



Priest in Charge of the Parish of
All Saints Church Holbeach in
the Deanery of Elloe East, South
Holland District, within the
Diocese of Lincoln.

This is a truly exciting opportunity for an inspirational, experienced and reflective priest to join us in the joy of what God is already doing here at All Saints; help us fulfil our Mission Statement in ever deeper ways; and take us forwards with a clear vision, pioneering new strategies for growing our busy town centre parish church for a post-Covid world.

Of course, we are far from perfect, but many good things are already in place, and at our heart is a genuine desire to work alongside you to build up the community of faith, sharing the transforming love of God with the people we are called to serve.

Could you be the one to help us realise this vision, and to inspire us with joy and energy as you lead us in faith and mission here in our lovely Fenland town of Holbeach?

WELCOME

All Saints Mission Statement reads:

"We aim to be an inclusive and intergenerational church at the heart of our community, helping to promote a town in which everyone can flourish and where people can discover the extravagant love of God."

If you are interested in discovering more about this post or having an informal conversation about the situation, please contact:

The Ven Justine Allain Chapman (Archdeacon of Boston)

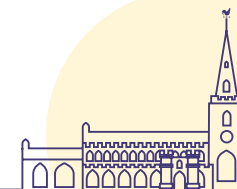
email: archdeacon.boston@lincoln.anglican.org **telephone:** 01522 504039

Closing Date: 5th Sept **Shortlisting Date:** 14th Sept **Interviews:** 30th Sept

An enhanced DBS check is required and will need to be in place before the appointment. Our parish has adopted the current National and Diocesan Safeguarding policies and takes our safeguarding responsibilities very seriously.

Full expenses of office will be reimbursed. You will be expected to have a regular weekly day off and to take your annual holiday entitlement. The importance of study-leave and an annual retreat is recognised, and you will be encouraged to use this provision to enhance your ministry.

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Welcome by the Bishop of Grimsby, The Rt. Revd Dr David Court



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

In preparation for our recent 'Peer Review' we put together our diocesan mission and vision statements and summarised our intention as follows 'Our aim then is to grow the Church, in both numbers and depth, through attention to what we see as our core tasks of faithful worship, confident discipleship and joyful service with the vision of being a healthy, vibrant, sustainable church which leads to transformed lives and communities across greater Lincolnshire making a difference in God's world. To that end as a diocese we shall support, encourage and enable local parishes, benefices and mission communities to fulfil, within this framework, their own unique calling to serve in mission the community or communities in which they are set'.

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

Currently like many other dioceses across the country we are very actively exploring what kind of ministry we need to offer, and what kind of church we need to be, to serve the people of our county at this point of the twenty-first century. There is much still to be decided, but we are seeing collaborative teams of clergy and lay people working in partnership together across larger areas than we have traditionally envisaged as the way we believe we are being led. What that looks like in practice will be different in different parts of the diocese, but it is for that reason that we are advertising this post as an 'interim minister' post. We are looking for leaders who will work with us and their colleagues, clergy and lay, with whom they will share ministry to help make this a reality in the place where they serve.

We have established a regular pattern of episcopal visitations and MDR to show our support and commitment to those working in parish ministry. We believe we each have something to give to the wider diocesan family and are committed to operating in such a way as we learn from and support each other. We are committed to the principle of mission action planning, to good quality CMD aiming to support people in the mission they believe God has called them to, and at a time of transition and change to ensuring clergy well-being is a constant priority for us.

We are not unaware of the challenges we face. On an average Sunday across the diocese we connect with only 1.4% of the population of our parishes, a figure which is also reflected in this particular group of parishes, but we are committed to 'having a go', to sharing what we know to be the good news of Jesus to the different communities we are here to serve, and if that resonates with you, then please read on with all that follows

Person Specification



We are looking for someone who:

- Is genuinely excited by the opportunity to lead us in worship and mission here in our rural part of Lincolnshire, and who has a real appreciation of the current challenges we can face in living in a less than affluent corner of our beautiful county.
- Will help us to grow in our discipleship and lives of prayer.
- Is visionary and creative with inspirational leadership and a modern approach to Christianity.
- Can generate fresh new ideas for mission and outreach and inspire ways of reaching out to those in Holbeach who are vulnerable and marginalised and feel excluded.
- Fully embraces our commitment to being an Inclusive Church that celebrates and affirms every person and does not discriminate.
- Will help us sustain our church as a 'safe place' for our congregation and the local community.
- Will fully engage with our local schools, be willing to work alongside our Deanery Youth and Children's worker and find new ways of attracting young people and families to church.
- Is committed to helping us to fulfil the requirements of being a Key Mission Church as we work towards 'Resourcing Sustainable Church'.
- Is approachable, patient, and a good listener, grounded in the real world, with a sustaining sense of humour, and can bring joy to all that we do.
- Is resilient with staying power even when the going gets tough, has a 'can do' approach and is ready to roll up their sleeves to help us get things done.
- Is sufficiently experienced and willing to be able to mentor a curate.
- Will seek to encourage and nurture others to use and develop their gifts and to value the contribution that everyone brings.
- Fully supports and recognises the importance and use of information technology and digital evangelism.

What We Offer

- An inclusive, welcoming and friendly church and community.
- A stunning church dating back to 1335 with nearly 700 years of history and located in the heart of the town.
- A beautifully designed and spacious vicarage standing in a third of an acre of well-tended gardens.
- A fascinating rural area with panoramic views of rich, fertile countryside, yet close to the facilities of larger towns and within easy travelling distance to the coast.
- An excellent choice of schools within easy travelling distance.
- A small team of authorised lay ministers and an established PCC.
- The resources of an excellent deanery administrator.
- The resources of a deanery youth & children's worker.
- A real enthusiasm to support you in helping us become the church God is calling us to be.

The Vicarage



Built in the paddock of the Old Vicarage, the current vicarage was completed in 2013 in the Georgian style. It is a spacious family home with four bedrooms (one en-suite with a dressing room), family bathroom, two reception rooms, a kitchen diner, utility room and a large, separate study capable of seating up to 12 people. It has two downstairs toilets, built in wardrobes and several storage cupboards. It stands in a third of an acre garden surrounded by mature trees, hedges and solid fencing. It features a magnificent 5 trunked specimen beech tree and is



mainly laid to lawn but has flower beds, shrubs, fruit trees and lots of bulbs plus a well-established vegetable patch and a fire pit. It is child-friendly and dog-proof and has space for chickens, a large trampoline, a game of football, junior choir barbecues and parish picnics, and has become a valuable resource for our church community. There is a spacious

double garage with a solid-floored accessible loft (brilliant for storage), plus parking for up to 4 cars in the drive and lots of on-street parking for parish visitors. Pedestrian/public access is on Church Street and vehicular/domestic access is from Church Walk.

Introduction to South Holland



Lincolnshire is the second largest county in England, stretching from the Humber in the North to the Wash in the South and from Nottinghamshire and Rutland in the West to the coast of the North Sea in the East. The county is coterminous with the Diocese of Lincoln. It has a huge variety of landscapes, from the industrial north with towns like Scunthorpe and Grimsby, to the rolling Wolds, and from the mother church of the diocese, the Cathedral, situated at the top of Steep Hill in Lincoln, to long flat coastlines and the fens to the east and south.

South Holland is in the south-east corner of the county, and like its namesake across the North Sea is largely reclaimed from the sea, flat and criss-crossed with a network of drainage channels, dykes and roads. The wide horizons give both spectacular sunsets and sunrises. A great variety of cereals, vegetables, bulbs and flowers are grown in its fertile soil.

Spalding is the principal town in the district with many Georgian houses, shops and a market. Tree-lined footpaths follow the River Welland, and a water taxi runs from the town centre to Springfields Shopping Outlet on the edge of the town. The sea coast, including the lovely resorts of North Norfolk, is within easy reach, and you can be in Hunstanton in under an hour.

The communities are largely rural and there is little unemployment, though much of the work is low paid. Many are employed on the farms and in the large number of food processing industries in the area, whilst others commute to the surrounding larger towns, or even to London. Housing is affordable and many people choose to retire here from further south and have found a warm welcome. As an area previously renowned for growing tulips there are several spectacular and very well-supported flower festivals in South Holland.

The area attracts migrant workers from Eastern Europe, Spain and Portugal, many of whom work in the farming, haulage and food processing industries and in the care sector. A number also run successful local businesses and utilise their many professional skills.



Local facilities



Medical Care

There are two doctor's surgeries and two pharmacies in Holbeach. There is the Johnson Community Hospital in Spalding, Peterborough City Hospital in Peterborough, the Pilgrim Hospital in Boston, and Queen Elizabeth in King's Lynn (Norfolk) – all within easy reach – and in Holbeach itself there is a Cottage Hospital and Nursing Home run by a charitable trust which is much loved and very well supported by the local community.

Education

Children in the Holbeach area generally attend their local primary schools, of which there are three: William Stukeley Church of England Primary (295 on roll), Holbeach Primary Academy (307 on roll) and Holbeach Bank Academy (which serves a small village on the outskirts of Holbeach and has 72 on roll). The William Stukeley School is C of E aided, while the other two are part of the Lincolnshire Educational Trust. All three primary schools are OFSTED graded Good.

There are also a number of well-established Pre-school facilities in the area, of which two are within easy reach of the church: Small Saints (160 on roll; 78 at any one time) and Little Treasures Nursery (32 on roll). Small Saints, in the town centre and which has good links with our church also offers after school care.

Our local secondary school is the very popular University Academy Holbeach (UAH) (1327 on roll, 11-18 years), though a handful of Holbeach pupils attend its sister school, the University Academy in Long Sutton (UALS). Both schools are part of the Lincolnshire Educational Trust. Lincolnshire still maintains a selective system at 11+ and secondary pupils can travel into Spalding Grammar School (for boys) and Spalding High School (for girls). Spalding Academy is another mixed 11-18 Secondary school in the area, and there is also an independent fee-paying Grammar School in Wisbech, catering for children up

to age 18 with an infant section for age 4+. In Spalding, there is also a secondary school for children with moderate learning difficulties and a 4-18 school for those with severe learning difficulties.

