



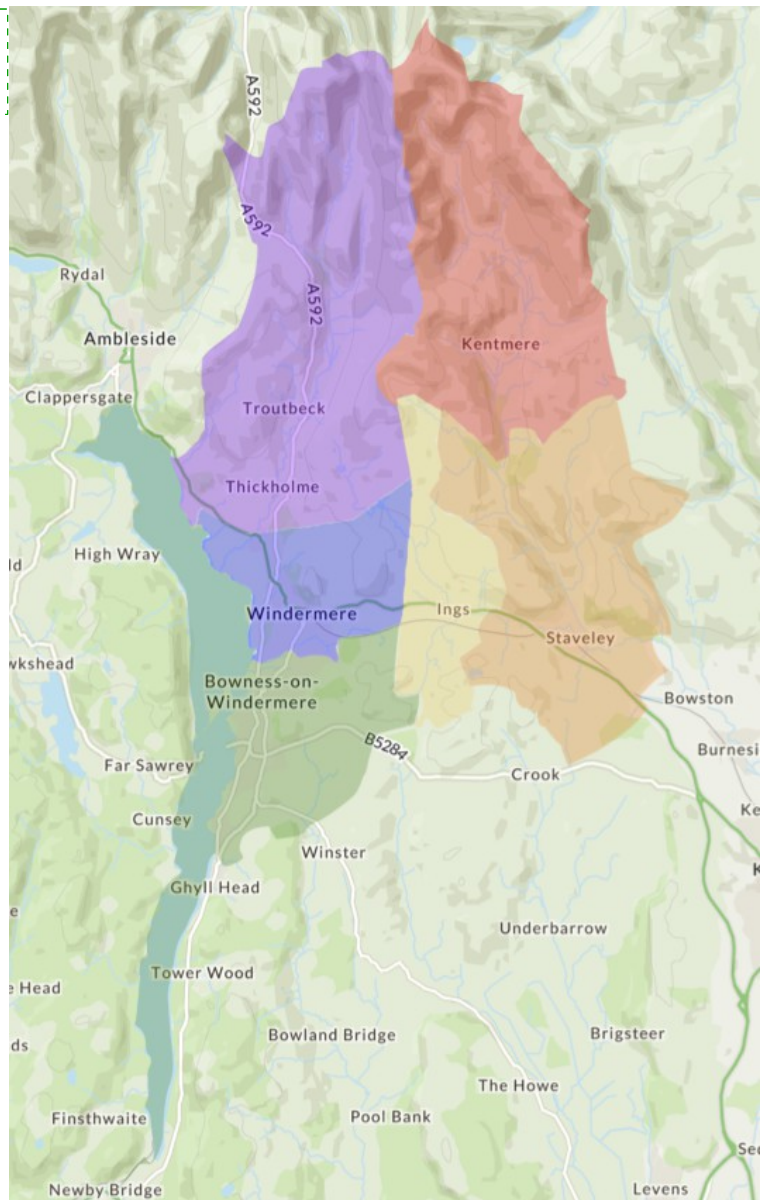
Who we are and what we are hoping for:

A Profile

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1 – SUMMARY

The South Lakes Team Ministry came into being on 1st November, 2021 bringing together six distinct parishes with different backgrounds, settings and traditions. Together with Carver Uniting Church (Windermere) and Windermere Methodist Church, the parishes are part of the still-being-formed South Lakes Mission Community. The process of bringing the six parishes in three former benefices together into a single team began in January 2020. Since 2021, and more particularly since the appointment of our previous Team Vicar there has been significant growing and working together.

The Team Rector (the Revd James Richards) and Team Vicar have worked well together on this process. Pastoral responsibility has been shared, with the Team Rector taking principal responsibility for St. Martin, Bowness; St. Anne, Ings and St. Cuthbert, Kentmere, and the Team Vicar taking pastoral responsibility for St. James, Staveley; St. Mary, Windermere and Jesus Church Troutbeck. We are looking for a Team Vicar who will continue to work with us as we go on looking to join in with what God is doing, and growing together as a team and, with ecumenical partners, as part of a Mission Community

The team lies within the south eastern corner of the Lake District National Park – a World Heritage site – in Cumbria. It encompasses traditional villages of varying sizes, deeply rural communities and tourist 'honeypots'. Based on the 2021 census with revised information to January 2024, the official figure for the total population of the Team is about 9,800 in about 4,500 households.

The major employments of the area are tourism/hospitality related or agricultural.

2 – THE VICAR WE’RE HOPING FOR

The minister we are praying is called to serve with us we hope will be someone who will empathise with our beautiful area, and who will connect with our varied local communities; who can lead and inspire us; a person of strong personal faith, prayerful themselves and encouraging all to pray and learn what God is calling us to in the ‘God for All’ vision. You will be working collaboratively with the Team Rector, ecumenical partners and committed lay leaders within our churches. We seek to build a strong, outward focussed team and Mission Community. You will have pastoral responsibility for St. James’, Staveley, St. Mary’s, Windermere and Jesus Church, Troutbeck.

We are looking for someone who...

- is committed to building relationships: with schools; within and among our churches; and who will join in with community life
- has broad sympathy with and respects the diversity of our different churches, their communities, cultures and backgrounds
- will work with us to develop a broader outreach to the local community, especially younger people and families
- enjoys people and is committed to pastoral care, compassionate, caring and a good listener
- is an able leader of worship, sympathetic to more traditional expectations of older members, but also challenging us to be more open and inclusive
- is a good, mindful preacher with excellent communication skills
- has good organisational skills
- is tolerant, with good humour and a sense of fun

3 – ABOUT THE PARISHES

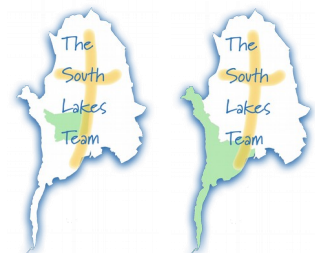
3.1 - STAVELEY

Staveley is a living, working community and the variety of facilities and services within the village are second to none. There are excellent transport links with a frequent bus service to the north and south of the county. There is also a regular train service which is linked to the west coast main line. The M6 is only 12 miles away. Staveley is a very popular village and properties for sale are often snapped up very quickly and it is a hub for walking and cycling events throughout the year. The village boasts a general store, pharmacy, butcher, a local brewery, an excellent public house, cafes, a fish and chip shop, a bakery, along with a number of outlets catering for outdoor leisure activities, including one of the largest bicycle shops in the country, as well as many other businesses. The very popular playground has been updated and is used by people from surrounding areas as well as from our village. There is a Saturday coffee morning held in the village hall which raises money each week for different organisations (including St. James’ Church) and is a much valued social event for the many people who regularly attend.



3.2 - WINDERMERE & BOWNESS-ON-WINDERMERE

Windermere & Bowness-on-Windermere can be found roughly at the midpoint on the east side of the longest lake in England "Windermere" (10.5 miles/17km). The town of Windermere is situated about 1 mile/1.5km above and away from the lake with Bowness-on-Windermere being the main tourist access to the lake.



