

# Parish Profile and Information pack

Interim Oversight Minister (Priest in Charge)  
Armthorpe St Leonard & St Mary  
In the Beakon Mission Area, Doncaster



THE DIOCESE OF  
**SHEFFIELD**

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## Statement from Bishops Pete and Sophie



Dear friend,

There is no denying it: these are challenging times in the Diocese of Sheffield. But by the same token, these are exciting times for us. No-one has any doubt that in 2029 the Church of England in South Yorkshire and the East Riding will look very different from the way it is now — but equally no one is yet very clear about the shape it will take. Our plan is an ambitious one and we are hungry for change. We are asking tough questions: Will the whole people of God be mobilised for the whole mission of God? What will morale be like, among key lay and ordained leaders? Will attendance figures be in decline or growing? Will there be more stipendiary incumbents or fewer? Will there be more congregations or fewer? Will we raise up a dynamic community of 'Lights for Christ'? Will we grow a praying community of 2025 by 2025? These questions were already pressing ones for us before the present pandemic: they will surely be even more urgent for us now.

In this context, the appointment of an Interim Oversight Minister for St Leonard's and St Mary's, Armthorpe in the Beakon Mission Area and the Deanery of Doncaster is therefore all the more important. The Interim Oversight Minister will work alongside one full time Oversight Minister (funded by Capacity funding from the National Church) and the ministry will be shared across the Mission Area. The two ordained ministers will work closely with all of the focal ministers and lay ministry teams from all three parishes, with a view to utilising all people and resources across parish boundaries. We long to see the church of Christ flourish here – with every person who is baptized confident to shine as a Light for Christ in the world to the glory of God the Father.

In this Gospel adventure for the sake of the coming kingdom of God, the leadership of these church families is going to be vital. It will require someone who is able to exercise an enabling oversight, with a passion for teamwork, for developing leaders and for empowering the whole people of God for the whole mission of God. It will require someone able to raise up leaders to take on responsibilities as 'focal leaders' in every congregation and someone who understands that overseeing the ministry of the body of Christ does not mean doing everything personally, but releasing the gifts and ministries of others.

We are praying that the Lord will bring to us a person with a strong sense of vocation to this task at this time; a person of faith and hope and love in God; a person who laughs easily and has a zest for life in Christ; a person with a sense of adventure, unafraid of failure and reliant on the grace of the Holy Spirit. If that might be you, we would love to explore with you the possibility that the Lord is calling you to this role.

With every blessing

+ Pete Sheffield

The Rt Revd Dr Pete Wilcox  
Bishop of Sheffield

+ Sophie Doncaster

The Rt Revd Sophie Jelley  
Bishop of Doncaster



# The Opportunity

The Diocese of Sheffield is made up of Church of England organisations located throughout South Yorkshire and the southern parts of the East Riding of Yorkshire. It comprises parishes, schools, chaplaincies, missional communities and other organisations all united by their common Christian faith.

It is an Anglican diocese that is made up of a diverse community of mission-focused people who are seeking to transform their lives, and the lives of others, by sharing the Christian faith. Since the creation of the diocese in 1914, the shape of the villages, towns and cities may have changed but the people are still vibrant, energetic and passionate about serving our Lord Jesus Christ.

In December 2020 the Diocese of Sheffield was awarded a grant of 4.92 million pounds from the Church of England's Strategic Investment Board to support our ambitious transformation strategy over the next 5 years. This will enable us to recruit and deploy a number of parish facing roles who will support the work of our Oversight and Focal Ministers as they Renew, Release and Rejuvenate the parishes and Mission Areas of the Diocese. Included in those roles, alongside our Associate Archdeacon – Transition Enablers, will be teams supporting Parish Finance and care of our Buildings. There will be enhanced support for the nurture and development of Focal Ministers. As we seek to mobilise the whole people of God for the whole mission of God our Lights for Christ programme will help churches develop their members'



discipleship so that every baptised person shines as a Light for Christ in the world to the glory of God the Father.

## Our Vision

As a diocese we have been “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”. Every day around the diocese, dedicated, creative and passionate people are working together in the mission of God, who long to see the Body of Christ grow in depth and in numbers. We long to see every disciple and the whole Church serving our wider society as salt and light.

## Our Context

Armthorpe, Barnby Dun, Kirk Sandall and Edenthorpe form the Beakon Mission Area in the archdeaconry of Doncaster. There is a strong affinity as they serve communities which have been impacted by their links to the coal mining, industrial and agricultural industries in all three parishes.

The parishes within the Mission Area are currently working to build a platform of support, trust, and understanding, which is particularly challenging in this period of recovery from a global pandemic and the cost of living crises.

As the roles of Oversight and Focal ministries develop and become more established, it is hoped that they will build on current foundations and



develop vision, enabling growth in collaborative mission opportunities and leading to more fruitful ministry throughout the Mission Area.

At the heart of their work Oversight Ministers will be growing outward-facing Christian communities which demonstrate the love of God and His Kingdom to be “Lights for Christ” in the local communities and the world. The Oversight Ministers will support the churches in developing their understanding of faith and practice in the

Church of England, the Five Marks of Mission, the Diocesan Strategy (Renewed, Released, Rejuvenated), and the way this is lived out in the local context.