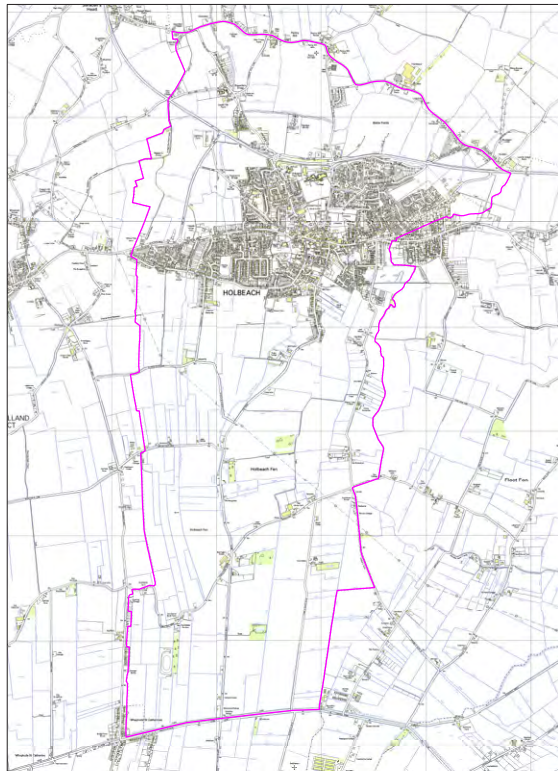
Communications

Apart from the A17, which bypasses the north of Holbeach, the roads are largely rural and used by agricultural, domestic, and an increasing amount of commercial traffic serving the local food producing industry. Rail connections to London and the Midlands are from Spalding and Peterborough. The journey to Kings Cross takes 50 minutes from Peterborough. There is a bus service which runs between King's Lynn and Spalding which travels through Holbeach on the A151 with up to three buses an hour on weekdays and Saturdays, between 7am and 7pm, and at least one per hour on Sundays between 9am and 6pm. For the outlying villages Call-Connect is an 'on demand' bus service that operates in response to pre-booked requests. There is no fixed timetable, as the route the bus takes is defined by passenger demand.

The major city centres of Peterborough (23 miles), Lincoln (45 miles) and Cambridge (65 miles) are within reach by road. There are good shopping areas in Spalding (8 miles) and slightly further afield, in Boston (15 miles) and King's Lynn (20 miles).

The main crematorium used by the parish is the relatively new South Lincolnshire Crematorium near Spalding (10 miles) and occasionally the crematoria at Boston or King's Lynn.

The Parish



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Notes:

- a) Holbeach have formally agreed to take on responsibility for the two hamlets of Holbeach Bank and Holbeach Clough, with the agreement of the parish of Holbeach Hurn, as these villages look to Holbeach and we currently look after Holbeach Bank School. This has yet to be formally ratified by the diocese and the church commissioners.
- b) Though the easternmost part of Holbeach is technically in the parish of Fleet, residents there look to Holbeach as their parish church.



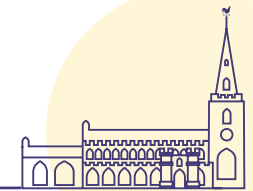
Holbeach as a town and community

Holbeach is a fenland market town in the south of Lincolnshire. All Saints Church, which sits in the centre of the town, was built in the 14th century, circa 1340, and the porch – built around 1700 – possibly incorporated parts of Thomas De Moulton's ruined castle.

The town itself lies 8 miles from Spalding, 15 miles from Boston, 20 miles from King's Lynn, 23 miles from

Peterborough and 45 miles from the county town of Lincoln, so it is very centrally situated. It has a regular bus service that links King's Lynn to Spalding, from where you can take a train to Lincoln or Peterborough. You can also be in the centre of London in 90 minutes by direct train from Peterborough.

The Prime Meridian of the world passes through the west of Holbeach and is marked with a millstone at Wignall's Gate.



Holbeach was awarded a market charter in 1252 to Thomas de Moulton, a local baron. Until the beginning of the 17th century, the sea came to within 2 miles of the town. The land drainage programmes that followed moved the coastline of the Wash 9 miles away, leaving Holbeach surrounded by more than 23,000 acres of reclaimed fertile agricultural land, mostly grade 1 silt, which we see in use today. Interestingly over 30% of the nation's food travels through the South Holland District in which Holbeach sits, along with 30% of the nation's fresh vegetables, which are grown in Greater Lincolnshire, much of it grown in the Holbeach and Boston area. Holbeach is heavily influenced by food production, farming and horticulture. While the area was and still is well-known for tulips and still has some of the biggest growers of tulips in the country (grown hydroponically now), you are more likely to see large fields of daffodils in January and February than you are tulips, still quite a spectacle, nevertheless.

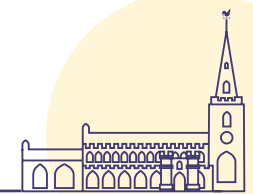
The wide-open spaces and large skies around Holbeach allow for spectacular sunrises and sunsets and are also a haven for wildlife. The Wash itself is a site of special scientific interest and a World Ramsar site with tens of thousands of wading birds and Pink-footed Geese in the winter months, amazingly, closely interacting with the nearby Holbeach Bombing Range at RAF Holbeach, a real bonanza for aeroplane enthusiasts!

A recent urban survey showed Holbeach from the 5th century up to the 18th century as mainly green fields, but since the 19th century, when people moved from the countryside to urban areas, the population rapidly increased and today is predominantly residential, albeit with some notable green space, such as Carter's Park in the centre of town and the adjoining cemetery and chapels.

The current South East Local Plan allocates over 2,000 houses over the next twenty years, mainly in the south and to the west of Holbeach. This includes provision for a new primary school to add to the existing two primary schools in the town.

Excitingly, Holbeach now has a Food Enterprise Zone to the west of Holbeach, which is fronted by the University of Lincoln's Centre of Excellence, linking to the National Centre



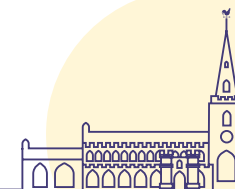


for Food Manufacturing in Park Road. A new Business Hub is currently being built there as well, and the whole site, some 17 hectares, will become part of the UK Food Valley (no actual valley!) and is anticipated to be in the top 10 major food clusters worldwide and will be leading on carbon reduction. The FEZ, as it is known, is being developed specifically to encourage higher skills, leading in innovation in the agri-food industry, robotics and automation and is intended to be a world leader in the field, so a great opportunity and future for our young people.

The road layout in the centre of Holbeach hasn't changed much since the medieval period where five roads meet in the centre of town at Market Hill. This area has been a focus of a recent High Street Fund bid along with the creation of a new town square behind the former Chequers Hotel (which itself has recently been refurbished for

apartments and a potential family restaurant on the ground floor). Although the bid was not successful, it is anticipated that the project to buy the land and buildings will still go ahead, with a mix of private and public sector investment, providing a walk-through connecting Tesco to the town centre and creating a town square.

There is a massive amount of community spirit in the town, with over half the population of the town voting in the recent virtual business awards. This community spirit came into its own during the pandemic as people formed groups and support services to help those in need. Events, in ordinary times, such as the Holbeach Community Flower Festival, Holbeach Food Festival, the Holbeach Music & Beer Festival, and the St Nicholas Christmas Fayre are all very well supported.



Holbeach Town has a resident population of 7,346 and is South Holland's second-biggest town. The District of South Holland has a resident population of 88,270. The population is 51.7% female and 48.3% male. 2% of the population is Asian British and Eastern European, and a similar number cannot speak English well, if at all.

The predominant age band in Holbeach Town Ward is aged 65 and over, which represents 2,066 people. The general overview in South Holland is that a significant part of the population is either approaching or in retirement age, increasing demand on supporting services and reducing the recruitment pool in the local economy. 620 pensioners in Holbeach live alone. 40% of the population is in full-time employment.

On the education front, 12.65% of Holbeach Town's residents have achieved level 4 qualifications and above, compared to 23.60% in the East Midlands as a whole, and 34.84% of Holbeach Town's residents have no qualifications compared to 24.70% in the East Midlands.

Digital exclusion, causing a lack of access to obtaining goods and services online, was particularly relevant during the pandemic, and it is strongly linked to those with low income and poor health; this just causes further disadvantage. Holbeach has one of the highest rankings for this in the District. The Income Deprivation Affecting Older People index shows the percentage of the population aged 60 and over who receive income support, income-based jobseekers' allowance, pension credit or child tax credit as around 12% of the over 60 population and, along with 488 residents in bad or very bad health, probably accounts for the take up with the Holbeach Community Larder.

Other Churches in Holbeach

In addition to the churches within our Deanery (please see table on page 40), there are three other Christian denominations in Holbeach town: the Methodist Church, the Baptist Church and Holy Trinity Roman Catholic Church. We work to encourage unity between all the Christian churches in the area. Mostly this is done through the local

branch of the Churches Together Britain & Ireland organisation.

The idea has been warmly received; events are enthusiastically, if modestly attended.

The annual pattern of events usually begins with a service for Christian Unity in January, followed by a Songs of Praise service in May, a Taizé service in July and a service for World Peace and the Persecuted church in September and November.

We also organise a Walk of Witness on Good Friday which processes through the town via the High Street from Holy Trinity Catholic Church to the All Saints churchyard, stopping along the way for readings, hymns and prayers.



All Saints Church



Our Growth Plan and Mission Statement

In 2016, we took part in the diocesan Developing Discipleship Programme, which involved producing a growth plan and mission statement for the next five years. The plan has been regularly reviewed; the last time being in 2019. In 2021, we amended our mission statement to take account of having registered as an Inclusive Church.

Our mission statement reads...

"We aim to be an inclusive and intergenerational church at the heart of our community, helping to promote a town in which everyone can flourish and where people can discover the extravagant love of God."

We are not there yet, but we do try and measure everything we do against the principles of inclusivity and being intergenerational, flourishing and discovering the love of God.

(The full Growth Plan document is available in the appendix)

Major Parish Church

Due to the size of our building, All Saints Holbeach has recently been nationally designated as a Major Parish Church, though we currently lack a number of the resources to enable us to function as such.

The Ministry Team

The Ministry Team comprises the vicar, the associate priest, the curate and Reader (if we have them), at least one of the wardens and the four remaining authorised lay ministers (ALMs). The team meet monthly to discuss the life of the church in the context of a short act of worship. They consider any pastoral care issues, the pattern of Home Communion and Care Home ministry and plan any upcoming special services.

One of the ALMs is in charge of our small bereavement support team who provide some follow-up contact and support to the next of kin after a funeral. If requested, the name of the deceased is included in our book of remembrance and a card is sent on the anniversary inviting the next of kin to hear their relative's name remembered in our Sunday morning service.