It came into existence as a thriving community as the result of the railway line arriving in 1847. Up until then there had just been a scattering of homes calling itself Birthwaite (“clearing of birches”). But the railway brought with it hordes of Victorian holiday makers. Hotels and Guesthouses built of the local stone and slate followed. It became a very popular holiday destination. Local shops and eateries emerged

soon afterwards. Both Windermere Village and Bowness continued to grow and spread ever since and now there is barely a gap between them.



Today both Windermere and Bowness have some very fine hotels and other accommodation. The array of fine eateries seems to grow every year, with Cumbria as a county boasting the second largest number of Michelin stars in the UK after London. There are also many cafes and takeaways, gift shops, clothes shops and art shops plus convenient grocery shops; small Coops in both villages and also a Sainsbury's and Booths supermarket in Windermere. As well as the two Anglican parishes, Windermere and Bowness are served by Carver Uniting Church (Methodist/URC), Windermere Methodist

Church (expected to close in the near future), Our Lady and St. Herbert Roman Catholic Church and the Lakes Christian Centre.

The population of St. Mary's Parish, Windermere is approximately 4,500. The area is reasonably well served by public transport (bus, train & ferry). The community as a whole could best be described as a large village or small town, but the social dynamics feel quite suburban. For much of the year there are many tourists/visitors present which means for the most part this is not a typical village or town.

Bowness, on the shores of Windermere, England's largest lake (the parish includes the whole lake bed!), has a population of around 3,600. The church is located in the centre of a Conservation Area.

The community has good schools where the church has had active involvement:

The Lakes School, (Secondary), St. Martin's & St. Mary's Church of England Primary School, Goodly Dale Community Primary School, Windermere School (Senior School and Junior School).

There is a high quality Further Education college in Kendal, and a Cumbria University campus in Ambleside. We are a high employment area with a significant hospitality sector. There are many unfilled vacancies, especially in hospitality.

There are perhaps two main issues of concern locally.

Firstly, and significantly worsened by the Covid19 Pandemic, is affordable housing for those who work in the largest employment sector in the area: Tourism & Hospitality.

Secondly the state of the Lake itself. As well as what is going on nationally concerning our badly regulated private sector water authorities, there is a significantly large and vocal protest group, called "Save Windermere Campaign", who organise events several times a year in order to consistently raise the profile of the problem.

Although visitors see what looks like a very attractive, very beautiful and very wealthy community, the village is, of course, actually much more diverse. Post Covid, the local Foodbank has increased its support from about four to twenty-four families. St Mary's are delighted to be in talks currently about the Foodbank moving into the Addison Room at the church and operating from there 2 or 3 days a week.

3.3 - TROUTBECK

The parish of Troutbeck extends from the shore of Windermere to the Kirkstone Pass on the way to Ullswater. The village of Troutbeck is spread along the side of valley and consists of about 100 dwellings of which about half are holiday homes. There is a similar number of other dwellings in the parish as a whole with the same mix of permanent and holiday residents. Many of the second homeowners have owned them for decades and take an active part in village life but one of the challenges facing the parish is to attract more of the visitors to the area to get involved in Church activities.



The village is a designated conservation area and retains many of the 17th and 18th century buildings. Jesus Church is situated below the village and close to the Village Institute which houses the village shop and tearoom. The parish contains the Lake District visitor centre at Brockhole, 5 hotels, 3 pubs, 1 holiday park, 1 YHA hostel and a number of Bed and Breakfast establishments as well as the Lakeland Horticultural Association gardens at Holehird. There are no schools in the parish – the nearest schools are in the adjacent parish of Windermere.

In common with other parts of the Lake District, much of the land is owned by the National Trust with highlights being the historic house of Townend – a popular visitor attraction – and Troutbeck Park Farm formerly owned by Beatrix Potter. There are 6 tenant farms in the valley – most owned by the National Trust. Despite being located beside some of the major walking routes such as High Street, Troutbeck retains a quiet unspoiled air yet is only a short distance from the facilities of Windermere.

In addition to events organised by the church, there are a wide range of village activities and these offer a convenient means for the vicar to meet more of the residents than might attend church. Indeed, one of the tasks that we hope the vicar will take up is to take part in such activities.

The Village Institute is available for social events and hosts activities such as domino drives, badminton evenings and occasional plays. The Village Association concerns itself with village affairs and works with local statutory bodies and organisations such as the LDNPA, CCC, SLDC, PC and the National Trust to reflect and represent the views and concerns of residents to these organisations. Frequent contact with these organisations also means that the Association is often aware of forthcoming plans of these organisations which affect Troutbeck. The PCC is represented on village bodies – usually by the vicar or curate (when we have one) as this is seen as another good route to engage with the village as a whole.

Social events organised by the Association include the annual Duck Race in August, the Village Sports day and the Children's party at Christmas. Troutbeck is one of the last Lakeland villages to retain the annual Mayor-making ceremony and associated trail hunt by the Coniston foxhounds.

3.4 - BOWNESS (COVERED WITH WINDERMERE ABOVE)

3.5 - INGS



Ings has a small, widely distributed rural population with more than a third being over the age of 60. This rises to over two-thirds when one considers only church membership. Ings (ecclesiastical) parish has about 160 residents and is a part of Hugill (civil) Parish which has about 460 residents, about two-thirds of whom live closer to Staveley than Ings, and in St. James' parish..



Village life centres on three main venues: the Watermill Inn; the Parish Hall and the Grade 2* listed Church, each of which plays

a significant role in the community. There are no public, private or church schools in the St Anne's Church parish. Children in the village attend schools in Staveley, Windermere and Kendal. The parish priest for Ings holds office as ex-officio trustee of the Bateman Trust which manages Meadowcroft Cottages - seven almshouses, the tenants of which are drawn from applicants across the area of South Lakeland.

Whilst there are good public transport links from Ings, there can be age-related difficulties or reluctance to attend events further afield, particularly in the evenings. Consequently, there is a need to provide social and cultural opportunities in the village not least during the day time. St Anne's Church plays a vital role in providing some of these needs. Its modernisation and upgrading enable it to continue to meet the changing and evolving needs of the future.

The Parish Hall is also active in supporting village life. It is run by a Hall Management Committee on behalf of the PCC. Many of the Committee are members of the PCC which reinforces the community focus of the Church.

There is a monthly lunch club in the hall, as well as occasions at Harvest, Church AGM and so on. The Bateman Club has guest speakers at fortnightly meetings in the winter. There are many fundraising community get-togethers - for quiz suppers, soup lunches, coffee mornings or afternoon teas. The hall is also used for after church socialising, playgroups, children's parties, band rehearsals, seated exercise classes, annual barbecue and on occasion, a Summer Fayre.

The bi-monthly Ings Village Newsletter published by the Parish Hall publicises church and village events and community news. It is delivered to all homes in the Parish, on paper or electronically. More information can be found on the active Ings Village website: www.ingsvillage.org.uk

3.6 - KENTMERE



Kentmere is a very rural parish set in a beautiful valley 3 miles to the north east of Staveley. The parish stretches across a huge area and encompasses the whole of the Kentmere Horseshoe range of hills. Modern Kentmere is a vibrant, living community. As might be expected in a small rural area, its make up does not change on a regular basis. After some 15 years with barely any change, we now find that about one third of the residents have moved here within the last 12 years. It is still a farming area, although this now involves only 25% of the population.

