

**St Bartholomew's Church Maltby  
All Saints Church Laughton en-le Morthern**



**St Bartholomew's Church**



**All Saints Church**

**Laughton Deanery**

**Welcome to our churches.**

**The Diocese of Sheffield is called to grow a sustainable network of Christ-like, lively and diverse Christian communities in every place which are effective in making disciples and in seeking to transform our society and God's world.**

**Welcome to the Parishes of Maltby and Laughton**

Thank you for taking the time to read our parish profile. We hope we can give you an understanding of our churches and express to you our aspirations and vision for the future. We ask you to consider prayerfully, coming to join us as our new oversight minister for Maltby and Laughton. Although both parishes have had experience of sharing a traditional vicar with other parishes, we recognise that an oversight minister will be a more supportive role, providing direction and leadership, whilst identifying and encouraging others to adopt the role of focal ministers. This is a new direction for us, and, whilst we may be unsure of how this new ministry will be shaped, we will endeavour to support and embrace the concept.

We strive to help people find Christ and lead Christ-like lives by our sensitive, respectful, and supportive concern for people in the community.

## **Our Aim**

Our aim is to reach out to the community to spread the word of God.

## **Our Mission**

- To grow our church numerically
- Develop diverse worship services to attract more people
- Look at ways to attract younger age profile
- Improve our use of social media and the internet
- Offer more support to the wider community
- To extend our ministry to the elderly, sick and housebound
- Continue to develop links with the local community
- Continue to build links with local schools

## **What can we offer?**

- A warm welcome to whoever God sends to us to be our oversight minister.
- A church family committed to honouring God through our worship and fellowship
- A team spirit and an appreciation that ministry belongs to us all
- An openness to embrace change and growth
- Lay persons who assist at services in readings, leading intercessions, and chalice administration

### **Our new Oversight Minister**

We are looking for a priest who is open to the changes that the new focal ministry format offers. Someone who can support both the focal ministry team (which is in the process of development) and the wider congregation but can equally guide us all in our faith journey.

We hope for someone who will play a part in the building of relationships with the community and the schools; and will develop the relationship and strengthen the connection of the families who come for life events.

Our new minister would join us to face the challenges that our parishes have.

The need for younger people is a concern, because without younger people our church attendance will slowly dwindle, due to the age of our congregations. We would like a minister who can help us as a church family, spread the word of God and the joy of following Jesus, giving us the support and guidance to encourage younger age groups to attend church and explore their own faith. We are also mindful of our older generation of worshippers and currently offer BCP services at least once a month at All Saints Church.

We value the work that previous generations have done, and feel it is important to preserve traditions wherever possible and practical.

### **We would look to our Oversight Minister to be :-**

- Approachable
- Flexible
- A good listener and communicator
- Able to engage well with all age groups
- Willing to develop our links with local schools

- Committed to developing the church in the wider community
- Able to help develop a deeper spirituality
- Experienced in management of change
- Willing to uphold the traditions of the church and its liturgy
- Dedicated to leadership, pastoral care and continue to build and guide our focal ministry team
- Able to recognise the talents of lay people.
- Able to strengthen links with the schools
- Innovative in ways to grow our churches whilst protecting the more traditional forms of worship
- To introduce new ideas but also
- To help find the stability we feel we have lost over the past couple of years in the Covid pandemic

Our pastoral team to support our new Minister include:

At Laughton there a lay reader, a worship leader and a parish administrator.

At Maltby there is a parish administrator.

Both churches have two very hard- working church wardens and an enthusiastic PCC. We also have a home communion team on both sites who visit many of our congregation and also (Covid permitting) a local nursing home. We are in the very early stages of changing to the focal ministry format and feel excited but slightly apprehensive about the future. We would like a Minister who is approachable, who can guide and support us.

## The Churches

### St. Bartholomew's Church Maltby

St Bartholomew's Church, known affectionately by locals as St. Barts, is a beautiful Grade II listed building, and it is believed that Maltby could be one of the oldest sites of Christian worship in Rotherham. The Church is situated close to a stream, and it is possible that early Christians were baptised in this.

