

Launditch and the Upper Nar

Benefice Profile 2022

Appointment of an interim Team Vicar

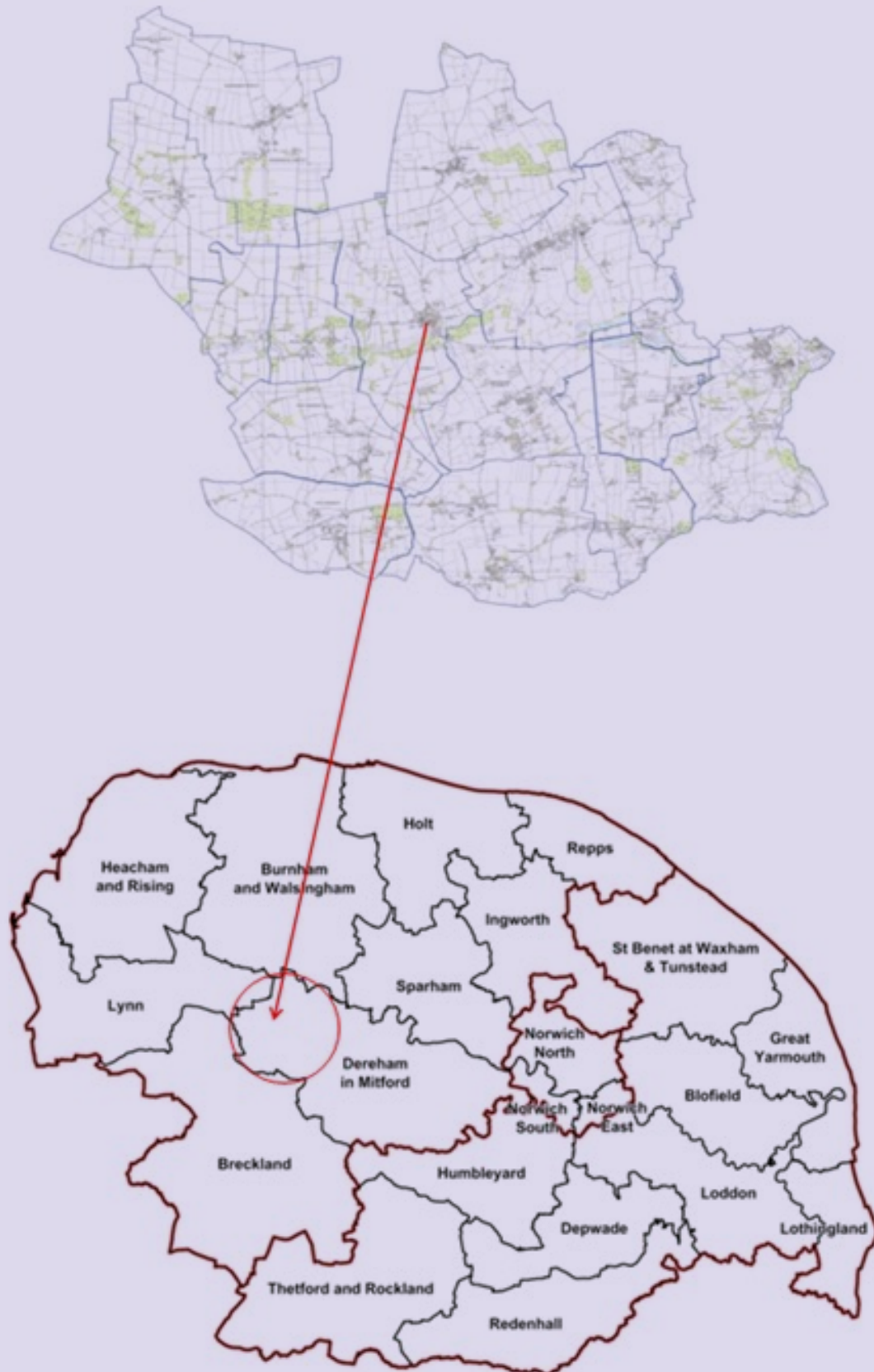
(Post of First Responsibility)

Comprising the parishes of

Beeston-next-Mileham, Bittering Parva, East Lexham, Great Dunham, Great and Little Fransham, Gressenhall, Litcham, Little Dunham, Longham, Mileham, Rougham, Stanfield, Tittleshall, Weasenham, Wellingham, Wendling, West Lexham, in the Deanery of Dereham-in-Mitford.



