

PCC News

The newspaper for all PCC members to help support your church



Ideas for engaging with families 2



Resources for Lent 2017 3



Camping Church 4



Tips for winter church maintenance 5

TRiO - A wonderful response

"I would like to give a personal thanks to all the people in our parishes who work tirelessly and endlessly to pay the Parish Share request, giving in both time and money.

"We have made a tremendous start and I do ask that you continue to support the Diocese, our clergy and each other, remembering that

the responsibility is indeed ours.

Thank you."

**Bill Husselby, Chairman
Diocesan Board of Finance**

What is it?

Parish Share is a contribution by churches towards the cost of the mission and ministry of the Church in the Diocese, which is primarily the cost of the clergy.

The Bishop's Council called for a review of the Parish Share allocation method in 2012, following accumulated deficits for the Diocesan Board of Finance of over £2 million in a four year period, and falling income from Parish Share. After consultation in 2013, and unanimous approval by Diocesan Synod, a new Parish Share allocation method was introduced

in January 2014, called TRiO - 'The Responsibility is Ours'.

Details of Trio can be found in the leaflet "Paying for the Church's Ministry – Parish Share and TRiO explained" - a copy of which should now be with every PCC. It can also be found on the Diocesan website.

How is it calculated?

For the sake of clarity, we divide the cost of mission and ministry into two:

■ **The direct cost of placing one full-time stipendiary priest into a benefice.** This includes the stipend, employer's national insurance,

pension contributions, housing, training and support. This is adjusted if there is more or less than one full-time post, i.e. part-time or House for Duty.

■ **The additional costs of mission and ministry in the Diocese – Diocesan Mission Support.** This includes the training of our curates and readers, support for church schools, central administration, social and community concerns, support for youth and children's work, establishing new churches, training for the laity, DAC and legal costs, etc.

Support

Support can be offered in a variety of ways, including financial, assistance with growth plans or stewardship campaigns.

We receive a grant each year from the Church Commissioners whose purpose is to support struggling parishes. We have used a proportion of this grant to fund the transition process from the old Parish Share allocation method to the new. The remainder is given directly to Benefices by way of a

reduction in their request.

The process

Each benefice receives its Benefice Share request at the beginning of July. Multi-parish benefices then need to meet to agree how the share will be divided between each parish. Agreed amounts for each

parish for 2017 need to be passed to the Diocesan Finance Department by the end of November. Where a benefice believes that it cannot realistically meet the challenge, a meeting will be held to assess the nature and level of support needed. These meetings normally take place in November.

So what has happened since? Our Benefices rose to the challenge! Thank you!

Parish Share received for the year ended 31 December 2015 was £6,845,772 (92.45% of the total request). This is the highest collection ever achieved in this Diocese.

Looking back to 2012, when Parish Share income had reduced to £5,982,917, an increase to £6,845,772 of £862,855 or 14.4% is a great achievement and more than could have been imagined when the new system was introduced.

Feedback from parishes has been overwhelmingly positive:

TRiO is transparent; people know what they are paying for and what is the real cost of ministry; and support is there for those who cannot pay.

Whilst income from Parish Share is understandably not increasing at such a high rate during 2016, it is still increasing and starting to move towards the levels we need to meet the costs of mission and ministry in this Diocese.

As a diocesan family we are all enormously grateful to those whose generous giving enables the Church to continue serving the communities across the Diocese of Norwich.

Practical tips shared by 'most welcoming churches'

Following this year's awards the judges have written the following lines as a check list for your own churches. Reporting back, the judges said that they were impressed by the work that is being undertaken across the Diocese, and generally the standard was very high. But this does not mean we cannot strive for even higher standards and make the churches in this Diocese the most welcoming in the country.

To help spread good practice there are a number of recommendations they would like to share. These are as follows:

First impressions count!

■ Ensure that gates, boundary walls, hedges and noticeboards are



well maintained, as these are often the first things visitors see as they approach the church

■ Wherever possible place a sign outside your building indicating that visitors are welcome or that the church is open

■ If you are able to provide disabled access, are the instructions for assisted access clearly displayed?

■ If you have toilets, are they open, clean, tidy and available for use? It is really annoying when toilets are advertised, and which can be seen when visiting the building, but are inaccessible

■ Is your church clean and tidy and uncluttered? If not, this can leave a lasting impression and can lead to visitors feeling that the church is be-

ing neglected, even if isn't, and they have just caught you at a bad time

■ Check that your notice board isn't faded or shows out of date notices

■ Keep dog bowls clean and freshly refilled. If this is difficult, perhaps you should just have an empty bowl available that can be filled as and when necessary

■ It is important to have good guides and interpretative material on offer, either in paper format or using modern technology. Some that were seen were highly imaginative and well presented, and included guides specifically written for children. There is also an opportunity to include information about Christian beliefs and Baptism and Weddings... *Continued on page 2*

Editorial

By Robert Culyer
Parish Funding Support Officer
01603 882326
robert.culyer@dioceseofnorwich.org



It gives me great pleasure to bring you stories from across the Diocese about churches that are growing. Since the last edition, Churchwardens have been on their visitations, and will have brought back to your parish the message from Bishop Graham regarding the new mission strategy. In future editions of PCC News we will bring you much more detail on how the strategy is intended to help you to grow your church, what the Diocese will be doing to support you, and how you will be able to use this support as a PCC. Bishop Graham's talk could not fail to inspire us all as he explained how church attendance across the Diocese of Norwich was growing.

