

PCC News

The newspaper for all PCC members to help support your church



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Heritage Lottery Fund - New changes and what it means to your parish

The current Heritage Lottery Fund (HLF) programme is closing this year and if you wish to complete an application you must do so by 14 August 2017.

However the HLF will continue to support places of worship after this date and you should apply under their new programmes, primarily:

Our Heritage (grants of up to £100k), and

Heritage Grants (grants of over £100k).

You should find these programmes appropriate to your needs, each with potential benefits. For example Our Heritage is a simple single round scheme with an 8 week assessment period.



For further information on these changes and the new programmes go to www.hlf.org.uk/about-us/news-features/new-approach-supporting-places-worship which also details some of the things the HLF are doing to support applicants during the transition.

If you would like to talk to HLF about an enquiry do get in touch - EastOfEnglandContact@hlf.org.uk

Church Building Ambassador Network – here to help YOU!

As a Diocese, we are committed to growth in discipleship, service and numbers. In this, we recognise the importance of listening to and supporting those responsible for caring for our historic church buildings. The Listening Stream of our Diocesan Mission Strategy has received numerous suggestions as to how parishes could be provided with greater help. With this in mind the Church Building Ambassador Network has been reformed, which is a group of volunteer lay people with direct experience of church building projects.

The Church Building Ambassadors provide a supportive point-of-contact for parishes seeking to undertake projects to repair/alter their church buildings. This can be a daunting prospect, particularly for PCC members new to the task. A Church Ambassador is typically someone who has already undertaken a project in a

PCC role, or has direct relevant experience from another context. Whatever their background, they can act as a 'second pair of eyes' and offer independent thought/advice on potential or actual projects.

The support needed will vary between parishes, but may include the following:

Being a 'critical friend' who may spot opportunities/issues that others miss

Meeting the PCC/project team and helping them to plan for the key steps needed to develop and take forward their project

Responding to queries and requests for advice as projects progress

Reading and commenting on non-technical project documentation, including Statements of Need and Significance and funding applications.

The Church Building Ambassadors



LISTEN

Mission Strategy 2021

can be contacted directly through Diocesan House. When a request for help is submitted the Network is informed and an Ambassador will make contact. The role of the Ambassador is agreed mutually with the parish. Whilst Ambassadors are able to help with a great many questions they cannot fill the role of the parish's professional architect or surveyor!

To contact the Network, send an email to DAC@dioceseofnorwich.org stating where you're from and what you need help with. The office will then send the request direct to the Network. Alternatively you can telephone Margaret Mallett or Caroline Rawlings at Diocesan House on **01603 882359** or **01603 882351**.

Quick tips to prepare for Open Churches Week 2017

From Saturday 5 to Sunday 13 August, churches across the Diocese have arranged special events and activities for Open Churches Week. The week aims to encourage visitors and remind people that the majority of our churches are open all year round and visitors are welcome.

Over the centuries, Norfolk and Waveney have had strong connections with the wider world, through trade, conflict, migration and tourism. Our churches and churchyards contain stories revealing how our ancestors travelled the world, how people came to the UK, and about our current overseas links.

This year Open Churches Week aims to celebrate these connections with the theme: 'Our Parish and the World'.

If you have events planned, do remember to add them to the Diocese website. Perhaps you are still thinking about how to make the most of

Open Churches Week. Below we've put together a checklist:

Make sure your church is unlocked and that signage promotes it's open. Display a 'Church Open' banner and 'Church Open' posters

Is your church and churchyard welcoming? (Uncluttered, clean, fresh flowers, etc.)

How hospitable is the church? Not every church can offer teas and coffees but do you have a dog bowl?

Have you got sufficient signage so that people can Gift Aid a donation?

Do you have a welcome pack or leaflet visitors can take away? This may encourage them to return

Create prayer stations focusing on countries connected to the parish or benefice

Hold talks and tours and invite history groups, schools and uniformed groups

Create eye catching displays for visitors to learn about your church

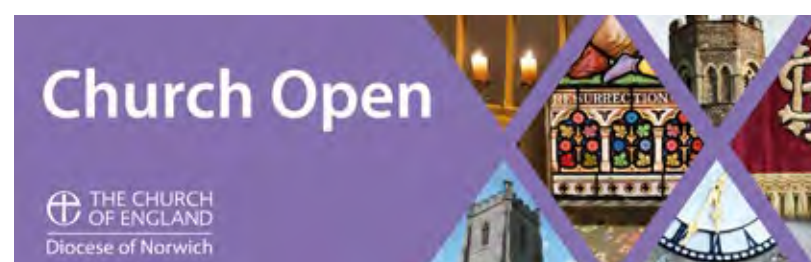
Hold an international food evening and serve food from countries connected to your parish

Make sure to have plenty of Exploring Norfolk Churches Booklets on display for visitors to take.

For more on Norfolk Open Churches Week please visit www.norfolkopenchurches.com

6x2ft 'Open Church' outdoor banners can be purchased for £30 from the online shop or by calling Sally Finn on 01603 882332. You can also order or download 'Open Church' posters from the Diocesan website.

Literature stands are a great way to profile copies of The Magazine, the Exploring Norfolk Churches booklets or other publications in your church. They cost £3 + postage and packaging and are available in A4 and A5 sizes. These can be purchased from the online shop at shop.dioceseofnorwich.org or by calling Sally Finn on **01603 882332**.



Editorial

By Robert Culyer

Parish Funding Support Officer

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Putting together this edition of PCC News for you has been a real delight. There has been such an influx of material from across the Diocese telling us of good practise that we can go on to share with everyone. It really now feels as though you all own the newspaper.

Being a Christian, nobody questions what we give, how we pray or even how often we pray. It is always a personal relationship between us and our God. I would just like to stress at this point that I am not questioning any of these, but I do notice now that I am coming across Christians who worship once a month. If there is not a service in their parish church they see it as a 'Sunday off'. If you are one of these people, I would ask you to question whether or not you are a Christian.

One thing that I have noticed as I travel across the Diocese, is that people who support services in their benefice are seeing their congregations grow. Churches with a congregation of five find it very difficult to grow, but churches which have the support of everyone across their benefice, and have attendance hovering around 20, seem to be growing. Just imagine that you have moved into a village, and you go to worship at a church with a congregation of 20. Do you not think that you are far more likely to return to worship the following Sunday at that church, if there had been a congregation of five or 20?

It is quite amusing travelling around the different parishes and

hearing people's excuses for not going to church in the next village. I find it difficult to believe that no one is available to give you a lift! It is also interesting that people are happy to travel six miles to their favourite supermarket, but can't travel two miles to another church. I also find it difficult to believe that besides the joy of worship, that everyone does not enjoy the comradeship of coming together in larger groups. But again I repeat, I am not judging you. What we all do is between us and God.

Planning ahead

I appreciate that you do not want to be thinking about Christmas already, but events do need planning, and as an organisation we really do need to plan ahead. I have therefore included stories from parishes about events that they staged last year, in this edition. These events might not work in your parish, but there might be an element in them that you can adapt and use in your parish.

We all need to plan ahead in all parts of our lives, and that is why every PCC should adopt a legacy policy, and encourage congregation members to make a will as good Christian stewardship. Please note that this is a different issue to leaving a legacy. It is really important that whilst we are in good health that we express clearly our future wishes, to ensure that our loved ones are cared for after our death. Because as we all know, only two things in life are certain - death and taxes!