Like most Churches St Bartholomew's has some beautiful stained-glass windows each telling a different story.





St. Bartholomew's is in a good state of repair, it has got a modern central heating system. It is traditionally organised with a chancel altar and choir stalls There it has a loop system and an audio system with microphones

Our lovely church underwent major reordering in 2015, to make the building accessible to everyone. Steps were removed and floors levelled making

access to the church easier for all members of the community. Also included in the alterations was the provision of a toilet and a kitchen. Some of the pews (not all), were removed and replaced by chairs which give us a more flexible floor space, so that more activities can be held within the building.

In 2020 it was necessary to have the church roof extensively repaired.

There is a small car park in front of the Church and more in front of the Church rooms.

## **Church Rooms**

Our church rooms are centrally heated. There are 2 rooms which can be hired out to the public for various activities and children's parties.



At present the rooms are utilised by a local art group, a games group, a tai-chi class, an allotments group and our own coffee and company session. The Harriers also makes use of the rooms during their annual round robin run.

## **All Saints' Church Laughton en-le Morthen.**

All Saints' Church is an historically significant building situated in the village of Laughton en-le Morthen. The church dates back to Saxon times, when it was a simple rectangular structure; this was destroyed when Earl Edwin was defeated by William the Conqueror. Then the Normans rebuilt the church in 1190 with the north aisle added, but it was once again destroyed in 1322. The church lay in ruins until its third and present building was constructed in around 1377. It holds many historical architectural aspects with the Saxon door (best seen from outside) being the most well-known and is often described as the most spectacular piece of Saxon architecture in South

Yorkshire. It is a focal point of our village and the surrounding area with its impressive spire standing 185 feet tall that can be seen for miles around. The parish serves the people of Laughton en-le Morthen, Laughton Common, Throap-ham and also the smaller hamlets of Carr, Slade Hooton and Brookhouse.

Our beautiful and historic church is popular and used by the community, especially for weddings and baptisms.



## The parishes

### The Parish of Maltby

Ours is a parish of diverse social needs, but we feel there is great potential for development.

Maltby is mentioned in the Domesday Book as Maltebi – the name means malti's homestead or village. For centuries it was a very small village with the benefits of a stream nearby and very rich land for farming available. It was formerly a coal mining village with purpose-built homes for mining families. The colliery closed in 2013.

The town of Maltby is situated close to Junction 1 of the M18 motorway giving quick access by car to Sheffield and Doncaster and access to the M1 north and south.

Buses run through Maltby to Rotherham Town centre and to Doncaster, and Sheffield.

The large Meadowhall Shopping Mall is a short distance by car and can also be reached by bus

About a mile away from Maltby is Roche Abbey a former Cistercian Monastery which is set in a beautiful, landscaped valley



## **Roche Abbey Ruins**

Maltby is served by a variety of shops and businesses. There is a large Tesco on the site of what was once an indoor and outdoor market.

There are take away food shops and several public houses in the town, the oldest being The White Swan (dating from the 16<sup>th</sup> century), now renamed The Five Rivers which is close to the church. The Queen's Hotel has also been refurbished in recent years and is now a Wetherspoons establishment.

The population of Maltby based on the 2021 census is 16369 and is a parish of diverse social needs. It covers an area of 3750 square km.

It was formerly a coal mining community until the colliery closed in 2013.

## **The schools in Maltby**

Maltby is well provided with schools and pre-school nurseries.

The main primary schools are : -

- Maltby Craggs Community School,
- Lilly Hall Primary,
- Redwood Academy
- Maltby Manor Academy
- Hill top

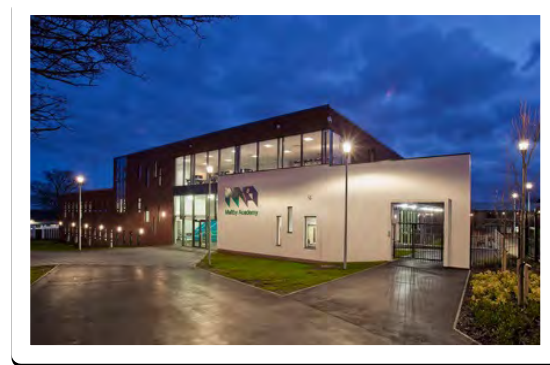
Secondary education is provided by Maltby Academy.

