressions. There has been no contact to date between the Mission Enabler and this parish. Further details about the initiative can be found in Appendix 4.

Deepings Churches Together
The Deepings are blessed, within a 3 mile radius, with 5 churches (2 Anglican, a Methodist, a Roman Catholic and a Baptist) that form Deepings Churches Together. Representatives meet regularly to discuss areas of common interest and have set up joint initiatives for the benefit of the community, such as the Deepings Foodbank. Other joint activities aim to bring the Christian story to the wider community through a presence at the Deepings Christmas Market and Raft Race and an annual Walk of Witness on Good Friday. (The latter usually starts at St.Guthlac’s with a short service). Since September 2018 members of the churches have collaborated in taking “Open the Book” into one of the primary schools, and it is planned to expand this work to other schools in the near future.

Other initiatives have been the production of an audio CD of the Passion Play and having a 24/7 prayer room at Pentecost linked to “Thy Kingdom Come”. This has been valued by all who have been part of it and has become an annual event.

Joint services are held 3 times a year, with the 5 churches rotating the hosting and the ministers the preaching.

Ladies Guild
Though independent and open to ladies of all faiths and none, the Ladies Guild is closely associated with the church. It runs a programme of monthly events from September to June, with each annual cycle commencing with a service normally led by the Rector. The funds it raises are used to support specific projects for the church and the Green School. There are currently 30 members.

Local Charities
The Rector, historically, is an ex officio member of the Market Deeping Relief in Need, the Feoffee Educational Foundation and the Miss Mary Ann Scotney for Almshouses charities. In their financial years ending 2018, these three charities had combined income of £24k and expenditure of £25k.
## Appendix 1 – Parish Statistics (2018 data unless otherwise stated)

<table>
<thead>
<tr>
<th>Electoral Roll (2019)</th>
<th>175</th>
<th>71% resident in Market Deeping</th>
</tr>
</thead>
<tbody>
<tr>
<td>Worshipping Community</td>
<td>211</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Usual Attendance (Sep-Dec 2018)</th>
<th>Sun.</th>
<th>8:00am Holy Communion</th>
<th>12</th>
<th>~25% attend a service later the same day</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10:00am Parish Eucharist</td>
<td>107</td>
<td>~ 20 under 16 &amp; ~77 communicants</td>
<td></td>
</tr>
<tr>
<td></td>
<td>6:00pm Evensong (2 / mth)</td>
<td>10</td>
<td>~25% attend a service earlier the same day</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Wed.</td>
<td>10:30am Holy Communion</td>
<td>18</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Easter</th>
<th>232</th>
<th>182 communicants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Special Services in Advent: General (*)</td>
<td>492</td>
<td></td>
</tr>
<tr>
<td>Special Services in Advent: Schools</td>
<td>990</td>
<td></td>
</tr>
<tr>
<td>Christmas Eve &amp; Day</td>
<td>368</td>
<td>126 communicants</td>
</tr>
<tr>
<td>Baptisms</td>
<td>32</td>
<td></td>
</tr>
<tr>
<td>Weddings</td>
<td>8</td>
<td>+1 Service of Prayer &amp; Dedication</td>
</tr>
<tr>
<td>Funerals in Church</td>
<td>16</td>
<td></td>
</tr>
<tr>
<td>Funerals at Cemetery / Crematorium</td>
<td>10</td>
<td></td>
</tr>
</tbody>
</table>

(*) Special services included: Blessing of Cribs, Rose Lodge care home & RAOB Carol Services, Christingle, Carols round Market Square Tree, 4th Sunday of Advent All Age Eucharist with Nativity Play (presided by the Bishop of Lincoln and including the licensing of Bishop Rob Gillion as Assistant Bishop).
Appendix 2 – Local Statistics

The civil parish boundaries extend beyond those of the ecclesial parish to include areas with limited housing. The Church of England’s Statistics Office puts the ecclesial population at 5913 in 2011 (cp 6008 for the civil parish in the Office for National Statistics data). The growth since 2011 has been within the ecclesial parish.

The building of 240 new homes in Market Deeping has been approved. It is estimated that by 2036 there will be a further 700 new homes in Market Deeping and Deeping St James.

Charts data source: Office for National Statistics published Census and Annual Estimate Data for the civil parish of Market Deeping.
Appendix 3 – Parish Profile Preparation

This Parish Profile, approved unanimously by the PCC, was drafted by a working group comprising a churchwarden, two former churchwardens and a relatively new PCC member who is closely involved in work with both children and communications. In addition to their own knowledge of the church and parish, they drew on the experience of the other PCC members and the Ministry Team, the conclusions of an externally-facilitated “Vacancy Mission Action Planning” workshop, a survey of congregation members and a meeting with local community leaders. A summary of these follows.

