

TRINITY, Lewes

PARISH PROFILE

2021



TRINITY
...

WELCOME TO TRINITY CHURCH, LEWES

Thank you for taking the time to read our Parish Profile. We're grateful for your interest in the role here at TRINITY Church and hope this Parish Profile will help to give a clearer understanding of our church family, our current position and our engagement with the town of Lewes and further afield.

We are a multi-site church with more than 300 members on our electoral role. Like any growing, medium-sized church, TRINITY will require strong and capable leadership. Be assured that we will support the new Rector with prayer and practical help.

We are deeply grateful for the clear signs that God is at work in our community and for the many recent blessings including the precious gifts of able staff members, facilities and resources.

We see now that TRINITY has been through a time of preparation and that there is great potential for further blessing; yet we acknowledge that there is also the need to review everything carefully, plan prayerfully and pastor sensitively as we begin to emerge from this time of restricted activity. Nevertheless, it is surely a season to dream new dreams and seek God's direction with hope in our hearts, knowing that anything is possible when we allow Him to be at the head and the centre of everything.

It is our prayer that as you read this and research the post, God will guide and help you to discern whether you are being called to lead us at TRINITY.

With love in Him,

Ron Hammond, Trevor Meadows & Andrew White

Churchwardens, TRINITY Church, Lewes



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OUR GOD GOES BEFORE US

It is undoubtably a **significant moment** to be appointed leader of our church.

We find ourselves in a new landscape that will require skilful navigation and fresh vision. Our church family will need encouragement, our activities will need new design and our community needs to experience God's love overflowing from His church more than ever.

Despite the challenges, we step forward confidently, knowing that our God goes before us.

We can see now that He has been preparing us for some time. Many foundations have been laid and resources put in place. In the last few years, we have witnessed prayers answered and dreams realised.

We have seen the successful fusion of three parishes, increasing our reach and resources. We have renovated one site, adding dedicated offices

and a flourishing café that makes 'church' more accessible during the week. We've prayerfully adapted services, ministries and activities to engage even more with our local community. During the pandemic, God has blessed and provided too. We have been able to adapt and develop competent digital platforms from which to interact and minister, while our largest site was used as a support hub for the main community food bank.

As we step into this next season we lean on the promises in scripture and trust to God's unchanging faithfulness.

We pray intentionally that He will send the right person to lead us and we look forward to working with them to build His Kingdom here in Lewes.





OUR FOUNDATION AND OUR HEART

We believe that
Jesus Christ came
to **teach**, to **serve**
and to **heal**.

We also believe that Jesus' love is so immense that He was willing to die in our place, so that we might attain forgiveness and a new, restored life - lived forever in relationship with God. A life where we can find true peace, joy, hope, security and purpose.

We know that Jesus' love can and does transform individual lives, communities and nations. So, we want to share this message with as many people as we can. We do this with the help of the Holy Spirit, who works in us and through us. It is His power that strengthens and enables us and changes the hearts and lives of others.

At the heart of our church is Jesus. His love is our message, our model and our motivation.

We see TRINTY as a place where all people are welcome – where every individual who wants to encounter Jesus can find a home, where God is worshiped and glorified and where the Holy Spirit can work.

We aim to love Jesus by glorifying Him in all that we are - our thoughts, words and actions.

We aim to be a church that demonstrates the love of Jesus, by being compassionate and caring, to those within the church and in the wider community.

We aim to make disciples in our town and beyond - by providing a safe place for people to grow in their relationship with God, so that we might all serve Him wholeheartedly in our present world.





OUR IDENTITY

WE HOPE YOU WILL FIND THAT WE ARE:

A GOSPEL-CENTRED CHURCH

We seek to see lives transformed by the love of Christ and for people to become His whole-hearted disciples.