The school provides modern learning spaces with state-of-the-art technology. There are plans to improve the original frontage. Within the grounds there is an astro turf pitch.

The Academy is a centre of excellence for business and enterprise. It is well equipped to send the students out into the world of employment ready and prepared for what their futures hold.

## **Maltby Academy**

All the local schools are supportive of the Church. They make regular visits as part of their RE curriculum and have special church services as part of their collective worship.



Some time ago the students of Maltby Academy were actively involved in the production of a guidebook for St Bartholomew's which visitors to the church still find useful and informative.

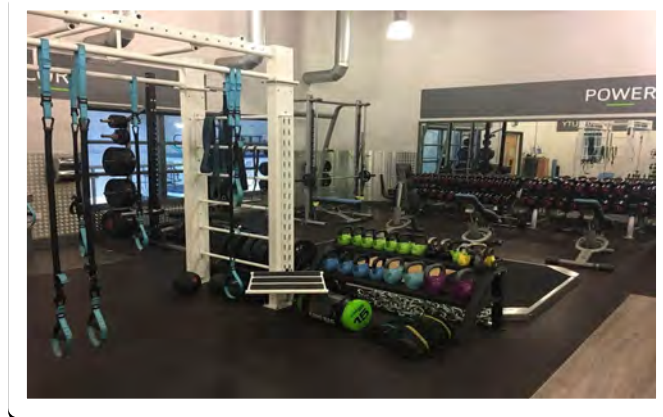
## **Multipurpose Centre**

Maltby is very fortunate in having a large multipurpose building which encompasses a leisure centre, health centre, pharmacy council services area and library. There is also a large onsite carpark.

The leisure centre provides a gym with 2 pools, an exercise studio, and a large sports hall.

Swimming lessons and sports tuition are available.





## **Governance**

Maltby is governed by Rotherham Metropolitan Borough Council, assisted by locally elected town council.

Maltby is a good place to live. Yes, there are challenges but there is also a lot going on and the Church is at the centre of some of them. We want to become even more involved in the community so that people will see the Church as being at the heart of things rather than just a lovely old building.

## **The Parish of Laughton**

Laughton parish is composed of several rural villages and smaller hamlets, in between us and Maltby. We are part of South Yorkshire but have close borders to Nottinghamshire and Derbyshire which offer some great places to visit.

This parish is much smaller than that of St Bartholomew's with approximately 2000/3000, but there has been much growth over the past few years, especially in Laughton Common and Throapham, bringing in more families with young children.

The nearest town of Rotherham offers shopping, parks, and museums as well as the Minister. There are good transport connections even though we are a small village.

The two primary schools that are in the village are both well attended, and students upon leaving have a choice of secondary schools in either the neighboring Dinnington or Wales Comprehensives.

We have a village hall which holds many groups, including a toddler group, sewing and knitting group, fitness classes, and also being hired out for birthday parties and other events.

There is a café situated on the outskirts of the village called Leger lakes, and in Laughton Common there is a pub, Co-op, hair dressers, and a Pharmacy to serve the community.

## **The Schools in Laughton**

The village has two schools: the Junior and Infant local authority school and All Saints Church of England Junior and Infant school. The church school sits opposite the church. Both schools use the church for services and other events, and we continue to build relationships with staff and students.



*All Saints' Church School.*

## **The Church Gatherings**

The churches of St Bartholomew's Maltby and All Saints Laughton are welcoming, friendly, and supportive churches, committed to our relationship with God and one another.

### **At Maltby**

There are 80 on the electoral roll with an average Sunday congregation of 35 adults.

The number of children in attendance varies. At present we don't have a Sunday school club, there are rarely children in attendance.

We invite families of newly baptised children to attend a Sunday morning service, where they are presented with their baptism certificate and a small gift and welcomed into our church community. However, few accept this opportunity to come back into church. We are keen to look at ways to improve this.