The remainder consists of a good balance of those who work from home, those who travel to work outside the valley on a daily basis, and retired people. Despite its area it has a small population of around 70 adults and at present very few children of primary school age. The nearest primary school is in Staveley and there are secondary schools in Kendal and Windermere. Community spirit is our strongest asset – and you can see some evidence of that at our monthly lunch club for over 50s held at Maggs Howe.



The area is a focus for many outdoor competitions such as the nationally famous Kentmere Horseshoe Race around the head of the valley and the Lakeland 100 - a hundred mile trek which passes through the village - and there are numerous other similar events.

Despite its apparent remoteness it is a very busy place often almost inundated by visitors. 30 years ago they came in the summer, then at weekends in the winter, now it is all the time whatever the weather. Parking is a problem along with the narrow road into the valley. Indiscriminate parking on the grass verges damages often rare plants which the visitors claim to value. Kentmere is a very beautiful and special place but we share many of the problems faced by other remote Lakeland communities. We have a long narrow road which is our lifeline. We have satisfactory broadband reception but the only mobile phone signal is provided by EE.

4: OUR CHURCHES, LOCAL COMMUNITIES, MISSION (SCHOOLS ETC.) AND PEOPLE

4.1 - ST. JAMES', STAVELEY



We seek to be a welcoming church, both for the local community and visitors alike and the building is open daily.

Worship and prayer

A service of Holy Communion is currently held on the first, third and fifth Sundays each month while the services on the other Sundays are taken by a team of Lay Leaders, all at 9.30 a.m. A service of Holy Communion once each month takes place in the institute, and is more suited time wise and accessibility wise to parishioners with mobility problems, but of course is open to everyone who wishes to attend. There is an active bible study group which meets regularly, either in our sister church, St. Mary's, Windermere, or occasionally in someone's home. A monthly "Cygnet" service takes place which is for pre school children and is well supported by the Blossom Trees Nursery. The new Team Vicar will

benefit from an established support network of volunteers and an active PCC of nine members plus the vicar. Staveley with Kentmere Mothers' Union is a very active branch with 36 members who support the work of the church in many ways.

We have very close and important links with Staveley School and services take place in church for all the major festivals. Also regular "Good Work" assemblies are held in church, where the children showcase to their parents what they have been working on and certificates are awarded. The Vicar takes school assemblies regularly. We feel it is very important that a new incumbent works with the school and continues to nurture the contacts even further.



Outreach

Current outreach activities include school assemblies, home communions, Winter Warmer and Lent Lunches, Mothers' Union and Coffee and Chat, which all take place in the institute. We would look to our new minister to take these, and any new ideas forward. Also, in the past there has been Messy Church termly and Holiday Club in the summer holidays for primary school children.

4.2 - ST MARY'S, WINDERMERE

Schools, Youth and Children

The Parishes in the Team have extremely good relationships with all our local schools. Over the last 2 years a team of Youth and Children's workers from 5 or 6 local churches plus a NISCU and NYC has formed. We meet once a month at St Mary's for a Prayer Breakfast and between us are now running:

- a **Lunch-Time-Drop-In Club** at Lakes School (the local Secondary)
- an **After-School-Drop-In Club** for Lakes school pupils at St Mary's on a Friday afternoon
- 6 hours a week of "**1-2-1 Listening Services**" at the Lakes School
- Weekly **Collective worship** at St. Martin and St. Mary's Primary and Staveley Primary plus usually fortnightly collective worship at the local Goodly Dale Community Primary School.

- **Experience Easter**, held in St Mary's – Y5 Easter Reflective Workshop – attended by over 100 pupils from all 9 of the local Primary Schools (this includes children and team from the neighbouring Central Lakes Mission Community as well as volunteers from our own Mission Community)
- **"Moving On" – Transition RE Day** for Year 6 – attended by 80 Year 6 pupils from six local schools, again including children and team from Central Lakes MC.
- 4 hours per week **"1-2-1 Listening Services"** at St. Martin and St. Mary's Primary.
- Support for two schools in the Team with their Christian Ethos ahead of inspection.



Plans for the future; short, medium and long term.

- In September we have plans, permission and team volunteers to start up "Fish Clubs" (lunch time/after school clubs) in St. Martin and St. Mary's and Staveley School.
- We are hoping to start having monthly **Pizza Nights** at St Mary's for the Youth who attend the After-School-Drop-In club on Fridays.
- A future thought for St Mary's is to start either a Messy Church or a Bubble Church on a Sunday once a month. This would enable us to expand our relationships with whole families rather than just the children in the villages.
- We are looking forward to being joined by an intern in the Autumn, funded by the Methodist Church and supervised by the Methodist minister with responsibility in our area. She will be shared between us and the neighbouring Mission Community with a focus on schools and youth.

Alpha

In September 2023 we started a joint Alpha Course with Lakes Christian Centre ("LCC"), an independent fellowship style church in Windermere. We met at LCC, which is also home to The Mission Café, a convenient place to feed people at Alpha!

Numbers of both helpers and attendees were about equal across the churches. Once the course had finished at Christmas, several of the group were keen to continue to meet to read the Bible together. That group (about 10 people at its maximum) is still meeting (at print – July24) every week, working through Luke's gospel.

We are starting to plan another Joint Alpha course starting either September 24 or January 25. Several of the current group want to help run the next course.

The Difference Course

During Lent 2024 we ran 2 courses, one in an afternoon at St Mary's and one in the evenings in a home. We had approximately 18 people attending the 2 courses, representing 7 churches; from both the South Lakes Team churches and other local churches.

Lay Involvement in Worship

We recently had to say goodbye to our long standing and beloved Lay Minister who moved away for family reasons. As two service a month are lay led, we suddenly found ourselves in need of more help. A team of volunteers is being trained up to help lead worship on Sunday mornings. This team has been in place since June 2024 and is gradually gaining confidence.

Windermere Foodbank

Discussions are in an advanced stage for the Windermere Foodbank to move from its current location at Windermere Methodist Church, to St Mary's. The Foodbank intends to open on Wednesday and Friday afternoons, with additional support from The Citizen's Advice Bureau in attendance on a Friday afternoon, which is primarily to support Food bank users, and also all members of the public. Windermere Foodbank will have

exclusive access to the Addison Room in the church building as a storage and distribution facility, contributing to energy usage costs, as well as contributing a regular rental income for the church. Details are still to be finalised and agreed. It is hoped this new relationship will start by September 2024.

4.3 - JESUS CHURCH, TROUTBECK

Jesus Church is seen as being central to village life in Troutbeck and attracts its congregation from both parish residents and non-residents. Of the 38 people on the electoral roll, 11 are residents of the parish. Weekly services are held on Sunday at 9.30 a.m. and are in a traditional style of worship. Mattins is held on the 1st, and 3rd Sunday (BCP) and Holy Communion on the 2nd, 4th and 5th Sunday (BCP and CW). The congregation is attracted by a “traditional” style of worship. There seems to be no particular preference for BCP or Common Worship Eucharists however, there is a desire to maintain BCP Mattins (two each month) rather than a modern liturgy.