Michaela
Associate Priest



Carol
Church Warden & ALM



Mick
Church Warden



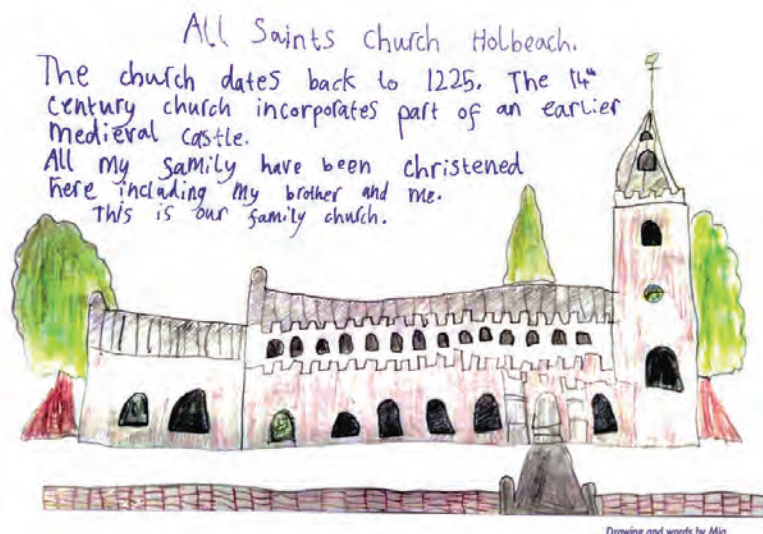
Lynne
Assistant Warden & ALM



Joyce
ALM



Judy
ALM



Another ALM is our baptism welcomer, who not only acts as the welcomer at all our baptism services but also sends a card on each anniversary until the child starts school when they are sent the Scripture Union booklet 'It's your next step'.

We used to have more ALMs, but a number have retired, so there is a need to recruit and train some more.

We have a very committed verger who verges for all our funerals and weddings, and she plays a huge part in ensuring that these services run without hitches. We also have an excellent working relationship with our local funeral directors.

Until Covid intervened, we planned to occasionally have joint meetings between the Mission and Outreach team and the Ministry Team to do some joined-up thinking.

Our PCC is 12 people strong and usually meets every other month, alternating with a Standing Committee meeting (vicar, two wardens, assistant warden, treasurer and secretary). We do, however, have some difficulty recruiting people to be our church officers.

Inclusive Church

In 2020, with the unanimous support of the PCC, we were proud to register as an Inclusive Church. We embrace this vision passionately as we believe we serve a God who created, loves and includes

everyone regardless of age, race, ethnicity, ability, gender and sexuality.

The Inclusive Church Statement that we should all aspire to and uphold:

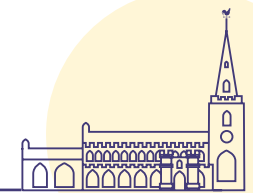
'We believe in **Inclusive Church** – a church which **celebrates and affirms every person** and does not discriminate.'

'We will continue to challenge the Church where it continues to discriminate against people on grounds of **disability, economic power, ethnicity, gender, gender identity, learning disability, mental health, neurodiversity, or sexuality.**'

'We believe in a church which **welcomes and serves all people** in the name of Jesus Christ; which is scripturally faithful; which seeks to proclaim the Gospel afresh for each generation; and which, in the power of the Holy Spirit, allows all people to grasp how wide and long and high and deep is the love of Jesus Christ.'

'We must ensure by our thoughts, words and actions that we bring this vision to full reality in everything we do as individuals and as the body of the Church.'

In line with all the protecting characteristics of Inclusive Church we also fully recognise the crucial need for Safeguarding in our church and community.



Safeguarding

We take safeguarding very seriously; caring for people is a very important part of our Christian life, and the protection of children, young people and vulnerable adults is of paramount importance to us. We have adopted the Church of England House of Bishop's Policy on Child Protection for all our work with children and the deanery administrator is our parish safeguarding co-ordinator. All our volunteers who work directly with children or vulnerable adults, and all of our PCC have completed a DBS check and safeguarding training, and work under close supervision to ensure we have all the right procedures in place to secure everyone's safety.

Brief History and Architectural Details

The church of All Saints was built between c.1335 and c.1370 and has been externally altered little since its completion. It is a fine and characteristic example of the 14th century 'Decorated' style of Gothic architecture, and its stunning features and artefacts reveal a rich history.

The tower and recessed broached octagonal spire soar to a height of 180 feet (54.9 m). The tower west window is of very unusual design with its early Perpendicular stone structure and pointed tracery. It draws widespread praise, with its vibrant Ascension window. We love seeing the sinking sun light it up during summer Evensong services!

There are eight bells in the belfry, the oldest two dating from 1648. We currently have a small team of bell ringers who have a weekly practice on Tuesdays and ring prior to the Sunday morning service, for weddings and on other notable occasions. The tower also houses our carillon, which plays nine tunes.

The north porch, with its two unusual drum towers as mentioned earlier, provides the usual entrance. Until 1811 there was a parvise (upper room) which housed the Farmer Free School, evidence of which can be seen in the two side doors and the corbels. This room was where Holbeach's most famous son – Dr. William Stukeley (1687 – 1765),



physician, clergyman and pioneer archaeologist was educated, as evidenced by a tell-tale carving in the wall.

Inside, there is a wide central nave with parallel north and south aisles, each flanked by pews. The kneelers sitting on the pews are much admired and were made as part of a Millennium project. There are fourteen clerestory windows, and in the wooden roof of the nave are two wooden angels, one of which holds the three nails of the Crucifixion. A further angel was erected at a cost of £15 but was taken down again and burnt as it was never paid for!

Most of the stained glass in the church is Victorian, and the pictures mainly depict familiar bible stories.

The Chancel is the only part of the building originally paid for by the Bishops of Lincoln and was refurbished extensively from Victorian times onwards.





The main features are the Rood-beam - put in place as a Memorial to those local people who died in the First World War - and the stained-glass window depicting the Last Supper.

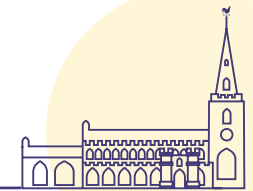
Our lovely octagonal font, with its tall traceried pedestal, it is one of the oldest fittings in the church and is still used for baptisms. It looks stunning when bedecked with glorious floral displays at our Flower Festival.

Under the tower the splendid glass door depicting the fruits of the spirit as leaves on an abundant tree of life provides the entrance to the Mary Bass Room – a multi-purpose space built in 1996, and funded by one of our key benefactors. It is ideal for meetings and social gatherings, with a toilet, baby changing station, cleaning cupboard and small kitchen. The platform above the room, reached by a spiral staircase, is for the bell ringers.

A few years ago, the pews at the rear of the church near the font were removed to create an open space which is used for many occasions including children's workshops; coffee after our morning service; refreshments for concerts and at events such as the Flower Festival and St Nicholas Fayre. We have also held a successful community meal in this area at Harvest time. A few pews were also removed from the east end of the south aisle in order to create a Children's Corner, containing quiet toys, games and drawing/colouring materials ideal for active children during services. We are keen to explore the possibilities for using space in church for a wider range of activities which can be accessed by more people in the town.

This brief resume of the church building would not be complete without mention of the much-loved tomb of Sir Humphrey Littlebury, who was a benefactor of the building of the church. Originally located at the east end of the south aisle, it now stands close to the north door and is therefore one of the first features seen on entry. Sir Humphrey is known to be alive in 1346 (during the building) but we have no record of his date of death. Children, in particular, love looking for the mailed helm, the lion at his feet, the grotesque heads and the shields. His armour is believed to be of a pattern which dates from 1380.

Finally, but certainly not least, our church is wheelchair friendly and has a hearing loop installed.



Fabric Report

Despite the dark shadow of the pandemic our brilliant and dedicated fabric committee ensured that all routine checks were carried out over the past year. A number of improvements were also made, including new LED lighting in the sacristy and new carpets in the Mary Bass room and on the bell ringers' platform. Some of the most notable work that has been carried out since 2017 includes the re-gilding and restoration of the war memorials, the replacement of the internal CCTV system, the restoration of the choir organ (see Music section) and the building of a display cabinet for the large matchstick model of the church.

We have a small band of volunteers – the Saturday Gang – who help with maintenance tasks in the churchyard and in the church building from spring to autumn. In 2020 we worked on the rose garden, cleared the borders of leaves and weeds and started the long process of treating the pews for woodworm. Work continued on removing rust from the north porch gates and we managed to complete the painting of the church railings.

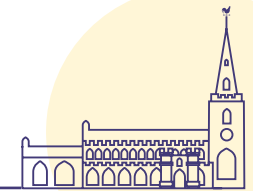
Since December, we have had major repair work done on the tower by Underwood & Weston. This has included masonry repairs and the replacement of the louvres. After some sterling groundwork from the Fabric fund chairman, we were fortunate to obtain a grant from the Cultural Recovery Fund for Major Works to help pay for this work.

We look forward to our next project – the restoration of the tower west window.

A fuller version of the 2020 Fabric Report is available in the appendix.



Church Life (Pre-Covid)



Worship & liturgy

The style of our worship at All Saints lies broadly within the liberal Catholic tradition of the Church of England. We try to offer a range of worship to suit different tastes and styles.

It is worth noting that on any given Sunday morning, probably a third of those sitting in the pews will have joined the church in the last six years or so. For though our average Sunday attendance has not increased during these years, the total number of people engaging with worship has risen because the new members, as is the case in many churches, tend not to attend as regularly as those that they have replaced.

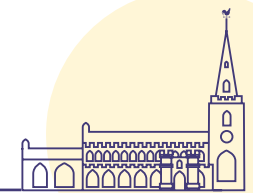
We have large print seasonal orders of service for Holy Communion (CW order 1) in place, with the full text of the service and using the full range of Eucharistic prayers and many of the seasonal resources from 'Times and Seasons' as we journey through the year.

A team of lay people are involved in our Sunday morning services. We have welcomers on the door and at the welcome table acting as sides-people. There is a team of people on a rota as readers, intercessors, eucharistic assistants and for the offertory procession and a team of 4 Servers each week, acting as crucifer, acolytes, gospeler and server.

We use the high altar for our main Sunday Eucharist, the Lady Chapel for our 8:00 am BCP service and our weekday Eucharist and a Nave altar for All-Age Eucharists and school Eucharists.