AN EVANGELICAL CHURCH

We would call ourselves evangelical whilst acknowledging that not everyone understands this term in exactly the same way or wants to be labelled. However, we aim to share the joy of God's good news in a natural and relevant way, so that many come to know Jesus as Saviour and Lord.

A BIBLE-CENTRED CHURCH

We want to encounter God more deeply and personally through The Bible so that our lives are shaped and directed by His Word. Scripture, as God's revelation to us, is central to what we do, and the foundation on which we preach, teach and build church life albeit that we accept there can be differences in its interpretation.

A SPIRIT-FILLED CHURCH

We see experiencing the presence of the Holy Spirit in our lives as essential, without losing our perspective on the other persons of the Trinity.

A CHURCH OF WORSHIPPERS

We want to glorify God and experience His love in our worship, being refreshed and sustained by a real encounter with Him and seeing Him move in response to our prayers.

A WELCOMING CHURCH

We aim to be a loving church, open to all, especially those who are only at the stage of exploring faith and church.

A CARING AND SOCIALLY RESPONSIBLE CHURCH

We aim to be an outward-looking, caring and community-minded church. Motivated by Jesus' sacrificial love, we want to serve others and make a radical difference in our town and beyond.

AN INTER-GENERATIONAL CHURCH

We embrace the gifts that both young and old can bring and want to learn from one another and encourage fellowship between the generations.

A MISSION-FOCUSSED CHURCH

We seek to be a church committed to supporting mission in our town, the rest of the country and around the world.





OUR NEXT RECTOR

BUILDING ON THE SOLID FOUNDATIONS THAT ARE IN PLACE, WE ARE PRAYING FOR GOD TO PROVIDE A RECTOR WHO:

- Puts prayer at the centre of their own life and the life of TRINITY.
- Holds scripture in high regard as the truth revealed by God and interprets it with wisdom, humility and pastoral sensitivity.
- Communicates the truth of God's incredible love and is passionate about making disciples.
- Is open to the moving of the Holy Spirit in their own life and welcomes spiritual gifts in worship and other aspects of the life of TRINITY.
- Has a heart for bringing the Kingdom to our broken world - here in Lewes and beyond.





OUR NEXT RECTOR

A RECTOR WITH THE SKILLS AND ENERGY TO:

- Inspire, instruct and challenge us from God's Word through thoughtful and accessible preaching.
- Engage confidently and enthusiastically with the church to shape a vision, initially for the next five years, and to map the strategy to deliver this and bring it to fruition.
- Equip and encourage the church to engage with the needs of the town in practical expressions of God's love.
- Teach, and nurture those with a teaching gift, so that through mature Bible study we grow a church of faithful disciples equipped to disciple others. For example, through discovery courses such as Alpha.
- Relate to and pastor the wide and varied group of people that make up TRINITY, supporting them with compassion and wisdom and to develop this gift in others.
- Lead primarily by example and inspiration, while building consensus and encouraging collaboration.
- Manage and further develop the leadership team and other staff, creating an environment where spiritual gifting and talents can abound.
- Encourage, equip and empower volunteers to lead and support ministries, home groups and outreach initiatives.
- Critically evaluate our programmes and activities, being willing to innovate and make changes where necessary.





OUR CURRENT FOCUS

SOME OF THE AREAS WE ARE PRAYERFULLY CONSIDERING ARE THESE:

- Developing our existing community links to do more for those with no, or a limited, connection with TRINITY so that we exist not just for ourselves but for those around us.
- Reviewing our worship and services, including strengthening our contemporary worship and allowing it to be more Spirit led.
- Extending our ministry to young families, especially those we are connecting with through our café.
- Forging stronger links with the wider church, including the diocese.
- Creating more opportunities for empowering volunteers to use their gifts and enabling lay ministry.
- Ensuring that those from minority groups are properly taken account of in our activities and programmes and are fairly represented in up-front roles.
- Following some staff changes over the last year, devising a new staff structure to take us forward.
- In common with many other churches, TRINITY is facing a number of theological and ministry challenges in today's world. We have begun to address some of these. Particularly on issues of sexuality we look for a Rector who can continue to lead us in discussion and discernment around this topic, helping us as and when appropriate, to explore it through the authority of scripture, teaching, listening to the stories of others and as led by the Spirit.





