



# THE DIOCESE OF **SHEFFIELD**



## **St James' Norton and St Peter's Greenhill Deanery of Ecclesall S8 Mission Area**

The Parishes of St Peter's Greenhill & St James' Norton are seeking an Oversight Minister who has the vision to help build, lead and grow the parishes, providing support for each individual congregation and enabling them to grow as worshipping communities. We want to enable all the people of the parishes to realise their calling, in whatever form, and to grow in their love of God. This is the second of two appointments covering the four parishes of the S8 Mission Area. Each newly appointed oversight minister will be Priest in Charge of two of these four parishes and will have the main focus of their ministry there.

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## Bishops' Statement



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 two new 'Oversight Ministers' for the S8 Mission Area in the Ecclesall Deanery (twinned with Attercliffe Deanery) is therefore all the more important. The communities of faith in the parishes of Norton and Greenhill (where this appointment will be most focused) are profoundly realistic about the missional challenges they face, but are equally excited about the huge opportunities open to them within their diverse communities. We share their longing 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 the 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

+ Sophie Doncaster

The Rt Revd Dr Pete Wilcox  
Bishop of Sheffield

The Rt Revd Sophie Jelley  
Bishop of Doncaster



## About Us – Mission and Values

We are churches which celebrate every person and where all are welcome, regardless of disability, economic power, ethnicity, gender, gender identity, learning disability, mental health, neurodiversity, or sexuality. We believe in an inclusive church which welcomes and serves all people in the name of Jesus Christ; which is scripturally faithful; which seeks to proclaim the Gospel afresh for each generation; and which, in the power of the Holy Spirit, allows all people to grasp the width, length, height and depth, of Jesus Christ 's love.

### St James' Norton Mission and Values

We are a congregation that worships in a beautiful 850-year-old building, with an excellent choral tradition and many mission opportunities to our community through our church school, uniformed organisations and baptisms, weddings and funerals. We are also a church who find ourselves with areas of our parish in the bottom 10% of national deprivation, and with significant challenges in respect of congregational growth, especially amongst families with young children. Hence our mission is to **Cherish our History and Build for the Future**

St James seeks to welcome everyone and build a community of faith, love, hope and understanding. We come together in our beautiful church to meet God through worship to grow our faith and to give thanks to him for the world he has created.

### St Peter's Greenhill Mission and Values

Our church's mission is to love and serve the Lord by engaging with the local community and bring the Gospel to their doorsteps. We welcome all the people in the Parish and encourage them in a number of ways

We value-

**Love without Borders**

**Sharing Without Fear**

**Seeking with Passion**

**Prayer without Ceasing**

For more info, see our website: [Saint Peter's Greenhill - Values](#)



## Youth and Children

### St James'

Whilst, on many Sundays, children are conspicuous by their absence from services, there are many opportunities in the life of the Church with children and young people ready to be built upon. This is an area that we would like to prioritise and bring the children back into church. Opportunities include:

**Uniformed organisations** attend our all-age service and we try to engage with them

We have an **all-age worship group** which meets with the vicar helping with the non-Eucharistic service to plan the prayers, music and an activity to involve and engage the children and their parents in the service.

We provide **take-away bags** that are given free of charge to families and can be collected from the church porch. These are made up regularly and link with the church festivals and the all-age service.

In **preparation for baptisms**, we have developed a couple of pre-christening sessions which are very well received and go some way to building relationships with the many families who come for baptism. We are contacting the baptism families at Christmas to welcome them to the appropriate Christmas services

Just around the corner from church we have Norton Free **Church of England Primary School**. We would like our ties with the school to be closer once again. Children visit church for their annual Harvest Festival and Christmas Nativity services. In the past, clergy from across the partnership occasionally went into the school as part of their **assembly**. This is something that the children enjoyed, and we are keen to start again.

### St Peter's

We are committed to investing in the children and young people of our local area and have a **detached youth worker**, Joe Corrigan on the team working with ourselves and St Chads to encourage and build with young people of the area.

We actively promote and support the work of School Pastors and Makerspace; recruiting and training volunteers as well as fundraising specifically for this work in various ways. It is also the aim to develop and produce evangelistic events, possibly around Easter and Christmas. It is hoped that we would grow the capacity and sustainability of our Detached Youth Worker.