Involving the community at St Mary's, Snettisham



By Marian Abramovich
Chair: The Friends of St Mary's

I am chair of The Friends of St Mary's and also Churchwarden and this year we have a very exciting programme of events to raise funds for the church. In 2016 the church had £100,000 worth of repairs done to the roof but sadly in January we were the target of lead theft and so in the last two weeks we have had to

have a further £11,000 of work done. A sad reflection on society.

In May we welcomed the girl choristers and men of Norwich Cathedral Choir which was a very important fund raiser.

In April we had a lunch time recital where a very accomplished tenor performed Vaughan Williams and Cole Porter in his programme. Lawrence Thackeray is currently singing with Bergen Opera and went to New

York in May to sing solo at St Patrick's Cathedral in that city so we feel privileged that he came to Snettisham. Our lunch time recitals were free and included a simple lunch (we had a collection plate in case anyone wanted to contribute). This was a good opportunity to outreach into the village and surrounding areas and show them how welcoming and amazing our place of worship is.

Two years ago we started a village cinema and last year were awarded £5000 worth of state of the art film equipment by the British Film Institute. Previously we held the screenings in the church hall but on April 24 we relocated to the larger Memorial Hall in the village which also has better parking.

In these times when village country churches appear to be dwindling in congregations it is good that sometimes we manage to fill the church for a more social event and hopefully on those occasions we also attract other people into our regular worship. It does happen! At Christmas it was standing room only.

I hope from this article you get some ideas of events you could hold in your church.

Claiming VAT back on Church repairs

Don't forget to have a look at the Listed Places of Worship website www.lpwsceme.org.uk to see if you are eligible to claim back the VAT element of costs that you incur

when carrying out repairs on your church. By claiming this money back it will help with cash flow and hopefully help you achieve other aims within your church. I fear it

is something a few of our churches are failing to claim back. It can also make the costs of repair not look so prohibitive, so please have a look to see if you can claim.

Not just naughty school children



By Nina Owen, Loddon

Who are the vandals that scratch graffiti on our churches? It's a question dear to the heart of Matthew Champion, Project Director for the Norfolk & Suffolk Medieval Graffiti Survey, whose talk inspired the Local History Group in Loddon to take a look at the walls and pillars of their parish church.

Members of the Group have a long-standing interest in the building and in the place of the church within the community, so it was good to welcome them for an afternoon of graffiti hunting. It was an entertaining way to discover more about the building, and a chance to reinforce the good relationship between the group and the church.

Enthusiasm is catching! Faced with a challenge to find graffiti, people stared at walls and pillars that they knew well... and found many initials, marks and outlines that they had never

noticed. There were beautiful mason's marks, a rather thin bird and lots of initials. Interestingly some pillars had many marks and some apparently had none, with no clues as to why this might be so. As is typical, the Porch had many initials and names, some beautifully scribed, but who were they? Was J Martin the man recorded as vicar from 1613 or was it his son? Who was T Palmer? Why were other names there?

Loddon's church has been at the centre of the community since the 1490s and is still a clear local landmark. More importantly, the old building offers a connection between the social history of the area and the life of today's church.

What an interesting way to engage with your local community and a great way to fulfil the HLF criteria. Could you do something similar in your church?



Our incredible journey in a nutshell!

About to start on an HFL application?

Read how Stow Bedon went about it. Also why not consider doing some of the community elements in your parish. You don't need to be doing repairs to engage with your community.



By Gillian Machorton

When confronted with the results of our Quinquennial inspection in 2013 we were almost in despair Stow Bedon is a small rural village with some 240 parishioners and no amenities whatsoever.

However, Nicholas Warns, our Architect, pointed us in the direction of a workshop organised by the Diocese, introducing the East of England Heritage Lottery Funding for Places of Worship.

We enlisted the help of one of the Diocese 'Ambassadors' Ken Grapes who helped steer us through the paperwork required to obtain a grant.

To cut a long story short, we were awarded a grant of £250,000 to reroof the nave, chancel and vestry; install new guttering and soakaways and refurbish the chancel and make some improvements to the nave.

The PCC decided that with this investment the church should be made available for use by the wider community and major improvements

made to the nave. This involved removing the pews to install a new engineered wooden floor to enable wheelchair access, repositioning the font and improving the heating and lighting. After some compromise over the removal of the pews we were granted the necessary Faculties and were ready to start work in 2015.

However, a bat survey showed a maternity unit in the roof space and work was delayed until January 2016. In the meantime we were fortunate to obtain a grant from Norfolk Church-

es Trust of £7,000, a grant from Garfield Weston of £2,500, £15,000 from the Village Hall Fund as well as £15,000 from church reserves.

The Parish Council, which for years has had to hold its meetings in the neighbouring village, was fully supportive of our plans endorsing the idea of a village amenity.

Work started in January 2016 - the windiest and wettest month for many a year. Scaffolding was erected and the building shrouded in polythene. Our contractors, English Foundry Lead were fantastic and seemed to embrace the project as if it was their own. Iain Walker from Nicholas Warns Architects was a tower of strength helping us deal with HLF and the contractors and the work was completed on schedule in June 2016.

Conditions for obtaining the HLF grant were that we would produce a new church guide, a children's guide and a Heritage display and with the

help of the village Heritage Group we forged ahead with these projects. Pupils from the neighbouring village school helped with the children's guide and Naked Marketing in nearby Hingham pulled together all our efforts with printers Bakers from Attleborough producing high quality work.

We were hard pressed to get everything sorted for our Open Day on 10 December and to meet the HLF deadline of the end of 2016.

We had nearly 150 visitors and their comments in the visitor's book summed it up! Wow, fabulous, beautiful, brilliant concept, amazing transformation - very versatile too. They enjoyed reading our six display boards, sitting down and chatting over home made refreshments and browsing the various stalls of home made jams and chutneys etc. and we raised a welcome £1,500. Phase three is to have water connected and a lavatory and kitchenette installed. Watch this space.

New life for WW2 Nissan huts

By Mary Vacca, Churchwarden

The story of the huts begins during the Second World War. Two Nissan huts were built in the garden of the Vicarage to accommodate the military who were stationed here. There were various installations around the village which were operated by military personnel, such as search lights and listening stations.

After the war one of the huts was used as a village hall as the old hall was destroyed by an explosion with the loss of some lives.

Following the 1953 floods the casualties were taken to the hut.

In the 1950s the Vicarage was sold but the ownership of the Nissan huts and the land on which they stand was retained by the church.

When the new village hall was

built one of the huts was used for all manner of storage and the other was used for workshops of various kinds.

When churches were encouraged to make their buildings more user friendly we felt that our church would not be suitable for installing toilet and kitchen facilities, not only does the church building not lend itself to those sort of alterations, the cost of adding an extension would have been far more than we could have achieved. As the area known as Vicarage Pightle is just a short walk from the church, in 2005, we started to explore the possibility of upgrading the Nissan huts and building a Church Room on some of the land, which would contain all the facilities. We thought about the possibility of demolishing the buildings and starting from scratch but decided against

it for several reasons. Firstly the huts are an integral part of the history of Sea Palling and many people would have been very upset if we had taken that course. And of course the cost would have been prohibitive partly because they are mainly made of asbestos cement and the cost of removing that would have been enormous.

The Church Room contains a kitchen and two toilets and a small comfortable meeting room.

One of the huts has as a stage. We have decorated and upgraded it as far as is possible bearing in mind the age and the construction of these buildings. In fact we are in the last stage of repairing and upgrading a storage room at the front of hut No.1 which will be very useful.