The key challenge is to achieve a culture change, in which every Christian (whole people of God) is mobilised for the service of God (for the whole mission of God) in the world. The exact outworking of the role of an Oversight Minister will vary according to context, but will exhibit the same priorities in all places. Collaborative working will be an essential quality and practice, comprising a number of inter-related ministries and mission communities. As we move to the oversight ministry model, developing lay leaders and focal ministry teams in each of the parishes will be vital for fruitful and sustainable ministry, worship and mission. Forming a new sustainable service pattern in agreement with all parishes will be needed to release resources for mission and outreach.

## Who are we seeking?

- A leader who will help us develop a nurturing church where people of all ages and backgrounds can belong.
- A teacher who can engage with and relate the Bible to everyday life to give us a fresh, deeper understanding of scriptures to deepen our faith.
- A priest who develops people to learn new skills by helping them to identify their gifts.
- A good communicator with the ability to listen.
- Someone who enjoys social activities and who is willing to enter fully into the life of the community.
- A priest to build upon the relationship the church has with local schools, uniformed organisations and local care homes.
- Someone comfortable with and Open Evangelical style who has the energy and flexibility to lead worship regularly, while helping us to find new ways to worship.
- To develop our pastoral ministry to help us connect with those who come to us for baptisms, weddings and funerals.

## Why Interim Ministry?

At this stage in our journey as a parish, as we give thanks for the wonderful years of ministry of our last incumbent after retirement, and especially after the challenges of Covid, we know we need to take an unvarnished look at ourselves, and redefine our vision for the future. There



were tragic failures of safeguarding practice some decades ago, and although now all legal processes surrounding that have come to completion, we know we need to confront any underlying issues with our current practice and continue to rebuild our relationship with the wider community.,

Additionally, we have enjoyed the variety and challenge that different ministers and styles have brought to us during the interregnum, and we celebrate the opportunity to define what kind of church family we are trying to be for one another and the communities we serve in the future. Whilst our last incumbent nurtured many of us in taking leadership roles, the last period has seen changes in the patterns of people's lives and commitment, and we are in need of nurturing new leaders for the future, so that the whole people of God in this place can share in the whole mission of God to the people of Armthorpe and the wider Mission Area. We also want to celebrate the opportunity that our Mission Area provides



for us, and build even greater collaboration between us.

We are also very fortunate to have built up some reserves over the years, and have earmarked these for renewal and adaptation of our beautiful church building. But we have, partly because of the pandemic, lost our way with the vision needed to bring such a significant piece of work about. Therefore, leadership in helping us understand this wonderful and God given opportunity will be of vital importance.

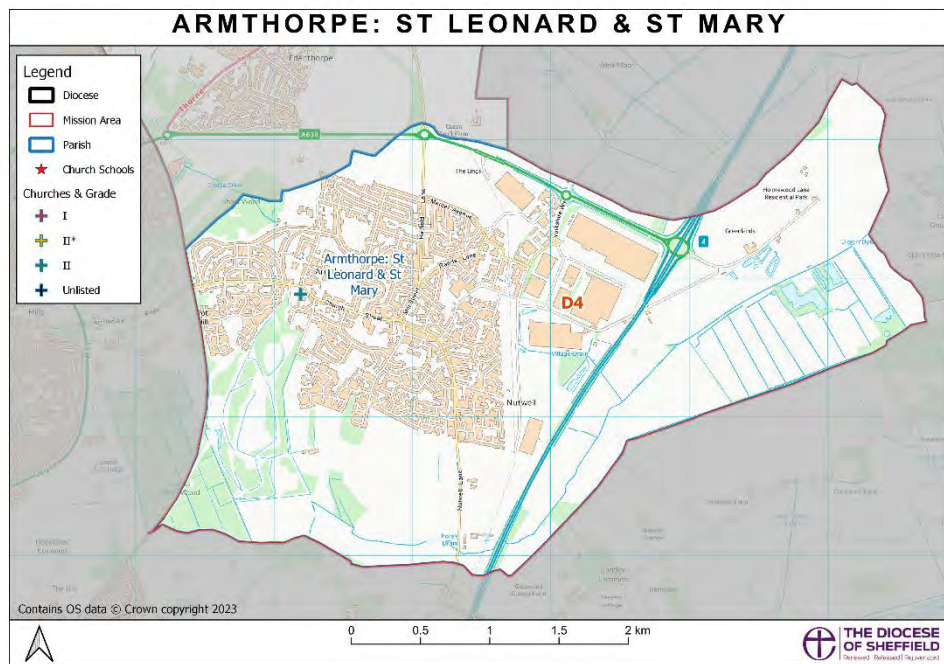
And finally, in the context of our wider Mission Area, we know that the diocese has made significant investment in oversight ministry, successfully bidding for additional resources to fund a 5 year post in the wider Mission Area in the hope and confidence that it is in the providence of God that



such investment will lead to spiritual and financial sustainability for all the parishes in the Mission Area. Inevitably this is an aspiration, and whilst there is every confidence that the opportunity is there to make two posts sustainable for the diocese in the medium term, flexibility needs to be retained to adapt if the expected fruit is not produced.



# Parish Profile – Armthorpe St Leonard & St Mary



## Our Vision

To develop current ministry, explore new opportunities and share the light of Christ and bring God's love in Jesus to the heart of the community of Armthorpe.