We would like the opportunity to re-introduce and develop a Sunday club and explore any other ways of attracting younger families to attend church.

We are a happy extended family with a good sense of humour.

We have an excellent spirit of involvement within our church family. Many members of our congregation are on the rotas for cleaning and flower arranging. To assist with the services, we have people on a rota to welcome everyone into church, to take collection, readers, those who lead intercession and assist in chalice administration. After the Sunday morning service, we invite our congregation to stay for refreshments. Sometimes we even get to partake of homemade buns and cakes. We have some wonderful bakers within the congregation.

We have a full calendar of social and fundraising events, including monthly coffee mornings, a harvest supper and quiz, a summer barbeque, and a Christmas lunch. We also hold a summer fayre and Christmas fayre.

Every Tuesday morning, we have a very well attended Coffee and Company session.

### **The PCC**

The PCC currently meets monthly. A strong team spirit exists within the group and responsibility is delegated to several smaller groups to report back. We have a finance group, fabric, social and fundraising, and a health and safety group.

## **Church Worship**

**Sundays** 10.30am          Common Worship Holy Communion

We have a small number of dedicated ladies and gentlemen who form our choir under the direction of our excellent choirmaster and organist. Our hope is that we can encourage more voices into our choir especially the younger members of the community.

Occasional offices play an important part of our mission in the community of Maltby.

Baptisms take place on the first and last Sundays of each month at 12.30. There are usually 3 candidates at each session. We also like to offer families the opportunity to have a baptism during our Sunday morning worship, as this gives the families a chance to meet with the congregation and to get the feel of a Sunday eucharist. We hope that families will accept the invitation to return to church to collect the child's baptism certificate.

We have a small team who visit the sick and housebound to administer communion as requested.

Weddings and baptisms are booked in church during our booking hour which is held on Monday evenings between 6pm and 7pm (except Bank holidays).

A very important part of our ministry is the funerals held in church which averages 35 annually (average based on figures from 2021). However, there are others which go directly to the crematorium, this appears to be an upward trend.

Every few months we invite family and friends who have recently been bereaved, to attend a memorial service. This is always well attended. The families are invited to light candles in memory of those they have lost, and all



the names are read out while the church is bathed in candlelight.

Afterwards we provide refreshments, and those attending can also be offered a private prayer.

Many families like to have their loved one's names entered into our memorial book.

It is a very moving service and one that we are keen to keep on our calendar.



## **At Laughton**

We currently hold services at 9am every Sunday morning, with at least one evening service a month, which is usually a BCP service. We are currently looking at different forms of worship when cover isn't available for Holy Communion. These include Morning Prayer services, and an idea for Messy Church style services aimed at children, this would replace an all-age breakfast service, which we held monthly before Covid but unfortunately hasn't returned to our service rota on return to services after the pandemic.

We are open to trying new formats to help grow the numbers of the church. We have been (as everyone has been) affected by Covid, but we are at an exciting time of change and would very much like to try and bring back groups we have lost during the pandemic. These include:

- The Gathering - a house group-style Bible study meeting, which we have also previously held in the local village hall. This was once per month and was well attended by regular church members, and also by people who felt it was more relaxed and suited them better than coming into church. It was held mid-week in the evening making it possible for people who worked at the weekend to attend.
- The Grace Service- a service that gave people the opportunity to share their faith journey. A very relaxed service with a contemporary style and lots of music.

Our regular congregation expect worship in accordance with the Church of England liturgy, to teach us through scripture and enrich our understanding. They appreciate tradition and the wearing of vestments.

As mentioned earlier our ministry team include our lay reader Paul, who

regularly conducts funerals and morning/evening prayer services, accredited worship leader Rachel, and lay person involvement in reading and intercession. We also have an organist that supports us for life events and services from a neighboring village of Thurcroft, though he isn't available every Sunday, so we also use digital downloaded music. We do have a worship music group with a keen guitar player and singer, who is happy to play before services. We have an average congregation of 25 in the morning but fewer at the evening services. Many couples look to get married at All Saints; baptism is even more popular, giving us an opportunity for growth in young families with the right support in place. Many funerals also take place, which our lay reader is happy to help with.