No.2 hut is rented out which is a great help with the Parish Share.



At the rear of the property there is a grassed area which can be used as a car park or for outdoor activities.

We use No. 1 hut for a range of activities such as sales, activities for the children, concerts and sing-a-longs, strawberry teas for the residents of a local care home and anything else where we need a large space. The local singing group practice in the hut every week.

The Church Room is used for meetings, both for the church and other organizations in the village who require a smaller venue than the

village hall. A monthly lunch and a monthly scrabble club are held in the Church Room as it is comfortable and easy to heat. Guests at functions in the church are able to use the facilities in the Church Room for which they are grateful.

What an amazing story and achievement.

Have you got something quirky like this that you could use in your parish?

Cawston Parish Church wins National Lottery support

By The Revd Andrew Whitehead

Cawston Parish Church has received initial support from the Heritage Lottery Fund (HLF) for a major project which aims to weave together church and community. Made possible by National Lottery players, the project aims to bring about major repairs and improvements to this significant medieval church building.

Development funding of over £28,200 has also been awarded to help the church progress their plans to apply for a full grant at a later date.

The project aims to make the building weatherproof by repairing the high-level leaded windows and



by introducing a state-of-the-art drainage system to take rainwater away from the building.

The community will also benefit from the introduction of heating to some parts of the building and new multi-purpose spaces. All of this will make the church a much more hospitable place for concerts, meetings and community events as well as regular worship.

St Agnes Church in Cawston is one of the most magnificent examples of medieval architecture in the country, complete with its internationally significant rood screen and angel-adorned hammerbeam roof. The immense building draws large numbers of visitors from across the

world who come to marvel at the architecture and enjoy the peace and serenity of the building.

Commenting on the Award, Team Vicar, the Revd Andrew Whitehead, said: "We're delighted to receive this support from the Heritage Lottery Fund. The church has provided a constant backdrop to village life for over 500 years, and, thanks to National Lottery players, this project will help safeguard it for the next 500. The additional spaces and facilities we can create with this and other funding will ensure we can offer the kinds of services people now expect from a village church."

Cawston Parish Church is part of the Aylsham and District Team Ministry

in the Diocese of Norwich. The church has weekly worship with over 40 regular worshippers. Through the week, it offers a weekly toddler group, monthly Book & Jigsaw swap and a monthly Messy Church designed for families and children. The church has a Facebook page at www.facebook.com/cawstonparishchurch

Isn't this great news!

Another of our churches is to be brought back to its original splendour. Again we see the continuing theme of developing the heritage of the church and interaction with the community

* Plan now for Christmas *

“Oh yes they did!” at Quidenham Church

By The Revd Canon Stephen Wright

We put on a pantomime in Quidenham Church - Ali Baba and the Raiders of the Lost Crypt!

Every month Quidenham (population 120, of whom 25 are nuns in the monastery) has a coffee morning in its 'Reading Room' - a small room which seats up to 20, rented from the Quidenham estate for 'village activities'.

A number of factors paved the way: One of our villagers produces plays in Norwich, another of our villagers does a bit of acting there, and another is good at props for parties and has a daughter in a ballet class. We have an extrovert Quidenham



Village Society Chairman, who got to know me when I did a wedding blessing at their summer party. I'm not sure whether the idea came from them or from church folk, but one coffee morning we began talking about what fun it would be to do a dramatical something in church.

The PCC was willing and it sort of went by itself from there, mainly spurred on by the producer and her close friend (the props person). We asked for volunteers, and sort of had enough, with some folk coming from neighbouring villages. I think the church being willing to be taken over, and the vicar's enthusiasm for being the baddie, were key ingredients, but

the greatest strength was the prop maker who organised rehearsals and who seemed boundlessly optimistic that it would all be OK and really carried us all through - it certainly took over her life for a couple of months!

Net result in church attendance - one couple came the following week once. Net result in village-goodwill for the church (and I don't mean the building) - brilliant.

Could you put on a pantomime in your village? What an excellent way to build good will in your community.

Fakenham's Christmas Tree Festival



Photo Credit Keith Osborn

Read how Fakenham creates a successful Christmas Tree festival. Is this something you could do in your church, but lack the man power? Does someone in your parish who does not attend your church have a charity close to their heart? Why not ask them if they would like to arrange a Christmas Tree festival in your church and share the proceeds between your church and their charity.

By Elaine Burbridge

Organised by a team of six, planning begins in January. The Festival is launched in early April. 1 June is the deadline for charities to apply to take part. In October all details are explained at the mandatory

charities' meeting. Gradually relationships are built between all participants. The Festival runs for eight days, including two Thursdays (Market Day)

For the Festival, each of the 55 charities decorates and remains responsible for their tree, generously provided by Fakenham Garden Centre. Each charity provides their own money bucket and empties it daily, keeping all their donations and informing us afterwards of their total. They also provide help with stewarding, etc.

Entry to the Festival is FREE so visitors come again and again, bringing their friends! The church makes money on refreshments and stalls.

Prayer is a key part of the Festival, including the quiet chapel, hourly prayers for charities and church, prayer trees where visitors write and hang their own prayer and a non-eucharistic Festival Service on

the Sunday morning which includes a blessing of the charities.

Publicity is vital. We send information to news, media and magazines, take posters everywhere we go, use our website and social media and have fliers available for summer visitors to take. Each charity also helps. Word of mouth works too.

The church benefits because many people come and see a vibrant, practical church at the centre of the community. We make new friends and we make money! The charities receive money, publicity and sometimes new helpers. The town appreciates the publicity for Fakenham and benefits from the extra visitors who also patronise shops, restaurants and take-aways.

Come and see for yourself! 30 November to 7 December 2017 in Fakenham Parish Church. One of the team is always willing to talk about our Festival.

Christmas cards



Christmas is the time when non regular church goers are more likely to cross our threshold. The challenge is often helping them to know when our services and events take place. An ideal solution is a simple Christmas card, wishing everyone season's greetings and listing services and events in your parish. Pop one through every door. As

a backup, and for people outside/visiting, all this information needs to be on social media sites. (Every parish has a grandchild that is computer literate!!) Also the Communications team at Diocesan House are more than happy to help you set this up. Contact Sally Finn on **01603 882322** or **sally.finn@dioceseofnorwich.org**

Looking for volunteers



Most of our parishes seem to be crying out for help. When organising fund raising events in the past, I used to have to look for helpers outside of the congregation, because I was short of manpower. This had its own benefits. It brought new blood into the events I was planning, and also created mission opportunities. Quite often when people see that church people are not weird, and come across the

threshold, they hopefully will want to join you. So, if asking around in your parish has not worked or placing an advert in the magazine has not borne fruit, you could try a website called **www.do.it.org** where you can advertise for volunteers (Event helpers, treasurers, web site designers etc.) You will be surprised how many people are looking to put something back into society.

Engaging community at Advent and Christmas 2017

By Anna Walker
Children, Youth and Families
Administrator

Advent and Christmas can be a prime time for engaging with the local community. A tangible excitement grows and amidst the busyness of preparing and shopping there is often the gathering together of families and openness to engage in festive activities.

So what can you do?

Start with engagement. Utilise contacts you already have or start to forge new ones at the local school and clubs e.g. Brownies, and distribute invitations. Don't forget to ask congregation members to personally invite people they know and meet. You could also have a presence at local events early in the season such as a Christmas craft fair. Book a table and offer a free 'make and take' activity and invite those you meet to other activities and services taking place at the church.



