



archdeacons'

visitation news

Spring 2019 - issue 17

A Bishop in a Bookies

A former Bishop of Derby used to tell the story of how he was invited to a conference for Senior Church leaders and, as part of the preparation, the delegates were asked to place a £10 bet on any horse of their choice in a High Street Bookmakers.

He was very uncomfortable with the suggestion. He didn't bet and had never been in a bookies and never really wanted to and he wouldn't know what on earth to do if he did. He quietly decided to ignore the request. On arriving at the conference there were lots of other Bishops and gradually they all confessed to having had the same reaction – none of them liked the idea, none of them would have known what to do and none of them had done it!

The theme of the conference was exploring how churches can engage with their wider communities. The main speaker explained why he had set them the preparation... he wanted them to have to engage with a place and with people where they felt completely out of place; he wanted them to feel 'lost' and unaware of how to behave – he wanted them to have the same experience so many people have when they come to church!

Church is an alien place to so many people in our parishes. Most parishioners rarely come through our doors and when they do

most will feel unsure how to behave – they are like a Bishop in a Bookies! If you are not convinced, just watch the way most baptism parties behave. Often their behaviour irritates our regular church members, but it is simply a reflection that they feel awkward and insecure – they are outside their 'comfort zone' and don't know what to do.

The diocese is seeking to 'Reach those we currently don't'. If we are to achieve this we must consider how we overcome the 'gap' between most parishioners and ourselves. If we are to encounter them in our churches, then we need to think through how we offer a warm welcome, put them at ease and make the service accessible to them. And it may be that if the gap is too wide and we need to take the church to them – to meet them somewhere that they are comfortable and to be willing to adapt church for them.

There will probably be different answers in different places... what might it look like where you are?



Sam Rushton
Archdeacon of Cleveland



Andy Broom
Archdeacon of the East Riding



Sarah Bullock
Archdeacon of York



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How many people in their 20s, 30s and 40s worship regularly in your church?



Ben Walker, 20s-40s Associate Team Leader, is heavily involved in the leadership of the G2 church plant in York, where he mentors young leaders. Ben oversees support for part-time 20s-40s Ministers.



Lots of 20s-40s at your church? We'd love to pray for you, learning from you about what is working and how we can support that to see it grow and multiply.

Who is the "we" you keep referring to?

There's now a diocesan 20s-40s team:



Richard White, Director of Making & Nurturing Disciples, previously had experience planting and supporting new congregations and leaders in the Diocese of Liverpool. Richard oversees the 20s-40s and People in Poverty strategies.



John Lee, 20s-40s Team Leader, is an experienced priest who led one of the largest churches in our diocese with a track record of growing young leaders. John now oversees the full time 20s-40s Ministers.

What support is available?

Full Time 20s-40s Ministers: Thirteen locations across our diocese will have full-time 20s-40s ministers in place by the summer. Over the next five years, they will plant new worshipping communities where they are located. Each will also offer support to other churches, especially in their own deanery, seeking to reach 20s to 40s.

Part Time 20s-40s Ministers: We're looking for 25 lay leaders who are involved in reaching out to 20s-40s, whatever that looks like, and who have potential to grow a team and plant a new worshipping community, given the ability to commit significant time and with lots of support. We can offer support, mentoring and, where appropriate, funding to employ them probably for a day a week.

Toolbox: We're about to launch a new website with a host of ideas, local stories, tools and other resources for parishes reaching out to 20s-40s. As the work grows across the diocese, the toolbox will become a place to share what is happening and learn from each other.

No 20s-40s at your church? We'd love to pray for you, watching for signs that the Spirit is opening a door to connect with 20s-40s. When the door opens, we can support you as you go through it.

A few 20s-40s at your church? We'd love to pray for you, exploring with your 20s-40s how they can naturally and effectively reach out to their peers. In some cases that may give the opportunity to see a new worshipping community emerge.

Your part in our joined-up movement Bishop of Whitby Paul Ferguson writes...

Thank you for taking a leading part in the life of your parish as Churchwarden!

Amid all the day-to-day jobs and responsibilities, I hope you sense that you have a real part in our flourishing as a Diocese together.

I'm sure that you're familiar by now with our three diocesan goals of *reach, grow, sustain*. Those are shared goals because the same themes apply to every parish: Whom is there still to *reach* with the Gospel? How can we *grow* as Christ's Body in Christlikeness, commitment, partnership, influence and numbers? What needs to be done to *sustain* the life and ministry of the Church?

New strategic ways of working in the Diocese are starting to appear now, and the aim is every parish will benefit. Here's an update...