## Community

Armthorpe is a growing community which is split between deprived areas and more affluent areas. Two large new housing estates are currently being built over the next three years.

Armthorpe is served by three churches, a Catholic church, Anglican church and 'New Life' church based in the Armthorpe community centre.

The settlement of Armthorpe was first recorded in 1086 as 'Ernulfestrop' showing the influence of the Vikings on the region. Armthorpe was known for its rich farming activities, and was recorded in the Domesday Book as being the property of the monks of Roche Abbey near Maltby. The remains of a roman villa and farm were found on Nutwell Lane.

With the sinking of the coal mine in 1916, the area grew considerably, and new social housing was built to support the workers who moved to the village. 'Markham Main' pit closed in 1996 and housing was built on the former colliery site. The village still shows its support to the mining community and volunteers have opened and look after a 'Miner's Memorial Garden' at the side of the community centre, where each September there is a 'Miner's Memorial' service which is well attended and led by the priest with support from the local councillor's. There is a stained-glass memorial window in church dedicated to the miners who died at Markham Main.

Since the demise of the mining industry, huge warehousing complexes and other industrial businesses have opened up due to the excellent transport links around the area.

There are four primary schools in the village, one of these is a Catholic church school. Whilst the other three are not church schools, pre-covid we were developing positive and active relationships with them, with visits both in church and in the schools. There is also the Armthorpe Academy for pupils but does not have a sixth form. There are four nursing homes in the village and also the residential 'Charles Court' to offer opportunities for pastoral ministry and mission.

The church of St Leonard and St Mary's dates back to the Norman times, although in 1785 the building was extended to accommodate an increasing congregation. By the 1880's the church had deteriorated into a poor condition and generous contributions were received from local people, including Lord Auckland of Edenthorpe, which enabled the restoration of the church. In more recent times a new vestry was built in 1976 and a modern toilet block was built around 2011. The church burial grounds are now closed, and the local council have the task of caring for the graveyard and caring for the pathways.



The vision of the church congregation is to have alterations made inside church to incorporate a kitchen area, with new stackable seating and tables which can be moved around so that the church can open up to the wider community and shine a light for Christ. Draft plans have already been drawn by the architect but further discussions were paused during the pandemic and the vacancy.

Since the lifting of restrictions, two groups have started meeting again, these offer fellowship to those who would otherwise be lonely. 'HeArts & Crafts' group meet every Wednesday morning and is flourishing. Thursday Oasis is a place where people meet together for a chat and drink; a team help to run this and engage with many discussions. The people who come help each other and are welcoming. This has now

begun to be held every Thursday, whereas pre-Covid it was held fortnightly.

### **What do we think about St Leonard and St Mary's church and Armthorpe?**

- Our church is special because of its age, history, timeless beauty and the welcoming nature of its congregation.
- The village has a mix of people from all classes and has a good community spirit.
- The village appears to be recovering after the closure of Markham Main Colliery, many parishioners have gained employment in the neighbouring industrial and warehouse estates.
- The community centre is a focal place for regular activities including Summer and Christmas Markets.
- The people of Armthorpe are served well by this church; led by people who are dedicated to looking after friends and residents. People who attend church feel they belong.
- We have a hard-working group of people who are open to new ideas and are looking forward to new leadership to help the church thrive.
- Armthorpe is a friendly, neighbourly community with many old families living here. We have good shopping facilities and transport links into Doncaster and the motorway network.
- The village has everything you need without having to go too far.
- It is good to see activities starting again in church which are offering support to those who are lonely or wanting to be part of something.



## Our Worship

We are an Open Evangelical parish influenced by Charismatic Renewal, although during the interregnum we've appreciated the opportunity experience and learn from a variety of traditions and styles.

### *Pre-covid:*

Our pattern of services consisted of a Holy Communion service at 10am every Sunday, except the second Sunday in the month which was 'Morning Praise', led by the Reader. Baptisms were celebrated at 12noon on the first and third Sundays of each month. With the wider Beakon Mission Area we celebrated joint services for Ash Wednesday, Maundy Thursday and Pentecost. Celebrating our heritage and community links, we helped lead an annual Miners' Memorial Civic Service in the Community Centre Miners' Memorial Garden, an Annual Royal Air Force Air Cadets Service and the Annual Remembrance Sunday service. We had a well supported monthly Messy Church and an annual Christingle Service. We also joined with our brothers and sisters for a Mission Area Lent Course, and we ran our own bible study group, called 'Growing Together'.



### *Post-covid:*

Covid caused all church communities many challenges, and we have necessarily had to restructure the way we worshipped. Currently, we have moved our Reader led Sunday Morning Praise to the first Sunday of the month, with all other Sunday mornings being Holy

Communion, all of which continue at 10am. Baptisms are offered on the first and third Sundays of the month at 12noon, but during the interregnum we have also begun to offer baptism during the main Sunday morning service, as well as needing to adapt times to suit clergy able to offer support. We are pleased to have seen the return of the Miners' Memorial Service and Annual Remembrance Sunday Service, and to welcome back the Air Cadets through the support of the Oversight Minister working in the other part of our Mission Area. We have re-started our joint services in the Mission Area, and our 'HeArts and Crafts' group has been flourishing as it has returned, and through it we have seen some beginnings of opportunity for evangelism and nurturing new disciples.



