

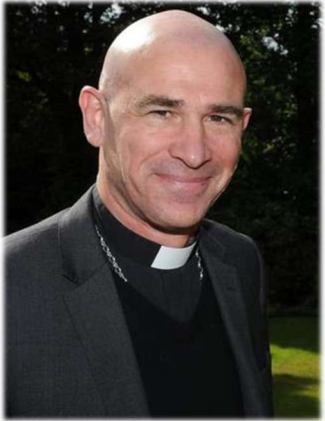
**Oversight Minister (Vicar Designate)**

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# Bishops' Statement



There is no denying it: these are challenging times in the Diocese of Sheffield. But by the same token, these are exciting times for us. No-one has any doubt that in 2025 the Church of England in South Yorkshire and the East Riding will look very different from the way it is now — but equally no one is yet very clear about the shape it will take.

Our plan is an ambitious one and we are hungry for change. We are asking tough questions: Will the whole people of God be mobilised for the whole mission of God? What will morale be like, among key lay and ordained leaders? Will attendance figures be in decline or growing? Will there be more stipendiary incumbents or fewer? Will there be more congregations or fewer? Will we raise up a dynamic community of '[Lights for Christ](#)'? Will we grow a praying community of 2025 by 2025?

These questions were already pressing ones for us before the recent pandemic and cost of living crisis; they will surely be even more urgent for us now.

In this context, the appointment of a new Oversight Minister for St Lawrence Hatfield in the Flowing Waters Mission Area is even more important. As a thriving worshipping community surrounded by areas of spiritual and material need we long to see the church of Christ flourish here – with every person who is baptised confident to shine as a light for Christ in the world to the glory of God the Father.

This parish is in the process of formally becoming a single parish with St Edwin's, Dunscroft with one PCC and one church building, although we effectively merged long ago when St Edwin's building was closed.



This area is now seeing fairly extensive housebuilding and so we are seeking a dynamic leader who is charged with exploring the missional opportunities to achieve growth and enhance community engagement, particularly where there has been little involvement in the past. We anticipate a high level of collaboration with the clergy and people of the other parishes in the Mission Area, seeking opportunities to do things together that couldn't otherwise be done alone.

In this Gospel adventure for the sake of the coming kingdom of God, we are seeking someone with liturgical fluency and fluidity, with a passion for teamwork and for developing leaders, and with a vocation to growing disciples and the empowering of the whole people of God for the whole mission of God.

We are praying that the Lord will bring to us an enthusiastic priest with a strong sense of vocation to this task at this time; a person of faith and hope and love in God; someone who laughs easily and has a zest for life in Christ; with a sense of adventure, unafraid of failure and reliant on the grace of the Holy Spirit. If that might be you, we would love to explore with you the possibility that the Lord is calling you to this role.

With every blessing,

+ Pete Sheffield

*The Rt Revd Dr Pete Wilcox  
Bishop of Sheffield*

+ Sophie Doncaster

*The Rt Revd Sophie Jelley  
Bishop of Doncaster*

# St Lawrence in context



The Snaith and Hatfield deanery is an exciting place to be with a variety of contexts, including towns and rural communities and having congregations with distinct characteristics. The area is growing and has several new housing developments. This brings its own set of challenges but also opportunities as can be seen in the varied way each church is seeking to build the kingdom in their parish. There are 22 single parishes including a diocesan resource church.



Hatfield is in the Flowing Waters mission area along with Thorne and the benefice of Stainforth. The church plays a significant role across this broader canvas. Besides supporting the regular joint mission area services, members of the gifted staff team provide ministerial support covering occasional offices in the mission area from time to time. It is hoped that the successful candidate will enjoy working collegially with encouraging and gifted colleagues in the mission area and will be happy to use their gifts to support others and receive help or advice when needed. Coming to Snaith and Hatfield means joining a friendly and supportive chapter and synod where there is an increasing sense that the diocesan strategy is taking root. Increasing numbers of people are becoming Focal Ministers which is releasing the missional energy of church members. It really is a good place to be!

