Parish support – support for Diocesan and parish mission

The Diocesan offices continue to provide support to parishes including: Safeguarding – training and advice and helping parishes to respond to safeguarding concerns and allegations; paying grants, stipends and pensions; managing investments; administering parish share; and producing budgets, reports and accounts; maintaining and improving our vicarages; resourcing lay ministry; discerning vocations; training ordinands and curates; managing clergy appointments; providing continuing ministerial development; providing HR support; advising about the care and development of churches (including the DAC) and helping to find grants; sharing news, information and resources with parishes; and arranging meetings and providing briefing papers for Diocesan Synod, Bishop's Council, and statutory diocesan committees



HR – Parish Support Service formal launch in April 2024, which provides

- employment advice by email and telephone, to Parishes in respect of the full employee lifecycle from recruitment to the end of an employment contract;
- template handbooks, policies, employment contracts and other documents which can be adapted to your own Parish;
- updates on employment law changes;
- support when navigating difficult employee issues such as: Absence Management / Performance Management / Disciplinaries / Grievances / Restructures / Redundancies and TUPE

Simone Smith, Diocesan HR Advisor, says, "So far I have had a number of queries with everything relating to good recruitment practices including safer recruitment, contractual queries, restructure and redundancy queries, and employee conduct and absence queries. Its been very positive to see that Parishes are working towards good people management. The prayer is for the HR services to be more widely known within the diocese so we can ensure all Parishes are working with good employment practices."

Parish HR Support Services - Diocese of Coventry

Church Buildings (DAC)— 'help PCCs care for and develop their church building'

On top of their most important role of being spiritual places for modern worship and mission, churches are nationally significant archaeologically and socially. To enable them to be used and appreciated for all these reasons requires much care, commitment and resources - the Church Buildings team recognise that this is no easy task. Our role is to help PCCs (and others responsible for churches) care for and develop their church building so that they may be enjoyed by generations to come.

Inspection is key and it is important to do this at least annually. Inspecting your building enables you to identify maintenance tasks that need doing, and then plan them into an annual programme of work. It also enables churches to better budget for the next 12 months, and identify volunteers or contractors for each task. Don't forget to revisit your maintenance plan regularly to see what has been acted on (or not!).

Dates of forthcoming DAC meetings: 4th September 23rd October 4th December 2024.

Church Buildings (DAC) - Diocese of Coventry (anglican.org)

"This is what the kingdom of God is like. A man scatters seed on the ground. Night and day, whether he sleeps or gets up, the seed sprouts, and grows; though he does not know how. All by itself the soil produces grain – first the stalk, then the head, and then the full kernel in the head. As soon as the grain is ripe, he puts the sickle to it, because the harvest has come." Mark 4.26-29



PARISH SUPPORT

August 2024

AD = Area Dean; C = Clergy; IR = Interregnum; H headteacher; EH Executive Head; HoS Head of School Schools included are all Church of England schools. Other schools may be mentioned.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
PARISH SUPPORT	Resourcing vocational explorations – Mark Norris DDO	Training curates – Susan Bowden-Pickstock	Diocesan Board of Finance – Steve Coomber (chair)	1 Safeguarding – the new standards – Sarah Price	2 Financial services and support – Finance team	3 Diocesan Secretary – Jacqueline Ladds
10 th after Trinity 4 SHIPSTON DEANERY AD Sarah Edmonds Maguire	5 Ilmington Downs and Stour Valley Churches I Ilmington, Stretton-on-Fosse, Preston-on- Stour & Whitchurch Benefice	6 Ilmington Downs and Stour Valley Churches II Tredington & Darlingscott Benefice C – Richard Cooke	7 Ilmington Primary H – Paul Crouch	HOSPITALITY 8 Praying for people to turn up in churches who haven't been seen before	9 Maintaining houses for parish clergy – Nigel Campbell	Historic churches and church halls across the Diocese – Claire Strachan
11 th after Trinity 11	12 South Warwickshire Seven Group C – Ben Dyson	Shipston-on-Stour, Tidmington, Honington & Idlicote C – Sarah Edmonds	14 Stourdene Group C- Nicki Chatterton	WELCOME 15 Praying for those who have long been absent to return to church	16 Managing clergy vacancies - Archdeacons	17 Support for committees across the Diocese
12 th after Trinity 18	19 Newbold & Tredington Primary H - Sam Welsby	20 Ettington Primary H – Michelle Crowe	21 Net Zero Steering Group	COMMUNITY 22 Pray for those who prefer to be in a group to find a good fit with us	23 HR including Parish Support – Simone Smith	24 DAC – Tim Latham
13 th after Trinity 25	26 Brailes, Tysoe and nearby parishes Group C - George Heighton	27 Tysoe Primary H – Paige Neale	28 Brailes Primary EH – Christian Hilton HoS – Heather Childs	QUIET ONES 30 Pray for those who are less confident or shy to find acceptance	31 Communications team – Andy Waddams	SEE PAGE FOUR Next deadline for Church Improvements Fund applications 31.08.24