### Makerspace

A dedicated team of volunteers have created a space to engage with young people through practical hobbies and activities to encourage and build confidence. This team is head up by Joe Corrigan.

### School Pastors

School Pastors have served Meadowhead School for many years. School Pastors are trained to go in and come alongside students and staff, building relationships and supporting them. It is a form of "holy loitering" making themselves available to show the love of God in subtle but powerful ways.

## Our buildings & heritage - St James'

St James' Church, Norton is one of the earliest churches in Sheffield and one of the oldest buildings in the city. There has been a church on the site since before 1170 and there is some evidence that there may have been a Saxon church on the site prior to that.

The setting of the church at the top end of Graves Park, next to Norton Hall draws people into the grounds which are a haven of tranquillity. The Church building is beautiful and well-loved, with many visitors coming in when our doors are open. Our building has been sympathetically restored and developed over recent years. We are fortunate in having significant restricted funds available for the building as well as an enthusiastic Fabric Committee who look after it. We also have an active Heritage Committee which has close ties with the Fabric and Works Committee. This group has greatly improved the experience that our many visitors have especially at Heritage open weekends, these weekends now regularly have over 150 visitors. We have also made positive links with the recently re-formed Norton History group.



The beauty of the building attracts many people looking for life-event services. We are very fortunate to have many baptisms, although fewer than pre-covid times. We also have lots of weddings planned and our beautiful grounds are perfect for photographs.

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The grave of Sir Francis Chantrey, the famous sculptor, is located in the grounds of the Church, and we have a statue of him inside. There is plenty of interesting information about this on our website. The **Chantrey Centre** is the Parish Hall of St James Church, Norton. The building used to be the Victorian Norton Free School. It is a well-maintained substantial building which gives us the space to host events for over 100 people and provide full kitchen facilities (more info under Community Outreach).

We would like to make a clear connection not just between our heritage and history, but the living faith of the church today. Ideally, we'd like to have the church open for longer in the day and improve our grounds to make them a place of peace, remembrance and well-being.



## St Peter's Buildings and history

The church is a modern 1960s building with a distinctive circular worship area. The main building has gone through a number of transformations within the life of the church.

There has however been a church presence back to 1890s with curates attached to St James' who were involved with building the congregation, culminating with the consecration of the church on 22nd May 1965 when the parish was part of the Derby diocese.



The physical structure of the church is very unusual and contemporary, which gives the church a very contemporary feel and this is reflected in the life of the church community.

The building infrastructure does however need updating, particularly the electrical fabric, and we are currently undertaking a project to complete this.

The church aimed to create a number of different avenues to the community with Tea services for the elderly community to flourishing Kids and youth meetings in the attached church hall. Covid however did have an effect on these initiatives and we are still in the process of rebuilding.

The **church hall** is used by the community in a number of ways and the church is looking at how we can use both the buildings to encourage community use. The local schools also use the buildings around Christmas time.





## Worship and Music

### St James'

We hold a Eucharist service in church at 10.30am on the 1st, 3rd and 4th Sunday of each month and a shorter, All-age Worship service (without Holy Communion) on the 2nd Sunday. This monthly all-age service is now well established and is attended by our uniformed groups and young families. Baptism families are encouraged to attend this shorter service which is followed by a light lunch.

On the first Sunday of the month at 6:15pm we have Choral Evensong which is sung by the church choir. The service of around 40 minutes features choral music, readings and prayers and marks the passing of another day.

St James is one of few churches in Sheffield that has an active robed choir. During the pandemic the choir recorded and produced high quality music for online services and reached an audience far beyond those who regularly attend Sunday worship.

In addition to the weekly services, the choir sing at weddings, special services of commemoration, Holy Week, Advent and Christmas. They also combine with other churches for special services or larger pieces of work from time to time.

We have an active Bell Ringing group who ring the full octave of 8 church bells before our services and special events.

Our congregation has diminished significantly on recent years and although only a few have not returned after Covid, many others have not returned on their previously regular basis. Nevertheless, since the removal of restrictions, there has been an increase in optimism about Sunday worship and we have welcomed new members who are now attending and contributing to the life of the church. We have good attendance at our key services each year with our Mothering Sunday, Easter, Remembrance and Christmas Services.