Attendance is usually between 25 and 35. The regular congregation is predominantly from an older demographic. Major occasions such as Christmas, Easter and Remembrance Sunday will attract congregations between 75 and 100. Comments from the congregation indicate that they are drawn by a combination of the style of service and the friendly greeting shown to all who attend. The high proportion of the congregation who travel from another parish testify to the attraction of the services at Jesus Church.

The church is supported by a Lay Reader (who conducts some of the Mattins services), two a Churchwarden, and the PCC.

In 2023 there were 3 baptisms, 6 weddings, and 5 funerals held at Jesus Church.

The PCC arrange a regular series of community events such as the Harvest and Christmas suppers and the annual Carol Service which includes refreshments for all who attend. Other events organised in 2023 included a talk in the Village Institute and a very successful ‘Carols in the Pub’ at Christmas. We have recently revived our relationship with Windermere school who hold their annual carol concert in the church and we are also planning to hold musical events in the Church.

Our Parish Magazine is circulated throughout Troutbeck (not just to church-goers) and also to a surprisingly large out-of-Cumbria readership – the circulation is now over 250 - and the magazine is seen by the village as Troutbeck’s main source of community news and information.

4.4 - ST. MARTIN’S, BOWNESS



St Martin’s is in the heart of Bowness on Windermere and attracts about 20,000 visitors each year. The Grade 1 listed medieval building brings its own challenges of roof repair, which is urgent, and upkeep of the fabric, which is necessary. Fundraising for this is always a priority and is currently an unmet need.

In 2023 our average weekly attendance (measured in October) was 49 We can be full for major events. We are a mainly senior congregation. We run Home Groups, a Contemplation/ Meditation group in person and online, and a Lunch Bunch for single women who live alone. Our PCC is active with about 10 members. We have two retired clergy who help occasionally. We

have welcomers who keep the church open throughout the Spring, Summer and Autumn, to greet our many visitors.

We run Sunday services in person and live-streamed, Holy Communion, interspersed with lay led services. We have a good organ, although our regular organist has recently retired, and we are seeking a successor. Music in our worship is also led by guitar, violin, flute and occasionally saxophone. Our Team Rector is ably assisted by an administrator, churchwardens and two treasurers. The Rectory is in Bowness.

We support Windermere food bank, Manna House, Children's Society, Fairtrade, choral groups and many more. Being a large church and close to hotels, we are popular for weddings.

The parishioners' quotations of the best things about St Martin's church:

- a) "as a relative newcomer was how warm and welcoming it was"
- b) "We cannot think of a church that we would sooner be at, than St Martin's."
- c) "Spiritual teaching, fellowship, support and connection, available in my local community."
- d) "It's a visible sign of God's love in the heart of Bowness"
- e) "A place of peace, love and a very close-knit family"

The 3 biggest challenges for St Martin's church

- a) Encouraging younger Christians
- b) Extending our digital presence, making Hybrid Church a reality.
- c) Engaging with our community to create our Christian centre.



4.5 - ST. ANNE'S, INGS

Our priority is to provide a nurturing, caring environment for all, both for Church members and for the whole village community and to welcome and include visitors of all faiths and none. Clearly, there is need to provide spiritual support for Christians and those searching for a faith, as well the ceremonies that link people together at birth, marriage and death. We consider the church to be at the service of the community, so this includes the building as provision of space for both worship and non-worship activities, all of which which bring people into the building.

We hold monthly concerts on Sunday afternoons throughout the year, rehearsals, meetings, regular chamber music and piano workshops, exhibitions and craft fairs – all of which bring welcome income to pay for the upkeep of church fabric, which in turn supports the worshipping community. The church is used by outside organisations, for example Staveley and District History Society hold their monthly lectures there in Winter. Twice a year there are Saturday afternoon concert to support Ukrainian Musicians to whom a total of well over £10,000 has been donated. Our experience over the years is that such activities draw people into the worshipping community, helping to maintain church attendance.



Acts of fundraising strengthen the community as we work together for a common good, indeed we have received considerable funding from non- church-goers in the village. We apply for grants where available and appropriate. We are fortunate to have kind, generous, enterprising and initiative-taking church members with a broad skill

base. While there is no natural mechanism of succession of church membership, newcomers to Ings in recent years have provided continuity but we recognise there is always a need to encourage more people to participate in the life of church. Our ethos to support and serve the community is paramount. The church is open to visitors every day throughout the year from about 9am – 5pm.

Since the completion of an accessible toilet extension in late 2019 and the relaxation of the Covid protocols, use of the church has burgeoned, particularly for musical activities. Having created the versatile space, we continue to develop its usage, and work alongside the Parish Hall coordinating provision between the two venues.

We are liturgically focussed but comfortable with some informality. We have a minister-led Eucharist twice a month, the other Sundays being lay-led Morning Prayer. We recognised and embraced the need for lay-led services and particularly enjoy the thoughtful provision by three teams of two who lead services in rotation. Our regular services are at 11am followed by an important social coffee time in the hall. The congregation welcomes people from other denominations, and we participate in the readings and intercessions. Likewise we provide servers, sides-persons, music (5 organists and Ings Occasionals Choir), and refreshments.

We have an active and positive PCC which accomplishes much with good humour and friendship. We meet every other month or as required.

4.6 - ST. CUTHBERT'S, KENTMERE

Mission / community links / nurture and evangelism

There is a very active and conscientious PCC which fulfils the mission statement of the church in a quiet but very effective manner usually by personal contact. It meets regularly. We have a group emailing system which involves every household in the valley so information can be spread quickly and effectively. It is the sort of community where everyone knows what is going on and people with something to celebrate or problems to overcome are contacted and supported. There are no other churches within the parish and we are happy to welcome people of all denominations, or none, to our church and services. Kentmere members of the Mothers' Union join with Staveley.

Worship / Services



Currently there is only one regular service in Kentmere Church each month. That service is held at 6.00 p.m. (4.00 p.m. in winter) and alternates between Holy Communion (Order 2) one month and Evensong (BCP) the next. The members of the PCC are very keen to continue with this. There are also festival services at Christmas, Mothering Sunday, Easter, a Harvest Festival and some years a Thanksgiving for Lambing which is held in one of the farm yards or sheep sheds. We are also aiming to have at least one concert or choral service in the church each year to take advantage of its magnificent setting and splendid natural acoustics. There is now a recently formed choir in the parish which supports the singing in our services.

Vision / opportunities / challenges

The PCC has no plans to make any significant changes. In many ways it takes all our efforts to maintain the status quo, but we try very hard to make small improvements to what we have. We would like to make much more use of the building for events such as recitals and concerts although the venue for meetings is well catered for by the village hall (The Kentmere Institute) just across the road. The church is always open and is regularly used as a refuge for people returning from the fells. Our aim is to maintain a warm, comfortable and welcoming environment.

