



JOIN US IN LUTTERWORTH

Is God calling you to serve in South Leicestershire?



CURATE IN TRAINING

Join us to grow in godliness and experience, be fruitful in ministry and join our team as we seek to grow disciples of Christ in Lutterworth, Leicestershire, surrounding villages and beyond.

OUR PRIORITIES

We want you to know more of God's love, growing to be more like Jesus.

We want you to be faithful and fruitful in ministry, helping others to put their faith in Christ.

We want you to be trained for future ministry, ready for what God calls you to next.

ABOUT YOU

We are looking for...

- Someone who loves Jesus and wants others to come to know him.
- Someone keen to learn and grow as a follower of Jesus.
- Someone who loves people and will come to serve.
- Someone with a proven ability to teach the Bible.
- Someone who will encourage an army of volunteers.
- Someone who enjoys being part of a team and wants to serve with others.
- Someone with gifts of leadership and organisation.

YOUR CHARACTER

The person applying for this position should be...

- Personally committed to living as a disciple of Jesus Christ, following his example of service and sacrifice.
- A person of prayerful dependence on their creator, with a discipline of private devotion and a hunger for God's word.
- Someone who is continually seeking to grow as a member of the body of Christ and bless all other members of that body.

And have...

- A desire to see God's Kingdom grow and flourish amongst the whole people of God
- An openness to the Holy Spirit and sensitivity to the needs and views of others
- A humble willingness to engage with us in what God has been doing and to enter into the vision that we believe God is giving us

Do you want to tell others about Jesus?

The opportunities in Lutterworth are extensive and we will support and encourage you to meet the challenges of the exciting work that God has given us.

You could be involved in...

- Encouraging faith by teaching the Bible at our Sunday services
- Helping shape our church in the light of God's plan, by being a member of our leadership team.
- Supporting and serving people in local schools, businesses and community groups.
- Encouraging and supporting our church family to reflect God's love and care for one another.
- Organising outreach activities and community events.
- Showing Christian hospitality to groups who visit our church, by pointing them to Jesus.
- Telling the good news of Jesus at regular assemblies in local schools.

YOUR PERSONALITY

The person applying for this position should have...

- An engaging personality, warm and open with an ability to draw people in.
- Practical leadership skills and the ability to draw out and develop God's gifting in others; enabling them to find their place in service and ministry.
- The organisational skills to plan and co-ordinate church and community activities with a strategic goal.
- The vision and skills to link church and outreach work together.
- The ability and willingness to work collaboratively with colleagues and volunteers, so as to reap the greatest rewards of team work.

Caring for All

We take all aspects of safeguarding very seriously and expect every member of our team to do all that can be done to keep people safe. This role is subject to an enhanced DBS check.

We safely recruit all our staff and volunteers and require everyone to undergo annual internal training. Any roles authorised by the Bishop of Leicester require additional diocesan safeguarding training.

ABOUT US

WE ARE ALL ABOUT JESUS!

So then, just as you received Christ Jesus as Lord, continue to live your lives in him, rooted and built up in him, strengthened in the faith as you were taught, and overflowing with thankfulness. Colossians 2:6-7

We are a benefice of three churches, with the villages of Cotesbach and Bitteswell sitting either side of Lutterworth, a small market town in South Leicestershire. Over the past few years we have seen significant growth, and we want to meet the challenges and opportunities God has given us.

We are committed to bold and relevant evangelism, faithful and dynamic Bible teaching, with consistent and kind pastoral care. John Wycliffe was rector here in the 14th Century and we intentionally place ourselves in that spiritual heritage – seeking to make the good news of Jesus accessible to everyone.

Join the Team

We are a Christian family seeking to serve God in the work he is doing all around us. We have a strong and committed ministry leadership team, consisting of both employees and volunteers. Led by our Lead Minister, Revd Charlie Styles, we have sought together to build a varied team, leading and enabling a broad range of ministry working to everyone's strengths.

Part of the Diocese of Leicester

The diocesan vision is to be '**SHAPED BY GOD**' and to see growth of the Kingdom of God in:

- the depth of discipleship,
- the number of disciples of Jesus,
- loving service of the world.

Here in Lutterworth, Cotesbach and Bitteswell we want to see God's kingdom come. We believe that helping to train the next generation of Christian leaders is a key part of fulfilling this vision. We also believe that this role could help us see this vision come to fruition in our benefice.

A Good Fit

Stylistically we embrace a variety of different ways of doing things, but all our churches share a spiritual DNA – with Jesus Christ as the centre of what we do. Whilst everyone has their own preferences, we need the next member of our team to be comfortable with both contemporary and traditional styles of worship.

EMPLOYMENT PARTICULARS

This role is a curacy within the Diocese of Leicester and so will be subject to the usual appointment procedure and legal particulars.

Our new curate will be housed in Bitteswell Vicarage – a large four-bedroomed house provided by the Diocese. It is in the centre of the village and a fifteen-minute walk from central Lutterworth.

WANT TO FIND OUT MORE?

Please contact the **Revd Charlie Styles:**

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charlie.styles@lutterworthchurch.org

The Rectory, Coventry Road,
Lutterworth, Leicestershire, LE17 4SH

Or contact our **Church Office:**

01455 558797

office@lutterworthchurch.org

St Mary's Church, Church Gate,
Lutterworth, Leicestershire, LE17 4AN

Or visit our website: www.lutterworthchurch.org

If that whets your appetite, we have collated the rest of this documents to give you a fuller picture of us and the role of curate in our benefice.

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OUR THEOLOGY

Jesus-Shaped Mission

WE ARE A CHURCH OF...