OUR COMMITMENT

WE RECOGNISE THAT WE ARE A DIVERSE AND ACTIVE CHURCH.

WE THEREFORE COMMIT TO SUPPORTING OUR NEXT RECTOR BY:

- Praying for them and their ministry regularly; we will particularly pray for spiritual protection, and for love, joy, peace and blessings to abound!
- Cheerfully and willingly giving our time and talents.
- Respecting their position and being 'teachable' and open to change, both as individuals and as a body of believers.
- Committing to engage fully and share fellowship regularly.
- Demonstrating love and care for each other





OUR PARISH

THE TOWN OF LEWES

Lewes is a picturesque market town, situated within the South Downs National Park. London is an hour away by train and Brighton is just six miles away.

As the county town of East Sussex, it is home to several local government, emergency service and administrative functions, bringing many people from outside into the town during the working day.

Several significant historic buildings are located in Lewes, including; Lewes Castle, the remains of Lewes Priory and Anne of Cleve's House. Nearby, there are many attractions including; Glyndebourne, Charleston Farmhouse and Monk's House.

Lewes has become something of a centre for the creative arts. It has many music societies and groups ranging from opera to folk. The annual Artwave (an open house art trail) showcases the work of the many local artists and makers. The town has a small amateur theatre and a popular independent cinema.

For the sporting, there are clubs for the major sports as well as cycling and walking groups. In addition, there is easy access to canoeing and paragliding.

Lewes has a liberal tradition harking back to Simon De Montfort's challenge to the crown, and Tom Paine's political pamphleteering.

Environmental issues are important as shown by the founding of the Lewes pound in 2008 and the continuing work of Transition Lewes - a campaigning group that aims to find new ways to reduce our impact on the planet.

This town is perhaps best known for its bonfire celebrations, which attract visitors from across the country and comment from national newspapers. It is hugely popular with locals and visitors for its disparaging portrayal of political figures or anyone, who attempts to stifle the liberal voice of Lewes.

Lewes is a town with character, which prides itself on its range of independent shops, galleries, cafes and family-owned brewery. There is a range of shops selling specialist goods and quality brands and a twice-monthly farmers' market. This could lead you to think that all in Lewes are successful and affluent. The reality is that, like most towns, there are people that are homeless, families who rely on the local food bank and many other problems associated with modern urban living.

The town has several excellent primary schools (including two church schools linked to TRINITY), a good secondary school, a campus of East Sussex College, a grammar school (junior and senior) and several other private schooling options in the wider area.





OUR WORSHIP

We value the diversity of our church family and are fortunate enough to be able to offer a breadth of musical worship expression that meets the needs of most, from traditional hymns to contemporary songs.

We have a regular team of talented volunteers, including musicians, singers, a traditional choir and organists. Our Associate Minister has responsibility for contemporary style worship music and for developing musicians in this area, as well as liaising with the organist and the choir. He often takes the lead in contemporary worship in services as well as at other events such as prayer and praise and holiday club.

TRINITY's Sunday services offer a variety of

worship styles and approaches, all having at their heart Bible-based teaching and the sharing of the good news of Jesus. The lockdowns have, for much of the last year, brought us together as one congregation, sharing the one on-line service at 10.30 am. This has a broadly contemporary feel but with some more traditional elements.

When we return to on-site worship, there will be a need to review our services carefully in the light of what we have learned and the church that emerges. Working out the services that best meet the future needs of TRINITY's members and its mission, and balancing the traditional and liturgical with the contemporary and spontaneous, will be an important responsibility of our new Rector.