Location



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Launditch and the Upper Nar Team Ministry

The seventeen rural parishes of the Launditch & Upper Nar came together in a Team Ministry in 2016. The benefice serves a population of approximately 6,000 people. We have four schools and nineteen mediaeval church buildings! The Team Rector has been in post since 2021. Her appointment has led to a Parish Administrator being appointed, enabling the ministry team to work together more cohesively across the benefice.

The ministry team consists of:

The Revd Miriam Fife, Team Rector

The Team Vicar (to be appointed)

The Revd Hilary de Lyon (part-time associate priest)

The Revd Kevin Blogg (part-time associate priest)

The Revd Julia Houston (priest with permission to officiate)

The Revd John Blore (priest with permission to officiate)

Mr Paul Roast (part time Youth for Christ worker in the high school)

Vision and Purpose of the Team Vicar Role

Many families and children live within the benefice. The vision for this post is one of engagement with these families to build Christian engagement and community in those parishes in which there is the potential for growth and to see people come to the love of the Lord. The purpose of the role is to work in four principle areas:

1. Across the benefice, working collaboratively with the Team Rector, in leading worship, preaching, ministering through the occasional offices and building the relationships which are vital in rural ministry;
2. In primary schools, leading Open the Book and Messy Church teams (extant and keen to pick up ministry again) and in other ways which will enable children to know the gospel and to know the Team Vicar.
3. In the High School, building on the relationships which have been built through the primary schools, working collaboratively with the Youth For Christ minister (in post until end 2023 in the first instance) to establish and develop Youth Café and other initiatives (such as Soul Space) for young people.
4. In key parishes where the fringe of people engaging with the Church offers the possibility for further growth in faith. These include the parishes in which the schools are situated (Litcham, Great Dunham, Beeston and Weasenham) as well as the small villages whose children also attend these schools. These include Mileham and Stanfield as well as Rougham, a parish of significant rural deprivation. In due course the parish of Tittleshall might also be an area in which such ministry could occur. The parish of Gressenhall borders the parish of Beetley in the Dereham Team Ministry, one of whose Team Vicars has a particular focus on work with schools and young people and with whom collaboration might also be possible. The ministry envisaged here could include a travelling Messy Church perhaps focused for after school and festival seasons (for example, Advent/St Nicholas; Epiphany; Candlemas; Shrove Tuesday/Ash Wednesday; Easter; Pentecost; Feasts of the Virgin Mary; Michaelmas; All Hallows Eve/All Souls/Remembrance).

The Team Vicar will want to work jointly with the Team Rector to establish more modern worship styles and will be able to use technology to this end. The appointed candidate will want to encourage and train lay volunteers to build up work with families, children and young people.

The key skills required for this role will include:

- Excellence in building good relationships with people in and beyond the church. This is vital in rural ministry where the links between the church and the community are often strong and where those who live in the parish value the church and its building.
- Outstanding ability to encourage and inspire others to participate in the ministry of the church, both by leading and building teams which are functional and enjoyable to work in and by modelling attractive faith.
- Very good organisational skills, enabling coherent and cohesive work with a diverse team across a large number of parishes of varied church tradition and social profile.
- Leadership skills and the ability to work as a team member as well as a team leader.
- Ability to work on one's own initiative combined with excellent communication skills, so that collaboration is facilitated and the whole ministry team is well-informed and cohesive.
- Ability to chair meetings so that all can participate and decisions are reached and acted on.
- Good administrative skills with high IT literacy, including the ability to produce and deliver worship using technology both in church and online.

The appointed candidate will develop a role description in consultation and agreement with the Team Rector and will be responsible for its fulfilment.

Regular meetings with the Team Rector and ministry team will facilitate this. The post-holder will attend relevant PCCs and may, in due course, chair appropriate PCC meetings. However, the main purpose of this role is to exercise a creative mission and ministry among young people and families. The role is intentionally developmental and there will be scope for the appointed candidate to enhance such ministerial skills as developing others, building and sharing pastoral

proficiency, establishing community and growing churches both within a church building and in other village settings.

Norfolk is a beautiful county with great potential for its young people. We believe that the rural church is one of the most exciting areas in which to minister, with its opportunities for growth starting from a place of great goodwill. We look forward to sharing this with you.