St. Cuthbert's has a very active and conscientious PCC and friends fulfilling the mission of the church in a quiet but very effective manner usually by personal contact. There is a very strong community spirit across the parish. The church is well heated and we have a superb sound system installed with audio loop for people with hearing aids, we have aids for people with partial sight and appropriate toys and books for young visitors.

There are, however, a small number of people involved – the population of the parish is only 70 and normal congregations rarely exceeded single figures until the choir was formed – although the church can be filled for a special service. At present there are no facilities for younger people within the community although links with nearby Staveley are well established. The church building has no water supply – thus no toilets and no kitchen – so strong links and co-operation with The Kentmere Institute are necessary and well used. Unfortunately, despite valiant attempts, the approach to the church cannot be adapted for wheelchair access.

Further information about the church and its history can be found on the Kentmere website (<https://www.kentmere.org>).

5: THE WIDER CONTEXT: DIOCESE, DEANERY AND MISSION COMMUNITY.

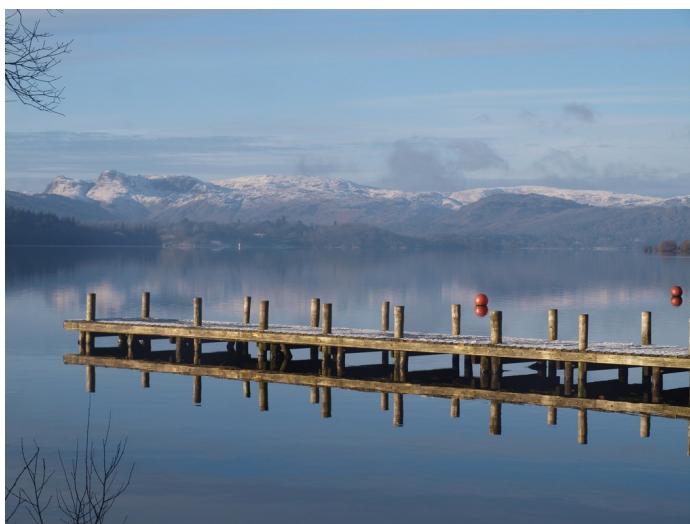
The boundaries of the Diocese of Carlisle are more or less coterminous with the County of Cumbria. A vision for Growing *Disciples* launched across the diocese gained an ecumenical dimension and in 2015 became *God for All*. Carlisle Diocese is in covenanted partnership with the Methodist Church, the United Reformed Church, and the Salvation Army across the county. The vision is for ecumenical Mission Communities, groupings of Anglican parishes with other covenanted churches, and with other churches locally as circumstances permit, working together for the mission and ministry of the Church in their localities. In 2020 a Vision Refresh process led to four strands in the refreshed *God for All* vision: *Follow Daily, Speak Boldly, Care Deeply, Tread Gently*. This is beginning to be fleshed out in parishes across the diocese. (<https://godforall.org.uk>)

Windermere Deanery is part of the Westmorland and Furness Archdeaconry with a friendly and supportive Deanery Chapter.

With careful management and significant restructuring of central activities Carlisle Diocese avoided running into deficit. The diocese runs a Parish Offer scheme where parishes are informed of the cost of ministry and invited to make a 'generous offer' towards the cost of the ministry they receive, and where possible to support ministry elsewhere. Increasingly this is operating on a Mission Community basis rather than parish by parish.

The parishes are being asked to make a Parish Offer on the basis of two stipendiary clergy serving the team, plus a share of the cost of the Deanery Network Youth Minister. Within the team the parishes have reached agreement about a fair division of the cost of ministry amongst them, although that hasn't meant that as a whole we have met that full cost

The Mission Community is still in an embryonic stage, but there are good friendly relationships amongst the local clergy and between the churches.



6: ACCOUNTS, AND CHURCH BUILDINGS, AND THE VICARAGE.

6.1 – FINANCES ACROSS THE TEAM

GENERAL NOTES

The attached summary of the 2023 accounts of the six churches comprising the Benefice has been prepared from the Annual Accounts and related information. Its primary purpose was inform the discussion regarding the sharing of the Cost of Ministry and the preparation of Ministry Offers for 2025. Using the basic income figures from the accounts with no adjustments did not give a reasonable starting point, and the final 'Adjusted Outturn' column is a total for the team as a whole and is broadly intended to include the core net income for each parish, and to exclude significant one-off or restricted income.

Comments by individual parishes on their finances appear under the heading for each parish at 6.2 – 6.7 below.

Mission and charitable giving is offset on the basis that all is funds collected as agent.

I am not sure we should offset voluntary charitable giving where the income is not as agent?

Trading costs are offset

Identified wedding and funeral costs are offset.

Grants are offset where identified

We account differently for the parish magazine and its advertising. Offsets are the lesser of income or cost where shown in the accounts. Costs are not offset against advertising income.

St. Cuthbert's

Grants with specific terms offset

Gift aid received is Jan 2021 to April 2023. 2021 GA £1,136 is excluded.

Parish magazine cost not offset as no specific income

St. Martin's

Bellringers waived fees are offset against the organists expense

Trading costs offset £3,348

Parish magazine cost not offset as no identified income

St James'

Costs of trading £1,068 offset

Charitable costs offset are £679 Mission, £113 RBL and £14 youth activities

Jesus Church

No notes

St. Mary's

Excluded other income is £20k from the Applethwaite Trust donated to cover tower repairs and an expected shortfall in revenue in 2024; £2.8k energy grant from the Diocese; £2.3k from East Midlands Business Centre, which was a claim for VAT on a listed building works associated with the tower and £2.3k from the Diocese which can only be spent on youth work.

Include estimated income received from Applethwaite Trust for 2023 of £6,000

100 club costs offset £1,715

Wedding expenses £140 and funeral expenses £790 offset

St. Anne's

Specific fundraising for solar panels, £20,000, excluded.