OUR SERVICES

(PRE-COVID)

8.00AM AT SOUTHOVER SITE

Book of Common Prayer 1662 with Holy Communion. This attracts a small but regular and committed community.

9.30AM AT SOUTH MALLING SITE

Morning Praise, which is a balanced blend of contemporary worship with some traditional elements. Holy Communion is celebrated on some Sundays. Children up to and including year 9 have separate activities during this service.

10.00AM AT SOUTHOVER SITE

This is like the 09.30 service, and has the largest congregation.

11.15AM AT ST JOHN SUB CASTRO SITE

This is a more contemporary and informal service, with a core of young families. It has evolved as the result of a deliberate plan to reach out to those who have not previously engaged with church, or have not engaged for a long time. We believe that there is much more that can be done to develop this service and attract higher regular attendance.

4.30PM AT ST JOHN SUB CASTRO SITE

This service, which is 2 or 3 times a month, is led by a mix of lay people and clergy. It takes various forms including songs of praise, Holy Communion, evening prayer and healing services.

6.30PM AT SOUTHOVER SITE

Although attended by all ages, this has historically been the domain of the youth who enjoy the freedom to share how the Spirit is working within them. The music is contemporary, and a significant amount of time is given to sung worship. We are already developing some thoughts on giving this service an even greater youth focus which we hope will attract more young people, especially those with no real church connection.





OUR STAFF

REVEREND JULES MIDDLETON - ASSOCIATE VICAR

Jules joined the TRINITY team in 2016. As Associate Vicar her role is very varied although she has a particular passion for living out faith in the community. In this respect, she oversees our local mission work under the 'Love in Action' banner, which includes our community café: Café12/31.

REVEREND JEREMY BAMBER - ASSOCIATE VICAR

Jeremy has been at TRINITY since 1989, although only in an ordained capacity since 2009. He has been leading the preaching and pastoral care at the South Malling site.

MARTIN DYER - ASSOCIATE MINISTER

Martin has been at TRINITY since 2015. His work is focussed around overseeing operations and communications as well as leading worship in some services.

DAVE SINCLAIR - YOUTH MINISTER

Dave joined us in 2019 and is responsible for all youth ministries and currently has oversight of children's ministries. He has successfully revamped our youth offerings and is considering how to use outdoor activities to reach young people.

JANETTE WATKINS - PART TIME PASTORAL MINISTER

Janette has been coming to the church since 1997 and is the Pastoral Minister, especially looking after those people in the community going through difficult times. She also oversees Monday Club and is the power and motivation behind Southover Community Care.

CHILDREN'S MINISTER

The Children's Families and Schools Minister post is currently vacant and will likely remain so while we review our strategy. Meanwhile we have appointed Emma Dyer as a children's and families' worker on a short-term basis to continue some of the work.

JOY SHAVE

Joy manages our flourishing café four days a week and is a skilled barista. She also co-ordinates the Monday Club for seniors.

CHRISTINE ANGELL

Christine is our church administrator and carries out a range of support functions.

VOLUNTEERS

We are privileged to have many people who give time voluntarily to help TRINITY in many ways. Indeed, we have a culture of volunteering.





OUR MINISTRIES

Children, families & schools

This key development area is under review as we balance the impact of Covid with the need for a new CFS minister.

The pre-school outreach work is thriving with **BOOGIE BUNCH** and **LIGHTHOUSE**, bringing many parents and pre-schoolers into contact with TRINITY for the first time.

SUNDAY CLUBS take place at all three sites during church services, run largely by volunteers. Numbers were inevitably down in 2020 and online delivery has proven challenging.

TRINITY is an active partner at both Southover and South Malling Church of England Primary **SCHOOLS**, providing three of the governors. (the Rector does not have to become a governor). Both are voluntary controlled schools rated 'good' by OFSTED and SIAMS and the Heads are open to accessing appropriate help to improve Christian Distinctiveness. Prayer spaces, Godly Play sessions, assemblies, Harvest and Christmas services and special visits to church sites are all ways in which TRINITY connects with the children.