The Rev Tim Mitchell  
*Area Dean*



The Church Commissioners have invested in the exciting vision and strategy of the Diocese of Sheffield by funding a number of posts designed to be locally accessible resources for the parishes and people of the wider diocese. They have funded my role, which is to support the local churches to be released into their calling and gifting by organising their ministry into that of Oversight (usually ordained) and Focal (the local, public face of a certain aspect of the life of the church). Primarily I offer coaching and mentoring to Oversight Ministers (usually monthly), along with all other aspects of support to the mission Area.

The Rev Clive Hogger  
*Associate Archdeacon-Transition Enabler*

# Opportunity and Vision

## The Opportunity

The Diocese of Sheffield is made up of Church of England organisations located throughout South Yorkshire and the southern parts of the East Riding of Yorkshire. It comprises parishes, schools, chaplaincies, missional communities and other organisations all united by their common Christian faith.

It is an Anglican diocese that is made up of a diverse community of mission-focused people who are seeking to transform their lives, and the lives of others, by sharing the Christian faith. Since the creation of the diocese in 1914, the shape of the villages, towns and cities may have changed but the people are still vibrant, energetic and passionate about serving our Lord Jesus Christ.

In December 2020 the Diocese of Sheffield was awarded a grant of £4.92 million from the Church of England's Strategic Investment Board to support our ambitious transformation strategy over the next 5 years. This funding has enabled us to recruit and deploy a number of parish-facing roles who will support the work of our Oversight and Focal Ministers as they Renew, Release and Rejuvenate the parishes of the Diocese.

Included in those roles alongside our Associate Archdeacon-Transition Enablers are teams supporting parish finance and care of our buildings. There is also enhanced support for the nurture and development of Focal Ministers. As we seek to mobilise the whole people of God for the whole mission of God, our "Lights for Christ" programme will help churches develop their members' discipleship so that every baptised person shines as a light for Christ in the world to the glory of God the Father.

## Our Vision

As a diocese we have been "called to grow a sustainable network of Christ-like, lively and diverse Christian communities in every place which are effective in making disciples and in seeking to transform our society and God's world". Every day around the diocese, dedicated, creative and passionate people are working together in the mission of God, who long to see the Body of Christ grow in depth and in numbers. We long to see every disciple and the whole Church serving our wider society as salt and light.

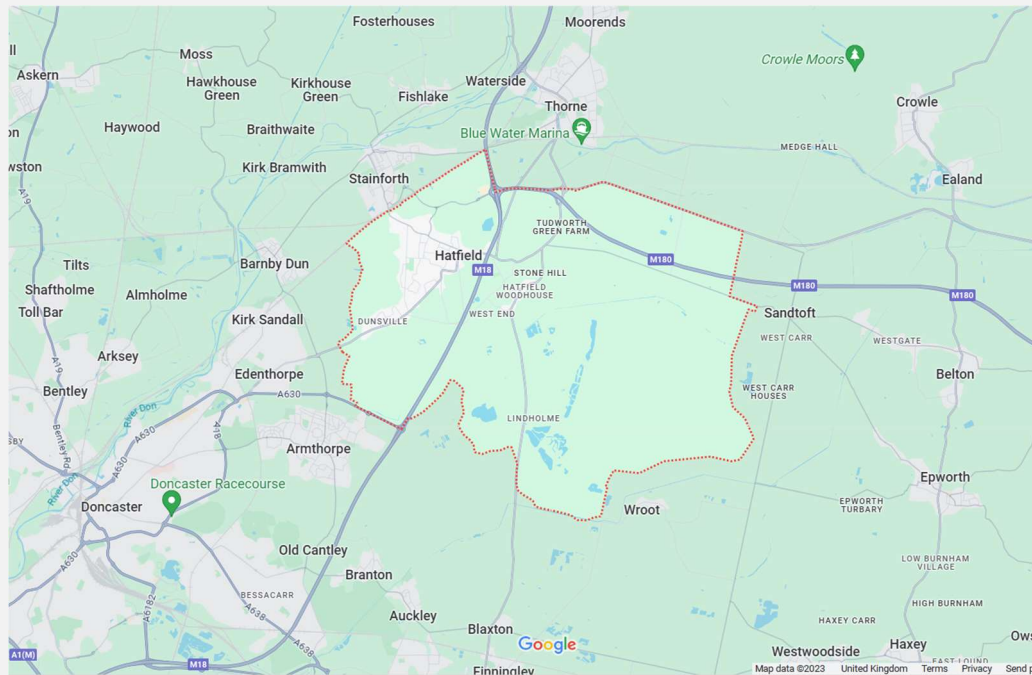
Hatfield, St Lawrence  
in the Diocese of Sheffield



