

<p><i>Your initiative's name</i> Sharing And Learning Together (SALT)</p>	<p>MOF ref (Office use only)</p>
<p><i>Sponsoring church & location</i> St Andrew's Church, Sandon</p>	<p><i>Deanery</i> Chelmsford South</p>
<p><i>Why is this initiative needed locally?</i> We have a group (called Tiny Tots) who meet in Church on a Wednesday afternoon. They are parents (generally mothers) and their pre-school children. In the main, Keith Plaister has supported them thus far spiritually. Following his retirement as the Priest-in-Charge in May 08, the group needs help with maintaining a clear Christian witness for both the children and parents. <i>Although there has been no direct attempt to influence Tiny Tots there has been an influence of interest. Its leader has been a regular attendee at SALT and has gained from the teaching itself and also from seeing how such an event can be organised. Additionally she has new helper whom the church first met through SALT. Tiny Tots itself is now thriving although went through a lean period a year or so ago.</i></p> <p>Now these children are moving on to school, they are no longer able to attend the pre-school group. There is a need to continue to develop their knowledge of Christ and the Bible, maintain their involvement with the Church and support their parents. This group of early year school years children could include those of the parish and possibly beyond involved with St. Andrew's Church and others too. <i>Indeed many children from Tiny Tots and those within and outside the parish have attended SALT; some regularly and some for quite short times.</i></p> <p><i>How do you know that this need exists?</i> We have no other work in the parish with children who have just started school. The growth in numbers of the pre-school group is testimony to the need to be met and without this initiative seed sown at the Tiny Tots level may not receive continued encouragement. The need to tell and teach is axiomatic in this application. Further, the Deanery Pastoral committee have recommended a future priest should be able to give equal attention to work with children and young people alongside other priestly duties.</p>	
<p><i>What is the initiative's overall vision?</i> 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 will aim 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. All can hear and begin to share their experiences of faith in Christ and begin to hear something of His love for the world. <i>There have been some lovely moments of people sharing their faith with some children offering head turning answers of great profundity. Is it in the nature of things that they don't really realise that it is what they have done! All these have been done. A pleasing number of children have been prepared to offer prayers in a public setting.</i></p>	



What are the initiative's key mission objectives?

- 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.

It is arguable that all these objectives have been achieved. What might be contentious is that the number of those involved who come to church at Sandon has diminished.

How will it help people to develop Christian faith and commitment to worship?

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.

As above all this has been achieved except perhaps the actuality of maintaining contact with the wider church. A significant number have had the means of maintaining contact with the Church and its worship.

Whom is the project designed for?

The project is designed to help the children who attend, their parents and even those, predominantly from the Church, who help.

It did all of these.

How many people are you planning to reach?

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.

Both these numbers were exceeded. The secondary school age group did not prove practical. We took some steps to involve them but they too would have needed supervision. We did have 2 come as siblings on a few occasions.

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

We consider that there will be one staff member for whom we are seeking funding. (S)He would be expected to work 3 to 4 hours each week as 'contact' time with a similar amount of preparation time. Initially we are budgeting that this would be limited to school term times.

We are hoping for about 4 volunteers to help each week from a pool of 6 or more. They are likely to spend about 4 hours each week. We will want to explore involvement of local young people as helpers as well. There will be the possibility of recruiting youngsters from the local secondary school to help and thereby engaging them with the teaching.

Jean Elliott was appointed and did most of the work, keeping in contact with participants and planning and running the sessions. She had help from a number of members of the congregation of the church. Some were very regular and others regularly helped with parts of each week and others on a more varied basis.



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

1) Job Specification

- a) To plan and lead a group for children in their early school years each week of term-time,
- b) To liaise with and encourage church members to support the process,
- c) To teach of Christ and discipleship from the Bible and lead worship,
- d) To introduce Christian worship to their lives,
- e) To liaise and support as appropriate with the current pre-school playgroup,
- f) To ensure monitoring required is maintained,
- g) To report to the church standing committee on a twice termly basis,
- h) To assist with publicity material for the event,
- i) To comply with child protection legislation,
- j) To maintain a safe environment for all involved.

2) Person Specification

- a) Possess a mature and growing commitment to Jesus Christ as Lord and Saviour with a strong biblical knowledge base,
- b) Exhibit a lifestyle of strong character in accordance with Christian values,
- c) A calling and passion from the Lord to reach, enjoy and disciple children,
- d) Ability to creatively present lessons on God's Word in a relevant way that speak to children,
- e) An enjoyment coming alongside parents,
- f) Self-motivated independent work style with ability to contribute to a larger team with a common goal,
- g) Proven communication and organisational skills.