I am proud of what the Diocese is trying to achieve, and hope that you too feel proud to be part of it. Under Bishop Graham's leadership, the Renewal and Reform Programme has recognised the achievements that our Diocese has made.

Much of this is achieved by the much valued army of volunteers, like you, who give tirelessly of their time to make these things happen. Since the last edition, I have heard many stories from parishes, where they have seen a marked increase of volunteer hours because people have started to value the idea of tithing their time.

In this edition I am pleased to report on ventures tried in our churches that have brought people across the threshold. The problem

is that what works in one parish will not necessarily work in another, but I hope that it might make you think that there are bits of what the other churches are doing successfully that would work in your church.

Successful events seem to have been helped by the fact that church members have volunteered in other organisations, such as schools, and this has then in return helped to make their events successful.

In this edition we have stories about camping on land in North Norfolk. This works very well there, but if you are a town centre church you will be thinking this idea is no good for me, but you might then have a light bulb moment about a piece of land next to your church. It might not be any good for camping, but would make ideal parking to rent out! The story about the Gospel choir is inspirational. Again, that might not work for your parish, but with the massive increase in the number of choirs following the television programmes, you might be able to set up a choir in your benefice. It does not have to be only church people, but you may be able to get people from the village to join, who don't normally worship, but they may be willing to sing occasionally in your church. It is also likely that their families will want to come along and hear them sing and before we know where we are we have a congregation of a size that we will all be proud of.

Simple ideas for engaging with families this Christmas



St Nicholas Church in North Lopham have knitted Bible scenes!

We know that there can be constraints on what churches and church congregations feel they can offer to Children, Youth and Families especially if there aren't any or relatively few who already come to the church, but there are many ways that your church can offer a warm welcome to Children, Youth and Families whatever your circumstances.

Whether growing an existing ministry and considering organising an event, or looking for ways to invite Children, Youth and Families and welcome them to the church for the first time, the key is to start by building good relationships. Develop a culture of relationships leading to invitations.

It doesn't have to start with grand gestures or events, although these can be great too, but simple, thoughtful acts that help those in the current church congregation connect with the local community and demonstrate that the church is a place for all.

Gone are the days when you could offer an invite and expect people to turn up, in today's culture it is very much that we have to do as Jesus instructed and 'Go into all the world'.

■ Take your Christingle or carol service outside, or to a local residential home

■ Organise a short holiday club day for children so carers can go Christmas Shopping

■ Organise a charity collection such as a shoe box appeal – ask people to bring items and get together to package them up

■ Run a Christmas wreath making day – get your congregation to invite friends and bring them along with lots of greenery. Make it a real event with Christmas music and festive food

■ Run a 'swap party' after Christmas for people to bring unwanted gifts – give anything left over to charity

■ Messy Christmas event – make a gift to give to a neighbour, make Christmas decorations that depict aspects of the Christmas story

■ Organise a local window trail. Place items or pictures in local shop windows, residences, etc. Provide a trail card for families to collect all the locations and invite them to a seasonal event to receive a prize for completing the trail

■ Make your church porch a welcoming place for teenagers to come and sit. No one likes to sit out in bad weather and teenagers meeting their

friends need a place to go, so why not welcome them to use your church porch even if the church is closed?

■ Make a village Advent calendar, or buy 'The Real Advent Calendar' for children in your street http://shop.meaningfulchocolate.co.uk/product_p/realad2016case.htm

■ Set up a babysitting club and plan a 'Date Night' so local couples can go out together – use this as a way of finding people who could be invited to a parenting course

■ Run a Christmas or New Year Party.

The Diocese of Norwich Resource Centres at Easton and Loddon loan a wide range of items and materials to help resource churches in their work with Children, Youth and Families. To find out more about borrowing items please visit: www.dioceseofnorwich.org/churches/children/resource or to discuss your development of Children, Youth and Families provision in your Church, Parish or Benefice contact Jonathan Richardson – Children Youth and Families Development Office on jonathan.richardson@dioceseofnorwich.org or 01603 882354.