Facilities and Support

The Parishes

	Population	Electoral Roll	School	Village Hall	Shop
Litcham	620	68	Primary and High	Yes	Store, PO
Beeston	495	16	Primary	Yes	Store
Gt Dunham	320	20	Primary	Yes	
Lt Dunham	309	12		yes	
Gt Fransham & Lt Fransham	426	29		Yes	Farm Shop
East Lexham	101	5			
West Lexham	43	14			
Stanfield	144	10			Café
Tittleshall	407	8		Yes	
Bittering Parva	8	n/a			
Gressenhall	1050	20		Reading Room	Shop PO
Longham	224	n/a		Yes	
Mileham	563	?		Yes	Shop PO
Wellingham	21	5	None	None	None
Wendling	313	n/a		Yes	
Rougham	141	?		Yes	None
Weasenham	392	n/a	Primary		

Each parish retains its individuality but there are strong social links and a wish to work together for the good of the Group as a whole.

Most of the parishes have no shop and social events revolve round churches and village halls which are used for fund-raising in aid of the church and various parish organisations as well as for meetings and family events such as birthday parties, wedding receptions and funeral wakes. Several parishes have received grants in recent years for improvements

in facilities and in the variety of activities available. Some parishes have been extended recently by developments of new housing, both privately owned and under the management of a housing association. This development has been more at the “executive” end of the market and not to the benefit of first-time buyers.

We would offer you

A modern four bedroomed Rectory is provided in Litcham, with a good sized study and additional attic room, large garden, double garage and ample parking. The Team Rector resides at the Rectory in the neighbouring parish of Great Dunham.



Full payment of your expenses is shared by the parishes.

Local links: Limited bus services! Many 2/3 car families with work outside Benefice. Litcham and Tittleshall have coach services for school transport and access to market towns of Fakenham, Dereham, Swaffham, King's Lynn. Downham Market (18m from Litcham) has train service to London and Cambridge.

Education: Mother and Babies Groups, Pre-school Group (Litcham), 4 Primary Schools (Litcham, Great Dunham, Beeston, Weasenham) Litcham High School, 6th Form students at all market towns. Further Education at University of East Anglia and Colleges at Easton and King's Lynn.

Health Care: General Hospitals in Norwich and King's Lynn. Health Centres in Market Towns and in Litcham. Small community hospitals in Swaffham and Dereham. 3 residential homes in the Benefice Swaffham and Litcham Home Hospice Support with a bereavement service.

Shopping and Leisure: Several village Post Office/ Stores. Farm Shop. Market towns, (milage from Litcham): Fakenham 9; Dereham 8; Swaffham 9; King's Lynn 16. All with a range of services and Industrial Estates. Leisure includes; Race Course, Cinema, Bowling, Sports Centres and Clubs. Good access to North Norfolk coast with splendid scenery. City of Norwich 26 miles.

Finance: Parishes hold an extensive range of fund raising events and add money from Gift Aid, investments and church collections. Church repairs, renewal and facilities use money from charitable trusts, grant aid organisations and individual donors.

The Deanery Chapter is led by Revd Mark McCaghrey

“The Dereham in Mitford Deanery Chapter is a small but mutually supportive group of clergy. Although the Deanery itself stretches from the outskirts of Norwich to the very rural hinterlands of mid-Norfolk, all the benefices are multi-parish benefices with villages.

The chapter is therefore an important way for local clergy to encourage each other and meet with others who understand the particular joys and challenges of rural ministry. Our chapter meetings regularly take place over meals and we have a Lenten quiet morning. In the light of the deployment review, we are also looking at ways of strengthening those supportive bonds to aid future sustainable thriving ministry.”

What follows is a glimpse into each of our parishes, our historic buildings and some of the ways in which we currently connect with our communities.

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Beeston-Next-Mileham, St Mary The Virgin



Beeston is a medieval church standing on high ground one mile from the village. For two years St Mary's was closed due to restoration work on the Tower and Spire. The re-opening event and service were well attended and the congregation has quickly returned to pre-building works levels.

Worship takes the form of Holy Communion every second Sunday of the month and morning prayer in a Celtic style Service of the Word every fourth Sunday of the month. These services are supported by an organist who is resident in the parish. Due to the extensive building works over previous two years we have been unable to pay parish share, however we are committed to paying our full share and have paid the full ask for 2022.

The village has a population of 550, the church electoral roll numbers 18 and usual church attendance is Eight.