...Faith in Jesus

The Son is the image of the invisible God, the firstborn over all creation ... For God was pleased to have all his fullness dwell in him, and through him to reconcile to himself all things, whether things on earth or things in heaven, by making peace through his blood, shed on the cross.

Colossians 1:15, 20

We believe that God is not distant and unknowable, but has condescended to reveal himself to us in the person of Jesus Christ.

We are a church that believes in what God has done for us in Jesus Christ. It is our faith in Him and His work for us that motivates and sustains us. It is our role to point to Jesus as the one who satisfies our longings, answers our questions, clears our baggage and gives us hope.

...Prayer and Dependence

For this reason, since the day we heard about you, we have not stopped praying for you.

Colossians 1:9

Because we are a church who trust God, we do not try to achieve great things by ourselves. God has given the direction and it is our role to walk faithfully. But we are weak, and stumble often, so desperately need His support and strength.

...Word and Proclamation

We believe that the message of Jesus Christ is God's way to save the world. God is not silent. He has spoken in His Son, the Word made flesh.

He is the one we proclaim, admonishing and teaching everyone with all wisdom, so that we may present everyone fully mature in Christ. Colossians 1:28

The gospel we proclaim is Christ. He is the start, the journey and the destination of all that we believe, do and share. By faith we are saved, and by the preaching of the message we hear about the God we must trust and what he has done that proves Him trustworthy.

The study and preaching of the Bible is a core activity of our church. It is how we make sure that we are being shaped in the likeness of Jesus. It is how we ensure that we are following God's ways rather than our own. It is how we can help others to listen to God for themselves. We believe the gospel is for everyone.

...Action and Service

We continually ask God to fill you with the knowledge of his will through all the wisdom and understanding that the Spirit gives, so that you may live a life worthy of the Lord and please him in every way: bearing fruit in every good work... Colossians 1:9-10

We are a very active church, but we have worked hard to clarify our purpose and ensure that our actions are focussed to help us to serve the wider community, rather than build our own reputation or membership.

...Tradition and Risk

I am ready to defend my convictions even unto death. I have followed the sacred scriptures and the holy doctors. John Wycliffe

Our church has a rich theological tradition dating back to the time of Wycliffe, but rather than this being a hinderance, we see it as a solid foundation from which to dare to step out in faith, venturing into the unknown.

Paul then stood up in the meeting of the Areopagus and said: 'People of Athens! I see that in every way you are very religious. For as I walked around and looked carefully at your objects of worship, I even found an altar with this inscription: to an unknown god. So, you are ignorant of the very thing you worship – and this is what I am going to proclaim to you... Acts 17

Paul was unafraid to speak of the good news into a new context. He takes notice of what is already there; respects it and yet dares to translate and use it to disciple those who do not know God.

In the same way, we have sought to meet some of the felt needs of the community and apply our creative gifts to imaginatively connect with those around us with the message of Jesus.

...Context and Community

As we speak the gospel – a message strange to many – we need to be reflecting the truths we preach in the way we live. We phrase it in the phrase 'we are the only Bible many people will ever read' or to put more theologically, the Church is the hermeneutic of the Gospel.

We believe that the best way to reach a place or people group with the Gospel is to have a family of believers living lives of authentic witness in that place. As a group of people serving God together, we seek to live out our faith in the place where God has put us. Thus, the church may look very different in diverse contexts and needs to be creative as it steps into the world.

...Impact and Legacy

John Wycliffe made quite an impression on the Church and challenged people into thinking in new and (as it was then considered) revolutionary ways. Some forty years after he died, Wycliffe's remains were dug up, cremated and his ashes scattered into the River Swift.

"Thus the brook hath conveyed his ashes into Avon; Avon into Severn; Severn into the narrow seas; and they into the main ocean. And thus the ashes of Wycliffe are the emblem of his doctrine which now is dispersed the world over." The Chronicler Fuller

This is the faith that frees us to risk for the cause of God; deeply rooted, not in self-reliance, but in reliance on the abundant nature of God's love – knowing that, for the gospel, nothing is wasted in the light of eternity.

OUR BENEFICE

Our benefice is not big – you could walk end to end in a couple of hours. This means that we have good connections between our three churches. The benefice is in South Leicestershire, surrounded by rural countryside but with excellent transport links. Three major roads are within five miles (M1, M6, A14) and Rugby Station, with a direct line to London, is not far away, so there are some London commuters living locally.

Within the benefice the majority of housing is privately owned. Socially it is predominantly, though not exclusively, middle class. The council wards of Lutterworth Swift and Lutterworth Orchard have been identified as having particularly high levels of income deprivation affecting children. There is also a fairground community who have been part of our town for many years. There are a higher than average number of self-employed people and unemployment is not a significant problem. Despite its proximity to Leicester with its diverse ethnic mix, the population is predominantly white.

THREE PARISHES

Lutterworth, which has a population of around 12,000, is an attractive market town famous for being the workplace of both John Wycliffe and Frank Whittle. The greater proportion of the working population commutes to local cities such as Leicester and Coventry. In the parish is Magna Park, the largest distribution centre in Europe. The town consists of a traditional town centre, complete with weekly market, surrounded by more modern developments which have led to a steadily increasing population. The town has a mixed age profile, with many families with young children as well as a significant number of middle-aged and retired.

The prosperous village of Bitteswell lies just to the north of Lutterworth, it has a population of approximately 450 and is served by a small Church of England (Aided) primary school and a couple of pubs. The school has around 100 pupils many of whom come from neighbouring villages and Lutterworth.

Cotesbach lies less than two miles south of Lutterworth. It is the smallest of the three parishes in the benefice with a population of approximately 220. Despite its small size it boasts an organic butcher, as well as a small garden centre and café. The village hall regularly hosts a diverse range of groups. Set up as a charity in 2008, the Cotesbach Educational Trust has restored an 18th Century schoolhouse and adjacent buildings in the grounds of Cotesbach Estate to become an educational resource centre and meeting place for community.