TRINITY'S ANNUAL SUMMER HOLIDAY CLUB

is fully booked each year, providing a week of gospel-centred fun for around 100 primary age children, many of whom have no other contact with TRINITY. This outreach involves full involvement from the Rector, leadership team and many volunteers. It is a highlight for many children both in the church family and the wider community.

We recognise that we are making good 'first contact' through pre-school clubs and relationships are being built in the early years with children and parents. There is potential to do more to encourage families to continue a journey of discovering God. There is also opportunity to extend schools ministry to all primary schools in the town, and to support parents and families through parenting courses, mentoring, holiday events and regular after school clubs.





Youth

Relationships are key to youth work and at TRINITY there are plenty of good relationships being built with the 78 young people who take part in the fun activities within our programme.

A review in 2019 highlighted the need to create more opportunities both for first contact with young people and for targeted discipleship. There are encouraging signs that the new strategy is working - even in 2020 progress has been made.

Focussed outreach activities such as the **GAMING CAFÉ** and 'one off' summer events (kayaking, sailing, and canoeing) have brought new people into the youth programme.

The summer events alone introduced 23 new young people and 8 have progressed to become regular attenders of the weekly youth program.

Two youth clubs are run - **THE HUB** (younger ones) and the **EDGE** (older ones). Both attract about 15 regulars. Youth can also

attend regional and national Christian events such as the diocesan May camp.

FUEL runs on a Sunday evening for young people who want to talk about God, engage in discipleship and eat – hence the name! About 20 attend and it has continued successfully online during lockdown.

SUNDAY MORNING PATHFINDERS engages 15 - 25 young people across the three Church sites.

We have a strong team of volunteer youth leaders - many grew up attending church youth work. They are fun, creative and committed to working alongside our Youth Minister. Our interns make the practical delivery of clubs easier, improving online presence and mentoring and discipling individual young people.

Young Adults

We recognise that young adults aged between 18 and 25 need to be nurtured with programmes, events and pastoral care that are tailored to their life stage, culture and lifestyle.

In 2017, we launched **EIGHTEEN25**, a weekly two-hour social event programme designed to be both an initial touchpoint and a home for Church family members.

Throughout the pandemic we have maintained bible study and social contact through a Zoom and a daily dynamic presence on Facebook.

There is so much potential to minister to this age group, many of whom are interested in exploring the Christian faith.





Pastoral Care

TRINITY is utterly committed to being an outward-looking and all-embracing church, supporting, caring for and loving each other and our local community.

With her volunteer helpers, our Pastoral Minister supports those in the church and those with links to it who are going through challenging times due to ill health, bereavement or financial concerns - or who just need a friendly person to pray or chat with.

SOUTHOVER COMMUNITY CARE LTD

is run by our Pastoral Minister and provides quality care of people in their own homes. It is a non-profit, fee funded, registered care agency regulated by the Care Quality Commission that undergoes annual reviews - always resulting in a 'good' rating.

MONDAY CLUB has, for over 25 years, provided a weekly meeting point for those aged 70+. Lunch is provided followed by art and crafts, music, games or a guest speaker. Normally, outings take place once or twice a year.

An annual December **BEREAVEMENT SERVICE** provides an opportunity for those who have lost loved ones in the previous year (or at any time) to remember them at what can be a difficult time of year. Southover Counselling (see below) also runs a bereavement course.

LEWES PROSPECTS is a group dedicated to facilitating discipleship and worship for people with learning disabilities.

At present TRINITY has a relatively small number of members from ethnic minorities; even so, reacting to events in 2020, we have set up a small group to consider this area and develop policies.





Evangelism & Discipleship

Our group ministries are attracting new people and fruit is coming from this, for which we are grateful to God. The next key challenge is to encourage our members to engage in discipleship-based initiatives and teaching that will ultimately lead them to share the Gospel at a one-to-one level.