## Our Challenges

- Covid Recovery – The greatest challenge is empowering and developing new Christian leaders in a church family where many are in the older generations, and in a community where many feel disempowered. The Covid-19 period has interrupted people's experience and expectations of church going.
- Governance – Covid and its impact has served to weaken our governance, and calling people to roles of leadership and responsibility within our church family is a crucial next step. Rebuilding our outreach and drawing new people into our life and fellowship will be a key part of rebuilding our governance; helping

us to develop and hold the vision of how we are proclaiming the Gospel to our community in the next season of faith.

- Buildings and Finance – Whilst, on first glance, it seems that we have a relatively substantial reserve, this is mostly intended to be for the work to develop our building, ensuring it's flexibility for the coming generations. Whilst work was underway to develop a vision for this task, Covid got in the way of turning ideas and suggestions into concrete proposals. We need to develop this work, including navigating the necessary additional fundraising, locating this work within the sense of vision for how we are ministering in the future.
- Congregation – We are growing again, after the common falling away of Covid, and we are excited about that! However, we are painfully aware of the continuing need to heal some historic broken relationships within the wider community and reignite the calling of people to faith, nurturing new disciples, acting as 'Lights for Christ' beyond our church doors. We long to be renewed in that sense of service to our parish, Mission Area and beyond.

### Our Opportunities for Mission



- We have had brilliant engagement with the schools in the parish in the past which have inevitably reduced because of Covid and vacancy, although visits have been sustained by volunteers. We would love to see those flourish again. There is scope for joint working across the Mission Area as new relationships have recently been developed with schools in the other parishes of the Mission Area.

- Armthorpe is in many ways a traditional post-industrial community, and as such often looks to the Church at the crucial moments of life. As such, pastoral offices offer both privilege and opportunity in drawing others into our life and fellowship. We would love to see new ways of helping to nurture those moments of engagement into opportunities for deeper engagement with us as a worshipping community
- We have a beautiful building, and had been working towards a vision for improving it's ability to serve the mission of the church in the next season of our life. Getting this right will have huge impact on our ability to do just that, and also facilitate the opportunity for increased use and access by the wider community.



For more information, our internet/social media presence can be found here

<https://www.beakondoncaster.co.uk/armthorpechurch/>

<https://www.facebook.com/stleonarandstmaryarmthorpe>

<https://www.achurchnearyou.com/church/17553/>

# The Beakon Doncaster Mission Area

## – A clergy perspective

*The Revd Tom Brown (Oversight Minister and Priest in Charge of Kirk Sandall, Edenthorpe and Barnby Dun) and the Revd Sarah Maughan (Former Assistant Curate of St Leonards and St Mary's Armthorpe) write:*

BEAKON is a mission partnership of 3 churches who exist to receive and share Christ's light in Kirk Sandall, Edenthorpe, Barnby Dun and Armthorpe. The name is made up of the initials of each parish as a play on the word 'Beakon' – something that receives light and passes it on (Mt 5:14; Phil 2:15).

A lot has changed in our Mission Area over the past 18-months with the appointment of Tom Brown in July 2021, the retirement of the vicar of Armthorpe in March 2022, and the appointment of Sarah Maughan to another parish in September 2022. Amidst that, we've been delighted to re-build a strong connection across the parishes post-COVID and it's been a genuine delight to work together as clergy.

Although split into 3 distinct parishes, we work closely together as a Mission Partnership, and are passionate about making Christ known across our area. As a clergy team we make a real priority of meeting weekly to pray, encourage one another and discuss mission ideas over breakfast (this active support helps us to share in the joys and the challenges of ministry). The thing that unites us is a love for Jesus, a passion to share the gospel, and a joy in doing that together.

The three churches worship together on a number of occasions through the year including Holy Week services, and a celebration at Pentecost.

Each year we join together for a prayer walk, discipleship courses at Lent and Advent, as well regular social events to bring people closer together.

Each Oversight Minister is responsible for particular parishes (Armthorpe being the particular focus of this appointment) but we share across the whole Mission Area as Oversight Ministers together. Although our three parishes are wonderfully different, we share great friendships and, and there's a real sense of hope for further development and gospel growth in the future.



## The Wider Mission Area

### **Barnby Dun St Peter**

We're a church that is passionate about Jesus and the best way to get a feel for things is to come to visit us.

We meet together every Sunday at 09:15am for a relaxed and informal service. Each service has a focus on learning more about the God of the Bible, His Son Jesus Christ and how his word is still so relevant and life-changing in a 21<sup>st</sup> century world.

Each service caters for all ages and all the family. We all meet together for the first 15-minutes then children go to their groups whilst the adults have a talk based on the day's Bible reading. Our music group and organist lead us in a mix of traditional hymns and more modern songs.



We are proud of our fine church, which has served the community of Barnby Dun for centuries. The first mention of a church on this site was in the Domesday Book of 1086, but the main structure was started at the end of the 13th century, and the tower added around 1450. The chancel was completely rebuilt in the mid 19th century.

Our organ was installed in 1909 and is considered to be a fine example of the work of Messrs Norman & Beard. The holy table was transferred from Fenwick church in 1978. There are several fine stained – glass windows and memorials, including the Bruce memorial (1798), the Sutherland (1732) and the Portington (17th century) church. Additionally, we have an ancient Elizabethan chest and the font is 15th century. The church has been tastefully refurbished, with the pews replaced with comfortable seating and additional capacity is available when required.