Beeston has two War Memorials, one at the church and an American Memorial in the village. A ceremony is held at both places on Remembrance Sunday, followed by refreshments in the village hall.

This is a rural, mainly arable farming area. There is an active primary School, well supported by the community. Housing is mainly private with several recent new builds. A small industrial estate south of the parish brings some employment to the area. There is a very successful micro-brewery. The Ploughshare Pub is a community pub, including a small shop and is well supported.

The Village Hall and playing field is used by the Rainbows and Brownies, Good Neighbours Club, Cricket Club, Crafternoons Group, yoga classes as well as Parish Meetings and private functions.

Bittering, St Peter

This tiny church is approached via a country lane then along a field track and is set amongst fields.

Although in the care of the Norfolk Churches Trust, Bittering St Peter is much loved and well looked after. The church is a 'single hall' construction. Dating mainly from the mid-13th century much of its charm lies in its simplicity; it has more of the feel of a chapel than a parish church. The inside of the church is simple and

plain with white walls under an undecorated roof. The font is Norman. The pulpit is Jacobean with several benches nearby of the same age all with distinctive carving. There is also a 15th century screen separating the nave from the chancel. Occasional services are held at Bittering, mainly during the summer months.

West Lexham, St Nicholas

The church of St Nicholas dominates the small agricultural village of West Lexham, where there are about 20 houses. This used to be an Estate village, but now consists of mainly private houses surrounding the Manor House which has become a retreat and wellbeing centre.

In 2017 St Nicholas church underwent a major renovation, having been awarded a £250,000 grant from the Heritage Lottery Fund, which should preserve the church for another 100 years. St Nicholas boasts a Saxon round tower which has been preserved using old methods of making mortar, by hot lime, when the tower was restored.



We have a small congregation, sometimes teaming up with East Lexham for festivals. We do not have any events, but support the wider efforts in the benefice group.

East Lexham, St Andrew



A Saxon round towered church picturesquely situated in a farmyard at the heart of the Lexham Hall Estate. Although the regular congregations are small, festivals are well attended and the Christmas Morning half hour family service and the Easter Fire service have become popular traditions.

Finances are heavily dependent on the proceeds from the annual Snowdrop Walk at Lexham Hall. 2020 and 2021 proved challenging and finances were severely stretched. However, almost 90% of the Parish Share was paid each year.

The general condition of the fabric is good. The Heritage Lottery funded a major restoration of the tower and some of the windows in 2015-17. East Lexham is a popular destination for tourists and the recent addition of the oil paintings by Richard Foster RP has resulted in increasing numbers. The long- distance Nar Valley Way passes through the Estate for about 4 miles and the Saxon round towered church is well signposted off it.

The Magi (centre bottom panel of East Window) was used for the Post Office Second Class 2020 Christmas stamps and The Bishop of Norwich recorded his 2020 Christmas Address in front of the window. The only village organisation is the Playground Committee who manage and raise funds for the upkeep of the Playground. There is a small village charity which in recent years has made grants to the Playground.

Great and Little Fransham, St Mary and All Saints

The two Churches in the Franshams, St Mary and All Saints (a Chapel of Ease) have one PCC. All Saints, which dates from 1414, has recently had restoration and renovation work to the Tower and Spire. St Mary has also benefited from extensive renovation work in the recent past.

Fundraising events are held on a regular basis, examples are Village fetes, Floral displays, Coffee mornings and Harvest Suppers. Charity support is given to the "Fransham Relief in need" Charity, paying grants every year to parishioners who hit upon difficult circumstances.

There is a thriving village hall in Great Fransham and a W.I. Both Great and Little Fransham are active Rural communities, Regular Church attendance numbers are between 6 - 8, and there are 29 on the Electoral Roll. The Parish is included in and contributes to the Benefice newsletter "Church and Village".

Great Dunham, St Andrew's



We are a friendly enthusiastic group who are keen to develop the Church, working with our Rector and the community.

There has been a growth in the congregation, with new supporters joining in our activities. We value traditional services but have moved to a more modern style of worship which has proved popular; our congregation numbers have more than doubled compared to four years ago. We are keen to encourage younger members to develop their spirituality and we welcome new initiatives and ideas.