Looking forward, our vision is to see our Sunday morning services grow in numbers and diversity. We would love 100 people of all ages and backgrounds worshipping with us on a Sunday again with children forming a more significant part of our congregation. We would also like our congregation to feel more involved and take ownership of our church life and worship.



## Worship and Music

### St Peter's

The church has gone through a number of changes over the years worshipping with a mixture of formal organ led sung worship with robed choirs through to less formal music band led worship times. At the present time the worship is a great deal simpler with a number of singers and simple guitar. There are times when the sung worship is led from video.

The church does have a heart of worship and the range of musicians and singers is starting to grow again after covid. There is currently an informal service at 10:15 and usually twice a month this a Eucharist.

There is a healthy spread of services at Christmas with the Christingle service having between 200-300 people usually from across the parish. The Midnight service is reflective and takes the opportunity for the community to step back from the bustle of Christmas and think on what the Lord has done.

We have a weekly prayer meeting in the church on Tuesdays and encourage all the congregation to attend where they can.

In 2011 it was identified that the church needed some help to grow and adapt to the needs of the younger generation and families in the area, and a church graft was introduced from another church in the Sheffield diocese.

This growth allowed the church to establish different services that serve the needs across the church members and provide a framework allowing the church to reach out to the community and grow aimed at a wider demographic. During the Covid Pandemic the church went through a tough time, along with most of the other churches in the UK but retained a core church membership which is growing again.

The numbers of God's family who attend over the years has also changed, and at the moment is around 20-30 people at the main Sunday morning service across a wide and diverse congregation.



## Growing and Learning

### St James'

St James is part of the S8 Mission Area and we have increasingly engaged with our friends at St Chad's, St Paul's and St Peter's over the past five years. This has included attending courses such as Alpha, Lent courses and Living in Love and Faith. There is a clear appetite amongst the congregation to engage more deeply with the Christian faith.

Our visiting preachers have supported and helped us in service planning. We now encourage our congregation to become more involved in Sunday services by reading and leading us in our intercessions and we have regular volunteers who are happy to help in these areas.

Across the partnership we try and support each other's coffee mornings and fundraising events by going along to them and sharing the publicity.



### St Peter's

The church has encouraged joint ventures with other churches in the Parish and has just completed an eight-week Pete Greig Prayer course which was attended by people from across the Mission Area as well as from our own congregation.

### Discipleship

Here at St Peters, we believe in the discipleship journey which we travel with others, and believe that we are all somewhere on that journey and try to guide and encourage all wherever they are on that journey

### Small Groups

We have a number of small groups for us to meet with one another during the week to explore faith and life with Jesus. As well as the weekly prayer meeting held in the Church.

We are committing to ensure everyone has access to discipleship tools and resources to move discipleship away from just Sunday to a whole life discipleship model, and plan to do this over the next 3 years in conjunction with the S8 Mission Area





## Local Community Outreach - St James'



The **Chantrey Centre** is a hub of our community. It is financially self-sufficient and has a management committee that oversees the running of the centre. Their policy is to provide a safe and reasonably priced environment that allows as many local user groups as possible to use the building.

The centre is almost fully booked on a daily basis. There is a Preschool group during the day Monday to Friday, and a church run Bumps to Three group. In the evening there are uniformed groups (Rainbows/ Brownies/ Guides/ Rangers/ Beavers/ Cubs & Scouts) which are all well attended. We also have regular weekly bookings from bell ringing groups, cycling keep fit, dog trainers, Norton

History group and occasional birthday parties.



The church uses the centre for PCC meetings, our Summer and Christmas fairs and recently our Harvest Supper which was well attended. We hold community coffee mornings in church three mornings a week and on the second Saturday morning of each month. These are well attended and a lifeline to those who live alone and feel isolated.

Each September as part of our heritage open weekends, we open the church up and offer tours of the building explaining its historic past and have on display various artefacts. The event over several days draws people from far and wide to look round the church, to listen to speakers, hear the wonderful bells and of course drink tea and eat cake! Currently in the church yard there is a very small garden of remembrance. Plans are underway to significantly increase the area creating a much larger open space with seating for prayer and reflection which will be sympathetically planted out. Over the last 12 years the church has run markets within the church grounds and in the church building, which have proven very popular with the local community.