Welcoming

Following the little piece in the last edition re welcoming new inhabitants in your parish, I have received a lovely little card from St. Nicholas, Wells next the Sea. Inside the card is a list of services, contact names and addresses of Churchwardens

and other local people. There is also a return slip for people to fill in their details if they want to be notified about events going on in the parish. What a nice way to make friends when you have moved into a new area and know nobody.

Christmas cards

This is a great time of year to get people into your church.

Why not slip a list of your Christmas services into a Christmas card and deliver it through every door in your parish.



Practical tips continued

■ The judges particularly liked seeing a designated prayer area where there were invitations to pray or with candles to aid reflection and meditation. The judges felt that some churches were missing the opportunity to present themselves in the best light as places of prayer, worship and community

■ If you have features within your churchyard that you would like visitors to see, ensure that the paths leading to them are cut regularly

■ Check that any benches or seats are kept well maintained, making

them pleasant to sit on and quietly reflect. Again, you may need to ensure that the access paths to them are kept regularly mown

■ Judges were amazed at the number of churches where there is obviously wonderful ongoing work in progress. But there were some where simply too much was going on, and the judges felt that this took away any feeling of worshipful space.

For further possible consideration:

■ Whether you could have a notice on the way out to the effect: "We

hope you have enjoyed your visit to this Church. If you would like to help us to maintain it your gifts will be warmly and gratefully received"

■ Have a simple, single sheet with basic interpretation of features of the church free for those who are not familiar with the structures and layout. There is also an opportunity to give information about current activities run by the church community.

The judging panel is very happy to revisit churches by invitation and act as 'consultants' sharing views of the church through 'visitors' eyes'.

Could your church support the Bishop's Lent Appeal?



Image © Dereje / Shutterstock.com



In 2017 the Lent Appeal will be focused on raising money to provide a car for Hospice Ethiopia to reach those in need of palliative care.

Hospice Ethiopia is the only palliative care unit in Ethiopia.

They provide free community

based palliative care to terminally ill people within three districts of the capital city. With just one specially trained doctor and three nurses, they serve an estimated population of 900,000.

Through the appeal, your money will go towards providing the Hospice with an off-road rental car for three years. Roads are often rough and of poor quality, and public transport is busy and unreliable. We want to help enable care and equipment to reach those who cannot travel to the hospice.

Cars are expensive and difficult

to maintain given the availability of parts. By renting the vehicle all maintenance costs are included; well advised given the quality of the roads.

In addition, the nurses are frequently carrying medicines to their patients, in particular opiate pain killers, which would make them vulnerable on public transport.

More details and free resources for churches will be available from Diocesan House in January 2017.

Lent 2017 begins on Wednesday 1 March and ends on Maundy Thursday 13 April.

Praying Lent with the Saints



The Diocese is producing a Lent Course which will be an introduction to prayer in a number of traditions.

The sessions will include 'Praying Lent with...' Each session is written by a different person from within the Diocese, drawing on their experience in prayer.

- Praying Lent with Benedict (Canon Peter Doll)
- Praying Lent the Jesus Prayer (Prof Catherine Rowett)
- Praying Lent with Teresa of Avila (Sr. Elizabeth Obbard)
- Praying Lent with Ignatius (Revd Margaret Whitaker)

■ Praying Passiontide with Mary (Fr. Andrew Mitcham)

There will be some information about the tradition of prayer, but the main part will be an opportunity for experiencing prayer and meditation within a different tradition each week, helping us to develop in our prayer. It is suitable for use in private, or for group use in small groups, and will be available from mid-January.

For further information, please see www.dioceseofnorwich.org/training/lay/lent-2017

"We found out when the war was on what we owed to sailors... All honour to these men! Their acts constitute the outstanding triumph of the war."

The Bishop of London
The Mission to Seafarers' AGM 1921



Photo: Row Around Singapore Island
@MissionRASI Endurance Challenge Singapore 2015

Today's Mission to Seafarers works tirelessly to help merchant seafarers and their families in need in 50 countries worldwide.

f [themissiontoseafarers](https://www.facebook.com/themissiontoseafarers) @FlyingAngelNews www.justgiving.com/themissiontoseafarers

Patron: Her Majesty The Queen President: Her Royal Highness The Princess Royal

We all rely on Seafarers. Seafarers rely on the Mission.



Gospel singing brings in the crowds



As editor of your newspaper, I am always searching out examples of good practice to share with you. It was suggested that I should speak to the Revd Claude Scott about 'Glaven Sings Gospel'. It is an event that happens in Blakeney Church and attracts about 120 - 140 people. I met with Claude and the following tale evolved.

I began by asking him how the Glaven Sings Gospel started. He told me that he had talked with the Rector, Libby, and they had looked at the style of worship that they offered in the benefice. Most of their services were formal, and mostly Eucharistic, so they were looking for something more relaxed and something that would attract both church-goers, and non-church goers.