ALPHA has been a great way of bringing people to a real knowledge of Christ. We run 2 or 3 courses a year, some held in members' homes.

The volunteer-led **MEN'S MINISTRY** organises varied events designed to attract new people and also run bible studies, discussion groups and an annual weekend away to enable deeper study and exploration of discipleship.

Our **WOMEN'S MINISTRY** is more focussed on existing church members through social events, retreats and quiet days.

Before the restrictions there were 16 functioning **HOMEGROUPS** and most of these have continued by Zoom since April 2020. However, with less than half of church members attending groups there is much opportunity to expand the programme.

INSPIRE is a study and support group for mums with a creche for babies and toddlers, leaving the adults free for discussions, Bible study and prayer.

There have been some specific discipleship teaching evenings, led by the Rector, and some sessions designed to help members identify their spiritual gifting.





Prayer

Prayer is a vital part of life at TRINITY and undergirds all we do.

OUR PRAYER MINISTRY TEAM

is trained for one-to-one personal prayer sessions that are available after most services, including on-line services. The team also organises **24/7 PRAYER** events, often in a specially created prayer space onsite.

OPEN TO GOD is an innovative way to explore prayer. We focus on a passage of Scripture with an extended time of silence to discern what God might be saying or how He might be leading those attending in prayer or worship.

PRAYER AND PRAISE is our main mid-week prayer and worship meeting, open to everyone.





Community Engagement

We use the over-arching term **LOVE IN ACTION** to describe our outward facing missional work in the community. This takes various forms from the diverse community services described below to one-off acts of witness such as litter-picks.

CAFÉ12/31 effectively offers access to 'church' seven days a week and has created a relaxed and informal place for church members and our community to mix effortlessly. The name refers to Mark 12:31 and seeking to love our neighbour. We have found that many come for the company, fellowship and sense of community - as well as the delicious food and quality coffee!

The **GAMING CAFÉ** offers experts and beginners the chance to meet others for console and board gaming once a week.

Many TRINITY members take part in the 5 yearly **LEWES PASSION PLAY** – an event that takes place at various sites around the town over several days at Easter. It bears witness to the biblical accounts of the death and resurrection of Jesus Christ.

SOUTHOVER COUNSELLING

accepts referrals for people with a range of issues including depression, anxiety, addictions, bereavement, abuse and relationship counselling. Fees are means-based with support available from a specific fund. All counsellors are committed Christians with private counselling practices. Faith matters are only discussed at the request of the client, but the service is often used by Christians seeking an understanding of their beliefs.

We have strong links to the **LOCAL FOOD BANKS**, supporting them in their work e.g. by running an overflow hub during the first lockdown, **LEWES OPEN DOOR**, which supports the street community and with the **HMP LEWES** chaplaincy.





Environmental Care

TRINITY seeks to celebrate, respect and protect the world that God has entrusted to us. To help with this we have established a creation care team to support the leadership and to raise awareness amongst the congregations, enabling people to live in an informed and responsible manner. We have already gained silver 'eco-church' status and are working towards a gold award.



Global Mission

TRINITY has a heart for global mission as seen in the people, the prayer activity, the regular communications with mission partners and the commitment to give a tithe of church income. We operate a three-tier system to help determine the level of support given to different missions. We give support to individuals as well as to certain important themes of global mission.

A 'mission of the month' arrangement keeps the church informed and there is a well-attended monthly mission prayer meeting. There is plenty of scope, particularly amongst the younger generations of the church, to fan into flame a passion to share the good news of Jesus Christ with a lost and broken world.



OUR OUTSIDE LINKS

We have 6 deanery synod representatives, one of whom serves as deanery treasurer. 3 of our deanery representatives are members of the diocesan synod, one of those also being a director of the diocesan board of finance and another serving on the board for family support work.