VAT grant excluded

There is no Gift Aid income as claims are made every two years

	St Cuthbert's			St Martin		
	Total	Excluded	Net	Total	Excluded	Net
Voluntary giving						
1 Regular giving	5,837		5,837	32,598		32,598
3 Collections at services	420		420	4,566		4,566
4 All other giving and voluntary receipts, including special appeals (recurring and one-off)	474	150	324	16,318	2,700	13,618
6 Gift Aid recovered (regular giving and one-off donations)	3,427	1,136	2,291	10,097		10,097
7 Legacies received (capital value)	-		-	75,000	75,000	-
8 Grants (include recurring and one-off)	637	637	-	1,040	1,040	-
Total voluntary giving	10,795	1,923	8,872	139,619	78,740	60,879
Activities for generating funds						
9 Fundraising activities (gross proceeds)	319		319	9,339	3,348	5,991
Income from investments						
10 Dividends, interest, income from property etc.	1,193		1,193	2,630		2,630
Church activities						
11 Fees retained by PCC (weddings, funerals etc.)	1,274		1,274	5,778	740	5,038
12 Trading activities (gross proceeds), NOT fundraising	600		600			-
Other incoming resources						
13 Other receipts/income not already listed			-			-
Totals (from Financial Statements)						
A RECEIPTS/INCOME	14,181	1,923	12,258	157,366	82,828	74,538
Costs of generating funds						
17 Costs of fundraising activities			-			-
Church activities						
18 Mission giving and donations	150	150	-	2,700	2,700	-
19 Diocesan parish share contribution	5,280		5,280	43,074		43,074
20 Salaries, wages and honoraria	-		-	740	740	-
21 Clergy and staff expenses	910		910	15,567		15,567
Church expenses						
22 Mission and evangelism costs			-			-
Church running expenses (including governance)	2,429	637	1,792	33,794	1,040	32,754
24 Church utility bills	517		517			-
25 Costs of trading			-	3,787	3,348	439
Major capital expenditure						
27 Major repairs to the church building			-			-
28 Major repairs to church hall/other PCC property			-			-
29 New building work			-			-
Other expenditure						
99 Other payments/expenditure not already listed			-			-
C PAYMENTS/EXPENDITURE						
	9,286	787	8,499	99,662	7,828	91,834
NET	4,895 -	787 -	8,499	- 99,662 -	7,828 -	91,834
Fixed assets						
Cash	47,303		47,303	30,052		30,052
Investments			-	92,749		92,749
Other			-	490		490
	47,303	-	47,303	122,311	-	122,311

	St James'			Jesus Church		
	Total	Excluded	Net	Total	Excluded	Net
Voluntary giving						
1 Regular giving	14,137		14,137	13,034		13,034
3 Collections at services	2,456		2,456	2,611		2,611
4 All other giving and voluntary receipts, including special appeals (recurring and one-off)	7,449	806	6,643	1,913	4,190	2,277
6 Gift Aid recovered (regular giving and one-off donations)	3,256		3,256	4,299		4,299
7 Legacies received (capital value)			-			-
8 Grants (include recurring and one-off)			-			-
Total voluntary giving	27,298	806	26,492	21,857	4,190	17,667
Activities for generating funds						
9 Fundraising activities (gross proceeds)	2,559	1,068	1,491	2,046	1,601	445
Income from investments						
10 Dividends, interest, income from property etc.	2,706		2,706	10,000		10,000
Church activities						
11 Fees retained by PCC (weddings, funerals etc.)	7,624		7,624	2,350		2,350
12 Trading activities (gross proceeds), NOT fundraising	2,130		2,130	906		906
Other incoming resources						
13 Other receipts/income not already listed	3,893		3,893	394	59	335
Totals (from Financial Statements)						
A RECEIPTS/INCOME	46,210	1,874	44,336	37,553	5,850	31,703
Costs of generating funds						
17 Costs of fundraising activities			-	1,601	1,601	-
Church activities						
18 Mission giving and donations	806	806	-	4,190	4,190	-
19 Diocesan parish share contribution	23,853		23,853	17,671		17,671
20 Salaries, wages and honoraria	2,804		2,804			-
21 Clergy and staff expenses	6,470		6,470	628		628
Church expenses						
22 Mission and evangelism costs			-			-
Church running expenses (including						
23 governance)	6,372		6,372	9,588		9,588
24 Church utility bills	8,194		8,194	1,818		1,818
25 Costs of trading	1,068	1,068	-	59	59	-
Major capital expenditure						
27 Major repairs to the church building			-			-
28 Major repairs to church hall/other PCC property			-			-
29 New building work			-			-
Other expenditure						
99 Other payments/expenditure not already listed			-	3,033		3,033
C PAYMENTS/EXPENDITURE	49,567	1,874	47,693	38,588	5,850	32,738
NET	- 49,567 -	1,874 -	47,693	- 38,588 -	5,850 -	32,738
Fixed assets			-			-
Cash	28,856		28,856	24,204		24,204
Investments	72,234		72,234	341,365		341,365
Other			-			-
	101,090	-	101,090	365,569	-	365,569

	St Mary			St Anne			Adjusted
	Total	Excluded	Net	Total	Excluded	Net	outturn
Voluntary giving							
1 Regular giving	23,395		23,395	9,210		9,210	98,211
3 Collections at services	3,846		3,846	1,826		1,826	15,725
4 All other giving and voluntary receipts, including special appeals (recurring and one-off)	3,465	92	3,373	25,950	20,000	5,950	27,631
6 Gift Aid recovered (regular giving and one-off donations)	6,380		6,380	-		-	26,323
7 Legacies received (capital value)			-			-	-
8 Grants (include recurring and one-off)	29,681	21,400	8,281	910	910	-	8,281
Total voluntary giving	66,767	21,492	45,275	37,896	20,910	16,986	176,171
Activities for generating funds							
9 Fundraising activities (gross proceeds)	2,438	1,715	723	4,181		4,181	13,150
Income from investments							
10 Dividends, interest, income from property etc.	1,005		1,005	323		323	17,857
Church activities							
11 Fees retained by PCC (weddings, funerals etc.)	4,321	930	3,391	4,572		4,572	24,249
12 Trading activities (gross proceeds), NOT fundraising			-			-	3,636
Other incoming resources							
13 Other receipts/income not already listed			-			-	4,228
Totals (from Financial Statements)							
A RECEIPTS/INCOME	74,531	24,137	50,394	46,972	20,910	26,062	239,291
Costs of generating funds							
17 Costs of fundraising activities	1,715	1,715	-	-		-	-
Church activities							
18 Mission giving and donations	92	92	-			-	-
19 Diocesan parish share contribution	24,996		24,996	7,500		7,500	122,374
20 Salaries, wages and honoraria			-			-	2,804
21 Clergy and staff expenses	906		906	518		518	24,999
Church expenses							
22 Mission and evangelism costs	-		-			-	-
Church running expenses (including							
23 governance)	28,073		28,073	10,331	910	9,421	88,000
24 Church utility bills	10,809		10,809	3,741		3,741	25,079
25 Costs of trading	-		-			-	439
Major capital expenditure							
27 Major repairs to the church building			-			-	-
28 Major repairs to church hall/other PCC property			-			-	-
29 New building work			-			-	-
Other expenditure							
99 Other payments/expenditure not already listed	1,608	930	678	3,439		3,439	7,150
C PAYMENTS/EXPENDITURE	68,199	2,737	65,462	25,529	910	24,619	270,845
NET	- 68,199	- 2,737	- 65,462	- 25,529	- 910	- 24,619	- 31,554
Fixed assets			-			-	-
Cash	23,528		23,528	46,269		46,269	200,212
Investments			-			-	506,348
Other			-			-	490
	23,528	-	23,528	46,269	-	46,269	706,070

6.2 - ST. JAMES', STAVELEY

FINANCES

The financial position of St James Church at the end of 2023 can be summed up as static. There has been enough money in to survive the financial outgoings and commitments and no funds other than the current account were required to maintain this position. After the two-year financial challenges that the Covid-19 restrictions brought, followed by the cost of living and energy crisis of 2022/23 which continues, though is improving, this has led to this static financial position. The PCC has been very careful to stick as last year to its policy of limited spending and continues to look for new ways of bringing in money. Planned expenses or general expenses have been the main draw on the finances in 2023. There has been no outlay of significant funds for any large maintenance or repair expense. The money coming into church remains consistent and at a similar level to previous years. The PCC have always endeavoured to pay the Parish Share in full.