PRAYER DIARY



St Edmund's, Shipston-on-Stour

"Institutions are made up of people. And we are called to love people any people, all people, anyone who comes into our sphere of life, work and influence ... Institutions are schools

of love. Gordon T. Smith

BEING HEALTHY CHURCH

In truth, institutions are essential to human flourishing. They are the very means by which communities thrive, individual vocations are fulfilled, and society is changed for the good. As a result, we all need to learn how to work effectively within institutions." Cover of 'Institutional Intelligence: How to build an effective organization" Gordon T. Smith, (2017, IVP Academic)

SPECIFIC DAYS IN AUGUST 2024

- **4 Shipston Deanery** Area Dean, Sarah Edmonds; Lay Chair, David Rake We pray for the deanery as it begins to look at reshaping lay and ordained ministry, especially as it reimagines the place of associate ministers. We pray for the variety of expressions of church emerging, and our outreach to the communities in which we live as we seek to provide for the needs of long-time worshippers alongside our newer services and events.
- 5,6 The Ilmington Downs and Stour Valley churches: Ilmington, Stretton-on-Fosse, Preston-on-Stour and Whitchurch benefice; and Tredington & Darlingscott benefice R(PTO) Ros Wakefield, C (PTO) Tim Seller To give thanks for the way the churches have stabilised after multiple challenges in the last 5 years. Good relationships with both schools in the group, particularly 'Worship Wednesdays' with Ilmington School in Church once a month. To pray for the financial situation, which is difficult, meaning the appointment of an associate minister is on hold for the foreseeable future.
- 7 Ilmington CofE Primary School
- 12 South Warwickshire Seven Group Barcheston, Barton-on-the-Heath, Burmington, Cherington with Stourton, Long Compton, Whichford and Wolford R (PTO) Clare Wells Give thanks for our new family worker who has just started. Pray that she would settle in well to the role and that God would bless her ministry. Pray that we would be able to appoint a House for Duty Minister in our next round of interviews.
- **13 Shipston-on-Stour, Honington and Idlicote R Alison Tomkinson** We are thankful for the growth we see in our Cafe church and Messy Church and the increased diversity of the congregation in St Edmund's. Please pray as we look at our service pattern across the benefice, and at styles of services in the villages.
- **14 Stourdene Group C (Assistant) David Jessett** We give thanks for our flourishing relationship with our schools and communities. With special thanks for the amazing response to the churches new Lego Cafe which is bringing people of all ages into our church that would and have never come into it before. We pray for guidance and discernment in our outreach and for wisdom in prioritising which of our missionary ideas to take forward next to invite new people into the adventure of following Jesus.
- 19 Newbold & Tredington CofE Primary School
- 20 Ettington CofE Primary School
- 26 Brailes, Tysoe and nearby parishes Group Brailes, Sutton-under-Brailes, Tysoe, Oxhill and Whatcote C (Associate) Heather Parbury; C (PTO) Jill Tucker; R Jennie Rake We give thanks for our away day at Red Hill Christian Centre with the theme of "Being a Blessing" and for the follow up at our South Feldon Group Service. We pray that we will continue to work together to build on the theme and grow God's kingdom in these parishes.
- 27 Tysoe CofE Primary School
- 28 Brailles CofE Primary School

C = Clergy R = Reader H = Headteacher

Safeguarding - National Safeguarding Standards

National Safeguarding Standards | The Church of England

Plan for Safeguarding Sunday — 17 November 2024

Safeguarding - Diocese of Coventry

National Safeguarding Standards:

Our parish

The Five STandard S

- Culture, Leadership and Capacity
- Church bodies have safe and healthy cultures, effective leadership, resourcing and scrutiny arrangements necessary to deliver high quality safeguarding practices and outcomes.
- Prevention
 - Church bodies have in place a planned range of measures which together are effective in preventing abuse in their context.
 - Recognising, Assessing and Managing Risk
 - Risk assessments, safety plans and associated processes are of a high quality and result in positive outcomes. The assessment and management of risk is underpinned by effective partnership working.
 - Victims and Survivors
 - Victims and survivors experience the timeliness and quality of Church bodies' responses to disclosures, and their subsequent support, as positively meeting their needs, including their search for justice and helping their healing process.
- Learning, Supervision and Support
 - All those engaged in safeguarding related activity in Church bodies receive the type and level of learning, professional development, support and supervision necessary to respond to safeguarding situations, victims and survivors, and respondents, effectively.