We hold a coffee morning once a month which is attended by many people and offers a time for people to come together. We also hold a Friday evening group once per month called 'Takeout night', where food is ordered or made, and there is entertainment which varies from month to month including quizzes, poetry, games, singing, beetle drive etc. We also have a walking group that meets once a month and take a local walk together - they have many beautiful walks to choose from.

As well as these monthly events we have an annual Harvest concert (we are surrounded by many farming families) and this is a great opportunity to thank them for the work they do come rain or shine.

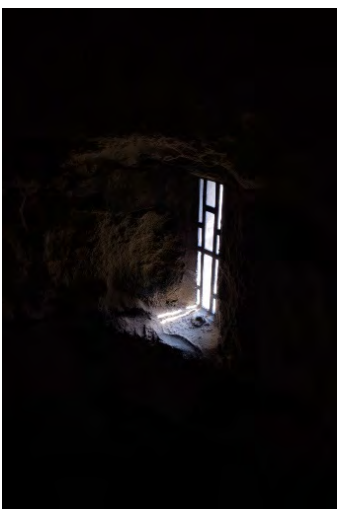
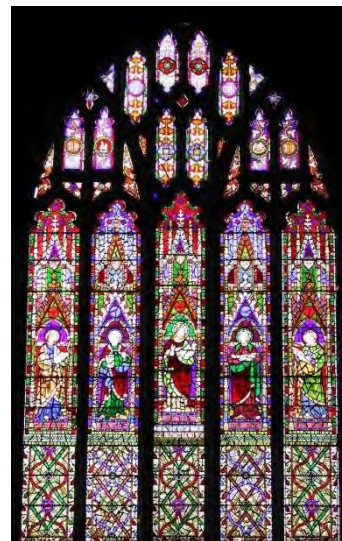


There is our Christmas Fayre held in church, and Summer Fayre which we have held over in the paddock of Old Hall Farm for the last few years, which is next to the church. We have a strong connection to the Shepard family who have lived and worked on the farm for many generations. Both these events bring a lot of support from the community.

We have Lent and Advent courses whenever possible, held in church, online, or in the homes of generous and welcoming church members.

The church school use the church for Harvest, Remembrance, Christmas (also holding their nativity performance in church) and a school leavers service in the summer, as well as a number of Eucharist services throughout the year. The local authority school comes into church at Christmas also.

The people involved in all these groups at church have much to offer, so we are very fortunate that they will also be there to offer their support to our new Minister.





## **Supporting The communities**

We are involved in the local churches together group.

We aim for our churches to be the focal point of each village; Laughton is on a bus route, while regular buses run through Maltby and pass close to the church. Each different group or event that we hold is intended to offer fellowship, comfort and support to our community.

In Laughton our school connection is great, but we desire to build on this. Our priest has always been a representative on the board of governors at the church school, and we would hope this link to continue.

At Maltby better links need to be created.

Both churches have a great connection with the local food banks. At Laughton it's run by salvation army, we collect food weekly, which is then taken to them, as is the Harvest collection every year.

At Maltby the food bank is run by the local catholic church who appreciate our donations.

Laughton supports the local authority at Christmas and collects gifts for children in care.

Maltby support the town council when they have the Christmas lights switch on, by providing the refreshments.

Our Minister will need to forge good connections with the other oversight ministers in our partnership: Revd. Jon Hidden (Anston) and newly appointed Revd. Miranda Hayes, who is due to take up her role at Dinnington and Thurcroft in November 2022.



### **The church of St Bartholomew. Maltby**

The church is a grade II listed building. It is close to a natural spring. Maltby beck is the stream which runs past the bottom of the churchyard. It is thought that the church dates to Saxon times. The tower is the oldest part of the church dating back to the late Saxon, early Norman period (10<sup>th</sup> – 11<sup>th</sup> century.) The body of the church was rebuilt in the 15<sup>th</sup> century. The building consists of a nave with north and south aisles, a chancel with an adjacent north chapel (now the vestry) and a south porch. The back of the church which was the choir vestry is now kitchen and toilet.