Claude had attended Gospel singing in Lewes, and thought it might be a way forward. Chatting over coffee with Claude, I asked him how difficult it was to start. He told me that it was important to keep it simple, keep it short and keep it local. At the first session,

they produced a song sheet but they under produced! So now they use a power point presentation onto a big screen to display the words. At the back of Blakeney Church they have an area around the font which allows them to use chairs rather than the church pews, which keeps the event informal. Tea and coffee is offered afterwards. New friendships have been formed. The event has proved accessible to people of all ages and stages, including those with dementia. At Blakeney they use a grand piano, but this summer, when they had the chance of using a marquee on the green, they used a keyboard. They now have a 'scratch' choir that meets for an hour immediately before the session, and local soloists add variety. The compere or a speaker will explain the origins and spirituality of some of the songs before they sing them.

I asked Claude how it was marketed. He told me that they put posters up in the villages of the benefice, and used social media as a marketing tool. The Church has

a very good relationship with the local school, including 'Open the Book' and Messy Church which attracts over one hundred people. Glaven Sings Gospel has become an ecumenical event and the local Methodist Church use it as their evening service.

One of the Churchwardens said of the evening 'everyone is smiling and really getting involved in a very special way. It is truly praise, worship and more importantly mission'.

To summarise:-

- Keep it local
- Keep it simple
- Market the event with posters and via social media
- Make the most of local contacts such as schools and other churches.

Gospel singing might just work for you and your church, but as I always say 'no two parishes are the same', but it might now make you think of something that might work for you... Christmas Carol Karaoke or Scratch Messiah!

Camping near Burnham Market



Another good news story! Burnham Breck have just finished their first season of providing camping facilities on five acres of secluded grassland, which has been untouched for generations. The site offers panoramic sea views, and is available for wild camping, glamping, and small to medium campervans. The site is a birdwatcher's paradise, with marsh harriers and barn owls flying in the fields below, and yet the site is only a five minute stroll to the centre of Burnham Market. St Margaret's Church is accessible from the site, and all the churches in the Burnham Benefice are open daily.

Jonathan Hazell told me that they advertised via social media. They set up a communal meeting area with a fire pit available for everyone to use, and there was a parking area to accommodate all cars safely away from the campers. Bookings were

made on line and access to the site was through a padlocked gate with combination lock. Portaloo toilets were hired. They charged £10 per adult per night and children under 15 are free. They also offered a discount to church and youth groups. Visitors staying on the campsite are given a warden's telephone number in case there is an emergency.

They only operated for 28 days, because then they did not need planning permission, but are now looking to apply for change of use so that they can operate for a longer period of time.

This has been a valuable source of income (£5,500 gross) for the Church. Yet again, it is a case of looking at our assets and seeing how we can use them effectively. More information can be found at www.burnhambreck.com

Then and Now - WW1 remembered

Did you know that HLF provide grants from £3,000 - £10,000 for community projects which explore, conserve and share the heritage of the First World War? Could this be something that your parish explores to possibly tie in with a gift day which could help you integrate your Church with its local community?

Anne Prentis from Great Ryburgh Church tells us that the church has had a two year HLF supported grant. The "Think and Thank" project ended in June with the commemoration of the life of George Bond, who went down with H.M.S. Hampshire on 5 June 1916. Some 50 descendants of the sailor, coming from as far afield as Australia, Canada, USA and France, joined with local residents for a "homecoming lunch", followed by a commemorative tree planting and evensong. To date, seven of the 33 Ryburgh WW1 servicemen have been commemorated. Each commemoration takes the form of a peal of bells, and an invitation of hospitality is extended to any of the descendants that have been tracked down by the team of researchers. The £9,000 grant was awarded for



the cleaning of the colourful WW1 memorial screen, the setting up of a website to record the results of the research, and the purchase

of invaluable folding tables, display boards and display cases. See www.standrewsgreatryburgh.org.uk

Find grants & funding for your church

Don't forget if you are looking for funding for church repairs, or funds to start a new club or community project, take a look at the Diocese

of Norwich Grant Finder. It is a free service/website provided by the Diocese at www.dioceseofnorwich.org/grantfinder

Wretham embraces heritage to encourage visitors

John Kitson, the church secretary contacted me to tell me about the exciting things that they are doing at their church to encourage more visitors. The church, a 150 year old Victorian architectural gem is tucked away in an isolated part of the village. It is instantly recognisable because of its tiled saddle back tower. Not only do they serve teas when the national gardens scheme is on but the Wednesday before Remembrance Sunday they honour the 14 Czech and Polish aircrew who were based at Wretham during WW2. In 2015 the church was the first of a list of UK venues for a major exhibition charting the role of Czech servicemen in the UK during WW2. As well as the war graves they have a display devoted to the old airfield.