Each of our All-Age Worship services is put together as a one-off to reflect the day's theme, often using resources from the material provided by ROOTS (adult and All-Age) and our Junior Choir or one of the uniformed organisations often help to lead them.





These services follow a liturgical pattern of gathering, listening to the Word, responding to the Word and sending out, and usually last 45-50 minutes. The band and music group who support the worship for these services sit at the front of church. If a first Sunday All-Age service falls on a main festival, we have an All-Age Communion service using the Nave altar. We usually use Eucharistic prayers 1 & 2 designed for when children are present at All-Age Communion services. We often showcase the musical talent of our junior choir at these services with one of the recorder groups or a soloist playing before the service begins.

Our weekly fully sung evensong with a short homily has been a distinctive feature of our worship and is much loved by those who come. We have made this a deanery service, and are often joined by members of other choirs in the deanery, and though the congregation is small, it has increased over the last few years. Our 5th Sunday evening 'Be Still' service is a 40-minute reflective service using liturgical resources from Iona and Lindisfarne with plenty of silence and recorded music. Not many come, but those who do, love it.

Worship during the Pandemic

When we first went into lockdown, all public worship ceased, and we initially directed people to resources on the national Church of England website. We built up our email database to ensure that a weekly pew sheet, the Sunday readings and a written reflection were sent out every week. When we returned to worship in person in July 2020 with all our covid secure arrangements in place, our congregation had fallen to between 30-40 each week. As part of those arrangements, and because there was no singing and therefore no choir, we decided to simplify our Eucharist, and put together a 'Simple Sunday Eucharist' without all the sung bits (with only a single server to assist) and used the Nave altar.



Home Service for 16th May with Bishop Nicholas from All Saints Church Holbeach.



Home Service Sunday 9th May 2021 from All Saints Church Holbeach



Home Service Sunday 2nd May 2021 from All Saints Church Holbeach



Home Service Sunday 25th April from All Saints Church Holbeach

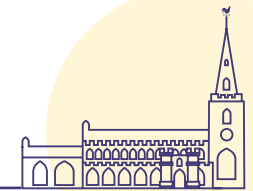


Home Service Sunday 18th April from All Saints Church Holbeach



4th April 2021 Eucharist for Easter Day from All Saints Church Holbeach

By the time we hit the November lockdown, we had discovered that a relatively new member of our congregation had the technical know-how, and both the resources and the time, for us to be able to record our services in advance and edit in the readings, hymns, intercessions and a reflection to provide a full eucharistic act of worship online each Sunday. The link to the broadcast was provided to the three deanery benefices that were in vacancy as well as our own congregation and has been much appreciated. We were able to continue to offer this resource to the deanery until Easter 2021, including resources for every day in Holy Week. Now that we have come out of lockdown again, we have been pleased to see that our physical congregation is now 40+ each week, with 54 people joining us on Easter Sunday. We have reintroduced a small choir of 4-6 people each Sunday who sing one hymn and an anthem, and we envisage that we will continue like this until the summer of 2021.



Our website team has now taken on the editing role. Our ongoing parish ministry has increased, so we decided to stop providing a fully broadcast service each week and instead to direct people to national and diocesan resources but to continue to provide for the foreseeable future a weekly recorded reading, reflection, prayer and a hymn (about 15 minutes in total). This is made available to all the churches in the deanery as well as our own congregation. We also envisage that a weekly reflection and the pew sheet and readings will continue to be sent out electronically as well as being available in church. Thus, we are embarking on one of the main features of being a Key Mission Church by resourcing those churches and congregations currently in vacancy.

We are currently offering only one Eucharistic service at 10:30 am each Sunday and have put our 8:00 am BCP service, All-Age worship, evensong and our Wednesday morning Eucharist on hold until we are allowed to sing and offer refreshments again. It could be that we will stick with this pattern until we have a new incumbent in post.

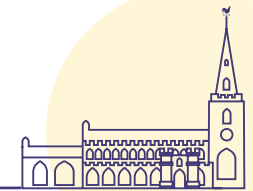
2019 Mission Statistics (Due to Covid the 2020 statistics are not representative)

Population 2011 census	ER	Average Sunday Attendance	Baptisms	Weddings	Funerals
8,000 (growing)	145	64 + 5 children	25	5	17 + 14 crem

Pre-Covid Service Pattern

The table below shows the Pre-Covid service pattern.

	Type of service	Usual Attendance
1st Sun	8:00 am BCP said Holy Communion 10:30 am All-Age Worship/Communion with band 6:30 pm BCP Sung Evensong	4-8 30-50 (70+ if uniformed orgs present) 15-20 (inc choir)
2nd Sun	10:30 am Sung Eucharist (CW order 1) 6:30 pm BCP Sung Evensong	40-60 15-20 (inc choir)
3rd Sun	10:30 am Sung Eucharist (CW order 1) 6:30 pm BCP Sung Evensong	40-60 15-20 (inc choir)
4th Sun	10:30 am Sung Eucharist (CW order 1) 12:15 pm Baptisms 6:30 pm BCP Sung Evensong	40-60 Max two families 15-20 (inc choir)
5th Sun	10:30 am Morning Worship (lay led) 6:30 pm 'Be Still' – a 40 min reflective service	30-40 6-8
Every Wednesday	9:30 am Said Communion (CW order 1) in Lady Chapel	8-15
Mon, Tue, Friday	8:30 am Morning Prayer in Lady Chapel	1-4



Online Broadcast Services

During the pandemic, we have provided a weekly online 45 minute broadcast Holy Communion service, on average these have received around 60 views per week.

Lent, Holy Week and Easter

Worship from Home



Ash Wednesday	9:30 am Said Holy Communion with Ashing 7:30 pm Sung Holy Communion with Ashing	25
Palm Sunday	10:15 am Procession with palms from the old library to the church 10:30 am Holy Communion with dramatised reading of the Passion Gospel	60-70
During Holy Week	7:30 pm Compline with meditation each evening	6-10
Maundy Thursday	7:30 pm Holy Communion with foot washing, stripping of the altar followed by a vigil until midnight.	25
Good Friday	12:00 pm Walk of Witness, from the Catholic Church, stopping in the High St for Readings, Hymns and prayers finishing in All Saints churchyard. This is a Churches Together Holbeach event open to the deanery.	40
	1:00 pm Soup & bread Lunch at All Saints.	25
	2:00 pm At the Foot of the Cross service with readings, hymns & prayer.	
Holy Saturday	7:30 pm Easter Eve Vigil at the Cross, readings, psalms & prayers at the empty cross.	10-12
Easter Day	5:30 am Easter Dawn Service in the Vicarage Garden. An informal service with bonfire & watching the sunrise followed by breakfast in the Vicarage.	10-12
	10:30 am Holy Communion for Easter Day.	80-95
	6:30 pm Deanery Evensong.	20



Advent & Christmas Additional Services

The total attendance at special services in Advent 2019 (Christingle, schools service and carol services etc) was 1,460 and the attendance on Christmas Eve and Christmas Day (ie. crib, midnight and Christmas day) was 373 of which 111 were communicants.



Music

A tradition of music for worship is, and always has been, highly valued at All Saints. We are incredibly fortunate to have a fantastic director of music of the highest calibre, whose talents (especially on the organ) are appreciated by both parishioners and visitors. We are RSCM affiliated and pre-Covid our robed senior and junior choir each numbered fourteen. The senior choir comprises mainly sopranos and altos, but we cherish our basses and occasional tenor members and endeavour to sing in four-part harmony as often as we can.

It has always been the tradition at All Saints for the choir to sing the Gloria (or Kyrie), Acclamations, Agnus Dei and Benedictus, in addition to an anthem and hymns at each Sunday morning Eucharist and at other special Eucharist services such as Ascension. (Hymns for Sunday mornings are currently chosen collaboratively by the vicar and the director of music, who always try to include at least one of the congregation's favourite hymns.) We have sung several settings for our weekly services but in recent years have been using the excellent 'Holbeach Service' written by our own organist, Barry Lancaster. We are also proud to say that we still sing full choral evensong every Sunday except when there is a fifth Sunday in the month – that being a said 'Be Still' service.

At our All-Age Worship services (1st Sunday), we seek to make our music fit the intergenerational and less formal nature of worship. Church members (whether in the choir or not) are invited to come along to a short pre-service practice and make up an informal, unrobed group of singers to lead in more contemporary songs; the music is provided by our small 'Church Band' (which includes two of our junior musicians as well as adults) of brass and woodwind instruments, accordion, keyboard and drums.

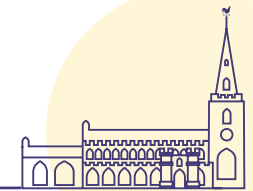
Our junior choir was launched in 2016 after a successful recruitment campaign. Pandemic apart, the juniors meet for an hour on a Friday evening in term time for training and rehearsal. They are also taught to play the recorder as part of their musicianship journey (supporting music-reading skills too) and given Christian training



in the form of theme-led discussion sessions. At the end of the evening, the choristers are invited to stay on for Choir Club, where they can chat, play games and do homework over hot chocolate and toast until 8:30 pm. We hope to be able to resume this post-Covid subject to staffing availability.



The juniors sing unrobed at the All-Age Worship service on the first Sunday of the month, robed during the third Sunday Eucharist service and also at special events such as Mothering Sunday. As affiliated members of the RSCM, they are given training in the 'Voice for Life' programme and the opportunity to take the Light and Dark Blue



assessments leading to the Bronze, Silver and Gold awards (for which the seniors themselves are encouraged to train). They have also taken part in the Lincoln Area RSCM Festival and put on an annual concert showcasing all their musical skills. The junior choir is currently trained by our deputy organist, with help from the vicar, a parent and two other church members.

The juniors are encouraged to take a full part in the life of the church and, as well as helping out at the events like the flower festival and carol singing for elderly residents, have engaged in workshop activities such as making the large nativity figures which are now a focal point of our Christmas services. They have also raised money for the Crisis homeless charity by having a sponsored “Sleep Out” in the North Porch of the church every December for the three years pre-Covid.

Socially, the juniors have enjoyed an annual summer barbecue at the Vicarage and trips to local ten-pin bowling and ‘High Ropes’ venues, plus the ‘Mystery Treasure Trail’ around Lincoln. We are grateful to the Mary Bass Trust for help with funding some of these choir events.

Retaining youngsters into their teens is challenging and demands commitment, but the joy of seeing our choristers grow in knowledge and confidence is so rewarding.