All met in spades!

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. Following an appointment of a minister to the parish, this will need to be reviewed. It is likely the minister will take over the direct role or at least form part of the line of accountability.

The review when a minister was appointed proved the most difficult aspect of this venture upon which it nearly foundered.

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,
- 3) By monitoring if any baptisms or confirmations (or other events) indicate an increase in commitment to the Lord and the Church,
- 4) By liaising with parents and assessing their reactions.

All these were done but the monitoring of baptisms and confirmations was more difficult as these have recently become rather more private events.

What are your timescales?

We hope that an appointment might be made before the end of the 08/09 academic year. This would allow some time for the appointee to research the current arrangements prior to starting a group in September 2009. These current arrangements will particularly include those of the Tiny Tots, which could be a 'feeder' for the new group. We then hope that the project could be funded for the next 3 years, i.e. until July 2012.

All this is what actually happened except the group started meeting in November 2009 after planning time.

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

The costs we envisage are primarily those of the leader. There will be other minor costs of materials and insurance. We anticipate these will be met out of the existing financial arrangements. We will make some allowance for the cost of seeking advice about becoming an employer.

We managed all this except there was no cost to seeking advice about becoming an employer thanks to Steve Kersys of the Diocesan office.

What other sources of funding are you going to use?

We are planning to ask the PCC to provide 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.

This is what happened.

What grant do you want from the Mission Fund?

Over 3 years, 40 weeks of the year, 3 paid contact hours per week at total cost (i.e. pay, insurance and other on costs) of say £40/hour. That is £4,800 per year. If we seek 75%, that is £3,600 per year. We also seek an inflationary indexing to that. If we allow 9 weeks additional funding for the end of the 08/09 academic year as 'research time', that is £1080 and then allow £500 for possible HR advice. So we ask for: in year 1, $0.75 \times (\text{£}4,800 + \text{£}1080 + \text{£}500) = \text{£}4785$; in year 2, £3,800; and year 3 £4,000.

When do you want the funding to begin?

As soon as we have an appointment.

This is what happened. Thank you so much.



How will the project be administered financially?

In so far as we envisage that the funding will support a single paid part-time post the financial administration is relatively simple and we believe can be accomplished by our current treasurer.

The treasurer did do the expenses and payments and Richard Cecil did the relations with HMRC. We could not use the Diocesan office since they were not set up to treat this as a separate employment and would have required the church paying employers' National Insurance contributions.

What happens when the Mission Fund grant finishes?

The hope must be 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. In addition, we anticipate having the benefit of a supportive incumbent.

The SALT group will end. There is the start of a monthly Messy Church at the church. It is not realistic to attempt to continue SALT. There is no-one to lead it and without Jean Elliott it would not be credible in the eyes of those who have supported it.

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 up the general idea of an application with other members of the Chelmer Crouch group. Since a number of them struggle to pay their Parish Share, there was some reticence to pursue the plan. A review of current progress is on going but we feel it is unlikely to lead to their wishing to join us in this project.

We have spoken to the Minister of the URC in the parish, not explicitly about this, but, in more general terms, about how our churches can co-operate, and do not believe there is any direct help from this quarter.

During the course of SALT we invited the Deanery Lay chair who came to support us on one occasion. Jean's advice, as a very able children's worker, was offered to other parishes in the Chelmer Crouch group but this was not taken up.



What are the main risks involved in running this initiative?

There are the risks of misunderstanding and fracture that the enemy can throw at us, possibly from a lack of collective understanding of the objectives at an early point, possibly because some will be paid and some won't etc.

In the event the relations with the new minister were perhaps the biggest source of misunderstanding. One helper's insistence that crusts should be eaten also caused one family to leave SALT but the same one who is helping with Tiny Tots so not all was lost.

Already this initiative is making people ask themselves about their commitment to the Church when we have to get faith and teaching involved. In some ways, this is a good thing but it could test people's commitment too much.

Possibly some helpers found it more than they felt able to give or did not want to get involved beyond the food. They could avoid the worship part quite studiously.

The same sort of idea applies to the financial arrangements. It is not easy to raise the funding to pay our Parish Share and funding this in addition may not be universally welcomed.

Broadly there were no problems with the financial arrangements.