PRAYER JOTTINGS – AUGUST 2024

• from Mark Oakley 'The Collage of God' – Chapter 6, Service

'The idea that as individuals we are self-made is one of the most damaging, and yet persuasive, of our present time. It can also encourage a pride in us which inhibits our capacity to connect with those we share life with. We are not self-made. We receive our life and breath as a gift; we are shaped and moulded by the people and circumstances that touch as through our lives. We are woven with varied threads and so often the colours are brought to us and are not of our own making.' In John, Jesus calls his disciples friends rather than servants. It has always perplexed me that, as a Church, we do not spend much energy on reflecting through the sacred benefits of friendship the character of such friendship may reveal something of the God who calls us to befriend him' (pp. 78, 79)



from Chris Webb
 'God Soaked Life' –
 Chapter 7, The Politics of Love

'It is tempting to see Jesus as an entirely apolitical figure. He didn't found, join, endorse, or even talk about any political party. He never stood for any

public office or role in government (p. 156) The Washington Post asked, "In what sense was Jesus, who said 'My kingdom is not of this world,' political? (p. 157)

Jesus spoke about the kingdom of God as: a place of liberation, release, and good news for the poor (p. 159).

The new community dreams of in the Hebrew Bible was, above else, experienced as a *gift*. (p. 162) No-one set out to create this new society; there were no brainstorming sessions, focus groups, or planning meetings ... Like creation itself, this came seemingly out of the blue, unexpected and undeserved, straight from the hand of God. (p. 163) Jesus innovates the law – Over and over again he takes the provisions of the Hebrew covenant, roots out their inner spirit and purpose, and deftly reframes their application in peoples' lives (Matthew 5.21-48; Matthew 12.1-8; Luke 13.10-17; Mark 7.14-23; Mark 2.15-17). Jesus refused either to dispense with the law or allow people to become hopelessly entangled by it. Instead he reinterpreted it, offering a fresh perspective that had less to do with adherence to abstract divine principles and more to do with living the life of love in the presence of a loving heavenly Father.' (p. 165)

This is the politics of Jesus. A politics of engagement and creative coexistence. A politics of the kingdom, and therefore always a politics of love.' (p. 175)

from Issue 39 (2024) of "PREACH" - themed around Steadfast Prayer

'When you look at revival history, the link is undeniable – communities catch the vision for prayer, they are quietly faithful for extended periods of time, and beneath the surface those ripples of prayer bubble into overflows of God's presence in profound ways.' Emily Lord, Prayer Room Lead within the 24/7 Prayer GB Team

'When we pray outdoors, we are praying in and also with God's creation, which worships God continuously night and day (Psalm 19.1-6). We may well begin by bringing our personal concerns and feelings to God, but you can't pray outside without becoming conscious you're part of a very big world!' Dave Bookless, Head of Theology, A Rocha.

<u>Practical Tips for Long-Term Prayer</u>: Meditate of God's character from Scripture; Keep a prayer journal to look back over and see answers to prayer; Pray the same prayer in different places and in different ways; Pray with others. Lucy Peppiatt, Principal of Westminster Theological Centre.

THE CHURCH IMPROVEMENT FUND – next application deadline 31 August 2024
The Church Improvement Fund (CIF) was established to provide financial support to
PCCs wishing to improve the facilities of their church buildings. The aim is to futureproof mission by making church buildings fit for 21st century mission and
ministry. The fund has recently been expanded to include funding for net zero
projects – these are works which will allow a church to enable and enhance mission
and ministry, whilst implementing a demonstrable reduction in their carbon
footprint.

There are two strands of the fund – Net Zero Projects and Church Improvement Projects. The application criteria and process are slightly different for the two strands. To be eligible for the grant, Parish Share must have been paid in full for two years prior to the application and the PCC must commit to paying Parish Share in the future.

Church Improvements Fund - Diocese of Coventry (anglican.org)

- **Coming up** the **Themes** will be Growing Faith (September), Loving One Another/Racial Justice (October) and Generous Giving (November). Do consider sending me your prayer suggestions, and any other jottings.
- Each month we focus on a different Deanery; this month it is Shipston Deanery. In September it will be Warwick & Leamington; October we will be praying for Coventry East Deanery, and in November, Coventry North. I look forward to receiving updates from area deans and clergy, and anyone else with specific prayer requests.

DPD Contact: Clive.Hicks@Coventry.Anglican.org