The creation care team also has a presence on the Chichester Diocese Environmental Action Group.

TRINITY is involved in the local ecumenical organisation, Churches Together in the Lewes Area. Three TRINITY members sit on its executive committee. The ministers of the various churches meet regularly for prayer and mutual support.





THANK YOU

Thank you for reading the TRINITY parish profile. As we have said, we are praying for the Lord to guide this process and we are very much looking forward to working alongside the person who becomes our new Rector.

TRINITY is a great church with plenty of opportunities and challenges. It has strong foundations and there is now a real opportunity to build further on these foundations, re-thinking some of what we have been doing and creating new activities and ministries. We prayerfully look forward to working with our new Rector to build the kingdom of God in our town.

We continue to ask God to reveal the way forward, we wait on Him to show us the changes that need to be made and the areas on which to focus. We trust in God, using perfect timing, to provide the right leader to steer and pastor us in the coming years.

In Him,

TRINITY Church family



Appendix I

Our Journey

TRINITY began as a Church of England initiative to unite three of the town's six parishes, borne out of a genuine desire from each church to become more effective in fulfilling their God-given mission in Lewes.

THE PRACTICAL, FINANCIAL, LEGAL AND GOVERNANCE ISSUES WERE CONSIDERABLE BUT WERE OVERCOME WITH GRACE, GENEROSITY AND CARE.

Initially, the Rector of St. John the Baptist Southover, also became the priest in charge of St. John sub Castro and St. Michael the Archangel South Malling. However, at this point in time, the parishes remained separate.

MAJOR RENOVATION WORK WAS CARRIED OUT TO TRANSFORM THE ST. JOHN SUB CASTRO BUILDING INTO THE TRINITY CENTRE.

The TRINITY Centre is now the hub for the church community and the place where people who had no connection with church are now connecting at this site through our community café – Café12/31. The TRINITY Centre combines worship space with Café12/31, meeting rooms and workable office space for staff.

THE SINGLE NEW PARISH OF TRINITY IN LEWES FORMALLY CAME INTO EXISTENCE ON 1ST JANUARY 2018.

TRINITY operates out of three church locations and is able to take advantage of the consequentially greater missional and ministry opportunities. The strength of the combined parish was seen in a significant increase in regular giving to fund an additional associate vicar post.



Appendix 2

Our buildings

TRINITY has a number of buildings spread around the parish. These are in the day-to-day care of our buildings team which keeps their condition under regular review and organises work when required. The church buildings are old, so repairs are not infrequent and quinquennials inevitably disclose a need for some work. Even so, congregational giving and reserves we have established have always covered costs to date.

Places of worship

There are three separate church buildings:

ST JOHN SUB CASTRO (SJ)

The building is around 180 years old and is TRINITY's largest worship arena capable of seating around 400. It has undergone a major refurbishment in the last 5 years, with some funding from HLF grants.

The nave and side aisles have been completely cleared, creating a large flexible space not just for services but many community activities. The entrance area has been remodelled to accommodate Café12/31, which has an adjacent renovated kitchen, new toilets and a play room. A mezzanine floor ("The Bridge") now provides open plan office space for staff overlooking the worship arena. There are two meeting rooms and additional toilets at this level.

The organ dating from 1882 was rebuilt in 1927 and restored in 2011.

There is a large churchyard to the side and back which is managed for its wildlife by volunteers and is used by the community as a place of reflection. Since it is now a closed churchyard, the district council has responsibility for much of the maintenance.



Appendix 2

Our buildings

ST JOHN THE BAPTIST, SOUTHOVER (SO)

The chancel and side chapel are C19th, the tower C18th and the nave and south aisle C 14th. The capacity is around 300.

The chancel was re-ordered in 2008 and the nave/south aisle in 2012, again creating a large multi-purpose space largely free of obstructions.

In 2009 new buildings were added to the south side of the church comprising a chapter house, toilets and a small kitchen. This also allowed for the creation of proper disabled access.