They also make the most of the artistic talent of the rector from this

period, Revd James Park Whalley, who used his talents to paint chancel wall paintings based on Renaissance sources. He also painted the casing of the Grade II Listed James Corps organ as well as the carved font cover. (Do not try this at home!) Wretham sits on the A1075 between Thetford and Watton, and is well worth a visit.

The Editor writes:

The efforts of this church to encourage visitors, have encapsulated the heritage, war time effects on their parish and the quiriness of the rector James Whalley. Has your church got any special features like these that you can develop to encourage people to visit your church?

Top Tips for winter church maintenance



It's that time of year again when the weather sets in and we need to be extra vigilant in looking after our churches. There are a number of very simple and practical ways that we can help stave off deterioration of the fabric of the building:

- Check to see if there is any evidence of leaks or damage to roofs during heavy rain
- Ensure that exposed water/heating pipes and water tanks are protected from frost
- Clear leaves and other debris from rainwater pipes and gutters
- Clear away any plant growth from walls and/or rainwater goods, as these will create blockages and cause water damage if left untreated. It should be noted, however, that some plants are very rare so advice should be taken from the Care of Churches Office before these are removed
- If possible try and make any gaps in the tower bird-proof before the

nesting season begins

- Check masonry for signs of water or frost damage and report any serious deterioration
- Should there be a heavy snow fall make sure that parapet and valley gutters are cleared of blockages as melt water can cause internal damage
- If your church has snow boards and/or access walkways check to see that they are in a good state of repair
- Check airbricks and ventilation systems to make sure that they are free from obstructions
- Any flagpoles or weathervanes should be monitored for stability, especially if high winds are expected
- See that external lighting is in good working order.

Prevention rather than cure is an appropriate motto when it comes to church buildings and by following these basic checks we make it much less likely that damage will occur to our wonderful churches.

Crowning Glories Songs of Royalty, Loyalty and London



In celebration of the 90th birthday of Her Majesty Queen Elizabeth II, St Mary's Church in West Somerton held a concert performed by Vocal Score. The group consists mostly of performers from Norfolk, drawn from the Sewell Barn Theatre and the Upper Octave. The group was also delighted to welcome Leon Berger, a professional baritone, from London, who has performed many times in our concerts. At the piano was Revd Selwyn Tillett,

Priest-in-Charge of the Flegg Coastal group of Churches, of which Somerton is a part.

The repertoire included many well-known songs, alongside some obscure curiosities; the works of Gilbert & Sullivan, Stephen Sondheim, Sandy Wilson and Lerner & Lowe, among others. After concluding the concert with (of course) Rule Britannia, the cast were very gratified to receive a standing ovation! The National Anthem was

then sung.

An enthusiastic audience enjoyed interval refreshments and a chance to talk to the singers. £274 was raised for benefice funds after all expenses had been paid.

The Editor writes:

It sounds as though a great time was had by all. Is your church as lively?

St John Baptist involves local community to help with celebrations

Nora Hall emailed me, with great enthusiasm, to tell me all about the celebrations at St John Baptist Church in the Coltishall Benefice, following our suggestion about marking Her Majesty's 90th birthday, in Issue 5 of PCC News. Nora tells me that they had an amazing exhibition. This was achieved by involving lots of groups from the local community. The Community lunch club, the WI, Coltishall primary school, The Sunday school, and the pre school group all put on magnificent displays. They also had displays telling the history of the village and a display of fans with

royal connections. A lot of thought went into organising the event. Not forgetting what churches are about, they constructed a model of Coltishall wherry, so that people could put their prayer requests in the sails.

It is events like this that help our churches to integrate with their local communities and get people into our churches. Across the Diocese there was a plethora of events from flower festivals to cream teas.

The Editor writes:

Could you do something similar?



Guesthouse & Retreat accommodation

ALL HALLOWS CONVENT

We are an Anglican Religious Community offering guest accommodation for retreat, rest, reflection and renewal.

Guided retreats, spiritual direction or a listening ear are available services during your stay. Visit us at our Ditchingham Convent or in Norwich, adjacent to the Shrine of Mother Julian.

Pastoral... Prayerful... Peaceful...

Community of All Hallows, Ditchingham, Norfolk, NR35 2DT
01986 892749 www.all-hallows.org
charity registration 230143

Your quinquennial inspection report



BY THE DAC TEAM

The Quinquennial Inspection report describes the condition of the church building prepared by an architect or surveyor whose name is on the list approved for the purpose by the DAC. Every five years, your appointed inspecting architect/surveyor will visit the church to check the building over from top to bottom and collate his/her findings in a report which will help you plan the work that you will carry out to the building over the next five years.

The Care of Churches office will send a reminder letter to the PCC, and to their architect/surveyor when the QI is due. The PCC should then contact the architect/surveyor and

make a date for the inspection to take place.