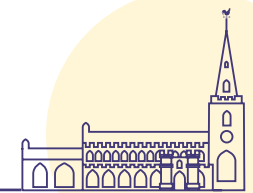
In a church where music plays a central role in worship, it is fitting that the Organ can support this role. The church is fortunate in having a large three-manual organ with a detached electric drawstop console and forty-three speaking stops. (The Great and Swell Organs are situated on the south side of the chancel, next to the Sacristy, with a separate Choir organ located in an elevated position on the south wall of the chancel). The Choir organ underwent a complete rebuild in 2019 at a cost of £30,000 which was generously donated in memory of a parishioner.

Pastoral Care

All Saints has a good pastoral care network, which has been especially important during the recent Covid-19 crisis. It provides support to a majority of the congregation, with regular calls from members of the pastoral care network team. There are thirteen pastoral care network co-ordinators, four of whom are ALMs and others selected from the congregation. Its function is simple, with regular telephone calls or visits to check in with people, and it is also very useful for distributing parish letters.

Links with Schools

Under the previous incumbent, the church built up a strong relationship with all the schools in the area. When Holbeach Bank School became an academy under the same headship as Holbeach Primary Academy, we took on ministerial responsibility for that small village school as well. Pre-Covid, the vicar led collective worship twice a month in William Stukeley CE Primary and once a month took separate KS1 and KS2 assemblies at Holbeach Primary Academy and a whole school assembly at Holbeach Bank Academy – the same assembly repeated three times on the one day.



As a result of this groundwork, the three primary schools each come to church to celebrate Harvest, Christmas, Easter and the end of the school year, and we hope this will continue under our new incumbent. Every Year 6 pupil is given a copy of the Scripture Union booklet 'It's your move' in preparation for their transfer to secondary school; these are funded by the Mary Bass Charity.

William Stukeley Primary has also introduced a school Eucharist each year – usually in Holy Week if it occurs during term time, but otherwise at Candlemas, Ash Wednesday or Pentecost. These services are used as a teaching opportunity for the Year 6 children who



have a teaching session in church beforehand and then lead parts of the service and assist at the Eucharist on the day. The nave altar and the additional Eucharistic prayers are used for these services.

In addition, different year groups from William Stukeley visit the church for various teaching opportunities throughout the year, and the previous incumbent, besides creating a number of teaching resources that can be used for these visits, also contributed to RE sessions in school. We would like to hope that our new incumbent would initiate similar opportunities with Holbeach Primary Academy.

The incumbent also went into Small Saints Pre-school once a term to lead a worship session with two classes of children. This has always been warmly appreciated by the children and staff, and the Preschool also come to church for a harvest service and activity session. The new nursery manager at Little Treasures Pre-School is keen to establish links with our church post-Covid.

The University Academy Holbeach, which has a very strong and lively tradition of music, comes to church annually for its splendid Christmas carol concert and its Year 7 Christingle service. We would love to see restored the practice of different year groups coming into church for teaching sessions.

We believe that the prospect for building on/developing the excellent relationships between church and schools will be an exciting one for the successful applicant as they will have the opportunity to work alongside our newly appointed deanery youth and children's worker. (Further details on pages 26 and 40).

Discipleship and Faith Development



Bible Study/Lent & Advent Groups/Prayer Group

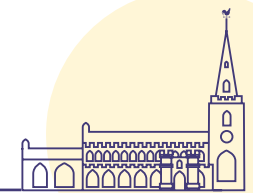
Small groups of people meet in fellowship for all the above. The Bible Study Group and Prayer Group meet informally on alternate weeks to discuss and explore passages from the bible or come together in prayer. Both groups usually gather in one of the members' homes and also enjoy refreshments together. This has been suspended at the present time due to the pandemic.

Lent & Advent Groups have usually taken place in the study at the vicarage on a Monday evening enabling those interested to explore their faith together. During the pandemic, this year we conducted the Lent meetings online via Zoom very successfully.

Confirmation

Confirmation groups have been run regularly over the years, the last one was in 2019. They have usually been organised in small groups: with evening meetings in the study of the Vicarage for the adults, and the children's and young people's group being run as part of the junior choir, and/or Saturday morning workshop sessions. Historically the two groups have then met for a joint final workshop to focus on the Confirmation service and the act of taking communion. There is usually a Deanery Confirmation service once a year, which gives the candidates a better understanding of the wider Christian community.





Work with Children

Historically, All Saints had a regular Sunday School in place, and some would like to see a Sunday school reinstated, but there was a significant shortage of leadership available on a Sunday morning. For a number of years, there was a monthly Saturday morning children's club called Oasis run by a local drama club which attracted up to fifteen children each month.

When Oasis folded, we reviewed our children's work, and because we had a lot of musical talent among our adult leaders, we began the Junior choir in 2016 but have always ensured that this is much more than a choir but also a club and an opportunity to learn about the Christian faith.

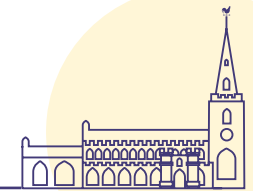
We have also put on occasional 'Messy Church' style activity sessions – most notably on Maundy Thursday (if it has fallen during the Easter Holiday), at which we have enacted the story of Holy Week focussed around a shared meal. We have run similar workshops at other times of the year but, though enjoyed by those that came, they have never been well attended.

In 2018 the vicar met with all the leaders of our town Uniformed Organisations (the full range of scouts and guiding groups), and each group committed to helping with one All-Age service each year. This was working well until Covid struck, with each group being asked to plan and prepare for their contribution. Several of the groups also reinstated their faith badge and visited church for one of their sessions. This relationship may need to be revitalised post-Covid.

Following the arrival of the deanery youth and children's worker in June 2021, there will be an opportunity for the parish to work with our new vicar to review all of our provision for children and young people and hopefully set up a sustainable pattern of children's and youth work that will bring our young people to faith and support their families.



Mission and Outreach



It is an essential part of our church mission to reach out to and support our local community here in Holbeach. In our aim to be a visible Christian presence in the town, we run numerous events and groups and offer pastoral care to anyone in need.

In line with this, in 2018, we formed a mostly lay-led Mission and Outreach group; designed to explore and develop new ideas and a fresh approach to activities and events, to help share our faith beyond the walls of All Saints and out into people's daily lives in the community. We aim to put these new ideas into action and look at innovative ways to engage with those in Holbeach who are not currently involved in church and encourage those who are curious to explore their faith. One of our ideas that we started to think about seriously has been to look at ways to provide outreach to new people moving to the numerous housing developments around Holbeach.

It is fair to say that it's still early days for our M&O team, and we realise that this is not an easy challenge and can sometimes feel like an uphill struggle! However, our small band of volunteers continue to look for ways to make ourselves accessible to our wider community and to provide as many people as we can with the opportunity to join in and feel welcome and included in the life of their church.

Care Homes, Holbeach Hospital and Home Communion

We have four care homes and a cottage hospital in our parish. As part of our pastoral care and community outreach, they are each visited once a month by our small, mostly lay-led ministry team to bring a service to those unable to attend church. We offer a short communion service with music and hymns, a reading, and a talk usually based on the seasons of the church and illustrated with props to help engage with the residents. Everyone is encouraged to join in the service and hymns and share their thoughts on the message of the readings and talk, or just to have a good old chat at the end of the service. Rev'd Michaela Dean, our OLM, is chaplain to the care homes; she will always make a particular effort to be available when residents face illness or are coming towards the end of their life and will offer prayers and anointing if requested. Some of our ministry team also take a monthly Home Communion out to those who are housebound.

During August, we hold an annual care home and dementia-friendly service in church, where the residents and their carers come to us at All Saints. We follow our usual home communion pattern with prayers, hymns, and a talk centred on a chosen theme and



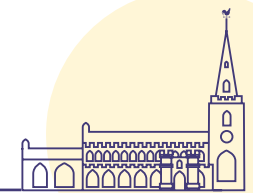
acted out with props by our ministry team to get everyone interacting. The service is followed by an eagerly anticipated afternoon tea, with homemade sandwiches and cakes prepared by our church volunteers. Everyone tucks in while joining together in lively conversation with friends old and new, providing a significant opportunity for the residents to have some welcome time out, especially on a sunny summer's day. The event is often mentioned when we visit the residents throughout the year and we are hoping to increase the number of in-church services in the future, and open them up to members of the wider community as a dementia friendly service.

During December, we hold carol services for residents and staff at each of our four care homes and at Holbeach Hospital. Our usual team is joined by members of our church choir and congregation as well as pupils and teachers from our local schools to participate in a special celebration with carols, music and readings. The Christmas story is acted out using nativity figures which the residents enjoy handling, helping them to actively engage with the Christmas message, so familiar to them, as are the carols, which they and the staff clearly enjoy joining in with. This brings our year of care home services to a very festive and happy close.

The Gathering Prayer Lunches

'The Gathering' is a Fresh Expression of church held on a Saturday lunchtime, approximately every five to six weeks, and is hosted by our Mission and Outreach group. It is regularly supported by around eighteen to twenty people plus our volunteers. Everyone is made very welcome as we get to know each other over a simple meal and a chat to catch up on how life is treating us all. We follow this by looking at a short bible passage, or sharing in an activity, and having a bit of a discussion on the reading, which is often lively, off-piste and diverse in approach!





Our M&O team, which is usually about seven people, either prepare and serve the lunch or host one of the tables to help guide the discussion and gather everyone's shared thoughts and concerns which are then brought together in prayer. The atmosphere is always one of spirited but friendly chat and gentle exchange of ideas, and as feedback it is reassuring that before people head off home, they are already asking for the date for the next Gathering.

Carols in the Pub

To reach out to our wider community at Christmas, in 2018, our M&O group decided to arrange a get together in December in the form of a short evening service with Carols in the Pub at the busy Horse and Groom in the High Street. We followed this up with another in 2019 but sadly not in 2020 due to coronavirus. To illustrate how the evening goes, here is a short excerpt from Ashlings, our parish magazine; *'On the evening of 18th December a small group of us met up at the Horse & Groom for our Carols in the Pub. Kim kindly played the accordion as our M & O singers belted out the carols. This year we were better placed in the pub to be seen and heard more clearly. It was lovely to see all the patrons really joining in with the festive singing. Notably, you could have heard a pin drop when Rosamund made a short address and said prayers as everyone listened intently in silence. We finished the evening on a light note with Jingle Bells & Rudolph the Red Nose Reindeer, which got everyone animated!'* It is our hope for this to become an annual event.