The tower contains the spiral staircase to the belfry. In 1887, the year of Queen Victoria's Jubilee, the existing peal of ancient bells were re-ordered and increased in number to six. The bells are rung most Sunday mornings for service, and practice night is Thursday.

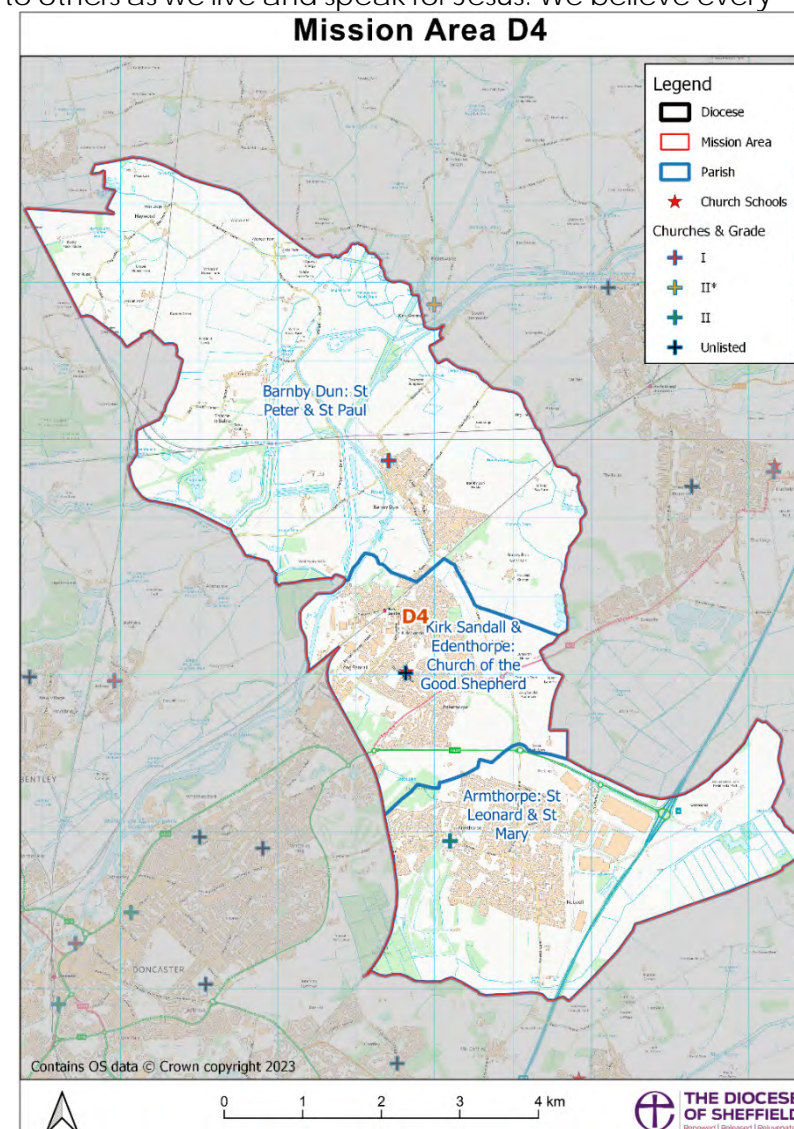
### **Church of the Good Shepherd, Kirk Sandall and Edenthorpe**

We're a church family trying to live and speak for Jesus. We're a church of people from all backgrounds, ages and experiences who have come to see that knowing God is the most amazing thing in life. The bible tells us that the Father's love for his world means he sent his Son, Jesus Christ, to win us forgiveness and bring us back to his family again. Because of his death on a cross 2,000 years ago we're able to live new, transformed lives by the power of the Holy Spirit.

Because God had brought us into his family, we love to spend time with other another. Each Sunday (and at lots of mid-week groups) we gather together to hear more of God's word in the bible, and to understand how