# Introduction to the Civic Parish of Hatfield

Hatfield is a town with the atmosphere of a village, and civic parish in the City of Doncaster, South Yorkshire. It had a population of 17,142 at the 2021 census. <https://hatfield-tc.gov.uk/town-council>

The local -Doncaster East and the Isle of Axholme- MP is Nick Fletcher (Conservative)



Unity, one of the largest regeneration and infrastructure projects of its kind in the UK is being built and planned right on the doorstep! To the North of Hatfield and Dunscroft it will provide over 3000 new homes and town centre, school and transport hub and over 210 acres of land dedicated to a variety of new commercial uses. See map in Appendix 2

Hatfield: St Lawrence

Dunscroft: St Edwin

## Overall Deprivation

The population of this parish is **10870**. It ranks **3375** out of **12382**, where 1 is the most deprived parish.

This means that the parish is relatively deprived compared with other parishes in the country.



## Overall Deprivation

The population of this parish is **6437**. It ranks **766** out of **12382**, where 1 is the most deprived parish.

This means that the parish is among the most deprived in the country.



## Parish Statistics

### 2021 Census

White	95%
Age <17	18%
Age 18-64	62%
Age 65+	20%
Christian	53%
Other	10%
No Religion	37%



# The Civic Parish (continued)

## Open Space

We are lucky enough to live in close proximity to a large swathe of the Humberhead Peatlands, which comprise of Thorne, Hatfield, Goole, and Crowle Moors and are designated as National Nature Reserves. It represents the largest area of raised bog wilderness in lowland UK at 2,887 hectares in size.

In our benefice are two much used and valued greenspaces, Jubilee Fields (Hatfield) and the Green Flag awarded Quarry Park (Dunscroft/Dunsville), which are regularly maintained by a group of dedicated volunteers.

## Prisons

There are three prisons in the parish – HMP Moorland, HMP & YOI Hatfield and HMP Lindholme, all of whom have Anglican chaplains.

HM Prison Moorland, Bawtry Road, Hatfield Woodhouse, Doncaster DN7 6BW is a Category C men's prison and Young Offenders Institution, near Hatfield Woodhouse. In September 2002, HMP/YOI Moorland merged with HMP/YOI Hatfield, Thorne Road, Hatfield Doncaster DN7 6EL, which is a Category D men's prison and Young Offenders Institution for men aged 18 and over, with a shared governor and senior management team.

HM Prison Lindholme, Bawtry Road, Hatfield Woodhouse, Doncaster DN7 6EE is a Category C/D men's prison for males over the age of 21. HMP Lindholme is committed to providing a safe and educational environment where prisoners can learn new skills to help them on release. 'Lindholme' operates a multi-faith Chaplaincy Team with a Managing Chaplain.

Many years ago, Hatfield Church organised a team of regular prison visitors. This practice diminished as the congregation aged and with the change of incumbents. However, pre-Covid, the ministry team and members of the congregation would arrange to attend in a group for significant festival services; especially to join in with the prison Christmas Carol Services – again, this practice dwindled, mainly due to the ongoing risks associated with Covid.

## Schools

There are seven schools within the parish with whom we have developed every stronger relationships. Travis St Lawrence CofE Primary School lies over 2 sites to the North of the church on Cuckoo Lane. The school recently joined the Diocese of Sheffield Academy Trust (DSAT): with an age range of 3-11, there are approx. 420 pupils. Our incumbent and 3 PCC nominated Governors sit on the local school board. We have a very close relationship with the school.