Offer something that would appeal. Many people don't automatically 'connect' with church but if they come to a church activity they usually aren't averse to hearing something Christian. Organise a session such as making a wreath, Christmas decoration or simple gift; offer refreshments and have a short five minutes slot for sharing the gospel relevantly. Let people know what else is happening at the church and have invitations ready to hand out.

Make all people of all ages welcome. New visitors might never have been to church before, let them know what

is happening and why. Be visual, be relevant, be engaging. Encourage the congregation to offer a warm welcome with conversation, hospitality and acts of kindness.

Evelyn Speed, Lay Reader at St Nicholas Church Dereham explains the development of their Christingle service:

"At St. Nicholas Church, Dereham, we regularly take Collective Worship in each of the Dereham Primary schools, but although the children are enthusiastic and participate, they are often not able to share what they have heard with their parents.

To bridge this gap and allow children, their families and people of all ages to experience a new way of experiencing the love of our Lord we began a Messy Church and now have an average of 40 children attending with their families during half-term holidays.

At Christmas we invite families to a Christingle service on Christmas Eve. It used to be just one, but over the past few years, numbers have increased dramatically; 2016 saw an attendance of 984 across three services, with ages ranging from 0-93 years.

The service is usually accompanied by large glove puppets in the form of Simeon Sheep or Desmond Donkey borrowed from the Diocesan Resource Centre, to assist with the visual aids and the singing, and helping everyone to 'hear the word'.

Last year, Desmond Donkey brought a very large Christmas card, which demonstrated 'the heart of Christmas'. A large glittery heart on the front of the card was removed to show a silhouette picture of Mary

and Joseph going to Bethlehem. Inside was the story, as told by Desmond, of his experience of that first Christmas. Simple words but well received by all of the congregations.

At the end of each service, Simeon or Desmond take up position in the porch to wish everybody a Happy Christmas. It's amazing how young and old shake a hoof as they leave and wish a Happy Christmas in return.

This may be just one event, but it is memorable and sets a precedence for people wanting to come again. We also extended invitations to Messy Church and continue to seek opportunities to invite and encourage families, ensuring that we sow the seeds of faith for their futures."

If you are looking for bright ideas for engagement why not visit: www.dioceseofnorwich.org/churches/children/resource/connecting-with-community

What are you going to do this Christmas?



What makes a good Dementia café?



In Norfolk Wymondham has a very successful dementia café, so I asked the organiser, Diane Fernee, what you need to think about if you are going to embark on this journey.

By Dianne Fernee
Wymondham Dementia
Support Group

When Robert asked me to write this article I thought that it would be a very easy job because I am so passionate about the café at Wymondham. But the more I thought about it the harder it has become.

So I have decided that I'd start with the more mundane but very important factors.

I guess the first step is to find some like minded people who want to run a café, people who understand that this is a commitment for life. I appreciate this sounds very daunting and somewhat dramatic but you have to understand that once you start something like this both carers and those living with dementia become very depended and this is why I say it is a life time commitment. Along with the commitment a volunteer needs a sense of humour, empathy and reliability. Everything else grows with time. You also find that every volunteer has a huge array of skills that can be used to allow you to offer all sorts of activities. Every café therefore is very different.

Once you have the volunteers the search begins for a suitable venue



and that's not easy. There is much to consider: it must have good access and good parking; once inside you need a bright and inviting room with flooring that is dementia friendly; a good kitchen because no dementia café runs well without coffee and cake; and finally you need disabled toilets with the appropriate signage.

You've found your volunteers and the venue and now you need to instigate DBS checks on all volunteers, training as dementia friends, first aid and safe guarding and finally draw up a constitution that will allow you when you are ready to seek charitable status.

Finally you will need to fund your café. There are grants available and many of the supermarkets will supply tea, coffee etc. and of course you will need to fund raise. Telling you all about this would take me more words than I am allowed. So what I will say is that we at Wymondham Dementia

Group are always very happy to help new groups get started. As are both Age UK Norwich and Norfolk.

Before you can open your doors you will need to advertise, local surgeries and churches are a good start. Involve the community right from the start.

And once you have done all this you can open your doors but remember to start small and things will grow. We started opening once a month with four couples we now have approx 84 couples and open twice a week but it's taken us eight years to get there. And finally listen to the carers and those living with dementia.

I hope what I have written will encourage and not put you off opening a much needed dementia café.

But I think the magic ingredient that makes our café so special is the unconditional love that I find is so freely given by all the volunteers on such a regular and committed basis.

When I visit parishes they often say they would like to start a group but do not know how to go about it. So I contacted AgeUK and asked for some pointers. I hope they help.

By Eammon McGrath
Community Development Manager

Loneliness is often thought of as a modern ill within our society, possibly because of the increased awareness of the impacts that loneliness can have on an individual's health. Although loneliness is more prevalent among older people it is something that can affect people of all ages and there are certain groups of people that can be more prone to loneliness for different reasons. Examples are new mothers at home with a baby, students in a new city and away from home for the first time, refugees, people with mental health problems and older men.

All of these need something similar, social contact with others. Communities can respond in a

variety of ways to offer either group social opportunities or for those that are unable to get out a home visit for a chat. One of the best ways of supporting older people is through intergenerational activities that bring groups together, for example a coffee morning that includes new mothers and older people can be of great benefit to all, the mums have someone to speak to and can learn from the experiences of other mothers and older people can get a lift from the sight of the babies/toddlers.

Other possibilities are to offer singing groups, lunch clubs, knit and natter groups, men's activity groups or even better to start a Menshed. What is important is that the emphasis is on enjoyment and social interaction that is inclusive. Very often the limiting factor for many older people being able to join activities is transport so a voluntary car scheme to get people to existing activities can also make a difference.

Please also remember the people who are unable to get out who might benefit from a visiting or telephone befriending service such as Age UK Norfolk's Telephone Befriending service.

Has your PCC got a legacy policy?

By Eleanor Stead
Legacy and Funding Officer,
National Stewardship Team

Legacies are a lifeline for many of our parishes. In 2014, over £52 million contributed to parish income, financing mission projects, helping to maintain beautiful church buildings and grow faithful communities. For many people, leaving a gift in their will is a final opportunity to make a lasting gift to God. It is also a way to make a lasting difference to the future of their church and community.

Many church members would like to know how they could leave a gift in their will, although they might be reticent about asking. The Church of England is seeking to help PCCs take practical steps to encourage this area of giving.

Four Simple Steps

We've produced four Simple Steps your PCC can take to encourage legacy giving.

Step 1: Request a free PCC Legacy Toolkit

The Toolkit provides all the information, guidance and resources you need to launch a successful legacy campaign.

Step 2: Make and Communicate a Legacy Policy

A Legacy Policy is an important document that all parishes should have. It allows the PCC to prepare and discuss how they would wish to see a gift used.

Step 3: Make Legacy Literature Available

It is important to make quality literature available for those who wish to find out more. We recommend making free information available so individuals can take it away and prayerfully reflect.

Step 4: Share your Story

We encourage parishes to talk about the power of gifts in wills. A simple service can highlight the difference gifts have made in the past, and how they can make a difference to your church's future.

Legacy Policies

Most people will only leave a gift in their will if they think their church will use it for projects which will make a real difference to the future of the church and community. A legacy policy allows the PCC to prepare and discuss how they would wish to see a gift used. It can also help to reassure those interested that the PCC has a policy in place.