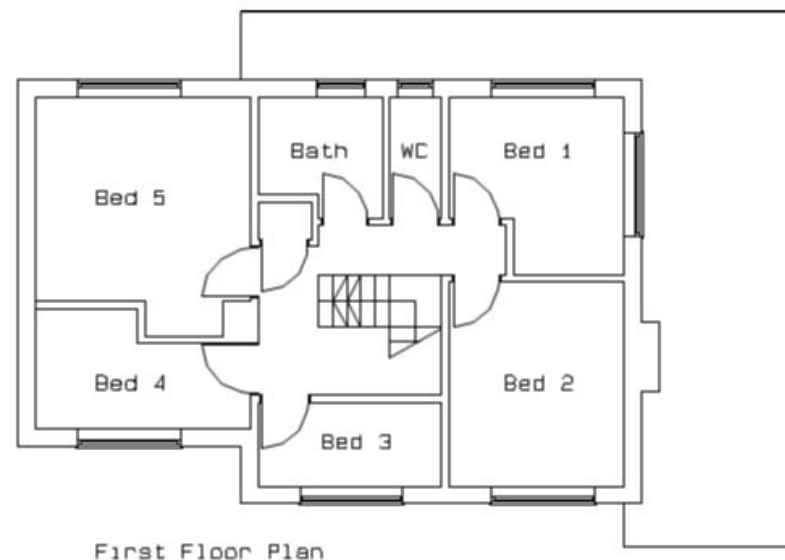
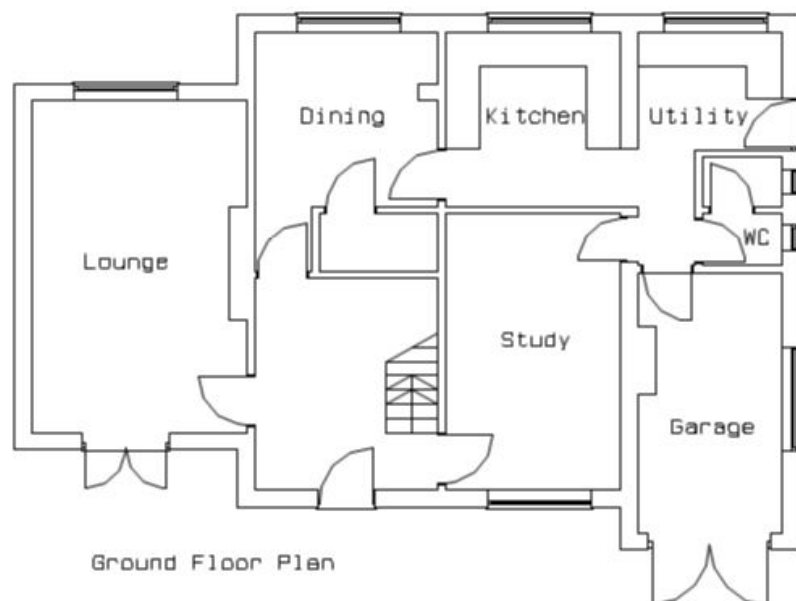
that is so practical and helpful today. We also spend time in song and in prayer, encouraging, strengthening and supporting each other.

As a church family, we want everyone to know our good God, and we try to reach out to others as we live and speak for Jesus. We believe every member has a role to play. However, we also have a dedicated team who lead, run things day-to-day to help "prepare God's people for works of service, so that the whole body might be built up" (Ephesians 4:11-12).



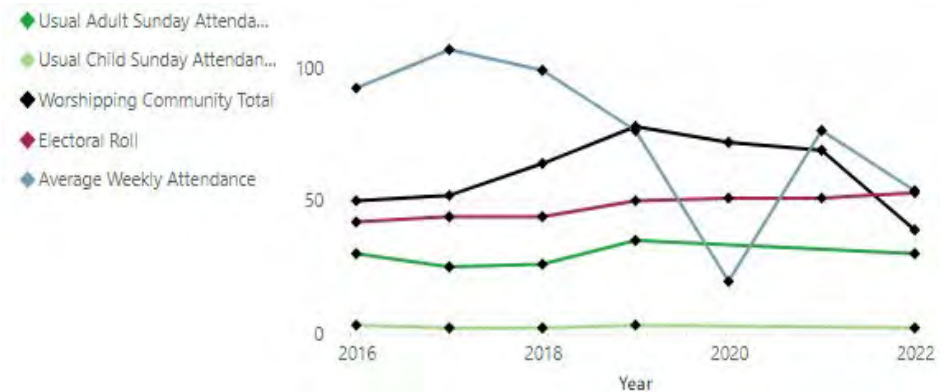
# The Rectory

The Rectory is only a very short walk from the St Leonard's Church, which is on the opposite side of Church Street. It is set in private gardens to the front and to the rear, making it ideal for children and for pets. It includes a generous hall, with direct access to the large study, which in turn has direct access to the downstairs lavatory off the utility room at the rear of the integral garage. The sitting room offers views of both the front and rear gardens, and is adjacent to the separate dining room. The kitchen has been recently refurbished, and the utility room beyond offers side access to the house and garden. Upstairs there are 5 bedrooms, a family bathroom and separate lavatory. With the agreement of the Diocese, we would expect there to be agreed works done to the rectory before the new Oversight Minister moved in.