The contactless giving machine put in in 2021 continues to be a positive addition to keeping money flowing into church. The total received after fees for 2023 was £483.99. Hopefully this will continue to grow in 2024. We aim to produce a business card to go on pews to remind visiting congregation that we have this facility for giving available. Promotion at life event services could also be an area that could be looked in to. The largest cash flow into church continues to be the planned giving scheme. Church plate collections remain similar to previous years though these have been boosted by the collections taken at the Communion in the Community Services.

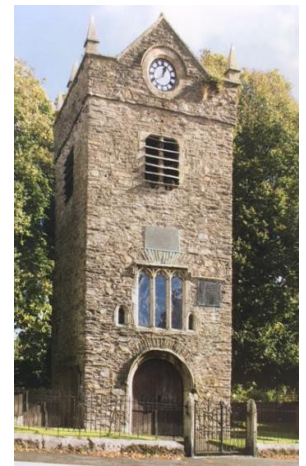
BUILDING



We seek to be a welcoming church, both for the local community and visitors alike and the building is open daily. It is a Grade 2 listed building with the renowned east window having been designed by William Morris and Edward Burne-Jones. The building was opened in 1865 and it replaced a much older church which was located on the main street. The tower is Grade 2* listed and still remains from the St. Margaret's Chapel and the graveyard is currently used for burials.

We have plans for re-ordering at St.

James' to make it more suited to modern life and are hoping to begin with replacing our gas boiler and heating system with an infra-red heating system.



6.3 - ST. MARY'S, WINDERMERE

FINANCES

Where does the Money Come From

At present most of the income of St Mary's is from planned giving and the collections from services. Tax recovered on the giving is a significant element. There is a '100 Club' which donates their excess to the church. A small amount of income comes from room and facility management, though this has been growing recently. In addition, occasional annual events such as a Flower Festival and Summer Fayre have both brought people together and raised funds for the PCC.

St Mary's is also fortunate that there is a Trust Fund which can be asked to support any major maintenance to the building

[Where does the Money Go](#)

The Parish Share is the largest outgoing for St. Mary's though the maintenance and running of the building is also significant. The latter has been exacerbated by the doubling of gas and electricity prices in recent years.

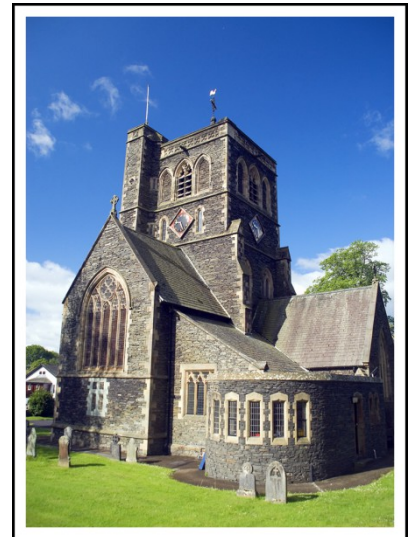
[Ongoing Stewardship](#)

The electoral roll has fallen in recent years, but currently seems quite stable. The parishioners continue to increase their giving and our Parish Share has stayed constant. However, from the above figures it is apparent that the current congregation can no longer finance both the cost of ministry and the costs of running the building. Fortunately, the Applethwaite Trust have donated the interest from investments to help with the day-to-day running costs of the building, as well as recent major repairs to the Vestry roof and church tower.

[The Applethwaite Parish Centre Trust](#)

This is a charitable trust, from which the annual income can be used to support specific needs of the church outside the day to day running costs. The Trust is registered with the Charity Commission and the Trustees are the Vicar, Church Wardens and Treasurer of the PCC *ex officio* plus two independent parishioners, who are not members of the PCC. The Objectives of the Trust are:

- conservation, restoration, maintenance, improvement and reconstruction of the church, churchyard, grounds and associated buildings of St Mary's Church, Windermere, Cumbria including the fabric, fixtures, and fittings and for such other charitable purposes in connection with the work of the Church as the Trustees shall from time to time determine.
- such general charitable purposes for the benefit of the inhabitants of the Parish of St Mary Windermere as the Trustees shall from time to time determine.



BUILDING

A chapel was first on the site in 1848 and was steadily extended until finally St. Mary's was consecrated as a parish church in 1856. The architecture is Victorian in style using local stone and slate. Following a catastrophic fire in 1988 the church was restored with a lighter-wood, contemporary-styled roof. In 2006 St. Mary's celebrated the 150th anniversary of becoming a parish church and completed a major project which involved a total reordering of the church interior. This left a good mix of traditional Victorian structure with modern amenities and provided facilities for wider community use as well as a beautifully appointed and flexible worship space. St. Mary's now has facilities to host a wide range of events.



St. Mary's Church has a number of smaller venues for hire including the Upper Room, Addison Room (soon to be restricted for the use of the Foodbank) and Harrison Room. St. Mary's also provides a recently furnished fully equipped kitchen, audio-visual equipment and modern toilets with baby-changing facilities. It is also available for hosting concerts and larger events in the main section, providing seating for approximately 200. There is easy access for the disabled, and guide-dogs are welcome.

6.4 - JESUS CHURCH, TROUTBECK

FINANCES

These details are taken from the annual report for 2023

Our finances are very healthy, with the receipts and payments in balance. This is because our regular congregation generously maintain their support and donations. The "Planned Giving" (brown envelopes and bank standing

Orders) was maintained (£13,034). Collections at weddings, funerals and the church box are variable. Since the pandemic few people carry cash, and as the church is open during the day, our Collectin contactless donation point, together with the wall safe collected £1,913.

Our Payments have remained constant.

Overall, on all funds, receipts are £41,502, up by £1,978 on the previous year. Payments are £45,045, down £992 on the comparable figure for 2022. So there was an overall deficit, after the receipt of legacies, of £1,552. The comparable figure for 2022 was a deficit of £6,552.

Our Parish Offer to the Diocesan Board of Finance was £17,671, being Jesus Church's accepted share (12.41 %) of the cost of the two priests shared between our six churches in the Combined Benefice.

Our figure for donations to charities was £4,190

The value of our investments was £341,365

BUILDING



In 1300 Troutbeck contained two royal deer parks – one at Troutbeck Park – and perhaps 50 residents. As the woodland was cleared the population grew to nearer 300 by the 15th century with a wooden chapel being built in 1506 on the site of the current church, replaced by a stone church in 1562 (the “Church or Chappell of Troutbecke, called by the name of Jesus”). Mills were located in the parish to deal with the crops grown in the valley. Slate quarries were established in the valley with working continuing until 1920. Today all these activities have ceased leaving the valley to the sheep, red squirrels and walkers.

The church itself was most recently extensively renovated in Victorian times and is oak beamed with stalls and communion rail composed of Jacobean woodwork. Visitors come to see, amongst other things, the Arts and Crafts window by William Morris, Ford Madox Brown and Sir Edward Burne-Jones.