Songs of Praise Hymn Karaoke

We are planning to try out something new at All Saints when we are well past the pandemic situation, and this is a 'Songs of Praise' style Karaoke. It is an idea suggested by two of our M&O team who ran these events with success at a previous church. There will be no solos, fortunately for most of us, but will all be congregational singing. It will be

based on people's favourite hymns and worship songs and should be joyful and lots of fun. We look forward to welcoming everybody and hope they will bring their family and friends, even if they don't generally come to church.



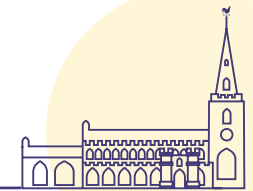
Fund-Raising and Fellowship



Flower Festival

The South Holland area is known internationally for its flower festivals. All Saints is proud to be part of that tradition and we have a small group of community-minded people and a wonderful team of flower arrangers that organise the festival, which is one of the highlights of our year both in terms of increasing our profile and fundraising. The festival is a long weekend of community events over the May Bank Holiday weekend, with the church open and proactively supporting the local voluntary groups as well as promoting several regular stall holders. The church usually sells refreshments including our well-known and appreciated barbecue. We are proud to be part of the wider South Holland group of churches that open their doors to visitors 'doing the rounds' – enjoying the skills and gifts of our local exhibitors ranging from the local Guide and Scout units, playschool etc. to semi-professionals.





St Nicholas Fayre

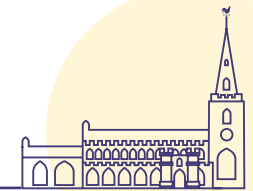
This is an annual community event that takes place both in and around the church. It is primarily a Christmas market accompanied by a variety of entertainment including singing, dancing, a lantern parade, light shows and lots more. It really is a magical experience for all involved. The event is managed and run by Holbeach Regeneration CIC who work in collaboration with the church. It provides, along with the flower festival, the two major fundraising events for the church and the next event will take place on Friday evening 3rd December and Saturday daytime 4th December 2021, providing all rules relating to social distancing have been lifted.



Harvest Lunch

Previously held in the local Reading Rooms, the last couple have been successfully held at the back of church immediately after the Sunday service. This takes the form of a 'Bring & Share', so that we can enjoy a faith lunch together, with up to 50 people enjoying companionship in breaking bread.





Saturday Morning Coffee/Lent Soup Lunches

On most Saturdays you will find a small but regular group of people meeting for coffee and fellowship in the Mary Bass Room, in church. Light refreshments are served, and regular congregation members are often joined by members of the local community.

During Lent we continue this service to the community but include a soup lunch. A rota of parishioners provides the soup, bread and cheese and a small charge is made to cover costs and raise money for a nominated charity for the year. The charity is chosen by the PCC and is often topical depending upon current need.

A lot of minor tasks are undertaken on a Saturday morning, like flower arranging and brass cleaning, and we also do our Baptism preparation sessions on Saturday mornings in the Children's corner, so that our baptism families can see that the church is alive and well and friendly.

Mothers' Union

In normal times Mothers' Union members meet once a month in the Mary Bass Room. Each meeting allows time for fellowship and for a service of prayer and reflection. During the year a variety of activities are enjoyed by members. These have included our Christmas Service and Celebration, discussions and fundraising in aid of Mothers' Union charities. In the past guest speakers added to the enjoyment of our meetings.

With 10 members our group is small but very active in supporting one another and in raising funds for Mothers' Union charities, such as MU Mission groups both in the Diocese and throughout the world. We have supported and celebrated the life of the MU within our local area through events such as the Deanery Songs of Praise celebration and the Women's World Day of Prayer service. In Holbeach we have supported the Flower Festival, provided flowers for the Lady Chapel and Holbeach

Hospital and organised the collection and delivery of our annual appeal for Boston Women's Aid and the collection and delivery of used stamps to EACH (East Anglican Children's Hospice).



Sponsored Ride and Stride for the Lincolnshire Churches Trust

All Saints supports this annual event by sponsoring a small band of intrepid cyclists and walkers and raising much-needed funds for both the LCT and our own church (often above £800 for each).

Christian Aid Quiz Night

This was previously a regular fixture in the All Saints Calendar, raising money for Christian Aid, usually during their yearly fundraising week, and was held in partnership with our friends from the Methodist Church. As this has been a very successful evening in the past it is something that we are keen to reinstate post-Covid.

Community links



The church has built up a very strong relationship with the local community over the years. We are now at the point where much of the local community expects the church to be involved in local events and will often look to the church for a response, giving us lots of opportunities and scope for the future.

Holbeach Community Larder and Community Café

Holbeach Community Larder (HCL) was set up as a food bank in September 2013, initially by our church but is now community-led. HCL is a registered charity with an independent board of trustees, of which the vicar is an ex-officio trustee.

It has proved to be a hugely significant and successful project. Food parcels are issued either as a result of referrals from partner agencies or by HCL itself, following a short interview with clients. In addition, the vicar is given a cash allowance from the Community Larder which can be used to provide small discretionary grants, and emergency parcels are held at the Vicarage for those in urgent need.

Soon after its inception, the Holbeach Community Café (HCC) was set up to run alongside HCL, serving a weekly hot meal free of charge to all-comers and regularly providing lunches for around forty to fifty people.

HCL and HCC are both well supported by very hard-working teams of local volunteers, and the doors are open every Friday from 10:00 am to 1:00 pm, with lunches served between 12:00 and 1:00 pm.*

*Because of the impact of Covid-19 these arrangements have had to radically change to keep clients and volunteers safe by strictly following government guidelines, while still continuing to provide weekly food parcels. Due to the situation the café was closed between March and September 2020 but has now re-opened and delivers meals each Friday to thirty-five clients in the community who are either vulnerable or self-isolating. It is hoped to return to normal times and procedures as soon as all rules relating to social distancing have been lifted.

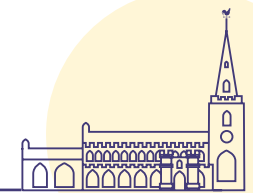


people, the team were able to put together fifty-six hand-delivered Christmas hampers, which fed an additional 189 people. Jointly a phenomenal effort from everyone involved.

With its strong links to the food bank, All Saints acts as a collection point for donated items and as a venue for sorting produce following significant appeals at Harvest and Christmas. There is also a strong link with local schools and support agencies in which the vicar takes a very active and encouraging role.

This continued hard work and commitment to our local community was recognised when HCL and HCC won the Hearts of Holbeach Community Group award.





Holbeach United Charity

The vicar is an ex-officio trustee of Holbeach United Charity, which gives grants to those in need. It also now supports a local domestic abuse charity (SoLDAS) and Citizens Advice (since local government funding was withdrawn) by funding part-time workers to work specifically in the Holbeach area. The charity also provides start-up grants for those needing support moving on from temporary accommodation. Local Housing Officers, Social Services, Health Visitors, Children's Services and schools often turn to the church as their first port of call if they have a family in need.

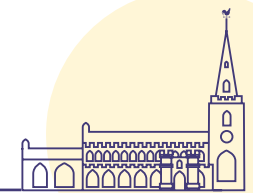
East Elloe Good Neighbour Scheme

Set up in 2020, in response to the Covid-19 crisis. The scheme covers the whole deanery with a community-led resource which co-ordinates volunteer help for people in need. The aims are to ensure residents can enjoy a better quality of life, to create connections for a safe and secure community and promote cohesion through a recognised scheme.

Holbeach in Bloom

The multi gold award-winning Holbeach in Bloom is run by an incredibly hard-working team of volunteers to produce and maintain beautiful floral displays from locally grown plants that adorn the town throughout the year; this includes over 300 hanging baskets and planters. Working with local groups and businesses, they raise money for good causes and play a large part in supporting the Holbeach Community Flower Festival, which is organised and hosted by All Saints. The gardens around the church are beautifully planted out and continuously maintained by their team of workers, adding a colourful and welcoming display to greet those heading into church or those passing through, helping to make Holbeach a better and brighter place to live and visit.





The Royal British Legion

We have an excellent relationship with the Royal British Legion and work in partnership with them on major commemorations. Each Remembrance Sunday, the Holbeach branch of The Royal British Legion leads a parade through the High Street, which then assembles together in the churchyard at All Saints for an Act of Remembrance at the war memorial. Wreaths are laid by veterans, ex-service organisations, army personnel, the police and fire services, air and army cadets, and scouts and guides, followed by a Civic Remembrance service in church. Each year it is a very moving experience to see so many people, young and old, joined together in worship and paying tribute to the fallen, with a sea of red poppies worn with pride and the pews packed to capacity.

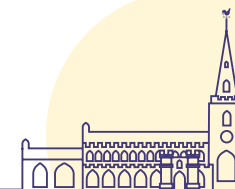


The Holbeach Bookshop

The bookshop is the result of an idea first raised by our previous curate at All Saints, who saw a need to give people volunteering opportunities in Holbeach, as well as a means to promote reading and help regenerate the town centre. In addition to stocking good quality affordable books, the bookshop aims to provide space for local artists and schools to exhibit their work and run story time sessions for young children.