THREE CHURCHES

Though, as a benefice, we have shared a Rector and central administrative office for many years, we have tended to operate as three independent churches. Each church has its own distinct flavour and we do not consider it appropriate for the churches to be merged. But we are increasingly thinking of ourselves as one unit. In all three parishes we have spent time in the last few years discerning and developing our respective visions.

Additionally, as a benefice surrounded by numerous small villages and with a large number of young people coming in daily for schooling, we believe we are in a strategic position to support and spread the Good News to those who live outside our geographical boundaries.

LUTTERWORTH

St Mary's is the civic church of the town and a focal point for the community. This gives us great opportunities at Christmas and Remembrance and means that people are willing to come to things that we do. However, we are increasingly aware of the 90% of people in our town who do not know God and realise that only a small proportion of them will ever visit us.

Lutterworth PCC has a united vision, discerned over a number of years.

- We are going deeper in prayer, growing in expectation of what God will do among us.
- We have a discipleship plan, including teaching and training God's people, for acts of service in the church and beyond. This includes the training of our ministry team, including two ministry trainees.
- We have an annual pattern of outreach and welcome events, seeking to reach every area of the local community with the good news of Jesus.
- We have a focus on children and young people and are very active in all our local schools
- Our services are very varied, including traditional 8am prayer book communion and 'Church at 4' our informal service begun three years ago.

In recent years the church has grown, so many of the church family have only joined in the last few years. This has brought new life to the church and with it the accompanying pressures.

There are current plans for the redevelopment of the Church Gate Centre – home to the foodbank and children and youth activities. We would hope to complete the building work during the time this curate would be with us.

Services

- Fortnightly 8am Book of Common Prayer Holy Communion (10-18)
- Weekly 10.30am (70-100)
- Weekly 4.00pm (40-60)
- Monthly Messy Church 4.00pm with family tea (40-80)
- Seasonal Book of Common Prayer Evensong 4.30pm (approx. 35-40)
- Wednesdays 10.30am Holy Communion in Lutterworth Church

COTESBACH

We are a small, friendly church in a small community with which we want to grow our existing connections. We have a particular need to connect with younger people and children in the village. Our recently completed extension gives us the scope to try new things.

Services

- Weekly at 9.30am. Quieter services, rotates between Common Worship Holy Communion/Common Worship Morning Prayer/Book of Common Prayer Morning Prayer. (10-20)

BITTESWELL

The church is physically at the heart of the community, and the presence of the worshipping and witnessing community is valued by all. The wider community are supportive of the church, but many only visit at Christmas. We hope to grow as a church family to reach out to the whole village. We want to continue to connect with a cross-section of our community, and in particular grow our ministry amongst families. Our services are all intended to be welcoming to all, with a balance between traditional structure and informality.

Services

- Weekly, at 11.00am. Traditional, but not stuffy, Common Worship. Children's work on some weeks.

Other Information

Ecclesiastical Tradition

Lutterworth: Mostly informal/limited use of liturgy/robing

Cotesbach: varied liturgy - including BCP and Common Worship, with robing

Bitteswell: varied liturgy - including Common Worship, All-Age and Sunday School, with robing

All three churches are committed to flexibility in worship to welcome newcomers and visitors, with a spiritual core of Bible preaching and prayer.

Electoral Roll Numbers

- Lutterworth: 156
- Cotesbach: 30
- Bitteswell: 45

Occasional Offices

Approximate number per annum

- Baptisms: 5
- Weddings: 7
- Funerals: 56

Ecumenical Relationships

- Weekly church leaders' prayer meeting with Community Church, Methodist, and URC.
- Annual children's summer club with Community Church.
- Ecumenical procession and outdoor service on Palm Sunday.

OUR VISION AND VALUES

Being Like Jesus

Our aspiration is to be **All About Jesus**. That, in all the different things we do, like a stick of rock, we will have Jesus written all the way through. This is not just talk. We want to become more like Jesus as individuals, growing in godly character and outward ministry.

Four years ago, during in a time of listening, we prayed and clarified our vision into a list of Eight Words. We have just come to the end of a sermon series considering each word in turn.

- LIVE: Living Like Jesus
- PRAY: Faithful in Prayer
- TELL: Spreading Good News
- HELP: Helping the Needy
- LEARN: Learning and Growing
- SHARE: Sharing Generously
- PRAISE: Praising God
- LOVE: Committed to Each Other

Generosity and Support

We know that every gift we have is from God and we want to share generously:

- ✓ We run the **Lutterworth and Villages Foodbank**, partnering with local businesses, schools and public services to meet the needs and of the most vulnerable.
- ✓ We train people to be released in preaching the gospel in **other areas and contexts**: both through workplace chaplaincy and other ministries. For example, one of our team leads a youth club in the predominantly Muslim area of North Evington.
- ✓ We run a **Ministry Trainee** program, training and equipping young people to serve in ministry elsewhere. Whilst we as a church have benefitted hugely from their serving, there is a cost to the staff team as we share our lives with them.
- ✓ We have a committed **pastoral team** who work in our care homes and do a lot of home visits to some of the lonely and frail in our community.
- ✓ We are a church which has a wonderful history (being the church where John Wycliffe was once Rector) and we love to **welcome tourists**, give talks, run tours, pray with them and share in their excitement at the rich spiritual heritage that our church offers.

As a church we recognise our finances as one expression of our commitment to the God's mission:

- ✓ We have committed to supporting **two overseas mission partners**, wanting to play our part in prayerfully and financially equipping them to do so.
- ✓ With some help from the Diocesan Growth Fund, we fund the **chaplain at Lutterworth College**.