- You can read elsewhere in these pages about the major developments in ministry among people in the 20s-40s age group,

and how the new ministers will 'tithe' their time to the wider Diocese.

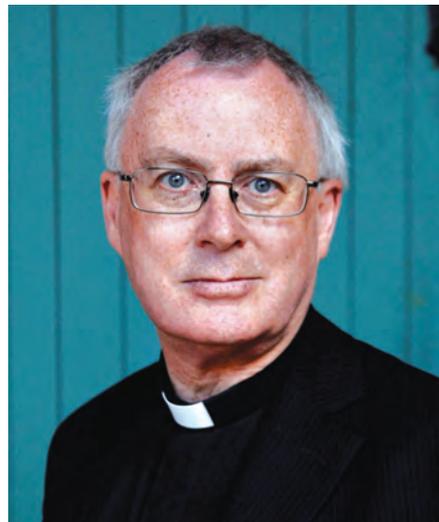
- We are moving on with our plans for new ministries to address the fact that people who live in places where there is deprivation are less likely to be connected with the Church.
- We have a new diocesan adviser for Children and Youth, and we have re-shaped our Education team to make stronger links between the life of Church, home and school.
- The Generous Giving and Stewardship team is now in place and its members are getting to know the Diocese, with the aim of helping parishes to re-think principles of giving and to strengthen their finances.
- We're putting more emphasis on parish mission support, to help individuals' gifts to be recognised and grown.

The basis for all this has to be that we see ourselves and one another, first and

foremost, as *disciples* – people who are drawn to the person of Jesus and are willing to find our lives being shaped around him.

This isn't a series of projects in particular places, but everything we are aiming to do joins up as a movement for us all to be caught up in.

Please do pray for all that we share together as God's people in our Diocese of York.



Parish Pixels – show us what makes your church special



This year, our church competition celebrates churches across the UK through photography. However, it is far from just a photography competition!

We'll be asking every church to send us a single photo showing what makes their church special, whether taken by a professional or a member of the congregation on a smartphone.

We know that every church, its congregation, and community is unique. From the volunteer who holds everything together, to the children's groups who brighten up the Sunday services. From the beautiful flower gardens,

to the exceptional architecture of your church building. No two churches are the same, and we want to celebrate what makes your church special.

How would you show how unique and special your church is in just one photo?

Find out more about the competition and how your church can enter at:

www.ecclesiastical.com/parishpixels



Contains promotional material

Insurance advice that's right up your street

Our Church Insurance Consultants offer a locally-based advisory service to churches up and down the country, either face-to-face or over the phone.

Our five consultants are responsible for a particular region of the country, and are available to visit your church and parish to give on-the-spot advice, as well as scheduling seminars and training. This could include help with explaining your insurance policy, to giving risk management presentations, and providing churchwarden training. Each member of the team isn't just an expert in insurance, they also have a deep involvement with the church themselves. Thanks to their background in the church, they appreciate and understand the concerns that PCCs and congregations have.

Through support and guidance, and by giving our customers the reassurance that they are doing things safely and securely, our consultants can enable churches to focus on what really matters: worship, mission and outreach. With their support, we hope to help make our nation's churches a vibrant, vital and exciting part of the community for the twenty-first century and beyond.

Find out more about your Church Insurance Consultant in your area on our website:

www.ecclesiastical.com/cic

Our specialist customer service team

Our dedicated church customer service team have a deep understanding of the specialist needs of those who look after, and protect, churches. Our friendly team are ready to help you with any query, no matter how big or small, and are available by telephone, email or post.

Call: 0345 777 3322

(8am-6pm Monday to Friday except Bank Holidays)

Email: churches@ecclesiastical.com

Post: Church customer services, Beaufort House, Brunswick Road, Gloucester GL1 1JZ





Unique research bolsters our advice for churches on slips and trips

Although churches are generally low-risk environments, slips and trips remain the most common cause of injury. In some cases, these can be severe, so taking sensible and adequate precautions is essential. Sometimes, this is more difficult in church premises, usually because of design constraints or the heritage fabric of the building itself. Here, it is usually necessary to consider a wider range of precautions.

We understand this challenge, and it's why we have teamed up with leading health and safety researchers at the Health and Safety Laboratory (HSL) to look at the problem. We have conducted research across a range of historic buildings (including churches) with a view to developing practical advice in the prevention of slips and trips. This is in a way that is both sympathetic with the history of the building and is cost effective.

Our new guidance looks at a range of topics identifying best practice and exploring a range of precautions. You can find out more and read the guidance on our website at: www.ecclesiastical.com/churchslipsandtrips

Do we have up-to-date contact details for you?