Parents may find a more formal introduction to aspects of the faith is not what they are looking for and stop attending so frequently.

Most parents did attend the worship sessions regularly.

Other useful information you think would help us assess your application. Please continue on other sheets if necessary.

This develops the prayers and aspirations of the PCC for work to reach out to the 'Missing Generations', a phrase coined by Rev Keith Plaister in his last few years of ministry. We have a paucity of young people involved in the church at St Andrew's and although there is a viable group within the neighbouring parish of Great Baddow, Sandon is a separate community. The A1114 route provides a substantive psychological barrier to a sense of closeness and so their work and this work do not 'compete' in any real sense.

We have sought the advice of both the Rural Dean and the Deanery Lay Chair in the drafting of this proposal and are assured not only of their support but of their strong support. We have been greatly encouraged and helped by their input. We thank them both. Whatever the outcome of this application, we do ask that you stop for a few moments of prayer for this type of work in our area. The need is certainly there. The fields are white for harvest but the labourers are few. Pray that the Lord of the harvest sends labourers.

We anticipate seeking outside support to help with an appointment – for example, the Deanery Lay Chair has experience in both education and initiating children's work.

This project has been well worth while. A list of themes and attendance follows. Those who attended found it great fun and a number of children were the catalyst within the family to ensure on-going attendance.

This is Jean Elliott's summary for our parish magazine

A 'SALT' Summary!

It's very hard to sum up three years of SALT and all that it's meant, in a few words, but I will try! Most of all, I want to say what a very special three years it has been. One way and another at least eighty people of all ages have been part of SALT, and they would all have a different story to tell. Here are some of the 'favourite moments' which people shared at the last SALT of term ~

'The wedding at Cana', 'Shadow puppets', 'The Blessing Song', 'Tee-shirt decorating', 'Being with Jesus', 'Learning new things', 'The Noah's ark umbrellas', 'Sharing and being kind', 'Face packs and cucumber slices', 'Singing together', 'Newspaper armour of God', 'Toast', 'All the people knitting for us', 'The Bible stories', 'Making special friends', 'Oscar's beautiful painting of a king', 'Doughnuts on strings', 'Godly Play ~ the Precious Pearl', 'Going to Anthony's grandma's for a swim', 'Flour cake', 'Dressing up', 'knitting a blanket', 'Decorating a mirror and knowing I'm special', 'Activities about Paul', 'The art', 'Food and drink'.

SALT **has** been 'Food and drink' to us ~ not only the delicious cakes, biscuits, toast, crumpets and fruit we've enjoyed each week, but part of our Spiritual food as well as God has nourished us and nurtured us. Now it's time to move on to new things, but I pray that God will keep us hungry and thirsty to get to know Him more and more as we trust and follow our Saviour and Friend, Jesus, 'The Bread of life,' each day.

It's time for SALT to end, but 'Messy Church', once a month, on a Sunday morning, has begun. That's very good news! Don't forget to support it, be part of it and invite people along to it. I pray that it will grow and flourish and that God will continue to do more than we can ask or imagine, for His glory.

In the words of a favourite SALT song, 'The love of God is the super-glue that keeps this family strong'.

God bless you! It's been brilliant to get to know you all.