On Thursday mornings our second bumps to threes toddler group is held in church. Children come from across the whole parish to meet up, engage with their peers and learn through play, craft activities and singing. The children are given healthy refreshments and mums/carers have the chance to chat over a well-earned cup of coffee.

We hold a fortnightly craft group in the choir vestry who meet up to share art and craft ideas or knit/sew and natter over a coffee and cake! We also have music groups who meet in church during the week including a madrigal group, ukulele group, Swing band and folk musicians. We support several local charities by fund raising or donating items. Currently we are a collection point for Baby Basics, Grace Food Bank, and The Sheffield Shoe Box Appeal.

## Local Community Outreach - St Peter's

We love to welcome new people into our family, whether that's through baptism/christening, weddings or funeral services, or on a regular Sunday morning.

We are committed to increasing our partnership and witness within the local community.

We want to encourage, support and be actively involved in local events and initiatives and find ways in which we can be present to our local community. This will be primarily through the developing **Greener Greenhill project** and exploring ways to utilise our green space around the church as a way of connecting with people. The aim is to have established, regular events that we are engaged in and to increase the number of volunteers involved.

We want to increase pastoral capacity by creating ongoing training opportunities in pastoral care. The aim is to have 50% of regular congregation members trained and growing in pastoral ministry at the end of the three years. As small groups play a significant role in ensuring pastoral ministry is exercised amongst us, we will seek to multiply groups and create greater capacity, by advertising and embedding them within the life of our church. There are regular joint ventures across the parish with St Peters actively supporting these from the work at the local Library and Greener Greenhill through to working with the local foodbanks to serve the community. At the present time we are looking into starting a Warm space afternoon to serve families and individuals affected by loneliness and/or fuel poverty. In the past, in conjunction with other local Churches, St Peter's has been involved with the [Terminus Initiative](#) which supports local people in our area both materially and spiritually

## Finances and Stewardship

### St James'

We have a good team that works to ensure that money is wisely spent on prioritised areas.

Although St James have substantial restricted funds for the care of our building, we are a cash-poor church. Giving has dropped off over the past few years whilst costs have risen. For the past two years we have had to drop our common fund contributions; however, we have paid our pledged contribution and have increased our pledge for 2023

### St Peter's

We have a small finance team keeping an eye on the finances which due to covid makes for interesting reading, we are not cash rich either as a church. The church gives as generously as it is able and most people have decided to use standing orders. We are working with God's economy and faith, and believe absolutely that the finances will be available when they are required.

## Facts & figures

	St James'	St Peter's		
<b>Address</b>	Norton Church Road, Sheffield , S8 8JQ	Reney Avenue, Greenhill, Sheffield		
<b>Website</b>	<a href="http://St James' Norton">St James' Norton</a>	<a href="http://St Peter's Greenhill">St Peter's Greenhill</a>		
<b>Email</b>	<a href="mailto:info@stjamesnorton.org">info@stjamesnorton.org</a>	<a href="mailto:hello@saintpeters.co">hello@saintpeters.co</a>		
<b>PCC members</b>	We have 12 serving PCC members	9 serving members, 4 sub groups, serving groups for Operations and Worship		
	Helen Walker Church Warden	Alison Brown		
	Claire Bennett Church Warden	Brenda Bonham Church Warden		
	Annette Hale Secretary	James Bonham Treasurer		
	Paul Coldicott Organist	Shaun Rattigan Worship Leader		
	Lesley Webster Electoral Roll Officer	Michelle Hayes Church Warden		
	Hilary Ward Treasurer	Sarah Clayton		
	Katie Walker	Sandi Johnson PCC Secretary		
	Sharron Balloch	Ros Rees		
	Ann Brookes	Simon Hayes Reader		
	Lesley Hibbert	Janice Jackson		
	Ted Lemons			
	Pippa Gascoigne			
<b>Avg Sunday Attendance</b>	Approx 30	20 to 30		
<b>Electoral Role</b>	66			
<b>% resident</b>	52			
	<b>2021</b>	<b>2022</b>	<b>2021</b>	<b>2022</b>
<b>Weddings</b>	8	5		
<b>Funerals</b>	6	5		1
<b>Baptisms</b>	13	22	3	1





## Introduction to the Area

### The Parish of St James'

St James' Church serves the Parish of Norton, Jordanthorpe and Batemoor, comprising a wide demographic of people, with diverse pastoral needs.