We recently completed some restoration work on the Church building, which is nearly 1000 years old, and produced a 'Heritage Trail' with

lottery funding. We have further plans to make the Church as welcoming and accessible to all. Our recently established Memorial Garden, enjoyed by many visitors, is a lovely example of our engagement with the wider community. We enjoy our fund-raising activities with the annual fete and infamous Christmas pantomime helping us to pay our parish share which we have done so in full for the last five years. We are so lucky to have volunteers who help to keep the Church running and Churchyard tidy, and to assist with visitor enquiries.

Gressenhall, St Mary's



Gressenhall is a village of approximately 1000 people with a strong community spirit. The village benefits from a good range of facilities: a shop and part time post office, the Reading Room (small hall available for hire) and The Swan which has very recently been purchased by the community and is run as a Community Pub. There are many clubs and groups, a Pop-up Cafe which is held four times a year and a 60 strong Choir which performs at events in the church and at major festivals.

St Mary's Church has a very loyal core congregation of about 20 members on an average Sunday. These numbers increase significantly for events such as Remembrance Day, Easter, All Souls, Harvest Festival and peaks at Christingle, Carol Service and Christmas Day.

The church itself is a mile out of the village and has a well maintained open churchyard. The church has a very welcoming 'feel' that is often commented on by visitors. St Mary's boasts ten bells and these are rung on a very regular basis by a team of energetic volunteer bellringers.

Two very dedicated churchwardens see to the day to day running of the church and are ably assisted by a strong team of flower arrangers and cleaners.

The PCC is proud to have paid parish share in full for the past four years through encouragement towards giving by regular standing order and active fundraising events including: concerts of various types in the church itself, Village fete events, Harvest suppers, Bluebell Walk, Coffee mornings, Quiz nights, Open gardens etc.

Litcham, All Saints



Litcham is one of the larger villages in the Benefice, with a range of amenities including Post Office & General Store, Fish & Chip shop and 'The Bull', a family-run 17th century pub. A delightful aspect of the Village is Litcham Common, a 60 acre nature reserve, grazed by free roaming horses and seasonal cattle, which is managed by a warden with volunteer weekend working parties to provide a much-valued local amenity.

We have three services a month: one a BCP communion service, one a warden led Matins, and recently a monthly afternoon service has been introduced, with a different style each time (e.g. Evensong, Iona style worship, Songs of Praise), as we seek ways to grow our church. The Family Carols and Nativity service at Christmas is well attended and is a popular annual event.

All Saints is 15th Century listed Grade 1 building with a nave, two side aisles with chapel altars, choir and chancel and can seat up to 150. A team

of dedicated volunteers arrange flowers, clean the church and maintain the churchyard. We have a well-established charity "Friends of All Saints" that undertakes regular fund-raising activities to maintain and improve the building. The church also has a small lending library for the benefit of all parishioners. A small team of dedicated bellringers meet monthly for ringing practice.

The church of St Paul, Kempstone, a stabilised ruin, is now in private ownership.

Longham, St Andrew & St Peter

Longham's beautiful 16th century church is 1 mile from the village. The village population is 230. It is a mixed community but there is a predominance of retired families with many living on their own.

Longham Village no longer has its own school; children are bussed to primary schools in Beeston and Litcham and to the high school in Litcham.

The churchyard is well maintained; Longham Parish Council have undertaken to be responsible for its ongoing maintenance.

Due to declining numbers in our congregation, the PCC took the difficult decision to stop holding regular worship in Longham. After consultation with all parishioners, the church is now effectively closed, however it remains open for Occasional services and retains an open churchyard.

The Church is participating in a Diocesan initiative WiSpire for which the Church receives rental of some £300 per annum.

Little Dunham, St Margaret's

Little Dunham has a population of some 300. The Village and congregation consist mainly of retirees but there is a sizable working population who commute and some families. There is an old people's home which is supported by the Benefice Clergy. We have no facilities in the village other than the 'village hut', so the Church in the Village fulfils a social as well as a religious function.

The thirteenth century Church of St. Margaret's is located in a pleasant parkland setting on the edge of the Village. It is in reasonable condition. Recent work has included the installation of some heating. The door is never locked. We have a history of paying a high proportion of our parish share, half of which comes from regular giving and the remainder is raised from collections and fund-raising events specifically an annual Village Fete. There is a small kneeler group who produce commemorative kneelers for St Margaret's.

There is a strong PCC with two active Churchwardens, a Treasurer, a Secretary and others who ensure the smooth running and maintenance of the Church. We have two monthly services with an average congregation of 10. Christmas, Easter and Remembrance Services are well supported by the wider community and Harvest Festival takes the form of a popular supper held in a barn.