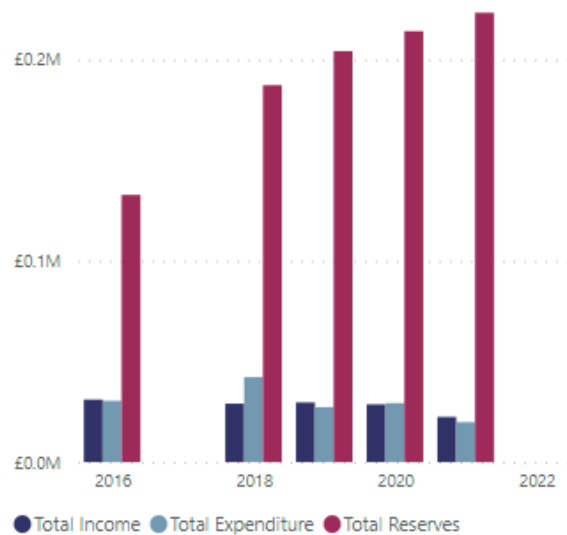


# Additional Statistical and Demographic Information

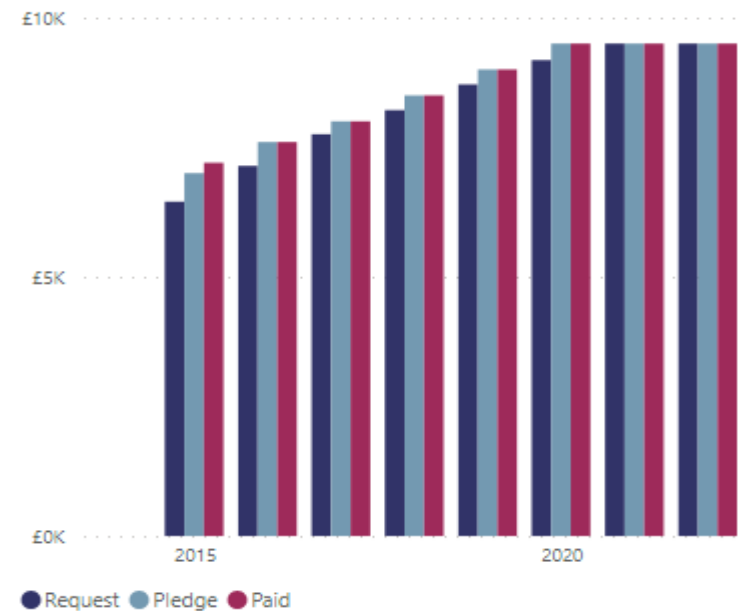
Statistics for Mission Information for Armthorpe:



Parish Income, Expenditure and Reserves for Armthorpe



Common Fund Contributions for Armthorpe:

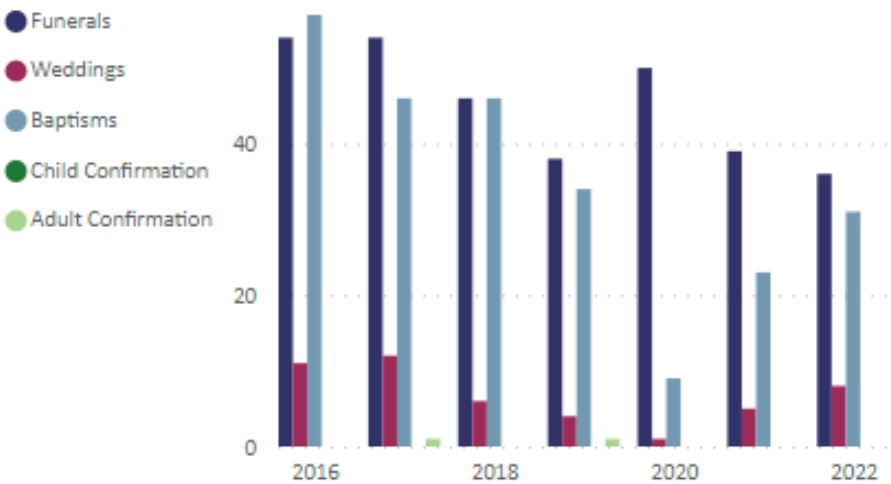


Population and Deprivation Statistics:

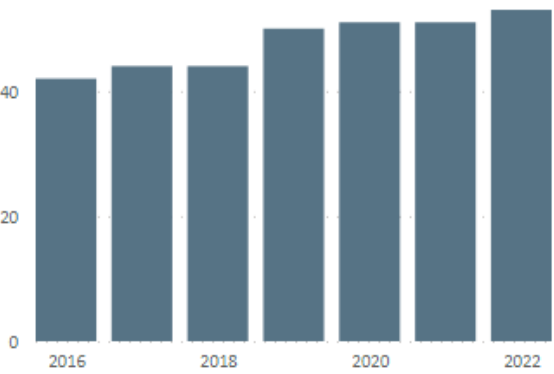
	Ethnicity White	Religion: Christian	Religion: Other Religion	Religion: No Religion	Population % Age 0-4	Population % Age 5-17	Population % Age 18-64
Parish	97.4%	69.1%	1.0%	29.8%	6.4%	14.3%	62.5%
Diocese	90.1%	60.4%	5.9%	33.7%	6.2%	14.9%	62.4%
	Population % Age 65+	Population 2011	Population 2018	Diocesan IMD Rank /173	National IMD Rank / 12,207	National IMD %	Estimated household parish income 2018
Parish	16.8%	14,458	14,515	98	3,006	24%	£36,928
Diocese	16.4%	1,250,244	1,304,296	-	-	-	-



Pastoral Offices



Electoral Roll



# Role Description

## Details of Post

Role Title:	Interim Oversight Minister and Priest In Charge for Armthorpe St Leonard and St Mary in the Mission Area of Beakon Doncaster
Name of Parishes:	Armthorpe St Leonard and St Mary
Deanery:	Doncaster
Archdeaconry:	Doncaster

## Context:

This role is within the Doncaster Beakon Mission Area of 3 parishes with 2 Oversight Ministers, with specific responsibility as Interim Oversight Minister and Priest in Charge of Armthorpe St Leonard and St Mary. Further details about the parish and the wider mission area are given in the profile above.

The role of Oversight Minister is to work in partnership with the Bishop, fellow Clergy, focal ministers 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 grow healthy local churches by working collaboratively with others in four interrelated ways:

- 1) To oversee mission and ministry in the Mission Area.
- 2) To resource the whole people of God 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 identify, nurture and develop leaders of the Mission Area.