Before that day arrives:-

- make sure that everything is in place to allow for a thorough inspection of the church
- Ensure that all necessary keys are to hand, make sure that any ladders or access requirements are in place, and think about any safety precautions required
- make sure up-to-date log book and terrier, test certificates for heating and electrical installations, inspection records for fire safety equipment, details of any Tree Preservation Orders, all previous QIRs and all recent faculty papers are available.

When you receive the final report – which should be within four weeks of the inspection taking place – it will itemise the priorities for the repair of the building.

Works are divided into:-

- urgent
- those recommended to be carried out during the next 12/18 months
- those to be done over the next five years.

The Diocese has adopted a standard format which makes the report easy to understand and will include photographs of any areas of concern. A copy of the report will be sent to the Archdeacon, the incumbent, the PCC, the Norfolk/Suffolk Churches Trust and to the Care of Churches

office that, in this Diocese, also pay for the report.

Once the PCC has read the report, its members will be able to make strategic decisions on which works to budget, and fund-raise, for over the next five years. Your inspector will be prepared to visit the PCC to present his/her findings to you and to go through the main points highlighted in the report. He/she will explain why certain works have been prioritised and clarify any concerns you may have. The PCC will then be able to decide how best to implement the list of prioritised repairs as funds become available. Should the required funds amount to a significant figure then expert advice is available from the Parish Funding Support Office, based in Diocesan House. Please don't panic: we are here to help!

Do keep going back to your QIR for guidance along the way - it is an invaluable tool in the care of your church building.

QIR Tips

Written specifically for the PCC to help plan future work.

- If you don't understand any part of your QIR, ask your inspector
- Walk round the building together while he/she is explaining – it's easier to understand if you can see what he/she is talking about
- Keep the report somewhere safe and accessible – you will need to refer to it again and again.

Dates for the diary

■ Resourcing your Parish

- Thurs 30 March, 7pm
Belsey Bridge, Ditchingham
- Wed 10 May, 7pm
Fakenham Academy
- Sat 20 May, 10am
Open Academy, Norwich

An exhibition and workshops for all PCC members and all involved in parish ministry, repeated in different locations. It is an opportunity to speak to Diocesan staff and officers and receive practical advice and support in areas such as church finance, stewardship, buildings, children youth and families work, communications & more.

■ Safeguarding Training

- Thurs 26 Jan, 7-9pm
Diocesan House, Easton

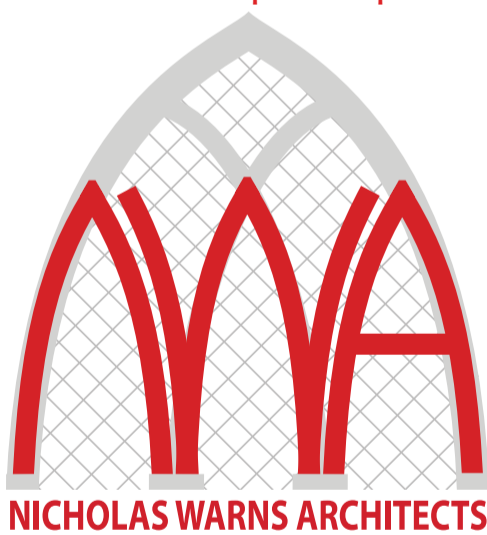
For anyone who works or volunteers with children, young people or adults at risk as part of their church activities

■ Good News for God's Earth

- Sat 6 May, 10am-4.30pm
Green Britain Centre, Swaffham

A day to help us consider our Christian concern for the environment. The day includes workshops, conversations, activities and worship.

Highest quality specialist advice for the respectful and sympathetic care repair or adaption of historic buildings



NICHOLAS WARNS ARCHITECTS

- Quinquennial inspections
- Assistance with grant application submissions
- Project Management
- Specialist conservation advice
- AABC accredited architects

01603 622056
info@nicholaswarns.com

AIED
AUDIO ELECTRONIC DESIGN

Specialising in the supply & installation of high quality, discreet, sound reinforcement, induction loop and audio visual systems for houses of worship since 1989.

Audio Electronic Design, Old Field Barn, Abbey Road, Old Buckenham, Norfolk NR17 1QA. Tel: 01953 860074

Contact: Darren Butler MinstSCE
darren@churchsoundengineer.co.uk

ISCE
The Institute of Sound and Communications Engineers

Photocopiers and printers for your church

- Dramatically reduce spend associated with all type of Parish printing & Copying
- Produce high quality output quickly and efficiently
- Rental and Service Agreements you can enter into with confidence
- Free initial visit to audit your current costs associated with printing and copying



New and Refurbished equipment to suit all budgets

Contact: John Rowe 01603 484656
jrowe@ebs-copiers.co.uk

Or visit
www.ebs-copiers.co.uk

BIRDSALL, SWASH & BLACKMAN Ltd
established since 1974
Chartered Architects

Specialising in:
Quinquennial Inspections
Repair of Ecclesiastical Buildings
Sympathetic Alterations & Extensions to Historic Buildings
Contract Administration
Listed Building and Planning Applications

High House Farm, The Street, Beeston-next-Mileham, King's Lynn, Norfolk, PE32 2NF.
Tel 01328 701295
enquiries@birdsallswashblackman.co.uk



Bullying? Harassment? Not in our Church!