PCCs should agree a policy on how potential legacy income will be spent, and then communicate it to the congregation. It is also advisable to discourage restricted gifts since the needs of a church will change over time.

We have a very simple template PCCs can use, which is available in word at www.parishresources.org.uk/legacies/developing-a-legacy-policy/

Legacies: A catalyst for mission

One of the greatest benefits of a legacy is the mission and ministry opportunities it can create. Quite often it can be the catalyst that launches a great project. On this page we have examples of great things that have come from a legacy:

Lessons from Southrepps

By The Revd Canon David Roper

In 1993 St James' Church, Southrepps received a legacy of £750,000. A working group was formed to consider the best use of the huge gift, the outcome of which has resulted in a well-designed extension constructed to a high standard. The ground floor includes a kitchen and small hall (large enough to seat up to 25 around tables), toilets and store rooms. The upper floor has a larger meeting room and an office, and a rear door allows level access to the church. The office was fully equipped, including a phone line (and probably dial-up internet!).

At the time the parish was part of the Trunch Team Ministry and these

developments created a 'headquarters' for the team, with a paid administrator and facilities which the whole team could draw upon. Activities included a toddler group and all age worship (a 'Fresh Expression' of its time) as well as allowing village groups to meet there, including a choir and a 'Friendship' group. The church is open daily and visitors and walkers benefit too.

Although much depleted, the trust fund continues today, administered by trustees (who include the incumbent and Churchwardens) independently of the PCC.

However, a word of warning; relations between trust and PCC have not always been good and tensions have sometimes arisen, and, whilst this is



a really good asset for the church, it has also created the impression that the church is wealthy and therefore does not need support from the village. Stewardship has become very poor and the trust has paid all the bills and supported the wider benefit in Share contributions.

We are now starting to rebuild good relationships with the village; a new drop in session now runs monthly

(organised by a villager) and we are about to start a new toddler group with support from the Diocesan PlayVan. In August the church will host the 8th Music Festival, and Southrepps Chorale uses the church for concerts as well as supporting major services throughout the year – and these would not be possible without the generosity of this legacy and the lovely rooms we have available.

Celebrating two major fundraising projects completed



Bishop Graham blesses the welcome area at a special service

By Rosalind Wright

Christ Church, Eaton is celebrating having just completed two major fundraising projects. But these achievements were only possible thanks to generous legacies.

In the summer of last year, Christ Church, Eaton celebrated the completion of its welcome area. This was the culmination of over eight years of planning, and then execution, under the supervision of church member, Mike Brookes. It involves a fully accessible WC, and new kitchen fa-

cilities. The Vicar, Patrick Richmond, explains, "For ages, the church has struggled with limited kitchen facilities and only one toilet. It has taken more than eight years to get this far, and the need for a disabled WC was in fact recognised around 20 years ago". The inclusion of an additional toilet is already proving helpful when hosting concerts, weddings and major services. Additionally, this space is now being regularly used for community events including exhibitions, lent lunches and school visits.

The new welcome area was not



Organist and Choirmaster, Matthew Wright, at the renovated organ

cheap, indeed the total cost exceeded £100,000. However, the unrestricted legacies of Jonathan Phillips (£121,000) and Daphne Bass (£22,000), both members of the congregation, enabled the PCC to give the green light to this project in the knowledge that the funding requirements could be met and to start the building work ahead of fundraising. To date, an additional £30,000 has been raised for the welcome area, generating reserves for future projects.

The other project which has ben-

efited from these legacies is the renovation of Christ Church's 100 year-old pipe organ, last given a major overhaul over 50 years ago. The renovated organ was ready to go at the end of March of this year, just two days before a concert designed to show it off! The organ has been very popular with donors and now, almost all of the £75,000 total required has been raised. However, just as with the welcome area, the legacy money made it possible to proceed without having to wait for this substantial sum to be raised.

Legacy Bookmarks

When we were putting together the legacy packs, which hopefully many of you will have now seen, we had great difficulty in deciding what to include. One of the things we decided not to include was legacy bookmarks. A few Sundays ago my partner was conducting his third service of the day, and I would hate to imply that I had heard the sermon for the third time, but whilst 'listening' to the sermon, I was flicking through the hymn book and I found that the church had placed a legacy book mark in the book (I think this could be subliminal advertising!). I thought what an excellent idea.

When I finish singing (I use the term very loosely!) I like to find the page of the next hymn, but it is a problem keeping the book open and this solved the problem. So go to www.parishresources.org.uk/legacies/legacy-resources-to-help-you click on order resources and order a book mark for your hymn books, and the best bit is...

A Lasting Gift to your Church



No matter how large or small, every gift in every will makes a difference.



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Getting off the giving hamster wheel

By John Preston
National Stewardship & Resources
Officer, Church of England

Earlier this year we sent all PCCs in the Diocese of Norwich a copy of the new **Giving for Life: Continuing the Journey** checklist. It helps PCCs to review their practice on stewardship matters, and to identify and prioritise areas for development.

What we know is that many parishes don't like talking about money – so they only talk about money when there's a problem – which sadly, is all too often and so some parishes tell us that they never stop talking about money – and it feels a bit like a hamster wheel where you keep going round and round ever faster struggling to raise the funds needed for mission and ministry.

Earlier this year more than 1000 parishes completed a survey, parishes of all shapes and sizes and from all over the country – with some exciting results. It confirms that most parishes have improved their practice over recent years – most parishes now preach and teach on money at least once a year, most now send out a thank you letter, most ask their church members to review their

giving annually, most have signed up with parish buying, and so on.

On the basis of this proven good practice, we've provided a new checklist to help your church council review your practice in relation to giving – and spend twenty minutes or so agreeing priorities for adopting good practice, and agreeing a simple action plan. For each of the elements of good practice, there is guidance and resources available to help you.

The checklist is titled 'Continuing the Journey' as we recognise that this is a process that will take time, and it's helpful to identify a few things that will make a real difference every year or so. Doing so will get you off the hamster wheel, secure in the knowledge that you're doing the right things, and free up time to move on to think about priorities for mission and ministry.

We have very many generous givers supporting our parishes, but sometimes we don't help them link their giving to their faith, explain how the parish uses their money and how it makes a difference, or even thank them. This checklist provides a simple way of ensuring that you are supporting your givers.

The wider context for Giving for



Life is that of discipleship – that as followers of Jesus we're called to be generous in every situation, just as the Good Samaritan was generous in one of Jesus' parables. Giving is a faith issue rather than simply a money issue, that we respond to a generous God who has blessed us richly, and we are stewards of that which has been entrusted to us – as individuals, and also as churches. As well as setting giving in the faith context, it's also important that we provide two further perspectives - to help our congregations understand the reality of their parish's financial situation and the difference that their giving makes to the mission and ministry of the church.

So let me encourage you to allocate 20 to 30 minutes at your next PCC meeting.

Download the checklist at www.dioceseofnorwich.org/churches/stewardship

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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



Please take a minute to check that your PCC fulfils its legal requirements: it will take two minutes at your next PCC meeting.

PCC governance and compliance checklist 2017

Every Church of England PCC is a charity. There are some things that all PCCs are required to do, whilst other requirements vary according to your gross income. This checklist provides a handy way of verifying that you are covering some of the most important issues. However, it is not an exclusive list. There are many further resources to support good governance practice on the Parish Resources and Charity Commission websites.