The parish includes three suburban housing estates, three primary schools (one to accommodate special needs), several toddler and nursery schools and one secondary school.

Norton is a semi-affluent suburb with a high proportion of retired and elderly residents. Recent years have seen a greater increase of younger families moving into the area, including some from more diverse cultural backgrounds.

Jordanthorpe and Batemoor form larger housing estates, built during the 1960s and 1970s at a time of significant suburban growth. These areas within the parish house a less affluent demographic that includes the elderly, young families and single people. Poverty within these areas means that the parish falls within the most deprived decile of parishes nationally. The dual carriageway known as Bochum Parkway divides the parish of Norton in two from the surrounding areas of Jordanthorpe and Batemoor. It is from these locations that many of our families come for baptism. Whilst the Meadowhead Christian Fellowship carry out excellent work around these estates, unfortunately St James' presence is less visible.

### The Parish of St Peter's

The Parish of St Peter's Church Greenhill is on the southern edge of the city of Sheffield and covers not only the village of Greenhill and the local housing developments around, but also the entire Lowedges estate and the older part of Bradway known as Lower Bradway.

The area has a mixture of owner-occupied housing in Greenhill and Lower Bradway and some 3,000 + council and private houses and flats in Lowedges.

About half the population of the parish live in Lowedges, which is also home to the Transport Recreation Ground, Lowedges Fire Station and Greenhill Park, and a number of local schools.

In both parishes there are schools and a library, a café and local shops serving Greenhill, Lowedges, Norton and Bradway. The whole area is well served by multiple bus routes into the city, with its wide array of shops, two nationally acclaimed theatres, museums, two universities and world-class sports facilities. Being on the edge of Sheffield there is easy and quick access to the Derbyshire Peak District and surrounding countryside as well as the city centre 5 Miles away.

With its myriad of cycle, walking tracks and stunning scenery the Peak district is literally a few minutes' drive away and easily accessible. Within the area we also have multiple golf clubs and sports facilities



## The S8 Mission Area

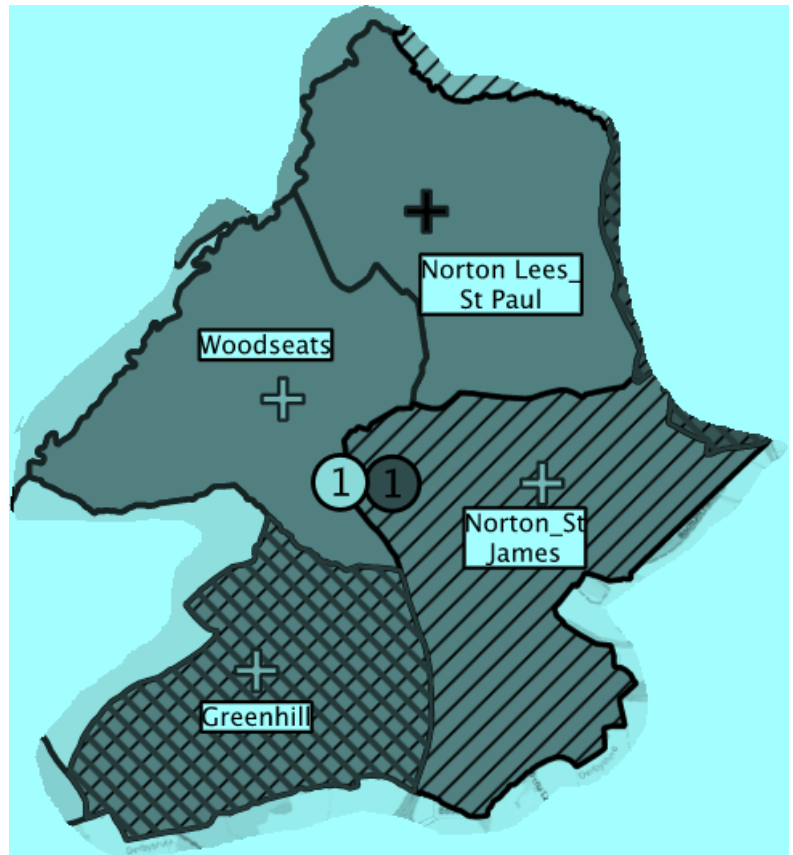
The S8 Mission **Area** began life as the S8 Mission **Partnership**, and there has been a history of good collaboration and cooperation between its four Churches.