# The Parish of St Lawrence, Hatfield



*The Parish Church of St Lawrence, Hatfield*

## Parish Statistics

	<b>2022</b>	<b>2023</b>
Electoral Roll:	144	137
Weddings:	15	14
Baptisms:	55	25
Funerals:	65	43
Common Fund:	£40,008	£40,008

The Parish of St Lawrence currently includes Dunsville, Hatfield, Hatfield Woodhouse and Lindholme. The church of St Edwins, Duncroft closed in 2019, since which time we have been joined by the worshipping congregation. We are in the final stage of completing a pastoral scheme to unite the benefice of St Edwin and St Lawrence into one single parish benefice known as the Parish of St Lawrence Church, Hatfield.

As the information re UNITY project and charts detailing deprivation indices on the previous pages and appendix 2 indicate, the united parish integers have and will increase not only in terms of parishioners, but also in terms of deprivation and socio-economic indicators.

The Church is an ancient grade 1 listed building with all the challenges that go with structures of that age. We were granted Major Parish Church status in 2022, and more recently have achieved the ARocha Bronze eco church award.

The Domesday Book mentions a church and priest at Hatfield and it is also thought that Edwin, King of Northumbria built a church here, probably wooden, and on the same site, and this is testified to by the writings of the Venerable Bede (circa 673-735).

The present church was probably begun in the 12th century (circa 1150), has 13th century arcades, but it is now mostly a 15th century building. The lower West end and Nave Aisle walls are 12th century, and three small Norman windows remain at this end. The inner doorway of the South Porch and the West doorway too, are also 12th century, The Nave arcades, five on each side are 13th century, replacing the original Norman work but still maintain the general impression of a Perpendicular church.



# Our Team

We are blessed with an **Authorised Ministry Team** comprising:-

Rev Gill Salter: SSM Curate

Rev Joyce Barker: PTO Priest

Beryl Adamson and Viv Stubbs: Readers

Carol Rashid: Reader and Final Year Ordinand

Anita Jepson and Anne Render: Pastoral Workers

Dianne Fox: Worship for Today Leader

Rachel Ridler: Youth, Children and Families Worker (Paid)

Our Youth, Children and Families Worker is employed and managed by the Diocese of Sheffield through the Centenary Project. This means that she is supported with line management, mentoring, networking with other workers across the Diocese and part of regular hub events and training courses. This means that St Lawrence only needs to provide the funding for the post and a support team made up of members of the congregation.

We have a 19 strong PCC, made up of lively and committed Christians, all with a desire to take the ministry of the church forward under God's guidance. We meet monthly and as required for more detailed consideration of items of especial importance. The recently established Disability Inclusion group meet as required and feed back to PCC and the wider community on a regular basis. There is also a Standing Committee who meet as required. Our Safeguarding officer is Andy Green, Treasurer Karen Blair, Buildings Officer Terry Raper and Wardens Vera Owen and Viv Stubbs. Rosh Milner provides 9 hours per week project Management under paid contract.

## Focal Ministry

The Diocese of Sheffield is committed to the encouragement and development of the ministry of all believers. This specifically includes lay leaders and Focal Ministers. [Focal Ministers](#) are a key part of the diocesan strategy. There are currently seven people preparing for Focal Ministry and the expectation is that you will work with them in their continuing ministry.

## Hatfield Church Building Trust

This is a registered charity, concerned with the restoration, preservation, repair and maintenance of the church building. There are 2 PCC nominated and 1 town council nominated Trustees. The main fundraising arm of the Trust is 'The Friends of Hatfield Church Building Trust'. The Friends committee works very hard and has raised many thousands of pounds for our wonderful building.

## The Endowment Trust

All but 2 of the historic endowments have been amalgamated into the Endowment Trust.

## Volunteers

We have some wonderful volunteers who serve in all areas of church life and mission. Our people are actively engaged in projects such as the DN7 Community Foodbank and events at the local library. Too many to be named individually, but none the less appreciated and valued.