Mileham, St John the Baptist



At Mileham, we appreciate a wide range of worship style and do all we can to encourage our younger members of the congregation, including holding informal services where we often read and act out bible stories.

Our Pet services, held outside, and our Nativity and other Festival services are popular with locals who don't otherwise attend church. Our congregation takes part in our prayers and often contribute their own. One of our congregation was Norfolk Young Singer of the Year 2020, and it is a delight to have such talent to draw on.

Historically the parish was divided between two estates and a large number of independent farms and businesses. This spirit of independence lives on; Mileham remains the only village in Norfolk with two dairy herds! The village has a shop and post office and a small modern village hall that is regularly used.

The Church of St John the Baptist is a medieval building of mixed ages, its glory is the 1350 west window with more than half of its original glass. This is complemented by the 2004 east window. The Church is generally in good condition, and the PCC has been investigating plans to modernise facilities.

Rougham, St Mary

This beautiful Church dates in part from the 13th century, is simply decorated and the building is generally in fairly good repair.

Declining numbers in our congregation has meant that St Mary's is no longer on the rota for regular church services, however the church plays a central role in this small village community and well attended Festival services will continue. Especially popular is the annual Christingle service, attended by almost everyone in the village!

Despite our falling numbers, we have consistently paid our parish share in full.

Rougham is a friendly village with a good proportion of young families. Most of the children attend Weasenham Primary School or Litcham High School. There is a community hub – Rougham Central – in the old village shop, and village parties and events happen on a fairly frequent basis. The old people are supported by good neighbours, and there is a strong sense of community. There are a number of people who willingly help with the upkeep and running of the church.

Stanfield, St Margaret

St Margaret's Church stands a little way out of the village overlooking fields. We enjoy a contemplative or Celtic service style, and our congregation has grown in recent years from av. 3-4 to av. 8-10. The church is open and welcoming to all comers and newcomers.

Concerts are held from time to time. At Christmas and harvest time the Church is always full for special services. Wherever possible the lessons are read by the children in the congregation and refreshments are served afterwards, making these events a great village get together.



Tittleshall, St Mary's

St Mary's has an active and dedicated PCC and a backbone of helpers in the village to call upon in difficult times. We have one communion service and one lay led reflective service each month. We have additional services at Easter and Harvest when we also serve tea in the church, Remembrance and a Christingle at which refreshments are also served, all of which are well attended.

We have a bookstore at the back of the church which not only raises some much needed revenue and is a further use of the building, but it is also an amenity for the village which has no shop. The village does however have a village hall which hosts a wide range of activities and a well-attended bowls club.

Our church is noted for the renowned monuments to the Coke family which are by some of the most important sculptors of their time, which attract visitors from home and



Fundraiser at Holkham Hall

abroad. We have a Binns organ, and the building has fantastic acoustics which are helpful for the concerts and lectures which take place regularly in the church. These have included a sung service by the Norwich Cathedral Choir and a lecture on the Victoria and Albert Museum.

There is regular giving by members of the Parish and with a wide range of fund-raising events held during the year we endeavour to pay our full parish share.

Weasenham, St Peter and All Saints



Weasenham is a village of just under 300 people living in mixed housing: Privately owned and Council owned, there are very few holiday homes.

There is a small Camping Site in the village. We do not have a shop or a Public House (recently closed). The nearest facilities are in Great Massingham some 5 miles away. Nearest Doctors surgeries are in Great Massingham and Litcham. There is an old people's community in Lamberts Close. There is a Church of England VC primary school in the village teaching approximately 30 children.

We have two churches: St Peter's and All Saints both with open burial grounds. All Saints is now run by the Diocesan Churches Trust and is used by the School for Assemblies and Feast day Services. St Peter's was recently used for services three times each month, however declining congregation numbers, the retirement of the Lay reader and the ageing of the PCC members have rendered regular services in the church

untenable. The PCC took the difficult decision to come off the regular services rota and they have since all retired from the PCC. However, St Peter's remains open for Occasional services and it is hoped that Festival services will also take place. The Rector currently offers communion in congregant's homes.

In recent years both Churches have had restoration work done. St Peter's recently had a new roof covering of a sheet steel material in place of the original lead and is now waterproof. There are two pieces of Medieval stained glass inserted into the north windows of St Peter's. In All Saints there is a screen depicting eight saints which were defaced by Cromwellian soldiers during the English Civil war. The screen is also peppered with bullet holes. It is reputed that they stabled their horses in the church.