**St Chad's Woodseats** is a modern, thriving Church, recently refurbished, which has a good congregation and strong lay leadership. The well-organized lay team exercises a whole raft of ministries in the local community.

**St Paul's Norton Lees** has a flexible Church worship space, and is well connected to its local community through many different activities which take place there. There is a good congregation, with a spread of ages.

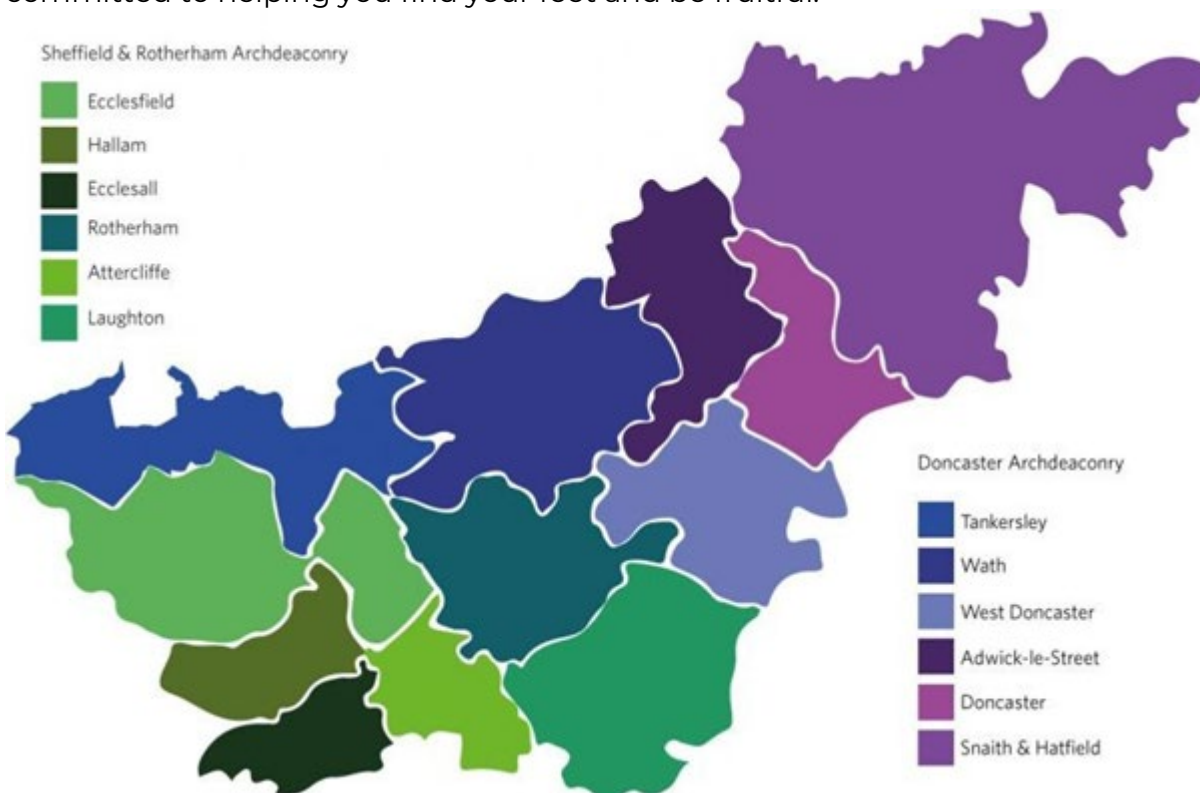
**St James Norton** has a beautiful historic Church building, popular for weddings and christenings. The worship is led by organ and robed choir, and there is a healthy congregation with good lay involvement.