Our 3 bells are rung infrequently but always requested for weddings.



### **The Church of all Saints Laughton**

All Saints' Church is Grade 1 listed, and is a building of historic significance, The Lady chapel sitting in the south-east end of the church has a wooden table standing upon the original altar stone. In 1555 the Privy Council ordered all these stone altars to be destroyed, but instead the villagers of Laughton buried it under the south aisle, where it was rediscovered at the end of the 19<sup>th</sup> century. There are also many visible parts that were built by the Normans, including the pillars on the north side, and traces of Norman windows on the south wall which can be seen in the chancel sitting behind the medieval stone rood screen. The current building and tower dates mostly from the 14th century.

Our church has a bell tower housing three bells, which are rung regularly by our dedicated bell ringing team.

If you continue to the top of the tower the views are spectacular, and some say you can see as far as Lincoln on a clear day (probably with binoculars!).



*View from the top of the tower.  
Taken on the day of our annual  
garden party, which can be seen  
behind the trees in the  
grounds of Old Hall Farm.*

To the rear of the church are the earthworks of a motte and bailey castle which also gains much interest from historians, with many groups making the journey to visit both castle site and the church.

We are in what we hope are the final stages of assessment for repair work to be carried out on the church building. This is urgently required works to the tower, bell tower and stairwell. This is going to be expensive but thankfully we have some of the money already available in a restricted account that has been bequeathed/donated/raised for structural works. We are also looking at possible grants. The upkeep of the church is very important due to its historical status. Though we use our church building for many events already, we are very aware that we could always do more and that we have an amazing asset that we don't always use to its full potential.



## The Rectory

The rectory is a 4-bedroom house situated on Blyth Road in Maltby. The front faces the main road. The rear of the house overlooks extensive garden with stunning views across the valley.

The diocese is carrying out improvements on the rectory whilst in interregnum.



We need the right person to join us and guide us in our journey of faith Someone who is forward thinking and can enable us to grow in faith and numbers.

We are keen to continue to develop our support in the community and would like to generate involvement of more young people and families.

*May the Lord bless you and keep you. May the Lord make his face shine on you, and be gracious to you.*

Thank you

Website [www.stbartholomewsmaltby.org](http://www.stbartholomewsmaltby.org)

Facebook st Bartholomew's Maltby

YouTube History of St Bartholomew's Maltby

Website: [www.allsaintschurchlaughton.co.uk](http://www.allsaintschurchlaughton.co.uk)

Facebook: Laughton All Saints Church @laughtonallsaintschurch

YouTube: search All Saints' Church

## Role Description

**Role Title:** Priest in Charge of Maltby and Laughton and Oversight Minister in the Living Stones (L1) Mission Area

**Name of Benefices:** Laughton All Saints (Principal responsibility)  
Maltby St. Bartholomew (Principal responsibility)  
Dinnington St. Leonard  
Thurcroft St. Simon and St. Jude  
Anston St. James  
Firbeck St. Martin with Letwell St. Peter  
Woodsetts St. George

**Deanery:** Laughton

**Archdeaconry:** Sheffield and Rotherham

### Context

This is a mission area of 7 parishes with 3 Oversight Ministers. At present there are 2 stipendiary clergy in post.

The particular objectives for this ministry are:

- To provide fresh stability and leadership following an unsettled time in recent years
- To help the churches to make the most of the opportunities for mission and ministry through the occasional offices (especially baptisms and funerals)
- To develop and strengthen links with local schools, and contacts with families

Maltby is a former mining town (the pit is now closed, but its influence is still felt in the town), with a population of just over 16,000 people. Laughton is a semi-rural village with a population of between 2,000 and 3,000 people; the parish further comprises several smaller villages and hamlets in the area located between Laughton and Maltby. Further details of both parishes are found in the Parish Profiles.

The role of Oversight Minister is to work in partnership with the Bishop, fellow Clergy and Lay Leaders, and all the baptised members of the diocese of Sheffield, to help realise the Diocesan strategy to be a flourishing and generous Diocese of Sheffield by 2025: Renewed, Released and Rejuvenated!

