



Your initiative's name Sharing And Learning Together (SALT)	MOF ref (Office use only)
Sponsoring church & location St Andrew's Church, Sandon	Deanery Chelmsford South
<p>Why is this initiative needed locally?</p> <p>The need for this group has in large measure been born out by events. A significant number of the mothers and children who used to go to the 'Tiny Tots' group have been attending SALT. However it is a delight to report that other children and their families have been attending too. Not all the families are from Sandon but they all have some sort of connection with the church.</p> <p>SALT has also brought about benefit to those who have been helping both in the relationships that have formed and with learning and sharing. This was not explicitly envisaged in the application.</p> <p>Jean Elliott has brought a firmness of purpose and focus toward Christ that would have been mostly unlikely without her support. She has also brought a degree of expertise with children that we probably didn't even know we needed.</p> <p>How do you know that this need exists?</p> <p>Its take up is now a good measure. There remain families who could take it up but who are yet to come so there is an ongoing work to do.</p>	
<p>What is the initiative's overall vision?</p> <p>To help to retain those moving out of the pre-school age group within the Christian community and build their commitment to Christ. The group aims to provide a ministry to those looking after young children so they can share their concerns and joys. The children can have the chance to interact socially both with their peers and with other adults in a safe environment. There will be the possibility of engaging with youngsters from the local secondary school to help and thereby engage with the teaching. All can hear and begin to share their experiences of faith in Christ and begin to hear something of His love for the world.</p>	
<p>What are the initiative's key mission objectives?</p> <ol style="list-style-type: none"> 1) To tell the very young and their parents of the Love of God for them, 2) To have a simple worship ceremony, 3) To teach this group how they can develop their faith, 4) To encourage an increase in commitment to the Lord and the Church, 5) To allow for fellowship and friendships to form. 	
<p>How will it help people to develop Christian faith and commitment to worship?</p> <p>It will both enable the group to hear the Word of God and encourage them to try to pray and grow in trust in the Lord and provide a means for maintaining contact with the Church and its worship.</p>	
<p>Whom is the project designed for?</p> <p>The project is designed to help the children who attend, their parents and even those, predominantly from the Church, who help.</p> <p>How many people are you planning to reach?</p> <p>It is realistic to expect over a period of 2 years to have been in contact with 20 children and their parents. Along with the helpers, some of whom might be secondary school age, that could amount to 35 people.</p>	



Who will do most of the work? Staff? Volunteers? Hours per week/month?

Jean Elliott was appointed to this post from September 2009 and the group began meeting at the start of November 2009. We have been paying Jean the money for which we bid and she works on a basis similar to a teacher in that her contract requires her to be prepared for these sessions. She has done much of the preparation but has been given some support. There is more work to be done to match the expectations of Jean & helpers. There has been a band of 9(R & J Cecil, J & S Whinney, Joan, Liz B, D & J Terry, Gill H) who have helped on different occasions as they can. This remains an area for prayer as it would be good if more could get involved. However our original bid suggested a pool of 6 or more helpers so we are exceeding that target.

We have made contact with the local secondary school via Chelmsford Schools & Youth Ministry. This still has to show fruit but has not really had time to do so.

Roles of key leaders and specialist helpers where known. If a paid post is involved, please attach a brief job description and person specification.

It is hard adequately to express our gratitude to the LORD, to Steve Kersys for the introduction and to Jean Elliott for undertaking this project. Jean appears to fit all the criteria below either in spades or no trump.

Who (or what body) will oversee the project?

Those responsible for the Church will oversee the project. At present, that is the churchwardens and the PCC.

What are the lines of accountability?

The arrows points toward the person to whom the other is accountable.

Helpers → Paid Leader → Standing Committee of PCC → MoF

How will you monitor the outcomes against your objectives?

- 1) **By seeing that each event actually takes place and noting the attendance,**
- 2) **By observing question and answer sessions within the group looking for evidence of prior learning and seeing people interact, (Some of the children are showing signs of improving behaviour and there has been some lovely generosity shown by children, parents and helpers alike.)**
- 3) **By monitoring if any baptisms or confirmations (or other events) indicate an increase in commitment to the Lord and the Church, (None so far except some of the families are showing an increasing commitment to services that they perceive as being intended for children.)**
- 4) **By liaising with parents and assessing their reactions. (All the parents have been very positive and appreciative.)**

What are your timescales?

Jean Elliott was appointed to this post from September 2009 and the group began meeting at the start of November 2009.

Please provide details of all the costs and income budgets, analysed by calendar year.

The costs are primarily those of the leader. There are other costs of materials. These are being met out of the existing financial arrangements. We were given advice about becoming an employer from various people including Steve Kersys but we have paid for none. That allowance in the bid will go towards materials.

What other sources of funding are you going to use?

The PCC are providing 25% of the funding of the project. We would like to shoulder a larger part of the cost but we already have a need to seek additional funds to continue to



balance our budget. We have been balancing our budget and better. However we have benefitted from a rebate from the Diocese because of the extended vacancy.

What grant do you want from the Mission Fund?

Over 3 years a total of £12,585 as detailed in the bid.

When do you want the funding to begin?

Since the appointment was not until September 2009 the funding year is really from September to August.

How will the project be administered financially?

The financial administration has been relatively simple and has been accomplished by our current treasurer. He has been helped with the PAYE registration and calculation by another.

What happens when the Mission Fund grant finishes?

The hope remains that by then there will be more confidence among the volunteers and parents that a 'home-grown' leader will emerge who can continue the work. The challenge remains in this direction and we have been talking in general terms with Jean about how this might be accomplished.

Have you discussed the initiative with other churches, denominations or agencies?

If so what is their view of this initiative? (please provide copies of any letters of support)

We have brought this initiative to the attention of Great Baddow and have received some publicity support from them as well as permission to visit the primary school that serves most of our children but which happens to be in their parish.

What are the main risks involved in running this initiative?

Within the sessions themselves there has been some diversity of focus about how the less focussed children are engaged. Some have found it hard to engage with the whole project. Misunderstandings and differences exist about how each should contribute to the project and tensions can result.

Some misunderstandings have been exposed about where any financial contributions go and whose they are.

The vision that exists within the bid, although we may agree the same words, does not necessarily mean the same to all.

Some children have exhibited some challenging behaviour.

Funding the 25% could become a problem but has not been thus far.

Parents thus far have not found a more formal introduction to aspects of the faith daunting for which we are most grateful.

What is the structure of each SALT session?

Each SALT session has had a common structure which has been worked out with Jean Elliott.

They include about six activities around a common theme and Bible passage. The nature of the activities includes:-

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| 1. Illustrating a story, | 2. A creative prayer activity, |
| 3. A prayer box, | 4. A freer making activity e.g. clay pipe cleaners, |
| 5. A painting activity, | 6. A game, |
| 7. Play activity, | 8. Quieter area/activity |

All these are forms of worship and the sessions have what has been called an 'Altogether Time' where Jean has been leading adults and children in song and story. This is followed by light refreshments together with the session closer with a sung blessing song.

SALT Attendance

◆ Children ■ Adults Title