## The Barn Field and Barn

Adjoining our closed churchyard (which is maintained by Doncaster City Council for us) lies our Barn Field and Barn. The Barn serves as our community building, with a capacity of 40. The redevelopment of this facility is a historical project that the PCC have committed to, and are currently considering how to bring to fruition.

# Our Worship



## **Café church**

Our fortnightly Café Church is a new congregation that was launched in September 2023 off the back of a successful Messy Church that wasn't quite meeting all of our needs. It meets more regularly and provides an informal service that is welcoming to all generations, not just families, and allows generations to mix, worship and learn about faith together. It has a small band to lead worship, with the congregation sat around tables to encourage chatting, coffee and refreshments available throughout, and creative activities planned to allow people to respond to the message of that week. It is also our first service to be regularly live streamed online. We encourage as many people as possible to take part in the running of this service, with the contributions of children and young people encouraged.

## **Children and young people: Worship**

Our Youth, Children's and Families Worker, Rachel, works hard to ensure that children and young people have both their own spaces to learn about and worship God, and are included in the other activities and worship in church. We have a dedicated children's corner in church, and regularly make our celebration services family friendly, such as Christingle, "Pet Palm Sunday" and Summer Club Celebration Services. Each age group has their own groups, included Little Lions Toddler Group, Children's Summer Club and Hatfield Heroes Youth Group. We welcomed 1400 adults and 1790 children to one off events and services during December 2023.

## **Children and young people: Outreach**

As well as groups, we also have many ways that we engage with children and young people in our community. Rachel visits our 7 local schools regularly to provide RE support, collective worship and other workshops and activities. We run a Pre-Loved Uniform Bank to encourage uniform to be recycled and provide affordable uniform locally. We also organise half term activities for families such as free crafts in church, pancake parties, treats in the churchyard and beetle drives. These activities enable us to make new relationships in the community by meeting their needs and to then invite them to our other groups and services.

In terms of worship, St Lawrence's is a 'Broad Church'. On a Sunday morning, the Eucharist/Communion is robed with a liturgy and music that can enable a sense of awe and reverence.

On alternate Sundays there is 'Café Church' which is a more informal gathering around tables with good quality refreshments, prayer, song, activities and a talk.

On Wednesday morning there is Holy Communion at 10am. This is a 'said' service with a short talk but still with robes and reverence. The mainly retired people who attend this service appreciate a shorter service with no music.

Prayer is so important to the worship at St Lawrence's. We are open to different styles of prayer from silence to New Wine, Creative Prayer to using Icons. We are reintroducing Healing Services and prayer ministry is available after all the services.

# Our Vision and Mission



The PCC have recently agreed the following Vision, Mission and Strapline:-

## Our Vision Statement

St Lawrence's is at the centre of our community; where all are welcomed and accepted, and where God is worshipped and faith is nurtured.

## Our Mission

We will:-

- Nurture Faith in all generations.
- Adapt and alter our building to make it fit for purpose.
- Build compassionate relationships within the community, reflecting the transforming love of God.

## Our Strap line

Welcoming All, Caring for our Community, Nurturing Faith

*“A city set on a hill cannot be hid.....so let your light shine before men; that they may see your good works, and glorify your Father who is in heaven”*

*(Matthew 5: 14/16)*



# The Vicarage

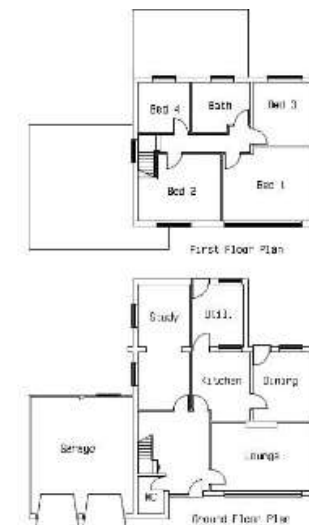


There is a possibility that the previous vicarage at Hatfield may be deemed to be unfit for purpose and be sold at some time soon. A decision will need to be made in consultation with the incumbent and PCC about the future official house of the parish.