Boldness and Creativity

We are not a church hiding behind our four mediaeval walls, never interacting with our community. We believe we need to be a church that boldly spreads the gospel.

- ✓ We partner with our local Costa Coffee to run an event called **Coffee & Questions**, tackling the big questions of life.
- ✓ We are a big part of the **Lutterworth Lights Switch On**, serving soup, telling every person we meet that Jesus loves them and inviting them to come and hear more.
- ✓ Within our church family we enjoy **worship in different styles**. Despite us having only one ordained clergy person we offer a variety of services, to aid our diverse church family and community.

Over the years, the church has not been afraid to try new things in bold and creative ways:

- ✓ For years we ran the '**Naturewatches**' – seasonal events around the church and churchyard, run in partnership with Get Lutterworth Growing.
- ✓ Over the course of the year, we hold different events to connect people with God: the **Good Friday Experience**, **Prayer Spaces** and special **choral evensongs**.
- ✓ Last year we held a **Narnia Weekend**. Our church building became the world of CS Lewis and we used his stories to tell the Christian story.
- ✓ Last year, for the anniversary of the **Reformation**, we held a number of events and an exhibition, finishing with a special morning service in the style of the English Reformers.

Partnership and Service

As a benefice of three churches, it has taken some effort to make us a united group.

- ✓ Each year we hold a **Safari Service** – with part of the morning service taking place in each church and the whole congregation travelling round together.
- ✓ Our annual benefice **weekend away** is a chance where we come together to worship together. It is great to see the church family of all ages worshipping and sharing life together.

We also partner with other churches and organisations to celebrate our unity in Jesus.

- ✓ We have joined together on **Palm Sunday** for a walk and big outdoor service on our town's recreation ground, celebrating all that unites us and being a public witness.
- ✓ We also support the Methodist church in their schools' event at Easter and Christmastime. Children come and experience the Christmas and Easter story.
- ✓ We have also run and hosted conferences and training with New Wine, the Midlands Gospel Partnership Leicestershire and the Diocese of Leicester.

We have wonderful opportunities in our **local schools** – which we use to serve:

- ✓ Our **chaplain in the local secondary college** gets the opportunity to be in the thick of things at school: praying and supporting both students and staff alike, taking assemblies, leading lessons and praying in assembly every day.
- ✓ We have developed our relationships with the local primary schools, originally through **Open the Book** assemblies and visits to the church for their Christmas services.
- ✓ We have had the opportunity to go and support their RE education through **Grill a Christian** events, leading services, and teaching lessons.
- ✓ In the CofE Primaries we now run a **Bible Focus Week**, when we lead assemblies, open up the Bible, answer questions, and run **Prayer Spaces**.
- ✓ We also have helped and supported staff in their OfSTED and SIAMS inspections and have helped two primary schools achieve 'outstanding' on their most recent SIAMS inspections.

THE CONTEXT

Past, Present, Future

LOOKING BACK

Lutterworth is a market town in southern Leicestershire, and the Parish Church, dedicated to St Mary, has been a large and significant Church for many centuries and is an associate member of the Greater Churches Network (churches displaying cathedral-type characteristics due to their age, size or historical and ecclesiastical importance).

St Mary's is the parish church, at the centre of the town, with busy access footpaths running through the churchyard. There is no church hall, but the PCC own the Church Gate Centre, a small building on the edge of the churchyard. The church building is open daily and welcomes local and international visitors who come to visit Wycliffe's church.

Work with children and youth has always been a focus for the church; in 2008, with the help of the Diocesan Young People for Life Fund, a full-time Youthworker was appointed.

When the Rector retired, all three churches expressed a desire to deepen faith and reach out into the local communities. The Parish Profile revealed an emphasis on flexibility and variety beyond traditional Anglican services, including comments such as "We believe in every-member ministry", "Prepare and encourage others in leadership", "We want a new depth of teaching" and "We believe we are in a strategic position to spread the Good News to those who live outside our geographical boundaries".

There has also been a steady work to improve the building and facilities. Around the millennium, much was achieved to improve the churchyard and add toilets and a café area in the church building.

SOME FACTS

- Town population ~10,300 in 2016
- 600+ new houses added since 2011
- Good connections to motorway; limited public transport.
- Facilities include supermarkets, post office, banks, sports clubs; two surgeries, leisure centre and cottage hospital.
- Surrounding village residents travel into town facilities, shops and schools.
- 3 primary schools and 3 secondary schools
- 98% white British
- 67% Christian, 32% no declared religion, 1% other faiths
- Low Unemployment, moderately affluent
- largest age group are those aged 45-59
- Bitteswell village pop 500, NSA 24
- Cotesbach village pop 200, NSA 14

RECENT YEARS

Since 2013, Lutterworth Church has seen significant growth: not just in terms of Sunday attendance, but in development and consolidation in many ways.

The church has good relations with the six churches in the town; due their smaller size, outreach or other events in the town are often co-ordinated by Lutterworth Church.

Three years ago, some improvements were made to the Church Gate Centre so that it could serve better as a base for youth and children's work and the Lutterworth and Villages Foodbank and there are plans for building work in the coming year.

