



**THE DIOCESE OF
SHEFFIELD**

Church House
95-99 Effingham Street
Rotherham, S65 1BL

Role Description

Details of Post

Role Title: Associate Vicar Doncaster St George (Doncaster Minster) and Doncaster St James

Name of Benefice: Doncaster St George and Doncaster St James

Name of Mission Area: Doncaster City Centre (Doncaster Minster, St James', St Vincent's Mission BMO)

Deanery: Doncaster

Archdeaconry: Doncaster

Accountable to: Oversight Minister / Incumbent

Line Manager of: Social Action / Community Engagement Role and Parish Nurse (both to be recruited)

Context

This is a Mission Area of two parishes serving Doncaster City Centre. Within the Mission Area boundary is also St Vincent's Bishop's Mission Order, operating from a shop unit on Priory Walk.

Through investment from the Strategic Mission and Ministry Investment Board (SMMIB) we have a once in a generation opportunity to invest in people and buildings to revitalise city centre mission and have stronger foundations for a sustainable future. We are calling this chapter in the life of the Doncaster church 'Love Doncaster' – because that's how we want the church and her people to be known in this city. This Associate Vicar role is an ideal opportunity for someone who would relish being part of shaping new mission and ministry with a diverse range of people and expressions of Christian faith and worship.

We have identified three main strands of mission for the next five years: music outreach, social action, city centre civic engagement. This role will take a lead within the team in collaboratively developing and seeing through to reality the social action strand of the mission across the whole Mission Area. This will include working with others to develop job descriptions and

recruit the two roles that fall within the social action strand of the Love Doncaster investment. This role will also be the lead priest for the nurture and growth of the dynamic and intercultural St James' community.

Role Purpose

1. To assist the Incumbent in the cure of souls, in collaboration with the Bishop.
2. To grow Christ-like, lively and diverse Christian communities in this place which are effective in making disciples and in seeking to transform our society and God's world.
3. To represent the Church of England in the wider community.
4. To develop the social action strand of mission in the Mission Area and have particular pastoral responsibility for St James'.

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 work closely with the Incumbent in leading a growing team of ordained and lay people, to enable us to realize our vision of becoming a resourcing church.
2. Under the oversight of the Incumbent, to take the lead in developing the social action mission strand for the Mission Area and the spiritual and numerical growth of St James'.
3. To take a full part in the worship and ministry of the Minster, including both Sunday and weekday services, and civic ministry.
4. To work closely with the Incumbent and team in embracing new and existing mission opportunities afforded through the development of a mixed ecology church, with a particular emphasis on developing the rich intercultural ministry at St James'.
5. To collaboratively develop the job descriptions for and recruit the Social Action / Community Engagement Role and Parish Nurse; then line-manage and support these roles in line with Mission Area plans.
6. To work within a collegial model of ministry and enthusiastically bring gifts and talents to deliver the vision and serve the team.

General Responsibilities

Alongside lay and ordained people the following general responsibilities are shared:

1. To ensure that a high standard of worship, preaching and pastoral care is offered.
2. To develop the ministry of all the laity and raise up lay leaders such that all are using their gifts for the glory of God.
3. To offer the gospel in a lively and engaging way to those who are outside the church.
4. To offer a way for people to explore the Christian gospel for the first time leading to baptism and confirmation.

5. To offer clear pathways for young Christians to grow to maturity as Christian disciples.
6. To lead the church in responding to human need by loving service.
7. To participate in diocesan, national and international initiatives to transform unjust structures of society.
8. To seek at all times to safeguard the integrity of creation and sustain and renew the life of the earth.
9. To encourage Christian stewardship of people's time, money and abilities.
10. To collaborate with Churchwardens, buildings team, and Revitalisation Church Buildings Officer to ensure the St James' church building serves the church's wider mission in the community.
11. To seek ecumenical cooperation wherever appropriate and possible.
12. To explore opportunities for pioneer expressions of mission and ministry wherever appropriate and possible.

Key Colleagues you'll work with

- The Bishop of Sheffield and the Bishop of Doncaster
- The Archdeacon of Doncaster
- St Vincent's Bishop's Mission Order (Doncaster City Centre)
- Revitalisation Church Buildings Officer
- Strategic Programme Director and Programme Team
- The Area Dean and Lay Chair of the Deanery
- Clergy and Lay Leaders in both Doncaster Minster and St James'
- Chapter and Deanery Synod
- The Diocese Resourcing Mission and Ministry Team

Key partners in the wider community

- Doncaster Metropolitan Borough Council, Councillors and officers
- Ecumenical and inter-faith partners
- Members of the Bishop of Doncaster's cross sector networking breakfast
- Other voluntary and community sector partners
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Signed:

Print name:

On behalf of Minter PCC

On behalf of Archdeacon

Signed:

Print name:

On behalf of St James' PCC

Person Specification

Associate Vicar of Doncaster Minster and Doncaster St James		essential	desirable
Qualifications and Knowledge	Ordained priest in the Church of England, of no less than three years.	✓	
	Shows capacity to foster collaboration between lay and ordained ministers (licensed, commissioned and authorised) and lay leaders.	✓	
	Open to lifelong learning and development.	✓	
	Good up to date knowledge of church growth, including revitalisations and resourcing churches.		✓
	Understanding of and commitment to safeguarding.	✓	
	Understanding of how buildings can be adapted and developed to be assets in mission.		✓
Character	Models leadership on the example of Christ.	✓	
	Collaborative approach to ministry with lay and ordained people.	✓	
	Passion for social justice, inspiring others in Christian social action.	✓	
	Committed to the breadth of tradition in the Church of England and mutual flourishing. Including ability to work comfortably within a missional context that embraces a broad spectrum of tradition.	✓	
	Strong and mature personal faith, nourished by established patterns of prayer, worship, reflection and study.	✓	
	Accountable.	✓	
	Recognised as resilient, stable and trustworthy.	✓	
	A positive sense of humour.	✓	
	Willingness to explore new forms of worship and mission.	✓	
	Cares for self and for key personal relationships; and encourages others to do likewise.	✓	

Experience	Discerning, nurturing and developing people to build and facilitate teams with shared decision making.	✓	
	Experience of ministry in a multi-cultural and multi faith context, including intercultural worship.	✓	
	Experience of intercultural mission and ministry.		✓
	Working collaboratively, exercising accountability and delegation.	✓	
	Helping others shape and engage in mission and evangelism appropriate to the local context.	✓	
	Building links and partnerships beyond the church, and embracing the civic life of the city centre Mission Area.		✓
	Innovative approaches to communicating the Gospel to enquiring minds of all ages and backgrounds.		✓
	Knowledge, understanding and experience of diocesan and church structures, policies, and practices including finance and governance.		✓
	Conflict management.		✓
	Entrepreneurial skills, including responsible risk taking.		✓
	Enabling others in reflection, review and developing the mission and ministry of the church.		✓
	Excellent inter-personal skills, including listening, communication, and exercising emotional intelligence.	✓	
	Organisational, time management and administration skills; prioritising and balancing competing demands.	✓	
	Working with different age groups intergenerationally.		✓
	Pastoral supervision and reflective practice.		✓
	Coaching and mentoring.		✓
	Working with different theological perspectives, church tradition, culture and life experiences.	✓	