Communication



Our Website

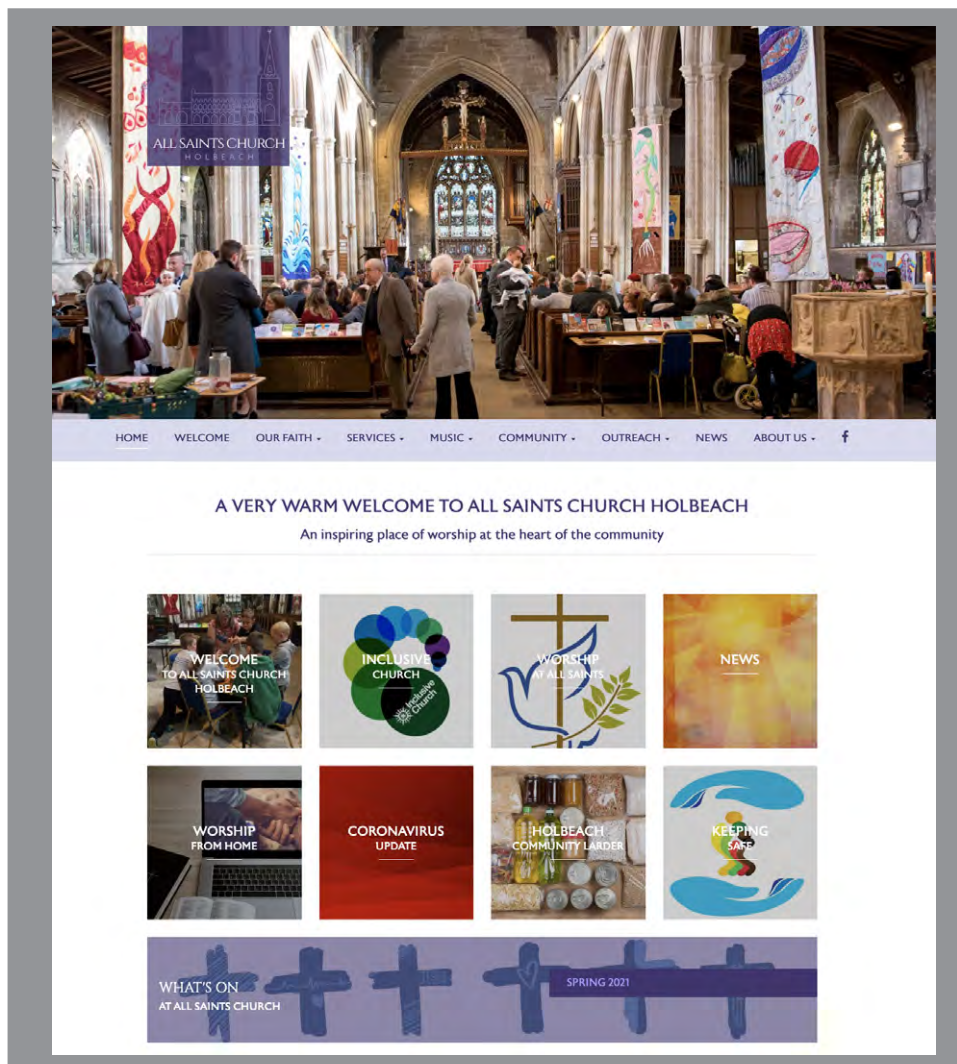
allsaintsholbeach.org.uk 

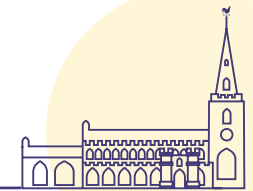
The All Saints Website is our single most important communication tool, serving to provide an initial point of contact to anyone reaching out to us for the first time. We strive through the design and content to convey a warm welcome to everyone in the wider community and to provide an always available source of regularly updated information.

It is a fact that just over 90% of people seeking information initially do so online. Having information online can help extend an open invitation to prospective congregation members and provide an insight into what type of ministry they'll experience and who will be leading, as well as a sense of community, welcome and support. So before even taking the tentative steps of turning up in person, it can hopefully answer the question 'Is this the type of church I would want to belong to?' Those first impressions are so important.

During the pandemic, with the church closed and in-person worship cancelled, the website is our most visible presence, borne out by a 36% increase in visitors to the site over the last 12 months. During the Covid-19 crisis, we have been offering dedicated 'Worship from Home' resources and providing a weekly broadcast online service. These services have also been reaching people that perhaps would not typically come to church. On average, we have around 60 views of each service (almost certainly with multiple people taking part), meaning we reach a significant congregation and help people feel connected, included and up to date with church life.

The Website was designed, developed, and maintained by two of our parishioners and PCC members. It first went live in April 2018. We seek to ensure that our website continues to grow and develop for the benefit of our community.





Our website statistics for the past 12 months



SESSIONS
10,839



UNIQUE VISITORS
8,265



PAGE VIEWS
26,003

Social Media

We make considerable use of popular social media channels. Our Facebook Group and YouTube Channel are fully integrated with our website, are branded consistently, and share cross-platform feeds to ensure dynamic news content is easily accessible. It is not always easy to provide content, but we strive to post news of our parish as well as reposting from other Christian sources regularly. Social Media complements our website presence and shows that All Saints is a welcoming, lively and caring church at the heart of our community. We currently have 231 members on our Facebook Group.

Parish Magazine

'ASHLINGS' is our A5 full-colour parish magazine published bi-monthly. The content is engaging and welcoming and designed to give a sense of the vibrancy of the busy church that All Saints is. It is a fairly big undertaking with 32-pages of news, events, a calendar, and community advertising. It mostly replicates news and articles available on our website and social media. Still, it is a handy publication to have available to anyone who visits the church or doesn't have internet access. We have suspended publication during the pandemic but are considering a quarterly magazine or one that follows the church seasons when we return to normal times. Past editions are available to view or download from the news section of the website.

Parish News



Holbeach Community Flower Festival



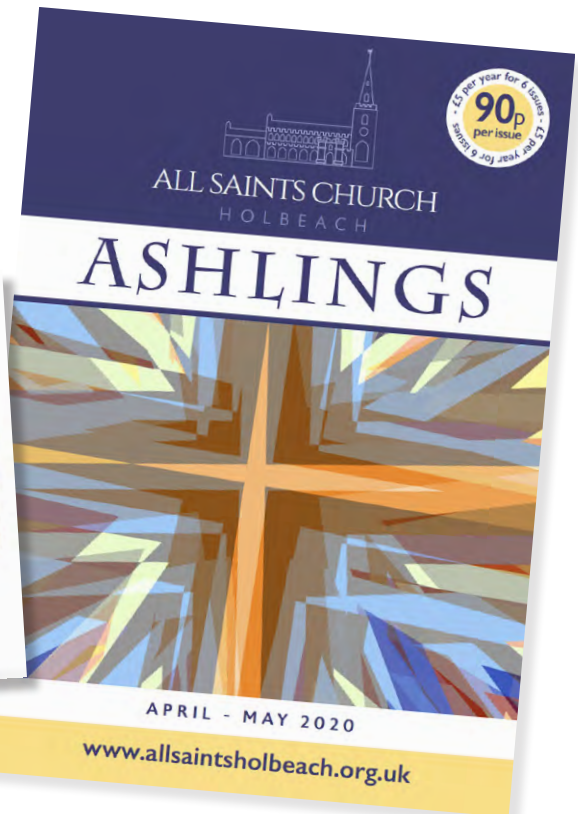
Congratulations everyone!

We made £3,200 from our 5th annual Flower Festival. This may be a couple of hundred short on last year, but still a nice gain.

We know when we relaunched the May Day Flower Festival in 2014 that it would take a while for us to get back on the map to be a ringing point for cash, but it is a hard 'sell' now. We were certainly blessed by the weather this year and were wonderfully supported by local traders and charities.

Whereas other local churches may have made more money, what makes us different is that we also enable many other charities to raise money for their own causes. The £1000 made by Holbeach in 2019 and the £400 made by All Saints being just two that I am aware of, and this is a significant contribution to the community.

Having been a little short of rain on the Thursday they started to pour rain the Friday Rain Room on the Friday and over the weekend and Kate did a brilliant job of getting the last few at the close of play on Monday.



Financial Matters



Following on from a change of treasurer during 2020 there was a need for the church warden, having legal responsibility for the church, to become interim treasurer. We joined the Parish Giving Scheme in 2018. This has been developed but we recognise that increasing our congregational planned giving and community giving will be vital to ensure our future. Data Developments were employed to support the treasurer's role with their bookkeeping service, freeing the treasurer up to streamline the process and address the increasing accountancy charges the church was incurring. The accounts are to be audited by an independent local accountant with effect from 2020.

All Saints employs three people currently, and the treasurer has responsibility for ensuring that they are paid, along with associated costs. This includes the Deanery Administrator. It is planned currently, that in the future the Deanery Youth Worker role will also be processed in a similar manner, with all associated costs being reimbursed by Deanery. The payroll process is currently overseen by Bulley Davey, Chartered Accountant.

All Saints is proud to have paid in full the re-negotiated Parish Share of £36,000 for 2020; but because of Covid-19 and lockdowns, has used some of its reserves to achieve this. The amount was re-negotiated down from the expected £45,000. It is worth noting that planned-giving to the church does not cover this and fund raising is needed to be able to reach this target.

We are very fortunate to have a couple of benefactors – the Mary Bass Trust, which pays up to 40% of any repair work, 75% of our Ecclesiastical insurance and a number of mission projects within the deanery e.g. supporting our work in schools – and the Freddie Bass Fund that is used for projects to help maintain the fabric of the church etc.

During 2020 many of the usual fundraising opportunities have not been able to take place, hence the need to use reserves to ensure payment. However, whilst we are currently able to do this it is not ideal and reserves currently on deposit with CCLA will not last long if this continues. The church is well supported at most fundraising

events by the local community and the primary events are held in full partnership with many community organisations.

Going forward into 2021, someone has now stepped forward to take on the treasurer's role; and the process of a supported handing over is currently underway.

The full Financial Report for 2020 is available in the appendix.

Finance summary 2020	
INCOME	
Donations and legacies	£37,445.00
Income from charitable activities	£2,082.00
Other income	£39,897.00
TOTAL	£79,424.00
EXPENDITURE	
Charitable Giving	£1,510.00
Parish Share	£36,000.00
Deanery Staff Costs	£13,033.00
Other costs	£31,068.00
TOTAL	£81,611.00
Fixed & Current Assets	£139,123.00
Liabilities	£300.00
Reserves at 31st December 2020	£138,823.00