If you need to update us on changes to names, email addresses, phone numbers and changes to PCC members, you can do this by calling our team on:

0345 777 3322



We've donated over £285,000 to churches across the UK so far!

For every new home insurance policy taken out with us, we have donated £130 to the church of the policyholder's choice, and so far these donations add up to over £285,000!

We are delighted that this offer is now running until the end of 2019 and many more churches are set to benefit from our donations.

How your church can benefit

For every new home insurance policy taken out where 'Trust130' is quoted, we will ask the customer what church they would like a donation of £130 to go to. So, by spreading the word around your church workers, volunteers and congregation, your church could benefit, and as there is no limit to the number of donations one church can receive; the donations could make a big difference to your church.

Has your church already received a donation?

If your church has received a donation, we'd love to hear how your church has used the money. Whether you've used it



for a large project or event, or just to buy biscuits for coffee mornings, we want to hear about it. You can either tell us by email at: Trust130@ecclesiastical.com or via facebook tagging us [@churchmatters](https://www.facebook.com/churchmatters) and we might share your story too!

Find out more about our home insurance at: www.ecclesiastical.com/homeinsurance





Rewarding the good work of others with our Movement for Good Awards

At Ecclesiastical, we've always believed in supporting the causes that can make a positive difference to people's lives. That's why we work closely with the communities we serve to tackle the issues that are important to them.

On Tuesday 23rd April, we launched our Movement for Good Awards – a programme designed to give £1 million to charities. Our Movement for Good Awards are a way of recognising and supporting the efforts of these dedicated men and women – people who devote their energies to changing people's lives for the better.

500 charities will receive a £1,000 donation

Anyone can get involved by simply nominating an eligible charity*. You can nominate between Tuesday 23 April and Friday 17 May.

10 charities will be awarded a £50,000 grant

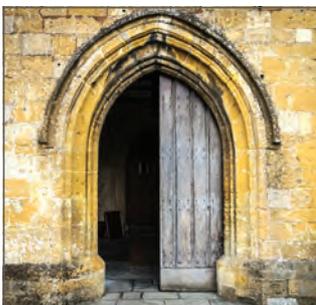
Eligible charities* can apply for a grant via a simple online application. Applications open on Monday 23 June and close Friday 26 July.



So, if your church is a registered charity, you have a charity associated with your church, or there's a charity anyone in your congregation is associated with, you can get involved.

You can find out more on our website at: www.ecclesiastical.com/movementforgood

*Please note, anyone can nominate but you must be an eligible charity to win an award. Go to the website address above to view the full Terms and Conditions.



Taking a sabbatical in 2020?

Ecclesiastical's Ministry Bursary Awards provides financial support for members of the clergy taking extended study leave, and we are now accepting applications for sabbaticals taking place in 2020. You can find out more about the awards, check the eligibility criteria and apply on our website: www.ecclesiastical.com/mba

Risk Management Advice Line

We know that managing the risks of a church or church hall can be a demanding responsibility.

That's why we've introduced the Risk Management Advice Line. Whenever you need information about managing risk and can't find what you are looking for on our website, our experts are here to help.

Call our Risk Management Advice Line: **0345 600 7531**

The line is open from 9:00 to 17:00 Monday to Friday excluding Bank Holidays.

Alternatively you can email us at: risk.advice@ecclesiastical.com and one of our experts will call you back within 24 hours.

Our Risk Management Advice Line offers Ecclesiastical customers free risk advice. Please have your policy number to hand when you call.

Our new-look website

Have you seen our newly refreshed website? We've changed our site to make it easier to use, but you will still find all our useful guides, information and videos available on the site.

The website has a clean and fresh style, which makes it easier for you to find the information you need. If you have any trouble finding information on our new site you can always call our team who will be happy to direct you to the right place.

Call us on: **0345 777 3322**

www.ecclesiastical.com/church

We would like to hear what you think of our new website. You can email comments and feedback to: churches@ecclesiastical.com



Allchurches announces record giving and changes to grant programmes

In 2019, Allchurches Trust, owners of Ecclesiastical, is making changes to its giving that will place even more of an emphasis on helping organisations in less-affluent areas.



The changes have come about following a Strategic Grants Review, which set out to ensure that the Trust continues to meet the needs of its beneficiaries and make the greatest possible impact with the funds available. The aim is to improve effectiveness, transparency and reporting, including for annual grants to dioceses and cathedrals.