The Checklist: Tick or write N/A in the boxes on the right

1 ALL PCCS

Have you checked that all of your trustees are eligible to serve? ☐

2 ALL PCCS

Has the PCC approved appropriate policies, and if so, have they been reviewed to ensure they are up to date? ☐

3 ALL PCCS

Is the PCC up to date with its safeguarding responsibilities? ☐

Newly updated legislation requires PCCs to have regard to the House of Bishops' guidance on safeguarding children and vulnerable adults and, amongst other things, to:

- a. confirm that they have done so in their Annual Trustees Report ☐
- b. ensure the PCC's safeguarding policy is up to date and in use ☐
- c. Ensure DBS checks are up to date for all necessary people. Resources to support this are on the Church of England website (See bit.ly/2lGrLgx) and Diocesan website. ☐

4 ALL PCCS

Are you up to date with inductions for new PCC members, and have you reviewed Trusteeship responsibilities with existing members within the last two years? Resources to help you do this are at: www.parishresources.org.uk/pccs/trusteeship ☐

5 PCCS WITH INCOME LESS THAN £1 MILLION

- a. Does your Report and Accounts include the Trustees Report and Independent Examiners Report as well as the Financial Statements? ☐
- b. Does your Independent Examiner use the required report format? ☐
- c. If your Income is greater than £250k then is your independent examiner a member of an approved professional organisation? See: www.parishresources.org.uk/accounting ☐

6 PCCS WITH INCOME GREATER THAN £100k

- a. You must register with the charity commission. Have you done so? See: www.parishresources.org.uk/pccs/registration ☐
- b. Are you up to date with submitting your annual returns and annual report and accounts? A quick way to check is to search for your PCC on the Charity Commission website: www.gov.uk/government/organisations/charity-commission ☐

7 PCCS WITH INCOME GREATER THAN £250k

Charities with income above this level must use Accruals Accounting. Are you aware that the SORP requirements changed for accounts from 2016 onwards? See: www.parishresources.org.uk/accruals ☐

8 PCCS WITH INCOME > £1 Million OR ASSETS > £3.25 Million

You will need a full audit for your accounts rather than just Independent Examination. If you need help with arranging this, talk to your Diocesan Finance team. ☐

If you have any concerns please speak to your Archdeacon.

'Friends of your church'

As Geoff and I travel across the Diocese helping parishes search for funding for repairs, it is amazing how often repairs could have been avoided if regular maintenance had been done. We are told that the reason the maintenance could not be done was because of lack of funds. I wonder if this is the time that you should be going to the local community rather than wait until

you have a massive repair bill of hundreds of thousands of pounds. Quite often the local community do not wish to worship in church every Sunday but they like the church being in their village. An article asking for support in the village magazine can achieve this (Geoff and I are more than happy to help write an article) or you could consider setting up a 'Friends of your church'.

At present we are seeing so many churches robbed of the lead on their roofs, so surely a roof alarm is the way forward. There are grants available, but some parishes say that they have not got the money to finance the rest of the bill. This would be an ideal time to go to the local community and ask for help to protect the church in their village.

Guesthouse & Retreat accommodation



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.

Quiet days for 2017 include:

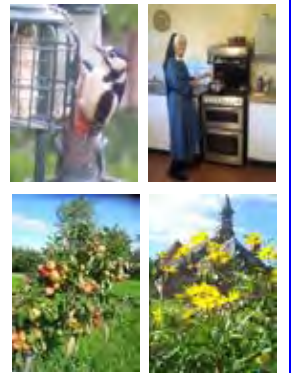
Saturday 30th September "Holy, Good & Peaceful"
A day exploring how can each of us enfold sanctity, integrity and harmony in our care for creation?

Mon 2nd - Fri 6th Oct - Individual Guided Retreat
During these silent retreats you are helped to take the next step on your spiritual journey under the guidance of a prayer guide. These retreats do require a disciplined approach to prayer and engaging with Scripture in the spirit of Ignatius of Loyola.

Saturday 2nd December - Advent Quiet Day

A popular preached retreat to help prepare for the feast of the Birth of Jesus.

All Hallows Convent, Ditchingham, Norfolk, NR35 2DT 01986 892749 www.all-hallows.org



Ask your local Funeral Directors to consider...

Your Incumbent and Rural Dean will have recently received a letter from James South (Senior Finance Officer) on behalf of the Diocesan Board of Finance Executive Committee. It gives guidance to PCCs in relation to setting formal procedures for the handling of collections at funeral services held in church.

If a PCC decides to formally

adopt a policy on the handling of funeral collections, this will involve the PCC writing to your local funeral directors to make them aware of these arrangements.

It is becoming more and more common for the collection to be for charities other than the church. I expect quite often when the funeral director is doing the preparation

with the family, they are asked to suggested charities. I think everyone forgets that PCCs are charities, so it may be worth asking the funeral director whether they could consider highlighting this to the families so that they could remember your church or to split the collection between another charity and your church.

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darren@churchsoundengineer.co.uk

ISCE
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Training and learning to support your church

The Bishop's Day of Celebration & Prayer

Saturday 14 October
10am – 4.30pm at Norwich Cathedral

A day for all the family

Join together for worship, celebration, prayer & activities

The day starts at 10am with an act of worship
led by the Bishop of Norwich

- Hear keynote speaker Mark Russell, Chief Executive of the Church Army
- Be inspired by innovative ways churches are serving their local communities
- Activities for children & youth
- Discover how the Mission Strategy 2021 is enabling local mission
- Explore different styles of prayer
- Take part in music workshops and rehearse & perform in a scratch choir



CELEBRATE

Mission Strategy 2021

cpas

PCC Tonight

How's your PCC doing?
Focused, fun and fruitful?
Or a little different to that?

Following the launch of a new resource to help PCCs function well, CPAS is running an event to clarify the purpose and place of PCCs, to explore some common dysfunctions, and to introduce material you can use to shape its life.

The evening is intended for all PCC members, so bring several car loads and come ready to enjoy a fun and informative evening.

Thursday 5 October
7.30pm - 9.30pm
(doors open at 7pm)

St Andrew's, Eaton
41 Church Lane, Eaton,
Norwich, NR4 6NW

Cost and booking:
Free to attend, but please
book in advance at
**[www.dioceseofnorwich.org/
event?id=9335](http://www.dioceseofnorwich.org/event?id=9335)** or contact Paul
Overend on 01603 882336

**TRAINING
EVENING**

**FOR YOUR
WHOLE PCC**

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PETER ACKROYD



EMPOWER

Mission Strategy 2021

Training and learning to support your church



Transforming your church building for mission

Creatively working with historic buildings

Tuesday 5 September, St Mary's Church, Old Hunstanton and repeated on Monday 25 September, All Saints Church, Filby 10am – 1pm with light refreshments

A half-day training workshop which will provide a route map for how to change your historic building imaginatively and responsibly to better suit the life of your church community, covering both principles and practical application.

Topics covered include:

Identifying your needs
Designing the right solution
Understanding the key relationships
Navigating the approval process
Managing the experts
Telling your parish's story

Led by Nigel Walter

An architect specialising in change to historic churches, member of the Church of England Church Buildings Council, author and lay theologian.

Places are limited; please book early at www.dioceseofnorwich.org/event?id=9492 or 01603 881724



LISTEN

Mission Strategy 2021

Does your parish employ anyone? Automatic enrolment legislation is quickly approaching for many parishes

Essentially, automatic enrolment places an obligation on you to offer a workplace pension to all employees, regardless of earnings and automatically enrol employees earning a certain amount into your scheme. Even if you do not have any employees, you are not off the hook, you still have a duty to inform The Pension Regulator you are not an employer or you could face escalating fines.