The General responsibilities for Oversight Ministers can be found on the Diocesan website and the Person Specification for Oversight Ministers are given below in Appendix 1.

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 as part of the MDR process.

## Specific Responsibilities

- 1) To oversee mission and ministry in the Mission Area.
  - To share in the cure of souls across the whole Mission Area, developing strategies for connecting with, serving and witnessing to those who are resident in the area.
  - To provide oversight, guidance and leadership, fostering a culture and practice of collaboration and teamwork and enabling the discernment, development and implementation of vision in the form of a Mission Action Plan.
- 2) To resource the whole people of God for the whole mission of God.
  - To enable every church member to discern, develop and grow in the exercise of the gifts given them by God;
  - To enable all God's people to grow in their understanding of the mission of God and in confidence in their own calling as full participants in the outworking of that mission;
  - To establish functional leadership structures which enable the flourishing of properly collaborative leadership and which give value to the contributions of all those holding responsibility.
- 3) To ensure mission and ministry in the Mission Area reflects the Christian faith as understood in the Church of England.
  - To foster a working understanding of Christian faith and practice in the Church of England.
  - To have regard to the calling and responsibilities of the clergy as described in the Canons, the Ordinal, the Guidelines for the Professional Conduct of Clergy, and other relevant legislation and guidance.
  - To be ministers of both word and sacrament.
  - To ensure excellence in safeguarding and care for all God's people, and full compliance with Diocesan and national safeguarding guidelines, policy and procedures.
  - To oversee the working of effective governance and procedures with regard to the Church Representation Rules and other relevant legislation and guidance.
  - To encourage and facilitate healthy and effective working relationships within and between the congregations, parishes, Mission Area, deanery and diocese.
- 4) To identify, nurture and develop leaders of the Mission Area.
  - To take responsibility for the support and development of Focal Ministers and all church leaders, encouraging and actively participating in the diocesan programmes of learning, coaching and reflective practice.
  - To model and promote healthy practices of self-care, attending to self-understanding, rest and recreation, prayer and spirituality

## Self-Care

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

The post holder is encouraged to work within the pastoral guidelines issued by the Bishops on holiday entitlement and time off.



## Appendix 1

### Person Specification

#### An Ordained Minister

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

<b>Experience</b>	<ul style="list-style-type: none"> <li>Building and facilitating teams, shared decision-making.</li> </ul>	<b>Y</b>	
	<ul style="list-style-type: none"> <li>Energising and enabling others in forming vision and in strategic planning</li> </ul>	<b>Y</b>	
	<ul style="list-style-type: none"> <li>Working collaboratively, exercising accountability and delegation.</li> </ul>	<b>Y</b>	
	<ul style="list-style-type: none"> <li>Encouraging trust in God.</li> </ul>	<b>Y</b>	
	<ul style="list-style-type: none"> <li>Discerning, nurturing and developing the skills of others.</li> </ul>	<b>Y</b>	
	<ul style="list-style-type: none"> <li>Helping others shape and engage in mission and evangelism appropriate to the local context.</li> </ul>	<b>Y</b>	
	<ul style="list-style-type: none"> <li>Knowledge, understanding and experience of diocesan and church structures, policies, and practices including Safeguarding, finance and governance</li> </ul>	<b>Y</b>	
	<ul style="list-style-type: none"> <li>Taking responsibility for personal well-being and nurture.</li> </ul>	<b>Y</b>	
	<ul style="list-style-type: none"> <li>Enabling others in their practice of self-care and personal development</li> </ul>	<b>Y</b>	
	<ul style="list-style-type: none"> <li>Leading, managing and consolidating change.</li> </ul>		
	<ul style="list-style-type: none"> <li>Conflict management.</li> </ul>		
	<ul style="list-style-type: none"> <li>Entrepreneurial skills, including responsible risk-taking.</li> </ul>		
	<ul style="list-style-type: none"> <li>Holding the big picture.</li> </ul>		
	<ul style="list-style-type: none"> <li>Enabling others in reflection, review and developing the mission and ministry of the church.</li> </ul>		
	<ul style="list-style-type: none"> <li>Building community through relationships of trust.</li> </ul>		
	<ul style="list-style-type: none"> <li>Inter-personal skills, including listening, communication, and exercising emotional intelligence.</li> </ul>		
	<ul style="list-style-type: none"> <li>Organisational skills and administration.</li> </ul>		
	<ul style="list-style-type: none"> <li>Working with different generations and inter-generationally.</li> </ul>		
	<ul style="list-style-type: none"> <li>Pastoral supervision and reflective practice.</li> </ul>		

	<ul style="list-style-type: none"> <li>Coaching and mentoring.</li> </ul>		
	<ul style="list-style-type: none"> <li>Working with different theological perspectives, church tradition, culture and life experience.</li> </ul>		
	<ul style="list-style-type: none"> <li>Initiating and enabling working relationships between church, Mission Area, deanery and diocese.</li> </ul>		
	<ul style="list-style-type: none"> <li>Handling a complex workload, prioritising and balancing competing demands.</li> </ul>		
	<ul style="list-style-type: none"> <li>Making appropriate pastoral provision for leaders.</li> </ul>		