OPPORTUNITIES FOR THE FUTURE

- Currently Lutterworth Church is consolidating the fresh expression **Church at 4**, whilst considering the next, possibly on the **Swift Way estate**, where currently no church meets.
- Harborough District Council has identified land adjoining the eastern boundary of Lutterworth as one of the District's two preferred Strategic Development Areas to build a new town, **Lutterworth East**. This will have a population of 7,000, a small retail centre and primary school, relying on existing town facilities for everything else. Part of Lutterworth East would fall within the parish of Misterton, a very small church within the Avon Swift Group (NSA:17). We are keen to explore how a new congregation might be planted here.
- **Magna Park** lies within the parish of Bitteswell: the largest dedicated strategic logistics parks in Europe. Workplace chaplaincy opportunity for the 9,000 workers is huge but requires creative planning due to the complications of unsocial hours of shift changes and the lack of central facilities; significant financial resources would need to be found for this.
- We have recently been offered the opportunity by **Cross-Counties Radio** to host and present a regular programme about spiritual and moral issues. They are also interested in streaming our church services.
- There are exciting **Building Development Plans** for both St Mary's Church and the Church Gate Centre.
- For the last few years we have been praying through a vision for a **Community Provision** for adults with complex physical and mental limitations. We envision a hub that resources and supports not only the presenting needs, but through an holistic approach lends a wider support than government and other institutions are able to offer.

LEADERSHIP

Serving Jesus together

Our Current Leadership

We are led by Revd **Charlie Styles**, incumbent since 2013. Charlie's main gift is in Bible teaching and encouraging and developing gifts in others. There are four **Reader Ministers**, each with different specialities, with one in training. We have a **Pastoral Assistant (PTO)**, a **Children and Families Minister**, and a part-time **School Chaplain** based at Lutterworth College

We have an **active PCC** with good balance of ages, backgrounds and experience.

- Vic, churchwarden, in post since 2015, although work commitments limit his time and availability in parish;
- Tricia, churchwarden, appointed in 2017 and (being retired), has more time availability, and brings experience as being warden and administrator – in a previous church.
- Two other deputy churchwardens (who have availability during week days)
- Peter, treasurer of many years' experience, who is a full-time volunteer in the Office.
- Merry, full-time Church Manager.

It has been a challenge for the leadership to keep so much going well and yet to keep focussed on Jesus. The primary difficulty is that due to the organisational structure of an Anglican church, so many responsibilities and duties rest with the Rector as sole ordained member of the clergy.

The functioning of the PCC has also been streamlined over the past four years. There is an annual Strategy Day where the year's activities are reviewed and the vision for the church is renewed and clarified for the year ahead. The activities of the church fall under the oversight of one of the Strategic Teams, which report regularly to PCC. (See appendix). This makes the PCC a strategic body with a manageable workload.

Mutual Support and Accountability

The **strength** of the team is seen in the mutual encouragement and support that all experience. The staff team has become more united in purpose over recent years. The central office, overseen by the Church Manager, acts as a busy hub to co-ordinate the wide and varied ministries undertaken.

- There is a weekly organisational meeting for all those available on a Wednesday morning.
- The wider team meet for lunch and devotions every Wednesday to build relationships: learning and growing together.
- Staff are encouraged to have an external mentor/spiritual director, take an annual retreat (funded by PCC), attend regular training conferences and build wider support networks.
- In normal circumstances each team member will have a weekly opportunity to be in a church service without being on duty.

With these practices now well-established in house, the team is able to provide a wealth of activity and variety in ministry, but vigilance and care has to be taken to avoid overload.

Sending and Reproducing Leaders

The church here has a good track record of raising up new leaders.

- There are currently two serving clergy in the diocese of Leicester who first began exploring their vocation to ordained ministry whilst in Lutterworth. There are currently two members of the church considering their **vocation to ordained ministry**.
- We have four serving **Reader Ministers** and one in training. All these have different ministries, some based around St Mary's midweek and others in their workplaces. They have developed and grown into specialist roles for which they are best suited.
- We invest in the **training of our team**, including sending staff (both paid and unpaid) on retreats and conferences and enabling them to take courses to equip and qualify them for further ministry. In recent years this has led to former members and staff stepping out in exciting new ministries – with an inevitable cost to the church in Lutterworth.
- For the past four years we have recruited and trained interns of different sorts. Currently we have two **Ministry Trainees**, who are involved in a wide range of church activities and are part of a weekly training course run by the Midlands Gospel Partnership.

A CURACY WITH US

THE INCUMBENT'S UNDERSTANDING OF A CURACY

“I would want any curate to come and join in – to be part of the church family and learn and grow as one of us. A Christian minister is called to follow Jesus before doing or being anything else.

“I will give the curate significant time to reflect with me on the ministry across the benefice to study the bible and pray together and to discuss his/her own development and growth. I would hope that, as our relationship develops, we would be able to offer one another encouragement and critique to ensure that we both develop in character, gifts and wisdom.

“A curacy is time to learn and grow – by watching, talking, planning, doing and reflecting. My role would be to lead in this process, to ensure that any curate was given enough time to self-reflect and enough input from me to ensure that the progress is always forward.

“I think too that the incumbent-curate relationship should be a safe place to question and evaluate all the theory that is learnt in IME and be challenged to ensure that the foundations of ministry are strong enough to support a lifetime of service.”

POTENTIAL AREAS OF RESPONSIBILITY

We hope that any curate would be willing to serve alongside us, displaying a servant-heart and godly attitude. A curate is a leader-in-training, and so we would expect the curate to grow into the role of junior vicar, taking increasing responsibility. We would also be expecting a curate to help us develop future plans and serve in them.