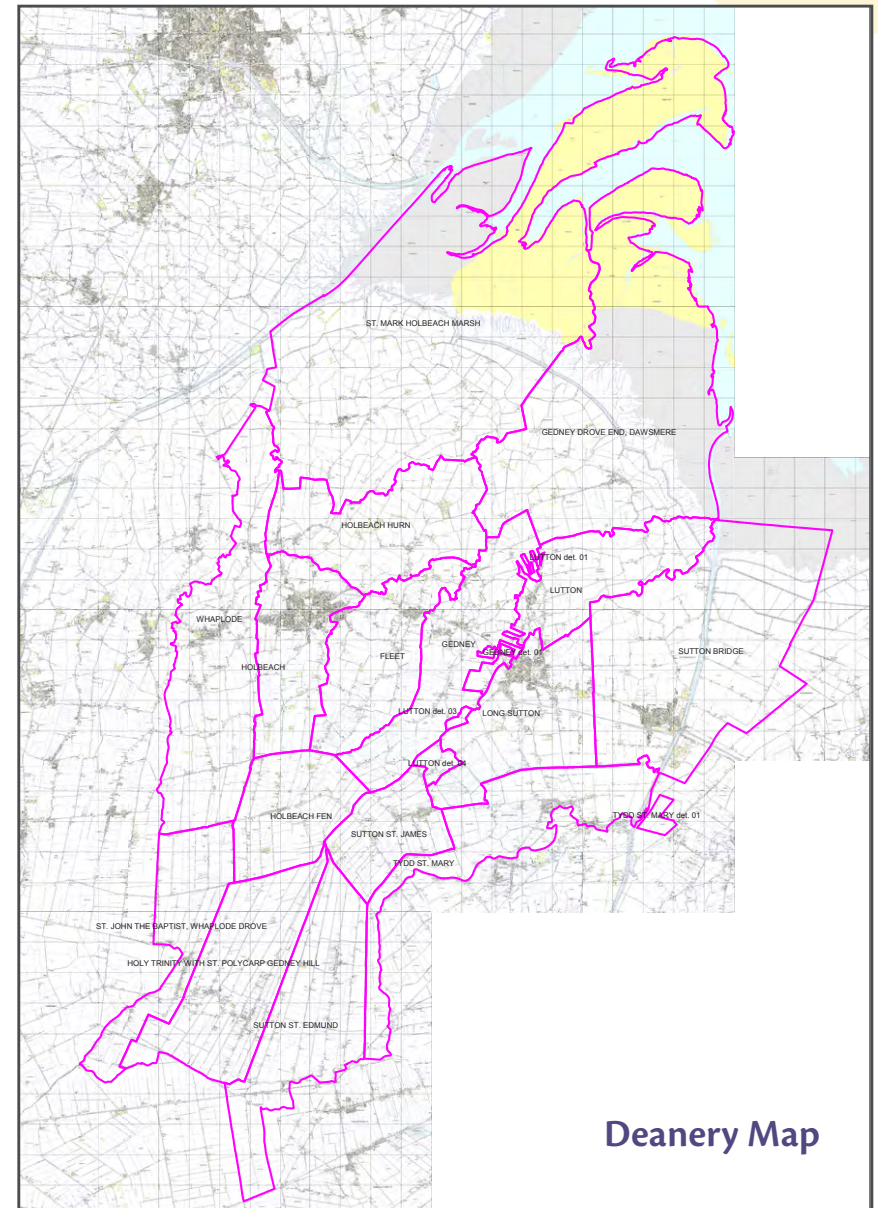
The Deanery of Elloe East

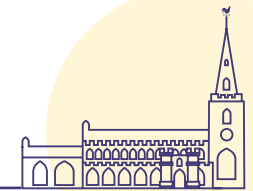


The Deanery of Elloe East consists of eighteen parishes organised into six benefices, each of which used to have its own incumbent. It is currently staffed by two full-time stipendiary clergy, and a 0.5 PT priest plus another 0.5 post due to start in May 2021. The two 0.5 posts are interim posts which will come to an end in 2023 and hopefully will be replaced by a single full-time post. We also have the support of one OLM locally ordained priest, who works part time as a hospital chaplain. There are two Readers with PTO and three active retired priests with PTO, one of which, Rev'd Michaela Dean, is associate priest in Holbeach. There is also a Reader/ordinand who will move away to begin her title curacy in the summer of 2021. The previous vicar of Holbeach, who was in post from 2013, was also the Rural Dean for the past twelve years. The clergy chapter meets monthly (except in August) for Morning Prayer, mutual support, creative thinking and to discuss and provide feedback on diocesan initiatives.

Six people in the deanery, including two from Holbeach, have embarked on their Foundation year at the Lincoln School of Theology and are in the process of discerning their vocations to ordained and lay ministries.

Since 2008, the deanery has been proactive in using a diocesan scheme to train authorised lay ministers using local tutors. There are twenty-five authorised lay ministers in the deanery covering nearly all the parishes, some very active and some less so. Some regularly lead non-eucharistic worship and others lead worship in care homes, lead study groups, provide pastoral care in the parishes and take collective worship in schools. Unfortunately, the diocesan lay training initiative got lost for a few years, and as a deanery we struggled to build on and maintain our excellent previous record due to a lack of good resources and local leadership. However, two years ago the diocese appointed a new warden of lay ministry - Dr Sally Buck. She has reviewed the provision of lay training and launched a new series of foundation and follow-up courses which began to be rolled out to the deaneries in early 2020 ready to train the next tranche of recruits. A licensed Lay Reader and deanery ordinand has recently facilitated the new Foundation course, and so a further eight ALMs will be authorised in May 2021.





We are hoping that someone will be able to take over this role once she is ordained in 2021 and moves to a full-time curacy elsewhere.

There have been considerable changes in personnel in the deanery since 2013; and in 2019, building on the good relationships that were already in place, we began a process of re-envisioning the deanery with a reduced number of stipendiary clergy, but with increased numbers of voluntary ministers, in order to create a sustainable future for 2020 and beyond. Our vision was to develop a new pattern of working collegially together across Mission Communities of two or three groups of benefices with the aim of reducing clergy isolation, sharing our ministry teams (both stipendiary and self-supporting clergy, Readers and authorised lay ministers) and our collective creativity, across each Mission Community, and in so doing, encourage collaborative working and building on the natural relationships that exist between communities. During 2020 this work has contributed directly to the work of the diocesan deployment group which is part of the much bigger diocesan vision of Resourcing a Sustainable Church which will see all clergy working in teams across greater areas. (Please see the appendix if you want to find out more about this.)

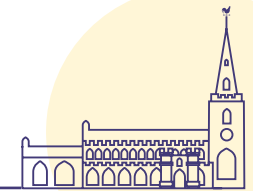
Funding from the diocese, a local charitable trust (the Mary Bass Trust) and the parishes themselves have enabled 15 parishes in the deanery (including Holbeach) to fund a Deanery Administrator who was appointed in February 2019 on an 18-hour per week contract working Monday to Thursday from 09:00 – 13:00 (plus two non-contact hours) from an accessible office based in the building used by Holbeach Parish Council. The administrator is responsible for booking in all baptisms, weddings and funerals and ensuring that churches and clergy have all the information they need. She has developed a google diary for each benefice and, now that we have an all-singing and all-dancing copier, she can print magazines, orders of service, colour posters and prepare pew sheets and send out bulk mailings for the parishes. She is proving just the mix of efficiency and friendliness that we had hoped for and is already making the deanery more efficient, reducing the administrative burden on clergy, so freeing up clergy time for more active ministry.

The deanery has also been offered a commitment of £20,000 per annum by the same Trust towards the appointment of a Deanery Children's and Youth Worker who will also have some responsibilities within the diocese for facilitating the development of work with children and young people. We had hoped to have got this appointment up and running during 2020 and in anticipation we set up and trained a lay team of people to run 'Open the Book' assemblies within our local schools. Due to Covid this project was necessarily delayed but we will have someone in post from June 2021.

The six benefices in the deanery and the current Mission Communities are as follows:

The Elloe Stone Parishes - Moulton, Moulton Chapel, Whaplode & Holbeach St Johns	Vacant - Full time interim post 3 years was advertised in March 2021
The Elloe Fen Parishes - Whaplode Drove, Gedney Hill, Sutton St Edmund, Sutton St James + Tydd St Mary (extended from Oct 2020)	Rev'd Mike Ongyerth - 0.5 interim post until 2022
Sutton Bridge (formerly with Tydd St Mary)	Rev'd Paul Carey-Slater - 0.5 3 years interim post. Appt made until 2024
Holbeach	Vacant - Full time post & previously Rural Dean
The Mid-Elloe group - Gedney, Fleet, Holbeach St Mark & Holbeach Hurn	Vacant - Currently looked after from Holbeach
Long Sutton group - Long Sutton, Lutton & Dawsmere	Rev'd Jonathan Sibley - Full time post

Summary of our Strengths & Aspirations



The following is based on our Growth Plan last updated in 2019 and a 2021 survey of our parishioners, the full document is available on request. The points are listed in no particular order.

Our Key Strengths:

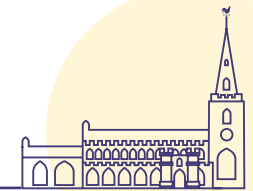
that we wish to build on and not lose.

- Established church community
- Strong Christian leadership
- Commitment to Inclusive Church and safeguarding
- Great musical tradition, including senior & junior choirs
- Proactive participation of the congregation in the services
- Tradition and continuity but willingness to try new approaches
- Our relationship with all the schools
- Lay ministry team
- Pastoral care and Home Communion
- Taking Holy Communion to the local care homes and hospital
- Mission and Outreach team
- Excellent deanery administrator
- Beautiful church which has been a place of worship for over 700 years
- Community events (Flower Festival etc.)
- Strong website and social media presence
- In-church hospitality – tea & coffee mornings & soup lunches
- Wonderful bell ringing team

Our Key Aspirations:

things that we would like to introduce or do better.

- Engagement in the community
- Develop our work with the marginalised and disenfranchised
- Encouraging younger generations into church
- More emphasis on young people & children being valued in church
- Developing discipleship for children
- Re-establish the Children's Corner (post-Covid)
- Re-build the relationship with the uniformed organisations
- Close collaboration with the new deanery youth and children's worker
- Increase our worship service attendance
- Increase church volunteer participation
- Encourage more parishioners to get involved with mission and outreach
- Opening up the church's space to more community activity
- Introduction of IT facilities, Wi-Fi and audio-visual systems in church
- Improve the use of and grow the lay ministry team
- Explore the possibility of playgroups / mother & toddler groups
- Extend the size of our pastoral care team
- Introduce different musical styles into worship
- Initiate annual community outings
- Work harder to build and retain our church community



Further Information and Appendix

Further information about All Saints Church Holbeach can be found on our website

<https://allsaintsholbeach.org.uk>

The following appendix documents are available online from the link below.

<https://allsaintsholbeach.org.uk/parish-profile/> 

Growth Plan 2016

Revisiting our Growth Plan 2019

Resourcing Sustainable Church – Full Working Plan

Resourcing Sustainable Church – Summary Document

ASH Annual Report 2018

ASH Annual Report 2019

ASH Annual Report 2020

Church Fabric Report 2020

Full Financial Report 2020

Document approval

This document was approved by the Parochial Church Council of All Saints Church Holbeach in May 2021.

Thank you

Thank you for taking the time to read our Parish Profile. We hope it will have inspired you to want to discover more about joining us in what we do here, and how, through God's will and guidance, you could lead us to greater things in the future. We truly hope to welcome you soon at our beautiful All Saints Church here in Holbeach.