Jean Elliott



Themes and Attendances

Date	Title	Children	Adults
Tue 3 Nov 09	Salty	7	14
Tue 10 Nov 09	Works of Art	7	7
Tue 17 Nov 09	Sheep!	9	13
Tue 24 Nov 09	All Joined Up	8	10
Tue 1 Dec 09	Get Ready	3	10
Tue 8 Dec 09	A Special Time	9	10
Tue 19 Jan 10	Welcome	10	12
Tue 26 Jan 10	Growing	9	11
Tue 2 Feb 10	Baptism of Jesus	11	14
Tue 9 Feb 10	Carnival	12	11
Tue 23 Feb 10	Empty & Full	11	13
Tue 2 Mar 10	Sad & Happy	10	13
Tue 9 Mar 10	Stormy & Calm	15	17
Tue 16 Mar 10	Dead and Alive	14	13
Tue 27 Apr 10	On the road	12	13
Tue 4 May 10	In the room	14	14
Tue 11 May 10	On the beach	14	13
Tue 18 May 10	In the sky	10	9
Tue 25 May 10	With you always	11	12
Tue 8 Jun 10	At the gate	8	13
Tue 15 Jun 10	In the desert	10	11
Tue 22 Jun 10	On the roof	8	11
Tue 29 Jun 10	In prison	5	9
Tue 6 Jul 10	By the river	12	13
Tue 14 Sep 10	Joe & co ~ The colourful coat	16	13
Tue 21 Sep 10	Joe & co ~ The jealous brothers	17	14
Tue 28 Sep 10	Harvest Special	13	15
Tue 5 Oct 10	Joe & co ~ The fat & thin cows	13	14
Tue 12 Oct 10	Joe & co ~ The governor of Egypt	17	12
Tue 19 Oct 10	Joe & co ~ The happy family	16	13
Tue 2 Nov 10	He will come as a baby!	14	10
Tue 9 Nov 10	He will bring peace!	12	11
Tue 16 Nov 10	He will be a servant!	15	14
Tue 23 Nov 10	He is Christ the King	12	15
Tue 30 Nov 10	St Andrew's Day	6	7
Tue 7 Dec 10	Christmas Special	9	13
Tue 11 Jan 11	Welcoming Wisemen	9	11
Tue 18 Jan 11	Jacuzzi Joe	10	11
Tue 25 Jan 11	Thankful Theo	6	14
Tue 1 Feb 11	Blind Bartie	6	11
Tue 8 Feb 11	Desperate Dinah	9	12
Tue 15 Feb 11	Rich Reuben	10	12
Tue 1 Mar 11	Zany Zac	8	12
Tue 8 Mar 11	Turnaround Tuesday	7	11
Tue 15 Mar 11	Joyful Jemimah	12	13
Tue 22 Mar 11	Surprised Simon	9	14

Date	Title	Children	Adults
Tue 29 Mar 11	Marvelling Mary	11	13
Tue 3 May 11	Our Father in Heaven	9	15
Tue 10 May 11	Your Kingdom come	5	14
Tue 17 May 11	Bread for today	9	13
Tue 24 May 11	Forgive us our sins	8	11
Tue 7 Jun 11	David the shepherd boy	8	13
Tue 14 Jun 11	David and the Giant	8	10
Tue 21 Jun 11	David and his friend	13	11
Tue 28 Jun 11	David and King Saul	4	10
Tue 5 Jul 11	David makes a mistake	5	11
Tue 12 Jul 11	David praises God	12	16
Tue 13 Sep 11	Building site	9	13
Tue 20 Sep 11	The fig tree	8	9
Tue 27 Sep 11	A tiny seed	6	10
Tue 4 Oct 11	Roots and shoots	7	10
Tue 11 Oct 11	Knock, knock!	10	12
Tue 18 Oct 11	Ready or not?	8	9
Tue 1 Nov 11	Zechariah	9	11
Tue 8 Nov 11	Mary	9	9
Tue 15 Nov 11	Elizabeth	9	10
Tue 22 Nov 11	Joseph	9	10
Tue 29 Nov 11	The Innkeeper	12	16
Tue 6 Dec 11	The Shepherds	10	10
Tue 10 Jan 12	Noah and the great flood	11	12
Tue 17 Jan 12	Gideon and the little army	10	12
Tue 24 Jan 12	Jonah and the enormous fish	13	11
Tue 31 Jan 12	3 men and a fiery furnace	9	11
Tue 7 Feb 12	Daniel and the fierce lions	14	13
Tue 21 Feb 12	John the Baptist's story	10	13
Tue 28 Feb 12	Martha's story	7	11
Tue 6 Mar 12	Peter's story	13	13
Tue 13 Mar 12	The Centurion's story	10	12
Tue 20 Mar 12	Mary Magdalene's story	13	11
Tue 24 Apr 12	Esther ~ a brave queen Part 1	10	10
Tue 1 May 12	Esther ~ a brave queen Part 2	10	10
Tue 8 May 12	Ahab and Jezebel ~ a bad king and a wicked queen	6	7
Tue 15 May 12	Sheba and Solomon ~ a curious queen and a wise king	11	9
Tue 22 May 12	Hezekiah ~ a trusting king	13	11
Tue 29 May 12	Jesus ~ the humble king of kings	10	7
Tue 12 Jun 12	St Paul - See the Light	8	9
Tue 19 Jun 12	St Paul - Start the Adventure	8	9
Tue 26 Jun 12	St Paul - Spread the News	9	9
Tue 3 Jul 12	St Paul - Hoist the Sails	10	10
Tue 10 Jul 12	St Paul - Run the Race	16	14