There is scope for the curate to take a lead in one of the new outreach activities we would like to develop in areas of new mission:

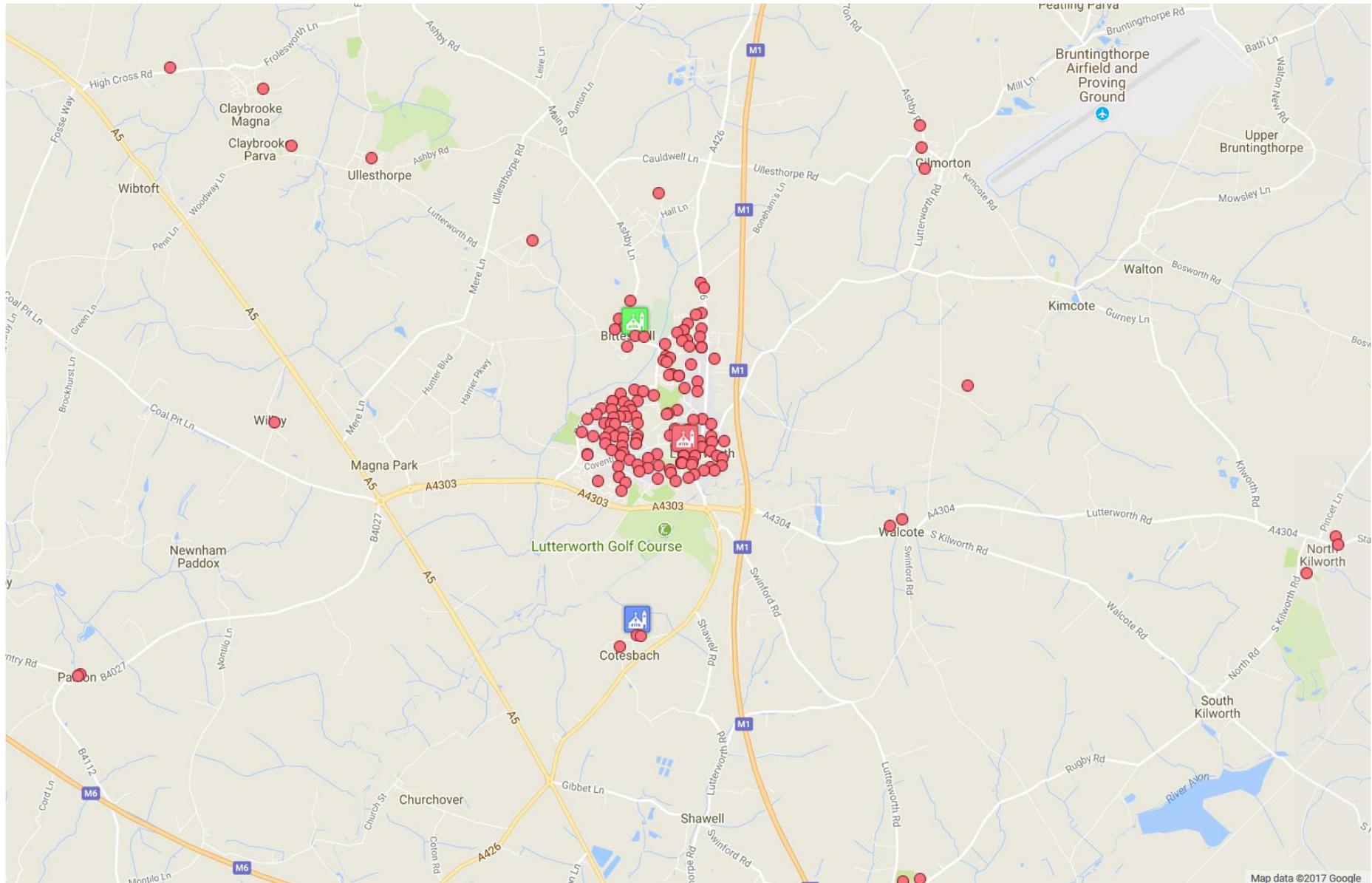
- **The Swift Way estate** (a significant area of our town with which we have few links, with mixed housing and social make-up).
- **Magna Park** (the large industrial and distribution centre in Bitteswell parish, where there is no visible Christian presence and witness).

We are also developing growing partnership with **Avon Swift**, a neighbouring benefice of eleven rural parishes. It is intended that the curate will work in partnership with Avon Swift and across the deanery. Details of ministry in context are to be agreed between curate, training incumbent and in co-operation with the diocese.

In the past few years we have tried a number of things, but most have been based in St Mary's church building. We are excited about the possibilities of beginning new work beyond the church walls. We would hope that this could provide a good forum for a curate to be involved as a member/leader of the team.

Depending on the gifts and passions of the particular individual, we would expect the curate to help lead one of our areas of ministry, giving them an area of focus. Our ministry is overseen by strategic teams: Outreach & Welcome, Under 18s, Worship & Discipleship, Prayer & Pastoral and Management.