As a result, we have teamed up with automatic enrolment specialists The Pension Counter to provide support to any parishes requiring assistance, from free

chats and webinars, through to a full solution for a single payment of only £99+ VAT.

Further information on our relationship, how they can help you and to take advantage of a free chat please visit www.thepensioncounter.co.uk/diocese-norwich or contact The Pension Counter on 01603 672787 or at info@thepensioncounter.co.uk

the pension counter

RESOURCING YOUR PARISH

An exhibition and workshops for all involved in parish ministry

Monday 9 October

6pm – 9.30pm

Green Britain Centre, Swaffham

Following the success of the three events between March and May a new date has been added to the calendar.

The evening is an opportunity to gain practical help and support and access numerous resources in one place.

Speak to Diocesan staff and officers as well as local/national organisations to receive advice on a whole range of areas including: church finance, children's and youth work, lay & ordained ministry, marketing and communications, grants and funding and more.

It is highly recommended that several people attend from each church, ensuring maximum benefit to your parish.

The exhibition area will be open throughout the event, but two workshop sessions will also be running and you can choose to attend workshops if you would like to in the following areas:

- Going Long with Children, Youth & Families
- Developing a Lay Ministry Strategy
- We need more ministers - What about a Reader?
- Encouraging Legacy Giving in your Parish
- Promoting your News and Events
- The 95%: Connecting with Children & Young People
- Flexible Worship - How to use the Service of The Word
- Finance Workshop
- Changing Church buildings: a guide for the perplexed
- On Faith Formation and Spiritual Development
- Using Social Media
- Funding & Planning your Church Building Project through Grant Finder

Light refreshments will be provided by one of our sponsors.

Free to attend but please book in advance at:

www.dioceseofnorwich.org/exhibition or call Angela George on 01603 880853

Safeguarding Training

Have you ensured that your church is compliant with current legislation?

The Diocese of Norwich has completed a Strategic Training Programme which follows the National Practice Guidance: Safeguarding Training and Development (2017).

One of the tasks of the Diocesan Safeguarding team is to ensure training is available for everyone who has a role in their church. The level of training you will require depends on the role you have and the amount of work your PCC/Chapter undertakes with vulnerable groups (children and vulnerable adults). Please see the Core Safeguarding Modules table (below) to find out what level of training you are required to do. If you need some additional help determining which level of training you require please contact Liz Dawes in the first instance on liz.dawes@dioceseofnorwich.org

or **01603 882335** (Liz’s usual working days are Wednesday and Thursday).

It is important that everyone completes the online C0 training prior to the other levels. You will need to create an account on the Church of England Hub website at <https://safeguardingtraining.cofeportal.org> before accessing the C0 training, so please follow the instructions on this Hub website.

Due to the amount of training that now has to be delivered, the Diocese will be offering C1 Foundation training online when this is available. It is envisaged that two face-to-face C1 Sessions will be run by the Children, Youth & Families department and these will be based at Diocesan House. There may be an opportunity to deliver parish/benefice based face to face training if there are sufficient numbers of people. Please contact Sue or Sian to discuss this.

A further task that the Diocesan Safeguarding Team need to consider is how the Diocese monitors good safeguarding practice and that all those involved working with vulnerable groups have due regard for safeguarding. The Bishop continues to monitor that all Clergy and Readers have completed safeguarding training. Now the Diocese will also need to monitor that parishes are adhering to Safer Recruitment and that all those who are working with vulnerable groups or endorsing work with these groups have completed the appropriate level of training. It is envisaged that there will be further online training available in the near future.

Sue Brice, Bishop’s Adviser for Safeguarding
sue.brice@dioceseofnorwich.org
07958 377079

Sian Griffiths, Bishop’s Assistant Safeguarding Adviser
sian.griffiths@dioceseofnorwich.org
07342 999386

C0 Basic Awareness Online Training	C1 Foundation On line and Face to Face training (both Diocesan and Parish)	C2 Leadership / Lay Ministers (Session is 3hrs)	C3 Clergy (Session is 6hrs)	C4 Senior Staff
<p>Recommended for anyone who needs a basic level of awareness of Safeguarding</p> <p>This may include but not limited to: Vergers, Servers, Welcomers, Caretakers, Refreshments Helpers, Shop Staff, Sidespersons, PCC Members and Churchwardens (where no children’s or vulnerable adult activities are being run in the parish), Bell Ringers, Choir Members, Music Group Members, Employees of Diocesan Board of Education and Diocesan Board of Finance.</p> <p>C0 is a pre requisite for all the other training modules</p>	<p>Required for anyone who has safeguarding responsibilities or has contact with children and young people and or adults who may be vulnerable</p> <p>Including but not limited to: Safeguarding Officers (Named Persons), PCC Members and Churchwardens (where PCC are running activities for vulnerable groups- Children and Adults), Readers in training, Ordinands prior to placements, Spiritual Directors, Pastoral Visitors, Bishop’s Visitors, helpers at activities, servers, church administrative staff, members of religious communities who are in active ministry and work with vulnerable groups (children and adults).</p> <p>C1 needs to be completed prior to completing C2</p>	<p>Required for anyone who is a lay minister and holds a licence.</p> <p>For anyone who has safeguarding leadership responsibilities or responsibility for leading activities involving children, young people and or adults who may be vulnerable</p> <p>Including but not limited to: Readers, AWA’s, Youth Leaders (employed and volunteer) Safeguarding Officers, Safeguarding Leads on PCC, Churchwardens, Youth and children’s pastors, Bishop’s Visitors, Directors of Music, Choir Leaders, Bell Tower Captains, Home Visitors, Ordinands prior to leaving TEI, Safeguarding Leads in religious communities,</p>	<p>Required for all ordained ministers holding a licence</p> <p>Including but not limited to: all Clergy</p> <p>With those who have PtO, the Bishop in consultation with the Safeguarding Adviser will determine the level of training required.</p> <p>Those holding PtO have completed Safeguarding Training C1 in 2016/17.</p>	<p>Required for Senior staff who have key roles in safeguarding policy, strategy and practice</p> <p>Including Diocesan, Area, Suffragan, Honorary Bishops, Deans, Residentiary Canons, Archdeacons, Directors of Ministry, Training Ordinands, Bishop’s Chaplain, TEI Principals, Vice Principal and Safeguarding Lead, Directors and Warden of Readers, the Diocesan Registrar, Diocesan Secretary/ Chief Executive, Director of Communications, Chair of Safeguarding Group, Leaders of Religious Communities, Safeguarding Advisors.</p>
Refreshed Every 3 years by a revised C0 Module	Refreshed every 3 years			

Training dates:

C1 Safeguarding Training - Foundation
Thursday 21 September 2017, 7pm - 9pm
Venue: Diocesan House, 109 Dereham Road, Easton, NR9 5ES

C2 Safeguarding Training
Saturday 30 September 2017, 10am - 1pm
Gaywood Church Rooms, Gayton Road, King’s Lynn, PE30 4DZ
Tuesday 17 October 2017, 6pm - 9pm
St Andrew’s Church Hall, 41 Church Lane, Eaton, NR4 6NW
Monday 30 October 2017, 6pm - 9pm
Aylsham Parish Church, Market Place, Aylsham, NR11 6LW
Saturday 18 November 2017, 10am - 1pm
St. Mark’s Church, Bridge Road, Oulton Broad, NR33 9JX

Thursday 11 January 2018, 10am - 1pm
Diocesan House, 109 Dereham Road, Easton, NR9 5ES
Saturday 27 January 2018, 10am - 1pm
Watton Parish Church, Church Road,, Watton, IP25 6DS
Thursday 22 February 2018, 10am -1pm
Diocesan House, 109 Dereham Road, Easton, NR9 5ES
Wednesday 16 May 2018, 6pm - 9pm in Cloverfield Community Church, Rosecroft Way, Thetford, IP24 2TZ

The Committee for Growth!