Building on 'Committed to Growth'

Following the Visitations, the feedback following Bishop Graham's delivery of the Committed to Growth Mission Strategy 2021 has been spectacularly good. One email said that 'he had imagined so much following the evening'.

The four groups are meeting in the Autumn to look at each stream in more detail. We will report back

as we know more.

More information about the strategy can be found in the Mission Strategy leaflet, a copy of which has been enclosed with this edition and is also available on the Diocesan website, but if you don't have computer access, please contact us at Diocesan House and we will send you a copy with pleasure.

Could this be you?

We are trying to increase the number of Church Ambassadors. This is a voluntary position and involves supporting and helping parishes when undertaking major works (basically a buddy scheme). Training will be given, so if you feel

you could spare some time and feel that you could guide other parishes or want more information about what is involved, please get in touch with Caroline Rawlings at caroline.rawlings@dioceseofnorwich.org or telephone 01603 882351.

BY JOHN ASHE
ARCHDEACON OF LYNN

After two years of debate at Diocesan Synod, a policy has been adopted on the subject of bullying and harassment. As part of the research for this document, we contacted every diocese in the Church of England to ask what they were doing. One reply sticks in my mind: "We don't need a bullying policy because we seem to be quite good at it already!" It brought a smile but also made the point that the Church is not exempt from such behaviour.

Of course, very few deliberately set out to bully or harass another. However, I am reminded of the quote: "it's not what I say that

counts, it's what you hear". Most of us will claim that our churches are welcoming, hospitable places which reflect the love of Christ, places where the words of St Paul in Colossians 4 are true: "Let your conversation be always full of grace". The reality is that we, as the Church and as individuals, can fall short of this ideal often with the best of motives, wanting what's best for the church. Disagreement can be very creative but only when it is done with grace, taking on board the first few verses of Philippians, Chapter 2:

"In humility value others above yourselves, not looking to your own interests but each of you to the interests of the others."

The document which Synod has

adopted not only explains how we will respond to allegations of inappropriate behaviour but also explores our commitment to encourage and sustain healthy and enriching relationships. Synod was asked to vote by houses, so that Bishops, Clergy and Laity each had an opportunity to express their support; it was passed overwhelmingly in each of the three houses. If we are to help each other to flourish, we will all, bishops, clergy and laity, benefit from a study of this document. There are questions for discussion and the PCC might usefully put it on its agenda as part of its responsibility for the life of the Church in its community.

As Bishop Graham writes in his foreword, 'the way in which we treat each other within the Christian Church is part of our witness and integral to our response to the gospel'. You can read (and download) Dignity in Ministry at: www.dioceseofnorwich.org/dignity or by requesting a copy from Diocesan House.

May God bless us all as we pray for those with whom we disagree and seek to build the Kingdom of God in our local churches.

DEVLIN PLUMMER
STAINED GLASS

SPECIALISTS IN ALL TYPES OF
STAINED AND LEADED GLASS

We work on glass dating from the early 14th century to the present day, the repair of casements and ferramenta, supply and installation of window protection. Many of our commissions come direct from PCC's whilst many others are initiated by architects.

To discuss conservation, repair, protection or commissions of stained glass to church windows please contact our studio 01379 677111 www.devlinplummer.co.uk

PCC Health check

In the last edition of PCC news I looked at the responsibilities for individuals as PCC members. In the article, I mentioned the fact that I appreciate that when a PCC meets that time is limited, but I really believe that every PCC would benefit from taking a step back and examining how effective you are as a PCC. As a school governor at two church schools we have audits of our governing body because

at the end of the day we are held to account if our schools do not perform well. The Archbishop's council have identified the following seven points for a PCC to consider seeing how effectively they are operating:-

An effective PCC....

1. is clear about its purposes, mission and values, and uses them to direct all aspects of its work. PCC Members always act in the best interests of the PCC, making balanced and adequately informed decisions, and thinking about the long term as well as the short term
2. has adopted structures, policies and procedures which enable it to achieve its mission and aims and meet its objectives efficiently
3. sees sound governance as an important part of its stewardship. It has appropriate procedures in

place and manages any conflicts of interest appropriately

4. manages and uses its resources (including finance, skills, knowledge, experience and assets) so as to achieve its potential. It plans and budgets effectively, including periodic review

5. views accountability and transparency as key values, and recognises that it is accountable to wider constituents. It communicates effectively, explaining its activities and decisions in an open and transparent way whilst maintaining confidentiality where appropriate

6. is flexible enough to adapt to change appropriately. Avoiding complacency, the effective PCC will want to increase its effectiveness in meeting its core object of promoting in the parish the whole mission of the Church
7. acts with integrity, and in

accordance with its values.