APPENDIX 1: MAP OF CHURCH MEMBER LOCATION



APPENDIX 2: STRATEGIC RESPONSIBILITIES

Responsibilities

Bishop

Lead Minister

Churchwardens

The Parochial Church Council

Worship & Discipleship

Expertly and Deeply-Applied Bible Teaching

Network of well-led Small Groups

Support and encourage Every-Member ministry

Church Worship Services in a variety of times and styles

Developing Musical Tradition & Expertise

Prayer & Pastoral

Thorough system of Pastoral Care

Support for the bereaved

Offering dynamic prayer ministry

Committed Individual, Group and Public Prayer

Management

Safe, comfortable and well-equipped Buildings

Clear, creative methods of Communication

Efficient, professional administration and management

Outreach & Welcome

Varied annual pattern of Outreach Events

Regular Enquirers/Nurture Courses

Welcoming All to an hospitable church family

Under 18s

Growing external Chaplaincy in schools

Focused Ministry for Children and Young People Work

Involvement in all our local schools

Support for families

Outreach to children and young people

Business Management

Balanced budget, with clear accountability to the PCC

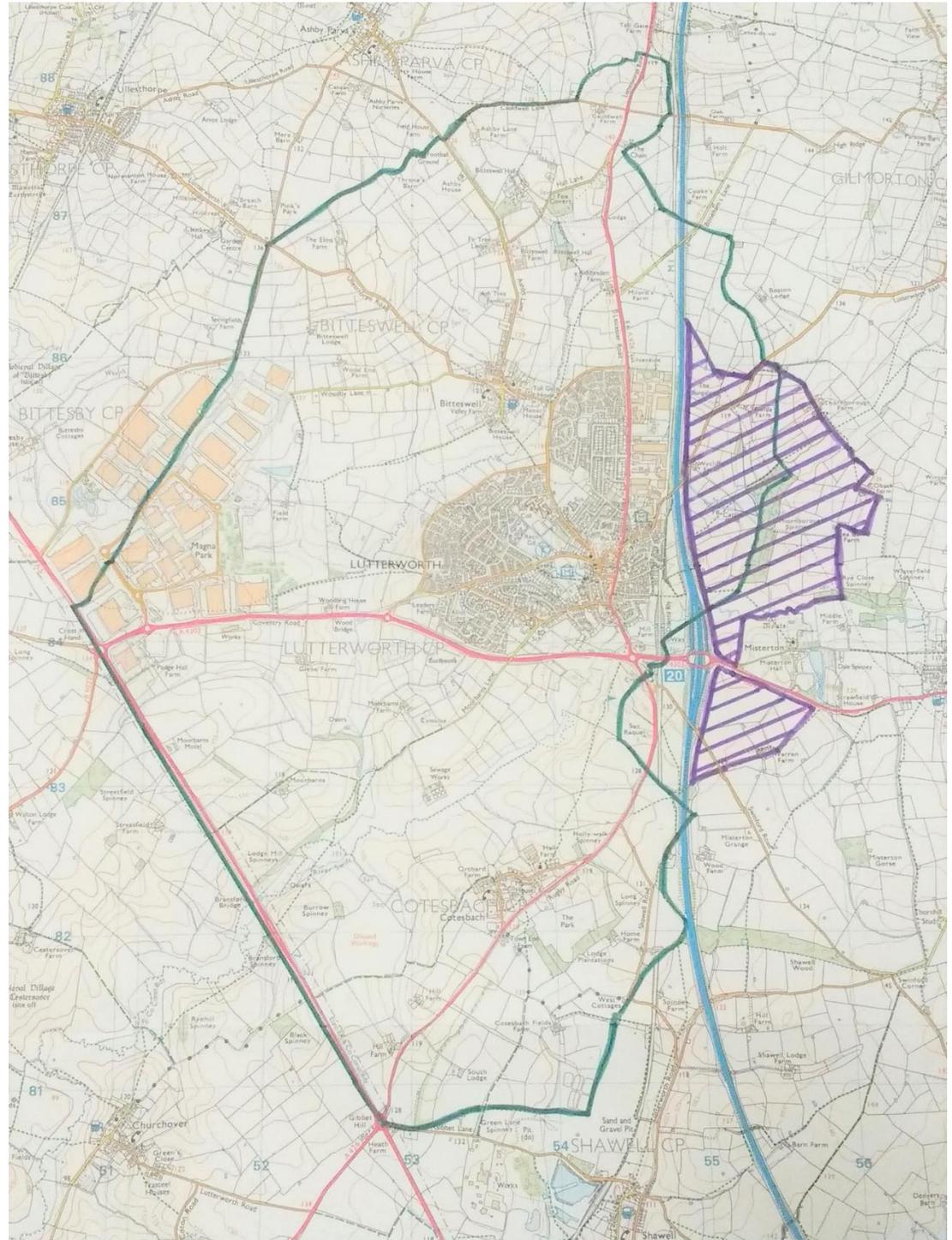
Best practise in recruitment, employment, support and training of staff

Foodbank Steering Group

Serve the community, especially the needy

APPENDIX 3: PROPOSED SITE OF LUTTERWORTH EAST

The green line denotes our beneficial boundary, whilst the purple shading marks the proposed site of 2,500 new homes.



APPENDIX 4: LONG-TERM DISCIPLESHIP PLAN

Year Season	Spring 1 January- Lent	Lent- Easter	Spring 2 Post Easter- July	Summer Holidays	Weekend Away	Autumn 1	Autumn 2	Advent to Christmas
2013	Lectionary	Lectionary	Lectionary	Lectionary	Philippians	1 Corinthians: 1 – 5		Lectionary
2014	Meet Jesus: Luke 4-8	Lectionary	Faith in the Real World Genesis 12-22	In my Heart, Off by Heart: Memory Verses	-	Bible Prayers: Learning to Pray Like a Saint		Lectionary
2015	Meet Jesus: Luke 9-11	Lectionary	The Anointed: Samuel, Saul & David 1 Sam 1-17	In my Heart, Off by Heart: Memory Verses	Shine Like Stars: Ephesians	Love One Another: Epistle & Gospel		Lectionary
2016	Meet Jesus: Luke 12-18	Lectionary	Bible Overview: Genesis to Revelation	Psalms	Aliens & Strangers: Daniel & 1 Peter	Gospel in 4 words	Jesus is...	Lectionary
2017	Meet Jesus: I am...(John)	Lectionary	Old Testament Heroes: Samuel, David	Victory or Death: Seven letters to seven churches Rev:2- 3	Lost Son: Luke	8 vision words & James (Life Groups)	Cross Reference: Old Testament Prophecies on Jesus	Lectionary
2018	Meet Jesus: 7 Encounters (John)	Lectionary	Acts (Holy Spirit) Isaiah	Disciplines of Christian Faith	Ezra & Nehemiah	Ways to Live: Galatians or Old Testament	Bible Verses on Salvation: Justified by faith, born again, repentance...	Lectionary
2019	Meet Jesus: Cradle to Crown	Lectionary	Old Testament Heroes: Joel	The Lord's Prayer	?	What is a Christian? Life's Big Questions	What is a Christian? Life's Big Questions	Lectionary