In the meantime it is proposed that the former St Edwin's vicarage is used to house the new Oversight Minister. This is a well-appointed modern four bedroomed family house with two reception rooms, a convenient study, a double garage and front and rear gardens.

It is strategically well positioned within the parish, within easy walking distance of the parish church and of the main centres of population.

Address: 162 Station Rd, Dunscroft, Hatfield, Doncaster DN7 4JR



# Role Description

## 1. To oversee mission and ministry in the Mission Area.

- To share in the cure of souls across the whole Mission Area, developing strategies for connecting with, serving and witnessing to those who are resident in the area.
- To provide oversight, guidance and leadership in the parish, fostering a culture and practice of collaboration and teamwork and enabling the discernment, development, growth and implementation of vision in the form of a Mission Action Plan.

## 2. To resource the whole people of God for the whole mission of God.

- To encourage every church member to discern, develop and grow in the exercise of the gifts given them by God;
- To encourage all God's people to grow in their understanding of the mission of God and in confidence in their own calling as full participants in the outworking of that mission;
- To establish functional leadership structures which enable the flourishing of properly collaborative leadership and which give value to the contributions of all those holding responsibility.

## 3. To ensure mission and ministry in the Mission Area reflects the Christian faith as understood in the Church of England.

- To foster a working understanding of Christian faith and practice in the Church of England.
- To have regard to the calling and responsibilities of the clergy as described in the Canons, the Ordinal, the Guidelines for the Professional Conduct of Clergy, and other relevant legislation and guidance.

- To be ministers of both word and sacrament.
- To ensure excellence in safeguarding and care for all God's people, and full compliance with Diocesan and national safeguarding guidelines, policy and procedures.
- To oversee the working of effective governance and procedures with regard to the Church Representation Rules and other relevant legislation and guidance.
- To encourage and facilitate healthy and effective working relationships within and between the congregations, parishes, Mission Area, deanery and diocese.

## 4. To identify, nurture and develop leaders of the Mission Area.

- To take responsibility for the support and development of Focal Ministers and all church leaders, encouraging and actively participating in the diocesan programmes of learning, coaching and reflective practice.
- To model and promote healthy practices of self-care, attending to self-understanding, rest and recreation, prayer and spirituality.

## 5. To drive proposals to adapt our buildings.

- To be open to responsible risk taking and innovation

# Person Specification

		essential	desirable
<b>Qualifications and personal attributes</b>	<ul style="list-style-type: none"> <li>Recommended by their Bishop as suitable for Common Tenure Primary Responsibility.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>Shows capacity to foster collaboration between lay and ordained ministers (licensed, commissioned and authorised) and lay leaders.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>In Holy Orders for not less than three years.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>Experienced in leadership.</li> </ul>		Y
<b>Character</b>	<ul style="list-style-type: none"> <li>Models leadership on the example of Christ.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>Collaborative.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>Excited about mission and the diocesan vision and strategy.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>Committed to the breadth of tradition in the Church of England, mutual flourishing and the five guiding principles.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>Strong and mature personal faith, nourished by well-established patterns of prayer, worship, reflection and study.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>Personable</li> </ul>	Y	



	<ul style="list-style-type: none"> <li>Open to lifelong learning and development in self and others.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>Recognised as resilient, stable and trustworthy.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>Self-aware, - motivating and -accepting. Cares for self and for key personal relationships.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>Good sense of humour!</li> </ul>		Y
<b>Experience</b>	<ul style="list-style-type: none"> <li>Collaborative building and facilitating of teams, shared decision-making, delegation and accountability.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>Discerning, energising and enabling others in forming vision and in strategic planning</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>Inclusive and welcoming to all.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>Encouraging trust in God.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>Discerning, nurturing and developing the skills of others.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>Helping others shape and engage in mission and evangelism appropriate to the local context.</li> </ul>		Y
	<ul style="list-style-type: none"> <li>Knowledge, understanding and experience of diocesan and church structures, policies, and practices including Safeguarding, finance and governance, and building project work.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>Enabling others in their practice of self-care and personal development</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>Leading, managing and consolidating change.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>Conflict management.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>Encourage entrepreneurial skills in self and others.</li> </ul>		Y