These annual grants are now guaranteed until 2022, facilitating longer-term, strategic planning. At the same time, the Trust aims

to steadily make a greater amount of funding available to churches, charities, dioceses and cathedrals that apply for grants to fund projects in their communities.

As well as giving a higher percentage of the total project cost, Allchurches has doubled the uplift on grants to projects in areas of greatest need.

Annual grants are also now allocated based on population and the degree of deprivation of the area, and dioceses and cathedrals have been asked to provide more information about what they intend to spend their grant on and report back on the impact that the money is having.

Chairman of Allchurches Trust, Sir Philip Mawer, said: "We've already heard about some great initiatives being funded by our annual grant, including a youth outreach partnership project called Growing Faith for Generations (GF4G) in the Isle of Man. We're keen to work with dioceses to share these stories about the good work our funding is helping to enable in their parishes."

You can find out more about Allchurches Trust at: www.allchurches.co.uk

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www.ecclesiastical.com/claims

*Ecclesiastical claims satisfaction survey 2017 - direct customers



Funeral Plans

A funeral plan from Ecclesiastical is an ideal way to make financial provision for your funeral, as well as reducing the worry for your loved ones at a difficult time. Making your funeral wishes known in advance and providing for the cost makes sound financial sense.

Call: 0800 055 6503

www.funeralplans.co.uk

Generous Giving?

Essential to our calling as Disciples of Christ is our responsibility to be stewards – or caretakers – of God's resources; recognising that everything we have comes from God. Stewardship acknowledges that God is the source of each gift and possession, that we have trusteeship over them and not ownership. Our giving is a response to the generosity which is the source of our being and an acknowledgement of God's sovereignty over our lives.

Through giving of ourselves – our talents, time and treasure – we enable God's mission. We are called by God as unique individuals, each with our own God-given gifts and resources; through giving back we recognise that all we are belongs to God and is given to us for his purposes.

Our giving enables our churches to flourish and grow. Giving our time to volunteer helps our churches to be places of welcome and hospitality, and on a practical level facilitates encounters with God through prayer, worship and fellowship. Our financial giving is equally important, as this sustains and resources our ministry and mission, and enables us to reach out to our communities in faith.

Meet the Diocesan Generous Giving Team

Jo Beacroft-Mitchell has been in post since September 2018. Jo brings with her a wealth of experience of working in diocesan stewardship roles, a career in charity fundraising before that, and has a particular interest in supporting PCCs and encouraging church legacies.



David Smallwood has also been in post since September 2018. David has a career background in data analysis, and has been a long-serving Treasurer and then Churchwarden at St Luke's, York.



Sammi Tooze is the third member of the team who joined in September. She brings with her a background of diocesan stewardship and church growth roles, and a particular interest in liturgy and worship.

We are your Resource

The Generous Giving team is making a range of resources, advice and support available to parishes as they enable communities to respond in gratitude to the generosity of God, and establish sustainable giving and responsible stewardship to enable mission and ministry.

Having spent the autumn developing a strategic plan, creating resources and gathering data, the team is now working alongside parishes advising on Generous Giving Programmes, developing discipleship in the context of generosity, vision planning, PCC support including creating policies for reserves and legacies, digital giving, financial and mission returns, and developing a training programme.

What's next?

- Take a look at our webpage to find out more about Generous Giving: www.dioceseofyork.org.uk/generosity
- If your parish would like a conversation with us, please do get in touch:

jo.beacroft.mitchell@yorkdiocese.org
david.smallwood@yorkdiocese.org
sammi.tooze@yorkdiocese.org

Creating a Supportive Environment

Priscilla Smith is a Churchwarden at Healaugh, West of York

The parish of Rural Ainsty is a Bishop's Mission Order (BMO) comprising four villages and two hamlets, and our particular privilege is to self-fund a full-time vicar. This is a massive change for us who have had only part-timers for many years and we are reaping the rewards of our leap of faith.



Rural Ainsty's Nativity involved real animals, a real baby and real musicians too

Richard Battersby, our Vicar, has dedicated his energy to visiting widely and investing in young people and families. We have breakfast services, a youth group for 8–14-year-olds, a number of toddler groups and now a weekly home group.

Richard is full of ideas and creativity. He is not afraid of hard work, and with his curate and trainee vicar on contextual placement has produced our annual nativity (involving animals, children, a stable yard and a real baby), a passion play re-enacting the last days of Jesus' life and a week-long summer holiday club.

The focus on families creates a feeling of momentum as those seeking faith are identified and drawn into the worshipping community, often resulting in baptisms and weddings.

I find myself often as a sounding board for Richard as he thinks through new ideas. We meet together frequently to pray and talk through possibilities.