APPENDIX 5: 2018 YEAR PLAN

JANUARY

Fr 5 Christmas Clear Up
Su 7 Bitteswell Christingle
We 10 Marriage Course Begins
Tu 16-17 24 hrs of Prayer
Su 21 Vision Sunday
We 24&Th 25 Encounters Course Begins

FEBRUARY

Su 18 Newcomers' Tea
We 14 Ash Wednesday HC
Lent Reflections Begin
Mo 19-23 Sherrier School Bible Week
Tu 20 Christening Course Begins
Su 25 Guides Founder Day
We 28 Prayer Training Begins

MARCH

Fr 2 Women's Day of Prayer
Sa 3 Growing Young Disciples Conf
Su 4 Churchyard Working Party
Sa 10 Using the Gifts of the Spirit Conf
Su 11 Mothering Sunday
We 14 Mental Health Training Event
Tu 20 Passover Seder Teaching
Evening
We 21 Speaking & Reading Training
Evening
Fr 23 Choral Society Concert
Su 25 Palm Sunday Walk
Su 25 Palm Sunday Choral Evensong

Mo 26-30 Holy Week
Morning Prayer
Devotions
Compline
Th 29 Passover Celebration Meal
Fr 30 Good Friday Narnia Experience
Bitteswell Easter Communion
Bitteswell Easter Gardens
Cotesbach Good Friday Reflections
Contemporary Stations of the Cross
Sa 31 Service to Remember

APRIL

Su 1 Easter Sunday
Tu 10 Alpha Course Begins
Su 22 Archdeacon's Visit
Su 22 Bitteswell APCM
Mo 23 Lutterworth APCM
Tu 24 Cotesbach APCM

MAY

Mo 14-20 Thy Kingdom Come –
Week of Prayer

JUNE

Tu 5 Christening Course Begins
Su 17 Newcomers' Tea
Mo 18 Parents Training Evening
Fr 22 Novus Cantores Concert

Fr 22&Sa 23 Safeguarding Training

JULY

Su 1 Bitteswell Cream Teas
Tu 3 School Leaders' Reception
We 4 Youth BBQ
We 4 Ministry Trainees Presentations
Th 5 Sherrier School Leavers' Service
Su 8 Lutterworth Carnival
Tu 10 Mothers' Union Summer Lunch
Th 12 Funeral Directors' Reception
Su 15 Church Family BBQ
Mo 16-20 Rest Week
Fr 27 Summer Club Training
Mo 30-3 Summer Club

AUGUST

Fr 3 Summer Club BBQ & Celebration
Su 5 Summer Club Thank you Service

SEPTEMBER

Su 2 Bishop's Visit
Fr 14-16 Church Weekend Away
Sa 15&Su 16 Cotesbach Heritage Weekend
incl. Art Exhibition
Th 20 Confirmation Classes Begin
Su 23 Newcomers' Tea
Fr 28 Macmillan Coffee Morning (Bitt)
Sa 29 Macmillan Coffee Morning (Lutt)

OCTOBER

Tu 2 Safeguarding Training
Th 4 Lutterworth PCC Strategy Day
Tu 9 Mothers' Union Communion & Tea
Th 11 Safeguarding Training
Sa 13 'Called Together' Licensing Service
Tu 23 Christianity Explored Begins
Sa 27 Mother's Union Fundraising Day
Su 28 Churchyard Working Party
We 31 Bright and Light Party
TBC Christening Course Begins
TBC John Wycliffe Harvest Festivals

NOVEMBER

Su 4 Confirmation Service
Su 4 Walk and Bonfire
Mo 5-10 Lutterworth in War Time
Su 11 Remembrance Sunday
Fr 16 Choral Society Concert
Sa 17 Bitteswell Autumn Fair
We 21 Prayer Feast
Tu 27 Sherrier School Christingle
Fr 30 Lutterworth Lights Switch On

DECEMBER

Su 2 Lutterworth Santa Fun Run
Su 2 Advent Service
Sa 8 Christmas in the Yard
Su 9 Novus Cantores Service
Th 13 Rooted Youth Christmas Party
Fr 14 Christmas Cheer
Sa 15 Contemporary Carols

Su 16 Bitteswell Carol Service
Su 23 Treehouse Outreach Event
Su 23 Service to Remember
Mo 24 Crib Service
Cotesbach Carol Service
Bitteswell Communion Service
Midnight Communion
Tu 25 Christmas Day Services
TBC Sherrier School Carol Service
TBC John Wycliffe School Carol Service

REGULAR EVENTS

WEEKLY

Sunday Services
Treehouse Children's Group
Wednesday Holy Communion
Tuesday Listening
Foodbank Distribution Sessions
Youth Drop-In
Life Groups
Little Acorns Toddler Group
Rooted Youth Group
Church Cleaning Team
Staff Lunch and Devotions
Historical Tours
Church Leaders Prayer Meeting
Open the Book in Primary Schools
Busy Fingers Craft Group
Church Leaders Prayer Meeting

MONTHLY

Saturdays
Share and Care Dementia Support Group
Messy Church
Lutterworth PCC
Friendship in Loss Lunches
Communion in Care Homes
Foodbank Steering Group
Lutterworth with Bitteswell Mothers Union

TERMLY/HALF TERMLY

Bible Teachers Meeting
Bitteswell PCC
Cotesbach PCC

ANNUAL

Vision Sunday
Marriage Course
Fire Safety Training
'Are you Ready?' Course