The churchyard is noted for its profusion of daffodils in the spring.

Recent work to the church has included the provision of double glazing and we are looking at replacing our current oil powered heating system to reduce our carbon footprint.



6.5 - ST. MARTIN'S, BOWNESS

FINANCES

We currently hold sufficient reserves to meet our day to day costs (in the short term) including Ministry Offer and the replacement of our aged heating system. In the short to medium term the situation becomes more

challenging as we need to do major work on the church roof, for which we do not have sufficient reserves, and which will necessitate significant fundraising.

BUILDING

Our church dates back to 1203 and was rebuilt in 1483. The font is the only remnant of the original church. The East window is mainly medieval stained glass, possibly from Cartmel Priory, and is a treasure, said to be the finest in Northwest England. It includes the coat of arms of the family of George Washington. There are many beautiful Pre-Raphaelite inspired stained glass windows around our church. There are Henry Hughes murals and a thanksgiving poem for deliverance following the Gunpowder Plot. Our millennium renovation installed a new Curwen screen in front of the tower to create a children's room, a new floor



and under-floor heating, restoration of the organ and re-hanging of the eight bells. We replaced the roof over the south aisle in 2019-20 during a gap in grant-funding provision. We expended resources gained by the sale of our separate church rooms. We expect imminently to need to replace our boilers, and the main roof on the nave also needs to be replaced.

6.6 - ST. ANNE'S, INGS

FINANCES

The financial position is fair. The Church itself has no known major fabric problems to threaten this situation, but we are in the throes of obtaining planning approval for a Solar PV / Batteries installation, to complement our heat-pump driven underfloor heating, installed in 2012. We await the outcome of a legal challenge to the Lake District National Park's refusal of planning consent, climate-change being a significant motivation for us. The Parish Hall is itself in good repair but the adjacent riverbank is being eroded and we are faced with an expensive river wall reinforcement project to protect the Hall and its outbuildings, once the Environment Association's Flood Plan for Ings is known. Thus, finances have to be managed with care (the suggested Parish Offer not being achieved in the last two or three years) especially in view of these two imminent capital projects. However, both projects will eventually contribute significantly to the financial well-being of the Parish.

There is much giving in any year in kind....baked goods, meals, food bank donations, cleaning and supplies, maintenance and care-taking, grass-cutting and gardening, church flowers etc. and income from the concerts, music workshops, rehearsals, fairs, and other events. Some of the charities we have supported are: Manna House (supporting homeless people in Kendal); Springfield Refuge for women; The Church Army; CMS; NISCU South Lakeland; Water Aid; Toilet Twinning; Christian Aid and The Children's Society. Since 2022 alone musical events in the church have raised over £10,000 for Musicians in Ukraine and £1000 for the children's cancer charity Henry Dancer Days.

BUILDING

Ings has had a place of worship at least since 1511. A chapel on the present site of the church may have been built about 1616. In the 1650's Ings-born Rowland Wilson was a major benefactor of St Anne's and the school that is now the Parish Hall. The church in its present form was largely the generous project of another local boy Robert Bateman, in the 1740s. During the 20th century the church building saw



little change apart from restoration of the organ and removal of choir stalls. The school closed in 1972 and then reopened in October 1979 as Ings Parish Hall. The church was redecorated inside and out in 2009 to a scheme suggested by the National Trust in keeping with what may have been the original style. It has a Grade 2* listing.

The Church is in good order after major refurbishments over the last decade. Our reordering project, completed in late Autumn 2012, created a versatile space suitable for concerts, meetings, rehearsals, dancing and much more. The Victorian pews were sold and replaced by moveable chairs, and a new sandstone floor with underfloor heating from an air-source heat pump installed. Sustainability measures inside the building include high levels of thermal insulation, secondary glazing and draught exclusion. The churchyard is managed as a wildflower meadow. The vestry in the north 'organ chamber' doubles as a simple kitchen. Specialist work on the bells and the tower in 2020 has ensured that the fabric of the building is sound throughout. We now have a completely refurbished and warm church, with carefully graded access and a floor on one level, and comfortable, moveable seating, which, with the accessible toilet extension added in 2019, means that we have an independently hireable building. It can now meet demands for space that the Parish Hall cannot provide. Successive project work has carefully maintained the character of the building and safeguarded its role as a Church.

6.7 - ST. CUTHBERT'S, KENTMERE

FINANCES

Our finances have been stable for many years and all our usual financial commitments paid as they fell due. Major projects have been fully funded outside the regular income sources.

BUILDING

The ancient yew in the circular churchyard signifies a very early religious settlement and the present church built at the beginning of the 16th century may have replaced a previous one on the same site. The church has links with Bernard Gilpin, the "Apostle of the North", who was born at Kentmere Hall in 1517. A sketch by Thomas Machell in the 1690s depicts a building of the same size and with the same features as the present building – although the tower was raised in the 1860s. No significant changes have been made in the last 100 years except the installation of electricity in 1963. By the early part of this century it became clear that the roof structure was showing signs of decay and in 2016 the roof was repaired and refurbished at a cost of £250,000. This was funded by a grant of £110,000 from the National Heritage Memorial Fund, £10,000 from the National Churches Trust and donations from other charitable organisations, businesses and private individuals. The project was awarded a Highly Commended certificate for building conservation by the Royal Institute of Chartered Surveyors.



It is a very special building which is carefully, lovingly and sensitively maintained and currently houses a splendid 'sharing heritage' exhibition of the history and development of the community and its church since Viking times. The churchyard is maintained as a conservation area.

7 - THE VICARAGE



The new Team Vicar will be housed in a large modern home in Staveley which has been newly painted externally and is set within its own extensive gardens adjacent to both St. James' Church and to the primary school. Built in the late 1970s it is a modern building on a sloping site with a garden mainly to grass with fruit trees, shrubs, and a large rockery.

Ground floor

Here there is an entrance porch, hallway, study, and toilet with hand basin. The attached large garage can be accessed from the hall and contains the gas boiler.

First floor

There is a large lounge with a gas fire and surround, large windows on two sides, a dining room with sliding patio doors and a hatch linked to a spacious kitchen, with floor and wall units, a sink and space for a cooker and fridge. A good-sized utility room leading from the kitchen has a sink and space for a washing machine and tumble dryer and a door leading into the back garden.

Second floor

This has a landing area with a desk. A corridor leads to 4 double bedrooms, 3 with built in wardrobes, a bathroom with a shower over the bath, a shower room, and an airing cupboard with a hot water cylinder and a hatch into the loft space.

The house has full gas central heating and the main living rooms, stairs and bedrooms are carpeted.





Follow Daily
Care Deeply
Speak Boldly
Tread Gently

GOD FOR ALL

- [Mission Communities](#)
- [Resources for Mission](#)

ECUMENICAL PARTNERS

- www.cumbriamethodistdistrict.org.uk
- www.carlisle-diocese.org.uk
- www.salvationarmy.org.uk
- www.nwsynod.org.uk