Arrivals on horseback at The Last One's Inn

For some years a number of us in Healaugh have met three times a week to pray blessings on our village, the world and for God's Kingdom to come using the Ffald-y-Brenin model (www.ffald-y-brenin.org). We ask each day for strength, wisdom and guidance for the clergy team and in the lectionary readings for the day often find that God speaks directly to us. There are many pastoral needs and, with my husband, I support Richard through an inner healing and deliverance prayer ministry.

I see a key role of Churchwarden as welcoming people to the church and creating a supportive environment for clergy and worshippers alike.

Little changes – big impacts

Keith Halliday joined the Diocese of York as Church Buildings Adviser early in 2018.



As Church Buildings Adviser I spend a lot of time on the road; in fact, in the nine months since my appointment, I have attended 136 site meetings at 128 churches - only 480 to go!

I have been humbled by the warm embrace I have received from parishes and encouraged by the huge amount of volunteers doing, not only to maintain their buildings but developing the building's use for wider community outreach and participation.

These re-orderings have been on differing scales, some creating small children's areas, others encompassing total pew removal and installation of new heating systems, toilets, serveries etc.

Just as every building is different so are the needs of each community. Little changes can sometimes have the biggest impact – a welcome sign, an open church, and clear, concise information can all make a huge difference to the experience and invitation. We need to talk about the history, the magnificence, the significance, in the context of what that means for our community today.

I have joined at an exciting time of growth through the diocesan strategy and buildings can play – or, arguably – have to play an important part in this. At a time when grant funding is being reduced and becoming more competitive, we have to think more creatively and robustly. There are many examples of what seem like insurmountable challenges becoming opportunities, and brave visions becoming realities.

We have a huge resource of knowledge amongst our churches and communities and we need to make use of this, share it and think as one; after all, we have 'a branch on every high street'.

■ If you are thinking about re-ordering your church building, even to explore options and possibilities, or have any other questions about your building, please do not hesitate to contact me at **01904 699500** or **keith.halliday@yorkdiocese.org**.

Judith Fleming reflects on a purposeful six years as Churchwarden



In 2013 I was one of three new Churchwardens elected at St Mary's, Beverley, being joined in 2014 by a fourth.

St Mary's is a beautiful medieval church built by the townspeople as their parish church, and has four Churchwardens as a result of a 17th Century Charter. Each Warden takes responsibility for the smooth running of the church and all activities therein for one week in every four. When special services or major events are scheduled, all Wardens become involved. Over the past eight years, the church

has seen major growth in the number and diversity of services, doubling of its weekly congregations and increased visitor numbers, and is a vibrant and welcoming place to work.

All retired professionals, we had time and useful experience to offer:

The Accountant managed the finances; following three years as a Warden, he still manages our finances as Treasurer to the Wardens. His successor as Warden, still fully employed in education, looks after Security and the Inventory.

The Historian, who had studied care and maintenance of historical buildings, looks after the buildings and liaises with the Architect and Contractors.

The Caterer provided refreshments, monthly lunches or afternoon teas and managed the cleaner. Her successor as Warden, employed by the NHS, is responsible for Safeguarding.

For myself, I have some administrative skills. During my six years in office I have been Vice

Chair of the PCC; designed a church office which folds away securely into cupboards when not needed; with the Vicar, appointed the Church Administrator who works in it; submitted the ever-increasing number of Faculties; kept the Church Log Book as a record of all happenings other than services; been non-spiritual mentor to the Associate Vicar during her Curacy; represented the church at outside meetings and events; reported to the APCM and PCC; and, latterly, managed the cleaner.

Filled with enthusiasm, in 2014 the new Warden team held an Auction of Promises and raised £6,000 which enabled us to purchase a better sound system for the church. We started a fund to install toilets in the church. Then, the report of the Quinquennial inspection arrived – we urgently needed to find at least £5.5 million to restore the building. Small scale fundraising might continue but a paid fundraiser was required to apply for major grants. We raised the money to pay for the toilets; they are now installed and much appreciated. The major fundraising goes on.

I wish the new team every success in the coming years.

Whilst Ecclesiastical has used reasonable endeavours to ensure that the information in this newsletter is correct at the time of publication, please note: (a) the information is not intended to constitute a definitive or complete statement of the law on any subject, (b) the information may over the course of time become incorrect or out of date; and (c) neither Ecclesiastical Insurance Office plc. nor its subsidiaries can accept any responsibility or liability for action taken or losses suffered as a result of reliance placed on the information provided in this newsletter.

When it feels **irreplaceable**, trust



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