We seek to be a Diocese Renewed in the grace and power of God, by a constant reliance on the Holy Spirit. We seek to be a Diocese Released from the constraints which hold us back from mission, and released, as the whole people of God for the whole mission of God. We seek to be a Diocese Rejuvenated – partly through a dedicated and sustained programme of outreach to families, children, and young people, and partly through the creation of 75 new congregations, including 25 in our church schools.

### Role Purpose

The role of the stipendiary incumbent is defined 'semi-episcopally' as an Oversight Minister, to work collaboratively with others in four interrelated ways:

- 1) To oversee mission and ministry in the Mission Area, managing change and providing vision, direction and leadership, with a focus on specific parishes.

- 2) To grow a healthy church, watching over the well-being of the whole people of God and equipping them for the whole mission of God.
- 3) To ensure mission and ministry in the Mission Area reflects the Christian faith as understood in the Church of England.
- 4) To keep watch over the leaders in the Mission Area.

**The General responsibilities for Oversight Ministers can be found on the Diocesan website at [        ]. and the Person Specification for this role is found in the Appendix to this Role Description.**

**The aim of this Role Description is to clarify expectations and parameters, to ensure that the role holder has the best possible chance to flourish. The specific responsibilities will be reviewed and refreshed regularly -, in particular as part of the MDR process, but also supported by regular discussions, reflection and review with the Associate Archdeacon-Transition Enabler and PCCs .**

**Specific Responsibilities (including where appropriate target dates)**

1. To oversee mission and ministry in the Mission Area, managing change and providing vision, direction, and leadership.
  - To share with the bishop in the cure of souls in the mission area
  - To lead through change: starting with the current context, drawing others to engage in a constructive process of transformation that is cohesive, and agreed by clergy and lay. To include positive engagement with conflict and resolving disputes in a timely fashion.
  - To promote the culture and practice of collaboration and teamwork, by providing oversight, guidance and leadership for the parishes of Maltby and Laughton in discerning vision and by sharing in Mission Area leadership; to engage in the development of Mission Action Planning for the individual churches and (where appropriate) Mission Area.
  - To encourage, enable, guide and nurture potential Focal Ministers
  - To be priest in charge of Maltby and Laughton, having regard to the calling and responsibility of the clergy as described in the canons, the ordinal, the guidelines for professional conduct of the clergy and other relevant legislation and guidance.
  - To start initial visiting of the sick and housebound congregation leading to enabling, nurturing, and establishment of lay pastoral teams to continue this ministry
  - To foster and strengthen links with schools (both church and community) leading to clergy leadership and lay involvement
  - To develop provision for children and families, giving encouragement and support through baptism and follow up, and nurturing their faith journey through to confirmation and beyond.
  
2. To grow a healthy church, watching over the well-being of the whole people of God and equipping them for the whole mission of God.
  - To support the churches and congregations in the parishes of Maltby and Laughton and the wider Mission Area in the core practices of a healthy church; aiming to build healthy, supportive, honest and respectful relationships.
  - To be a leader in mission, modelling good practice and growing all God's people as disciples, sharing in mission and evangelism.
  - To seek to grow new congregations particularly amongst the young; to support established patterns of worship as well as a readiness to explore new ways of worship; and to provide guidance and support for further mission opportunities identified within Mission Action Planning.
  - To ensure the Mission Area and its congregations are sustained through the ministry of word and sacrament, equipping God's people to make Christ known.
  - To ensure excellence in safeguarding and care for all God's people, and full compliance with diocesan and national safeguarding guidelines, policies and procedures.