I appreciate that many of our PCCs are short of man power, but Sheringham have grabbed the new strategy with both hands and have set up a sub committee to grow their church. Is this something you could do? Always remember that in life the more you put into something the more you will get back.

By Julie Rubridge

St Peter's Church in Sheringham embraced 'Committed to Growth' from its inception. Over the years we introduced many new initiatives: some were successful, others less so, but all helped us to learn. The 'Committee for Growth' talks through and implements ideas. It keeps up the impetus.

A 'Committed to Growth' house was built on a board, showing all of the activities taking place in the church, past and present. The congregation and ministry team wrote on 'bricks' what they wanted for St Peter's. The vision of a thriving, warm and welcoming church where people of all ages, shapes and sizes happily worship and serve God and the community side by side came across. The challenge for all of us is



to translate this into action.

To help engage everyone, book-marks were made. Our St Peter's Church prayer (one of the past initiatives) was written on one side with the five actions required of everyone on the other:

To pray (daily for each other, for St Peter's, and for Sheringham);

To befriend (get to know one another better and be a friend);

To welcome (make each other feel welcome as well as welcoming visitors);

To read (newsletters, boards etc to keep up to date with church life);

To talk (telling others about our church and our faith, encouraging each other).

We incorporated the Diocesan 2021 Mission Strategy into our thinking by asking for ideas at our Annual PCC Awayday for a community project which might be included in our plan. All were explored. Some were taken forward, including books of celebration and remembrance, becoming a Dementia Friendly Church, an overseas fundraising project, an information board, a community space in the building, and a co-ordinated communications system. We have found Communication and Welcome to be the two most important factors in each stream of Committed to Growth.

Some members attended the recent 'Mission and your Parish Church' day at the Cathedral, which fired us up with possibilities. Some will attend one of the 'Resourcing your Parish' events.

St Peter's offers a great deal, for our congregation, for the people of Sheringham, and for visitors. We celebrate all we do, and value those who work hard to achieve it, while remaining focussed on our vision of a thriving, inclusive church in our town, and working on it through Committed to Growth.

Are you committed to Growth?

You have a Treasurer, a Fabric Officer and a PCC Secretary on your PCC, so why not appoint a Mission Officer, whose role it would be to develop engagement with your local community?

Are you missing out!

Are there people on your PCC who are not receiving a copy of PCC News? If so please let Sally Finn (01603 882322 or sally.finn@dioceseofnorwich.org) know their name and address and we will amend the mailing list accordingly.

Log into 'A Church Near You'

A Church Near You, the national Church of England website which helps visitors find churches, is currently being redesigned and will be re-launched in early November.

To ensure your parish records are up-to-date, the national Church of England Digital Communications Team are asking all those who have not logged into their account in the last year to do so in the coming weeks. Now is a good time to check your church's details and service times are accurate.

Any account not logged into by October 2017 or in the last 12 months will not be transferred to the new site.

Last year, the site received more than 12 million page views – that's really exciting, as it means more people than ever are looking for churches in their local area – and they're finding you. That's thousands of people reading about your service times, facilities and contact information.

The aims for the redesign are simple: to make it easier for you to update, and easier for users to find the church they're looking for – along with all the activities and services offered. In the Autumn, it will also be possible for churches to have up to five editors. This will mean it's even easier for churches to stay up to date.

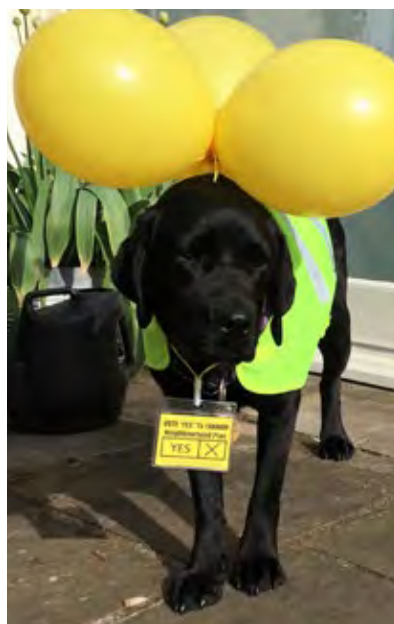
If you do have any questions or concerns, please contact Amaris Cole, who is leading the redesign project, on amaris.cole@churchofengland.org or 020 7898 1457.

One of our readers has sent this fabulous poem in. I am sure none of you can identify with it!

The Rector asked me nicely if I'd like to help him out.
He needed a Churchwarden, of that there was no doubt.
He just forgot to mention, I'm sure it was the truth,
That the Porch had been a target and no longer had a Roof!
I had to raise some money, so we could put it back,
It was a lot of trouble, there was no turning back.
I had to get some estimates, they said that was the way
Some were very hard to contact, or came on the wrong day!
We needed to get Planning to change the use to Zinc,
Each time I wrote a letter I was standing on the brink.
I had to get a Faculty and put signs up on the door
But that was not the end of it, Oh no there was still more.
The Bat Lady was helpful, she couldn't find a trace
She said 'Just wait till April, in case there's a hiding place'.
Historic England proved tricky, they really favoured Lead
I had to send Statistics, so we could use Zinc instead!
The SPAB group didn't answer, despite repeated calls
In the end we just continued, we had to protect the walls.
At last I sent the bundle, of all the things I had
I waited for a short while, and then it came, so glad.
I had the Faculty in my hand, I called the Builder, then
'I'm really rather busy,' 'Yes, Yes' I said, 'But when?'
He's coming on the first of May, of that there is no doubt
At last, at last it's in our sights I can't face another bout.
We shall have a Celebration, we all deserve a rest
A year of my life has just flashed past
But I think I've passed the Test!

By Rhona Wilde, Hingham

What is a Neighbourhood Plan and why do one?



We are continually searching for ways to re integrate and be part of our community. Being involved in a local neighbourhood plan is a great way to do this.

By Susan Martin, Dereham

Have you ever felt that your parish is changing and you don't have a say as to what is happening? A lot of these changes are dealt with by your District Council as the Local Planning Authority under their Local Plan.

Are you worried that;

There is too much inappropriate development and you would like a chance to influence where this goes, how much takes place and the mix of development?

The local environment, and green infrastructure and open spaces within your community, are at risk?

You are worried about retaining the separation of your village or town from the next major settlement, so that you both can keep your clear and separate identities.

If you have answered yes to the above, you need a Neighbourhood Plan!!!

A Neighbourhood Plan is a statutory document that sits alongside the Local Plan and its planning policies have similar weight when planning applications are considered. Embarking on a Neighbourhood Plan will take much time and work, depending on the issues covered and the size of your community. It will typically take two years or more, although some have been done in 18 months. In most instances your local parish/town council will formally need to lead the process, although often the work is delegated to a working group of local volunteers, with grants available to cover costs.

All the Districts across Norfolk have Neighbourhood Plan schemes in place, it is a fantastic way to get involved and help shape your parish!