	<ul style="list-style-type: none"> <li>• Holding the big picture.</li> </ul>		Y
	<ul style="list-style-type: none"> <li>• Enabling others in reflection, review and developing the mission and ministry of the church.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>• Building community through relationships of trust.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>• Inter-personal skills, including listening, communication, and exercising emotional intelligence.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>• Organisational skills and administration.</li> </ul>		Y
	<ul style="list-style-type: none"> <li>• Working with different generations and inter-generationally.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>• Working with different theological perspectives, church tradition, culture and life experience.</li> </ul>		Y
	<ul style="list-style-type: none"> <li>• Initiating and enabling working relationships between church, Mission Area, deanery and diocese.</li> </ul>	Y	
	<ul style="list-style-type: none"> <li>• Handling a complex workload and able to demonstrate a good work/life balance.</li> </ul>	Y	

# Finally...

Thank you for reading our Profile.

Please follow the links to find out more about our church and activities:-

[Hatfield St Lawrence Church](#)

[Facebook](#)

Further information may be found by following the link below:-

[https://drive.google.com/drive/folders/1x90u-9oYN7EzYmU39auvGKJZs9FCsriP?usp=drive\\_link](https://drive.google.com/drive/folders/1x90u-9oYN7EzYmU39auvGKJZs9FCsriP?usp=drive_link)

**For an informal discussion and/or visit please contact:**

or

**Clive Hogger, Associate Archdeacon**

**Email: [clive.hogger@sheffield.anglican.org](mailto:clive.hogger@sheffield.anglican.org)**

**Tel: 07706 358616**

**Javaid Iqbal, Archdeacon of Doncaster**

**Email: [Javaid.iqbal@sheffield.anglican.org](mailto:Javaid.iqbal@sheffield.anglican.org)**

**Tel: 07469 850723**



# Appendix 1: Mission Action Planning

## Mission Action Plan

The Diocese of Sheffield Mission Action Plan process covers ten sections of church life from vision and purpose to property resources. It is intended to help parishes identify the next steps that they can take in developing their mission and outreach.

[Mission Action Planning - The Diocese of Sheffield \(anglican.org\)](https://www.anglican.org)

## Our progress to date

During Autumn 2023 the PCC engaged in 2 workshops facilitated by our Associate Archdeacon. Under each of the ten sections, individuals scored the church from 1-4 against a set of statements. These scores were collated and an agreed common score reached. From this the PCC identified 3 areas of action for focus to take forward, with the desired outcomes described below:-

- **Vision, Purpose and Oversight Ministry**
  - To engage with our MAP regularly, focussing on development opportunities and implementing it
  - Our leaders pass on their learning to others and support them so that eventually everyone in our church is in a supportive learning relationship

- **Finance and Governance**

- All PCC members to be fully inducted and aware of their responsibilities with roles distributed appropriately
- That there is regular teaching linked to our missional vision and that we make full use of Gift Aid Small Donations Scheme in relation to our envelope scheme
- Our budget is reviewed regularly against actuals and cash flow forecasts

- **Children, Families and Young people**

- Our volunteers/staff receive regular support and training and represent the voices of our CFY in our PCC meetings and decision making, drawing others into serving with them
- CFY are fully integrated into the worship of the church, including training them to lead and shape the services. The worship is open to all and enables them to connect with God
- To have a positive relationship with our schools, serving them through regular lessons/assemblies and visits by a dedicated team so that young people join our church groups as result of these relationships

*As a diocese, we have been called to grow a sustainable network of Christ-like, lively and diverse Christian communities in every place which are effective in making disciples and in seeking to transform our society and God's world.*

*We believe that God's desire is for the Church to grow, to flourish, and to make a difference in the world. This is the purpose of our Mission Action Planning*

# Appendix 2: Unity Development map