3. To ensure mission Area reflects the in the Church of England. and ministry in the Mission Christian faith as understood
- To foster a working understanding of Christian faith and practice in the Church of England;
  - To advance the priorities described in the diocesan strategy of Renewed, Released and Rejuvenated.
  - To maintain good stewardship of finance, resources, and administration, accessing deanery and central services support.
  - To facilitate healthy, effective, and respectful working relationships within and between lay ministry teams, congregations, mission area deanery and diocese.
  - To be the person to whom Focal Ministers and lay ministry teams are accountable.
4. To keep watch over the leaders in the Mission Area.
- To hold the Mission Area before God in prayer
  - To lead by example, participating in the diocesan programme of learning, and to engage in support and supervision for Oversight Ministers with the Associate Archdeacon-Transition Enabler and St. Peter's College.
  - To monitor, support and enable Focal Ministers and lay ministry teams in reflective practice, learning and personal development; reviewing their learning needs, and encouraging the use of skills and talents in the service of God, so that mission and ministry is maintained in their specific settings.
  - To support leaders in their practice of self-care, attending to their self-understanding, patterns of life and ministry, their spiritual life, and their desire to continue growing.

**Self-Care**

The Bishops are committed to the health and wellbeing of all lay and ordained leaders in the diocese.

Being an oversight minister is a demanding role and the post holder is encouraged to work within the pastoral guidelines issued by the Bishops, on holiday entitlement and time off.

Signed: ..... ..

Print name: Priest in Charge and  
 Oversight Minister                      On behalf of PCC                      On behalf of Archdeacon

Date:

## Appendix

### Person Specification-

#### *An Ordained Minister*

	Essential	Desirable
<b>Qualifications and personal attributes</b>	<ul style="list-style-type: none"> <li>• In Holy Orders for not less than three years.</li> <li>• Recommended by their Bishop as suitable for Common Tenure Primary Responsibility.</li> <li>• Experienced in leadership.</li> <li>• Shows capacity to foster collaboration between lay and ordained ministers (licensed, commissioned and authorised) and lay leaders.</li> <li>• Committed to mutual flourishing envisaged in the Five Guiding Principles</li> </ul>	
<b>Character</b>	<ul style="list-style-type: none"> <li>• Models leadership on the example of Christ.</li> <li>• Collaborative.</li> <li>• Excited about mission and the diocesan vision and strategy.</li> <li>• Committed to the breadth of tradition in the Church of England and mutual flourishing.</li> <li>• Strong and mature personal faith, nourished by well-established patterns of prayer, worship, reflection and study.</li> <li>• Accountable.</li> <li>• Open to lifelong learning and development.</li> <li>• Recognised as resilient, stable and trustworthy.</li> <li>• Self-aware and self-accepting.</li> <li>• Cares for self and for key personal relationships.</li> </ul>	

<p><b>Experience</b></p>	<ul style="list-style-type: none"> <li>• Leading, managing and consolidating change.</li> <li>• Conflict management.</li> <li>• Encouraging trust in God.</li> <li>• Discerning, nurturing and developing the skills of others.</li> <li>• Building and facilitating teams, shared decision-making.</li> <li>• Energising and enabling others in forming vision and in strategic planning</li> <li>• Enabling others in their practice of self-care and personal development</li> <li>• Making appropriate pastoral provision for leaders.</li> <li>• Working collaboratively, exercising accountability and delegation.</li> <li>• Enabling others in reflection, review and developing the mission and ministry of the church.</li> <li>• Inter-personal skills, including listening, communication, and exercising emotional intelligence.</li> <li>• Working with different generations and inter-generationally.</li> <li>• Helping others shape and engage in mission and evangelism appropriate to the local context.</li> <li>• Knowledge, understanding and experience of diocesan and church structures, policies, and practices including Safeguarding, finance and governance.</li> <li>• Handling a complex workload, prioritising and balancing competing demands.</li> <li>• Taking responsibility for personal well-being and nurture.</li> </ul>	<ul style="list-style-type: none"> <li>• Holding the big picture.</li> <li>• Building community through relationships of trust.</li> <li>• Pastoral supervision and reflective practice.</li> <li>• Coaching and mentoring.</li> <li>• Organisational skills and administration.</li> <li>• Initiating and enabling working relationships between church, Mission Area, deanery and diocese.</li> <li>• Working with different theological perspectives, church tradition, culture and life experience.</li> <li>• Entrepreneurial skills, including responsible risk-taking.</li> </ul>
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