The organ, dating from 1904, is in a sound condition.



ST MICHAEL THE ARCHANGEL, SOUTH MALLING (SM)

The building dates from C17th and has been re-ordered with a flexible space for around 80 with no pews or intruding pillars.

There is a small modern servery on the north side as well as toilets. The bells were recently re-tuned and the inside of the tower refurbished. There is an electrically powered organ that is in reasonable condition.



Appendix 2

Our buildings

Other Points

There is no meaningful parking space at any of the church buildings, though a school car park in Southover is available on Sundays and in the evenings.

All the churches need further work on heating and that is planned for 2021. SO needs some work on stonework.

Quinquennials will be due in 2022 for SO and 2023 for SJ. SM is due imminently.

SOUTHOVER PARISH HALL

This is about 100 years old comprising a large hall area, kitchen with some catering equipment, toilets and an upper room.

This can be used for various church activities but is let out most of the day Monday to Friday during term time to an independent day nursery.

The hall is in reasonable condition, though the heating system is old. It was redecorated inside and out recently. Some work is planned to deal with damp in the upper room and stairway.

CHURCH END

This is a sizeable modern house adjacent to SO church. It has its own path from the garden through the SO graveyard which serves as disabled access to the church.

There is parking space for 5 cars. It currently provides 3 meeting spaces suitable for smaller groups (including external hires) as well as an office for Southover Community Care and space for Southover Counselling.

Part of the house is a self-contained flat occupied at a favourable rent by the verger. The house is in good condition and the kitchen had a major refurbishment in 2015.

SOUTH MALLING VICARAGE

This is also a good-sized residence. Its use is controlled by the diocese but at present it is leased by TRINITY parish at a low rent as accommodation for our Associate Minister and his family.

Appendix 3

Southover Rectory

This is situated in Southover High Street near to Southover church. The downstairs space comprises a large sitting room, dining room, kitchen, utility area, toilet and a good-sized study. Upstairs there are 4 bedrooms, a bathroom and toilet. An additional 2 bedrooms, shower and toilet have been built into the loft, though the space is impacted by the slope of the roof.

There is a small front garden and larger back garden. There is a garage and outside parking space for 2 vehicles.



Appendix 4

Finance

Key numbers from TRINITY financial statements for the three years to 31st December 2020:



| 12M TO 31ST DECEMBER | 2020 | 2019 | 2018 |
|------------------------------|----------------|----------------|----------------|
| INCOME: | | | |
| Giving/grants | 373,097 | 355,283 | 344,184 |
| Café12/31 | 21,600 | 57,418 | 26,930 |
| Other | 51,982 | 115,734 | 99,384 |
| TOTAL (£) | 446,679 | 528,435 | 470,498 |
| EXPENSES | | | |
| Diocesan parish contribution | 79,818 | 77,492 | 77,064 |
| Staff | 146,305 | 151,707 | 149,233 |
| Major building repairs | 326 | 43,063 | 67,021 |
| Café12/31 | 39,612 | 63,684 | 35,263 |
| Mission giving | 31,702 | 38,686 | 40,581 |
| Other | 171,930 | 200,407 | 186,136 |
| TOTAL (£) | 469,693 | 575,039 | 555,298 |

Extraordinary items and investment revaluations have been excluded

Other income amounts include investment and rental income and payments by people for events etc

Other expense amounts include various ministry and running costs as well as the cost of events etc referred to above

The above figures are for all funds, although amounts for funds other than the general fund and the missions fund are small.

As is often the case in churches, a significant amount of giving comes from a relatively small number of members.

We have for many years been able to meet our diocesan parish contribution and, in some years, have been able to add to that to help less well-off parishes in the deanery.

We maintain a reserve equal to two months total general fund expenses plus an additional one month of staff costs. We also put money aside each year to a quinquennials reserve.

Our full accounts are available at www.trinitylewes.org