As I said at the beginning of the article I appreciate that you are always short of time at PCC meetings but putting this item on your agenda might just help you see where your areas of strength and areas of weakness are.

The Church Pastoral Aid Society (CPAS) has developed a new resource to help clergy lead PCCs effectively so that churches are better able to fulfil the mission of God in their communities.

The resource helps PCCs tackle common problems, clarify their purpose and find new ways to turn vision into action in their context. There is specific material for clergy as well as sessions and resources for the PCC as a whole.

www.cpas.org.uk/church-resources/resource-for-pccs

Your Newspaper

I hope that you have enjoyed this edition of PCC News.

This is YOUR newspaper to help share good practise across the Diocese.

Do please contact me with your stories of what worked in your parish. Thank you for taking the time to read the paper, and thank you all for your kind support.

Email me at robert.culyer@dioceseofnorwich.org, write to me at Diocesan House, 109 Dereham Road, Easton, Norwich, NR9 5ES or telephone me on **01603 882326**.

PCC Heroes: Peter Reeder

Churchwarden, South Lopham at Clippesby Parish Church

BY GEOFF FREEMAN

There is a saying that if you want a job done ask a busy man.

Continuing our very popular series of PCC Heroes we recognise one such individual who has devoted his life to church, community, and his family, and run a business at the same time. It is always a pleasure talking to our 'heroes' as they do not see what they have done, and still continue to do, as exceptional.

Peter, now 'a young 82' was born in the village and attended Thetford Grammar School leaving at the age of 14 and, in his own words, could not wait to leave and work on his father's farm and to specialise in pig breeding.

And what a busy man he has been! The list of his activities

and interests is quite remarkable. If we start with the church: a warden for 40 years, he still cuts the grass in the churchyard. He has worked all his life to help maintain his parish church, helping to raise the funds for a new roof and repairs to the windows plus all the other jobs that a Churchwarden does.

He is the first to say that he could not have been involved in so many activities without the support of his wife of 59 years, Monica.

Apart from family, church and farming, Peter has been very involved with the Parish Council and various local charities.

As a respected pig breeder and judge his knowledge has been spread far and wide across the British Isles and in 2014 Peter was awarded the BEM for Services to



Photo courtesy of the Diss Express

Agriculture and the Community.

In his usual way Peter said "I was totally surprised, I feel very honoured actually. It came out of the blue".

A number of people contacted me to suggest that we feature Peter in PCC News all sending snippets of information to help paint the picture of his lifelong service.

The loveliest quote I received was from a friend of Peter's who said, "A lovely unassuming man who has unstintingly devoted his time to the Church and the community."

£1,000 for the church in just two hours

Around two hundred people enjoyed refreshments and all the trappings of a village fête at Christ Church, Fulmodeston. There was a variety of stalls such as produce, bric-à-brac, Project Linus* knitwear and quilting, a tombola and a book stall.

The Church also offered free refreshments throughout the day and entertainment on a Shakespearean theme.

Christ Church is situated on the central crossroads of the village and offers itself as a centre of village life. The ethos of the Church is that everything is offered free at the point of entry.

The £1000 raised will go towards supporting the Church but this does not include the money raised by several other stalls supporting various charitable causes.



The Editor writes:

Why wait for Open Churches Week? Putting on events like this can happen throughout the year in your church. Is there something that you could do in your church to celebrate some event that would bring the whole of your local community into your church?

Looking for someone special?

No, not lonely hearts! If your PCC is looking for help – such as a treasurer, organist, musicians etc. – we would be happy to list your advert here. Please contact me at robert.culyer@dioceseofnorwich.org or telephone **01603 882326**.

An easy way to raise money for Parish Share

The Archdeacon's Charge is an excellent way for parishes to raise money towards their Parish Share. The Diocese organises the venue, course route, refreshments, family activities and more – all you have to do is walk the 2.5 mile route and ask your friends and family for sponsorship. Why not give it a try? Put the date in your diary and sign up today!

THE ARCHDEACON'S CHARGE and PICNIC 2017

FUN RUN OR WALK FAMILY DAY

BANK HOLIDAY MONDAY
1 MAY 2017 10AM - 3PM
 at Wolterton Hall (near Aylsham)

Get sponsored and raise money for your church and the East Anglian Air Ambulance

2.5 mile course (with 10 mile challenge!) • Register to receive a pack

- Picnic • Refreshments, cake stalls & BBQ •
- Large craft market • Live band •
- Children's play area • Classic cars •

Register in advance for your day ticket/entry
 £10 entry per person, couple or family
www.dioceseofnorwich.org/charge 01362 688032