**St Peter's Greenhill** has a committed congregation with several younger families, engaging with their local community. Services are guitar led in a modern style, and there are good lay leaders in place.



## From Area Dean Mark Brown

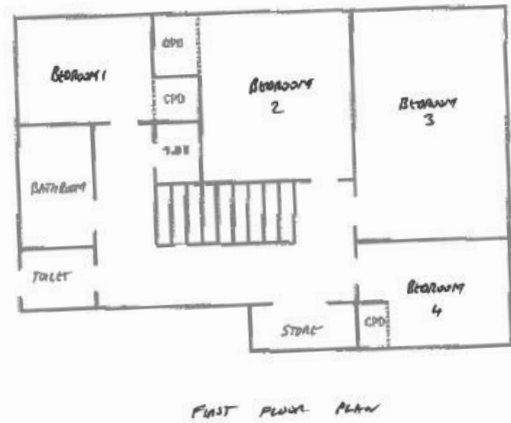
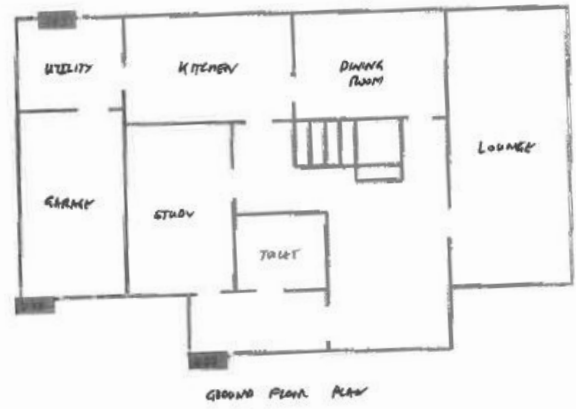
Ecclesall Deanery is made up of 16 parishes which are variously grouped into Mission areas or Bishop's mission orders. We are in the early stages of working with our twinned Deanery of Attercliffe for the purposes of engaging with the wider transition narrative the diocese is engaged in. There is a strong emphasis on mutual support in ministry, and in wrestling with how best to carry forward the many changes that are needed to equip churches for the future. There is a variety of geographical settings in the deanery from more spacious rural-like settings to city centre Churches. The full ecclesiastical spectrum is represented and there is one local ecumenical project. Greenhill and Norton are in the South of the Deanery of Ecclesall, where I have found in my appointment as Area Dean that there is much keen and friendly support amongst the clergy. The Deanery comprises many different outlooks and approaches to ministry and mission, but all are keen to be supportive and share ministry where possible. The parishes are keen to appoint someone of vision who can release them to discover mission opportunities locally, around which new focal ministers could gather. I make it a priority to be a listening ear to any concerns clergy or parishes may have, and with others across the Diocese who support the work of Parishes, to share wisdom from many years of Parochially and Diocesan based ministry. You are entering the Deanery and Diocese at a time of significant change and your own contribution would be welcome. I am personally committed to helping you find your feet and be fruitful.





## Vicarage Information

The vicarage is located adjacent to St Peter's Church, close to shops, Greenhill Primary School, the library and a café. It is a modern, well insulated, purpose-built vicarage with a study and WC accessible directly from the front door. This enables visitors to come and go without entering the main living area of the house, ensuring families' privacy. There is a garage and ample parking to the front, and substantial enclosed private gardens to the sides and rear, which are mostly lawned.



## Role Description

### Details of Post

#### Role Title:

**Priest in Charge of St James', Norton and St Peter's Greenhill, and Oversight Minister in the S8 Mission Area**

**Name of Benefices: Norton, Greenhill**

**Deanery: Ecclesall**

**Archdeaconry: Sheffield**

### Context

The parishes of Norton and Greenhill are in the South Western suburbs of Sheffield close to the border with Derby Diocese. This is a mixed residential area, both parishes comprising more established housing in the 'villages' with more recent outer city housing estates. The two parishes, where this role will mainly be focused, are set in a wider Mission Area with Woodseats and Norton Lees parishes, where a second Oversight Minister has recently been recruited.

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 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 is Found 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.***





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

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