Wellingham, St Andrew



St Andrew's Church is set in a picturesque village to the north of the Benefice. With a population of just 21 permanent residents and a few more who have second homes here, it is no surprise that the Church is the only community building.

St Andrew's is used as a festival church, holding six services a year. Attendance at these is good, a usual Sunday attendance of 5 is 23% of the village population, and Harvest Festival and Candlelit Christmas Carol services are very well attended.

The church is lovingly maintained and kept in good order. The parish has paid the whole amount of the Parish Share requested for a number of years and recently replaced the chancel roof with £30,000 worth of grants from charitable organisations.

Wendling – St Peter and St Paul



Situated on the edge of the village Wendling lacks community support and is without a PCC. Prior to 2018 there was a PCC of two with an acting churchwarden who resigned in 2018. There were no other office holders.

Since 2018 the church has been a festival church but despite services being promoted these services were poorly attended. Due to lack of support from the parish, it is no longer possible to hold services as there is no-one available to clean and maintain the church.

The Parish Council is supportive and contributes to the cost of maintaining the churchyard, but there has been no demand for services to be reinstated. Due to careful management of remaining funds the church was able to pay its parish share of £300 in full in 2020 and 2021.



Appendix

Vision and priorities for our life together



Imagining the future.

Jesus said, “*I came that they may have life, and have it abundantly*” (John 10.10). We see the ministry of the whole diocese as being about how we live **our life together** for the flourishing of every person in every place. Any vision should help the local church to flourish and grow in confidence that we are loved by God.

Jesus also said, *"If any want to become my followers, let them deny themselves and take up their cross and follow me"* (Matthew 16.24). The heart of our mission is about being open to, and enabling others to discover, a life **transformed by Christ**.

We join in Christ's mission, conscious of the five marks of mission of the Anglican Communion, through responding to God and the world.

We will **prayerfully** proclaim the Good News of the Kingdom, rooting ourselves in Scripture and the sacraments. We will wait upon God in stillness, contemplation and intercession. Our corporate prayer, an ongoing conversation with *God*, will embrace traditional, fresh expressions, online and evolving models of being Church.

We will **pastorally** model the ministry of the whole people of God after *Jesus* the good shepherd. We will respond with loving service to the needs of the communities where we live and work, and teach, baptise and nurture new believers.

We will **prophetically** speak out and act, with the fire of the *Holy Spirit*, challenging injustice, confronting violence, and working for peace and reconciliation. We will seek to safeguard the integrity of creation and sustain and renew the life of the earth.

Being open to all of this will enable God in Jesus to accomplish **far more than all we can ask or imagine** (Ephesians 3.20). If we allow the Holy Spirit to breathe God's divine life into our human plans, much more will be made of them, for God can bring abundance from scarcity.

We are called to be faithful, as God is always faithful to us. By prayerfully placing the life of the diocese where our sails can best catch the wind of the Holy Spirit, God will take us where God wills.

Transformed by Christ: **Prayerful, Pastoral, Prophetic**

Various pieces of work emerge from the three priorities within the vision

Prayerful

- We will **deepen our prayer life and learning** and provide a sense of belonging within worship offered in a range of styles for all ages.
- **We will equip people in evangelism** to find ways to share their faith during the week and be invitational to others to join the life of their local Church, recognising the particular need to engage with children, young people and families.
- We will live a **life of generous stewardship** in response to God's gifts to us.

Pastoral

- We will promote and equip the variety of **lay and ordained ministries**, knowing that all are invited to hear God's call and selflessly respond in loving service.
- We will have honest conversations leading to decisions about the mission potential, viability and ways to ease the burden of our **church buildings**, many of which are treasured places of holiness, stillness and memory, whilst also exploring new possibilities for planting and nurturing Christian communities.
- We will encourage every church community and church school to be engaged somehow, often in partnership, **in loving service to its local, diocesan and world neighbours**.

Prophetic

- We will ensure an active priestly or lay worker/enabler **presence in our lowest economic communities** as we seek to address the growing inequalities in our society.
- We will seek to become a safe Church for all and one that embraces **diversity and radical Christian inclusion**.
- We will work to ensure that **ecological concerns** are integral to our life together as we care for our single island planet home.