Vacancy Mission Action Planning Workshop
This followed a process provided in the Diocese of Lincoln specifically for parishes in vacancy and designed to help discernment of future needs. The half-day workshop, facilitated by the diocese’s Growing Disciples Officer, was attended by all but 2 of the PCC members (who had other unavoidable commitments) plus 14 specifically-invited others. The latter were chosen to ensure all aspects of the church’s life were represented.

The workshop identified an initial list of the church’s core values: “Welcoming”, “Caring”, “Family-friendly” and “Traditional but Adaptable”. The character of the church, as participants believed it was currently seen by others, was then assessed. This concluded that we are seen to be:

- There to show a strong presence in the community, rather than reaching out to bring others to faith.
- Engaged to a limited extent in making our community a better place, though also providing a place of safety, peace and quiet away from the pressures of the world.
- Strongly caring for people in need, in good times and bad, and supporting this through the prayer life of some in the church.

The workshop then identified two priorities for change in our character:

- To be more active and effective in helping make the community a better place.
- To be more confident and effective as disciples of Christ in helping others, from all backgrounds, to come to, and then grow in, faith.

Underpinning these priorities was a desire to grow in vitality and strength as a church.

Finally, the workshop identified the characteristics that should be sought in the new rector.
**Congregation Survey**
An anonymous survey of congregation members largely confirmed the core values and priorities for change identified by the Vacancy Mission Action Planning Workshop. It brought out two additional points of importance to our church: music within worship and lay participation.

Answers to the question, “What one change do you most want in our church life in the next 5 years?” showed clear support for:

- Increasing outreach to the community.
- Becoming more inclusive and welcoming.
- Being better at attracting and retaining young people.
- Improving worship (particularly by including accessible, lively non-eucharistic worship for young families).
- Improving pastoral provision.

**Community Consultation**
Various local community leaders attended a meeting to garner their views on our church. (Some who could not attend provided written input instead). The main themes that emerged were:

- An appreciation of the place of the church in the life of the community.
- The church’s inclusive, welcoming nature (with ethnicity and sexuality being specifically referenced), against a background of increasing diversity in the town’s population as people move in from Peterborough.
- The church’s links with the William Hildyard School and, increasingly, the Market Deeping Community Primary School.
- Involvement of church members in local charitable work, though with a desire to see greater engagement from the church as a body, rather than just certain individuals.
- Concern that secular charitable groups are becoming dependent on a declining number of volunteers. There is an opportunity to adopt a collaborative approach with the church.
- A desire to establish much stronger links with the local uniformed organisations.
Appendix 4 – Bishop’s Mission Order

The Vision: Making Disciples across South Lincolnshire
The Bishop’s Mission Order (dated 2015) gives permission for work in partnership with the inherited forms of church in South Lincolnshire. The aim is to build mid-week communities who have a heart to reach out and grow disciples in their local networks and community. St George’s Church Stamford will act as a resource church to encourage these new communities to grow locally and build good relationships with inherited forms of church, with the possibility of joining in monthly local worship at the welcome of the local parish.

Mission Initiative Area
The mission initiative area is based in the Stamford, Bourne and Deepings areas, and includes the deaneries of Stamford, Beltisloe and Elloe West in the Diocese of Lincoln and all of the benefices (and parishes) therein:-

- Stamford All Saints with St John; Stamford Christ Church; St George with St Paul Stamford; Stamford St Mary and St Martin; The Uffington Group; Bourne; Castle Bytham with Creton; The Colsterworth Group; Corby Glen; Edenham with Witham on the Hill and Swinstead; The North Beltisloe Group; The Ringstone in Aveland Group; The Witham Group; Cowbit; Crowland; Deeping St James; The Glen Group; Gosberton, Gosberton Clough and Quadring; Market Deeping; The Ness Group; Spalding St Mary & St Nicholas; Spalding St Paul; and Spalding St John the Baptist with Deeping St Nicholas.

Objectives of the Mission Initiative
1. To allow a mission enabler to recruit and train leaders of Missional Communities and/or Fresh Expressions and gather groups for the specific task of growing new disciples wherever the new communities are seeded in the surrounding area.
2. To work in partnership with local parishes and incumbents to encourage mutual flourishing through midweek, homebased discipleship.
3. To encourage the Missional Community/Fresh Expression to worship locally at least once a month at the invitation of the local parish.

Mission Initiative Leader
The Diocese of Lincoln has appointed The Revd Steve Simcox (BMO) to lead this mission initiative. Steve is a member of the staff team at St George’s Church Stamford. Steve will be responsible for good communication and relationships with the incumbents of the surrounding parishes where new Missional Communities or Fresh Expressions might emerge. He is line managed by the Rector of St George's and for the purposes of the BMO, the Bishop of Lincoln is the Visitor.
Appendix 5 – Rectory Floor Plan

Note: During the vacancy the first floor WC & bathroom have been converted into a new family bathroom.